

# 2017 UBC Workplace Experiences Survey

2017 WES report for  
**Faculty of Land & Food  
Systems**  
**Vancouver Campus**  
**Staff responses**

February 2018



# 2017 WES Report

## Faculty of Land & Food Systems

The UBC Workplace Experiences Survey (WES) was run from November 1 to 21, 2017. Over 6,000 faculty and staff participated in the survey, and shared feedback on their experiences of UBC as a workplace. The survey findings can be used to help shape strategic planning and initiatives at both UBC-wide and at the unit levels.

This is a report of the staff responses received for *Faculty of Land & Food Systems*. The report contains 11 survey dimensions: Collaboration, communications, health & wellbeing, immediate unit head/manager, inclusion & respect, innovation, professional growth, student focus, UBC's senior leadership, work environment, and work/life integration.

### Key Drivers:

The 2017 WES results show that the key drivers of engagement for staff overall are:

1. Professional Growth
2. Inclusion & Respect
3. UBC's Senior Leadership

### Please note:

Each organization is different and your survey results should be used as a guide for further investigation. Generally, a % Favourable of 70 or above is considered good, a % Favourable in the 60s is acceptable, and a % Favourable lower than 60 would indicate the need to investigate further.

Note: Differences that are statistically meaningful for this group are highlighted in green (positive) and red (negative).

Note: %unfavourable, %neutral, and %favourable scores are rounded to the nearest whole number, and may add up to 99% or 101%.

**UBC Staff Overall 2017:** refers to UBC's overall staff % Favourable score.

**+/- Staff Overall:** refers to your portfolio's % Favourable score that is above or below UBC staff's % Favourable for that attribute.

**BM:** refers to TalentMap's benchmark overall % Favourable score.

**% Unfavourable:** represents the respondents who chose "Very Dissatisfied/Dissatisfied" or "Strongly Disagree/Disagree".

**% Neutral:** represents the respondents who chose "Neither Agree nor Disagree" or "Neutral".

**% Favourable:** represents the respondents who chose "Very Satisfied/Satisfied" or "Strongly Agree/Agree".

**Your sample size: 40**

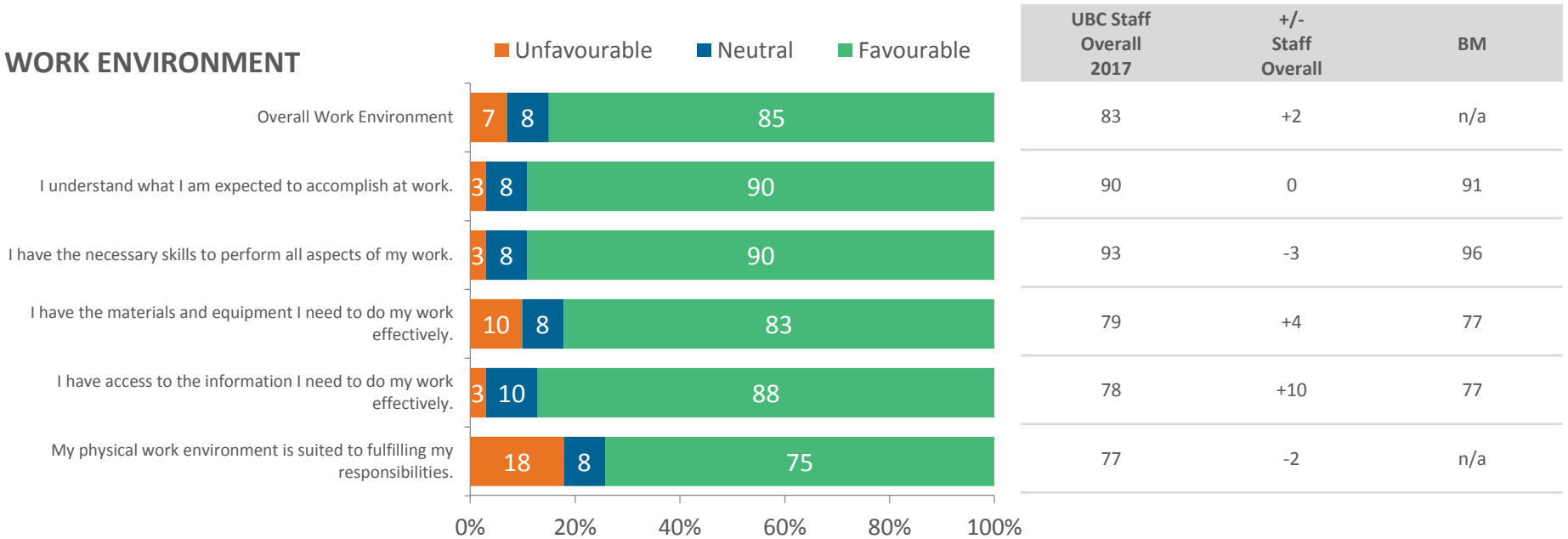
**Your response rate\*: 44%**

\* Response rates are calculated by dividing the number of completed surveys by the headcount (as of October 26, 2017). Response rates may be higher than 100% because we rely on people to correctly identify their department and position (i.e. staff or faculty) so that we can preserve respondent anonymity. In addition, because the WES runs over a three-week period, there may be fluctuations in headcount during this window (e.g. due to new hires).

# 2017 WES Report

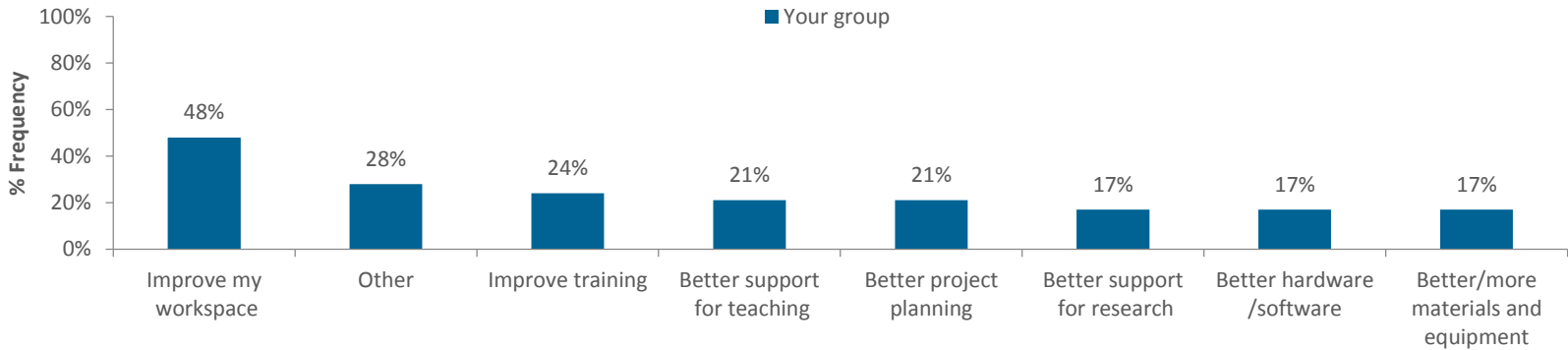
## Faculty of Land & Food Systems

### WORK ENVIRONMENT



How could UBC improve your work environment?

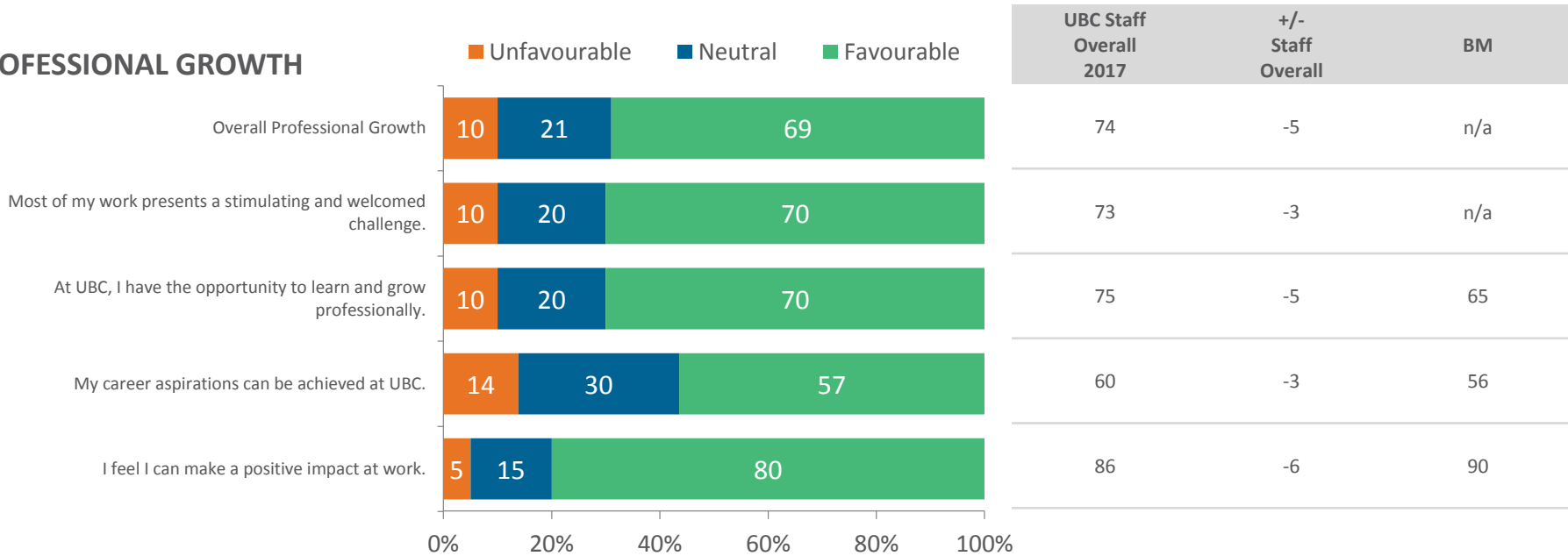
29 respondents selected a theme for this comment



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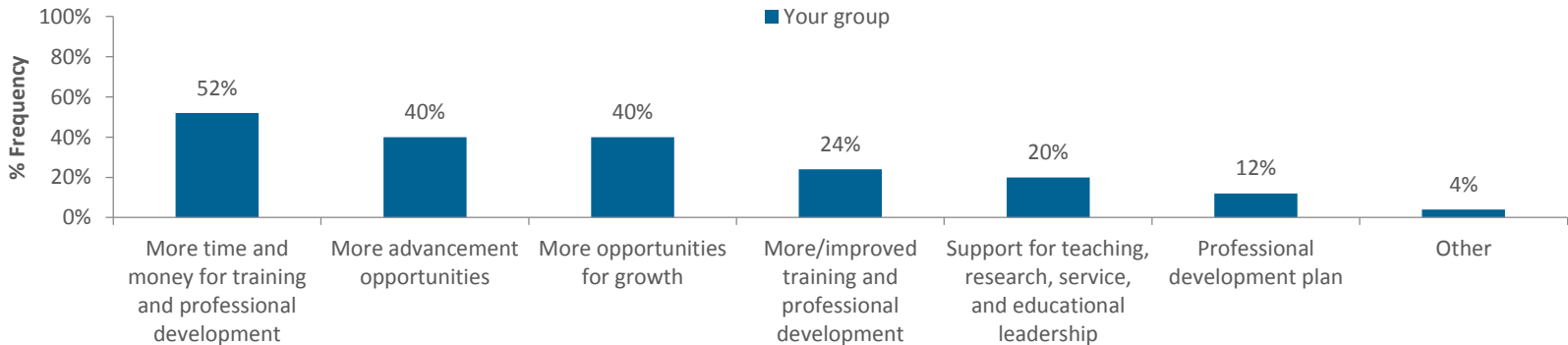
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### PROFESSIONAL GROWTH



How could UBC improve professional growth opportunities?

25 respondents selected a theme for this comment



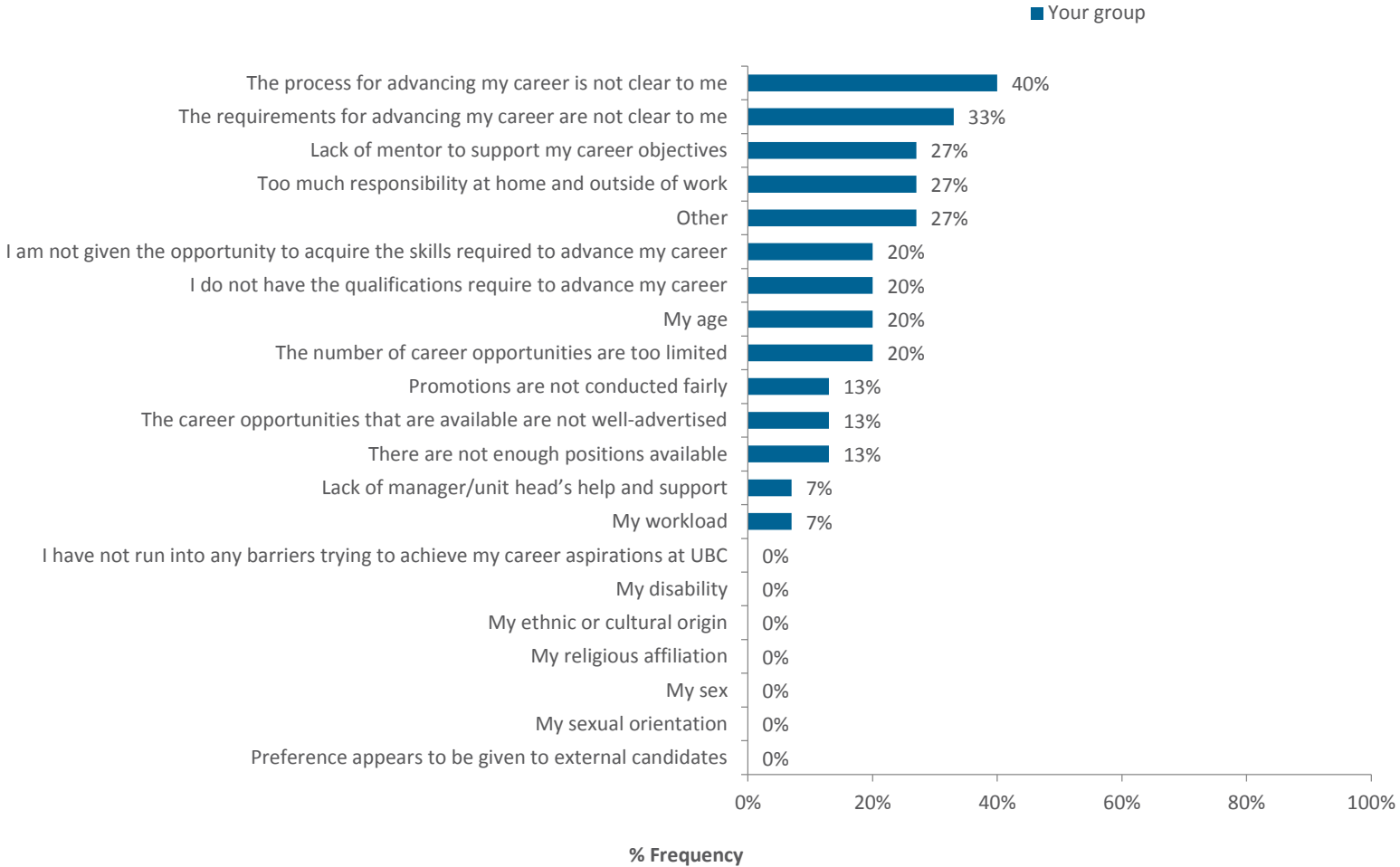
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### PROFESSIONAL GROWTH

Which of the following issues are barriers to you in achieving your career aspirations at UBC?

15 respondents selected a theme for this comment

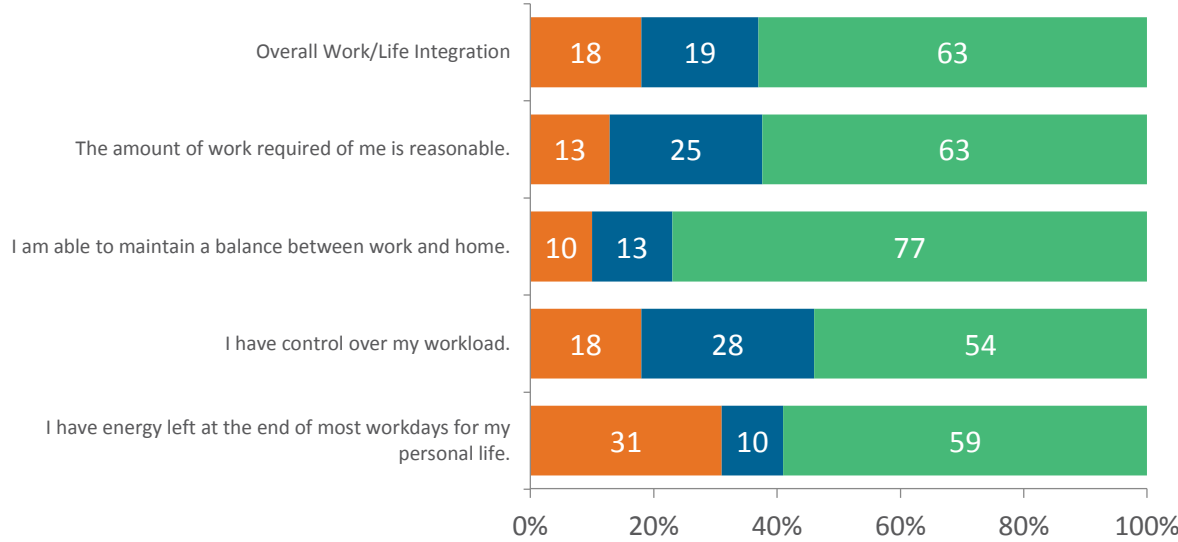


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### WORK/LIFE INTEGRATION

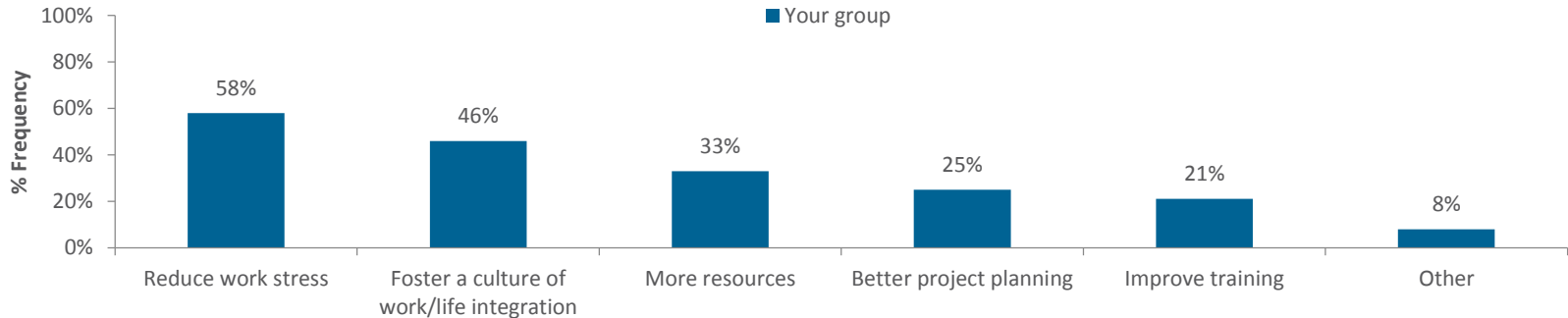
■ Unfavourable ■ Neutral ■ Favourable



UBC Staff Overall 2017	+/- Staff Overall	BM
60	+3	n/a
65	-2	63
69	+8	n/a
53	+1	53
51	+8	n/a

How could UBC better support your work/life integration?

24 respondents selected a theme for this comment



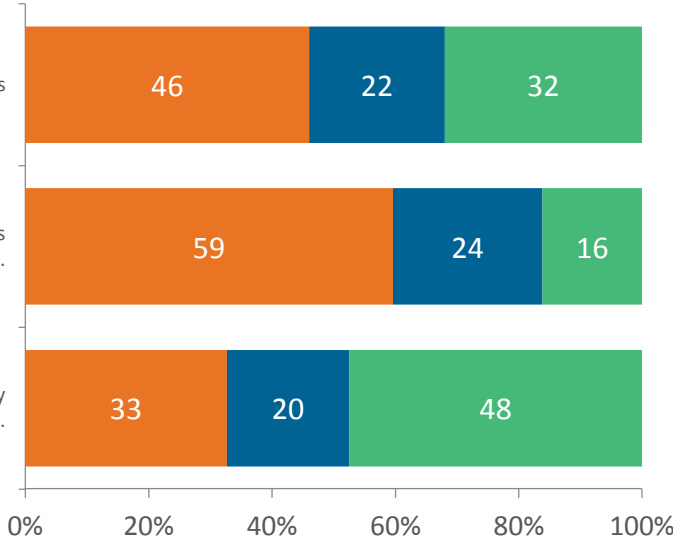
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### COMMUNICATIONS

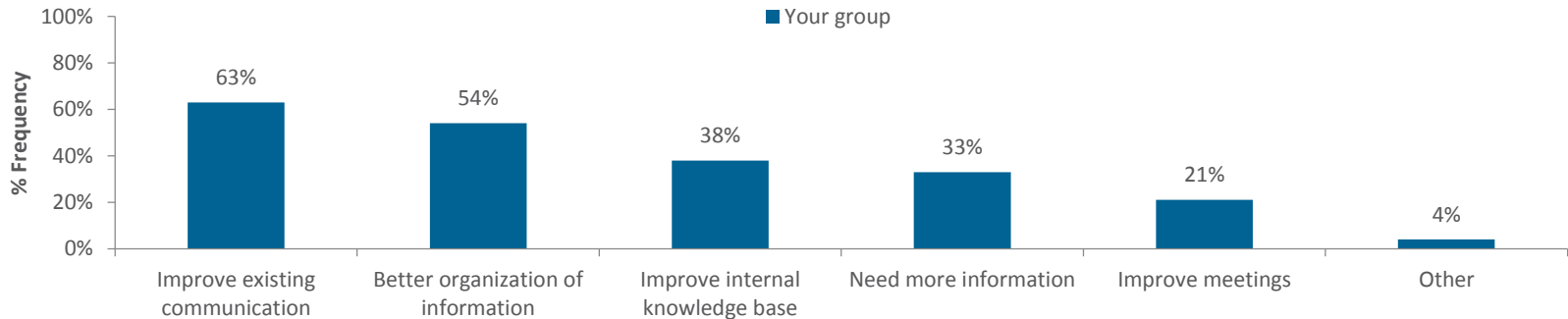
■ Unfavourable   
 ■ Neutral   
 ■ Favourable

	UBC Staff Overall 2017	+/- Staff Overall	BM
Overall Communications	40	-8	n/a
I feel well informed about what other departments/units across UBC are working on.	26	-10	n/a
I feel well informed about what colleagues in my department/unit are working on.	53	-5	n/a



How could communication be improved at UBC?

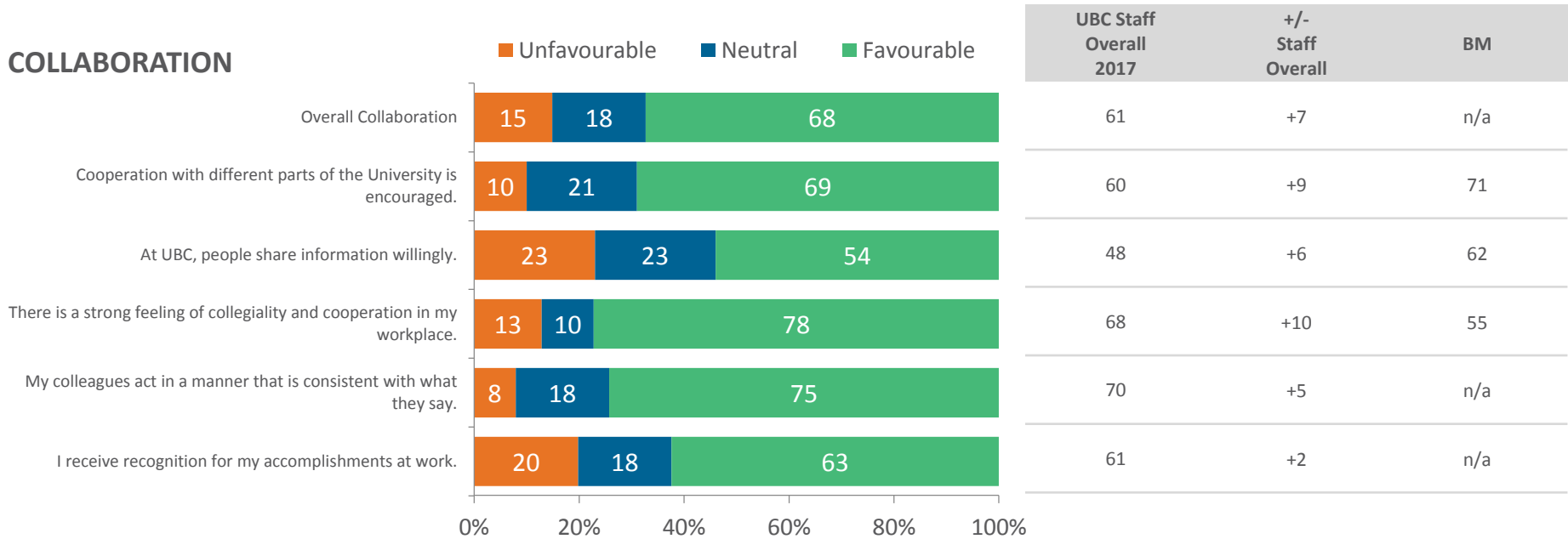
24 respondents selected a theme for this comment



# 2017 WES Report

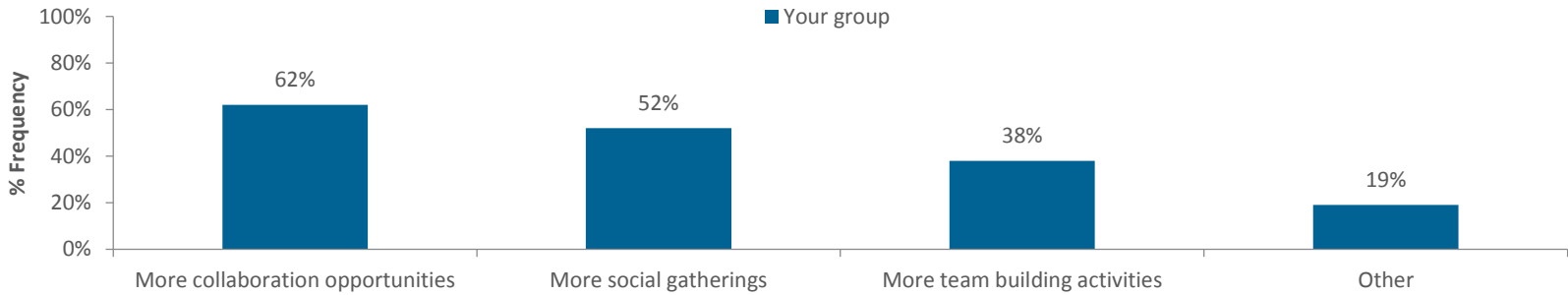
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### COLLABORATION



How could UBC improve collaboration?

21 respondents selected a theme for this comment

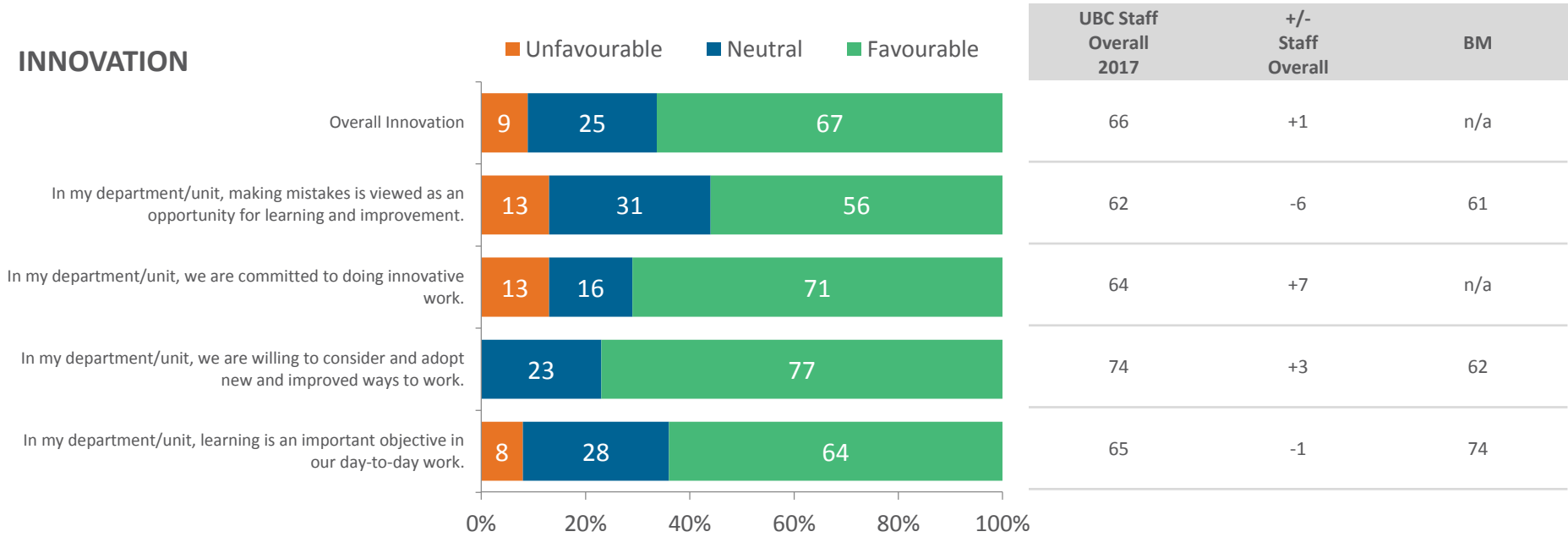




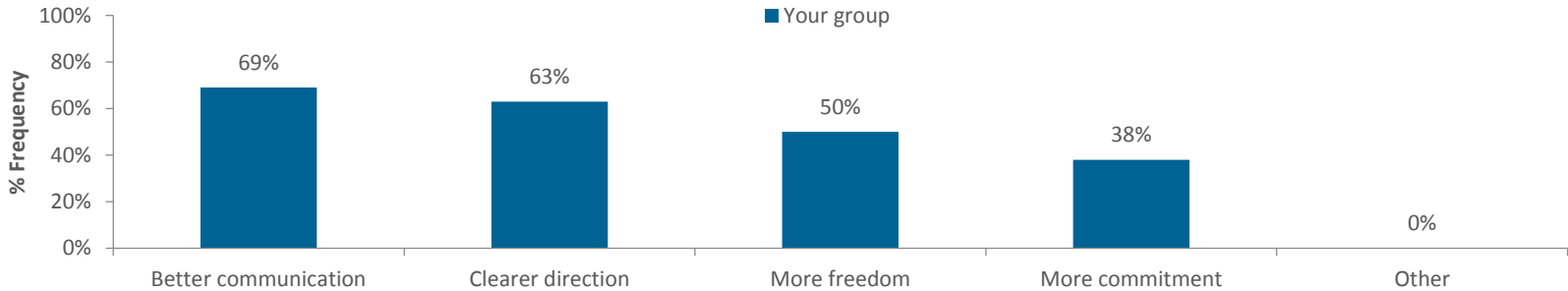
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### INNOVATION



How could UBC improve innovation?

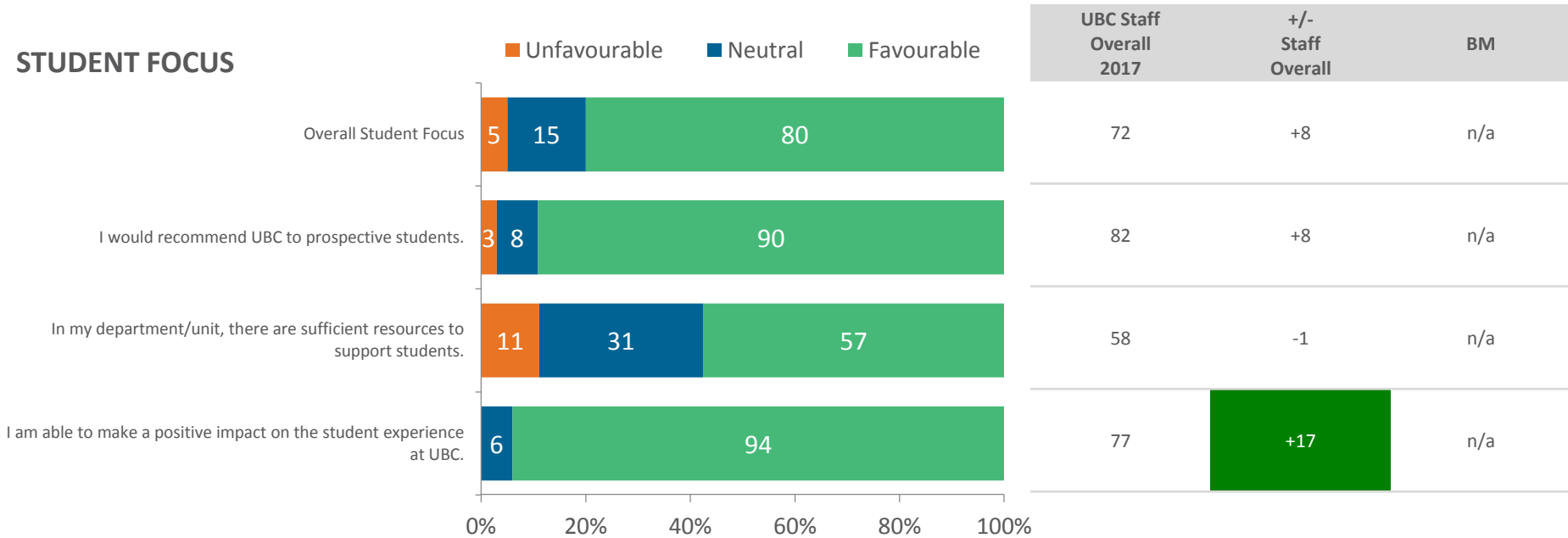


16 respondents selected a theme for this comment

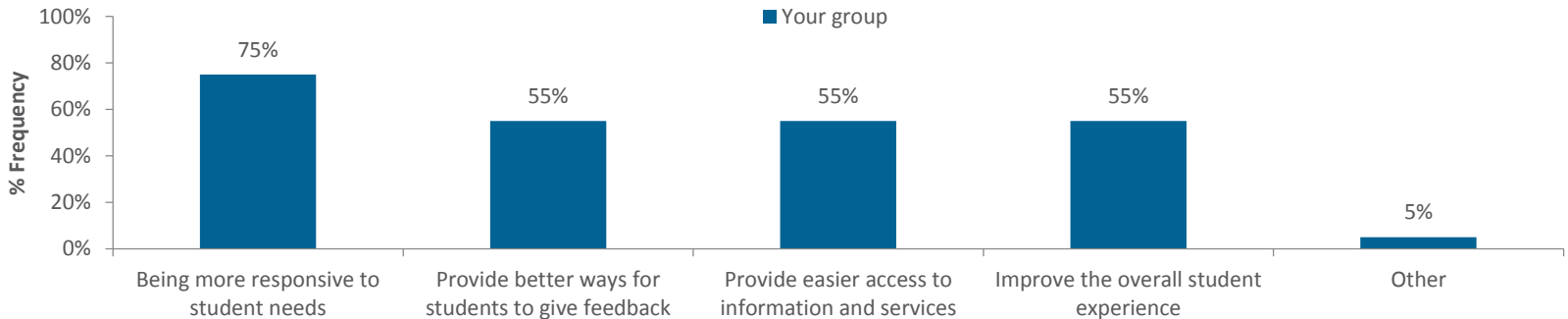
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### STUDENT FOCUS



How could UBC improve its focus on students?

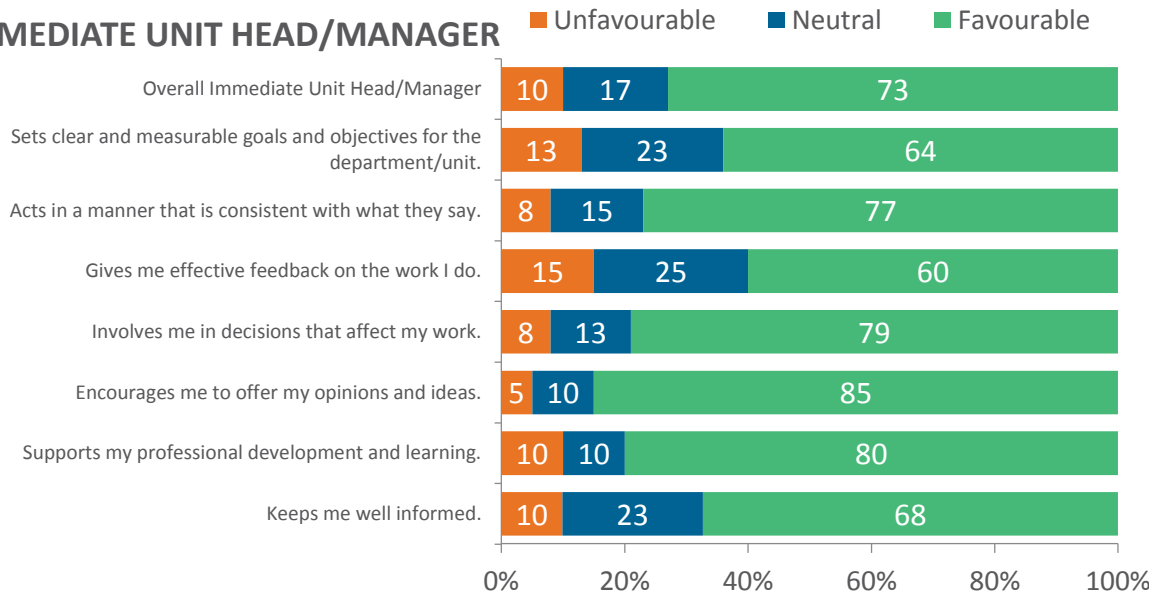


20 respondents selected a theme for this comment

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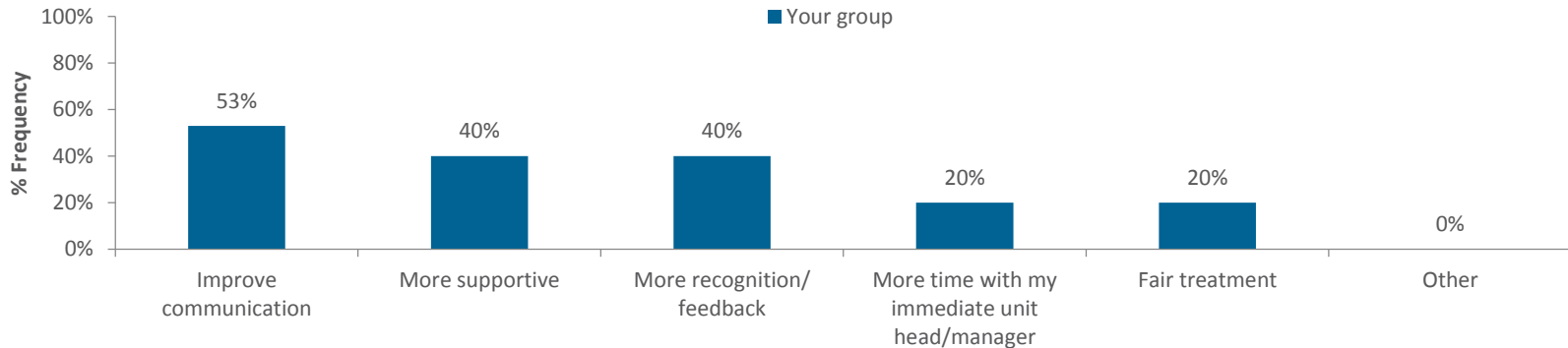
### IMMEDIATE UNIT HEAD/MANAGER



UBC Staff Overall 2017	+/- Staff Overall	BM
70	+3	n/a
66	-2	72
73	+4	72
67	-7	71
70	+9	73
78	+7	79
73	+7	n/a
66	+2	n/a

How could you and your immediate unit head/manager improve your work relationship?

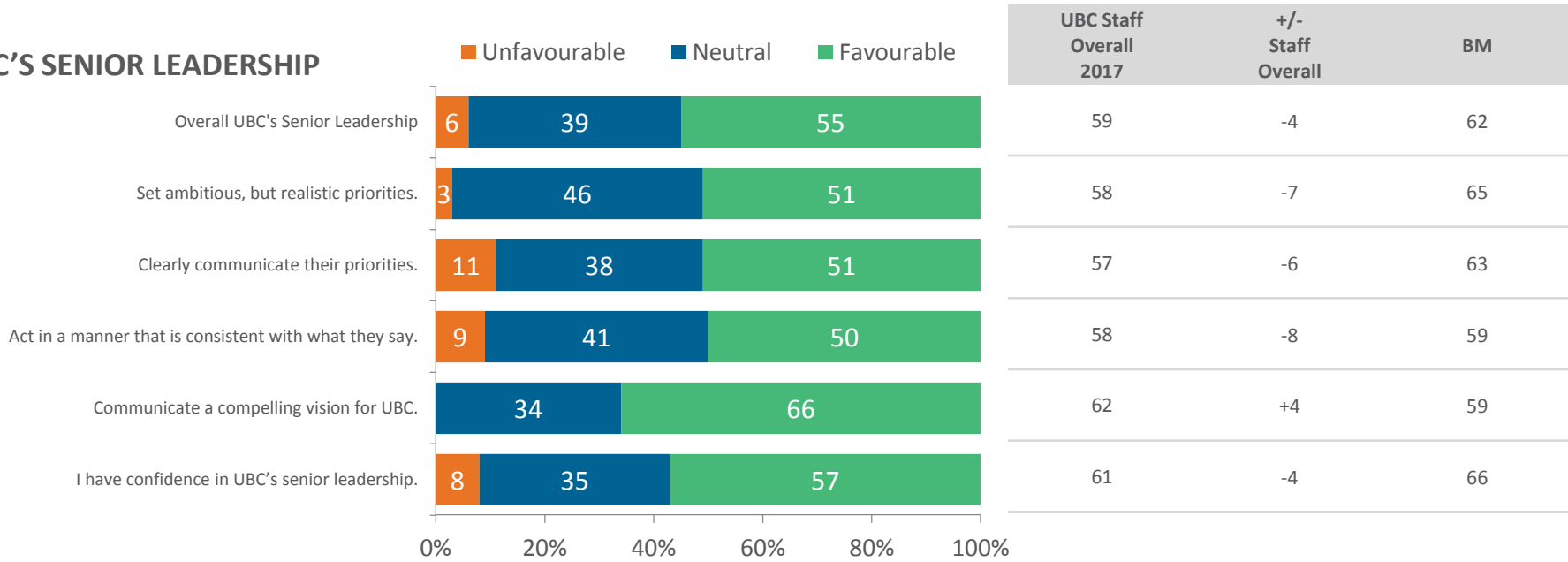
15 respondents selected a theme for this comment



# 2017 WES Report

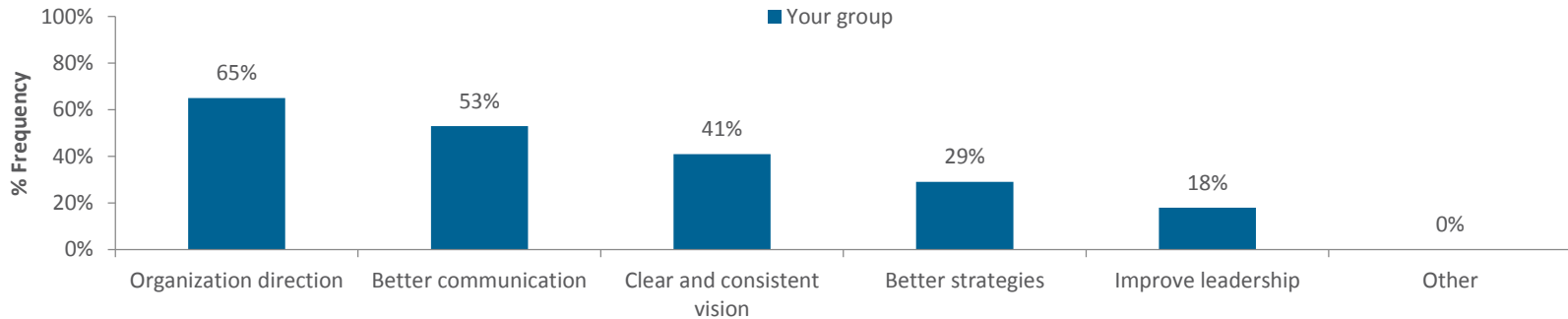
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### UBC'S SENIOR LEADERSHIP



How could UBC improve its senior leadership?

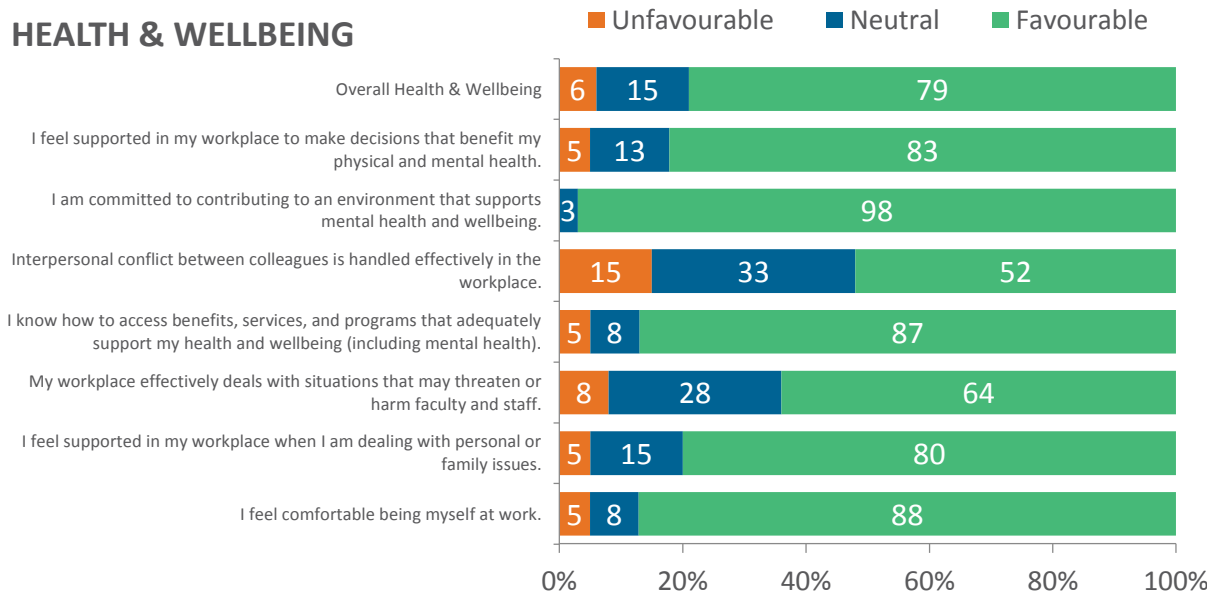
17 respondents selected a theme for this comment



# 2017 WES Report

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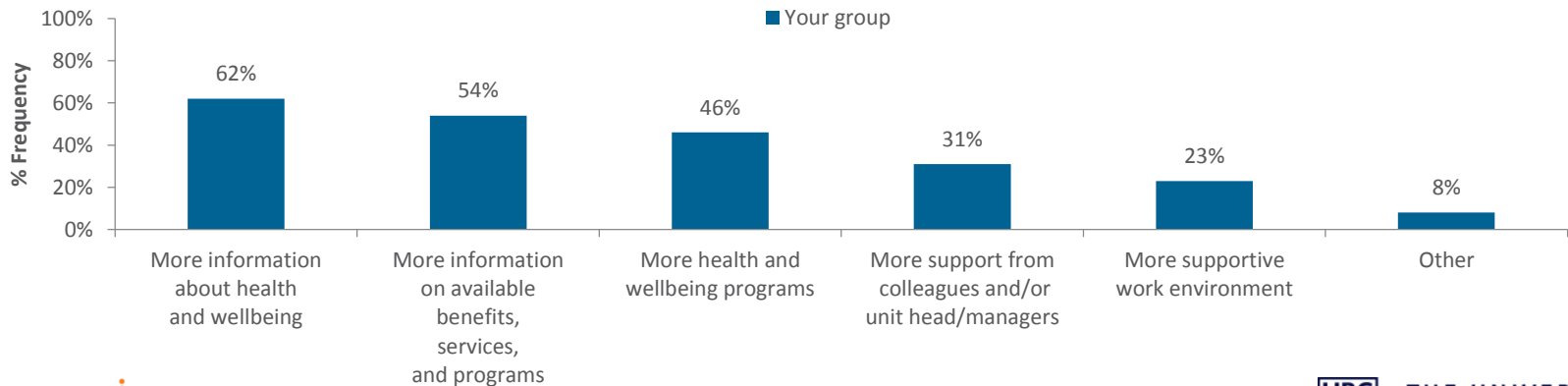
### HEALTH & WELLBEING



UBC Staff Overall 2017	+/- Staff Overall	BM
75	+4	n/a
72	+11	n/a
91	+7	n/a
53	-1	n/a
83	+4	n/a
69	-5	n/a
79	+1	n/a
80	+8	n/a

How could UBC improve its focus on health and wellbeing (including mental health)?

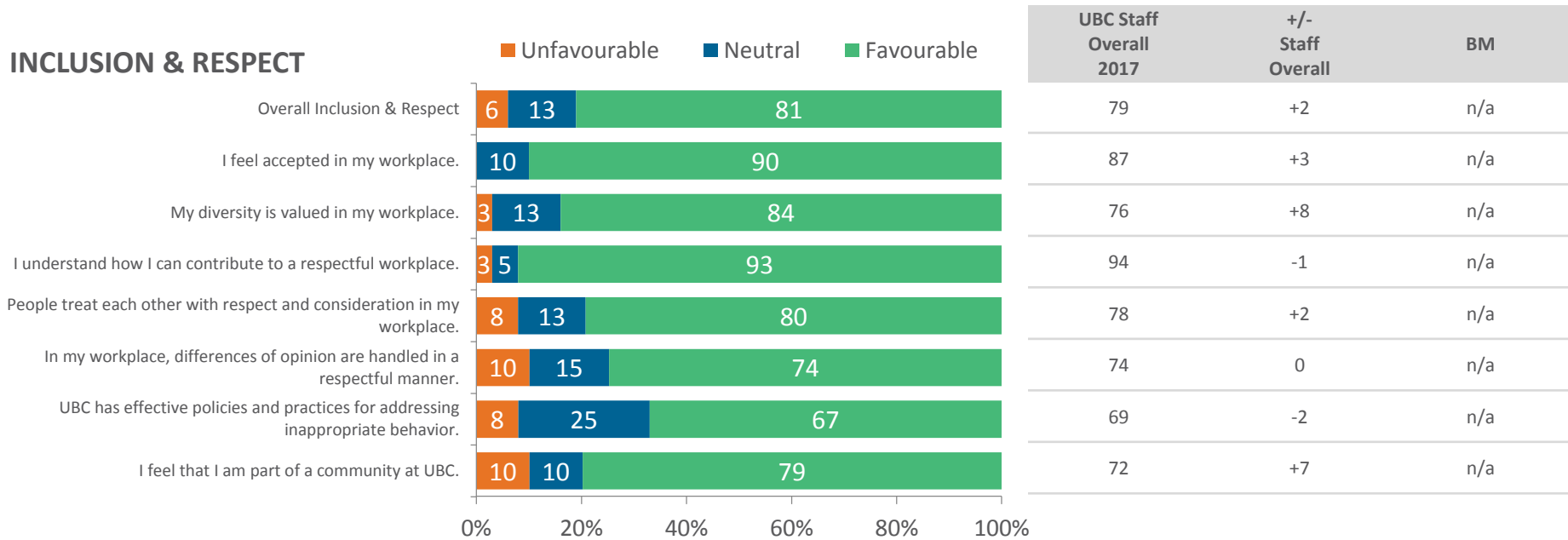
13 respondents selected a theme for this comment



# 2017 WES Report

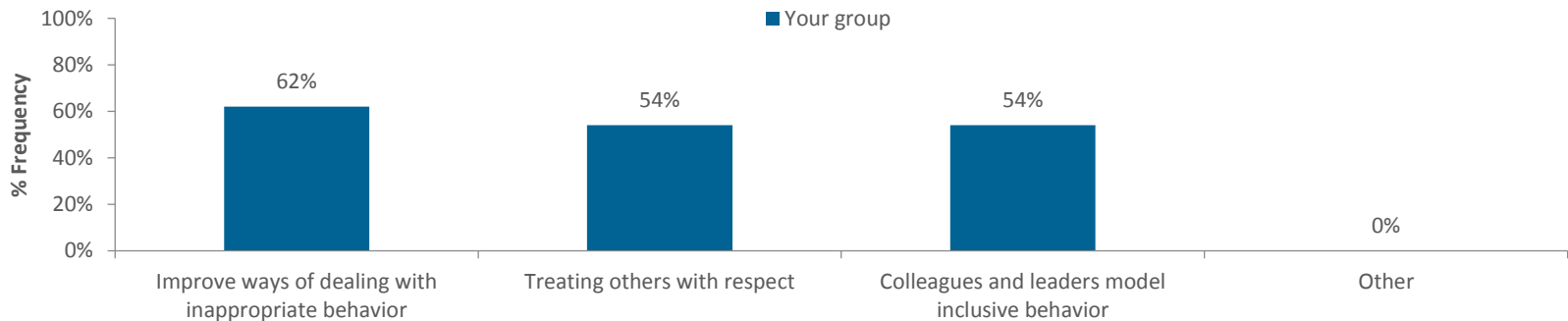
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### INCLUSION & RESPECT



How could inclusion and respect be improved at UBC?

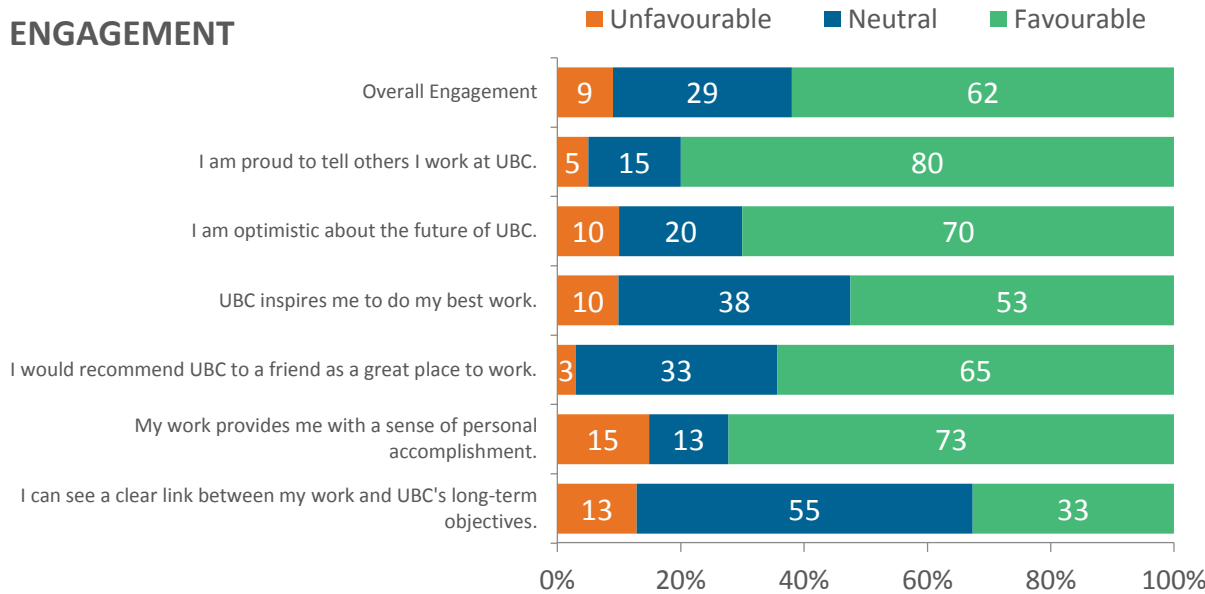
13 respondents selected a theme for this comment



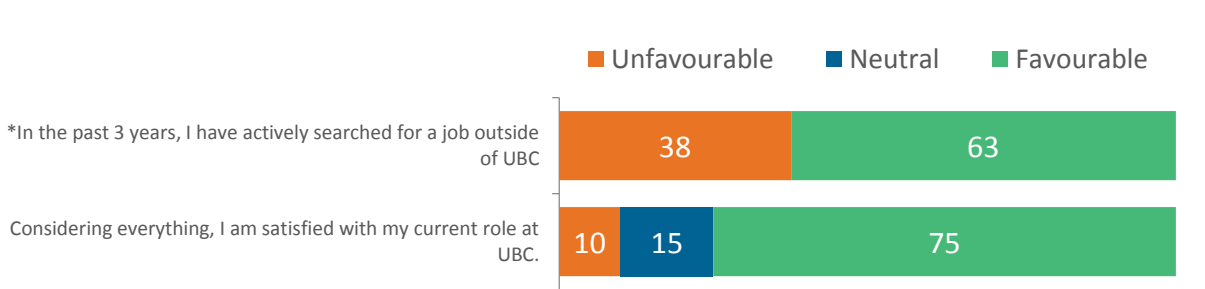
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### ENGAGEMENT



UBC Staff Overall 2017	+/- Staff Overall	BM
72	-10	73
84	-4	81
77	-7	73
67	-14	70
75	-10	69
72	+1	76
58	-25	67



UBC Staff Overall 2017	+/- Staff Overall	BM
62	+1	n/a
70	+5	72

\* A Favourable score represents 'No'

# Next Steps

## How to work with your report

After reviewing your report, we recommend sharing it with staff in your portfolio. You may wish to do so at a regular Department meeting. We encourage you to use this report as a conversation starter. Some possible questions to ask:

- What stands out for you? Why?
- What are the areas to celebrate? How could we do this?
- What do you see as the top area to improve?
- What areas do you think we should we explore in more depth?
- How do our results compare to the UBC overall results, and what's your thinking on the similarities and differences?
- If we could move the dial in one area by next year, what would it be?

Once you have reviewed and discussed your results, we recommend selecting and focusing on one to three areas of opportunity.

For more information, including previous WES reports, visit <http://www.ubc.ca/wes>. If you have questions or would like support working with your results, please contact [workplace.surveys@ubc.ca](mailto:workplace.surveys@ubc.ca), or your HR Advisor.





Thank you! Questions...

[workplace.surveys@ubc.ca](mailto:workplace.surveys@ubc.ca)