# **UBC Workplace Experiences Survey**

2021 WES report for: **Faculty of Land and Food Systems** 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.

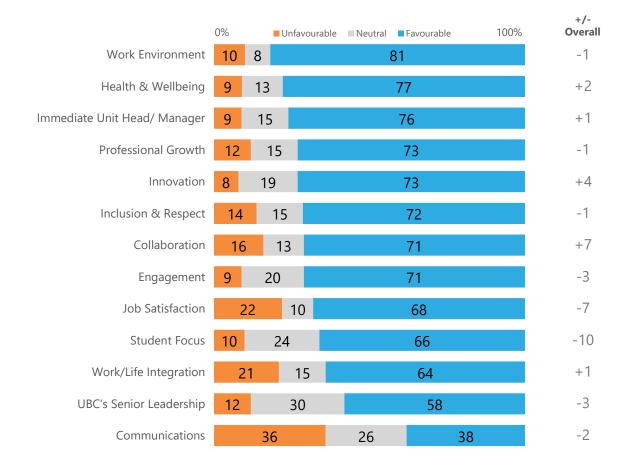
Your sample size: 41

Your response rate\*: 35%

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

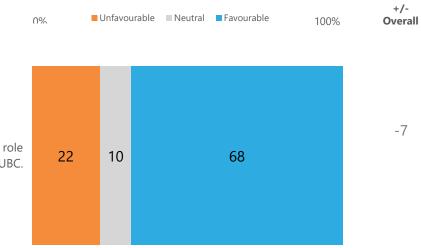


#### **Overall Dimension Scores**



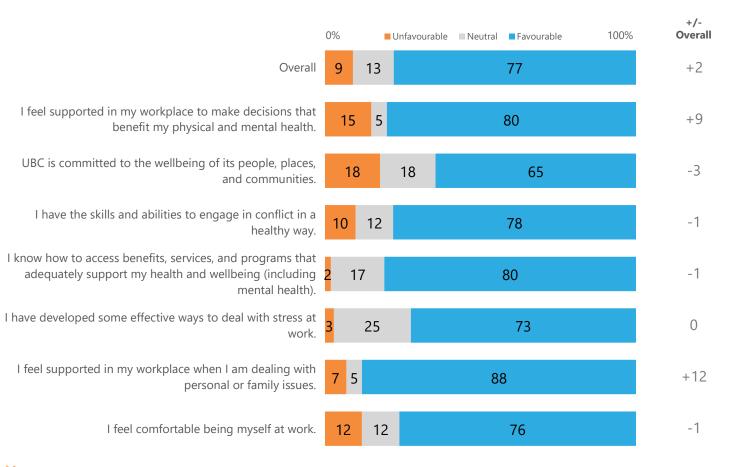


#### **Job Satisfaction**



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

### Health & Wellbeing



#### **Inclusion & Respect**

	0%	Unfavourable	Neutral Favourable	100%	+/- Overall
Overall	14	15	72		-1
I feel accepted in my workplace.	13	8	80		-4
My diversity (e.g. lived experiences including knowledge, identity, culture, experiences) is valued in my workplace.	13	18	70		+1
People treat each other with respect and consideration in my workplace.	15	7	78		0
In my workplace, differences of opinion are handled in a respectful manner.	17	5	78		+6
I feel I am part of a community at UBC.	17	24	59		-5
UBC takes its commitments to decolonization and meaningful reconciliation with Indigenous peoples seriously.	9	26	65		-4

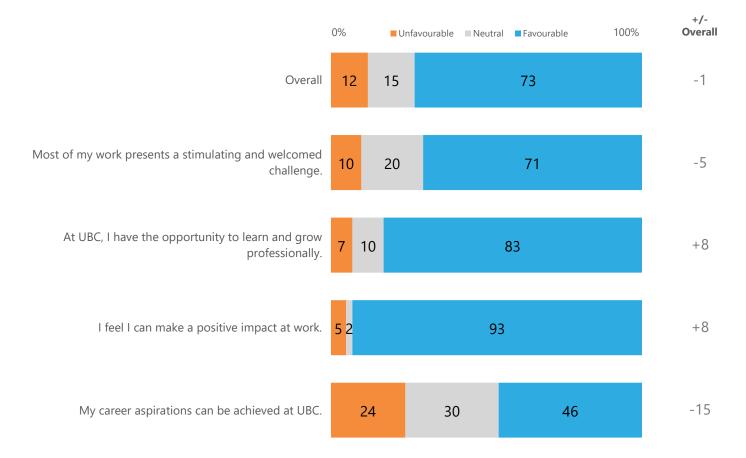


#### **Work Environment**

	0%	Unfa	vourable Neutral Favourable	100%	+/- Overall
Overall	10	8	81		-1
I understand what I am expected to accomplish at work.	12	2	85		-4
I have the necessary skills to perform all aspects of my work.	5		95		+3
I have the materials and equipment I need to do my work effectively.	12	10	78		-2
I have access to the information I need to do my work effectively.	12	10	78		-2
I am satisfied with the support services available to me.	10	20	70		0

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#### **Professional Growth**



**TALENTMAP** Data is rounded to the nearest whole number

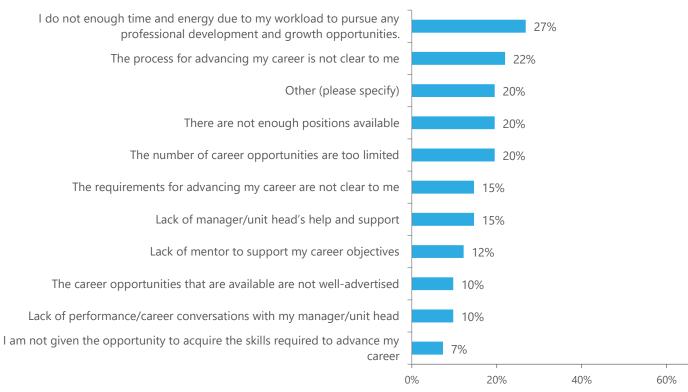
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# **Professional Growth (continued) (1/2)**

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.

20 respondents answered this question



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100%

80%

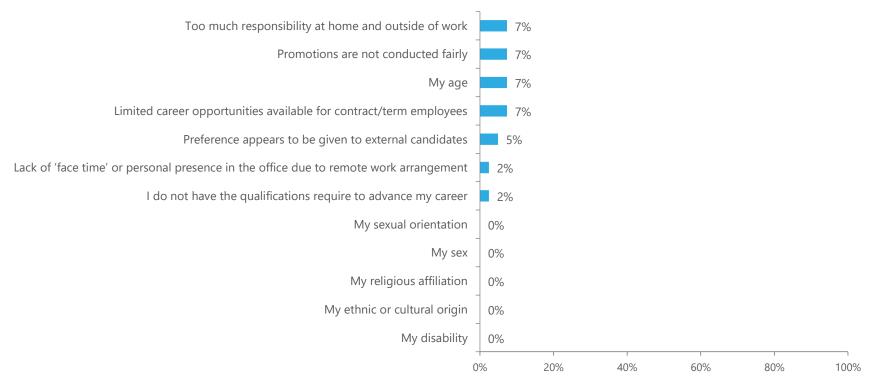


# **Professional Growth (continued) (2/2)**

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

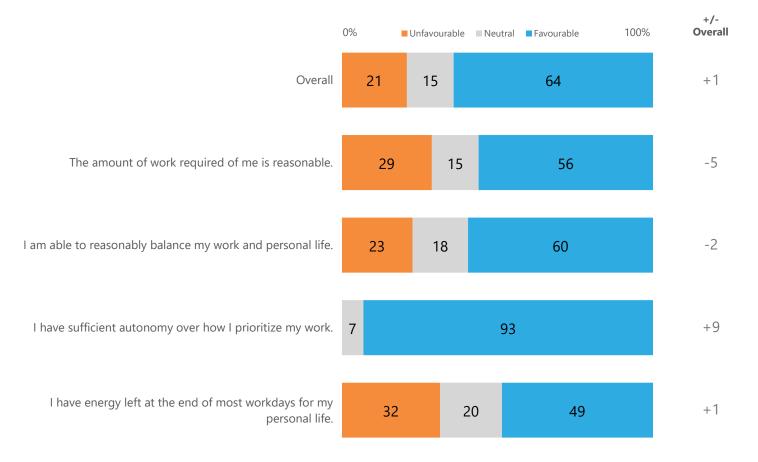
This question was completed only by respondents who indicated that they cannot achieve their career aspirations at UBC. However, the percentages below are based on the total number of respondents for this portfolio.

20 respondents answered this question



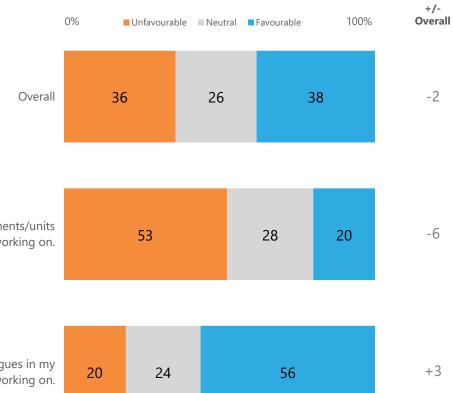
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#### Work/Life Integration



**X** TALENTMAP Data is rounded to the nearest whole number

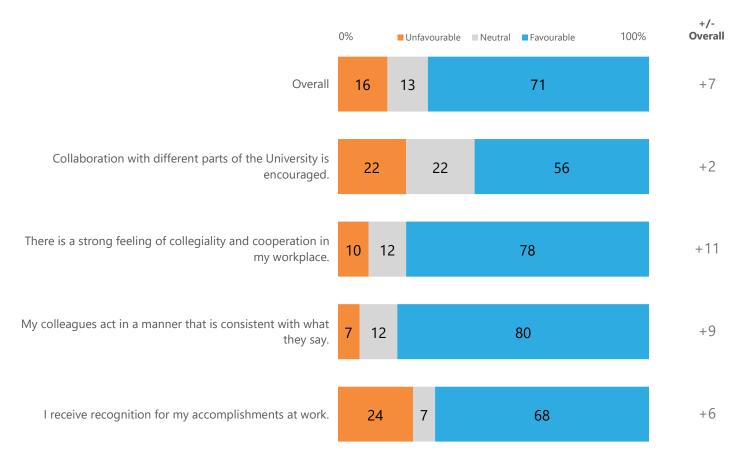
#### **Communications**



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.

#### **Collaboration**



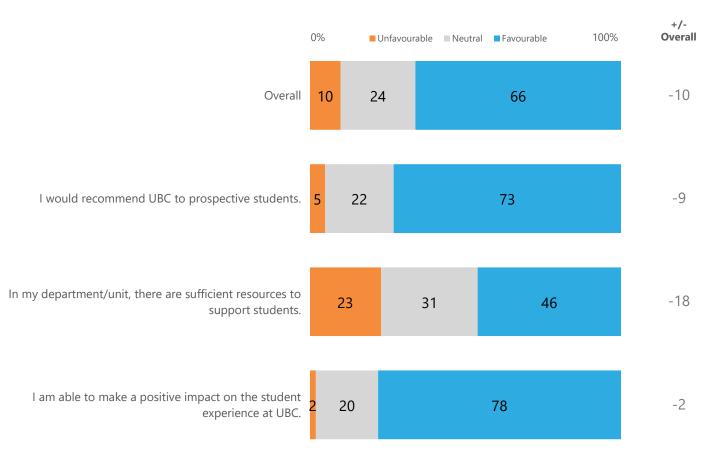


#### Innovation

	0%	Unfa	avourable 🔲 Neutral 📕 Favourable	100%	+/- Overall
Overall	8	19	73		+4
In my department/unit, making mistakes is viewed as an opportunity for learning and improvement.	10	17	73		+9
In my department/unit, we are committed to doing innovative work.	5	25	70		+1
In my department/unit, we are willing to consider and adopt new and improved ways to work.	10	12	78		+4
In my department/unit, learning is an important objective in our day-to-day work.	8	20	73		+3

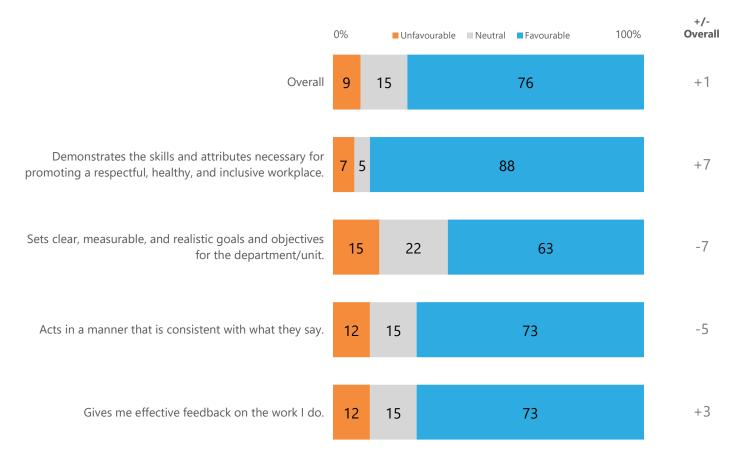
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#### **Student Focus**





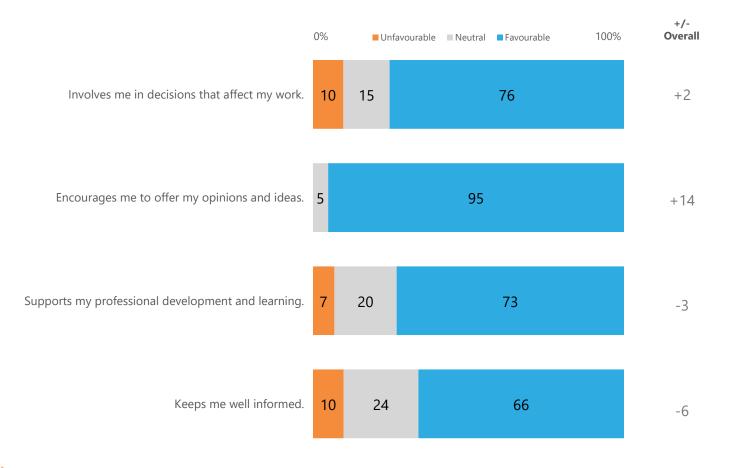
### **Immediate Unit Head/ Manager (1/2)**



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### **Immediate Unit Head/ Manager (2/2)**



**TALENTMAP** Data is rounded to the nearest whole number



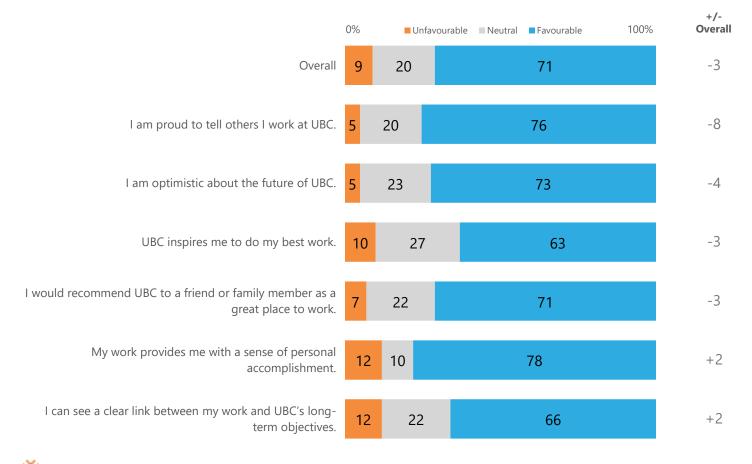
#### **UBC's Senior Leadership**

	0%	Unfavourable	Neutral Favourable 1009	+/- % Overall
Overall	12	30	58	-3
Demonstrate the skills and attributes necessary for promoting a respectful, healthy, and inclusive workplace.	11	32	57	-11
Set ambitious, but realistic priorities.	13	29	58	-2
Clearly communicate their priorities.	13	26	61	0
Act in a manner that is consistent with what they say.	14	35	51	-6
Communicate a compelling vision for UBC.	8	32	59	-5
I have confidence in UBC's senior leadership.	13	24	63	+6

**X** TALENTMAP Data is rounded to the nearest whole number



#### Engagement

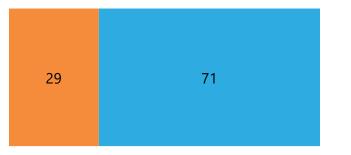




#### Performance



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.

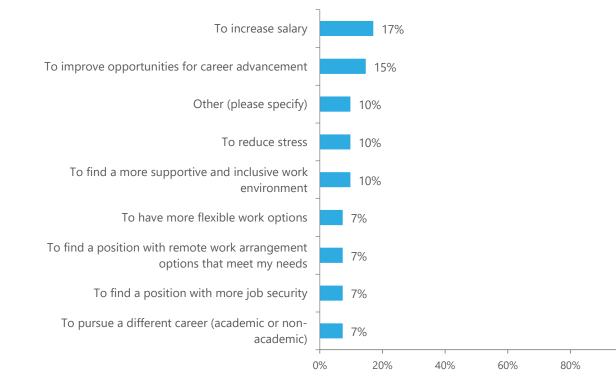
\* A Favourable score represents 'No'



## **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. 12 respondents answered this question



#### 💥 TALENTMAP

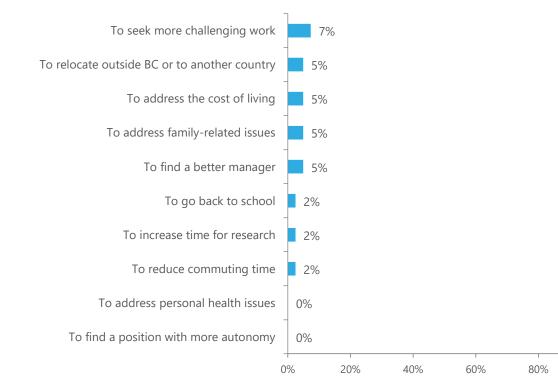
100%



### **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. 12 respondents answered this question



#### 💥 TALENTMAP

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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