



Novel Coronavirus (COVID-19)

Human Resources

The Human Resources Focus Area is supported by Human Resource Services (HRS), and Schools. The table below identifies the RTF focus area status of each recommendation or decision followed by a membership roster including the primary and deputy focus area leader. The following initiatives have been approved by senior leadership to move forward as part of the Covid-19 Recovery process.

| Issue | Status |
|---|-------------|
| COVID-19 Telework Policy update | In Progress |
| Employees Approved and Directed to Return to Campus | In Progress |
| Essential Employee Designations | In Progress |

Human Resources Focus Area Members

Primary Focus Area Leader

[Matthew Lasecki](#), Human Resource Services

Deputy Focus Area Leader

[Bill Cooper](#), School of Pharmacy

Focus Area Members

[Jessica Bird](#), School of Medicine

[Tanisha Burt](#), Central Administration Support Services

[Erica Chaffin](#), School of Pharmacy

[Candace Chow](#), Financial Services

[Jamaica Cosby](#), Human Resource Services

[Amy Daniels](#), School of Nursing

[Juliet Dickerson](#), Human Resource Services

[Mark Emmel](#), Human Resource Services

[Christina Fenwick](#), School of Social Work

[Janice Flair](#), Human Resource Services

[Jodi Frey](#), School of Social Work

[Kathy Gesswein](#), School of Dentistry

[Brian Godette](#), Office of the Ombuds

[Jessica Grabowski](#), Office of Academic Affairs

[Patricia Hoffmann](#), Human Resource Services

[Karen Jarrell](#), School of Nursing

[Kimber Lee](#), School of Social Work

[Ava Norris](#), School of Pharmacy

[Michele Ondra](#), School of Law

[John Yurich](#), Central Administration Support Services

Legal Advisors

Allison Levin, JD

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Alana Kyriakakis, JD

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University of Maryland, Baltimore

COVID-19 Telework Policy update

In Progress

| Description | Date Approved | Expected Completion |
|-------------|---------------|---------------------|
|-------------|---------------|---------------------|

| Description | Date Approved | Expected Completion |
|--|---------------|---------------------|
| <ul style="list-style-type: none"> · The COVID-19 Telework Policy should be updated to require all teleworking employees to sign a COVID-19 Telework Agreement · Supervisors and employees should be required to set out expectations and agreed upon flexibilities (e.g., alternative work hours). · Employees should be required to comply with terms of COVID-19 Telework Agreement which may require them to work from their regular, legal domicile. | 6/15/2020 | |

Employees Approved and Directed to Return to Campus

In Progress

| Description | Date Approved | Expected Completion |
|---|---------------|---------------------|
| <ul style="list-style-type: none"> · Implement a new employee designation to note which employees are approved to return to campus and which are not: <ul style="list-style-type: none"> A. Working on Campus B. Not Working on Campus - occasional on campus work may be approved · As specific work groups (department, lab, clinical area) are approved for return to campus work through the recovery framework approval process, the manager/leader of the academic or operational unit will notify specific UMB employees that will need to return to UMB campus by identifying them as "working on-campus". · Employees who have been directed to return to campus through this process are no longer subject to the mandatory telework provisions of this policy, but may also be required to split time between on campus and telework activities. | 6/15/2020 | |

Essential Employee Designations

In Progress

| Description | Date Approved | Expected Completion |
|--|---------------|---------------------|
| <ul style="list-style-type: none"> · Revision of employee categorization for emergencies to identify those empower to work on campus as job duties require, those who are to telework off-campus, or not on campus/unable to work and to be Administrative Leave. | 6/15/2020 | |

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