UBC Workplace Experiences Survey

2021 WES report for:

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

Staff responses

SURVEY PERIOD: NOVEMBER 2021







2021 WES REPORT:

The UBC Workplace Experiences Survey (WES) was run from November 1 to 19, 2021. Over 6,300 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 11 survey dimensions: 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 staff overall are:

- 1. Professional Growth
- 2. Inclusion & Respect
- 3. UBC's Senior Leadership

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%.

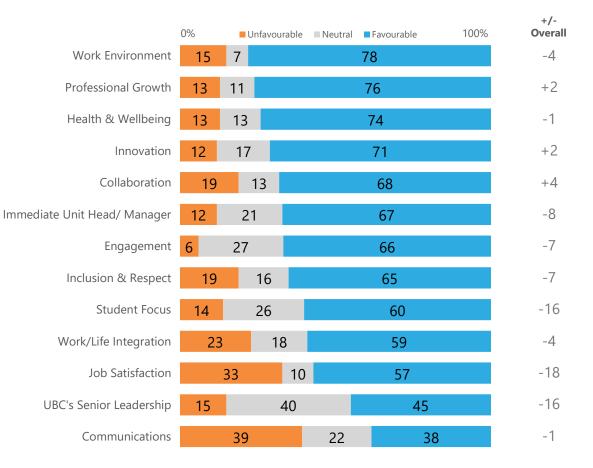
• +/- Overall: refers to your portfolio's % Favourable score that is above (+) or below (-) UBC's overall % Favourable for that attribute.

Your sample size: 21

Your response rate*: 37%

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

Overall Dimension Scores

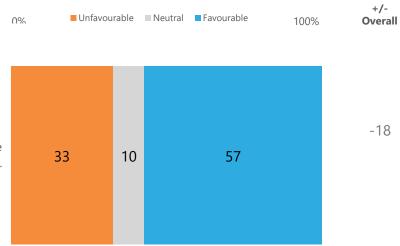


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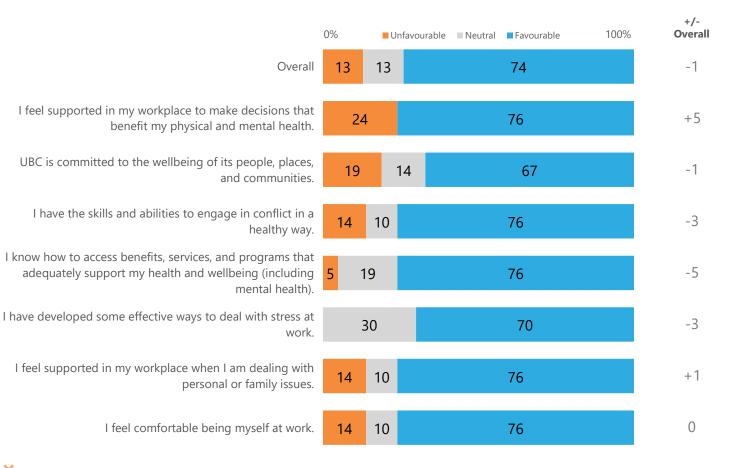


Job Satisfaction

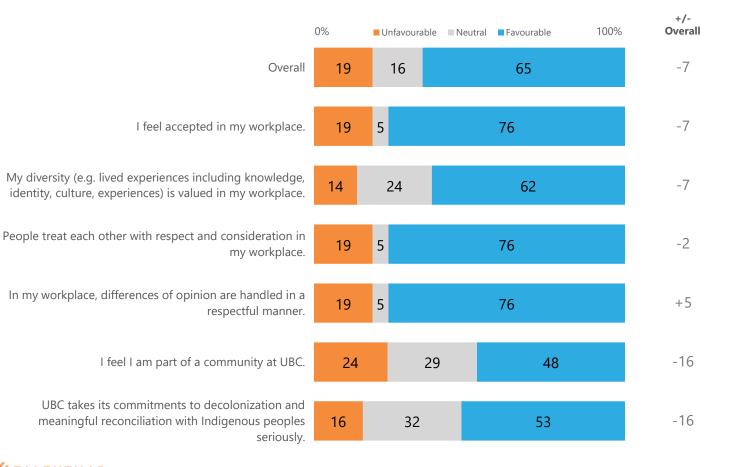


Considering everything, I am satisfied with my current role at UBC.

Health & Wellbeing



Inclusion & Respect



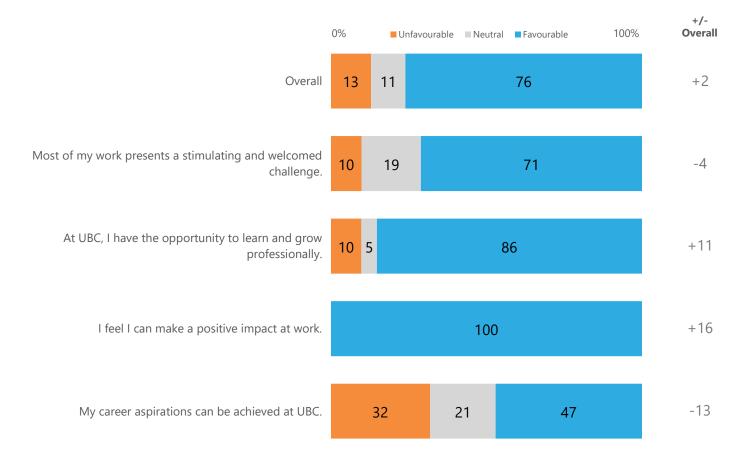
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Work Environment

	0%	Unfavourable	e Neutral Favourable	100%	+/- Overall
Overall	15	7	78		-4
I understand what I am expected to accomplish at work.	14		86		-3
I have the necessary skills to perform all aspects of my work.	10		90		-2
I have the materials and equipment I need to do my work effectively.	19	10	71		-9
I have access to the information I need to do my work effectively.	19	10	71		-8
I am satisfied with the support services available to me.	15	15	70		0

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Professional Growth



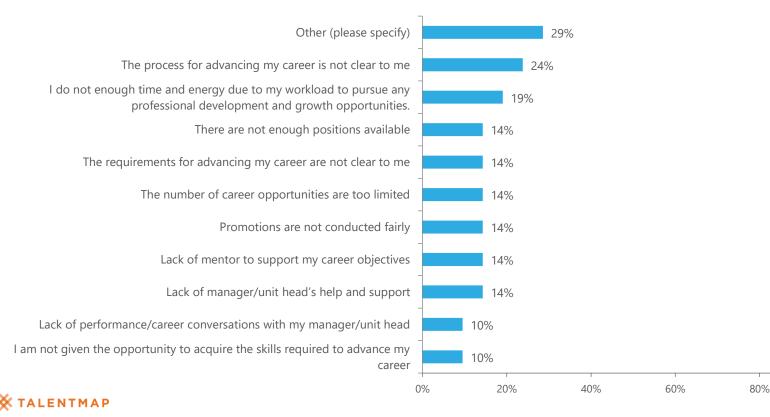
Professional Growth (continued) (1/2)



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

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.

10 respondents answered this question

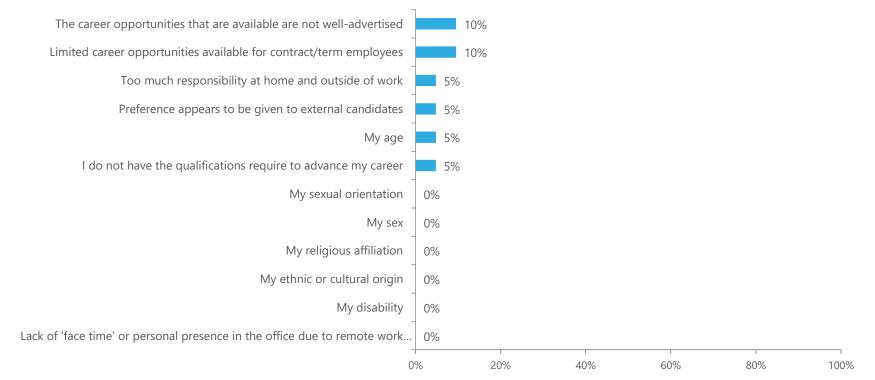


100%

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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) 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. 10 respondents answered this question



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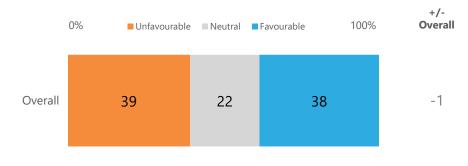
Work/Life Integration

	0%	– (Jnfavourable	Neutral	Favourable	100%	+/- Overall
Overall		23	18		59		-4
The amount of work required of me is reasonable.		33		24	43		-18
I am able to reasonably balance my work and personal life.		25	20		55		-7
I have sufficient autonomy over how I prioritize my work.	10			90)		+7
I have energy left at the end of most workdays for my personal life.		33		19	48		0

X TALENTMAP Data is rounded to the nearest whole number

Communications

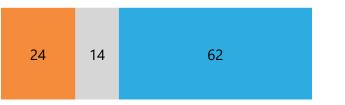




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I feel well informed about what other departments/units across UBC are working on.

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



+9

X TALENTMAP Data is rounded to the nearest whole number

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Collaboration

	0%	Ur	favourable	Neutral Favourable	100%	+/- Overall
Overall	19	1	3	68		+4
Collaboration with different parts of the University is encouraged.	2	4	19	57		+3
There is a strong feeling of collegiality and cooperation in my workplace.	14	14		71		+4
My colleagues act in a manner that is consistent with what they say.	10	14		76		+5
I receive recognition for my accomplishments at work.		29	5	67		+4

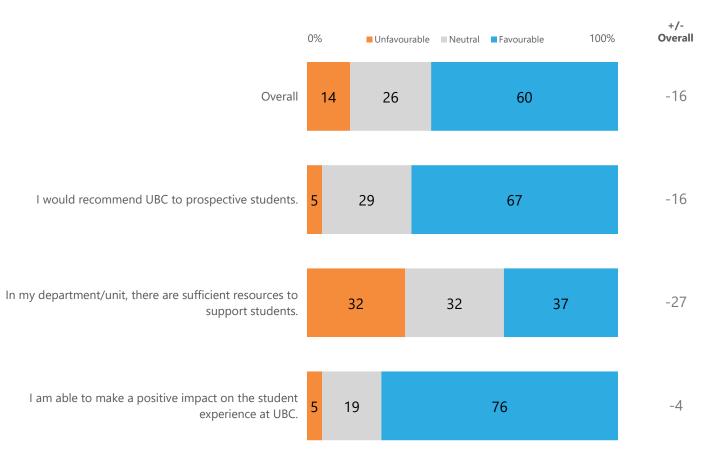


Innovation

	0%	Unfavoura	ble Neutral Favourable	100%	+/- Overall
Overall	12	17	71		+2
In my department/unit, making mistakes is viewed as an opportunity for learning and improvement.	14	14	71		+7
In my department/unit, we are committed to doing innovative work.	10	25	65		-4
In my department/unit, we are willing to consider and adopt new and improved ways to work.	10	14	76		+3
In my department/unit, learning is an important objective in our day-to-day work.	15	15	70		0

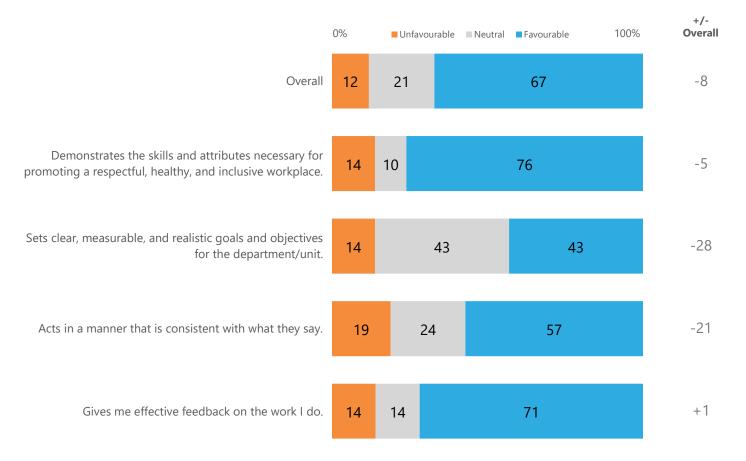
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Student Focus



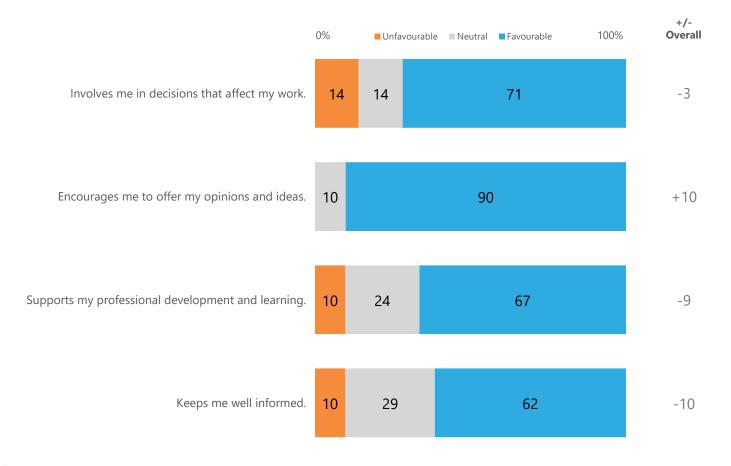


Immediate Unit Head/ Manager (1/2)





Immediate Unit Head/ Manager (2/2)





UBC's Senior Leadership

	0%	Unfavourable Neutral	Favourable 100%	+/- Overall
Overall	15	40	45	-16
Demonstrate the skills and attributes necessary for promoting a respectful, healthy, and inclusive workplace.	10	40	50	-18
Set ambitious, but realistic priorities.	15	40	45	-15
Clearly communicate their priorities.	25	40	35	-25
Act in a manner that is consistent with what they say.	20	40	40	-17
Communicate a compelling vision for UBC.	5	45	50	-14
I have confidence in UBC's senior leadership.	15	35	50	-7

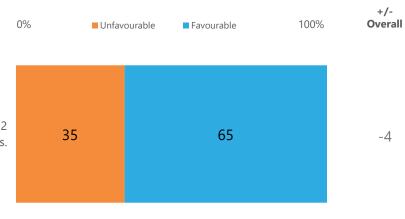


Engagement

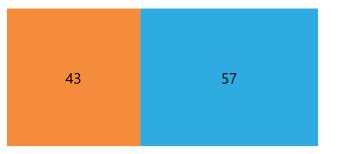
	0%	Unfav	vourable	Neutral	Favourable	100%	+/- Overall
Overall	6	27			66		-7
I am proud to tell others I work at UBC.		33			67		-17
I am optimistic about the future of UBC.	ć	25			75		-2
UBC inspires me to do my best work.	10	3	8		52		-14
I would recommend UBC to a friend or family member as a great place to work.	10	24			67		-7
My work provides me with a sense of personal accomplishment.	10	14			76		0
I can see a clear link between my work and UBC's long- term objectives.	10	29			62		-2







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



-15

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

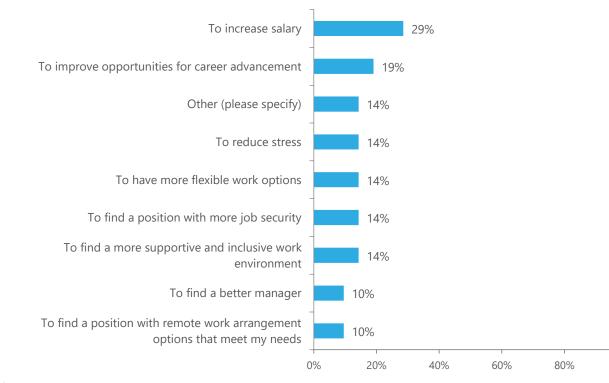
* A Favourable score represents 'No'



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. 9 respondents answered this question



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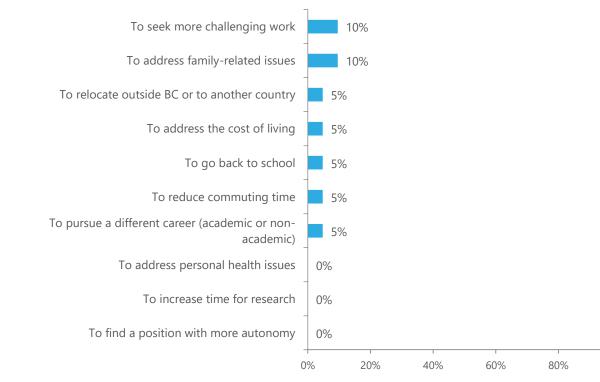
100%



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. 9 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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