

UBC Workplace Experiences Survey

2024 WES report for:

**Associate Dean Research Portfolio | Faculty of Land
and Food Systems (Simone Castellarin)**

Staff responses

SURVEY PERIOD: NOVEMBER 2024



THE UNIVERSITY OF BRITISH COLUMBIA



Important considerations for using this report



Employee engagement is about creating and sustaining a workplace where individuals feel valued, motivated, connected to their roles, and to UBC's goals and mission. When faculty and staff feel invested in their roles and empowered to share their insights, they are better positioned to contribute to the productivity and overall innovation of UBC.

The UBC Workplace Experiences Survey (WES) ran from November 4 to 26, 2024. **Over 9,000 faculty and staff** 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 **key drivers of engagement for staff** that impact their overall engagement the most are:

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

Your sample size: 17	Your response rate*: 44%
*Based on the number of completed surveys compared to the active headcount (as of October 18, 2024).	

Sharing results with your team and action planning

- 1. Share results with faculty and/or staff in your team/portfolio
- 2. Work with your team/portfolio to develop action plans to address "local" opportunities for improvement – those within your areas of influence
- 3. Make recommendations to senior leadership in your faculty/portfolio to address broader issues

Important to Consider:

- **Don't treat survey scores like a report card.** Each portfolio and unit is unique and there are many factors that may impact scores. Instead, your survey results should be used more as a **conversation starter**. Pay attention to any themes or patterns in the results, rather than individual items.
- Focus less on the scores and more on the employee feedback from your post-survey conversations that help **put these scores into context**.
- **Resist the urge to stress about who said what.** When reading the results and discussing them with your team, strive to understand how to improve specific aspects of engagement going forward. Your thinking should be forward-looking, not backward.

Next Steps: Sharing results with your team and action planning



As a leader or manager, you can turn employee feedback into actionable change by identifying the key themes that come from your WES results and setting measurable goals that will enhance engagement across your team/portfolio. **The WES is only as valuable as the actions that come from it.**

Here are some strategies to consider for your team/portfolio:

1. Share results with your faculty and/or staff during a dedicated meeting, townhall, or other forum for discussion
2. Consider establishing a local, employee engagement working group to address department/unit level concerns
3. Focus on 1 to 3 priorities from your WES results that will resonate and have impact with the entire team
4. Use the opportunity of focusing on meaningful engagement as a Team Goal so that everyone can contribute and build team accountability

Managers who did *not* receive a unit-level report for their area(s) are encouraged to use the reports from their wider Department or Faculty/VP portfolio as a conversation starter to begin the action planning process with your teams. **The follow-up conversations are the most important part**, and these can be accomplished without having a unit-level report.

Key definitions to note in the report:

- **Immediate Unit Head/Manager** – The person who you **directly report** to in your primary position/appointment (e.g. Manager, Director, Department Head)
- **UBC's Senior Leadership** – The most senior group of leaders responsible for the overall management of UBC (e.g. President, Deputy Vice-Chancellor, Vice-Presidents, Deans, Associate Vice-Presidents)

We are here to support you!

For more resources, including **university-wide overall WES reports** and helpful **Action Planning Toolkits** and resources, visit <https://hr.ubc.ca/wes>.

If you have questions or would like some support working with your results, please **contact your local HR Advisor** or workplace.surveys@ubc.ca.

How to read this report



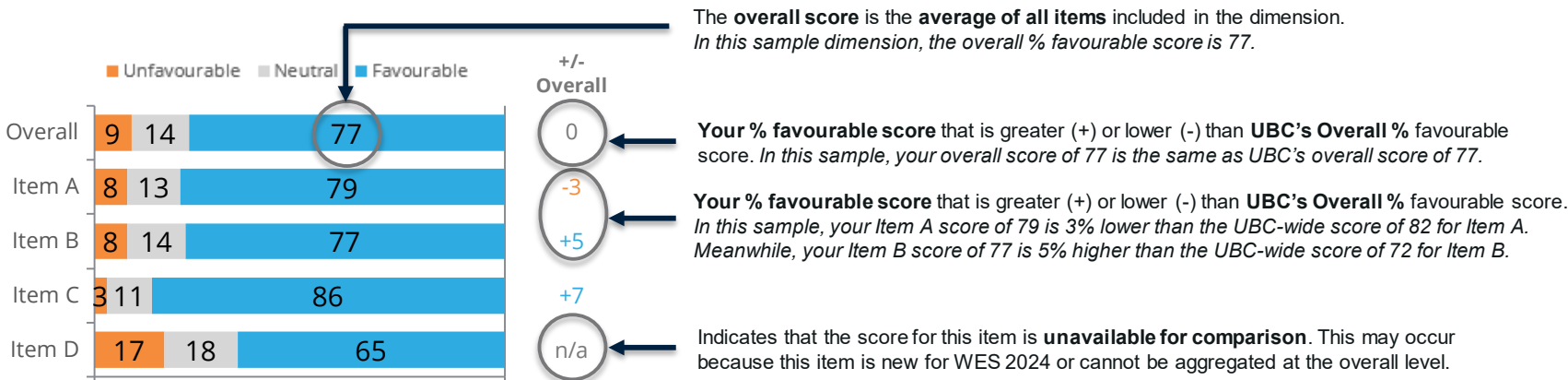
% **Unfavourable**: represents the respondents who chose "Disagree" or "Strongly Disagree".

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

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

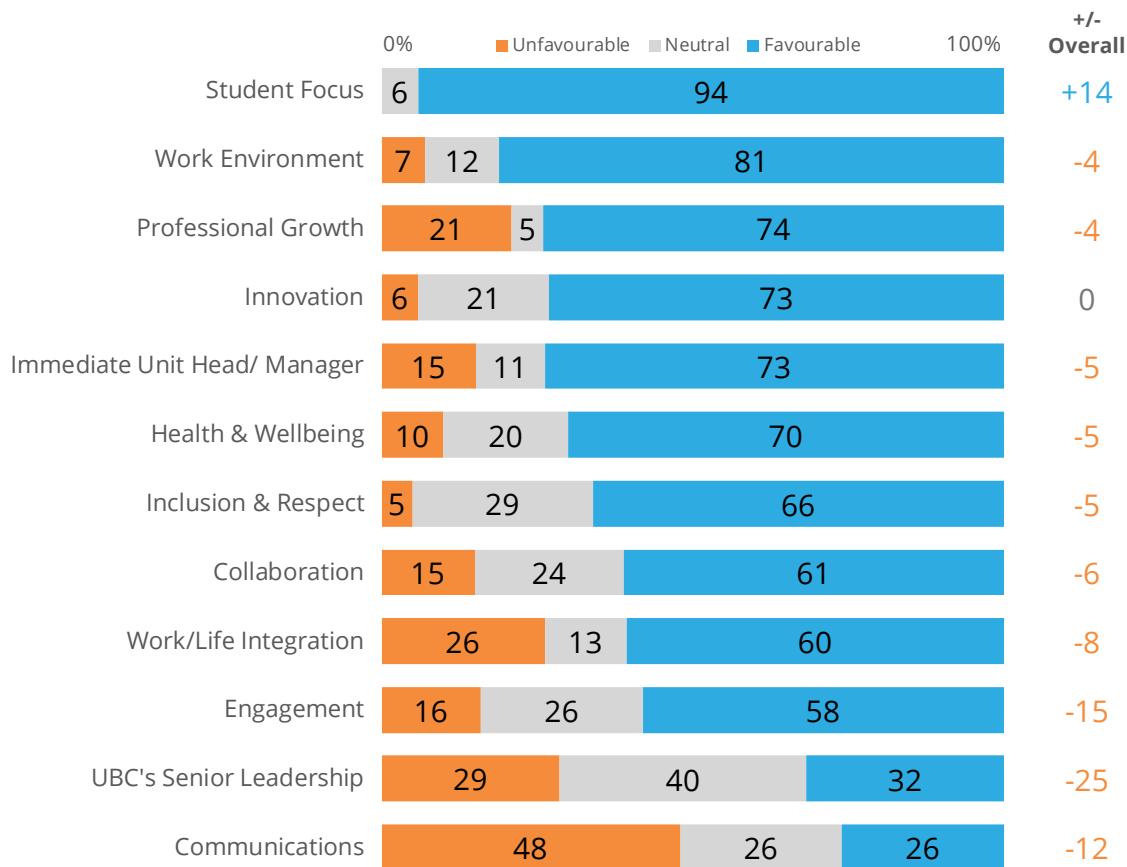
Note: Scores are rounded to the nearest whole number and may add up to 99% or 101%.

Legend	Comparator Group
Overall	UBC overall (including both campuses)

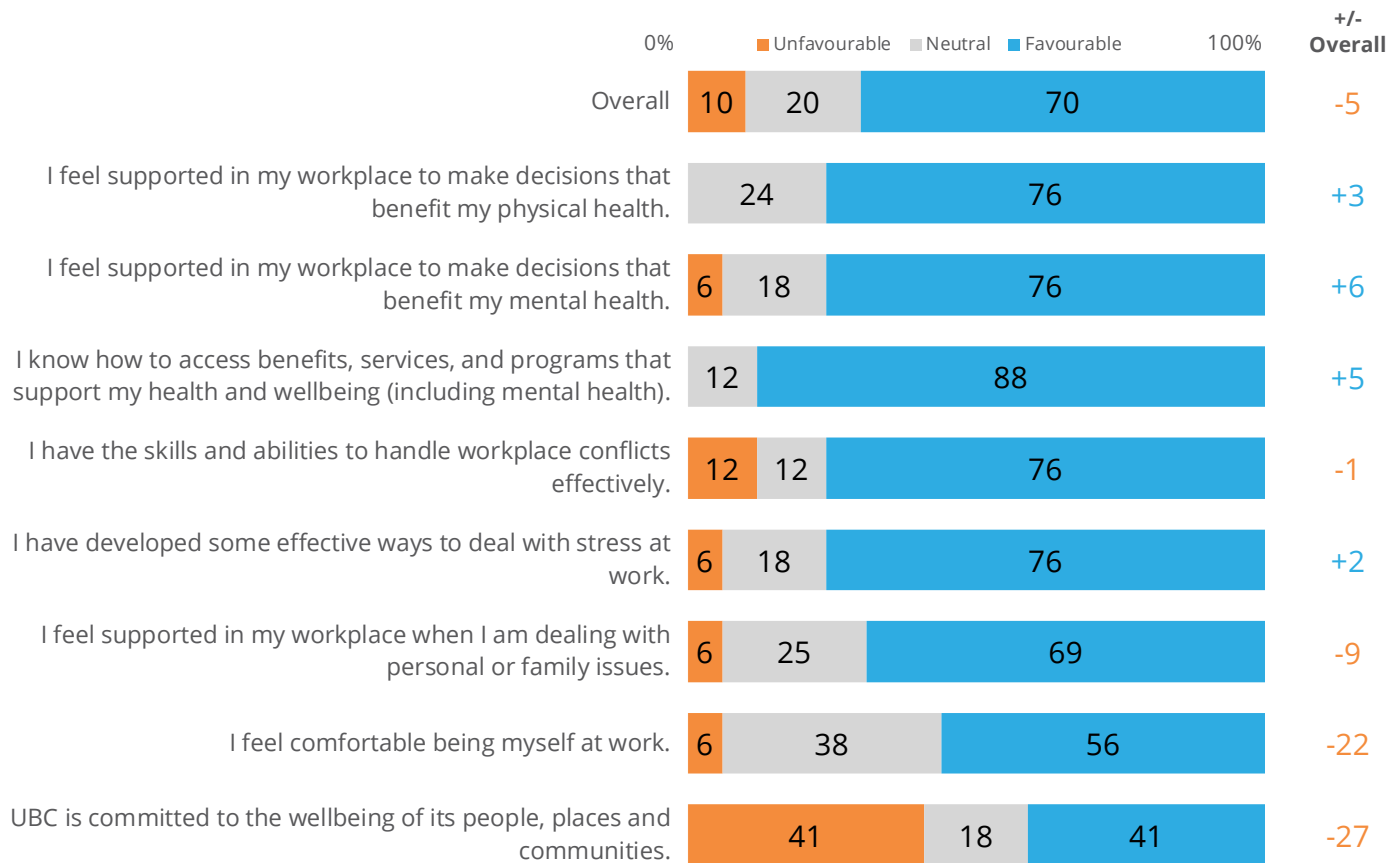


General Assessment	% Favourable Score	Suggested Action
Strength Area	70 or above	Celebrate this strength in your team; find out what is working and continue to foster it.
Neutral Area	60 to 70	Acknowledge this area as it can become an opportunity for improvement if left unrecognized.
Opportunity Area	Below 60	Seek feedback from your team about what is not working; work with them to find ways to address it.

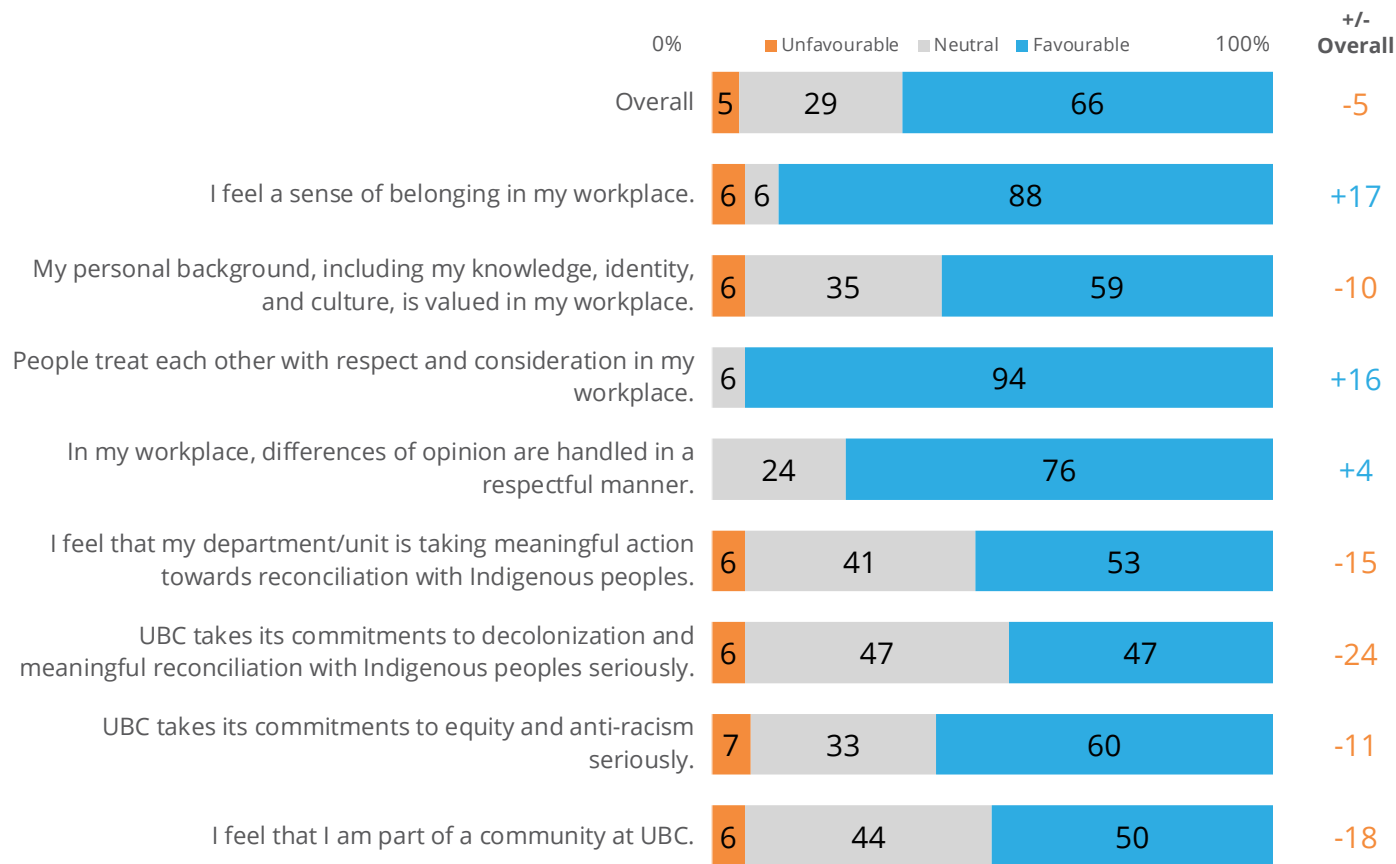
Overall Dimension Scores



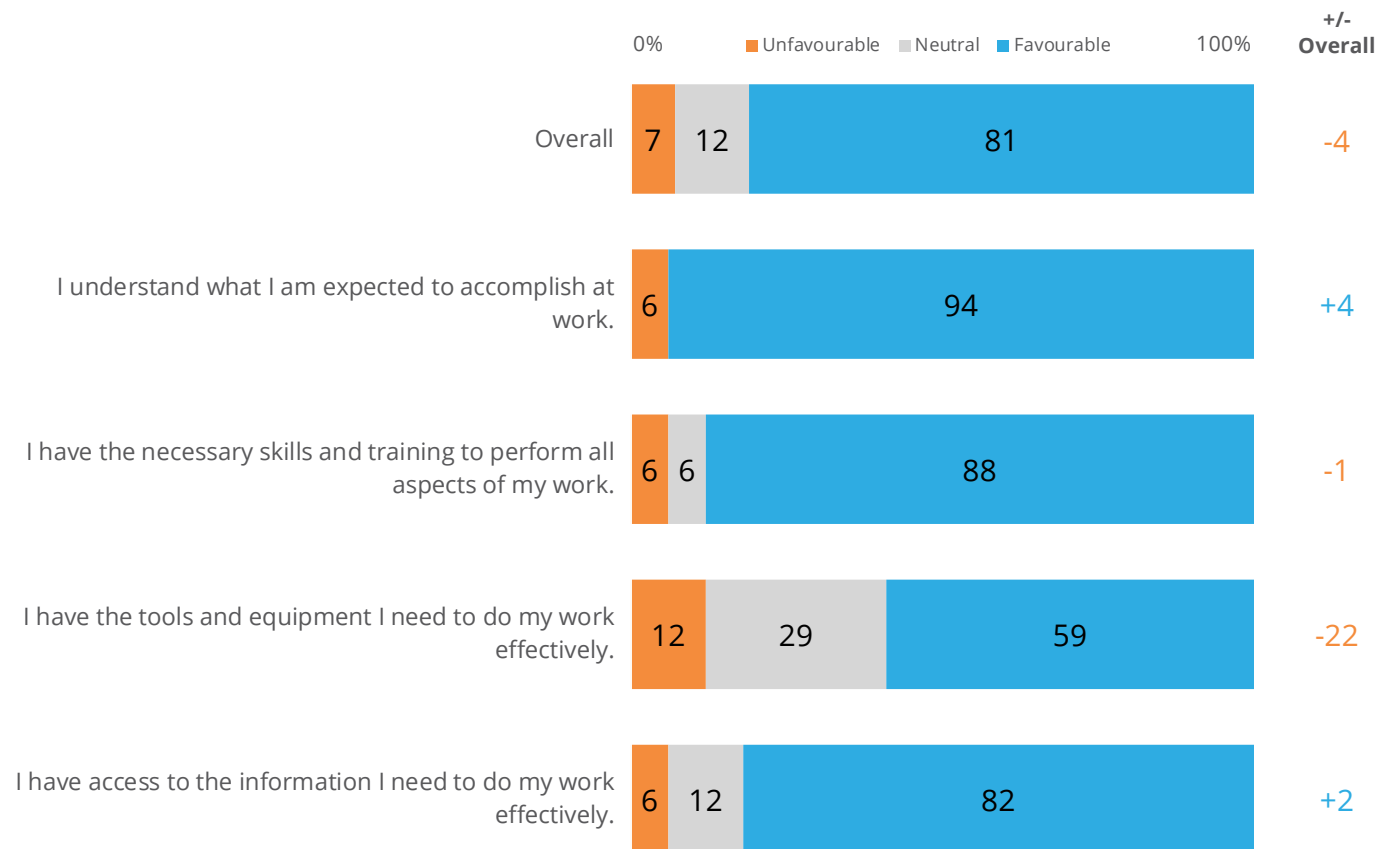
Health & Wellbeing



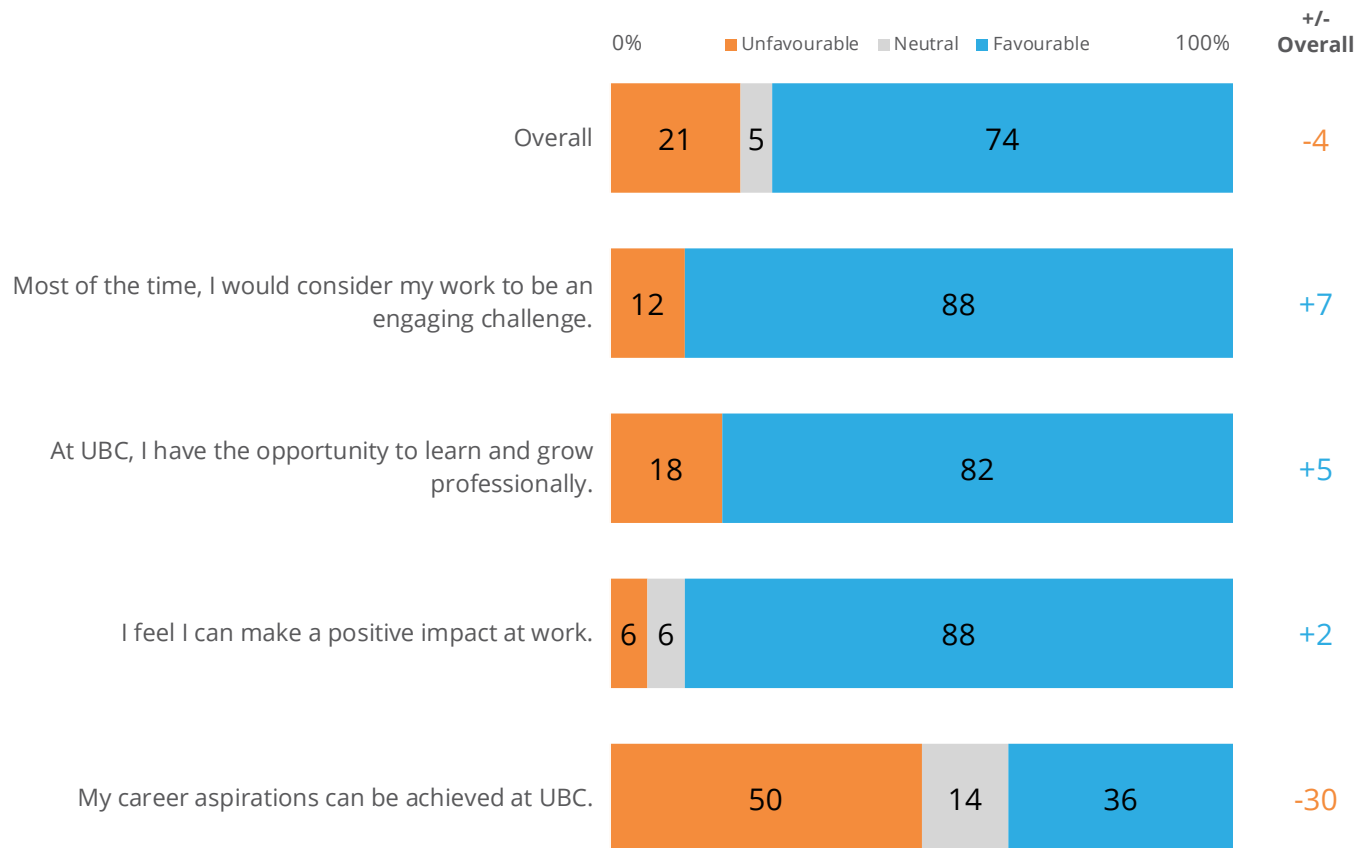
Inclusion & Respect



Work Environment



Professional Growth

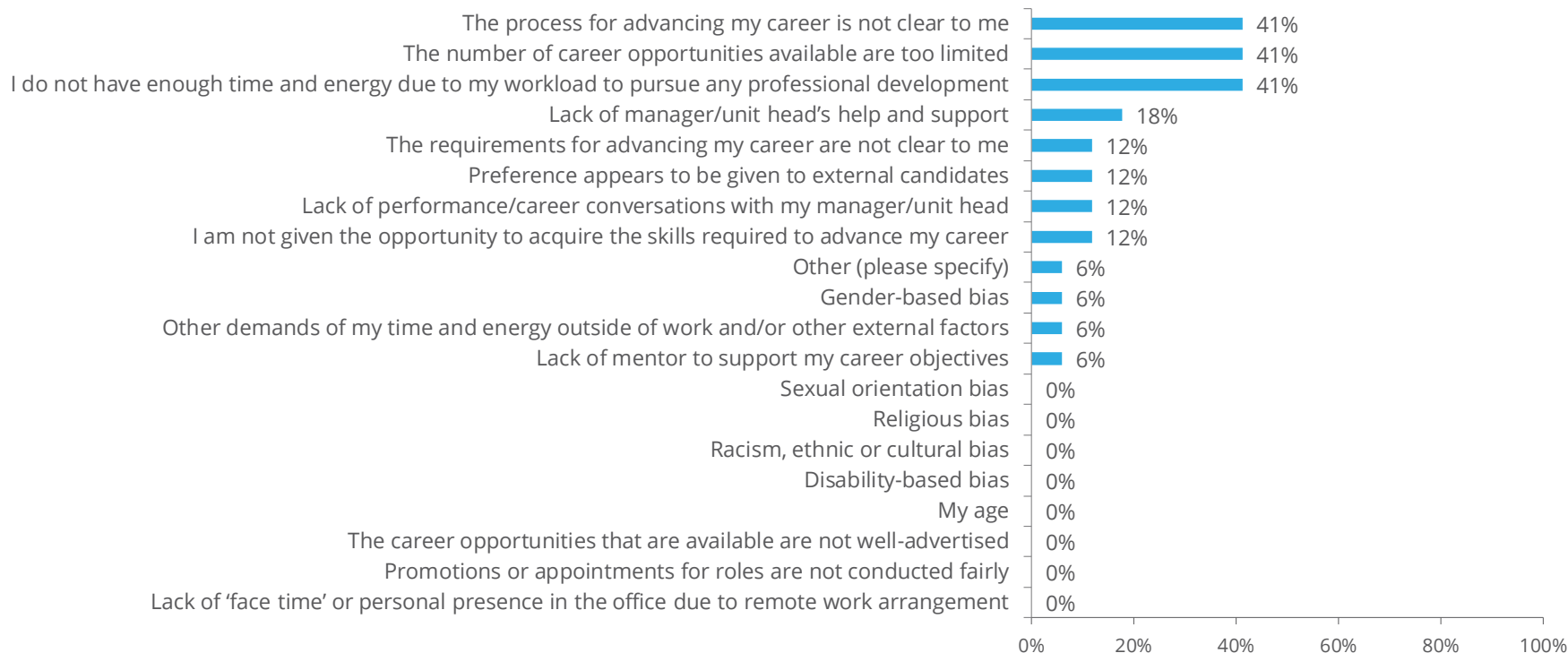


Professional Growth

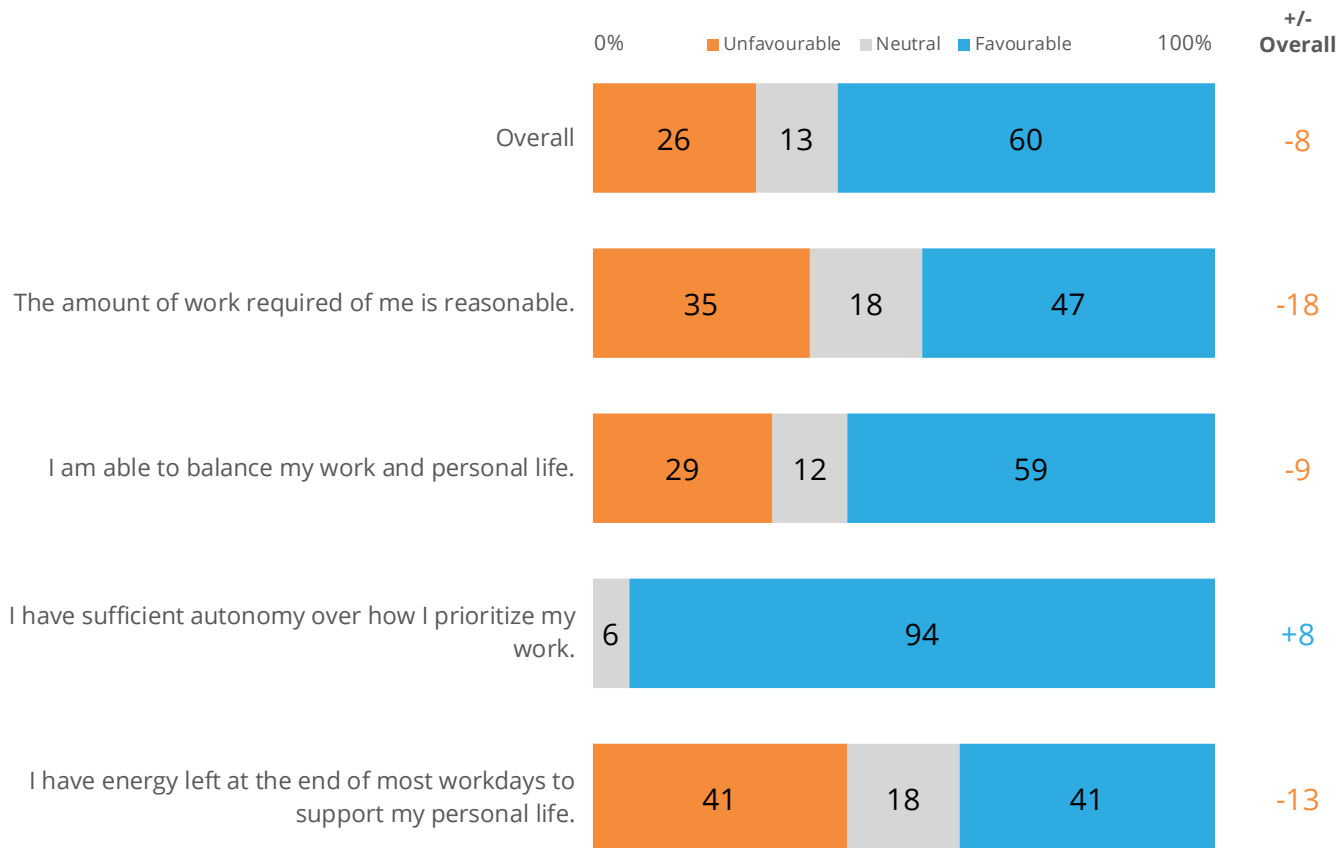
Which of the following issues or concerns are barriers to you in achieving your career aspirations at UBC? (select all that apply)

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.

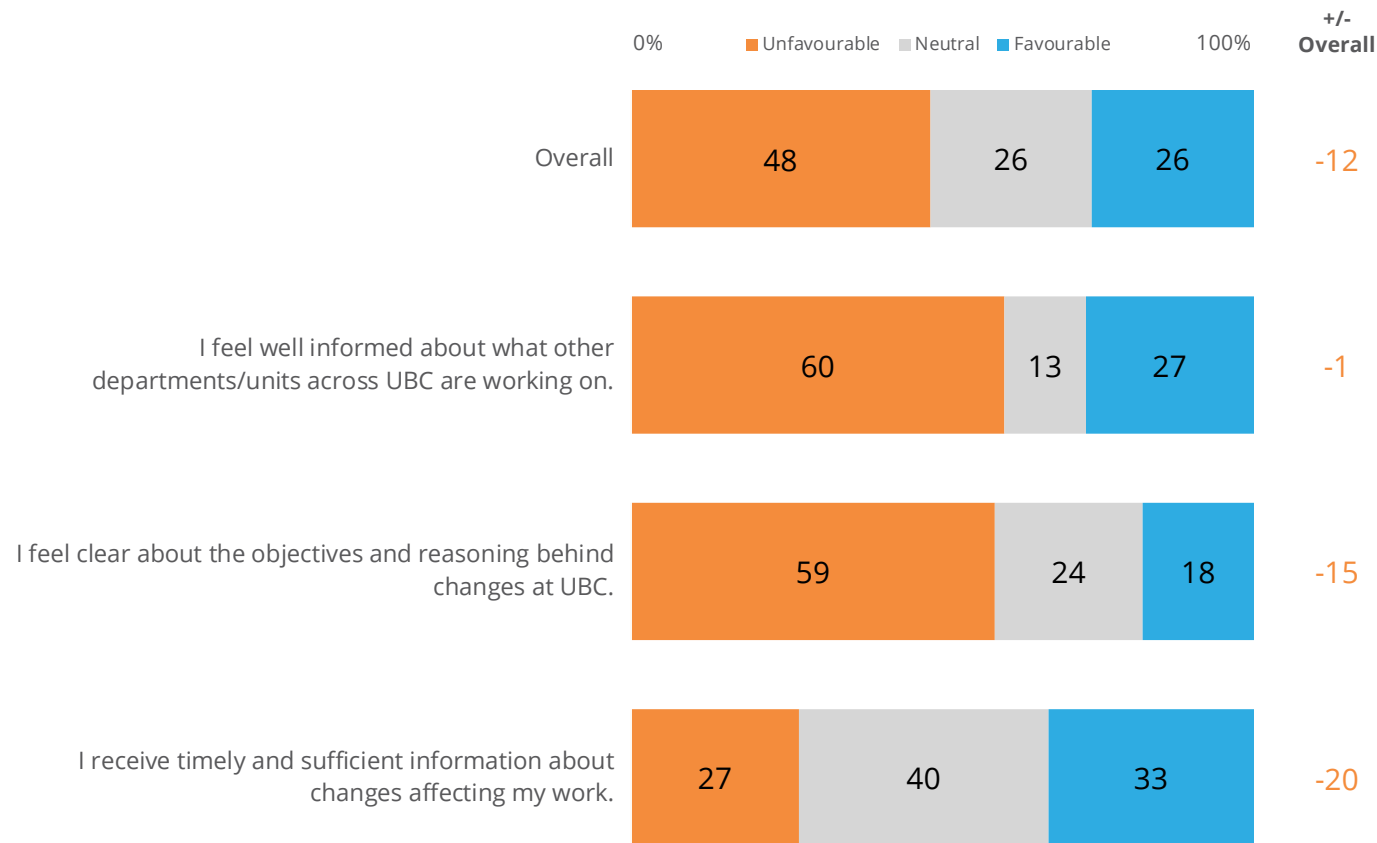
9 respondents answered this question



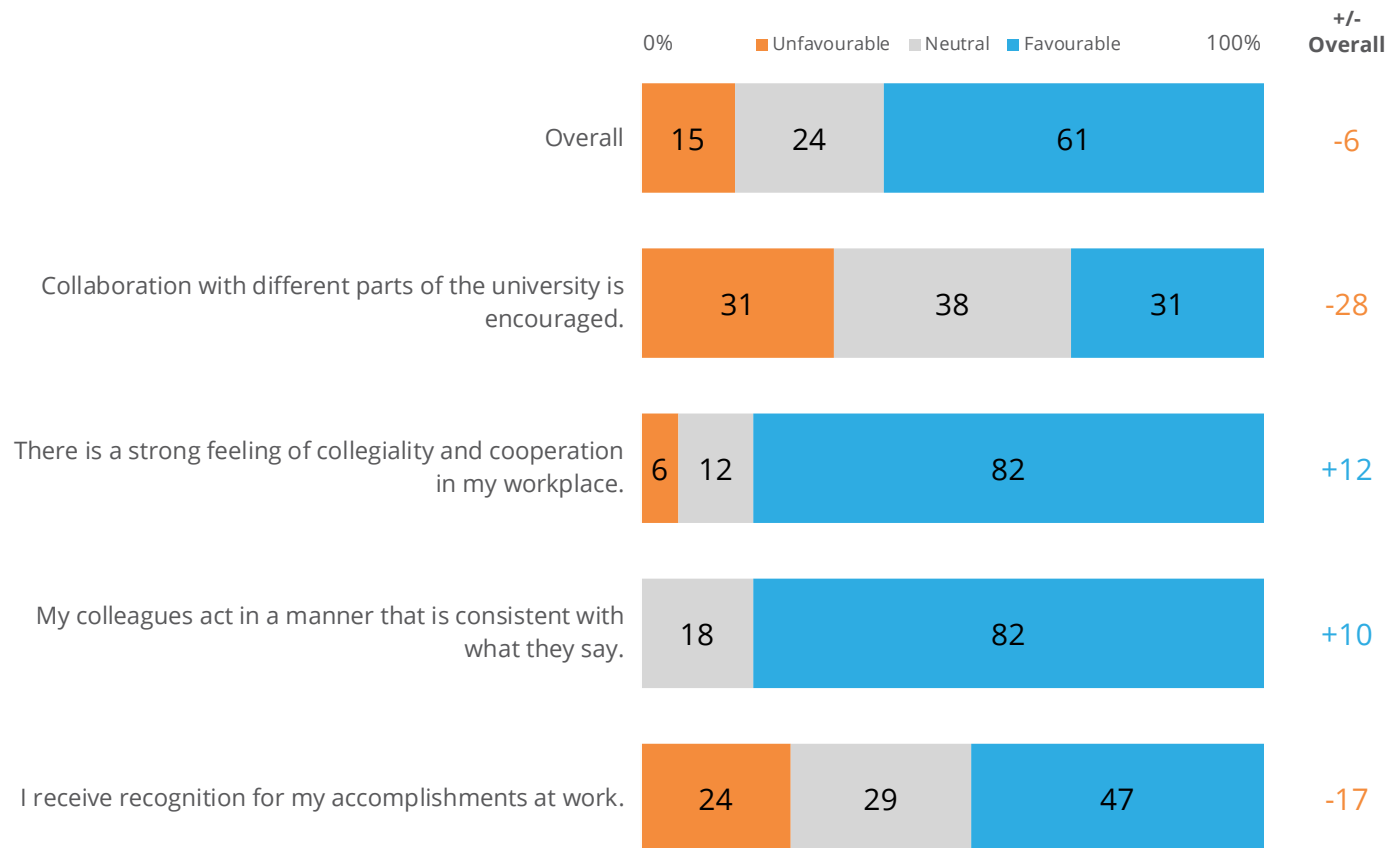
Work/Life Integration



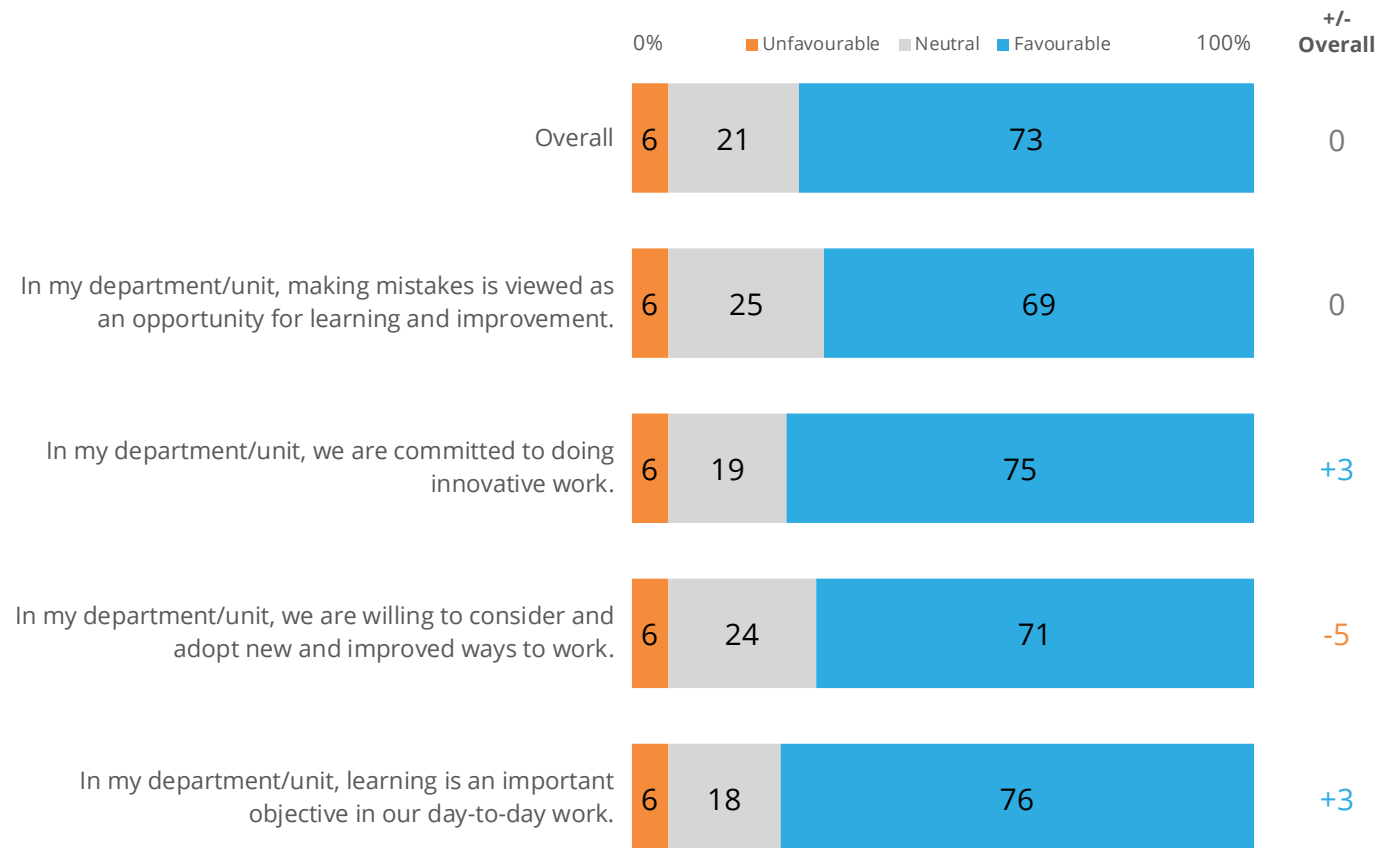
Communications



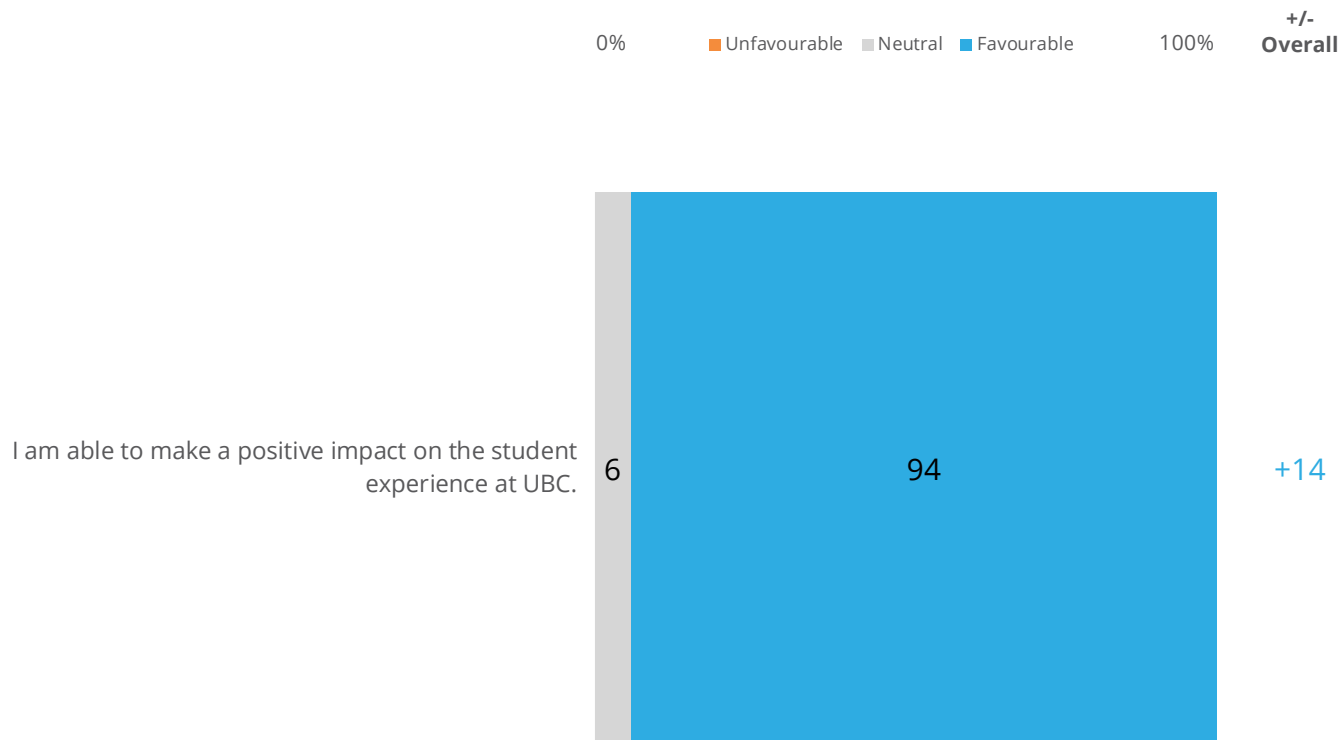
Collaboration



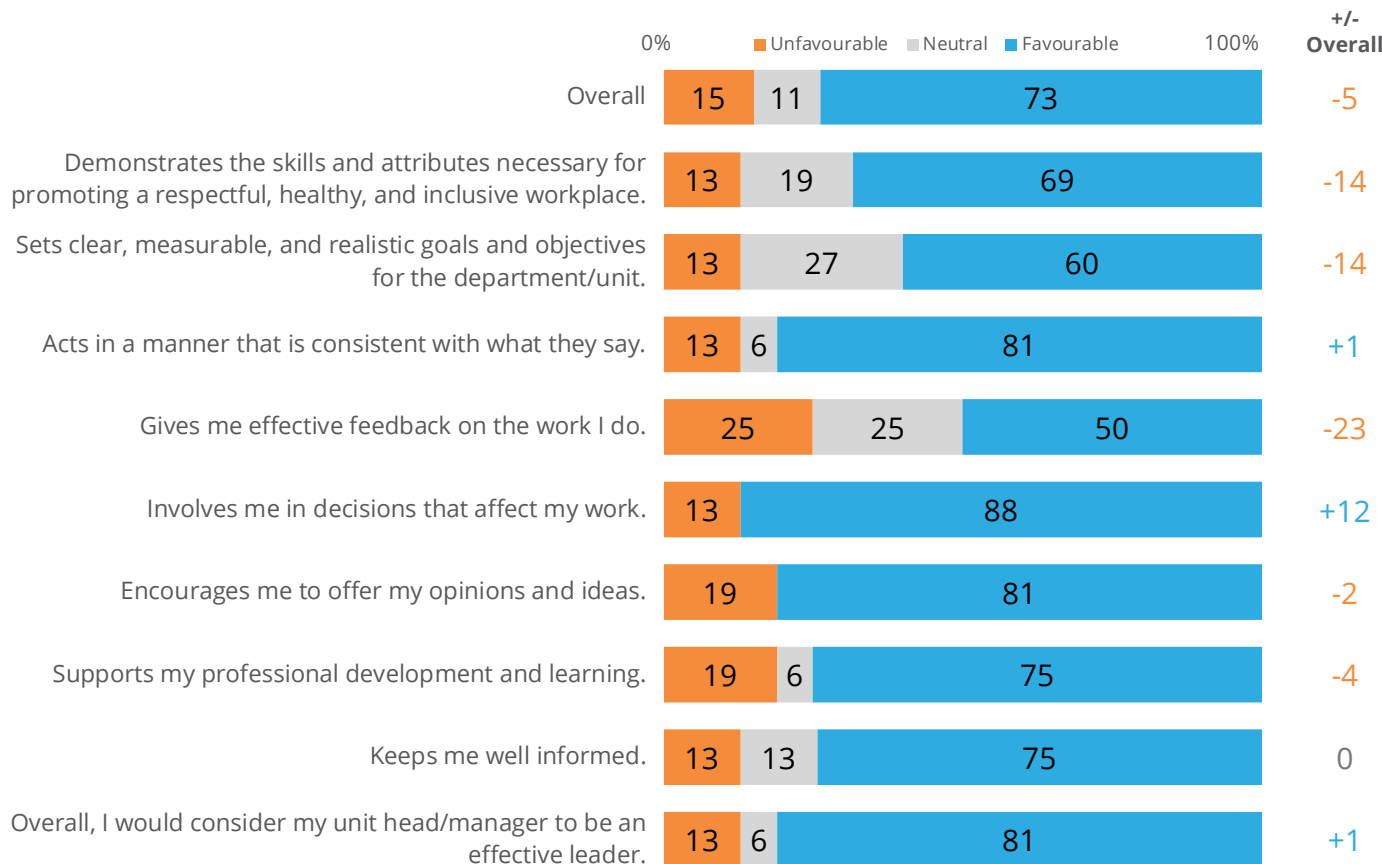
Innovation



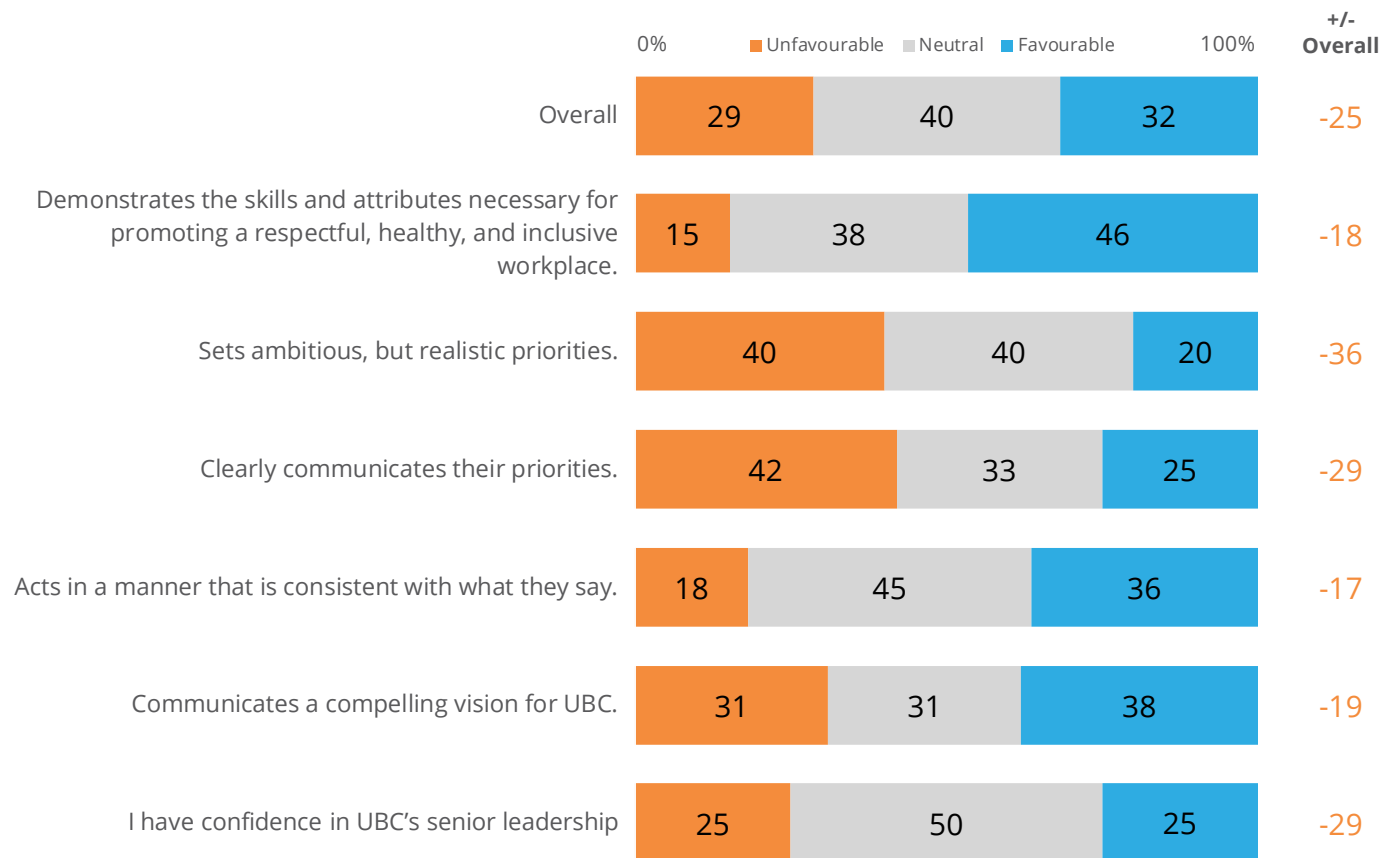
Student Focus



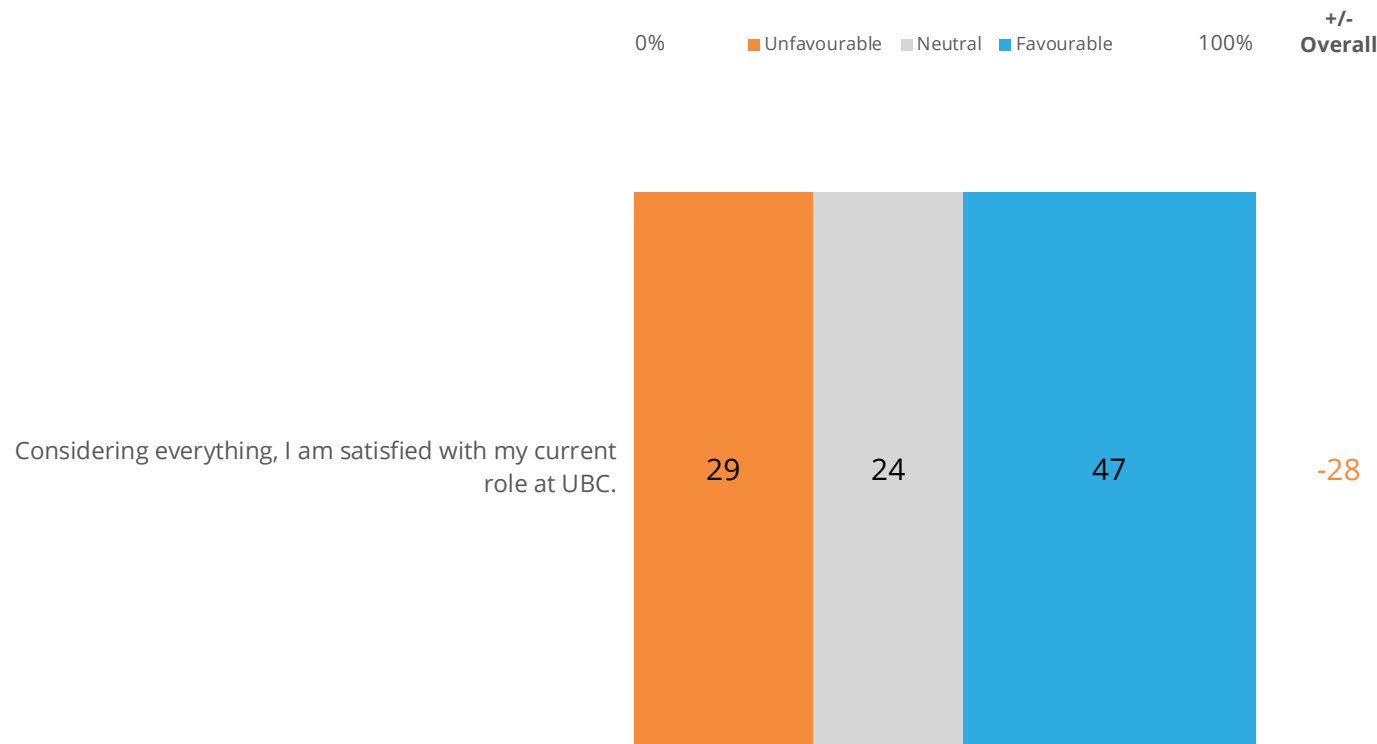
Immediate Unit Head/ Manager



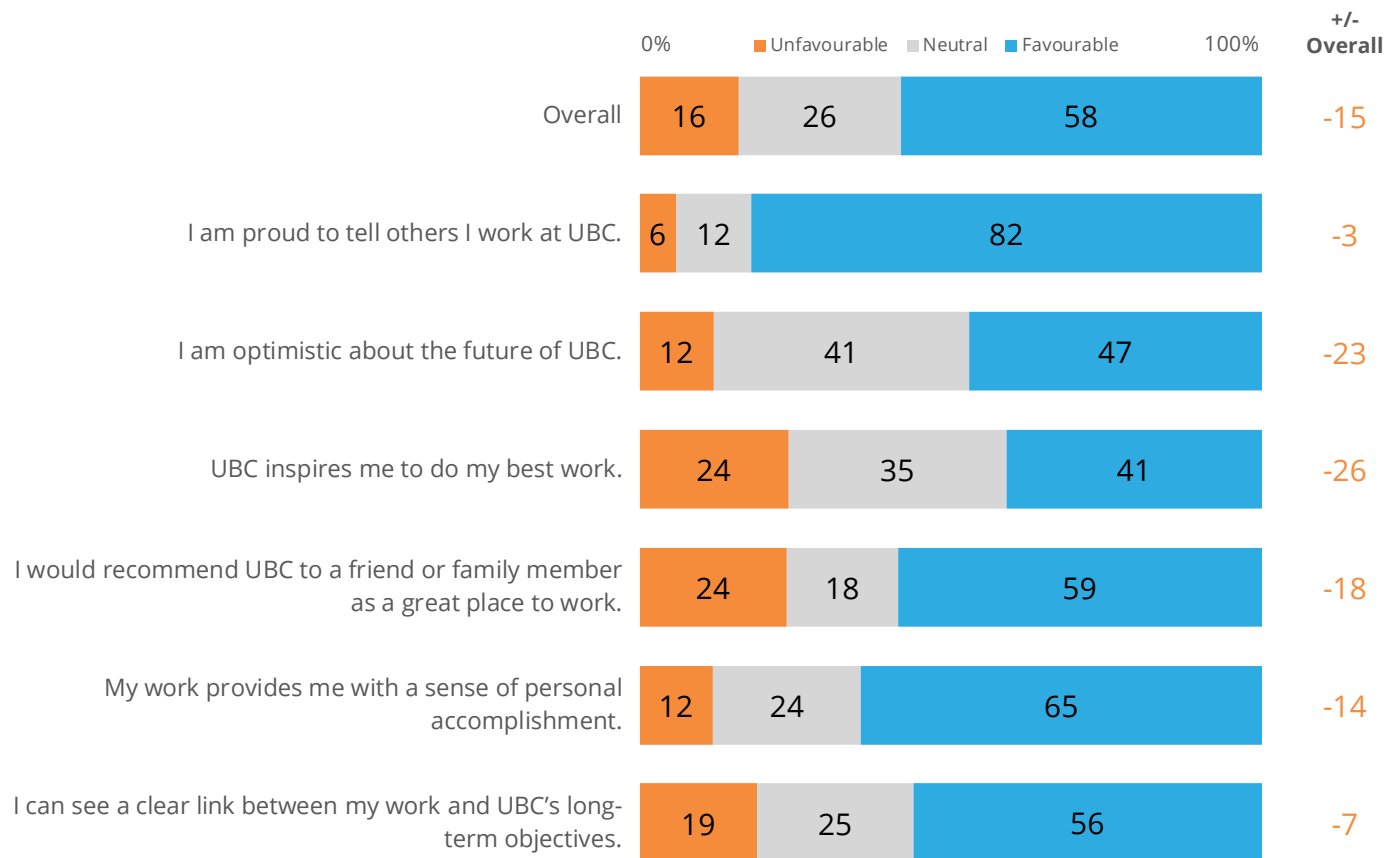
UBC's Senior Leadership



Job Satisfaction



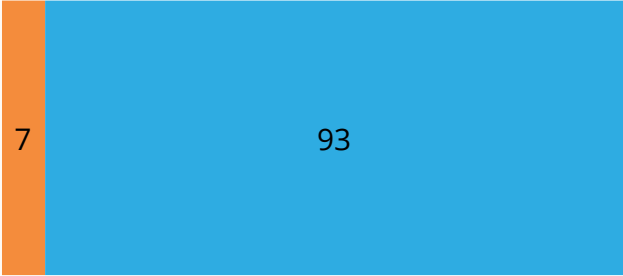
Engagement



Performance

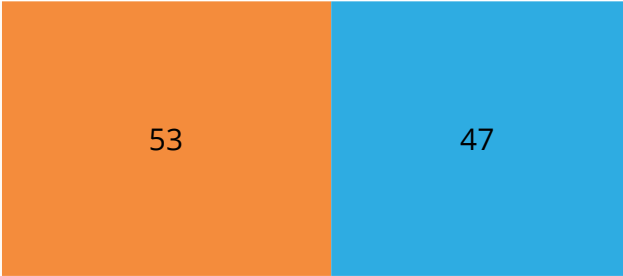
0% 100% +/- Overall

My performance has been formally reviewed in the past 12 months.



+18

In the past 12 months, I have actively searched for a job outside of UBC.



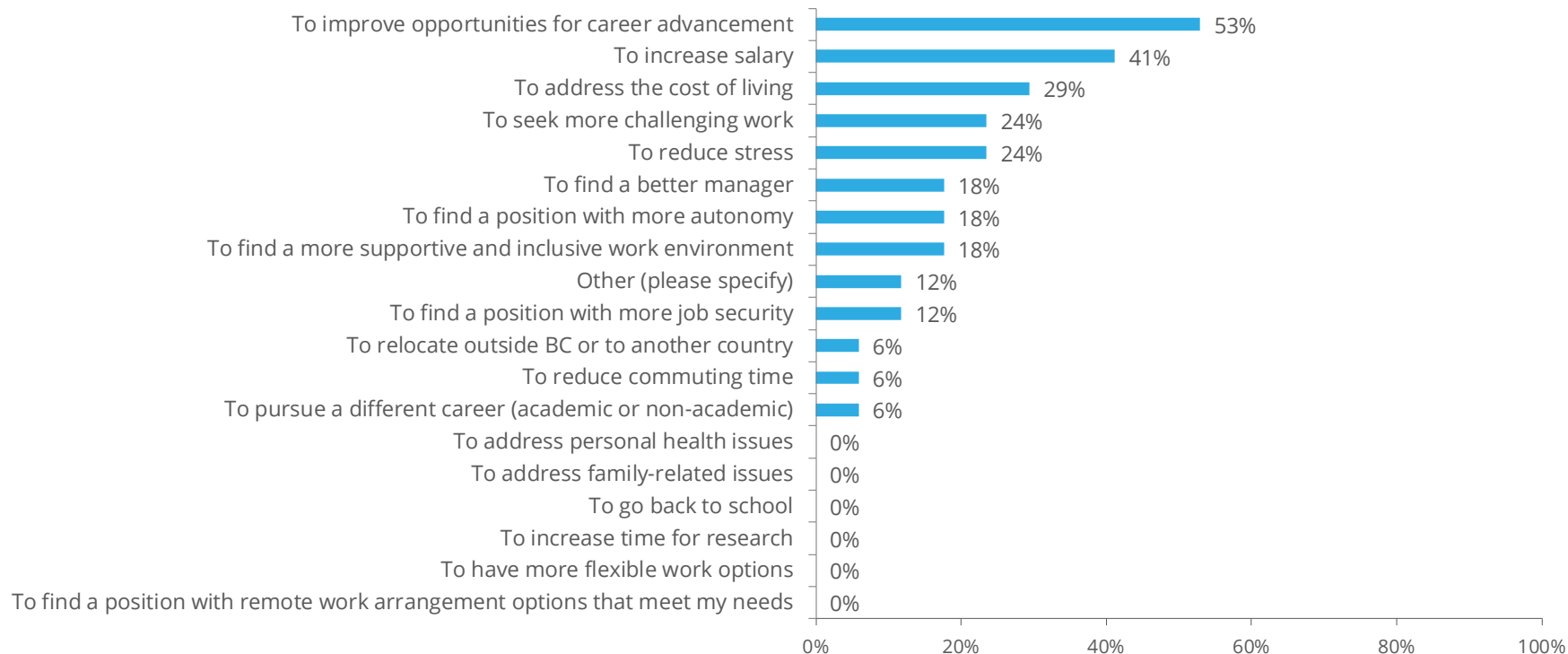
-25

* A Favourable score represents 'No'

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.

9 respondents answered this question





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