

# UBC Workplace Experiences Survey

2021 WES report for:

**Applied Biology Program | Associate Dean Academic  
Portfolio | Faculty of Land and Food Systems (Maja  
Krzic)**

Faculty responses

**SURVEY PERIOD: NOVEMBER 2021**



THE UNIVERSITY OF BRITISH COLUMBIA



# 2021 WES REPORT:

The UBC Workplace Experiences Survey (WES) was run from November 1 to 19, 2021. 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.

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.

The 2021 WES results show that the key drivers of engagement for faculty overall are:

1. Professional Growth
2. Inclusion & Respect
3. Student Focus

## Reading your report

Each portfolio/unit is different and your survey results should be used as a conversation starter.

- **% Unfavourable:** represents the respondents who chose "Strongly Disagree/Disagree".
- **% Neutral:** represents the respondents who chose "Neither Agree nor Disagree".
- **% Favourable:** represents the respondents who chose "Strongly Agree/Agree".

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

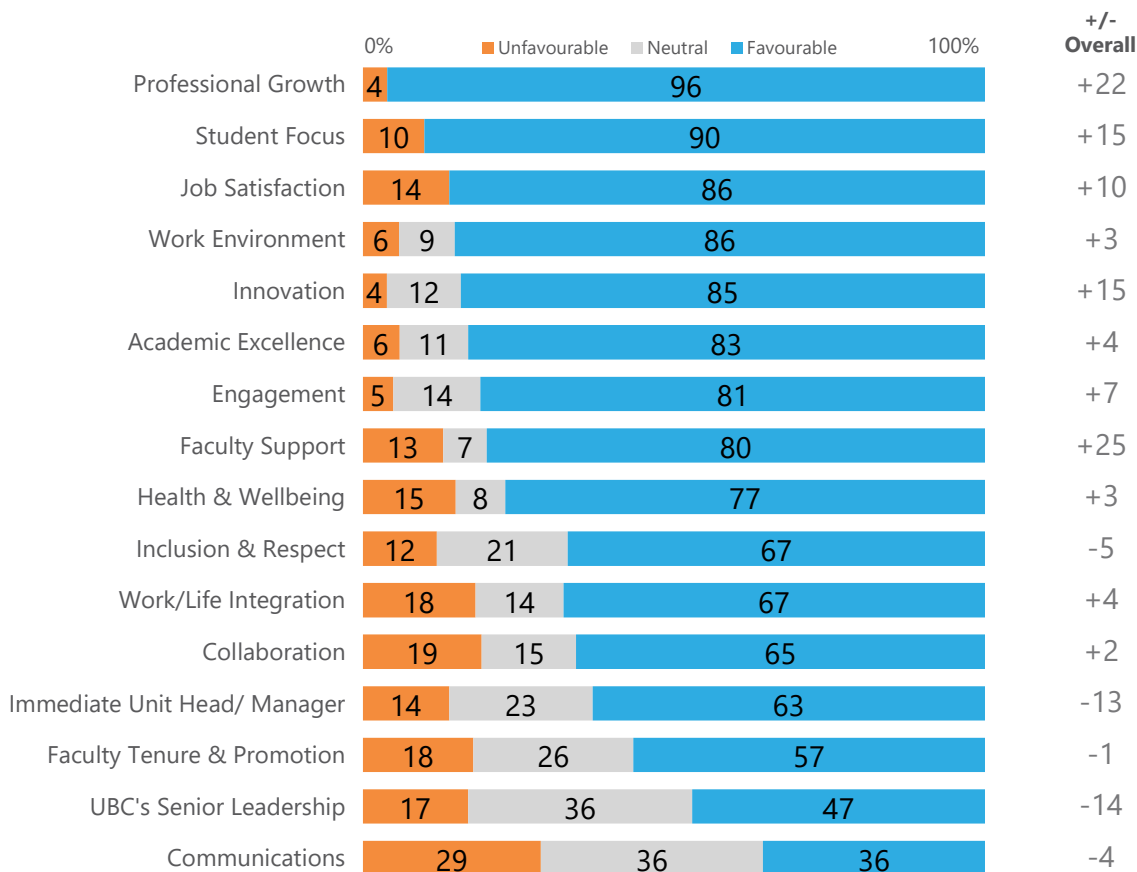
- **+/- Overall:** refers to your portfolio's % Favourable score that is above (+) or below (-) UBC's overall % Favourable for that attribute.

**Your sample size: 7**

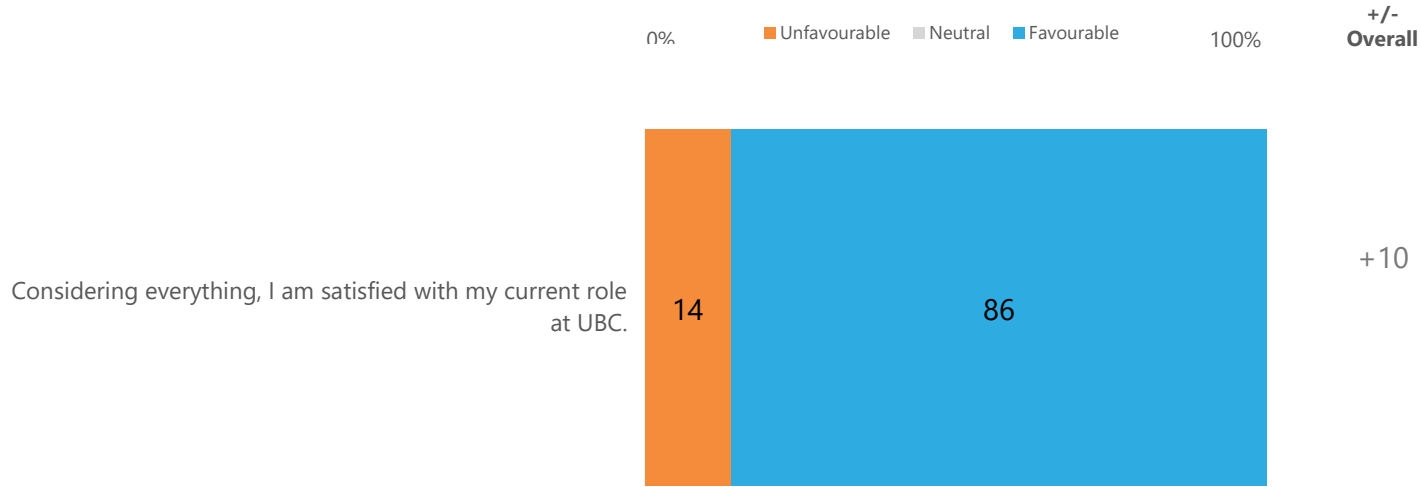
**Your response rate\*: 16%**

\* Response rates are calculated by dividing the number of completed surveys by the headcount (as of October 15, 2021).

# Overall Dimension Scores

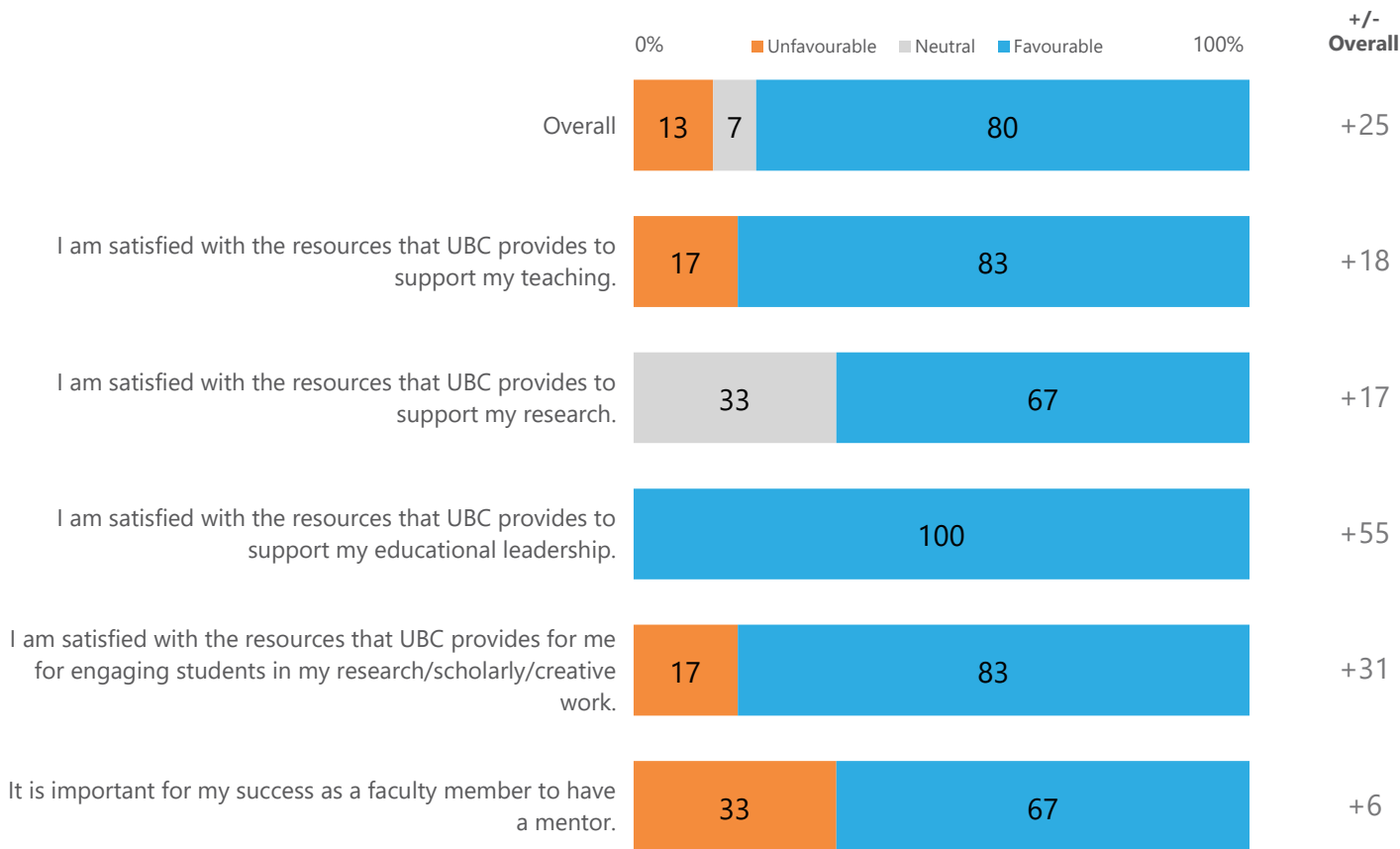


# Job Satisfaction



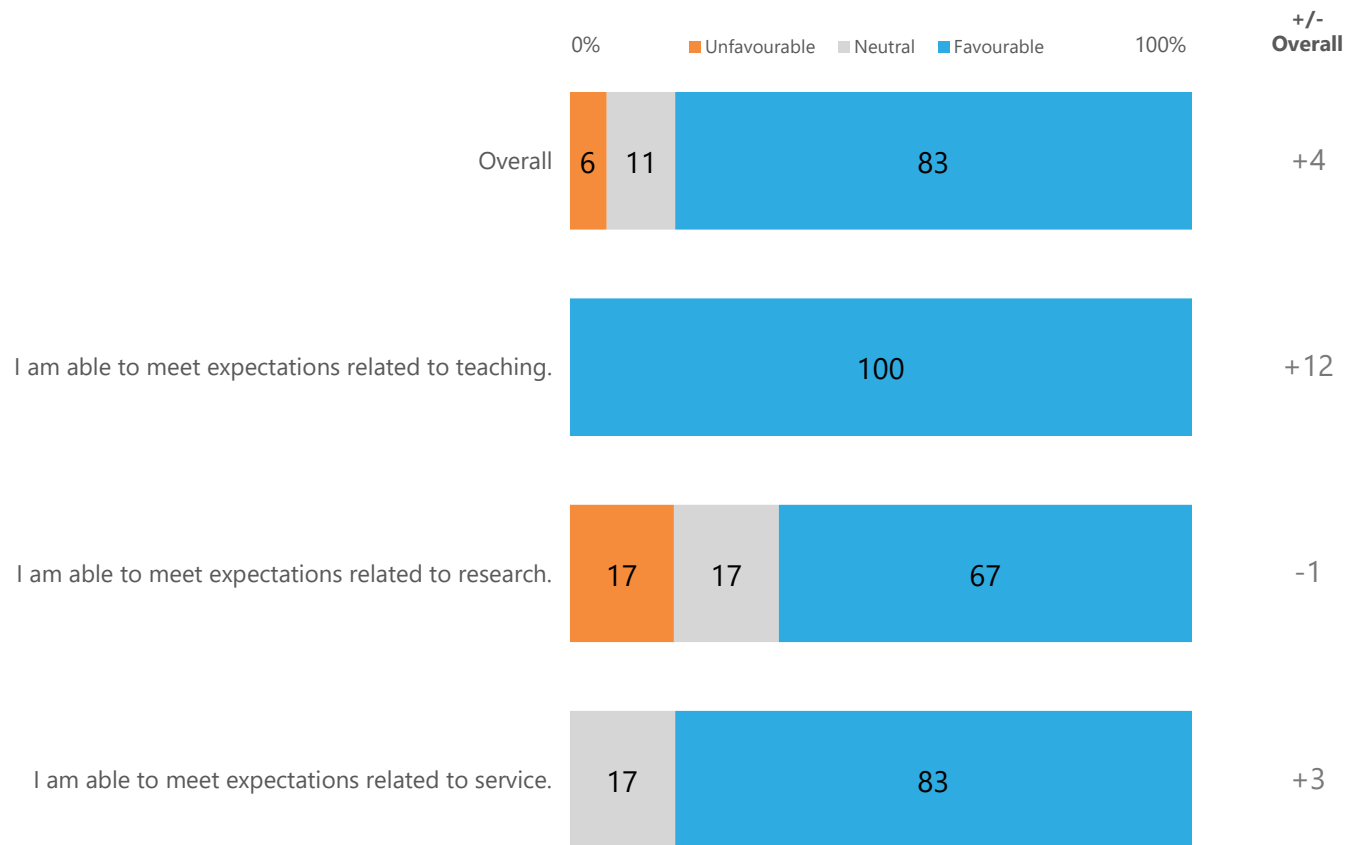
# Faculty Support

\*Tenure-stream faculty only; 6 respondents answered this question



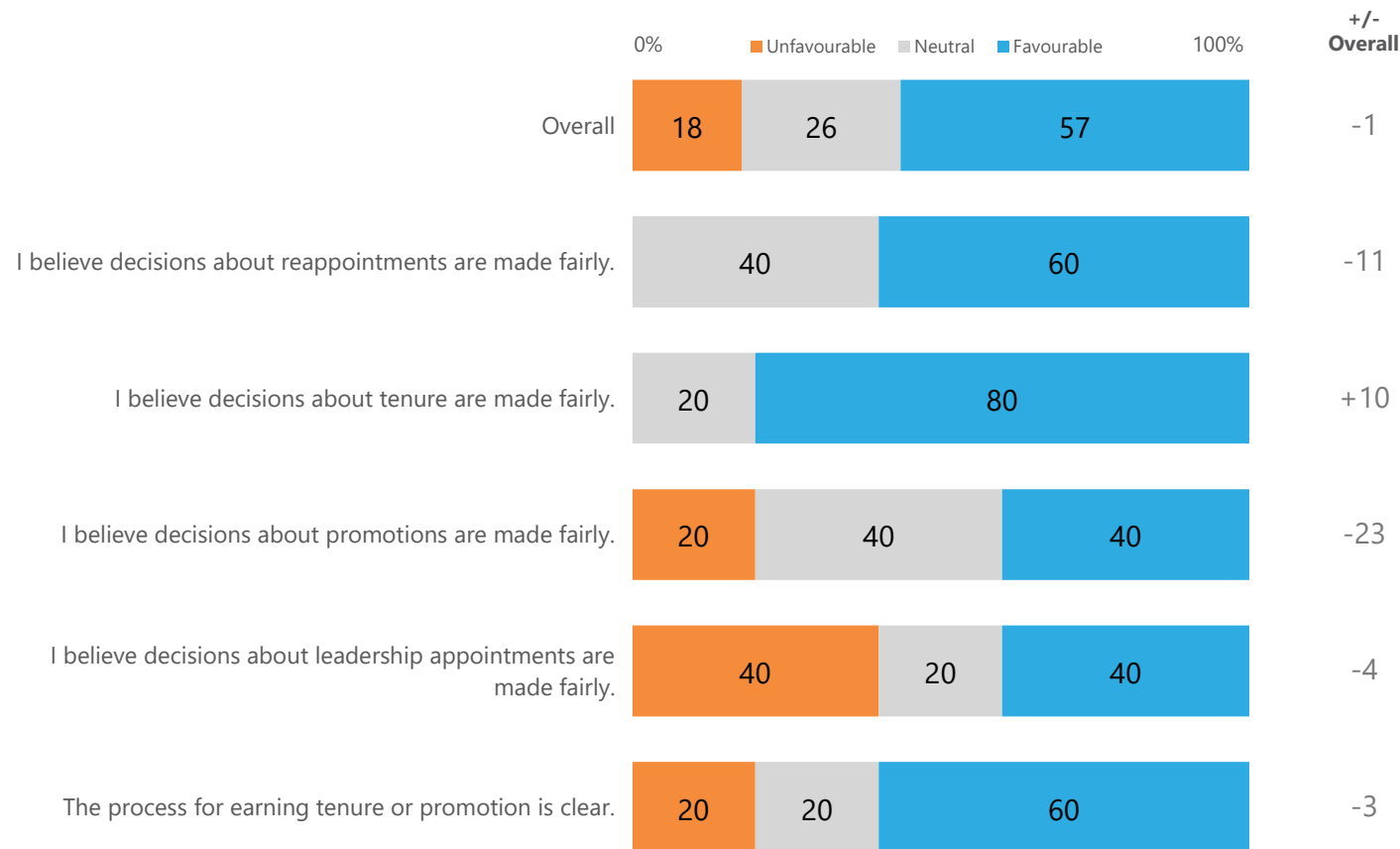
# Academic Excellence

\*Tenure-stream faculty only; 6 respondents answered this question



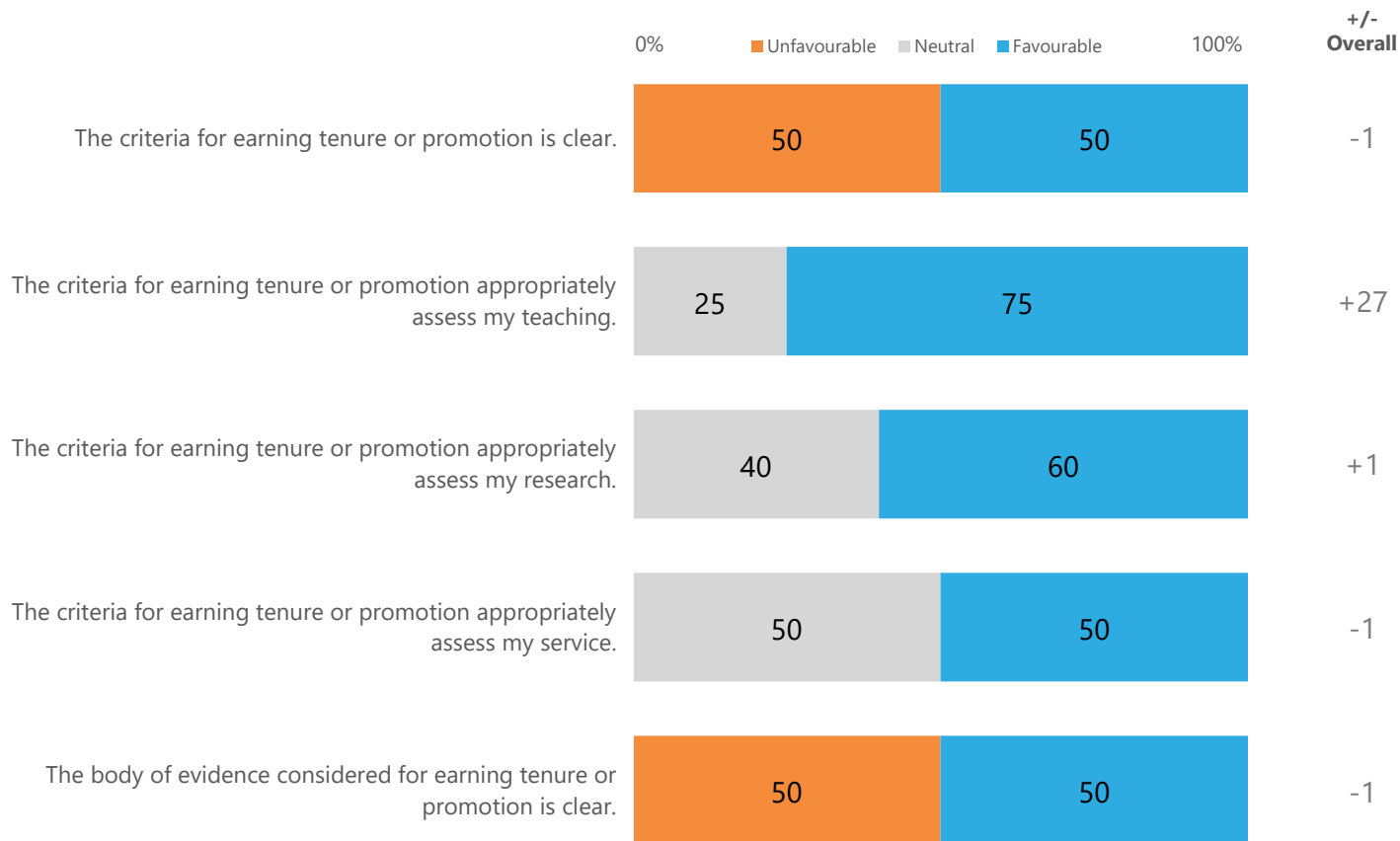
# Faculty Tenure & Promotion (1/2)

\*Tenure-stream faculty only; 6 respondents answered this question



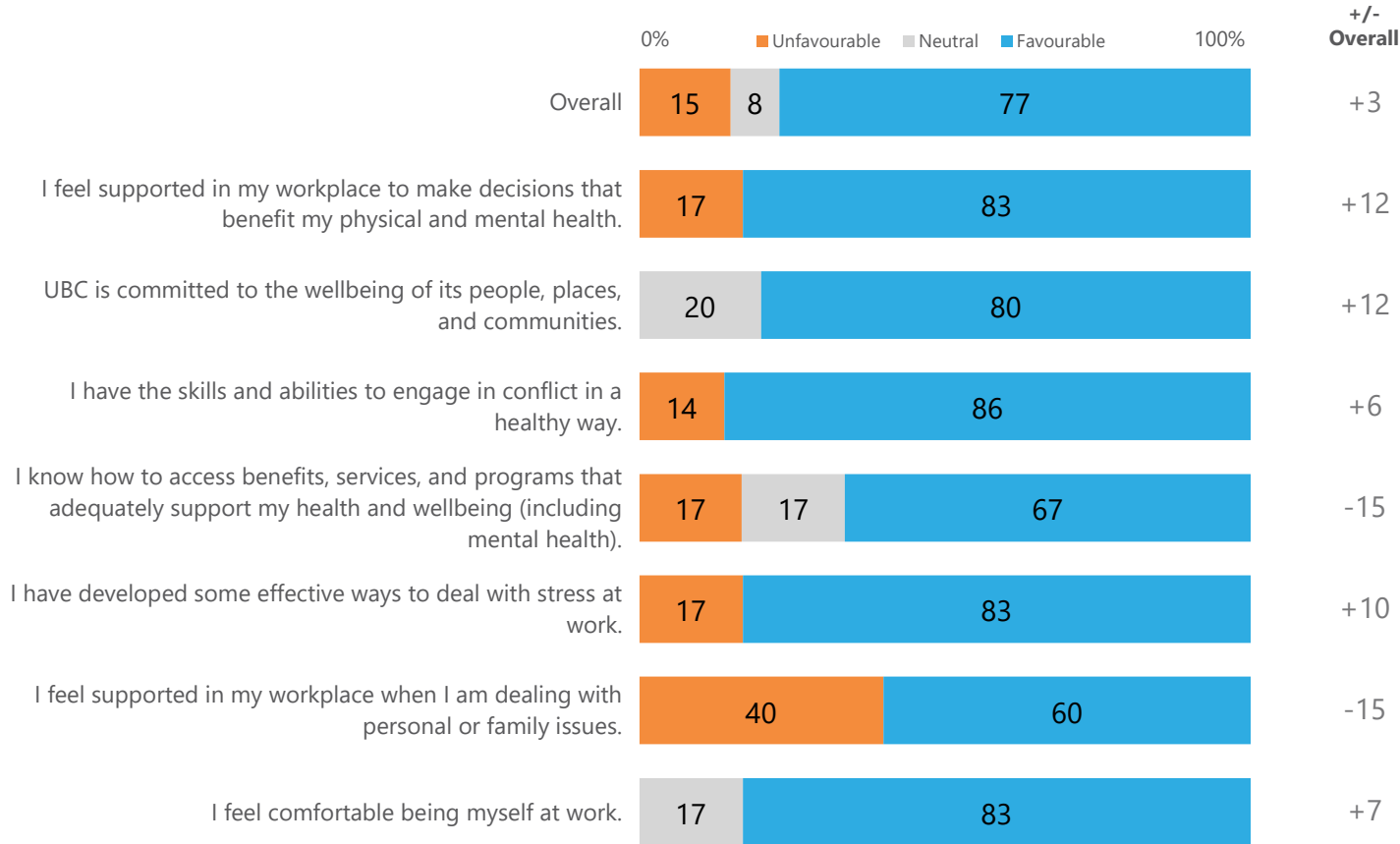
# Faculty Tenure & Promotion (2/2)

\*Tenure-stream faculty only; 6 respondents answered this question

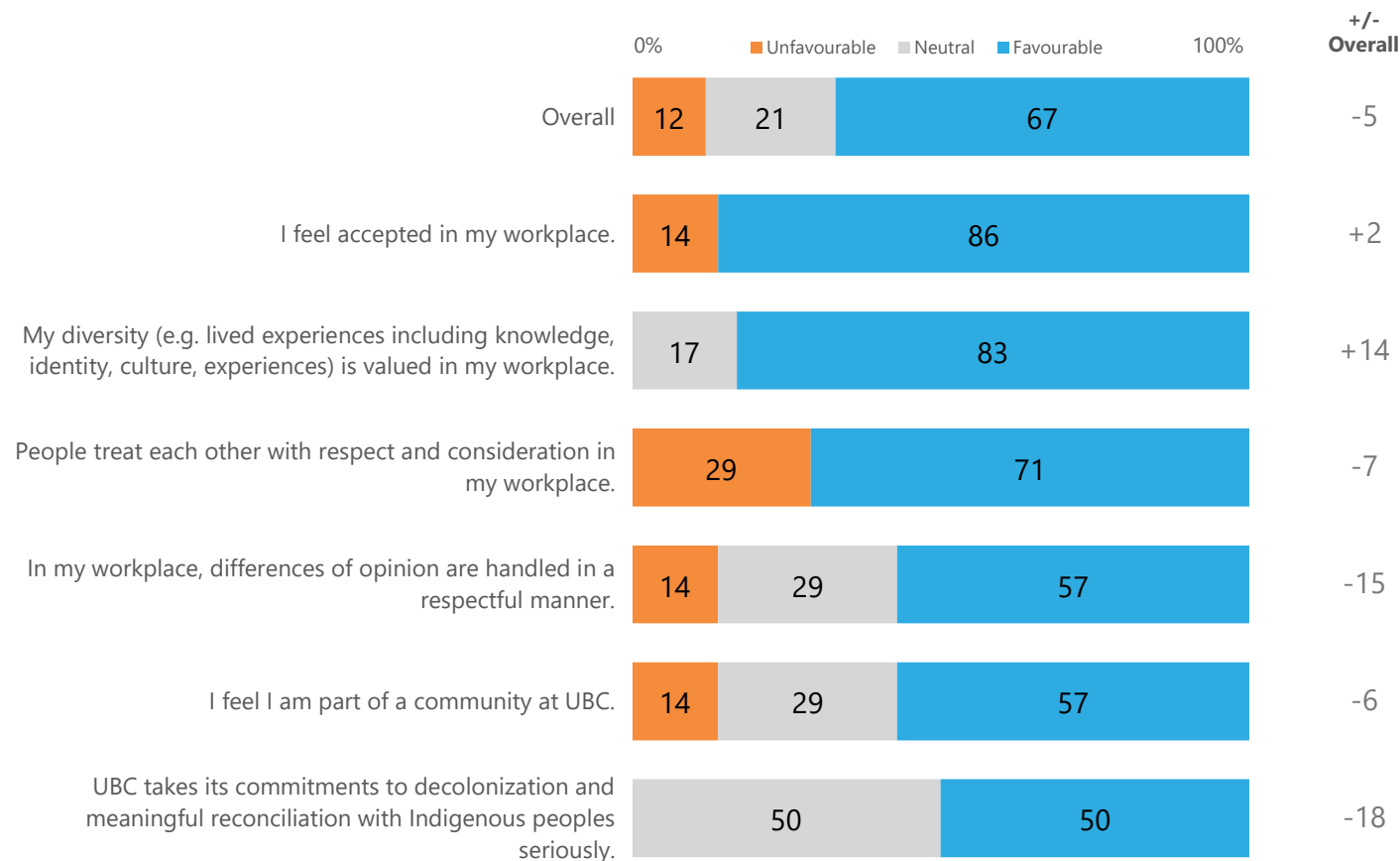




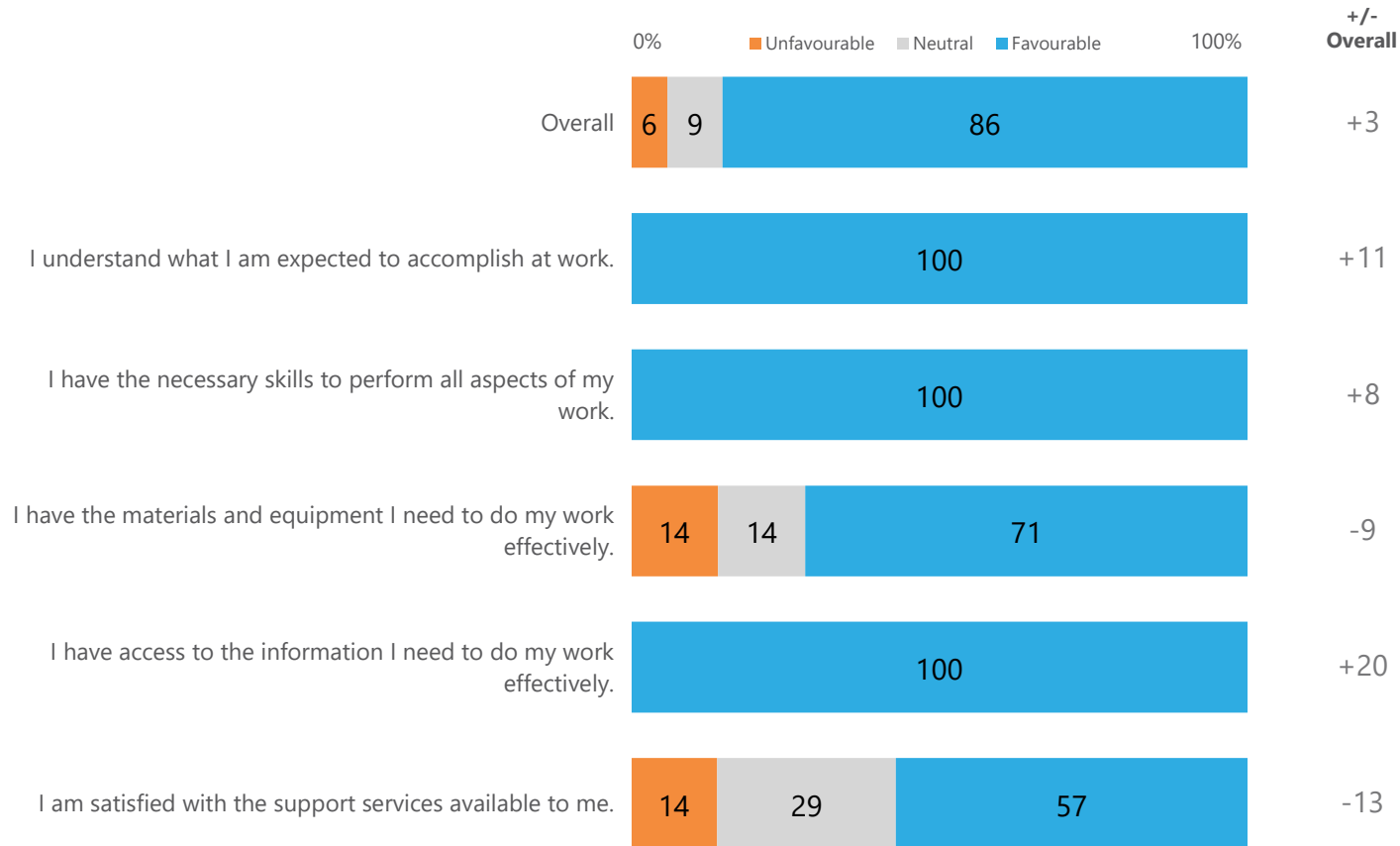
# Health & Wellbeing



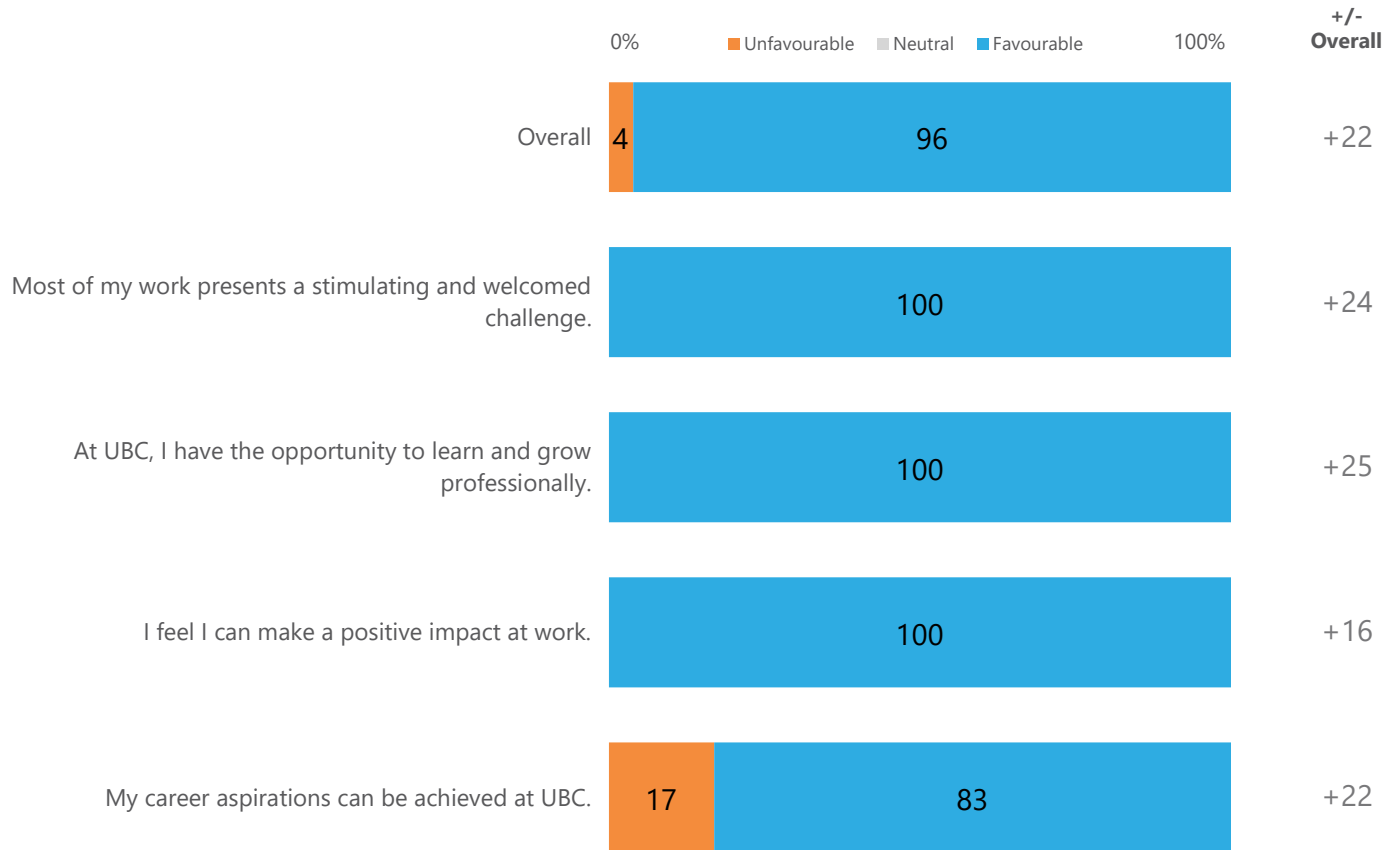
# Inclusion & Respect



# Work Environment



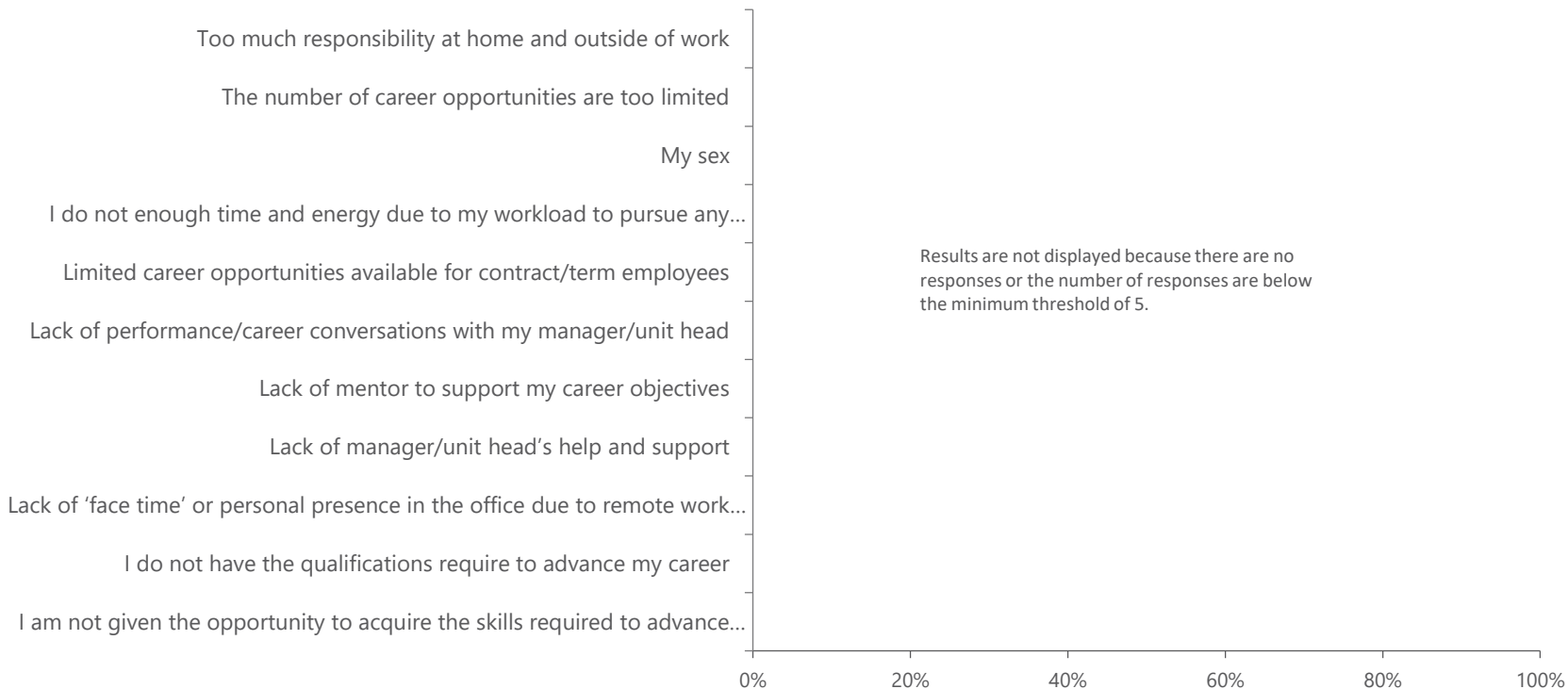
# Professional Growth



# Professional Growth (continued) (1/2)

Which of the following issues are barriers to you in achieving your career aspirations at UBC? (select all that apply)

1 respondents answered this question



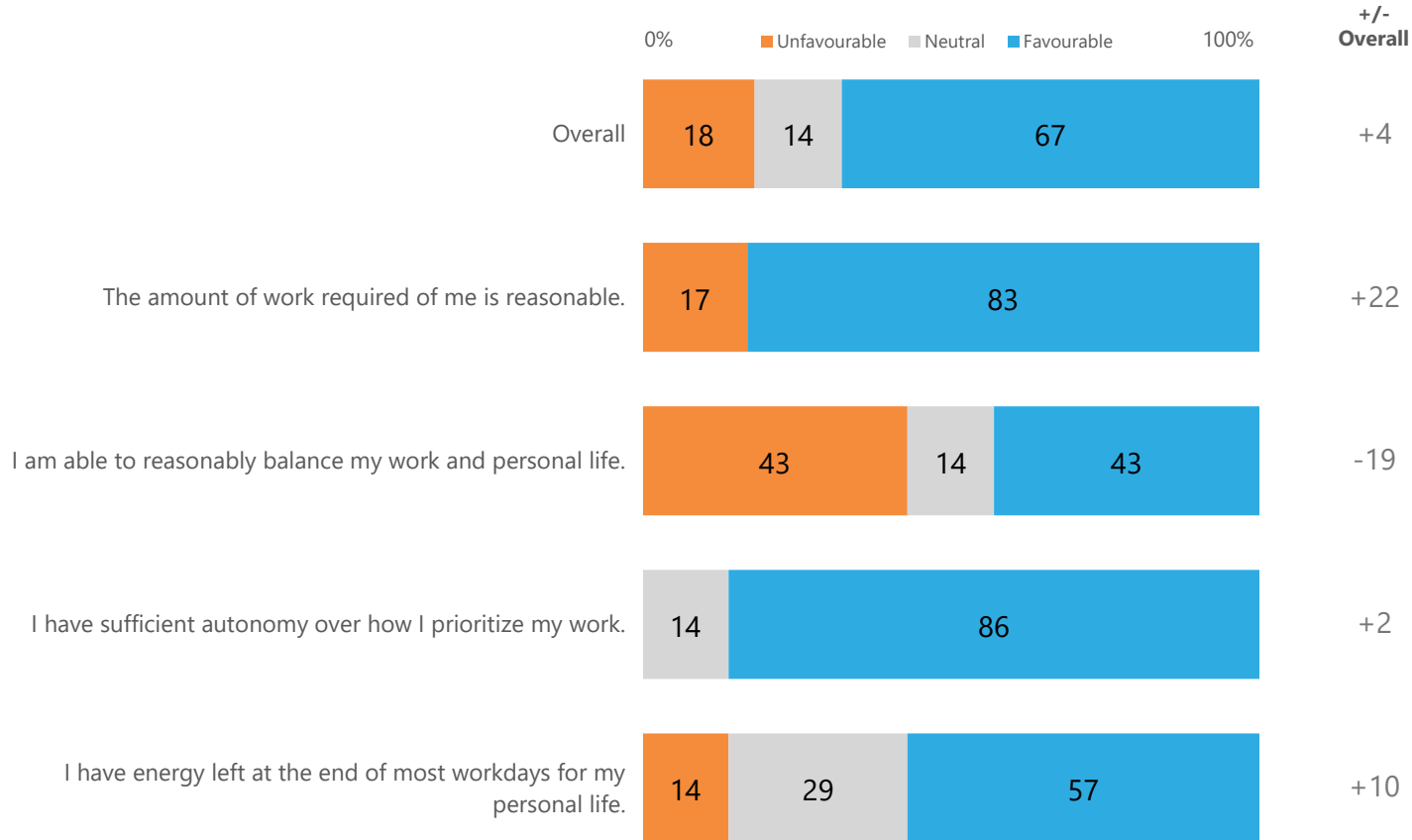
# Professional Growth (continued) (2/2)

Which of the following issues are barriers to you in achieving your career aspirations at UBC? (select all that apply)

1 respondents answered this question

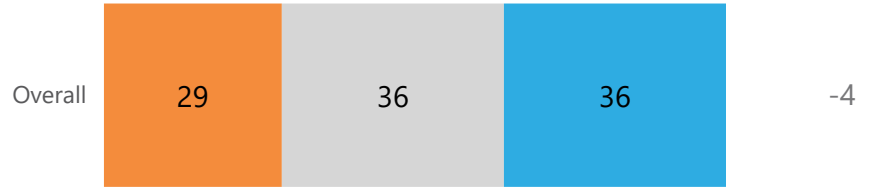


# Work/Life Integration



# Communications

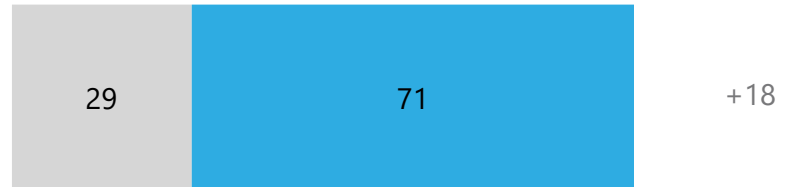
0%      Unfavourable   Neutral   Favourable      100%      +/- Overall



I feel well informed about what other departments/units across UBC are working on.

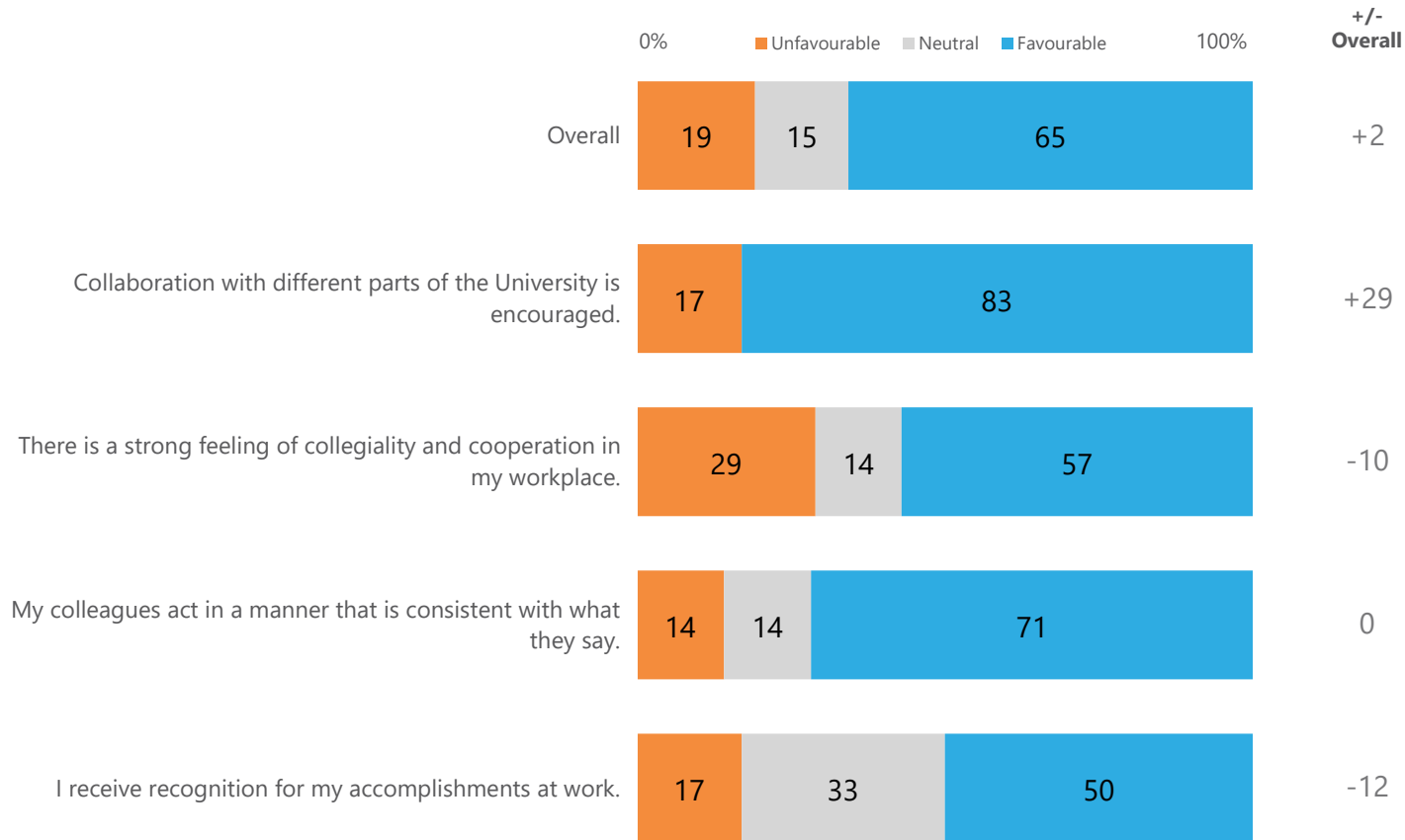


I feel well informed about what colleagues in my department/unit are working on.

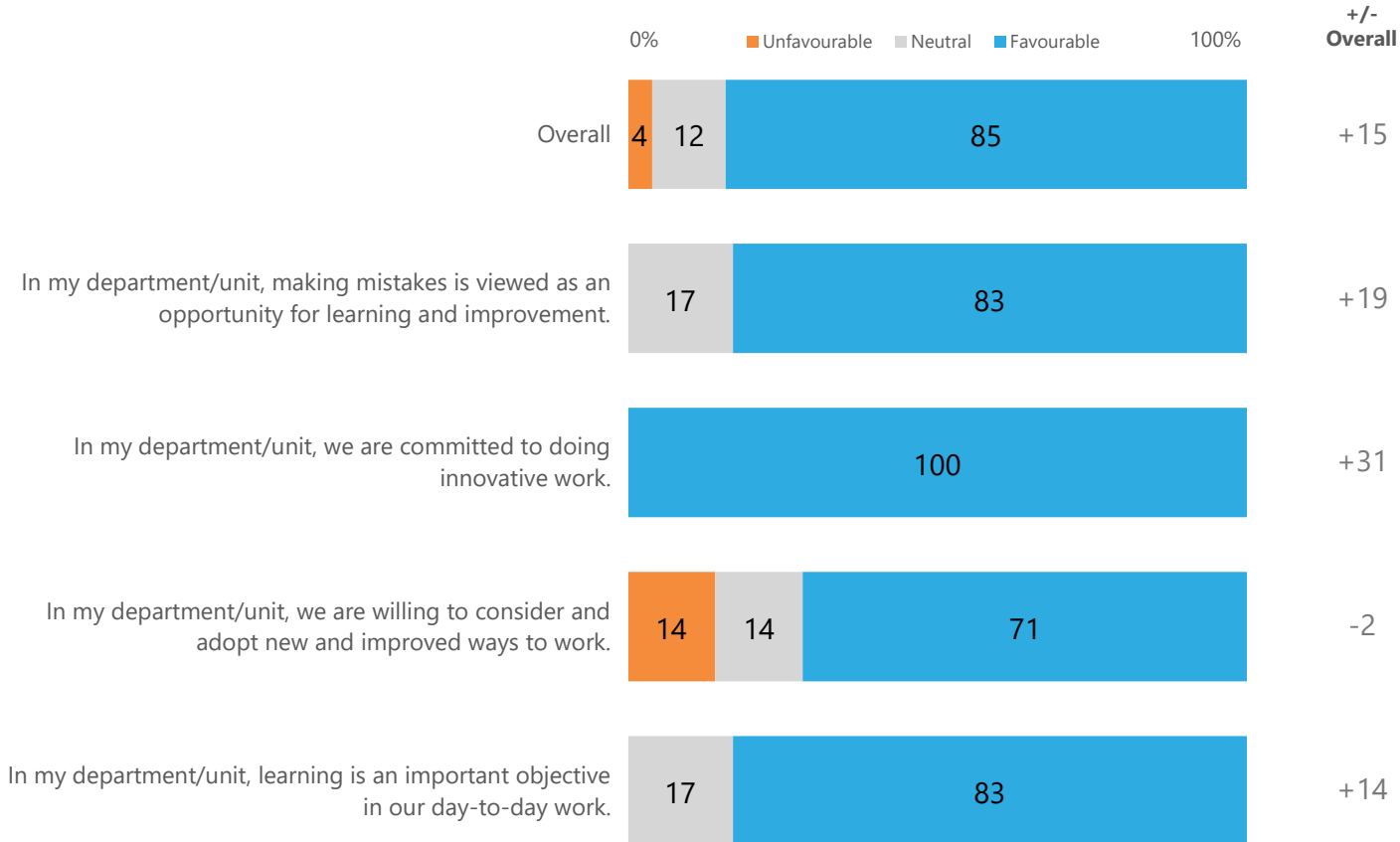




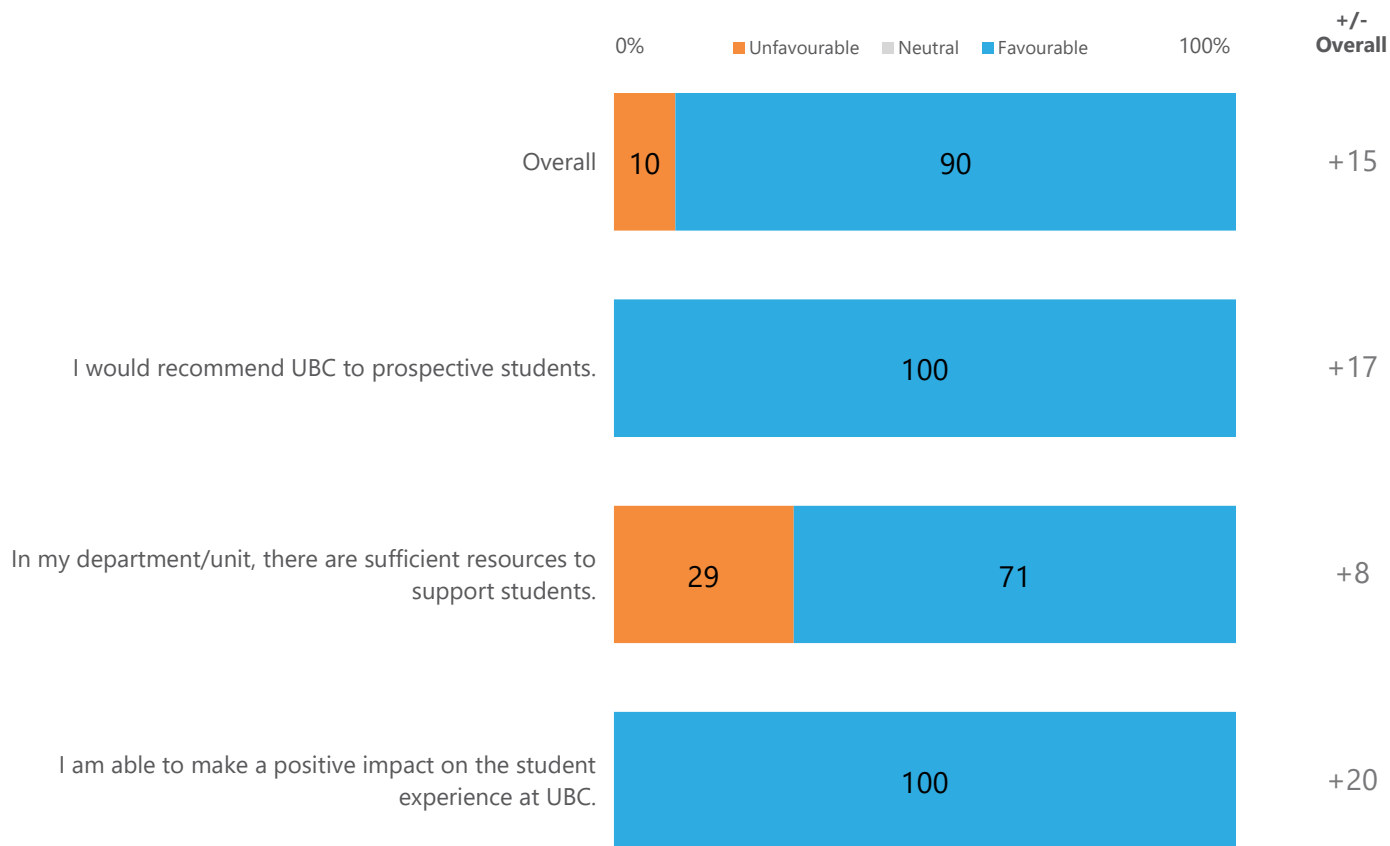
# Collaboration



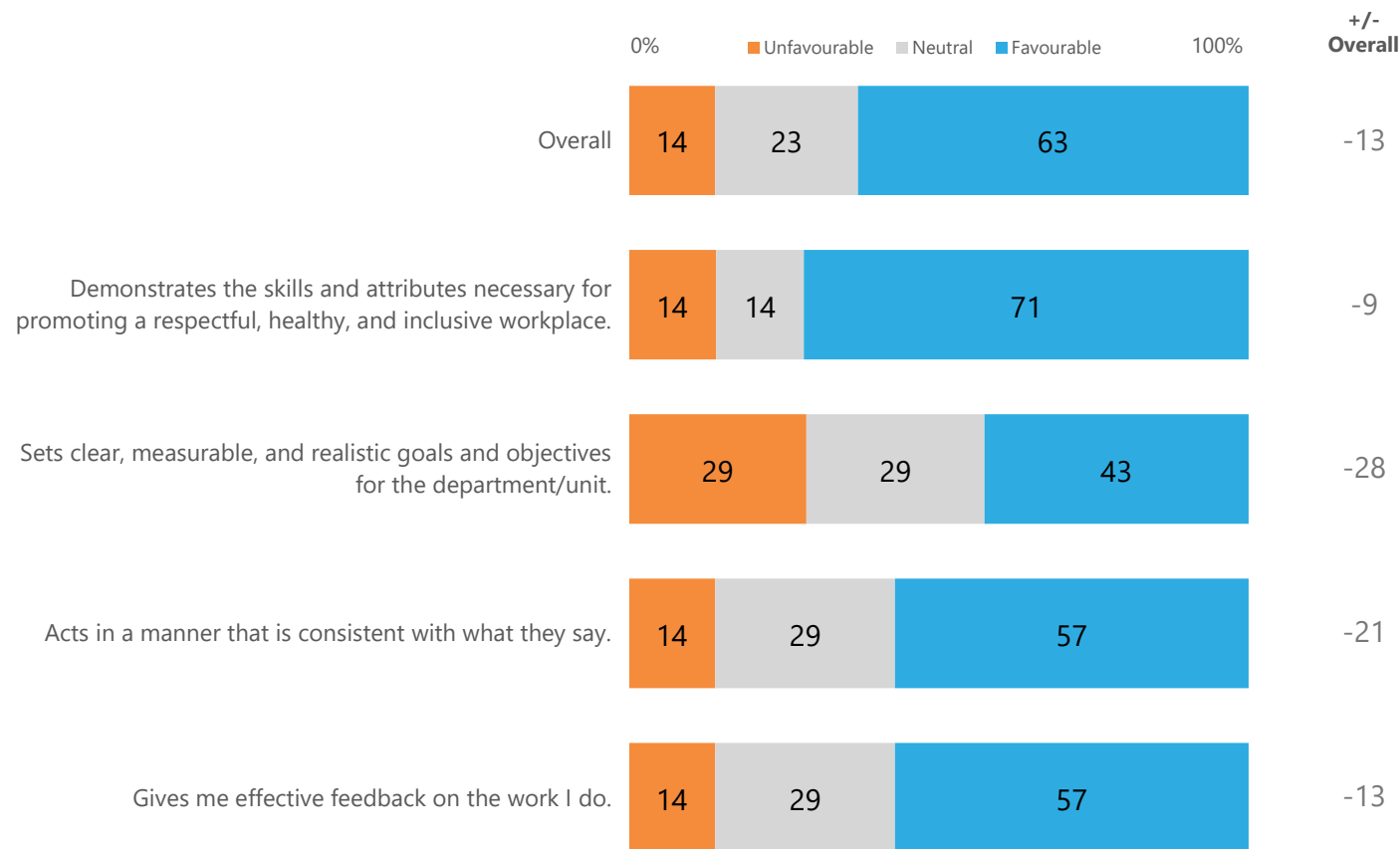
# Innovation



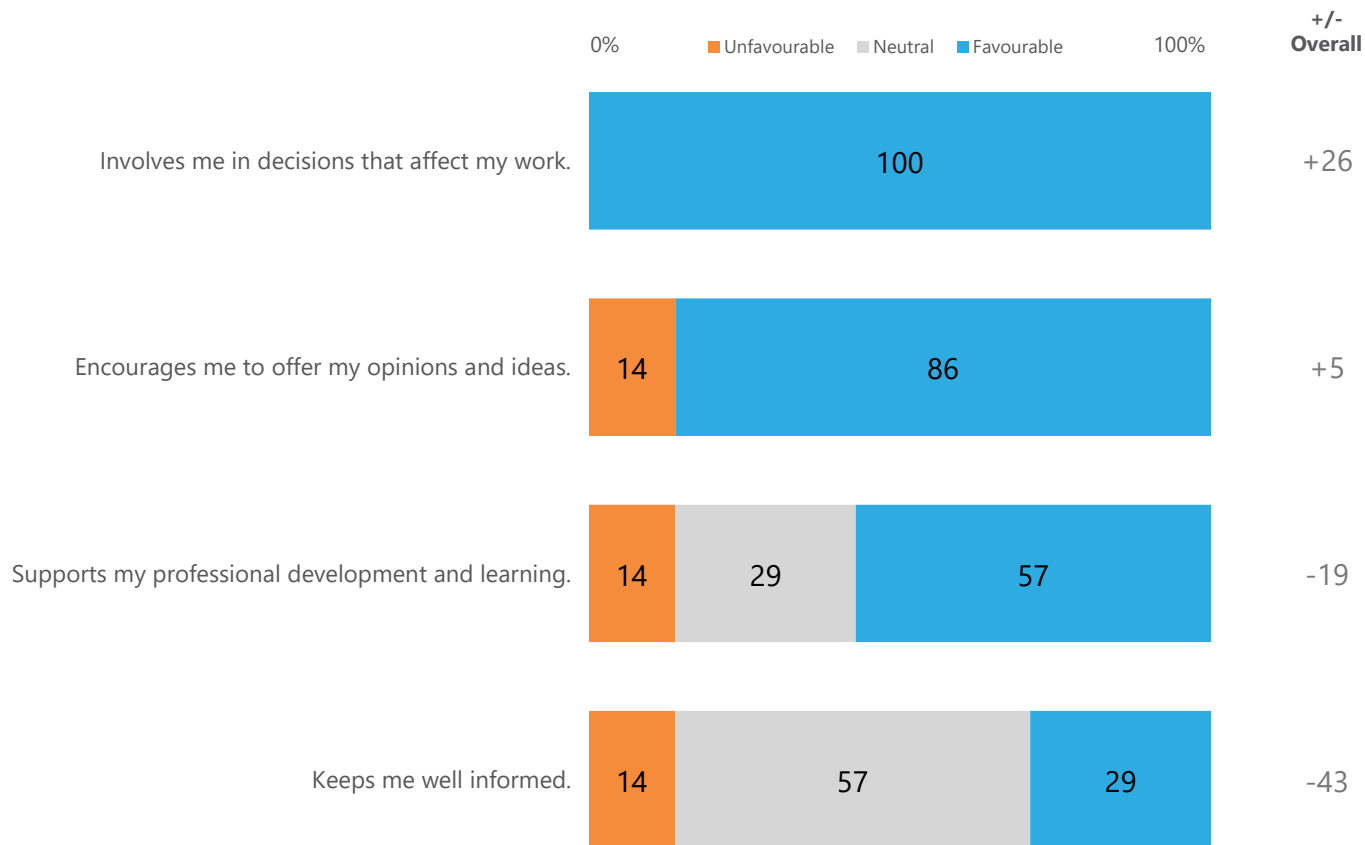
# Student Focus



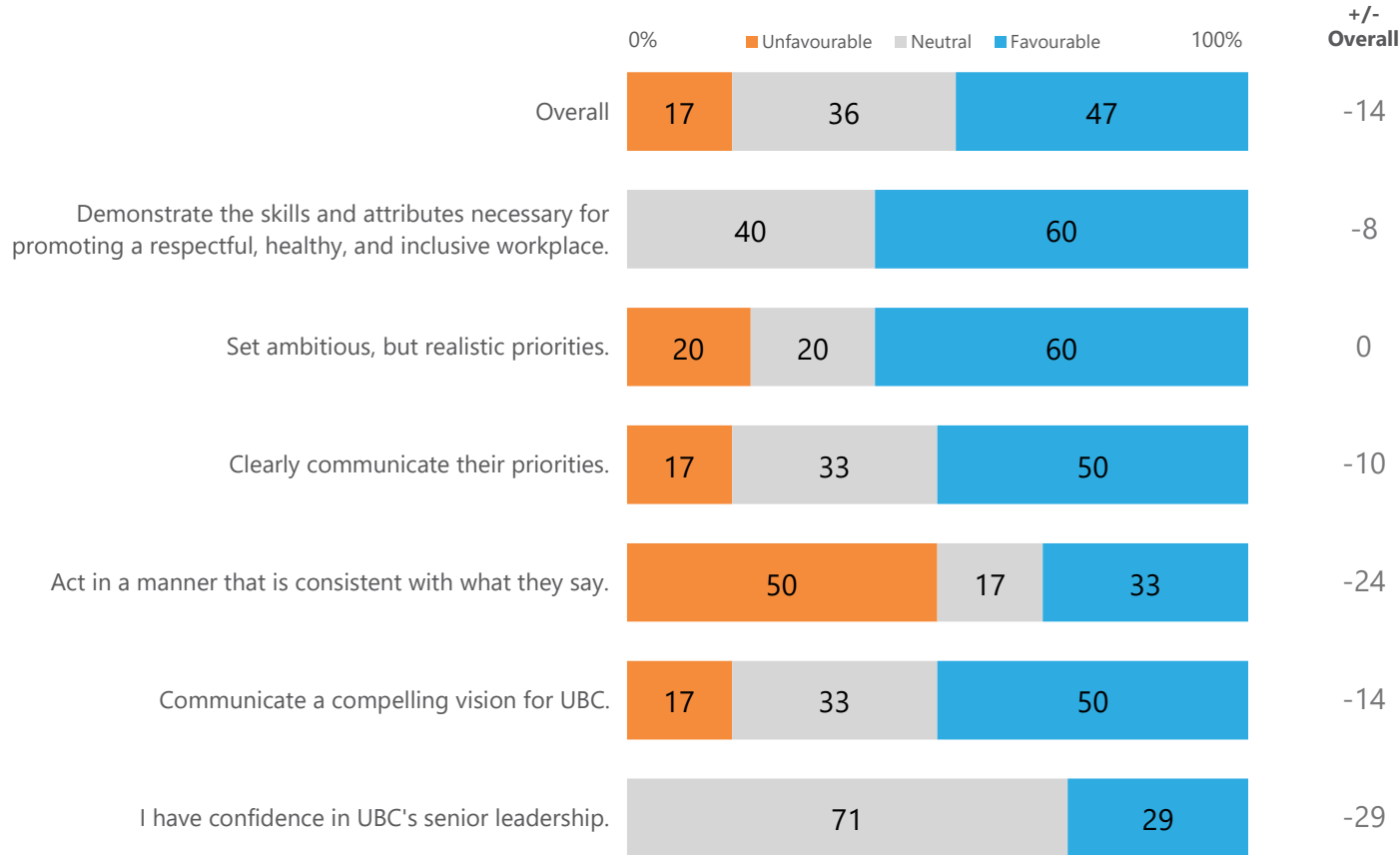
# Immediate Unit Head/ Manager (1/2)



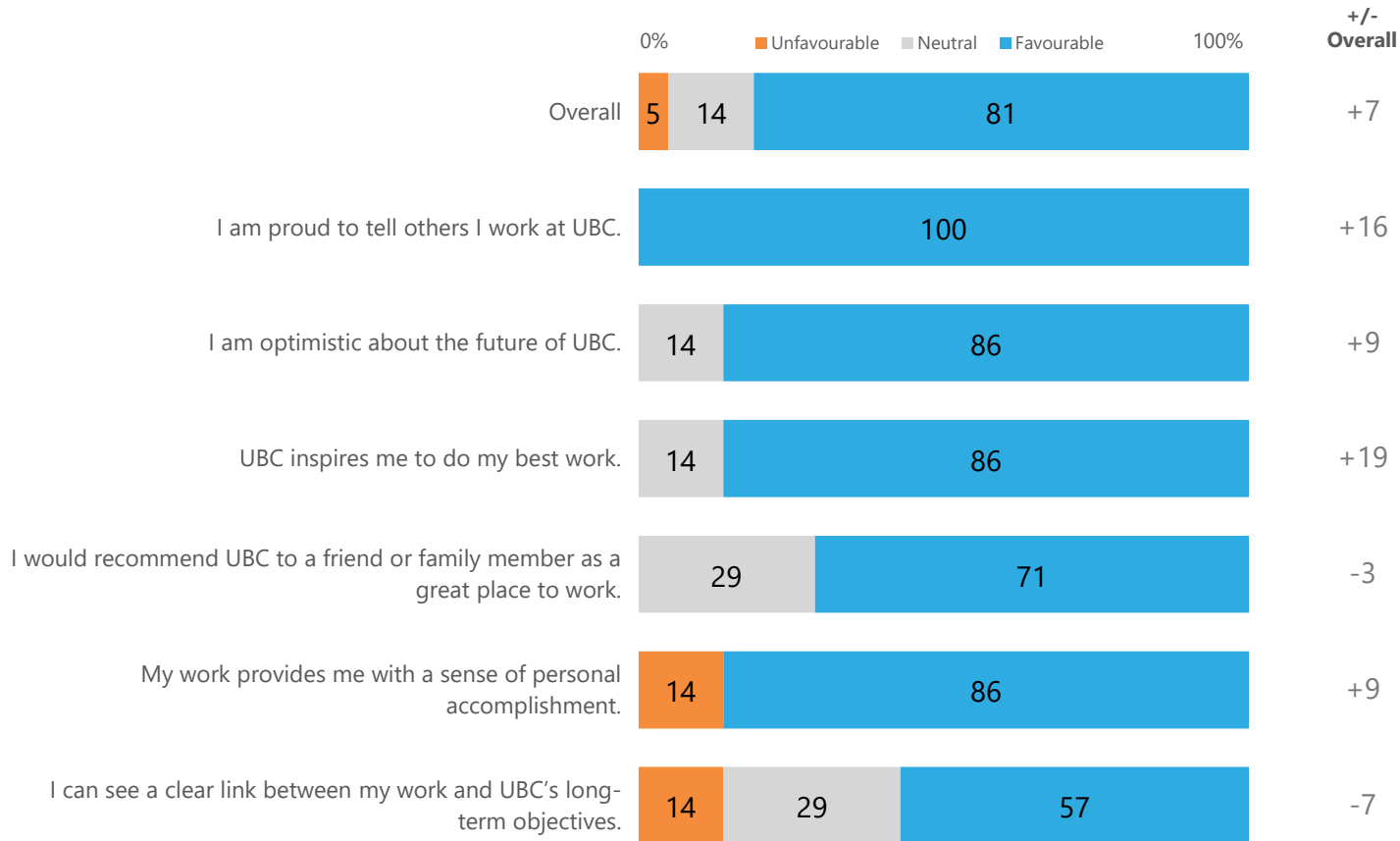
# Immediate Unit Head/ Manager (2/2)



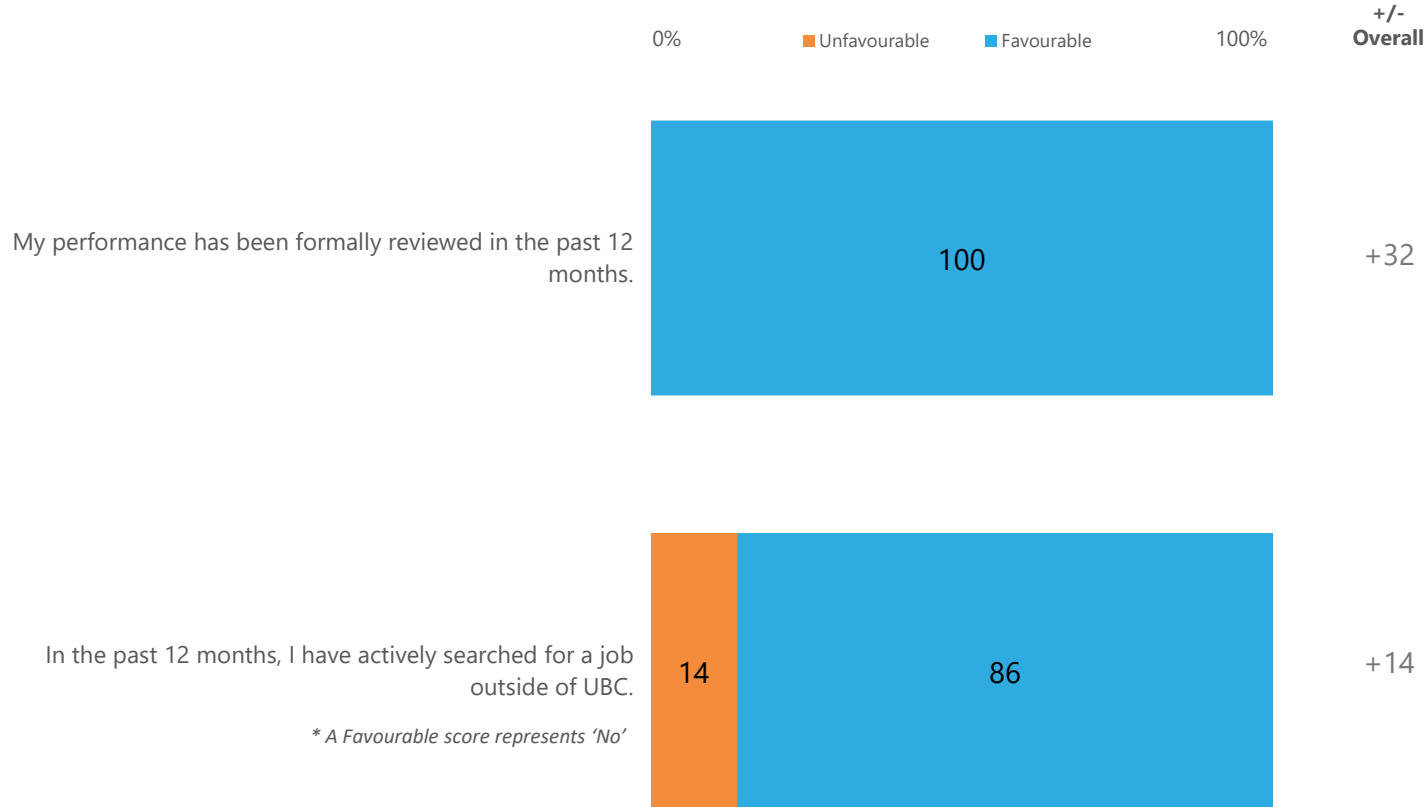
# UBC's Senior Leadership



# Engagement



# Performance

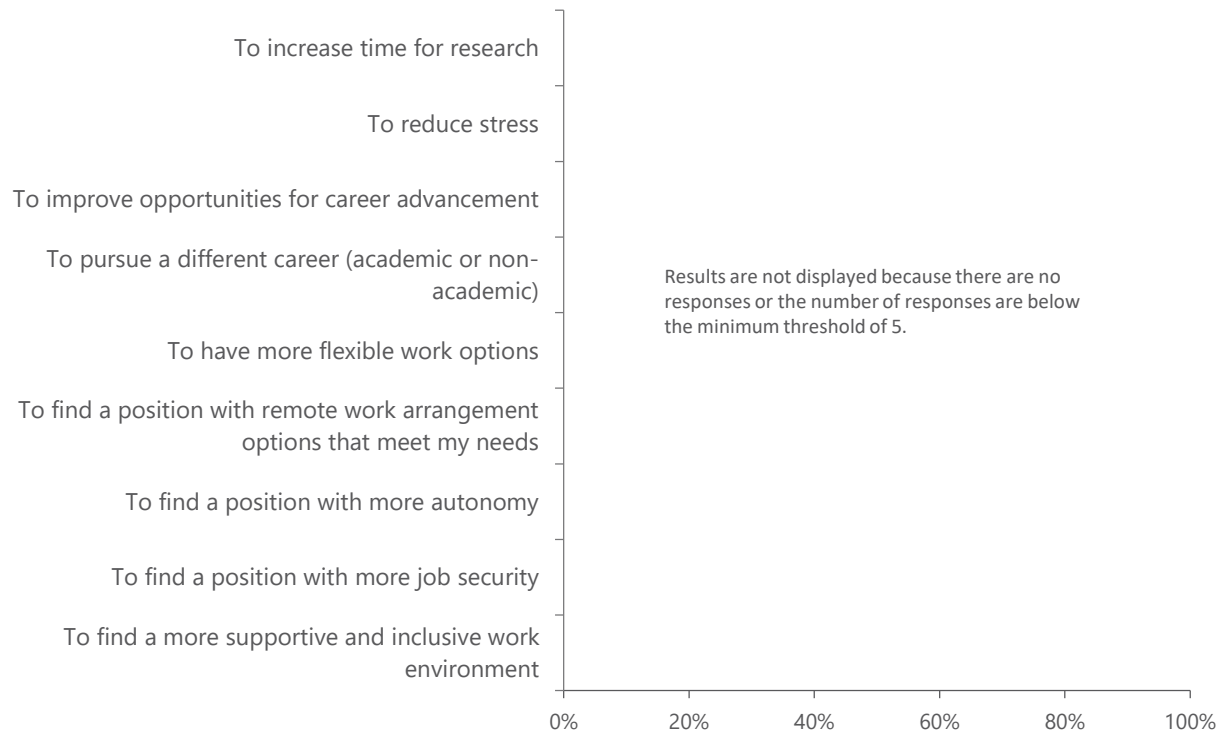




# Reason for Job Search (1/2)

Please indicate why you have been actively searching for a job outside of UBC in the past 12 months. (select all that apply)

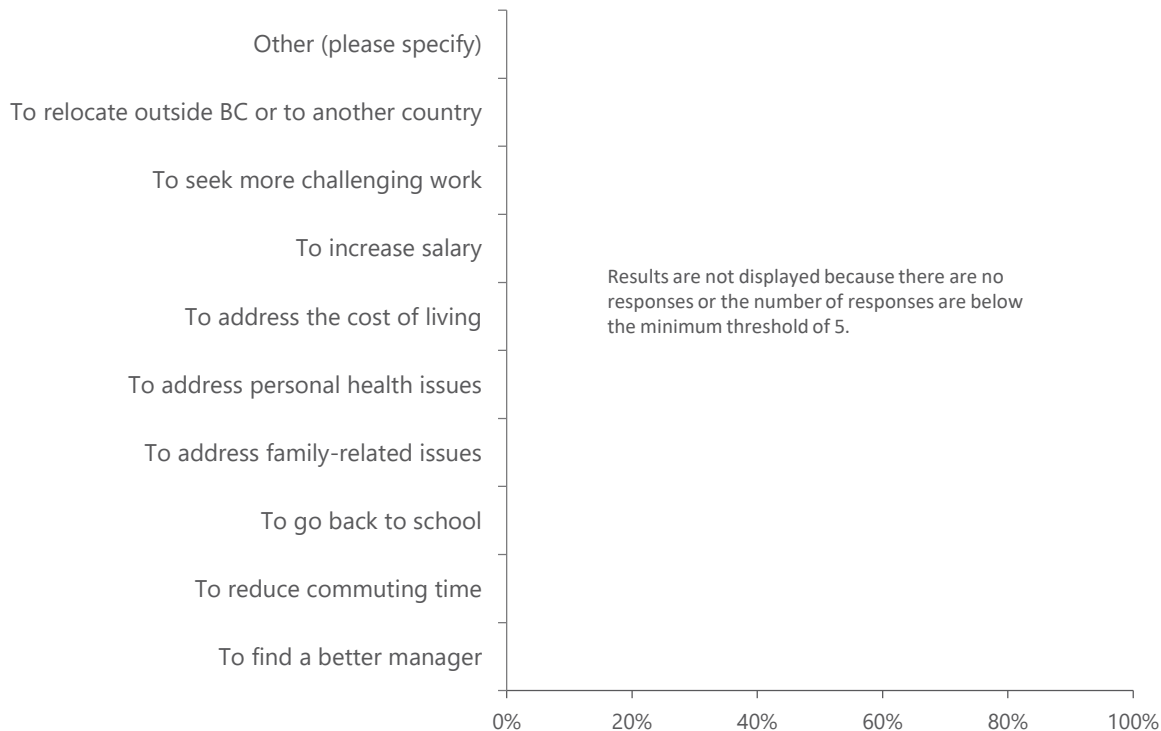
1 respondents answered this question



# Reason for Job Search (2/2)

Please indicate why you have been actively searching for a job outside of UBC in the past 12 months. (select all that apply)

1 respondents answered this question



# SURVEY REPORT AND ACTION PLANNING RESOURCES

After reviewing your report, we recommend sharing it with faculty and/or staff in your portfolio. We encourage you to use this report as a conversation starter.

For more resources, including overall WES reports and action planning toolkits, visit <https://ubc.ca/wes>.

If you have questions or would like support working with your results, please contact [workplace.surveys@ubc.ca](mailto:workplace.surveys@ubc.ca), or your HR Advisor.



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TALENTMAP