



THE INSIDER

Volume 2, Issue 5

INSIGHTS & INSPIRATIONS

WITH DR. LYNNE ADAMS
Chief Human Resources Officer

Greetings!

As we approach the end of the year, this edition of The Insider is dedicated to a theme that is especially meaningful: **gratitude**. It's a powerful emotion that not only improves our own well-being but also strengthens the bonds within our community.

At work, taking a moment to appreciate the small victories and the daily dedication of our team is vital. I am incredibly grateful for the hard work, innovation, and commitment each of you brings every day. On December 4th, we look forward to formally recognizing this dedication with our Annual Service Awards, celebrating those who have reached significant milestones with the institution. It will be a wonderful opportunity to express our collective thanks for your continued loyalty and contributions.

Beyond our daily tasks, we also want to pause and express deep gratitude for those who have served our country. We are honored to be hosting our Annual Veterans Day Luncheon November 12th to show our respect and appreciation for our veteran students, faculty, and staff.

Finally, as we close out a successful year, I want to thank you for making UMBC a truly exceptional place to work. I wish you and your loved ones a joyful and restful holiday season. May your holidays be filled with warmth, great company, and deep appreciation for all you have.

We look forward to reconnecting in the New Year, energized and ready for what's next!

Happy Holidays!



We hope that you will join us for the 2025 Service Awards Ceremony as we celebrate UMBC's staff and their dedicated years of service to the state of Maryland and UMBC. We are excited to celebrate with you and all of our colleagues!

This year's theme is Purpose and Possibilities, emphasizing the reason we are here at UMBC (our purpose) and what we are capable of becoming (the endless possibilities). You will see many examples of this during our celebration!

The event will feature a catered lunch, exciting prizes, and more.

Finding the Sparkle: How a Daily Practice of Gratitude Can Bring You More Joy



In a world that often feels overwhelmingly complex, where the news cycle spins at dizzying speeds and global events can cloud our outlook, it's easy for the small, beautiful moments to get lost. We are all navigating a time of constant "noise," making it harder than ever to find those little moments that sparkle.

While we focus on strategic goals and professional development, many of us overlook one of the most powerful, yet accessible, tools for mental resilience and personal change: *the daily practice of gratitude*.

For many, gratitude is something reserved for a holiday or a major life event. However, the true benefit lies in its daily practice—a conscious effort to appreciate the small wins, the big wins, and everything in between. It's not about ignoring challenges; it's about acknowledging the good things that exist alongside the challenges. This simple act of thankfulness is a profound form of cognitive reframing.

Studies show that habitually practicing gratitude can lead to lower stress levels, improved physical health, and stronger relationships. It literally shifts your focus from what's lacking to what you have, which is a powerful driver of well-being. This isn't just a feel-good exercise; it's a proven strategy for building resilience, boosting job satisfaction, and creating a more positive team dynamic.



Making Gratitude *a daily habit*



Gratitude is a muscle that needs to be exercised. It's a choice you make every day. Here are three simple, actionable ways to incorporate gratitude into your routine:

1. The Three Blessings/Wins: Every evening, jot down or mentally note three specific things that went well that day. They don't have to be massive. Example: "My meeting ran on time," "My coffee was perfect," or "I got a kind email from a client."
2. The 'Thank You' Moment: Make it a point to send at least one specific, personalized "thank you" note (email or handwritten) to a colleague, family member, or friend each day. The recognition should focus on their effort or character, not just a finished task.
3. Mindful Commute: Use your commute or a 5-minute break to actively look around and appreciate something you often take for granted—the sun on your face, a well-paved road, or the technology that connects you to your team.



Training Corner




FALL INTO SUCCESS

Change & Resilience in the Workplace

September 15 - 19, 2025 FREE Virtual Professional Development

A USM Learning & Talent Development Committee Conference



Thank you for attending the 2025 USM Professional Development Conference!

If you missed a session—or want to revisit your favorites—you can now watch all PD Week recordings on our [Learning Archives](#). Use your campus email to log in and access the playlist.



Supervisor Connects your dedicated space for UMBC leaders to share, support, and learn from each other. Each session focuses on a common supervisory issue using resources like TED Talks, articles, and interviews from various academic leaders.

With a mix of dialogue, activities, and coaching, you'll guide the conversation to meet your needs as a leader at UMBC and beyond!

[CLAIM MY SEAT!](#)



WHOLE SELF

WHOLE SEASON

DEC. 16 | 9 AM - 12 PM | 2025



Take a mindful pause before winter break.

www.usmd.edu/WinterWellness2025
Brought to you by the USM Learning and Talent Development Committee.

*The TLOD team is here to assist!
Contact us: hrtraining@umbc.edu*



UMBC

ESSENTIAL NEEDS
AND CONNECTIONS

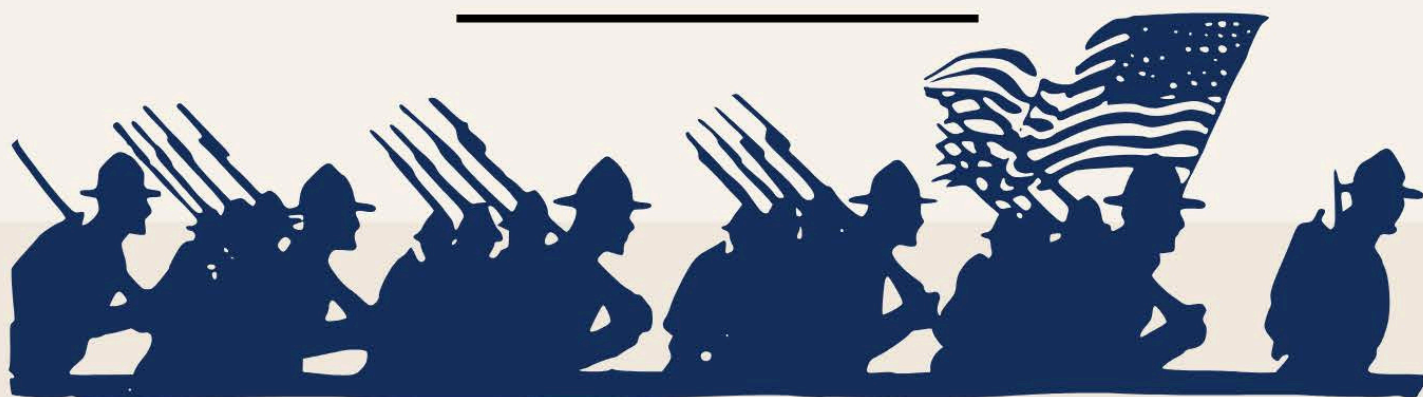


★ ★ ★
UMBC PRESENTS:
VETERANS DAY

LUNCHEON
NOVEMBER 12, 2025

11:30 AM - 1:30 PM

SKYLIGHT LOUNGE, COMMONS 3RD FLOOR



**VETERANS, JOIN US FOR OUR ANNUAL
LUNCHEON HONORING ALL WHO SERVED
VETERAN FACULTY, STUDENTS AND STAFF**

RSVP HERE:

**PLEASE MAKE SURE TO
BRING YOUR UMBC ID**

RSVP REQUESTED, NOT REQUIRED



QUESTIONS?

EMAIL:

HRTALENT@UMBC.EDU

Performance Management Process (PMP)

**REMINDER: Mid-Year Feedback
due soon!**



Complete your mid- year feedback meeting for the rating period
April 1, 2025 through March 31, 2026 by the **end of November 2025!**
Review expectations Assess Goals Identify training & development needs

PMP Resources

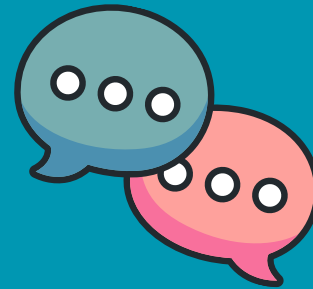
Questions? Contact Michale S. Tallon (x1638) or Andrea Guzman (x5567)



**Skillsoft is here to help with
Mid-Year PMP!**

Check out the **UMBC PMP Channel** has several courses designed to assist you in navigating the PMP process:

- Receiving Feedback
- Goal Settings
- Effective Listening



You can also practice difficult conversations with adaptive,
personalized feedback by using the

CAISYtm Conversation Simulator



Great People, Know Great People!

Join the UMBC Police Force!

We have an opening for a University Police Officer II (Certified). Position requires successful completion of a MPCTC Minimum Standard Entrance Level Police Course (that includes firearms certification) and current police certification as a Maryland police officer (if certified in another state and selected, must take compliance course).

In addition to a competitive salary and excellent benefits package, police officers are provided uniforms, clothing and equipment allowance, shift differential and the possibility of earning a stipend for being radar and patrol rifle certified.

[APPLY NOW](#)

Do you know an experienced journeyman certified electrician? If so, please share our job opening for an Electrician High Voltage in Facilities Management. The role has a starting range of \$53,081 \$70,309 and includes full benefits.

Facilities Management provides free uniforms and shoes for skilled trades positions. Tools are provided for use on the job as well as a UMBC owned vehicle to travel to worksites on campus. UMBC also assists with keeping trades licenses current and obtaining needed training. Opportunities for shift differential, on-call, and overtime pay may be available.

[APPLY NOW](#)

Decoding Your Role: A Position Description Deep Dive Webinar



In July, the HRSTM Classification and Compensation team presented a webinar that dove into the specifics of creating a strong, accurate, and effective Position Description. If you missed this training or would like to view it again, [click here!](#)

Visit the [Human Resources & Strategic Talent Management](#) page for additional information & resources

[CLICK HERE](#)

10 retriever for 10 ESSENTIALS

CELEBRATING 10 YEARS OF STUDENT SUPPORT

For the past 10 years, Retriever Essentials has been dedicated to nourishing our ever growing UMBC community by fighting food insecurity, and providing essential resources to students, staff, and faculty. If you'd like to contribute to this important work please consider participating in our 10 for 10 campaign! As we celebrate a decade of service, we are encouraging folks to donate a recurring \$10 per month (or as much as you're able) in honor of our 10 years.

Any amount is helpful and appreciated! You may make a secure credit card donation through the [university's giving site](#). Be sure to check "Retriever Essentials" under fund selection and consider opting into a recurring gift. For staff and faculty interested in pre-tax payroll deduction you can sign up for recurring gifts through [USM's giving site](#). After logging in with your UMBC credentials you can select Retriever Essentials as the fund to donate to.

Thank you so much for your support!



Help Us Design a
Project Management
Training Tailored to
You!

We're building a project management training program designed by our campus community, for our campus community — and we need your insights to shape it!

Please take a few minutes to share your experiences, ideas, and preferences so we can create something meaningful, practical, and uniquely UMBC.

START SURVEY

The Human Resources & Strategic Management team wishes all faculty, staff, and students a wonderful holiday season & winter break. We look forward to connecting with you in the new year!

UMBC Recreation

Group Fitness

Fall 2025
August 24 - December 5

Monday

Cycle*

Jani
7:15 a.m.

Ashtanga Yoga

Jess
12 p.m.

Cycle*

Coach Bobb
12 p.m.

Bootcamp

Laila
5 p.m.

Core & Glutes

Maria
6 p.m.

Hatha Yoga

Salma
8 p.m.

Tuesday

Cycle*

Alex
12 p.m.

Total Body Strength

Maria
5 p.m.

Cycle*

Jani
6 p.m.

Yoga Fusion

Vanda
6 p.m.

Yoga

Kelsey
7 p.m.

Pilates**

Paula
8 p.m.

Wednesday

Jukebox Yoga

Thom
7:15 a.m.

Ashtanga Yoga

Jess
12 p.m.

Cycle*

Coach Bobb
12 p.m.

Barre**

Ashly
4:30 p.m.

Circuit 30*

Ashly
5:30 p.m.

Zumba

Ashley
6 p.m.

Yoga

Kelsey
7 p.m.

Cycle*

Paula
8 p.m.

Thursday

Yoga

Yupa
7:15 a.m.

Kettlebell Plus*

Alea
12:15 p.m.

Cycle*

Joella
4:30 p.m.

Barre**

Vanda
6 p.m.

Hatha Yoga

Salma
7 p.m.

Strength

Paula
8 p.m.

Friday

Yoga

Joella
12 p.m.

Sunday

Zumba

Aris
12 p.m.

Yoga

Jean
6 p.m.

● Functional Fitness ● Cycle Studio ○ Studio 144

Please make sure to arrive prior to class starting!
Group fitness classes are 50 minutes unless otherwise noted.

*Classes are 30 minutes

**Get a ticket for class starting 30 minutes prior to class at the front desk.



RECREATION