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.

**Engagement**
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.

**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.

For more information, visit miami.edu/engagementsurvey or email engagementsurvey@miami.edu

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