**STAFF SALARY STUDY**

The HR Project Team received the initial results of the salary analysis from the consultants in September. Some of the areas that we anticipated being below market were confirmed. However, there were some categories that we thought needed some additional review and discussion. The HR team dove into the details and provided the consultants with additional information and specific feedback. It is important that we take the time and steps to ensure that the data upon which we are basing salary changes is as reliable and relevant as possible. Meetings are scheduled with the Steering and Advisory committees for mid-October to review the project findings. We have started discussions about an implementation strategy and a 3-year salary increase model. We remain committed to beginning the implementation stage on November 1.

For Staff Salary Study updates please visit the [Salary Study website](#).

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**I-9 Pop Up Stations**

We recently launched I-9 pop up station to assist departments with the hiring process. The I-9 Pop Up station will ensure a smooth process for all and avoids the student having to travel across campus. Please email human.resources@tamucc.edu to schedule a department Pop Up.

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**UPCOMING EVENTS**

**Flu Shots**

Walgreens pharmacists will administer Flu Shots on the following Wednesdays

- 10/9 & 10/23

10:00 a.m. to 1:00 p.m.

Dugan Wellness Center

$35.99 w/o Insurance, Cash & Check accepted, please bring your Driver’s License/ID & Ins. Card

**SAVE THE DATE**

**ISLANDER LIGHTS ARTS & CRAFTS MARKET**

Friday, November 22

4:00 p.m. – 7:45 p.m.

University Center

For more information or to register as a vendor: islanderlights.tamucc.edu

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**GIVING TUESDAY**

Join us for TAMU-CC 6th year of service.

**Tuesday, December 3**

Registration Open Oct. 16 – Nov. 2 at givingtuesday.tamucc.edu
Working With Workday

Workday Wednesday

Workday Wednesdays are coming to a WebEx near you! Once a month, HR will be hosting a Workday training session to go over different processes and allow you the opportunity to ask questions and see the process in action. Next session will be held on Wednesday, October 16 from 3:00 p.m. – 4:00 p.m. The WebEx session link can be found here.

Onboarding Enhancements

Beginning next week, any Hire event will have the following changes in the new hire onboarding steps:

1. HR Contacts will not have to edit effective-dated custom object! The onboarding questions will route directly to the employee.
2. Instructions to begin onboarding will be sent to the new employee’s Workday inbox.
3. Action buttons and more informative text have been added for background check and selective service IDs.
4. Revised notification text to the HR Contact and Manager when onboarding tasks begin.
5. Reordered the self-identification of veteran and disability statuses inbox items.

These enhancements will help provide a seamless onboarding experience for new hires. There is no more waiting for new tasks to appear in the WD inbox.

Recruitment Corner

Stigma of Unemployment Gaps

Passing on potentially qualified candidates without giving them a chance to explain could be a mistake for employers. Making assumptions about employment gaps without first asking questions and gathering information could lead to bad hiring decisions. Click HERE for more!

Staff Council is hosting a fundraiser for Boss Day, which is Wednesday, Oct. 16. A gift set featuring a faux succulent will go on sale starting Oct. 1. Proceeds benefit the Dorothy Yeater Book Scholarship, which is open to full-time benefits eligible staff members enrolled in classes. Pay by cash or check at Room 112B in the Bell Library or buy online at the Marketplace. Visit the online marketplace. For more information, contact Cassie Eyring at 361.825.2875 or send an email to cassie.eyring@tamucc.edu.

Q: What do birds say on Halloween?
A: Twick o tweet
**Drinking Awareness (Drinking Responsibly)**

Research into drinking suggests many health benefits associated with moderate consumption. However, a number of the population will also drink heavily and/or engage in binge drinking or drinking to intoxication. This training will help address problems associated with drinking, ways to recognize problem drinking patterns and how to drink more responsibly. A representative from Guidance Resources will be here on **Wednesday, October 30, 12:00 p.m. – 1:00 p.m., O’Connor Room 135, 1 point, RSVP Required at wellness@tamucc.edu**

**Pup Rally**

Dog Friendly 5k Walk/Run will be held on **October 25 on the TAMU-CC Hammerhead Parking Lot.** $5 Registration the day of the event. All proceeds to benefit First Friday’s Free Mammogram Program. For other information or for disability accommodations, please contact Ashlea Rosenbaum at 361-825-2171 or ashlea.rosenbaum@tamucc.edu.

**Newsletters, Perks and Discounts**

Several benefit related newsletters and other important information can be found on the HR website: the Well onTarget Health Kit provides beneficial health information on a monthly basis, the Texas A&M University System Benefits Administration provides a quarterly Benefit Briefs newsletter, the Employee Wellbeing Calendar provides wellness tips, and the TicketsatWork newsletter gives you information on employee discounts.

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**EMPLOYEE BENEFIT NEWS**

**IMMIGRATION MATTERS**

Ready to Apply for U.S. Citizenship? You can do this!

If you’re at least 18 years old and have been a Lawful Permanent Resident (LPR) for at least 5 years (or 3 years of you gained LPR status through marriage to a US Citizen), you have met the first two requirements. You must have **resided continuously** in the U.S. as an LPR for at least 5 years prior to filing the application and have been **physically present** in the US for at least 30 months out of the five years. You must be a person of good moral character, attached to the principles of the U.S. Constitution and well-disposed to the good order of the U.S. If you are reading this you already read, write and speak English and know basic U.S. history and government. (There is a test!) Finally, you must live in USCIS district where you intend to file for at least 3 months prior to filing. FMI: visit https://www.uscis.gov/policy-manual/volume-12-part-d.

**Sunday, November 3**

**Contact Us**

Human Resources Department  
Natural Resources Center, Suite 2425  
Corpus Christi, TX 78412-5730  
P: 361-825-2630  
E: human.resources@tamucc.edu