

Resolution 3: Enhancements to the Cornell University Onboarding Process

Abstract: The sponsors of this resolution seek positive change in the Onboarding experience for Cornell University staff of all levels.

Sponsored by: Brandon Fortenberry, Derrick Michael Barrett, Jeremy Ross Stewart, Randi Rainbow

Reviewed by: Employee Assembly Welfare Committee, 2/2/2022

Whereas, Cornell University employs over 7,500 benefits eligible staff on 5 different campuses and various extension operations throughout New York State and beyond.

Whereas, Cornell University hires/promotes nearly 1,000 new benefits eligible Staff annually between ten Colleges, eight schools and a myriad of departments and divisions spread throughout these campuses, colleges, schools and various extension operations.

Whereas, Cornell's onboarding have a limited number staff that are solely responsible for welcoming and educating these staff to and about the University's benefits, policies and many more aspects of university work.

Whereas, Current central onboarding experience is a one-hour (or more) meeting with the Onboarding team to finalize benefits and get an introduction to other systems (noting that additional time is made available if requested).

Whereas, Cornell University relies on both central and local Human Resources organizations to coordinate with the hiring, onboarding and retention of the over 7,500 staff in addition to over 1,000 new hires/promotions annually.

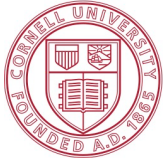
Whereas, Staff members changing employee status can sometimes miss information in the transition which can impact one's sense of belonging and desire to remain at Cornell University.

Whereas, Forbes states that more than four-and-a-half-million people quit their jobs in 2021, and despite the available jobs far outnumbering employable people, employers will have to compete to "not only recruit new employees, but to retain those that they already have".

Carosa, C. (2022, January 28). *Consider this before being a part of the 'great resignation'*.

Forbes. Retrieved February 1, 2022, from

<https://www.forbes.com/sites/chriscarosa/2022/01/27/consider-this-before-being-a-part-of-the-great-resignation/?sh=5e2457e775b5>



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33 **Whereas**, Individual unit areas employ a variety of homegrown and purchased technology
34 solutions, tracking mechanisms, onboarding requirements and other aspects of the welcoming
35 experience.

36 **Whereas**, Staff benefits change as they continue their career here throughout their first 10 years
37 of employment; including paid time off, balances, retirement contributions, educational
38 opportunities, dependent care tuition reimbursement and more.

39 **Whereas**, Indeed.com identifies that a buddy system can connect new employees with peers and
40 colleagues to help welcome new employees, boost confidence, increase productivity and
41 improve retention.

42 Indeed for employers. (2022). Creating a Buddy System in the Workplace

43 Retrieved February 1, 2022, from

44 [https://www.indeed.com/hire/c/info/buddy-system?gclid=Cj0KCQjAw9qOBhC-ARIsAG-
45 rdn4jAwxSw5xWg1Fc7HeKEuSPzbtQp2OEkSP22AaKDM9D0fOheRFMosaAn5jEALw wc
46 B&acid=](https://www.indeed.com/hire/c/info/buddy-system?gclid=Cj0KCQjAw9qOBhC-ARIsAG-rdn4jAwxSw5xWg1Fc7HeKEuSPzbtQp2OEkSP22AaKDM9D0fOheRFMosaAn5jEALw_wcB&acid=)

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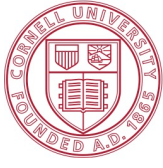
48 **Whereas**, Cornell University has a mission to focus our collective efforts on creating a campus
49 community where individuals from diverse backgrounds and life experiences can both contribute
50 and thrive. (<https://diversity.cornell.edu/belonging>)

51 **Be it therefore resolved**, the Employee Assembly recommends that Cornell University endeavor
52 to enhance the onboarding experience and to extend it to a minimum of a one-year program of
53 engagement with new employees and employees experiencing a change in status.

54 **Be it further resolved**, the Employee Assembly recommends that Cornell University looks to
55 utilize a standardized technology system that would allow easy access to required, recommended
56 and quality of life resources and information for all staff members throughout their career at
57 Cornell University.

58 **Be it further resolved**, volunteers from the Employee Assembly and throughout Cornell
59 University may consider supporting initiatives in Human Resources Analytics to utilize
60 platforms like [CoworkerCoffee](#) and [Donut](#) to model an infrastructure for a buddy system (or
61 similar) could serve as a conduit for knowledge sharing and the incorporation of innovative
62 ideas, technologies, and enhancements for an organization and its staff.

63 **Be it further resolved**, that Unit level Human Resources teams involved in the hiring and
64 onboarding process be more efficiently connected to the Central level initiatives, programs and



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65 information involved in the hiring and welcoming of new team members, including the
66 utilization of Unit level HR team members to be actively involved in continuing to enhance the
67 welcoming experience for all Cornell staff.

68 **Be it further resolved,** the Employee Assembly recommends that Cornell University prioritize,
69 in terms of both financial and time investments, the onboarding and retention of current and new
70 staff members to ensure that operations can effectively attract, hire, and retain a talented diverse
71 pool of team members to Cornell University.

72 **Be it finally resolved,** that the Employee Assembly recognizes and applauds the work currently
73 being done in the onboarding realm by both Central and Unit Level Human Resources and
74 Hiring managers across the University.

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76 Respectfully Submitted,

77 Brandon Fortenberry

78 Student and Campus Life Employee Assembly Representative

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