UBC Workplace Experiences Survey

2021 WES report for:

Associate Dean Academic Portfolio | Faculty of Land and Food Systems (Zhaoming Xu)

Faculty responses

SURVEY PERIOD: NOVEMBER 2021







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.

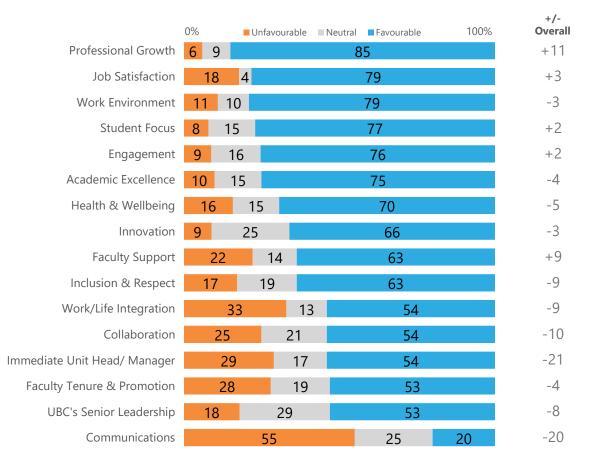
Your sample size: 28

Your response rate*: 29%

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

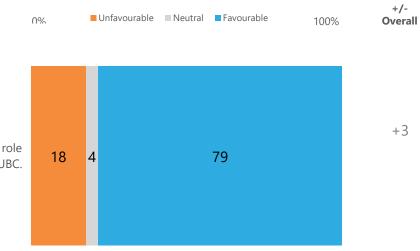
Overall Dimension Scores

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Job Satisfaction



Considering everything, I am satisfied with my current role at UBC.



Faculty Support

*Tenure-stream faculty only; 16 respondents answered this question

	0%	Unfavourat	ole Neutral	Favourable	100%	+/- Overall
Overall	22	14		63		+9
I am satisfied with the resources that UBC provides to support my teaching.	19	13		69		+3
I am satisfied with the resources that UBC provides to support my research.	20		40	40		-10
I am satisfied with the resources that UBC provides to support my educational leadership.	23			77		+32
I am satisfied with the resources that UBC provides for me for engaging students in my research/scholarly/creative work.	31	1	13	56		+4
It is important for my success as a faculty member to have a mentor.	19	6		75		+14



Academic Excellence

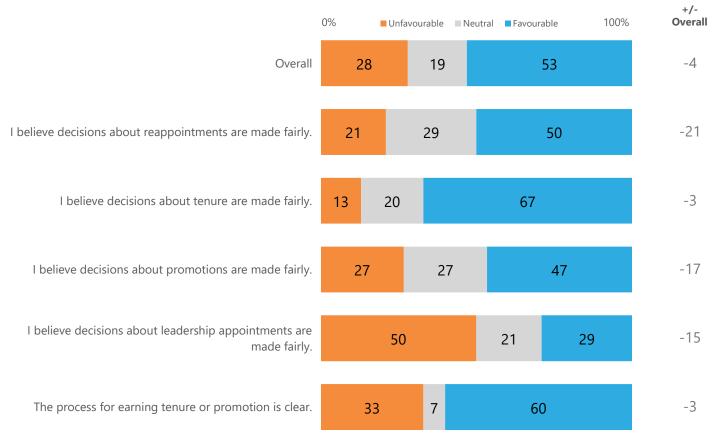
*Tenure-stream faculty only; 16 respondents answered this question





Faculty Tenure & Promotion (1/2)

*Tenure-stream faculty only; 16 respondents answered this question



7



+/-

Faculty Tenure & Promotion (2/2)

*Tenure-stream faculty only; 16 respondents answered this question

	0%	Unfavourat	ole Neutral	Favourable 1	00%	+/- Overall
The criteria for earning tenure or promotion is clear.		43	7	50		-1
The criteria for earning tenure or promotion appropriately assess my teaching.	14	21		64		+16
The criteria for earning tenure or promotion appropriately assess my research.	14	21		64		+5
The criteria for earning tenure or promotion appropriately assess my service.	14	29		57		+6
The body of evidence considered for earning tenure or promotion is clear.		50	7	43		-8



Health & Wellbeing

	0%	Unfavourab	le Neutral Favourable	100%	+/- Overall
Overall	16	15	70		-5
I feel supported in my workplace to make decisions that benefit my physical and mental health.	22	7	70		-1
UBC is committed to the wellbeing of its people, places, and communities.	23	12	65		-2
I have the skills and abilities to engage in conflict in a healthy way.	11	18	71		-8
I know how to access benefits, services, and programs that adequately support my health and wellbeing (including mental health).	15	19	67		-15
I have developed some effective ways to deal with stress at work.	7 7		85		+12
I feel supported in my workplace when I am dealing with personal or family issues.	25	17	58		-17
I feel comfortable being myself at work.	7	22	70		-6

X TALENTMAP Data is rounded to the nearest whole number

Inclusion & Respect

	0%	Unfavourable	Neutral Favourable 100%	+/- Overall
Overall	17	19	63	-9
I feel accepted in my workplace.	11 7		82	-1
My diversity (e.g. lived experiences including knowledge, identity, culture, experiences) is valued in my workplace.	19	15	65	-4
People treat each other with respect and consideration in my workplace.	21	18	61	-17
In my workplace, differences of opinion are handled in a respectful manner.	19	19	62	-10
I feel I am part of a community at UBC.	25	18	57	-6
UBC takes its commitments to decolonization and meaningful reconciliation with Indigenous peoples seriously.	8	38	54	-15

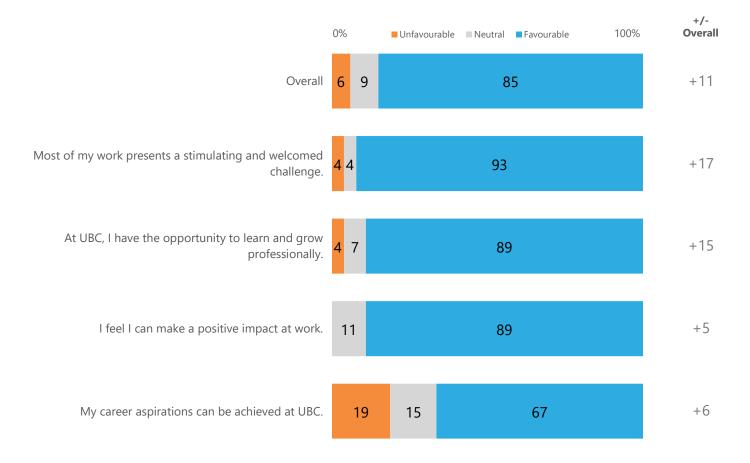
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Work Environment

	0%		Unfavourable	Neutral	Favourable	100%	+/- Overall
Overall	11	10			79		-3
I understand what I am expected to accomplish at work.	74			89)		0
I have the necessary skills to perform all aspects of my work.	4			96			+4
I have the materials and equipment I need to do my work effectively.	2	1	4		75		-5
I have access to the information I need to do my work effectively.	2	1			79		-1
I am satisfied with the support services available to me.		25	18		57		-13



Professional Growth



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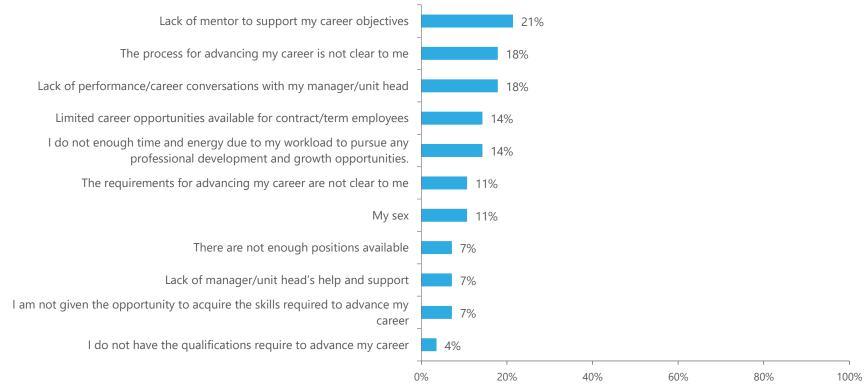
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Professional Growth (continued) (1/2)

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

This question was completed only by respondents who indicated that they cannot achieve their career aspirations at UBC. However, the percentages below are based on the total number of respondents for this portfolio. 9 respondents answered this question



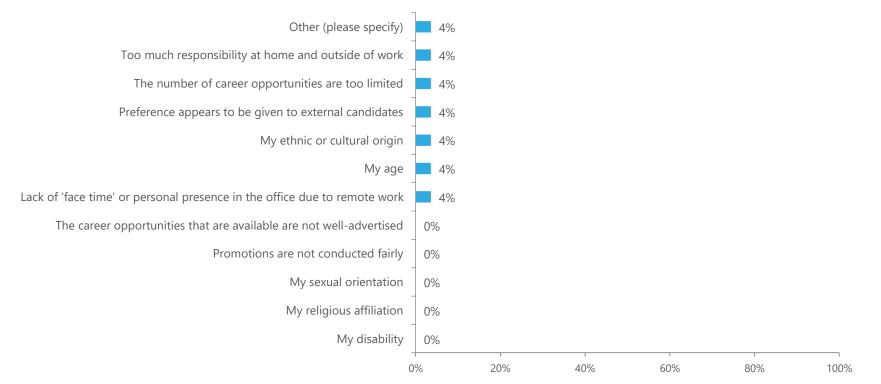
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Professional Growth (continued) (2/2)



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

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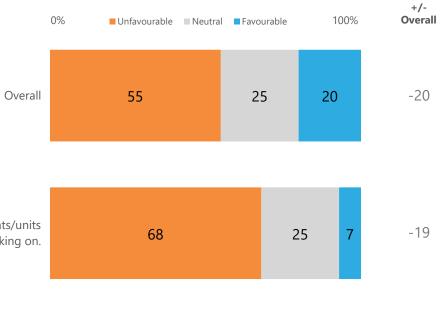
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Work/Life Integration

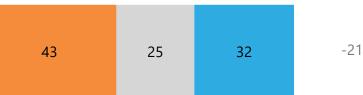
	0%	Unfavour	+/- Overall			
Overall		33	13		54	-9
The amount of work required of me is reasonable.		38	12		50	-11
I am able to reasonably balance my work and personal life.		43		14	43	-19
I have sufficient autonomy over how I prioritize my work.	7	11		8	32	-1
I have energy left at the end of most workdays for my personal life.		43		14	43	-4

Communications



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.



X TALENTMAP Data is rounded to the nearest whole number

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Collaboration

	0%	Unfavourable	Neutral	Favourable 100%	+/- Overall
Overall	25	21		54	-10
Collaboration with different parts of the University is encouraged.	15	31		54	-1
There is a strong feeling of collegiality and cooperation in my workplace.	29	2	1	50	-17
My colleagues act in a manner that is consistent with what they say.	22	7		70	-1
I receive recognition for my accomplishments at work.	3!	5	23	42	-20

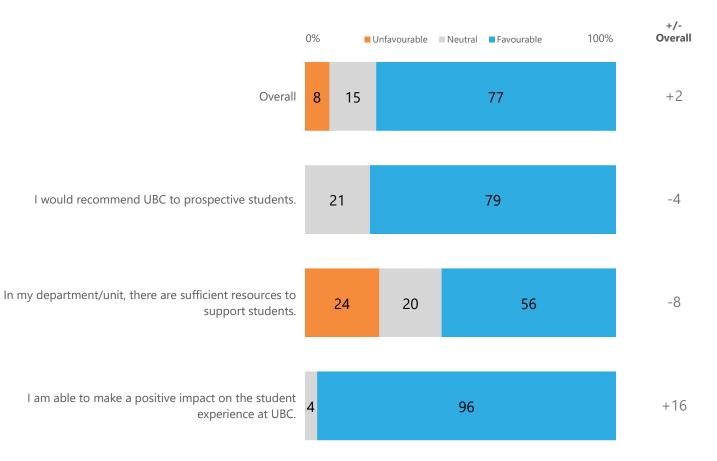


Innovation

	0%	Unfavourable	■ Neutral ■ Favourable 100	+/-)% Overall
Overall	9	25	66	-3
In my department/unit, making mistakes is viewed as an opportunity for learning and improvement.	18	32	50	-15
In my department/unit, we are committed to doing innovative work.	4 15		81	+12
In my department/unit, we are willing to consider and adopt new and improved ways to work.	11	26	63	-11
In my department/unit, learning is an important objective in our day-to-day work.	4	25	71	+1

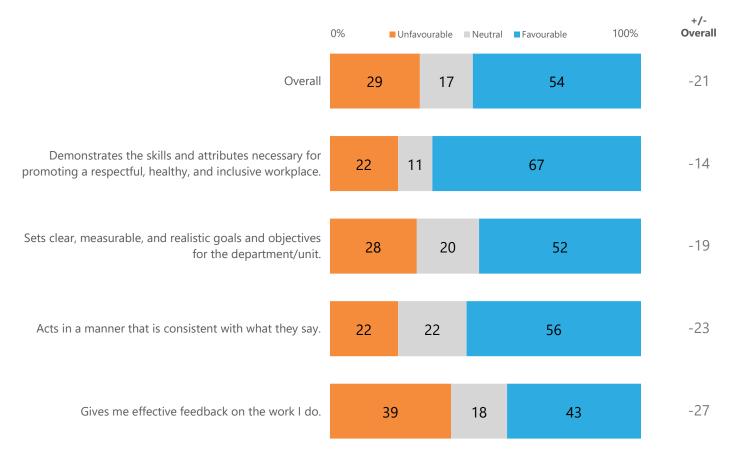
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Student Focus





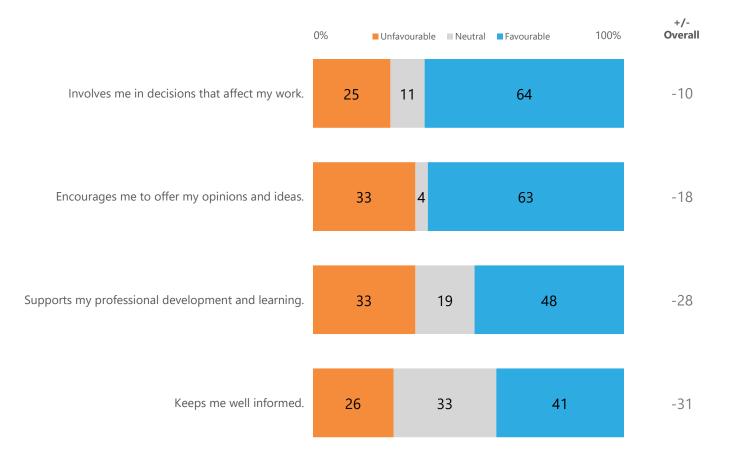
Immediate Unit Head/ Manager (1/2)



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Immediate Unit Head/ Manager (2/2)



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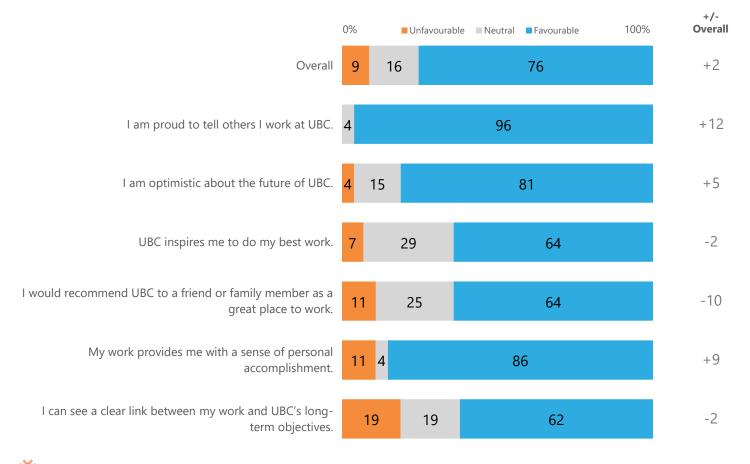


UBC's Senior Leadership

	0%	Unfavourable	Neutral Favourable	100%	+/- Overall
Overall	18	29	53		-8
Demonstrate the skills and attributes necessary for promoting a respectful, healthy, and inclusive workplace.	9	32	59		-8
Set ambitious, but realistic priorities.	18	27	55		-5
Clearly communicate their priorities.	21	29	50		-10
Act in a manner that is consistent with what they say.	27	27	, 4	5	-12
Communicate a compelling vision for UBC.	13	26	61		-3
I have confidence in UBC's senior leadership.	17	35	48	}	-10

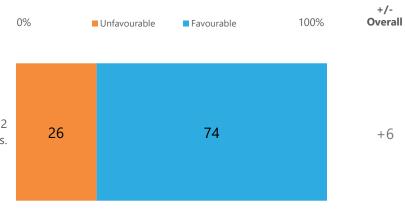


Engagement

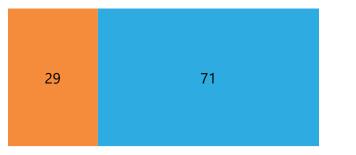








My performance has been formally reviewed in the past 12 months.



-1

In the past 12 months, I have actively searched for a job outside of UBC.

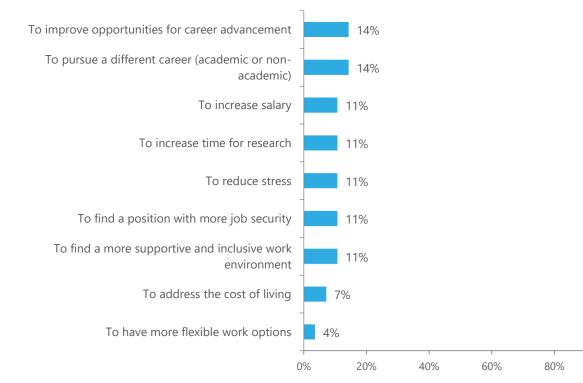
* A Favourable score represents 'No'



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)

This question was completed only by respondents who indicated that they have been actively searching for a job outside of UBC. However, the percentages below are based on the total number of respondents for this portfolio. 8 respondents answered this question



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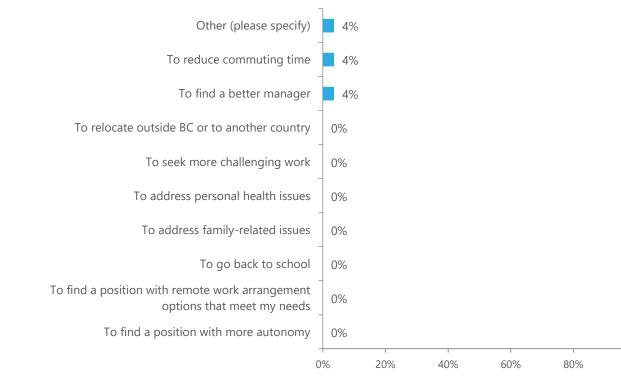
100%



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)

This question was completed only by respondents who indicated that they have been actively searching for a job outside of UBC. However, the percentages below are based on the total number of respondents for this portfolio. 8 respondents answered this question



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100%

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 <u>https://ubc.ca/wes</u>.

If you have questions or would like support working with your results, please contact <u>workplace.surveys@ubc.ca</u>, or your HR Advisor.



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