

UBC Workplace Experiences Survey

2021 WES report for:

**Administration | Department of Anesthesiology,
Pharmacology and Therapeutics | Faculty of Medicine
(Allison Rintoul)**

Staff 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 6,300 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 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.

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

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

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%.

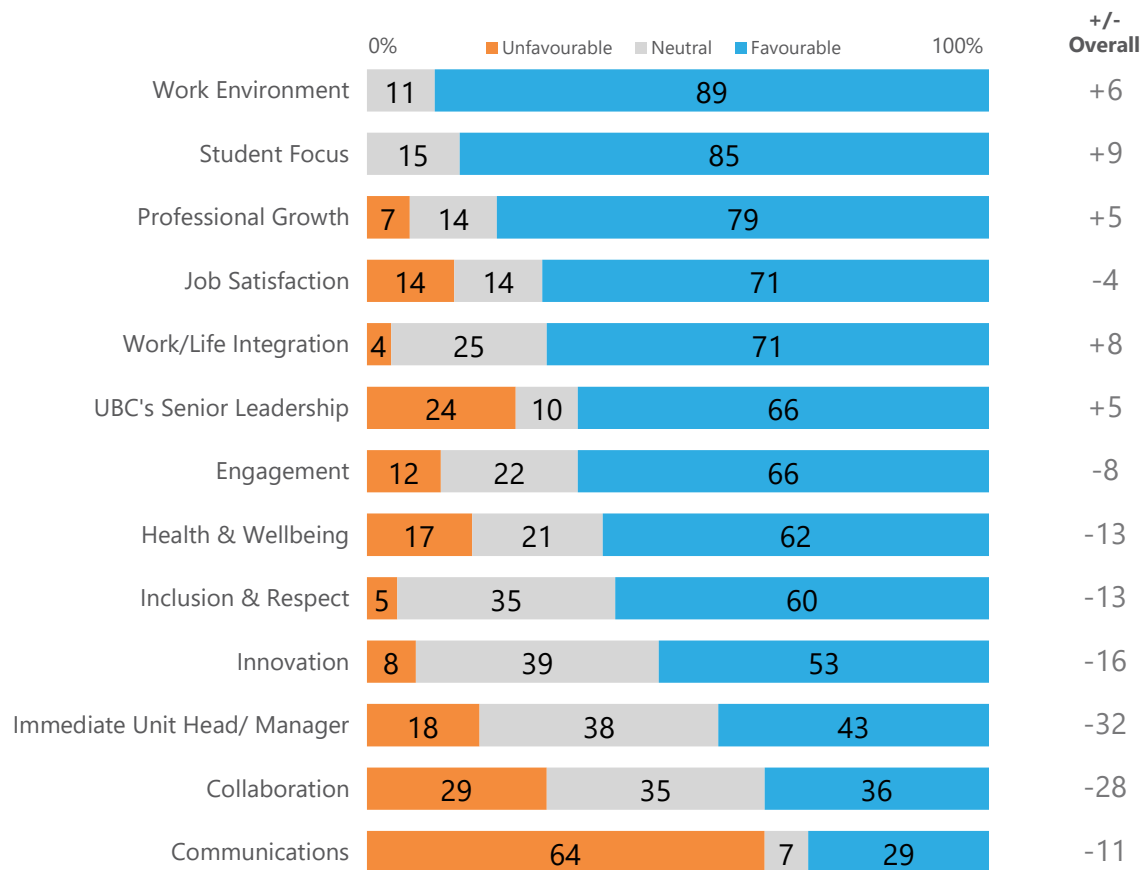
- **+/- Overall:** refers to your portfolio's % Favourable score that is above (+) or below (-) UBC's overall % Favourable for that attribute.

Your sample size: 7

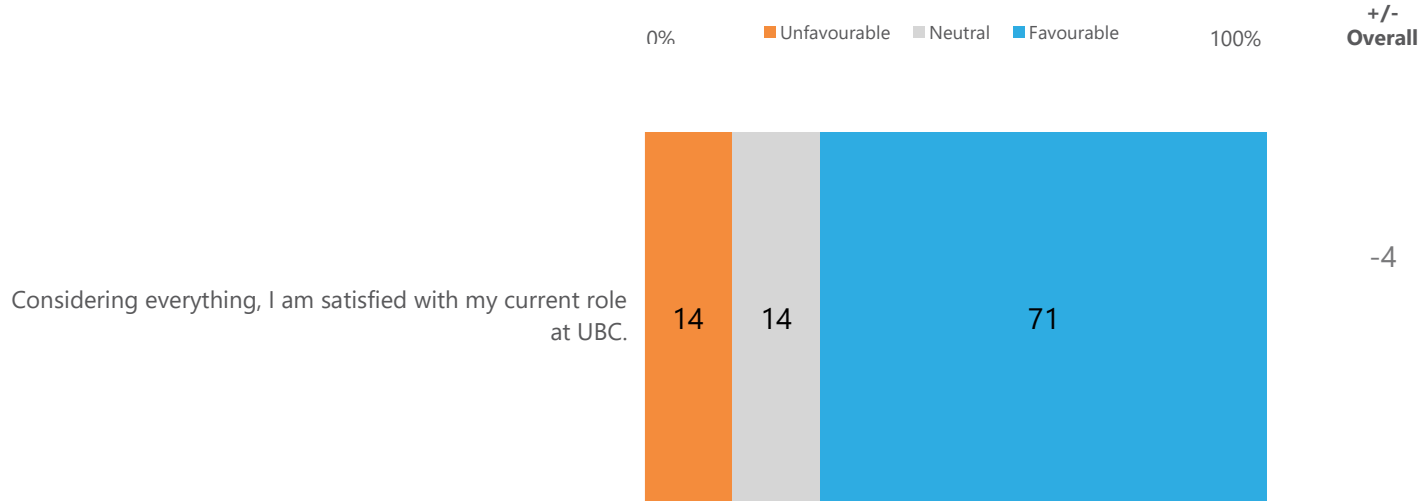
Your response rate*: 88%

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

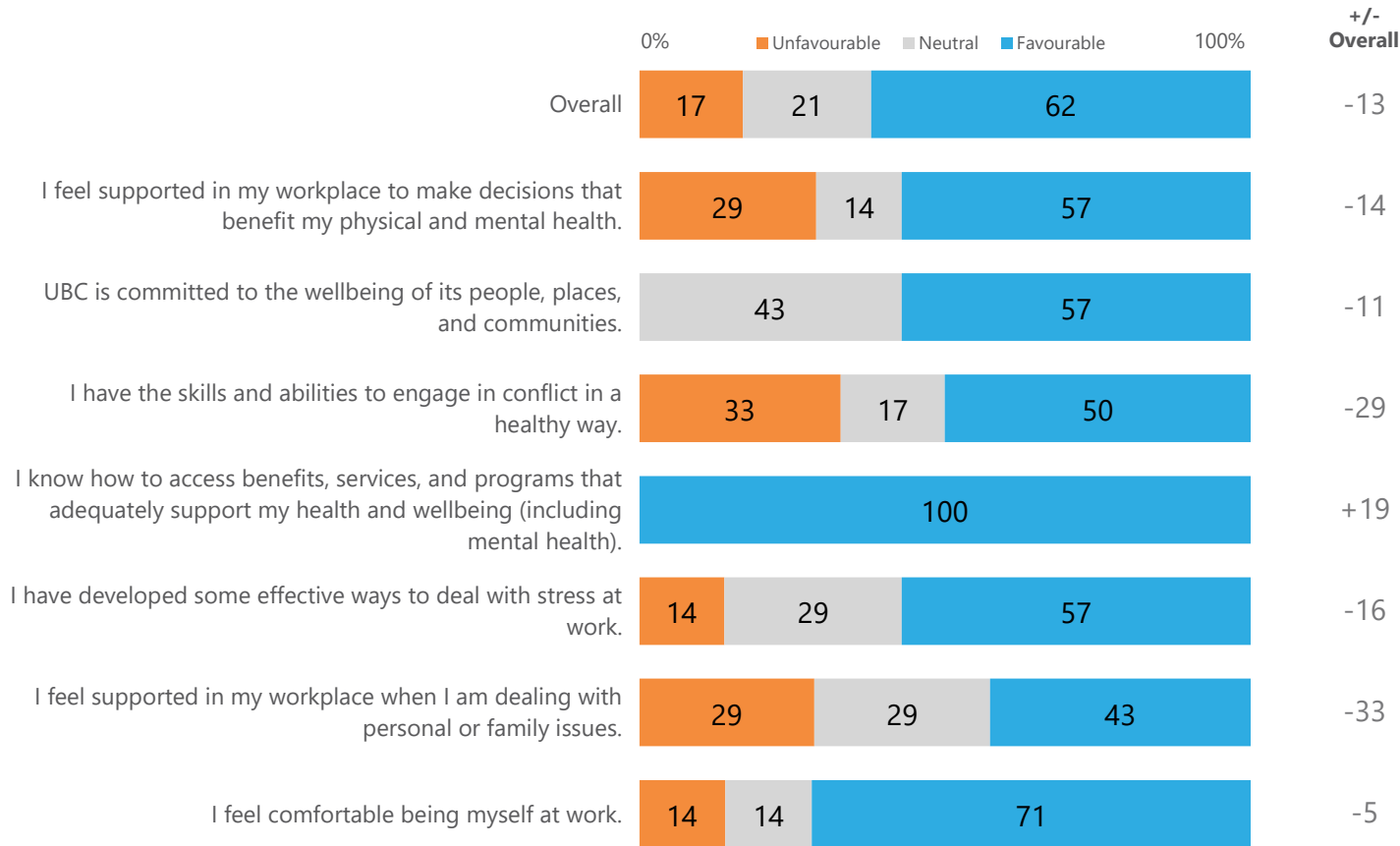
Overall Dimension Scores



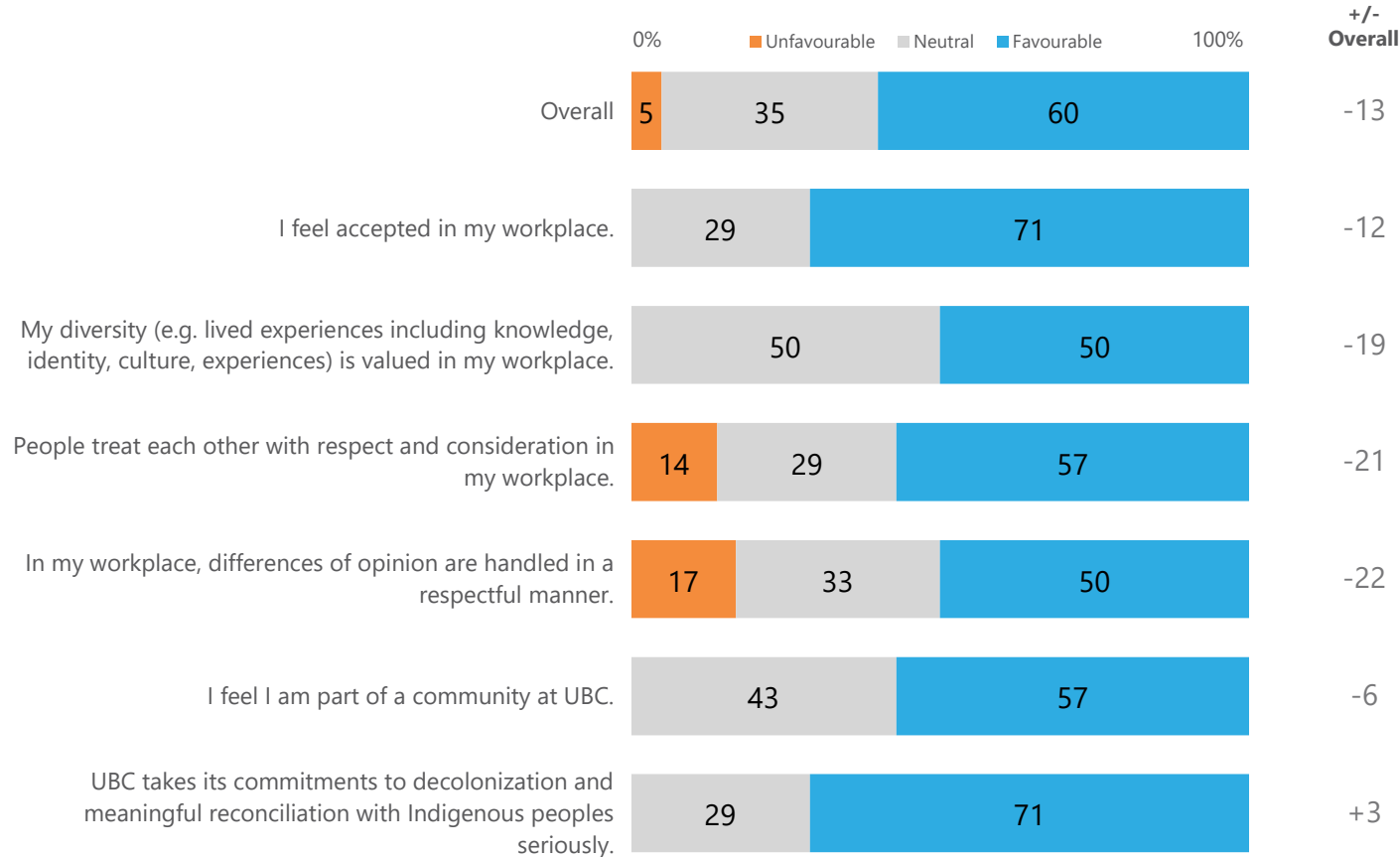
Job Satisfaction



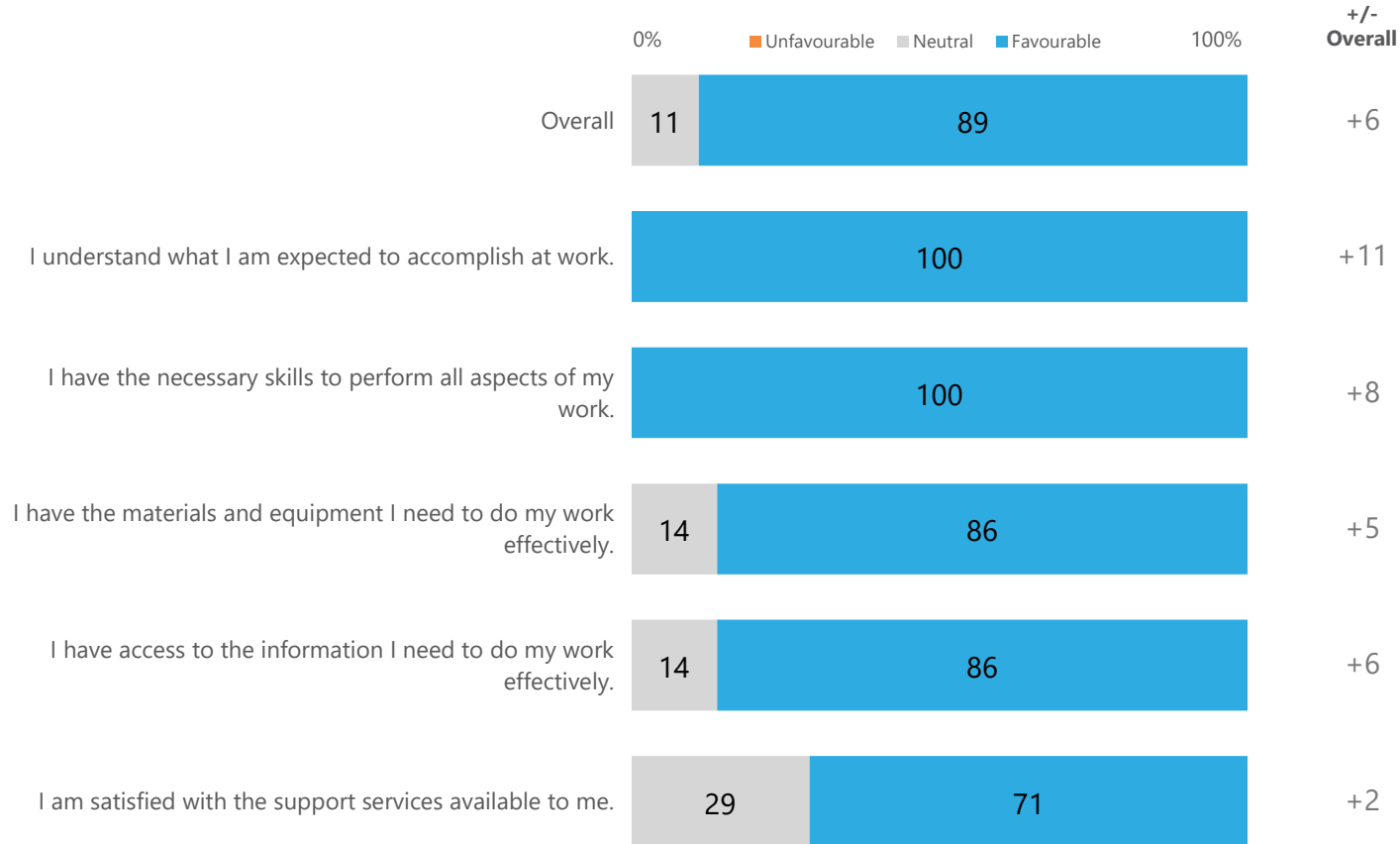
Health & Wellbeing



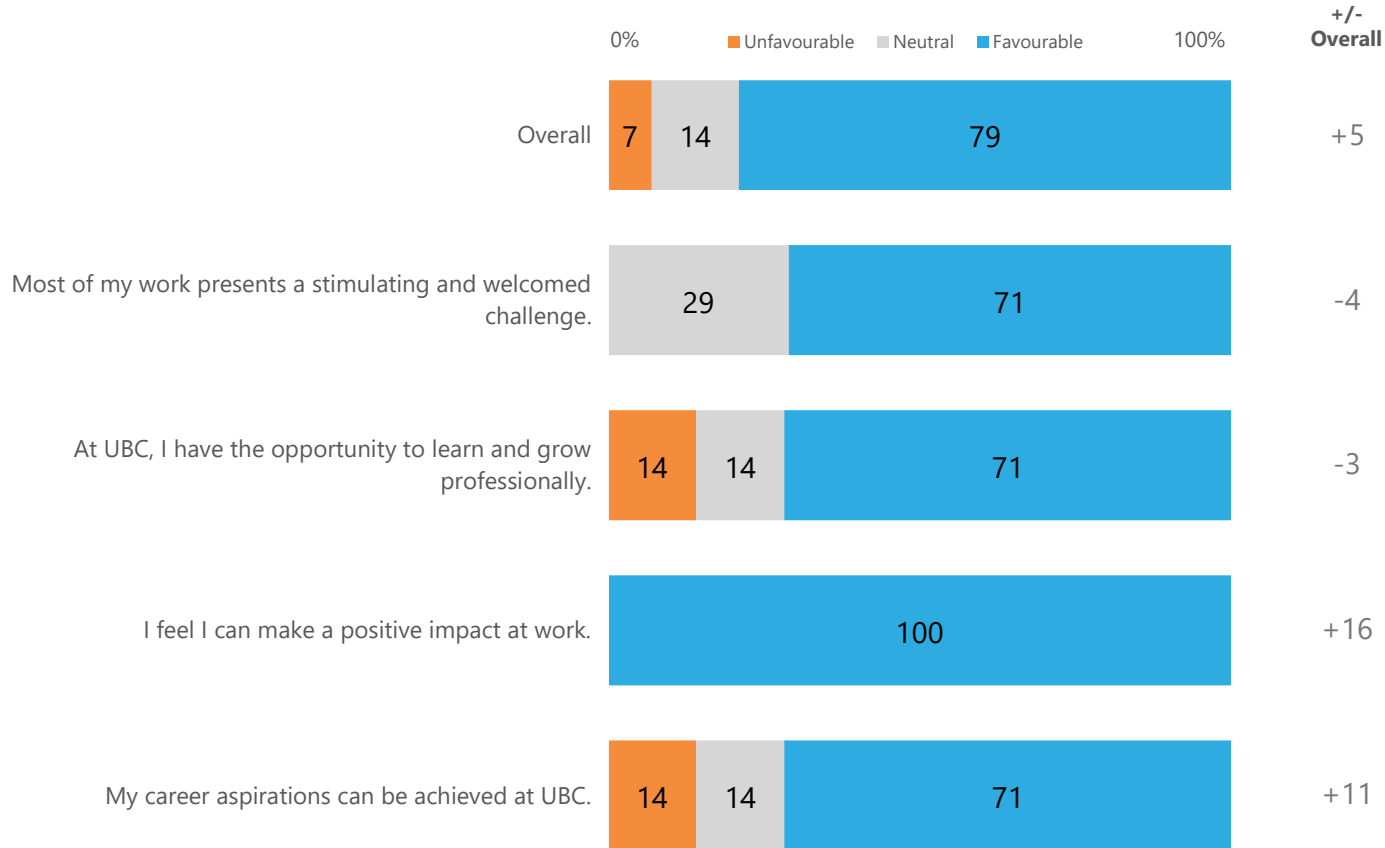
Inclusion & Respect



Work Environment



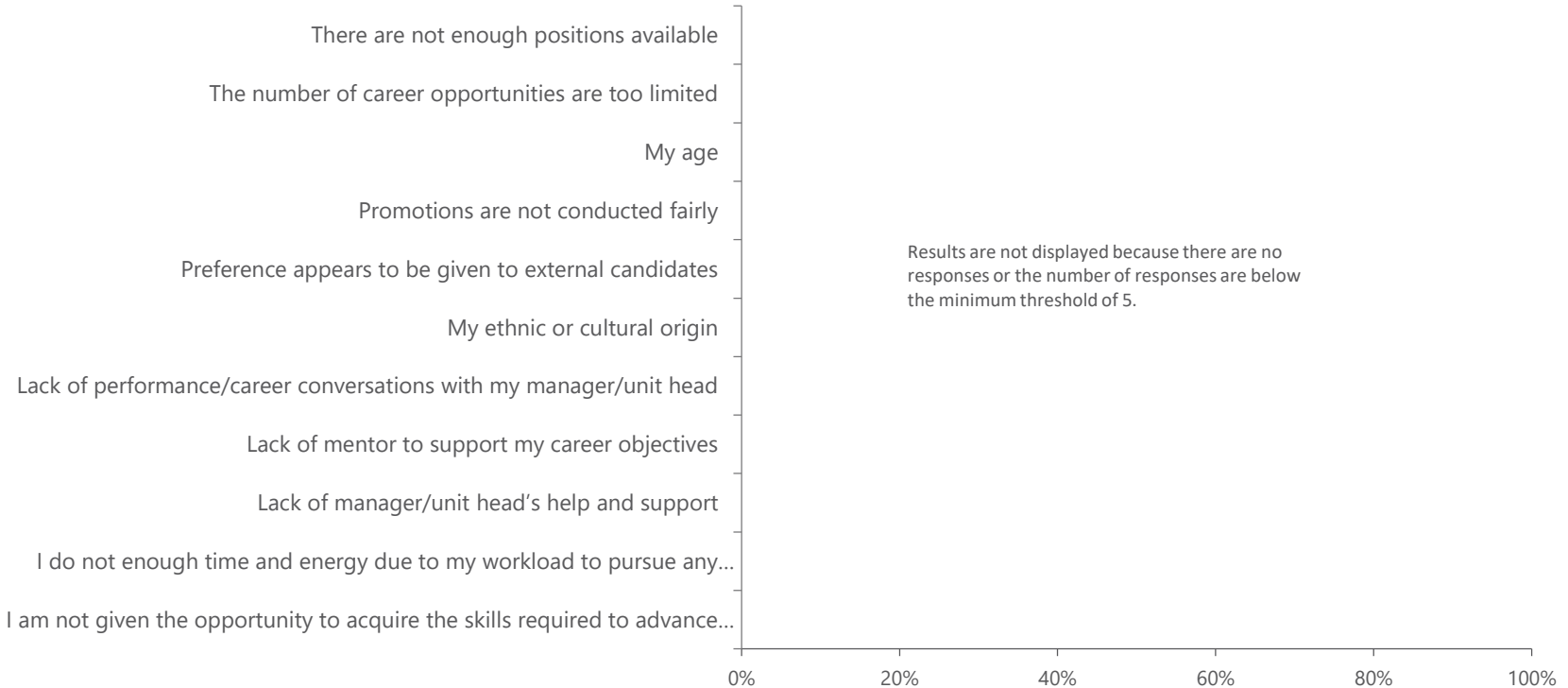
Professional Growth



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)

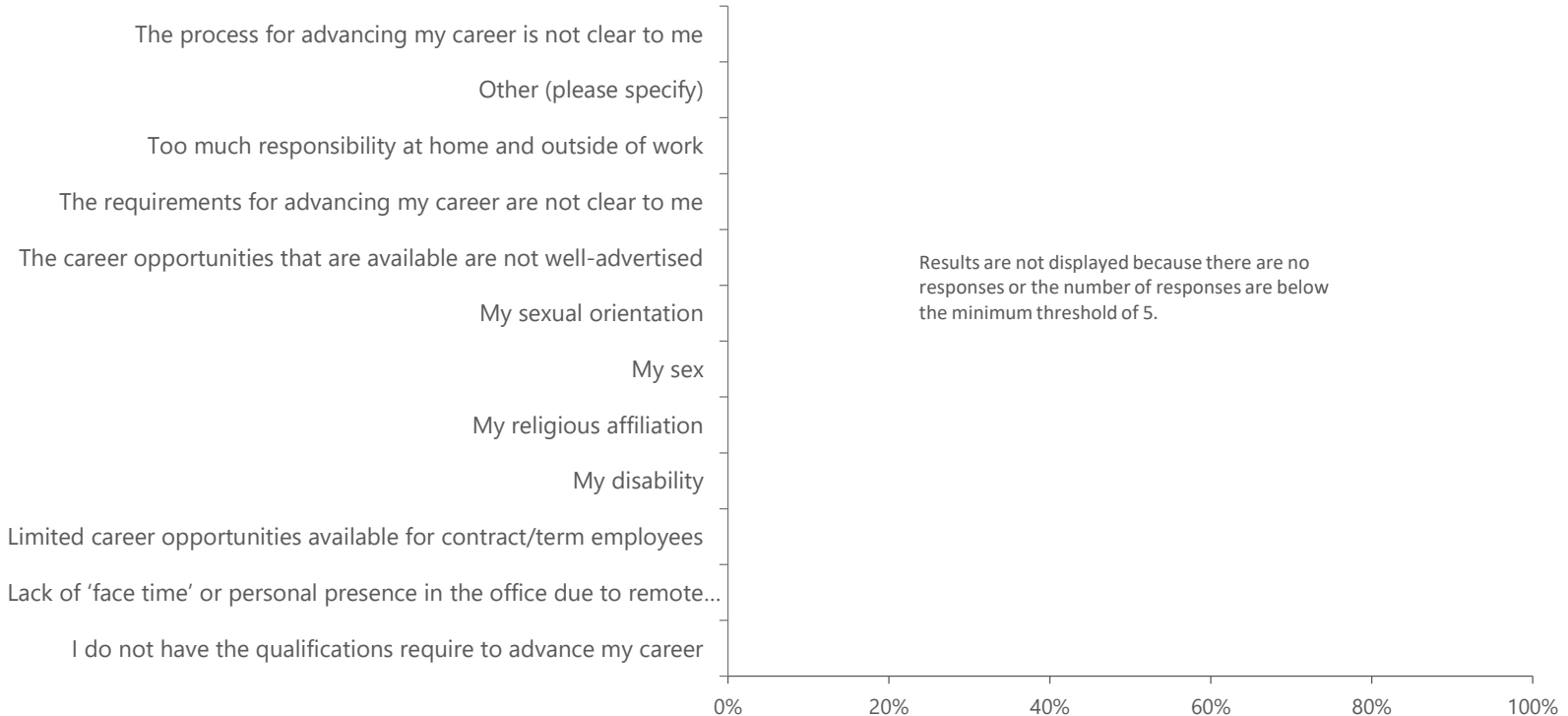
2 respondents answered this question



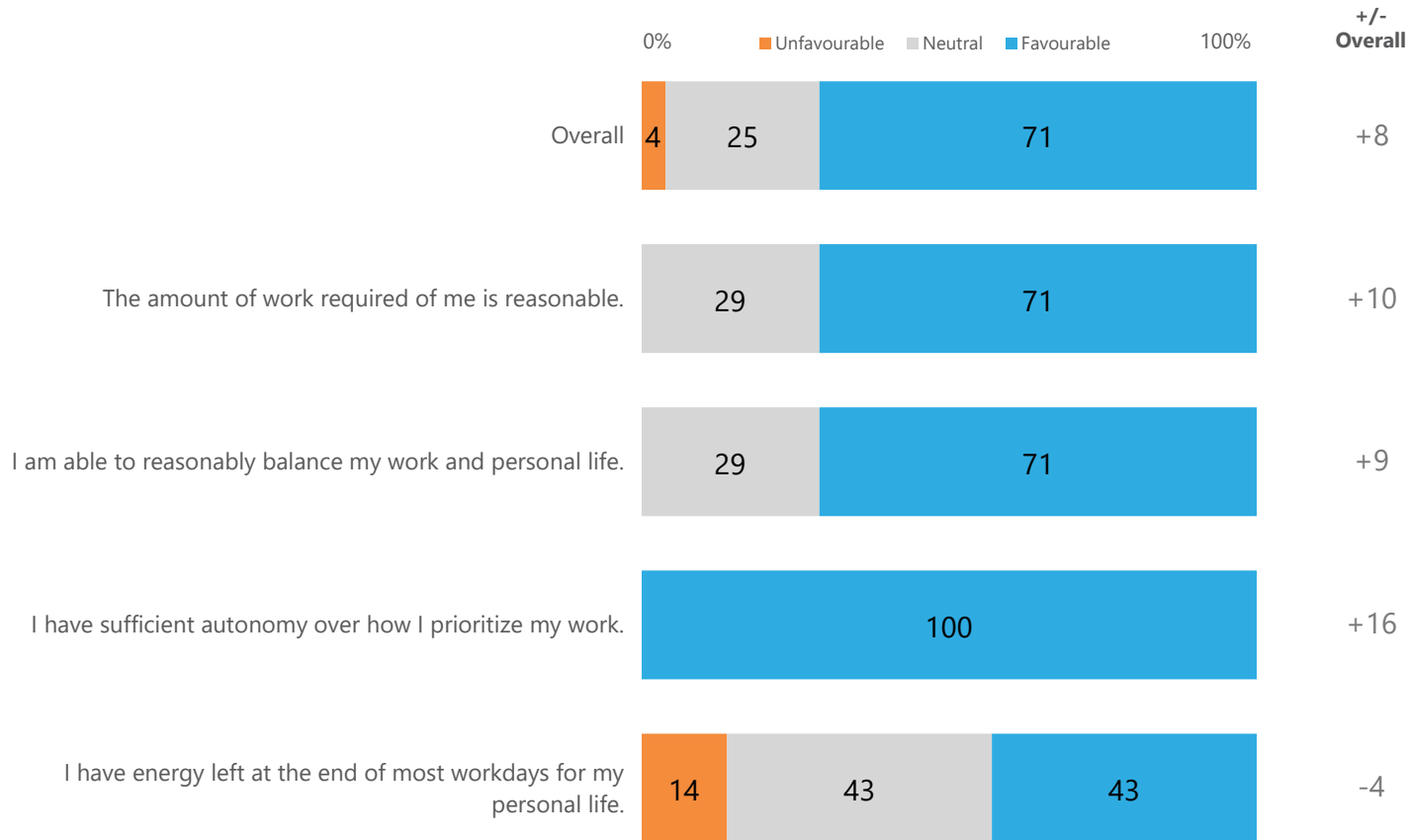
Professional Growth (continued) (2/2)

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

2 respondents answered this question



Work/Life Integration

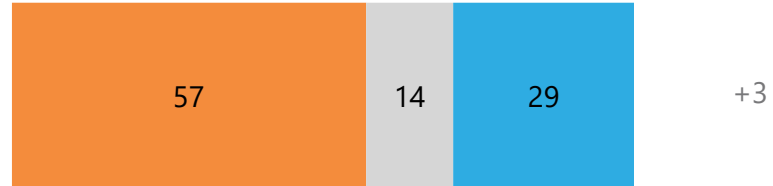


Communications

0% Unfavourable Neutral Favourable 100% +/- Overall



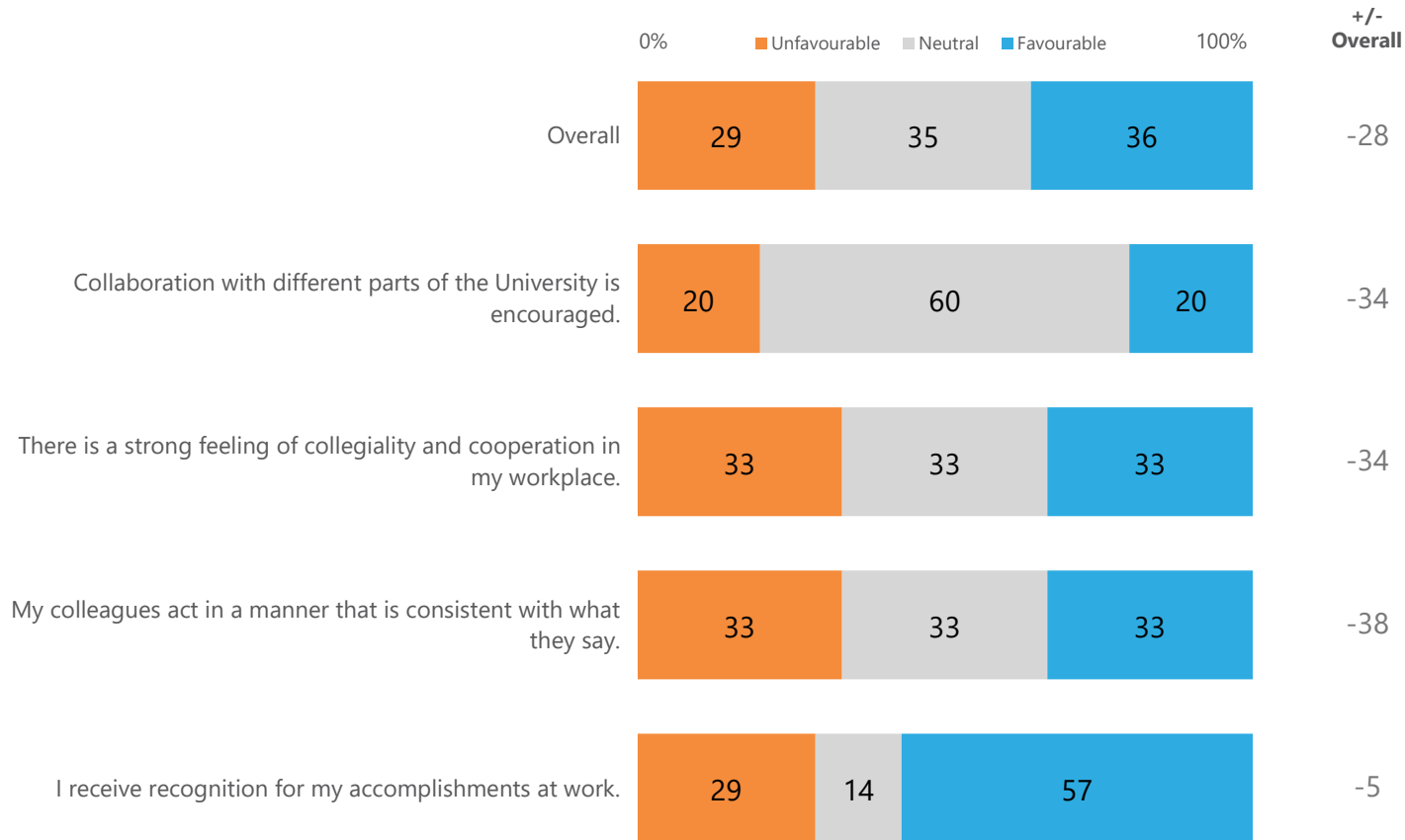
I feel well informed about what other departments/units across UBC are working on.



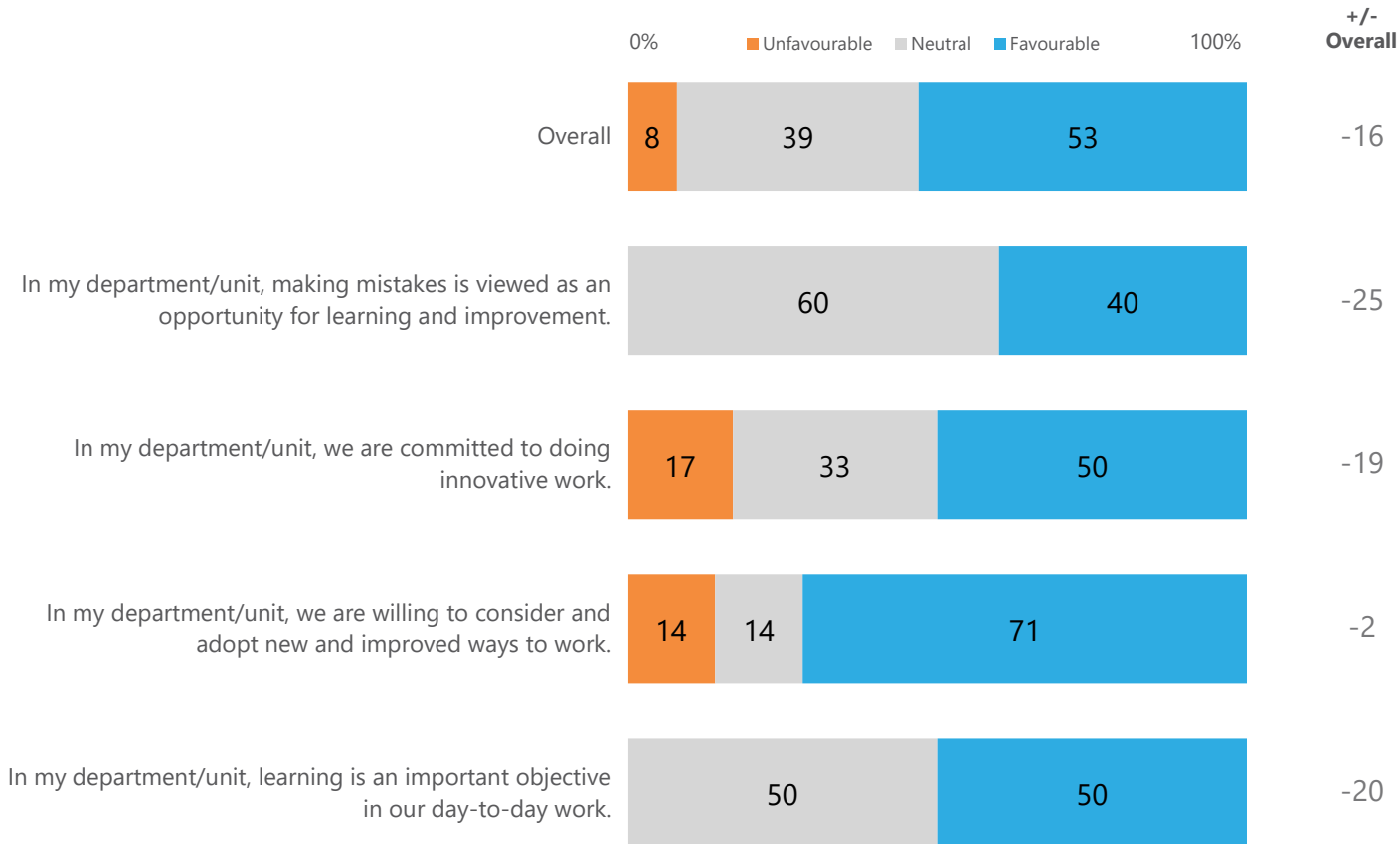
I feel well informed about what colleagues in my department/unit are working on.



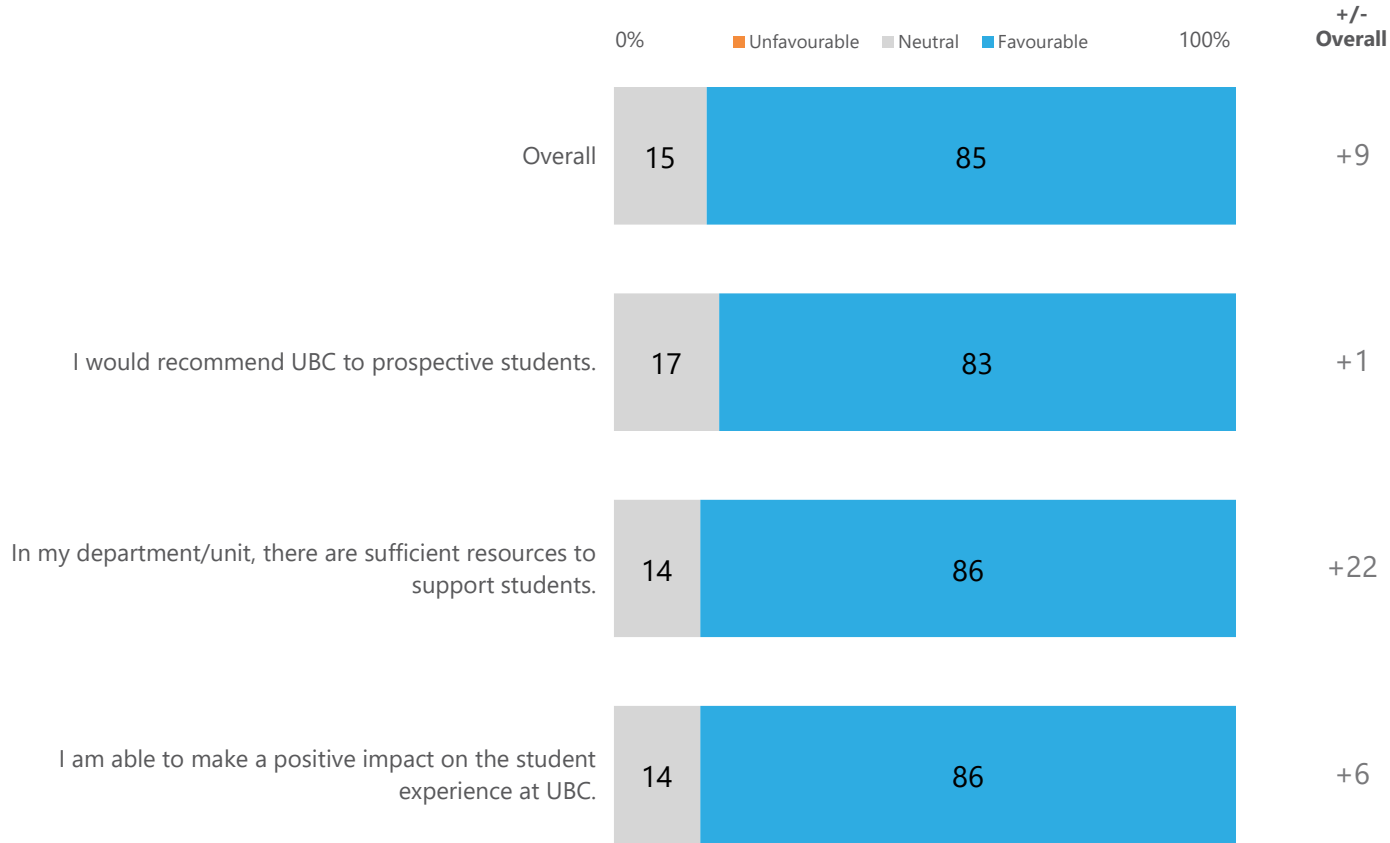
Collaboration



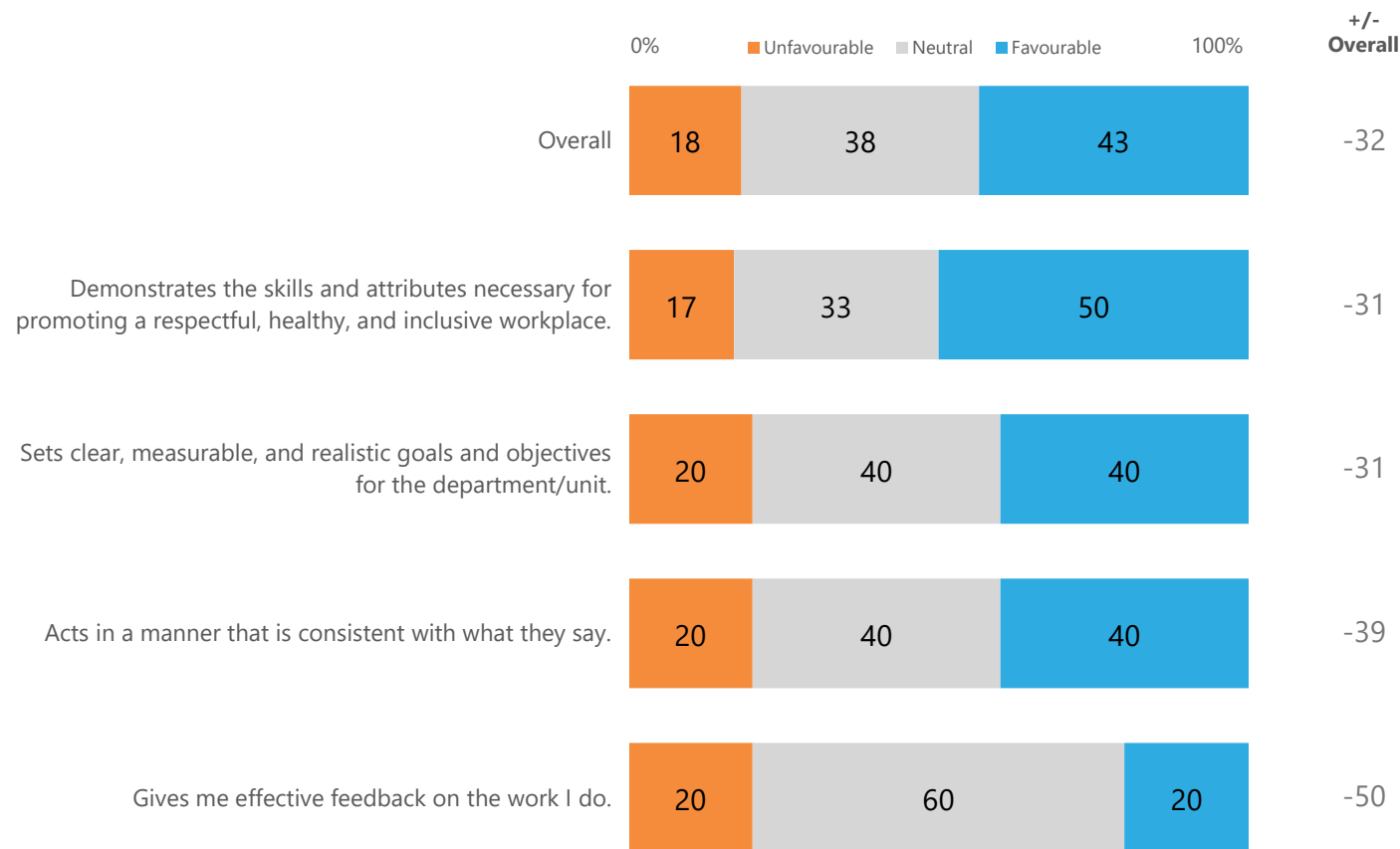
Innovation



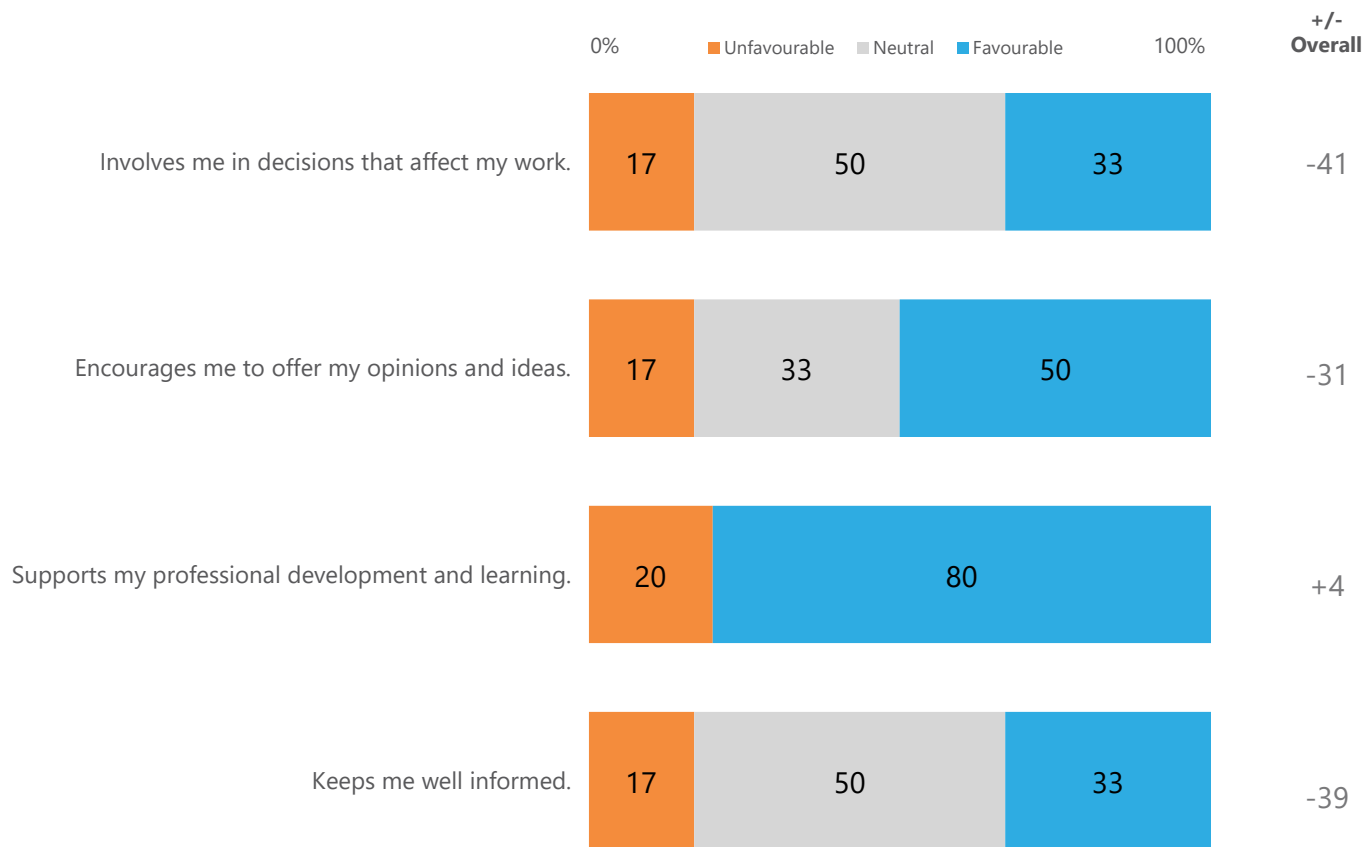
Student Focus



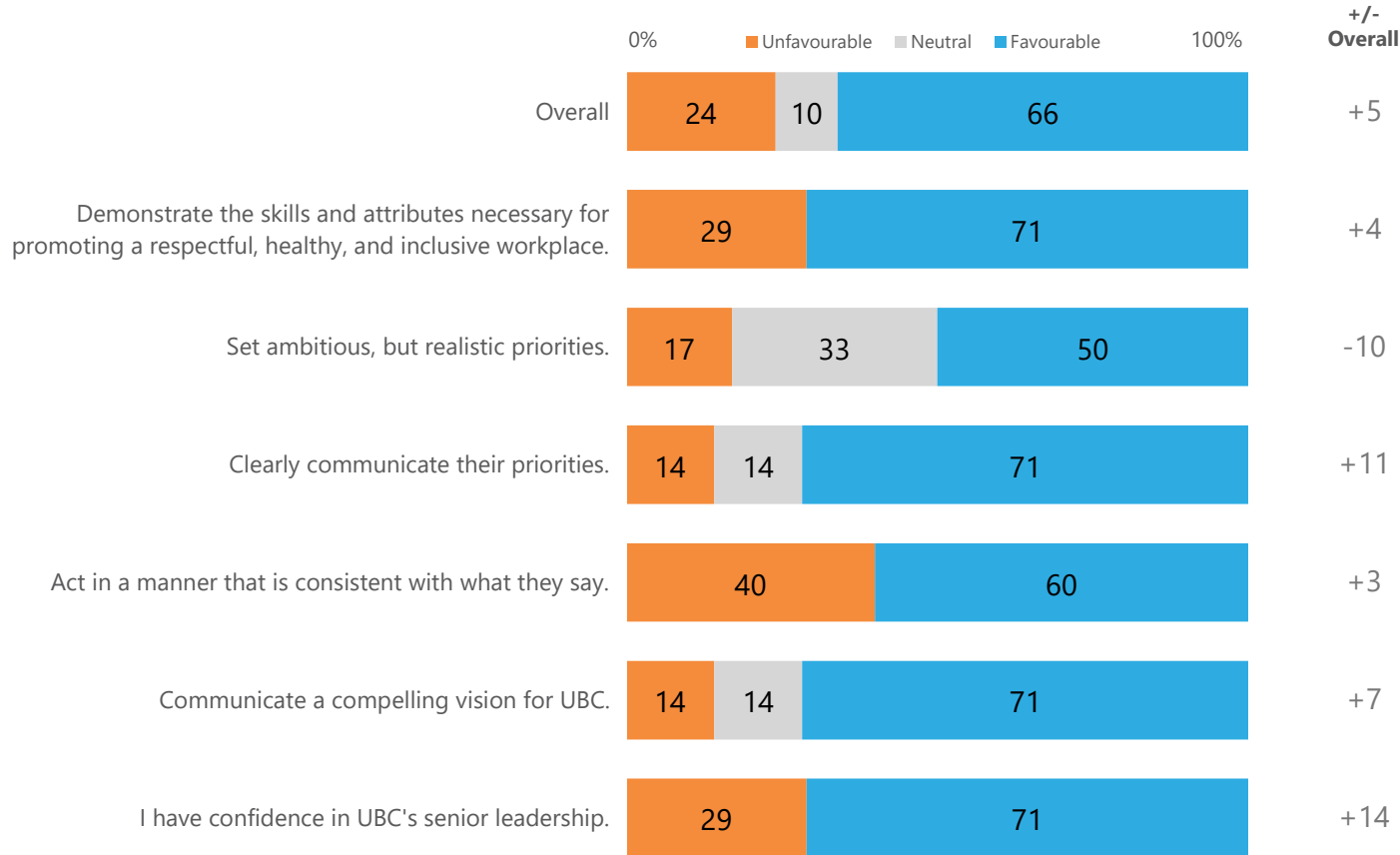
Immediate Unit Head/ Manager (1/2)



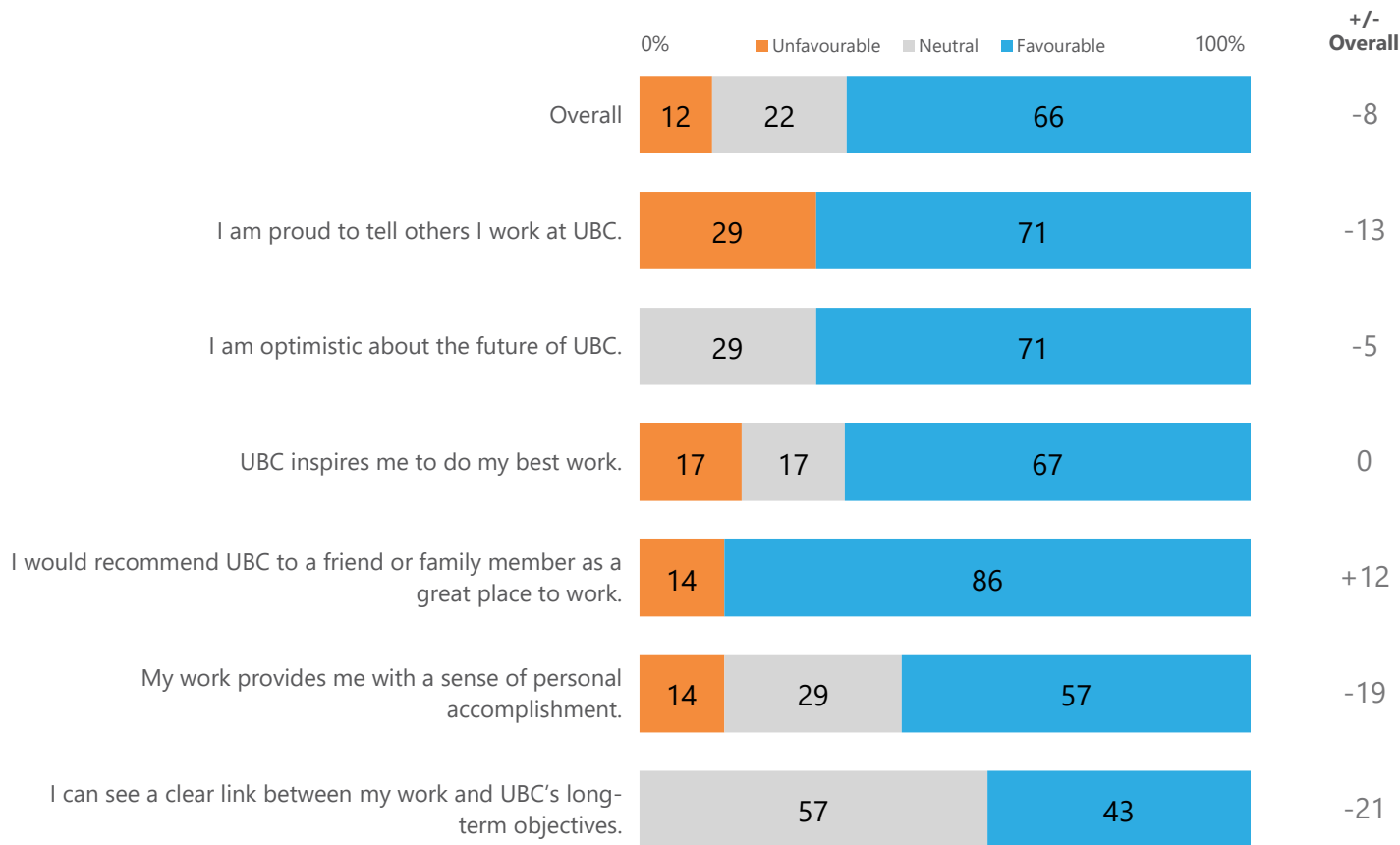
Immediate Unit Head/ Manager (2/2)



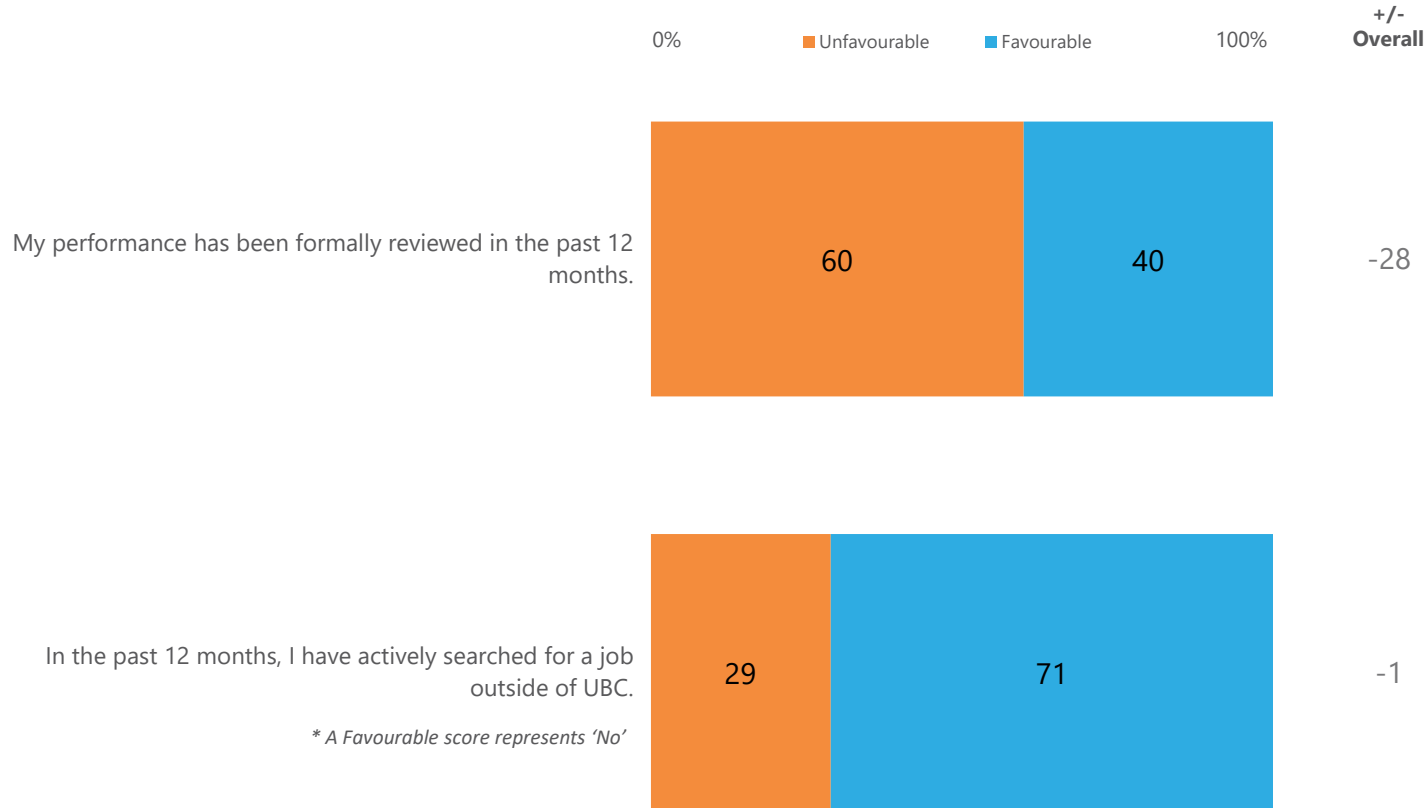
UBC's Senior Leadership



Engagement



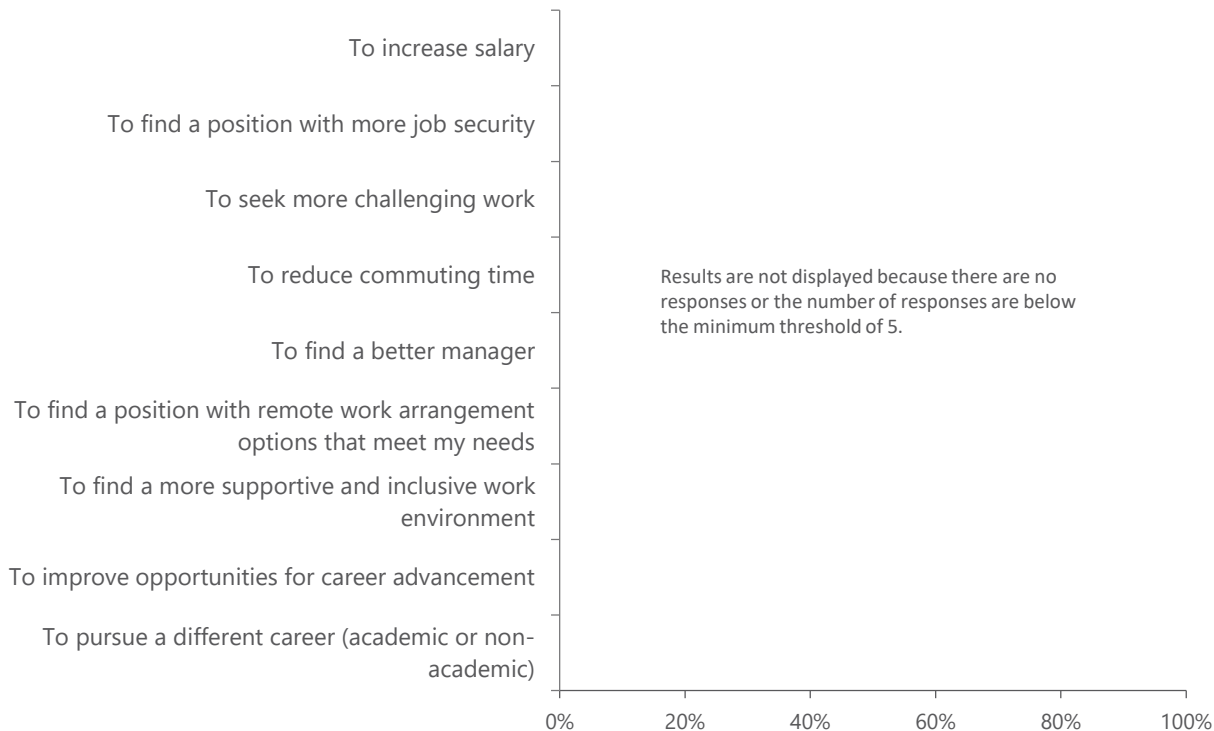
Performance



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)

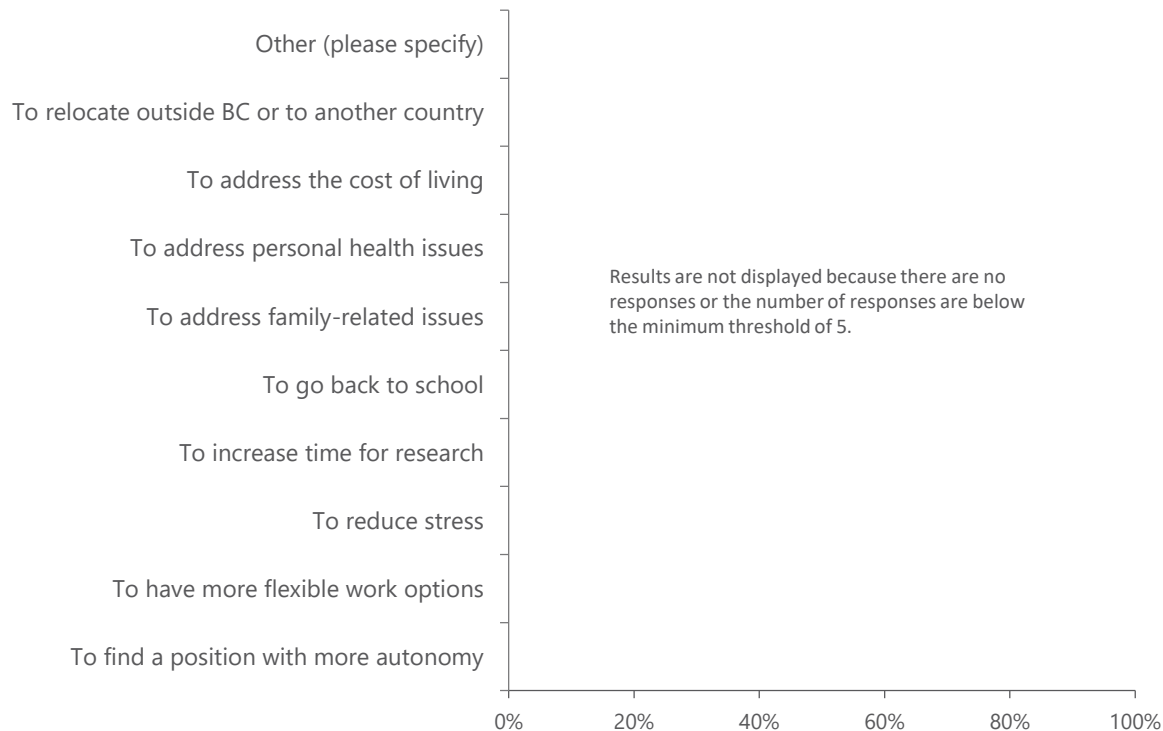
2 respondents answered this question



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)

2 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, or your HR Advisor.



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