RS 17 Updates



What is RS 17?



RS 17:1826

- June 18, 2022- Louisiana Governor John Bel Edwards signed the <u>Higher Education Foreign Security Act of 2022</u> into law
- July 1, 2023- the Act officially took effect
 - Requires screening of each person seeking employment in a research or research-related support position, as a graduate student for such position, or as a visiting researcher
- April 6, 2023- a new research screening questionnaire was implemented in Workday to capture the required assessment of whether the applicant has affiliations with foreign adversaries



RS 17:1826

- A copy of the candidate's current passport(s) biodata page along with their recent DS-160 (if applicable). U.S. citizens who do not have a current passport must upload their U.S. birth certificate or certificate of naturalization in lieu of a passport.
 A cv/resume that lists all former institutions of higher education
- attended.
- A list of all previous employment since the candidate's
- eighteenth birthday.
 A list of published material the candidate authored, researched,
- A list of published material me candidate dumored, researched or contributed research, writing, or editorial support.
 A list of the candidate's current and pending research funding, and its amount, from any source, including their role on the project, and a brief description of the research; and a full disclosure of non-university professional activities, including any affiliation with an institution or program in a country defined by the <u>U.S Secretary of Commerce</u>.



Screenings



Responsibilities

- Applicant
 - Fills out questionnaire at application
 - Submits extra documentation, if needed, to be reviewed
- Compensation, HRM
 - Flagging all research affected positions
- Talent Acquisition, HRM
 - Double checks the req for correct questionnaire
 - Resend questionnaire, if needed; collect documents to send to analyst
 - Screen on Visual Compliance and HireRight
 - Send screening email to analyst



Responsibilites

- HR Analysts
 - Ensure the verification is uploaded to hire
 - Ensure all screenings are initiated before the offer and completed before the hire
 - For reqs they create, ensure the correct posting instructions are selected (e.g. Internal/External or Waiver Site)
 - Primary Internal Researcher questionnaire needs to populate in the questionnaire section
 - Add in recruiters
 - Attach screening email from TA Partner to the Hire under "RS:17 Screening"



Screening Evolution



Questionnaire Change

- Questionnaire has been updated to include more detailed descriptions of what is considered to be an affiliation as per Louisiana Revised Statute 17:1826.
- Candidates should have an easier time understanding and answering the questions correctly.



Questionnaire Change

- 1. Are you a citizen or permanent resident (green card holder) of the United States? of a foreign country of concern and not a permanent resident of the United States?
- 2. Do you currently have or previously had any personal or professional connection with any university, institution, organization or entities with any of the countries denoted herein <u>https://lsu.edu/hrm/talent/rs171826.php</u> Examples include studying/attending school outside the United States, earning a degree from a university or institution outside of the United States, expert witness, general consulting, publishing agreements, self-employment or business operations, board positions, gratis faculty appointments conducted outside of the United States.
- 3. Do you have any previous educational or professional training for at least one year in duration with any of the countries denoted herein https://lsu.edu/hrm/talent/rs171826.php This does NOT include training with a U.S. government agency. Examples include fellowship training, visiting researcher, etc.
- 4. Do you have any previous employment for at least one year in duration with any of the countries denoted herein https://lsu.edu/hrm/talent/rs171826.php This does NOT include employment with a U.S. government agency.



- All candidates for research positions, regardless of their answers to the RS 17 questions, will be sent immediately to the Hiring Manager for review.
- The Hiring Manager will now be able to see the candidates' application and materials immediately after their application is complete.
- The only exception to this will be any Classified research job, as those candidates will still need to be screened by Talent Acquisition to ensure they qualify before going to the Hiring Manager.



- The Hiring Manager will move forward any candidate they'd like to interview for Talent Acquisition to screen to ensure they meet qualifications.
- If the candidate meets qualifications, the Hiring Manager will be able to interview them and check references.



- If references come back satisfactory, and the Hiring Manager is interested in offering them the position, they will submit the appropriate Reference Check step in Workday.
- At this time, if the candidate answered Yes to any of the RS 17 questions from the time they applied, they will receive the Additional Task to attach the necessary documents related to RS 17.
 - Only those candidates who answer Yes to any of the RS 17 questions who are being considered for an Offer will need to provide the additional documentation.



- The Hiring Manager and Recruiting Coordinator will receive a To-Do in their Workday inbox alerting them that their chosen candidate was sent the Additional Task for RS 17 and strongly encourages communication to the candidate regarding this task so it can be done timely.
- The candidate will also receive an email notifying them to complete the Additional Task to attach the necessary documents for RS 17.



 Once the Hiring Manager/Recruiting Coordinator submit the To-Do in their inbox AND the candidate has submitted their additional documents, Talent Acquisition is notified to begin the additional RS 17 screenings.



Offer

- The Hiring Manager no longer needs to wait until the RS 17 screenings have come back before extending an offer. Offers of employment can be made contingent upon successful completion of all pre-employment screenings, including the RS 17 screenings.
 - Please ensure Offers/Offer letters are still being sent to the Talent Acquisition and Compensation partners in HRM before extending to the candidate.



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