Virtual Onboarding for New Hires
New Hire Resources for Virtual Onboarding

Welcome to UBC! This resource is designed to help you during your virtual onboarding and includes onboarding fundamentals, how to gain a clear understanding of your role, and suggestions for how to connect with your new team during the current remote working environment.

Working at UBC during COVID-19

UBC HR provides updates and resources for working at UBC during COVID-19. Find relevant information for faculty and staff, as well as for those who have management responsibilities, at https://www.hr.ubc.ca/covid-19/.

For university wide updates, please visit https://covid19.ubc.ca/.

What to Expect

Before your First Day:

Ensure you have the following completed:

- Create a Campus Wide Log-in (CWL) (https://it.ubc.ca/services/accounts-passwords/campus-wide-login-cwl/how-create-account)
- Set up your Enhanced CWL (https://privacymatters.ubc.ca/learn-about-enhancedcwl)
- Review payroll information and complete direct deposit form (https://finance.ubc.ca/payroll)
- Enroll in benefits and the staff pension plan (if applicable) (http://www.hr.ubc.ca/wellbeing-benefits/benefits/getting-started/enrolling-in-benefits/online-enrolment-assistance/)
- Enroll in the faculty pension plan (if applicable) (https://faculty.pensions.ubc.ca/overview/#enrolment)

On your First Days:

- Test your virtual set-up and access, troubleshoot with manager if needed (https://it.ubc.ca/ubc-it-guide-working-campus) (if required)
- You manager will schedule a check-in with you
- You team will schedule virtual introductions with you
- Time to complete the following:
  - Complete mandatory training within first two days (approx. 2.5 hours) (https://wpl.ubc.ca/?query=UBC%20Mandatory)
Review Orientations & Onboarding website (https://www.hr.ubc.ca/orientation/)
Ensure your personal and payroll information is accurate
(https://finance.ubc.ca/payroll/your-pay/ubc-faculty-staff-self-service)

During your First Weeks:
- Frequent check-ins with your manager
  - Topics to consider:
    - Discuss your performance goals with your manager
    - Discuss what additional resources you may need to be more effective in your role (e.g. training, job shadowing, etc.)
    - Share how you plan to keep your manager apprised of your progress/success
    - Share what else you would like your Manager to know about you (personal and/or professional)
    - Discuss what measures of success would look like for you in this role
    - Discuss with your manager any challenges you are having while working remotely (if applicable)
- Time to review documentation and information relevant to your role
- Ensure your remote workstation is set-up ergonomically correct (if applicable)
(http://www.hr.ubc.ca/wellbeing-benefits/workplace-health/ergonomics/office-ergonomics/mobile-computing/)
- Introductory conversations with colleagues on your team. Learn about their roles and how you will work together in future
- Be introduced to the projects and initiatives you will be working on and supporting
- Peer-training on systems and processes relevant to your role
- Review relevant strategic initiatives:
  - UBC’s Strategic Plan (https://strategicplan.ubc.ca/)
  - Focus on People (https://focusonpeople.ubc.ca/)
  - Wellbeing Strategic Framework (https://wellbeing.ubc.ca/framework)
  - Inclusion Action Plan (https://equity.ubc.ca/about stratégic-planning/ubcs-inclusion-action-plan/)
  - Indigenous Strategic Plan (https://indigenous.ubc.ca/indigenous-engagement/indigenous-strategic-plan/)
Within your First Three Months:

- Continue to have regular check-ins with you manager
- Have a conversation with your manager about your probationary period and prepare for your performance conversation that will occur at the end of this period
  - Topics to consider:
    - Considering your role, share your thoughts regarding your experiences so far
    - Inform your Manager on what were you most proud of and share some examples
    - Share the challenges you experienced
    - Tell your Manager what you learned from these challenges
    - Tell your Manager about any support you need to help you overcome these challenges
    - Discuss your performance goals moving forward
    - Share what additional resources you may need to be more effective in your role (e.g. training, job shadowing, etc.)
    - Share how you plan to keep your manager apprised of your progress/success

HELPFUL RESOURCES

http://www.hr.ubc.ca/faculty-staff-resources/telecommuting/
https://wellbeing.ubc.ca/workplace-wellbeing-resources
https://www.it.ubc.ca/telecommute

If you are involved with teaching at UBC:
https://keepeteaching.ubc.ca/
https://ctl.t.ubc.ca/