



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!



The Strategic Power of Hope

In this article from *Harvard Business Review*, learn how the **power of hope** can be used strategically as a force for increasing positivity, creativity and commitment of team members to help organizations thrive.

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!

HR News & Notes

- **Retirement@Work® Is Now Live:** Managing your University System of Maryland (USM) supplemental retirement plans is now simpler! As of December 17, 2024, you now have access to the **Retirement@Work®** online retirement plan portal. This new portal brings all of your USM supplemental retirement plan account information together in one place, regardless of investment provider – Fidelity or TIAA. **Please Note:** Employees participating in the State of Maryland supplemental retirement plans will still access their accounts via the MSRPS Nationwide portal.
- **End-of-Year Leave and 2025 Holiday Calendar:** As a year-end reminder, please review the **employee leave plans** and maximum accrual cutoff dates for PIN Staff, Contingent II Staff and 12-Month Faculty. In addition, the **2025 Holiday Calendar** highlights all of the holidays and holiday observances for Salisbury University in the upcoming year.
- **USM Performance Review Prep Mini-Conference:** Save the date for this annual conference, free for all USM employees! To be held on **Thursday, February 27**, the conference features six virtual workshop sessions to help both employees and supervisors transform their approach to performance reviews.
- **Happy Holidays from the Human Resources team!** *Fridays with the Flock* will return on Friday, January 10.

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:

[Adjunct - Business Law Lecturer](#)

[University Police Officer I](#)

[Nursing Instructor](#)

[IT Support Training Assistant](#)

[Business Manager](#)

[Administrative Assistant I](#)

[Housekeeper Lead](#)

[Housekeeper](#)

[Marketing Video Producer](#)

[Multi Trades Chief I](#)

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 to Build a Positive Mindset](#)

[How Leaders Generate Energy and Cultivate Commitment](#)

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