UNIVERSITY OF MIAMI

2011 Faculty Survey Key Results

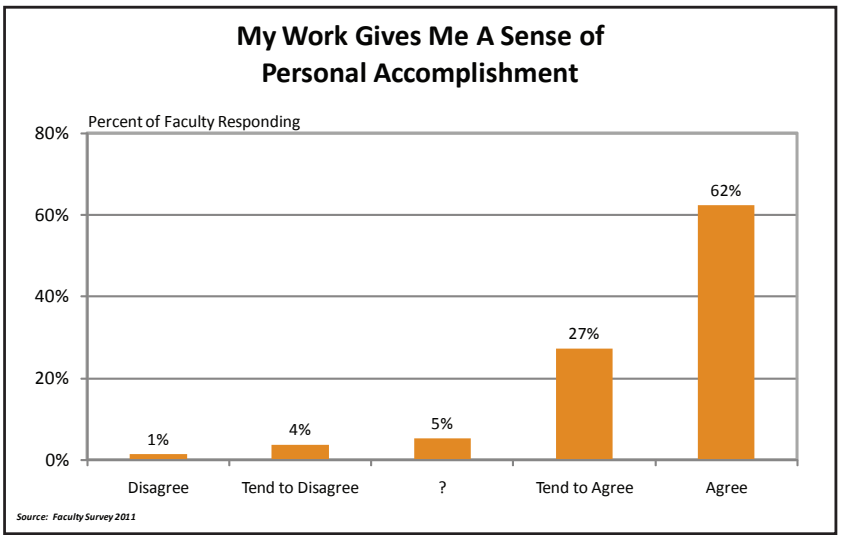
The survey results indicate important areas of progress as well as opportunities for improvement. Based on these results, University leaders, managers and supervisors, and faculty must work together to make changes that will enhance our work environment.

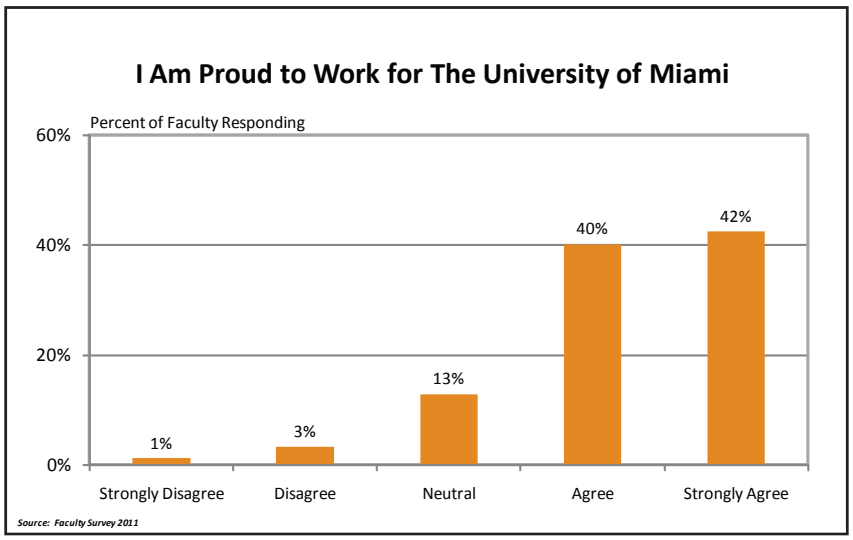
Overall, the results are encouraging and reflect the passion and committment of our faculty to do whatever it takes to succeed. Believing in our mission and purpose will help us continue to be a leader in the global marketplace.

Points of Pride

Personal Accomplishment

Survey results show that most faculty take pride in the work they do. It gives them a personal sense of accomplishment, which pushes them to be more engaged and motivated overall.



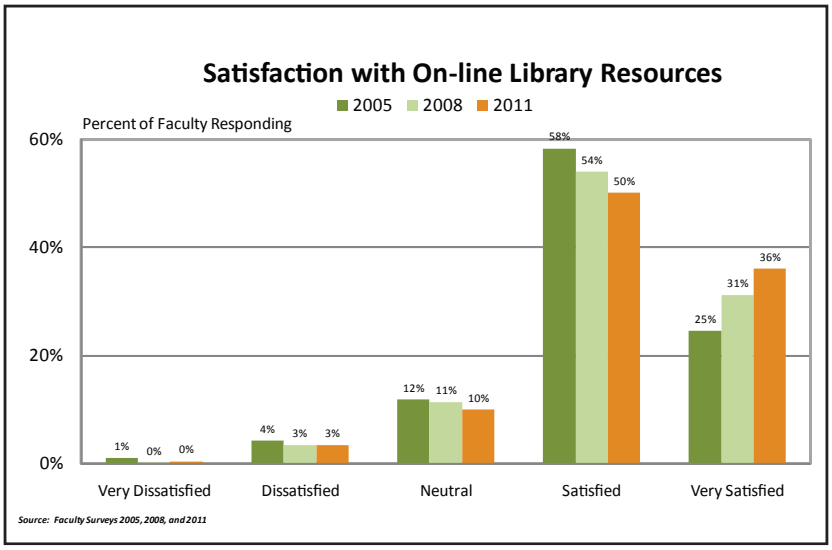


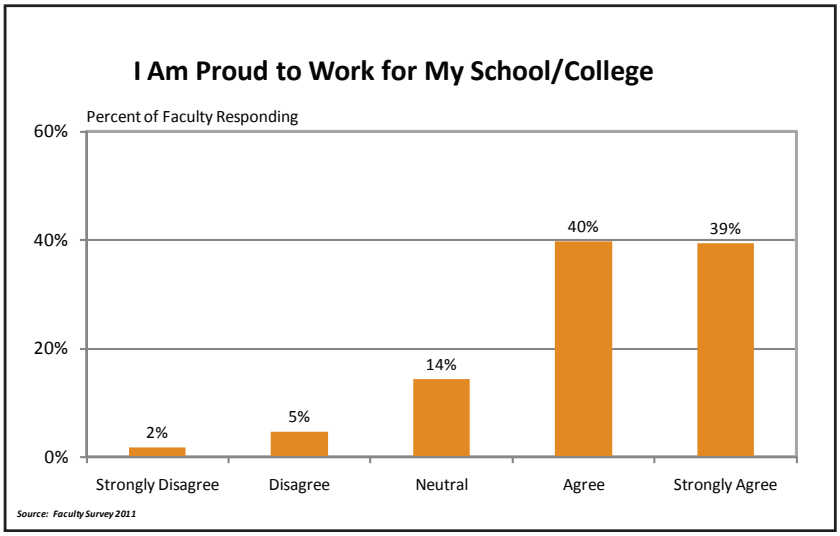
University Pride

The survey results show a strong sense of pride in working at the University of Miami. It is the goal of the University, as a leading academic institution and healthcare system, to continue to rank as a top choice for all faculty.

On-line Resources

UM faculty members rely on complete access to comprehensive information resources in order to support the research, teaching, and learning enterprises of the University. As the UM Library continues to expand its online information, it is encouraging to know that this resource is meeting the needs of our faculty.



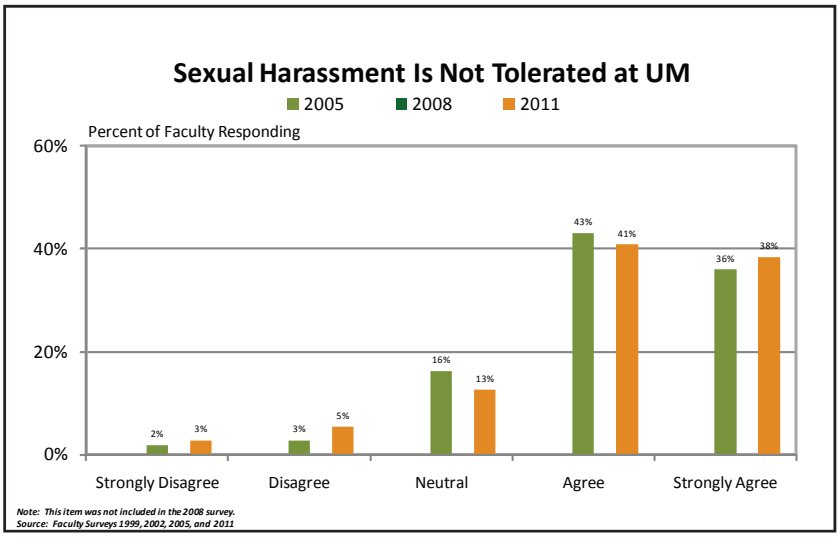


School/College Pride

Faculty also express a strong sense of pride in the school/college where they work.

Sexual Harassment/Discrimination

Ensuring an environment that is respectful and supportive is vitally important. Survey results ared extremely positive in terms of being a work environment where sexual harassment and discrimination are not tolerated – a testament to our commitment to creating a culture of respect at UM.

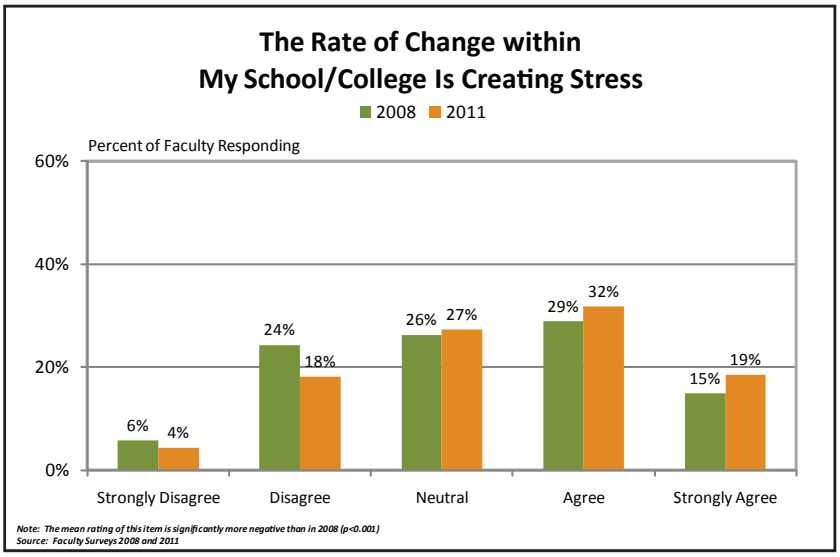


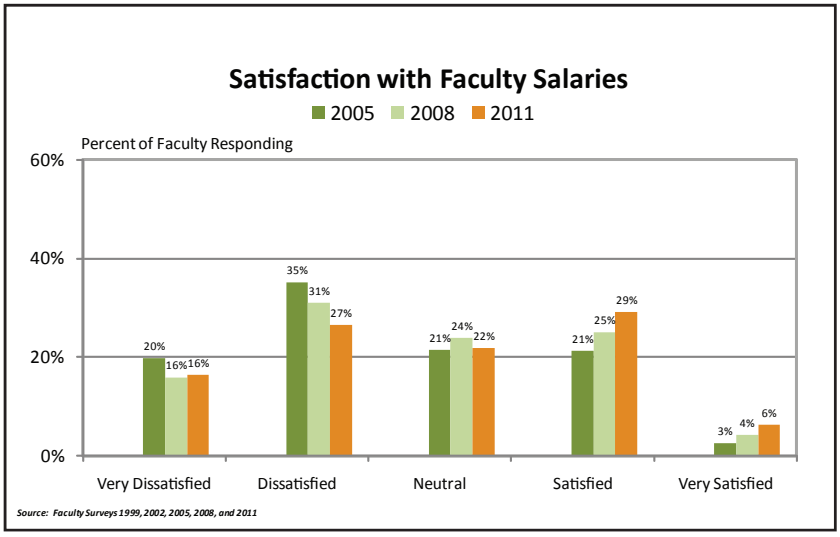
Opportunities for Improvement

The survey results reflect many points of pride, but there are also opportunities for improvement. These results will be used to enhance the work environment at both the University and school/college levels.

Stress at the School/College Level

Many faculty members indicate that the rate of change within their school/college is creating stress. In a related question, the level of understanding of why changes are being made within the school/college was moderate at best. Efforts will be made to improve communications about changes.



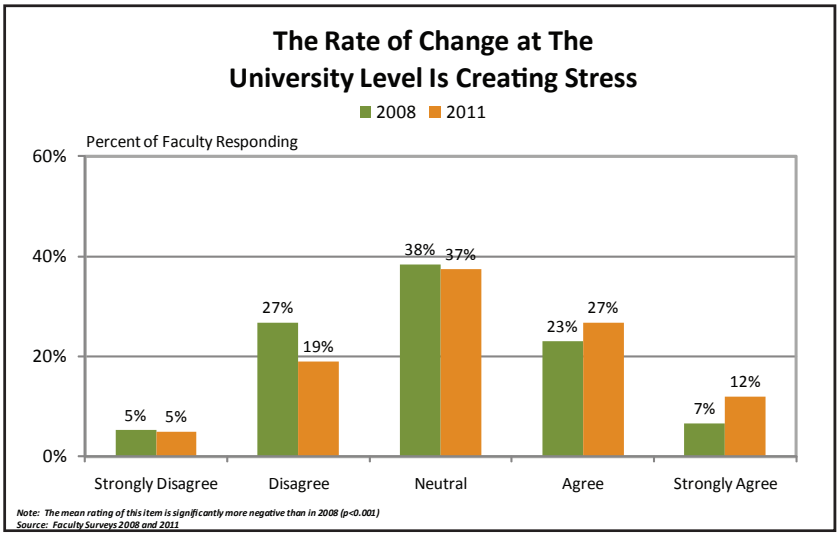


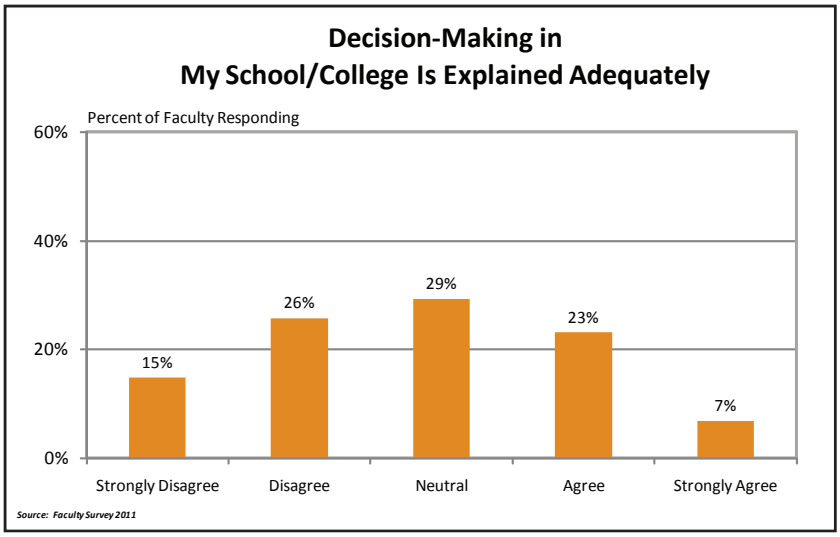
Compensation

Concerns relating to compensation will continue to be discussed. Unfortunately, the national financial climate and its impact on us have made it impossible to increase salaries as we would have liked. The University's goal is to provide valued, competitive and financially sustainable compensation and benefits to all of its faculty and staff.

Stress at the University Level

Faculty members also indicate stress related to the rate of change at the Unviersity level. Efforts will be made to expand explanations as to why changes are being made.



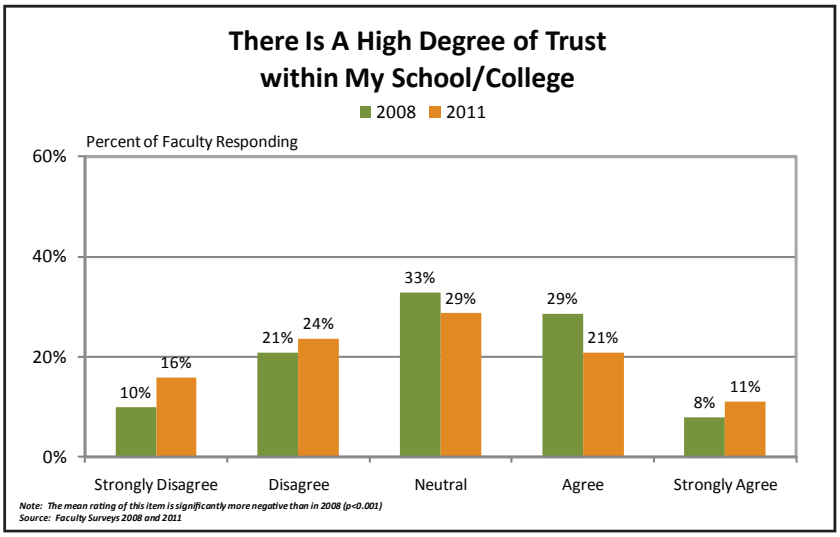


Decision-Making at the School/College Level

The results related to school/college decision-making also require further discussion. This discussion will involve leadership and faculty in individual schools/colleges to determine the actions that need to be taken to bring about desired improvements.

Trust Within School/College

An area of great concern is related to the degree of trust within individual schools/colleges. At best the overall results are moderate. A foundation of trust is essential for effective collaboration, teamwork, employee-supervisor relationships, and ultimately organizational success. This will be a topic of discussion among the leadership.



School/College leaders have received more detailed survey results, and in the coming weeks, you should become involved in creating action plans based on the survey results. Working together at the school/college level will determine where there are opportunities for enhancement and improvement.