



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!



TIAA Retirement Appointments

TIAA is one of Salisbury University's providers for the Optional Retirement Program (ORP) account and supplement retirement accounts. A TIAA Workplace Financial Consultant is scheduled to be on campus throughout the year for in-person, one-on-one appointments.

William Ross, TIAA Workplace Financial Consultant, will be on campus for in-person appointments on **Monday, November 18, and 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.*

Shift Your Leadership Approach

In this article from *Harvard Business Review*, learn how to shift your mindset to a **new leadership approach** that emphasizes "leading through" as opposed to a power-focused leadership model. This new model, "consciously seeks to do good and to make things better; cares for people, helping them thrive; and mobilizes people to solve tough problems." This paradigm "engages middle managers and employees of all levels so that leadership is a collaborative effort which leaves everyone feeling valued, seen, and in turn, more motivated."

HR News & Notes

- **HR Welcomes Jaime Parker, Recruiting Specialist:** Human Resources is thrilled to welcome Jaime Parker to our team as the new recruiting specialist! Jaime brings a dynamic blend of talent acquisition expertise and strategic HR management skills to this role. Her primary responsibilities will include overseeing the recruitment process, developing effective sourcing strategies, organizing hiring events and working closely with hiring managers to ensure we attract top-tier talent to Salisbury University. Jaime joins us with over seven years of experience in recruitment and HR. She has a proven track record in sourcing, interviewing and onboarding high-quality candidates, and her proficiency with systems like Workday and ADP will be invaluable as we continue to enhance our recruitment processes. Please join us in welcoming Jaime to campus! For additional details, [read full announcement here](#).
- **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](#)
- [FTNTT Faculty - Assistant Clinical Professor](#)
- [Sports Information Assistant](#)
- [Associate Vice President of Human Resources](#)
- [Assistant Director of Athletics, Campus Recreation Operations & Facilities](#)
- [Marketing Video Producer](#)
- [Event/Marketing Coordinator](#)
- [Housekeeping Supervisor II](#)
- [Associate Director Food Services](#)

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:

- [Communicating with Civility and Respect at Work](#)
- [Balancing Multiple Roles as a Leader](#)

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