UBC Workplace Experiences Survey

2021 WES report for:

Faculty of Land & Food Systems

Racialized People (racialized, a visible minority, person of colour, or an analogous term)

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.

The 2021 WES results show that the key drivers of engagement for people who identify as someone who is racialized, a visible minority, person of colour, or an analogous term 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%.

• +/- Group: refers to the % Favourable score for respondents in your portfolio who identify as someone who is racialized, a visible minority, person of colour, or an analogous term) that is above (+) or below (-) % the Favourable for respondents at the UBC overall level who did not identify as someone who is racialized, a visible minority, person of colour, or an analogous term

Your sample size: 18

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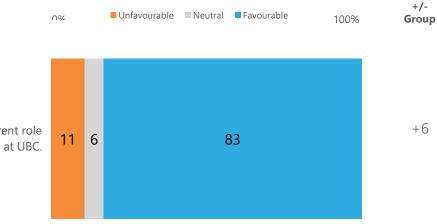
+/-

Overall Dimension Scores

	0%	Unfavourable	Neutral	Favourable	100%	+/- Group
Academic Excellence			100			+20
Work Environment	<mark>3</mark> 6		91			+9
Innovation	<mark>2</mark> 7		91			+21
Faculty Tenure & Promotion			90			+40
Professional Growth	4 7		88	3		+14
Engagement	<mark>3</mark> 10		8	7		+13
Job Satisfaction	11 6		8	33		+6
Student Focus	7 10		8	33		+7
Immediate Unit Head/ Manager	6 10		8	33		+8
Health & Wellbeing	8 10		8	82		+6
Inclusion & Respect	7 16	5		78		+4
Collaboration	7 15			78		+13
UBC's Senior Leadership	<mark>2</mark> 3	0		68		+7
Faculty Support	20			60		+17
Work/Life Integration	31	13		57		-6
Communications	3.	3	31		36	-4

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 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)

Overall



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

0% ■ Unfavourable ■ Neutral ■ Favourable

I believe decisions about reappointments are made fairly.

I believe decisions about tenure are made fairly.

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

100%

+/-

Group

I believe decisions about promotions are made fairly.

The process for earning tenure or promotion is clear.

X TALENTMAP Data is rounded to the nearest whole number

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.

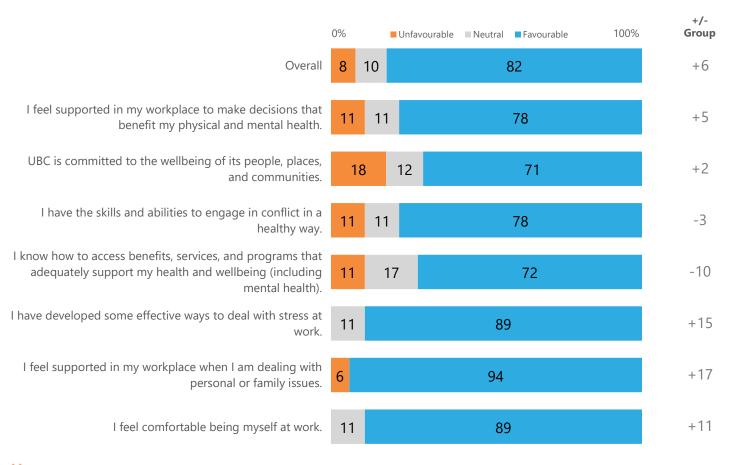
100%

+/-

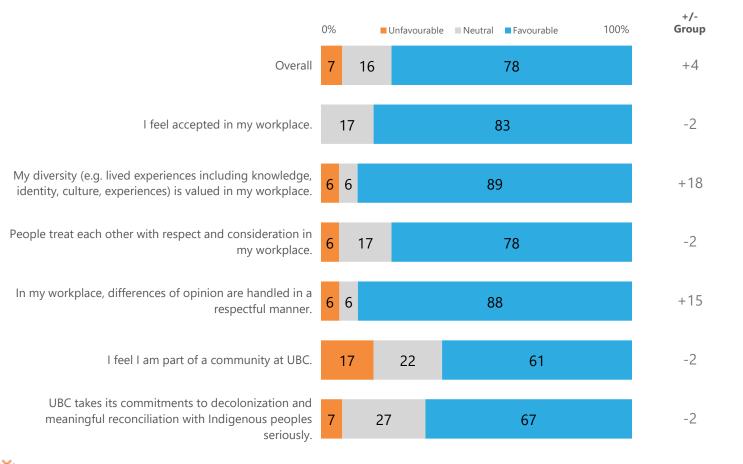
Group

TALENTMAP Data is rounded to the nearest whole number

Health & Wellbeing

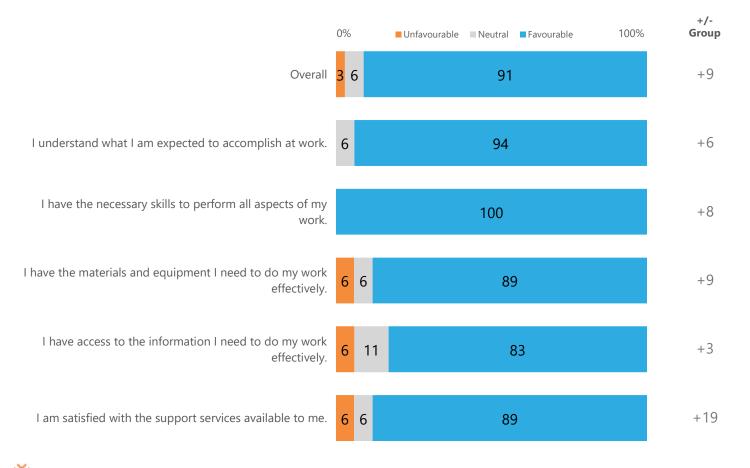


Inclusion & Respect



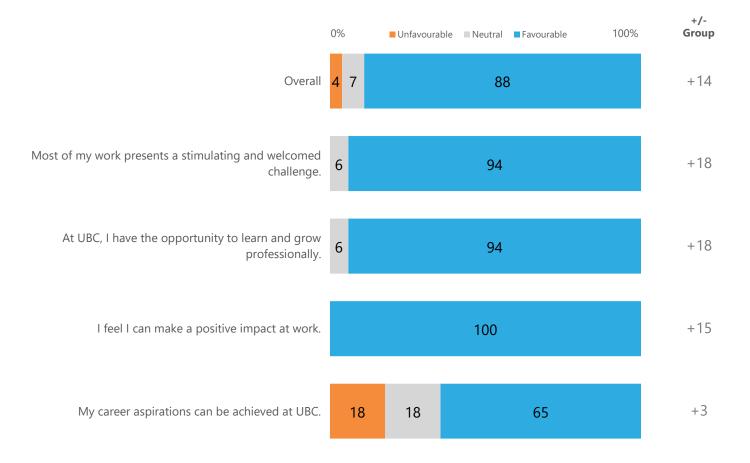
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Work Environment



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Professional Growth

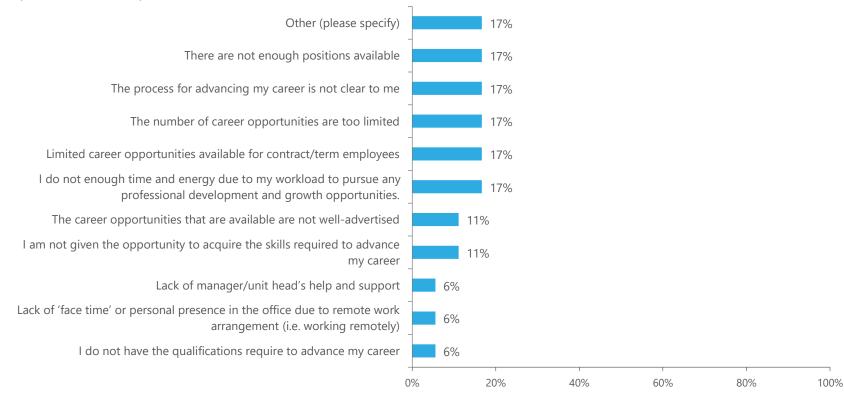


Professional Growth (continued) (1/2)



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. 6 respondents answered this question



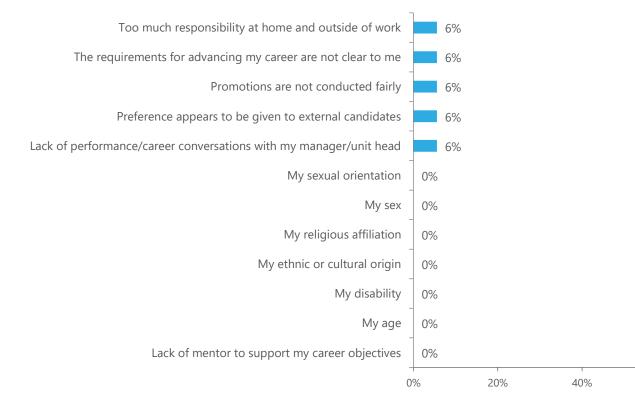
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Professional Growth (continued) (2/2)



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. 6 respondents answered this question



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100%

60%

80%

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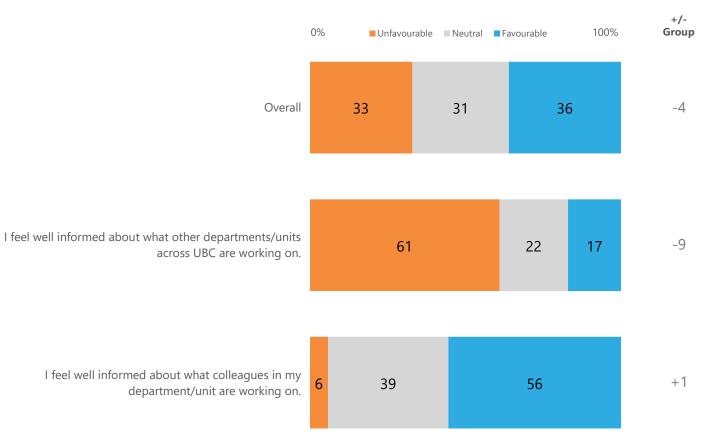
Work/Life Integration

	0%	Unfavo	urable 🔳 N	leutral 🗖 Favo	ourable	100%	+/- Group
Overall		31	13		57		-6
The amount of work required of me is reasonable.		39	6		56		-5
I am able to reasonably balance my work and personal life.		39	11		50		-12
I have sufficient autonomy over how I prioritize my work.	11			89			+4
I have energy left at the end of most workdays for my personal life.		44		22	33		-14

X TALENTMAP Data is rounded to the nearest whole number

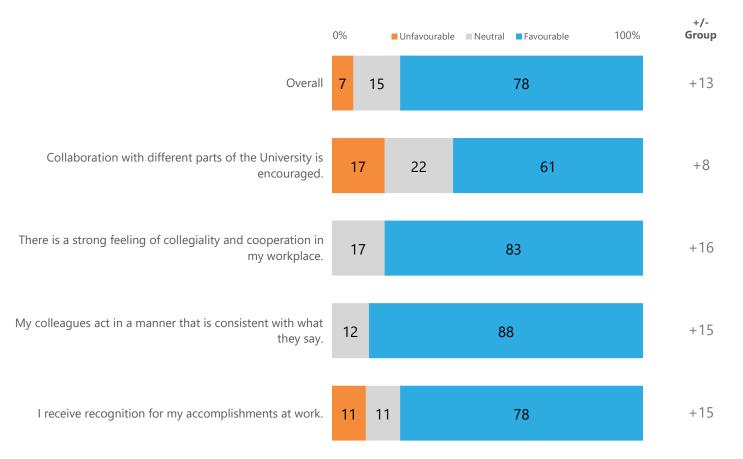
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Communications



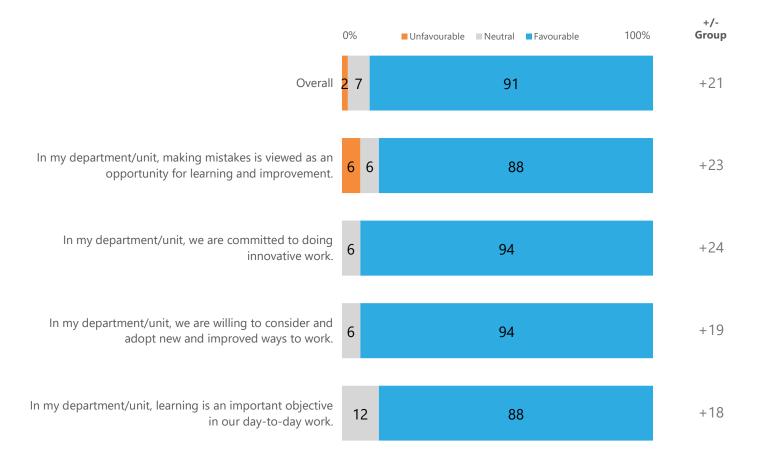
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Collaboration

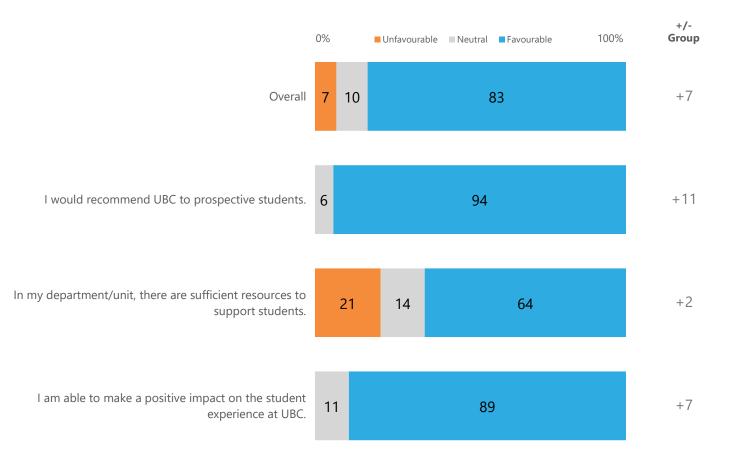




Innovation

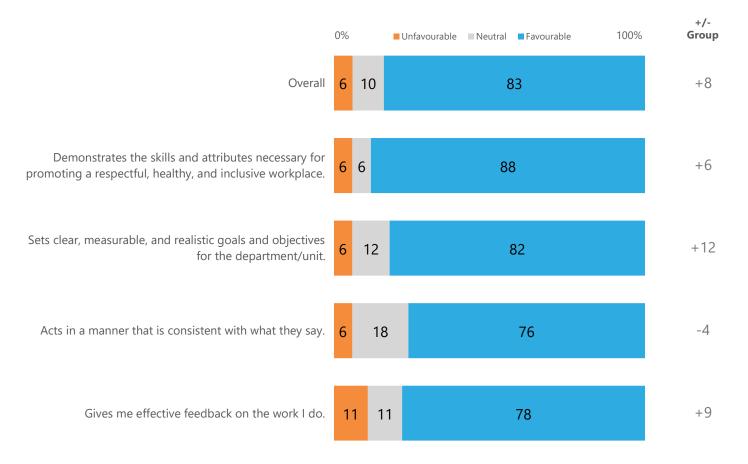


Student Focus



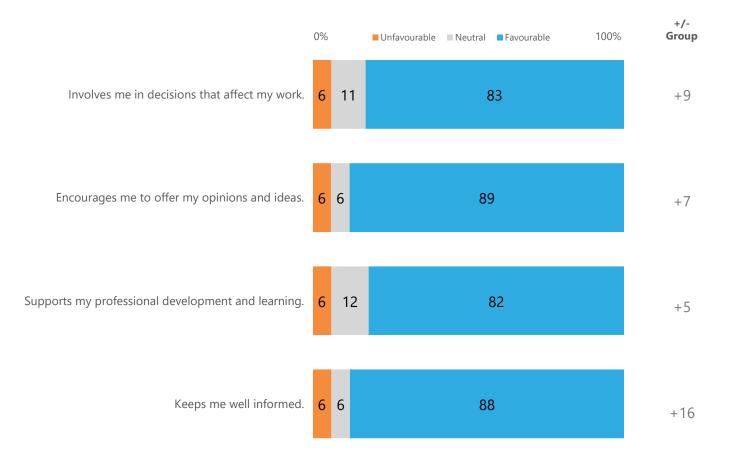


Immediate Unit Head/ Manager (1/2)





Immediate Unit Head/ Manager (2/2)



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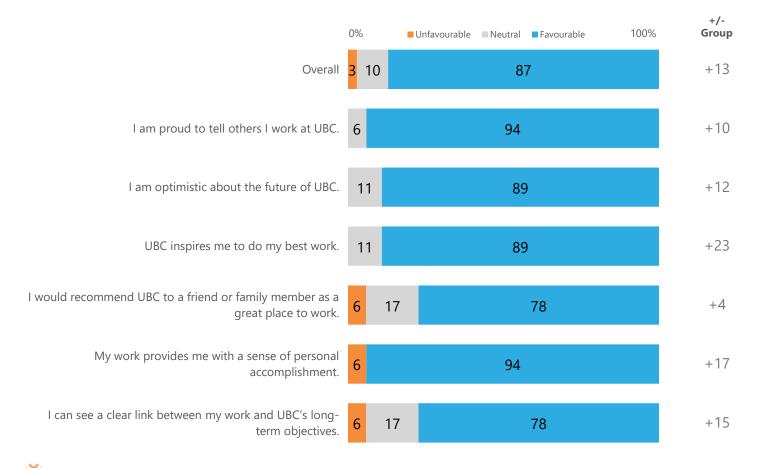


UBC's Senior Leadership

	0% Unfavou	urable Neutral Favourable 100%	+/- Group
Overall	2 30	68	+7
Demonstrate the skills and attributes necessary for promoting a respectful, healthy, and inclusive workplace.	33	67	-1
Set ambitious, but realistic priorities.	31	69	+9
Clearly communicate their priorities.	6 31	63	+3
Act in a manner that is consistent with what they say.	27	73	+17
Communicate a compelling vision for UBC.	7 27	67	+3
I have confidence in UBC's senior leadership.	31	69	+11



Engagement



X TALENTMAP Data is rounded to the nearest whole number



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.

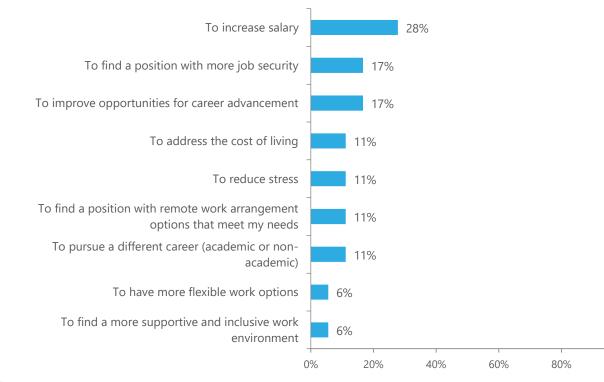
* A Favourable score represents 'No'



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. 5 respondents answered this question



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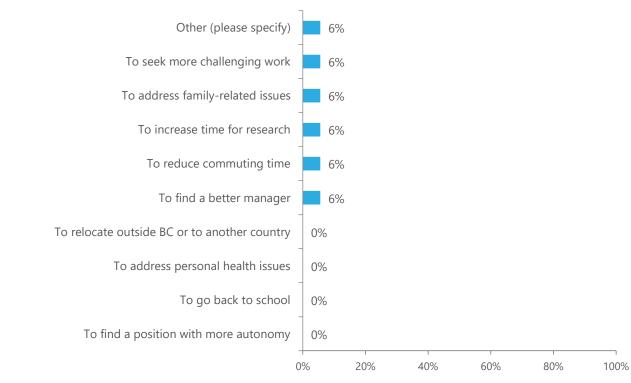
100%



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. 5 respondents answered this question



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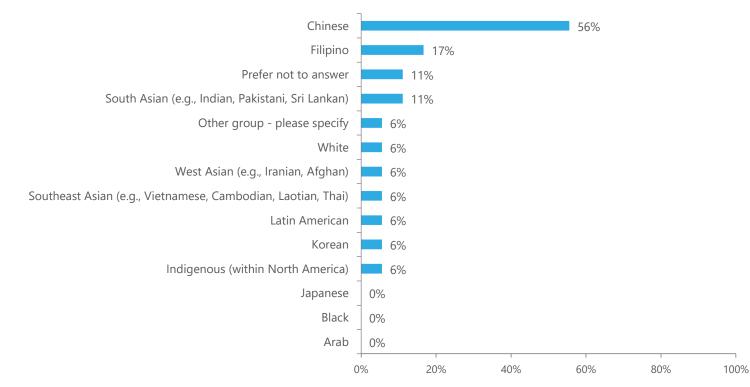


Demographics

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.

18 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.



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