



College of Engineering

Engineering Your Start

OVERVIEW

The "Engineering Your Start" onboarding program provides a dedicated, College of Engineering-specific orientation for new staff within the College. Building on the foundation of university-wide and unit-specific onboarding, this program bridges the gap by connecting new hires to the broader College community. It fosters a sense of belonging and equips staff with the tools they need to thrive, empowering individuals to excel in their roles and contribute to the College's mission.

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Problem Statement

New staff in the College currently receive University, department, and position-specific orientations tailored to their roles.

However, there is an opportunity to enhance their onboarding experience by providing a standardized orientation that offers a comprehensive overview of the College as a whole.

This approach would foster a stronger sense of connection and collaboration across units, helping staff feel more integrated and supported in their roles.

82%

Research by Brandon Hall Group found that organizations with a strong onboarding process improve new hire retention by 82 percent and productivity by over 70 percent.

Program Structure

- **Face-to-Face Orientation:**
 - A half-day monthly session introduces new hires to the College's structure, departments, resources, and key programs.
 - Practical information such as acronyms and administrative processes is included.
- **Follow-Up Session:**
 - Held virtually one month after orientation to address questions and share experiences.
 - Builds connections across units and reinforces learning.
- **Cohort-Based Graduation:**
 - After six months, each cohort concludes with a reflection and feedback session.

Guiding Framework

The program incorporates the "Four Cs" of onboarding:

- **Compliance:** Understanding policies and procedures.
- **Clarity:** Defining roles and expectations.
- **Culture:** Introducing the College's values and mission.
- **Connection:** Building relationships across units.

New @ Purdue
+
CoE Onboarding
+
Unit Onboarding
=
Success & Retention

Projected Impact

- **Retention:** Improved retention rates, particularly for support staff.
- **Community:** Stronger interdepartmental connections and a greater sense of belonging.
- **Productivity:** Empowered staff who understand their roles within the College's mission.
- **Stress Reduction:** Providing clear guidance and support eases the transition for new hires.

Vision

To establish the College of Engineering as the best place to work within Purdue University by creating an environment where staff feel connected, empowered, and valued from day one.

References: Brandon Hall Group. "Employee Onboarding Best Practices." *LinkedIn*, 21 Nov. 2022, www.linkedin.com/pulse/employee-onboarding-best-practices-checklist-template-manifestly/