



REST IN PEACE, STUDENT HEBERT MOLERO

We will always remember you

Text write for the URBE student

Barbara Puglisi Spadaro

Hoy despedimos con profundo pesar a Hebert Molero, un profesional excepcional y estudiante internacional, cuya pasión por los planetas, los cohetes y los misterios del universo iluminaba cada conversación. Más allá de su amor por la ciencia, Hebert fue un compañero admirable, siempre dispuesto a compartir su conocimiento y a seguir aprendiendo. Su dedicación incansable no solo respondía a su curiosidad intelectual, sino también a su firme deseo de construir un futuro mejor para su familia. Su legado de esfuerzo, humildad y sueños sin fronteras permanecerá entre quienes tuvimos el honor de conocerlo.

Today, we say goodbye with heavy hearts to Hebert Molero an amazing person, a brilliant mind, and a passionate international student. He loved everything about space planets, rockets, the mysteries of the universe and his excitement made every conversation brighter.

But more than that, Hebert was a kind and generous friend, always ready to share what he knew and eager to keep learning.

He worked incredibly hard, not just out of curiosity, but because he dreamed of creating a better future for his family.

He leaves behind a legacy of dedication, humility, and dreams that knew no limits – and those of us who knew him feel lucky to have shared even a part of that journey.

URBE Library Training



Topic: How to search Articles, Dissertations, and Case Studies in different Databases (Open Access and LIRN)

When: August 21, 2025

Time: 2:00 PM to 3:00 PM

Where: Zoom

<https://urbe-university.zoom.us/j/95289396921?pwd=YBW65H7djC7H8KMETld32aTZpSJyIa.1>

Topic : Library Instruction to New Students and Instructors

When: September 2 to September 5, 2025

Time: 2:00 PM to 3:00 PM

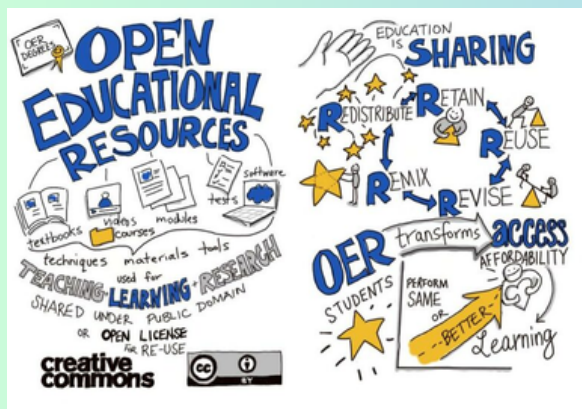
Where: URBE Library or Zoom

(I will sent the links)



Karely Carrion. URBE University
Librarian

OPEN RESOURCES



Open Textbook Library

A growing catalog of free, peer-reviewed, and openly-licensed textbooks supported by the Center for Open Education and the Open Education Network at the University of Minnesota. All textbooks are original, freely licensed, available as a portable file, and used by or affiliated with an academic institution.

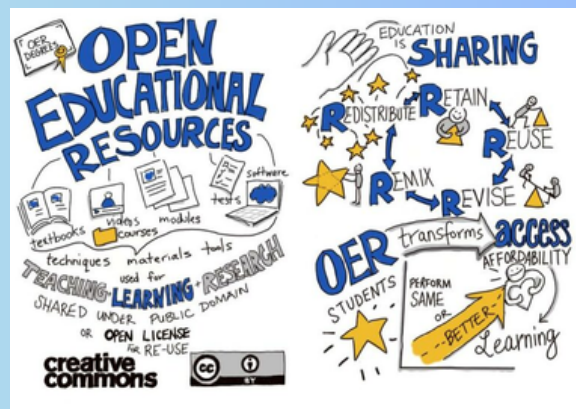
OpenStax

Nonprofit organization affiliated with Rice University that produces openly licensed textbooks for college and Advanced Placement (AP) courses. OpenStax textbooks are among the most commonly used open textbooks across the country and may offer free ancillary materials for instructors.

OASIS

Openly Available Sources Integrated Search (OASIS) is a discovery tool that searches open content from over 110 different sources.

OPEN RESOURCES



MERLOT

MERLOT (Multimedia Education Resource for Learning and Online Teaching) is an online repository and international consortium of institutions of higher education, industry partners, professional organizations and individuals. MERLOT identifies, peer reviews, organizes, and makes available existing online learning resources in a range of academic disciplines for use by higher education faculty and students.

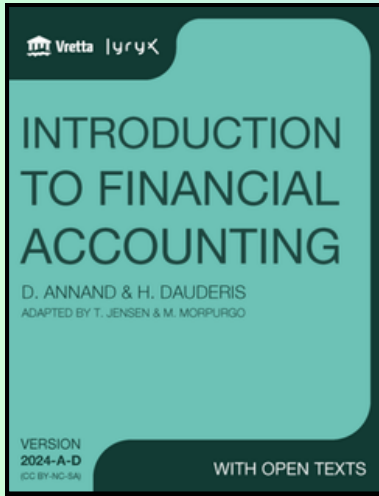
OER Commons

Contains teaching and learning materials that you may freely use and reuse at no cost. Unlike fixed, copyrighted resources, OER have been authored or created by an individual or organization that chooses to retain few, if any, ownership rights. In some cases, that means you can download a resource and share it with colleagues and students.

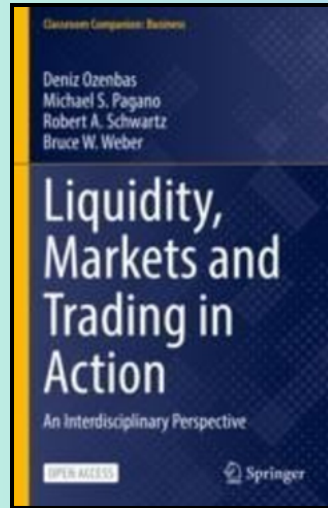
MIT Open Courseware

Contains over 2,400 Massachusetts Institute of Technology (MIT) open courses including syllabi, videos, lectures, assignments, and exams.

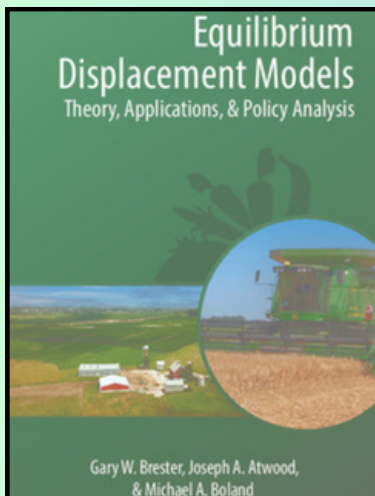
NEW OPEN Ebooks



Introduction to Financial Accounting
Year: 2024
Contributors: Annand, Dauderis, and Jensen
Publisher: Lyryx



Liquidity, Markets and Trading in Action
Deniz Ozenbas, Montclair State University. Michael S. Pagano, Villanova University
Year: 2022
IPublisher: Springer

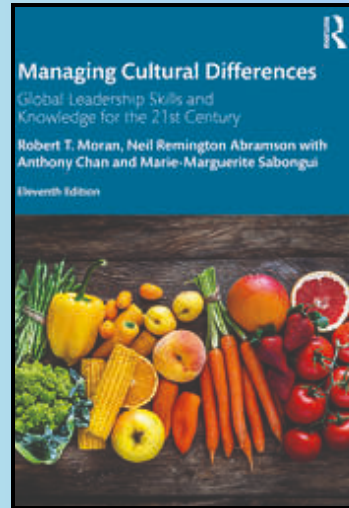


Equilibrium Displacement Models: Theory, Applications, & Policy Analysis
Gary W. Brester, Montana State University
Year: 2023
Publisher: University of Minnesota Libraries Publishing

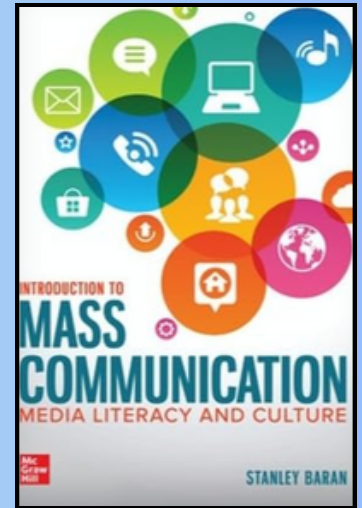


Financial and Managerial Accounting
Lolita Paff, Pennsylvania State University
Year: 2021
Publisher: Pennsylvania State University

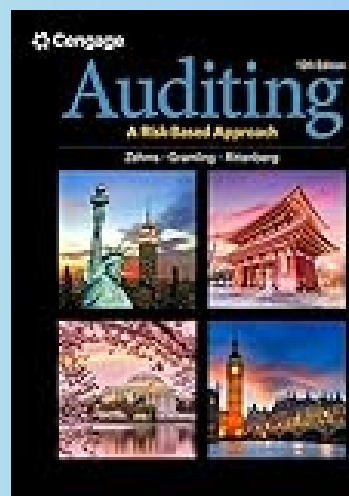
NEW Print Books



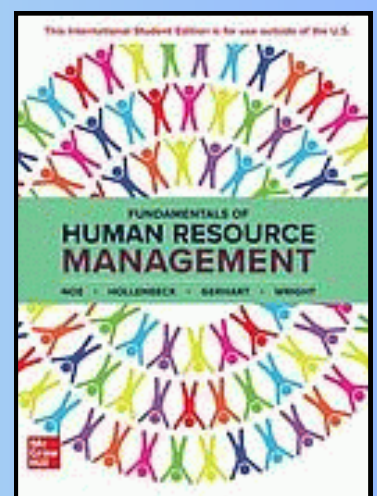
Managing Cultural Differences : Global Leadership Skills and Knowledge for the 21st Century.
Robert Moran. 11th Ed., Routledge. 2024



Introduction to Mass Communication : Media Literacy and Culture. Stanley Baran. McGraw Hill 2024.



Auditing : A risk-based approach
Karla Zhemis.
Year: 12th Edition. 2024
Publisher: Cengage Learning



Fundamentals of Human Resource Management.
Raymond A. Noe.
Year: 2024
Publisher: McGraw Hill

GUEST WRITER



Barbara Puglisi Spadaro.
URBE University
MBA International Student

Equality Women's Day 2025: The Global and Corporate Challenge for Real Gender Equality

Equality Women's Day 2025 is not just a symbolic date—it is an urgent call to action for companies worldwide. Despite gender equality gaining visibility on corporate agendas, statistics continue to show that progress is insufficient and, in many cases, superficial. Equity policies, instead of being structural, have often been reduced to marketing campaigns or isolated initiatives that fail to transform the internal dynamics perpetuating inequality within organizations.

The "Glass Ceiling" Remains a Reality in the USA and Europe

According to the Women in the Workplace 2024 report by McKinsey & LeanIn.Org, women in the United States occupy only 28% of C-Suite positions and less than 10% of CEO roles in Fortune 500 companies. While mid-management roles have seen a 14% growth in female representation over the past decade, the so-called "glass ceiling" remains intact, particularly in industries such as technology, engineering, and finance. In Europe, data from the International Labour Organization (ILO) reveals a similar trend, with only 30% of board seats occupied by women.

Additionally, the COVID-19 pandemic left deep scars: millions of women left the workforce, and their return has been significantly slower than that of men. Equality Women's Day 2025 is being commemorated in a context where inequality is not only about access but also about conditions and opportunities for professional advancement.

False Commitments: Pinkwashing and Policies Without Impact

The practice of "pinkwashing" is becoming increasingly visible—where companies promote an image of supporting gender equality without making real structural commitments

GUEST WRITER

Appointing women to visible roles without decision-making power or launching diversity campaigns without revising recruitment and promotion processes are forms of corporate window-dressing that no longer convince society or investors.

Today's demands toward companies are clear:

Public and transparent salary audits.

Merit-based promotion protocols free of gender bias.

Genuine work-life balance programs for both women and men.

Implementation of mentoring and leadership development programs for women with measurable objectives.

Diversity: Not Just Social Justice, but a Competitive Advantage

Recent studies by Deloitte (2025) indicate that companies with greater gender diversity in leadership positions achieve 35% higher return on investment (ROI) compared to those that lack it. Diversity of thought and leadership directly contributes to innovation, resilience, and the ability of companies to adapt to rapidly changing global markets.

However, achieving this impact is not automatic. It requires courageous leadership, internal political will, and resources allocated to training, cultural transformation, and process reengineering. Diversity is not a marketing objective—it is a strategic pillar for competitiveness.

The USA: Laws, Investors, and Consumers Driving Change

In the United States, pressure from major investment funds and regulatory bodies such as the Securities and Exchange Commission (SEC) has led many companies to include gender equality indicators in their ESG (Environmental, Social, and Governance) reports. The NASDAQ Gender Diversity Rule, effective since 2023, mandates that listed companies have at least one woman and one minority representative on their boards of directors—or publicly explain why they do not comply.

Furthermore, younger consumers demand transparency and authenticity: 62% of millennials and Gen Z consumers state they would prefer products or services from companies with proven gender equality policies, according to PwC (2025).

The Challenge: From Symbolic Equality to Structural Equality

On this Equality Women's Day 2025, the real challenge is to move from symbolic equality to structural equality.

Posting inspirational slogans on social media or holding annual events is no longer enough. Companies wishing to remain relevant, sustainable, and profitable must integrate gender equity as a transversal strategic axis across all operations—from hiring to top-level decision-making.

Organizations that lead this change will not only create fairer workplaces but will also position themselves as innovative and resilience leaders in an increasingly demanding global market. Gender equality is not merely an ethical issue—it is an essential condition for a company's competitive survival in the 21st century

HOLIDAY

WOMEN'S EQUALITY DAY, TUESDAY Aug 26, 2025



Women's Equality Day, celebrated every August 26, commemorates the passage of women's suffrage in the U.S. and reminds us of the hurdles overcome by the heroic women who faced violence and discrimination to propel the women's movement forward. In the early 19th century, American women, who generally couldn't inherit property and made half of a man's wages in any available jobs, began organizing to demand political rights and representation. By the early 1900s, several countries including Finland, New Zealand, and the United Kingdom had legalized voting for women as the movement continued to sweep across the world. In the U.S., the 19th Amendment to the Constitution was first introduced in 1878, but it failed to gain traction. It wasn't until women's involvement in the World War I effort made their contributions painfully obvious that women's suffrage finally gained enough support. Women's rights groups pointed out the hypocrisy of fighting for democracy in Europe while denying it to half of the American citizens at home.

HOLIDAY

Labor Day, Monday September 1, 2025



Labor Day 2025 will occur on Monday, September 1. Labor Day pays tribute to the contributions and achievements of American workers and is traditionally observed on the first Monday in September.

It was created by the labor movement in the late 19th century and became a federal holiday in 1894. Labor Day weekend also symbolizes the end of summer for many Americans and is celebrated with parties, street parades and athletic events.

Labor Day is still celebrated in cities and towns across the United States with parades, picnics, barbecues, fireworks displays and other public gatherings, especially over the long Labor Day weekend. For many Americans, particularly children and young adults, it represents the end of the summer and the start of the back-to-school season.

