



ONBOARDING CHECKLIST

New Employee Name: _____

Title: _____
TO BE FILLED OUT BY SUPERVISOR

Department: _____
TO BE FILLED OUT BY SUPERVISOR

Estimated Start Date: _____

WCU ID: _____

This checklist is not meant to limit the supervisor in the orientation of the new employee, but rather to act as an outline of the minimum information that should be proactively completed before the new hire start date and the initial weeks following the date of appointment.

All items on the checklist are to be discussed with the new employee by the employee’s supervisor or designee. Completed checklists should be **retained in the department**. **Signed job descriptions should be emailed to hrs@wcupa.edu**. For further information, contact Jaime Whitcomb in Organizational Development at x 3370.

HUMAN RESOURCES REPRESENTATIVE HAS COMPLETED (OR WILL COMPLETE) THE FOLLOWING:

- Instruct employee to obtain Identification Card (Ram E-card) in the Lower Level of Sykes Student Union.
- Instruct employee to obtain a permanent Parking Permit from the Office of Public Safety. A 30-day temporary parking pass can be issued from the HR office.
- Send completed DocuSign new hire packet to Payroll - This will trigger Identity Management to create WCU ID, email account, and add to directory.
- Add employee into D2L *New Ram Experience*. (Online Onboarding self-paced modules)
- Schedule benefit orientation, if applicable.

SUPERVISOR NEXT STEPS: TO BE COMPLETED PRIOR TO START DATE IF POSSIBLE

- Contact [IS&T/ ServiceNow](#) to complete the following, if applicable:
 - Purchase new technology equipment (laptops, phones, etc). Please refer to our [Green Office Program](#) when considering printing options.
 - Request any shared mailboxes.
 - Request a standard university RamPhone.
 - Request network access- wireless, port installation, etc.
- Obtain office keys for new employee
- Request university-approved software/platforms installed on applicable devices (SAP, Microsoft365, Ram Portal, OnBase, etc) [HERE](#)
- Building Access- submit [Electronic Security Request Form](#) to Public Safety. You will need the BID# and SOES# located on the back of the employee RamCard**
- Reporting to work- discuss location and permissible parking area with employee

* Certain permissions in Departmental systems such as PeopleSoft for SAP, require FERPA Policy training and corresponding signed acknowledgment. This training should be completed by the employee in their D2L account.

**this form cannot be completed unless the employee has obtained their RamCard

TOPICS TO BE COVERED BY DEPARTMENT/SUPERVISOR : TO BE COVERED THE FIRST DAY THROUGH FIRST WEEK OF START DATE.

Work Responsibilities and Assignments

- Orientation Programs**
 - Benefits Orientation- is required for all benefits eligible employees.
 - New Ram Experience- Access this self-paced orientation course found in D2L on the [Employee Onboarding](#) website.

- Golden Welcome in-person orientation - An email invitation will be sent to the employee to register for an upcoming session.

Position Description—Review the employee’s position description and job-specific standards document. Give the employee a copy of both forms. Explain how they are related to the performance evaluation process. Discuss salary structures and potentially scheduled increases. Upon review, have the employee sign a copy of the position description. **A signed copy of must be sent to the HR office at hrs@wcupa.edu.**

Compliance with WCU Policies and Training

- In-Person I9 Verification – **All new employees must complete their in-person I-9 verification at the Human Resources Office on or before the 3rd day of employment.** Contact hrs@wcupa.edu if you have additional questions.
- Complete FERPA training in D2L (all employees)
 1. Sign into D2L
 2. Under the training tab, click on Employee FERPA Training
 3. Complete the training module.
- Ram Portal Training – Access [Ram Portal Resources](#) and/or contact SIS@wcupa.edu to request additional new hire/new role training.
- Access and Compliance Training -visit [Office of Equal Opportunity and Compliance](#) training and education page to sign up for workshops that help build awareness, skills and competencies and promote a positive campus climate.
- Review [HR Employee Onboarding](#) and [HR Professional Development](#) web pages with employee – highlight resources and training available to new employees.
- Complete Vector Solutions training – Training modules are automatically assigned from PASSHE. New employees will receive automated reminders to complete training. Access the Vector Solutions platform here.

Work Assignments—Assign specific work projects and assist in initial performance. Provide feedback and answer questions as they arise.

Probationary Period Process—Review the probationary process and probationary evaluations. (Probationary Periods: SUA—12 months with 3,6,9 month informal reviews; Management—sets objectives and reviewed at the 5-month mark; All other bargaining units are reviewed based on the job description and standards at 6 months). Additional information and forms can be found on the [Performance Management](#) website.

Contribution— Discuss how their specific role contributes to a Community of Educators, how it relates to the University’s strategic plan, and how it directly or indirectly impacts student success. Review the current strategic plan. Click [here](#) to access the strategic plan.

Standards of Conduct—Review acceptable and unacceptable performance and how such are handled (Misconduct Policy). More information and the policy can be found [HERE](#).

Labor Relations/Employee Relations—Discuss whom to talk with regarding labor relations issues. [Request an accommodation here](#) or contact ada@wcupa.edu.

Work Environment

Tour—Tour office space including bathroom, office lounge, and kitchen location. Explain where to eat on/off campus. Introduce coworkers and explain their working relationships.

Communication- Explain common ways individuals communicate within your team or department. Assist with setting up Teams, Zoom, or other accounts. Add them to the appropriate team channels.

Department Organizational Chart—Explain roles and responsibilities within the department and organizational hierarchy.

Campus—Using a [campus map](#), show and describe the location of the department and building to other buildings on campus. Inform the employee of any buildings that may need to be located.

Equipment—Explain use of equipment, location, and how to obtain supplies. Use of equipment for personal reasons is prohibited.

Non-work Related Departmental Activities—Include office functions; i.e. birthday celebrations, coffee and water clubs, recognizing colleagues

Work Procedures

- Personal Emergency Situations**—Review when and whom to call when absence is necessary because of personal emergencies.
- Pay**—Explain when and where pay statements/checks can be accessed.
- Managing Conflicts**—Share guidelines and expectations for solving conflicts with internal and external customers via telephone, e-mail, or face-to-face.
- Dress**—Explain any dress requirements, i.e. specific apparel, acceptable casual Friday dress.
- Telephone**—Explain how the telephone should be answered and departmental practices for telephone usage and personal calls. The ServiceNow website contains a useful instructional guide and additional training.

Work Schedule

- Work Schedule**—Specify day, starting and ending times and shift schedule. Explain any exceptions and reasons for them. Review the meal and break policy standard for the role. Refer to CBA when necessary. If applicable, review the [Remote Work Policy](#).
- Overtime Review**—If applicable, discuss the authorization required for overtime and the probability for scheduling.
- Time Off / Leave of Absence**
 - **Time Off – Annual, Personal**
Enter in ESS – Review process.
Schedule in advance- review how it is requested, approved, etc.
 - **Time Off – Unexpected**
Employees should call their supervisor at the start of the workday.
Explain Departmental Protocol.
Enter in ESS upon return.
Required documentation for 3+ sick days.
 - **Leave of Absence- Contact HR Leave Manager, Susan Robb**
 - **Unpaid Leave** - Unpaid leave should be granted in exceptional circumstances only. For new hires who have no accrued time and for whom leave approval was granted at the time of hire, unpaid leave may be taken. Note: all applicable paid leave must be exhausted before unpaid leave is granted. In addition, the supervisor who granted the unpaid leave must send an email to Payroll@wcupa.edu indicating the exact reason for the absence and who approved the unpaid leave.
- Inclement Weather**—Discuss inclement weather and whether the employee is identified as “essential personnel.” Explain where employees can obtain information concerning closure of the college or reduced schedule. See WCU Alert below.

Work Safety

- Emergency Medical Procedures, Equipment and First Aid Supplies**—Explain whom to notify and what to do in case of medical emergencies. Locate first aid supplies, AEDs and other emergency medical safety equipment. Demonstrate use where appropriate.
- Safety Procedures, Portable Fire Extinguishers, Manual Pull Stations**—Instruct employee on department-specific safety procedures and equipment, locate fire safety equipment in employee’s work area, and whom to contact in case of a fire. Department-specific.
- Emergency Evacuations, Emergency Exits and Designated Meeting Places** —Explain emergency evacuation procedures and stress the expectation that everyone will evacuate when the alarm sounds.
- Accident and Injuries**—Discuss accident reporting procedures and means to report on-the-job accidents to workers’ compensation. Instruct whom to notify if medical attention is necessary.
- WCU App and Alert**
 - **WCU SAFE**, the official safety app for WCU, features emergency contacts, crisis alerts, location services features, and much more. Visit the app store on your iPhone or android to download. More information about the app can be found on the [WCUSAFE](#) website.
 - Explain that employees are automatically subscribed to receive WCU announcements (on-campus emergencies, class cancellations, delayed openings, university closings, etc.) directly to their e-mail address. Sign up for [text alerts](#) here.
- Review panic button location and use on office RamPhone.

Additional Items for Employment and Remote Work

- Assign an onboarding buddy who will serve as a direct contact to answer questions and help with technical issues.
- Formally design informal communication: provide structured opportunities for new hires to get to know their coworkers (meet & greets, coffee chats, introductory meetings with campus business partners)
- Communication- Explain the most common ways individuals communicate within your team or department. Assist them with setting up Teams and Zoom accounts. Add them to the appropriate teams.
- Telecommunications and Cisco Jabber- using your computer or mobile device to make and receive calls while using your university phone number. Click [HERE](#) for instructions.
- Virtual meeting access through Teams and Zoom.
- Process for obtaining work supplies.
- Outline work logistics and expectations- how-to guides, documentation to processes, solutions, and policies
- Outline a schedule to meet often during the initial days and weeks of employment to discuss concerns and answer questions.

I have ensured the above checked items were addressed with this employee.

(Supervisor's Signature)

(Date)

I agree the above checked items have been explained to me and I've had an opportunity to discuss and ask questions for clarification.

(Employee's Signature)

(Date)