



THE UNIVERSITY OF BRITISH COLUMBIA



# University of British Columbia Workplace Experiences Survey 2021

February 14, 2022

[www.TalentMap.com](http://www.TalentMap.com)

# Land Acknowledgment

We acknowledge that UBC's campuses and learning sites are situated within the traditional territories of the Musqueam, Squamish and Tsleil-Waututh and in the traditional, ancestral, unceded territory of the Syilx Okanagan Nation and their peoples.

# What We Will Cover

1. About the Workplace Experiences Survey
2. Overall Highlights
3. Faculty Results – Drivers of Engagement
4. Staff Results – Drivers of Engagement
5. Questions



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# About the Workplace Experience Survey

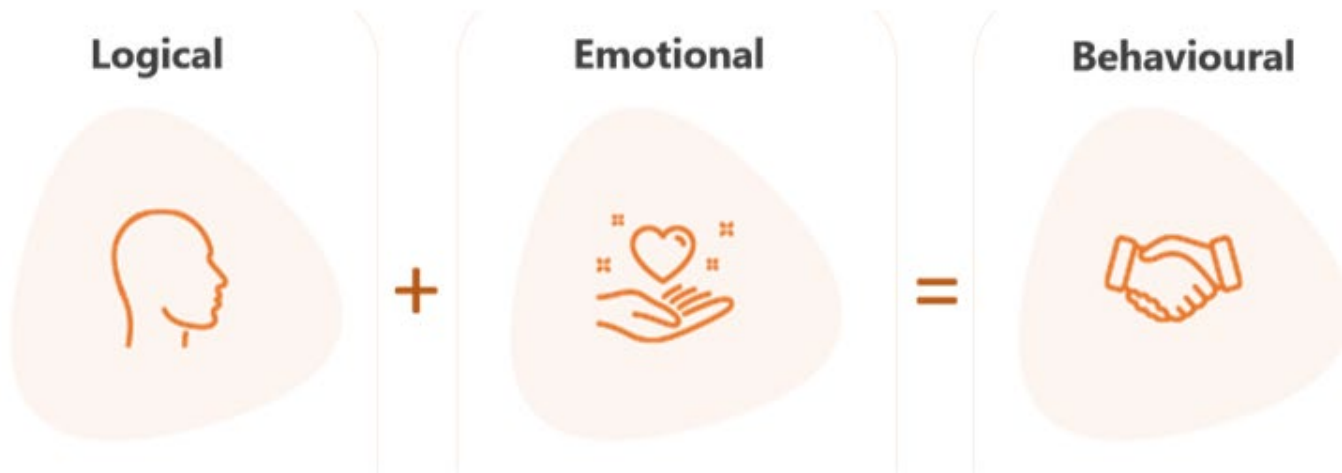
# Confidentiality Policy

No data or reports will be provided unless there are at least five respondents.



# What is Employee Engagement?

An engaged employee is an **energized** employee who is more connected to the organization **intellectually, emotionally** and **behaviourally**.



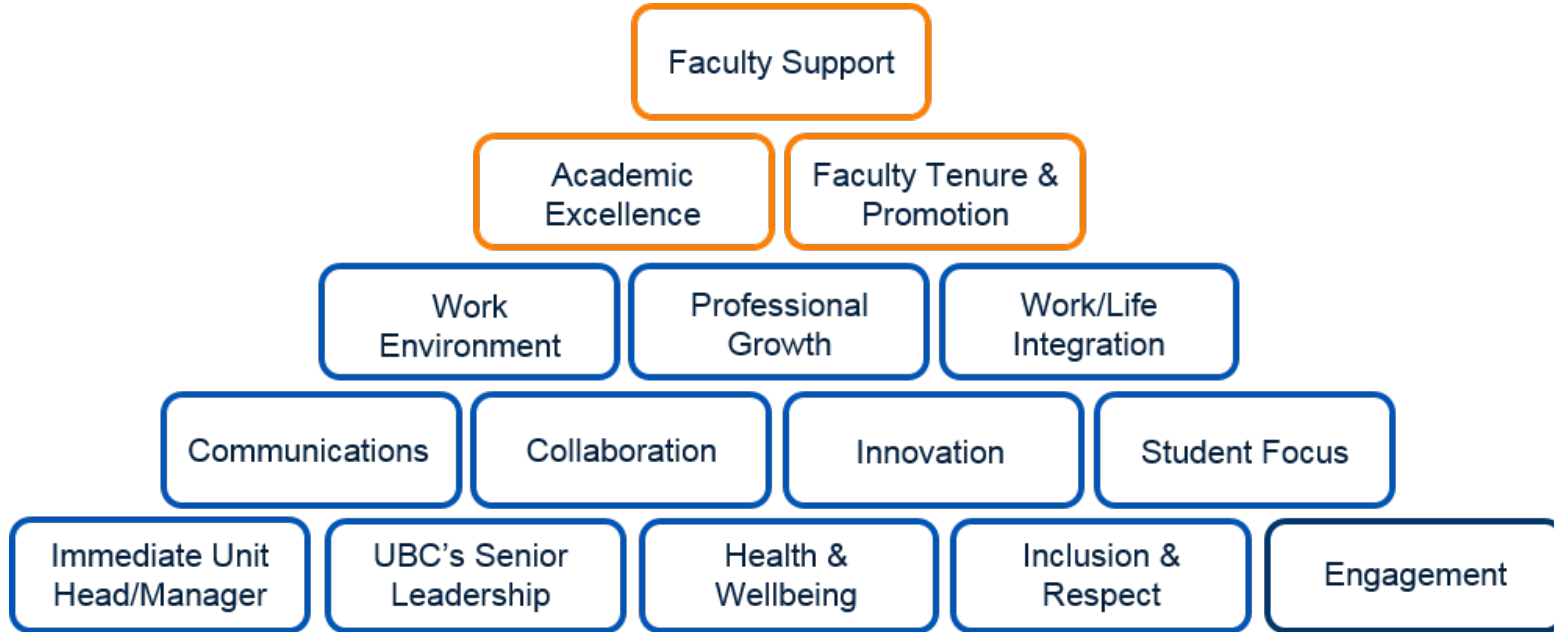
# About the Workplace Experiences Survey

The WES provides:

- The opportunity for all faculty and staff to share feedback about their workplace experiences
- The ability to make data-informed choices about ways to improve or enhance workplace experiences, both at the university-wide and Faculty/department levels
- An opportunity to strengthen the university's ability to successfully deliver on excellence in research, teaching and learning, the student experience, community engagement, and innovation.

# About the Workplace Experiences Survey

60 core questions, 18 faculty questions







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# 2021 Survey Results – Highlights UBC Overall

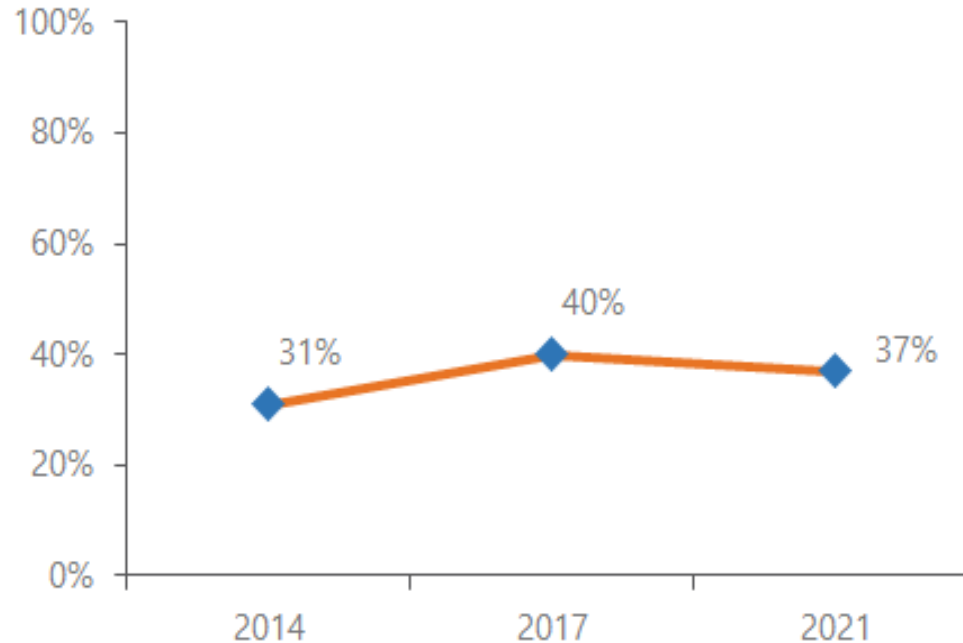
# Response Rate

Survey period: November 1 - November 19, 2021

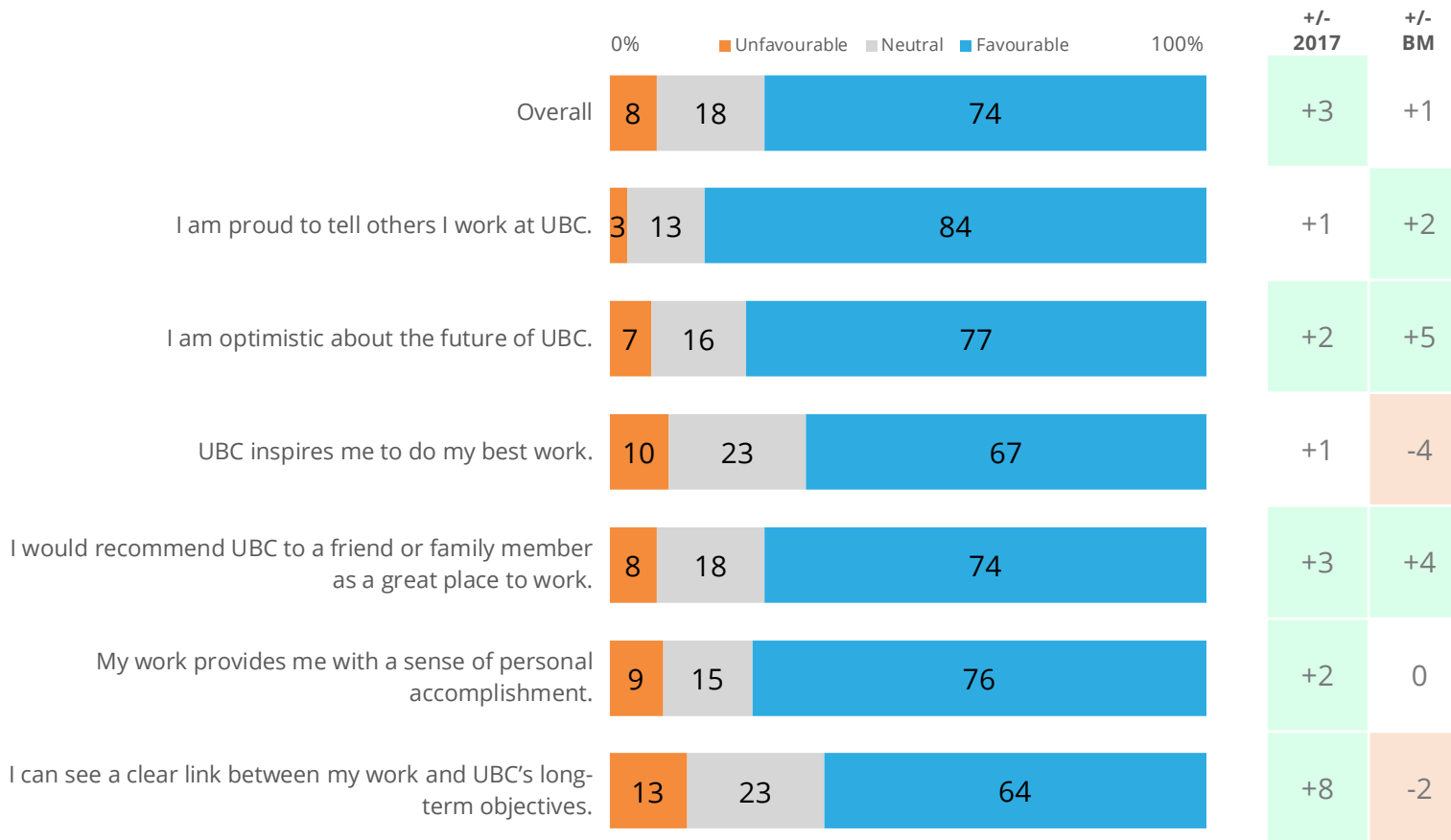
Margin of error on 6321 respondents is: 0.99% at 95% confidence

Number of responses:  
2014: 5,002  
2017: 6,093  
2021: 6,321

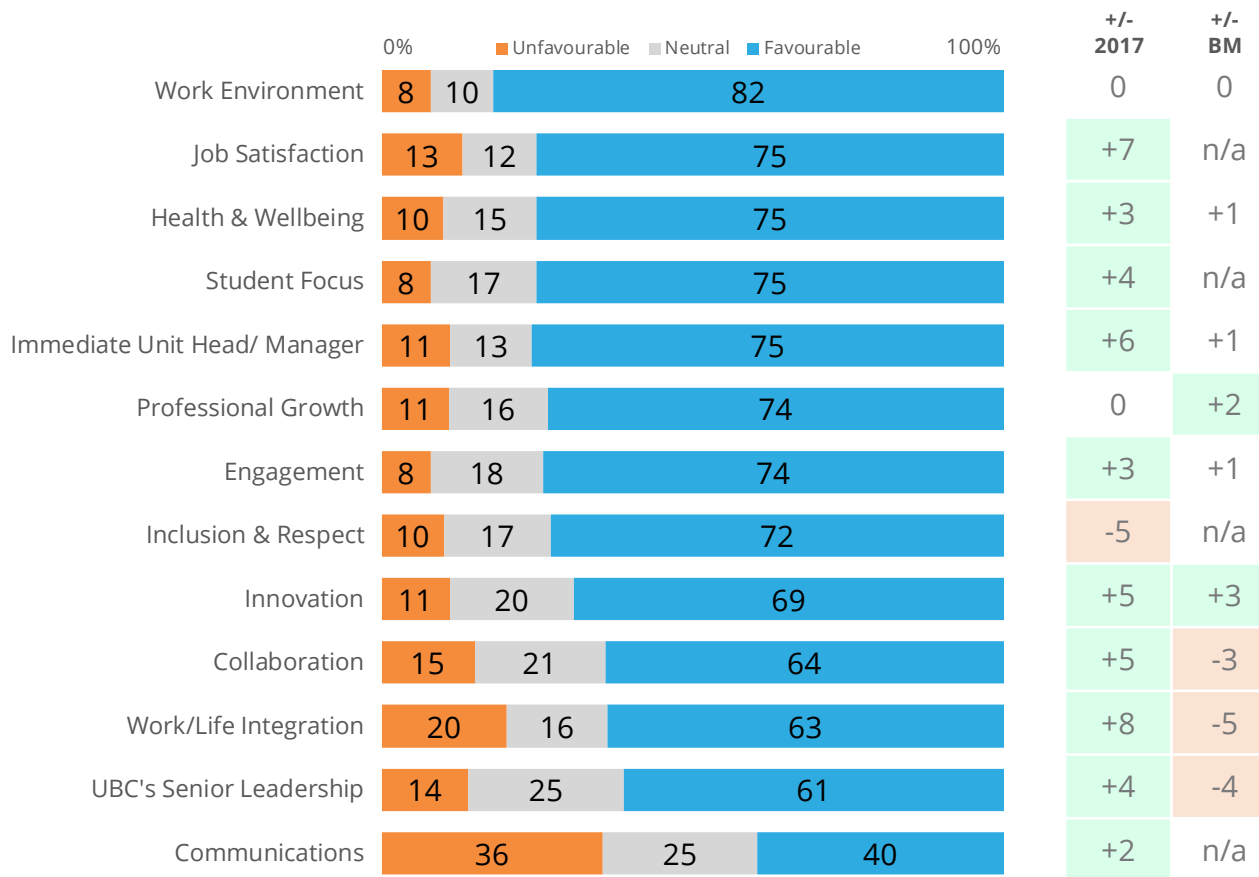
Responses by faculty/staff:  
Faculty 24%  
Tenure-stream faculty: 28%  
Staff: 45%



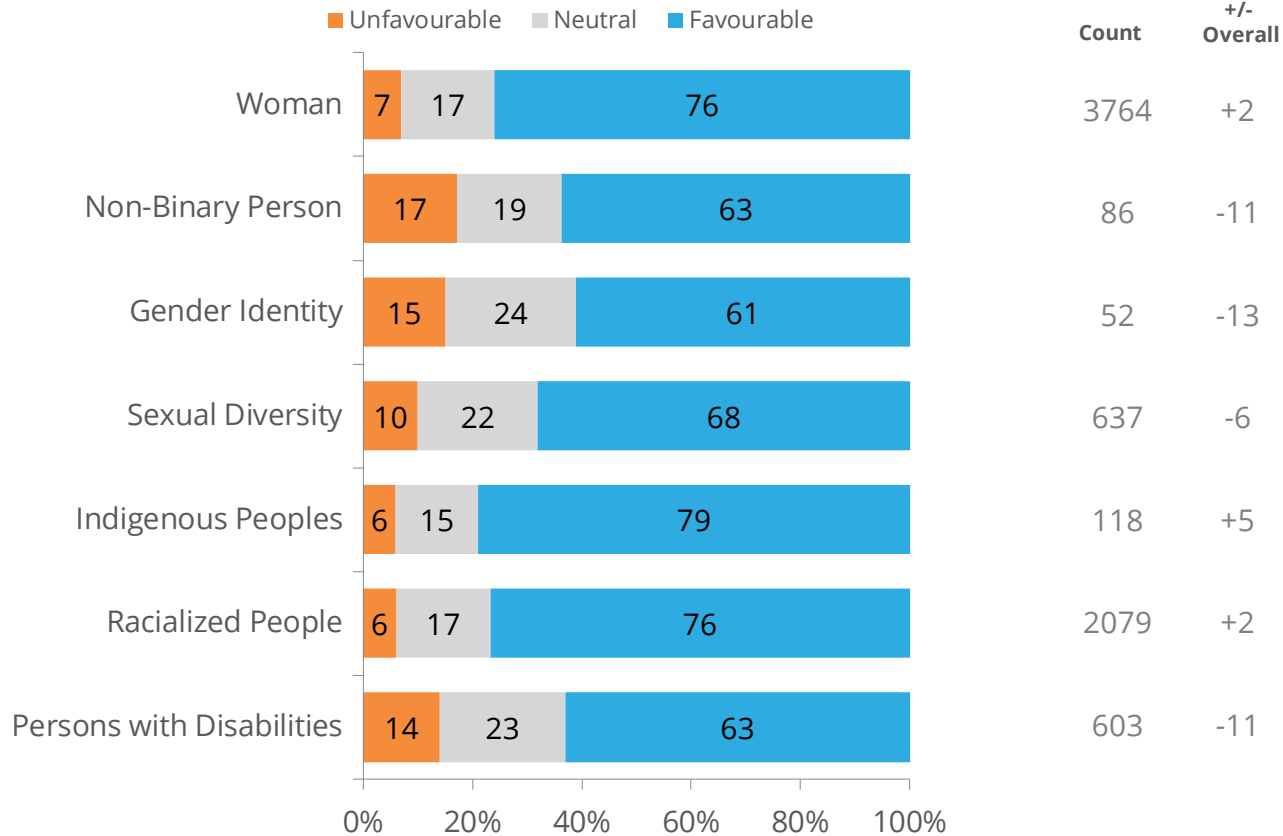
# Engagement – UBC Overall



# Overall Dimension Scores



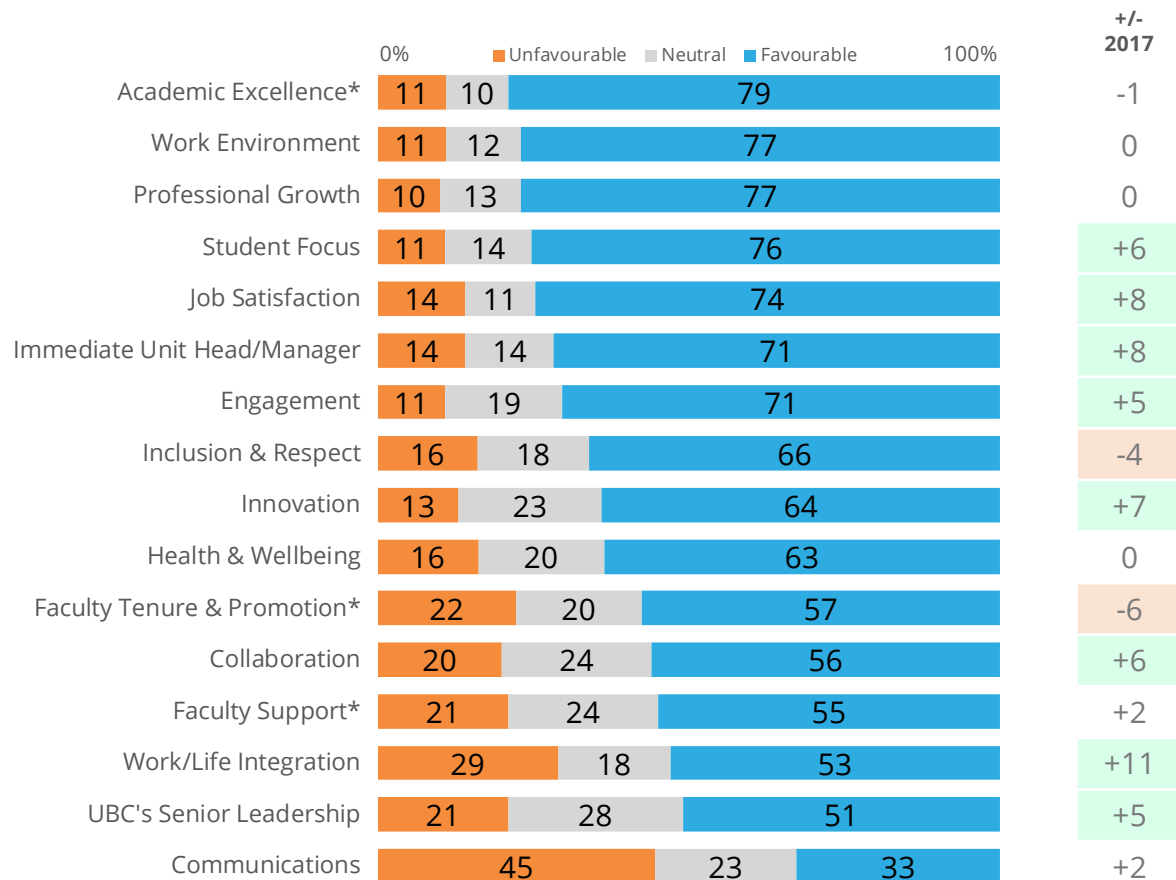
# Engagement Scores by Equity Groups





# Key Drivers of Engagement - Faculty

# Overall Dimension Scores - Faculty



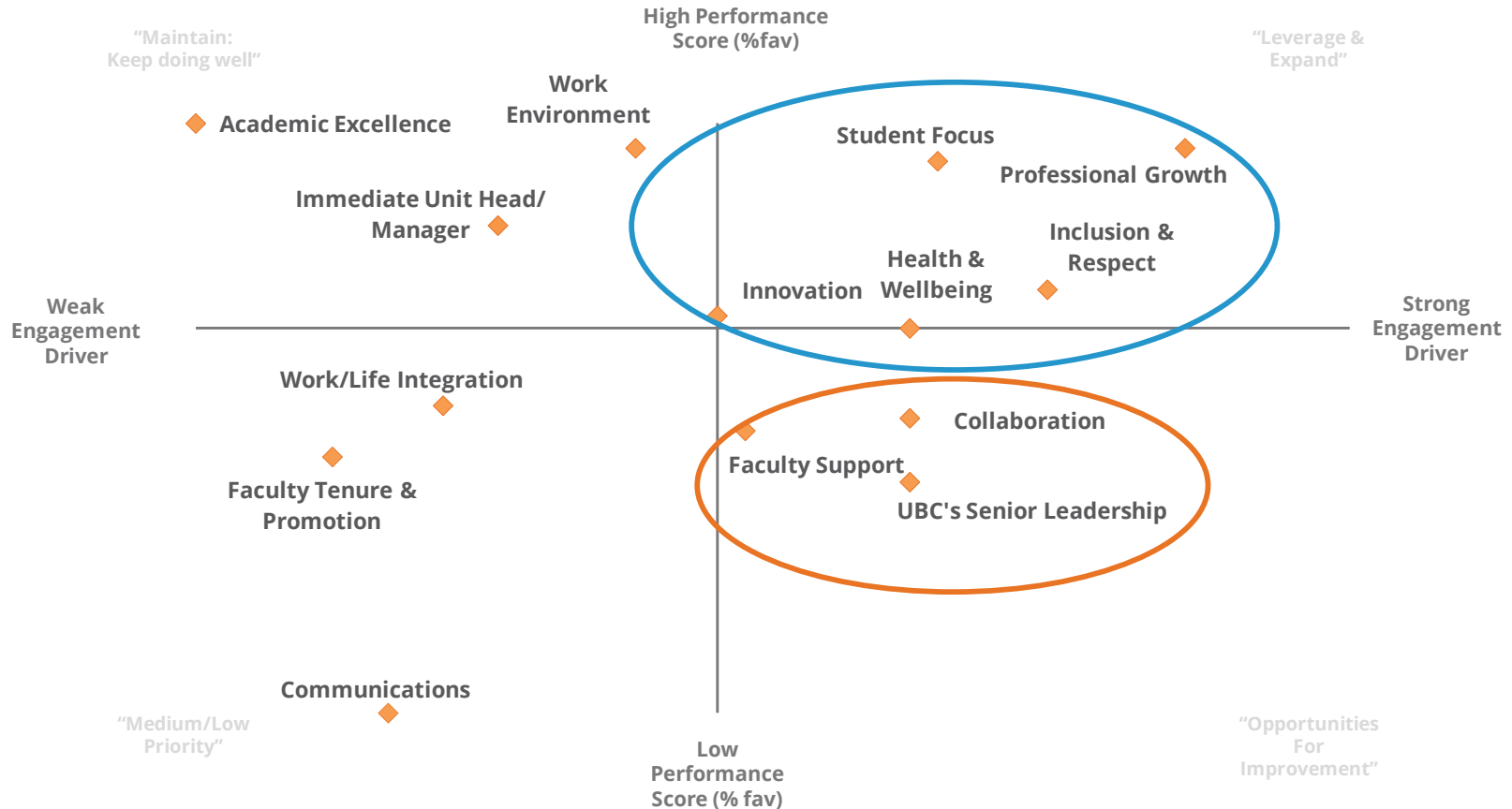
# Prioritizing Opportunities

- Improving engagement should be focused on dimensions exhibiting a combination of **low performance scores and strong drivers**
- Focusing on the lower dimension scores exclusively may not fully address what is needed to target and improve engagement

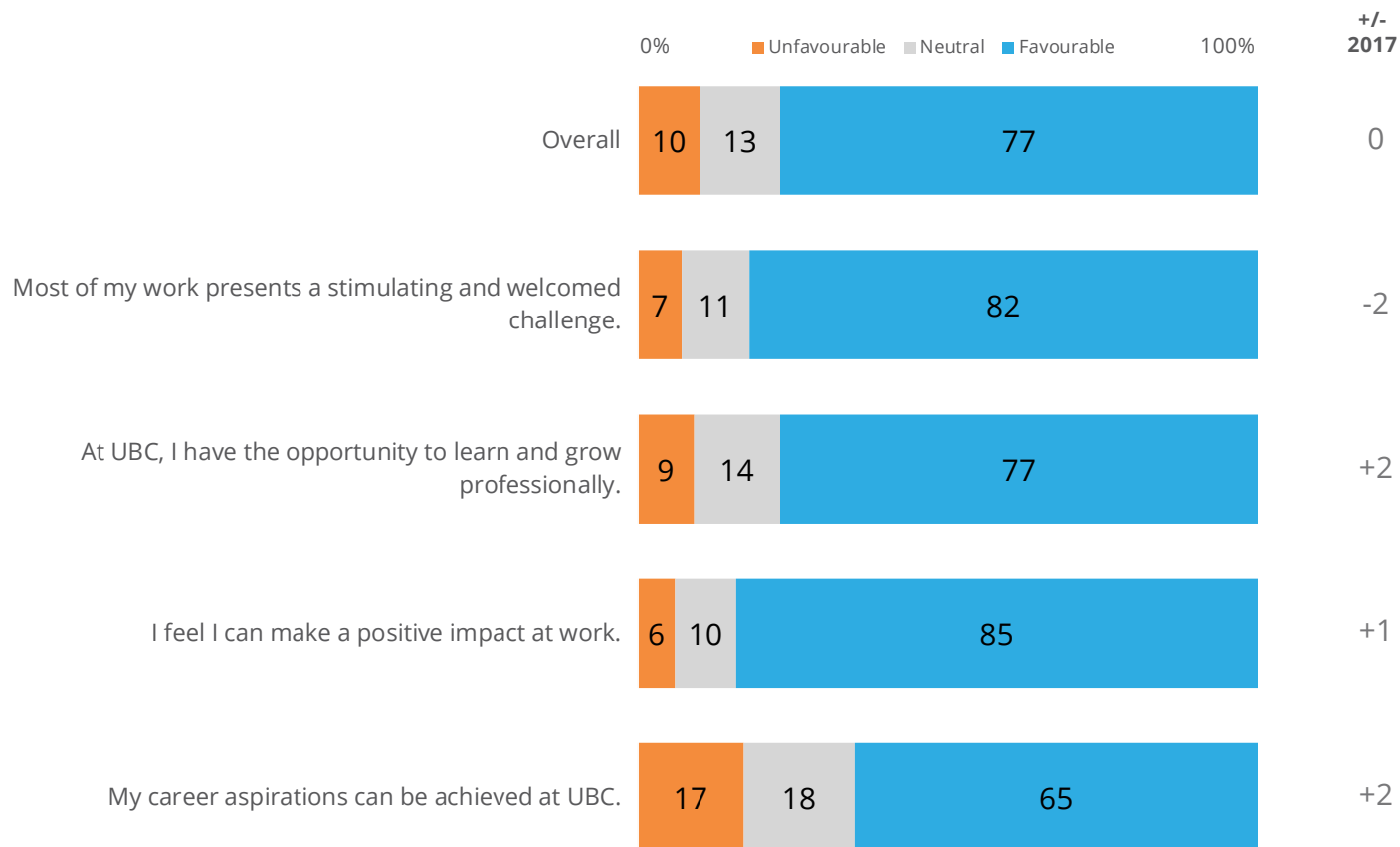




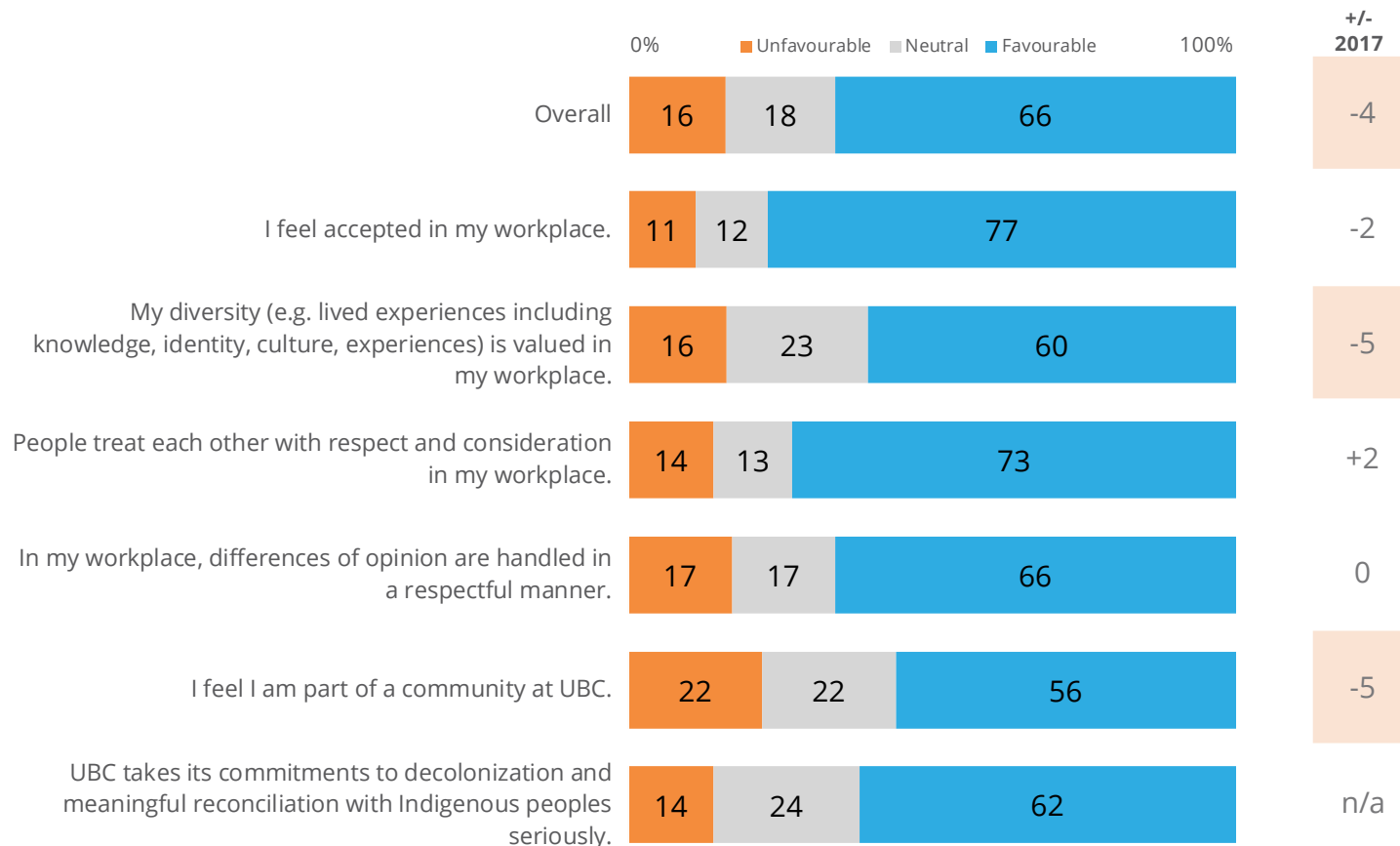
# Key Strength & Opportunity Areas - Faculty



# Professional Growth – Faculty (Driver #1)

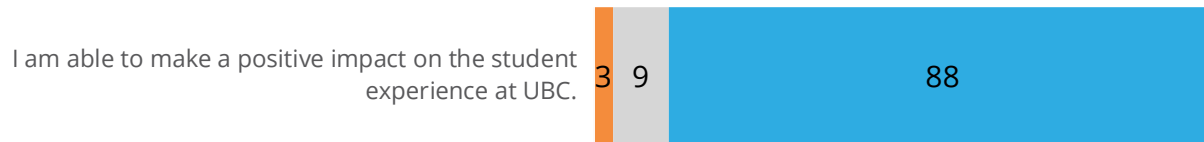
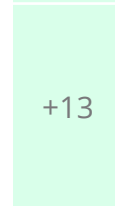
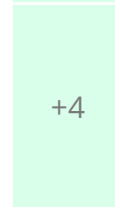
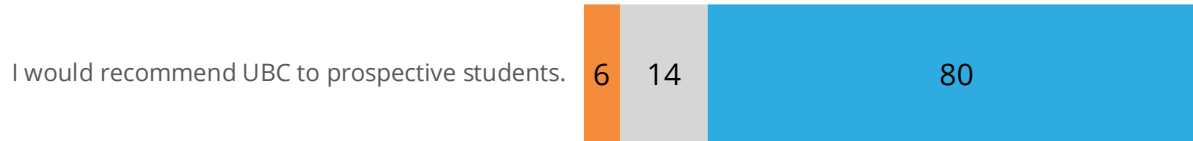
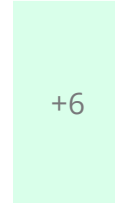


# Inclusion & Respect – Faculty (Driver #2)



# Student Focus – Faculty (Driver #3)

0%      Unfavourable   Neutral   Favourable      100%      +/- 2017



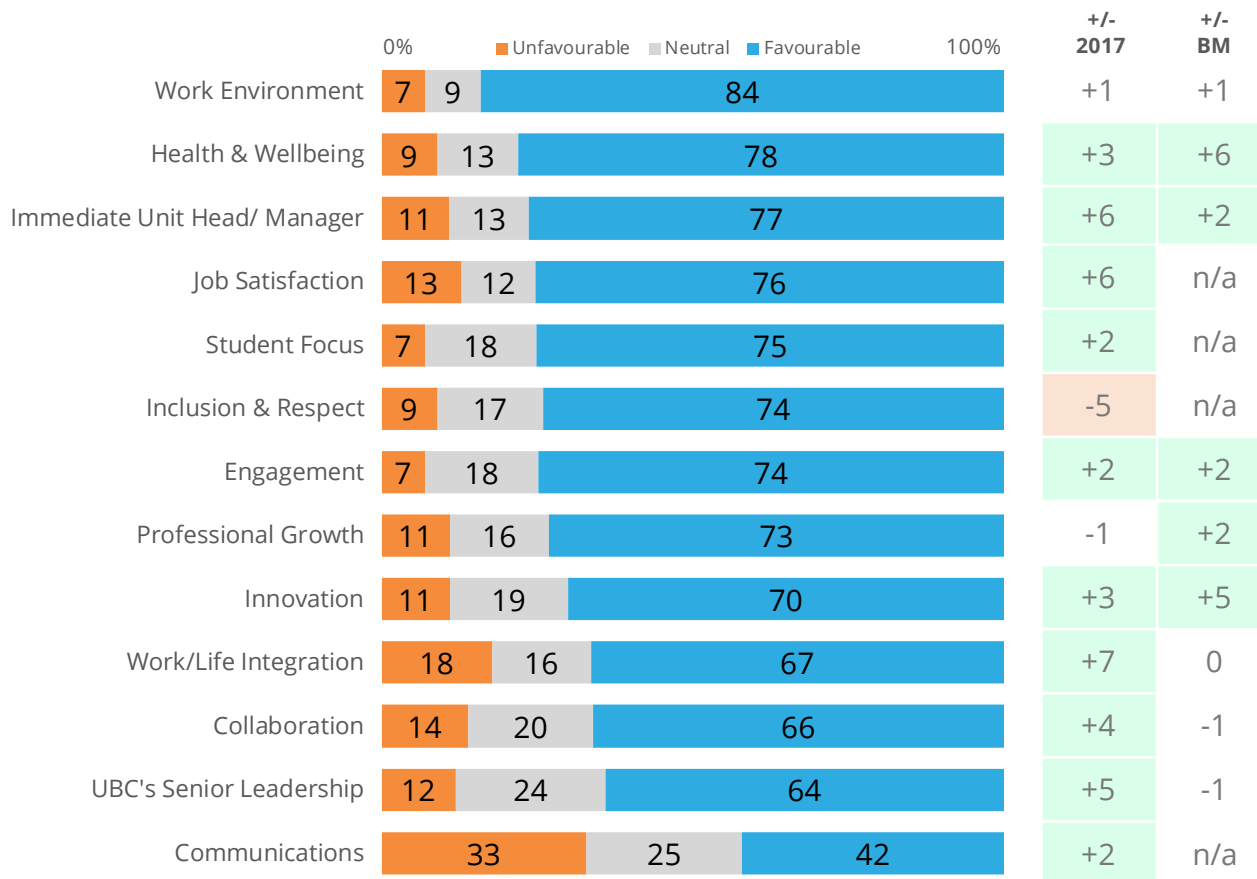


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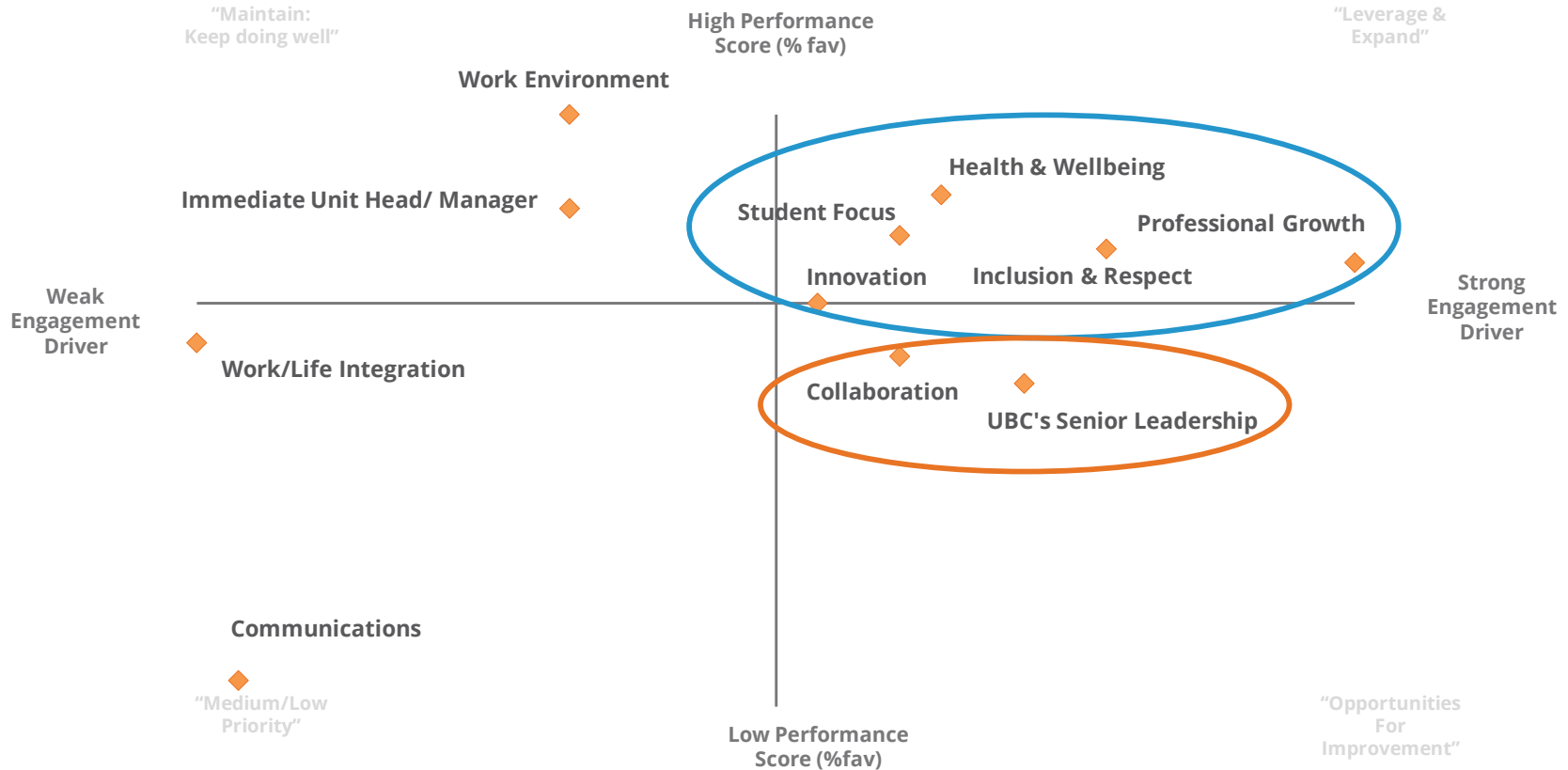


# Key Drivers of Engagement - Staff

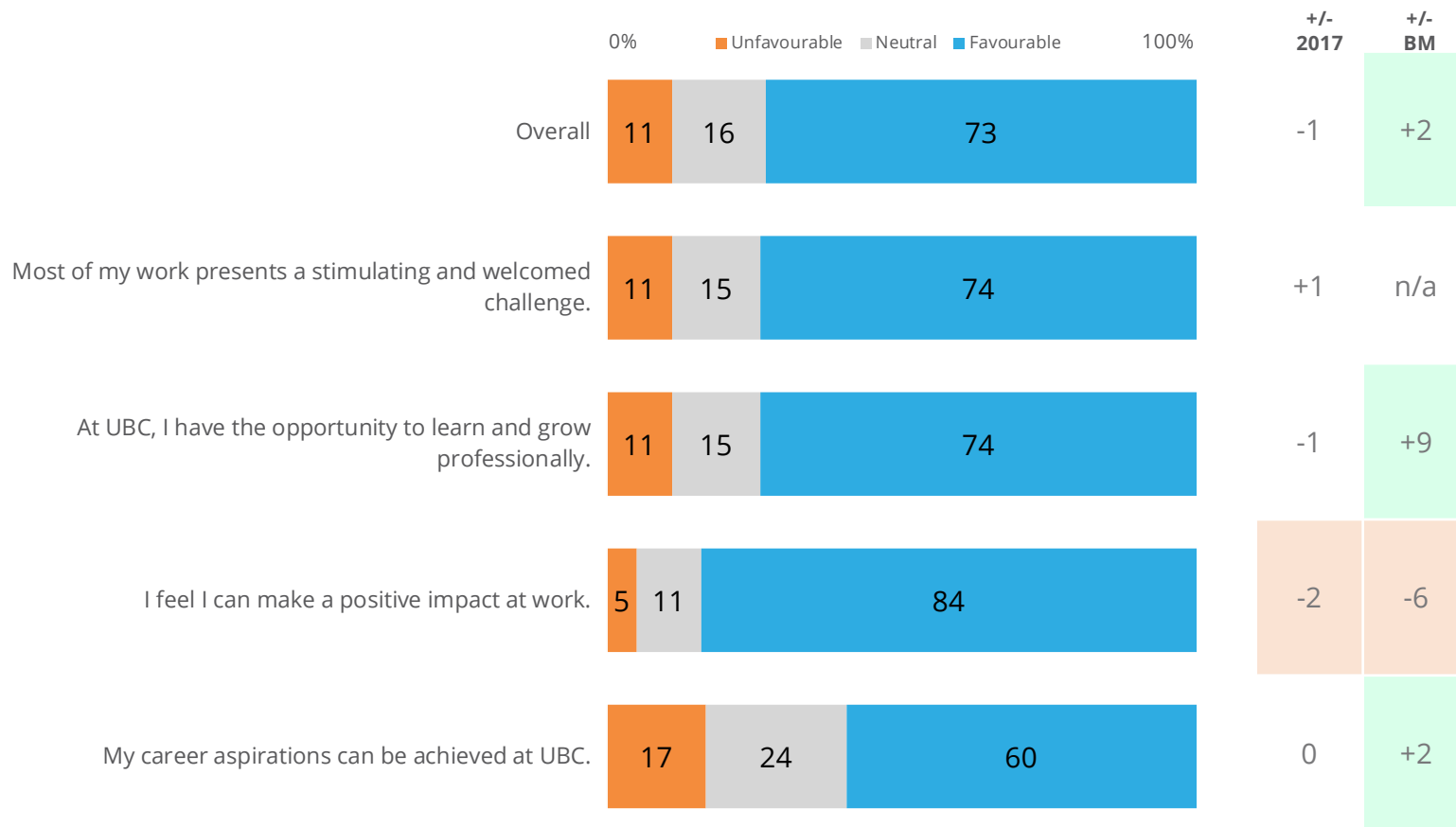
# Overall Theme Scores - Staff



# Key Strength & Opportunity Areas - Staff

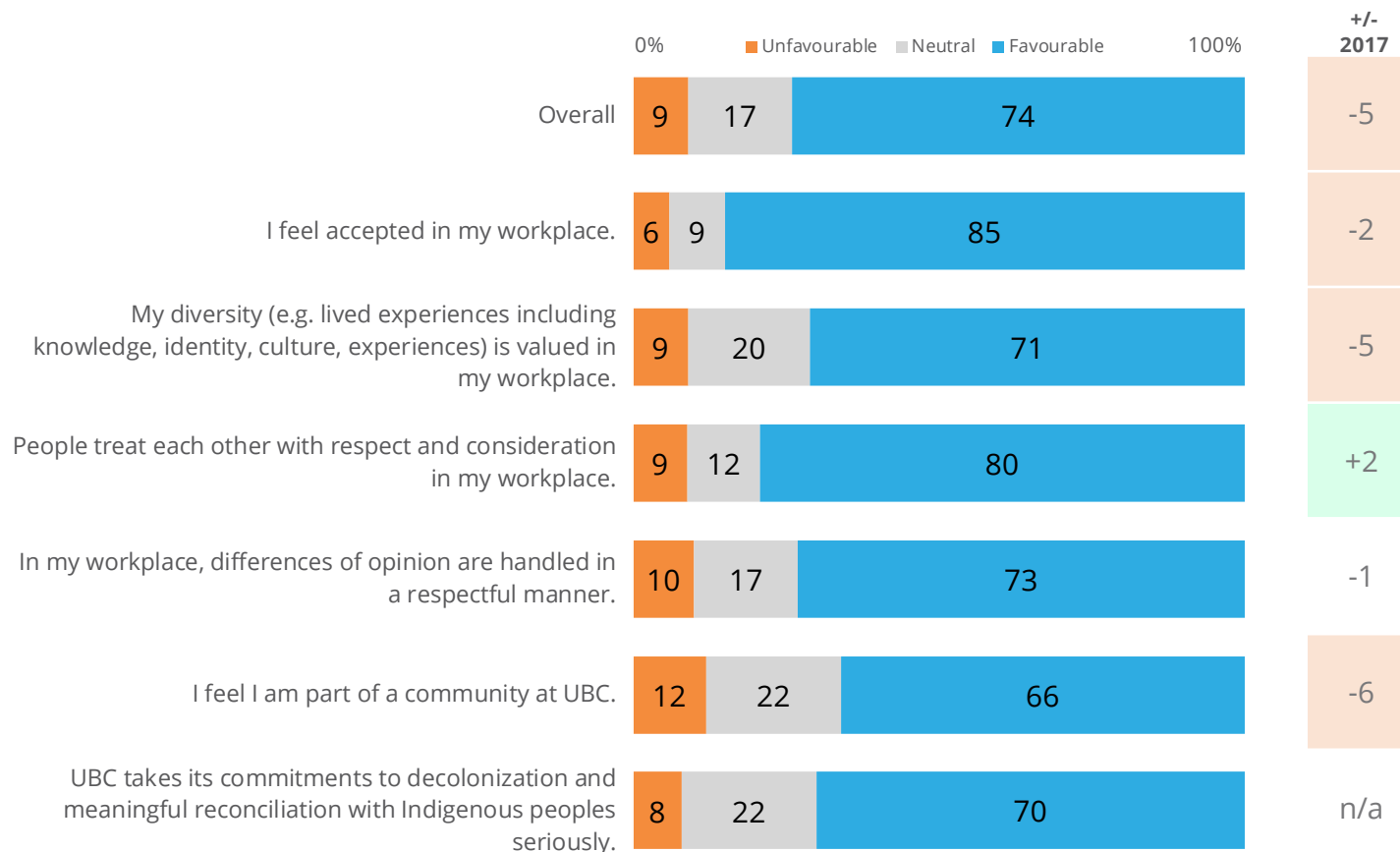


# Professional Growth - Staff (Driver #1)

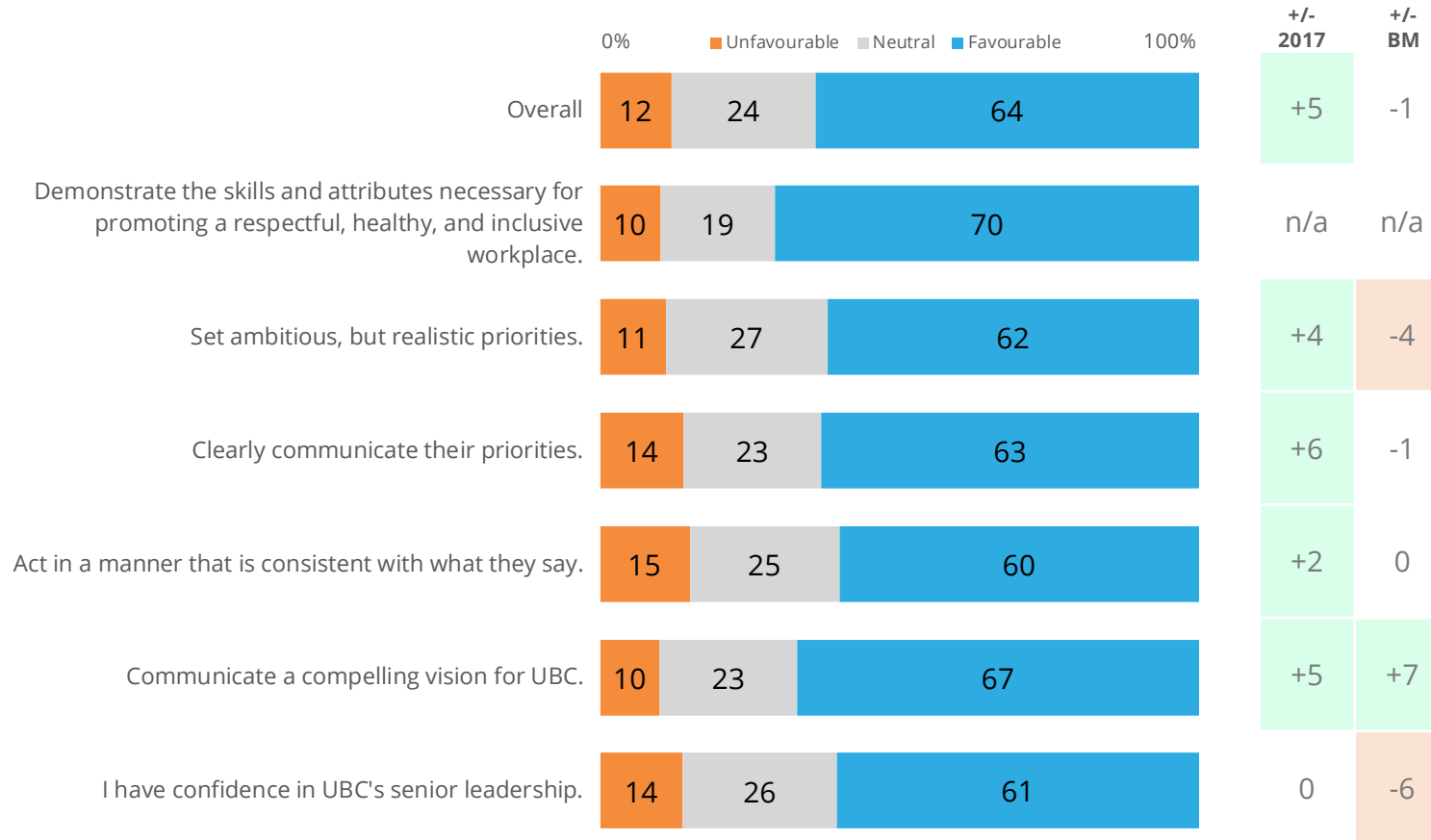




# Inclusion & Respect - Staff (Driver #2)



# UBC's Senior Leadership - Staff (Driver #3)





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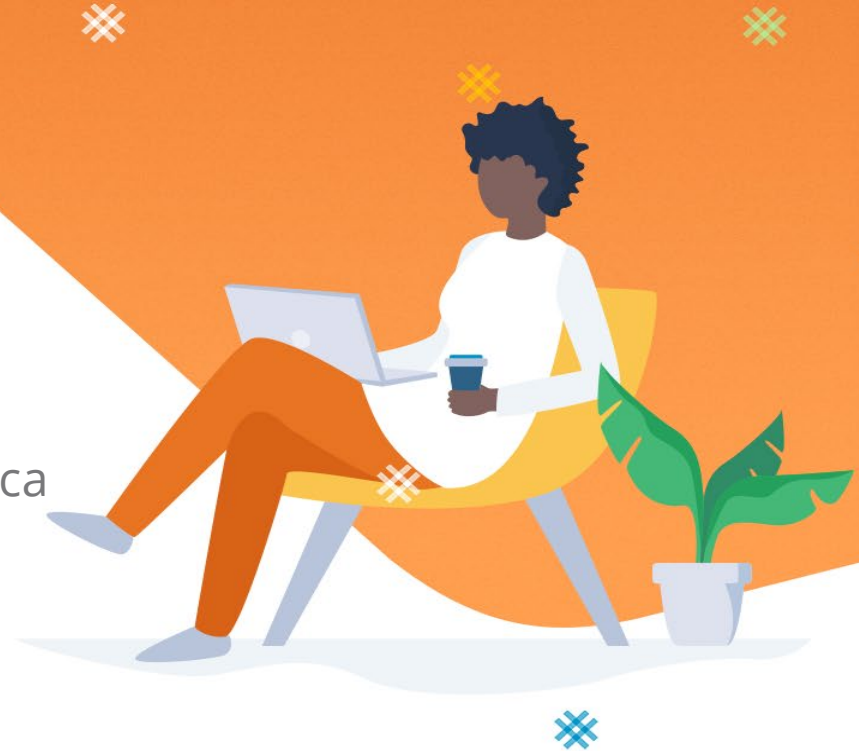
**Questions?**



**Thank you!**

Visit [ubc.ca/wes](https://ubc.ca/wes)  
Contact [workplace.surveys@ubc.ca](mailto:workplace.surveys@ubc.ca)

[www.TalentMap.com](https://www.TalentMap.com)



# Appendix

# Top Themes from Open-Ended Comments

Almost 2,000 (one-third) of survey respondents provided a write-in comment. The top comment themes:

1. Competing priorities and limited resources
2. UBC offers a great work environment
3. Respect
4. Remote work
5. UBC's senior leadership