News from HUMAN RESOURCES

**Congratualtions** to HR Assistant Director **Toni Cheryl Nerren** who is now certified as a Senior Professional of Human Resources by the HR Certification Institute® (HRCI®). Obtaining and retaining such a certification is not easy and requires a specific skill set and knowledge base to earn the accreditation. There is only a 49% passing rate and 51,393 SPHR Certification holders. The SPHR® serves as a symbol of a professional’s dedication, credibility and mastery of HR principles and standards.

**FIDNANCIAL NEWS**

**Fidelity Investments**
Denethia Yebernetsky will be on campus **March 22, 9:00 a.m. – 2:00 p.m. in the NRC Building Room 2014.** Faculty and staff are encouraged to stop by to meet with Denethia for questions or advice. Schedule a free one-on-one appointment by calling 800.642.7131 or Register online: getguidance.fidelity.com. Walk-ins are also welcomed. For more information contact Ithza M. Ojeda at x2625 or email benefits@tamucc.edu

**Get in the Saving Habit**
To win the savings game, you need a solid game plan. Set goals you can reach, ideally 20% of your income, and use the right tools to get you there. Here’s the game plan in four steps: **Planning, Strategy, Tools and Security.** Learn more about your optional retirement programs on the A&M Systems Benefits Administration [website](#).
**STAFF SALARY**

**February Highlights**

Numerous position updates have been submitted to HR. The updates will improve quality of the project and ensure employees receive relevant feedback on upcoming performance reviews. Use your Island ID credentials to access the Staff Salary Study website.

The Sibson consultants met with Advisory and Steering Committees on February 21st to present themes that evolved from the January stakeholder meetings. The Stakeholder Interview Results from the January meetings are available on the website. Your input and participation in the January meetings confirmed much and provided an important perspective.

The development of comparison markets and peer groups was also discussed in the February 21st meetings. Both committees provided valuable input. Sibson is working on revisions and will provide updated peer groups for final approval. The final list of peer groups will be shared with employees via the website.

A communications subcommittee was formed to develop a communications strategy. Sibson will take the input provided by this subcommittee to develop a communication plan to keep stakeholders informed.

View the timeline on the Staff Salary Study website for next steps. Send questions and comments to Human.Resources@tamucc.edu.

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**IMMIGRATION MATTERS**

Spring Break Travelers are advised to carry their travel documents even when traveling within the U.S. Driving to and from your Spring Break destination, you may encounter immigration checkpoints. Those holding Nonimmigrant Status (F, H, J and TN) will be asked to present evidence of lawful status in the U.S. Be ready to present your passports and a copy of the most recent I-94 or I-797A. A copy of your offer/appointment letter would also be helpful. This will prevent travelers from being detained by CBP agents. Don’t panic if you encounter a checkpoint; present your documents, be respectful and answer all questions truthfully. **If you are travelling out of the country, please check with HR (Ext 2198) to see if you require a travel letter.** Those in F1 status should check with the Office of International Education to ensure your I-20 is properly endorsed.

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**Working With Workday**

**Workday 32**

The first software update of 2019 is scheduled for March 9. Here are some of the features automatically delivered by Workday and how they will impact users:

- Managers, Recruiting Partners and Recruiting Coordinators are able to manage candidates on their job requisitions from one place. Search “job requisition workspace.”
- Applications that haven’t been viewed are indicated with bold text and a blue dot in the candidate column.
- Mass Actions on Candidates, selected candidates can be grouped together when moving forward or declining. These selected candidates will be displayed on individual rows allowing users to move them to different stages, if needed.
- Managers, Recruiting Partners, and Recruiting Coordinators can see an overview of candidate activity across all stages on a job requisition, and filter by each process.
- Users have the option to select a default filter for their Inbox on Workflow Preferences. That filter will be applied to a user’s Inbox every time they sign in.
RECRUITMENT CORNER

Hard time getting top candidates to join your team? Did you know?

“More than two-thirds of polled workers lose interest in a position if they haven’t heard back from a hiring company within two weeks of an interview, according to a previous Robert Half survey.” To learn more visit the website.

EAP EMPLOYEE NEWSLETTER

This newsletter has helpful resources from your Employee Assistance Program. Deer Oaks Services are available at no cost to the benefit-eligible employees, their dependents and household members. The March Newsletter features:

- March Online Seminar: Interpersonal Communication – Social Skills for Success
- Getting a Good Night’s Sleep
- Where’s the Sodium
- Understanding Stress and Building Resilience

Learn more about these helpful topics and more from EAP. Download the EAP March 2019 Employee Newsletter and EAP March 2019 Supervisor Newsletter

EMPLOYEE BENEFIT NEWS

Wellness Exam: Premium Incentive

TAMUS two-step incentives: Take the MyEvive Health Assessment and get your wellness exam by June 30th to save $30 monthly on your health premium, if you haven’t already done so for next fiscal year. If you are not already receiving the $30 premium reduction for FY19, getting your wellness exam and taking the health assessment will apply to the remainder of this year and the following fiscal year.

Employees and spouses enrolled in the A&M Care Plan are eligible for the incentive. Application of the health premium incentive to your paycheck is subject to processing time. Please allow a month for the incentive to process. This is not necessary for retirees, as they are already receiving the lowest premium. Please email questions to Benefits@tamucc.edu

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Save The Date

Islander Awards

Friday, April 26
1:00 PM
University Center
Anchor Ballroom

Human.Resources@tamucc.edu | 361-825-2630