

MEMORANDUM

July 17, 2017

Dear FIU family,

FIU is the only university in the country this year to achieve honor roll designation with recognition in all 12 categories of [The Chronicle of Higher Education's "Great Colleges to Work For."](#)

FIU was recognized for creating an exceptional work environment in The Chronicle's 2017 "Great Colleges to Work For," one of the largest and most respected workplace-recognition programs in the country, which acknowledges colleges and universities that earn top ratings from their employees.

Let's celebrate this milestone on **Wednesday, July 19 at 1 p.m. in the Green Library breezeway. We will provide shuttles from BBC and Engineering Center. To RSVP, please click [here](#).**

At FIU, we are fortunate to have meaningful work that has a positive impact on our community. Receiving recognition in all categories of "Great Colleges to Work For" is a testament to the hard work, dedication and commitment of our faculty and staff. Thank you for taking responsibility and dedicating yourselves to doing your part to create an environment where our students succeed, graduating on time and moving on to successful jobs.

This is how Kathleen Wilson, FIU trustee and chair of the Faculty Senate, described the importance of this recognition:

"We, the faculty and staff of FIU, love working for FIU. The sense of camaraderie is unparalleled. We know that we are working together toward important goals, especially preparing our students to think critically, to be successfully employed and to create great jobs. We are also making a difference in our community and beyond through our creative, teaching and research endeavors. We're proud to be one FIU family."

Although FIU made the "Honor Roll" last year, this is the first time the university received recognition in all 12 categories. This is a distinction that few universities have earned.

The categories are:

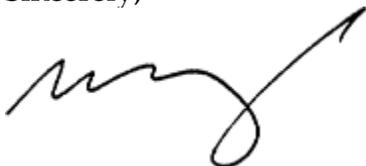
- **Collaborative Governance:** Faculty members play significant roles in decisions on academic programs.
- **Compensation & Benefits:** Pay is fair, and benefits meet the needs of employees.
- **Confidence in Senior Leadership:** Leaders have the knowledge, skills, and experience necessary for the success of the college.
- **Diversity:** The college makes a concerted effort to create a welcoming and fair environment for all employees.
- **Facilities, Workspace, & Security:** Facilities meet employees' needs, and the campus looks good.
- **Job Satisfaction:** There is an overall sense that the job is meaningful to the employee and to the college.
- **Professional/Career- Development Programs:** Employees get chances to develop skills and understand requirements for career advancement.
- **Respect & Appreciation:** Employees are regularly recognized for their contributions.
- **Supervisor or Department-Chair Relationship:** Supervisors or chairs solicit ideas and make expectations clear.
- **Teaching Environment:** Faculty members say the institution recognizes innovative and high-quality teaching.
- **Tenure Clarity & Process:** Requirements for tenure are clear.
- **Work/Life Balance:** Policies give employees flexibility to manage their lives on the job and at home.

Survey results are based on a two-part assessment process: an institutional audit that captured demographics and workplace policies, and an anonymous survey administered to faculty, administrators, and professional support staff. The primary factor in deciding whether an institution received recognition was the employee feedback.

For more information, please visit [The Chronicle of Higher Education](#).

Thank you for making FIU shine! I hope to see each and every one of you at our celebration this Wednesday!

Sincerely,

A handwritten signature in black ink, appearing to be a stylized name with a long, sweeping flourish extending upwards and to the right.

Mark B. Rosenberg
President