

TO: SUNY University Faculty Senate
FROM: Operations Committee
RE: Resolution to Create Common SUNY Onboarding Information Points and Processes for New Employees
DATE: 2019 Spring Plenary

RATIONALE:

Whereas an impactful and purposeful new employee onboarding model is critical to the successful transition, productivity, and retention of new employees¹; and

Whereas there is significant variability in the onboarding protocols across SUNY campuses that create critical gaps in knowledge for new employees; and

Whereas the current decentralized process creates gaps of information and redundancy of workload that could be eliminated by the adoption of common SUNY onboarding information points and processes for all new SUNY employees; and

Whereas there is substantial commonality of required information that must be shared to effectively onboard new employees across SUNY; and

Whereas SUNY possesses the technology and intellectual capital to develop on-demand, interactive, and adaptive presentation of onboarding materials that can serve as the shared foundation for transitioning new employees into their SUNY positions:

RESOLUTION:

Therefore Be It Resolved that the Chancellor direct SUNY System Administration to develop and document a recommended list of onboarding information points and processes - that includes examples of frequency and length of such programs, as well as approval for costs associated with the offerings - for transmission to campus presidents for implementation with new employees; and

Be It Further Resolved that the Chancellor direct SUNY System Administration to support campuses' efforts with new employee onboarding by developing system resources (e.g., a platform for system-wide online onboarding modules with capacity for campus customization, development of OER onboarding materials) for campus use.

¹ Wanberg, C. (2012). *The Oxford Handbook of Organizational Socialization*. New York: Oxford University Press.