

The University of Connecticut Chapter of

**AAUP**

THE AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

**BACKGROUND AND UPDATE ON NEW UCONN POLICY ON PRE-EMPLOYMENT CRIMINAL  
BACKGROUND AND CREDIT HISTORY CHECKS**

As of February 1, 2014 the University of Connecticut began a new policy of implementing a pre-employment background check for all full-time and part-time candidates for employment in regular payroll positions (faculty and professional and classified staff). For adjunct faculty, the policy applies to everyone, even those who have already been employed at UConn. For the overwhelming majority of adjunct faculty, this will be a one-time occurrence as long as they do not have a break in University service of more than two (2) consecutive semesters. If a tenured, tenure track, or in-residence faculty member have a break in service of (2) consecutive semesters, they too would have to undergo the background checks.

There has been some confusion about the inclusion of a credit history check. To be clear, the University is not conducting a credit history check as part of this policy. The forms on the website ([http://www.hr.uconn.edu/employment\\_services/cbc.html](http://www.hr.uconn.edu/employment_services/cbc.html)) include a credit history check. Individuals do not have to submit them or authorize that a credit history check be done as part of this policy.

The background check will usually take 48 to 72 hours to be completed, will be administered through the Department of Human Resources, and held confidentially there.

Please contact the AAUP office if you are asked or told that you do have to undergo the credit history check. We will be monitoring this policy to ensure it runs smoothly and fairly.