

July 2021



FLORIDA STATE UNIVERSITY
OFFICE OF HUMAN RESOURCES

An important message from FSU Office of Human Resources and the Office of Compliance and Ethics

This message has been approved by Renisha Gibbs, Associate Vice President for Human Resources, and Robyn Blank, Chief Compliance and Ethics Officer, for distribution to all Deans, Directors, and Department Heads.

As you may be aware, House Bill 7017, related to research integrity and foreign influence, went into effect July 1, 2021. As FSU works to ensure full compliance, several provisions of the law require your immediate attention if you seek to hire a non-U.S. employee or a U.S. person who is affiliated with a foreign country of concern. Please see below for important requirements, effective immediately:

1. IDENTIFY WHETHER THE POSITION IS SUBJECT TO SCREENING: Positions with the job codes outlined in the attached document are considered “research or research-related support positions.” Candidates for hire into these positions identified in #2 must go through the new screening process.
2. IDENTIFY WHETHER ANY CANDIDATES ARE SUBJECT TO SCREENING: Screening is required for the following persons:
 - a. Citizens of any foreign country who are not permanent residents of the U.S.
 - b. Citizens or permanent residents of the U.S. who are affiliated with an institution or program in a “foreign country of concern” (China, Russia, Iran, North Korea, Cuba, Venezuela, Syria), or who have at least 1 year of prior employment or training in one of these countries.

If an applicant meets these criteria in a research or research-related support position, you must immediately contact Robyn Blank (robyn.blank@fsu.edu, 850-644-5238) so we can ensure that screening is completed. The screening must be conducted before an interview takes place or an offer is made. Candidates for hire through the express process are not exempt from screening.

3. REVISE JOB POSTINGS TO INCLUDE REQUIREMENTS FOR CANDIDATES SUBJECT TO SCREENING: Posted advertisements within a job code outlined in the attached document will be updated to include the following information:

“Pursuant to Florida law, any citizen of a foreign county who is not a permanent resident of the U.S., or who is a citizen or permanent resident but is affiliated with or has had at least 1 year of employment or training in China, Russia, Iran, North Korea, Cuba, Venezuela, or Syria is subject to additional screening. If you meet these criteria, you must be prepared to provide the following information to FSU upon request:

 - Every institution of higher education attended, whether or not listed on your CV or resume

- All previous employment since your 18th birthday
- A list of all published material
- A list of all current and pending research funding from any source, including details about the research, your role, funding source, and amount
- List and description of any non-university professional activities
- Any affiliation with an institution or program in a foreign country
- A complete copy of your passport
- Your most recently submitted DS-160 (Online Nonimmigrant Visa Application)”

More information on the requirements of HB7017 is forthcoming, and we will keep you apprised of any process changes. In the meantime, please call or e-mail if you have specific questions or concerns. Thank you for your attention to and cooperation with this important matter.