University of Miami’s 2016 Engagement Survey

WE WANT YOUR FEEDBACK
MESSAGE FROM THE CIO

Over the past few months, President Frenk has communicated with us about “Charting the Course to Our New Century.” The president outlined eight specific initiatives in which the University can foster transformation, connection, and reinvention as an institution, which aligns perfectly with our current Culture Transformation project to transform lives through teaching, research, and service. In addition to the Roadmap and Culture Transformation project, the University will be conducting a faculty and staff engagement survey beginning on October 31. This is a great opportunity to speak up and let leadership hear what you have to say about working for the University.

The Roadmap initiatives were put together with your feedback, gathered during the president’s listening exercise, and the work of small groups comprised of faculty, staff, and students that got together to craft proposals to bring these initiatives to life:

- **100 New Talents for 100 Years:** Create 100 new endowed chairs over the next decade to attract, retain, and reward faculty who have distinguished themselves through their teaching, research, scholarship, and creative work.
- **Hemispheric University Consortium:** Promote UM as a center for research and education collaboration across the hemisphere, and create a structure for the University to lead a consortium to advance research and education in the hemisphere.
- **Investment in Basic and Applied Science and Engineering:** Enhance excellence in these fields by making investments in science and engineering through problem-based academic clusters.
- **University-wide Platform for Educational Innovation:** Support enhanced teaching and learning opportunities for students and faculty by creating more participatory learning experiences, implementing system changes, increasing access to academic technology, and encouraging new pedagogical approaches in the classroom.
- **Hemispheric Innovation Hub:** Outline a vision for the University of Miami as a catalyst for innovation, new ventures, and product development by providing increased seed funding for startups, developing more facilities to support innovation, and building a team to leverage external resources and pave the way for developing innovative ideas.

- **Problem-based Interdisciplinary Collaboration:** Pursue excellence and relevance by introducing structural supports, leadership, systems, and financial support to maximize opportunities for all members of the University.
- **Access with Excellence:** Minimize barriers for deserving students by increasing aid to meet 100 percent of student financial need, enhancing student recruitment strategies, and expanding access to unique academic opportunities for all students.
- **Culture of Belonging:** Deepen a campus culture where all members of the UM community feel valued and have the opportunity to add value by implementing practical steps to foster belonging within existing initiatives and University groups.

Once implemented, these initiatives will advance the Roadmap to Our New Century. It is important to keep in mind that what you do here at the University matters. Your work, your contributions, your input, and your influence shape the University every single day. Leadership values your feedback and it is vital that you provide your open and honest opinion so that we can work to address your concerns and really transform the way we operate at the University.

Building a global University can only be done with your help. I thank you for your continual effort and commitment toward transforming lives. As always, if you have any questions or concerns, please reach out to me directly.

Sincerely,

Steve
WELCOME OUR NEW HIRES

Michael Cody
Desktop Support Technician

Elizabeth Lara
Data Entry Clerk

CURRENT UMIT JOB OPPORTUNITIES

Transform lives by referring a qualified candidate! We are constantly on the lookout for people who are passionate about what they do. We believe that the people in the best position to recommend a new UMIT employee are those who are already working here. This demonstrates exemplary teamwork and ties back to our DIRECCT Values and Behaviors.

Future UMIT ‘Canes can apply at: miami.edu/careers. Below we have several exciting job opportunities:

- Research Analyst
- Technical Analyst
- Clinical Systems Trainer
- Technical Analyst
- Sr. Systems Analyst
- Programmer, Intermediate
- Sr. PACS Administrator
- Charge Review Representative
- Sr. Systems Analyst
- Sr. Systems Analyst
- Sr. Clinical Systems Analyst
- Sr. Clinical Systems Analyst
- Sr. Clinical Systems Analyst (OR Informatics)
- Sr. Clinical Laboratory Systems Analyst
- IT Project Specialist
- Instructional Designer
- Sr. Database Administrator (Data Modeler Architect)
- Sr. Database Administrator (Database Developer)
- Business Intelligence Administrator (Microsoft)
- Microsoft ETL Developer (SSIS)
- Web Content Developer/Designer
- Sr. Systems Administrator
- Manager, Communications
- Systems Architect
- Asst. VP & Chief Information Security Officer
- Jr. IT Business Analyst
DIVERSITY CALENDAR: NOVEMBER 2016
by Titanya Ramsingh-Pierce

November 2016 (Full Month)
NATIONAL AMERICAN INDIAN HERITAGE MONTH
Celebrates and honors the history and culture of Native Americans in the United States.

November 1
ALL SAINTS’ DAY  •  Western Christian
Commemorates all known and unknown Christian saints. Eastern Christianity observes it on the first Sunday after Pentecost.

November 2
ALL SOULS’ DAY  •  Christian
Commemoration of all faithful Christians who are now dead. In Mexican tradition it is celebrated as *Día de los Muertos* between October 31 and November 2, and is an occasion to remember dead ancestors and celebrate the continuity of life.

November 8
ELECTION DAY
A day set by U.S. law for the election of public officials.

November 9
KRISTALLNACHT
Commemorates the 1938 pogrom against Jews throughout Germany and Vienna.

November 11
VETERANS’ DAY
Honors the U.S. Armed Services and commemorates the war dead.

November 12
BIRTH OF BAHÁ’U’LLÁH  •  Bahá’í
Observance of the anniversary of the birth in 1817 of Bahá’u’lláh, prophet - founder of the Bahá’í Faith, in Núr, Persia.

November 14–20
AMERICAN EDUCATION WEEK
Celebrates public education and honors individuals who are making a difference in ensuring every child in the U.S. receives a quality education.

November 14
GURU NANAK DEV JI’S BIRTHDAY  •  Sikh
A very important holiday in the Sikh faith as Guru Nanak Dev’s was the First Guru of the Sikhs and the Founder of Sikhism. He was born in mid-November; the holiday is celebrated according to the lunar date.

November 16
INTERNATIONAL DAY FOR TOLERANCE
Emphasizes the dangers of intolerance and is a call to action for the advancement of human welfare, freedom and progress everywhere, as well as a day to encourage tolerance, respect, dialogue and cooperation among different cultures and peoples.

November 20
TRANSGENDER DAY OF REMEMBRANCE
Memorializes those who were killed due to anti-transgender hatred or prejudice.

November 24
THANKSGIVING DAY
Following a 19th century tradition, it commemorates the Pilgrims’ harvest feast in the autumn of 1621.

November 26
DAY OF THE COVENANT  •  Bahá’í
Day of the Covenant is a festival observed to commemorate Bahá’u’lláh’s appointment of his son, Abdu’l-Baha, as his successor.

November 27
ADVENT  •  Christian
Advent is a season of spiritual preparation in observance of the birth of Jesus. In Western Christianity, it starts on the fourth Sunday before Christmas. In Eastern Christianity, the season is longer and begins in the middle of November.
Most organizations spend significant time and money developing a sound IT strategy. But if the teams charged with executing that strategy do not have the right knowledge and best practices to advance the supporting initiatives, success may not follow.

Gartner for Technical Professionals provides the in-depth technical research your teams need to deliver outstanding results on the initiatives and projects that support your IT strategy:

- Securing the Big Data and Advanced Analytics Pipeline
- How to Collect, Refine, Utilize and Create Threat Intelligence
- Blockchain: The Dawn of Decentralized Identity
- Architecting Data Protection and Recovery for On-Premises and Cloud-Based Data
- Using OpenStack for Private Cloud
- Decision Point for Deploying Software-Defined Storage
- A Primer for Building Resilience and Security Into Internet of Things Solution Architecture
- Five Developer Use Cases for Application Performance Monitoring Tools

Having trouble logging in? Have questions about Gartner? Please contact Pete Moore, our Gartner Research Assistant, at: pete.moore@gartner.com

Google rebrands: Apps for Work are G Suite, enterprise platform is Google Cloud
Company plans to add smarter collaboration features soon. Visit Website >>

Innovation Hub’s Lesley Solomon: From Hackathon to Health Care
Startups, you need to be unique to pass muster, Brigham & Women’s Solomon says. Visit Website >>

Over a million Galaxy Note 7 phones still on after recalls
The Galaxy Note 7 is dead, and Samsung wants its potentially explosive phones back. But data shows plenty of owners are ignoring the warnings. Visit Website >>

Campus Libraries Write a Tech-Savvy New Chapter
Today’s college libraries are hubs of collaboration, powered by technology-enhanced learning spaces. Visit Website >>

IBM, Google, others to unveil new open interface to take on Intel
Technology giants IBM Corp, Google and seven others have joined hands to launch an open specification that can boost datacenter server performance by up to ten times, to take on Intel Corp. Visit Website >>

Sony develops algorithm based AI music
A future chart-topping song may soon come from an algorithm. Visit Website >>
SECURITY FUN FACTS
by Krista M. Theodore

Infographic: Malicious Advertising

**What is Malvertising?**

Malicious advertising ("malvertising") is a type of online attack wherein malicious code hidden within an online ad infects your computer with malware.

**How Malvertising Works**

- You visit a website. It doesn’t matter if the site is sketchy or legitimate -- the threat lies within the ads on the site.
- Advertisements can come in a variety of shapes and sizes, though usually appear as banners or pop-ups.
- Malvertising utilizes numerous tactics, such as using an iFrame, an invisible box that can secretly navigate to additional web pages.

**Malicious Bidding**

- Cyber criminals are able to utilize malvertising by submitting booby-trapped advertisements to ad networks for a real-time bidding process.
- After the ad wins the bid, it is propagated in real time through various publishers and will only trigger its malicious payload if specific conditions are met.

**Hard to Catch**

- Malicious ads rotate in with normal ads. Therefore, when a user visits an infected site, they might not be attacked.
- Because duplicating the infection is difficult, this can make it very hard for security researchers to study a malvertising attack.

**Protection**

- Using software like pop-up/ad blockers offers some protection against malvertising, but employing anti-exploit software in conjunction with an anti-malware is your best bet.

If you would like learn more about malware and how to protect yourself, please contact UMIT Security at: ciso@miami.edu or visit: security.it.miami.edu. If you feel your device(s) has been compromised, please contact the UMIT Service Desk at: (305) 284-6565 or itsupportcenter@miami.edu.
UMIT IN THE KITCHEN
by Mariano Estrada

Caldo Gallego

Ingredients:
- 1 tbsp. olive oil
- 1 medium size Spanish chorizo sliced (Palacios Brand works best)
- 1 large piece of salt pork cubed
- 1 medium yellow onion diced
- 4 cloves of garlic finely minced
- 1 bay leaf
- 2 cans white beans
- 6 cups water or chicken stock
- 1 turnip diced
- ½ lb. kale leaves chopped
- Salt and pepper, to taste

Directions:
1. In a large pot, add the olive oil, chorizo, and the salted pork, sauté until the salted pork turns golden brown.
2. Add the onions, garlic, and bay leaf and sauté until the onions are translucent.
3. Add in beans and the water/chicken stock liquid, cook over medium heat until the liquids reduce by a quarter about 45 minutes.
4. Add the turnips and cook for another 15-20 minutes on medium heat. Five minutes before serving add in the kale. Add salt and pepper to taste. It is important that the liquid reduces for the flavors to meld and concentrate.
5. Enjoy!

Are you cooking our recipes?
Send in photos of the dishes you’ve made with UMIT in the Kitchen recipes, and we will showcase your works of (kitchen) art in upcoming UMIT newsletters!
Send your photos to: umitnewsletter@miami.edu

SOP SPOTLIGHT

New section! In efforts to keep UMITers informed, we will periodically share new and updated IT standard operating procedures (SOPs) in our new SOP Spotlight section:

• New SOP: Data Center Visitor Access Procedure

View all IT policies and SOPs at: it.miami.edu/policies
Kudos: Damian Cardoso and Jose Lages

“I would like to recognize two employees from my team, Damian Cardoso and Jose Lages, for the hard work in getting their certifications in the Epic applications. Damian Cardoso recently completed his Epic Client Systems Administrator BLOB, Business Continuity Access, and Printing Certification (ECSA 102). Earlier this year, he also received his Epic Client Systems Administrator Hyperspace Certification (ECSA 101). Jose Lages recently completed his Epic Client Systems Administrator BLOB, Business Continuity Access, and Printing Certification (ECSA 102). The process for Epic certification requires traveling to Verona, Wisconsin for several days of training, followed by multiple exams and projects before certification is awarded. This requires considerable effort in addition to the normal workload of maintaining the UChart systems which utilize the Epic Systems’ electronic health records software. Both Jose and Damian are continuing to prepare for additional certifications of Epic applications. By expanding their knowledge and completing their certifications in the various Epic applications which they support, Jose and Damian are ensuring that they will be providing the best support and service to our customers and ultimately to our patients.”

- Dorian Hasimi, Sr. Manager, Shared Application Services

Kudos: Charles Boisvert

“I would like to recognize Charles Boisvert for his dedication and timely work delivery at our UHealth Plantation location. He has about six different departments he is providing support to at our satellite. He is very courteous, well organized individual. Charles is very self-motivated, independent staff member. It is a pleasure having Charles a part of our team at Plantation Satellite.”

- Hermine Seide, Manager of Ophthalmic Clinical Services at Plantation Bascom Palmer Eye Institute

Kudos: Stacy Ramos

“It is with immense pleasure that I take this time to commend one of your employees, Stacy Ramos, for an exceptional service provided. I had submitted a work order for a phone service and this representative helped me tremendously with my request and she also educated me in the process. She was very understanding, really thorough, extremely patient, and highly professional. This employee sets a great standard for your entire team, and this also reflects positively on her leadership and that of her supervisors. Employees such as Ms. Ramos should never go unnoticed. Thank you for all the work she and the UMIT body do!”

- Gaina O. Mortel, Administrative Assistant, Department of Medicine, Division of Infectious Diseases

Stay Updated: New and Improved Features for Office 365

Learn more about Microsoft Office 365 features that are being added this year, and get links to additional content to help you take advantage of these improvements and additions. Visit miami.edu/office365news for updates!
ANNOUNCEMENTS & MILESTONES

Kudos: UMIT Website’s Multi-Factor Authentication Information

“I just want to say that your website with information regarding Duo Multi-Factor Authentication is excellent. I have had a number of questions, all of which I found the answer to on your site. Several weeks ago, I was traveling where I knew there would be no cell service, and I found the information about using the passcode. Today, I had to replace my phone and again found instructions on how to activate the Duo Mobile app on my new device. I just wanted to say thank you and commend you for thinking of everything!”

- Catherine Turner, Lecturer, School of Nursing & Health Studies

Kudos: Krista M. Theodore

“I want to recognize Security Engineer Krista M. Theodore from UMIT’s Information Security Office. Krista’s energy and passion for the University of Miami and her role in security is infectious (no pun intended). Krista embodies the University of Miami’s DIRECCT values. Her diverse knowledge, integrity, and sense of responsibility for the electronic safety of others drives her to excellence. She is compassionate, creative, and her sense of teamwork in exemplary. Specifically, I witnessed her exceptional knowledge of all things IT security related at the RSMAS and Medical campus during the Benefits Fair. She made me want to be more responsible for my IT security. Krista captured and kept the attention of everyone that had questions or needed clarification about Multi-Factor Authentication, as well as several other IT security questions. To put it simply, what I experienced is that Krista is awesome! I’m beyond proud that she is on our UMIT team.”

- Yanatha Desouvre, Trainer, ERP Change Management

UMIT: Give to United Way

Did you know that every unrestricted dollar you give to the United Way is worth $2.51 of help to the community? Take a quick look at how far your contribution can really go: Click here to learn more about United Way
Reminder: UMIT Recognition Buttons

The Goals:
To recognize employees who exhibit UMIT core values, and to create a culture where personal gratitude is expressed.

The Idea:
Recognition from anyone to anyone

How It Works:
Get buttons from one of these people...

Maggie Ortiz:
1050 Gables One Tower
Coral Gables Campus

Lourdes Naya:
150 Dominion Parking Garage
Medical Campus

Tania Rodriguez:
148 Ungar
Coral Gables Campus

We will not be tracking who gets buttons. Receive a button. Pass it on.
Have questions? Contact UMIT Communications: itcomms@miami.edu
CONTRIBUTE TO OUR NEWSLETTER

**Staff Photos:**
Demonstrate the spirit of the UMIT department! Share photos from a staff event, a team snapshot, etc. These are usually included in the “UMIT Announcements & Milestones” section, but we also select a staff submission for the cover of the newsletter each month!

**UMIT Personal Milestones:**
Do you have any recent personal milestones you'd like to share with UMIT? Marriages, engagements, births, graduations, etc. If so, provide a quick summary of the milestone, and/or photos.

**UMIT in the Community:**
Are you involved in community service, or community activities? If so, provide a quick summary, and/or submit photos.

**UMIT Kudos:**
Would you like to recognize team members, an individual, colleagues, or staff for a job well done on a project, implementation, or anything else? Send a quick note of recognition, and/or photos.

**UMIT in the Kitchen:**
UMITers sure do love to cook! Share your favorite dishes with us. Please submit your personal recipes with photos.

EMAIL YOUR CONTRIBUTIONS TO UMITNEWSLETTER @MIAMI.EDU