New Background Check Process

Liz Roberson, Human Resource Management
Why are background checks necessary?

- Universities and workplaces across the country have been the sites of devastating criminal activities over the last decade.

- LSU is committed to provided the safest possible environment for the entire community of employees, student and visitors to campus.
Why are we moving to a pre-employment fingerprint process?

• Improved accuracy of identification and records. Identification by fingerprints are proven more accurate than private background check companies who conduct searches by name and DOB using courthouse records.

• The University’s liability will be reduced as shown by our efforts to increase the screening measures of individuals coming on our campus.
Workplace and Higher Education Violence Data

• Over the past 5 years, an average of 564 work-related homicides occurred each year in the United States.

• Co-workers and former co-workers were the assailants in 12 percent of all shootings.

• 174 murders occurred on U.S. college campuses from 2005-2008. Over 235,000 crimes reported on campuses during this crime period.
Universities currently utilizing pre-employment fingerprinting

- Southern University and A&M College
- Florida State University
- Texas Tech University
- Stanford University
- California State University
- University of Arizona
Fixed Cost

• Previously charged variable rates per county and parish.

• A nationwide criminal records search is conducted at a fixed cost of $45.25.
Important Reminder

• As is our current process, **no candidate may begin employment prior to the background check results being received and approved by HRM.**

• Hiring departments must allow adequate time for the pre-employment background check process to occur prior to the anticipated start date.
Implementation Dates

• **September 1, 2012** - all final candidates offered positions on or after this date, outside of contingent workforce.

• **November 1, 2012** - full implementation to include the contingent workforce.
Support and questions regarding pre-employment fingerprinting

Contact Liz Roberson at lroberson@lsu.edu or any staff member within the Staffing and Employment Center (SEC)

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Sources


• U.S. Department of Education:  
  http://www.ed.gov/

• Revised University Pre-Employment Background Check Policy