

# UBC Workplace Experiences Survey

2021 WES report for:

**Associate Dean Academic Portfolio | Faculty of Land  
and Food Systems (Zhaoming Xu)**

Faculty responses

**SURVEY PERIOD: NOVEMBER 2021**



THE UNIVERSITY OF BRITISH COLUMBIA



# 2021 WES REPORT:

The UBC Workplace Experiences Survey (WES) was run from November 1 to 19, 2021. 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.

The report contains 14 survey dimensions: academic excellence, faculty support, faculty tenure & promotion, collaboration, communications, health & wellbeing, immediate unit head/manager, inclusion & respect, innovation, professional growth, student focus, UBC's senior leadership, work environment, and work/life integration.

The 2021 WES results show that the key drivers of engagement for faculty overall are:

1. Professional Growth
2. Inclusion & Respect
3. Student Focus

## Reading your report

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

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

Generally, a % Favourable of 70 or above is considered good, a % Favourable in the 60s is acceptable, and a % Favourable lower than 60 would indicate the need to investigate further. Note: % unfavourable, % neutral, and % favourable scores are rounded to the nearest whole number, and may add up to 99% or 101%.

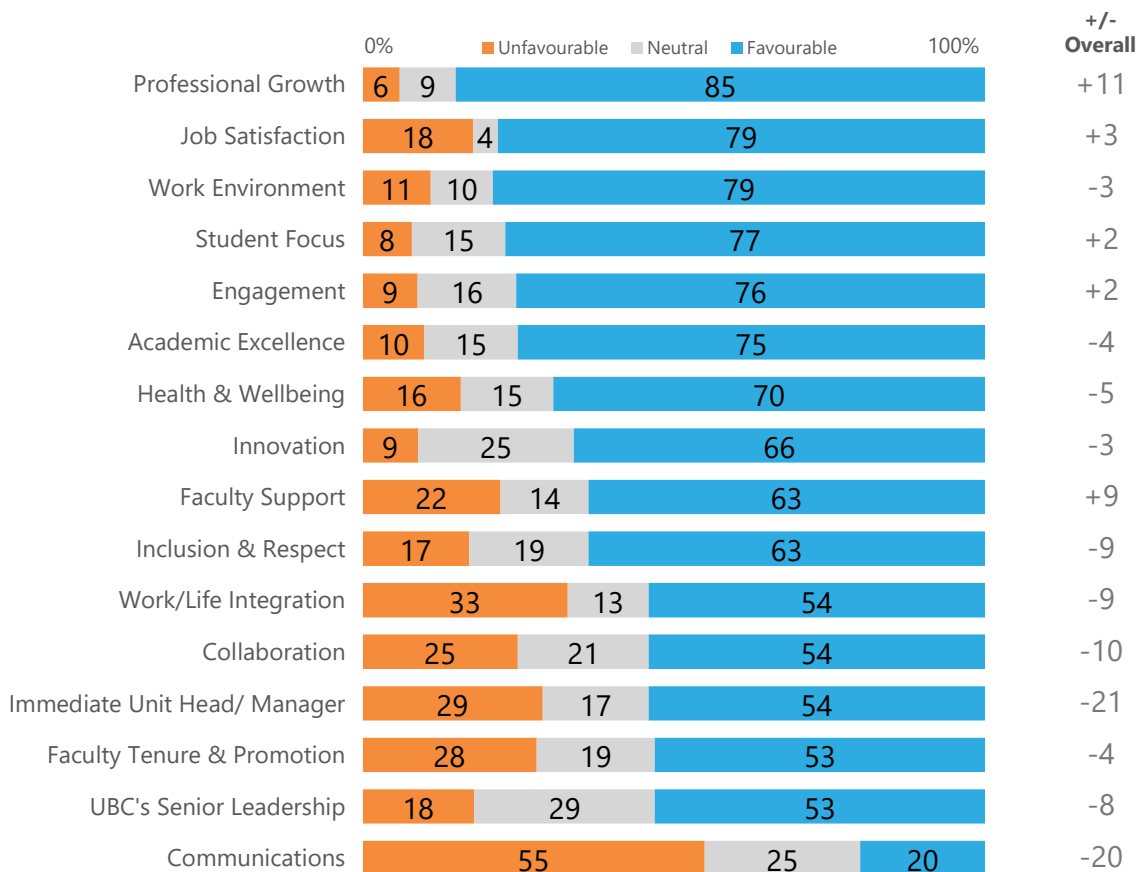
- **+/- Overall:** refers to your portfolio's % Favourable score that is above (+) or below (-) UBC's overall % Favourable for that attribute.

**Your sample size: 28**

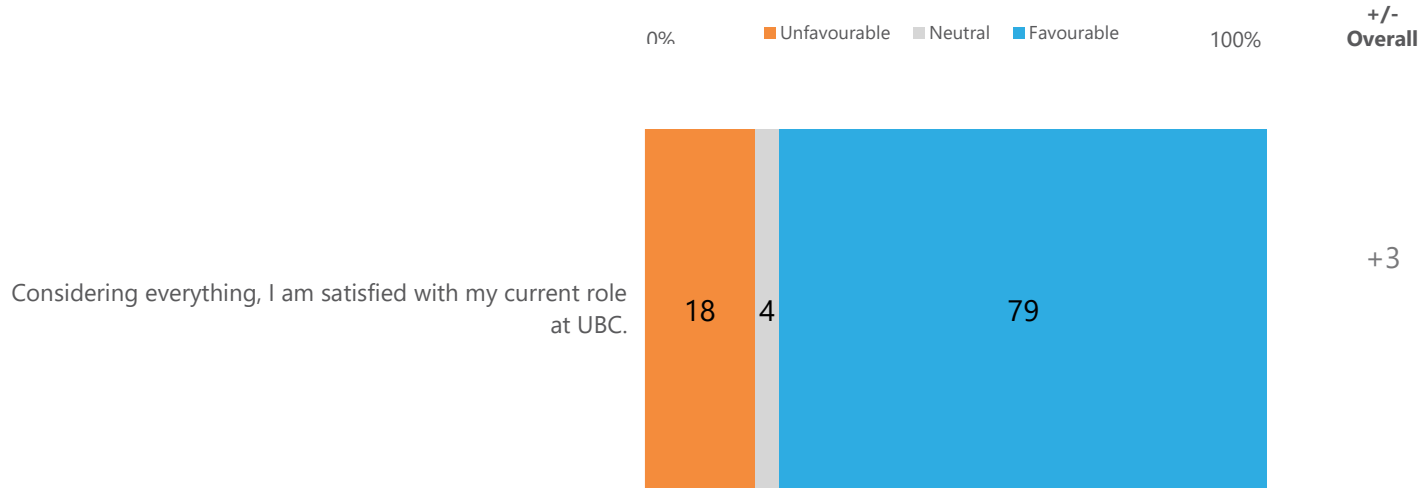
**Your response rate\*: 29%**

\* Response rates are calculated by dividing the number of completed surveys by the headcount (as of October 15, 2021).

# Overall Dimension Scores

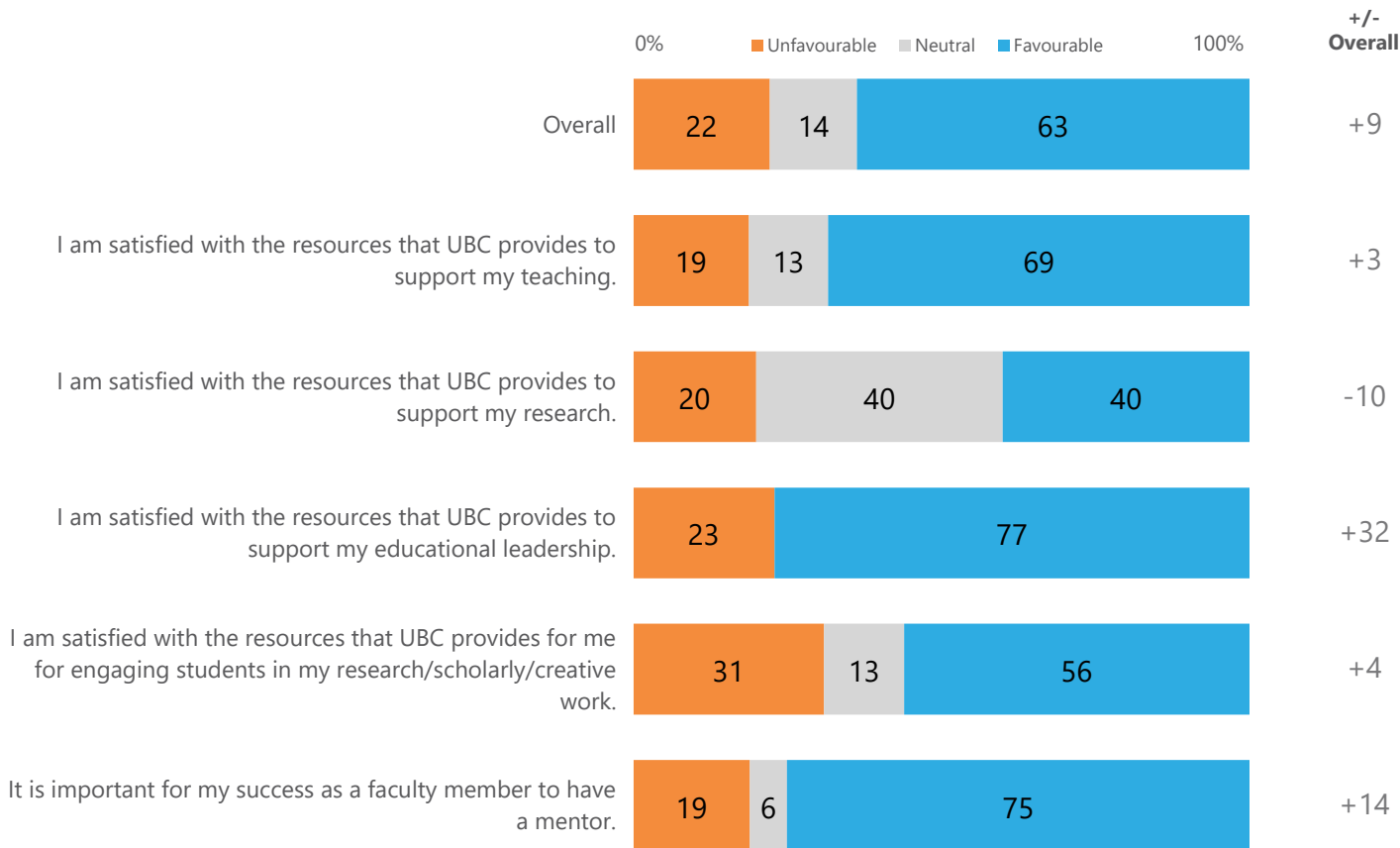


# Job Satisfaction



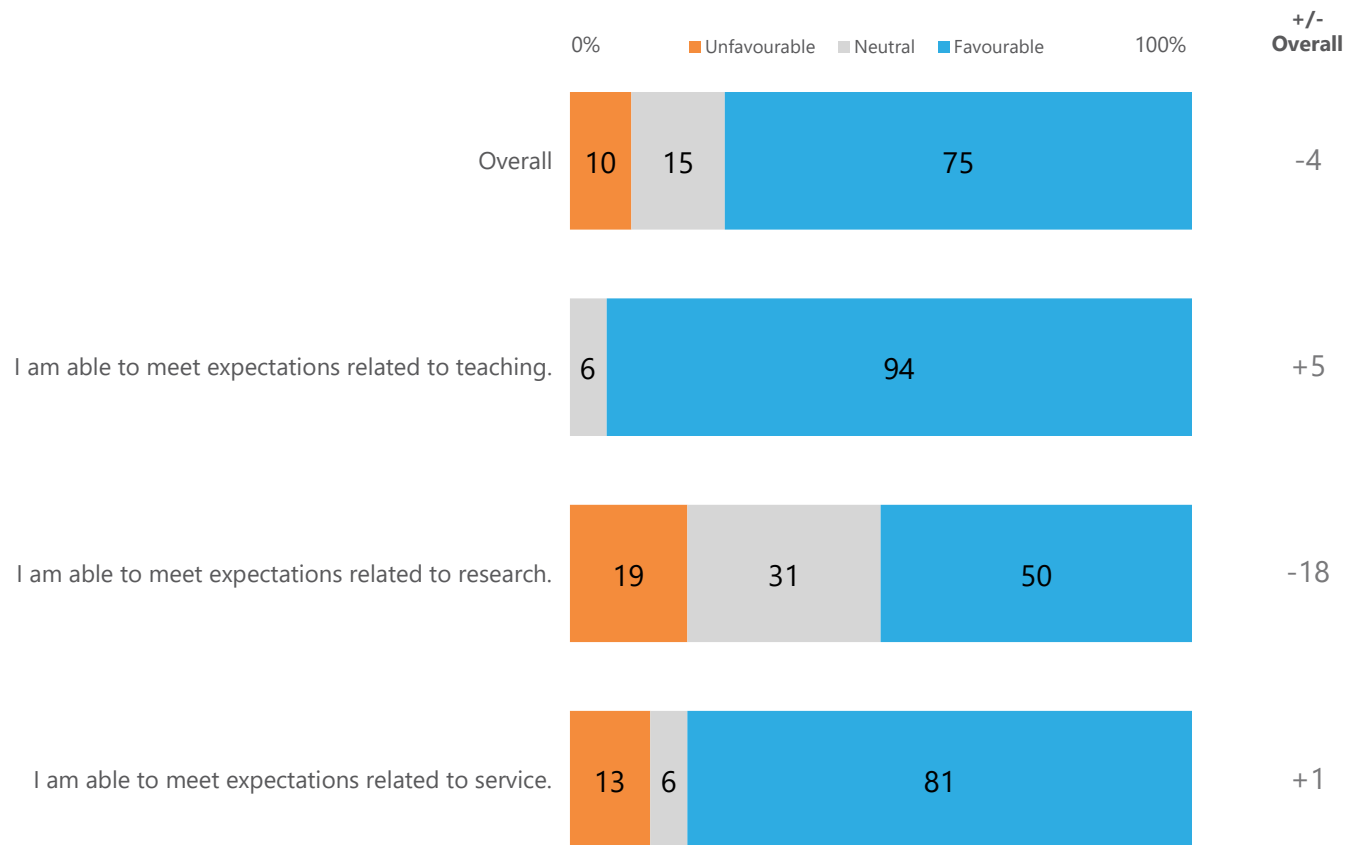
# Faculty Support

\*Tenure-stream faculty only; 16 respondents answered this question



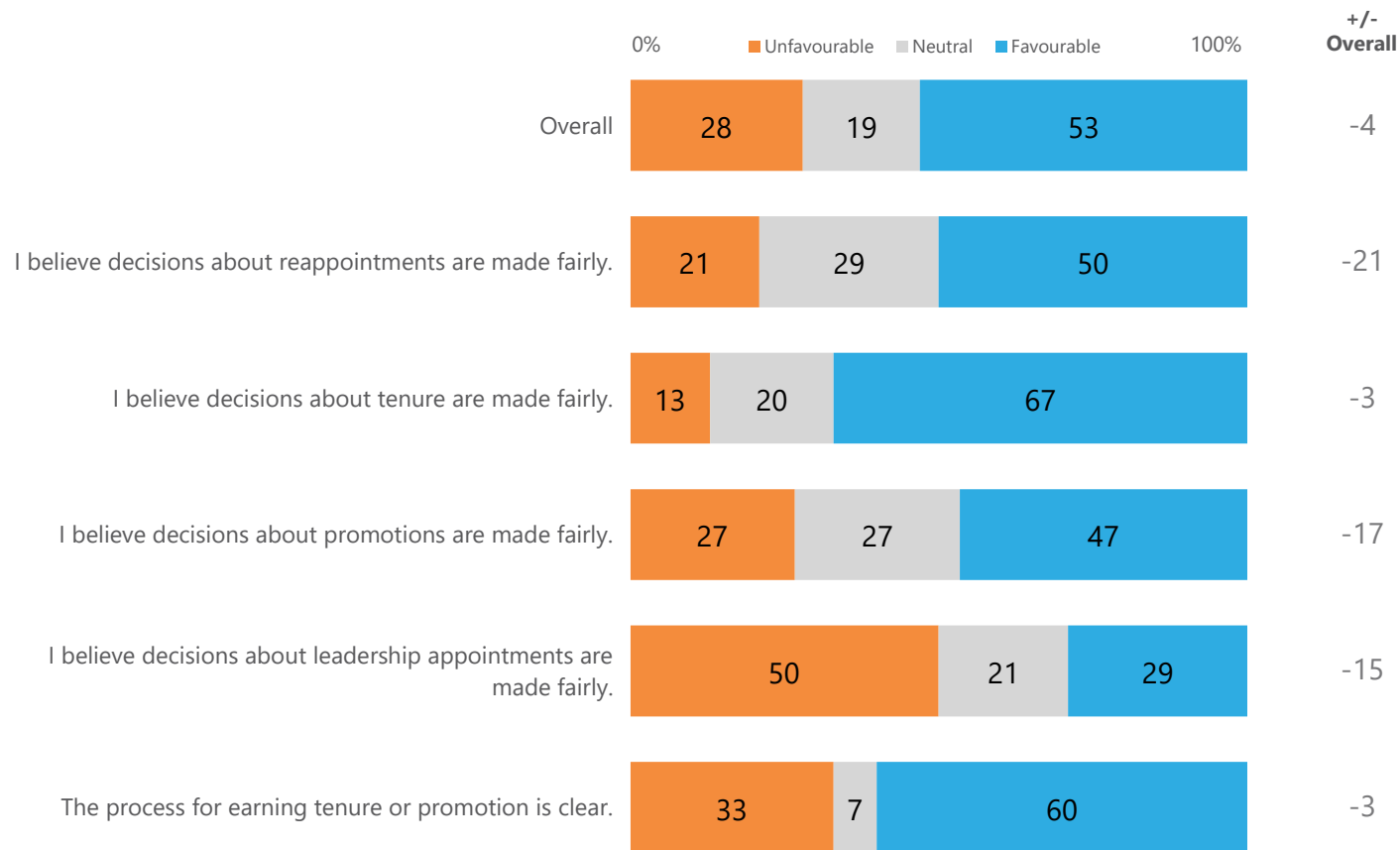
# Academic Excellence

\*Tenure-stream faculty only; 16 respondents answered this question



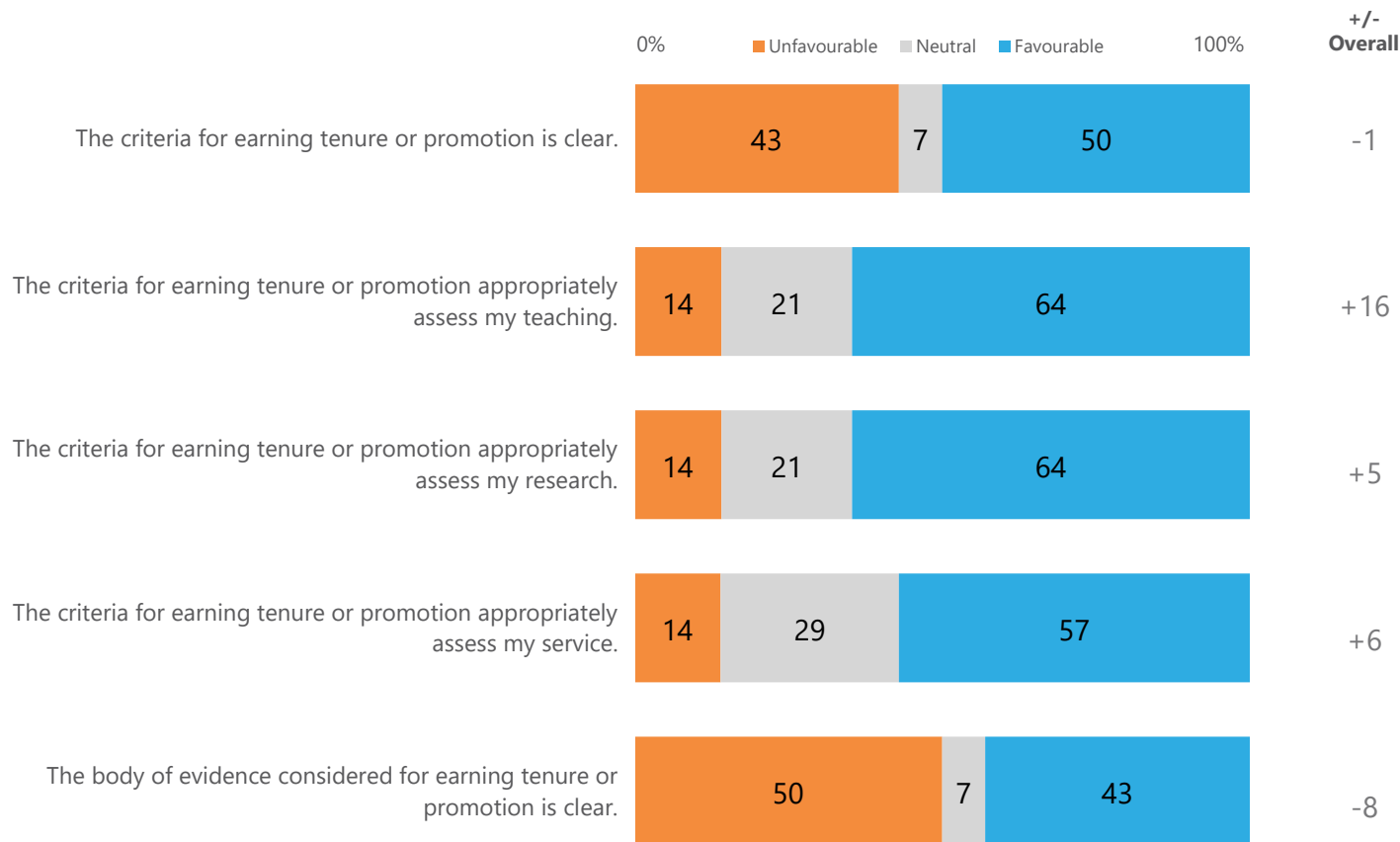
# Faculty Tenure & Promotion (1/2)

\*Tenure-stream faculty only; 16 respondents answered this question



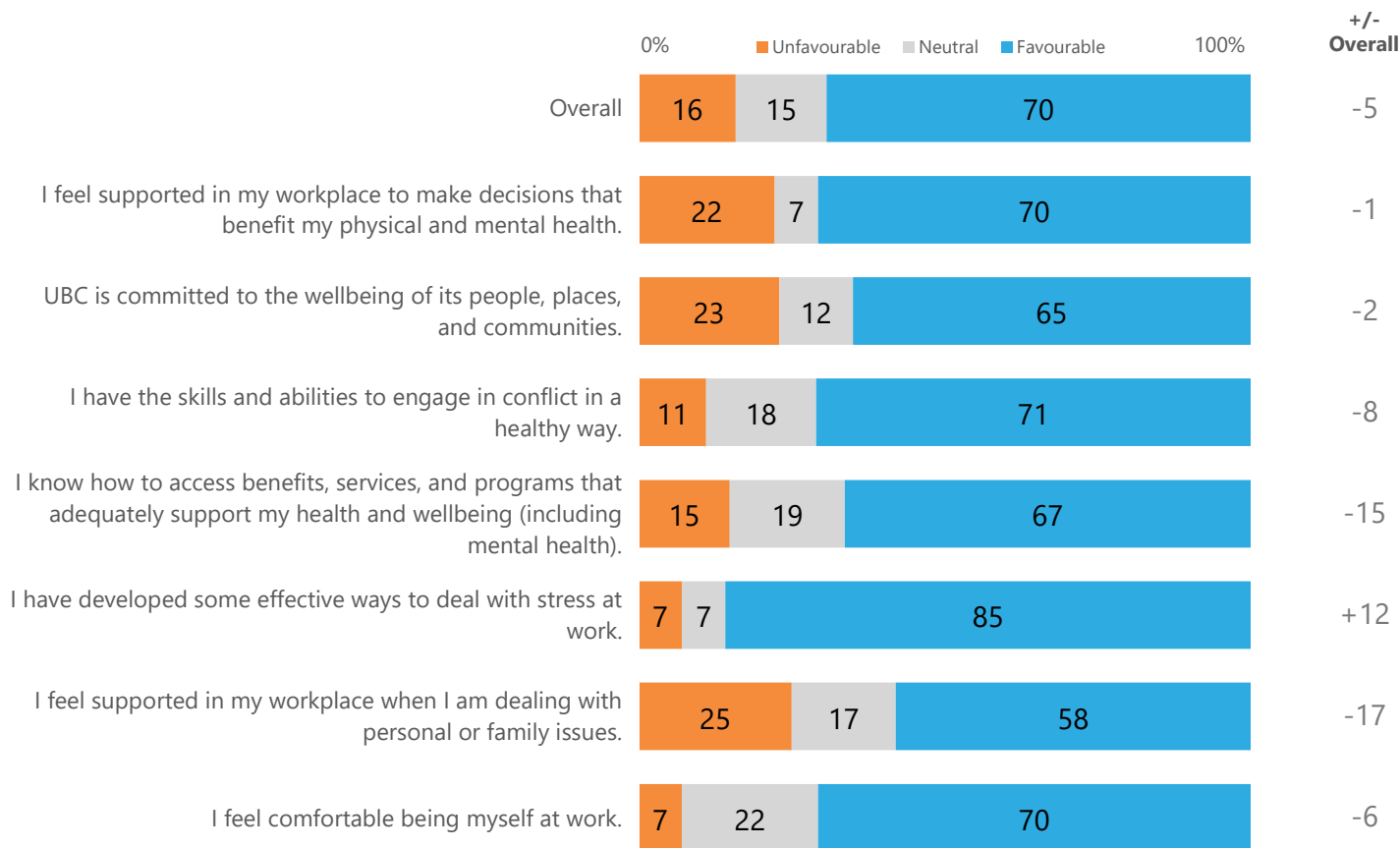
# Faculty Tenure & Promotion (2/2)

\*Tenure-stream faculty only; 16 respondents answered this question

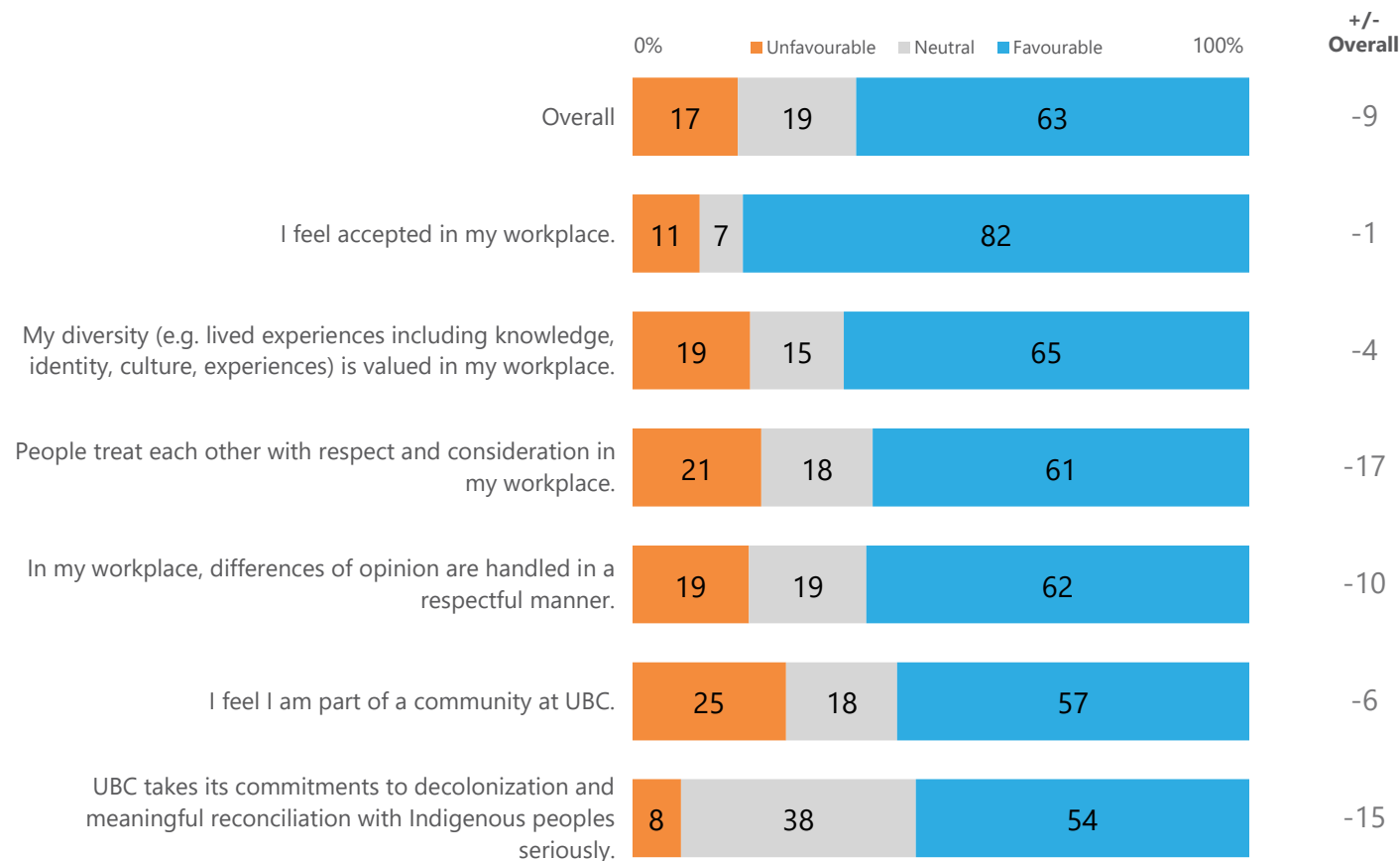




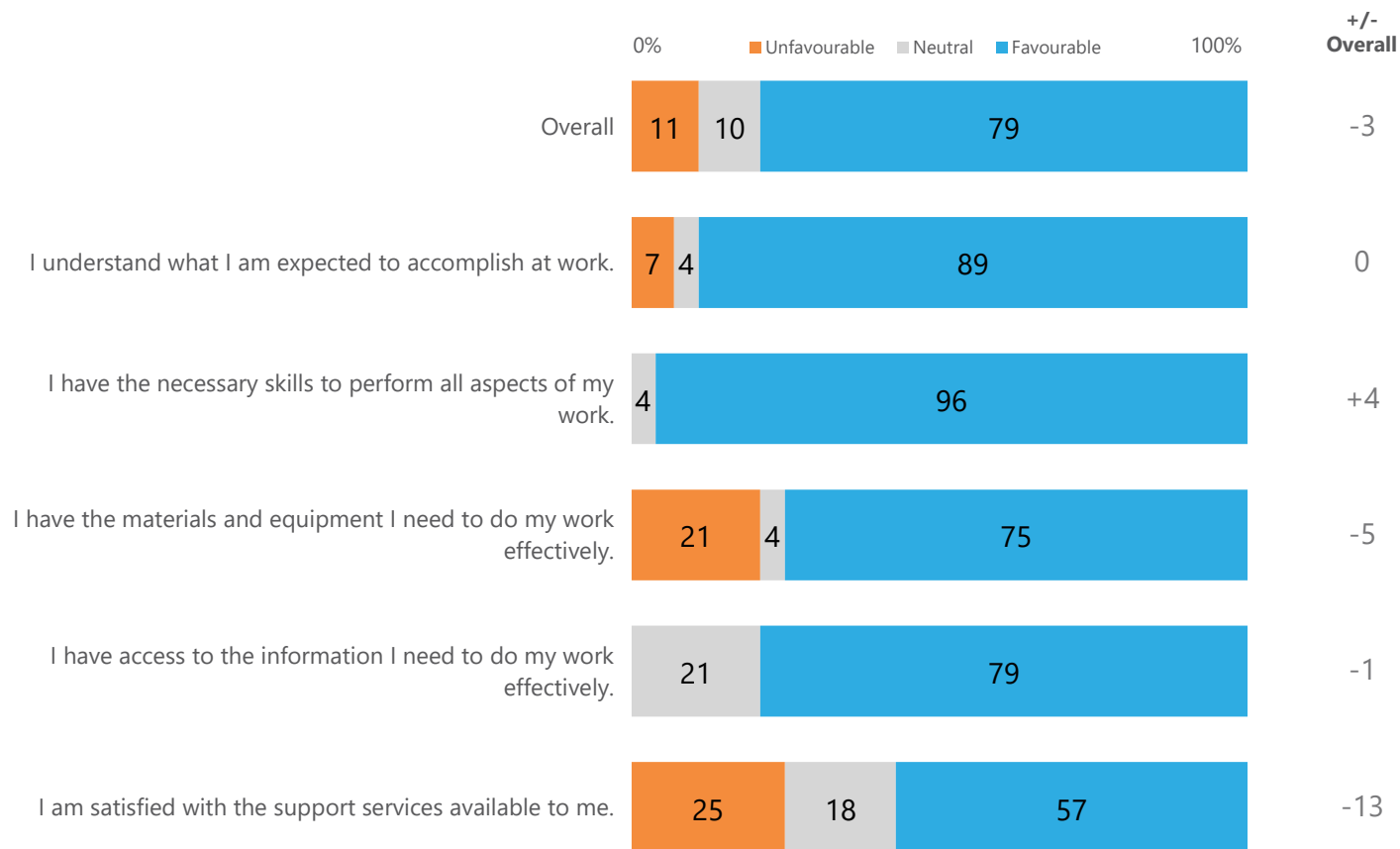
# Health & Wellbeing



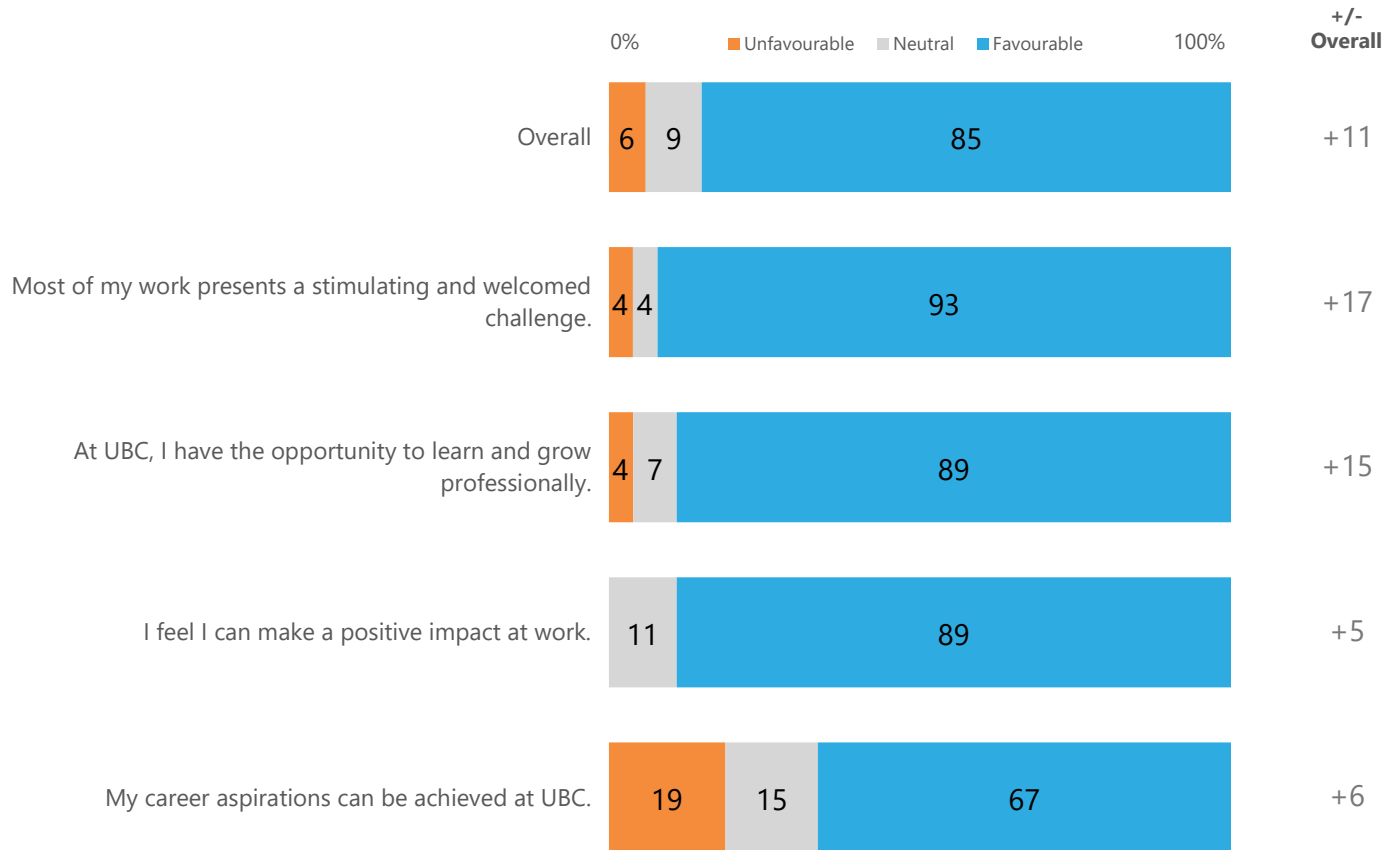
# Inclusion & Respect



# Work Environment



# Professional Growth



# Professional Growth (continued) (1/2)

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

This question was completed only by respondents who indicated that they cannot achieve their career aspirations at UBC. However, the percentages below are based on the total number of respondents for this portfolio.

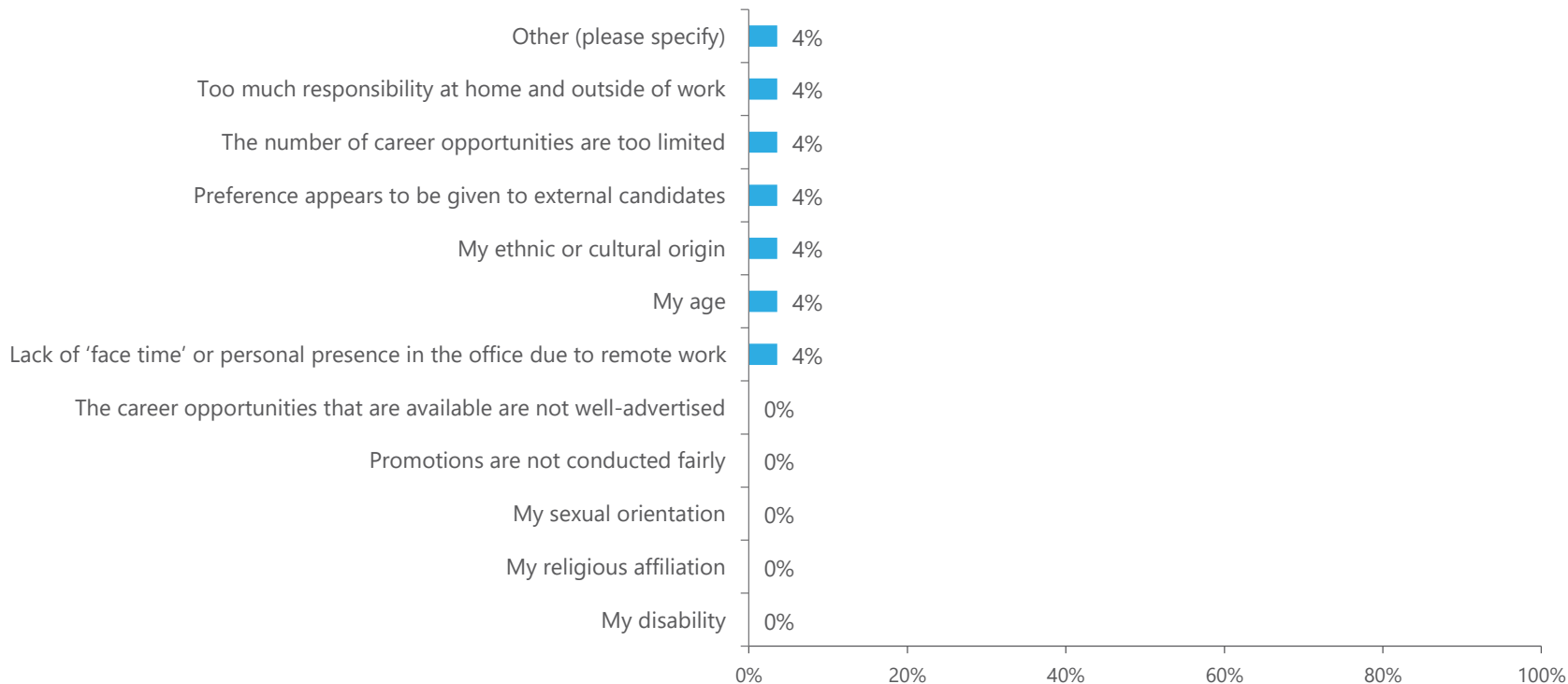
9 respondents answered this question



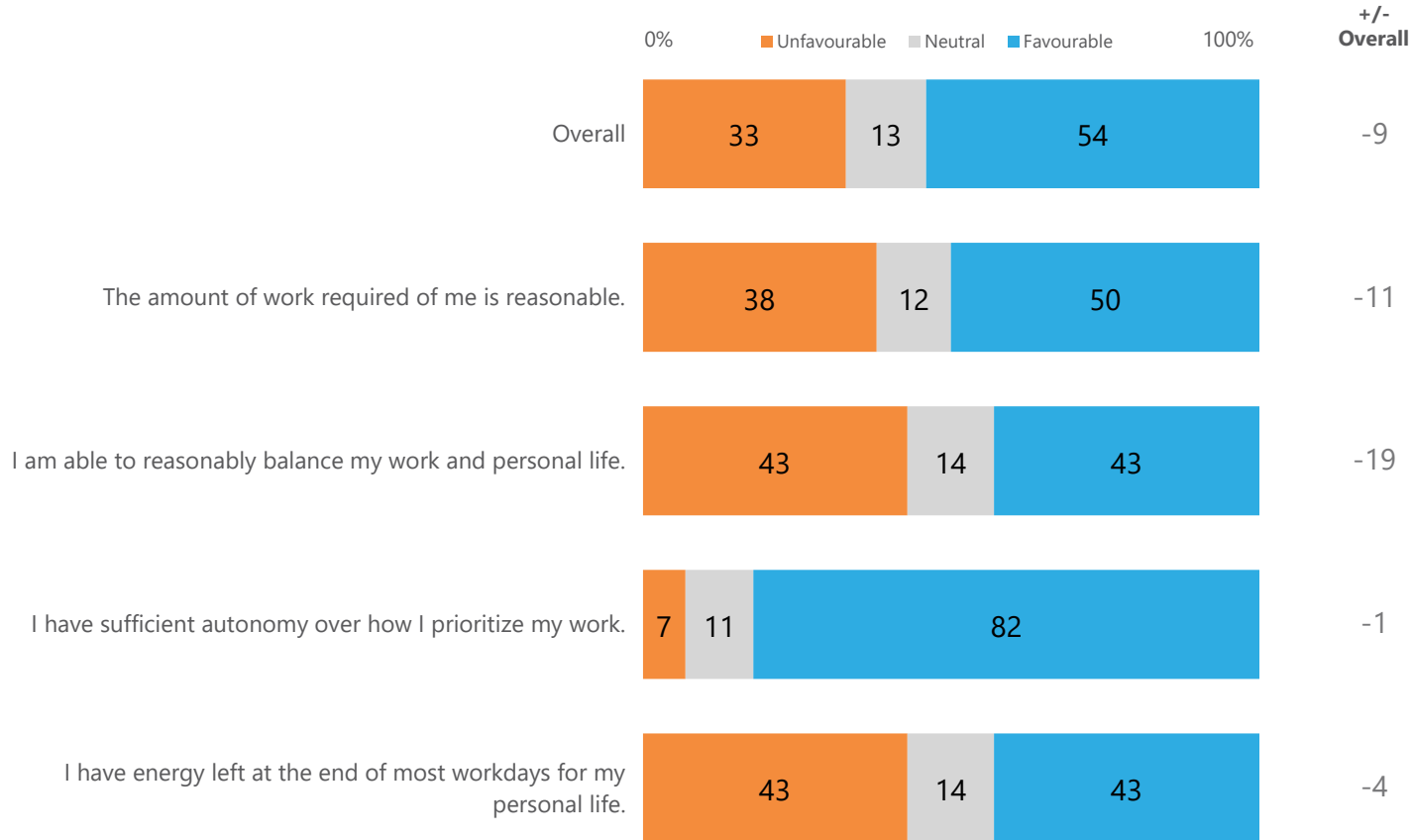
# Professional Growth (continued) (2/2)

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

This question was completed only by respondents who indicated that they cannot achieve their career aspirations at UBC. However, the percentages below are based on the total number of respondents for this portfolio. 9 respondents answered this question

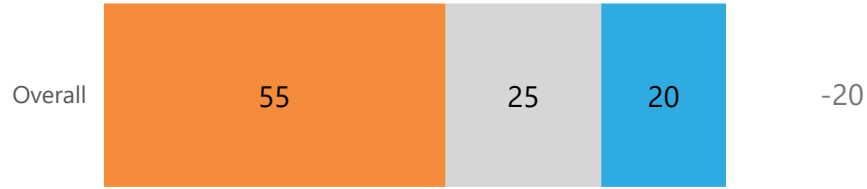


# Work/Life Integration



# Communications

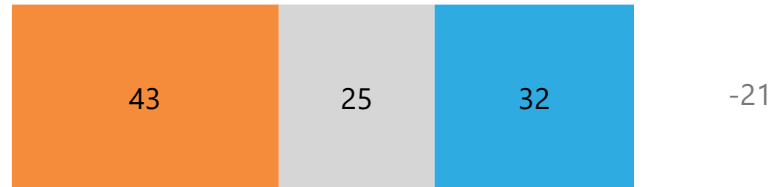
0%      Unfavourable   Neutral   Favourable      100%      +/- Overall



I feel well informed about what other departments/units across UBC are working on.

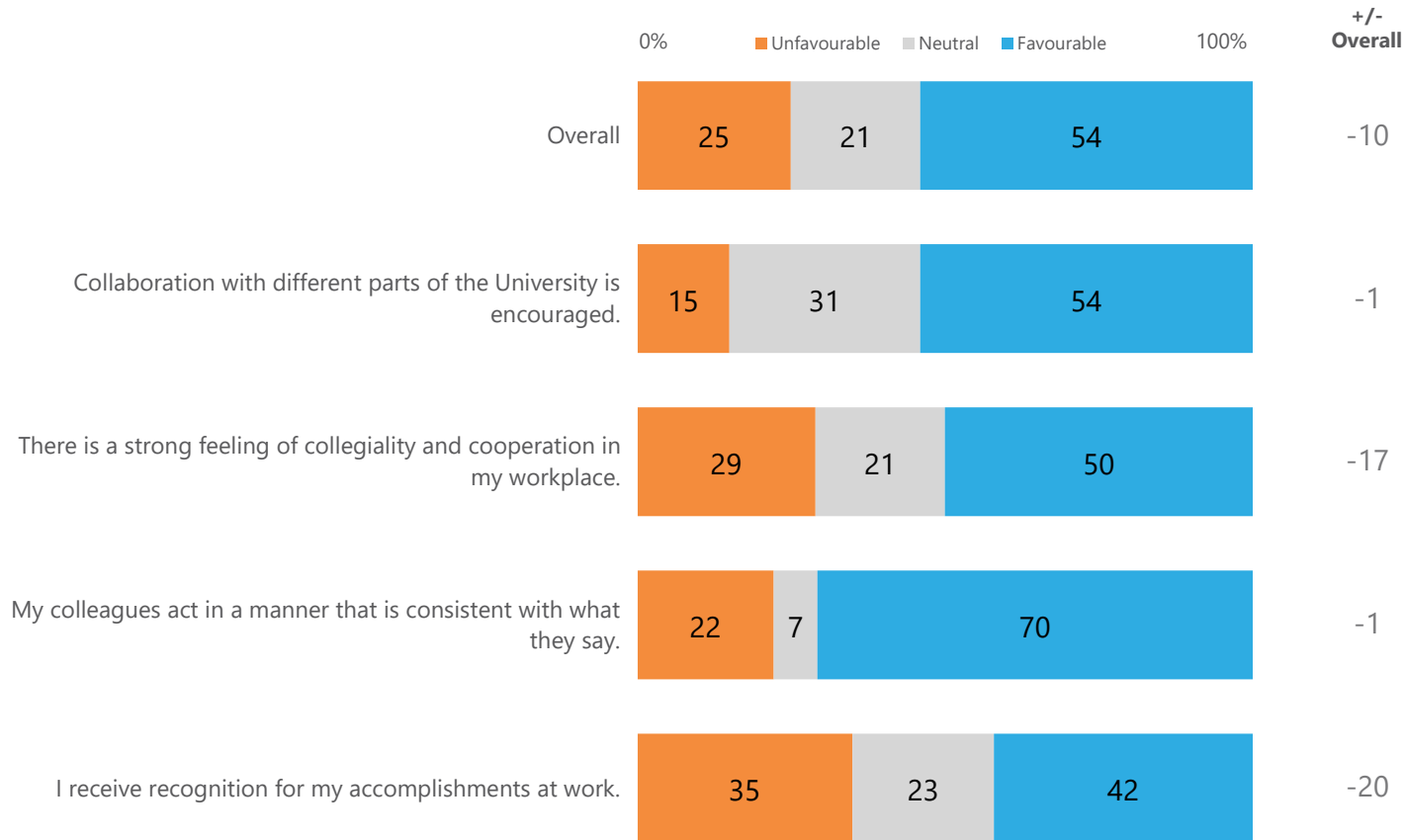


I feel well informed about what colleagues in my department/unit are working on.

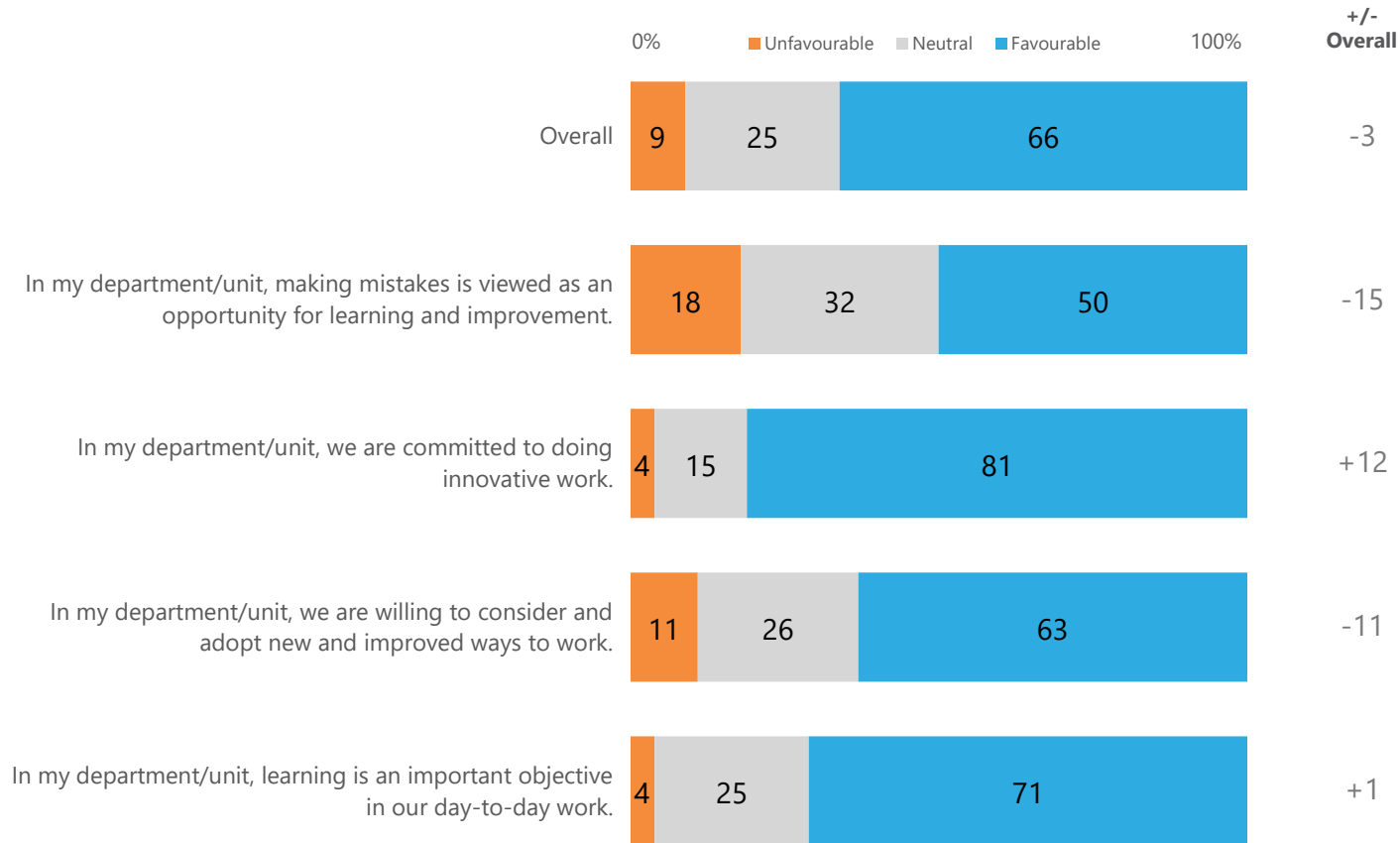




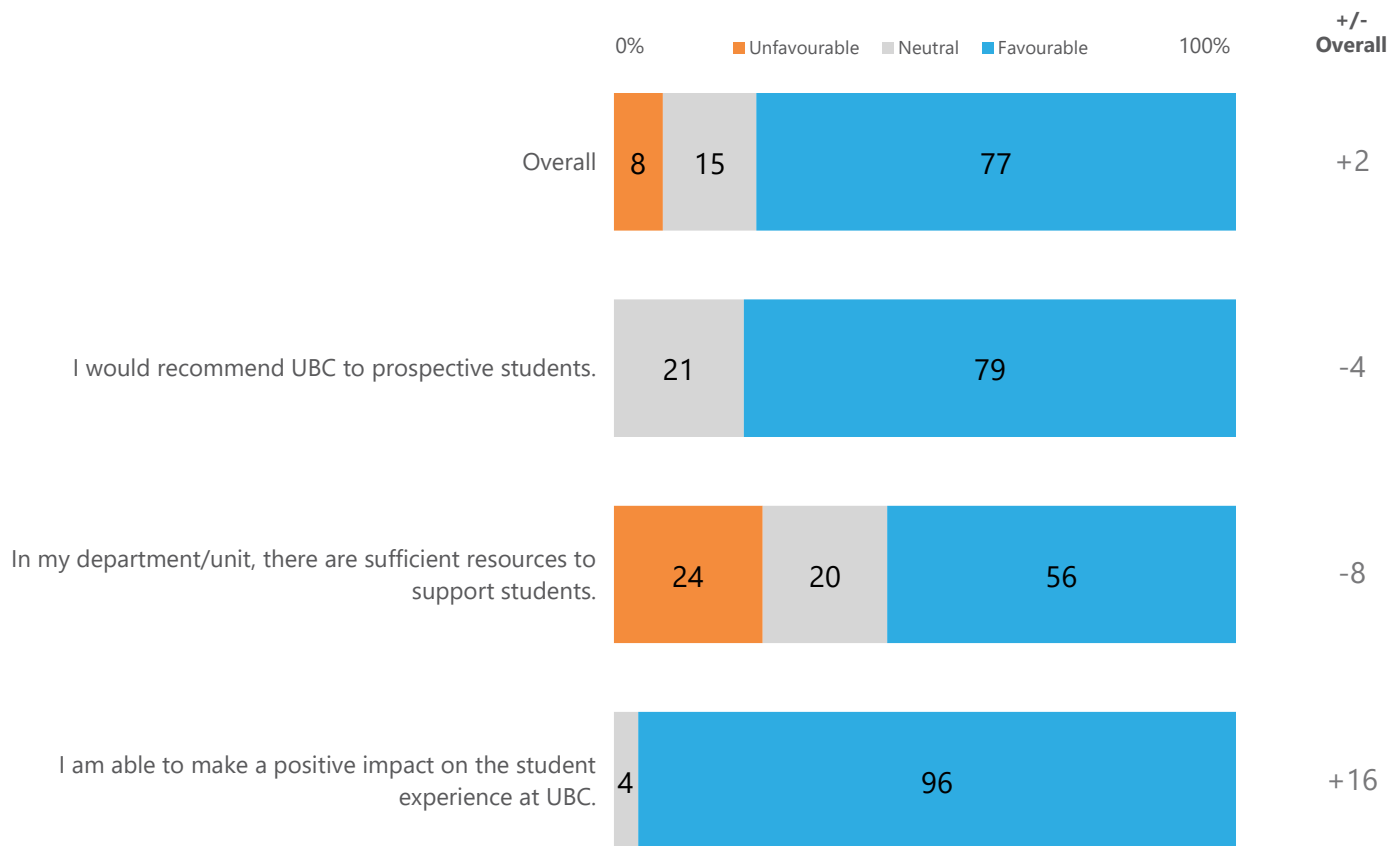
# Collaboration



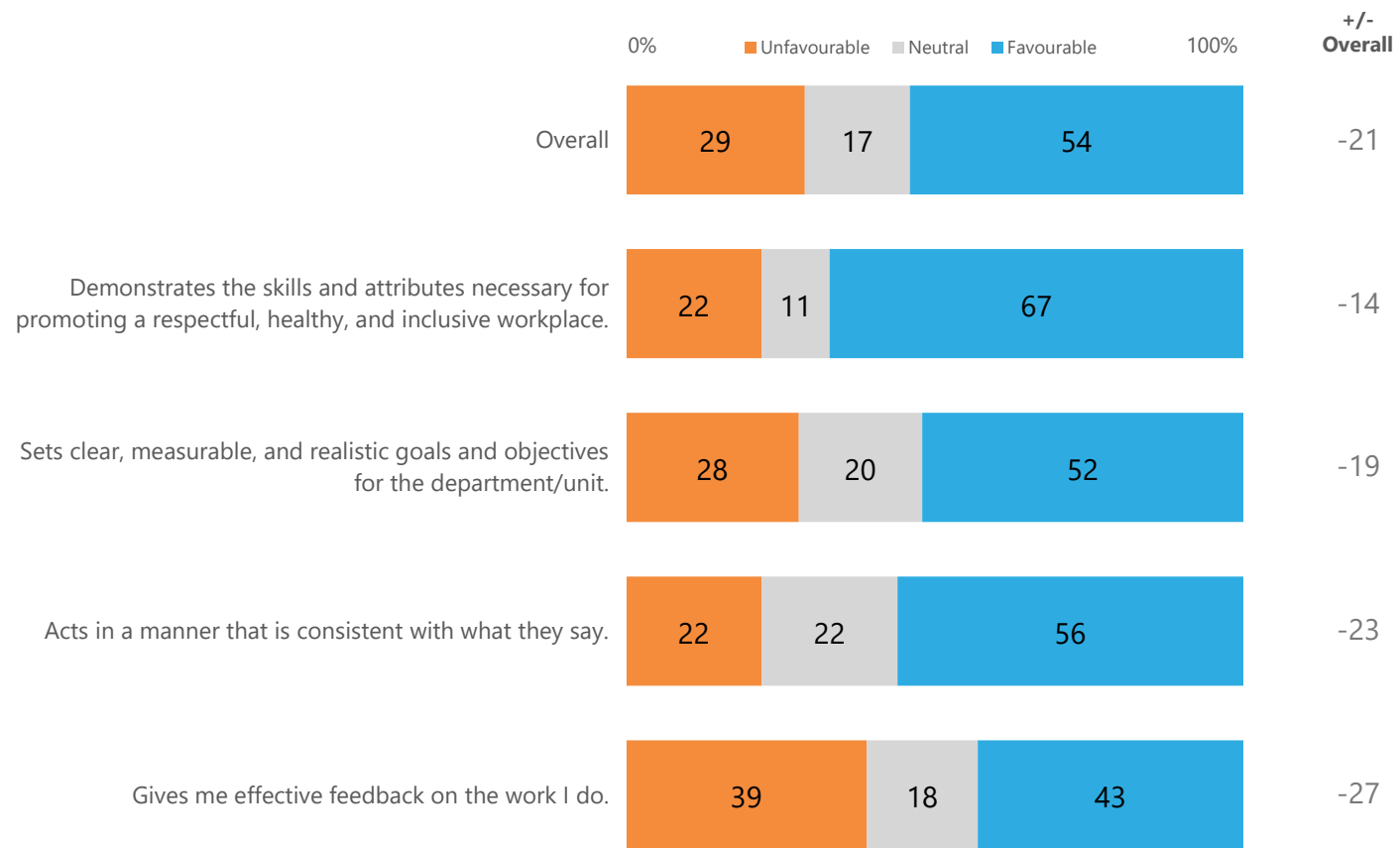
# Innovation



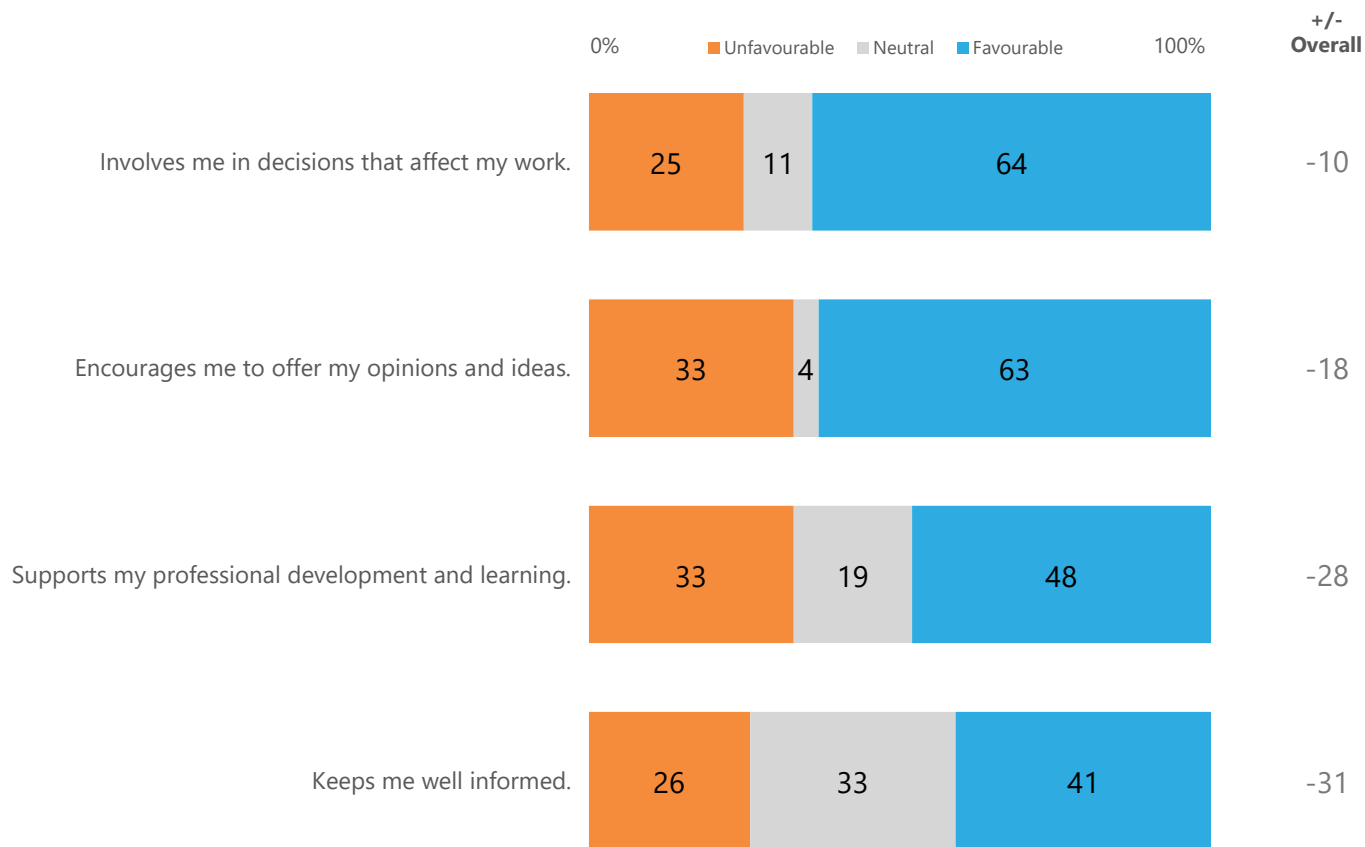
# Student Focus



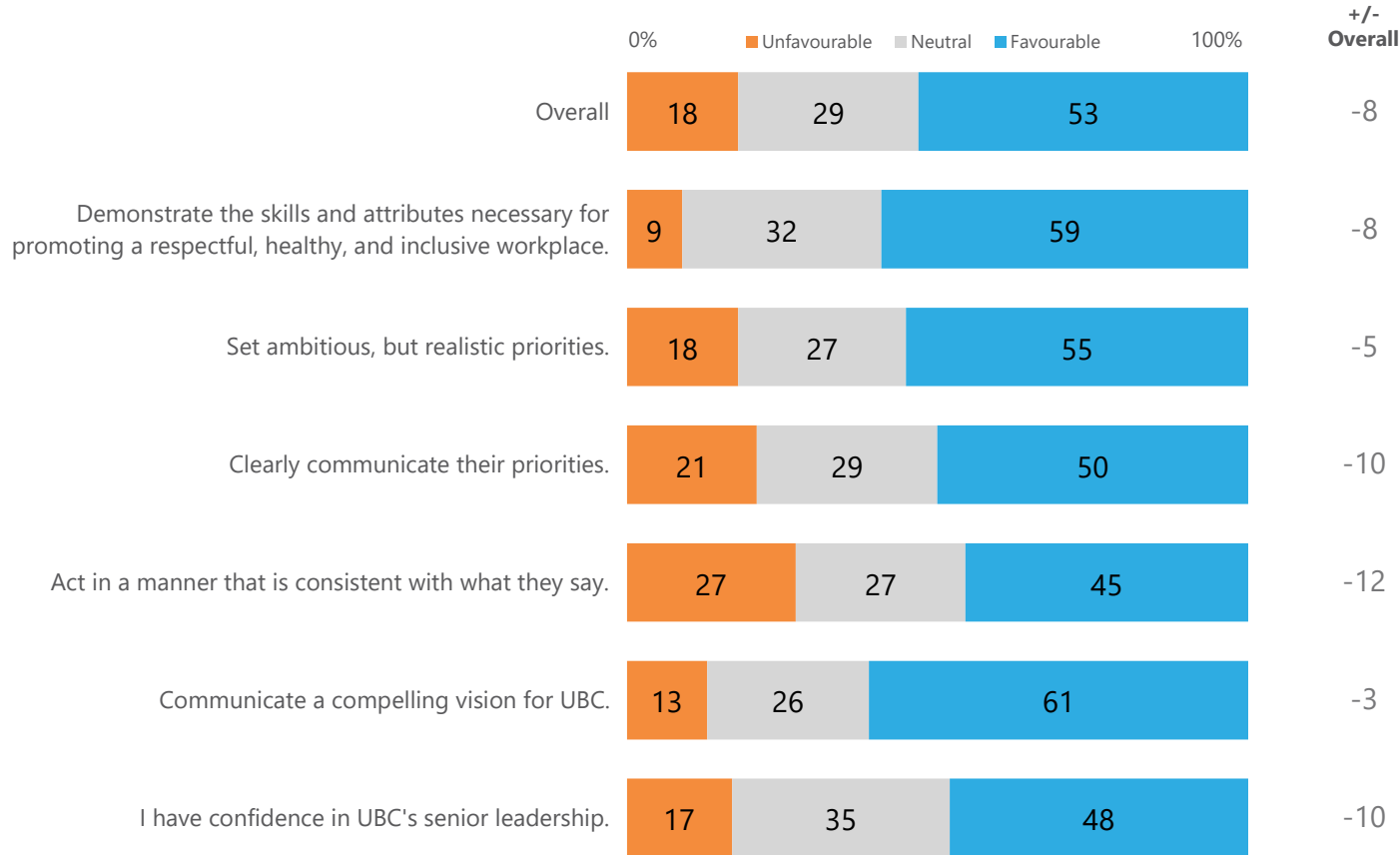
# Immediate Unit Head/ Manager (1/2)



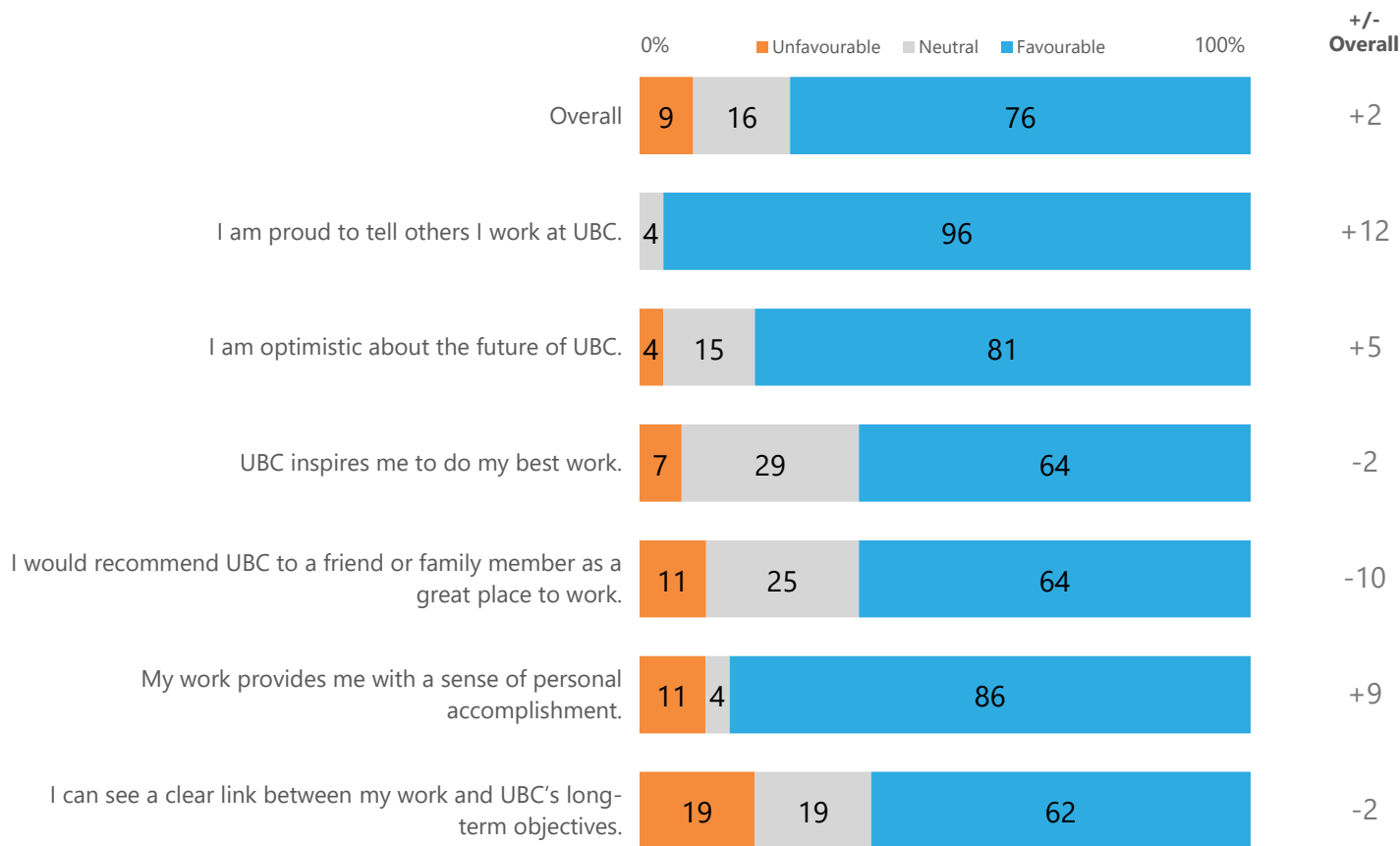
# Immediate Unit Head/ Manager (2/2)



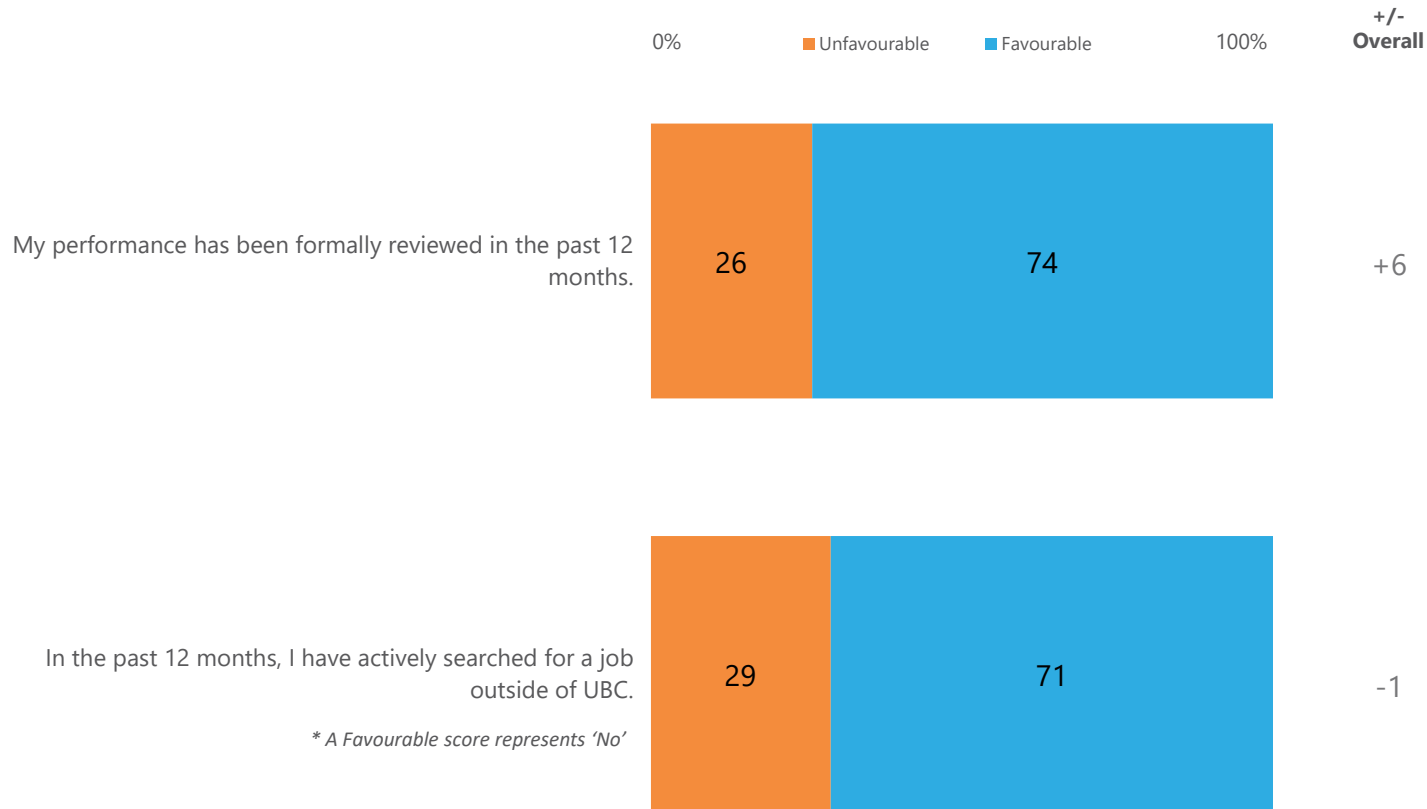
# UBC's Senior Leadership



# Engagement



# Performance



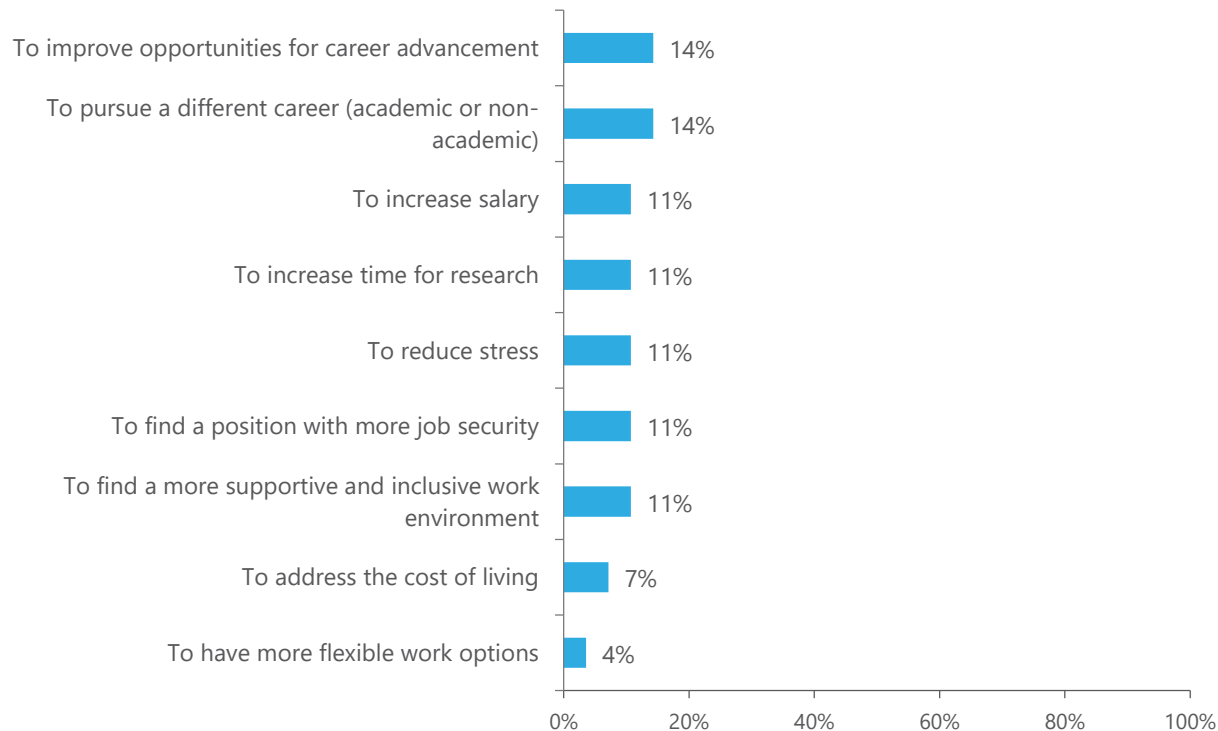


# Reason for Job Search (1/2)

Please indicate why you have been actively searching for a job outside of UBC in the past 12 months. (select all that apply)

This question was completed only by respondents who indicated that they have been actively searching for a job outside of UBC. However, the percentages below are based on the total number of respondents for this portfolio.

8 respondents answered this question

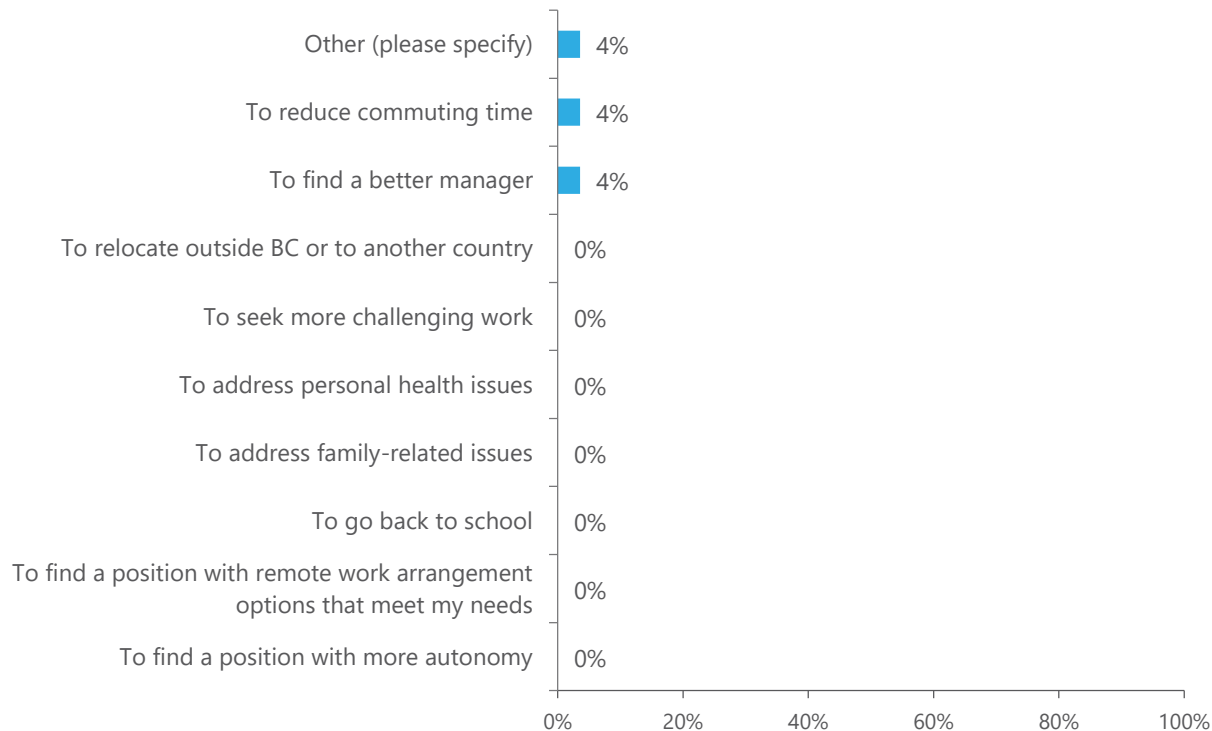


# Reason for Job Search (2/2)

Please indicate why you have been actively searching for a job outside of UBC in the past 12 months. (select all that apply)

This question was completed only by respondents who indicated that they have been actively searching for a job outside of UBC. However, the percentages below are based on the total number of respondents for this portfolio.

8 respondents answered this question



# SURVEY REPORT AND ACTION PLANNING RESOURCES

After reviewing your report, we recommend sharing it with faculty and/or staff in your portfolio. We encourage you to use this report as a conversation starter.

For more resources, including overall WES reports and action planning toolkits, visit <https://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.



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