

Security Sensitive and/or Critical Positions

The University of Illinois requires that all individuals, who are offered employment positions deemed by the University to be security sensitive and/or critical, undergo background checks and other pre-employment assessments. The University reserves the right to withdraw or rescind any offer of employment to, as well as the right to terminate the employment of, any individual who cannot successfully complete the background checks and other pre-employment assessments required for security sensitive or critical positions.

Each campus and university administration have designated specific positions to be security sensitive and/or critical for the purposes of this policy. The respective lists are not intended to be all inclusive, and the University reserves the right to modify the lists at any time and in any manner that it deems necessary. Any position referenced is intended to encompass anyone offered employment of any kind in that position, including offers of employment on a permanent, acting, interim or visiting basis, and is intended to encompass any variations of the position, including senior or executive designations.

The critical position list for UIS is as follows:

- President
- Chancellor/Vice President
- Provost
- Vice Chancellor
- Associate Vice Chancellor
- Associate Vice President
- Associate Vice Provost
- Assistant Vice Chancellor
- Assistant Vice President
- Assistant Vice Provost
- Dean
- Chair/Department Heads/Directors of Academic Units
- Director of Intercollegiate Athletics
- Intercollegiate Athletic Coaches
- Law Enforcement Officers (including Chief)
- University Officers in addition to those mentioned above.

(Per the General Rules, University Officers means adding the university counsel, secretary to the Board, all the UA VPs, and anyone who reports directly to the President.)

Please note that the above list is not exhaustive, and a unit should seek guidance/approval from [Campus Human Resources](#), 217-206-6652, prior to requiring a background check.