

Background Check Survey Kansas State Board of Nursing December 2004

The Kansas State Board of Nursing conducted a survey to ascertain the number of Kansas schools conducting background checks, the type of background check, and how the schools managed the data. The Board also surveyed NCSBN member boards and members of the Kansas Hospital Association.

The survey was distributed via email to Kansas nursing program directors, directors of member boards of nursing, and to Kansas health care nursing administrators. Questions on the survey were adjusted to be appropriate for each of the three groups. The following table presents the frequencies and distribution of the data.

Data from Background Check Survey – Fall 2004

Survey Question	State Boards of Nursing n=33	Kansas Nursing Programs/Schools n=30	Kansas Health Care Facilities N=23
Does your Board/Program require background checks of students/employees?	2 - Yes 30 - No	13 – Yes 17 – No	18 – Yes 5 – No
Does your facility require background checks of employees?	-----	-----	19 - Yes
Does your state require background checks before initial licensure?	19 - Yes	-----	-----
Does your program require background checks for faculty and staff?	-----	13 – Yes 18 – No	-----
When do you do background checks?	15 - Initial application 1- Past convictions 1 - Reinstatement 3 - Renewal 1- Endorsement	5 – Before admission 5 – Upon admission 3 – Before clinical	12 - Before hire 5 - Before or 1 st week of work
What type of background check is required (categories non-exclusive)?	12 - National 18 - State 3 - Local	7 - National 8 - State 0 - local 2 - Pre-Check	8 – National 18 – State 9 - Local
How is the background check obtained (individual or agency)?	11 - Board facilitated	13 - Department 2 - Student	19 - Facility
Who screens or processes the results?	11 - Board 6 - Outside of Board	3 - Secretary or staff 2 - Outside of department 9 - Program director 2 - Other	14 – HR 1 - Administration 2 - Outside of facility

For how long are checks good?	6 - One year 1 - Two years 4 - Done once 1 - Three months 1 - No limit 2 - renewal	_____	3 – Annual 1 – 2 years 2 - Indefinite 9 - Length of employment 5 - upon hire or rehire
Who pays for the background check?	15 – Applicant 1 - State	_____	19 - Facility
How much do background checks cost?	1 - No cost 3 - <\$20 2 - \$21-\$30 6 - \$31-\$40 3 - \$41-\$50 1 - >\$50	-----	11 - \$10-\$20 4 - \$21-\$30 3 - \$31-\$40 1 - \$41-\$50 1 - >\$50 1 - Depends on level of employee
Do clinical agencies you use for your program require background checks?	_____	18 -Yes 9 - No	_____
How do you make decisions about the results of background checks or disclosure?	Nurse Practice Act Board guidance Case by case Staff and Board Rules Negative results to investigators	Exclusion list Criteria from Practice Act Individual basis Student life committee	Case by case Policy CEO or HR director Legal services Group decision
How many back ground checks do you process per month?	3 - <100 3 - 101-300 4 - 600-800 1 - 2000 1 - 3200 1 - 6000	_____	8 - 0-10 4 - 11-20 1 - 30 1 - 50 1 - 70
Who houses the results?	17 - Board 1 - Other agency	_____	_____
Do you require students to get background checks?	_____	_____	8 - Yes 14 - No
If you don't require background checks for students now, will you be requiring them in the future	-----	-----	3 – Yes 7 – No 1 - TBD

If you have any questions concerning this data, please contact either Mary Blubaugh, Executive Administrator or [Nancy Mosbaek](#), Education Specialist at the Kansas Board of Nursing.