

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







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



Survey Background & Objectives



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:

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Survey Response Rates





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





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



Analysis of the University wide results



- 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.



Workplace Themes





10 Shared Factors

Engagement

Leadership & Strategy

Collaboration

My Unit Head/ Manager

Attraction & Retention

Health & Wellbeing

Unit Culture

Equity

Inclusion

Total Compensation & Professional Development



3 Additional Faculty Factors

Academic Excellence

Faculty Support

Faculty Tenure & Promotion



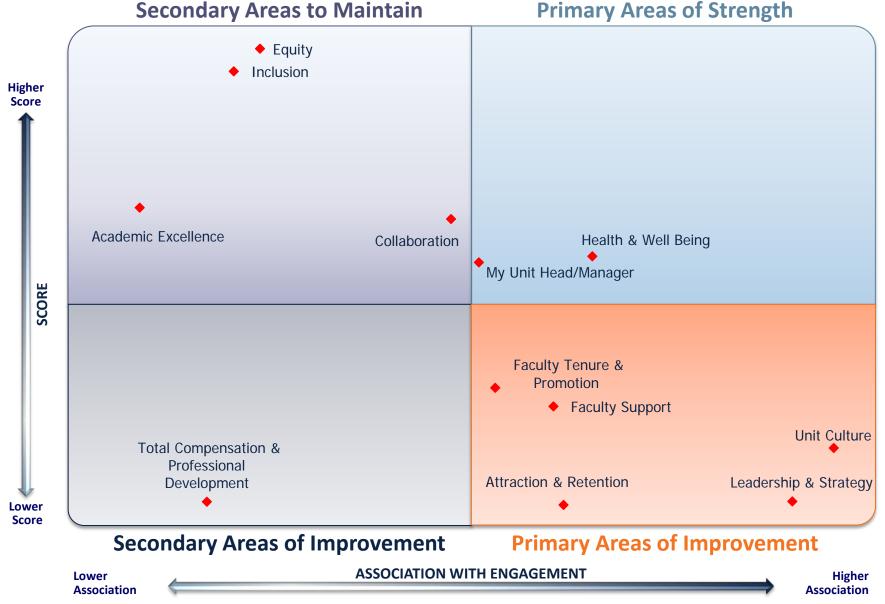
1 Additional Staff Factor

Support & Resources



Priority Matrix based on UBC Overall Faculty Results

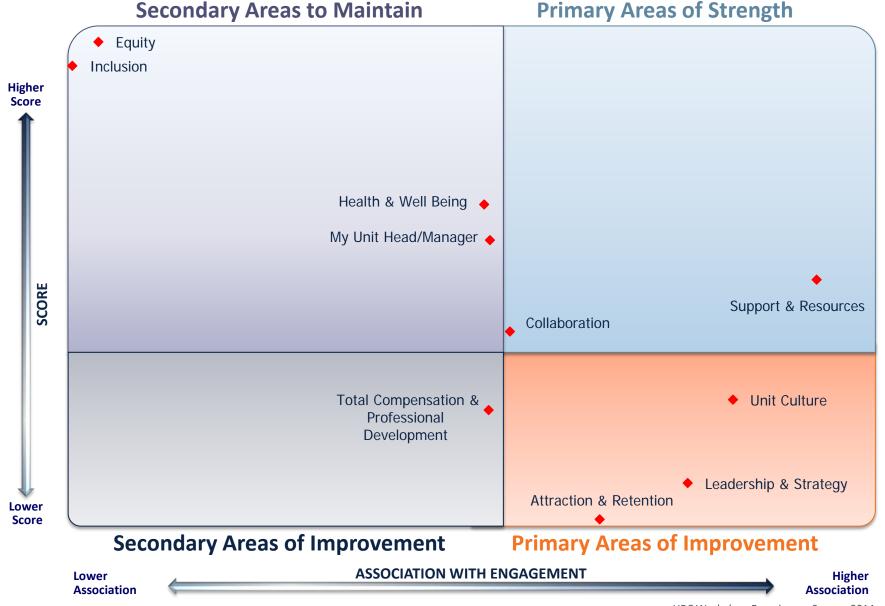






Priority Matrix based on Staff Overall Results







Detailed Results by Faculty Theme







Engagement

My Unit Head/Manager

Leadership & Strategy

Faculty Support

- 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 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.
- 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).
- 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:)

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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:)

- 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.

Unit Culture





Health & Wellbeing

Attraction & Retention

Total Compensation & Professional Development

Faculty Tenure & Promotion

Academic Excellence

- 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.
- 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.
- 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.
- 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:)
- 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:)



Reading Your Detailed Results



- 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 ki	now ■% Disagre	e/Strongly disagree	■ % Neither nor	■ % Agree/Strongly agree	Bargaining Unit Faculty	Bargaining Unit: Sessionals	Other Faculty
					Unit %	Agree/Strongly Agre	ee+
My work gives me a feeling of personal	Unit - Faculty	6 9	85		86	-	-
fulfillment.	UBC - Faculty	12 11		77	77	82	74
My colleagues treat me with respect	Unit - Faculty	6 6	88		90	-	-
My colleagues treat me with respect.	UBC - Faculty	1 11 12		76	75	76	83
I would recommend UBC to prospective	Unit - Faculty	3 9	88		90	-	-
students.	UBC - Faculty	1 9 17		74	75	72	
	Unit - Faculty	18	82	2	86	-	-
I feel proud to work for UBC.	UBC - Faculty	9 19	72		71	73	75
I would recommend UBC as a good place	Unit - Faculty	18	82		90	-	-
to work.	UBC - Faculty	16 21		62	61	57	73
I am confident I can achieve my career	Unit - Faculty	3 27	12	58	71	-	-
objectives at UBC.	UBC - Faculty	2 24	19	54	61	31	46
I feel a sense of belonging to the larger	Unit - Faculty	3 21	24	52	57	-	-
UBC community.	UBC - Faculty	33	24	44	46	37	41
■% NA/Don't kno	ow ■% Dissatisfi	ied/Verv dissatisfied	■ % Neither nor	■ % Satisfied/Very satisfied			
= 70 144/ 5011 € KIK	70 Dissatisti	ica, very dissaustica	20 Neterici IIO	= 70 Satisfied, very Satisfied			
Overall, how satisfied are you with your	Unit - Faculty	12 18		70	86	-	-
current role/job at UBC?	UBC - Faculty	19 13		67	69	58	68



Unit Culture Theme Summary – Faculty



■% NA/Don't kno	ow ■% Disagre	ee/Strongly disagree	■% Neither nor	■ % Agree/Strongly agree	Unit Faculty	Bargaining Unit: Sessionals gree/Strongly Agree	Other Faculty
My unit is a place where I feel I can comfortably raise personal and/or family	Unit - Faculty	18 21	18	42	48	-	-
responsibilities that impact my work.	UBC - Faculty	6 21	17	56	54	50	66
I feel well-informed about my unit's	Unit - Faculty	21	30	48	62	-	-
priorities.	UBC - Faculty	1 26	18	56	57	47	56
I receive recognition for my	Unit - Faculty	36	18	42	52	-	-
accomplishments at work.	UBC - Faculty	1 29	20	49	50	39	55
I feel involved in decisions that affect me	Unit - Faculty	33	24	42	67	-	-
in my day-to-day work.	UBC - Faculty	1 39	19	41	42	30	46
I feel comfortable in raising issues around my mental health and wellbeing that	Unit - Faculty	21 18	3 27	33	33	-	-
impact my work, with my supervisor/head.	UBC - Faculty	15 28	20	38	37	36	44



Leadership & Strategy Theme Summary – Faculty



■% NA/Don't kno	ow ■% Disagre	ee/Strongly disagree	■ % Neither nor	■ % Agree/Strongly agree	Unit Faculty	Bargaining Unit: Sessionals gree/Strongly Agree	Other Faculty +
I understand the relationship between my	Unit - Faculty	12 <mark>3</mark>	85		90	-	-
individual objectives and UBC's objectives.	UBC - Faculty	6 18	21	55	57	48	53
I am satisfied with the opportunities for	Unit - Faculty	21	24	55	62	-	-
learning available to me at UBC.	UBC - Faculty	3 23	23	52	55	40	48
UBC's senior leaders communicate a clear,	Unit - Faculty	9 15	24	52	52	-	-
strategic vision of the future direction of the University.	UBC - Faculty	9 29	29	33	33	36	33
	Unit - Faculty	3 15	39	42	43	-	-
I have confidence in UBC's senior leadership.	UBC - Faculty	8 31	33	28	28	29	29
I believe that UBC's senior leaders will take	Unit - Faculty	6 15	39	39	33	-	-
meaningful action on the issues identified in this survey.	UBC - Faculty	11 35		24	23	27	25



Attraction & Retention Theme Summary – Faculty



■% NA/Don't kno	ow ■% Disagre	ee/Strong	gly disagree	■% Neither nor	■ % Agree/Strongly agree	Unit Faculty	Bargaining Unit: Sessionals gree/Strongly Agree	Other Faculty +
UBC is successful in: attracting the best	Unit - Faculty	3	27	30	39	38	-	-
faculty.	UBC - Faculty	9	19	26	45	48	36	43
UBC is successful in: attracting the best staff.	Unit - Faculty	9	18	45	27	29	-	_
	UBC - Faculty	13	22	34	31	30	31	33
UBC is successful in: retaining the best	Unit - Faculty	6	21	42	30	29	-	-
faculty.	UBC - Faculty	12	30	30	28	29	27	26
UBC is successful in: retaining the best staff.	Unit - Faculty	9	21	36	33	33	-	-
	UBC - Faculty	16	26	32	26	25	28	28



Faculty Support Theme Summary – Faculty



■% NA/Don't kn	ow ■% Disagre	ee/Strongly disagree	■ % Neither nor	■ % Agree/Strongly agree	Unit Faculty	Bargaining Unit: Sessionals	Other Faculty
					% A _{	gree/Strongly Agree	+
I have ready access to the information I require to perform my work.	Unit - Faculty	9 12	7	79	81	-	-
require to performing work.	UBC - Faculty	12 10	-	78	78	73	81
At work, I have the tools (e.g., technology, equipment, materials)	Unit - Faculty	12 9	7	79	81	-	-
required to perform my work.	UBC - Faculty	20 11		68	67	64	78
I am satisfied with the resources that	Unit - Faculty	5 24	14	57	57	N/A	N/A
UBC provides to support my: Teaching	UBC - Faculty	1 28	15	56	56	N/A	N/A
I have enough time to deal with student	Unit - Faculty	3 21	21	55	48	-	-
requests for help.	UBC - Faculty	5 27	16	52	51	63	52
I have to be more productive than some	Unit - Faculty	10 38	19	33	33	N/A	N/A
of my colleagues to receive the same recognition and reward as a scholar.	UBC - Faculty	5 34	20	41	41	N/A	N/A
I am satisfied with the resources that	Unit - Faculty	5 29	19	48	48	N/A	N/A
UBC provides to support my: Research	UBC - Faculty	5 38	20	38	38	N/A	N/A
I received adequate orientation when	Unit - Faculty	3 48	1	30	38	-	-
joining UBC.	UBC - Faculty	3 40	21	36	36	28	42
I am satisfied with the resources that	Unit - Faculty	5 24	14	57	57	N/A	N/A
UBC provides to support my: Educational Leadership	UBC - Faculty	12 26	26	35	35	N/A	N/A



Faculty Tenure & Promotion Theme Summary – Faculty



■% NA/Don't kno	ow ■% Unclear,	/Very unclear ■%	Neither clear nor unclear	r ■% Clear/Very clear	Unit Faculty	Bargaining Unit: Sessionals	Other Faculty
Diago rate the elevity of the following	Unit - Faculty	10 14	76		76	ree/Strongly Agree-N/A	N/A
Please rate the clarity of the following aspects of earning tenure or promotion:	LIDC Familia	2 22	_	C4	70	IN/A	
The process	UBC - Faculty	3 23	13	61	61	N/A	N/A
Please rate the clarity of the following	Unit - Faculty	10 24	6	7	67	N/A	N/A
aspects of earning tenure or promotion: The criteria	UBC - Faculty	3 31	17	49	49	N/A	N/A
Please rate the clarity of the following aspects of earning tenure or promotion:	Unit - Faculty	10 29		62	62	N/A	N/A
The body of evidence required	UBC - Faculty	3 33	17	48	48	N/A	N/A
■ % NA/Don't kn	ow ■% Disagre	ee/Strongly disagree	e ■% Neither nor ■9	% Agree/Strongly agree			
I believe decisions are made fairly in the	Unit - Faculty	10	90		90	N/A	N/A
following areas: Re-appointments	UBC - Faculty	10 8 15	6	7	67	N/A	N/A
I believe decisions are made fairly in the	Unit - Faculty	14 10	76		76	N/A	N/A
following areas: Tenure	UBC - Faculty	10 14	14	62	62	N/A	N/A
I believe decisions are made fairly in the	Unit - Faculty	14 14	71		71	N/A	N/A
following areas: Promotion	UBC - Faculty	10 17	15	58	58	N/A	N/A
I believe decisions are made fairly in the following areas: Leadership	Unit - Faculty	19	38	43	43	N/A	N/A
appointments	UBC - Faculty	12 29	24	35	35	N/A	N/A



My Unit Head/Manager Theme Summary – Faculty

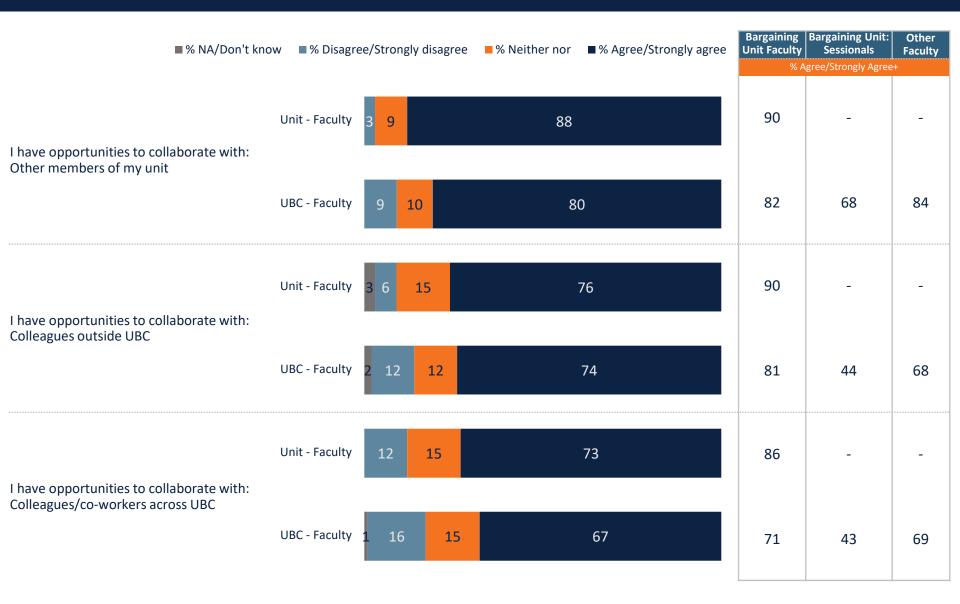


■% NA/Don't kn	ow ■% Disagre	ee/Strongly disagree	■ % Neither nor	■ % Agree/Strongly agree	Unit Faculty	Bargaining Unit: Sessionals gree/Strongly Agree	Other Faculty
My immediate head/manager: is	Unit - Faculty	6 3 12	7	79	86	-	-
accessible.	UBC - Faculty	2 13 11		74	76	72	71
My immediate head/manager: treats	Unit - Faculty	9 3 9	7	79	86	-	-
people fairly.	UBC - Faculty	3 15 10		71	70	73	75
My immediate head/manager: encourages open and honest two-way	Unit - Faculty	6 3 15		76	86	-	-
communication.	UBC - Faculty	2 18 10		69	67	69	76
My immediate head/manager: Supports	Unit - Faculty	12 9 15		64	71	-	-
my training and development needs.	UBC - Faculty	7 14 2	21	58	58	52	64
My performance is assessed fairly.	Unit - Faculty	6 15 2	21	58	67	-	-
	UBC - Faculty	14 14	19	52	54	40	54



Collaboration Theme Summary – Faculty







Total Compensation & Professional Development Theme Summary – Faculty







Health and Wellbeing Theme Summary – Faculty

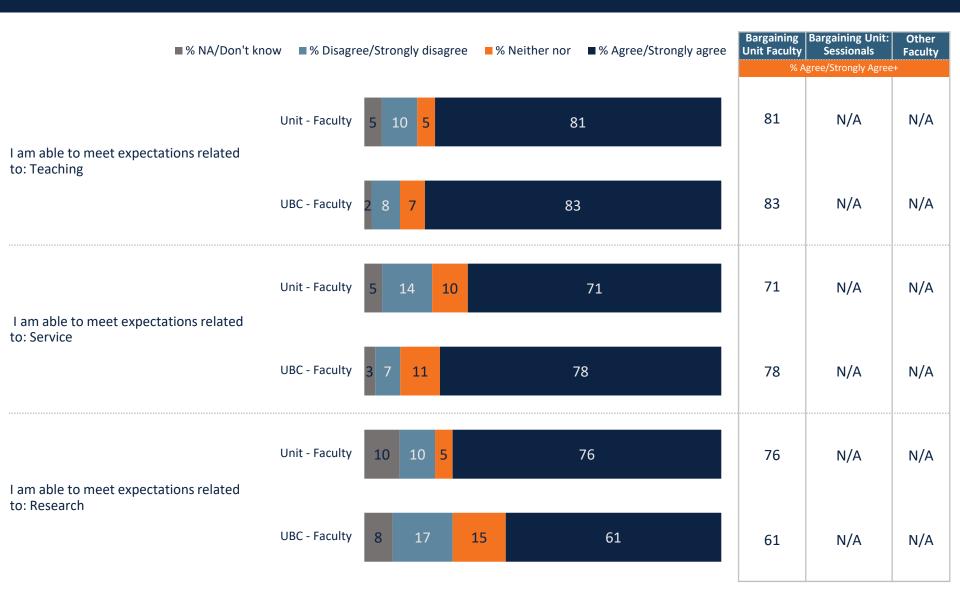


■% NA/Don't know ■% Disagree/Strongly disagree ■% Neither nor ■% Agree/Strongly agree						Bargaining Unit: Sessionals gree/Strongly Agree	Other Faculty
I feel physically safe in my work environment.	Unit - Faculty	3	97		100	-	-
rieer physically safe in my work environment.	UBC - Faculty	4 5	90		89	91	95
I know how to take action should I observe or	Unit - Faculty	12 21		67	81	-	-
experience bullying, harassment or violence at UBC.	UBC - Faculty	1 10 12		77	77	76	77
I know how and where to access services or	Unit - Faculty	6 15 18	3	61	62	-	-
educational programs to address my mental health and wellbeing when required.	UBC - Faculty	3 13 22		62	63	57	58
I have access to UBC's provisions or time for personal needs (e.g. childcare, eldercare,	Unit - Faculty	18 12	24	45	48	-	-
personal, medical appointments) when required.	UBC - Faculty	12 14	22	53	54	40	59
My unit does what it can to make my	Unit - Faculty	6 24	21	48	67	-	-
personal/family obligations and a career compatible.	UBC - Faculty	5 18	24	53	53	46	59



Academic Excellence Theme Summary – Faculty







Inclusion Theme Summary – Faculty



■ % NA/Do	n't know ■% Disagre	ee/Strongly disagree	■ % Neither nor	■ % Agree/Strongly agree	Unit Faculty	Bargaining Unit: Sessionals gree/Strongly Agree	Other Faculty +
Over the past 2-3 years, I have felt excluded in my unit due to my: Sex	Unit - Faculty		82	12 6	5	-	-
(male/female)	UBC - Faculty	5	75	10 10	12	8	5
Over the past 2-3 years, I have felt	Unit - Faculty	3	85	6 6	5	-	-
excluded in my unit due to my: Age	UBC - Faculty	6	71	12 10	11	11	7
Over the past 2-3 years, I have felt excluded in my unit due to my: Ethnic o	Unit - Faculty or	3	82	12 3	5	-	-
cultural origin (including race and aboriginal status)	UBC - Faculty	8	77	10 5	6	2	3
Over the past 2-3 years, I have felt	Unit - Faculty	12	76	12	-	-	-
excluded in my unit due to my: Disability(visible or invisible)	UBC - Faculty	18	71	9 3	3	2	0
Over the past 2-3 years, I have felt	Unit - Faculty	6	85	9	-	-	-
excluded in my unit due to my: Sexual orientation	UBC - Faculty	11	78	9 2	1	3	2
Over the past 2-3 years, I have felt	Unit - Faculty		85	15	-	-	-
excluded in my unit due to my: Gende identity or expression	r UBC - Faculty	9	78	10 2	3	3	0
Over the past 2-3 years, I have felt	Unit - Faculty	6	79	15	-	-	-
excluded in my unit due to my: Religion affiliation	UBC - Faculty	10	78	10 2	2	2	2



Equity Theme Summary – Faculty



■% N	NA/Don't know	■% Disagre	ee/Strongly disagree	■ % Neither nor	■ % Agree/Strongly agree	Unit Faculty	Bargaining Unit: Sessionals gree/Strongly Agree	Other Faculty +
Over the past 2-3 years, I have b		nit - Faculty	3	76	15 6	5	-	-
treated unfairly in my unit due to Sex(male/female)	•	BC - Faculty	5	76	9 10	12	7	4
Over the past 2-3 years, I have b treated unfairly in my unit due to		nit - Faculty	3	79	12 6	5	-	-
Age	•	BC - Faculty	7	75	10 7	9	5	4
Over the past 2-3 years, I have bee treated unfairly in my unit due to		nit - Faculty	9	76	12 3	5	-	-
Ethnic or cultural origin (includin and aboriginal status)	g race U	BC - Faculty	9	78	9 4	5	1	2
Over the past 2-3 years, I have b treated unfairly in my unit due to		nit - Faculty	15	76	9	-	-	-
Disability(visible or invisible)	•	BC - Faculty	17	73	8 2	3	2	1
Over the past 2-3 years, I have b treated unfairly in my unit due to	CCII	nit - Faculty	9	82	9	-	-	-
Gender identity or expression	•	BC - Faculty	10	79	8 2	2	2	1
Over the past 2-3 years, I have b treated unfairly in my unit due to		nit - Faculty	9	82	9	-	-	-
Sexual orientation	•	BC - Faculty	11	80	8 1	1	2	1
Over the past 2-3 years, I have b treated unfairly in my unit due to		nit - Faculty	9	79	12	-	-	-
Religious affiliation	•	BC - Faculty	11	80	8 1	1	1	1



Detailed Results by Staff Theme







Engagement

My Unit Head/Manager

Leadership & Strategy

Support & Resources

- 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 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.
- 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 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:)

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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

Attraction & Retention

Total Compensation & Professional Development

- 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.
- 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.
- 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).



Reading Your Detailed Results



- 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/Strongl	ly disagree ■% Neither no	r ■ % Agree/Strongly agree	Unionized Staff	Non- Unionized Staff	Management & Professional
				~~~~~~~ 	Agree/Strongly Ag	gree+
I feel proud to work for UBC.	Unit - Staff 4	24	71	-	82	61
	UBC - Staff 5 15	5	80	76	77	83
I would recommend UBC to prospective	Unit - Staff 24	27	67	-	82	68
students.	UBC - Staff 4 5	16	75	71	70	79
I would recommend UBC as a good place to	Unit - Staff 7	18	76	-	82	68
work.	UBC - Staff 18	17	73	67	74	78
My work gives me a feeling of personal	Unit - Staff 22	7	71	-	82	61
fulfillment.	UBC - Staff 1 17	19	64	54	65	70
I understand the relationship between my	Unit - Staff 4 9	11	76	-	64	79
individual objectives and UBC's objectives.	UBC - Staff 6 12	2 21	61	52	57	68
I feel a sense of belonging to the larger UBC	Unit - Staff 20	22	58	-	64	50
community.	UBC - Staff 1 21	25	53	48	44	57
I am confident I can achieve my career	Unit - Staff 2 18	36	44	-	45	39
objectives at UBC.	UBC - Staff 2 22	1 29	48	42	43	53
■% NA/Don't know	■ % Dissatisfied/Very o	dissatisfied ■% Neither noi	r ■% Satisfied/Very satisfied			
Overall, how satisfied are you with your	Unit - Staff 20	9	71	-	82	68
current role/job at UBC?	UBC - Staff 1 15	17	67	59	66	73



#### **Leadership & Strategy Theme Summary – Staff**







## Attraction & Retention Theme Summary – Staff



■% NA/Don't know	■ % Disagre	e/Strongly disagree	■ % Neither nor	■ % Agree/Strongly agree	Staff	L	& Professional
						% Agree/Strongly Ag	gree+
UBC is successful in: attracting the best	Unit - Staff	22 1	6 38	24	-	18	21
faculty.	UBC - Staff	29	7 26	38	37	42	39
UBC is successful in: attracting the best	Unit - Staff	9 27	29	36	-	27	32
staff.	UBC - Staff	10 22	31	37	33	40	39
UBC is successful in: retaining the best	Unit - Staff	27	11 38	24	-	9	25
faculty.	UBC - Staff	32	10 30	29	30	35	27
UBC is successful in: retaining the best staff.	Unit - Staff	11 3	8	36 16	-	9	14
	UBC - Staff	11 35	5 2	.9 25	25	33	24



## **Unit Culture Theme Summary – Staff**



■% NA/Don't know	■% Disagre	e/Strongly disagree	■ % Neither nor	■ % Agree/Strongly agree	Staff	Non- Unionized Staff 6 Agree/Strongly Ag	& Professional
My unit is a place where I feel I can comfortably raise personal and/or family	Unit - Staff	18 7	76		-	73	71
responsibilities that impact my work.	UBC - Staff	3 14 16		68	58	60	76
I receive recognition for my	Unit - Staff	24	24	51	-	64	50
accomplishments at work.	UBC - Staff	1 24	21	54	44	57	61
I feel comfortable in raising issues around my mental health and wellbeing that	Unit - Staff	7 20	13	60	-	64	54
impact my work, with my supervisor/head.	UBC - Staff	7 23	19	51	46	47	55
I feel involved in decisions that affect me	Unit - Staff	29	7	64	-	64	61
in my day-to-day work.	UBC - Staff	1 30	20	48	38	49	55



## **Support & Resources Theme Summary – Staff**

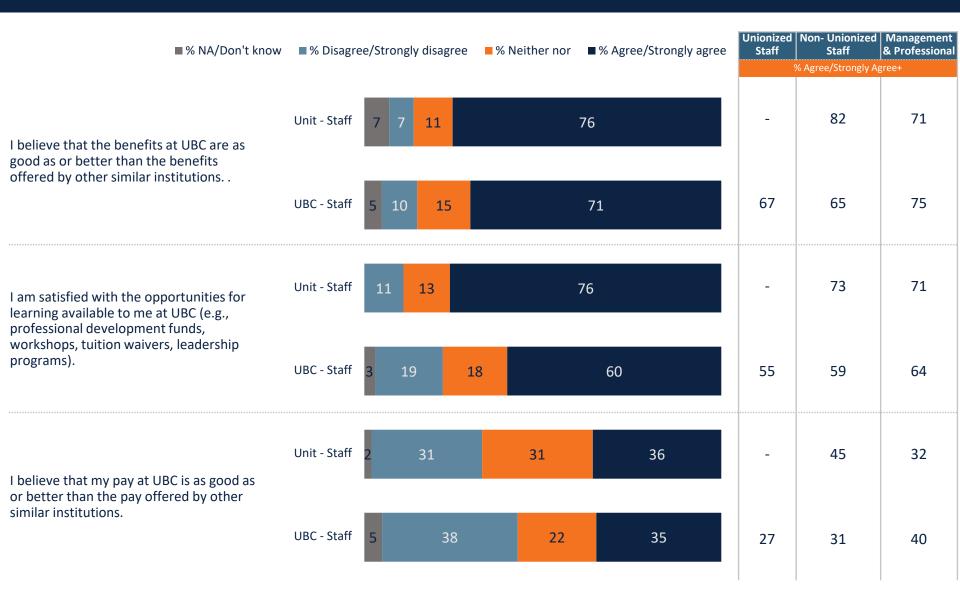


					Unionized	Non- Unionized	Management
■ % NA/Don't know	■ % Disagre	ee/Strongly disagree	■ % Neither nor	■ % Agree/Strongly agree	Staff	Staff	& Professional
					9	% Agree/Strongly A	gree+
I feel physically safe in my work	Unit - Staff	7 9	84		-	73	86
environment.	UBC - Staff	4 6	89		83	88	93
My colleagues treat me with respect.	Unit - Staff	4 <mark>2</mark>	93		-	100	89
wy coneagues treat me with respect.	UBC - Staff	16 9	85		80	81	89
At work, I have the tools (e.g.,	Unit - Staff	18 7		76	-	64	75
technology, equipment, materials) required to perform my work.	UBC - Staff	11 9	8	0	76	79	82
I have ready access to the information I	Unit - Staff	4 18	-	78	-	82	71
require to perform my work.	UBC - Staff	10 12	-	78	74	83	79
My unit does what it can to make my	Unit - Staff	4 16	8	0	-	91	75
personal/family obligations and a career compatible.	UBC - Staff	2 10 15		73	66	72	78
I feel well-informed about my unit's	Unit - Staff	20 2	2	58	-	82	50
priorities.	UBC - Staff	18 16		66	60	67	69
I received adequate orientation when	Unit - Staff	9 20		71	-	73	71
joining UBC.	UBC - Staff	2 25	19	54	58	52	51
I have enough time to deal with student	Unit - Staff	16 13	16	56	-	73	46
requests for help.	UBC - Staff	31	11 16	41	50	46	35
I believe hiring decisions (promotions,	Unit - Staff	4 31	24	40	-	45	39
transfers and appointments) are made fairly at UBC.	UBC - Staff	4 29	28	39	30	42	45



# **Total Compensation & Professional Development Theme Summary – Staff**







## My Unit Head/Manager Theme Summary – Staff



■% NA/Don't know	■ % Disagree/Strongly disagree	■ % Neither nor ■ % Agree/Strongly agree	Staff	Non- Unionized Staff	& Professional
Musing an adjusta hand/magnagay Cives				% Agree/Strongly A	68
My immediate head/manager: Gives me the freedom to use my own judgment to	Unit - Staff 16 7	78	_	91	80
complete my work.	UBC - Staff 1 9 8	82	75	84	87
My immediate head/manager: is	Unit - Staff 2 9	89	-	91	86
accessible.	UBC - Staff 1 11 11	76	72	78	79
My immediate head/manager: treats	Unit - Staff 16 9	76	-	91	64
people fairly.	UBC - Staff 2 14 11	73	64	75	79
My immediate head/manager: encourages open and honest two-way	Unit - Staff 18 4	78	-	73	75
communication.	UBC - Staff 1 15 13	72	64	71	77
My immediate head/manager: takes	Unit - Staff 18 16	67	-	73	61
effective action on work-related matters.	UBC - Staff 1 17 14	67	62	69	71
My immediate head/manager: Supports	Unit - Staff 9 18	73	-	73	71
my training and development needs.	UBC - Staff <b>3</b> 12 18	67	58	70	74
My parformance is accounted fairly	Unit - Staff 4 4 24	67	-	73	64
My performance is assessed fairly.	UBC - Staff 12 10	60	47	57	69
My immediate head/manager: Gives me	Unit - Staff 9 16	20 56	-	73	50
regular, informal feedback on my performance throughout the year.	UBC - Staff 3 22	19 55	46	57	61



#### **Collaboration Theme Summary – Staff**







## **Health and Wellbeing Theme Summary – Staff**



■% NA/Don't know	■ % Disagree/Strongly disagree	■% Neither nor ■% Agree/Strongly agree	Staff	Non- Unionized Staff % Agree/Strongly A	& Professional
I know how and where to access services or educational programs to address my	Unit - Staff 9 13	78	-	55	82
mental health and wellbeing when required.	UBC - Staff 1 7 9	83	80	76	86
I have access to UBC's provisions or time for personal needs (e.g. childcare,	Unit - Staff 2 4 11	82	-	82	79
eldercare, personal, medical appointments) when required.	UBC - Staff 4 7 12	78	74	68	83
I know how to take action should I	Unit - Staff 4 11	84	-	100	79
observe or experience bullying, harassment or violence at UBC.	UBC - Staff 2 10 14	74	71	59	79



## **Inclusion Theme Summary – Staff**



■% NA/Don't know	■ % Disagree/Strongly disagree	■ % Neither nor	■ % Agree/Strongly agree	Staff	L	& Professional	
					% Agree/Strongly Aչ	gree+	
Over the past 2-3 years, I have felt	Unit - Staff 7	73	11 9	-	_	14	
excluded in my unit due to my: Age	UBC - Staff	70	13 9	10	9	9	
Over the past 2-3 years, I have felt excluded in my unit due to my: Ethnic or	Unit - Staff 7	82	7 4	-	-	7	
cultural origin (including race and aboriginal status)	UBC - Staff 8	77	10 5	7	5	4	
Over the past 2-3 years, I have felt excluded in my unit due to my: Sex	Unit - Staff	80	7 13	-	-	21	
(male/female)	UBC - Staff 7	78	9 5	5	5	6	
Over the past 2-3 years, I have felt excluded in my unit due to my: Sexual	Unit - Staff 13	67	18 2	-	-	4	
orientation	UBC - Staff 11	78	9 2	2	1	1	
Over the past 2-3 years, I have felt excluded in my unit due to my: Gender	Unit - Staff 7	78	11 4	-	_	7	
identity or expression	UBC - Staff 9	80	9 2	3	1	1	
Over the past 2-3 years, I have felt	Unit - Staff 13	78	4 4	-	-	7	
excluded in my unit due to my: Religious affiliation	UBC - Staff 11	78	9 2	3	3	1	
Over the past 2-3 years, I have felt	Unit - Staff 13	69	11 7	_	-	11	
excluded in my unit due to my: Disability(visible or invisible)	UBC - Staff 14	74	9 2	3	4	2	



## **Equity Theme Summary – Staff**



■ % NA/Don't know	■ % Disagree/Strongly disagree	e 8 Neither nor	■ % Agree/Strongly agree	Staff	Non- Unionized Staff % Agree/Strongly A	& Professional
Over the past 2-3 years, I have been	Unit - Staff 7	78	7 0	_	-	14
treated unfairly in my unit due to my:	Unit - Staff 7	78	7 9			
Age	UBC - Staff 8	75	10 7	8	6	7
Over the past 2-3 years, I have been treated unfairly in my unit due to my:	Unit - Staff 2	80	4 13	-	-	21
Sex(male/female)	UBC - Staff 7	79	8 5	5	5	5
Over the past 2-3 years, I have been treated unfairly in my unit due to my:	Unit - Staff 7	78	11 4	_	-	7
Ethnic or cultural origin (including race and aboriginal status)	UBC - Staff 9	78	9 4	6	5	3
Over the past 2-3 years, I have been treated unfairly in my unit due to my:	Unit - Staff 16	71	11 2	<del>-</del>	-	4
Gender identity or expression	UBC - Staff 10	81	8 2	3	1	1
Over the past 2-3 years, I have been treated unfairly in my unit due to my:	Unit - Staff 11	78	9 2	<u>-</u>	-	4
Religious affiliation	UBC - Staff 11	80	8 2	3	1	1
Over the past 2-3 years, I have been treated unfairly in my unit due to my:	Unit - Staff 13	73	9 4	-	-	7
Disability(visible or invisible)	UBC - Staff 13	76	8 2	4	1	2
Over the past 2-3 years, I have been treated unfairly in my unit due to my:	Unit - Staff 11	76	11 2	_	-	4
Sexual orientation	UBC - Staff 11	80	8 1	2	2	1



## Additional Questions





#### **Reading Results for Additional Survey Questions**



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**



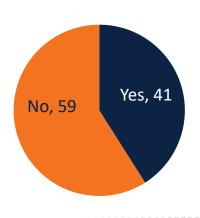
In your opinion, what should be the				Employee Group Detail for Unit								
top three priority areas for improvement within your unit? (Select all that apply, up to three. % Selected)	Faculty Overall	Staff Overall	Total Faculty	Bargaining Unit Faculty	Bargaining Unit: Sessionals	Other Faculty	Total 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		



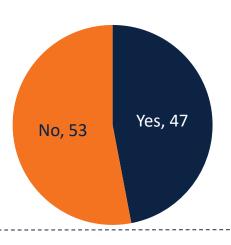
#### **Actively Searched For Job Outside UBC in Past 3 Years**



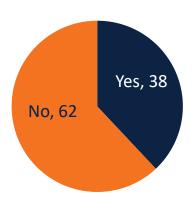
**Total Staff** 



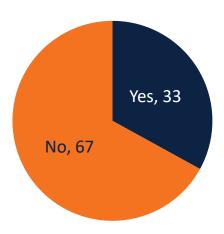
**Unit Staff** 



**Total Faculty** 



**Unit Faculty** 





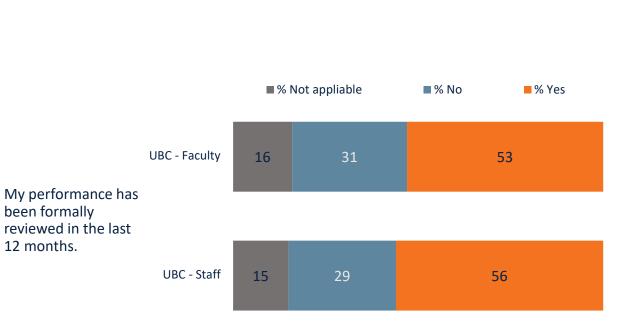
### **Reasons for Actively Searching For Job Outside UBC**



Please indicate why you have been actively			Employee Group Detail for Unit								
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	Faculty Overall  Staff Overall		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	







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			

been formally

12 months.



### **Barriers to Achieving Long-Term Career Objectives**



Which of the following issues are barriers to			Employee Group Detail for Unit							
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	Total Faculty	Bargaining Unit Faculty	Bargaining Unit: Sessionals	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: Sessionals	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





#### **Responses to Open Ended Question**



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.

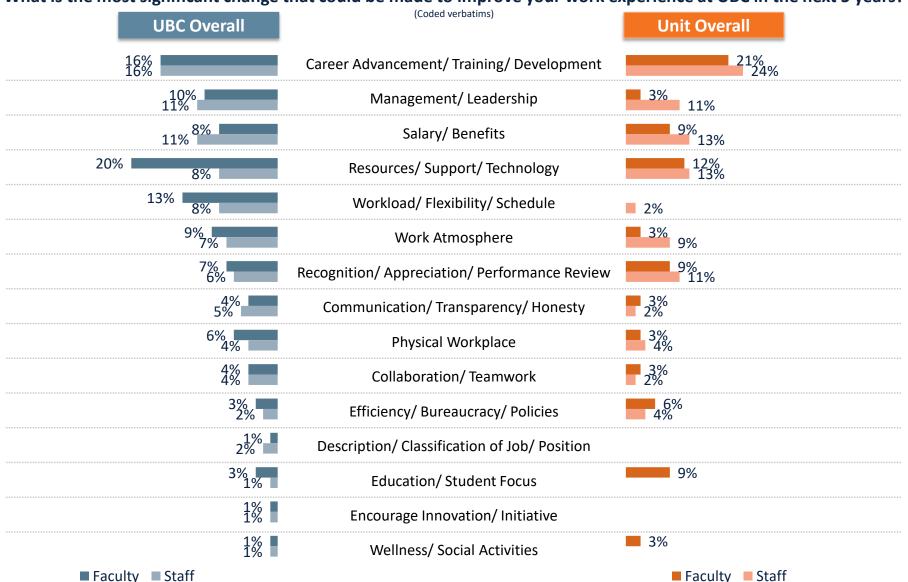
The next slide shows the number of times a theme is mentioned as a percentage of the number of respondents.



#### **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?









More information on the Workplace Experiences Survey is available at <a href="https://www.focusonpeople.ubc.ca">www.focusonpeople.ubc.ca</a>.

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 <a href="mailto:peter.godman@ubc.ca">peter.godman@ubc.ca</a> (Vancouver).