

# Human Resources

## 2024 Accomplishments

### HR Department

- Developed and implemented several comprehensive training and learning sessions to enhance understanding and application of HR policies, practices, programs, MOUs leadership, and employee growth.
- Online distribution of the FOW Task Force Recommendations Report, Executive leadership response report; and hosted 3 town halls to present the recommendations to the UMB community.

### Talent Recruitment

- Conducted a comprehensive assessment of UMB's hiring process, identifying key gaps, inefficiencies, and areas for improvement.
- Secured an external vendor to help streamline and standardize the reference check process.
- Attended 8 career, community-based, and DEI focused recruitment events.

### Employee/Labor Relations

- Launched streamlined mid-year evaluation tool; developed a streamlined 3-point evaluation rating categories; and established evaluation competencies for supervisors and staff.
- Successfully completed FOP & AFSCME Consolidated Negotiations, culminating in a market-competitive Memorandum of Understanding (MOU).
- Spearheaded the strategic restructuring of the Police and Public Safety Department's organizational framework, for better alignment and efficiency.

### Service Center

- Processed 8,603 employee job actions.
- Maintained an 88% I-9 closing percentage rate.
- Hosted multiple intake sessions for the schools/unit to allow for additional opportunities to submit new hire paperwork.

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### Employee Learning & Development

- Designed and launched SPARK! academy for supervisors, successfully enrolling 240 supervisors in the first cohort; launched SPARK Supervisor Quarterly sessions, with 219 supervisors in attendance.
- Developed a Day 2 School/Unit Onboarding Guide for UMB schools and units.
- Increased engagement and utilization of UMB's Learning Management System by 49% across four areas - visiting learners, content accessed, learning hours, and completions.

### Benefits and Compensation

- Expanded work experience minimum qualification substitution to 590 professional/senior-professional exempt job descriptions to help strengthen our applicant pool and provide additional promotional opportunities internally.
- Developed and implemented a comprehensive UMB wellbeing strategy, identifying 5 major dimensions of wellness to increase employee wellbeing and engagement.
- Hosted first on-site benefits health fair post-covid, bringing together State of MD, USM, and UMB vendors and over 400 employees, to promote our comprehensive benefit programs.



*Human Resource is committed to the continuous development and implementation of a comprehensive human resources program to service the university community.*

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