

# New Hire Checklist for Managers

## After Candidate Has Officially Accepted The Job Offer

1. ☐ For Academic hires, initiate the UI New Hire transaction in the HR Front End (<https://hr.apps.uillinois.edu/hrFrontEnd/>). Campus Human Resources will initiate UI New transactions for Civil Service and Extra Help employees.
2. ☐ Communicate an announcement of the new employee to unit staff and campus, if applicable.
3. ☐ For Academic Hires: In HireTouch, The University's Applicant Tracking System, be sure to update applicant statuses on the job to indicate either 'Not Selected' or 'Hired'. The 'Not Selected' option will provide you with a template to send notifications to applicants not selected to inform them of your decision.

## Prior to the First Day of Work

4. ☐ Send your new hire a 'New Employee Information' e-mail which contains information the new hire will need to know as he/she begins their new employment relationship with UIS. In this email, you will want to advise them where and to whom to report and what time they are to report.
- S 5. ☐ UI New Hire forms should be completed on or before the employee's first day of work. Encourage the new employee to complete many of these forms prior to their start date, if possible.
6. ☐ Order supplies for your new employee, including:
  - Business Cards, Name Tags, etc. from Creative Services, if needed (<http://www.uis.edu/creativeservices/orders/>)
  - Computer and phone, if needed. Contact ITS.
7. ☐ Organize your new employee's office space and update any resources that may be helpful to introduce your new hire to their new surroundings, including office staff directory information/office policies and procedures/organization charts/. Prepare list of contact information for your new employee, such as:
  - Names of all departmental staff, their job titles, primary job duties, and contact information.
  - Other staff members with whom the new employee will be working closely.

8. ☐ Prepare a training and orientation plan for your new employee, including scheduling any training needed both internal and external to the department. Please note that AITS Security permissions typically take one to three business days for processing. Contact your USC (Unit Security Contact) for assistance.

### **On the Employee's First Work Day**

9. ☐ Greet the new employee and show them their workspace.
- Introduce him/her to all co-workers in the department, on the same floor, etc., and give the new employee a list of employees within the department and others with whom they will interact on a regular basis.
  - Provide employee with a tour of the department including any critical areas such as time clock, mailboxes, break area, restrooms, office supplies, copier, fax, etc.
10. ☐ If the new employee has not yet done so, have him/her visit Campus HR to complete the Form I-9 Employment Eligibility Verification, background check authorization form, if applicable, and to review and sign the official job description. The employee should also be advised to complete any remaining UI New Hire forms.
11. ☐ Inform employee that benefits become effective on the 1<sup>st</sup> day of work and there is a 10-day enrollment period from the date of hire. Benefits will be covered in detail during Orientation. Refer employee to University Payroll and Benefits (at 6-7211 or 6-7144) for more information.
12. ☐ Accompany the new employee on a tour of campus, pick up his/her i-card, keys, and parking hang tag, and visit departments with which the employee will work closely.
13. ☐ Meet with the new employee to discuss specific university and department protocol such as:
- Dress code
  - Work hours, lunch and, if an hourly employee, break times
  - Probationary period, overtime policy, if applicable to the employee's classification
  - Payroll schedule and time and/or leave reporting procedures,
  - Vacation or sick leave and process for requesting time off or reporting absences
14. ☐ Provide information about the department such as:
- General information, hours of service and services provided
  - University and department organization charts
  - Department mission, culture and ethics
  - Customer service philosophy, response time and phone etiquette
  - Department communication process, staff meetings, emails.

15. ☐ Discuss with your new hire job responsibilities and performance expectations, including:
- Confidentiality
  - Personal use of phone, email and internet
  - University and departmental policies
16. ☐ Discuss the training plan with the new employee and arrange setup for computer, phone and voice mail services through ITS (<http://www.uis.edu/informationtechnologyservices/>), if needed.

### **Within First Week of Employment**

17. ☐ Schedule a meeting for the new employee with other staff members who will work with him/her to assure your new staff member meets everyone and learns about the job responsibilities of others.
18. ☐ Schedule a meeting with your new employee to check-in, answer questions, and to determine how well she/he is adjusting to the environment.

### **Within First Two Months of Employment**

19. ☐ Work with the new employee to discuss performance standards. Visit <http://www.uis.edu/humanresources/recognition/evaluations/>