

THE INSIDER

HUMAN RESOURCES & STRATEGIC TALENT MANAGEMENT



INSIGHTS & INSPIRATIONS

WITH DR. LYNNE ADAMS

Chief Human Resources Officer

I am excited to announce the launch of The Insider, the official newsletter from Human Resources and Strategic Talent Management (HRSTM). The Insider will serve as a platform for us to communicate and collaborate more effectively with you, our community partners. Furthermore this bi-monthly publication will feature updates on projects, achievements, and important initiatives within each of the HRSTM units. You will also have a unique opportunity to get to know our amazing staff and learn more about various programs and services that are available to you as a dedicated employee of UMBC. Together, it is my hope that we can use this newsletter to celebrate our wins and learn from our challenges and also learn from you.

I would like to thank everyone who has contributed to making this newsletter a reality. Your efforts are greatly appreciated and I look forward to seeing the impact this newsletter will have on the UMBC community!

Finally, I would like to personally extend an invitation to each of you to participate in our 2nd Annual HRSTM Week which will be held April 22nd - April 26th! Similar to last year, we will be hosting a variety of events and workshops that will help you develop your skills, foster teamwork, and promote a positive work environment. Your participation is greatly appreciated and I encourage you to sign up for as many activities as you can. Stay tuned for more details in the coming weeks. Let's make this HRSTM Week one to remember!

Best regards,
Dr. Lynne Adams

EAP: ComPsych's GuidanceResources

Are you a regular or contingent II employee in need of support, resources, or information regarding personal or work issues? Look no further than the USM Employee Assistance Program!

Services Provided (free of charge!)



Free Confidential Counseling
Work-Life Solutions
Legal Support
Financial Information
Discounts

For more information, [click here](#)

Counseling professionals are available to listen to your concerns and guide you to the appropriate services you require.

Call 855-410-7628 or visit www.guidanceresources.com
Company ID: USMEAP



Did you know?
Members of your household are eligible
for services as well!

GuidanceResources Tutorial

Just starting out
with GuidanceResources?
Watch the Online Tour!



Change: How to Turn Uncertainty into Opportunity

"Change happens all the time, whether we choose it or it chooses us."

Join us for an engaging learning experience
where together we will learn how to:

- Build individual confidence through a predictable pattern of change.
- Successfully lead people through the human reactions to change.
- Optimize any change-management process.



**New sessions starting
in April & May.**

[Click here](#) for updates

Calling All Leaders: LEAP Academy Enrollment Now Open!

Who? New and/or front-line managers

What? Hybrid leadership development program including in-person training, group coaching, formal assessments, online learning.



When?: August-December 2024 with January Alumni Gathering

For more information, click [here](#)



Payroll Online Service Center (POSC)

Need to view Payroll Information? POSC is the way!

Looking to quickly get information about your pay history with UMBC?

Need to update your address or direct deposit?

Employees can:

- View and Print Pay Stubs & View and Print Year End Tax Documents (W2s)

They can also make changes to:

- Address
- Direct Deposit
- Tax Withholding Elections

Visit POSC through Maryland's Central Payroll Bureau to register or login to your account at:

<https://interactive.marylandtaxes.gov/extranet/cpb/posc/user/start.aspx>

PERFORMANCE MANGEMENT PROCESS

PMP's are conducted on all regular and grant funded Exempt and Nonexempt employees.

Important Reminders!



The Rating period is April 1st through March 31st of the following year



Original PMP forms are to be submitted to HR by the first Friday in May. Please submit your forms by May 3, 2024



Required midyear feedback should be scheduled during the month of October or November

Meet our HRSTM Team!

Curious to learn more about the individual members that make up our diverse team? Visit our website!



<https://hr.umbc.edu/meet-the-staff/>

Great People Know Great People!



Share why you enjoy working at UMBC and all the wonderful benefits. We love employee referrals!

Do you know a police officer?

The UMBC Police Department has openings for experienced officers!

The salary is competitive and includes full University benefits (including tuition remission). Police Officers also receive uniforms and a clothing and equipment allowance. Shift differential is available for evening and midnight shifts. There is potential to earn a stipend for being radar or patrol rifle certified.

Help recruit great people and keep our campus community safe. Share these opportunities!

To view police job postings and to apply, visit:

[UPO II \(Certified\) – Job Posting](#)

Click here for all job postings: [Jobs.umbc.edu](https://jobs.umbc.edu)

Here are a few simple ways to
celebrate Women's History
Month:



- Support women-owned businesses
- Share stories of inspiring women with others
- Support women in the arts by attending female-led performances
- Get involved in organizations or initiatives that support women's rights and empowerment
- Take time to learn about important women in history and their contributions to society
- Celebrate Women in Your Life!!

Celebrate Women's History Month!!

Women's History Month, established in 1987, honors the exceptional achievements of women throughout history and contemporary society.



Shoutout to all of the remarkable women across the UMBC campus!

The Smithsonian American Women's History Museum has announced several exciting new initiatives for Women's History Month 2024, advancing its mission to increase visibility of women's history.

One such initiative :

"Launching on March 8, the digital exhibition "Becoming Visible" invites audiences to embark on a 10-minute journey through the lives of five remarkable women." Created by the woman-led digital design firm Forum One! (Smithsonian Institute , 2024).

[Find out more about the museum!](#)

This information was sourced from...

Smithsonian Institution. (2024) Smithsonian American Women's History Museum celebrates women's history month 2024 with inaugural Digital Exhibition and new initiatives. <https://www.si.edu/newsdesk/releases/smithsonian-american-womens-history-museum-celebrates-womens-history-month-2024>



SAVE ^{THE} DATE



HRSTM WEEK

A p r i l 2 2 - 2 6 , 2 0 2 4

Mark your calendars and join us for the
2nd Annual HRSTM Week!
Monday, April 22nd - Friday, April 26th

Human Resources & Strategic Talent Management invites all staff & faculty to join us to explore and connect with the HRSTM units and learn more about the services and resources available to help your professional growth and personal well-being!

Visit the [HRSTM website](#) for more information!

Voice Your Vision: Faculty & Staff Feedback



Your input matters! Your feedback is important to us. Have suggestions for future newsletter topics? We welcome you to share your ideas!



[Click here!](#)