



Dining Service's Annual Boot Camp Experience

UHR | Connect

June 2017

Vol. 3 No. 6

We're looking for New Employee Orientation (NEO) Tour Ambassadors!

Would others describe you as highly enthusiastic about Maryland?

Do you enjoy talking to groups of 20-25 people about UMD traditions and folklore?

Are you interested in meeting our newest colleagues?

We are looking for a few campus colleagues to lead tours on a rotating basis for New Employee Orientation, which is coordinated by the Learning & Talent Development Unit in UHR! Campus tours depart from the Chesapeake Building every other Monday of each month at 12pm and last approximately until 1:15pm. A DOTS coach bus is used for each campus tour and tour leaders are provided with a tour script and training.

Interested?

Contact: Lauren Pazornick, Staff Development Coordinator,
lpazorni@umd.edu.



Online Benefit Enrollment

Debating for this year's Open Enrollment is a new, secure, cloud-based health benefits enrollment system.

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New to Staff Relations

We have three new team members in the Office of Staff Relations. Meet UHR's newest team members.

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Annual Boot Camp Experience

In late May, UHR and several other departments provided training during Dining Services' Annual Boot Camp Experience.

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LDI & EDI Spring Graduates

The Spring sessions are over and nearly 70 staff graduated.

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State of Maryland is Moving to Online Health Benefits Enrollment!

Debuting for this year's Open Enrollment is a new, secure, cloud-based health benefits solution that will replace the IVR (Interactive Voice Response) and paper-based benefits enrollment systems. The new system will update and enhance existing benefits business processes by providing web-based self-service enrollment and status changes for all eligible active employees, graduate assistants, and retirees.

As an enrollee, you will be able to:

- Update personal information such as contact information
- Update information for dependents such as date of birth
- Initiate a life event change such as marriage, birth of child, etc.
- Enroll and change benefits during Open Enrollment

More information will be provided as we get closer to the "go live" date. What you can do now is verify that your personal data in the PHR system is current and correct. Information such as a full legal name, date of birth, home address, phone numbers, and an active email address will be essential for you to participate in the health plans going forward.

June's Lunch & Learn



June's Lunch & Learn will focus on Gluten Awareness! What is gluten? Learn about gluten, its role in foods, and what to consider in going gluten-free. The Lunch & Learn will be held on **Friday, June 9, 2017** in 1101U Chesapeake

Building from 12:00-1:00pm. Please register at

training.umd.edu

2017 Open Enrollment Update for Plan Year 2018

It's not too soon to be thinking about Open Enrollment! This year's Open Enrollment will be 6 weeks long, from October 3, 2017 through November 16, 2017. Current enrollees will be able to make changes and enroll in flexible spending accounts **online!** More information will be provided in the coming months, so stay tuned!

**Save the Date:
Annual Benefits Open
Enrollment Fair
October 16, 2017
Adele Stamp Student
Union - Colony Room
9:00 am - 2:00 pm**



New Team Members

Rashel Freeman Byrd - Staff Relations



Rashel joined UHR on May 1st as a Staff Relations Coordinator. She has over fifteen years of experience in Human Resources. Rashel comes to us directly from Georgetown University where she spent two years in the Employee and Labor Relations Unit. Prior to that she worked at Arlington Public Schools as the Benefits Administrator and she also has eleven years of service at the University of Maryland University College (UMUC) in a variety of HR roles including Benefits Manager, Employee and Labor Relations Specialist and HR Business Partner.

She received her B.S. degree in Business Administration from North Carolina A & T State University (Aggie Pride!) and she has a Master of Arts degree in Human Resource Development from Bowie State University. She is a Certified Professional in Human Resources (PHR) and SHRM Certified Professional (SHRM-CP).

Rashel is a native Washingtonian, enjoys sports and always cheers for the home team!

Jonathan Herrington - Staff Relations



Jonathan Herrington started his career in employee relations at the Comcast corporate headquarters in Philadelphia, prior to enrolling at the University of Maryland School of Law to focus on employment law. After working for the Equal Employment Opportunity Commission and two employment law firms, Jonathan returned to the

field of employee and labor relations with the Johns Hopkins Health System at Howard County General Hospital. Jonathan was an advocate for both employees and management; working to resolve a variety of workplace issues. Jonathan managed many functions, including employee and labor relations, unemployment, and employee engagement.

In his spare time, Jonathan enjoys playing and listening to music. He is also a huge DC sports fan with the Redskins on top, closely followed by the Wizards, Capitals, and Nationals. He is very excited to join the Staff Relations and UHR teams.

Myron Mike McNair II - Staff Relations



Myron comes to our UHR team as an experienced HR professional with over 10 years in the field. Myron began his HR career in 2007 at United Parcel Service (UPS) as a Human Resources Generalist. After being responsible for workforce planning and development for several shifts, Myron was promoted to an Area HR Supervisor in 2012. As the Area HR Supervisor he was tasked with leading a team of HR Generalists and Administrative Staff to support a work group of 1300 employees focusing on staffing, retention, labor, and employee relations.

Myron holds an MBA from Strayer University with a concentration in Finance and a Bachelor's degree in Business Administration from Central State University. In his free time, Myron enjoys spending time with his family: wife, Alicia, daughter, Harper, (18-months old), and his dog, Cane Corso, (7 years old).

University of Maryland Teleworking Guidelines

University Human Resources in conjunction with the Senate Staff Affairs Committee have created guidelines for allowing eligible employees in suitable positions the opportunity to telework. Visit uhr.umd.edu/telework to learn more.

Although Telework is an option for some positions, it is not a right for all employees and not possible for all positions. The employee's supervisor is responsible for determining which jobs are suitable for teleworking.

For more information, contact Willie Brown in the Office of Staff Relations at x52951 or wbrown@umd.edu

University Human Resources and Campus Partners take part in Dining Services Training!

In late May, UHR and several other departments provided training during **Dining Services' Annual Boot Camp Experience**. Session topics included Preparing for Retirement, Interviewing Skills, Active Shooter Training, Managing Stress and Anger, Understanding Unconscious Bias, IT Security Awareness, Caminos Hacia La Inclusion, I Get Diversity, How About Inclusion and Financial Literacy. The **Assistant Vice President's Office for UHR, UHR Learning & Talent Development (L&TD), UHR Benefits Office, Office of Diversity & Inclusion (ODI), Faculty Staff Assistance Program (FSAP) and University of Maryland Police Department (UMPD)** all hosted sessions.

L&TD facilitated five customized sessions for 80 Dining Services' Supervisors on *Keys to a Positive Workplace, Effective Communication, Conflict as Opportunity, Leaders as Trainers and Effective Delegation*.

A special thanks to Shirleen Chase, Art Dwight, Angela Jackson, Namrata Ram-Andriessens, Cyn Trombly Allen, Lauren Pazornick, Karen Proctor, Melissa Del Rios, Jazmin Pichardo, Tom Ruggieri, Timea Webster, Jeremy Gombins-Sperling, Beth Douthirt-Cohen, Julia Graham from Maryland Supplemental Retirement Plans (MSRP), SECU, Captain Kenneth Ecker, Denise Stone, Lillian Machado, Elba Duran, Fenol Cadet, Fuller Ming, Sonia Molina, Tanya Smith, Norma Reyes, Roshanna Howell, Marta Mazano and Joaquin Ramirez for collaborating on this year's Dining Services' Boot Camp Experience!



Graduates

UHR Learning & Talent Development congratulates Spring semester 2017 graduates from the Leadership Development Initiatives I (LDI I), Leadership Development Initiatives II (LDI II) and Employee Development Initiatives (EDI) programs:

LDI I Graduates

Earl Cabellon – VPSA – University Recreation & Wellness
 Robert Carter – AGNR – Environmental Science & Technology
 Luke Chenevert – VPAF- FM – D&C Support
 Jessica Duque – SPHL – School of Public Health
 Amanda Even – VPSA – University Recreation & Wellness
 Gemechis Feyisa – FM - B&LM – Building Services
 Gwen Flasiniski – ENGR – Electrical & Computer Engineering
 Thomas Gleason – CMNS – Physics
 Andrea Goltz – SVPAAP – Senior VP Academic Affairs & Provost Office
 Carol Gorham – BSOS – Center for Addictions, Personality & Emotion Research
 Brian Hain – VPSA – Res Facilities – Urban Biology
 Anthony Harmon – VPSA – Transportation Services
 Matthew Hicks – VPAF – Environmental Safety
 James Jenets – DITS – SSOBS – Operations & Field Support
 Chris Johnson – VPUR – Univ Alumni Association
 Lorie Lonon – ARHU – National Foreign Language Center
 Hilary Mann – VPAF – FM AVP Human Resources
 Gordon Oliver – VPSA – Transportation Services
 Minda Polser – SPHL – School of Public Health
 Maurice Rocque – SPHL – Maryland Institute for Applied Environmental Health

Dawn Schettino – SPHL – School of Public Health
 Polly Schurer – SPHL – Kinesiology
 Catherine Steele – ARHU – Communications
 Yvonne Taylor – VPSA – University Recreation & Wellness
 Kobkan (Kim) Thangpiaigul – VPR – Center for Advanced Study of Language
 Vandaliah (VJ)Thompson – VPAF – FM – AVP Human Resources
 Nikolajs Timrots – VPSA – Shuttle UM
 Alex Tirdil – DIT – SSOBS – Operations & Field Support
 Kathryn Weiland – ENGR – Electrical & Computer Engineering
 Julia Wong – ARHU – National Foreign Language Center

LDI II Graduates

William Butler – VPAF – FM – O&M Contract Construction
 Robert Carter – AGNR – Environmental Science & Technology
 Alan Cobb – VPSA – Res Facilities – Facilities Main
 Carol Gorham – BSOS – Center for Addictions, Personality & Emotion Research
 Jason Hess – VPSA – University Recreation & Wellness
 Mary-Ann Ibeziako – VPAF – FM – Engineering & Energy
 James Johnson – VPAF – FM – O&M – IBBR Facilities Operations
 Mark Leser – SVPAAP – IBBR – Facilities
 Dan Mckelvy – VPSA – Res Facilities – Community Maintenance
 Stephanie Miller – VPAF – FM – AVP Human Resources
 Mark Story – VPSA – Res Facilities – Building Systems

EDI Graduates

Toni Ames – ARCH – Environmental Finance Center
 Lea Bartolome – BMGT – Dean – Office of Finance & Accounting
 Halema Baxter – VPAF – FM – AVP Facilities Management
 Kimberly Cox – USG – Shady Grove

Binsy George – SVPAAP – Senior VP Academic Affairs & Provost
 Amadeo (Deo) Guloy – BMGT – Dean - Office of Finance & Accounting
 Robeya Johnson – BSOS – Psychology
 Pamela Lloyd – ENGR – Civil & Environmental Engineering
 Marilyn McDonald – VPSA – UHC – University Health Center
 Annette McQueen – VPSA – University Recreation & Wellness
 Ana Munoz – VPAF – FM – AVP -- Human Resources
 Natasha Nesmith – VPAF – FM - D&C – Design & Construction – Exec Dir
 Joanna Patterson – CMNS – Geology
 Stephanie Pineda – BMGT – Dean – Office of Finance & Accounting
 Tanya Pringle – ENGR – Mechanical Engineering
 Teika Robinson – VPAF – University Human Resources
 Mary Lee Seaman – ARCH – School of Architecture, Planning & Preservation
 Chantel Smothers – VPSA – Transportation Services
 Gina Speaks – ENGR – Mechanical Engineering
 FuPing Tong – BMGT – Dean – Office of Finance & Accounting
 Lufandia Tong – BMGT – Dean – Office of Finance & Accounting
 Jessica Trotta – ENGR – Aerospace Engineering
 Jo Tyson – VPAF – FM - B&LM – Area Maintenance
 Kayla Vogel – VPSA – SU – Leadership & Community Service Learning
 Diane Wechsler – VPR – Sponsored Programs Accounting and Compliance
 Princess White – AGNR – Dean – Fiscal Office
 Clinton Whithers – VPAF – FM – O&M – Flooring
 Whitney Whitfield – BMGT – Dean – Office of Finance & Accounting
 Tiffany Zook – BMGT – Dean – MBA Programs

University Human Resources Presents:
2nd Annual Administrative Professionals Conference

July 26, 2017

Adele H. Stamp Student Union

8:00am-4:30pm

Learning Fee: \$65

More Information & To Register: www.training.umd.edu



UNIVERSITY
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LEARNING & TALENT DEVELOPMENT

June 2017



Mon.	Tue.	Wed.	Thu.	Fri.
			1 UHR: The Master Facilitator (Multi-Day Event)	2
5 UHR Benefits: New Employee Benefits Enrollment and Q&A	6	7	8	9 BYOL (Bring Your Own Lunch) Brown Bag Seminars
12 New Employee Orientation & Welcome	13	14 Supervisor's Essentials: <ul style="list-style-type: none"> • PRD • Performance Improvement Plan • FMLA Training • Managing Time & Attendance • The Disciplinary Process 	15	16
19 UHR Benefits: New Employee Benefits Enrollment and Q&A	20	21 Parental Leave Training	22	23
26 New Employee Orientation & Welcome	27	28	29	30



****Dates and Times Subject to Change. Please visit the [training calendar](#) for up-to-date course listings****

Registration graphic [Designed by Freepik](#)