

UMSOM Faculty, Staff and Trainee Resources for Urgent Situations, Conflict Resolution and Professional Development

URGENT RESOURCES:

Suicide Hotline - Dial 9-8-8 or visit <https://988lifeline.org/get-help/>

UMB Police and Public Safety:

- **Emergency: Dial 9-1-1**
- **Baltimore City Policy Non-Emergency: Dial 311**
- **Non-Emergency: 401-706-6882 or on-campus extension 6-6882**
- **TTD/TTY: 410-706-3416**
- **Security Escort Service: 410-706-6882**

UM Campus Health | University of Maryland Medical Center - At University of Maryland Campus Health, students and staff can receive expert treatment from physicians and nurse practitioners for the full spectrum of urgent care needs, including sprains and breaks, flu symptoms, rash, fever and sinus infections, as well as worker's comp cases. Same day appointments are available and we now accept walk-ins. We ask that you call ahead and schedule your same day/next day appointment. Please bring your student/work ID and your insurance card. University of Maryland Campus Health is open Monday through Friday, 7 am to 5 pm. We accept insurance and out-of-pocket payment.

RESOURCES FOR PROBLEMS AT WORK OR IN LIFE?

UMB's Employee Assistance Program (EAP) – Your UMB Guidance Resources Employee Assistance Program (EAP) offers someone to talk to and resources to consult whenever and wherever you need them. Free and confidential to all UMB employees and their families. 24/7 Support, Resources, and Information.

UMB Hotline - Available to anyone as a place to report any issues, concerns, misconduct, etc. with an anonymous reporting option

FMLA (Family & Medical Leave Act) - Family Medical Leave entitles eligible employees of covered employers to take unpaid, job-protected leave for specified family and medical reasons with continuation of group health insurance coverage. For questions about FMLA you can reach out to Sharde Sangster in campus HR/Leave Administration. She can be reached at: Ssangster@umaryland.edu or at 410-706-7302

UMB's FMLA Policy and **UMB's FMLA Request Form**

ADA (Americans With Disabilities Act) Information - For ADA questions or additional information, reach out directly to Sheila Blackshear in campus HR – she handles all ADA issues. She can be reached at: Sheila.blackshear@umaryland.edu or at 410-706-3451

UMB Office of the Ombuds - A confidential, neutral, and informal place to go with your questions and concerns. The *Ombuds*, Brian Godette, helps UMB faculty and staff express concerns, resolve disputes, manage conflict, seek fair and equitable solutions, and learn more productive ways of communicating. The *Research Ombuds*, Bruce Krueger, provides support to members of the UMB research community — including faculty, postdoctoral scholars, students, and staff — who may have concerns or questions regarding research misconduct and other research-related issues, the process of investigating misconduct on campus, or interpretation of UMB research misconduct policies. Follow the link for more information or to contact the *Ombuds* or the *Research Ombuds*.

UMB Office of Accountability & Compliance - Title IX; Discrimination & Bias; Research Integrity & Compliance; Conflict of Interest.

Workplace Mediation Services - Sometimes we need help with difficult situations at work. If you have workplace issues that have been difficult to resolve, UMB offers mediation to all faculty, staff, or student employees to address workplace issues.

UMB Office of Employee & Labor Relations - The Employee and Labor Relations unit serves as a resource for employees surrounding issues related

to interpretation of UMB policies and procedures, collective bargaining agreements, FMLA, and leave. They also administer the annual performance management program. Their goal is to provide a comprehensive and timely service that fosters a supportive work environment consistent with UMB's Core Values.

UMSOM Faculty Affairs Team

- [Silke Niederhaus, MD, Associate Dean for Faculty Affairs & Professional Development](#)
- [Ada Offurum, MD, Assistant Dean for Faculty Affairs & Professional Development](#)
- [David Ingle, MBA, Associate Dean for Academic Administration & Human Resources](#)
- [Jessica Bird, MEd, Executive Director for Human Resources](#)

SOM Human Resources

- [Jessica Bird, MEd, Executive Director for Human Resources](#)
- [Jennifer Galang, MS, Assistant Director, Human Resources](#)
- [Jordan Elcock, Human Resource Specialist](#)

PROFESSIONAL DEVELOPMENT RESOURCES:

UMSOM Office of Faculty Affairs and Professional Development - The University of Maryland School of Medicine (SOM) Office of Faculty Affairs and Professional Development (OFAPD) supports faculty in achieving their career goals. OFAPD is the centralized SOM office for faculty seeking professional development in a variety of topics, whether within the school, on campus, or nationwide. OFAPD also offers annual courses and programs to foster collaboration and to develop faculty in all aspects of their academic pursuits.

UMB Professional Development Coaching - Faculty Center for Teaching and Learning (Faculty Only) - Boost faculty performance, job satisfaction, and well-being through confidential one-on-one coaching partnerships, fostering self-directed, lasting changes. Register online for personalized support.

Ultimate Online Anger Management Class (Faculty Only) - This advanced online training course by Dr. John Schinnerer includes the latest in basic and advanced anger management techniques, combined with positive psychology - all of which you can learn easily, at your own pace, in the comfort of your own home

UMB Human Resource Service E-Learning with Percipio – Available to all employees. You can contact HR Employee Learning & Development Services at: hrtraining@umaryland.edu and they can help to customize E-Learning Modules for a Particular Need and also offer career development advice for employees. Examples of recommended courses include:

- Managing Stress (Channel) - <https://share.percipio.com/cd/Q5SsG3BiQ>
- Work/Life Balance (Channel) - <https://share.percipio.com/cd/JYHcxolhf>
- Ethics, Integrity & Trust (Channel) -
<https://share.percipio.com/cd/TNPdsZ8mVX>
- Managing Yourself (Channel) -
<https://share.percipio.com/cd/wARXkFFGt>
- Emotional Intelligence (Channel) -
<https://share.percipio.com/cd/CpmIbuNgb>
- Setting Professional Boundaries (Course) -
<https://share.percipio.com/cd/mfZWuid0>

Topics connected to maintaining workplace harmony are often included in channels about handling conflict as well.

Additionally, ComPsych (EAP Vendor) Guidance Resources hosts “Employee Growth Seminars: Leveling Up Your Life, Your Work, Your Best” that often touch on related topics:

<https://www.umaryland.edu/hrs/current-employees/employee-learning-and-development/employee-learning-opportunities/>

UMB SPARK! Program for Supervisors - UMB SPARK! is an initiative designed to serve as the Supervisor’s Pathway to Advance and Reignite Knowledge for greater performance. The SPARK! Supervisory Academy is a mandatory 9-month learning program for current UMB supervisors, who lead people in the role of Executive Director and below and for faculty who

supervise staff. Participants will engage in learning experiences to advance and improve their supervisor skills.

UMSOM Office of Post-Doctoral Scholars - The Office of Postdoctoral Scholars (OPS) supports postdoctoral and research fellows in their training as they develop their independent careers. The OPS actively assists with:

- Skill building
- Professional development
- Wellness
- Consultation for any questions fellows may have
- Development and implementation of postdoc policy

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