

Improving the Onboarding Experience for UF Faculty & Staff

TECHNOLOGY & READINESS



Streamlined & expanded background screenings

- By partnering with First Advantage, we're streamlining the education experience and criminal background screening process, which will **improve the overall experience for new hires** as well as **save time for hiring departments when hiring a new employee**.

UF Information Technology has streamlined GatorLink access

- Newly hired faculty and staff are now provided a UFID and provisional roles that give them **more immediate access to their GatorLink and email accounts**, so they can be productive in their new roles more quickly.

Getting your Gator1 Card on your first day

- Through a partnership with Business Affairs, colleges and departments will request Gator1 Cards in advance of new hires' start dates. **Gator1 Cards will be delivered to departments and ready for new hires on their first day**.

More immediate access to parking

- UF Transportation and Parking Services (TAPS) will email a welcome letter and **temporary two-week parking permit** to each new hire, giving them more time to get a parking decal and familiarize themselves with their new work location.



WELCOME

An improved online & in-person experience

- UF's New Employee Challenge reaches all new staff employees throughout the state with smaller online modules. **Our largest-ever New Faculty Orientation**, to be held at the O'Connell Center in August, has been revamped based on feedback from the past three years of new faculty.

Onboarding toolkits & resources for faculty & staff

- We're providing a **comprehensive suite of onboarding checklists and editable templates** for both faculty and staff, and facilitating conversations with HR Liaisons and department chairs.

Customized onboarding for fiscal staff & leadership training for new department chairs

- We're working with new fiscal hires to help cultivate critical thinking skills and other key takeaways needed for their roles. **With the Office of the Provost, we have developed a program that gathers new department chairs together for one full-day session per month** over the course of eight months.

A refreshed welcome email for new hires

- All new faculty and staff now receive a **new and improved email from UFHR welcoming them to the University of Florida**, introducing them to our online Welcome Center and providing information about benefits enrollment deadlines.

A SENSE OF BELONGING



UF Engaged

- We're **rethinking our approach to employee evaluations** and fostering improved performance by encouraging conversations that are clear, timely and meaningful.

Facilitating connections

- We're **providing monthly networking opportunities for new faculty and professional staff** at beautiful locations on campus and across Gainesville through Experience UF and partnering with the Academic and Professional Assembly for an in-person staff welcome event in August.

Expanded resources supporting employees' worklife

- Through an agreement with ComPsych, our expanded UF EAP now **provides worklife services including, but not limited to, childcare and eldercare referral, moving and relocation guidance, legal consultation and referrals, financial consultation, and more**.