

Employee Onboarding Guide

Full Time, International Employees

Human Resources

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Welcome

Welcome to Northern Arizona University!

Congratulations on your new position with NAU! Below you will find the appropriate steps you need to take to ensure a smooth onboarding process.

This Employee Onboarding Guide will assist you with the necessary items that must be completed before you begin working and will assist you with the transition into your new role. The items are broken down into a checklist format for you to appropriately keep track of the items that you have completed– *the checklist is available on the last page.*

Please be sure to read all of the information below.

The NEW NAU Charter

Vision:

NAU aims to be the nation's preeminent engine of opportunity, vehicle of economic mobility, and driver of social impact by delivering equitable postsecondary value in Arizona and beyond.

Mission:

NAU transforms lives and enriches communities through high quality academics and impactful scholarship, creative endeavors, and public service.

Commitment:

NAU will educate, support, and empower students from all backgrounds, identities, and lived experiences to reach their full potential and contribute to more just, equitable, inclusive, prosperous, and sustainable future.

Elevating Excellence:

Elevating Excellence is our roadmap for delivering a bold and boundless future for all. The strategic priorities described represent a robust synthesis of the NAU community's thoughtful engagement and bold aspirations for the future, and it reflects the evolving challenges and opportunities that we face as an engaged public institution of higher education. Together, we will capitalize on NAU's 122-year history of distinctive excellence as an engine of opportunity to drive social impact and economic mobility for the people of Arizona and beyond.

[Read more about Elevating Excellence](#)

Correspondence to Expect & Action Items – Prior to Start Date

First Steps – International Employee

As an international employee beginning employment with NAU, you will need to check in with the [NAU Center for International Education – International Student & Scholar Services \(ISSS\)](#) to confirm that you have arrived in Flagstaff and are ready to begin employment.

- Original copies of sponsorship documents can be picked up from International Student & Scholar Services by appointment (if you were sponsored through NAU for an H1B or O1 visa).
- If you have approved employment authorization that you are bring with you from outside of NAU, please [check in with ISSS by scheduling an appointment or during drop-in hours](#) so that we can update your NAU records accordingly. You will need to provide a copy of your passport and employment authorization document.

Center for International Education – International Student & Scholar Services (ISSS)
Building #2 on NAU's North Campus
523 Knoles Drive, Flagstaff, AZ 86011

If you **do not** already have a Social Security Number (SSN), your first step is to apply for a SSN. You should take copies of the following documents to the Social Security Administration.

- **Where is the Social Security Administration?**
 - Flagstaff – US Social Security Administration
2715 S. Woodlands Village Blvd, Flagstaff, AZ 86001
- **What should I take with me?**
 - Completed Application for a Social Security Card (SS-5)
 - Passport & Visa
 - Form I-94
 - Work Authorization Document: (EAD Card, Notice of Action Form, etc.)
- **Once you have applied for a Social Security Number (SSN),** you will need to go to NAU's Human Resources office to provide specific documents (listed below):
 - Work Authorization Document: (EAD Card, Notice of Action Form, etc.)
 - Passport & Visa
 - I-94
 - Social Security Card or Social Security Card Receipt

NAU Human Resources Address:

Centennial Building, #91
411 S. Beaver Street, Flagstaff, AZ
Monday – Friday, 8 a.m. to 5 p.m.

I-9 appointments in Flagstaff can be scheduled by using our online I-9 appointment scheduler. Human Resources will have you complete paperwork and will initiate specific tax information as well.

New Hire Packet

Due Date: Start Date

***Please note that you cannot continue working for NAU if this step is not completed by the end of your Start Date.**

- If you have not worked for NAU in the past 6 months, you will need to complete the New Hire Packet in order to enroll in benefits and be paid.
- If you do not have a Social Security Number, you will complete a paper-version of the New Hire Packet.
- If you have a Social Security Number, the New Hire Packet will be sent via electronic invitation with the subject line, “**Welcome to Northern Arizona University**”.
 - This email contains a link with instructions on how to log in and start your New Hire Packet.
 - The initial login information remains active for 5 days. If you have not logged in and need to reset your password within the 5-day window, please reach out to the NAU HR Office at 928-523-2223.
 - *Check your spam/junk inbox if the invitation is not received within 24 hours - reach out to your HR Onboarding Specialist for a new invitation.

Employment Eligibility & Form I-9 Completion

Due Date: May be done before start date, but no later than 3 business days after start date.

***Please note that you cannot continue working for NAU and that a delay in your paycheck may occur if this step is not completed.**

- After completing the online New Hire Packet, you will receive a follow up email regarding the Employment Eligibility Verification and Form I-9 completion; this must be completed before or within the first 3 business days of your employment start date.
- [Review the list of unexpired, acceptable, original documents](#)
- If you have an SSN, you can complete your Form I-9 through one of the following options:
 - In person in Flagstaff, AZ (<https://waitwhile.com/locations/nauhumanresources2/welcome>)
 - Online via the Virtual I-9 process (learn more: <https://in.nau.edu/human-resources/virtual-i9-faqs/>)
- If your position is remote (not in Flagstaff), work with your HR Onboarding Specialist to receive information on Remote Form I-9 Completion Steps.

Background Check

Due Date: As soon as invitation is received.

***If the background check is not completed nor returned by your anticipated start date, your start date will be pushed back.**

- The Background Check will be sent via electronic invitation from NAU's authorized background check vendor, First Advantage, with the subject line, "**Action Required from NAU - Background Screening Instructions**".
- This invitation must be completed as soon as possible.
- *Check your spam/junk inbox if the invitation is not received within 24 hours - reach out to your HR Onboarding Specialist for a new invitation.

Safety/Security Sensitive & Fingerprinting

Due Date: Fingerprinting Appointment must be scheduled within 1 week of start date.

- Verify in your original Welcome Email or in your offer letter if your position is Safety/Security Sensitive (SSS) & if fingerprints will be needed.
- If your position is SSS, you will be required to be fingerprints in addition to completing a background check.
- Use NAU's [electronic fingerprinting process](#) to complete your fingerprint requirement.
 - NOTE: You should not need to pay to complete your fingerprint. Follow the instructions on the website carefully. If you have questions, contact your HR Onboarding Specialist.
- * If you need complete Form I-9 verification and are getting fingerprinted at NAU HR in Flagstaff, AZ, you can complete your fingerprinting and I-9 appointments at the same time.

Hire ePAR

Human Resources will initiate the **electronic Personnel Action Request (ePAR)** that will place you in the system as an active employee. The Hire ePAR will only be able to be fully authorized into the system when your New Hire Packet, Form I-9, and Background Check are fully completed.

If any of these items are not completed, the ePAR will not be able to authorize into the system, which will delay the creation of timesheets, access, ability to enroll in benefits, and other details from being able to properly populate.

Getting Started on Your First Day

Utilize the below menus and links to help guide you through your first day, and beyond, in your new position.

If you have trouble accessing or working through the specific components below, please partner with your supervisor and/or your initial HR Onboarding Specialist.

Obtain Your User ID & Password

Your User ID will be your initials followed by a number combination (ex. abc12). This provides you access to your email, online services, online training, etc.

Contact the ITS Solution Center at 928-523-3335 and provide your Employee ID originally listed in your **Welcome Email** (*this is the same number as your Student ID Number*).

Required Trainings

Mandatory for all NAU employees (administrators, staff, faculty, graduate assistants, part-time/temporary employees, and student employees) to complete within **30 days** of your start date.

Access your specific [Required Training Learning Path through Udemy](#) to complete all required trainings; use the checklist below to track your completion:

- New Employee Welcome ([Register for New Employee Welcome](#))
- Harassment and Discrimination Prevention and Accommodating Disabilities trainings
- Information Security Essentials
- CERT: Conduct, Ethics, Reporting and Transparency Disclosure
- Loss Prevention Training
- FERPA: Family Education Rights and Privacy Act
- Diversity, Inclusion, and Bias Prevention (*Optional*)

*Please note that your department may have some additional trainings for you to complete that are outside of the HR Required Trainings.

Enter Time in Your Timesheet

[Time & Labor Webpage](#) – Videos and Additional Instructions available

Obtain Your Parking Permit

Visit the [University Transit Services](#) online portal to register your vehicle and obtain a parking permit.

For Flagstaff Mountain Campus Employees:

New employees may obtain a two-week temporary permit at no fee to ensure they are permitted to park on their first day of work. Email ask.parking@nau.edu and include your offer letter, start date, license plate, state, make, model, and color.

Note: the permit is **virtual**, based on the license plate, and therefore **required to park with the license plate facing the drive aisle** in employee lots only.

- Visit [University Transit Services](#) for more information.

Benefits Review and Enrollment

Human Resources will send a benefit enrollment packet to your NAU Email after your start date. This email contains comprehensive benefit plan information to help you with your decision-making and benefit selection as well as benefit enrollment instructions. **Please check your NAU email for this packet.**

Enroll in Benefits: Log into LOUIE/Peoplesoft using your NAU credentials > Navigate to **Self Service** > Click **Benefits** > Click **Benefits Enrollment** > Click **Select** for the even displayed and click **Edit** for each benefit to enroll.

Enroll in Retirement: Go to <https://in.nau.edu/human-resources/new-to-nau/>

[Welcome to the NAU Benefits Program](#)

[Time away from work](#)

[Education assistance](#)

Payroll Resources

[Time & Labor supervisor and employee resources](#)

[Time and leave reporting](#)

[General payroll information](#)

[HR Payroll Homepage](#)

[Workplace Health & Safety / Authorized Driver](#)

[Task Specific Safety Training](#)

Certain job roles and activities trigger mandatory OSHA Safety Training Requirements. If you perform tasks in a non-office setting; use tools, ladders, or specialty equipment; work at heights or potentially hazardous environments, or with chemicals or biological agents, then you will be required to complete specific safety training prior to beginning any potentially hazardous activities. Consult with your supervisor or [NAU Environmental Health and Safety](#) for access to the required training.

[Authorization to Drive on University Business](#)

- [Authorized Driver Homepage](#)
- Pursuant to the [Motor Vehicle Use for University Business policy](#), in order to be authorized to drive on University business, employees, or authorized volunteers who wish to become Authorized Drivers must follow the steps below. Driving on University business includes driving that is a regular part of your job, driving between campuses, and driving between locations on NAU's mountain campus.
- Complete the [Driver's Authorization Certificate Request form](#), including registering your driver's license.
 - *NOTE: State law requires licensed drivers who work in Arizona to obtain an Arizona Driver's License. Students are exempt from this law and may continue to use licenses from their home state.
- Follow the instructions you receive by email for accessing and completing the required training.
- Your driving record will be reviewed by NAU to ensure you meet the specific requirements to be authorized to drive under state law:
 - **Acceptable Driving Record:** 5 or fewer points on your 39-month vehicle history report.
 - **Conditional Approval:** 6-7 points on your 39-month vehicle history report.
 - **Unacceptable-Not Approved:** 8 or more points on your 39-month vehicle history report.

[Additional Resources](#)

Faculty and Staff [temporary housing resources](#)

[Community Housing Assistance Program](#)

[eCERT Program Tools/Resources](#)

[New Employee Resources](#)

[Campus Maps](#)

[NAU News](#)

Employee Onboarding Guide - Checklist

Employee Name: _____

Employee ID Number: _____

User ID: _____

Prior to Start Date

- Sign Offer Letter and return to Hiring Supervisor
- Review **Welcome Email** sent by the HR Team
- Complete check in with Center for International Education and Human Resources
- Complete online New Hire Packet
- Complete online Background Check (if applicable)
- Complete Form I-9
- Complete Fingerprinting (if applicable)

First Week – First Month

- Meet with supervisor to assist with getting started in your new role and to define training plan.
- Contact ITS to gain access to email and gain login credentials.
- Complete the [Required Trainings Learning Path](#).
- Register for [New Employee Welcome](#).
- Complete any required OSHA safety trainings or department specific safety trainings.
- Review [Timesheet Trainings](#).
- [Obtain Parking Permit](#) (if applicable).
- Complete [Authorized Driver Requirements](#) (if applicable).
- Enroll in Voluntary Benefits within 31 days of start date – Review the [New Employee Resources](#).
- Enroll in [Retirement](#) within 30 days of start date.
- Complete department-specific trainings and onboarding plan.

Welcome to NAU!