



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!



Reframing Negative Emotions

In recognition of Mental Health Awareness Month, we're highlighting an article from *Clearer Thinking* on the concept of **cognitive reframing**. Read on for helpful insights and tools for working through stressful situations and negative emotions in a productive way.

What New Managers Need to Know

"What is the most important skill for a new manager to have?" While there is no singular answer to this question, this article from *Forbes* points out **three things** that every new manager should know in order to build the skills, attitude and resilience to be successful.

HR News & Notes

- **Performance Management Process (PMP): A PMP Training & Information Session** will be held virtually by HR and Vice President of Administration and Finance Aurora Edenhart-Pepe on **Thursday, June 6**, at 11 a.m. This session will provide a detailed overview of the annual review process, including a review of the new PMP form. The session will also cover SMART goals, feedback best practices, one-on-one meeting tips and provide time for a Q&A with HR staff. Training session attendance is optional, but highly encouraged. Access the Zoom link and details [here](#).
- **Summer Hours Program:** As a reminder, the Summer Hours program will take place from **Friday, June 14 to Friday, August 2**, for 12-month staff and faculty. Additional details can be found in the Summer Hours [FAQ](#) on the HR website. If eligible, be sure to submit your Summer Hours election form no later than **June 12**.
- **Fidelity Social Security Webinar:** Fidelity will be hosting a Social Security online webinar for all University System of Maryland employees on **June 5 at noon**. Learn about strategies for claiming your Social Security benefit and how it fits with other income sources in retirement. [Register here today!](#)
- **HR Workday Update:** We are well underway in the cut-over phase to prepare for the Workday go-live event next month! As part of the cut-over phase, training has begun in the Workday Learning Tenant, so please [sign up for training](#) based on your role to ensure you can navigate and utilize the system functions. Additionally, please be aware any changes to employee information made by campus users in the Learning Tenant will not be transferred to the go-live tenant. In reviewing activity in the Learning Tenant, it has come to our attention the need to clarify parameters regarding the upload of an employee photo to a Workday profile. While a professional headshot is preferred, the alternative would be an image of Sammy. Please watch your email for additional details coming soon from the Workday implementation team.

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:

[Acquisitions Specialist](#)

[Business Analyst](#)

[Accounting Associate](#)

[Food Service Assistant \(Part-time\)](#)

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:

[Nano Tips to Foster a Growth Mindset & Mental Agility](#)

[Leadership Skills for the Future](#)

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