

October/2025

<https://library.urbeuniversity.edu/>

NEWS

Dear URBE University Community,

*It is with great excitement and pride that I announce the official launch of our **URBE University Athletic Program for the 2025–2026 academic year.***

This milestone marks a new chapter in our institution's commitment to holistic student development, blending academic excellence with the values of teamwork, discipline, and perseverance that come through athletic participation. Our goal is to create a dynamic sports environment that not only fosters competitive spirit but also supports the educational and personal growth of our student-athletes.

We are building a program that reflects the strength and diversity of our community, offering opportunities for students to compete, grow, and represent URBE University with pride and integrity. This initiative will begin with selecting sports, supported by experienced coaches, resolute staff, and state-of-the-art facilities designed to provide exceptional athletic experience.

As we embark on this exciting journey, we invite our students, faculty, staff, alumni, and partners—to join us in building a program that will make history. Your support will be essential in shaping a culture of excellence on and off the field.

Together, we will write the first chapter of URBE Athletics and set a solid foundation for generations to come.

Go Tigers!



Dr. Raymond Lopez Medina
Dean & Athletic Director

EVENTS

¡Corre por lo que sueñas! 🏃‍♀️ 🏃‍♂️ 🔥

La URBE 5K RUN / WALK es más que una carrera.

Es una invitación a avanzar, a desafiarte y a transformar tu camino a través de la educación.

Este **19 de octubre**, acompáñanos en una jornada donde cada paso cuenta, cada historia inspira y cada participante tiene la oportunidad de ganar una beca para estudiar en URBE University.

¿Estás listo para correr por tu futuro? 🔥

🔗 Insíbete ahora en el siguiente link:

<https://events.hakuapp.com/urbe-5k>

Run for your dreams! 🏃‍♀️ 🏃‍♂️ 🔥

The URBE 5K RUN / WALK is more than a race.

It's an invitation to move forward, to challenge yourself, and to transform your path through education.

This October 19th, join us for a day where every step counts, every story inspires, and every participant has the chance to win a scholarship to study at URBE University.

Are you ready to run for your future? 🔥

🔗 Register now at the following link:

<https://events.hakuapp.com/urbe-5k>



EVENTS



Library Orientation for New Students Fall A-2025

Date: Oct 27 to October 30, 2025

Time: 2:00 to 3:00 PM

WHERE: Zoom Platform

How to use the tools in Proquest (Proquest Ebook and Proquest Central)

Date: October 15, 2025

Time: 2:00 to 3:00 PM

WHERE: Zoom Platform



URBE Librarian. Karely Carrion

OPEN ACCESS



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The Latin American Repository Network tracks electronic publications stored in different university servers and repositories. It contains 1,200,000 full-text publications that correspond mainly to conference proceedings, journal articles, research, books, and theses.

Ebook Central Quick Guide

Quick Guide for access to: PROQUEST EBOOK CENTRAL

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2. Click on Databases and click on: <https://www.lirn.net/>
3. Sign in for full access with the library credentials and choose the Database: Proquest Ebook Central
4. Search for books by entering a Keyword, ISBN, or other Terms into the Search Box. For more search options, click "Advanced Search" or "Browse Subjects"
5. Narrow search results using Year Published, Subject, and other filters at the left.

If you have a doubt please contact to:

Karely Carrion. URBE Librarian

karely.carrion@urbeuniversity.edu



LIBRARY NEWSLETTER

October/2025

<https://library.urbeuniversity.edu/>

GUEST WRITER



**Lawyer and Master in Public Administration
Barbara Puglisi Spadaro. MBA URBE Student**

The challenge of the first job in the USA.

The experience of landing a first job in the United States has shifted notably over the last decade, reflecting economic trends, technological innovation, and changes in both labor demand and worker expectations.

Employment Trends 2015–2025

In 2015, the youth unemployment rate hovered around 12%. As the economy gradually recovered from the financial crisis, the rate fell moderately, with overall unemployment dropping from 5.3% in 2015 to a historic low of 3.5% in early 2020.

However, the arrival of the COVID-19 pandemic caused unemployment to spike sharply to 14.7% in April 2020. By 2025, overall unemployment stabilized around 4.2%–4.3%, while the youth unemployment rate rebounded to about 10.5%, mainly due to automation and a slower post-pandemic job recovery.

Labor force participation for younger workers (ages 16–24) remained steady, but there was a growing preference among employers for candidates with digital and soft skills. The rise of the gig economy, hybrid work, and automation broadened options for some but narrowed prospects for those lacking these new skillsets.

GUEST WRITER

Wages and Regional Differences

In 2015, starting salaries for entry-level positions—especially those in service and retail—were typically around \$39,000 annually. By 2025, entry-level wages ranged closer to \$32,000–\$38,000, while the national average salary for all jobs reached approximately \$65,000, driven up by gains in technology and health sectors.

Certain states like California, Massachusetts, and the District of Columbia continued to offer higher entry-level hourly wages, often \$45–\$53 per hour, while southern states still lagged with wages sometimes 40% lower.

Despite nominal wage growth, rising inflation and cost-of-living increases in major U.S. cities have eroded purchasing power—making it especially difficult for young workers to save and achieve financial independence.

Impact on Immigrants

Throughout the last decade, immigrants—especially Latinos—contributed significantly to workforce growth, often filling crucial roles in agriculture, construction, and services. However, tightening immigration policies and labor enforcement in 2025 led to a decrease of about 1.2 million migrant workers, which further stressed entry-level labor markets and increased competition for available jobs. Many new immigrants continue to accept jobs below their qualifications, facing barriers related to language and credential recognition.

Neutral Perspective

The typical first job in the U.S. in 2025 remains an important milestone—foundational for professional and personal development. Yet, compared to a decade ago, it is generally harder to obtain, more competitive, and less likely to guarantee rapid economic advancement. Regional differences, sectoral changes, and technology have transformed what first jobs look like and what they lead to.

For many, a first job is still a formative experience, teaching adaptability and perseverance. However, it now comes with higher hurdles and a slower path toward economic stability than it did ten years earlier.

HOLIDAY

September 15 to October 15 is National Hispanic American Heritage Month



Hispanic Heritage Month starts on September 15th because it marks the independence anniversaries for several Latin American countries, including Costa Rica, El Salvador, Guatemala, Honduras, and Nicaragua. This date also serves to recognize the significance of "El Grito de Dolores," the 1810 call for independence in Mexico, whose National Day is on September 16th. The celebration runs through October 15th to also encompass other independence days and holidays, like "Día de la Raza".

Hispanic Heritage Month Facts

1. National Hispanic Heritage Month is celebrated from September 15 to October 15
2. National Hispanic Heritage Month celebrates the histories, cultures and contributions of American citizens whose ancestors came from Spain, Mexico, the Caribbean and Central and South America
3. The observation started in 1968 as Hispanic Heritage Week under President Lyndon Johnson
4. It was expanded by President Ronald Reagan in 1988 to cover a 30-day period
5. It was enacted into law on August 17, 1988
6. The day of September 15 is significant because it is the anniversary of independence for Latin American countries Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua
7. In addition, Mexico and Chile celebrate their independence days on September 16 and September 18, respectively

HOLIDAY



October is the Month to show solidarity and support for those affected by Breast Cancer, the second most common cancer among women in the US.

How to get involved

- Sport a pink ribbon throughout October.
- Wear it pink.
- Organize a fashion show.
- Raise awareness through festivities.
- Create a themed board.
- Auction off bedazzled bras.
- Give a breast cancer survivor speech.

Monday, Oct 13, 2025 COLUMBUS DAY

Columbus Day is a national holiday in many countries of the Americas and elsewhere, and a federal holiday in the United States, which officially celebrates the Anniversary of Christopher Columbus's arrival in the Americas.



HOLIDAY



World Teacher's Day. October 5

World Teachers' Day is held annually on October 5 to celebrate all teachers around the globe. It commemorates the anniversary of the adoption of the 1966 ILO/UNESCO Recommendation concerning the Status of Teachers, which sets benchmarks regarding the rights and responsibilities of teachers, and standards for their initial preparation and further education, recruitment, employment, and teaching and learning conditions.

The Recommendation concerning the Status of Higher-Education Teaching Personnel was adopted in 1997 to complement the 1966 Recommendation by covering teaching personnel in higher education. World Teachers' Day has been celebrated since 1994.

Thursday, October 31, 2024



AI ETHIC ARTICLE

BUILDING A RESPONSABLE FRAMEWORK : 5 KEY PRINCIPLES FOR ORGANIZATIONS

LIZZIE SHORT, JUNE 26, 2025

A bruised reputation, stakeholder divestment, talent flight – many businesses are incorporating AI tools into their processes, but few are aware of these associated risks when AI is used without appropriate governance and oversight.

As businesses race ahead, it's critical they establish a responsible AI framework to ensure tools are used ethically and accurately.

Developing a responsible and ethical AI framework is key for organizations developing or investing in these technologies. To avoid negative consequences, businesses should adhere to the key principles of ethical AI usage and best practices for developing a responsible AI framework.

What Is Responsible AI?

Responsible AI is a term used to describe how businesses deploy AI tactically. Businesses using AI responsibly are focused on fairness and mitigating any biases in the technology. As AI development accelerates, a clear framework to guide AI usage is essential.

Michael Impink, an instructor from Harvard Division of Continuing Education's Professional and Executive Development division, explained it this way:

"Responsible AI means you're paying attention to fairness outcomes, cutting biases, and going back and forth with the development team to remediate any issues to make sure the AI is appropriate for all groups," he says.

If you want to read the complete article go to :

<https://professional.dce.harvard.edu/blog/building-a-responsible-ai-framework-5-key-principles-for-organizations/#What-Is-Responsible-AI>