



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!



Employee of the Month Call for Nominations

With the holiday season upon us, now is the perfect time to show your thanks and appreciation to employees who went above and beyond this year! Please consider taking time to give recognition to deserving fellow employees by nominating a staff member for the **Employee of the Month** award. It only takes a few moments and means so much to your colleagues to receive this special honor!

Holiday Resources from ComPysch

With the new year fast approaching, we urge you to make the most of the resources, tools and support provided by your ComPsych GuidanceResources Employee Assistance Program (EAP). Designed with you and your personal well-being journey in mind, the new GuidanceResources digital experience offers personalized access to mental, emotional, work-life, legal, financial and well-being support. Coming in January: [The New GuidanceResources Digital Experience](#)

Turn the holidays into a happy, stress-free time by taking care of yourself, bringing balance to your work and home life, and letting yourself relax and enjoy the season. Utilize the tips in the [Holiday Resource Guide](#) to find out how.

Motivation is essential to setting and attaining goals. In this resource, you can learn how to stay motivated by setting subgoals, defining potential obstacles, tracking your progress and more: [How to Stay Motivated](#)

No matter what stage of life you're in, there are always ways to improve your chances for healthy aging. Whether it be physically, socially, mentally or financially, there are small steps you can implement today: [Tips for Healthy Aging](#)

Your GuidanceResources EAP provides confidential emotional support, as well as legal, financial and work-life guidance, whenever and wherever you need it. Additional information can be found on the [HR Benefits](#) website. Please stay safe and healthy this holiday season!

HR News & Notes

- **TIAA Retirement Appointments Available:** TIAA is one of Salisbury University's providers for the Optional Retirement Program (ORP) account and supplement retirement accounts. William Ross, TIAA Workplace Financial Consultant, will be on campus for in-person appointments on **Monday, December 16**. Register for a free, one-on-one appointment at www.tiaa.org/schedulenow or by calling 800-732-8353, weekdays, 8 a.m.-8 p.m. (ET). You will receive location information after scheduling an appointment. Please consider bringing relevant account statements and any paperwork to help address your questions and needs. *To attend during scheduled work hours, contact your supervisor for prior approval.*
- **Supplemental Retirement Plans Reminder:** Managing your University System of Maryland (USM) supplemental retirement plans will soon be simpler. Beginning December 17, 2024, you'll have access to the **Retirement@Work**® online retirement plan portal. The new portal brings all of your USM supplemental retirement plan account information together in one place, regardless of investment provider – Fidelity or TIAA. While the new system is being set up, there will be a period of time **beginning November 14 and ending December 16** during which you will not be able to make changes to your contribution rate or enroll in the plan. Once the new system is live, you will be able to make changes again. If you have any questions, please contact the Human Resources Office at humanresources@salisbury.edu or 410-543-6035.

Current Job Postings

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

Recent Postings:

[Comptroller](#)

[Adjunct - Business Law Lecturer](#)

[Assistant Textbook Manager](#)

[Housekeeper](#)

[Housekeeper Lead](#)

[Marketing Video Producer](#)

[Business Manager](#)

[Instructor - Nursing Program](#)

[Multi Trades Chief I](#)

[FTNTT Faculty - Assistant Clinical Professor](#)

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:

[Tips for Finding Calm and Reducing Stress](#)

[Mindful Communication for Less Conflict and Stronger Relationships](#)

Access your free SU [LinkedIn Learning account](#) to browse additional courses.