



Ipsos Loyalty

The Customer and Employee Research Specialists

Workplace Experiences Survey 2014

*Faculty of Land and Food Systems
Report*



a place of mind



Workplace Experiences Survey 2014

Faculty of Land and Food Systems Report



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This report contains the results from the **University of British Columbia's 2014 Workplace Experiences Survey**, specifically for respondents who indicated their primary or secondary reporting relationship is to the following Faculty:

Faculty of Land and Food Systems

This report is intended to help you shape your people practices and understand what faculty and staff in your Faculty say about working at UBC. After reviewing this report, we encourage you to:

- Read the companion report for unit-level document, which highlights UBC's strengths and priority areas of opportunity, to help identify focus areas for your Faculty
- Share your Faculty's results with your faculty and staff
- Celebrate your strengths and develop action plans to address areas of concern

Ipsos-Reid was commissioned to conduct the third iteration of the Workplace Experiences Survey (WES) for the University of British Columbia.

All full-time and part-time faculty and staff across all faculties and departments on both the Vancouver and Okanagan campuses were invited to participate. However, student employees, teaching assistants and clinical faculty results are not included in the data.

- Survey Objectives:
 - To give faculty and staff the opportunity to provide quantitative and qualitative feedback about all aspects of their workplace experience
 - To compare UBC Faculty and Staff 2014 results to department results
 - To identify trends, areas of strength and areas of opportunity for UBC Overall as well as individual faculties/departments and employee groups



This report contains the results from the University of British Columbia's 2014 Workplace Experiences Survey. The report contains the following:

| Chapter | Slide # |
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| Detailed Results - Staff | 32 |
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| Results for Open-Ended Questions | 56 |



Survey Response Rates



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Number of Respondents



The number of respondents in each of the following subgroups presented in this report are as follows. Results for subgroups with fewer than 10 respondents are not reported for reasons of confidentiality.

| | Faculty Responses | Faculty RR % | UBCV RR % | UBCO RR % | UBC Overall RR % |
|---------------------------------|-------------------|--------------|------------|------------|------------------|
| Overall | 78 | 41% | 30% | 44% | 31% |
| Total Faculty | 33 | 28% | 19% | 35% | 20% |
| Bargaining Unit Faculty | 21 | 87% | 33% | 46% | 34% |
| Bargaining Unit: Sessionals | 9 | 95% | 24% | 18% | 23% |
| Other Faculty | 3 | 5% | 6% | 10% | 6% |
| Total Staff | 45 | 60% | 37% | 51% | 38% |
| Unionized Staff | 6 | 86% | 29% | 46% | 29% |
| Non-unionized Staff | 11 | 65% | 22% | 26% | 22% |
| Management & Professional Staff | 28 | 90% | 51% | 58% | 51% |



Making Sense of the Results



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Overall what Faculty and Staff said....



78% are *proud to work at UBC*

Vs. 64% for Canadians



75% would *recommend UBC to prospective students*

Vs. 66% for Canadians



71% think *UBC is a good place to work*

Vs. 60% for Canadians



67% find *fulfilment in their work*

Vs. 61% for Canadians

- Over 60 different questions were asked in the survey.
- The responses to the survey questions were analyzed using a technique called Factor Analysis.
- Factor Analysis is both statistical and interpretive. The statistical process groups together questions that respondents answer in to **workplace themes** that describe various aspects of the workplace experience.
- Then these themes and the relationship among them were mapped to engagement to structure the survey findings and make them meaningful, enabling the identification of areas of strength and areas needing attention. Two **priority matrices** were created for UBC: 1 for staff and 1 for faculty.



10 Shared Factors

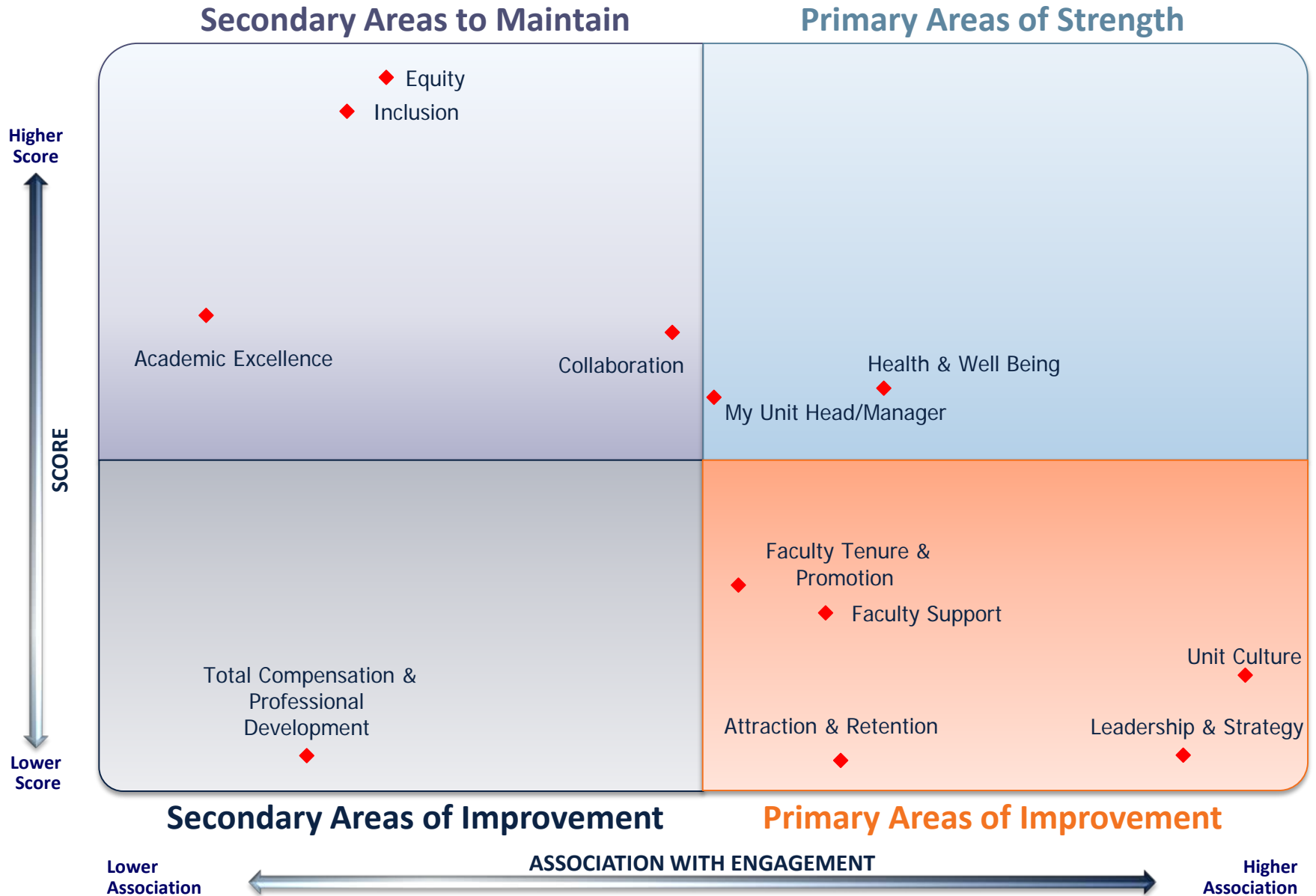


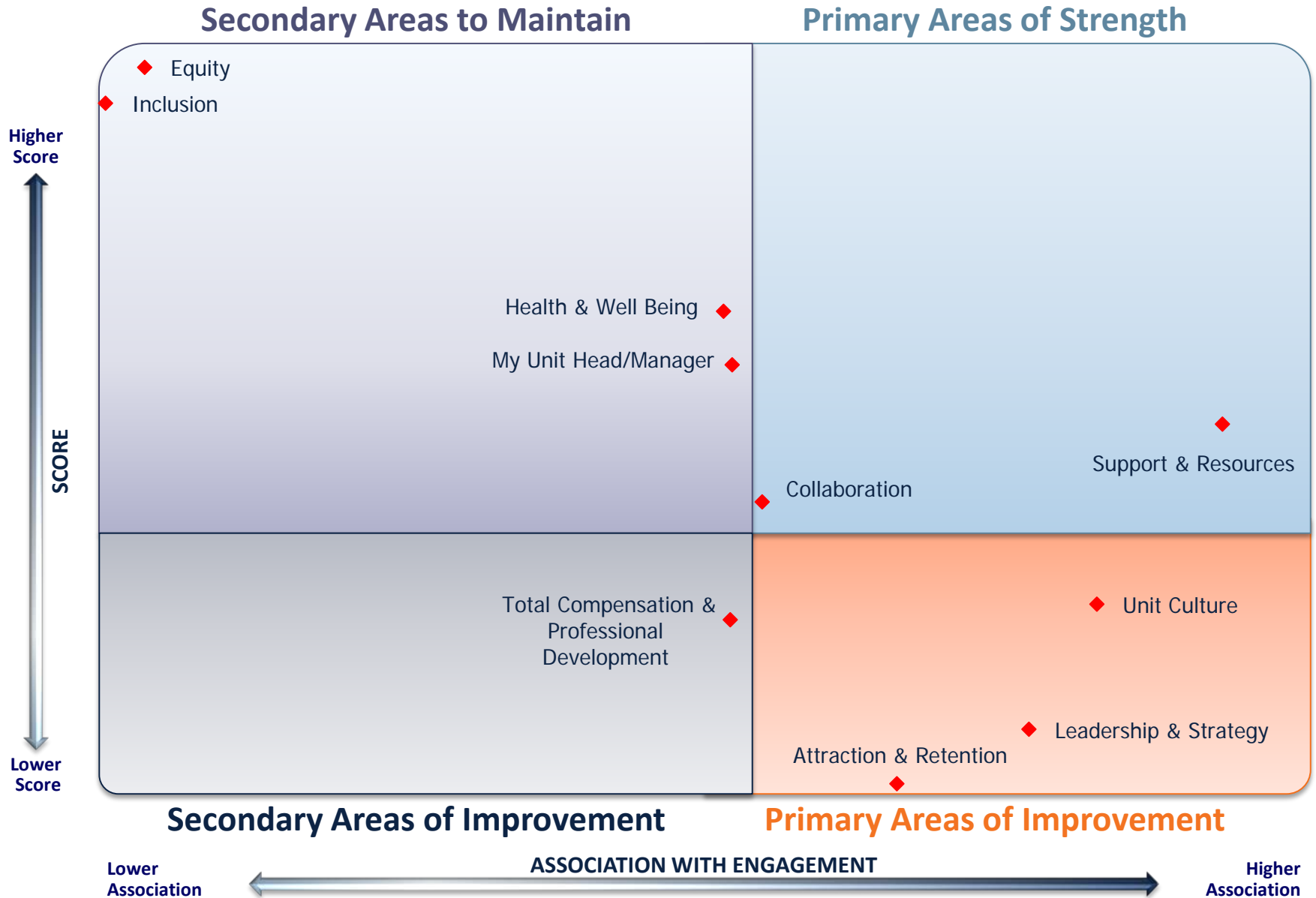
3 Additional Faculty Factors



1 Additional Staff Factor









Detailed Results by Faculty Theme



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Engagement

- I feel proud to work for UBC.
- My work gives me a feeling of personal fulfillment.
- I would recommend UBC to prospective students.
- I would recommend UBC as a good place to work.
- Overall, how satisfied are you with your current role/job at UBC?
- I am confident I can achieve my career objectives at UBC.
- I feel a sense of belonging to the larger UBC community
- My colleagues treat me with respect.

My Unit Head/Manager

- My immediate head/manager is accessible.
- My immediate head/manager treats people fairly.
- My immediate head/manager encourages open and honest two-way communication.
- My immediate head/manager supports my training and development needs.
- My immediate head/manager takes effective action on work-related matters.
- My performance is assessed fairly.

Leadership & Strategy

- UBC's senior leaders communicate a clear, strategic vision of the future direction of the University.
- I believe that UBC's senior leaders will take meaningful action on the issues identified in this survey.
- I have confidence in UBC's senior leadership.
- I understand the relationship between my individual objectives and UBC's objectives.
- I am satisfied with the opportunities for learning available to me at UBC (e.g., professional development funds, workshops, tuition waivers, leadership programs).

Faculty Support

- I have ready access to the information I need to do my job well.
- At work, I have the tools (e.g., technology, equipment, materials) needed to do my job well.
- I have enough time to deal with student requests for help.
- I received adequate orientation when joining UBC.
- Educational Leadership (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:)
- I have to be more productive than some of my colleagues to receive the same recognition and reward as a scholar.

Inclusion

- Sex (male/female) (Over the past 2-3 years, I have felt excluded in my unit due to my:)
- Ethnic or cultural origin (including race and aboriginal status) (Over the past 2-3 years, I have felt excluded in my unit due to my:)
- Age (Over the past 2-3 years, I have felt excluded in my unit due to my:)
- Religious affiliation (Over the past 2-3 years, I have felt excluded in my unit due to my:)
- Sexual orientation (Over the past 2-3 years, I have felt excluded in my unit due to my:)
- Disability(visible or invisible) (Over the past 2-3 years, I have felt excluded in my unit due to my:)
- Gender identity or expression (Over the past 2-3 years, I have felt excluded in my unit due to my:)

Collaboration

- Colleagues outside UBC (I have opportunities to collaborate with:)
- Colleagues/co-workers across UBC (I have opportunities to collaborate with:)
- Other members of my unit (I have opportunities to collaborate with:)

Equity

- Sexual orientation (Over the past 2-3 years, I have been treated unfairly in my unit due to my:)
- Gender identity or expression (Over the past 2-3 years, I have been treated unfairly in my unit due to my:)
- Religious affiliation (Over the past 2-3 years, I have been treated unfairly in my unit due to my:)
- Disability(visible or invisible) (Over the past 2-3 years, I have been treated unfairly in my unit due to my:)
- Ethnic or cultural origin (including race and aboriginal status) (Over the past 2-3 years, I have been treated unfairly in my unit due to my:)
- Age (Over the past 2-3 years, I have been treated unfairly in my unit due to my:)
- Sex(male/female) (Over the past 2-3 years, I have been treated unfairly in my unit due to my:)

Unit Culture

- I feel comfortable in raising issues around my mental health and wellbeing that impact my work, with my supervisor/head.
- My unit is a place where I feel I can comfortably raise personal and/or family responsibilities that impact my work.
- I feel well-informed about my unit's priorities.
- I receive recognition for my accomplishments at work.
- I feel involved in decisions that affect me in my day-to-day work.



Themes and their Respective Questions



Health & Wellbeing

- I know how and where to access services or educational programs to address my mental health and wellbeing when required.
- I have access to UBC's provisions or time for personal needs (e.g. childcare, eldercare, personal, medical appointments) when required.
- I know how to take action should I observe or experience bullying, harassment or violence at UBC.
- I feel physically safe in my work environment.
- My unit does what it can to make my personal/family obligations and a career compatible.

Attraction & Retention

- UBC is successful in retaining the best faculty
- UBC is successful in retaining the best staff.
- UBC is successful in attracting the best faculty.
- UBC is successful in attracting the best staff.

Total Compensation & Professional Development

- I believe that my pay at UBC is as good as or better than the pay offered by other similar institutions.
- I believe that the benefits at UBC are as good as or better than the benefits offered by other similar institutions.
- I believe hiring decisions (promotions, transfers and appointments) are made fairly at UBC.

Faculty Tenure & Promotion

- The criteria (Please rate the clarity of the following aspects of earning tenure or promotion:)
- The process (Please rate the clarity of the following aspects of earning tenure or promotion:)
- The body of evidence required (Please rate the clarity of the following aspects of earning tenure or promotion:)
- Tenure (I believe decisions are made fairly in the following areas:)
- Promotion (I believe decisions are made fairly in the following areas:)
- Re-appointments (I believe decisions are made fairly in the following areas:)
- Leadership appointments (I believe decisions are made fairly in the following areas:)

Academic Excellence

- Service (I am able to meet expectations related to:)
- Teaching (I am able to meet expectations related to:)
- Research (I am able to meet expectations related to:)

- The following 13 slides show the results for each survey question, organized by theme.
- Included in the results for each question:
 - How your Faculty responded
 - UBC Faculty's overall response
 - An employee group breakdown for your Faculty (if available)



Engagement Theme Summary – Faculty



■ % NA/Don't know ■ % Disagree/Strongly disagree ■ % Neither nor ■ % Agree/Strongly agree

| Bargaining Unit Faculty | Bargaining Unit: Sessionals | Other Faculty |
|------------------------------|-----------------------------|---------------|
| Unit % Agree/Strongly Agree+ | | |
| 86 | - | - |
| 77 | 82 | 74 |
| 90 | - | - |
| 75 | 76 | 83 |
| 90 | - | - |
| 74 | 75 | 72 |
| 86 | - | - |
| 71 | 73 | 75 |
| 90 | - | - |
| 61 | 57 | 73 |
| 71 | - | - |
| 61 | 31 | 46 |
| 57 | - | - |
| 46 | 37 | 41 |
| 86 | - | - |
| 69 | 58 | 68 |

My work gives me a feeling of personal fulfillment.



My colleagues treat me with respect.



I would recommend UBC to prospective students.



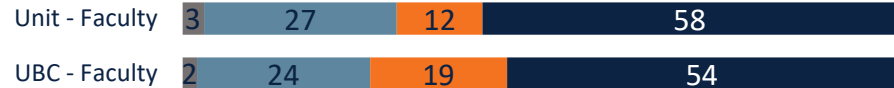
I feel proud to work for UBC.



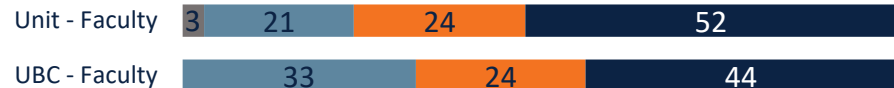
I would recommend UBC as a good place to work.



I am confident I can achieve my career objectives at UBC.



I feel a sense of belonging to the larger UBC community.



■ % NA/Don't know ■ % Dissatisfied/Very dissatisfied ■ % Neither nor ■ % Satisfied/Very satisfied

Overall, how satisfied are you with your current role/job at UBC?





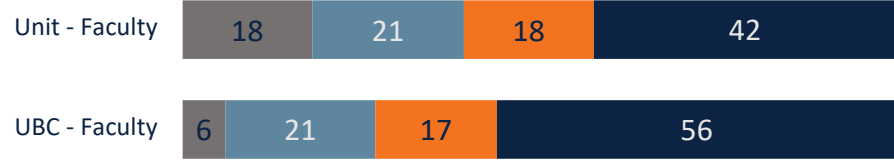
Unit Culture Theme Summary – Faculty



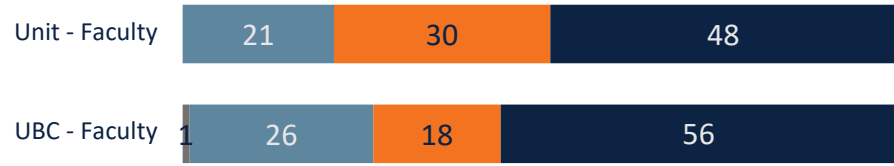
■ % NA/Don't know ■ % Disagree/Strongly disagree ■ % Neither nor ■ % Agree/Strongly agree

| | Bargaining Unit Faculty | Bargaining Unit: Sessionals | Other Faculty |
|--|-------------------------|-----------------------------|---------------|
| | % Agree/Strongly Agree+ | | |
| My unit is a place where I feel I can comfortably raise personal and/or family responsibilities that impact my work. | 48 | - | - |
| UBC - Faculty | 54 | 50 | 66 |
| I feel well-informed about my unit's priorities. | 62 | - | - |
| UBC - Faculty | 57 | 47 | 56 |
| I receive recognition for my accomplishments at work. | 52 | - | - |
| UBC - Faculty | 50 | 39 | 55 |
| I feel involved in decisions that affect me in my day-to-day work. | 67 | - | - |
| UBC - Faculty | 42 | 30 | 46 |
| I feel comfortable in raising issues around my mental health and wellbeing that impact my work, with my supervisor/head. | 33 | - | - |
| UBC - Faculty | 37 | 36 | 44 |

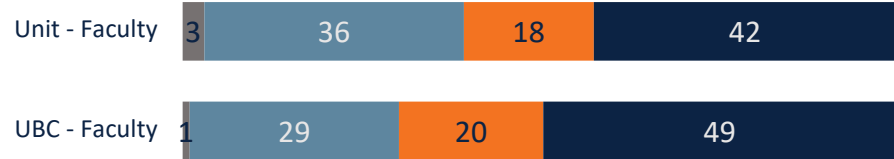
My unit is a place where I feel I can comfortably raise personal and/or family responsibilities that impact my work.



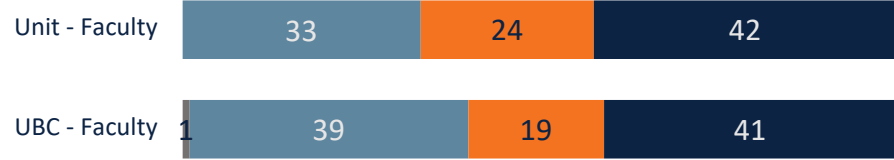
I feel well-informed about my unit's priorities.



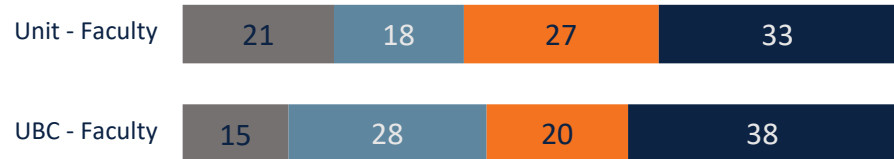
I receive recognition for my accomplishments at work.



I feel involved in decisions that affect me in my day-to-day work.



I feel comfortable in raising issues around my mental health and wellbeing that impact my work, with my supervisor/head.





Leadership & Strategy Theme Summary – Faculty



■ % NA/Don't know ■ % Disagree/Strongly disagree ■ % Neither nor ■ % Agree/Strongly agree

| | Bargaining Unit Faculty | Bargaining Unit: Sessionals | Other Faculty |
|--|-------------------------|-----------------------------|---------------|
| | % Agree/Strongly Agree+ | | |
| I understand the relationship between my individual objectives and UBC's objectives. | 90 | - | - |
| UBC - Faculty | 57 | 48 | 53 |
| I am satisfied with the opportunities for learning available to me at UBC. | 62 | - | - |
| UBC - Faculty | 55 | 40 | 48 |
| UBC's senior leaders communicate a clear, strategic vision of the future direction of the University. | 52 | - | - |
| UBC - Faculty | 33 | 36 | 33 |
| I have confidence in UBC's senior leadership. | 43 | - | - |
| UBC - Faculty | 28 | 29 | 29 |
| I believe that UBC's senior leaders will take meaningful action on the issues identified in this survey. | 33 | - | - |
| UBC - Faculty | 23 | 27 | 25 |

I understand the relationship between my individual objectives and UBC's objectives.



I am satisfied with the opportunities for learning available to me at UBC.



UBC's senior leaders communicate a clear, strategic vision of the future direction of the University.



I have confidence in UBC's senior leadership.



I believe that UBC's senior leaders will take meaningful action on the issues identified in this survey.





Attraction & Retention Theme Summary – Faculty



■ % NA/Don't know ■ % Disagree/Strongly disagree ■ % Neither nor ■ % Agree/Strongly agree

| Bargaining Unit Faculty | Bargaining Unit: Sessionals | Other Faculty |
|-------------------------|-----------------------------|---------------|
| % Agree/Strongly Agree+ | | |
| 38 | - | - |
| 48 | 36 | 43 |
| 29 | - | - |
| 30 | 31 | 33 |
| 29 | - | - |
| 29 | 27 | 26 |
| 33 | - | - |
| 25 | 28 | 28 |



UBC is successful in: attracting the best faculty.

UBC is successful in: attracting the best staff.

UBC is successful in: retaining the best faculty.

UBC is successful in: retaining the best staff.

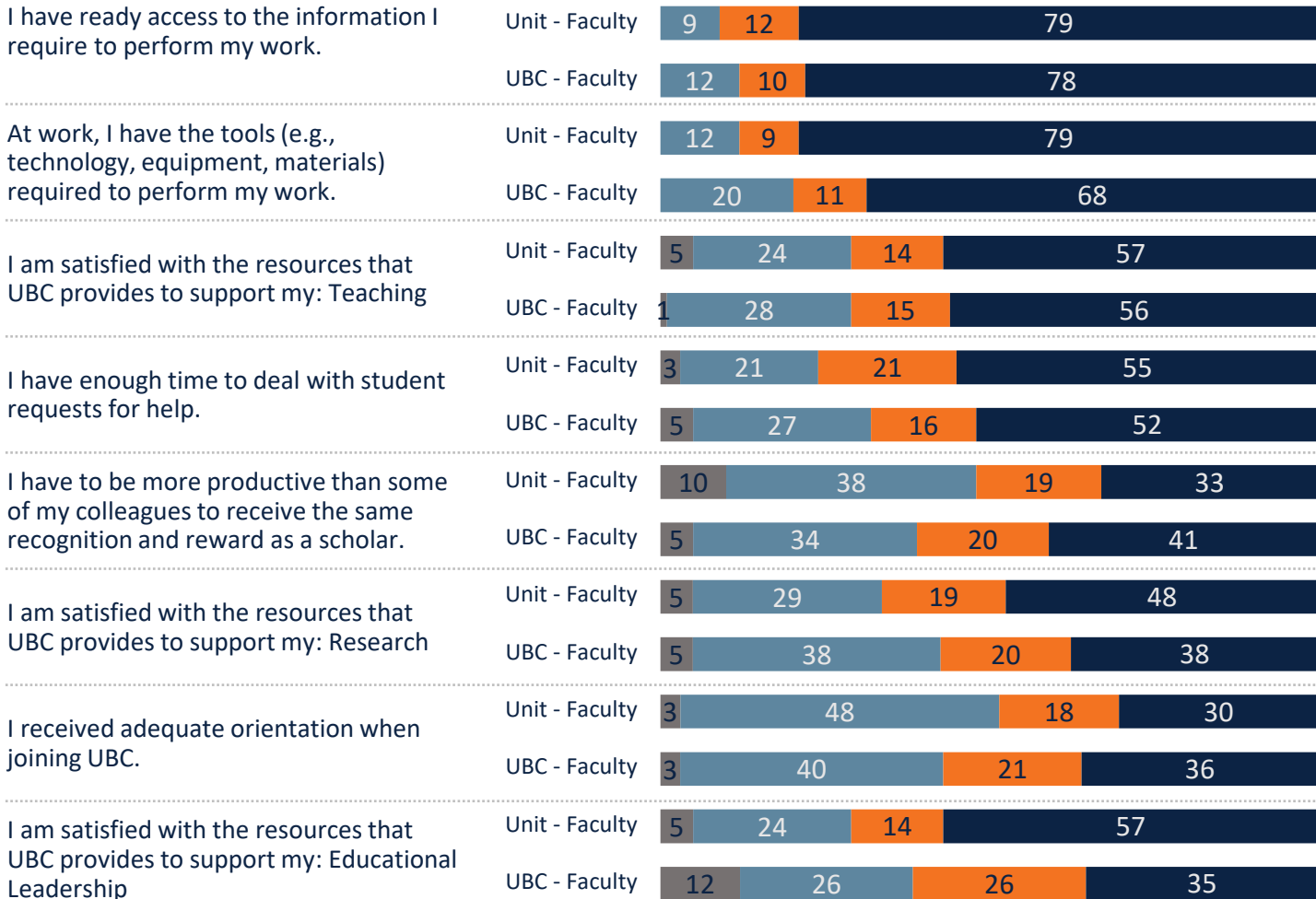


Faculty Support Theme Summary – Faculty



■ % NA/Don't know ■ % Disagree/Strongly disagree ■ % Neither nor ■ % Agree/Strongly agree

| Bargaining Unit Faculty | Bargaining Unit: Sessionals | Other Faculty |
|-------------------------|-----------------------------|---------------|
| % Agree/Strongly Agree+ | | |
| 81 | - | - |
| 78 | 73 | 81 |
| 81 | - | - |
| 67 | 64 | 78 |
| 57 | N/A | N/A |
| 56 | N/A | N/A |
| 48 | - | - |
| 51 | 63 | 52 |
| 33 | N/A | N/A |
| 41 | N/A | N/A |
| 48 | N/A | N/A |
| 38 | N/A | N/A |
| 38 | - | - |
| 36 | 28 | 42 |
| 57 | N/A | N/A |
| 35 | N/A | N/A |





Faculty Tenure & Promotion Theme Summary – Faculty



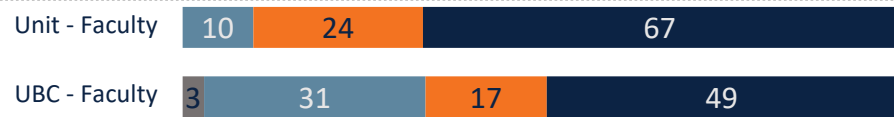
■ % NA/Don't know ■ % Unclear/Very unclear ■ % Neither clear nor unclear ■ % Clear/Very clear

| Bargaining Unit Faculty | Bargaining Unit: Sessionals | Other Faculty |
|-------------------------|-----------------------------|---------------|
| % Agree/Strongly Agree+ | | |
| 76 | N/A | N/A |
| 61 | N/A | N/A |
| 67 | N/A | N/A |
| 49 | N/A | N/A |
| 62 | N/A | N/A |
| 48 | N/A | N/A |
| 90 | N/A | N/A |
| 67 | N/A | N/A |
| 76 | N/A | N/A |
| 62 | N/A | N/A |
| 71 | N/A | N/A |
| 58 | N/A | N/A |
| 43 | N/A | N/A |
| 35 | N/A | N/A |

Please rate the clarity of the following aspects of earning tenure or promotion: The process



Please rate the clarity of the following aspects of earning tenure or promotion: The criteria



Please rate the clarity of the following aspects of earning tenure or promotion: The body of evidence required

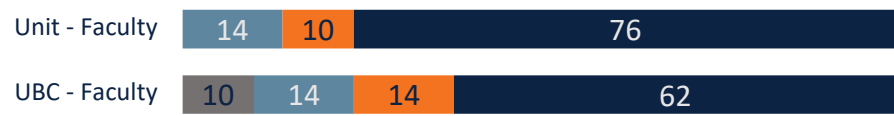


■ % NA/Don't know ■ % Disagree/Strongly disagree ■ % Neither nor ■ % Agree/Strongly agree

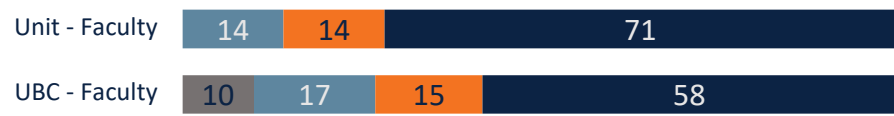
I believe decisions are made fairly in the following areas: Re-appointments



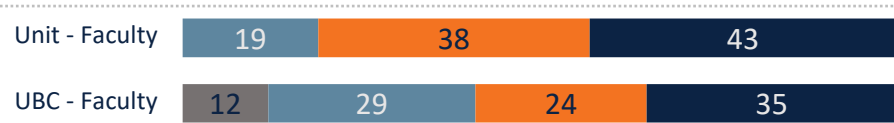
I believe decisions are made fairly in the following areas: Tenure



I believe decisions are made fairly in the following areas: Promotion



I believe decisions are made fairly in the following areas: Leadership appointments





My Unit Head/Manager Theme Summary – Faculty



■ % NA/Don't know ■ % Disagree/Strongly disagree ■ % Neither nor ■ % Agree/Strongly agree

| Bargaining Unit Faculty | Bargaining Unit: Sessionals | Other Faculty |
|-------------------------|-----------------------------|---------------|
| % Agree/Strongly Agree+ | | |
| 86 | - | - |
| 76 | 72 | 71 |
| 86 | - | - |
| 70 | 73 | 75 |
| 86 | - | - |
| 67 | 69 | 76 |
| 71 | - | - |
| 58 | 52 | 64 |
| 67 | - | - |
| 54 | 40 | 54 |

My immediate head/manager: is accessible.



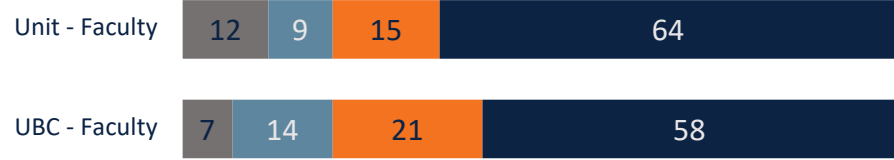
My immediate head/manager: treats people fairly.



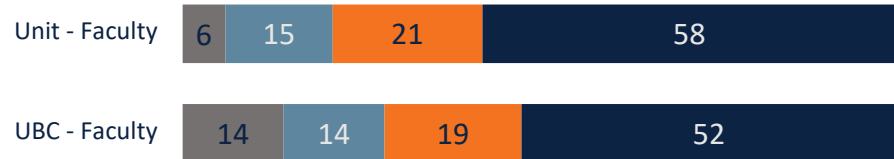
My immediate head/manager: encourages open and honest two-way communication.



My immediate head/manager: Supports my training and development needs.



My performance is assessed fairly.





Collaboration Theme Summary – Faculty



■ % NA/Don't know
 ■ % Disagree/Strongly disagree
 ■ % Neither nor
 ■ % Agree/Strongly agree

| Bargaining Unit Faculty | Bargaining Unit: Sessionals | Other Faculty |
|-------------------------|-----------------------------|---------------|
| % Agree/Strongly Agree+ | | |
| 90 | - | - |
| 82 | 68 | 84 |
| 90 | - | - |
| 81 | 44 | 68 |
| 86 | - | - |
| 71 | 43 | 69 |



I have opportunities to collaborate with:
Other members of my unit

I have opportunities to collaborate with:
Colleagues outside UBC

I have opportunities to collaborate with:
Colleagues/co-workers across UBC



Total Compensation & Professional Development Theme Summary – Faculty



■ % NA/Don't know ■ % Disagree/Strongly disagree ■ % Neither nor ■ % Agree/Strongly agree

| Bargaining Unit Faculty | Bargaining Unit: Sessionals | Other Faculty |
|-------------------------|-----------------------------|---------------|
| % Agree/Strongly Agree+ | | |
| 57 | - | - |
| 47 | 43 | 54 |
| 52 | - | - |
| 39 | 27 | 28 |
| - | - | - |
| 39 | 21 | 41 |



I believe that the benefits at UBC are as good as or better than the benefits offered by other similar institutions.

I believe that my pay at UBC is as good as or better than the pay offered by other similar institutions.

I believe hiring decisions (promotions, transfers and appointments) are made fairly at UBC. *(Within BU, Librarians & Program Directors asked ONLY)



Health and Wellbeing Theme Summary – Faculty



■ % NA/Don't know ■ % Disagree/Strongly disagree ■ % Neither nor ■ % Agree/Strongly agree

| Bargaining Unit Faculty | Bargaining Unit: Sessionals | Other Faculty |
|-------------------------|-----------------------------|---------------|
| % Agree/Strongly Agree+ | | |
| 100 | - | - |
| 89 | 91 | 95 |
| 81 | - | - |
| 77 | 76 | 77 |
| 62 | - | - |
| 63 | 57 | 58 |
| 48 | - | - |
| 54 | 40 | 59 |
| 67 | - | - |
| 53 | 46 | 59 |

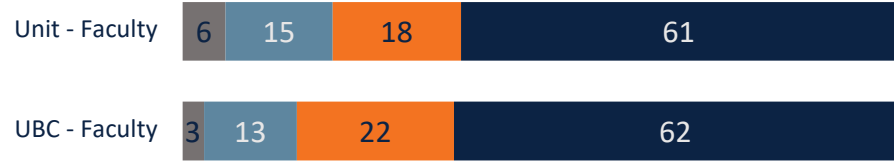
I feel physically safe in my work environment.



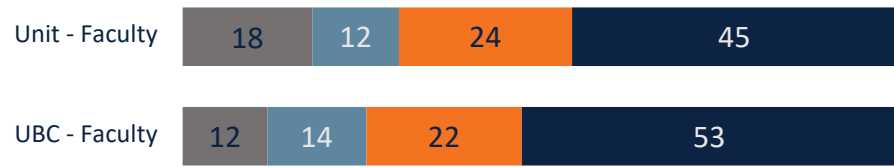
I know how to take action should I observe or experience bullying, harassment or violence at UBC.



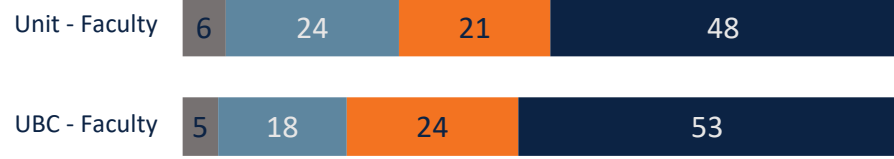
I know how and where to access services or educational programs to address my mental health and wellbeing when required.



I have access to UBC's provisions or time for personal needs (e.g. childcare, eldercare, personal, medical appointments) when required.



My unit does what it can to make my personal/family obligations and a career compatible.





Academic Excellence Theme Summary – Faculty



■ % NA/Don't know ■ % Disagree/Strongly disagree ■ % Neither nor ■ % Agree/Strongly agree

| Bargaining Unit Faculty | Bargaining Unit: Sessionals | Other Faculty |
|-------------------------|-----------------------------|---------------|
| % Agree/Strongly Agree+ | | |
| 81 | N/A | N/A |
| 83 | N/A | N/A |
| 71 | N/A | N/A |
| 78 | N/A | N/A |
| 76 | N/A | N/A |
| 61 | N/A | N/A |



I am able to meet expectations related to: Teaching

I am able to meet expectations related to: Service

I am able to meet expectations related to: Research



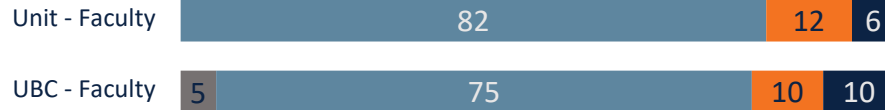
Inclusion Theme Summary – Faculty



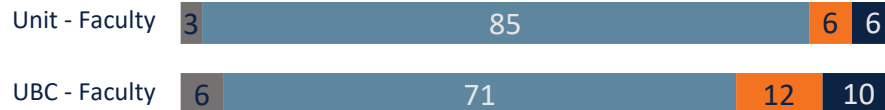
■ % NA/Don't know ■ % Disagree/Strongly disagree ■ % Neither nor ■ % Agree/Strongly agree

| Bargaining Unit Faculty | Bargaining Unit: Sessionals | Other Faculty |
|-------------------------|-----------------------------|---------------|
| % Agree/Strongly Agree+ | | |
| 5 | - | - |
| 12 | 8 | 5 |
| 5 | - | - |
| 11 | 11 | 7 |
| 5 | - | - |
| 6 | 2 | 3 |
| - | - | - |
| 3 | 2 | 0 |
| - | - | - |
| 1 | 3 | 2 |
| - | - | - |
| 3 | 3 | 0 |
| - | - | - |
| 2 | 2 | 2 |

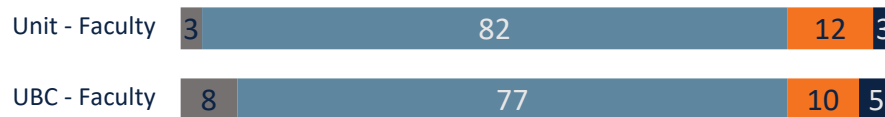
Over the past 2-3 years, I have felt excluded in my unit due to my: Sex (male/female)



Over the past 2-3 years, I have felt excluded in my unit due to my: Age



Over the past 2-3 years, I have felt excluded in my unit due to my: Ethnic or cultural origin (including race and aboriginal status)



Over the past 2-3 years, I have felt excluded in my unit due to my: Disability (visible or invisible)



Over the past 2-3 years, I have felt excluded in my unit due to my: Sexual orientation



Over the past 2-3 years, I have felt excluded in my unit due to my: Gender identity or expression



Over the past 2-3 years, I have felt excluded in my unit due to my: Religious affiliation





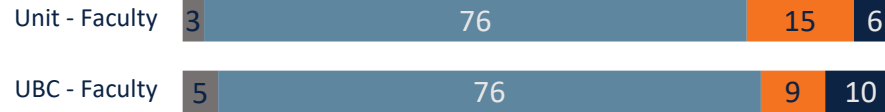
Equity Theme Summary – Faculty



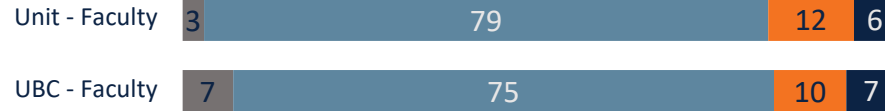
■ % NA/Don't know ■ % Disagree/Strongly disagree ■ % Neither nor ■ % Agree/Strongly agree

| Bargaining Unit Faculty | Bargaining Unit: Sessionals | Other Faculty |
|-------------------------|-----------------------------|---------------|
| % Agree/Strongly Agree+ | | |
| 5 | - | - |
| 12 | 7 | 4 |
| 5 | - | - |
| 9 | 5 | 4 |
| 5 | - | - |
| 5 | 1 | 2 |
| - | - | - |
| 3 | 2 | 1 |
| - | - | - |
| 2 | 2 | 1 |
| - | - | - |
| 1 | 2 | 1 |
| - | - | - |
| 1 | 1 | 1 |

Over the past 2-3 years, I have been treated unfairly in my unit due to my: Sex(male/female)



Over the past 2-3 years, I have been treated unfairly in my unit due to my: Age



Over the past 2-3 years, I have been treated unfairly in my unit due to my: Ethnic or cultural origin (including race and aboriginal status)



Over the past 2-3 years, I have been treated unfairly in my unit due to my: Disability(visible or invisible)



Over the past 2-3 years, I have been treated unfairly in my unit due to my: Gender identity or expression



Over the past 2-3 years, I have been treated unfairly in my unit due to my: Sexual orientation



Over the past 2-3 years, I have been treated unfairly in my unit due to my: Religious affiliation





Detailed Results by Staff Theme



a place of mind

Engagement

- I feel proud to work for UBC.
- My work gives me a feeling of personal fulfillment.
- I would recommend UBC to prospective students.
- I would recommend UBC as a good place to work.
- Overall, how satisfied are you with your current role/job at UBC?
- I am confident I can achieve my career objectives at UBC.
- I feel a sense of belonging to the larger UBC community
- I understand the relationship between my individual objectives and UBC's objectives.

My Unit Head/Manager

- My immediate head/manager is accessible.
- My immediate head/manager treats people fairly.
- My immediate head/manager encourages open and honest two-way communication.
- My immediate head/manager supports my training and development needs.
- My immediate head/manager takes effective action on work-related matters.
- Gives me regular, informal feedback on my performance throughout the year.
- Gives me the freedom to use my own judgment to complete my work.
- My performance is assessed fairly.

Leadership & Strategy

- UBC's senior leaders communicate a clear, strategic vision of the future direction of the University.
- I believe that UBC's senior leaders will take meaningful action on the issues identified in this survey.
- I have confidence in UBC's senior leadership.

Support & Resources

- I have ready access to the information I need to do my job well.
- At work, I have the tools (e.g., technology, equipment, materials) needed to do my job well.
- I have enough time to deal with student requests for help.
- I received adequate orientation when joining UBC.
- I feel well-informed about my unit's priorities.
- My unit does what it can to make my personal/family obligations and a career compatible.
- My colleagues treat me with respect.
- I feel physically safe in my work environment.
- I believe hiring decisions (promotions, transfers and appointments) are made fairly at UBC.

Inclusion

- Sex (male/female) (Over the past 2-3 years, I have felt excluded in my unit due to my:)
- Ethnic or cultural origin (including race and aboriginal status) (Over the past 2-3 years, I have felt excluded in my unit due to my:)
- Age (Over the past 2-3 years, I have felt excluded in my unit due to my:)
- Religious affiliation (Over the past 2-3 years, I have felt excluded in my unit due to my:)
- Sexual orientation (Over the past 2-3 years, I have felt excluded in my unit due to my:)
- Disability(visible or invisible) (Over the past 2-3 years, I have felt excluded in my unit due to my:)
- Gender identity or expression (Over the past 2-3 years, I have felt excluded in my unit due to my:)

Collaboration

- Colleagues outside UBC (I have opportunities to collaborate with:)
- Colleagues/co-workers across UBC (I have opportunities to collaborate with:)
- Other members of my unit (I have opportunities to collaborate with:)

Equity

- Sexual orientation (Over the past 2-3 years, I have been treated unfairly in my unit due to my:)
- Gender identity or expression (Over the past 2-3 years, I have been treated unfairly in my unit due to my:)
- Religious affiliation (Over the past 2-3 years, I have been treated unfairly in my unit due to my:)
- Disability(visible or invisible) (Over the past 2-3 years, I have been treated unfairly in my unit due to my:)
- Ethnic or cultural origin (including race and aboriginal status) (Over the past 2-3 years, I have been treated unfairly in my unit due to my:)
- Age (Over the past 2-3 years, I have been treated unfairly in my unit due to my:)
- Sex(male/female) (Over the past 2-3 years, I have been treated unfairly in my unit due to my:)

Unit Culture

- I feel comfortable in raising issues around my mental health and wellbeing that impact my work, with my supervisor/head.
- My unit is a place where I feel I can comfortably raise personal and/or family responsibilities that impact my work.
- I receive recognition for my accomplishments at work.
- I feel involved in decisions that affect me in my day-to-day work.

Health & Wellbeing

- I know how and where to access services or educational programs to address my mental health and wellbeing when required.
- I have access to UBC's provisions or time for personal needs (e.g. childcare, eldercare, personal, medical appointments) when required.
- I know how to take action should I observe or experience bullying, harassment or violence at UBC.

Attraction & Retention

- UBC is successful in retaining the best faculty
- UBC is successful in retaining the best staff.
- UBC is successful in attracting the best faculty.
- UBC is successful in attracting the best staff.

Total Compensation & Professional Development

- I believe that my pay at UBC is as good as or better than the pay offered by other similar institutions.
- I believe that the benefits at UBC are as good as or better than the benefits offered by other similar institutions.
- I am satisfied with the opportunities for learning available to me at UBC (e.g., professional development funds, workshops, tuition waivers, leadership programs).

- The following 11 slides show the results for each survey question, organized by theme.
- Included in the results for each question:
 - How your Faculty responded
 - UBC Staff's overall response
 - An employee group breakdown for your Faculty (if available)



Engagement Theme Summary – Staff



■ % NA/Don't know ■ % Disagree/Strongly disagree ■ % Neither nor ■ % Agree/Strongly agree

| | Unionized Staff | Non- Unionized Staff | Management & Professional |
|--|-------------------------|----------------------|---------------------------|
| | % Agree/Strongly Agree+ | | |
| I feel proud to work for UBC. | Unit - Staff | 82 | 61 |
| | UBC - Staff | 76 | 83 |
| I would recommend UBC to prospective students. | Unit - Staff | 82 | 68 |
| | UBC - Staff | 71 | 79 |
| I would recommend UBC as a good place to work. | Unit - Staff | 82 | 68 |
| | UBC - Staff | 67 | 78 |
| My work gives me a feeling of personal fulfillment. | Unit - Staff | 82 | 61 |
| | UBC - Staff | 54 | 70 |
| I understand the relationship between my individual objectives and UBC's objectives. | Unit - Staff | 64 | 79 |
| | UBC - Staff | 52 | 68 |
| I feel a sense of belonging to the larger UBC community. | Unit - Staff | 64 | 50 |
| | UBC - Staff | 48 | 57 |
| I am confident I can achieve my career objectives at UBC. | Unit - Staff | 45 | 39 |
| | UBC - Staff | 42 | 53 |
| Overall, how satisfied are you with your current role/job at UBC? | Unit - Staff | 82 | 68 |
| | UBC - Staff | 59 | 73 |

■ % NA/Don't know ■ % Dissatisfied/Very dissatisfied ■ % Neither nor ■ % Satisfied/Very satisfied

Overall, how satisfied are you with your current role/job at UBC?





Leadership & Strategy Theme Summary – Staff



■ % NA/Don't know ■ % Disagree/Strongly disagree ■ % Neither nor ■ % Agree/Strongly agree

| Unionized Staff | Non- Unionized Staff | Management & Professional |
|-------------------------|----------------------|---------------------------|
| % Agree/Strongly Agree+ | | |
| - | 36 | 64 |
| 42 | 38 | 48 |
| - | 18 | 54 |
| 37 | 36 | 44 |
| - | 27 | 39 |
| 35 | 32 | 37 |



UBC's senior leaders communicate a clear, strategic vision of the future direction of the University.

I have confidence in UBC's senior leadership.

I believe that UBC's senior leaders will take meaningful action on the issues identified in this survey.



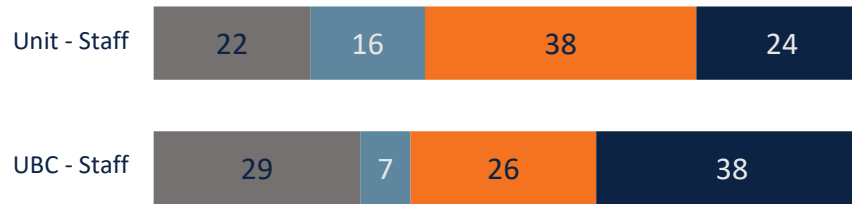
Attraction & Retention Theme Summary – Staff



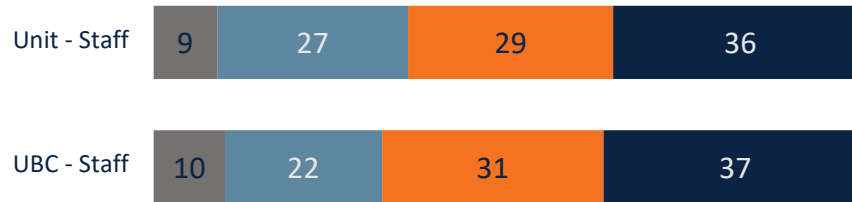
■ % NA/Don't know ■ % Disagree/Strongly disagree ■ % Neither nor ■ % Agree/Strongly agree

| Unionized Staff | Non- Unionized Staff | Management & Professional |
|-------------------------|----------------------|---------------------------|
| % Agree/Strongly Agree+ | | |
| - | 18 | 21 |
| 37 | 42 | 39 |
| - | 27 | 32 |
| 33 | 40 | 39 |
| - | 9 | 25 |
| 30 | 35 | 27 |
| - | 9 | 14 |
| 25 | 33 | 24 |

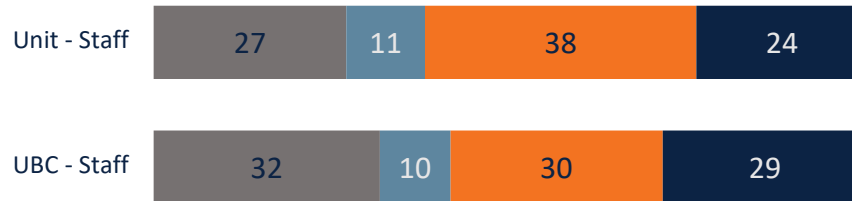
UBC is successful in: attracting the best faculty.



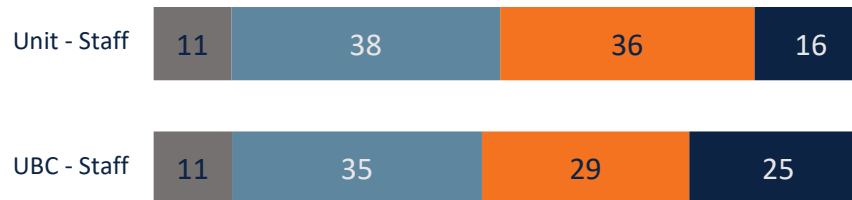
UBC is successful in: attracting the best staff.



UBC is successful in: retaining the best faculty.



UBC is successful in: retaining the best staff.





Unit Culture Theme Summary – Staff



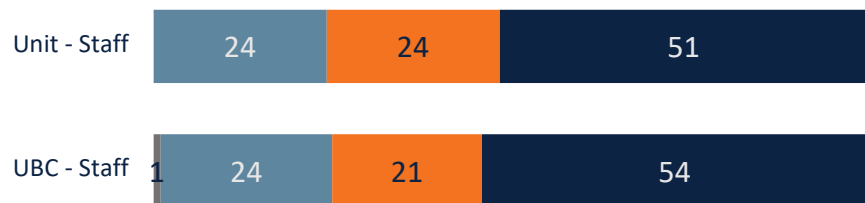
■ % NA/Don't know ■ % Disagree/Strongly disagree ■ % Neither nor ■ % Agree/Strongly agree

| Unionized Staff | Non- Unionized Staff | Management & Professional |
|-------------------------|----------------------|---------------------------|
| % Agree/Strongly Agree+ | | |
| - | 73 | 71 |
| 58 | 60 | 76 |
| - | 64 | 50 |
| 44 | 57 | 61 |
| - | 64 | 54 |
| 46 | 47 | 55 |
| - | 64 | 61 |
| 38 | 49 | 55 |

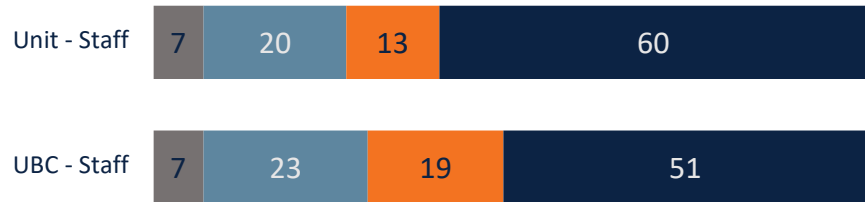
My unit is a place where I feel I can comfortably raise personal and/or family responsibilities that impact my work.



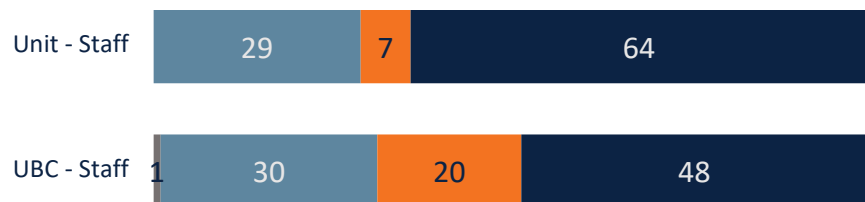
I receive recognition for my accomplishments at work.



I feel comfortable in raising issues around my mental health and wellbeing that impact my work, with my supervisor/head.



I feel involved in decisions that affect me in my day-to-day work.





Support & Resources Theme Summary – Staff



■ % NA/Don't know ■ % Disagree/Strongly disagree ■ % Neither nor ■ % Agree/Strongly agree

| Unionized Staff | Non- Unionized Staff | Management & Professional |
|-------------------------|----------------------|---------------------------|
| % Agree/Strongly Agree+ | | |
| - | 73 | 86 |
| 83 | 88 | 93 |
| - | 100 | 89 |
| 80 | 81 | 89 |
| - | 64 | 75 |
| 76 | 79 | 82 |
| - | 82 | 71 |
| 74 | 83 | 79 |
| - | 91 | 75 |
| 66 | 72 | 78 |
| - | 82 | 50 |
| 60 | 67 | 69 |
| - | 73 | 71 |
| 58 | 52 | 51 |
| - | 73 | 46 |
| 50 | 46 | 35 |
| - | 45 | 39 |
| 30 | 42 | 45 |

I feel physically safe in my work environment.



My colleagues treat me with respect.



At work, I have the tools (e.g., technology, equipment, materials) required to perform my work.



I have ready access to the information I require to perform my work.



My unit does what it can to make my personal/family obligations and a career compatible.



I feel well-informed about my unit's priorities.



I received adequate orientation when joining UBC.



I have enough time to deal with student requests for help.



I believe hiring decisions (promotions, transfers and appointments) are made fairly at UBC.





Total Compensation & Professional Development Theme Summary – Staff

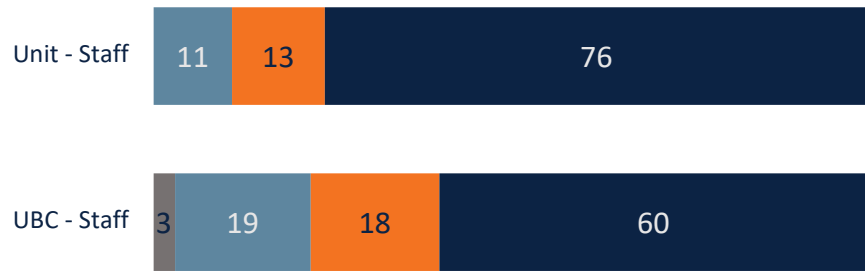


■ % NA/Don't know ■ % Disagree/Strongly disagree ■ % Neither nor ■ % Agree/Strongly agree

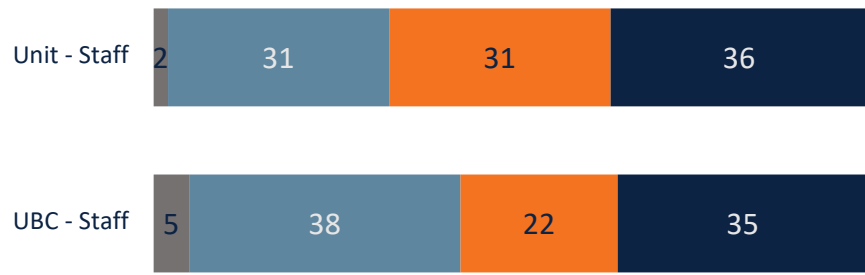
| Unionized Staff | Non- Unionized Staff | Management & Professional |
|-------------------------|----------------------|---------------------------|
| % Agree/Strongly Agree+ | | |
| - | 82 | 71 |
| 67 | 65 | 75 |
| - | 73 | 71 |
| 55 | 59 | 64 |
| - | 45 | 32 |
| 27 | 31 | 40 |



I believe that the benefits at UBC are as good as or better than the benefits offered by other similar institutions.



I am satisfied with the opportunities for learning available to me at UBC (e.g., professional development funds, workshops, tuition waivers, leadership programs).



I believe that my pay at UBC is as good as or better than the pay offered by other similar institutions.



My Unit Head/Manager Theme Summary – Staff



■ % NA/Don't know
 ■ % Disagree/Strongly disagree
 ■ % Neither nor
 ■ % Agree/Strongly agree

| Unionized Staff | Non- Unionized Staff | Management & Professional |
|-------------------------|----------------------|---------------------------|
| % Agree/Strongly Agree+ | | |
| - | 91 | 68 |
| 75 | 84 | 87 |
| - | 91 | 86 |
| 72 | 78 | 79 |
| - | 91 | 64 |
| 64 | 75 | 79 |
| - | 73 | 75 |
| 64 | 71 | 77 |
| - | 73 | 61 |
| 62 | 69 | 71 |
| - | 73 | 71 |
| 58 | 70 | 74 |
| - | 73 | 64 |
| 47 | 57 | 69 |
| - | 73 | 50 |
| 46 | 57 | 61 |

My immediate head/manager: Gives me the freedom to use my own judgment to complete my work.



My immediate head/manager: is accessible.



My immediate head/manager: treats people fairly.



My immediate head/manager: encourages open and honest two-way communication.



My immediate head/manager: takes effective action on work-related matters.



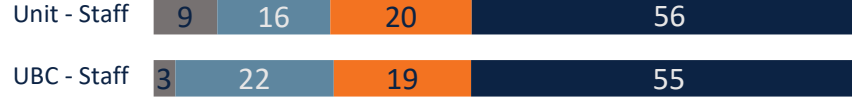
My immediate head/manager: Supports my training and development needs.



My performance is assessed fairly.



My immediate head/manager: Gives me regular, informal feedback on my performance throughout the year.





Collaboration Theme Summary – Staff



■ % NA/Don't know ■ % Disagree/Strongly disagree ■ % Neither nor ■ % Agree/Strongly agree

| Unionized Staff | Non- Unionized Staff | Management & Professional |
|-------------------------|----------------------|---------------------------|
| % Agree/Strongly Agree+ | | |
| - | 64 | 79 |
| 76 | 82 | 91 |
| - | 55 | 64 |
| 46 | 57 | 72 |
| - | 36 | 43 |
| 25 | 45 | 45 |



I have opportunities to collaborate with:
Other members of my unit



I have opportunities to collaborate with:
Colleagues/co-workers across UBC



I have opportunities to collaborate with:
Colleagues outside UBC





Health and Wellbeing Theme Summary – Staff



■ % NA/Don't know
 ■ % Disagree/Strongly disagree
 ■ % Neither nor
 ■ % Agree/Strongly agree

| Unionized Staff | Non- Unionized Staff | Management & Professional |
|-------------------------|----------------------|---------------------------|
| % Agree/Strongly Agree+ | | |
| - | 55 | 82 |
| 80 | 76 | 86 |
| - | 82 | 79 |
| 74 | 68 | 83 |
| - | 100 | 79 |
| 71 | 59 | 79 |



I know how and where to access services or educational programs to address my mental health and wellbeing when required.

I have access to UBC's provisions or time for personal needs (e.g. childcare, eldercare, personal, medical appointments) when required.

I know how to take action should I observe or experience bullying, harassment or violence at UBC.



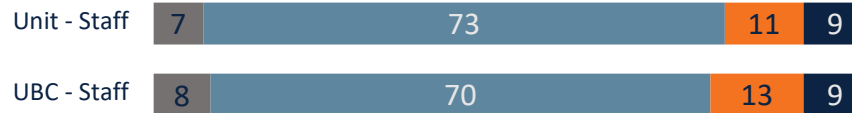
Inclusion Theme Summary – Staff



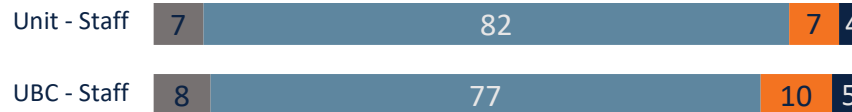
■ % NA/Don't know ■ % Disagree/Strongly disagree ■ % Neither nor ■ % Agree/Strongly agree

| Unionized Staff | Non- Unionized Staff | Management & Professional |
|-------------------------|----------------------|---------------------------|
| % Agree/Strongly Agree+ | | |
| - | - | 14 |
| 10 | 9 | 9 |
| - | - | 7 |
| 7 | 5 | 4 |
| - | - | 21 |
| 5 | 5 | 6 |
| - | - | 4 |
| 2 | 1 | 1 |
| - | - | 7 |
| 3 | 1 | 1 |
| - | - | 7 |
| 3 | 3 | 1 |
| - | - | 11 |
| 3 | 4 | 2 |

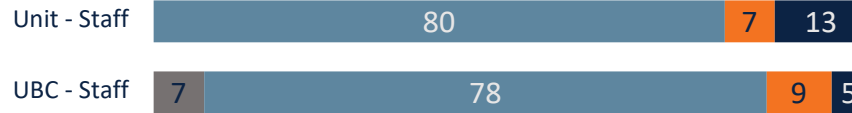
Over the past 2-3 years, I have felt excluded in my unit due to my: Age



Over the past 2-3 years, I have felt excluded in my unit due to my: Ethnic or cultural origin (including race and aboriginal status)



Over the past 2-3 years, I have felt excluded in my unit due to my: Sex (male/female)



Over the past 2-3 years, I have felt excluded in my unit due to my: Sexual orientation



Over the past 2-3 years, I have felt excluded in my unit due to my: Gender identity or expression



Over the past 2-3 years, I have felt excluded in my unit due to my: Religious affiliation



Over the past 2-3 years, I have felt excluded in my unit due to my: Disability(visible or invisible)





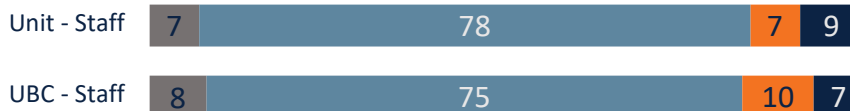
Equity Theme Summary – Staff



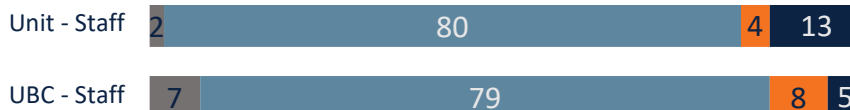
% NA/Don't know
 % Disagree/Strongly disagree
 % Neither nor
 % Agree/Strongly agree

| Unionized Staff | Non- Unionized Staff | Management & Professional |
|-------------------------|----------------------|---------------------------|
| % Agree/Strongly Agree+ | | |
| - | - | 14 |
| 8 | 6 | 7 |
| - | - | 21 |
| 5 | 5 | 5 |
| - | - | 7 |
| 6 | 5 | 3 |
| - | - | 4 |
| 3 | 1 | 1 |
| - | - | 4 |
| 3 | 1 | 1 |
| - | - | 7 |
| 4 | 1 | 2 |
| - | - | 4 |
| 2 | 2 | 1 |

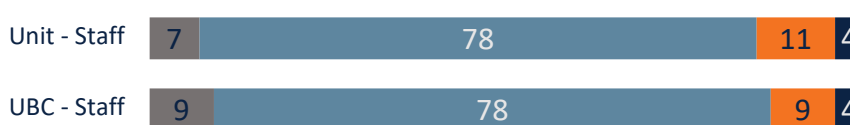
Over the past 2-3 years, I have been treated unfairly in my unit due to my: Age



Over the past 2-3 years, I have been treated unfairly in my unit due to my: Sex(male/female)



Over the past 2-3 years, I have been treated unfairly in my unit due to my: Ethnic or cultural origin (including race and aboriginal status)



Over the past 2-3 years, I have been treated unfairly in my unit due to my: Gender identity or expression



Over the past 2-3 years, I have been treated unfairly in my unit due to my: Religious affiliation



Over the past 2-3 years, I have been treated unfairly in my unit due to my: Disability(visible or invisible)



Over the past 2-3 years, I have been treated unfairly in my unit due to my: Sexual orientation





Additional Questions



a place of mind



The following six questions were included in the survey to provide additional insight into the faculty and staff experience at UBC.

Some of the responses may help you better understand and prioritize what is important to your faculty and staff.



Areas for Improvement

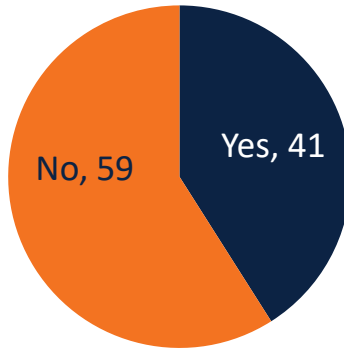


In your opinion, what should be the top three priority areas for improvement within your unit?

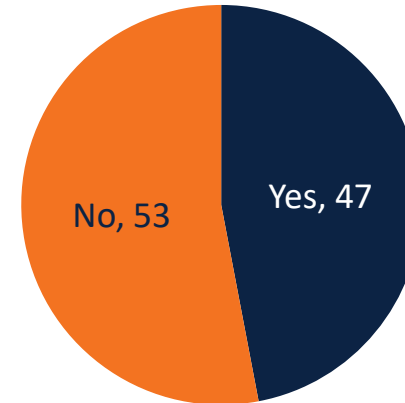
(Select all that apply, up to three. % Selected)

| | Faculty Overall | Staff Overall | Employee Group Detail for Unit | | | | | | | |
|--|-----------------|---------------|--------------------------------|-------------------------|-----------------------------|---------------|-------------|-----------------|---------------------|---------------------------|
| | | | Total Faculty | Bargaining Unit Faculty | Bargaining Unit: Sessionals | Other Faculty | Total Staff | Unionized Staff | Non-Unionized Staff | Management & Professional |
| Work load | 33 | 27 | 24 | 33 | - | - | 11 | - | 9 | 7 |
| Compensation (pay & benefits) | 21 | 30 | 27 | 10 | - | - | 24 | - | 18 | 25 |
| Communication | 16 | 28 | 9 | 5 | - | - | 24 | - | 36 | 14 |
| Career growth and development | 18 | 26 | 6 | 5 | - | - | 13 | - | - | 14 |
| Leadership of the unit | 24 | 21 | 9 | 14 | - | - | 29 | - | 27 | 32 |
| Employee recognition | 13 | 23 | 12 | 10 | - | - | 11 | - | 18 | 11 |
| Budget | 27 | 17 | 21 | 24 | - | - | 22 | - | 36 | 18 |
| Work processes, policies & procedures | 10 | 22 | 18 | 5 | - | - | 11 | - | 9 | 14 |
| Relationships with other units/faculties | 16 | 19 | 24 | 24 | - | - | 36 | - | 36 | 36 |
| Strategic Priorities | 23 | 17 | 45 | 43 | - | - | 27 | - | 18 | 29 |
| Management of change | 13 | 19 | 6 | 5 | - | - | 36 | - | 18 | 43 |
| Training | 4 | 16 | - | - | - | - | 4 | - | 18 | - |
| Administrative support | 17 | 10 | 12 | 19 | - | - | 4 | - | - | 7 |
| Research support | 32 | 5 | 36 | 48 | - | - | 13 | - | 18 | 14 |
| Physical work environment | 11 | 10 | 12 | 14 | - | - | 13 | - | 18 | 14 |
| Student focus | 17 | 6 | 30 | 33 | - | - | 18 | - | 18 | 18 |

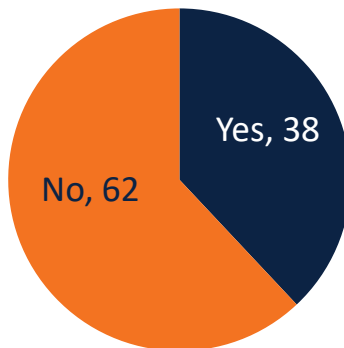
Total Staff



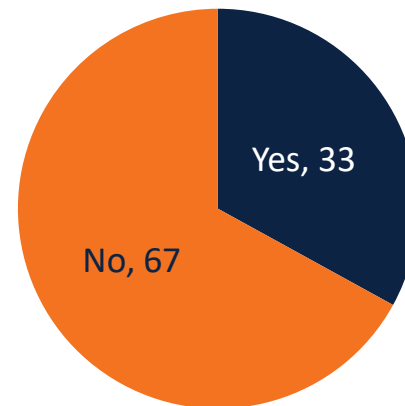
Unit Staff



Total Faculty



Unit Faculty





Reasons for Actively Searching For Job Outside UBC



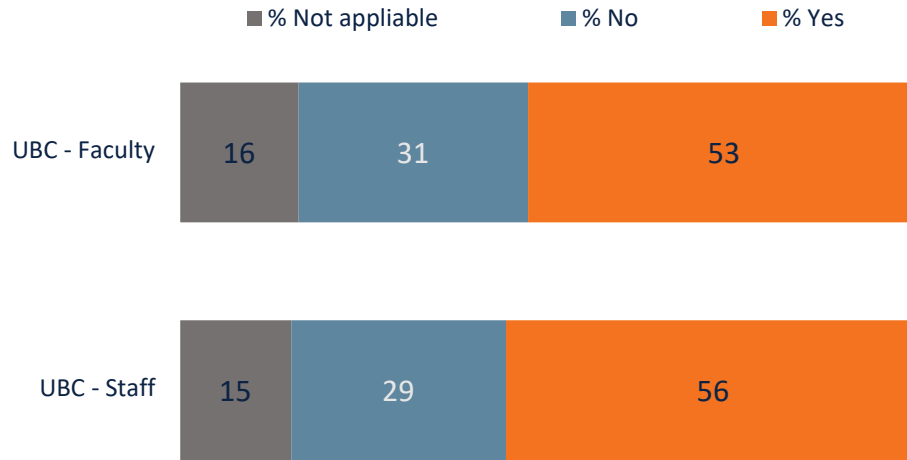
Please indicate why you have been actively searching for a job outside of UBC in the past three years.

(Select all that apply. % Selected. Based on respondents who answered “Yes” to “In the past 3 years, I have actively searched for a job outside of UBC.”)

| | Faculty Overall | Staff Overall | Employee Group Detail for Unit | | | | | | | |
|---|-----------------|---------------|--------------------------------|-------------------------|-----------------------------|---------------|-------------|-----------------|---------------------|---------------------------|
| | | | Total Faculty | Bargaining Unit Faculty | Bargaining Unit: Sessionals | Other Faculty | Total Staff | Unionized Staff | Non-Unionized Staff | Management & Professional |
| To improve your opportunities for career advancement | 58 | 62 | 45 | 40 | - | - | 48 | - | 75 | 40 |
| To increase salary | 47 | 64 | 73 | 40 | - | - | 48 | - | 75 | 33 |
| To find a more supportive work environment | 44 | 28 | 36 | 40 | - | - | 48 | - | 25 | 60 |
| To reduce stress | 29 | 29 | 27 | 40 | - | - | 29 | - | 25 | 27 |
| To seek more challenging work | 12 | 32 | 9 | - | - | - | 14 | - | - | 13 |
| Cost of living | 26 | 25 | 36 | 40 | - | - | 24 | - | 50 | 13 |
| To pursue a different career (academic or not academic) | 17 | 24 | 18 | - | - | - | 19 | - | 50 | 13 |
| To find a better manager | 14 | 23 | - | - | - | - | 52 | - | 25 | 67 |
| To reduce commuting time | 7 | 24 | 18 | 40 | - | - | 24 | - | 25 | 20 |
| To address family-related issues | 12 | 6 | - | - | - | - | 5 | - | - | 7 |
| To increase time for research | 24 | 2 | 18 | 40 | - | - | 5 | - | - | 7 |
| To go back to school | 2 | 4 | - | - | - | - | - | - | - | - |
| Job security | 6 | 3 | 9 | - | - | - | 10 | - | 25 | 7 |



Performance Review



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

| Employee Group Detail for Unit (% Yes) | | | | | | | |
|--|-------------------------|-----------------------------|---------------|-------------|-----------------|---------------------|---------------------------|
| Total Faculty | Bargaining Unit Faculty | Bargaining Unit: Sessionals | Other Faculty | Total Staff | Unionized Staff | Non-Unionized Staff | Management & Professional |
| 55 | 62 | - | - | - | - | - | - |
| - | - | - | - | 62 | - | 64 | 68 |



Barriers to Achieving Long-Term Career Objectives



Which of the following issues are barriers to your ability to achieve your long-term career objectives at UBC?

(Select all that apply. % Selected. Based on respondents who answered “Strongly disagree/Disagree/Neither nor” to “I am confident I can achieve my career objectives at UBC”)

| | Faculty Overall | Staff Overall | Employee Group Detail for Unit | | | | | | | |
|--|-----------------|---------------|--------------------------------|-------------------------|----------------------------|---------------|-------------|-----------------|---------------------|---------------------------|
| | | | Total Faculty | Bargaining Unit Faculty | Bargaining Unit: Seasonals | Other Faculty | Total Staff | Unionized Staff | Non-Unionized Staff | Management & Professional |
| The number of career opportunities are too limited | 39 | 52 | 69 | 50 | - | - | 38 | - | 17 | 44 |
| The process for advancing my career is not clear to me | 36 | 47 | 38 | 17 | - | - | 46 | - | 50 | 38 |
| There are not enough positions available | 34 | 42 | 54 | 33 | - | - | 25 | - | 17 | 31 |
| The requirements for advancing my career are not clear to me | 36 | 38 | 31 | 17 | - | - | 38 | - | 17 | 38 |
| Lack of mentors to support my career objectives | 35 | 36 | 38 | 33 | - | - | 25 | - | 33 | 25 |
| Lack of manager/department head's help and support | 36 | 31 | 38 | 50 | - | - | 8 | - | 17 | 6 |
| Promotions are not conducted fairly | 23 | 30 | 23 | - | - | - | 38 | - | - | 56 |
| I am not given the opportunity to acquire the skills required to advance my career | 19 | 28 | 15 | 17 | - | - | 33 | - | 33 | 31 |
| My workload | 36 | 17 | 31 | 17 | - | - | 8 | - | 17 | 6 |
| The career opportunities that are available are not well-advertised | 12 | 19 | 15 | - | - | - | 25 | - | - | 31 |
| Preference appears to be given to external candidates | 17 | 15 | 23 | 17 | - | - | 33 | - | - | 50 |
| My age | 12 | 15 | 15 | - | - | - | 17 | - | - | 25 |
| I do not have the qualifications required to advance my career | 5 | 15 | - | - | - | - | 13 | - | 33 | - |
| Too much responsibility at home and outside of work | 16 | 11 | 15 | 17 | - | - | 4 | - | 17 | - |
| My sex | 13 | 4 | 8 | 17 | - | - | 13 | - | - | 19 |
| My ethnic or cultural origin | 6 | 6 | 8 | 17 | - | - | 4 | - | - | 6 |
| I have not run into any barriers trying to achieve my long-term objectives at UBC | 3 | 5 | 8 | 17 | - | - | 8 | - | 33 | - |



Sources of Stress



Which of the following aspects of your work have been a source of stress for you over the past year?

(Select all that apply, up to three. % Selected)

*Faculty-only question

| | Faculty Overall | Staff Overall | Employee Group Detail for Unit | | | | | | | |
|--|-----------------|---------------|--------------------------------|-------------------------|----------------------------|---------------|-------------|-----------------|---------------------|---------------------------|
| | | | Total Faculty | Bargaining Unit Faculty | Bargaining Unit: Seasonals | Other Faculty | Total Staff | Unionized Staff | Non-Unionized Staff | Management & Professional |
| Workload | 40 | 43 | 55 | 62 | - | - | 33 | - | 27 | 25 |
| Lack of communications | 12 | 29 | 3 | - | - | - | 11 | - | 9 | 11 |
| Organizational change | 10 | 28 | 3 | - | - | - | 38 | - | 9 | 54 |
| Departmental or campus politics | 19 | 21 | 9 | 10 | - | - | 24 | - | 27 | 29 |
| Competing priorities | 13 | 20 | 18 | 19 | - | - | 24 | - | 9 | 25 |
| Lack of resources | 15 | 16 | 15 | 19 | - | - | 27 | - | 36 | 29 |
| Job security/Secured funding for my position | 14 | 15 | 21 | 5 | - | - | 20 | - | 27 | 21 |
| Self-imposed high expectations | 13 | 15 | 15 | 19 | - | - | 16 | - | 18 | 11 |
| Manager's expectations | | 14 | - | - | - | - | 2 | - | - | 4 |
| Managing employees | 6 | 9 | 9 | 10 | - | - | 9 | - | - | 14 |
| Interpersonal conflict | 6 | 8 | 3 | - | - | - | 4 | - | 9 | 4 |
| Securing funding for research | 27 | | 33 | 38 | - | - | - | - | - | - |
| Changes in technology | 6 | 7 | 6 | 10 | - | - | 9 | - | 18 | 7 |
| No source of stress at work | 3 | 5 | 6 | - | - | - | 2 | - | 9 | - |



Results for Open-Ended Question



a place of mind

The survey included one open-ended question:

- 1. What is the most significant change that could be made to improve your work experience at UBC in the next 5 years?***

This question was included to gather feedback that would help inform the next version of Focus on People: Workplace Practices at UBC, which is the contributing framework towards the realization of the Outstanding Work Environment commitment in Place and Promise, UBC's strategic plan.

The next slide shows the number of times a theme is mentioned as a percentage of the number of respondents.

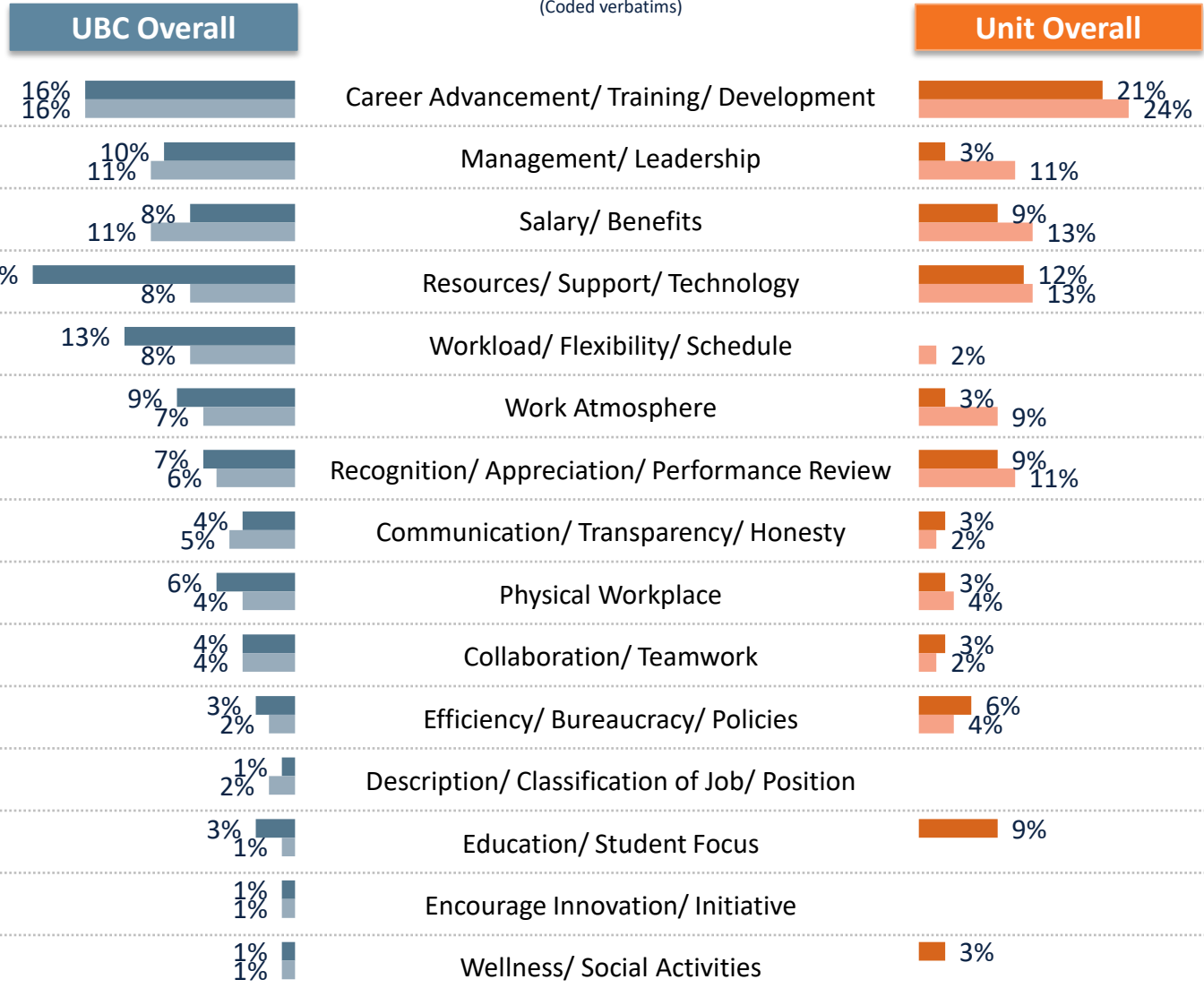


Most Significant Change to Improve UBC



What is the most significant change that could be made to improve your work experience at UBC in the next 5 years?

(Coded verbatims)



■ Faculty ■ Staff

■ Faculty ■ Staff



Ipsos Reid

a place of mind



Resources



More information on the Workplace Experiences Survey is available at www.focusonpeople.ubc.ca.

If you have questions about the survey results or how to take action on the survey findings in your faculty/department, please contact your HR Advisor. Alternatively, you may contact Peter Godman peter.godman@ubc.ca (Vancouver).