

## HR recently expanded its onboarding program

Human Resources has launched an expanded onboarding program, developed to engage new hires, create a faster time to proficiency, increase satisfaction, and help with retention.

“Onboarding is an important process for new employees to welcome them to Virginia Tech, their department, and their team,” said Jeff Cumberland, talent acquisition manager. “It helps employees better find their home with Virginia Tech and the community.”

The robust program is designed to go beyond compliance and transactional items, such as required paperwork and training, to include information about Virginia Tech’s culture and governance, wellness, professional development, and more. It now extends through the first year of employment, a significant expansion from the previous one-week onboarding process. The updated program applies to newly hired staff, faculty, and non-student wage, and wage-to-salary transitions. All other hires will receive onboarding information from their hiring department.

The onboarding portal, available through PageUp, generates automated email reminders and information for the employee and their manager. The integrated task list in both the portal and in the manager’s onboarding menu in PageUp makes it easy for employees and managers to track their onboarding progress.

The newly updated onboarding website at <https://www.hr.vt.edu/onboarding.html> contains information designed to help employees as they begin their new role at Virginia Tech. Resources are available for managers such as onboarding checklists, templates, and tools.

Human Resources will continuously assess and make improvements to the onboarding process. For questions about onboarding, contact Jessica Grimes, employee engagement and onboarding coordinator, at 540-231-6347 or [jetaylo2@vt.edu](mailto:jetaylo2@vt.edu).

## 2022-23 parking permits: On-sale dates, weighing your parking options, helpful reminders

Parking permits for the 2022-23 academic year will go on sale the following dates at <https://virginiatech.t2hosted.com/Account/Portal>:

- July 25, 2022: Faculty/staff and general graduate student parking permits go on sale.

This includes Annual, Semester, Evenings Only, and Remote. Permits will be mailed beginning Aug. 8, 2022.

Current permits for 2021-22 expire Aug. 31, 2022. 2022-23 annual permits are valid from the time of purchase until Aug. 31, 2023.

If you would like to use your new 2022-23 parking permit to access the North End Center Garage or any of the gated lots on the Blacksburg campus before Sept. 1, 2022, please contact [parking@vt.edu](mailto:parking@vt.edu) or call 540-231-3200 for assistance.

Only one permit can be active at a time, so the 2021-22 permit will be deactivated before the 2022-23 permit is activated.

Permits can be purchased online or in person at 505 Beamer Way. If you are a student or employee, login with your PID and password using 2-Factor Authentication. If you do not have a PID, or need additional help with the 2-Factor Authentication process, contact 4HELP at 540-231-4357.

Weighing your parking options -- If you have been taking classes or working remotely and will be in-person on campus this coming fall, some helpful parking information can be found at <https://vtx.vt.edu/notices/adm-evergreens/transpo-annualparkingpermit.html>. Have a parking question? Email [parking@vt.edu](mailto:parking@vt.edu) or call 540-231-3200 for assistance.

## Fall Social Security 101 sessions

Human Resources is hosting a free workshop where employees will have the opportunity to learn more about Social Security. Guest speaker and Social Security representative Jacqueline Weisgarber, who has more than 16 years of experience, will answer questions such as:

- When are you eligible to receive retirement benefits?
- How does early retirement affect your benefits?
- Do you qualify for disability, survivors, and spouse benefits?
- How do you get the most from your benefit?
- What is the future of Social Security?
- When should you file for Medicare?

Attendees are encouraged to go to [www.socialsecurity.gov/myaccount](http://www.socialsecurity.gov/myaccount) to create a “my Social Security” account and print out their Social Security Statement before attending the workshop.

Two sessions will take place, the first on Wednesday, Sept. 7, at 2 p.m. The second session

will be Thursday, Sept. 15, at 10 a.m. Both sessions are the same information and will take place via Zoom.

Register for a session at <https://virginiatech.pageuppeople.com/learning/5833>. Once registered, a Zoom link will be emailed to those registered.

For questions, please contact the HR Service Center at 540-231-9331 or [hrrservicecenter@vt.edu](mailto:hrrservicecenter@vt.edu).

## Talent Development team helps employees reach their full potential

As employers grapple with a profound shift in the labor market, one clear approach to retain employees is to offer more training and development opportunities that address employee needs for their future.

In addition to expanding its efforts to attract and retain faculty and staff, Virginia Tech is committed to professional development for current employees. “The Talent Development team is building and leading initiatives to empower Virginia Tech employees to reach their full potential and develop their careers, making Virginia Tech an even better place to work,” said Bryan Garey, vice president for Human Resources.

The Talent Development team facilitates workshops and learning opportunities to help supervisors and employees build on their existing knowledge, acquire new skills, and further develop their natural abilities, which together create workplace competencies.

Training for new managers: Fast Track for New Supervisors is a program designed to help new supervisors learn the core competencies of leadership. The program moved from a blended instructor-led format to a self-paced online format during the pandemic.

“I loved the course,” said Brandy Morse, senior manager for finance and operations at the Virginia Center for Coal and Energy Research in the Department of Mining and Minerals Engineering. “I recommend it to everyone I know.” While taking the program, she completed real-world assignments with her supervisor and new employees. “The program helped me learn to do staff evaluations,” Morse said. “I learned how important it is to communicate with your people all year.”

By offering these courses, Virginia Tech shows it cares about employees, Morse said. “We’re an institution of higher education, and we are helping employees learn and grow.”

According to Sarah Dreier, talent development specialist, 398 participants have taken the program, 95 of them during fiscal year 2022.

Fast Track Fridays, a monthly meeting with an expert, also is part of the training for new supervisors.

Developing more effective managers: Professional Development Circles are small, organized groups of managers or supervisors that share knowledge, support one another, build connections, and grow their leadership knowledge and skills.

“As a new employee, and new to Blacksburg, the Professional Development Circle was a great way to meet people from other parts of the university and get a sense of how the university works,” said Dan Taggart, Human Resources division director for the Office of the President.

“Connecting with people outside my department in a safe environment made it easy for me to ask naïve questions. Each person in the circle usually had a different perspective on the answer, so we all learned from the experience.”

Applications for the 2022-23 Professional Development Circles are being accepted until Aug. 17.

Building Blocks for Managers provides helpful information for managers on topics including: leading yourself and others, communicating with impact, building productive relationships, building an inclusive team, and cultivating business acumen. More than 1,100 managers have accessed these online courses.

Training and resources for all: The newly updated Virtual Learning Center features courses on leading, working, and learning. During FY22, 2,569 employees accessed LinkedIn Learning courses curated through the Virtual Learning Center. The quarterly On Topic flyer provides relevant resources and meaningful learning opportunities to faculty and staff. Best Practices for Performance Management are live one-hour webinars. Sessions have been held over the summer and continue into the fall.

A key addition: Greg Beecher was named director of talent development, effective July 5.

He has served Virginia Tech for 22 years primarily in Student Affairs, where he most recently served as the Human Resources division director. Greg has played an important leadership role in advancing efforts in onboarding, recruitment, retention, and employee development,” said Sandee Cheynet, assistant vice president of talent. “His enthusiasm for our Virginia Tech community and background in talent development make him a welcome addition to our team.” Beecher is passionate about collaborative problem-solving and making connections across the university.

“At my core, I’m interested in helping people grow,” Beecher said. “I want to build on the great work the Talent Development team has already done and continue to invest in people’s lives.”

Read article: <https://vtx.vt.edu/articles/2022/08/hr-2022-talent-development.html>