UBC Workplace Experiences Survey

2021 WES report for:

Associate Dean Research Portfolio | Faculty of Land and Food Systems (David Kitts)

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%.

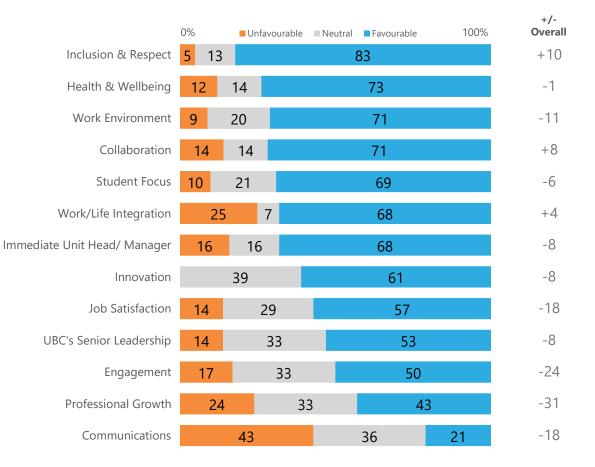
• +/- Overall: refers to your portfolio's % Favourable score that is above (+) or below (-) UBC's overall % Favourable for that attribute.

Your sample size: 7

Your response rate*: 21%

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

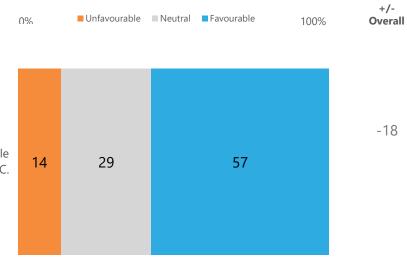
Overall Dimension Scores



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Job Satisfaction





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



Health & Wellbeing

	0%	Unt	favourable ■Neutral	Favourable	100%	+/- Overall
Overall	12	14		73		-1
I feel supported in my workplace to make decisions that benefit my physical and mental health.			100			+29
UBC is committed to the wellbeing of its people, places, and communities.		43	14	43		-25
I have the skills and abilities to engage in conflict in a healthy way.	14		43	43		-36
I know how to access benefits, services, and programs that adequately support my health and wellbeing (including mental health).	2	29		71		-10
I have developed some effective ways to deal with stress at work.	14	14	71			-2
I feel supported in my workplace when I am dealing with personal or family issues.			100			+25
I feel comfortable being myself at work.	14		8	6		+10

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Inclusion & Respect

	0%		Unfavourable	Neutral	Favourable	100%	+/- Overall
Overall	5	13		8	33		+10
I feel accepted in my workplace.			+16				
My diversity (e.g. lived experiences including knowledge, identity, culture, experiences) is valued in my workplace.			+31				
People treat each other with respect and consideration in my workplace.			+22				
In my workplace, differences of opinion are handled in a respectful manner.	1	4			+14		
I feel I am part of a community at UBC.		29	2	29	43		-21
UBC takes its commitments to decolonization and meaningful reconciliation with Indigenous peoples seriously.		33	3		67		-2

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Work Environment

	0%	Unfavo	ourable Neutral	Favourable 10	0%	+/- Overall
Overall	9	20		71		-11
I understand what I am expected to accomplish at work.	14		8	6		-3
I have the necessary skills to perform all aspects of my work.			100			+8
I have the materials and equipment I need to do my work effectively.	14	14		71		-9
I have access to the information I need to do my work effectively.	14	29		57		-23
I am satisfied with the support services available to me.		57		43		-27

X TALENTMAP Data is rounded to the nearest whole number

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Professional Growth

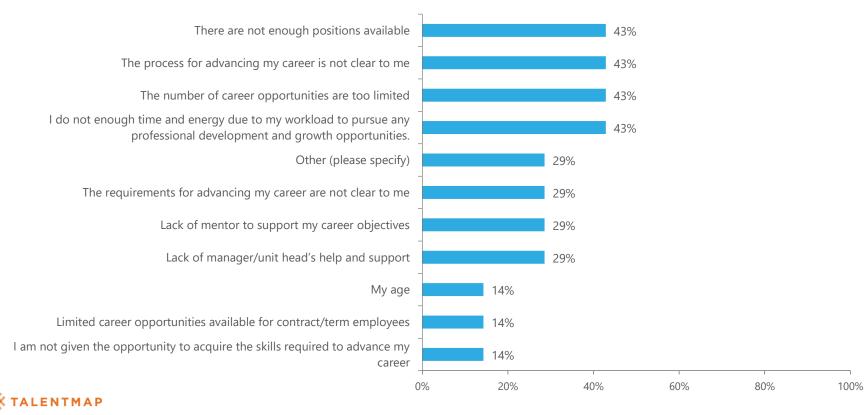
	0%	Unfav	vourable Neutral	Favourable 10)0%	+/- Overall
Overall	24	l	33	43		-31
Most of my work presents a stimulating and welcomed challenge.	2	29	29	43		-33
At UBC, I have the opportunity to learn and grow professionally.	14	2	9	57		-18
l feel l can make a positive impact at work.	14	14		71		-13
My career aspirations can be achieved at UBC.		40		60		-61



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.

5 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) 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. 5 respondents answered this question

- Too much responsibility at home and outside of work		14%		
The career opportunities that are available are not well-advertised	0%			
Promotions are not conducted fairly	0%			
Preference appears to be given to external candidates	0%			
My sexual orientation	0%			
My sex	0%			
My religious affiliation	0%			
My ethnic or cultural origin	0%			
My disability	0%			
Lack of performance/career conversations with my manager/unit head	0%			
Lack of 'face time' or personal presence in the office due to remote work	0%			
I do not have the qualifications require to advance my career	0%			
0'	%	20%	40%	60%

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100%

80%

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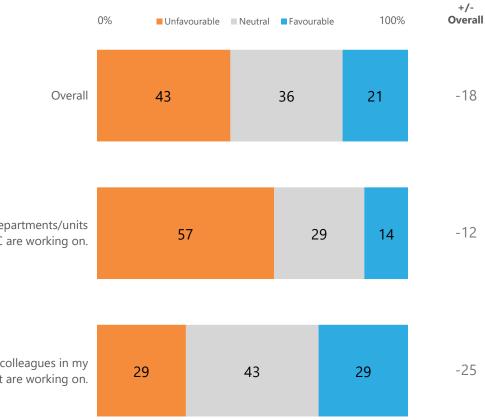
Work/Life Integration

	0%	U	nfavour	able	Neutral	Favourable	100%	+/- Overall
Overall		25	7			68		+4
The amount of work required of me is reasonable.		43				57		-4
I am able to reasonably balance my work and personal life.		29		14		57		-5
I have sufficient autonomy over how I prioritize my work.					100			+16
I have energy left at the end of most workdays for my personal life.		29		14		57		+10

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Communications

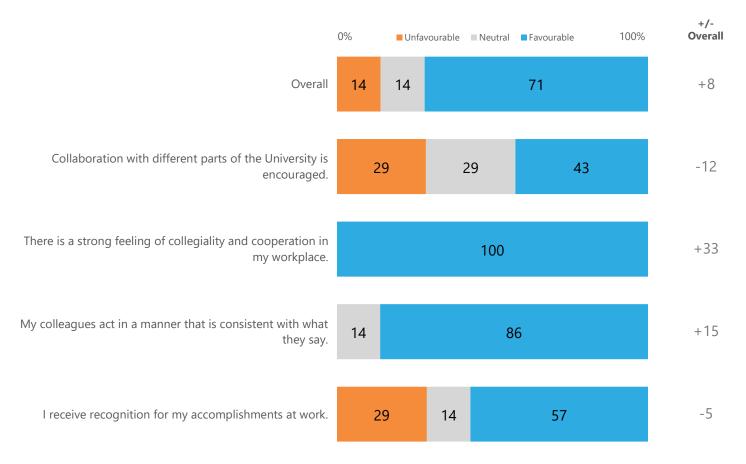


I feel well informed about what other departments/units across UBC are working on.

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

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Collaboration



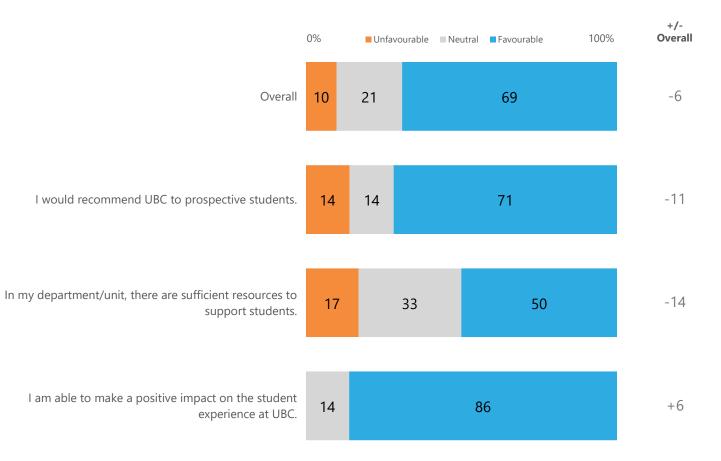
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Innovation

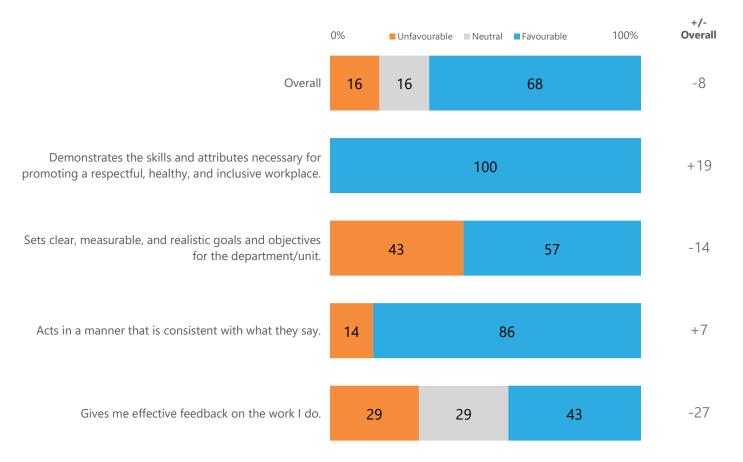
	0% Unfavourable	Neutral Favourable 100%	+/- Overall
Overall	39	61	-8
In my department/unit, making mistakes is viewed as an opportunity for learning and improvement.	43	57	-7
In my department/unit, we are committed to doing innovative work.	43	57	-12
In my department/unit, we are willing to consider and adopt new and improved ways to work.	29	71	-2
In my department/unit, learning is an important objective in our day-to-day work.	43	57	-13

Student Focus



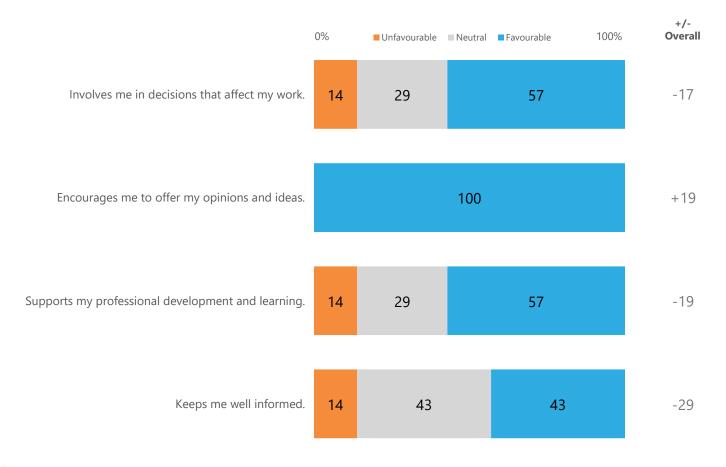


Immediate Unit Head/ Manager (1/2)





Immediate Unit Head/ Manager (2/2)





UBC's Senior Leadership

	0%	Unfavourable	eutral ∎Favou	irable 100%	+/- Overall
Overall	14	33		53	-8
Demonstrate the skills and attributes necessary for promoting a respectful, healthy, and inclusive workplace.	17	33		50	-18
Set ambitious, but realistic priorities.	17	33		50	-10
Clearly communicate their priorities.	17		83		+23
Act in a manner that is consistent with what they say.	17	50		33	-24
Communicate a compelling vision for UBC.	17	33	50		-14
I have confidence in UBC's senior leadership.	17	33		50	-7

X TALENTMAP Data is rounded to the nearest whole number

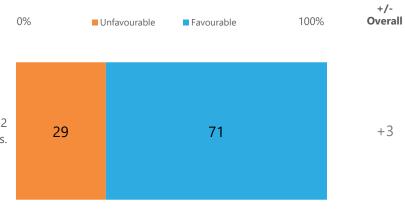


Engagement

	0%	Unfav	ourable	Neutral	Favoural	ble 100%	+/- Overall
Overall	17		33			50	-24
I am proud to tell others I work at UBC.	14	14			71		-13
I am optimistic about the future of UBC.	14		43			43	-34
UBC inspires me to do my best work.	14		43			43	-24
I would recommend UBC to a friend or family member as a great place to work.		43			57	7	-17
My work provides me with a sense of personal accomplishment.	29)	14		57	7	-19
I can see a clear link between my work and UBC's long- term objectives.	29)		43		29	-35







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



+14

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)

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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

To relocate outside BC or to another country											
To seek more challenging work											
To address the cost of living		Results are not displayed because there are no responses or the number of responses are below									
To increase time for research											
To improve opportunities for career advancement		the minimum threshold of 5.									
To pursue a different career (academic or non- academic)											
To find a position with more autonomy											
To find a position with more job security											
To find a more supportive and inclusive work environment		1		1							
	0%	20%	40%	60%	80%	100%					

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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

Other (please specify) To increase salary To address personal health issues To address family-related issues Results are not displayed because there are no responses or the number of responses are below To go back to school the minimum threshold of 5. To reduce commuting time To reduce stress To find a better manager To have more flexible work options To find a position with remote work arrangement options that meet my needs 0% 20% 40% 60% 80% 100%

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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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