



Ipsos Reid



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Workplace Experiences Survey 2011

Faculty of Land & Food Systems (AGSF)

This report contains the results from the **University of British Columbia's 2011 Workplace Experiences Survey**, specifically for respondents who indicated their primary or secondary reporting relationship is to the following unit:

Faculty of Land & Food Systems (AGSF)

This report is intended to help you shape your people practices and understand what faculty and staff in your unit say about working at UBC. After reviewing this report, we encourage you to:

- Read the companion report for unit-level document, which highlights UBC's strengths and priority areas of opportunity, to help identify focus areas for your unit
- Share your unit's results with your faculty and staff
- Celebrate your strengths and develop action plans to address areas of concern

Ipsos-Reid was commissioned to conduct the second iteration of the Workplace Experiences Survey (WES) for the University of British Columbia.

All full-time and part-time faculty and staff across all faculties and departments on both the Vancouver and Okanagan campuses were invited to participate. However, student employees, teaching assistants and clinical faculty results are not included in the data.

- Survey Objectives:
 - To give faculty and staff the opportunity to provide quantitative and qualitative feedback about all aspects of their workplace experience
 - To compare 2011 results to the first WES conducted in 2009
 - To compare 2011 results to other relevant benchmarks
 - To inform the next Focus on People framework and the Outstanding Work Environment commitment
 - To identify trends, areas of strength and areas of opportunity for UBC Overall as well as individual faculties/departments and employee groups



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Survey Response Rates

Faculty of Land & Food Systems (AGSF)	Overall Response Rate	39%
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		Unit	UBCV	UBCO	Total UBC
Total Faculty + Staff		39%	26%	46%	27%
Total Faculty	All combined	25%	17%	37%	18%
Bargaining Unit Faculty	Faculty: Instructor rank (tenure stream) Faculty: Instructors and lecturers (term) Faculty: Professorial rank (tenure stream) Faculty: Professorial rank (term) Librarian Program Director	31%	20%	40%	22%
Bargaining Unit: Sessionals	Faculty: Sessional lecturers	50%	13%	23%	14%
Other Faculty	Academic leader (Dean, Associate Dean, Department Head, etc.) Postdoctoral Fellow Research Associate Other faculty appointment	0%	12%	32%	12%
Total Staff	All combined	54%	30%	54%	31%
Unionized Staff	Aquatic Centre (CUPE 116) BCGEU UBC – Vancouver / BCGEU UBC – Okanagan Chan Centre (CUPE 2950) CUPE 116 CUPE 2278 (Non-CR instructor) CUPE 2950 International Union of Operating Engineers	88%	21%	50%	23%
Non-unionized Staff	Executive Administrative Staff Non-union Technician and Research Assistant Athletic Sports Instructor Other staff appointment	35%	14%	45%	15%
Management & Professional Staff	Excluded M&P Senior Executive Service Unit Directors Management & Professional (AAPS)	59%	48%	59%	48%

The number of respondents in each of the following subgroups presented in this report are as follows. Results for subgroups with fewer than 10 respondents are not reported for reasons of confidentiality.

UNIT	Unit Overall	52
	Total Faculty	17
	Bargaining Unit Faculty	13
	Bargaining Unit: Sessionals	4
	Other Faculty	-
	Total Staff	35
	Unionized Staff	7
	Non-unionized Staff	8
Management & Professional Staff	20	
UBC OVERALL	UBC Overall	3608
	Total Vancouver	3223
	Vancouver Faculty	688
	Vancouver Staff	2535
	Total Okanagan	385
	Okanagan Faculty	147
Okanagan Staff	238	



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Survey Results Themes

The survey asked faculty and staff to provide their opinions on over 80 different questions. A factor analysis (statistical technique) was conducted on the survey data. From this analysis, 14 different themes emerged. The following four slides indicate how the survey questions mapped to these themes.

For more information on the factor analysis, please see the companion report.



Engagement

- I feel proud to work for UBC.
- My work gives me a feeling of personal fulfillment.
- I would recommend UBC to prospective students.
- I would recommend UBC as a good place to work.
- Considering everything, how satisfied are you with your current role/job at UBC?
- How likely are you to leave UBC in the next three years?

My Unit Head/Manager

- My immediate head/manager is accessible.
- My immediate head/manager treats people fairly.
- My immediate head/manager encourages open and honest two-way communication.
- My immediate head/manager demonstrates a commitment to practices that support diversity.
- My immediate head/manager supports my training and development needs.
- My immediate head/manager takes effective action on work-related matters.
- My immediate head/manager gives me regular, informal feedback on my performance throughout the year.
- My performance is assessed fairly.
- I feel involved in decisions that affect me in my day-to-day work.

Senior Leadership Communication & Action

- UBC's senior leaders communicate a clear, strategic vision of the future direction of the University.
- I believe that UBC's senior leaders will take meaningful action on the issues identified in this survey.

Support & Resources

- I have ready access to the information I need to do my job well.
- At work, I have the tools (e.g., technology, equipment, materials) needed to do my job well.
- As a University employee, I am satisfied with the opportunities for learning available to me at UBC through internal providers.
- 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.

Teamwork & Collaboration

- My colleagues treat me with respect.
- There is good teamwork and cooperation within my unit.
- My unit gets the cooperation it needs from other units to achieve our work objectives.
- I am satisfied with opportunities to collaborate with colleagues/co-workers across the University.

Respect

- I feel included in my unit regardless of my: Gender
- I feel included in my unit regardless of my: Ethnic or cultural origin (including race and aboriginal status)
- I feel included in my unit regardless of my: Age
- I feel included in my unit regardless of my: Religious affiliation
- I feel included in my unit regardless of my: Sexual orientation
- I feel included in my unit regardless of my: Disability
- When they occur, I believe my unit makes appropriate efforts to address issues related to discrimination based on gender, ethnic or cultural origin (including race and aboriginal status), religious affiliation, disability, sexual orientation or age.

Equity

- Over the past 2-3 years at UBC, I believe I have been treated unfairly in my workplace due to my: Gender
- Over the past 2-3 years at UBC, I believe I have been treated unfairly in my workplace due to my: Ethnic or cultural origin (including race and aboriginal status)
- Over the past 2-3 years at UBC, I believe I have been treated unfairly in my workplace due to my: Age
- Over the past 2-3 years at UBC, I believe I have been treated unfairly in my workplace due to my: Religious affiliation
- Over the past 2-3 years at UBC, I believe I have been treated unfairly in my workplace due to my: Sexual orientation
- Over the past 2-3 years at UBC, I believe I have been treated unfairly in my workplace due to my: Disability

Faculty Orientation

- When I was first hired, I received sufficient information to orient me to: UBC in general
- When I was first hired, I received sufficient information to orient me to: My responsibilities as a faculty member
- When I was first hired, I received sufficient information to orient me to: The support available for teaching
- When I was first hired, I received sufficient information to orient me to: The support available for research
- When I was first hired, I received sufficient information to orient me to: The support available for service

Communications

- I am aware of UBC's provisions to support employees' personal needs
- I feel well-informed about my unit's priorities.
- I feel well-informed about the professional development opportunities available to me.
- I feel well-informed about UBC's priorities.
- I understand the relationship between my individual objectives and UBC's objectives.

Health & Wellness

- My own career opportunities and progression have not been disadvantaged at UBC because of my personal needs or circumstances.
- My unit is a place where I feel I can comfortably raise personal and/or family responsibilities that impact my work.
- My unit supports me in making choices that contribute to my mental health and well-being.
- My unit supports me in making choices that contribute to my physical health and well-being.

Attraction & Retention

- I believe that the benefits at UBC are as good as or better than the benefits offered by other similar institutions.
- I believe that my pay at UBC is as good as or better than the pay offered by other similar institutions.
- UBC is successful in attracting the best faculty.
- UBC is successful in attracting the best staff.

Change

- In my workplace, I am currently experiencing ... (Amount of change)
- I feel capable of managing the change that I'm currently experiencing at work.
- I have been well-prepared for the degree of change that I experience at work.

Career Navigation

- I receive recognition for my accomplishments at work.
- I am confident I can achieve my career objectives at UBC.
- Interdisciplinary research is recognized and rewarded in my department/unit.
- I am clear about what is expected of my performance in order to be awarded tenure.
- UBC is doing a good job developing its people to their full potential.
- I believe promotions, transfers and appointments are made fairly at UBC.
- I have to work harder than some of my colleagues to be perceived as an equal scholar.

Workload

- I am satisfied with the number of courses I teach.
- My work allows me to achieve an acceptable balance between my work life and personal life.
- My workload allows me to meet my performance expectations without sacrificing quality.
- I am satisfied with the opportunities I have for research.
- I have enough time to deal with student requests for help.
- I think the balance of time for teaching, research and service is appropriate.
- Generally speaking, what type of impact, if any, does your work have on the overall state of your health and well-being?



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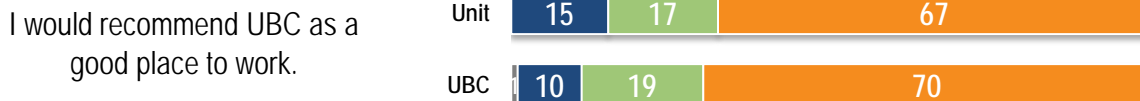
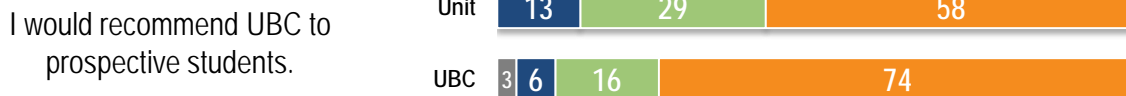
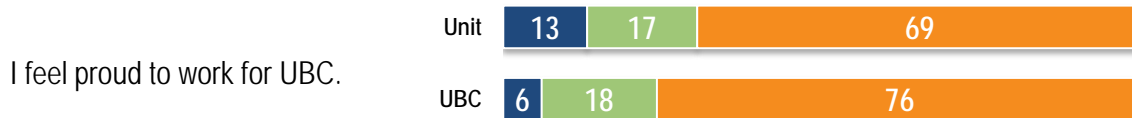
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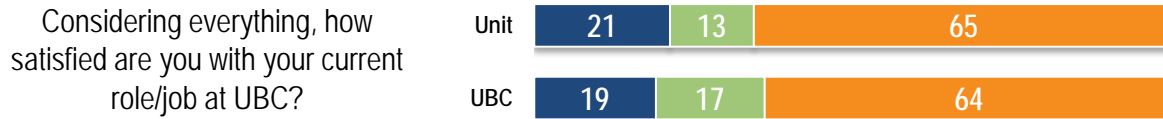
Detailed Results by Theme

- The following 14 slides show the results for each survey question, organized by theme.
- Included in the results for each question:
 - How your unit responded
 - UBC's overall response
 - An employee group breakdown for your unit (if available)

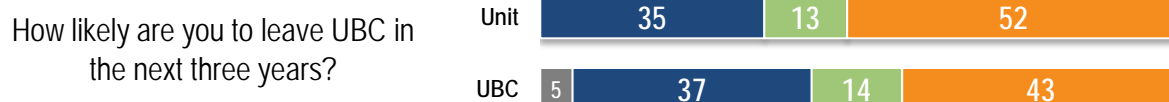
■ % NA/Don't know ■ % Disagree/Strongly disagree ■ % Neither nor ■ % Agree/Strongly agree



■ % NA/Don't know ■ % Dissatisfied/Very dissatisfied ■ % Neither nor ■ % Satisfied/Very satisfied



■ % NA/Don't know ■ % Somewhat/Very likely ■ % Neither nor ■ % Somewhat/Very unlikely

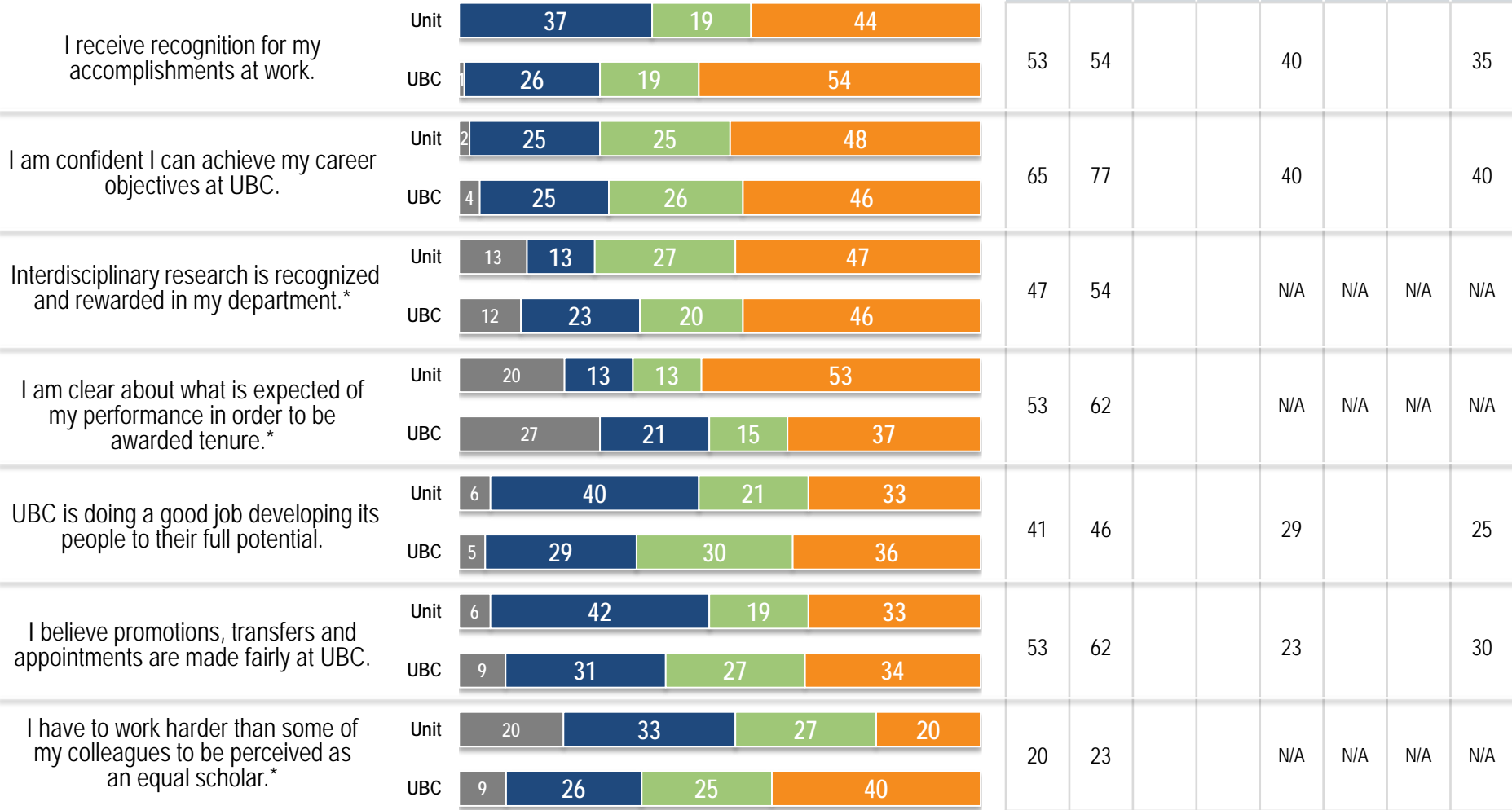


Employee Group Detail for Unit (% Agree/Strongly agree - Satisfied/Very satisfied - Somewhat/Very unlikely)							
Total Faculty	Bargaining Unit Faculty	Bargaining Unit: Sessionals	Other Faculty	Total Staff	Unionized Staff	Non-Unionized Staff	Management & Professional
88	100			60			50
88	92			63			55
71	77			51			40
82	92			60			50
71	85			63			60
65	85			46			35

■ % NA/Don't know ■ % Disagree/Strongly disagree ■ % Neither nor ■ % Agree/Strongly agree

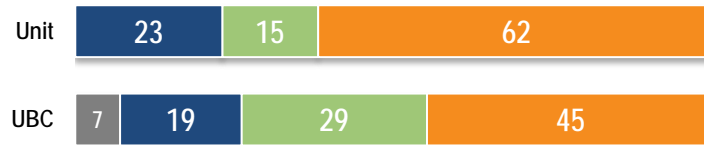
**Faculty-only question*

Employee Group Detail for Unit (% Agree/Strongly agree)

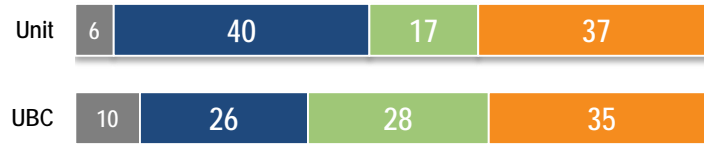


■ % NA/Don't know ■ % Disagree/Strongly disagree ■ % Neither nor ■ % Agree/Strongly agree

UBC's senior leaders communicate a clear, strategic vision of the future direction of the University.



I believe that UBC's senior leaders will take meaningful action on the issues identified in this survey.



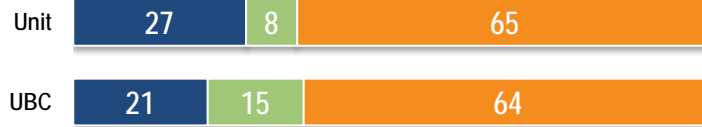
Employee Group Detail for Unit (% Agree/Strongly agree)							
Total Faculty	Bargaining Unit Faculty	Bargaining Unit: Sessionals	Other Faculty	Total Staff	Unionized Staff	Non-Unionized Staff	Management & Professional
59	69			63			70
47	54			31			30

■ % NA/Don't know ■ % Disagree/Strongly disagree ■ % Neither nor ■ % Agree/Strongly agree

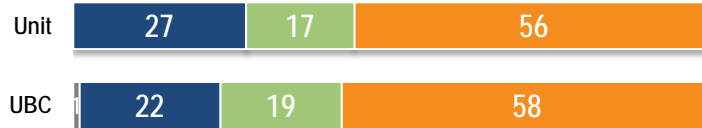
I am aware of UBC's provisions to support employees' personal needs.



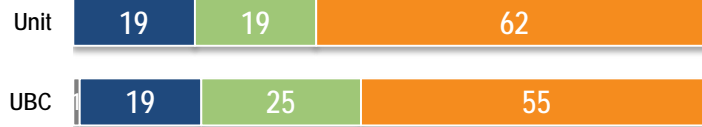
I feel well-informed about my unit's priorities.



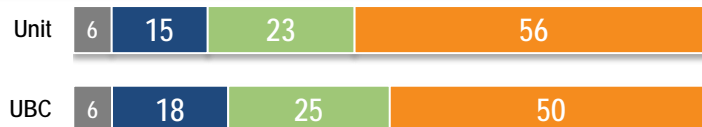
I feel well-informed about the professional development opportunities available to me.



I feel well-informed about UBC's priorities.



I understand the relationship between my individual objectives and UBC's objectives.

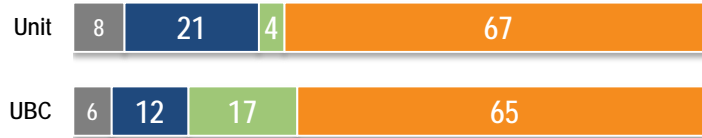


Employee Group Detail for Unit (% Agree/Strongly agree)

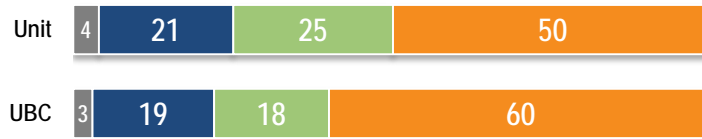
	Total Faculty	Bargaining Unit Faculty	Bargaining Unit: Sessionals	Other Faculty	Total Staff	Unionized Staff	Non-Unionized Staff	Management & Professional
I am aware of UBC's provisions to support employees' personal needs.	47	54			69			80
I feel well-informed about my unit's priorities.	82	92			57			50
I feel well-informed about the professional development opportunities available to me.	76	85			46			55
I feel well-informed about UBC's priorities.	76	85			54			60
I understand the relationship between my individual objectives and UBC's objectives.	71	77			49			60

■ % NA/Don't know ■ % Disagree/Strongly disagree ■ % Neither nor ■ % Agree/Strongly agree

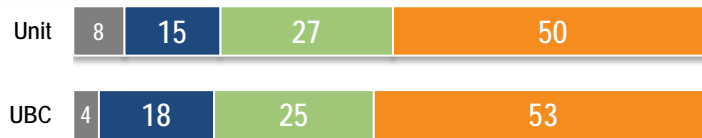
My own career opportunities and progression have not been disadvantaged at UBC because of my personal needs or circumstances.



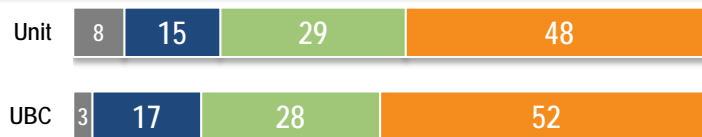
My unit is a place where I feel I can comfortably raise personal and/or family responsibilities that impact my work.



My unit supports me in making choices that contribute to my mental health and well-being.



My unit supports me in making choices that contribute to my physical health and well-being.

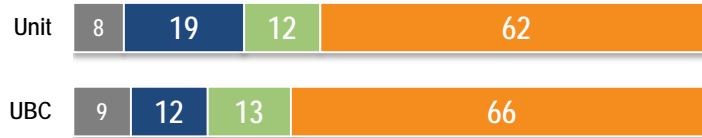


Employee Group Detail for Unit (% Agree/Strongly agree)

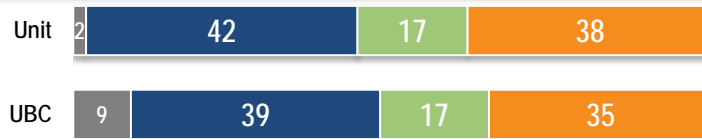
	Total Faculty	Bargaining Unit Faculty	Bargaining Unit: Sessionals	Other Faculty	Total Staff	Unionized Staff	Non-Unionized Staff	Management & Professional
My own career opportunities and progression have not been disadvantaged at UBC because of my personal needs or circumstances.	59	62			71			70
My unit is a place where I feel I can comfortably raise personal and/or family responsibilities that impact my work.	35	38			57			50
My unit supports me in making choices that contribute to my mental health and well-being.	41	46			54			50
My unit supports me in making choices that contribute to my physical health and well-being.	35	38			54			45

■ % NA/Don't know ■ % Disagree/Strongly disagree ■ % Neither nor ■ % Agree/Strongly agree

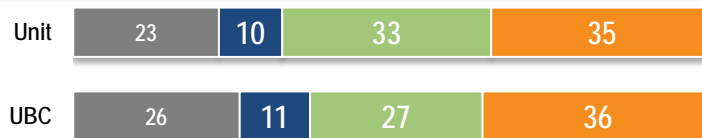
I believe that the benefits at UBC are as good as or better than the benefits offered by other similar institutions.



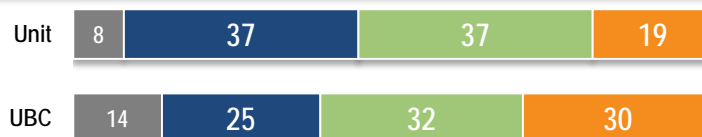
I believe that my pay at UBC is as good as or better than the pay offered by other similar institutions.



UBC is successful in attracting the best faculty.



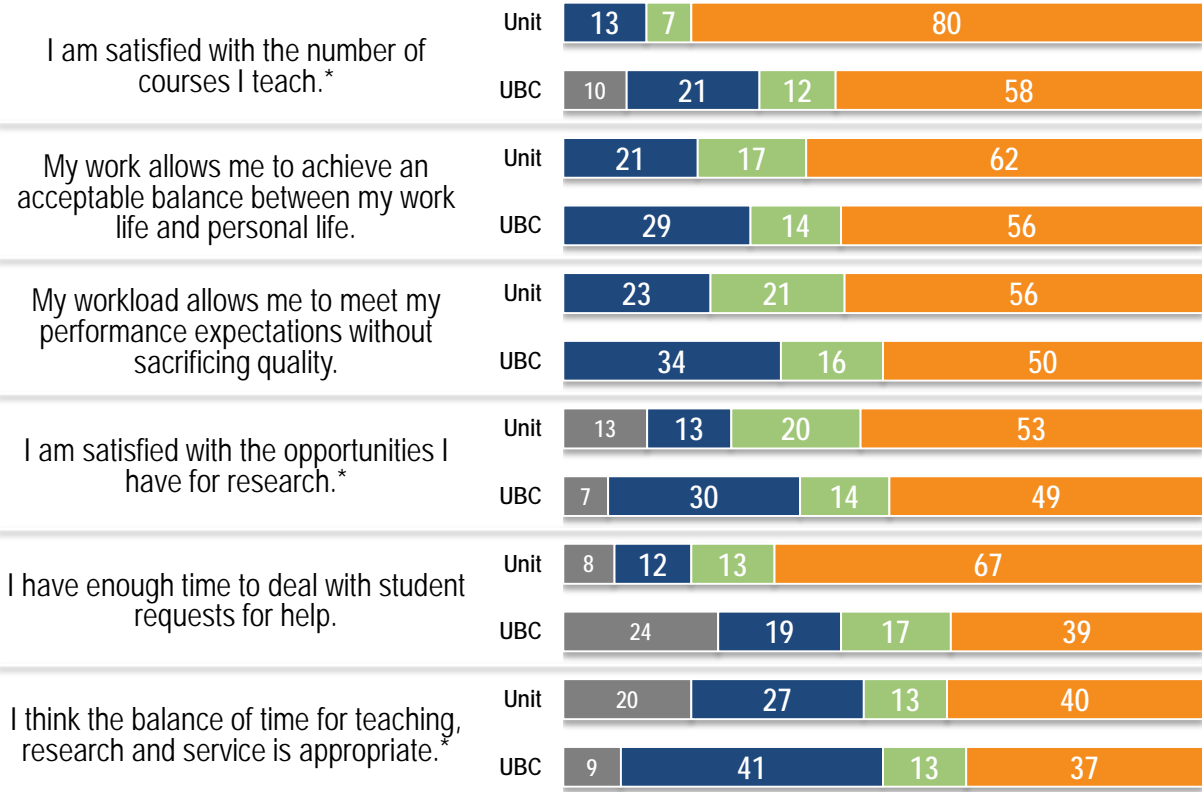
UBC is successful in attracting the best staff.



Employee Group Detail for Unit (% Agree/Strongly agree)

	Total Faculty	Bargaining Unit Faculty	Bargaining Unit: Sessionals	Other Faculty	Total Staff	Unionized Staff	Non-Unionized Staff	Management & Professional
I believe that the benefits at UBC are as good as or better than the benefits offered by other similar institutions.	41	46			71			70
I believe that my pay at UBC is as good as or better than the pay offered by other similar institutions.	59	69			29			35
UBC is successful in attracting the best faculty.	41	46			31			35
UBC is successful in attracting the best staff.	18	15			20			15

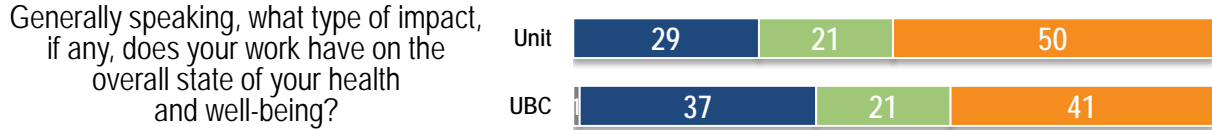
■ % NA/Don't know
 ■ % Disagree/Strongly disagree
 ■ % Neither nor
 ■ % Agree/Strongly agree
**Faculty-only question*



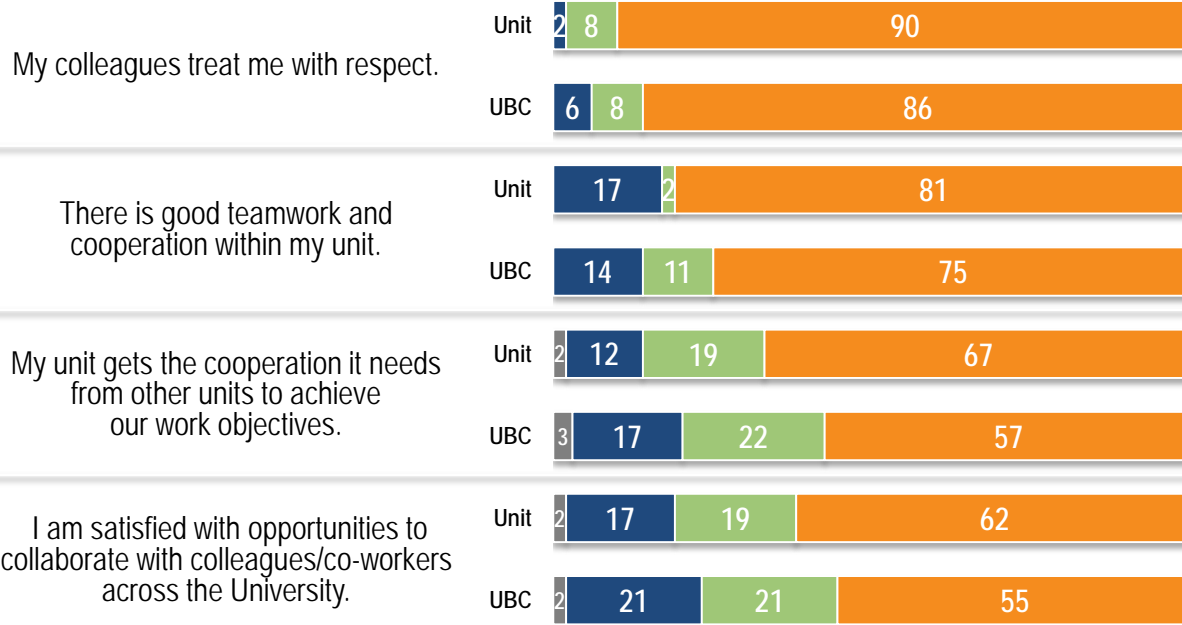
Employee Group Detail for Unit
(% Agree/Strongly agree – Very/Somewhat positive impact)

	Total Faculty	Bargaining Unit Faculty	Bargaining Unit: Sessionals	Other Faculty	Total Staff	Unionized Staff	Non-Unionized Staff	Management & Professional
I am satisfied with the number of courses I teach.*	80	77			N/A	N/A	N/A	N/A
My work allows me to achieve an acceptable balance between my work life and personal life.	35	15			74			80
My workload allows me to meet my performance expectations without sacrificing quality.	29	23			69			80
I am satisfied with the opportunities I have for research.*	53	62			N/A	N/A	N/A	N/A
I have enough time to deal with student requests for help.	59	54			71			70
I think the balance of time for teaching, research and service is appropriate.*	40	46			N/A	N/A	N/A	N/A
Generally speaking, what type of impact, if any, does your work have on the overall state of your health and well-being?	41	31			54			50

■ % NA/Don't know
 ■ % Somewhat/Very negative impact
 ■ % Neither nor
 ■ % Very/Somewhat positive impact



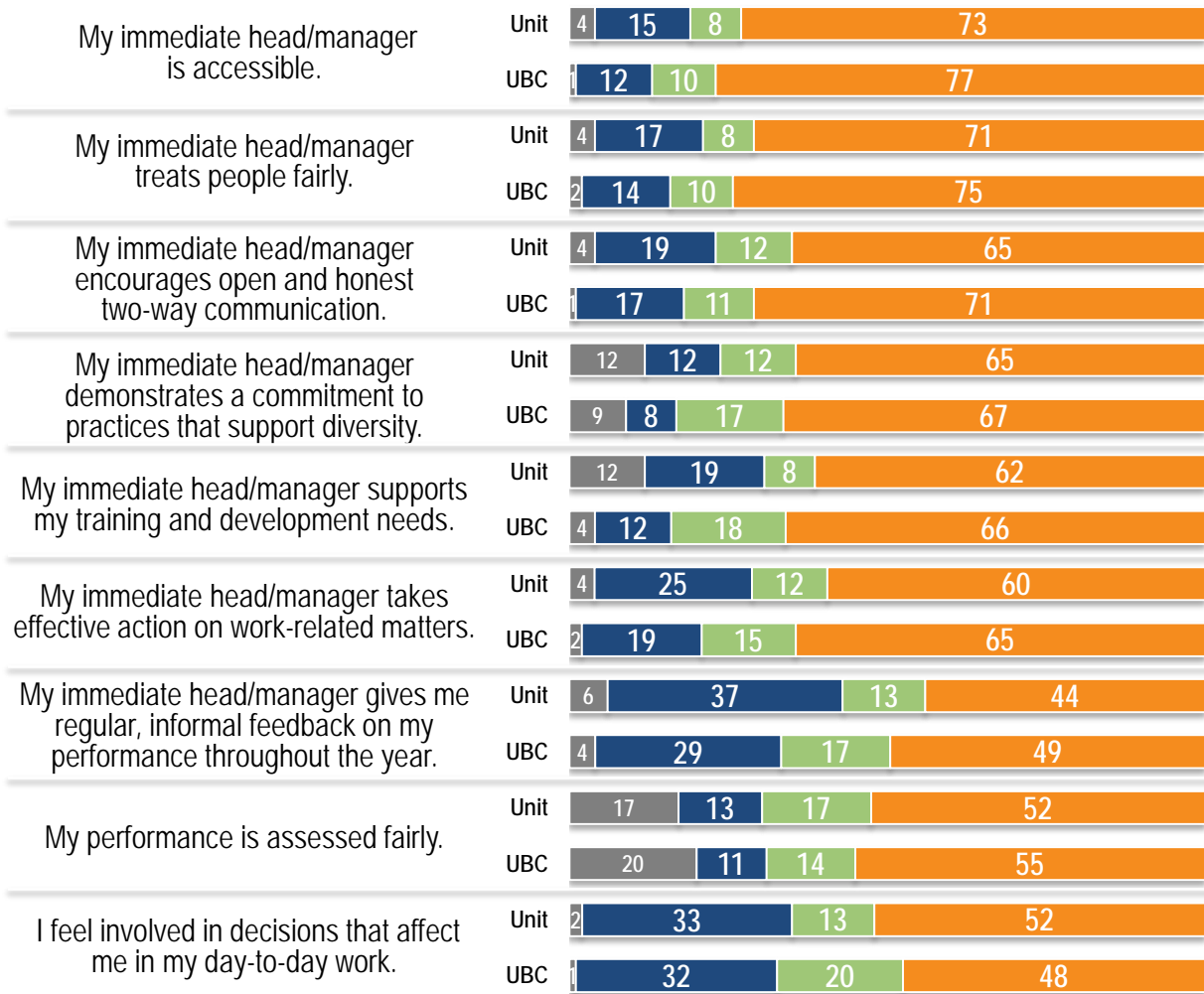
■ % NA/Don't know ■ % Disagree/Strongly disagree ■ % Neither nor ■ % Agree/Strongly agree



Employee Group Detail for Unit (% Agree/Strongly agree)							
Total Faculty	Bargaining Unit Faculty	Bargaining Unit: Sessionals	Other Faculty	Total Staff	Unionized Staff	Non-Unionized Staff	Management & Professional
94	92			89			85
88	92			77			80
71	77			66			65
65	77			60			60

My Unit Head/Manager

■ % NA/Don't know ■ % Disagree/Strongly disagree ■ % Neither nor ■ % Agree/Strongly agree



Employee Group Detail for Unit (% Agree/Strongly agree)							
Total Faculty	Bargaining Unit Faculty	Bargaining Unit: Sessionals	Other Faculty	Total Staff	Unionized Staff	Non-Unionized Staff	Management & Professional
82	85			69			60
71	69			71			60
76	77			60			55
59	69			69			60
59	62			63			55
65	62			57			45
41	38			46			50
59	62			49			45
53	62			51			45

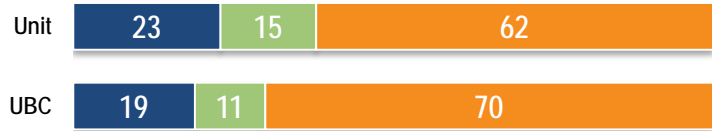
■ % NA/Don't know ■ % Disagree/Strongly disagree ■ % Neither nor ■ % Agree/Strongly agree

**Faculty-only question*

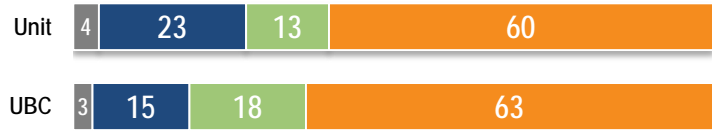
I have ready access to the information I need to do my job well.



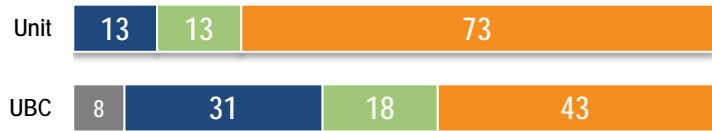
At work, I have the tools (e.g., technology, equipment, materials) needed to do my job well.



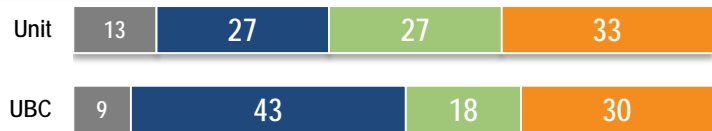
As a University employee, I am satisfied with the opportunities for learning available to me at UBC through internal providers.



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.*

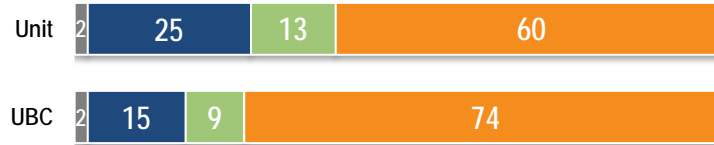


Employee Group Detail for Unit (% Agree/Strongly agree)

Total Faculty	Bargaining Unit Faculty	Bargaining Unit: Sessionals	Other Faculty	Total Staff	Unionized Staff	Non-Unionized Staff	Management & Professional
76	85			77			80
47	54			69			70
71	77			54			60
73	77			N/A	N/A	N/A	N/A
33	38			N/A	N/A	N/A	N/A

■ % NA/Don't know ■ % A little change/Very little change ■ % Neither nor ■ % A lot of change/Some change

In my workplace, I am currently experiencing...

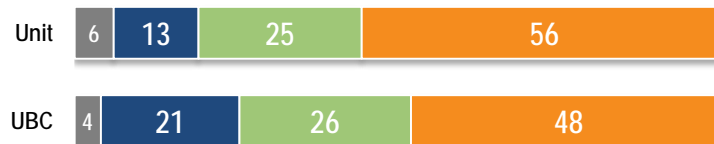


■ % NA/Don't know ■ % Disagree/Strongly disagree ■ % Neither nor ■ % Agree/Strongly agree

I feel capable of managing the change that I'm currently experiencing at work.

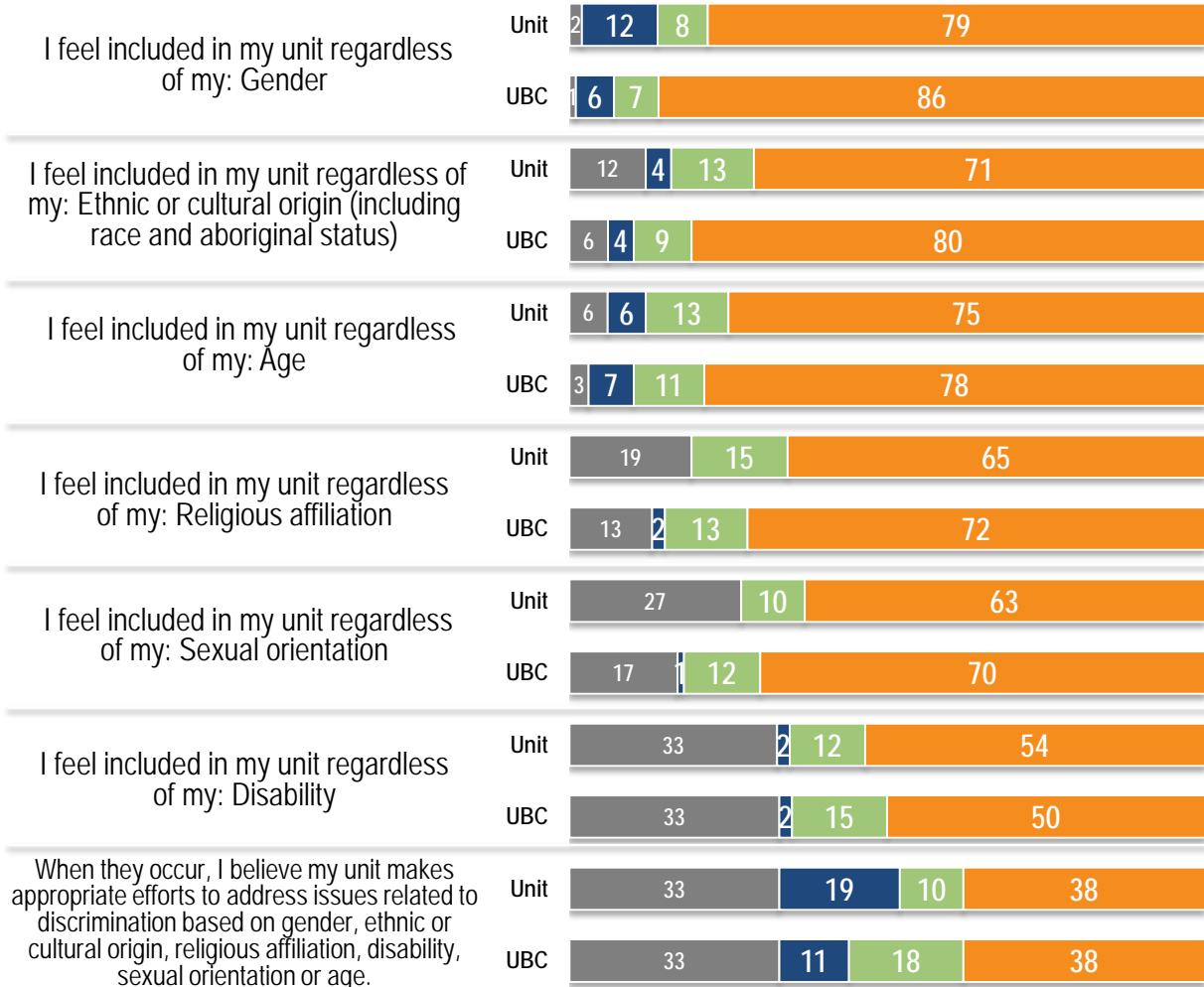


I have been well-prepared for the degree of change that I experience at work.



Employee Group Detail for Unit (% A lot of change/Some change - Agree/Strongly agree)							
Total Faculty	Bargaining Unit Faculty	Bargaining Unit: Sessionals	Other Faculty	Total Staff	Unionized Staff	Non-Unionized Staff	Management & Professional
65	77			57			50
59	54			77			70
59	62			54			40

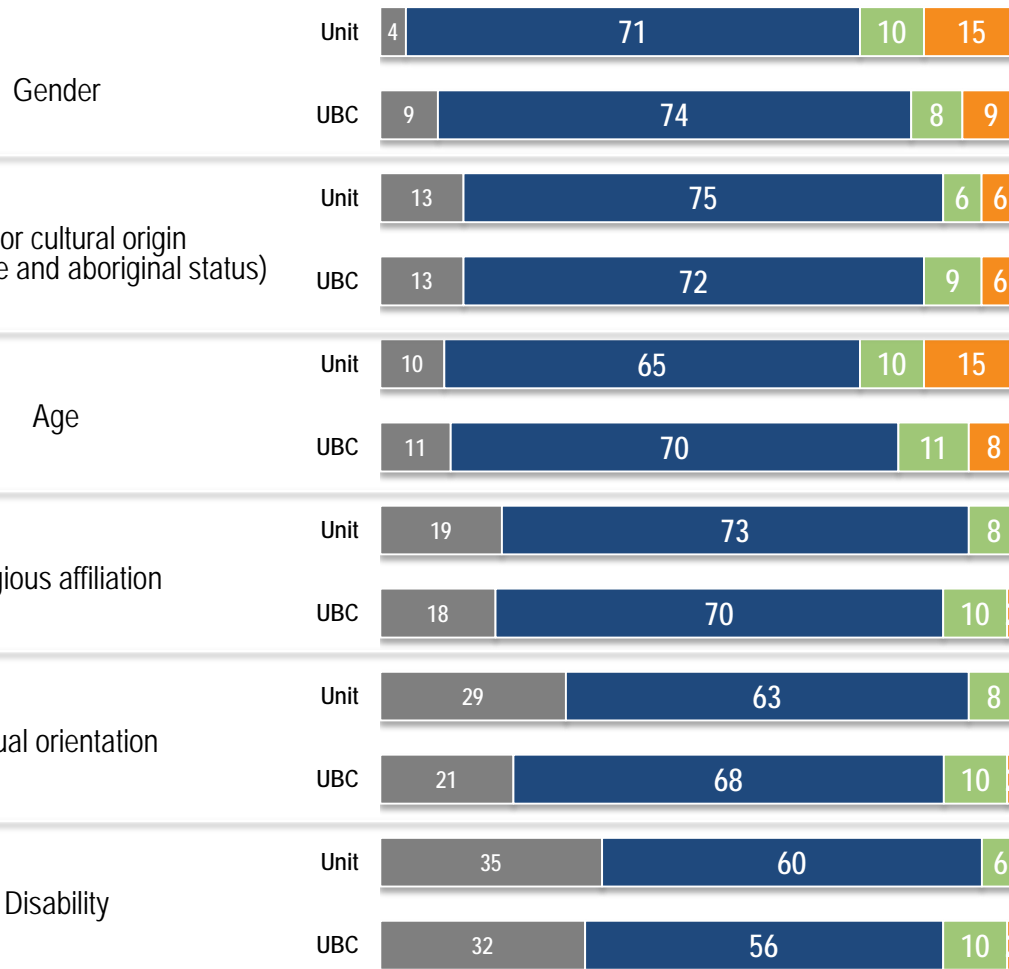
■ % NA/Don't know ■ % Disagree/Strongly disagree ■ % Neither nor ■ % Agree/Strongly agree



Employee Group Detail for Unit (% Agree/Strongly agree)							
Total Faculty	Bargaining Unit Faculty	Bargaining Unit: Sessionals	Other Faculty	Total Staff	Unionized Staff	Non-Unionized Staff	Management & Professional
94	92			71			60
76	85			69			60
94	92			66			65
71	85			63			55
71	77			60			55
65	69			49			40
29	31			43			25

■ % NA/Don't know ■ % Disagree/Strongly disagree ■ % Neither nor ■ % Agree/Strongly agree

Over the past 2-3 years at UBC, I believe I have been treated unfairly in my workplace due to my:

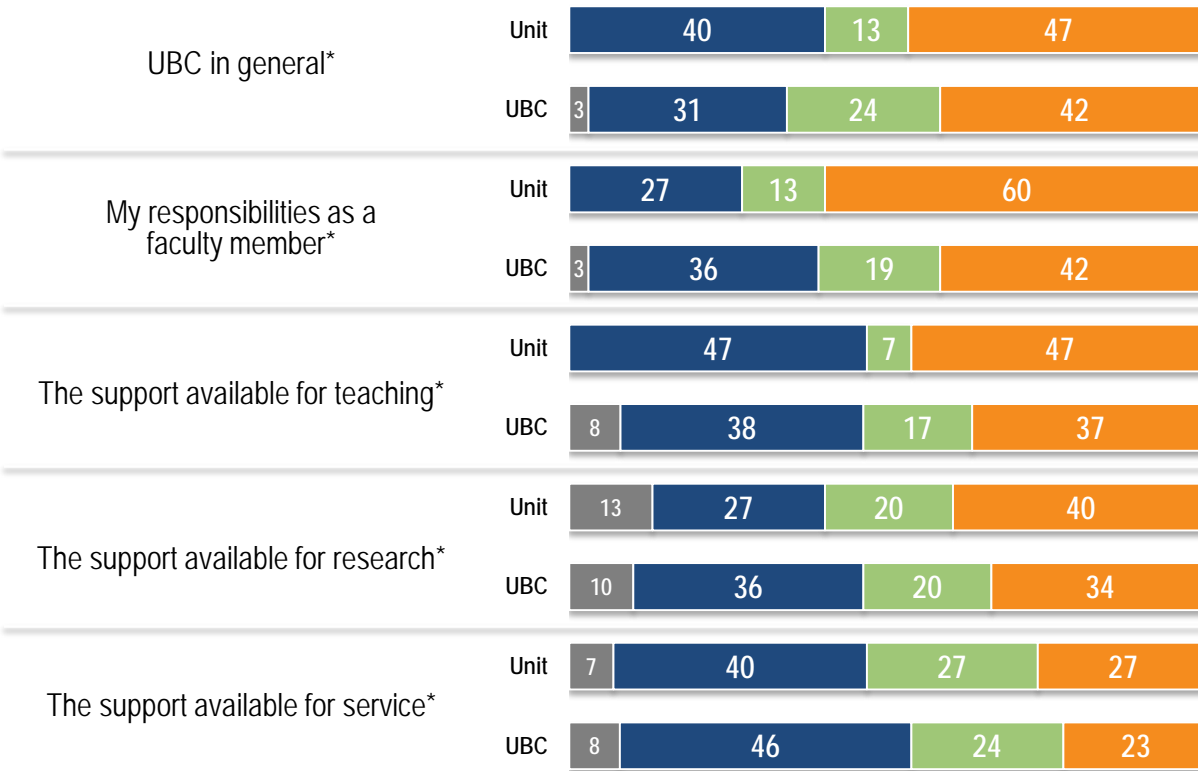


Employee Group Detail for Unit (% Agree/Strongly agree)

Total Faculty	Bargaining Unit Faculty	Bargaining Unit: Sessionals	Other Faculty	Total Staff	Unionized Staff	Non-Unionized Staff	Management & Professional
-	-	-	-	23	-	-	40
-	-	-	-	9	-	-	15
-	-	-	-	23	-	-	35
-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-

■ % NA/Don't know
 ■ % Disagree/Strongly disagree
 ■ % Neither nor
 ■ % Agree/Strongly agree
**Faculty-only question*

When I was first hired, I received sufficient information to orient me to:



Employee Group Detail for Unit (% Agree/Strongly agree)							
Total Faculty	Bargaining Unit Faculty	Bargaining Unit: Sessionals	Other Faculty	Total Staff	Unionized Staff	Non-Unionized Staff	Management & Professional
47	46			N/A	N/A	N/A	N/A
60	62			N/A	N/A	N/A	N/A
47	46			N/A	N/A	N/A	N/A
40	46			N/A	N/A	N/A	N/A
27	23			N/A	N/A	N/A	N/A

These five questions are only asked of Faculty and only apply to Faculty.



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Additional Questions

The following six questions were included in the survey to provide additional insight into the faculty and staff experience at UBC.

Some of the responses may help you better understand and prioritize what is important to your faculty and staff.

In your opinion, what should be the top three priority areas for improvement within your unit?

(Select all that apply, up to three. % Selected)

	UBC Overall	Unit Overall	Employee Group Detail for Unit							
			Total Faculty	Bargaining Unit Faculty	Bargaining Unit: Sessionals	Other Faculty	Total Staff	Unionized Staff	Non-Unionized Staff	Management & Professional
Compensation (pay & benefits)	37	48	35	31			54			45
Work load	30	21	35	46			14			5
Career growth and development	26	27	12	8			34			30
Communication	25	19	18	15			20			10
Work processes, policies & procedures	23	8	-	-			11			10
Leadership of the unit	21	29	18	23			34			55
Resources	20	35	59	69			23			15
Employee recognition	19	35	29	15			37			45
Relationships with other units/ faculties	17	8	6	8			9			15
Management of change	16	2	-	-			3			5
Administrative support	14	13	12	15			14			20
Physical work environment	13	17	29	31			11			15
Training	10	8	6	-			9			5
Student focus	5	8	6	-			9			-

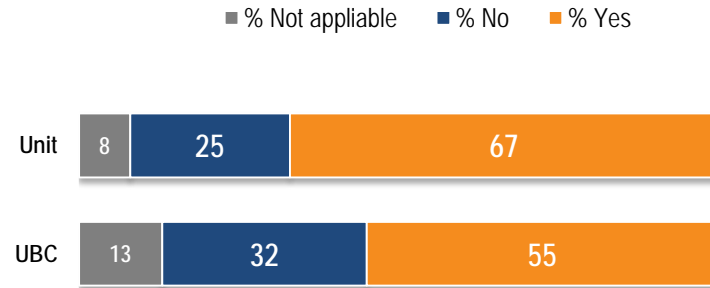
Please indicate why you are likely to choose to leave UBC in the next three years.

(Select all that apply. % Selected. Based on respondents who answered "Very/Somewhat likely" to "How likely are you to leave UBC in the next three years?")

	UBC Overall	Unit Overall	Employee Group Detail for Unit							
			Total Faculty	Bargaining Unit Faculty	Bargaining Unit: Sessionals	Other Faculty	Total Staff	Unionized Staff	Non-Unionized Staff	Management & Professional
To improve your opportunities for career advancement	55	56					50			58
To increase salary	54	72					69			83
To reduce stress	34	39					44			42
To pursue a different career (academic or not academic)	33	17					19			8
To find a more supportive work environment	31	39					44			58
To find a better manager	23	33					38			50
To reduce commuting time	20	17					13			17
To retire	15	11					13			-
To go back to school	12	6					6			-
To address family-related issues	12	17					13			17
To increase time for research	7	11					6			-
End of contract/ job ending (layoff)*	2	6					6			8
To find more challenging/fulfilling/meaningful job/ career*	2						-			-
Cost of living/ lack of affordable housing*	2						-			-

*Other (Specify) coded responses in addition to options listed in survey.

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



Employee Group Detail for Unit (% Yes)							
Total Faculty	Bargaining Unit Faculty	Bargaining Unit: Sessionals	Other Faculty	Total Staff	Unionized Staff	Non-Unionized Staff	Management & Professional
65	77			69			75

Which of the following issues are barriers to your ability to achieve your long-term career objectives at UBC?

(Select all that apply. % Selected. Based on respondents who answered "Strongly disagree/Disagree/Neither nor" to "I am confident I can achieve my career objectives at UBC")

	UBC Overall	Unit Overall	Employee Group Detail for Unit							
			Total Faculty	Bargaining Unit Faculty	Bargaining Unit: Sessionals	Other Faculty	Total Staff	Unionized Staff	Non-Unionized Staff	Management & Professional
The number of career opportunities are too limited	50	62					67			83
The process for advancing my career is not clear to me	45	50					48			42
The requirements for advancing my career are not clear to me	40	35					33			42
Lack my manager/department head's help and support	35	35					38			42
Promotions are not conducted fairly	31	65					71			83
Not given opportunity to acquire the skills required to advance	23	38					48			58
Career opportunities available are not well-advertised	22	23					24			25
My workload	20	23					19			-
I do not have the qualifications required to advance my career	16	12					14			-
Preference appears to be given to external candidates	15	15					10			17
Too much responsibility at home and outside of work	15	12					5			-
My age	11						-			-
There are not enough faculty positions available	10	19					10			8
My gender	6	15					19			33
My ethnic or cultural origin	6	12					10			17
My disability	2						-			-
Issues with salary *	2	8					5			-
My religious affiliation	1						-			-
My sexual orientation	1						-			-

*Other (Specify) coded responses in addition to options listed in survey.

Which of the requirements for your tenure are unclear to you?

(Select all that apply. % Selected. Based on respondents who answered "Strongly disagree/Disagree/Neither nor" to "I am clear about what is expected of my performance in order to be awarded tenure")

*Faculty-only question

	UBC Overall	Unit Overall	Employee Group Detail for Unit							
			Total Faculty	Bargaining Unit Faculty	Bargaining Unit: Sessionals	Other Faculty	Total Staff	Unionized Staff	Non-Unionized Staff	Management & Professional
Research	54						N/A	N/A	N/A	N/A
Service	44						N/A	N/A	N/A	N/A
Teaching	43						N/A	N/A	N/A	N/A
None of the above	27						N/A	N/A	N/A	N/A

Which of the following aspects of your work have been a source of stress for you over the past year?

(Select all that apply, up to three. % Selected)

*Faculty-only question

	UBC Overall	Unit Overall	Employee Group Detail for Unit							
			Total Faculty	Bargaining Unit Faculty	Bargaining Unit: Sessionals	Other Faculty	Total Staff	Unionized Staff	Non-Unionized Staff	Management & Professional
Departmental or campus politics	32		-	-			N/A	N/A	N/A	N/A
Self-imposed high expectations	32	27	27	23			N/A	N/A	N/A	N/A
Securing funding for research	31	47	47	54			N/A	N/A	N/A	N/A
Committee and/or administrative responsibilities	26	20	20	23			N/A	N/A	N/A	N/A
Teaching responsibilities	24	47	47	46			N/A	N/A	N/A	N/A
Productivity	20	33	33	38			N/A	N/A	N/A	N/A
Interpersonal conflict	20		-	-			N/A	N/A	N/A	N/A
Review/promotion process	17	7	7	8			N/A	N/A	N/A	N/A
Managing a research group or grant	13	13	13	15			N/A	N/A	N/A	N/A
Graduate student supervision	11	13	13	15			N/A	N/A	N/A	N/A
Timing of departmental meetings and functions	7		-	-			N/A	N/A	N/A	N/A
Advising responsibilities	4	7	7	8			N/A	N/A	N/A	N/A
Issues with Management/ Administration *	3		-	-			N/A	N/A	N/A	N/A
Heavy workload (not enough time)*	2	7	7	8			N/A	N/A	N/A	N/A

*Other (Specify) coded responses in addition to options listed in survey.



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Results for Open-Ended Questions

The survey included two open-ended questions:

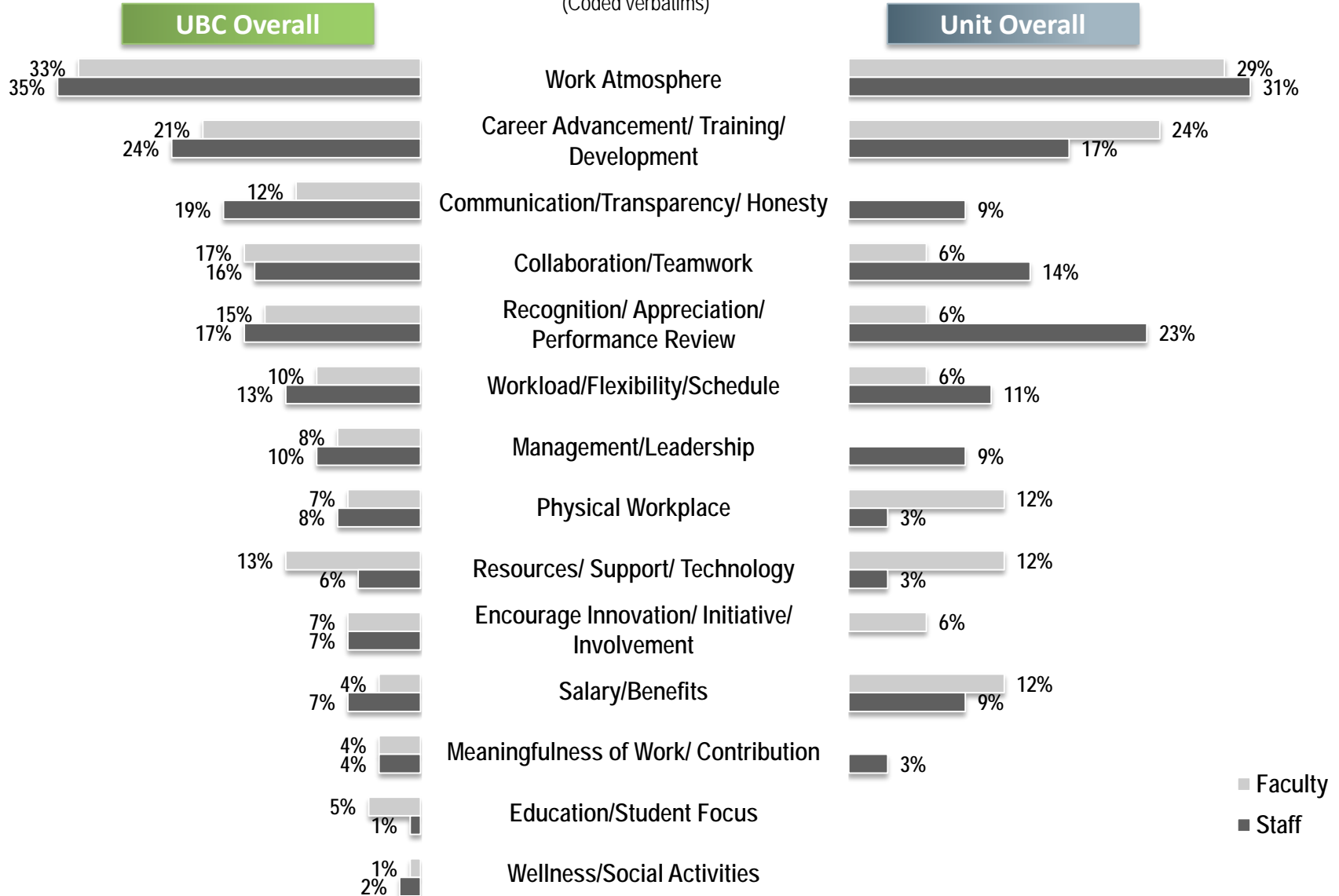
- 1. What does an 'outstanding work environment' look like/mean to you?***
- 2. What is the most significant change that could be made to improve your work experience at UBC in the next 5 years?***

These questions were included to gather feedback that would help inform the next version of Focus on People: Workplace Practices at UBC, which is the contributing framework towards the realization of the Outstanding Work Environment commitment in Place and Promise, UBC's strategic plan.

The next two slides show the number of times a theme is mentioned in faculty and staff responses as a percentage of the number of respondents.

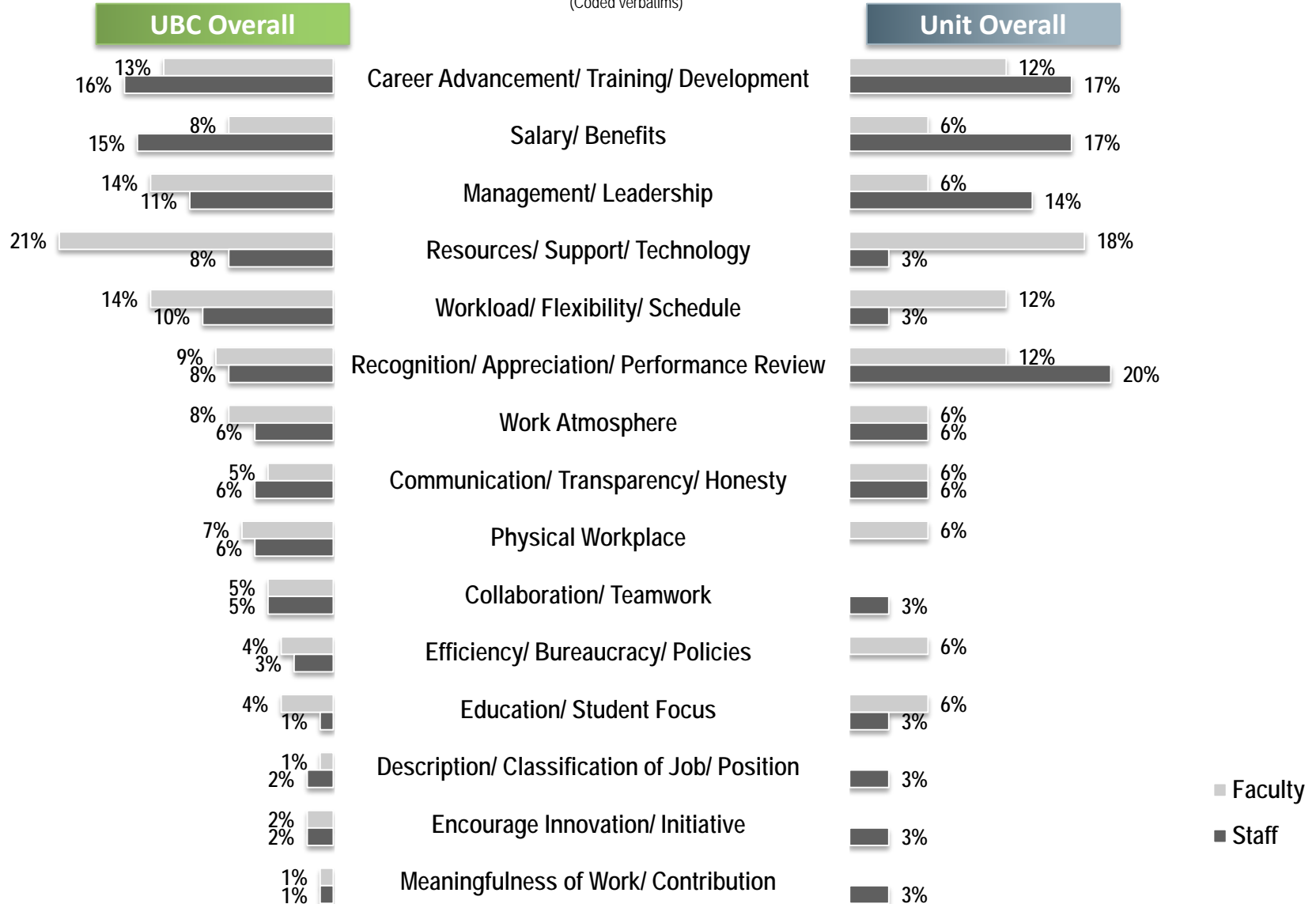
What does an 'outstanding work environment' look like/mean to you?

(Coded verbatims)



What is the most significant change that could be made to improve your work experience at UBC in the next 5 years?

(Coded verbatims)





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Resources

More information on the Workplace Experiences Survey is available at www.focusonpeople.ubc.ca.

If you have questions about the survey results or how to take action on the survey findings in your faculty/department, please contact your HR Advisor. Alternatively, you may contact Peter Godman peter.godman@ubc.ca (Vancouver) or Nicole Udzenija nicole.udzenija@ubc.ca (Okanagan).