



## 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!



## How to Encourage the Right Kind of Conflict on Your Team

"Tension and disagreement are inevitable in the workplace. But there's a difference between healthy and unhealthy conflict." In [this article](#) from *Harvard Business Review*, learn four ways to encourage productive conflict on your team.

## Maryland Supplemental Retirement Plans Free Webinars

Maryland Supplemental Retirement Plans (MSRP) are one of Salisbury University's retirement plan providers for supplemental (voluntary) retirement savings. They have announced several informative webinars during the month of March! Sessions are 45 minutes in length and registration closes two hours before the webinar begins. Click here to [RSVP](#) for any webinar in the series. Sessions include the following:

- How to Plan for Taxes in Retirement: March 18 and 20
- MSRP Basics: Building Your Financial Foundation: March 18
- "Beyond the Basics" MSRP Strategies for Every Stage of Your Career: March 20
- "Walk Me Through" Online Enrollment Tutorial: March 25
- My Income & Retirement Planner: March 27 and 31

Enroll with MSRP today at [MarylandDC.com](#). For additional information on Salisbury University supplemental retirement plan options, visit the HR [Retirement Plans](#) page. *Please request prior supervisor approval before attending a session during scheduled work hours.*

## HR News & Notes

- **Civility in the Workplace Webinar:** Join SU's Employee Assistance Program (EAP) provider, CompPsych GuidanceResources, **today, March 14** at noon for a free virtual webinar on Civility in the Workplace. The prevalence and costs of incivility are on the rise in all organizations. When employees are exposed to incivility in the workplace, they experience diminished self-control, which in turn can create increased incivility toward co-workers. This session will help you understand why we act less civil today and give suggestions on how we can all foster empathy and kindness in the workplace. [Click here](#) to RSVP!
- **HR Employee Wellness activities:** Reminder to join us this Spring for a Lunch and Learn Series, Walking Groups and Stretching Sessions held throughout the spring semester. A raffle for program participation is being sponsored by the Advancement Office. Employees will receive a raffle entry each time they participate in a wellness activity, with three raffle winners announced after the close of the Spring semester. **Group Leader volunteers** are especially needed for the Walking Group activities. Read on for additional details and RSVP links in the full announcement [here](#).
- **2025 Meritorious Staff Award Call for Nominations:** HR is accepting nominations for the 2025 Meritorious Staff Award through today, **March 14**. We encourage staff to consider nominating retirees who have made a lasting impact on the University during their careers. Program details and the nomination web form can be found [here](#).
- **Retirement Appointments on Campus:** TIAA and Fidelity are two of Salisbury University's providers for the Optional Retirement Program (ORP) account and supplement retirement accounts. TIAA and Fidelity representatives are scheduled to be on campus throughout the year for in-person, one-on-one appointments. You will be required to make an appointment to meet with your selected vendor. To schedule an appointment, review [details here](#).

## 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](#)

[Housekeeper Lead](#)

[Food Service Specialist - Catering](#)

[Office Clerk](#)

[Clinical Practice Manager](#)

[Energy Manager](#)

[Food Service Specialist](#)

[Cook](#)

[HRIS Analyst](#)

[Postal Supervisor 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:

[Teamwork Essentials: Stand Out as a Valuable Team Member](#)

[Communicating Through Disagreement](#)

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