

Engagement and Integration Program

Recruiting top university leadership and distinguished faculty is an important priority at Cornell. To help facilitate a smooth transition for new executives, targeted faculty hires and their partners, the Engagement and Integration Program is designed to help them assimilate professionally as well as on campus and in the Ithaca community. Not only does this program complement current ongoing efforts by the university and its colleges and schools, but it also works to enhance them.

Who is eligible?

New hires who have accepted a position at Cornell with the following title or classification are eligible.

- Executives: president and officers, academic deans, vice provosts, vice presidents, and other unclassified positions
- Full professors and department chairs

Services are available for other senior level hires and highly recruited individuals when requested by their executive (as defined above).

During the first three years of employment, the executive can also request services in targeted retention situations for qualifying individuals.

How long are program services available?

For eligible new hires, services will be available for the first six months of employment. In retention situations, services will be available for up to six months from the point of engagement.

How are services delivered?

The program is designed to be flexible. To be successful, the program requires a collaborative relationship with regular communication and sustained effort by the hiring authority, staff within the hiring unit, and the program manager. The hiring authority is responsible for identifying and communicating to the program manager the names of qualifying new hires.

The hiring authority may choose to have the program manager:

- engage directly with the new hire, or
- advise the home department/hiring authority/local HR as they lead the engagement of the new hire.

In retention situations the same model will be used.

Regardless of how the program manager is engaged, the hiring authority retains ultimate responsibility for achieving a positive transition and addressing retention concerns.

What services are provided?

New hire services

Program services are customized to meet the individual needs and interests of the new hire. Below is a sample of available services:

- Contact the targeted applicant once the offer has been extended (pre-acceptance) to respond to questions and provide information if requested.
- Contact and welcome the new hire, introduce program services, and gather information to understand their needs and interests.
- Connect each month for the first six months (or more frequently if requested by the new hire or partner).
- Identify and share resources to help with the engagement and integration of the new hire.
- Assist the new hire and partner with networking and resource connections on campus and in the community including affinity and professional groups, volunteer opportunities, special family needs and/or cultural transition assistance.
- Help identify potential concerns of the new hire transitioning to Cornell. Provide feedback to the hiring authority/HR as needed.
- Share teaching and research tools as appropriate.

New executive hire services

Additional available services for new executive hires include:

- Discuss the availability of learning opportunities in the areas of development, financial management, budget practices, organizational effectiveness, facilities, student services, and HR.
- Assemble a small onboarding team to provide support and guidance about Cornell culture, climate, processes, and the transition to Ithaca.
- Arrange a welcome event for the new executive and partner in collaboration with the new executive's leader.

Additional services upon request

The program manager is available to share best practices and advise the home department/hiring authority as they lead the engagement efforts of a new hire.

For more information please contact:

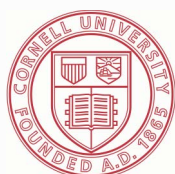
Jane M. Miller

Dual Career Consultant and Engagement Program Manager

Talent Experience Team, Ithaca, NY

Telephone: 607-255-5110

Email: jmm8@cornell.edu



Cornell University