New Employee Orientation
Welcome to SEAS!
The Harvard School of Engineering and Applied Sciences (SEAS) was officially launched in 2007 under the leadership of Dean Venkatesh “Venky” Narayanamurti.

Our name change from "Division" to "School", approved by members of the Faculty of Arts and Sciences and ratified by the Harvard Corporation and Board of Overseers, is a celebration of the renewal and growth engineering and applied sciences has experienced in recent years at Harvard.

The new name also reflected our progenitor, the Lawrence Scientific School. Founded in 1847, the Lawrence School was Harvard's first major effort to provide a formal, advanced education in science and engineering.

In 2015 John A. Paulson made a gift to SEAS of $400 Million, the largest donation in Harvard’s history. In recognition of this generosity, the School’s name was changed to the Harvard John A. Paulson School of Engineering and Applied Sciences.
Relationship with FAS Today

SEAS still remains closely associated with FAS in important ways:

- Strong administrative links for the management of critical, shared academic functions such as faculty affairs, undergraduate affairs, and graduate student affairs

- SEAS faculty members are also members of the FAS and teach in the College and Graduate School of Arts and Sciences (GSAS)

- The Dean of SEAS sits along with the FAS Divisional Deans on the FAS Academic Planning Group and along with the other school deans at the Council of Deans
Mission Statement

Through teaching and collaborative research, SEAS discovers, designs and creates novel technologies and approaches to societal challenges—in service to the world, the nation, and our community. We bridge disciplines, both within engineering and the applied sciences and beyond, to prepare broadly trained leaders, to advance foundational science, and to achieve translational impact.

SEAS is where engineering, foundational science and the liberal arts converge. Through education and research, we address global challenges and serve society.
Vision Statement

In 10 years, SEAS will…

• Have a global reputation as top engineering program
• Be a hub with buzz –
  draw students, faculty from across Harvard
  engage the community, industry
• Have new, re-invented, better space in Allston and Cambridge
• Be more diverse (faculty, staff, students)
• Host more high-impact industry partnerships, translational research
• Have a critical mass of faculty
• Be a model for cross-university collaboration
• Play a greater role in Gen Ed
• Be an engaged citizen within our communities
SEAS Values

• Respect for all
• Nimbleness, agility
• Serve the greater good
• Institutional citizenship
• Safe to express ideas
• Creativity in pedagogy, research, operations
• Welcoming to individuals from diverse backgrounds, perspectives
SEAS Quick Facts

Undergraduate Students
1,013 undergraduate concentrators in 2017-2018, within 6 concentration options:

• Applied Mathematics
• Bioengineering
• Computer Science
• Electrical Engineering
• Engineering Sciences (AB, SB)
• Mechanical Engineering
SEAS Quick Facts

Graduate Students
524 graduate students in 2017-2018, within 8 degree options:

- Applied Mathematics (PhD)
- Applied Physics (PhD)
- Business Analytics (online certificate program)
- Computational Science and Engineering (SM, ME)
- Computer Science (SM, ME, PhD)
- Data Science (SM)

- Engineering Sciences
  - Electrical Engineering (SM, ME, PhD)
  - Environmental Science and Engineering (SM, M.E, PhD)
  - Mechanical Engineering (SM, ME, PhD)
  - Bioengineering (SM, ME, PhD)
  - Design Engineering (MDE)
  - MS/MBA (joint program with HBS)
SEAS Graduate Students

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<tr>
<th>Year</th>
<th>Applied Mathematics - PhD</th>
<th>Computer Science - PhD</th>
<th>Applied Physics - PhD</th>
<th>Engineering Sciences - PhD</th>
<th>CSE - Masters</th>
<th>MDE - Masters</th>
<th>DS - Masters</th>
<th>MS/MBA - Masters</th>
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% Ph.D. 91% 93% 96% 96% 96% 97% 92% 91% 85% 82% 79% 73%
% Masters 9% 7% 4% 4% 4% 3% 8% 9% 15% 18% 21% 27%

AY18-19 Data as of October 2018.
Dean Frank Doyle

- Appointed Dean of SEAS as of July 1, 2015
- John A. and Elizabeth S. Armstrong Professor of Engineering and Applied Sciences
- Served as Associate Dean for Research at the University of California, Santa Barbara’s College of Engineering
- BSE Princeton, MS (C.P.G.S.) Cambridge University, PhD California Institute of Technology
Quick Facts About SEAS

Faculty
• Number of ladder faculty for FY18: 109
• Total number of faculty for FY18: 143

Staff
• Approximately 180 staff members
• Approximately 60% administrative and professional staff and 40% support staff
• 64% female; 36% male
• Range in Harvard service up to 38 years; average about 10 years
SEAS Staff Events & Recognition

Annual Events
• Pi Day
• Commencement Luncheon
• “Giving Thanks” event
• Holiday Party
• Summerfest

Ongoing Events
• All Hands Staff Meeting
• Executive Dean’s Coffee
• Faculty Chalk Talks

Staff Recognition
• Harvard Heroes
• Venky Award for Mentoring and Community Building
• Dean’s Distinction

Recognition Program
• Letter of Appreciation Program
• Harvard Service Milestone Recognition Program
• Spot Rewards
POLICIES
SEAS Inclement Weather Policy

SEAS follows the same inclement weather policies as the University and the Faculty of Arts and Sciences. In general, SEAS teaching and research activities will continue during inclement weather.

When there is bad weather, all members are expected to make every effort to be at work. When severe weather conditions make travel to work inadvisable or difficult, SEAS asks that you use your own discretion and discuss your plans with your manager or supervisor.

For the latest information on the status of university operations call the University Weather and Special Conditions line at 617-496-NEWS (6397) or visit the Harvard homepage.
Flexible Work Arrangements

Consistent with Harvard University’s policies and the HUCTW Agreement, SEAS encourages its managers to consider flexible work arrangements for staff when appropriate. A restructured work arrangement should focus on results, with the understanding that many types of work require an employee’s presence on a predictable, and sometimes standard, schedule. The Flexible Work Policy includes:

• **Flexible Hours** (schedules that fall outside the 9 am - 5 pm office hours, but maintain the core hours of 10 am - 3 pm)

• **Telework** (work in a location other than a Harvard worksite – typically 1 day/week)

• **Summer Flex Time/Compressed Work** (longer daily hours worked, one day off per week)

More information can be found on the [SEAS HR website](https://www.seas.harvard.edu/hr).
SEAS Safety and Security

All members of the Harvard community are encouraged to sign up for text message alerts at messageme.harvard.edu. You will be automatically notified in the event of an extreme emergency anywhere at Harvard University. This system will only be utilized during extremely urgent situations that require instant communication.

SEAS requires lab safety training of all staff who will work in labs. Details are available from Anas Chalah, Director of Lab Safety, and on the SEAS Lab Safety website.

Harvard University Police: 5-1212
SEAS Information Security and Confidentiality Policy

Use of Harvard’s technology resources is intended to assist in fulfilling the education, research, and service missions of the University. All users have the responsibility to use these resources in an efficient, ethical, and legal manner.

All technology resources (e-mail, telephone, voicemail, computer hardware and software, internet access, and the campus computer network) are property of the University.

SEAS asks all employees who have access to highly sensitive information to sign a confidentiality agreement stating that they will maintain and safeguard the School’s information resources.
Sexual and Gender Based Harassment

Sexual and gender-based harassment is unwelcome conduct of a sexual nature that is:

• not requested or invited, AND
• regarded as undesirable or offensive

The policy applies to students, faculty, staff, and 3rd parties for conduct that occurs:

• on Harvard property
• off Harvard property, if: the conduct was in connection with a University program or activity, or the conduct may have the effect of creating a hostile environment for a member of the University community.

• As a University staff member, you are a “Responsible Employee.”
• For more information, visit: https://titleix.harvard.edu
Role of Title IX Coordinator

• Receive information about allegations of unwelcome conduct of a sexual nature and gender-based harassment.
• Provide options for possible interim measures.
• Serve as a resource for questions about sexual and gender-based harassment.
• Provide information on University Policy and Procedures.
• Provide information on resources available to the community.
• Protect privacy and share information only on a need-to-know basis. Title IX Coordinators are not a confidential resource. However, they can direct employees to confidential resources, if requested.
• SEAS Staff Title IX Coordinators:
  • Heidi Shea, HR Consultant (hshea@seas.harvard.edu; (617) 496-8445)
  • Annmarie Allen, Assistant Dean for HR (aallen@seas.harvard.edu; (617) 495-4586)
Diversity, Inclusion, and Belonging at SEAS

SEAS is committed to fostering a culture of openness and inclusion, and to ensuring that all individuals have the opportunity to benefit from, and contribute to, the mission of SEAS.

Resources at SEAS and Harvard:
- SEAS Committee on Diversity, Inclusion, and Belonging
- Harvard Association of Black Faculty, Administrators, and Fellows
- Association of Harvard Latinx Faculty and Staff
- Harvard University Native American Program
- Association of Harvard Asian and Asian American Faculty and Staff
- Committee on the Concerns of Women
- LGBTQ Faculty and Staff Association

Alexis Stokes, SEAS Director of Diversity, Inclusion, and Belonging
Contact: astokes@seas.Harvard.edu; (617) 496-8249
Harvard Union of Clerical and Technical Workers

HUCTW is the collective-bargaining representative for all full-time, part-time, and term clerical and technical employees who work at least 17.5 hours per week and whose positions have been classified in grades 47-56.

Peter Berry, Organizer for SEAS  
Emily Hankle, Organizer for SEAS  
Nora McDonald, SEAS Representative

2015-2018 **Agreement**  
2015-2018 **Personnel Manual**

[links to HUCTW.org]
BENEFITS
Benefits Overview

Administered through the University’s Benefits Services Group:

- **Walk-In Questions:** 114 Mt. Auburn Street, 4th Floor (Monday-Thursday, 11 am–3 pm, closed Fridays)
- **Phone:** (617) 496-4001
- **Website:** [Compensation & Benefits](#)

Your “Benefits Choices” folder will arrive at your home during your first 15 days.

- The deadline for enrollment is 30 days from hire. Coverage will be retroactive to your start date.
- You are eligible for coverage on your first day of employment.

The Center for Workplace Development (CWD) offers a New Employee Orientation for all new Harvard employees. This orientation introduces new employees to Harvard, provides benefits information, and answers many questions that new employees might have.
Paid Time Off

Harvard’s time-off benefits are designed to help you manage work and personal responsibilities. They include:

- 15-20 days of vacation (depending on job classification)
- University-wide winter recess between Christmas and New Year’s (exact dates determined annually)
- 12 sick days per year
- 11.5 paid holidays
- 3 personal days/year (prorated based on date of hire)
- Up to 4 weeks paid leave for new parents
- Up to 13 weeks of maternity leave
University Holidays

New Year’s Day
Martin Luther King Jr. Day
Presidents Day
Memorial Day
Independence Day
Labor Day
Columbus Day
Veterans Day
Thanksgiving Day
Friday after Thanksgiving
Christmas Eve Day (1/2 day)
Christmas Day
Winter Recess (determined annually)
Work/Life Resources

Harvard’s Office of Work/Life Resources provides access to referrals, one-on-one consultations, educational programs, support programs and informational materials related to work/life issues. For more information visit: Work/Life Balance

The Employee Assistance Program (EAP) offers free and confidential help with personal, family, and work-related problems for staff and their household members. For more information visit: Harvard EAP

The University Ombudsman Office is available to all members of the Harvard community for work-related problem solving assistance. For more information visit: Solving Workplace Problems
Career Growth and Development Resources

**Tuition Assistance Program**
- Subsidies for undergraduate and graduate level courses, taken at Harvard and other institutions.
- Classes at the Harvard Extension School are only $40 per class.
- Website: [harvie.harvard.edu/Compensation_Benefits/Tuition_Assistance](http://harvie.harvard.edu/Compensation_Benefits/Tuition_Assistance)

**Center for Workplace Development**
- CWD offers a wide range of career development and computer courses to help you keep your skills up-to-date. It also offers career planning resources and events.
- Website: [harvie.harvard.edu/Career_Professional_Development](http://harvie.harvard.edu/Career_Professional_Development)

**Professional Development Fund**
- SEAS covers the costs associated with certain career development and/or job-related courses offered by the CWD. Staff may also be reimbursed for costs associated with attending conferences.
- An application can be found at: [https://www.seas.harvard.edu/human-resources/policies-and-procedures/professional-development-policy-application](http://https://www.seas.harvard.edu/human-resources/policies-and-procedures/professional-development-policy-application)
Wellness Benefits

Employees can purchase low-cost access for themselves and their families to Harvard’s athletic facilities including:

- Malkin Athletic Center (MAC)
- Hemenway Gymnasium
- Blodgett Pool
- Murr Center

For more information, visit go crimson.com or call the Murr Ticket Office at 617-495-2211.

Additionally, the Harvard Wellness Center offers courses and workshops in stress management, nutrition, and meditation, as well as massages, and non-traditional health services. For more information: cw.uhs.harvard.edu
Harvard University Employees Credit Union (HUECU)

As a Harvard Employee, you are eligible to become a member of the Harvard University Employees Credit Union (HUECU). As an employee, your family members also qualify to be members. HUECU membership is for life; even if you move or change employers, your membership remains open until you choose to close your account.

HUECU provides financial services ranging from standard checking and savings accounts to retirement planning to home and auto loans.

Main branch: 104 Mt. Auburn Street

Visit huecu.org for more information.
Discounts and Conveniences

Outings + Innings
Discounts to cultural and leisure activities: outingsandinnings.harvard.edu

Transportation
Discounts on public transit passes and parking: CommuterChoice
Note there can be a month+ delay in obtaining your first MBTA pass.

Harvard Museums
Employees and a guest may access all of Harvard’s 7 public museums for free by showing their ID card: harvard.edu/on-campus/museums

Harvard Housing Office
Locate housing and roommates through the Harvard Housing Office: huhousing.harvard.edu
Sign up to receive monthly tips, news, and events.

green.harvard.edu/seas

@GreenHarvard
GETTING STARTED AT SEAS
Time Keeping In PeopleSoft

Overtime-Eligible Support Staff Employees (Non-Exempt)
- Must enter weekly hours into the PeopleSoft by 5 pm each Thursday
- Absences must be entered by this time as well

Administrative/Professional employees (Exempt)
Do not enter time worked, only enter absence requests, which should be entered prior to absence.

Resources
- Time and Absence Reporting Guide for Employees
- Time & Labor Guide for Managers
- Absence Management Guide for Managers

For help with time reporting, contact Tomye Little in Human Resources.
Paychecks and Direct Deposit

• Admin/Prof and Support Staff are paid every other Friday.

• Employees are strongly encouraged to sign up for direct deposit:
  • Go to harvie.harvard.edu and select “PeopleSoft” in the upper right corner
  • Log in with HarvardKey, and click on the “My Pay” tile, or navigate to Self Service > Payroll and Compensation > Direct Deposit
  • Click “Add Account”, fill in the information, and click Save.
  • Your first check after completing this process may still be a paper check to ensure there is time to validate your account number and bank code.

• Contact Rob Plosker, Manager of Payroll Operations, with questions regarding your paycheck (5-0418)
Orientation and Review Period

Most employees’ first three months on the job are an Orientation and Review Period.

This is time for you and your supervisor to assess if a good job match has been made. Either the employee or SEAS can end the working relationship during this time.

During this O&R Period, vacation and personal time off is accrued, but cannot be used until after the first three months. Sick time is accrued and can be used as needed. Additionally, the TAP benefit cannot be used until the end of your O&R Period.
Performance Management

The goal for the performance management process is to provide a framework for ongoing performance conversations throughout the year. It is important for managers and staff to meet regularly to discuss expectations and performance.

Discussions about FY19 priorities should begin now and should be completed by late Fall.

The due date for completion of performance management is late spring 2019.
SEAS Human Resources

Office Location: 20 University Road, 6th Floor
Main Number: (617) 384-7828

Primary Services
- Staff recruitment and retention questions
- Employee/labor relations issues
- Compensation
- Performance management
- Staff training and development
- EEO, AA, or sexual harassment policy clarification
- Employee benefits inquiries
SEAS Website

[seas.harvard.edu/human-resources](seas.harvard.edu/human-resources)

For your reference, this presentation will be posted on the HR section of the SEAS website, along with many other useful internal SEAS documents and policies.
Welcome!