

NEWARK FACULTY COUNCIL MEETING

ATTENDED: Francis Bartkowski, April Ann Benasich, Sherri-Ann Butterfield, Vivian Fernandez, Alex Gates, Jane Gilman, John Kettle, John Graham, John Gunkel, Rosa Oppenheim, Brandon Paradise, Alan Sadovnik, Rob Snyder, Ted Szatrowski, Jerome Williams, Ray Williams, Laszlo Zaborszki

Chair Jane Gilman introduced Vivian Fernandez – VP HR. Criminal Background Screen in Initiative as of April 30th with new faculty standardized existing pre-employ mandated for all new hires.

RBHS – always; other depts. Can ask over ½ of employees covered search firms all do common practice to Big 10 phasing in all new hires. Volunteers on campus need screening. Not current employees unless working positions, reg security, etc. SS# verification sex offender register, criminal background

EEOC – how to deal with addressing findings not automatic exclusion

10 business days/ support dept. is hiring global checks on international hires. Cost vary. Offer letter can be sent “contingent” upon findings.

Question to VF – who assesses? UHR

Question to VF -Security of info – privacy protection

Note from Chair: that Beryl’s questions on the topic will be addressed at another time since she is absent..

QUESTION to VF -:

- Does HR ask certain questions?
- University must authorize
- May self-disclose

Statement from NFC Member: – Temporary hire “2years of hell” 3 civil suits had been filed against faculty.

Statement NFC Member: must report findings to candidate

Question to VF - how will it effect hire in terms of timing

Question to VF- what prompted this process?

Vivian - RBHS compliance issues

- For rest of RU – maintain safety

Question to VF- – impact on minorities

- Only safety concerns
- Subjective judgments
- Research on implicit bias

Vivian – only a handful have been excluded over recent years

- How to assess formerly incarcerated

- No one HR has expertise
- Putting a team together that can represent fairness

Question to VF-how are arrest records handled?

Vivian – only convictions matter in findings

- Mental illness?

Vivian – need expertise to judge

Question to VF- not accessing mental health

Vivian- only convictions bring that up

Question to VF- Credit history?

Vivian – depends on the position

Question to VF- what will change for faculty?

- Timing on getting this started
- Communication on findings

Vivan – confidentiality prohibits

Question to VF- Who review findings?

Vivian – HR team evaluates

Statement by NFC member – example of political history

Vivian – no automatic exclusion

Statement by NFC member- EEOC guidelines prevail

Vivian- Equitable evaluations

Question to VF-- challenges to decision?

Vivian – identity theft has been revealed

Criminal convictions

Question to VF-- mistaken identity cases?

Vivian – google search not the way to search

Question to VF – how do you pick up media pieces

Vivian – standard in criminal background

Release form from former

NEXT TOPIC – 3/19 minutes approved

TOPIC: University Senate

Member suggestion: - suggest to Exec Committee

Acknowledge request

NFC Member: make formal request to do so

Suggest we request – 2 meetings per year at Newark and Camden

- All in favor
- May meeting – cancelled
- Elections of Senators
- By-laws demonstrate a NFC member be on Senate
- Request to have elections went to Chancellor – at large Senators

LAST TOPIC: final comments on background checks

NFC Member– Follow up on feed back

Chair will – email Vivian after presentation to thank her and ask for follow up adverse impacts and ask for statistics

Election of Senators and What NFC wants from Senate

Teleconferencing for nominees

Member mentioned - rules of attendance – telecommunications

Webcasting of meetings of Senate

Possible to participate

Voting on nominees for Senate: balloting will be done by e-mail

The nominees are discussed and presented by a person that knows them.

All can vote – nominees & absentees

Nominees are

Kustka.

Farney

Ted Satrowski

Ray Williams

There will be a delegate for 3 years and a delegate for one year

There is also a delegate as per the NFC bylaws and there was discussion about sending a name for that slot to the Senate. It was agreed to do so because it is in our bylaws even though the information the Senate sent on the number of open seats does not take that into account.

Meeting adjourned.