



Welcome to Fridays with the Flock!

Join us for Human Resources information and insights to help you thrive at work and beyond. If you would like to print our newsletter, you can access it [here](#). Happy Friday!



May is Mental Health Awareness Month

In recognition of Mental Health Awareness Month, HR urges employees to make the most of the resources, tools and support provided by your GuidanceResources Employee Assistance Program (EAP). View the Mental Health Awareness [Toolkit](#) and [Guide](#) for detailed resources. Additional information on employee wellness benefits is also available on our newly redesigned [EAP webpage](#).

Join us for a USM Diversity, Equity and Inclusion webinar

Please join us for a DE&I webinar presented at no cost to University System of Maryland (USM) employees by the USM Foundation. *Relational Intelligence: Strengthening Cross-Cultural Connections* takes place on **Tuesday, May 7** at 10 a.m. This training focuses on developing relational intelligence for effective cross-cultural interactions. Participants explore cultural dimensions, communication styles, and building trust across diverse relationships. The webinar will be held virtually via Zoom. [Click here](#) to register today!

Become a Better Conversationalist

"Being a better communicator isn't just about knowing how to speak eloquently - it's about knowing how to prepare for, and engage deeply in, important conversations." In this Harvard Business Review *Management Tip of the Week*, learn [simple strategies](#) to help you feel more confident in conversation.

HR News & Notes

- **Performance Management Process (PMP) Review Cycle:** The annual PMP review period begins this month! Updates have been made to the review cycle process, timeline and assessment form. Detailed information is available on the HR website under [Current Employees/Performance](#). Watch your email for additional details coming soon!
- **Summer Hours Program:** President Lepre has announced the implementation of Summer Hours again this year, to allow employees additional time for rest and relaxation during the summer months. This program will take place from Friday, June 14 to Friday, August 2 for 12-month employees. HR will provide additional details including FAQ's and the Summer Hours election form in early May.
- **HR Workday Updates:** Today marks the first step in the go-live phase of the Workday implementation project! A data snapshot will be taken from PeopleSoft to begin building the Workday go-live tenants. Any changes to employee information after today will be maintained by the HR team both in PeopleSoft and in the Workday tenants. Please note, due to the anticipated high volume of contracts, we are requesting all summer and fall contracts be submitted, approved and ready for HR processing by **Wednesday, May 15**. This is to ensure we can capture the information in PeopleSoft to electronically upload into Workday. We appreciate campuswide support and assistance during this critical processing time.

Current Job Postings

Human Resources is committed to assisting and promoting recruitment efforts for campus vacancies. We recognize our faculty and staff are valuable recruitment tools and encourage you to forward and share these job postings with potential applicants.

Recent Postings:

- [Employee and Labor Relations Specialist](#)
- [Fraternity and Sorority Life Coordinator](#)
- [Director of University Dining Services](#)
- [Graphic Artist I](#)
- [Associate Professor - Conflict Analysis and Dispute Resolution](#)
- [Academic Program Specialist - University Writing Center](#)
- [CRM Technical Analyst](#)
- [Director of GSU](#)

Applications will be accepted via Salisbury University's Online Employment Application System. Please visit our [website](#) to view position details and apply online.

LinkedIn Learning This Week

Human Resources suggests the following free LinkedIn Learning courses that you can view at your own pace. Take advantage of these timely and informative webinars for professional and personal growth:

- [Becoming a Great Conversationalist](#)
- [Building a Trustworthy Reputation](#)