

# THE STATE OF ENGAGEMENT AT THE U



IN OCTOBER 2016, FACULTY AND STAFF WERE INVITED TO PARTICIPATE IN AN ENGAGEMENT SURVEY AND SHARE THEIR VOICE ON THE UM EMPLOYMENT EXPERIENCE. THE SURVEY MEASURED FOUR AREAS: ENGAGEMENT, CULTURE, INCLUSION, AND WELL-BEING.

# 46%

FACULTY & STAFF PARTICIPATED IN THE SURVEY

## ENGAGEMENT

FACULTY & STAFF WHO REPORTED BEING ENGAGED ABOVE U.S. AVERAGE OF 33 PERCENT IN 2016

A SENSE OF PSYCHOLOGICAL AND EMOTIONAL CONNECTION TO THE WORKPLACE.

### OUR 3 HIGHEST SCORING ITEMS\*

INDICATE THAT UM HAS THE FOUNDATION TO BUILD A HIGHLY ENGAGED WORKFORCE

I know what is expected of me at work.

I have the materials and the equipment I need to do my work right.

At work, I have the opportunity to do what I do best every day.

### OUR 3 LOWEST SCORING ITEMS\*

INDICATE AN OPPORTUNITY TO IMPROVE IN THE FOLLOWING AREAS



RECOGNITION

In the past seven days, I have received recognition or praise for doing good work.



DEVELOPMENT

In the last six months, someone at work has talked to me about my progress.



TRUST

I have a best friend at work.

## CULTURE

THE LEVEL OF AWARENESS OF THE UNIVERSITY'S COMMON PURPOSE, VALUES, SERVICE STANDARDS AND LEADERSHIP EXPECTATIONS; THE LEVEL TO WHICH FACULTY AND STAFF BEHAVIORS FOSTER A CULTURE OF BELONGING; THE OPPORTUNITY TO FEEL VALUED AND ADD VALUE.

Culture areas pointing to areas in most need of improvement:

Employees feel valued.

Employees have opportunities to impact UM's future.

Units respond promptly to requests for help.

## INCLUSION

AN OPEN, FAIR, AND DIVERSE ENVIRONMENT.

University of Miami

AVERAGE BASED ON GALLUP'S DATABASE

## WELL-BEING

HOW PEOPLE THINK ABOUT AND EXPERIENCE THEIR LIVES. MEASURED BY OVERALL LIFE EVALUATION AND THE LEVEL OF THRIVING ACROSS FIVE AREAS:

PURPOSE · SOCIAL · FINANCIAL · COMMUNITY · PHYSICAL WELL-BEING

University of Miami

AVERAGE BASED ON GALLUP'S DATABASE

\*The highest and lowest scores are based on comparisons with other Gallup clients.

FOR MORE INFORMATION, VISIT [MIAMI.EDU/ENGAGEMENTSURVEY](http://MIAMI.EDU/ENGAGEMENTSURVEY) OR EMAIL [ENGAGEMENTSURVEY@MIAMI.EDU](mailto:ENGAGEMENTSURVEY@MIAMI.EDU)

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