

UBC Workplace Experiences Survey

2021 WES report for:

Faculty of Land & Food Systems

Racialized People (racialized, a visible minority, person of colour, or an analogous term)

SURVEY PERIOD: NOVEMBER 2021



THE UNIVERSITY OF BRITISH COLUMBIA



TALENTMAP

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 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 people who identify as someone who is racialized, a visible minority, person of colour, or an analogous term 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.

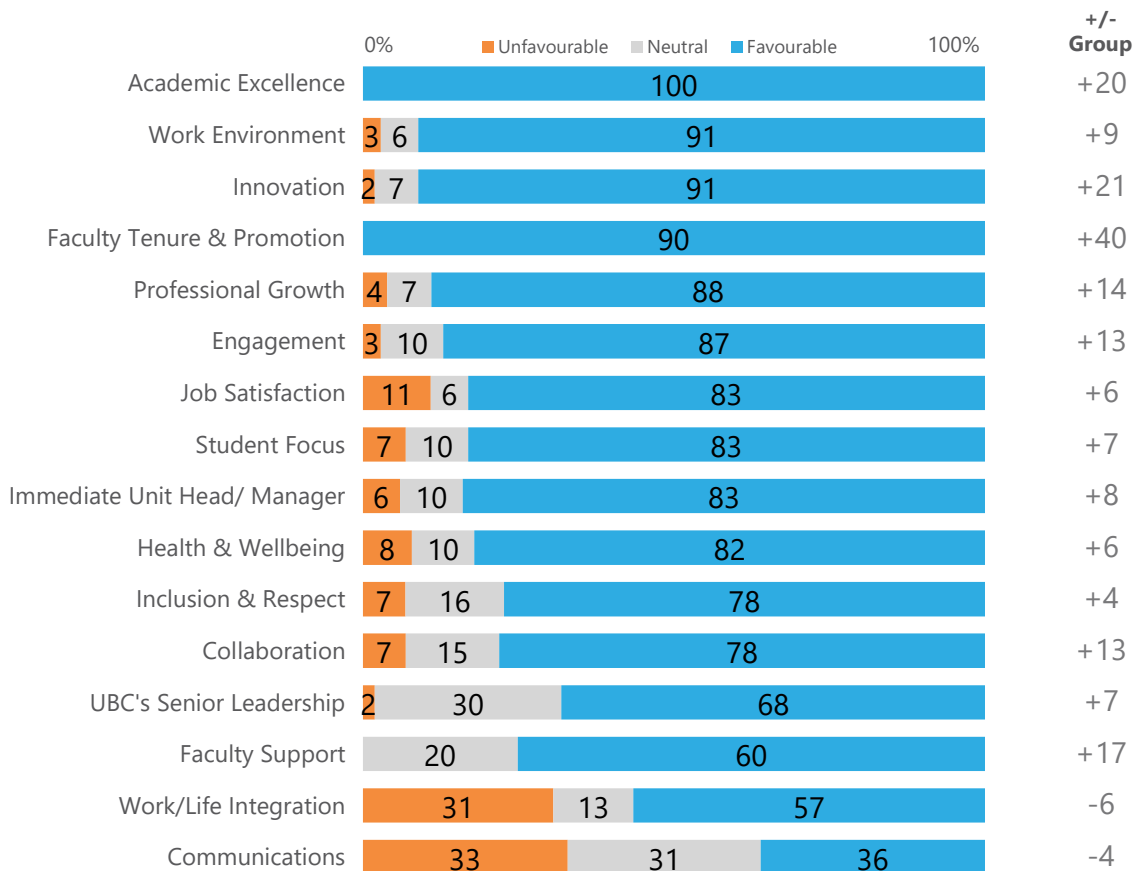
- **% Unfavourable:** represents the respondents who chose "Strongly Disagree/Disagree".
- **% Neutral:** represents the respondents who chose "Neither Agree nor Disagree".
- **% Favourable:** represents the respondents who chose "Strongly Agree/Agree".

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%.

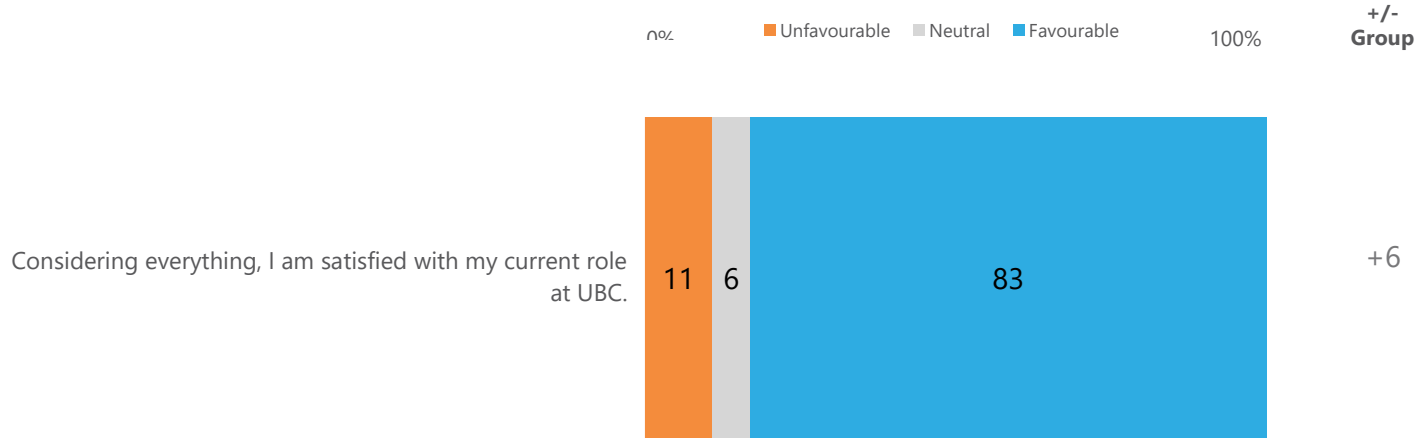
- **+/- Group:** refers to the % Favourable score for respondents in your portfolio who identify as someone who is racialized, a visible minority, person of colour, or an analogous term) that is above (+) or below (-) % the Favourable for respondents at the UBC overall level who did not identify as someone who is racialized, a visible minority, person of colour, or an analogous term

Your sample size: 18

Overall Dimension Scores



Job Satisfaction



Faculty Support

*Tenure-stream faculty only; 1 respondent answered this question



Overall

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.

Results are not displayed because there are no responses or the number of responses are below the minimum threshold of 5.

I am satisfied with the resources that UBC provides for me for engaging students in my research/scholarly/creative work.

It is important for my success as a faculty member to have a mentor.

Academic Excellence

*Tenure-stream faculty only; 1 respondent answered this question



Overall

I am able to meet expectations related to teaching.

Results are not displayed because there are no responses or the number of responses are below the minimum threshold of 5.

I am able to meet expectations related to research.

I am able to meet expectations related to service.

Faculty Tenure & Promotion (1/2)

*Tenure-stream faculty only; 1 respondent answered this question



Overall

I believe decisions about reappointments are made fairly.

I believe decisions about tenure are made fairly.

Results are not displayed because there are no responses or the number of responses are below the minimum threshold of 5.

I believe decisions about promotions are made fairly.

The process for earning tenure or promotion is clear.

Faculty Tenure & Promotion (2/2)

*Tenure-stream faculty only; 1 respondent answered this question

0% ■ Unfavourable ■ Neutral ■ Favourable 100% **+/- Group**

Overall

The criteria for earning tenure or promotion is clear.

The criteria for earning tenure or promotion appropriately assess my teaching.

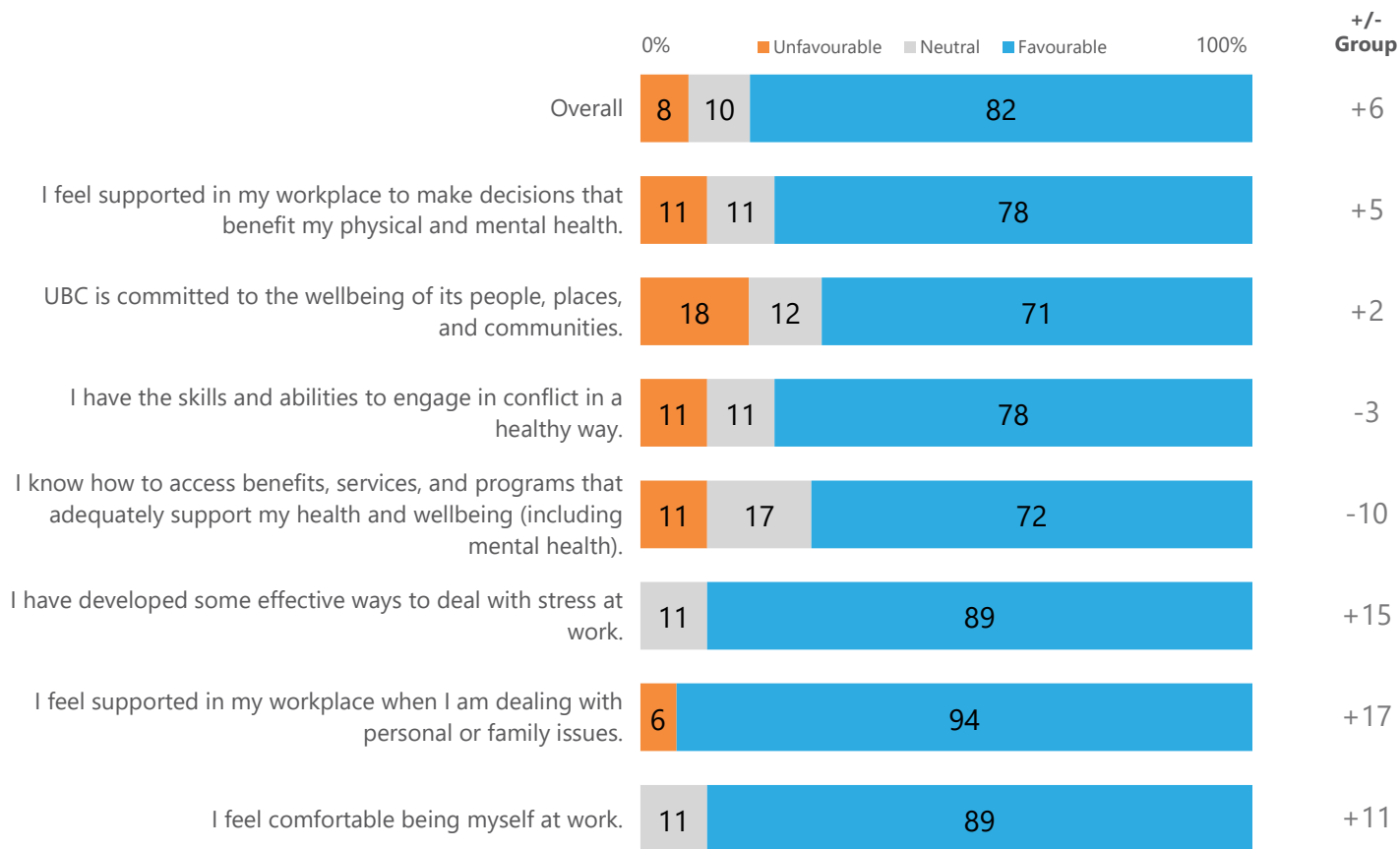
Results are not displayed because there are no responses or the number of responses are below the minimum threshold of 5.

The criteria for earning tenure or promotion appropriately assess my research.

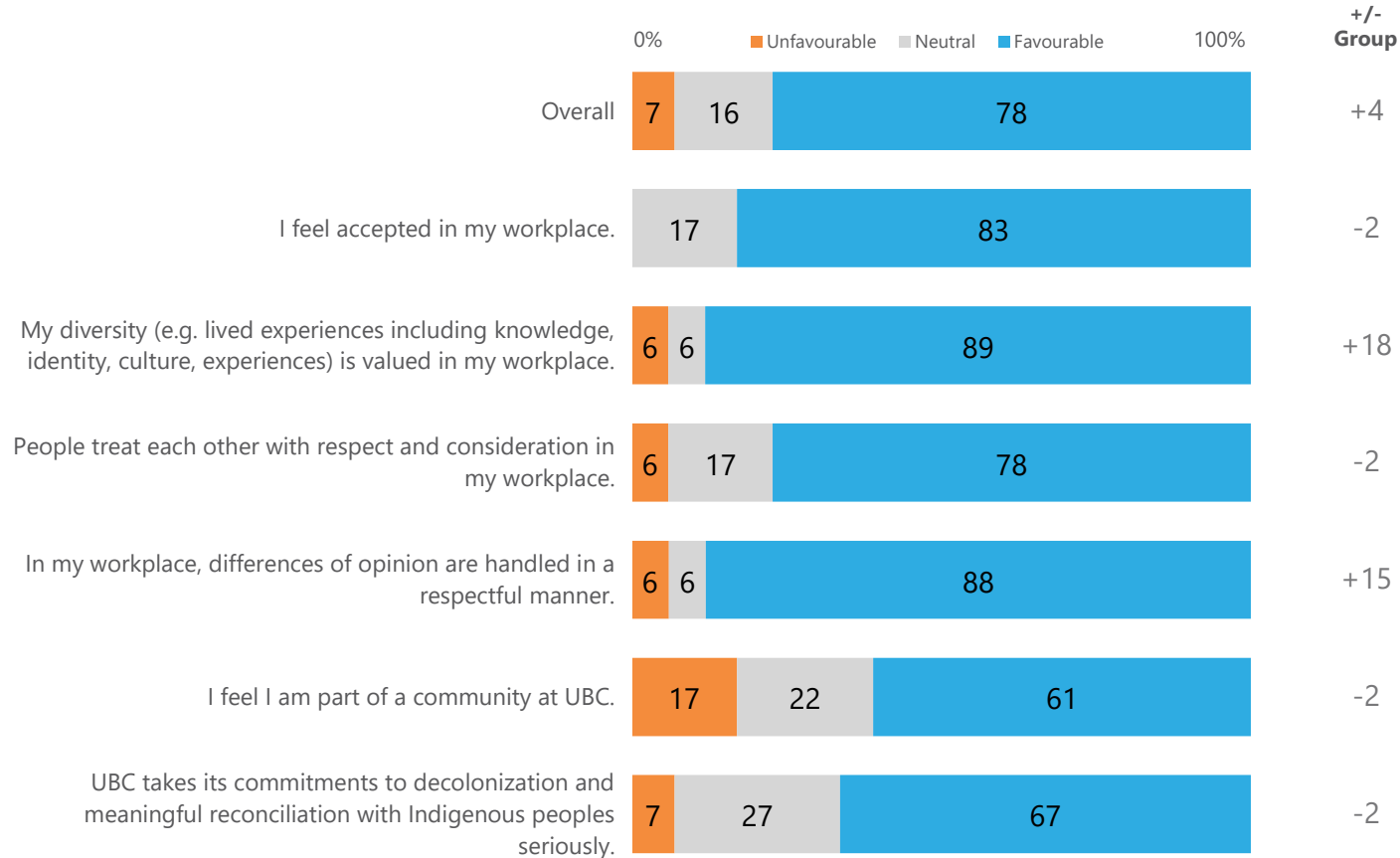
The criteria for earning tenure or promotion appropriately assess my service.

The body of evidence considered for earning tenure or promotion is clear.

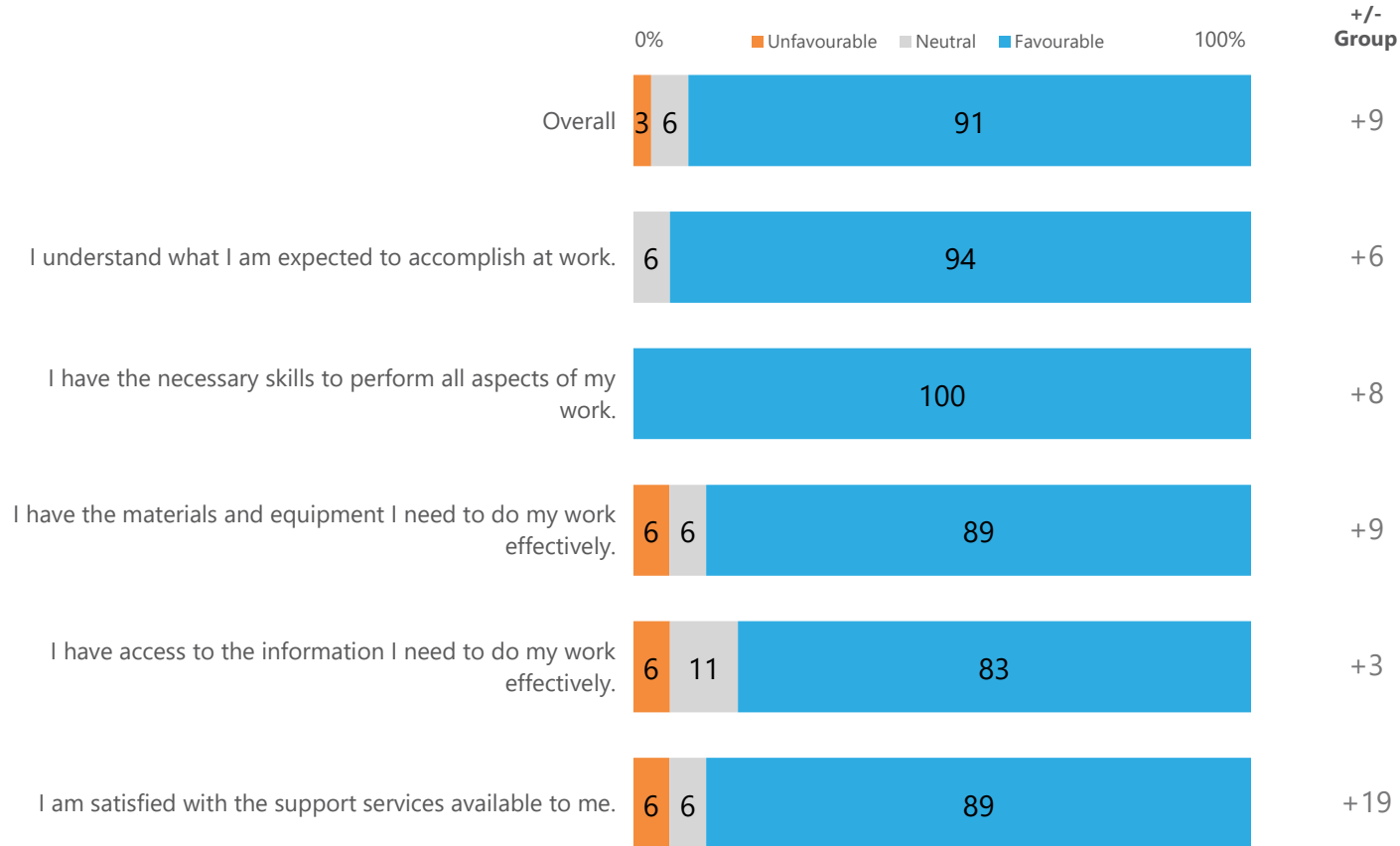
Health & Wellbeing



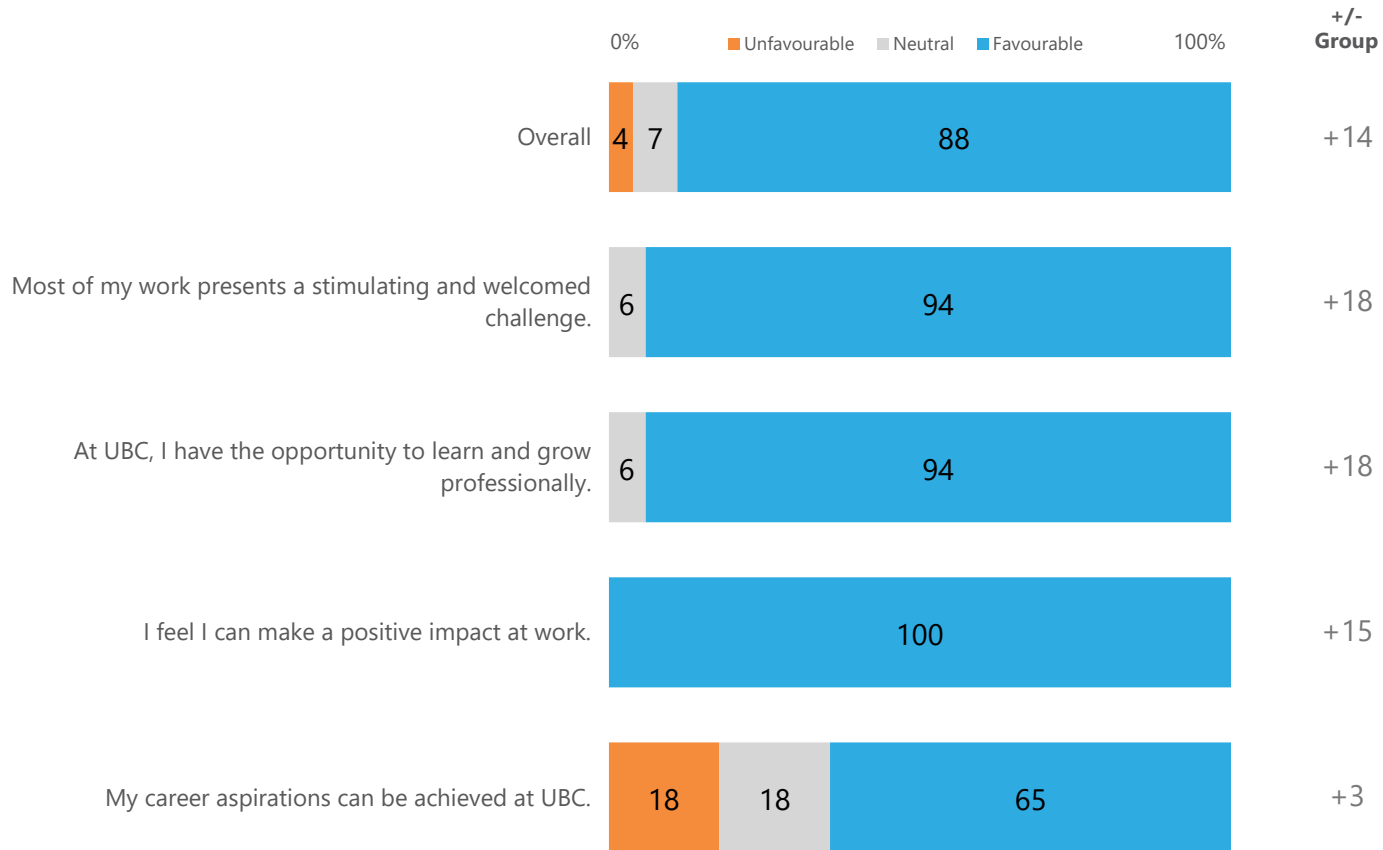
Inclusion & Respect



Work Environment



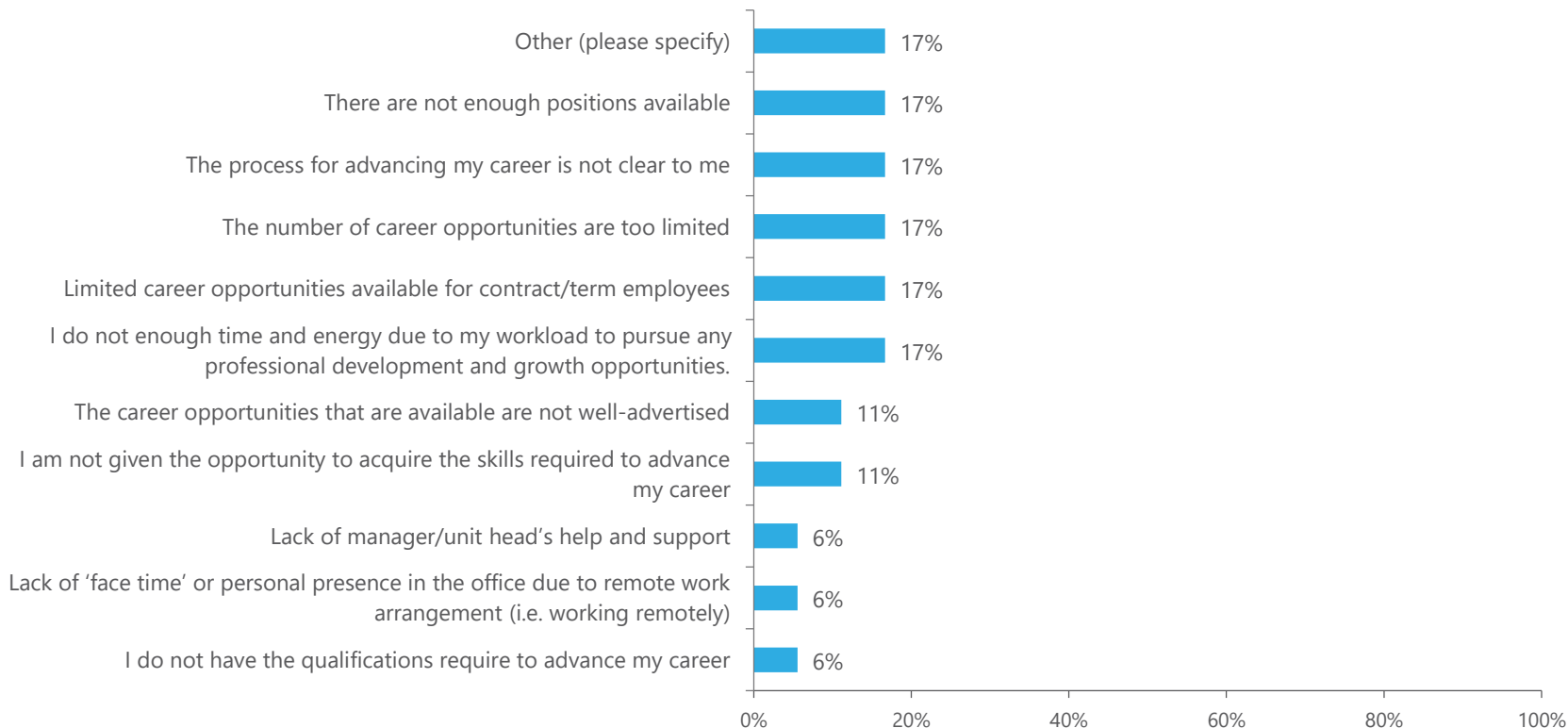
Professional Growth



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)

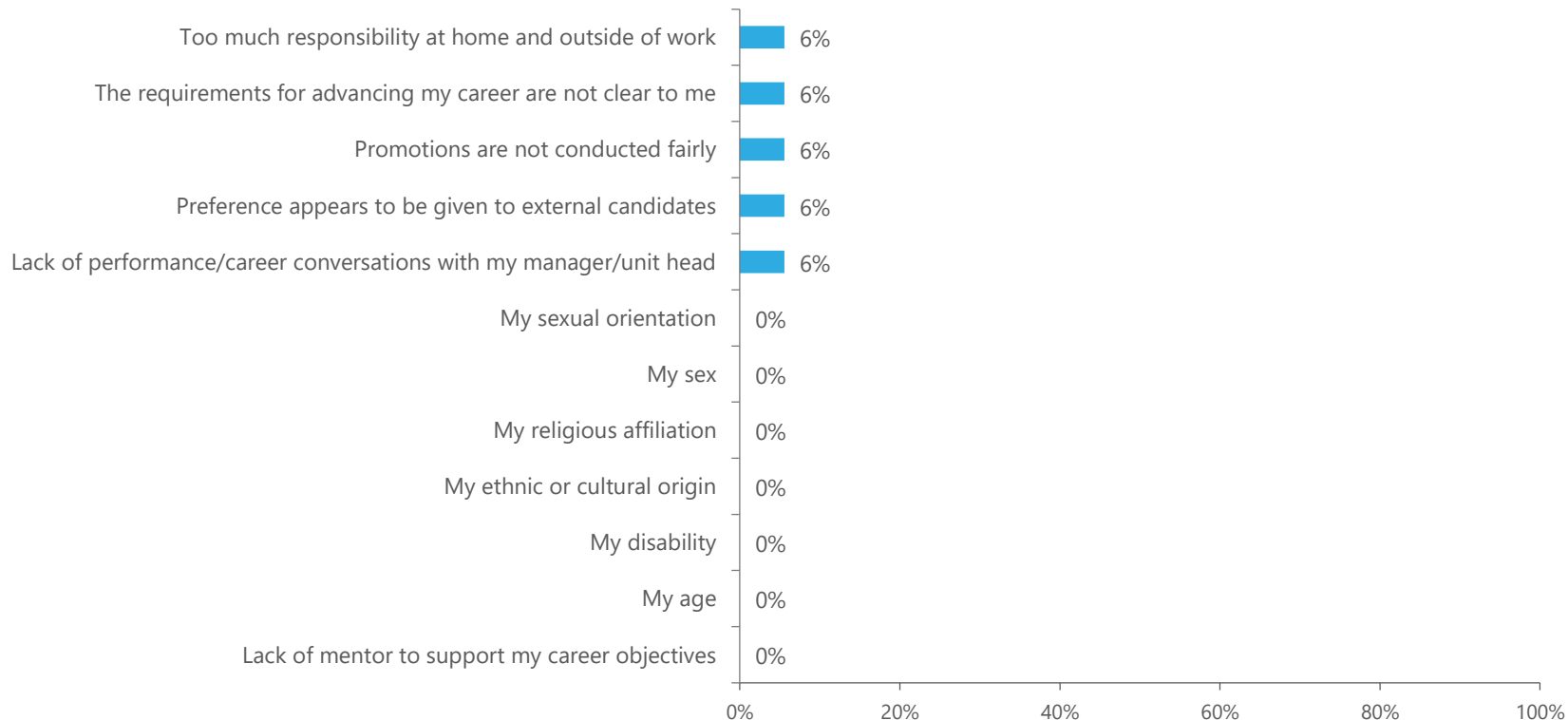
This question was completed only by respondents who indicated that they cannot achieve their career aspirations at UBC. However, the percentages below are based on the total number of respondents. 6 respondents answered this question



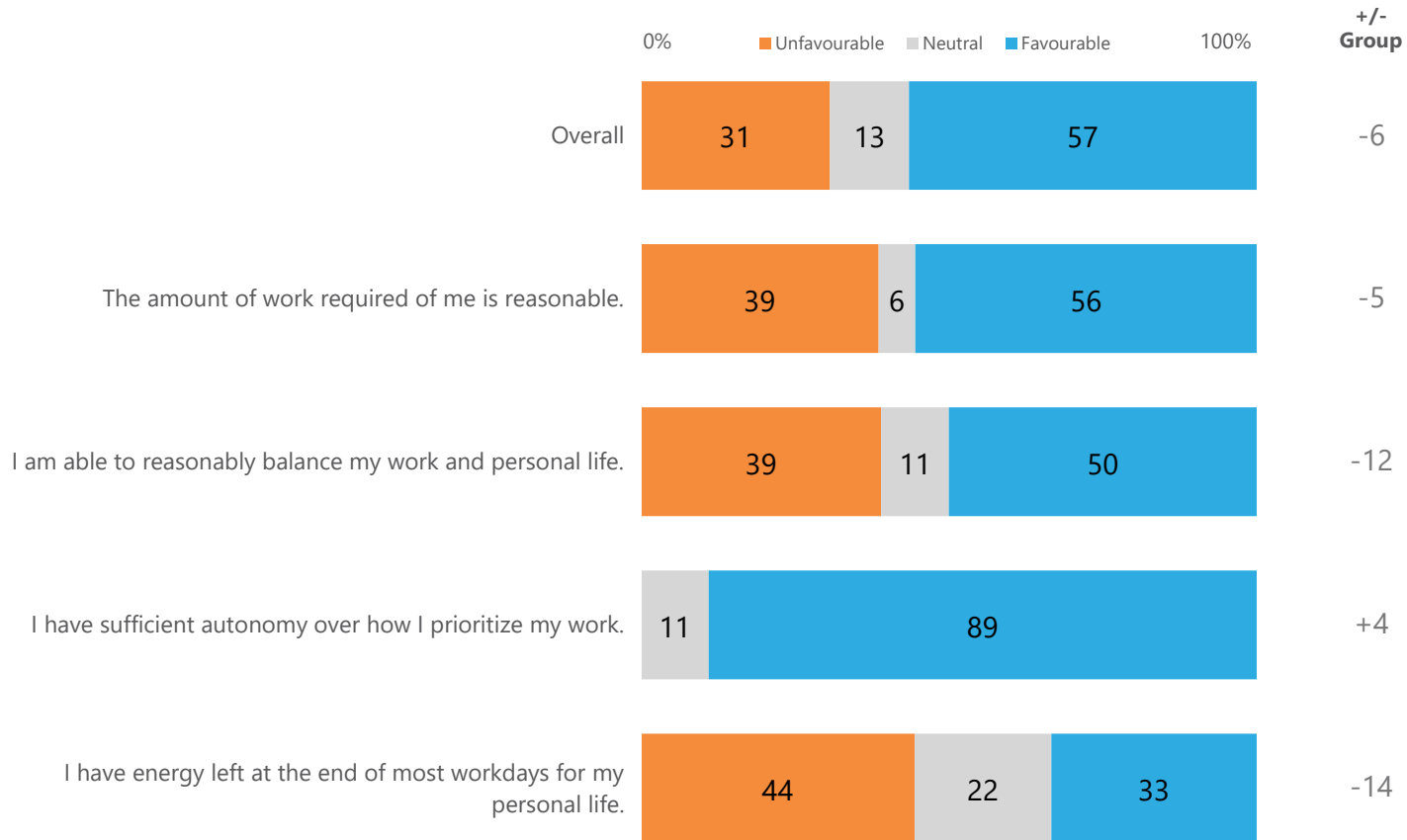
Professional Growth (continued) (2/2)

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. 6 respondents answered this question

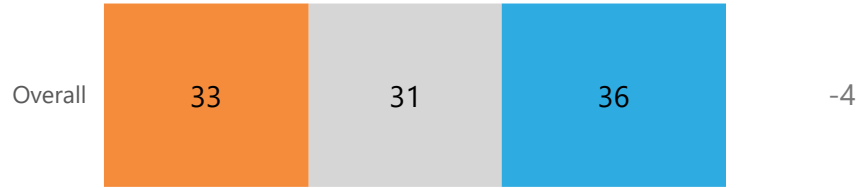


Work/Life Integration

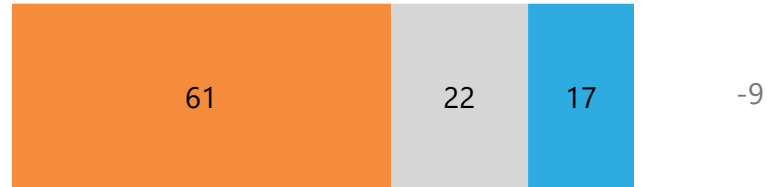


Communications

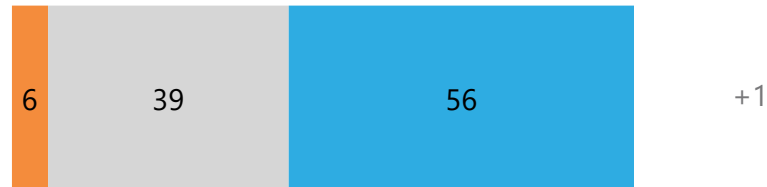
0% Unfavourable Neutral Favourable 100% +/-
Group



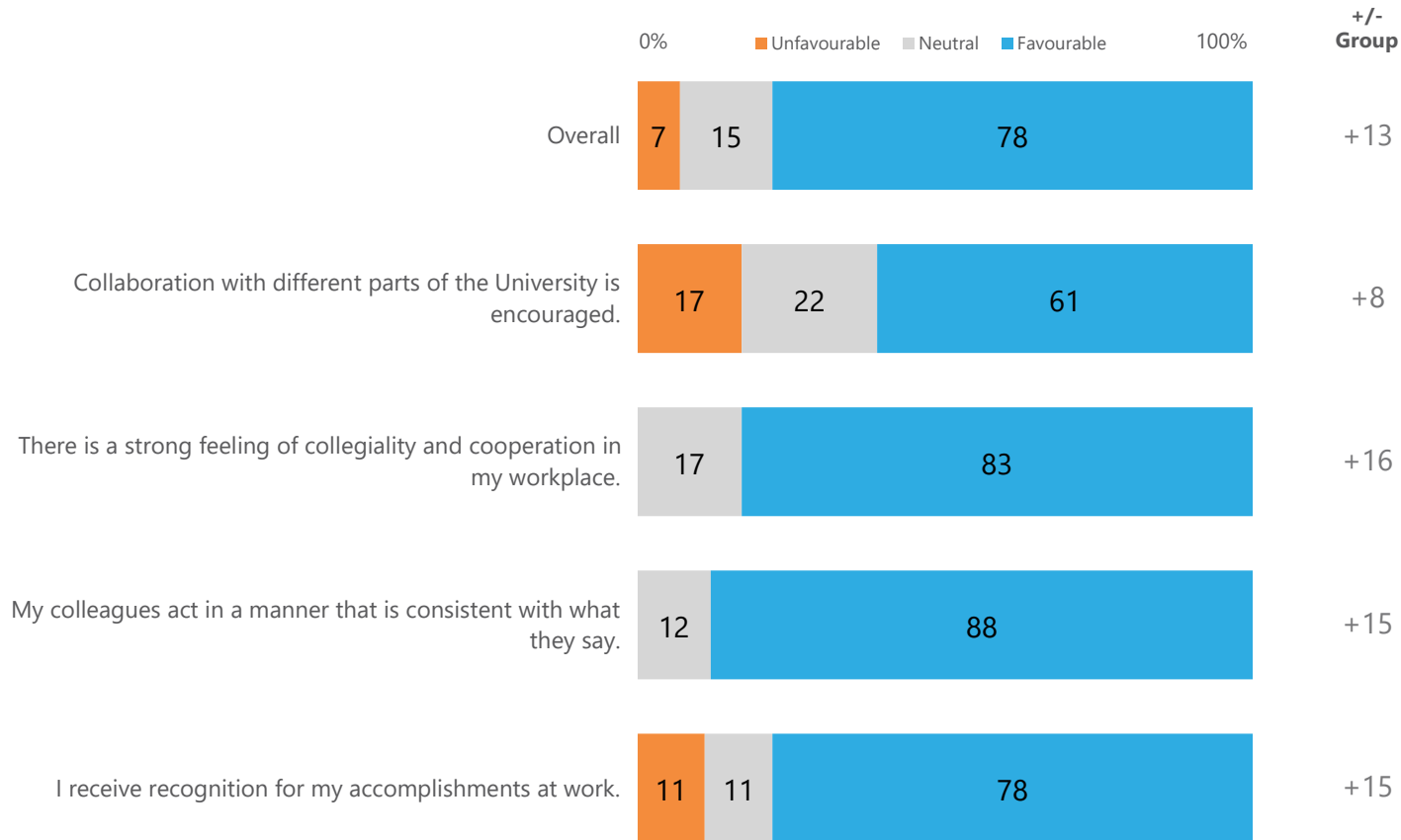
I feel well informed about what other departments/units across UBC are working on.



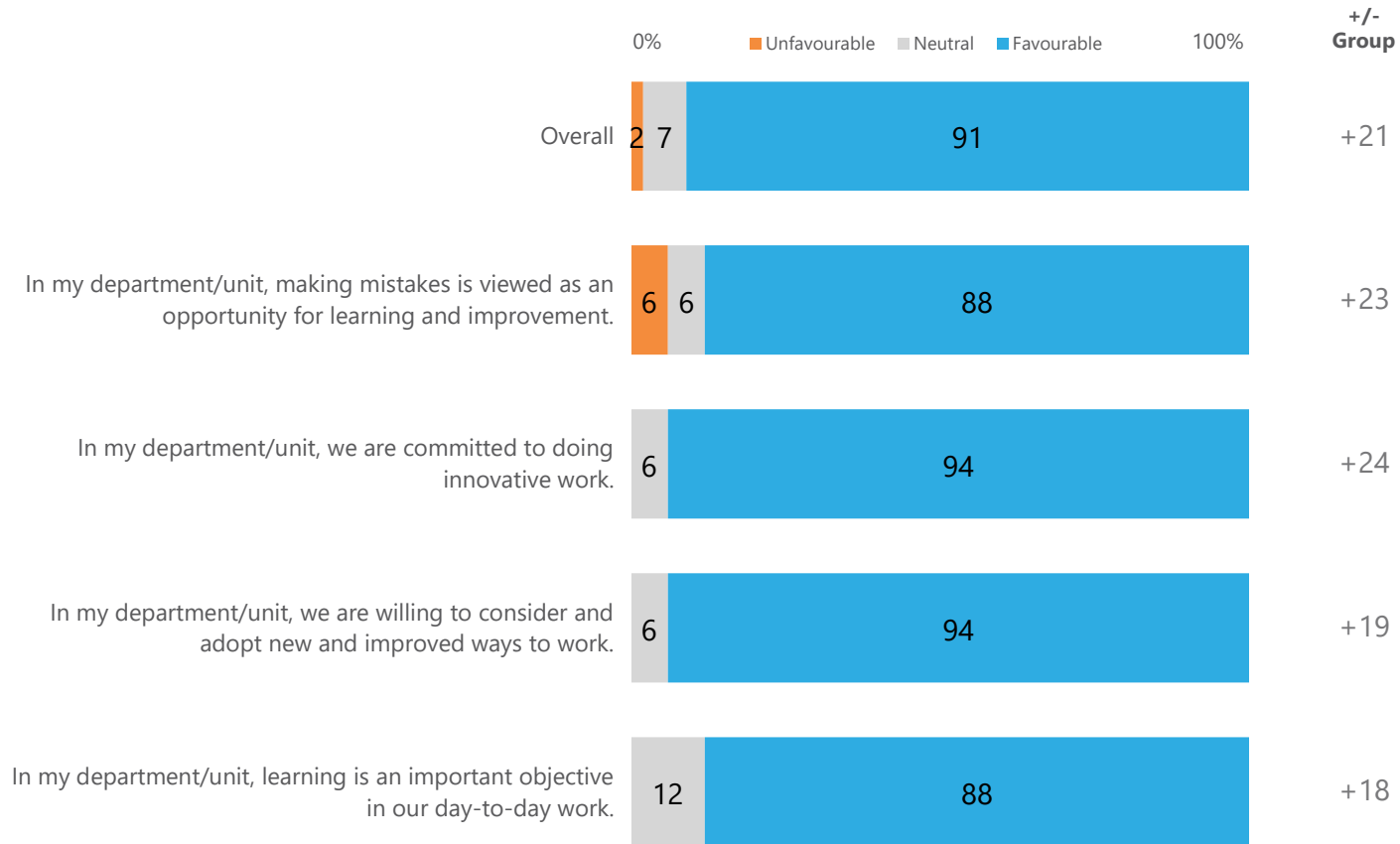
I feel well informed about what colleagues in my department/unit are working on.



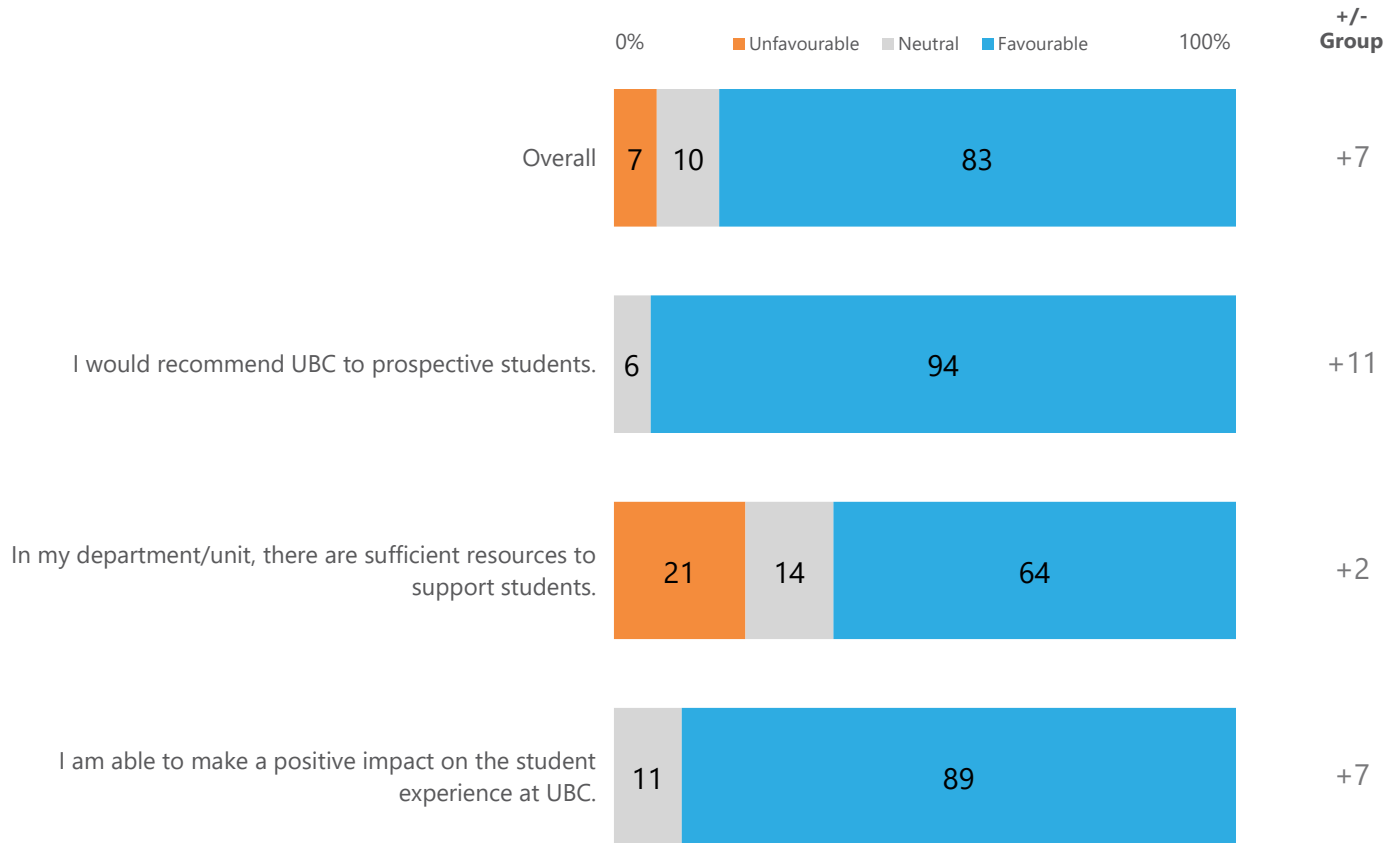
Collaboration



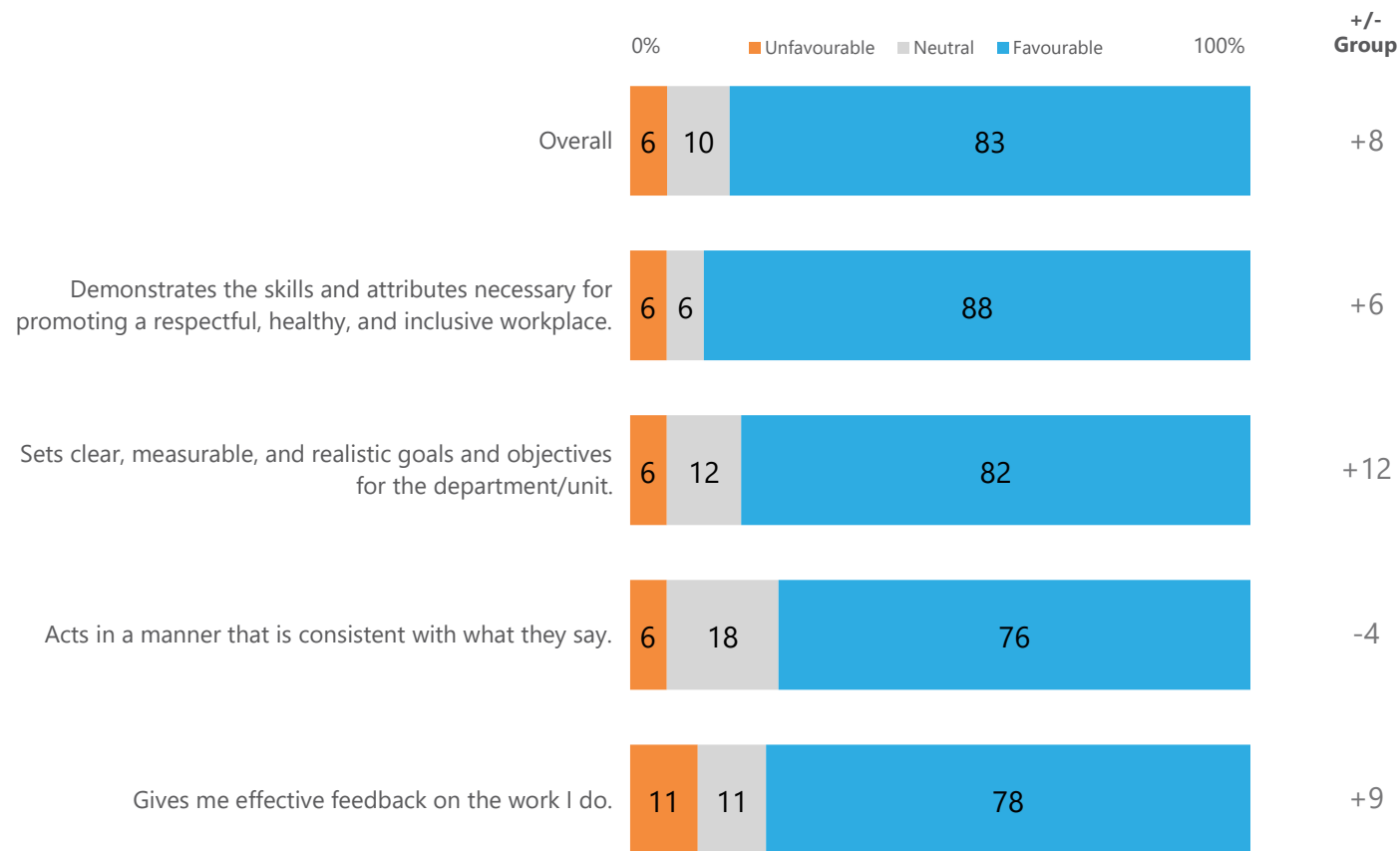
Innovation



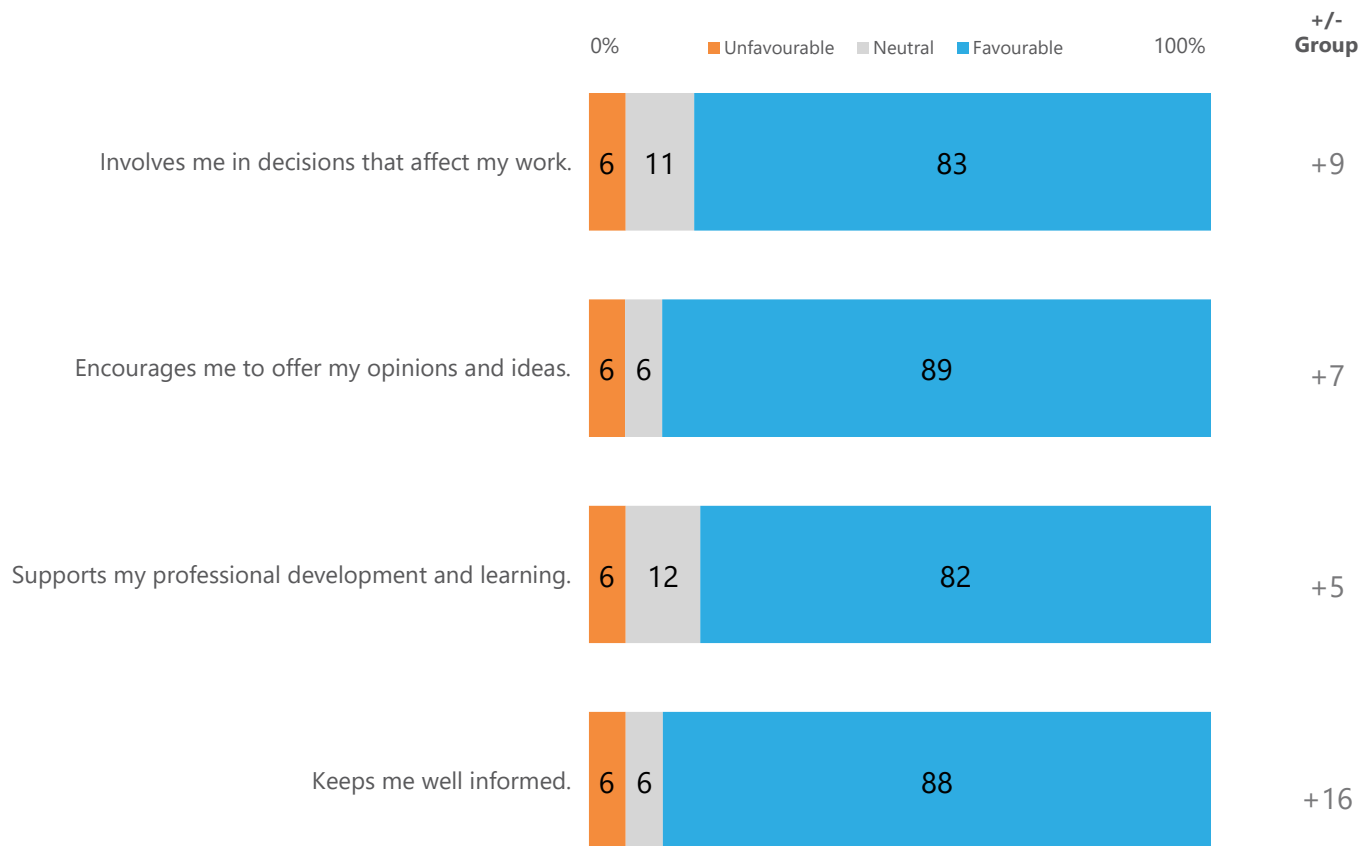
Student Focus



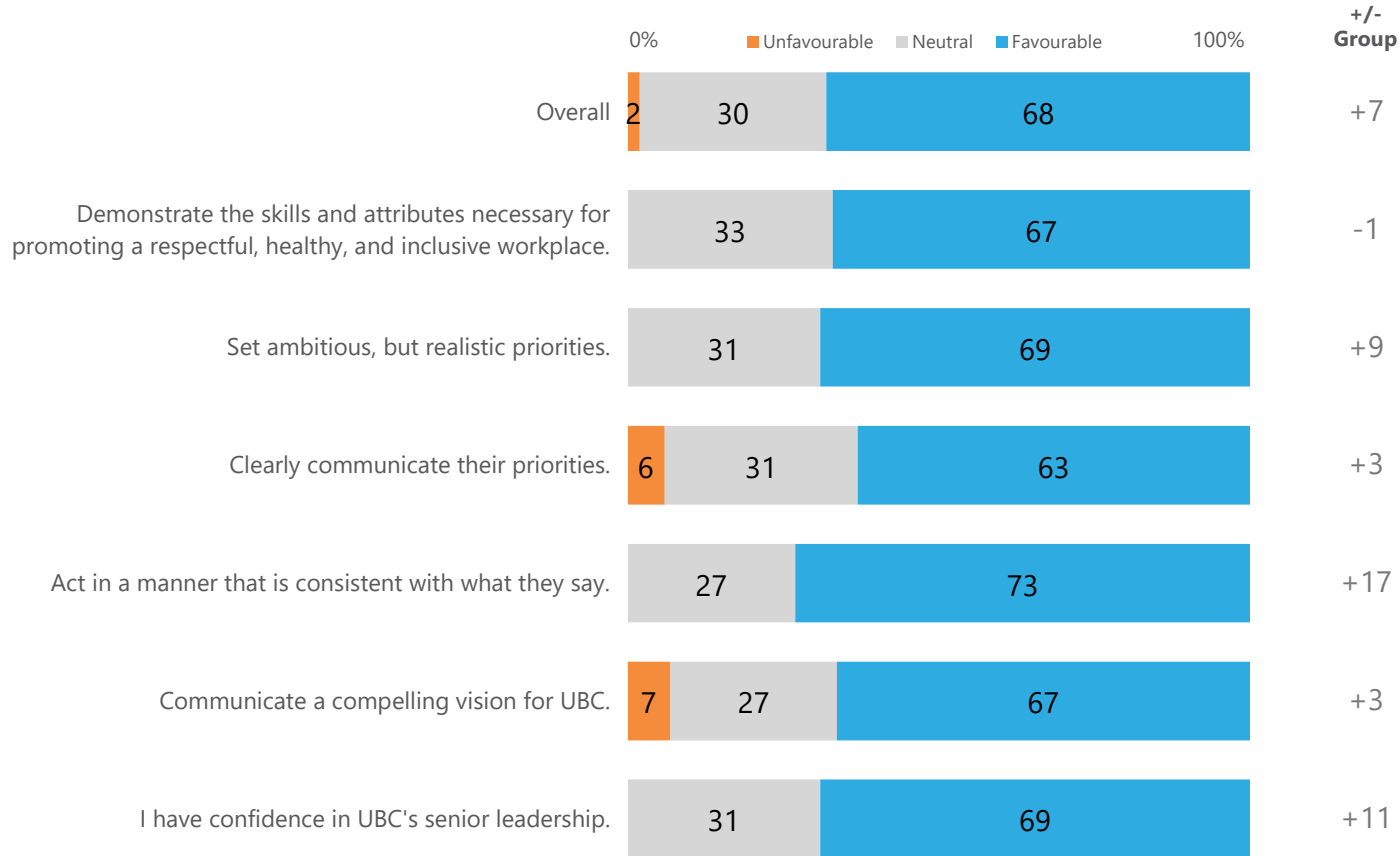
Immediate Unit Head/ Manager (1/2)



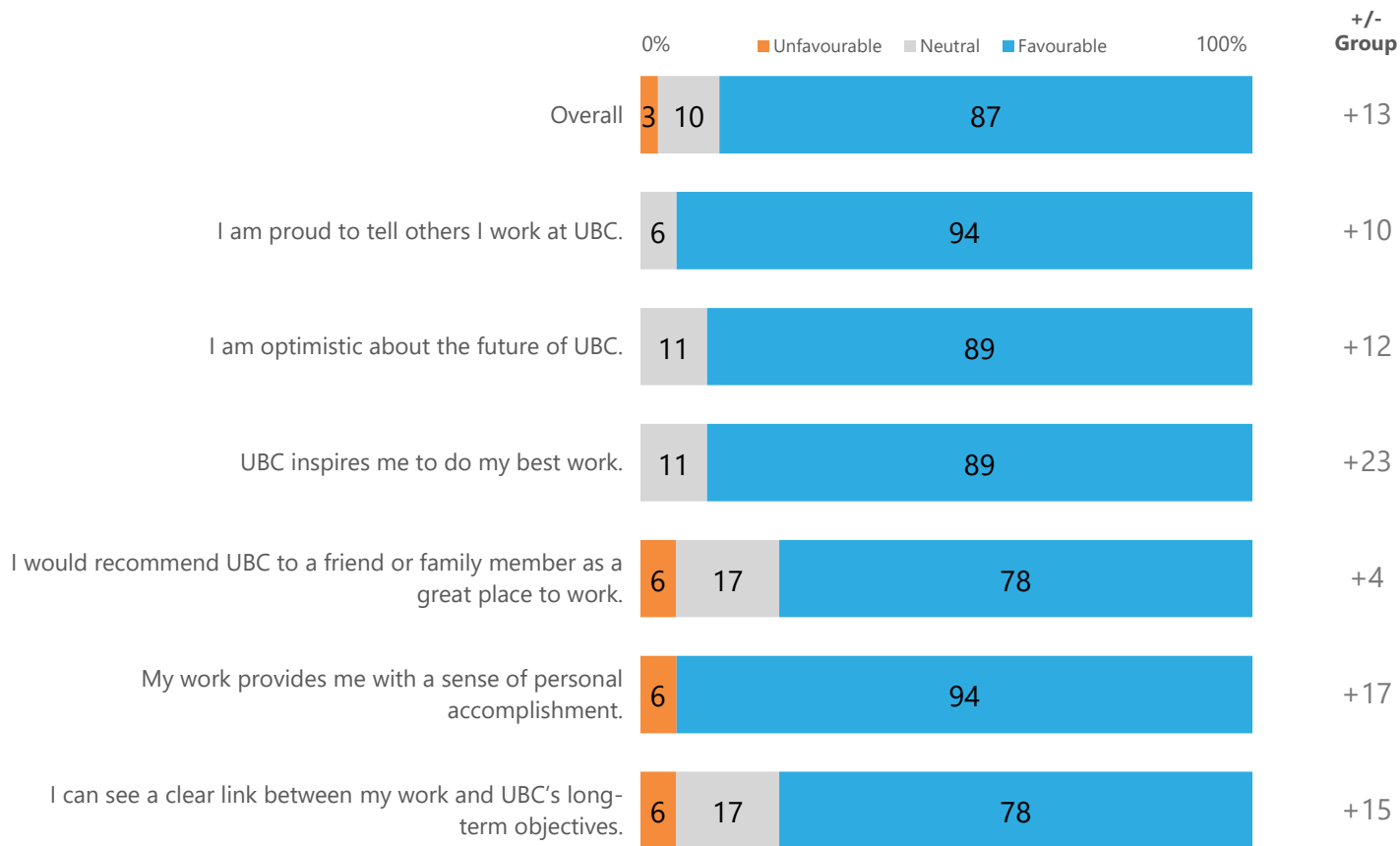
Immediate Unit Head/ Manager (2/2)



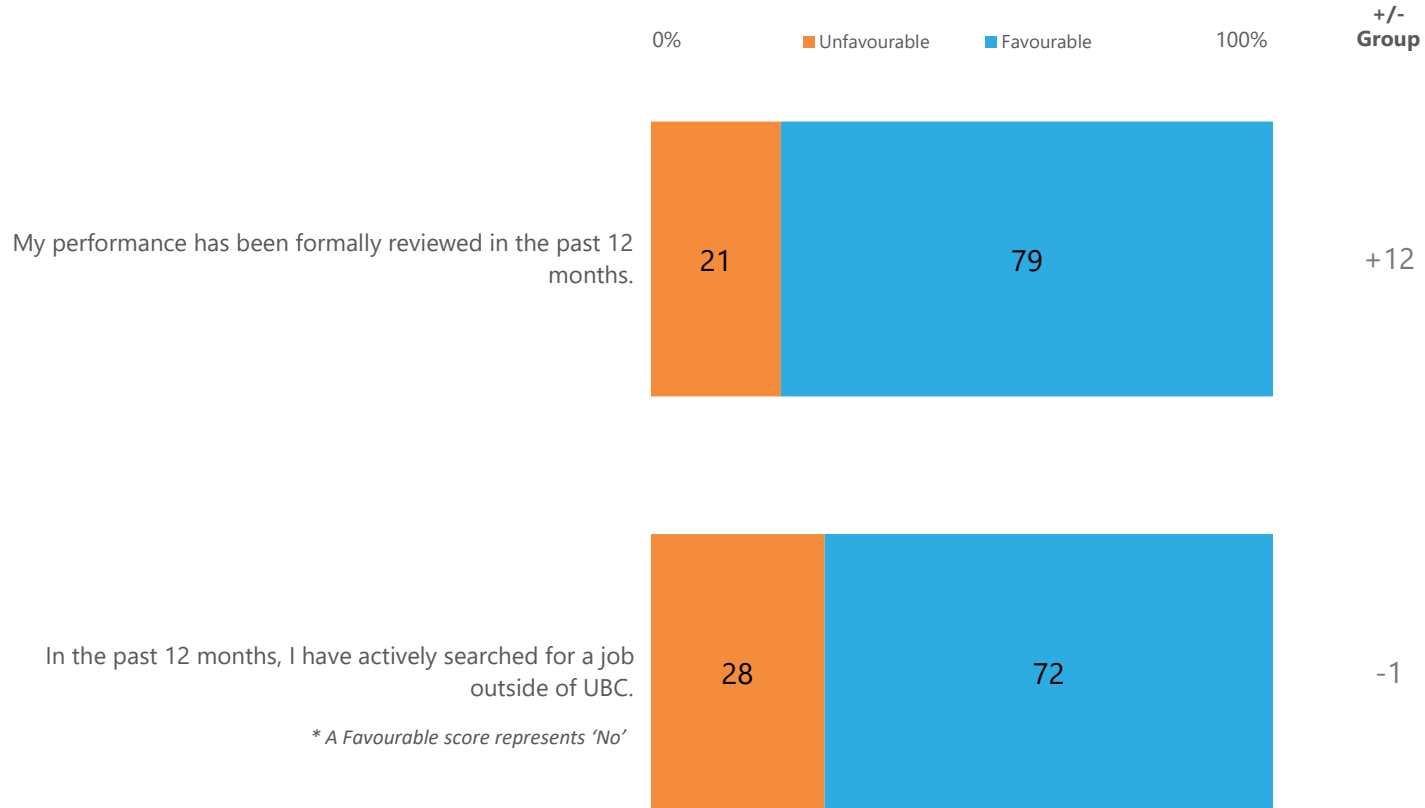
UBC's Senior Leadership



Engagement



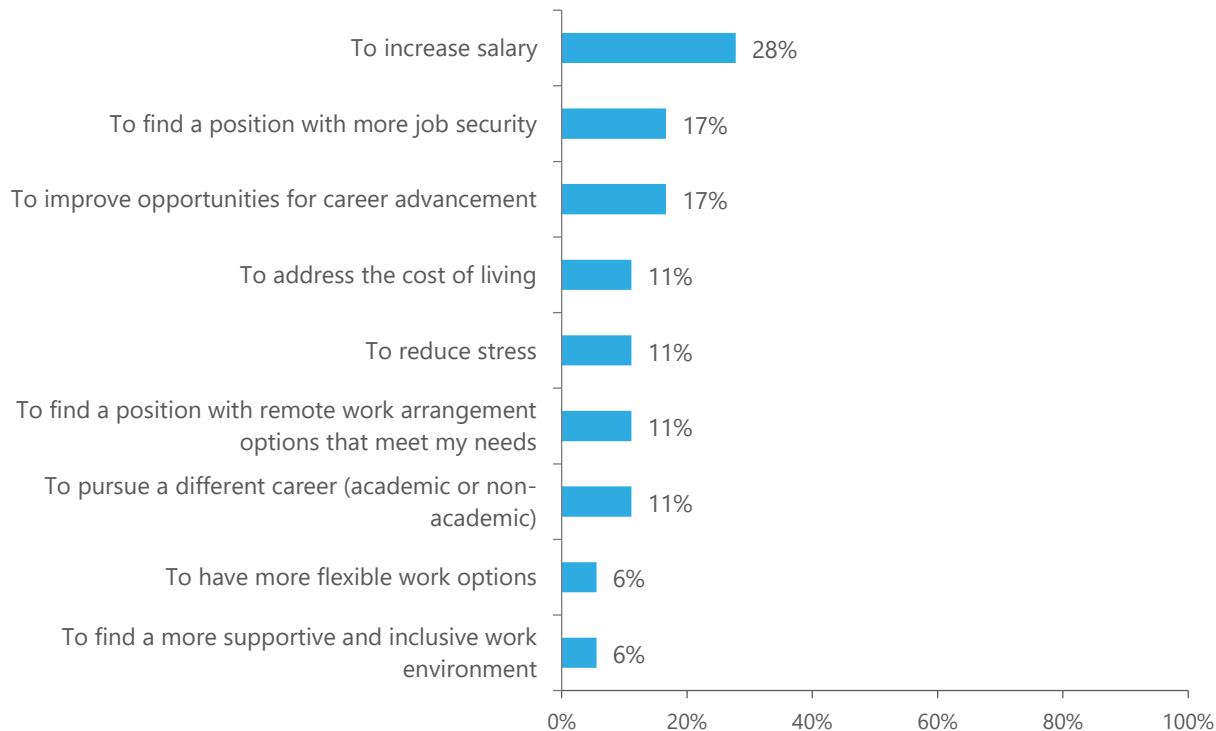
Performance



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)

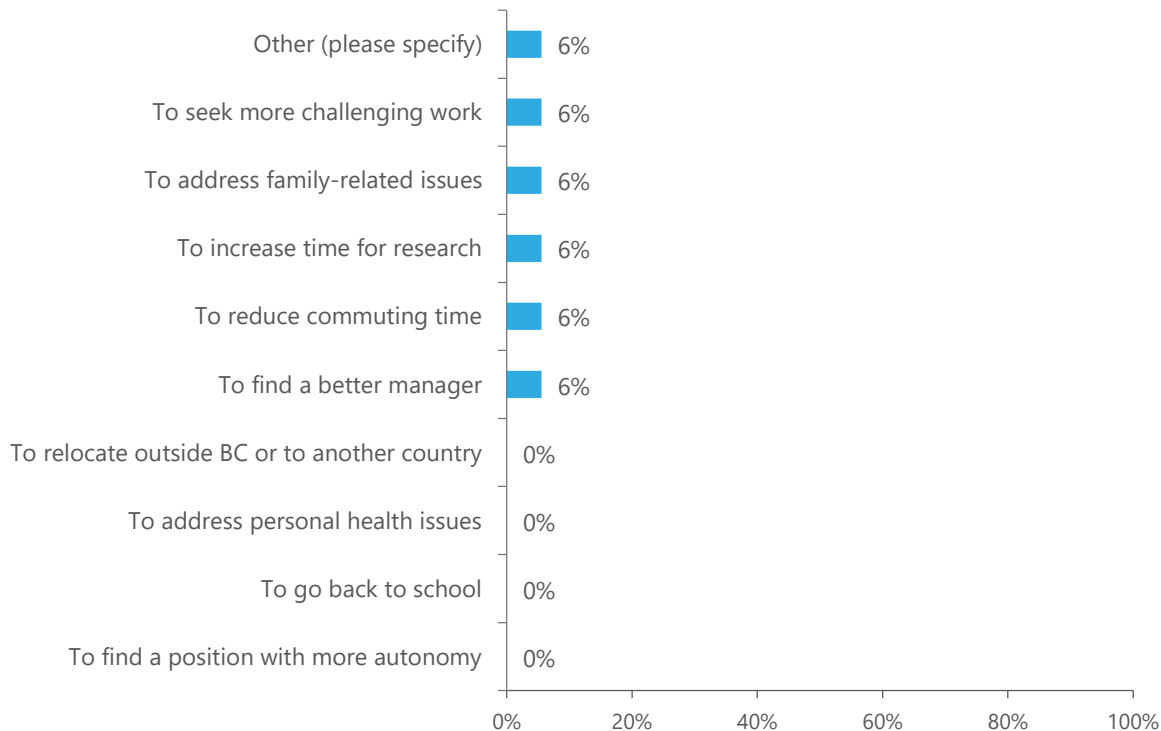
This question was completed only by respondents who indicated that they have been actively searching for a job outside of UBC. However, the percentages below are based on the total number of respondents. 5 respondents answered this question



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. 5 respondents answered this question

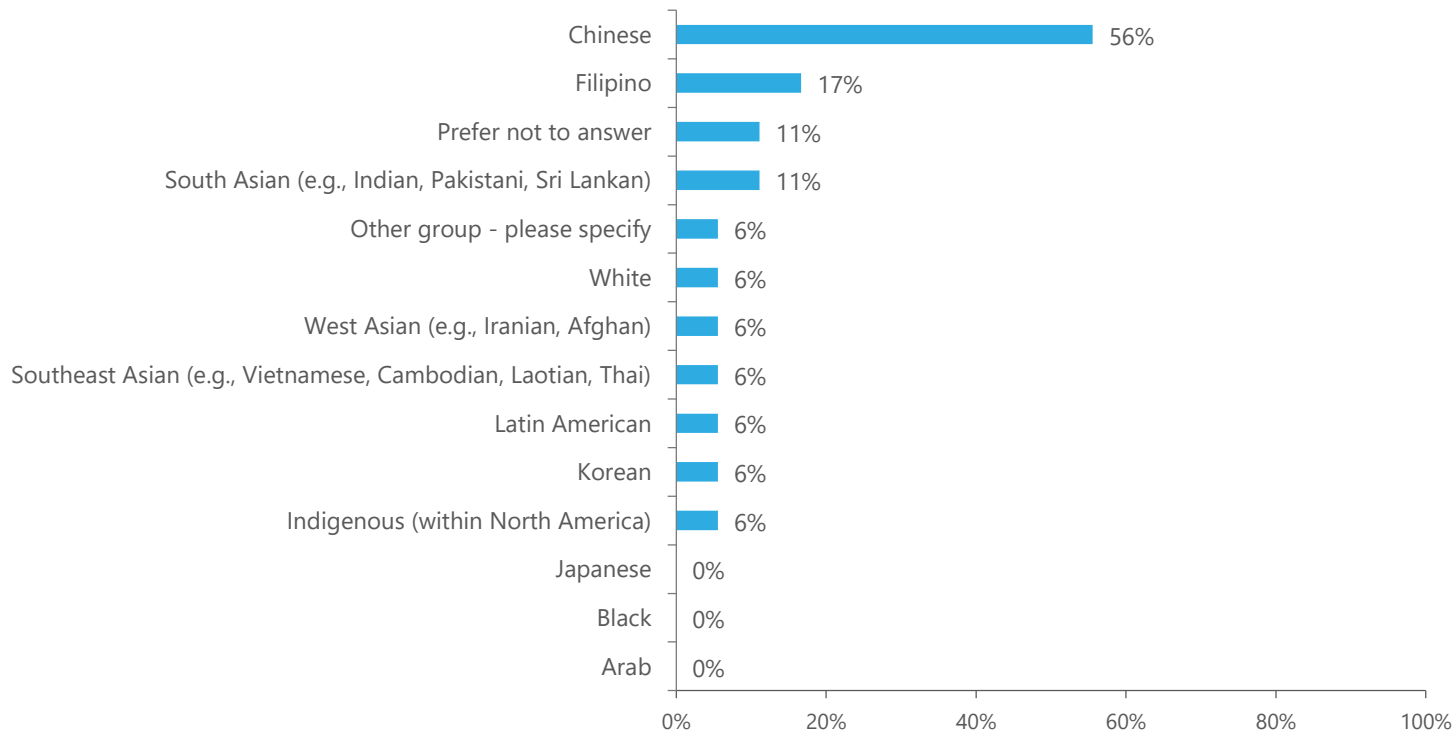


Demographics

Which of the following broad Canadian census categories best describes you? If you identify as biracial or multiracial, please select all that apply.

The percentages below are based on the total number of respondents.

18 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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