

2017 UBC Workplace Experiences Survey



2017 WES report for
**Faculty of Land & Food
Systems**
Vancouver Campus
Faculty responses

February 2018



2017 WES Report

Faculty of Land & Food Systems

The UBC Workplace Experiences Survey (WES) was run from November 1 to 21, 2017. Over 6,000 faculty and staff participated in the survey, and shared feedback on their experiences of UBC as a workplace. The survey findings can be used to help shape strategic planning and initiatives at both UBC-wide and at the unit levels.

This is a report of the faculty responses received for *Faculty of Land & Food Systems*. The report contains 14 survey dimensions: academic excellence, faculty support, faculty tenure & promotion, collaboration, communications, health & wellbeing, immediate unit head/manager, inclusion & respect, innovation, professional growth, student focus, UBC's senior leadership, work environment, and work/life integration.

Key Drivers:

The 2017 WES results show that the key drivers of engagement for faculty overall are:

1. Professional Growth
2. UBC's Senior Leadership
3. Student Focus

Please note:

Each organization is different and your survey results should be used as a guide for further investigation. Generally, a % Favourable of 70 or above is considered good, a % Favourable in the 60s is acceptable, and a % Favourable lower than 60 would indicate the need to investigate further.

Note: Differences that are statistically meaningful for this group are highlighted in green (positive) and red (negative).

Note: %unfavourable, %neutral, and %favourable scores are rounded to the nearest whole number, and may add up to 99% or 101%.

UBC Faculty Overall 2017: refers to UBC's overall faculty % Favourable score.

+/- Faculty Overall: refers to your portfolio's % Favourable score that is above or below UBC faculty's % Favourable for that attribute.

% Unfavourable: represents the respondents who chose "Very Dissatisfied/Dissatisfied" or "Strongly Disagree/Disagree".

% Neutral: represents the respondents who chose "Neither Agree nor Disagree" or "Neutral".

% Favourable: represents the respondents who chose "Very Satisfied/Satisfied" or "Strongly Agree/Agree".

Your sample size: 37

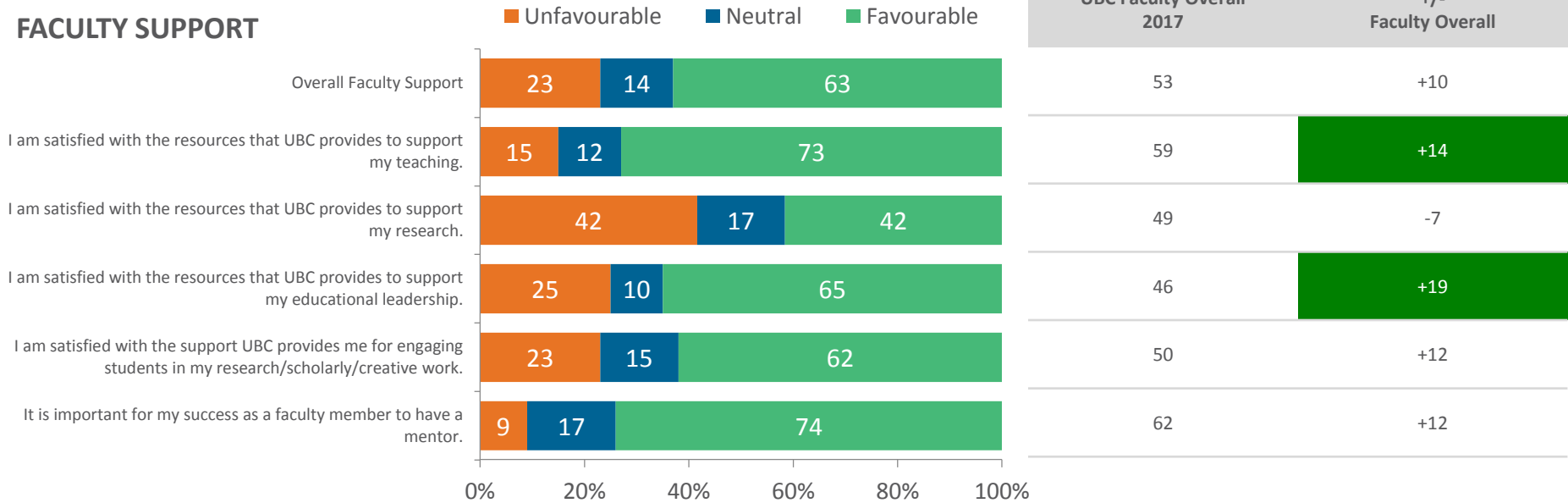
Your response rate*: 48%

* Response rates are calculated by dividing the number of completed surveys by the headcount (as of October 26, 2017). Response rates may be higher than 100% because we rely on people to correctly identify their department and position (i.e. staff or faculty) so that we can preserve respondent anonymity. In addition, because the WES runs over a three-week period, there may be fluctuations in headcount during this window (e.g. due to new hires).

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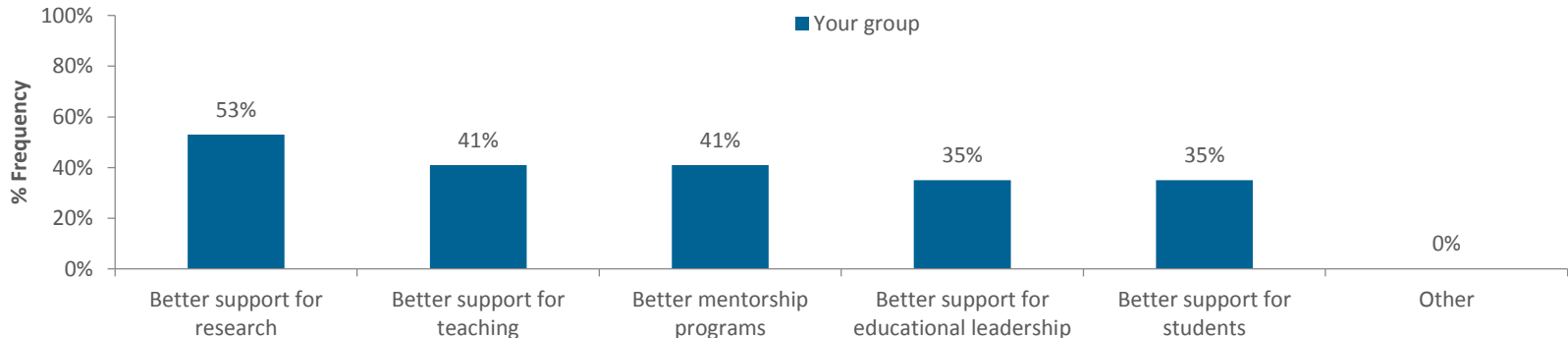
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FACULTY SUPPORT



How could UBC improve Faculty Support?

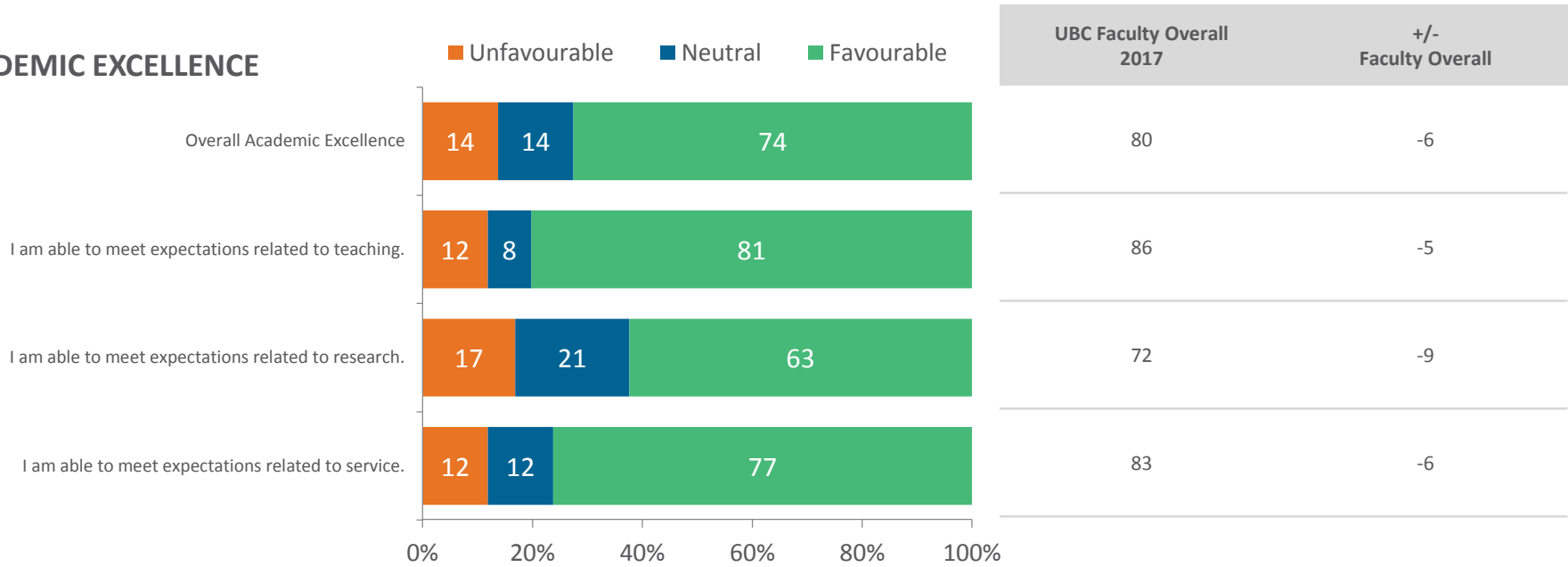
17 respondents selected a theme for this comment



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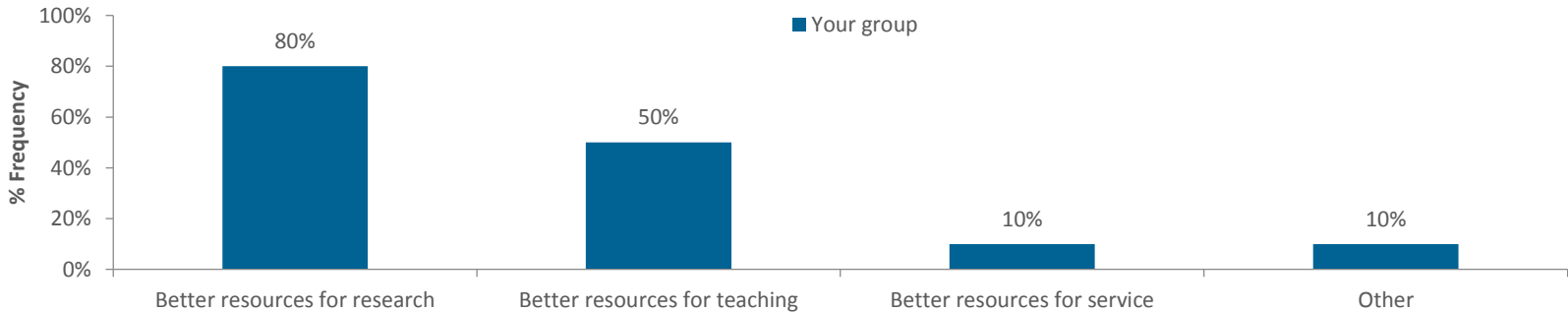
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ACADEMIC EXCELLENCE



How could UBC improve Academic Excellence?

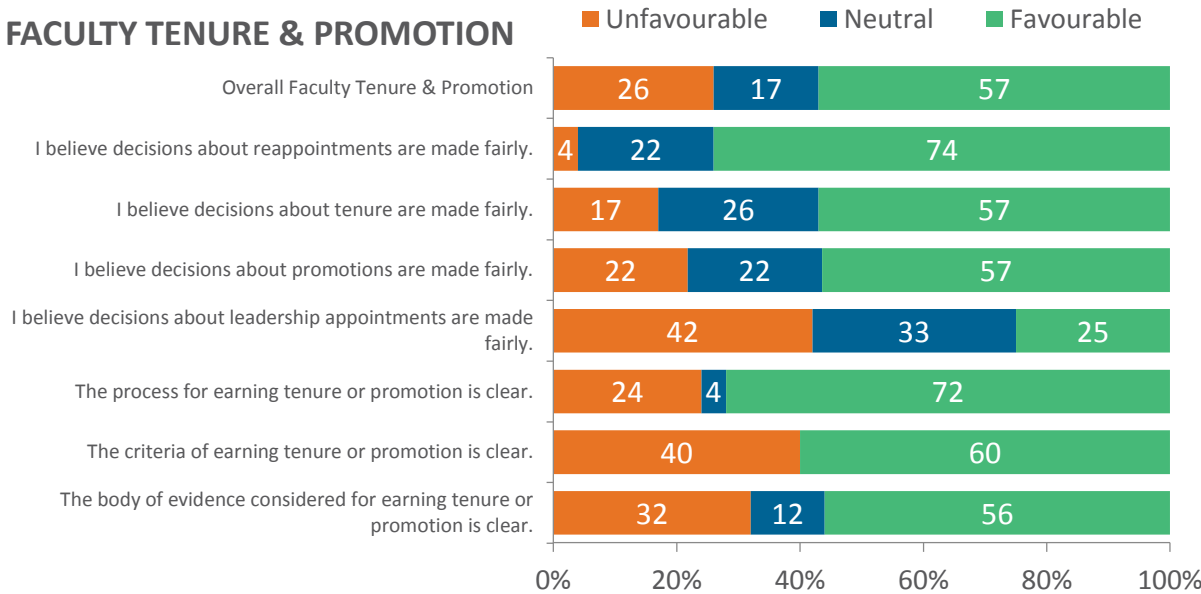
10 respondents selected a theme for this comment



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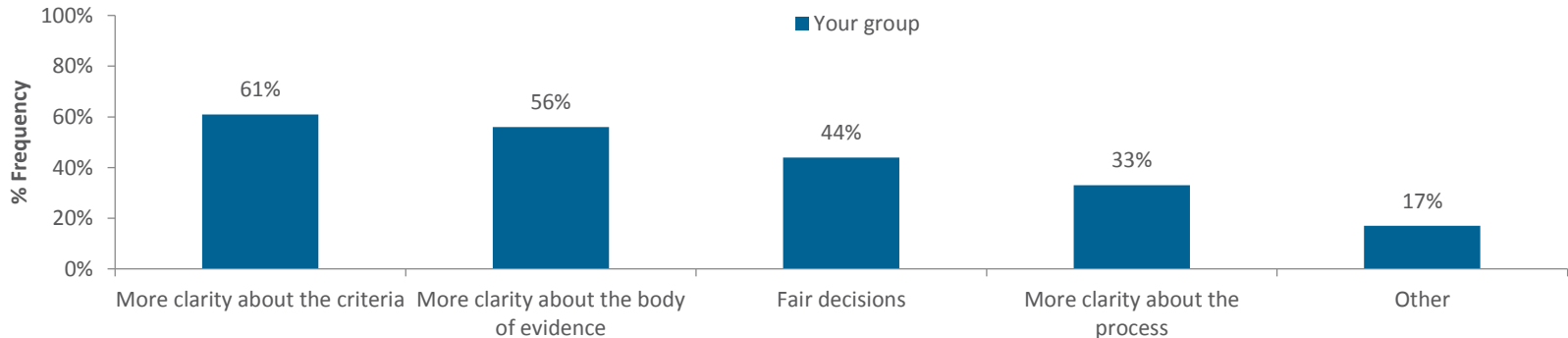
FACULTY TENURE & PROMOTION



UBC Faculty Overall 2017	+/- Faculty Overall
63	-6
77	-3
73	-16
65	-8
46	-21
70	+2
56	+4
55	+1

How could UBC improve Faculty Tenure & Promotion?

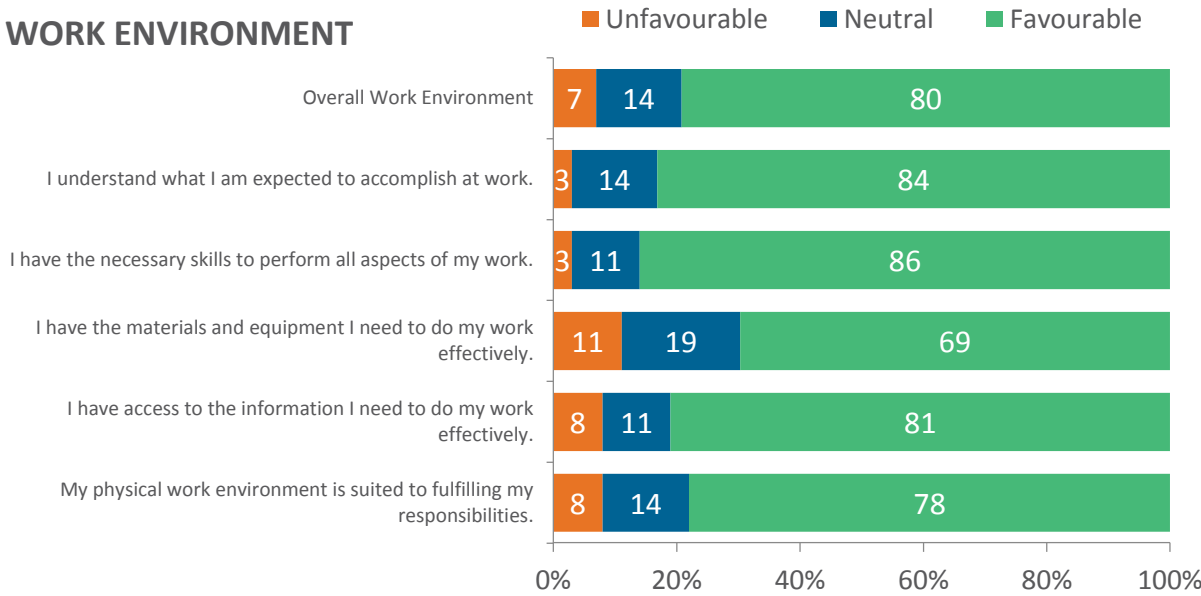
18 respondents selected a theme for this comment



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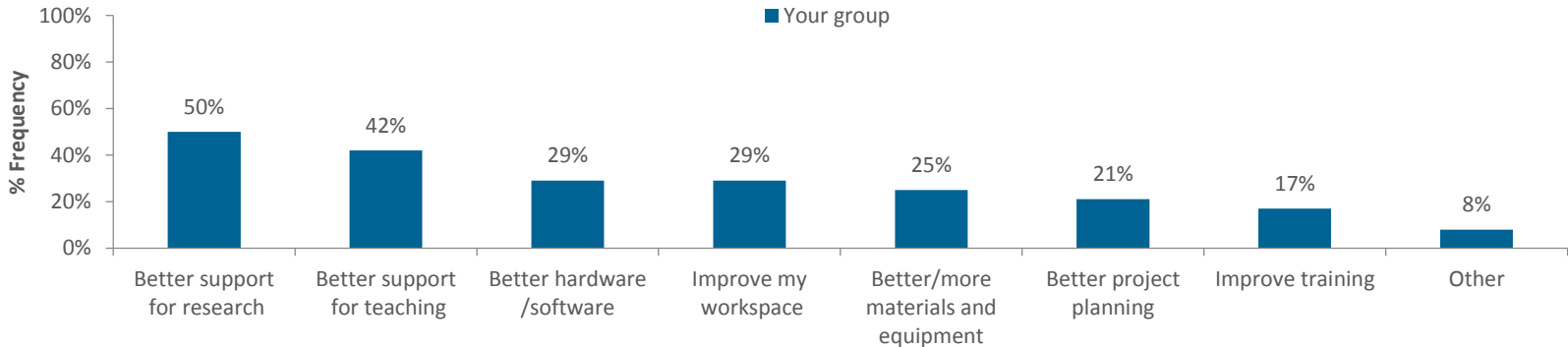
WORK ENVIRONMENT



UBC Faculty Overall 2017	+/- Faculty Overall
77	+3
86	-2
91	-5
65	+4
75	+6
67	+11

How could UBC improve your work environment?

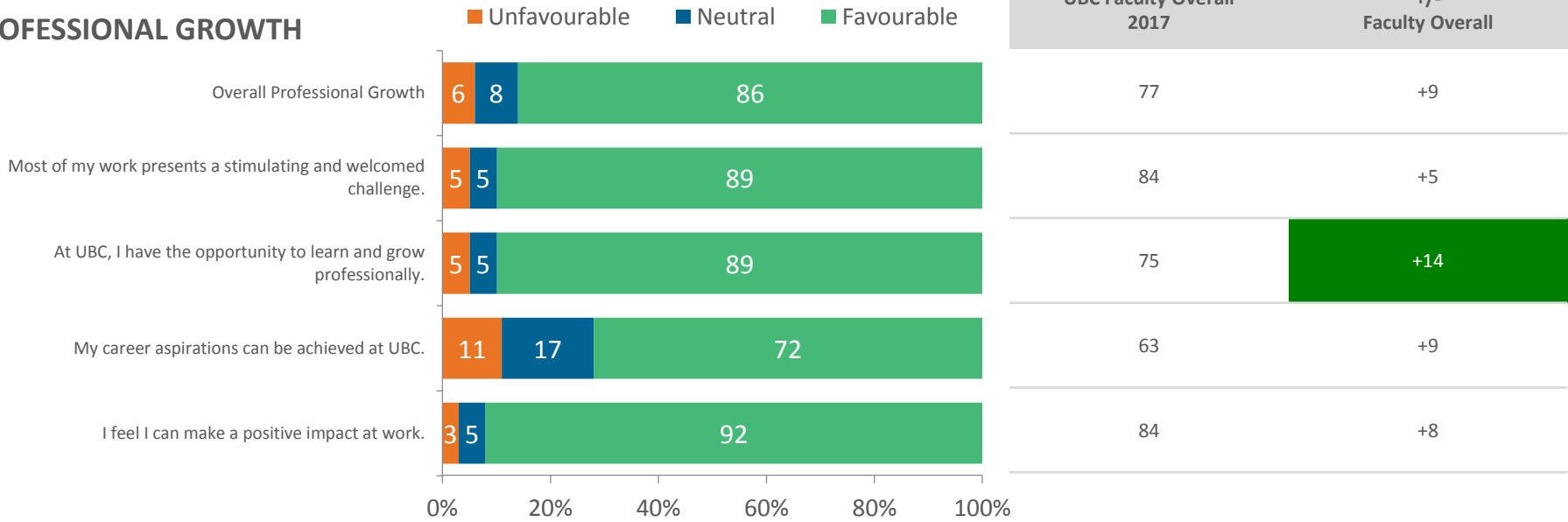
24 respondents selected a theme for this comment



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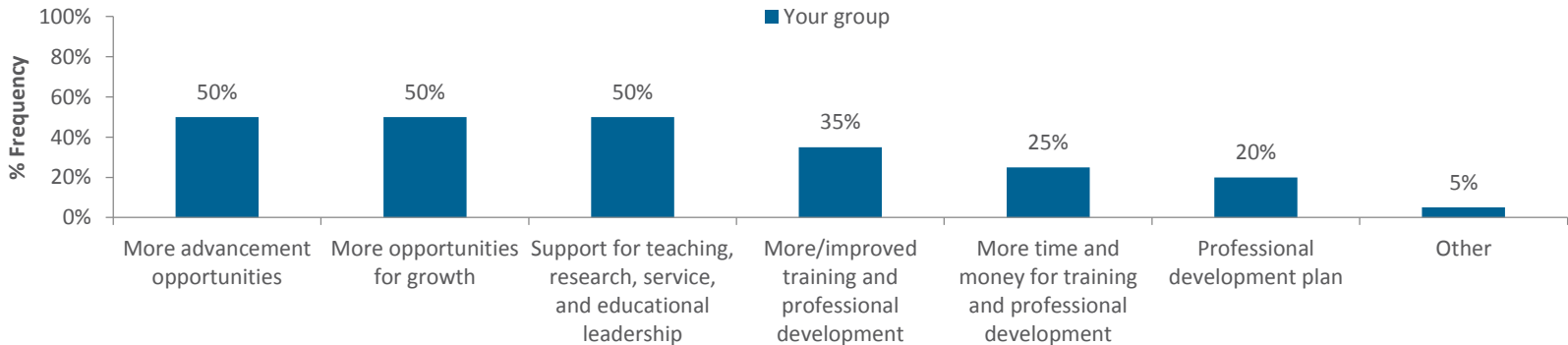
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PROFESSIONAL GROWTH



How could UBC improve professional growth opportunities?

20 respondents selected a theme for this comment



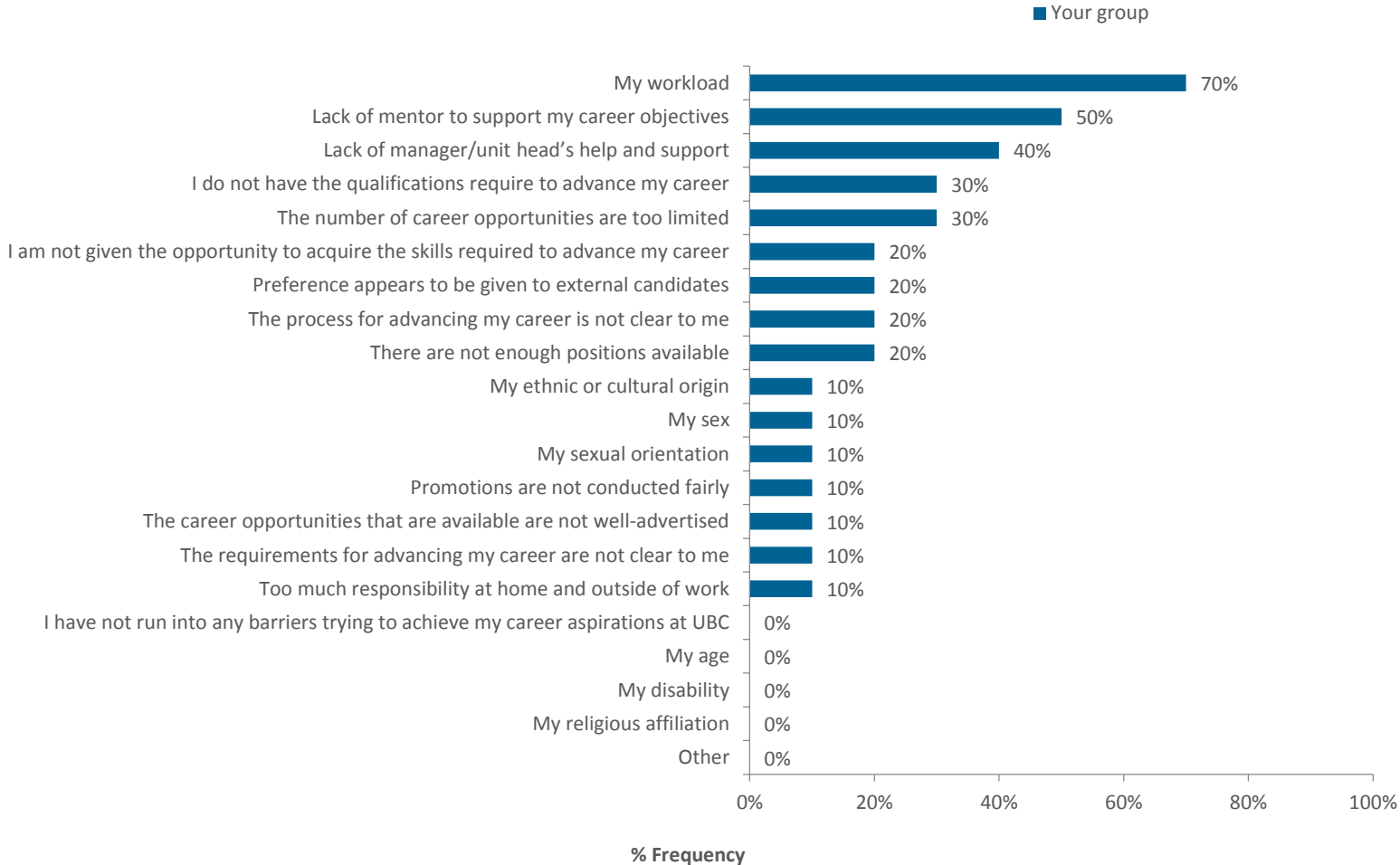
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PROFESSIONAL GROWTH

Which of the following issues are barriers to you in achieving your career aspirations at UBC?

10 respondents selected a theme for this comment

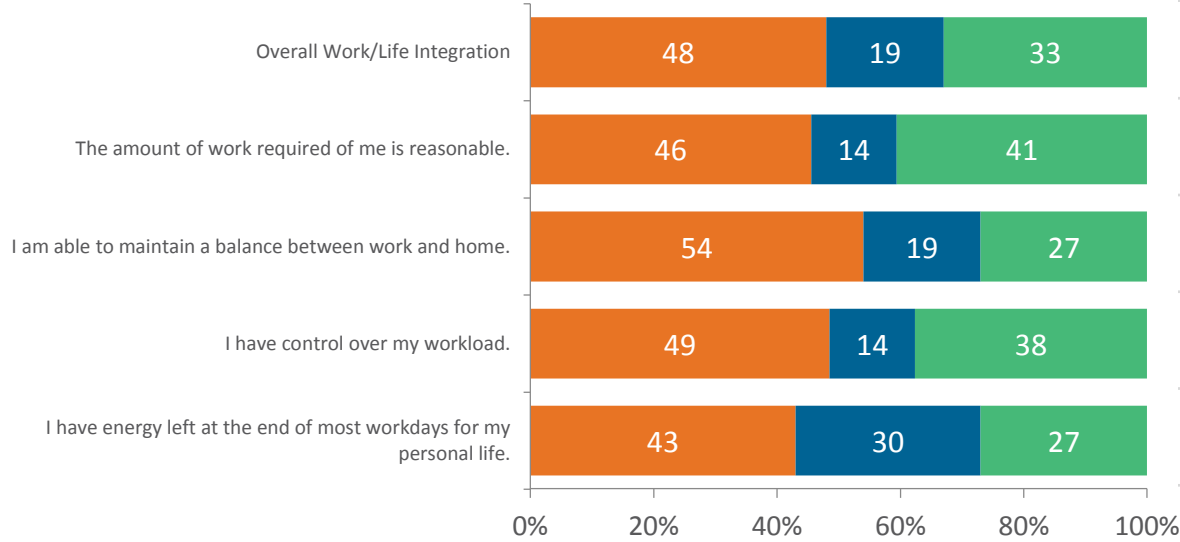


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WORK/LIFE INTEGRATION

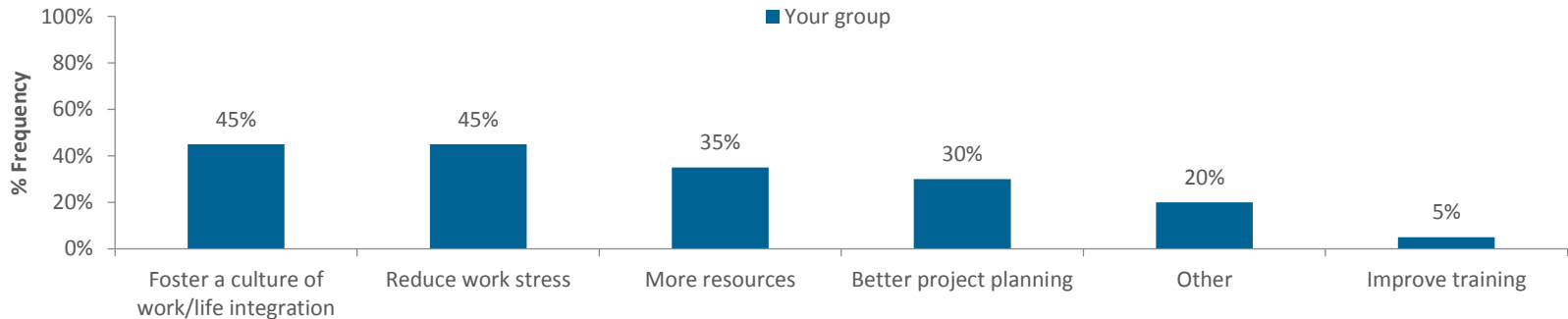
Unfavourable Neutral Favourable



UBC Faculty Overall 2017	+/- Faculty Overall
42	-9
50	-9
43	-16
42	-4
34	-7

How could UBC better support your work/life integration?

20 respondents selected a theme for this comment



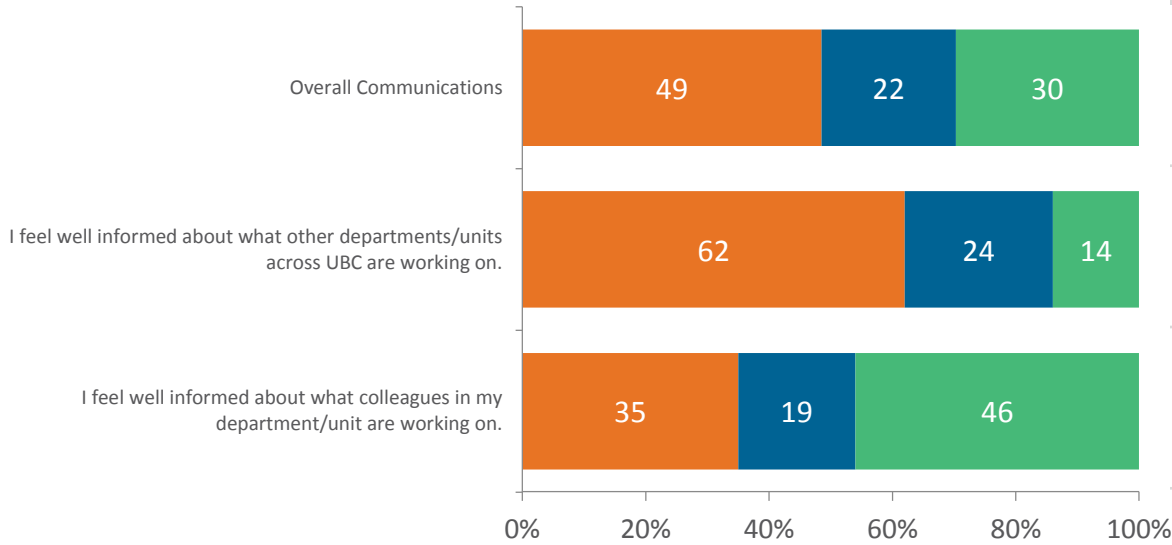
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COMMUNICATIONS

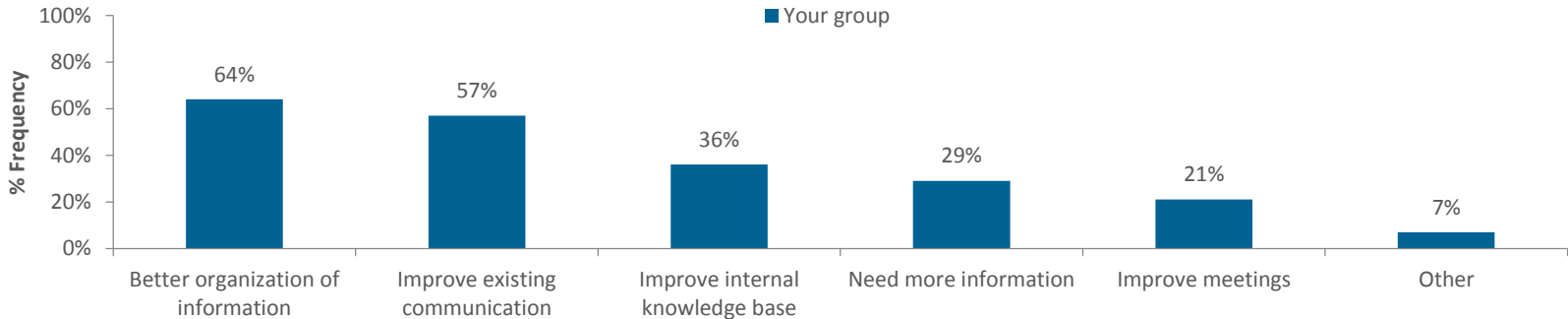
Unfavourable Neutral Favourable

	UBC Faculty Overall 2017	+/- Faculty Overall
Overall Communications	31	-1
I feel well informed about what other departments/units across UBC are working on.	18	-4
I feel well informed about what colleagues in my department/unit are working on.	43	+3



How could communication be improved at UBC?

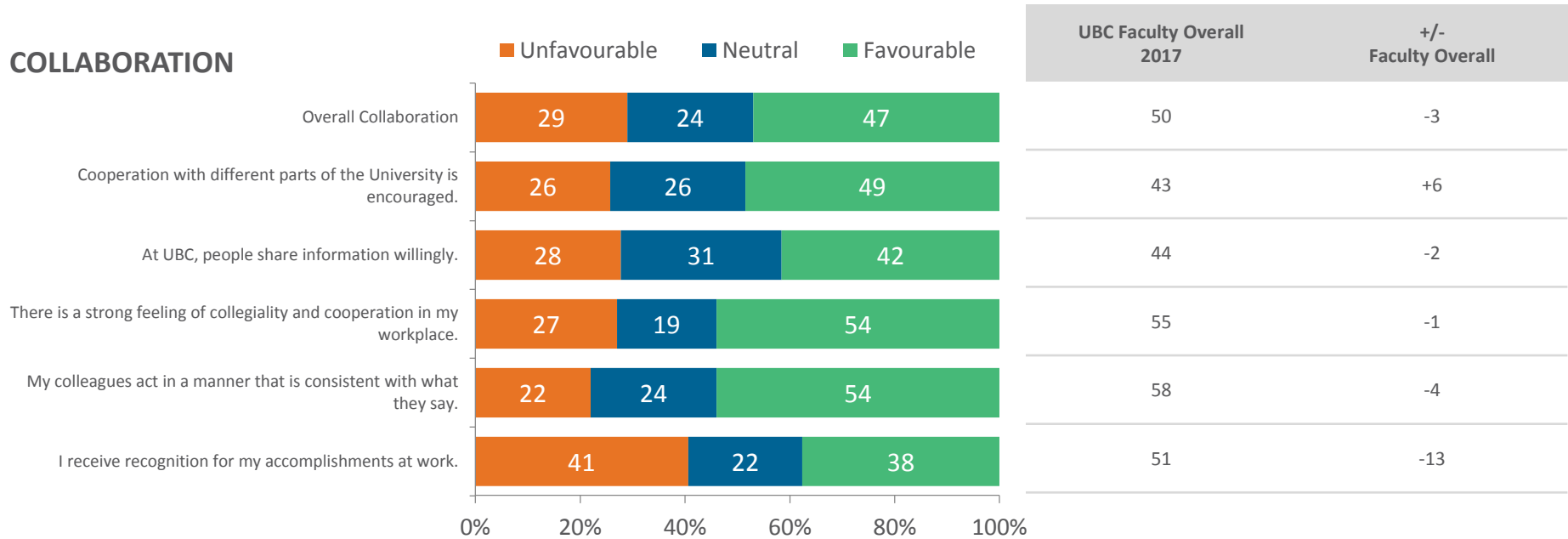
14 respondents selected a theme for this comment



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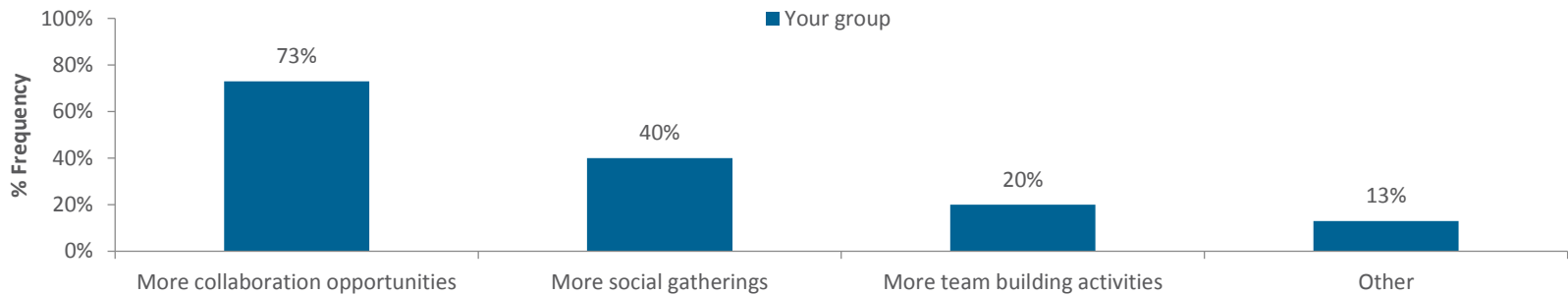
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COLLABORATION



How could UBC improve collaboration?

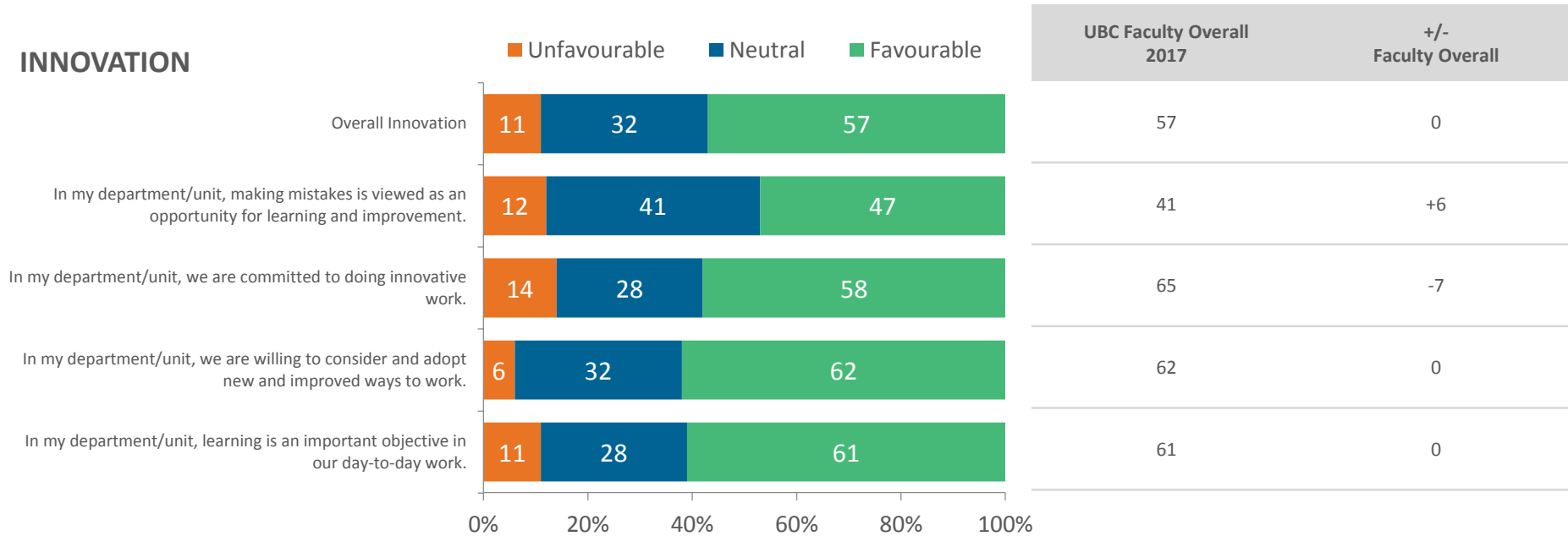
15 respondents selected a theme for this comment



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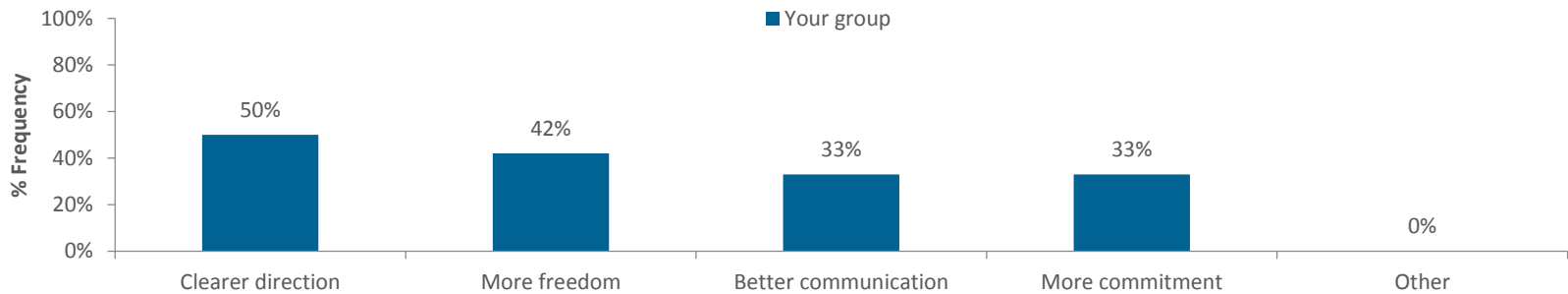
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INNOVATION



How could UBC improve innovation?

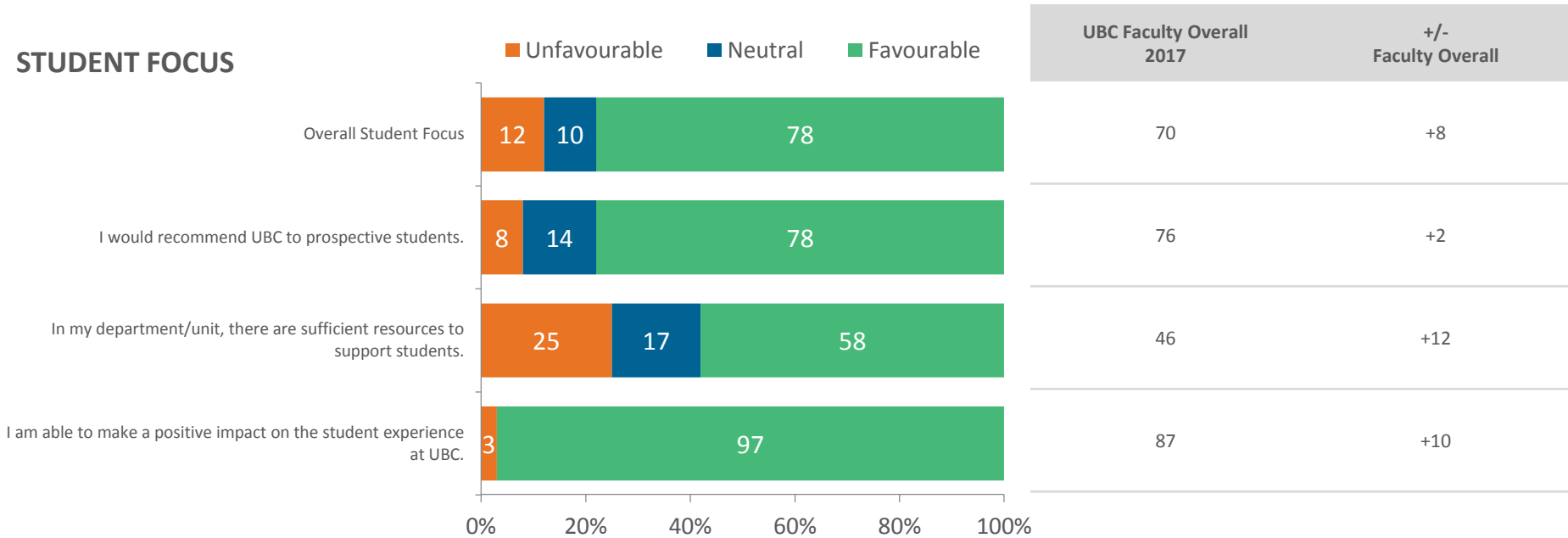
12 respondents selected a theme for this comment



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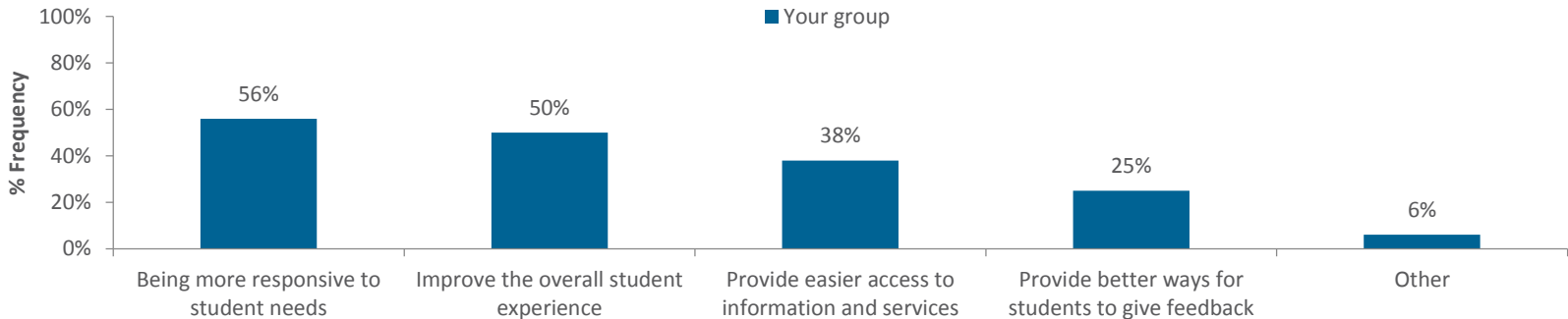
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STUDENT FOCUS



How could UBC improve its focus on students?

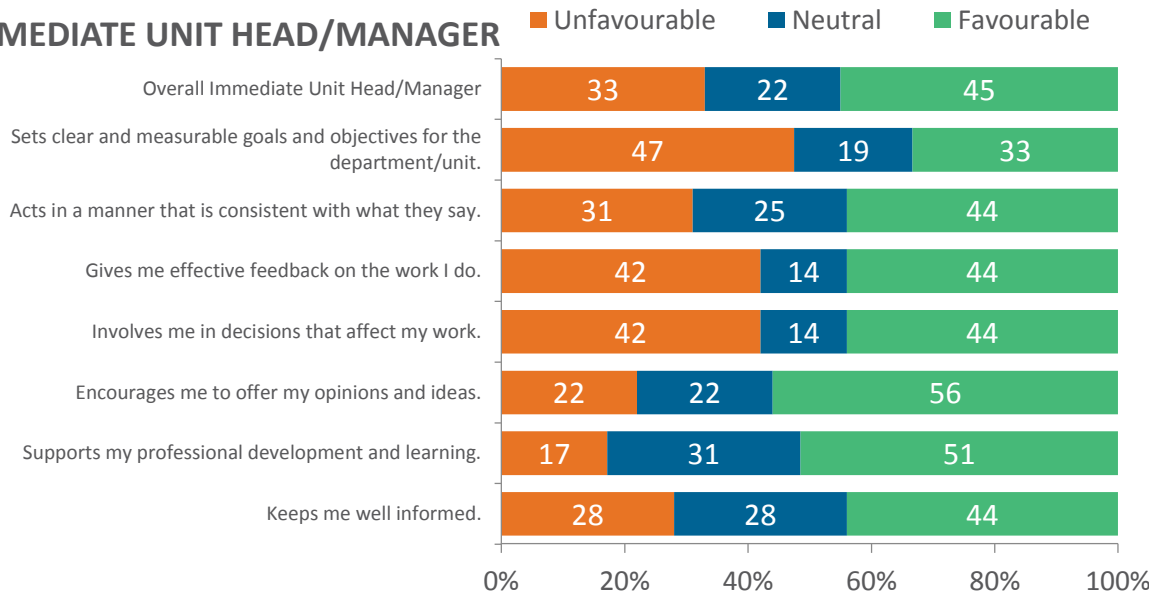
16 respondents selected a theme for this comment



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Faculty of Land & Food Systems

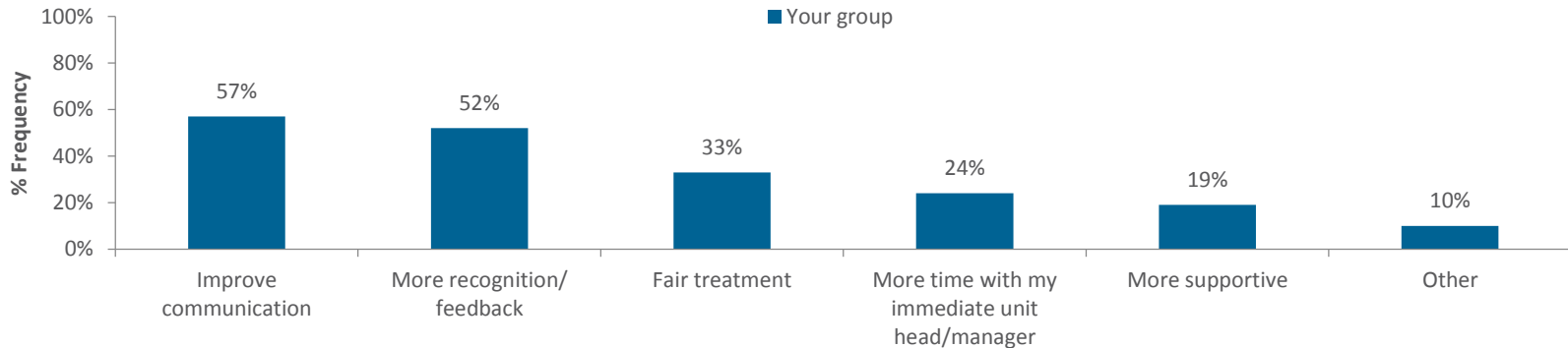
IMMEDIATE UNIT HEAD/MANAGER



UBC Faculty Overall 2017	+/- Faculty Overall
63	-18
57	-24
69	-25
54	-10
64	-20
72	-16
66	-15
60	-16

How could you and your immediate unit head/manager improve your work relationship?

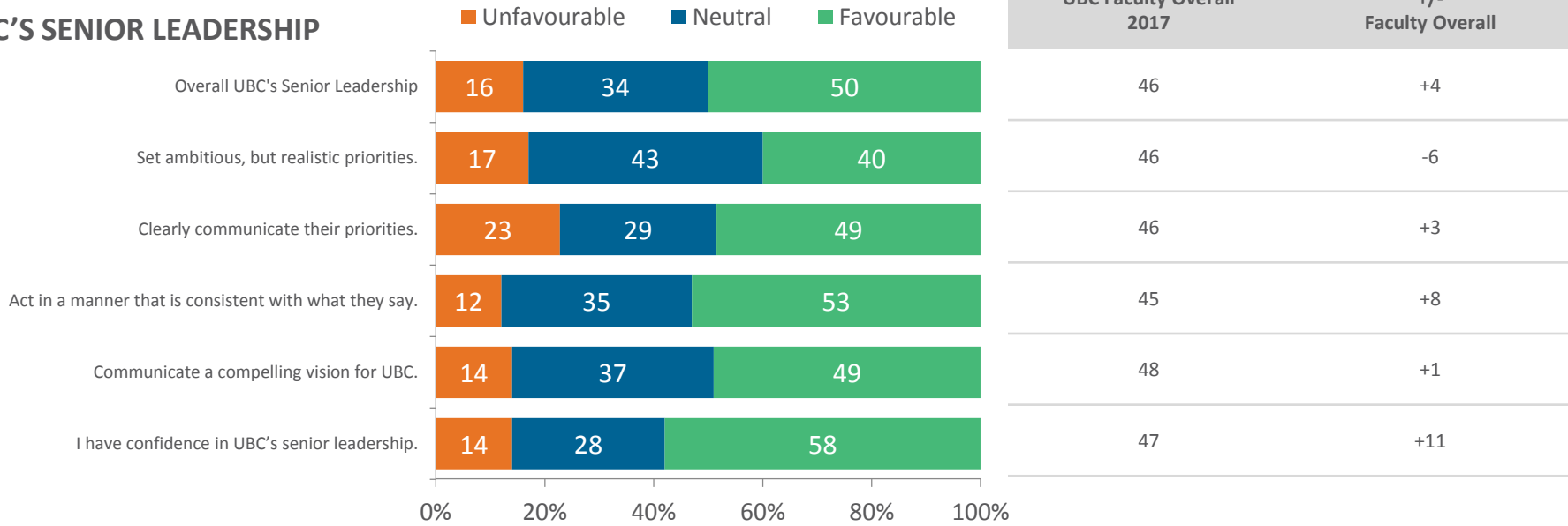
21 respondents selected a theme for this comment



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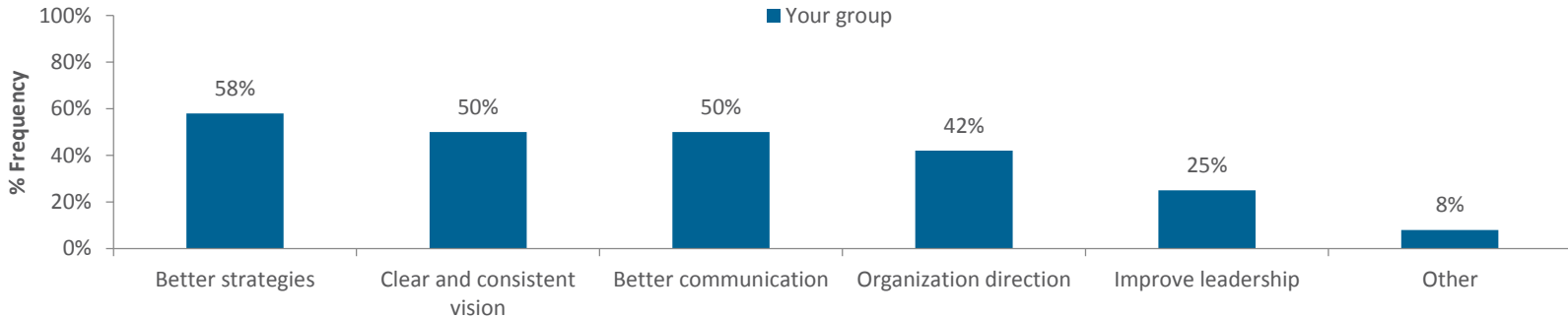
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UBC'S SENIOR LEADERSHIP



How could UBC improve its senior leadership?

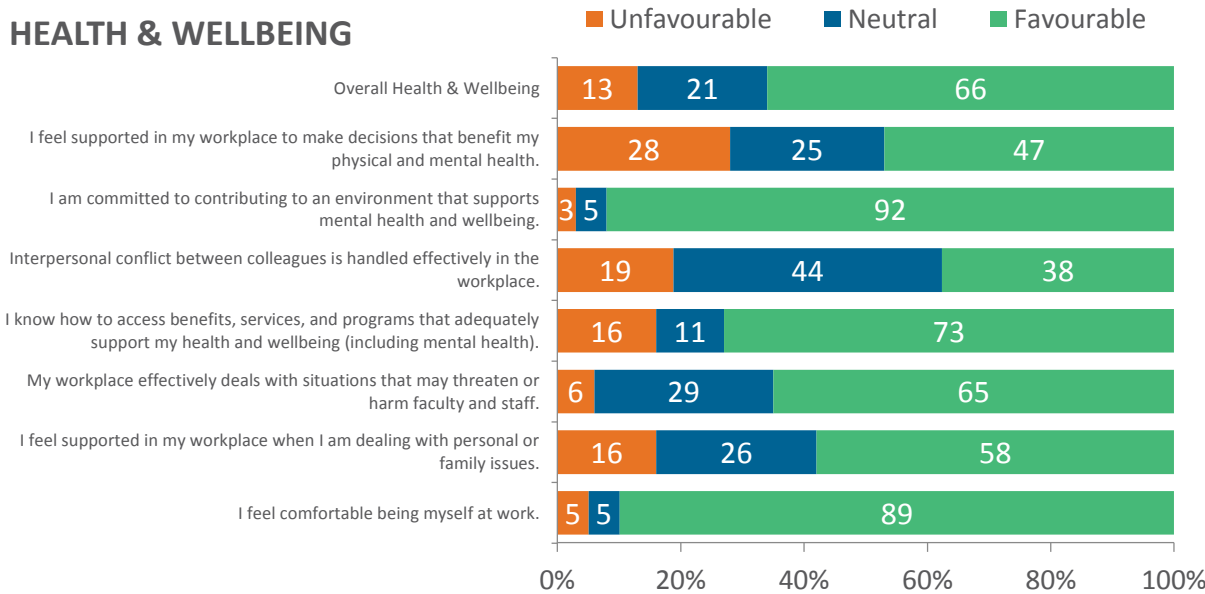
12 respondents selected a theme for this comment



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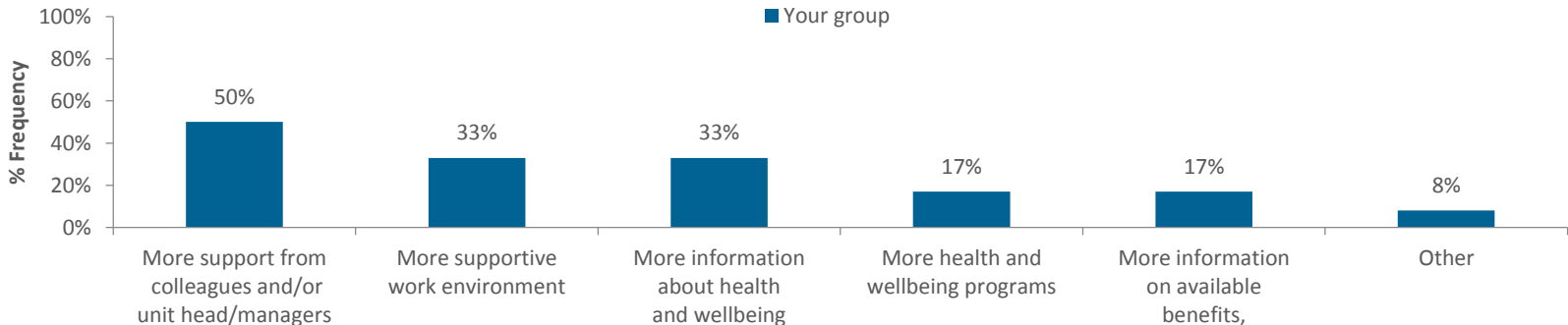
HEALTH & WELLBEING



UBC Faculty Overall 2017	+/- Faculty Overall
62	+4
49	-2
90	+2
37	+1
69	+4
54	+11
62	-4
75	+14

How could UBC improve its focus on health and wellbeing (including mental health)?

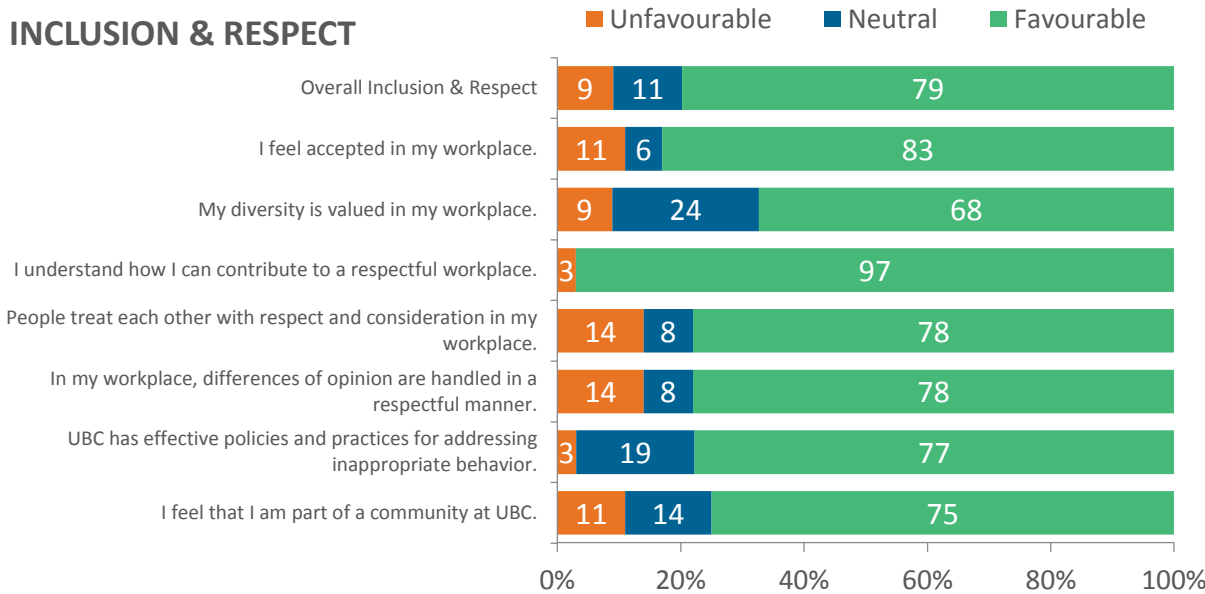
12 respondents selected a theme for this comment



2017 WES Report

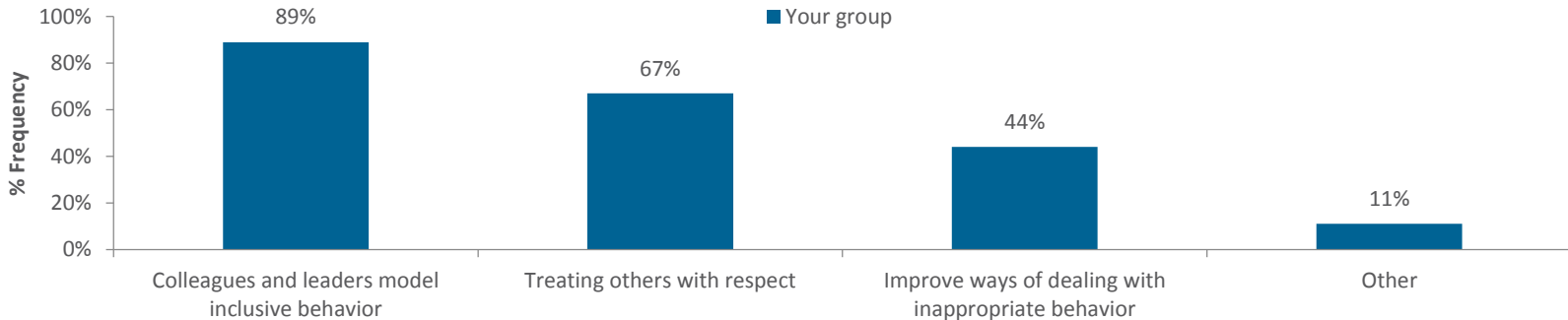
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INCLUSION & RESPECT



UBC Faculty Overall 2017	+/- Faculty Overall
70	+9
79	+4
65	+3
91	+6
71	+7
66	+12
55	+22
61	+14

How could inclusion and respect be improved at UBC?

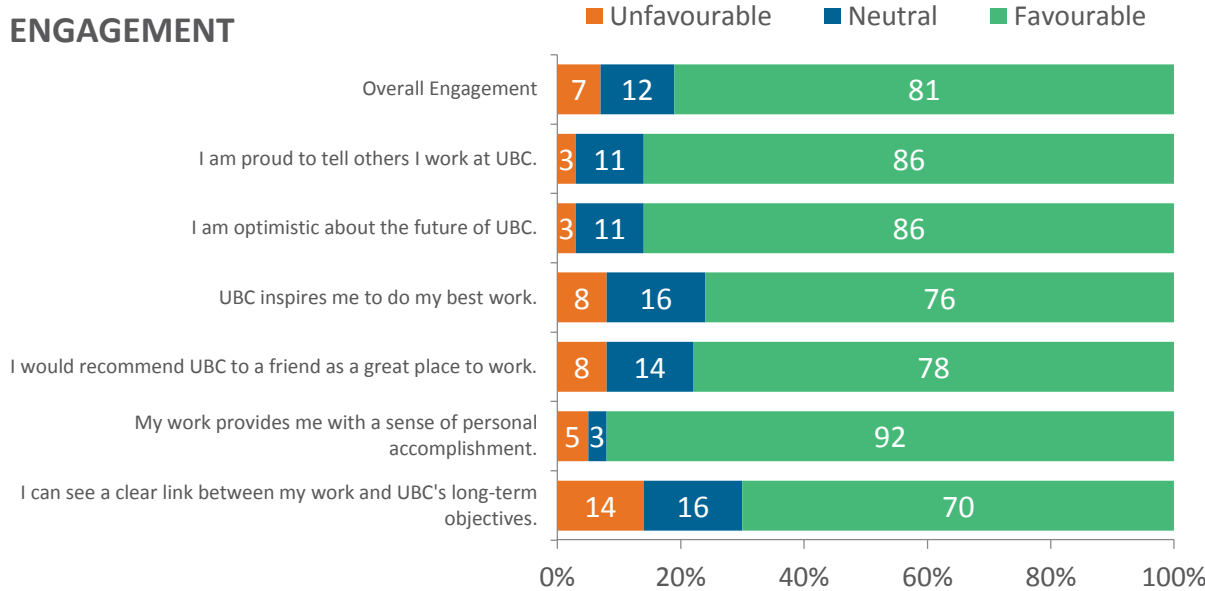


9 respondents selected a theme for this comment

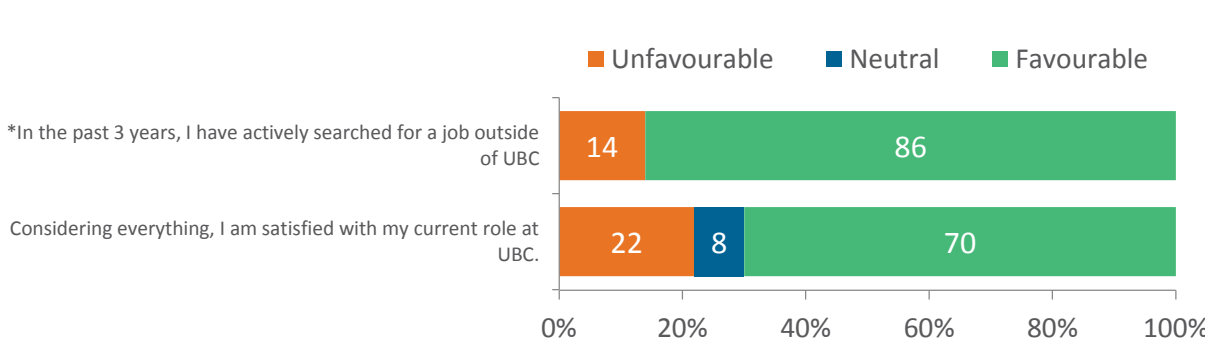
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ENGAGEMENT



UBC Faculty Overall 2017	+/- Faculty Overall
66	+15
79	+7
67	+19
59	+17
58	+20
82	+10
51	+19



UBC Faculty Overall 2017	+/- Faculty Overall
65	+21
66	+4

* A Favourable score represents 'No'

Next Steps

How to work with your report

After reviewing your report, we recommend sharing it with faculty in your portfolio. You may wish to do so at a regular Department meeting. We encourage you to use this report as a conversation starter. Some possible questions to ask:

- What stands out for you? Why?
- What are the areas to celebrate? How could we do this?
- What do you see as the top area to improve?
- What areas do you think we should we explore in more depth?
- How do our results compare to the UBC overall results, and what's your thinking on the similarities and differences?
- If we could move the dial in one area by next year, what would it be?

Once you have reviewed and discussed your results, we recommend selecting and focusing on one to three areas of opportunity.

For more information, including previous WES reports, visit <http://www.ubc.ca/wes>. If you have questions or would like support working with your results, please contact workplace.surveys@ubc.ca, or your HR Advisor.



Thank you! Questions...

workplace.surveys@ubc.ca