Onboarding: A Central HR Lens

EVPT Poster Session

October 30, 2024

MIT Human Resources

Q1: Which of the following scenarios require onboarding? (select all that apply)

A. An employee new to MIT

B. An employee new to a role/function

C. An employee who has been promoted

D. An employee returning from an amazing, three-week vacation

E. An employee who worked at MIT many years ago and is returning

MiT Human Resources

There are different reasons to onboard an employee.

Q2: Who is responsible for onboarding new employees? (select all that apply)

A. The employees themselves

B. Anyone who's willing to take it on

C. The Human Resources department

D. Their managers

E. Their Department, Lab, Center, or Institute (DLCI)

F. A "buddy" assigned to them in their DLCI

Managers, DLCIs, HR, and the employees themselves can make connections and facilitate belonging.
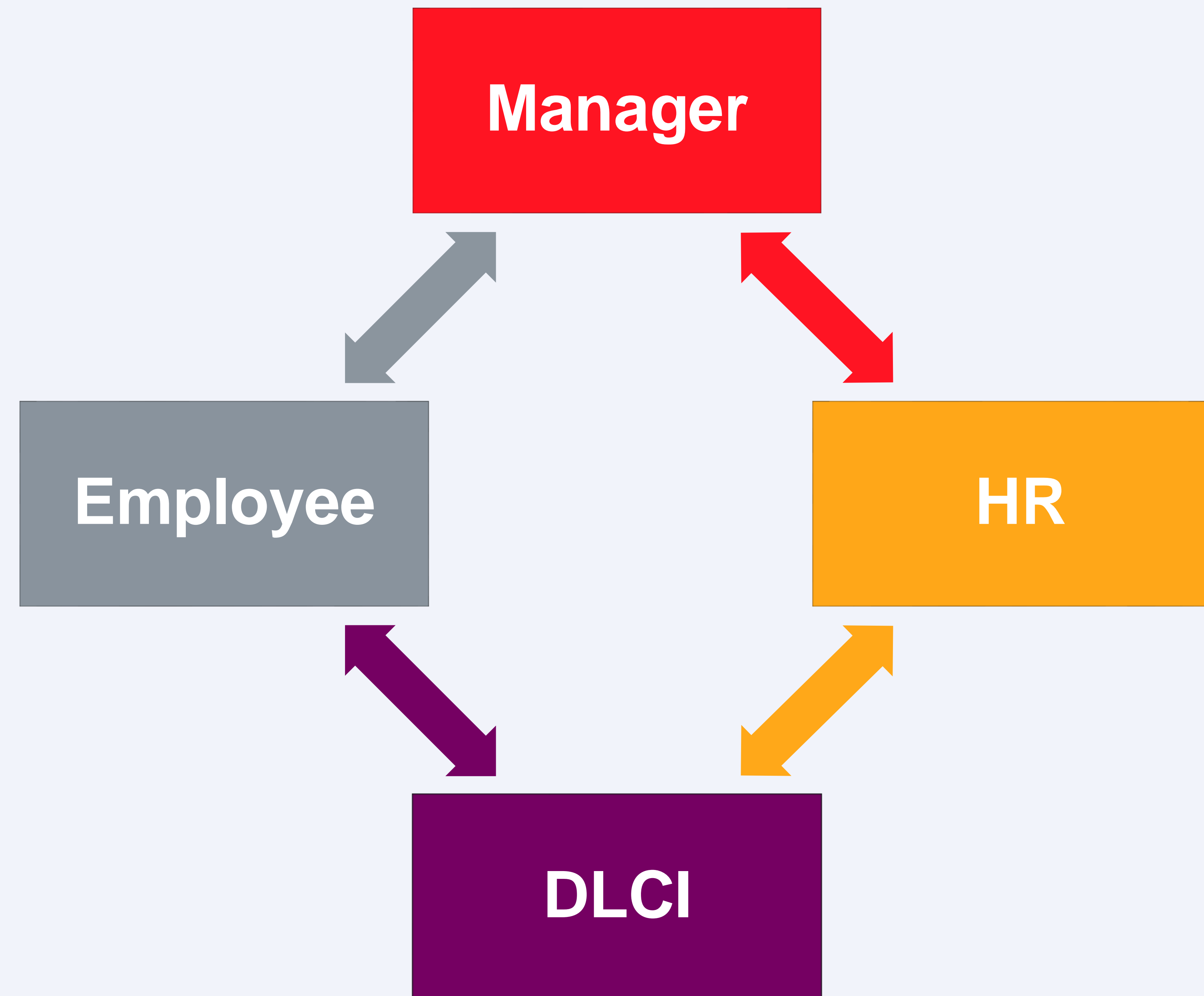
Q3: If a new employee is not feeling connected to others in their area, what might they do? (select all that apply)

A. Join an ERG (Employee Resource Group)

B. Take an open enrollment course

C. Wander the Infinite Corridor, hoping to run into someone interesting

D. Attend an ICEO event (Institute Community & Equity Office)

E. Join a committee and/or volunteer at MIT

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Veterans and Military ERG

About

Our Mission:

The mission of the Veterans and Military ERG is to create a supportive and inclusive environment that recognizes and enhances the unique skills and leadership abilities of veterans and military personnel through networking, mentorship, and collaboration. This group will serve as a forum for veterans and military employees to share their experiences, voice their concerns, and gain visibility within the MIT community. Through structured networking, social events, and professional development opportunities, we aim to attract, support, and retain veteran and military employees in various roles across MIT.
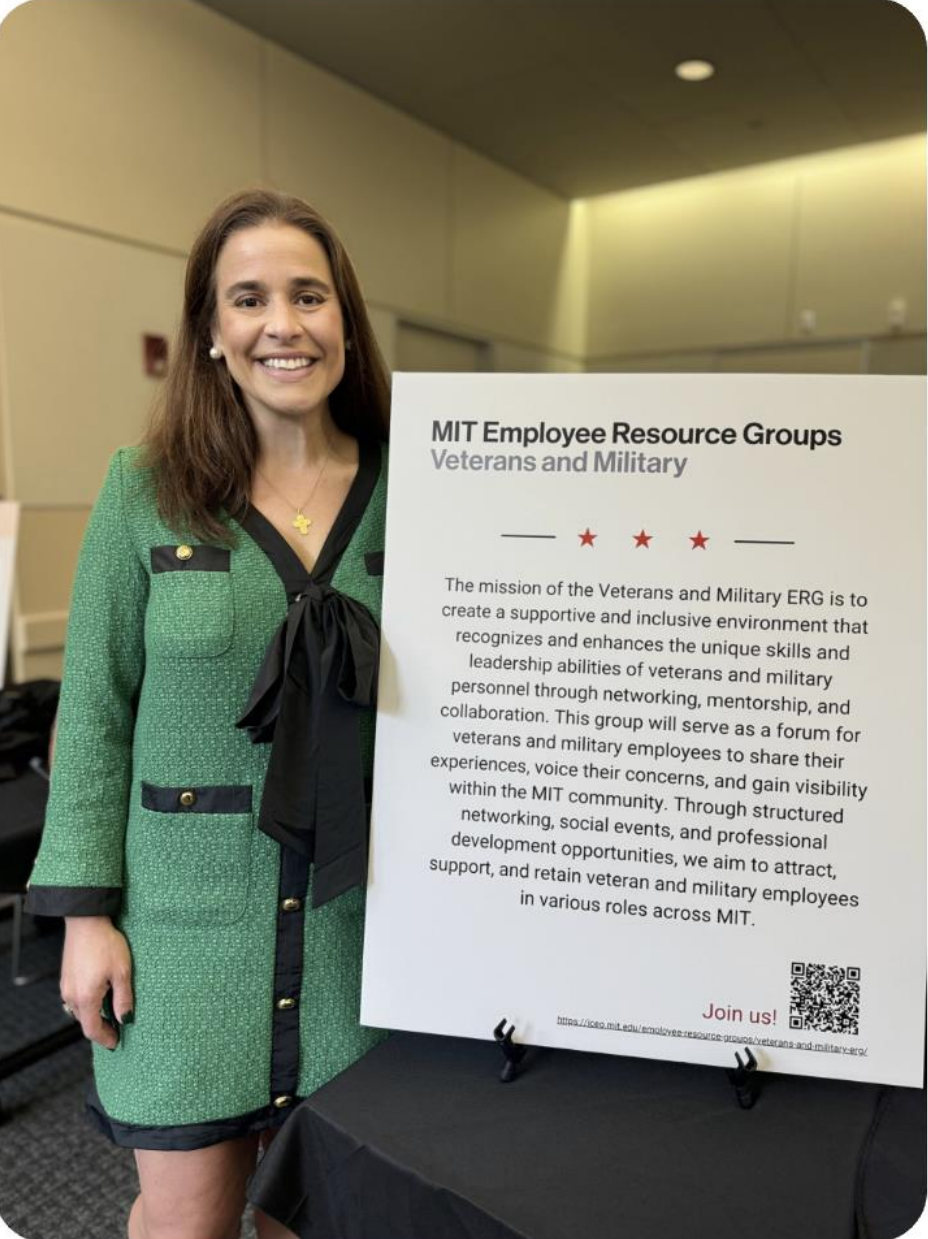
The group is open to all faculty and staff within the MIT community.

Interested in getting involved?

Send us a request to join our mailing list.

Co-leads: Nicolette Clifford (Human Resources) and Gene Keselman (Office of Innovation)

Q4: Onboarding is considered effective when someone feels that they fit in/belong. What part of your onboarding experience most contributed to your sense of belonging?