



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!



Benefits Open Enrollment Ends November 8

The 2025 Benefits Open Enrollment period ends in one week – make your elections today! This is your annual opportunity to make election changes to your health benefits. This year, Open Enrollment takes place **October 15 – November 8**, closing promptly at 5 p.m. You can access all important health plan details and information in the State of Maryland [2025 Health Benefits Guide](#).

For all Open Enrollment details and links, [click here](#). If you have any questions or need further assistance, please contact Human Resources at 410-543-6035 or humanresources@salisbury.edu.

ComPsych GuidanceResources | Positivity Webinar November 12

Join GuidanceResources, our Employee Assistance Program (EAP) provider, for a free virtual webinar, *The Positivity Paradigm: Increasing Success at Work through Cultivating Positivity* on **Tuesday, November 12, at 1 p.m. ET**. [Register here](#) and learn more.

As a manager, what can you do to boost team performance and employee job satisfaction? As an individual team member, how can you enhance your own career success? And as a human being, what can you do to improve your well-being, relationships, and life-satisfaction? As the field of positive psychology and decades of clinical research tells us, cultivating positivity can have profound impacts professionally and personally. In this session, we'll explore the power of positivity to fuel success at work and beyond.

Please request supervisor approval prior to attending during work hours.

HR News & Notes

- **HR Welcomes Nancy Foster, Employee & Labor Relations Specialist:** Human Resources is excited to welcome Nancy Foster to our team as the new employee and labor relations specialist! With an extensive background in human resources, recruitment and policy development, Nancy brings a wealth of experience and expertise to this vital role. Her primary responsibilities will include managing employee and labor relations, developing and maintaining HR policies and procedures, and performance management. Additionally, she will play a key role in supporting Salisbury University's strategic goals around employee engagement. Nancy joins us from Bucknell University, where she served as an HR generalist specializing in talent acquisition and retention. Please join us in welcoming Nancy to campus! For additional details, see [full announcement here](#).
- **No Benefits Deductions on November 6 Payroll:** For enrolled employees eligible for payroll deduction, the Maryland Central Pay Bureau processes health benefit payroll deductions for 24 of the annual 26 paychecks. As a reminder, the paycheck issued on November 6 (pay period ending October 29) will not have health benefits deducted. USM MetLife benefits deductions will continue for pay issued on November 6. Your paycheck stub is available for review/print on the [Payroll Online Service Center \(POSC\)](#) website, and [annual pay schedules](#) can be found on the Payroll Services website.
- **Campus retirement announcements reminder:** Please reach out to HR with any retirement celebrations or announcements you would like to make to campus. We will be happy to include these in future newsletter editions.

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](#)
- [Associate Director Food Services](#)
- [Associate Vice President of Human Resources](#)
- [Senior Maintenance Mechanic](#)
- [Asst Dir Athletics, Campus Rec Operations & Facilities](#)
- [Paint Shop Supervisor](#)
- [Postal Supervisor I](#)
- [Admissions Counselor](#)
- [Class & Compensation Specialist](#)

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:

- [Practical Communication Tips for Managers](#)
- [Managing Stress for Positive Change](#)

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