



## **New Intl Staff Pre-Hire & Onboarding Job Aids**

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This document contains Job Aids for pre-hire and onboarding actions in PeopleAdmin and HCM PeopleSoft. You may click on the sections below to jump to their location in the document.

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**To access PeopleAdmin, navigate to <https://uscjobs.sc.edu>.**

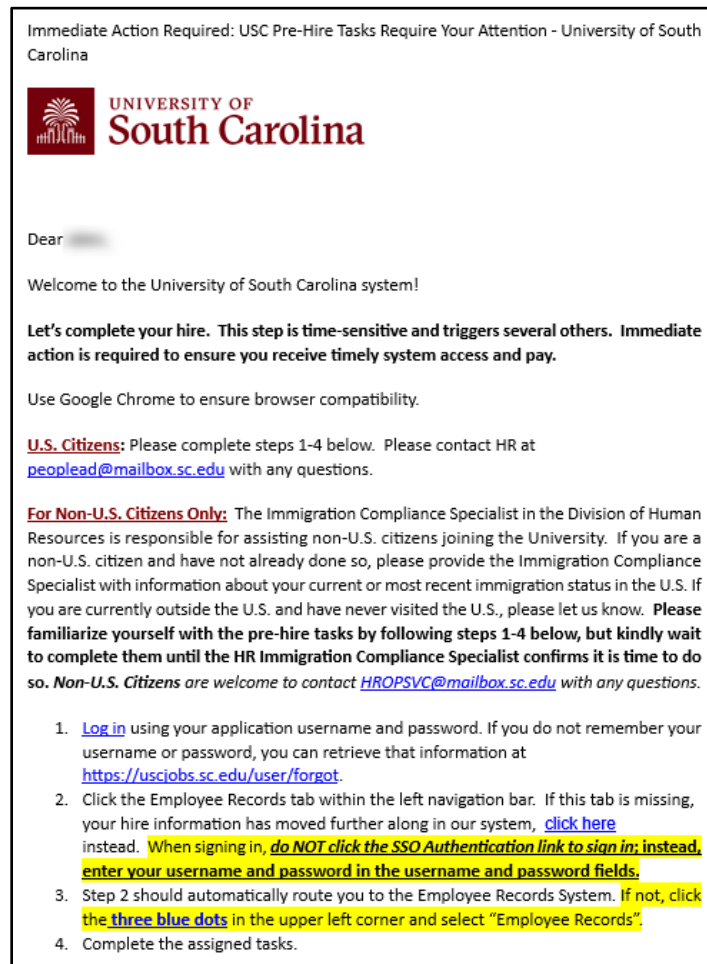
**To access Employee Self Service in HCM PeopleSoft, navigate to <https://hcm.ps.sc.edu>.  
Click the drop-down menu from the **Employee Self Service** title, then select **Employee Self Service**.**

**NOTE:** PeopleAdmin and HCM PeopleSoft utilize multiple layers of security to properly limit access to data. As part of this security structure, limits are placed on content within the system. These limits are directly tied to your role at USC. Throughout these job aids, you may see menus and pages that you will not be able to access in the database. Your content will be tailored to reflect your role at USC. If your role changes in the future, your access to pages and people will be updated in accordance with the change.

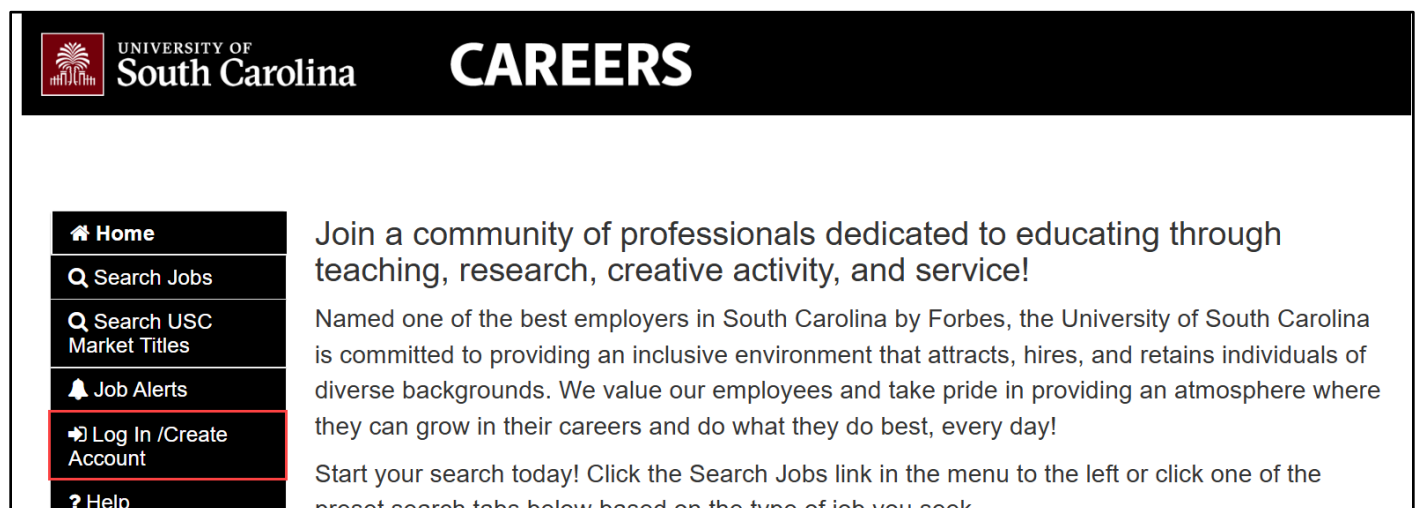
# New International Staff Pre-Hire Tasks in PeopleAdmin

## Pre-Step: Welcome Email

Welcome to the University of South Carolina system! You will receive the following email, sent to your personal email address provided in your application, notifying you to begin the Pre-Hire Tasks.



1) Log in to PeopleAdmin through your applicant account. Go to <http://uscjobs.sc.edu>. Click the **Log In/Create Account** link from the lefthand menu.



Enter your username and password which you created at time of initial application. Click the green **Log In** button. Once you have successfully logged in you will see a green banner on the top of your screen.

Log in to your account

*Required fields are indicated with an asterisk \**

\* Username

NewAtUSC

\* Password

.....

Forgot your username or password?

Log In

**NOTE:** Depending on your browser settings, the navigation menu may be hidden. In these cases, click the menu button with three lines in the top right corner to expand the menu.

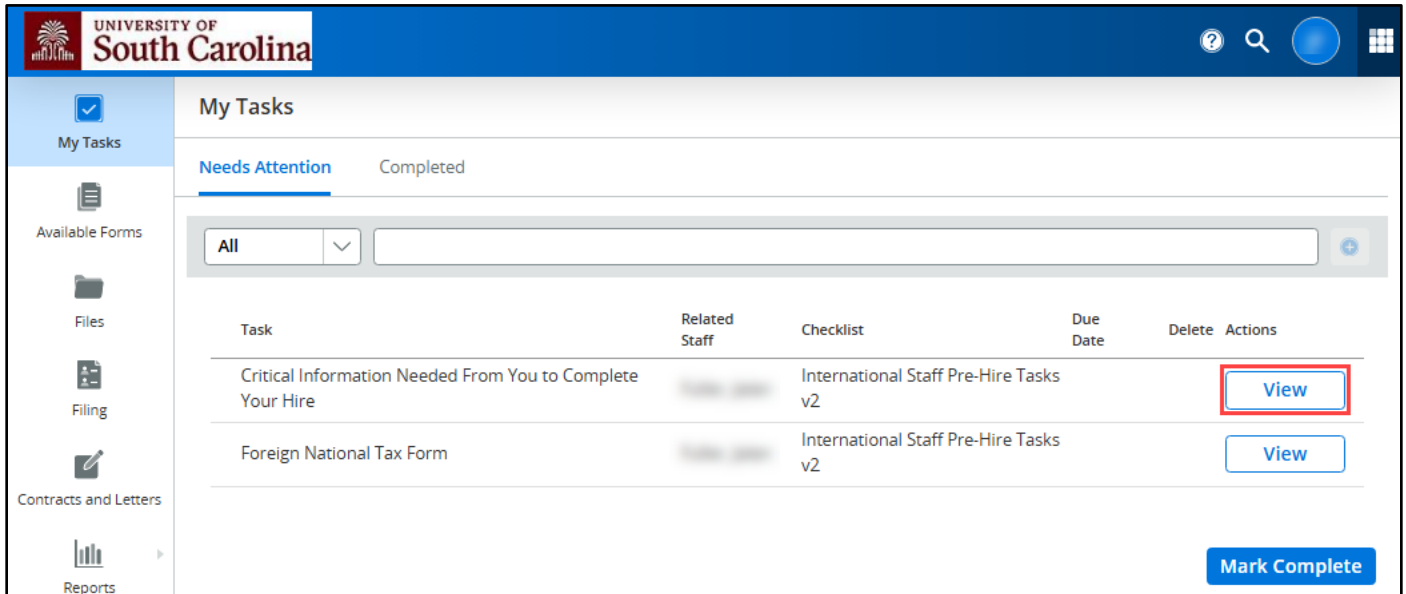


2) Click the **Employee Records** option to access your International Staff Pre-Hire Tasks.



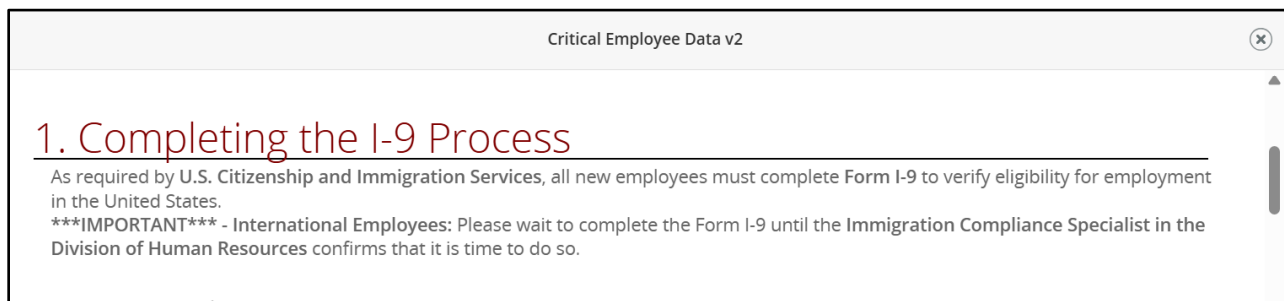
**NOTE:** Clicking **Employee Records** will open a new window in your browser. If the Employee Records option is not available in the menu, your hire information has moved further along in the system and you should use **this** link instead, which should automatically route you to the Employee Records System.

3) After clicking Employee Records, you will arrive on the **My Tasks** page. This page contains links to view and complete necessary Pre-Hire tasks in PeopleAdmin. You will complete the **Critical Information Needed From You to Complete Your Hire** task. Click the **View** button to begin this task.



Complete all fields marked as **Required** in each of the four sections within this task:

- Completing the I-9 Process
- Completing your Background Screening
- Claiming Your Network Account
- Completing Your Pre-Boarding and Onboarding Tasks



Once you have completed all required information and *carefully read* through each section, click the **Save Final** button on the bottom right. If you need to stop but are not ready to save as final, click the **Save Draft** button to keep your place.

**(Screenshot on following page)**

Critical Employee Data v2

### 3. Claiming Your Network Account

We need to collect some personal information from you in order for the Division of Information Technology to create your USC ID, university email address, and network credentials.

Within 24 hours of completing this step, you'll receive an email from noreply@mailbox.sc.edu with instructions to claim your USC network account. Please complete this step within 48 hours of receiving the message.

Required Information:

Full Name with Middle required

Please provide your Full Legal Name as it is shown on your Social Security Card or Passport. This is the name that will be used for payroll purposes. DO NOT PUT A SUFFIX IN THE LAST NAME FIELD. This will cause issues processing your hire. SUFFIX SHOULD ONLY BE ADDED USING THE SUFFIX DROPDOWN BELOW.

Click in the **Signature** field to type your name. Click the check box attesting that you have read and accept the **Electronic Signature Statement**. You can click the **Print as PDF** button to save this page for your records. Click the **Submit** button. Once you click the **Submit** button, you are brought back to the main **My Tasks** page.

Critical Employee Data

Submitted By

Workflow Steps

**Current** 1 Signature by Direct Report:

### Sign

Current User

Date

Signature required

I have read and accept the Electronic Signature Statement required

This task list will appear under the **Completed** tab.

The screenshot shows a 'My Tasks' interface with two tabs: 'Needs Attention' and 'Completed'. The 'Completed' tab is active. Below the tabs is a search bar with 'All' selected. A table lists tasks with columns: Task, Related Staff, Checklist, Submitted, and Actions. One task is visible: 'Critical Information Needed From You to Complete Your Hire' with a 'View' button.

Task	Related Staff	Checklist	Submitted	Actions
Critical Information Needed From You to Complete Your Hire		International Staff Pre-Hire Tasks v2	12/3/2025	<a href="#">View</a>

4) The final task to complete is the **Foreign National Tax Form**. Click the **View** button to begin this task.

The screenshot shows the 'My Tasks' interface with 'Needs Attention' and 'Completed' tabs. The 'Needs Attention' tab is active. A table lists tasks with columns: Task, Related Staff, Checklist, Due Date, Delete, and Actions. One task is visible: 'Foreign National Tax Form' with a 'View' button highlighted in a red box.

Task	Related Staff	Checklist	Due Date	Delete	Actions
Foreign National Tax Form		International Staff Pre-Hire Tasks v2			<a href="#">View</a>

To begin this task, read through the provided information and download the **Foreign National Tax Information Form** by clicking the link circled below.

The screenshot shows a window titled 'Foreign National Tax Form'. It contains a heading 'Foreign National Tax Form' and a paragraph of text explaining the form's purpose. A link 'Foreign National Tax Information Form' is highlighted with a red box. At the bottom, there are buttons for 'Close', 'Print', 'Print as PDF', 'Save Draft', and 'Save Final'.

The International Payroll Team helps ensure the appropriate US and state income tax withholding rates and social security tax withholding rates are applied correctly to wages paid to non-US citizens or legal permanent residents. The employees subject to this tax review include F-1, J-1 and H1-B visa holders, as well as others, who are present in the U.S. on a temporary visa. In order to determine the employee's U.S. residency status for FICA withholding purposes (a resident or non-resident employee), and to properly evaluate whether an international employee is eligible for tax treaty benefits, a Foreign National Tax Information Form must be completed and returned to the Payroll Office prior to employment beginning or as soon as possible thereafter.

Please access the [Foreign National Tax Information Form](#), complete, print, sign/date and attach below for the International Payroll Office to review. Note: The form is an editable PDF and can be completed using the computer but it will need to be printed as it requires a wet signature. Please upload copies of your visa and passport, and any other documents that are applicable to your Foreign National Tax Information Form in the Supporting Documents section.

Once you have completed the Foreign National Tax Information Form and assembled the required supporting documentation, click **Upload a File** next to each attachment to submit your documents.

Attachments

Foreign National Tax Information Form required [Upload a file](#)

Supporting Documents based on Visa Status required [Upload a file](#)

Once you have successfully uploaded your attachments, click **Save Final**. After clicking Save Final, you are brought back to the main **My Tasks** page.

Attachments

Foreign National Tax Information Form required [Foreign National Tax Information Form.pdf](#) [Delete](#)

Supporting Documents based on Visa Status required [Supporting Documents.pdf](#) [Delete](#)

Please Click to View/Hide the Workflow

Current User

Date 12/3/2025

[Close](#) [Print](#) [Print as PDF](#) [Save Draft](#) [Save Final](#)

**NOTE:** You can reference your completed pre-hire tasks at any time by following steps 1 and 2 in this job aid to log in and access your Employee Records. By clicking the **View** button, you have the option to print or save completed tasks as needed.

**Next Steps:** Onboarding Tasks in HCM PeopleSoft

Now that you have successfully completed the **International Staff Pre-Hire Tasks** in PeopleAdmin, look for an email with information regarding next steps for completing onboarding tasks through Employee Self-Service in HCM PeopleSoft.

Instructions for completing these tasks can be found on the following page.

# New Employee PreBoarding & OnBoarding in HCM PeopleSoft

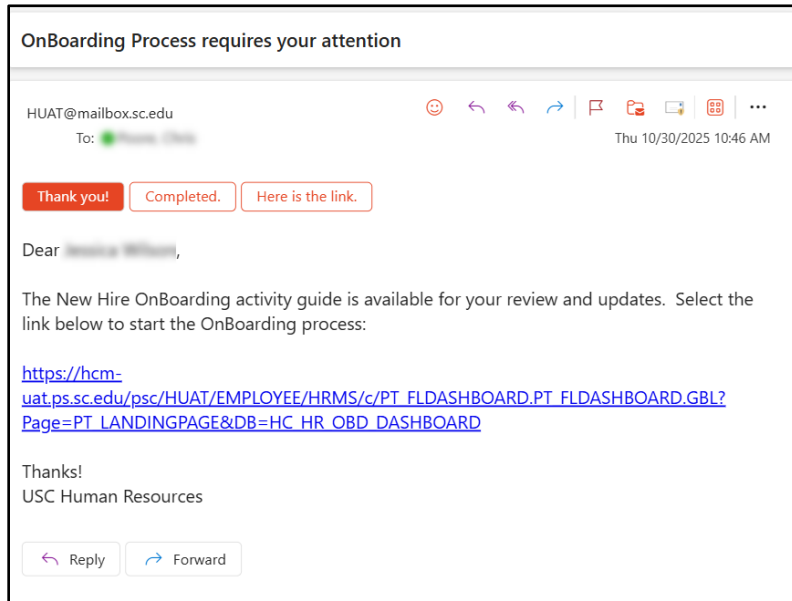
## Employee PreBoarding & Onboarding Tasks in Employee Self-Service

This job aid outlines the process for new employees to complete their PreBoarding and OnBoarding tasks in Employee Self-Service in the HCM PeopleSoft System. You can access Employee Self Service by clicking [here](#).

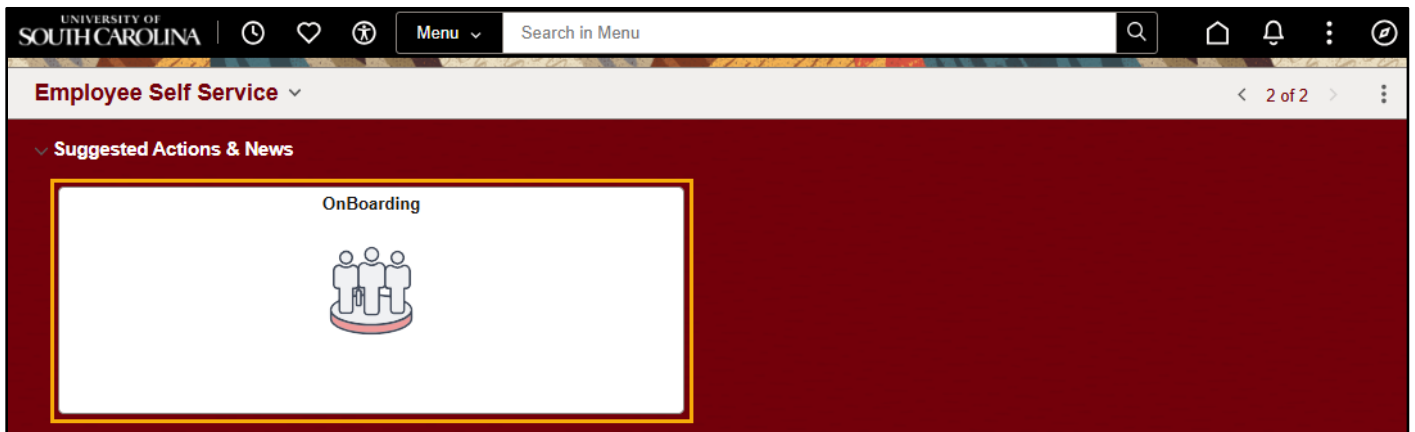
*PreBoarding* refers to tasks that can be completed before you reach your start date. *OnBoarding* refers to tasks that are completed on or after reaching your start date.

### PreBoarding

**USC New Hire Onboarding Email:** Once your Hire action has been fully approved in the HR/Payroll system, you will receive an auto-generated email with a link to complete the next critical steps in your onboarding process. Before your first day, you may receive an email that provides you a direct link to PreBoarding and Onboarding tasks. **If so, you will skip steps 1 and 2 below.**

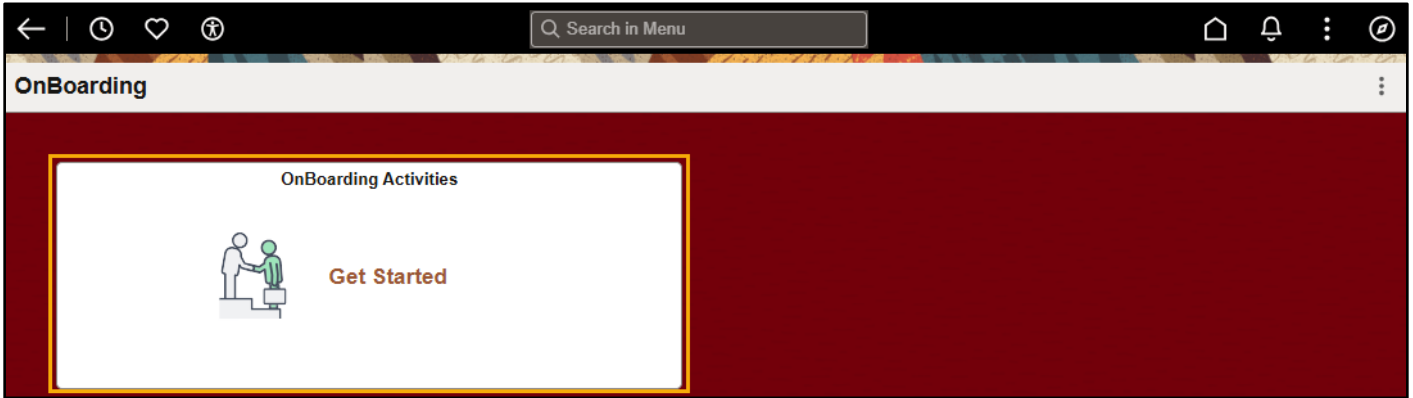


1) On the Employee Self Service landing page click the **OnBoarding** tile.





2) Next, click the **OnBoarding Activities** tile to begin the preboarding process.

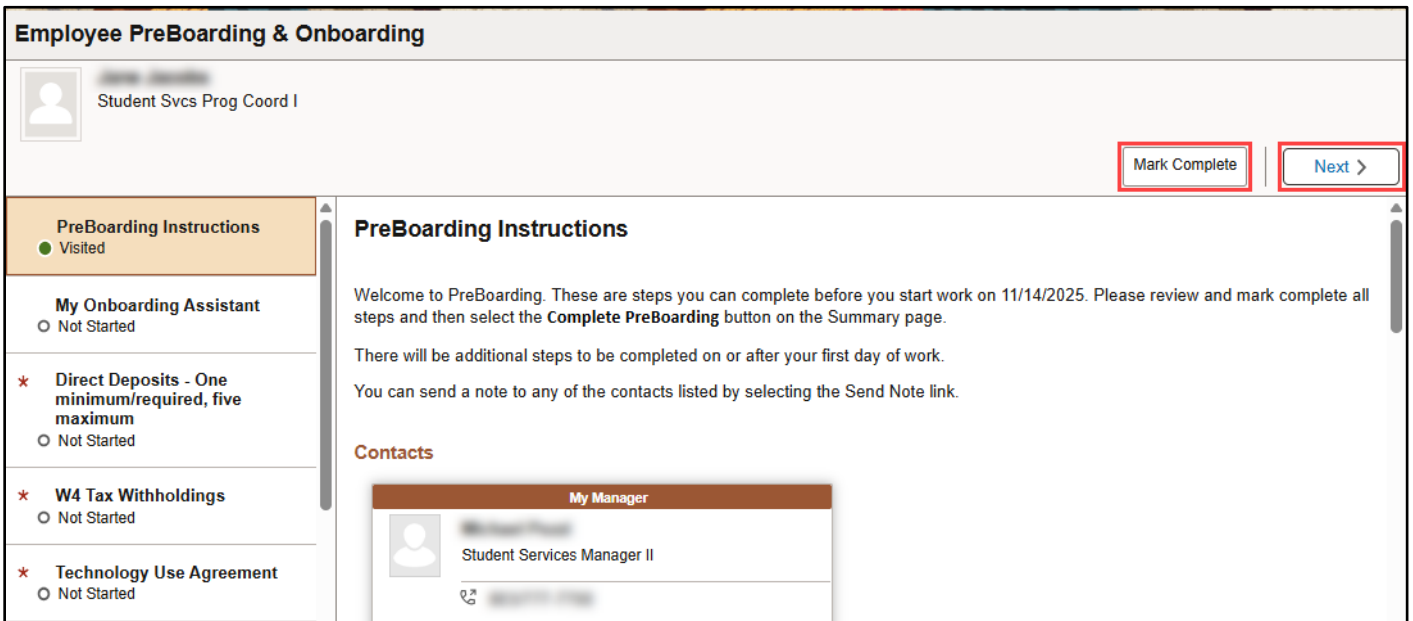


3) After clicking the OnBoarding Activities tile, you will be taken to the **PreBoarding Instructions** page. On this page, you will find contact information for your supervisor (manager) and a list of all steps you can complete *before* reaching your start date.

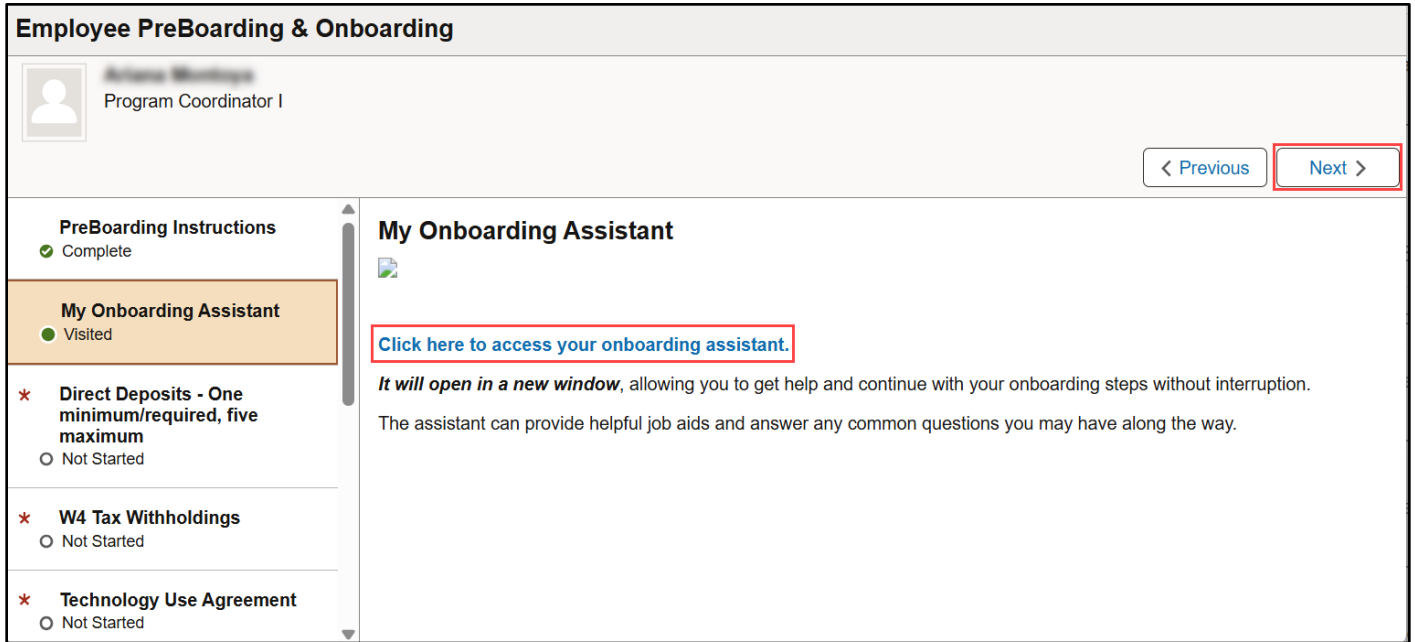
Preboarding allows you to complete the following tasks:

1. My OnBoarding Assistant
2. Direct Deposits
3. W4 Tax Withholdings
4. Technology Use Agreement
5. Document Acknowledgment
6. Personal Details
7. Benefit Information
8. Preboarding Summary

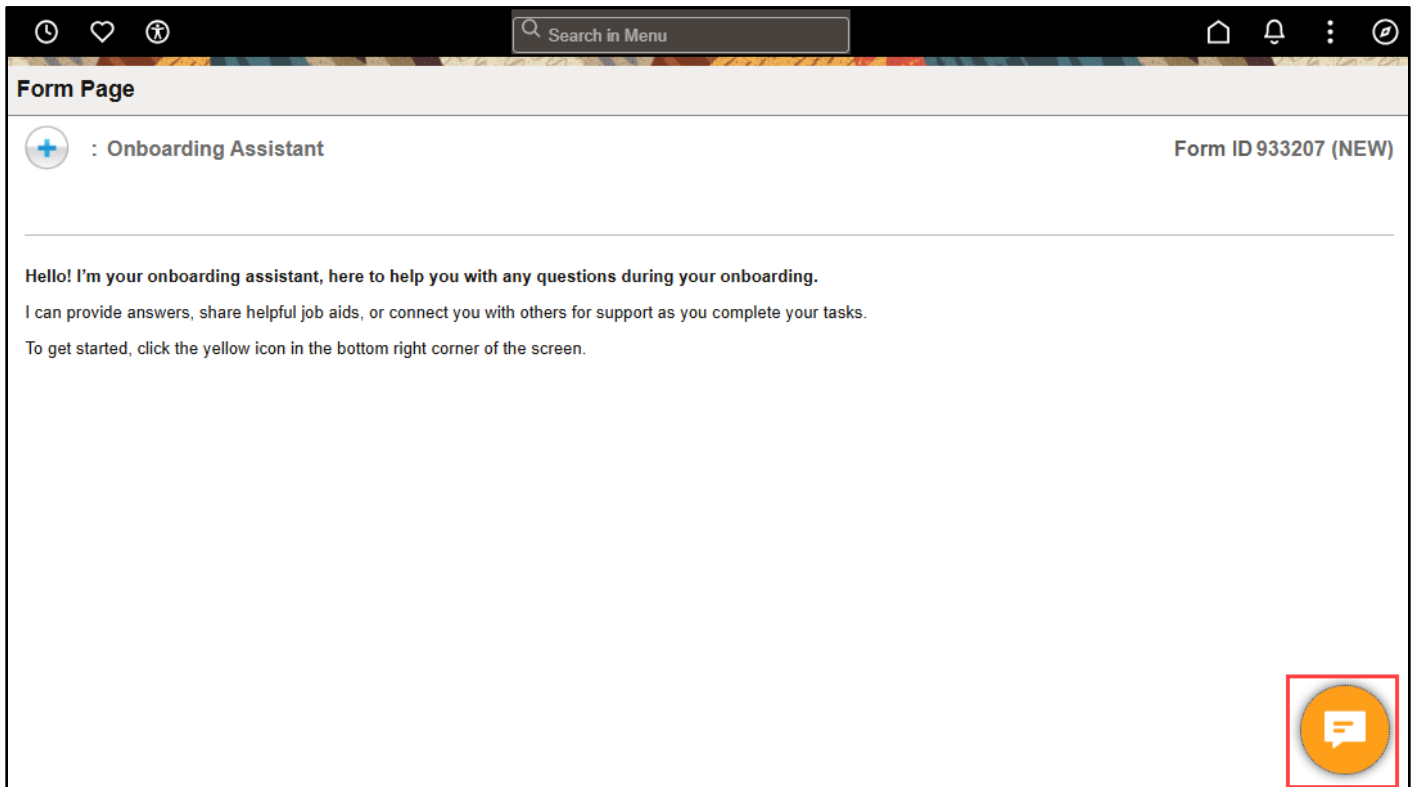
Once you have completed the steps in each section of PreBoarding, be sure to click the **Mark Complete** button in the top right corner. Don't forget to mark the **PreBoarding Instructions** page as complete before moving on to the next step.



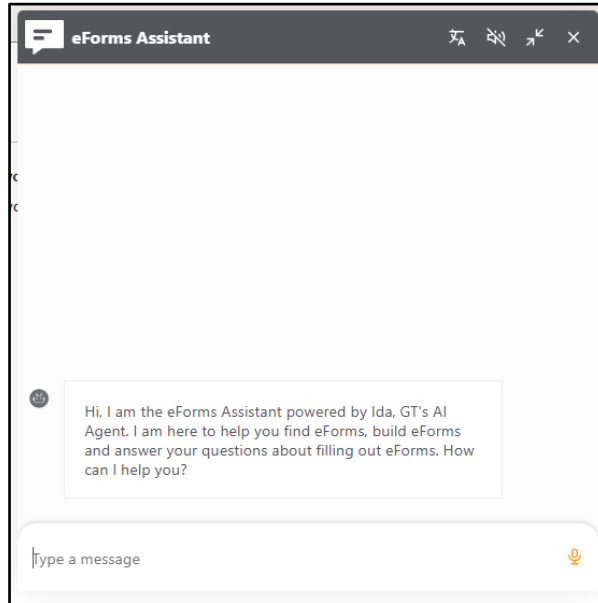
4) The first step in Preboarding is the **My Onboarding Assistant** page. To access the assistant, click the link circled below in red. Click **Next** when you are ready to proceed to the next step.



Once you click on the link, a new window will open. To access the assistant, click the yellow chat icon in the bottom right corner.



The Onboarding Assistant can provide helpful job aids and answer common questions regarding the onboarding process. If you encounter any issues or have questions about the Onboarding Assistant's responses, please reach out to your HR Contact for additional support.



**NOTE:** You do not need to mark this step as complete.

5) The next step in Preboarding will ask you to set up your Direct Deposit(s). USC requires direct deposit for all employees. You can add up to five accounts.

Click the **Add Account** button.

Mark Complete | < Previous | Next >

### Direct Deposit

#### Accounts

The first account you add will be defaulted to a deposit type of Full Balance and your entire net pay will be deposited to this account.

When a second account is added and saved, the deposit type of the first account will be updated from Full Balance to Remaining Balance and the account order will be updated to last in the list. After all the other direct deposit payments are processed, any remaining net pay is deposited in the remaining balance account.

Note: You can change this default assignment using the Edit Account page and update another account to be a Remaining Balance account after all your accounts are added and saved.

[Add Account](#)

Complete all fields as shown in the screenshot. Once all fields are complete, click the **Save** button in the top right corner.

Cancel
**Add Account**
Save

\* Indicates required field

When this second account is saved, the deposit type of the first account will be updated from Full Balance to Remaining Balance and the account order will be updated to last in the list.

Nickname

Payment Method Direct Deposit

**Bank**

Routing Number  ⓘ

Account Number

Retype Account Number

**Pay Distribution**

\*Account Type  ▼

\*Deposit Type  ▼


Percent

**NOTE:** You can list a Checking or Savings account for your primary Direct Deposit account. You can add up to 5 accounts. Additional accounts have two deposit options:

1. Amount
2. Percent

Upon hitting Save, you are taken to the Direct Deposit summary page. Click the **+** to add another account. If you do not have other accounts to list, click the **Mark Complete** button and click **Next**.

**Employee PreBoarding & Onboarding**



**Alicia Williams**  
Program Coordinator I

Mark Complete
< Previous
Next >

**PreBoarding Instructions**  
✔ Complete

**My Onboarding Assistant**  
● Visited

**\* Direct Deposits - One minimum/required, five maximum**

● In Progress

**Accounts**

+ 
≡

Order	Nickname	Payment Method	Routing Number	Account Number	Account Type	Amount/ Percent
1	TestAccount	Direct Deposit	053207766	11111111	Checking	50.00% >
Last	Checking	Direct Deposit	053207766	11111111	Checking	Remaining Balance

6) The next step in Preboarding allows you to complete your Federal W4 and any applicable State W4 Forms.

**Employee PreBoarding & Onboarding**

Program Coordinator I

Mark Complete | < Previous | Next >

**PreBoarding Instructions**  
Complete

**My Onboarding Assistant**  
Visited

\* **Direct Deposits - One minimum/required, five maximum**  
Complete

\* **W4 Tax Withholdings**  
In Progress

**My W-4 Tax Information**

Name  
Employee ID  
Social Security #  
Company: University of South Carolina

Tax withholding forms are pre-populated with address information entered on the Pre-Hire tasks. A section for the Federal W4, South Carolina W4 (as the primary work location), and any home state (that is not SC) will populate on this page. Click into each tax form to fill them out by using the **Update Your Tax Information** buttons corresponding to the Federal or State(s) forms. You should complete the tax withholding information, referencing the directions available in each form. For each form, you will need to click the **Sign & Submit** button near the bottom of the tax form once it has been completed.

**Sign and Submit**

*Under penalties of perjury, I declare that this certificate, to the best of my knowledge and belief, is true, correct, and complete.*

Date

Sign & Submit

Once you have submitted each form, mark the step as complete and click the **Next** button to proceed to the next task.

**Employee PreBoarding & Onboarding**

Program Coordinator I

Mark Complete | < Previous | Next >

**PreBoarding Instructions**  
Complete

**My Onboarding Assistant**  
Visited

\* **Direct Deposits - One minimum/required, five maximum**  
Complete

**My W-4 Tax Information**

Name  
Employee ID

**NOTE:** Contact the Payroll Department via email at [payroll@mailbox.sc.edu](mailto:payroll@mailbox.sc.edu) for additional information on tax withholding forms.

7) The next step in PreBoarding requires you to complete the Technology Use Agreement. On this page, you will read the linked USC policies and make an acknowledgment. Once you have read each policy, click the checkbox near the bottom of the page and then click **Save**. When you are ready to proceed, click **Next**.

**Employee PreBoarding & Onboarding**

Program Coordinator I

PreBoarding Instructions Complete

My Onboarding Assistant Visited

\* Direct Deposits - One minimum/required, five maximum Complete

\* W4 Tax Withholdings Complete

\* **Technology Use Agreement** In Progress

**Technology Use Agreement**

By virtue of my employment with the University of South Carolina, I may have access to university technology assets, including data, technology, user credentials, and other assets, which must be protected according to laws, regulations, procedures and guidelines, including the following university policies:

**APPLICABLE USC POLICIES:**

- Responsible Use of Data, Technology, and User Credentials
- Information Security

I acknowledge that:

- I have read and understand the above policies.
- Unauthorized access, disclosure, or deletion through my deliberate actions or negligence, could lead to criminal and civil penalties imposed by law, or to disciplinary action by the university, including referral to student or employee disciplinary processes.
- If I am ever in doubt about my responsibilities, I should immediately consult my supervisor. My manager may present additional policies and procedures directly related to my employment with the university.

Please check the box to indicate your agreement with these statements.

Save

8) The next step in PreBoarding requires you to complete a **Document Acknowledgment**. Click the **Download** button next to each file name to download and review the document. *You must* download each document to make the appropriate acknowledgment.

**Employee PreBoarding & Onboarding**

Program Coordinator I

Mark Complete

My Onboarding Assistant Visited

\* Direct Deposits - One minimum/required, five maximum Complete

\* W4 Tax Withholdings Complete

\* Technology Use Agreement Complete

\* **Document Acknowledgment** In Progress

**Document Acknowledgment**

**Step 1 - Download Documents**

Please download the following listed documents. Those documents requiring updates can be uploaded in the Required Documents to Acknowledge / Upload table.

Document / Description	File Name	Action
ACA Acknowledgement	USC_aca_acknowledgement_of_receipt_(20).pdf	Download
ACA Marketplace Notice	ACA_Marketplace_Exchange_Notice_(38).pdf	Download
Employee Standards of Ethical Conduct	employee_standards_of_ethical_conduct_2024_(3).pdf	Download
State Ethics Brochure	State_Ethics_Brochure_(3).pdf	Download

Once you have reviewed each document, scroll down and click the **Acknowledge** button next to each file name. The button will “grey-out” once you have completed your acknowledgment. When you have finished acknowledging each document, mark the page complete and click **Next**.

Document / Description	File Name / Attached On	Action
ACA Acknowledgement	USC_aca_acknowledgement_of_receipt_(20).pdf	Acknowledge 12/02/2025 3:22:01PM
Employee Standards of Ethical Conduct	employee_standards_of_ethical_conduct_2024_(3).pdf	Acknowledge 12/02/2025 3:22:03PM
State Ethics Brochure	State_Ethics_Brochure_(3).pdf	Acknowledge 12/02/2025 3:22:03PM

9) The next step in PreBoarding will require you to submit **Personal Details**. There are several sub-pages within this section. The first is **Verify Addresses**. When you click Next in the previous step or navigate directly to this page, you will receive a warning which states that you must click on your address and hit Save before you can proceed to the next step. Click **OK**.

On this step you need to click your address, verify it's correct, and then click Save. You must click on your address and click Save before you can move to the next step.

Your home address will automatically populate in HCM from the Pre-Hire Tasks that you completed in PeopleAdmin.

Confirm that your home address is accurate or make changes if needed. To make changes, click the > arrow on the right side of the row for your home address. Update the applicable fields, then click the **Save** button in the top right.

To add a separate mailing address, click the **Add Mailing Address** button. Update any applicable fields, and then click the **Save** button in the top right.

**(Screenshot on following page)**

**Employee PreBoarding & Onboarding**

Aracelis Montoya  
Program Coordinator I

Mark Complete | < Previous | Next >

Complete

- \* W4 Tax Withholdings  
Complete
- \* Technology Use Agreement  
Complete
- \* Document Acknowledgement  
Complete
- Personal Details  
In Progress
- \* **Verify Addresses**  
In Progress

**Personal Details - Verify Addresses**

**Home Address**

4475 De La Cruz Way  
Missoula, MT 59717-2401  
Current X

**Mailing Address**

4475 De La Cruz Way  
Missoula, MT 59717-2401  
Current X

Once you verify your address(es), this step will be automatically marked as complete. Click the **Next** button.

**Employee PreBoarding & Onboarding**

Aracelis Montoya  
Program Coordinator I

< Previous | **Next >**

Complete

- \* W4 Tax Withholdings  
Complete
- \* Technology Use Agreement  
Complete
- Personal Details  
Complete
- \* **Verify Addresses**  
Complete

**Personal Details - Verify Addresses**

**Home Address**

4475 De La Cruz Way  
Missoula, MT 59717-2401  
Current X

**10)** The next page in Personal Details will allow you to add **Emergency Contacts**. USC does not require Emergency Contact information for employees, but it is highly encouraged that you provide at least one person to contact in the event of an emergency. Your supervisor, area HR Contact, and the USC Division of HR have access to this information. Click the **Add Emergency Contact** button to add an entry.

**Employee PreBoarding & Onboarding**

Aracelis Montoya  
Program Coordinator I

Mark Complete | < Previous | Next >

Complete

- \* Technology Use Agreement  
Complete
- \* Document Acknowledgement  
Complete
- Personal Details  
Complete
- \* **Verify Addresses**  
Complete

**Personal Details - Emergency Contacts**

No emergency contact exists.

Add Emergency Contact



Enter the Contact Name of your Emergency Contact and select a Relationship from the drop-down menu. You can click the **Add Address** button to provide an address for your Emergency Contact, and the **Add Phone Number** button to provide a good contact number (this is the most important data point for an Emergency Contact). Once complete, click the **Save** button.

Emergency Contact

\*Contact Name: Emergency Person

\*Relationship: Friend

Preferred Contact:

Address: No data exists. Add Address

Phone Numbers: No data exists. At least one phone number is required. Add Phone Number

\* Indicates required field

You can enter a second Emergency Contact by clicking the **+** button or mark the page complete and click **Next** to proceed.

Mark Complete | < Previous | Next >

**Personal Details - Emergency Contacts**

+

Contact Name	Relationship	Preferred Contact
Emergency Person	Friend	✓ >

11) The next page in Personal Details will require you to add your **Degrees**. To add a degree, click the **Add** button.

Employee PreBoarding & Onboarding

Program Coordinator I

Mark Complete | < Previous | Next >

**Personal Details - Degrees**

No data exists. Add

Document Acknowledgement: Complete

Personal Details: In Progress

Complete all fields on the page by clicking the associated lookup button (magnifying glass icon) to see valid options. Once you select a Major and School Code, the fields 'School Description' and 'Major Description' will populate automatically.

Click the 'Graduated' checkbox, then click the **Save** button.

The screenshot shows a form titled "Degrees" with a "Cancel" button on the top left and a "Save" button on the top right. A red box highlights the following fields: \*Date Acquired (05/20/2009), \*Degree (Bachelor of Arts), Major Code (Platemaker/Imager), \*Status (Active), Country (United States), State (Florida), School Code (1072401), School Description (Carlos Albizu Univ), Major Description (Platemaker/Imager), Minor Code, and Minor Description. The "Graduated" checkbox is checked. A note in the top right corner says "\* Indicates required field".

If you have another degree to add, click the + button and repeat the previous steps. Once all degrees have been entered, mark the page complete and click **Next**.

The screenshot shows a summary page titled "Personal Details - Degrees". At the top right, there are three buttons: "Mark Complete", "< Previous", and "Next >". Below the title is a "+" button to add more degrees. A table lists the entered degrees:

Degree	Major Code	Edit/View
Bachelor of Arts	Platemaker/Imager	>

**12)** The next page in Personal Details will allow you to enter information regarding your **Ethnic Groups**. Click **Yes** or **No** for Question 1 and click as many options as applicable in Question 2.

**(Screenshot on the next page)**

**Employee PreBoarding & Onboarding**

Program Coordinator I

Mark Complete | < Previous | Next >

- Complete
- \* Technology Use Agreement Complete
- \* Document Acknowledgement Complete
- Personal Details In Progress
- \* Verify Addresses Complete
- \* Emergency Contacts Complete

### Personal Details - Ethnic Groups

1) Are you Hispanic or Latino? [Explain](#)

Yes  
 No

2) What is your race? Select one or more. [Explain](#)

American Indian or Alaska Native  
 Asian  
 Black or African American  
 Native Hawaiian or Pacific Islander  
 White

If you are uncertain what the question is asking or what specific answers mean, click the **Explain** link to the right of the question.

Once all selections have been made click the **Save** button. For this step, clicking Save also marks the task as complete. Click **Next**.

**Employee PreBoarding & Onboarding**

Program Coordinator I

Mark Complete | < Previous | **Next >**

- Complete
- \* Technology Use Agreement Complete
- \* Document Acknowledgement Complete
- Personal Details In Progress
- \* Verify Addresses Complete
- \* Emergency Contacts Complete

Asian  
 Black or African American  
 Native Hawaiian or Pacific Islander  
 White

### Voluntary Self-Identification

The employer is subject to certain governmental recordkeeping and reporting requirements for the administration of civil rights laws and regulations. In order to comply with these laws, the employer invites employees to voluntarily self-identify their race or ethnicity. Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. The information obtained will be kept confidential and may only be used in accordance with the provisions of applicable laws, executive orders, and regulations, including those that require the information to be summarized and reported to the federal government for civil rights enforcement. When reported, data will not identify any specific individual.

**Save**

13) The next page in Personal Details will ask about your **Veteran Status**. Read all information provided on this page and make the applicable Self-Identification election.

**Employee PreBoarding & Onboarding**

Program Coordinator I

Mark Complete | < Previous | Next >

In Progress

Federal Contract Compliance Programs (OFCCP) website at [www.dol.gov/ofccp](http://www.dol.gov/ofccp).

**How Do You Know if You Are a Veteran Protected by VEVRAA?**

Contrary to the name, VEVRAA does not just cover Vietnam Era veterans. It covers several categories of veterans from World War II, the Korean conflict, the Vietnam era, and the Persian Gulf War which is defined as occurring from August 2, 1990 to the present.

If you believe you belong to any of the categories of protected veterans please indicate by checking the appropriate box below. The categories are defined on the next page and explained further in an "Am I a Protected Veteran?" infographic provided by OFCCP.

I IDENTIFY AS ONE OR MORE OF THE CLASSIFICATIONS OF PROTECTED VETERAN LISTED BELOW

I AM NOT A PROTECTED VETERAN

I DO NOT WISH TO ANSWER

Your Name \_\_\_\_\_ Today's Date \_\_\_\_\_

Once you have made your selection, scroll to the bottom of the page and click the **Submit** button. For this step, clicking the Submit button also marks this page as complete. Click **Next**.

**Employee PreBoarding & Onboarding**

Program Coordinator I

Mark Complete | < Previous | Next >

In Progress

**What Categories of Veterans Are "Protected" by VEVRAA?**

"Protected" veterans include the following categories: (1) disabled veterans; (2) recently separated veterans; (3) active duty wartime or campaign badge veterans; and (4) Armed Forces service medal veterans. These categories are defined below.

- A "disabled veteran" is one of the following:
  - a veteran of the U.S. military, ground, naval or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs; or
  - a person who was discharged or released from active duty because of a service-connected disability.
- A "recently separated veteran" means any veteran during the three-year period beginning on the date of such veteran's discharge or release from active duty in the U.S. military, ground, naval, or air service.
- An "active duty wartime or campaign badge veteran" means a veteran who served on active duty in the U.S. military, ground, naval or air service during a war, or in a campaign or expedition for which a campaign badge has been authorized under the laws administered by the Department of Defense.
- An "Armed Forces service medal veteran" means a veteran who, while serving on active duty in the U.S. military, ground, naval or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985.

**Submit**

14) The final page in the Personal Details section asks about **Disability**. This section is voluntary. If you elect to complete this section, read all information provided and click the appropriate checkbox for yourself. Once you have provided your answer click the **Submit** button. For this step, clicking the **Submit** button also marks the task as complete. Click **Next**.

**Employee PreBoarding & Onboarding**

Archie Williams  
Program Coordinator I

Mark Complete | < Previous | Next >

- \* **Disability**
  - In Progress
- \* **Benefit Information**
  - Not Started
- \* **Before Day 1 Checklist**
  - Not Started
- \* **Manager Checklist - Day 1 and After**
  - Not Started
- PreBoarding Summary**
  - Not Started

• Cancer (past or present)  
 • Cardiovascular or heart disease  
 • Celiac disease  
 • Cerebral palsy  
 • Deaf or serious difficulty hearing  
 • Diabetes  
 • mental health conditions, for example, depression, bipolar disorder, anxiety disorder, schizophrenia, PTSD  
 • Missing limbs or partially missing limbs  
 • Mobility impairment, benefiting from the use of a wheelchair, scooter, walker, leg brace(s) and/or other supports  
 • tuberculosis, asthma, emphysema  
 • Short stature (dwarfism)  
 • Traumatic brain injury

**Please check one of the boxes below:**

Yes, I have a disability, or have had one in the past  
 No, I do not have a disability and have not had one in the past  
 I do not want to answer

PUBLIC BURDEN STATEMENT: According to the Paperwork Reduction Act of 1995 no persons are required to respond to a collection of information unless such collection displays a valid OMB control number. This survey should take about 5 minutes to complete.

Submit

15) The final section in PreBoarding will provide you with **Benefit Information**. On this page, you will be able to view the University of South Carolina Benefits Packet. You can download this file or print it out using the built-in PDF viewer. Once you have reviewed the information, mark the page as complete and click **Next**.

**Employee PreBoarding & Onboarding**

Archie Williams  
Program Coordinator I

Mark Complete | < Previous | Next >

- Complete
- \* **W4 Tax Withholdings**
  - Complete
- \* **Technology Use Agreement**
  - Complete
- \* **Document Acknowledgement**
  - Complete
- ▶ **Personal Details**
  - Complete
- \* **Benefit Information**
  - In Progress

Copy of Bene... 1 / 11 90%

University of South Carolina  
Benefits Packet

16) After reviewing Benefit Information, you will be taken to the **PreBoarding Summary** page. This page will allow you to view all required Onboarding tasks. Details include the Status, Date Completed, and whether the task has been marked complete or not.

The screenshot shows the 'Employee PreBoarding & Onboarding' interface for a user named 'Arhona Whittings', Program Coordinator I. The left sidebar contains a navigation menu with items: Personal Details (Complete), Benefit Information (Complete), Before Day 1 Checklist (Not Started), and Manager Checklist - Day 1 and After (Not Started). The 'PreBoarding Summary' item is highlighted and marked as 'Visited'. The main content area is titled 'PreBoarding Summary' and includes a 'Complete PreBoarding' button. Below the title, there is explanatory text about the onboarding steps and a 'Steps' table.

Step	Status	Date Completed	Required	Mark Complete	Go To Step
PreBoarding Instructions	Complete	12/02/2025	No	Completed	Go to Step
OnBoarding Instructions	Available on 12/5/2025		No	Mark Complete	Go to Step
My Onboarding Assistant	Visited		No	Not Applicable	Go to Step

The Status field will indicate if and when a step can be completed. Onboarding tasks cannot be completed until the start date. To view a step that you have previously visited or completed, locate the step and click **Go To Step** on the righthand side of the page.

Steps 17 rows

Step	Status	Date Completed	Required	Mark Complete	Go to Step
PreBoarding Instructions	Complete	12/02/2025	No	Completed	Go to Step
OnBoarding Instructions	Available on 12/5/2025		No	Mark Complete	Go to Step
My Onboarding Assistant	Visited		No	Not Applicable	Go to Step

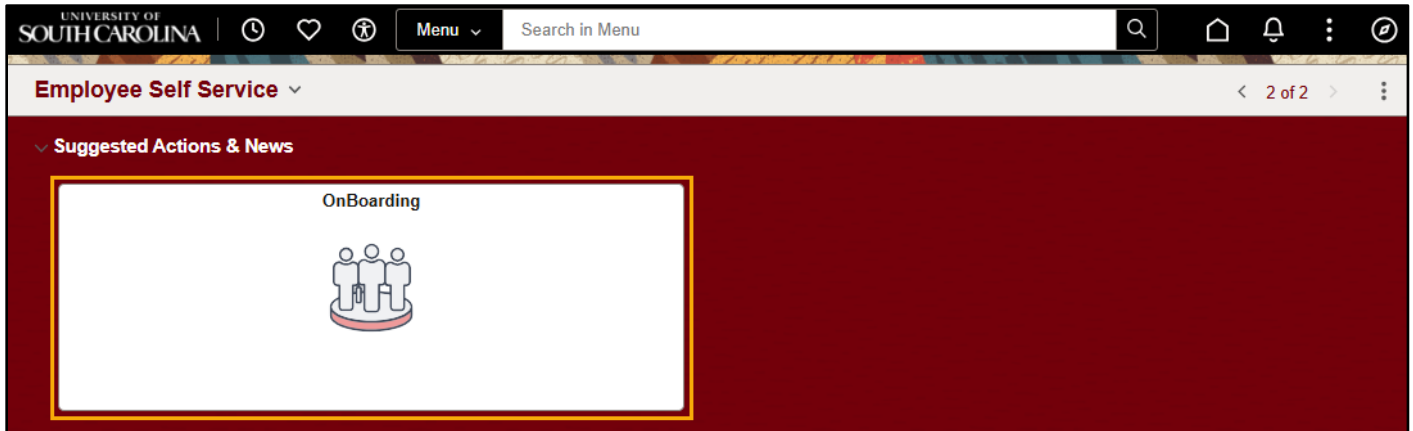
Once you have ensured that all PreBoarding Steps have been completed, click **Complete PreBoarding**.

This screenshot is identical to the previous one, but the 'Complete PreBoarding' button in the top right corner of the main content area is highlighted with a red box, indicating the next action to take.

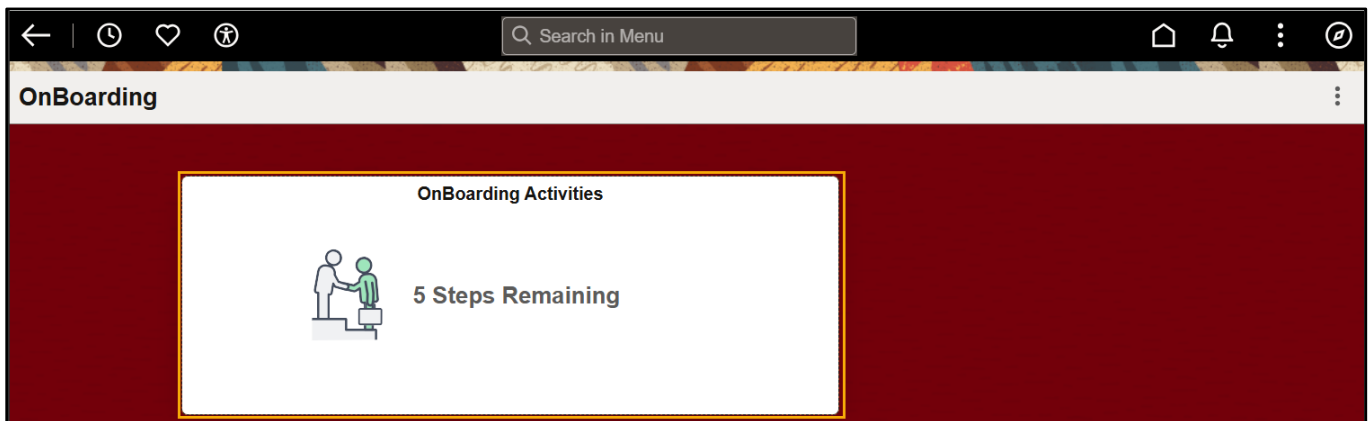
**Congratulations! You have completed PreBoarding. Return to the Onboarding tile on your first day to complete the Remaining Onboarding tasks. Steps to complete Onboarding Tasks are located below.**

## Onboarding

1) On the Employee Self Service landing page click the **OnBoarding** tile.



2) Next, click the **OnBoarding Activities** tile to finish the Onboarding process.



3) After clicking the OnBoarding Activities tile, you will be taken to the **OnBoarding Instructions** page. On this page, you will find a greeting from USC and a link to watch the welcome aboard video.

Onboarding allows you to complete the following tasks:

1. Onboarding Instructions
2. Security Awareness
3. Entering Working Hours and Leave
4. Overall Summary

Once you have completed the steps in each section of OnBoarding, be sure to click the **Mark Complete** button in the top right corner. Don't forget to mark the **Onboarding Instructions** page as complete before moving on to the next step.

Click the link circled in red to watch the welcome aboard video. After you have completed the video, mark the page as complete and click **Next**.

**Employee PreBoarding & Onboarding**

Ariona Montoya  
Program Coordinator I

Mark Complete | Next >

**OnBoarding Instructions**  
● Visited

**My Onboarding Assistant**  
● Visited

\* **Direct Deposits - One minimum/required, five maximum**  
● Complete

\* **Security Awareness**  
○ Not Started

▶ **Personal Details**  
● Complete

**UNIVERSITY OF South Carolina**

Welcome Ariona Montoya,

You are embarking on a journey as part of our diverse, dynamic, and innovative workforce, and we are excited to see how you contribute to our story. Let's get started!

Click [here](#) to watch the welcome aboard video.

**Important:** Mark each individual task and the summary page as "Complete" to finalize this part of the process and prevent reminder emails.

4) The first task to complete for Onboarding is **Security Awareness Training**. Complete this task by clicking the **Security Awareness Training** link and viewing the 10 videos. The entire course should take around 30 minutes to complete.

**Employee PreBoarding & Onboarding**

Ariona Montoya  
Program Coordinator I

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**OnBoarding Instructions**  
● Complete

**My Onboarding Assistant**  
● Visited

\* **Direct Deposits - One minimum/required, five maximum**  
● Complete

\* **Security Awareness**  
● In Progress

▶ **Personal Details**

**Security Awareness** Save

The University of South Carolina is committed to protecting our data and systems from cybersecurity threats. As such, new faculty and staff are required to complete this security awareness training.

The training is video based and delivered online through the University Information Security Office's website.

Ten video modules are included with each focusing on a specific security topic. As you complete one video, a short quiz will test the knowledge you gained regarding that topic. You must successfully pass the quiz to proceed to the next video.

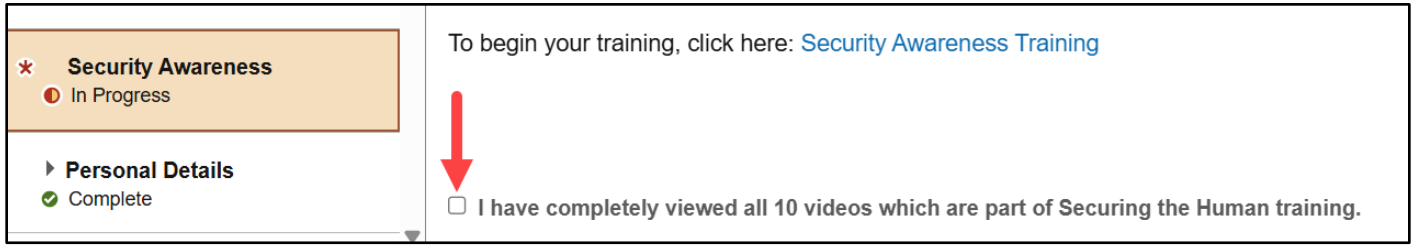
The entire course should take about 30 minutes to complete.

Upon completion, please certify that you have watched each of the videos by clicking the checkbox at the bottom of this form.

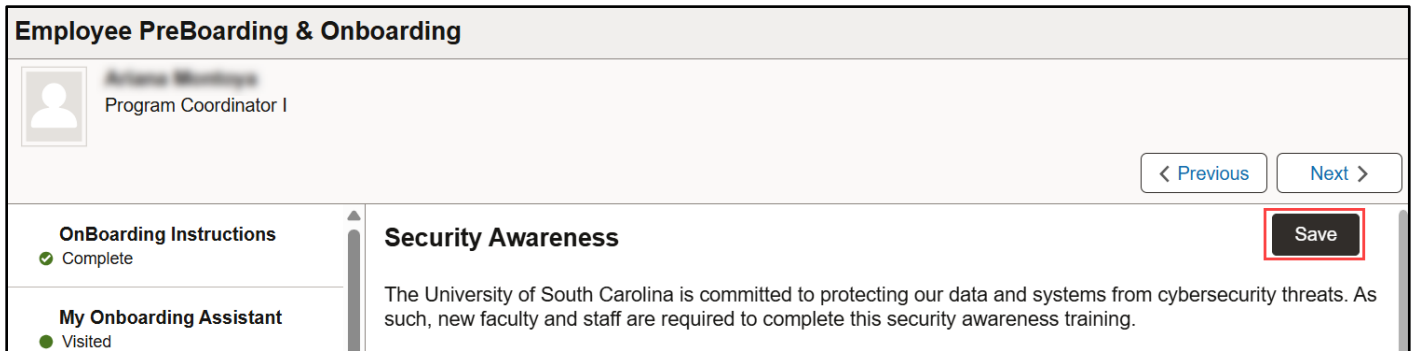
To begin your training, click here: [Security Awareness Training](#)



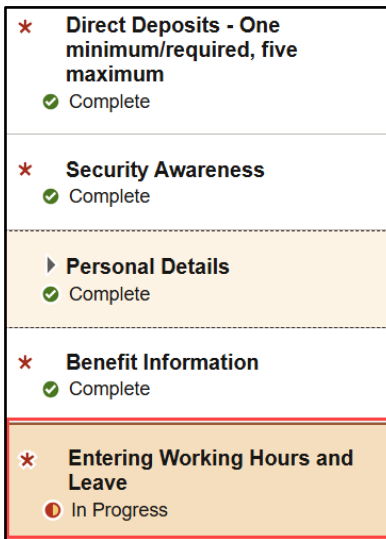
Once you have viewed all 10 videos and passed the knowledge check quiz associated with each topic, return to this Onboarding task and click the box, attesting that you have viewed all videos.



Click the **Save** button. For this task, clicking the Save button also marks the task as complete.



5) The final step in Onboarding provides you with information regarding **Entering Working Hours and Leave**. To navigate to this step, locate and click on **Entering Working Hours and Leave** within the lefthand navigation menu.



This task links you to the Payroll Department website, which houses training guides and resources for USC's Time and Absence System. Please review the job aids and resources available under the **Employee Job Aids** section.

Once you have viewed all applicable information about the Time and Absence System, return to this page in Onboarding and click the **Mark Complete** button. Then, click **Next**.

**Employee PreBoarding & Onboarding**

Arleen Williams  
Program Coordinator I

Mark Complete | < Previous | Next >

- \* Direct Deposits - One minimum/required, five maximum  
Complete
- \* Security Awareness  
Complete
- ▶ Personal Details  
Complete
- \* Benefit Information  
Complete
- \* Entering Working Hours and Leave  
In Progress

**Payroll Department**

**Time/Labor and Absence Management in HCM PeopleSoft**

Our Time/Labor and Absence Management modules in HCM PeopleSoft bring pay, time, and absence management together into one system.

6) After all Onboarding steps have been completed, you will be taken to the **Overall Summary** page. This page shows a summary view of all onboarding tasks along with their status and date completed. It also gives you the ability to *Mark Complete* any that you may have forgotten. If your summary page shows that all statuses are Complete, you have finished onboarding!

**Employee PreBoarding & Onboarding**

Arleen Williams  
Program Coordinator I

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Complete Onboarding

**Overall Summary**

To finish the OnBoarding process, please select the Complete button.

**Steps** 17 rows

Step	Status	Date Completed	Required	Mark Complete	Go to Step
OnBoarding Instructions	Complete	12/03/2025	No	Completed	Go to Step
My Onboarding Assistant	Visited		No	Not Applicable	Go to Step
Direct Deposits - One minimum/required, five maximum	Complete	12/03/2025	Yes	Completed	Go to Step

Click the **Complete Onboarding** button to finalize your onboarding. Upon marking all onboarding tasks as complete, you will see that your Onboarding Activities tile appears as 'Completed'!

**Employee PreBoarding & Onboarding**

Program Coordinator I

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Complete Onboarding

**Overall Summary**

To finish the OnBoarding process, please select the **Complete** button.

**Steps** 13 rows

Step	Status	Date Completed	Required	Mark Complete	Go to Step
OnBoarding Instructions	Complete	12/03/2025	No	Completed	Go to Step
My Onboarding Assistant	Visited		No	Not Applicable	Go to Step
Direct Deposits - One minimum/required, five maximum	Complete	12/03/2025	Yes	Completed	Go to Step

**OnBoarding**

OnBoarding Activities

Completed

**NOTE:** If your manager has not completed their assigned Onboarding steps, you will be unable to mark Onboarding as Complete. In this case, you will not need to take additional action.

**Congratulations! You have completed Onboarding for your new role at USC!**