

# New Students Onboarding

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When arriving to Harvard Business School, first-year students often feel overwhelmed. A new environment, new colleagues, many activities and only 24 hours per day. To succeed, students need to be intentional with their priorities and successfully navigate Harvard's many resources. For students interested in the climate and sustainability space, this urgency is even more real thanks to the multitude of opportunities offered across the University.

How can we help them to have an impact starting their very first day? How can we support them in achieving their vision to become change-makers for a more sustainable world?

To do that, we aimed to develop an onboarding process and structured platform that allows new students to easily access climate and sustainability-related resources and offering at HBS.

Our project is made up of three pillars of intervention:

- 1) **START Week Activities:** The first step of the project is to ensure that all RC students are aware of the key stakeholders that promote climate and sustainability initiatives in the school.
  - a. To help with this, we propose making the existing sustainability START session mandatory. This will bring information about the school's sustainability strategy, initiatives, and the role of the Section Sustainability Associate to all RC students during the onboarding process in START week.
  - b. Once ECs are back on campus, the sustainability group will organize an SSA-sponsored happy hour to promote applications for the SSA role. Previous SSAs will be invited, along with the incoming RC class.
  
- 2) **Sustainability Associate Role:** The second step of the project is to increase awareness and empower the section Student Sustainability Associate role.
  - a. To do that, the Student Association will promote the role during START week and the SSA application timeline will be aligned with other Section Leadership roles' election period.
  - b. The team will also promote the role through posters during the Club Fair at sustainability-related clubs and engage former SSAs (poster graphics below).

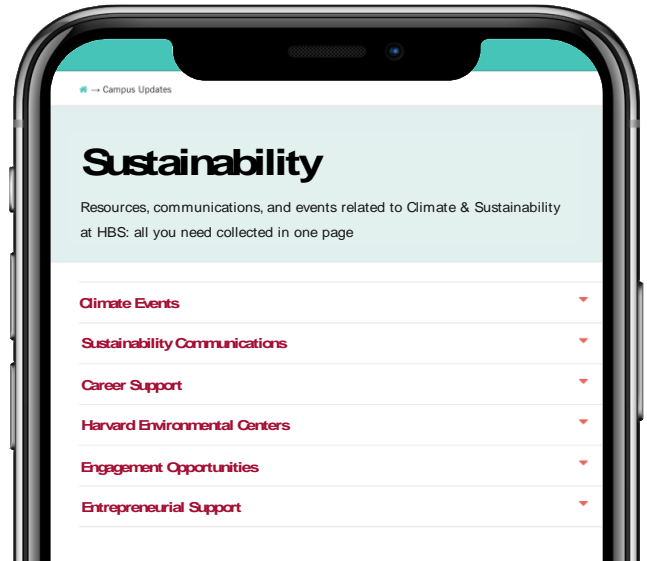
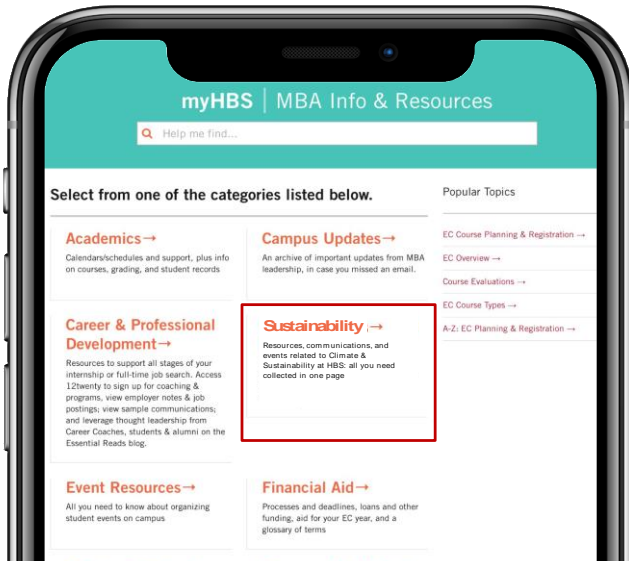


The proposed timeline of onboarding activities is as follows:

- Mandatory sustainability event during START week
  - Confirmed sustainability event
  - Received further guidance on avoiding conflicts
  - TBD: Confirmation of mandatory attendance
- Presentation of SSA role during SA introduction
  - Confirmed with SA
- Club Fair with posters/SSA role promotion
  - Confirmed with 2023 SSAs on 2024 club leadership roles
- BEI Kickoff with the participation of former SSAs
  - Confirmed invitation with BEI
  - Confirmed that BEI will link SSA application in BEI communications
- Sustainability group-sponsored happy hour
  - Confirmed budget for event
- SSA announcement and kickoff
  - TBD: Awaiting dates from SA for alignment

- 3) **Sustainability Directory:** The third step of the project is to create a common platform to access HBS sustainability-related resources and initiatives.
- The team recommends linking the BEI Directory within MyHBS to collect information about initiatives, events, and resources.
  - The directory will feature a comprehensive and expandable list links to easily access all sustainability-related clubs, courses, events, and resources, both at HBS and in the broader Harvard perimeter.
  - To ensure the longevity and ease of maintenance of the directory, the team made sure that all links connected to the directory already have a responsible person who oversees their constant update.
  - In collaboration with each stakeholder, the team collected all link under six clusters (see picture below):
    - *Climate Events*
      - [Events - Business & Environment](#)
    - *Sustainability Communications*
      - BEI announcements
      - Sustainability newsletter
      - SSA emails
      - Salata newsletter
    - **Career Support**
    - *Harvard Environmental Center*
      - [The Salata Institute for Climate and Sustainability at Harvard University](#)
      - [Digital, Data, and Design Institute at Harvard - Climate and Sustainability Impact Lab](#)
      - [Harvard University Office for Sustainability](#)
      - [Harvard University Center for the Environment \(HUCE\)](#)
      - [Harvard T.H. Chan School of Public Health Center for Climate, Health, and the Global Environment \(C-CHANGE\)](#)

- [Harvard Radcliffe Institute Climate Change Initiative](#)
- [Impact Weighted Accounts](#)
- **Engagement Opportunities**
  - [Harvard University Climate Leaders Program](#)
  - [Harvard University Council of Student Sustainability Leaders](#)
  - [Harvard University Graduate Consortium on Climate & Environment](#)
  - [Harvard University Student Sustainability Associate Program](#)
- **[Entrepreneurial Support](#)**



Overall, to ensure the success of the project, the project team conducted focus groups with current students to gather feedback on the effectiveness of the sustainability-related session, the SSA promotion campaign, and the MyHBS Sustainability directory. We also met with staff stakeholders for our proposed changes, to determine possible roadblocks and solutions.

Overall, the "Onboarding new students on sustainability topics" project's aim was to provide new students with easy access to climate and sustainability-related resources and offerings at HBS. By promoting the Section Sustainability Associate role and creating a structured platform for accessing sustainability-related resources, this project hopes to promote sustainability and empower students to take an active role in addressing sustainability challenges both on campus and in their future careers.