Background Check Recommendation

Approved by Personnel Sub-committee 3/24/15
Passed by Full UCFA Committee 3/31/15

Regarding the issue of whether or not background checks should be required of all MSU appointments, both paid and unpaid, our recommendation is:

1. Ensure that all who have MSU appointments (paid or not, although this would not apply to preceptorships) have been cleared through a background check at least as strenuous as MSU’s check of regular employees. If this cannot be assured, then a background check must be performed.

2. In the case of reasonable suspicion (e.g., ...), reserves the right for MSU to perform a repeat of the background check.

3. Require all MSU appointees (paid or not) to disclose within 72 hours or at the earliest possible opportunity all relevant events that could adversely affect their ability to fulfill successfully their responsibilities as an appointee of MSU, including:
   a. professional misconduct or sanctions (e.g., debarment by a federal agency; any form of professional discipline or license restriction or surrender; loss of hospital privileges; and admission or determination that the appointee had committed research misconduct);
   b. any civil rights violation that the appointee admitted or was determined by a court or other adjudicative process to have committed (e.g., sexual or racial harassment or discrimination); or
   c. any felony crime for which the employee was arrested or any serious crime for which the employee was convicted or pled “no contest” (e.g., any felony; any crime that requires the appointee to register as a sexual offender; any crime of violence; any fraud, theft, or other crime involving money).

Engagement in any such conduct will not, in and of itself, terminate the appointment at the University. But failure to disclose such information, or any misrepresentation made in connection with the disclosure, could be grounds for termination.