

THE UNIVERSITY OF MICHIGAN  
SENATE ASSEMBLY  
FINANCIAL AFFAIRS ADVISORY COMMITTEE (FAAC)  
Advisory to Kevin Hegarty, Executive Vice President and Chief Financial Officer

Minutes

**Committee Members:**

- Doug Richstone (Chair), Professor, College of Literature, Science, and the Arts
- Erik Nielsen, Associate Professor, College of Literature, Science, and the Arts
- Daniel Rife, Director, Facilities and Operations
- Keith Riles, Professor, College of Literature, Science, and the Arts
- Erhan Bayraktar, Professor, College of Literature, Science, and the Arts
- Michael Byers, Associate Professor, College of Literature, Science, and the Arts
- Nicholas Reed Dunnick, Professor, Medical School
- Adam Matzger, Professor, College of Literature, Science, and the Arts
- Jessica Pasquale, Senior Associate Librarian, Michigan Law
- Nancy Allee, Director, University Library
- Erik Marshall, Lecturer II, College of Arts, Sciences and Letters-UM Dearborn
- Ivo Dinov, Professor, SACUA Liaison, Nursing
- John Mansfield, Undergraduate Student, Business
- Vincent Alessi, Graduate Student, Computational Medicine and Bioinformatics
- Kevin Hegarty, Executive Vice President and Chief Financial Officer
- Mary Jo Banasik – Director, Faculty Senate Office
- Jane Jakeway, Staff Support, Executive Assistant to the EVPCFO

Guests:

- Rich Holcomb, Associate Vice President for Human Resources
- Tim Wood, Senior Director for Staff Human Resources
- Sascha Matish, Senior Director for Academic Human Resources

Kevin Hegarty, executive vice president and chief financial officer (evpcfo) welcomed committee members and introductions of committee members present were made. All committee members were present. Mr. Hegarty introduced today's guests, Rich Holcomb, associate vice president for human resources; Tim Wood, senior director for staff human resources; and Sascha Matish, senior director for academic human resources.

AVP Holcomb thanked the committee for the opportunity to discuss one of the outcomes of the Wilmer Hale Report. Specifically, how should the university review external candidates for faculty and staff positions? AVP Holcomb provided the attached (attachment A) document showing information for 2019 of all three campuses on pre-employment screenings (criminal, education and drug screening). Mr. Wood noted that background screening is done centrally and reference checking is done departmentally. He also stated that prior criminal history does not automatically eliminate candidates from being hired. Chair Richstone stated in his experience in

the Deans office at the university, an overwhelming majority of criminal hits are minor alcohol violations that occurred while candidates were undergraduates. Mr. Wood stated that those type of incidents do not have an adverse effect on being hired, unless it is related to the position they are hiring into, such as a transit driver. Ms. Matish stated that issues that arise are consulted with the Deans office. Professor Dinov inquired how far back background checks go. Mr. Wood stated the third party vendor goes back seven years and they do check the sexual misconduct registry.

AVP Holcomb would like the committee's thoughts on departmental reference checks and asked their thoughts on the current process. The committee agreed that there is a need for more screening of candidates on behavioral-based characteristics. They also thought it would be a good idea to partner with other universities and to take advantage of social media in the process of vetting candidates, but to make sure that this is done in a consistent and fair way. Mr. Wood agreed for the need to be consistent in the hiring process and it is important not to let the hiring decision-maker screen social media. Also, free speech rights need to be considered. AVP Holcomb agreed there is a need for a consistent process and approach and it needs to support the constructs of DEI. Ms. Matish reiterated the strong need for more uniform reference checking on campus.

AVP Holcomb noted the complexities of the issues and there is not a firm timeframe to have changes to the hiring/screening process. It is his hope to create recommendations in approximately six months. The committee suggested a toolkit could be made available to assist hiring teams with proper methods to perform reference checks.

EVP Hegarty and Chair Richstone thanked today's guests and committee members for the thoughtful discussion. Meeting adjourned after the motion by Professor Marshall.

Next Committee meeting: February 15, 2021

# Attachment A

## Financial Affairs Advisory Committee

November 16, 2020

# Wilmer-Hale Report Recommendation

The University should review its procedures for vetting external candidates for faculty and staff positions, and consider implementing a pilot program that enhances its ability to identify findings by previous employers of sexual or other misconduct.

# Current University Processes

- Background Screening (centralized)

<b>All Campuses 2019 Pre-Employment Background Screenings (criminal, education and drug)</b>				
<b>Total Screenings</b>	<b>Total Records Needing Review</b>	<b>Adverse Actions (Failed)</b>	<b>Adverse Actions % of Total Records Needing Review</b>	<b>% of Total Records</b>
14,536	5,032	215	4.27%	1.48%

- Reference checking (departmental)

# Questions

- Do you agree with the need to do more screening of candidates on behavioral-based characteristics?
- In your experience on hiring, were there gaps around assessing such characteristics?
- If so, what might be done to close the gaps?
- What other questions/considerations on this issue would you offer to leadership ?