

ARTICLE:  
ENGLISH LANGUAGE PROFICIENCY AND TESTING

**[Note to Union: Language highlighted below in blue is language proposed by the Union on 5/28 that Duke has accepted.]**

**Section 1.** The Graduate School requires graduate students whose first language is not English to take oral and written placement exams upon matriculation administered by the Graduate School's English for International Students (EIS). This requirement applies to all graduate students except those in the Pratt School of Engineering or the Graduate Communications and Intercultural Programs (GCIP) unit of the Pratt School of Engineering (Pratt students only). Depending on the results of the exams and the student's degree program, students can either: (i) place out of taking any English proficiency courses; or (ii) be placed in one or more courses offered through either the EIS program or GCIP in the Pratt School of Engineering. English proficiency exams shall continue to be administered twice a year (fall and spring) at no cost to bargaining unit members.

**Section 2.** Bargaining unit members who do not pass the English proficiency exams and who do not place out of the English proficiency courses through the placement exams shall be provided adequate explanation of their results. Bargaining unit members who do not pass the exams will retain their funding, but may lose their initial appointment if their English language skills are not sufficient for their initial appointment. If a bargaining unit member loses their initial appointment due to their failure to pass the exams, the University will try to reassign the bargaining unit member to a different, limited assistantship position that only requires indirect instruction (e.g., grading assignments) if such a position is available.

**Section 3.** The Graduate School will continue to require international bargaining unit members who do not successfully complete required English proficiency coursework or who do not place out of EIS courses through placement testing to retake English language training courses offered through EIS and GCIP at no cost to the international bargaining unit member. The University will use best efforts to ensure that seats are available in these courses and such courses will continue to be graded on a Credit/No Credit basis.