UBC Workplace Experiences Survey

2021 WES report for: **Faculty of Land & Food Systems** Persons with Disabilities

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 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.

Reading your report

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

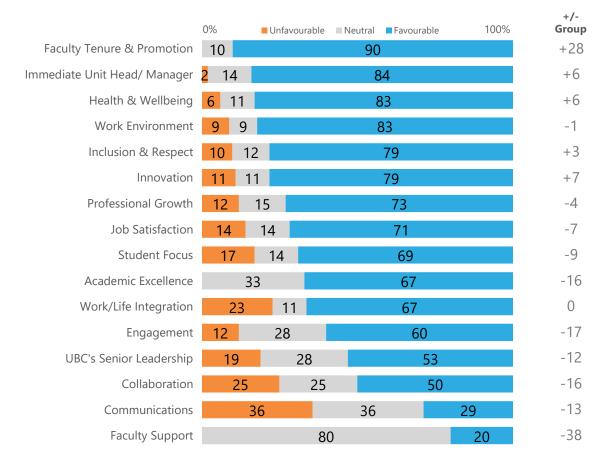
- % Unfavourable: represents the respondents who chose "Strongly Disagree/Disagree".
- % Neutral: represents the respondents who chose "Neither Agree nor Disagree".
- % Favourable: represents the respondents who chose "Strongly Agree/Agree".

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%.

+/- Group: refers to the % Favourable score for respondents in your portfolio who identify as someone with significant and persistent or recurring mobility, sensory, learning, or other physical or mental health impairment and/or experiences functional restrictions/limitations or environmental barriers related to any impairment that is above (+) or below (-) the % Favourable for respondents at the UBC overall level who did not identify as someone with significant and persistent or recurring mobility, sensory, learning, or other physical or mental health impairment and/or experiences functional restrictions/limitations or environmental barriers related to any impairment, sensory, learning, or other physical or mental health impairment and/or experiences functional restrictions/limitations or environmental barriers related to any impairment.

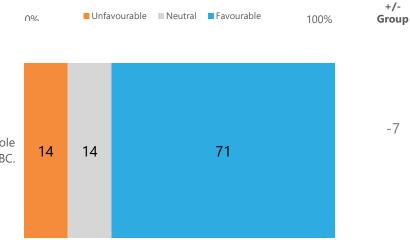
Your sample size: 7

Overall Dimension Scores



Job Satisfaction





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





*Tenure-stream faculty only; 1 respondent answered this question

 0%
 ■ Unfavourable
 ■ Neutral
 ■ Favourable
 100%
 Group

Overall

I am satisfied with the resources that UBC provides to support my teaching.

I am satisfied with the resources that UBC provides to support my research.

I am satisfied with the resources that UBC provides to support my educational leadership.

I am satisfied with the resources that UBC provides for me for engaging students in my research/scholarly/creative work.

It is important for my success as a faculty member to have a mentor.

Results are not displayed because there are no responses or the number of responses are below the minimum threshold of 5.

Academic Excellence

*Tenure-stream faculty only; 1 respondent answered this question

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I am able to meet expectations related to teaching.

Results are not displayed because there are no responses or the number of responses are below the minimum threshold of 5.

I am able to meet expectations related to research.

I am able to meet expectations related to service.

Faculty Tenure & Promotion (1/2)



*Tenure-stream faculty only; 1 respondent answered this question

0% Unfavourable Neutral Favourable

Overall

I believe decisions about reappointments are made fairly.

I believe decisions about tenure are made fairly.

I believe decisions about promotions are made fairly.

I believe decisions about leadership appointments are made fairly.

The process for earning tenure or promotion is clear.

Results are not displayed because there are no responses or the number of responses are below the minimum threshold of 5.

100%

+/-

Group

Faculty Tenure & Promotion (2/2)



*Tenure-stream faculty only; 1 respondent answered this question

0% Unfavourable Neutral Favourable Overall The criteria for earning tenure or promotion is clear.

The criteria for earning tenure or promotion appropriately assess my teaching.

The criteria for earning tenure or promotion appropriately assess my research.

The criteria for earning tenure or promotion appropriately assess my service.

The body of evidence considered for earning tenure or promotion is clear.

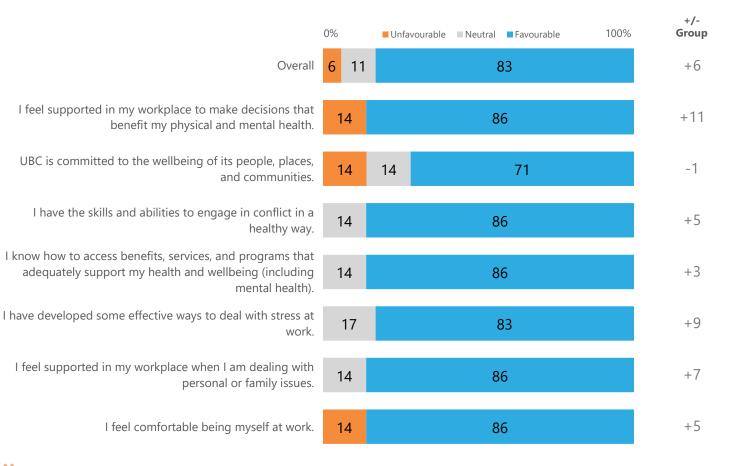
Results are not displayed because there are no responses or the number of responses are below the minimum threshold of 5.

100%

+/-

Group

Health & Wellbeing



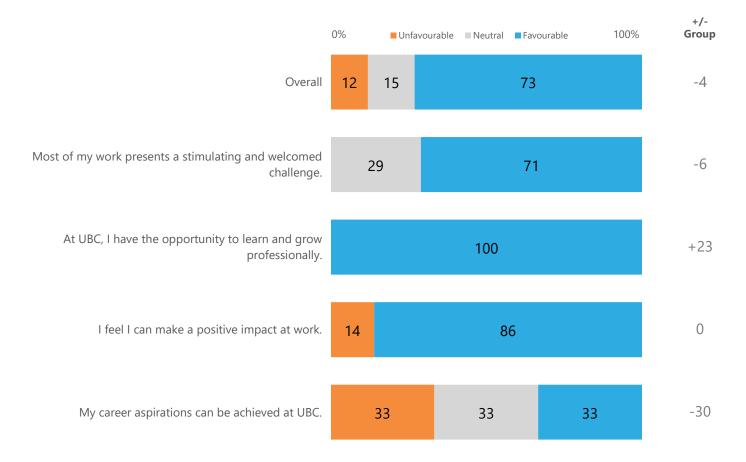
Inclusion & Respect

	0%		Unfavourable	Neutral	Favourable	100%	+/- Group
Overall	10	12			79		+3
l feel accepted in my workplace.	14			80	6		-2
My diversity (e.g. lived experiences including knowledge, identity, culture, experiences) is valued in my workplace.	14		29		57		-15
People treat each other with respect and consideration in my workplace.	14			80	6		+4
In my workplace, differences of opinion are handled in a respectful manner.	14	14	4		71		-4
I feel I am part of a community at UBC.	14			80	6		+19
UBC takes its commitments to decolonization and meaningful reconciliation with Indigenous peoples seriously.	14			80	6		+14

Work Environment

	0%		■ Unfavourable ■ Neutral ■ Favourable 100%	+/- Group
Overall	9	9	83	-1
I understand what I am expected to accomplish at work.		29	71	-19
I have the necessary skills to perform all aspects of my work.	14		86	-7
I have the materials and equipment I need to do my work effectively.			100	+17
I have access to the information I need to do my work effectively.	14		86	+4
I am satisfied with the support services available to me.	14		14 71	-2

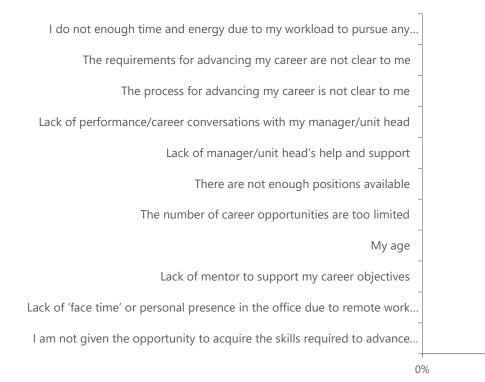
Professional Growth



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)

4 respondents answered this question



Results are not displayed because there are no responses or the number of responses are below the minimum threshold of 5.

40%

60%

80%

20%

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100%

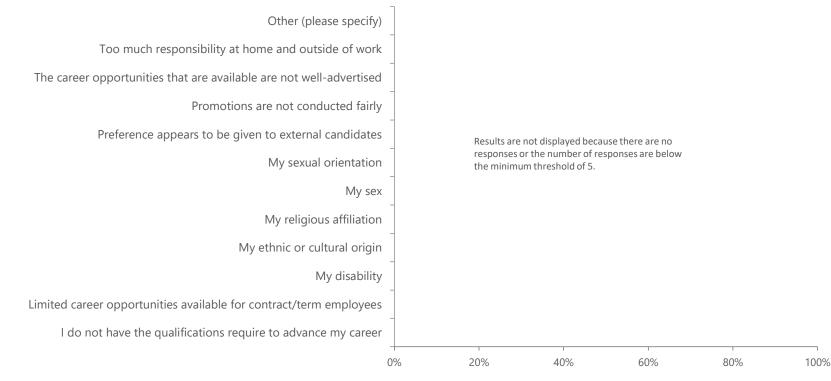
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Professional Growth (continued) (2/2)

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

4 respondents answered this question

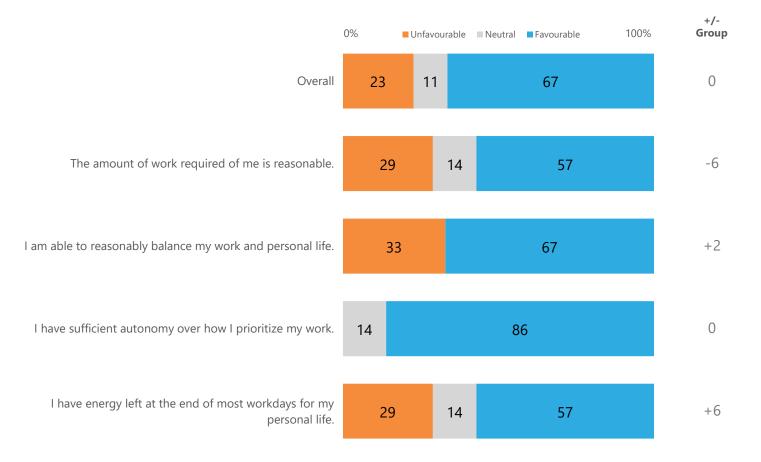


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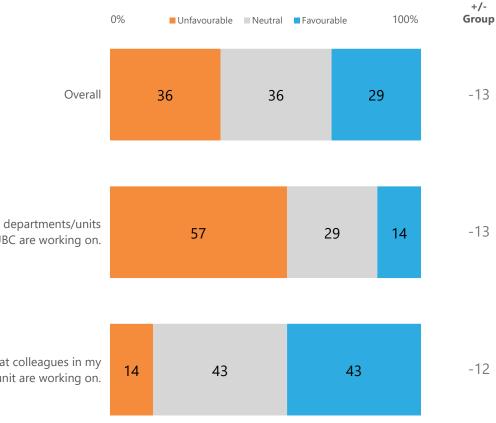
Work/Life Integration



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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.

Collaboration

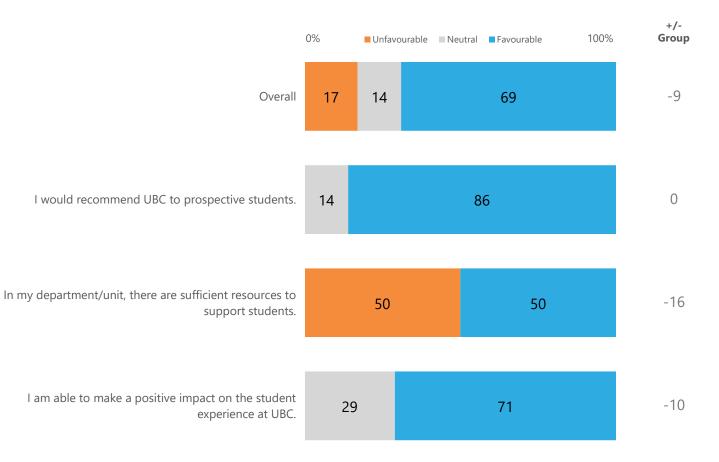
	0%	Unfavourable	Neutral	Favourable	100%	+/- Group
Overall	25	25		50		-16
Collaboration with different parts of the University is encouraged.	29		5	7	14	-42
There is a strong feeling of collegiality and cooperation in my workplace.	14	43		43		-27
My colleagues act in a manner that is consistent with what they say.	14		86	6		+12
I receive recognition for my accomplishments at work.		43		57		-8



Innovation

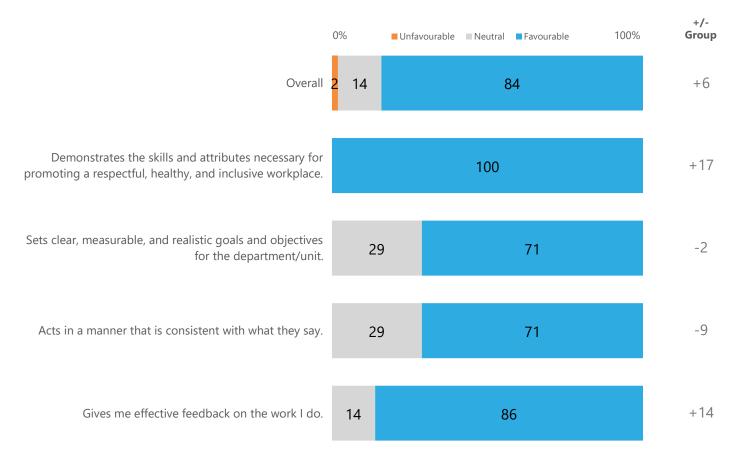
	0%	Unfavourab	ole Neutral Favourable	100%	+/- Group
Overall	11	11	79		+7
In my department/unit, making mistakes is viewed as an opportunity for learning and improvement.	14	14	71		+5
In my department/unit, we are committed to doing innovative work.	14		86		+15
In my department/unit, we are willing to consider and adopt new and improved ways to work.	14		86		+10
In my department/unit, learning is an important objective in our day-to-day work.	14	14	71		0

Student Focus

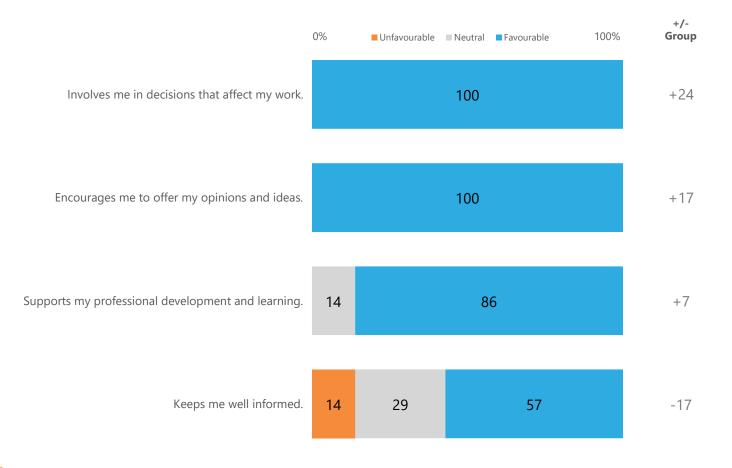




Immediate Unit Head/ Manager (1/2)



Immediate Unit Head/ Manager (2/2)





UBC's Senior Leadership

	0%	Unfavoura	ble 🔲 N	eutral Eave	ourable	100%	+/- Group
Overall	19	28			53		-12
Demonstrate the skills and attributes necessary for promoting a respectful, healthy, and inclusive workplace.	17	17		6	7		-5
Set ambitious, but realistic priorities.	17		50		33		-30
Clearly communicate their priorities.		50		17	33		-30
Act in a manner that is consistent with what they say.	17		50		33		-28
Communicate a compelling vision for UBC.	17			83			+16
I have confidence in UBC's senior leadership.	3	3		6	7		+5

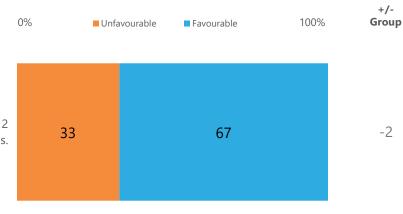


Engagement

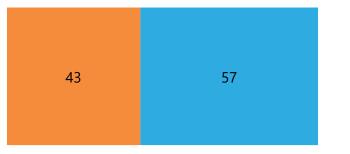
	0%	Unfavourable	Neutral Favourable 100%	+/- Group
Overall	12	28	60	-17
I am proud to tell others I work at UBC.	14	14	71	-15
I am optimistic about the future of UBC.	17		83	+3
UBC inspires me to do my best work.	14	43	43	-27
I would recommend UBC to a friend or family member as a great place to work.	14	14	71	-6
My work provides me with a sense of personal accomplishment.	14	29	57	-22
I can see a clear link between my work and UBC's long- term objectives.		67	33	-33



Performance



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



-17

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)

80%

100%

3 respondents answered this question

To increase salary To address family-related issues To have more flexible work options To improve opportunities for career advancement Results are not displayed because there are no responses or the number of responses are below the minimum threshold of 5. To go back to school To reduce stress To find a position with remote work arrangement options that meet my needs To find a more supportive and inclusive work environment To pursue a different career (academic or nonacademic) 20% 40% 60% 0%

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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)

20%

0%

40%

3 respondents answered this question

Other (please specify) To seek more challenging work To relocate outside BC or to another country To address the cost of living To address personal health issues To increase time for research To reduce commuting time To find a better manager To find a position with more autonomy To find a position with more job security

Results are not displayed because there are no responses or the number of responses are below the minimum threshold of 5.

60%

80%

100%

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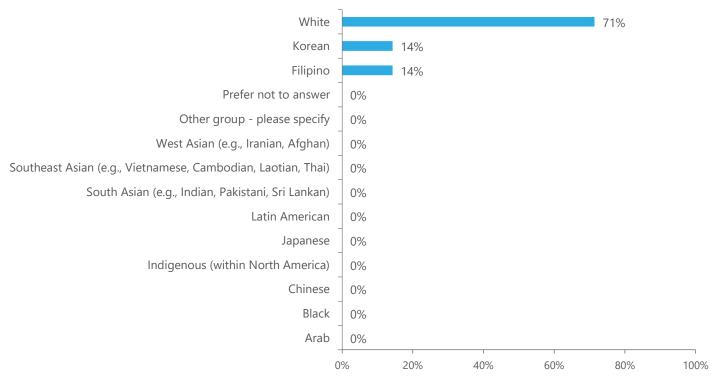


Demographics

Which of the following broad Canadian census categories best describes you? If you identify as biracial or multiracial, please select all that apply.

The percentages below are based on the total number of respondents.

7 respondents answered this question



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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.



