

# 2017 UBC Workplace Experiences Survey

2017 WES report for  
**UBCO - Barber School of  
Arts & Sciences (OKBR)**  
Okanagan Campus  
Faculty responses

February 2018



# 2017 WES Report

## UBCO - Barber School of Arts & Sciences (OKBR)

The UBC Workplace Experiences Survey (WES) was run from November 1 to 21, 2017. Over 6,000 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.

This is a report of the faculty responses received for *UBCO - Barber School of Arts & Sciences (OKBR)*. 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.

### Key Drivers:

The 2017 WES results show that the key drivers of engagement for faculty overall are:

1. Professional Growth
2. UBC's Senior Leadership
3. Student Focus

### Please note:

Each organization is different and your survey results should be used as a guide for further investigation. 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: Differences that are statistically meaningful for this group are highlighted in green (positive) and red (negative).

Note: %unfavourable, %neutral, and %favourable scores are rounded to the nearest whole number, and may add up to 99% or 101%.

**UBC Faculty Overall 2017:** refers to UBC's overall faculty % Favourable score.

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

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

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

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

**Your sample size: 82**

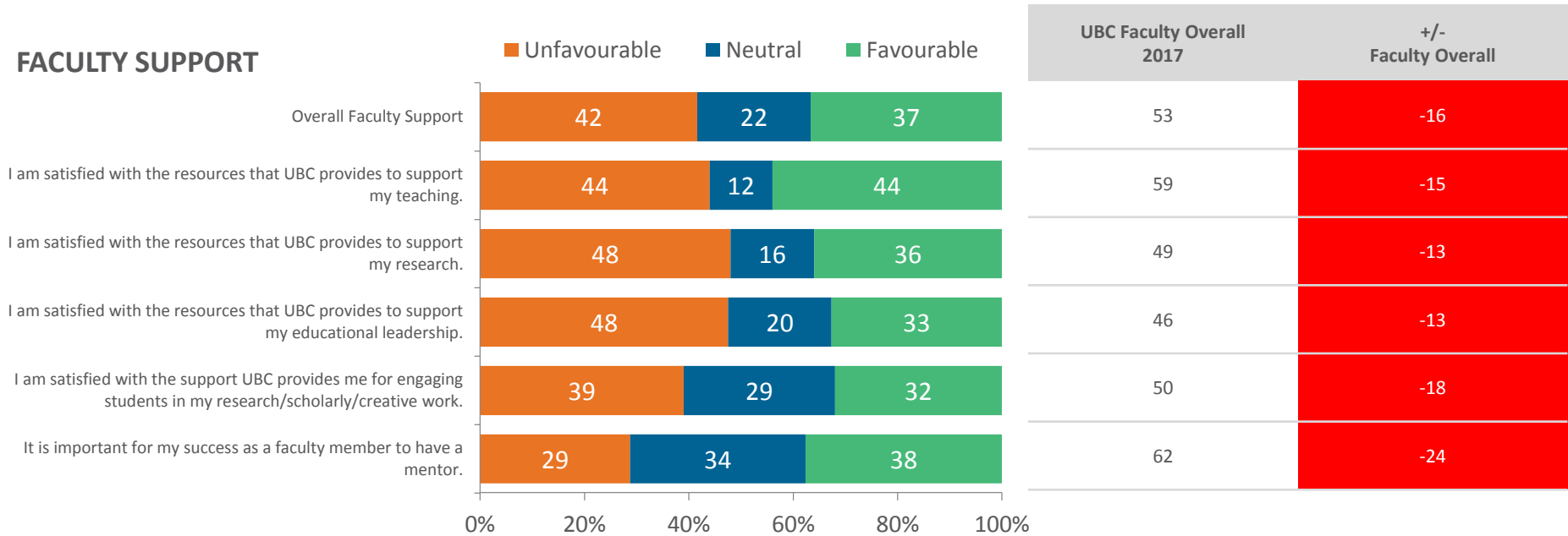
**Your response rate\*: 44%**

\* Response rates are calculated by dividing the number of completed surveys by the headcount (as of October 26, 2017). Response rates may be higher than 100% because we rely on people to correctly identify their department and position (i.e. staff or faculty) so that we can preserve respondent anonymity. In addition, because the WES runs over a three-week period, there may be fluctuations in headcount during this window (e.g. due to new hires).

# 2017 WES Report

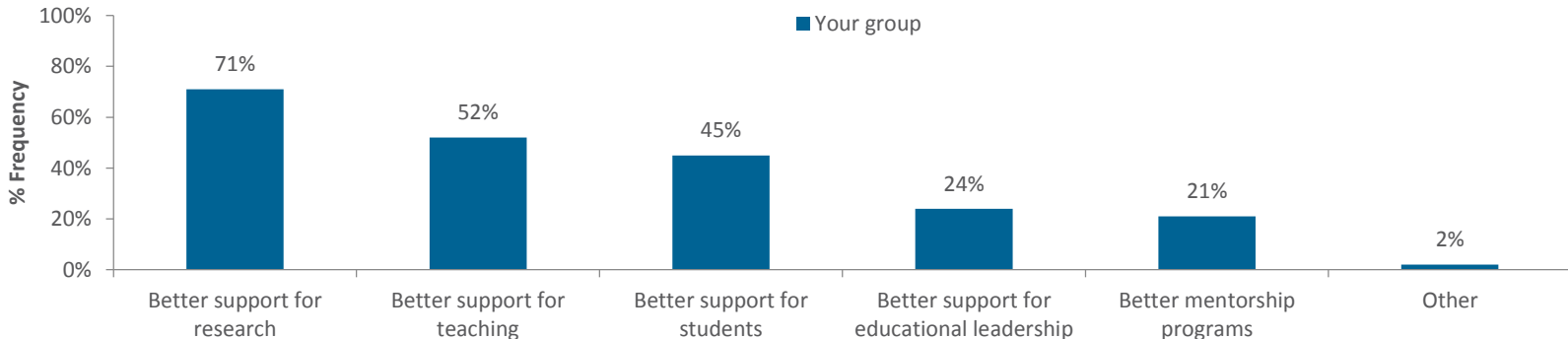
## UBCO - Barber School of Arts & Sciences (OKBR)

### FACULTY SUPPORT



How could UBC improve Faculty Support?

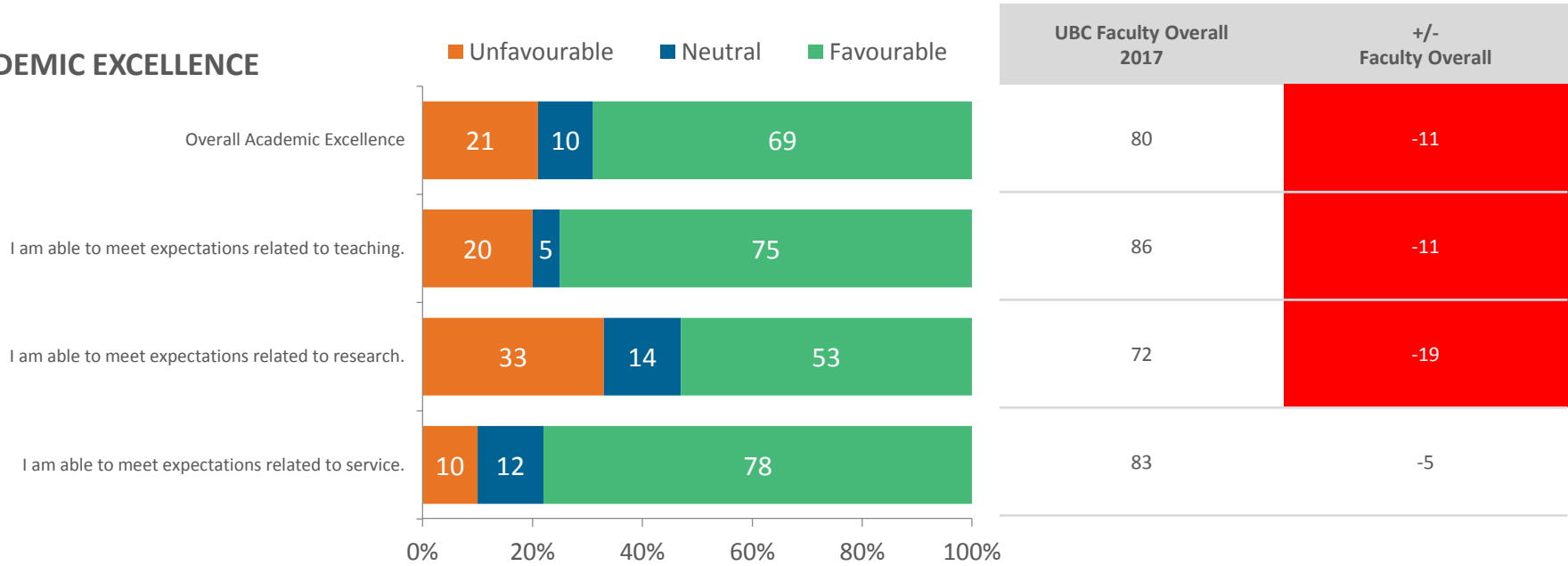
42 respondents selected a theme for this comment



# 2017 WES Report

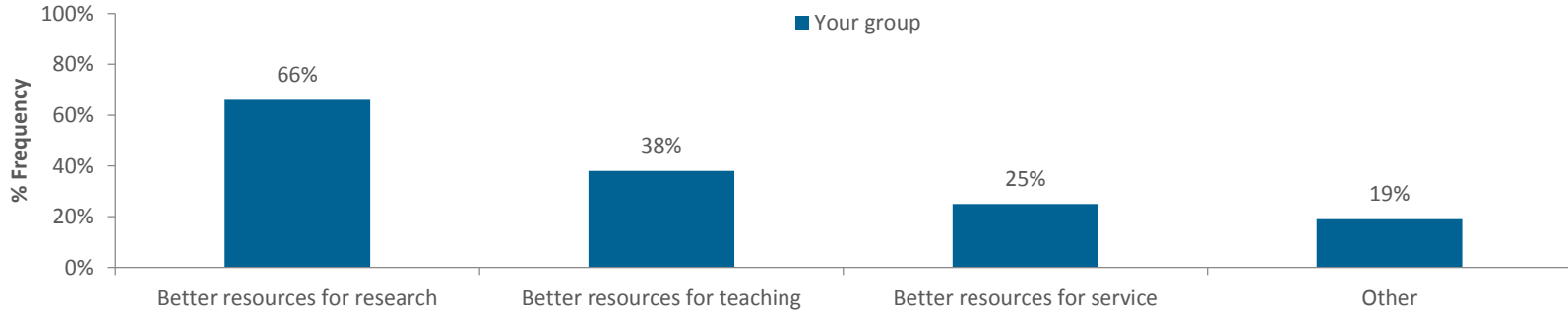
## UBCO - Barber School of Arts & Sciences (OKBR)

### ACADEMIC EXCELLENCE



How could UBC improve Academic Excellence?

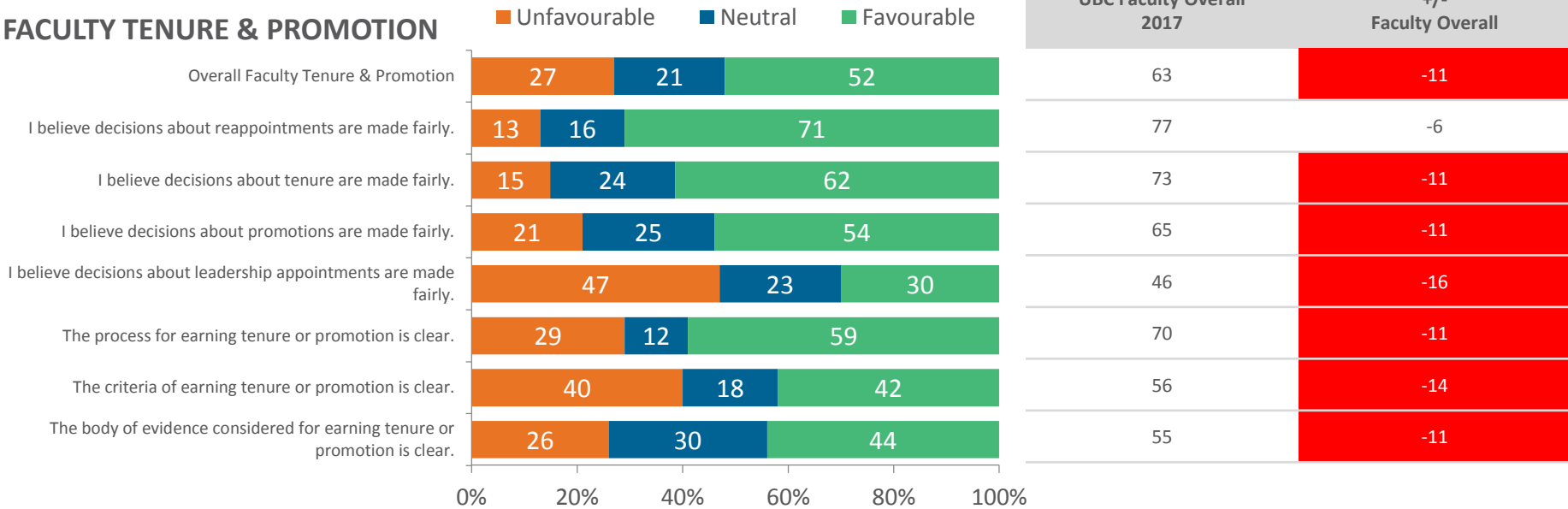
32 respondents selected a theme for this comment



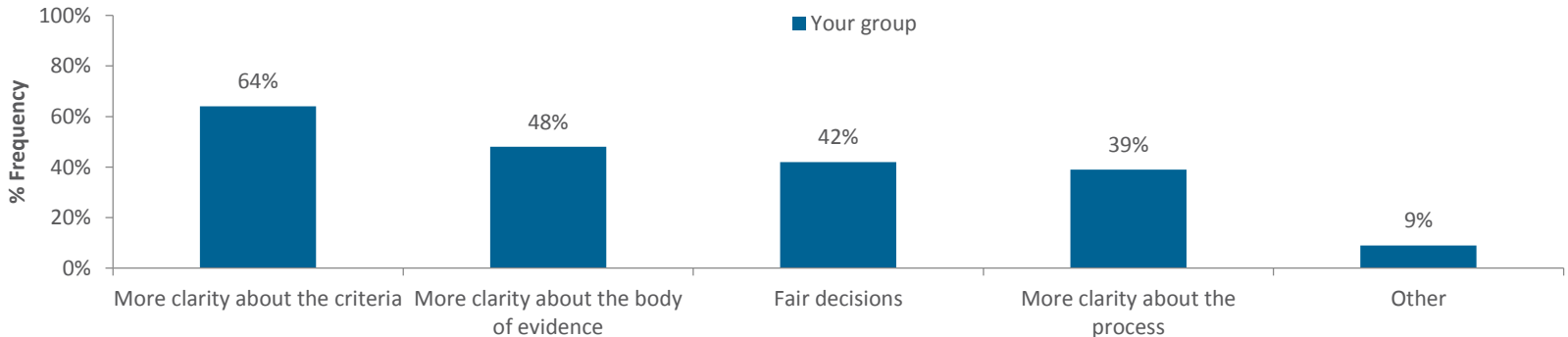
# 2017 WES Report

## UBCO - Barber School of Arts & Sciences (OKBR)

### FACULTY TENURE & PROMOTION



### How could UBC improve Faculty Tenure & Promotion?

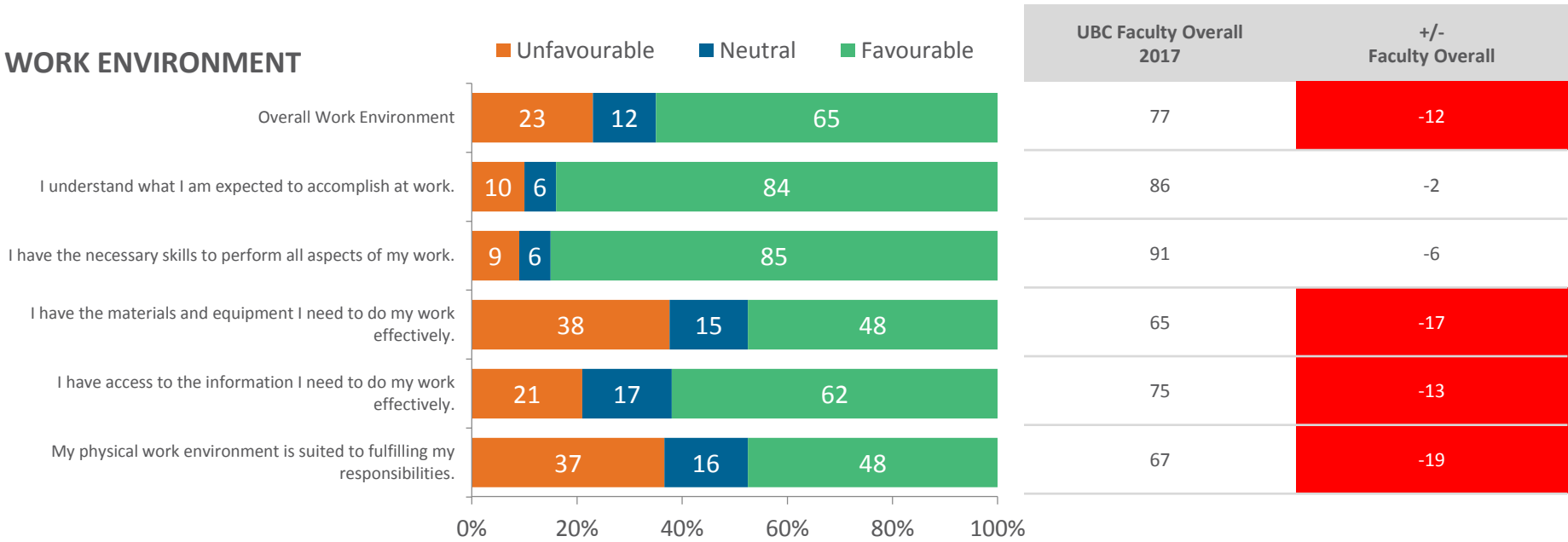


33 respondents selected a theme for this comment

# 2017 WES Report

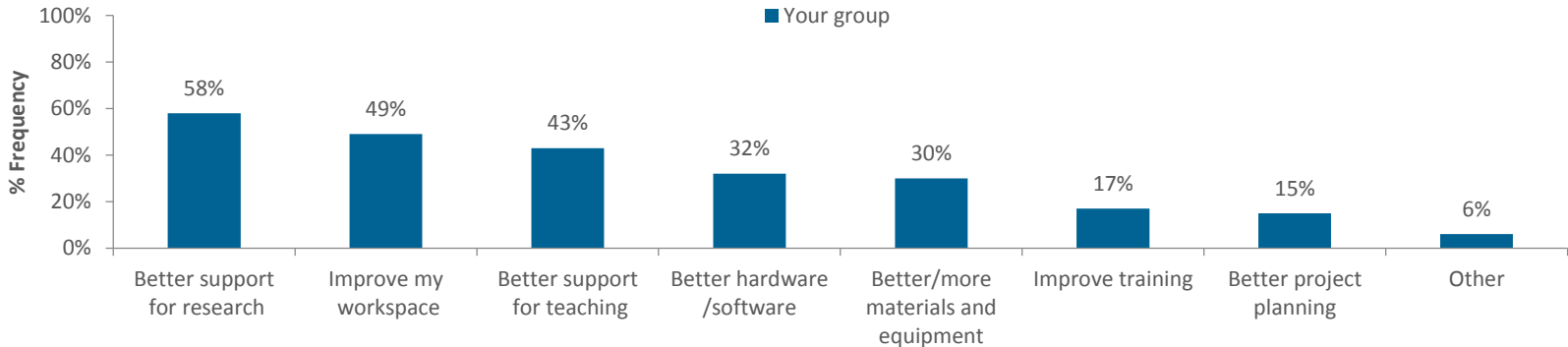
## UBCO - Barber School of Arts & Sciences (OKBR)

### WORK ENVIRONMENT



How could UBC improve your work environment?

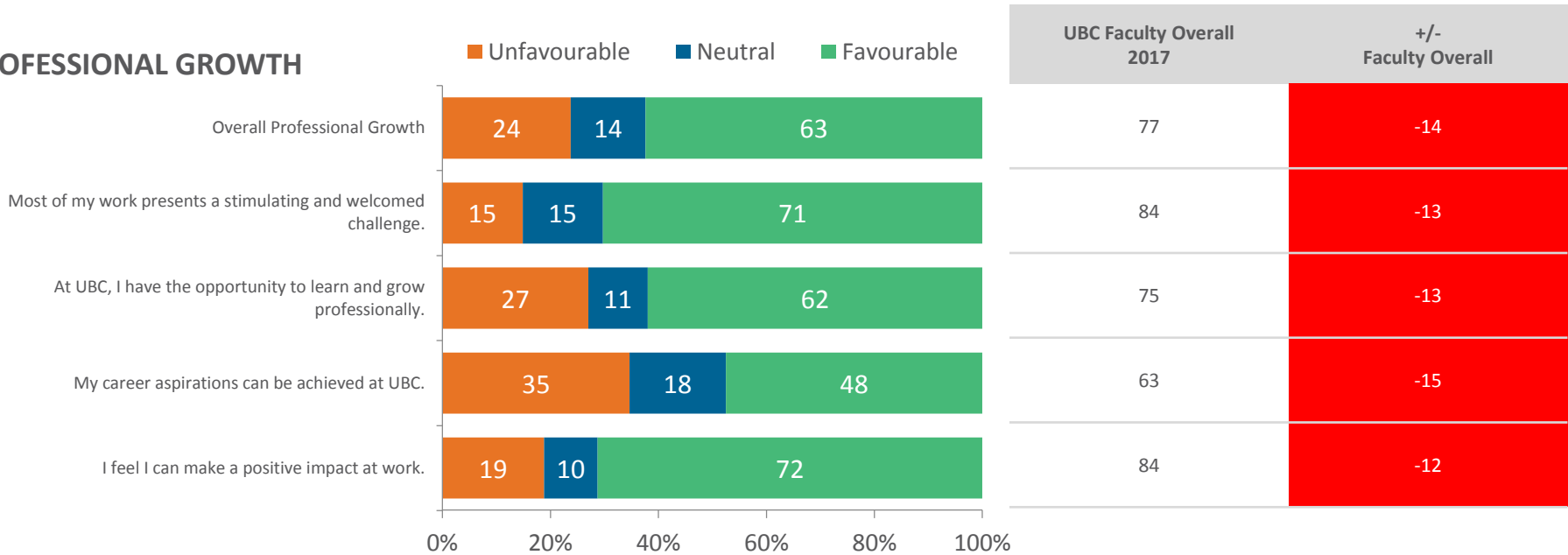
53 respondents selected a theme for this comment



# 2017 WES Report

## UBCO - Barber School of Arts & Sciences (OKBR)

### PROFESSIONAL GROWTH



How could UBC improve professional growth opportunities?

41 respondents selected a theme for this comment



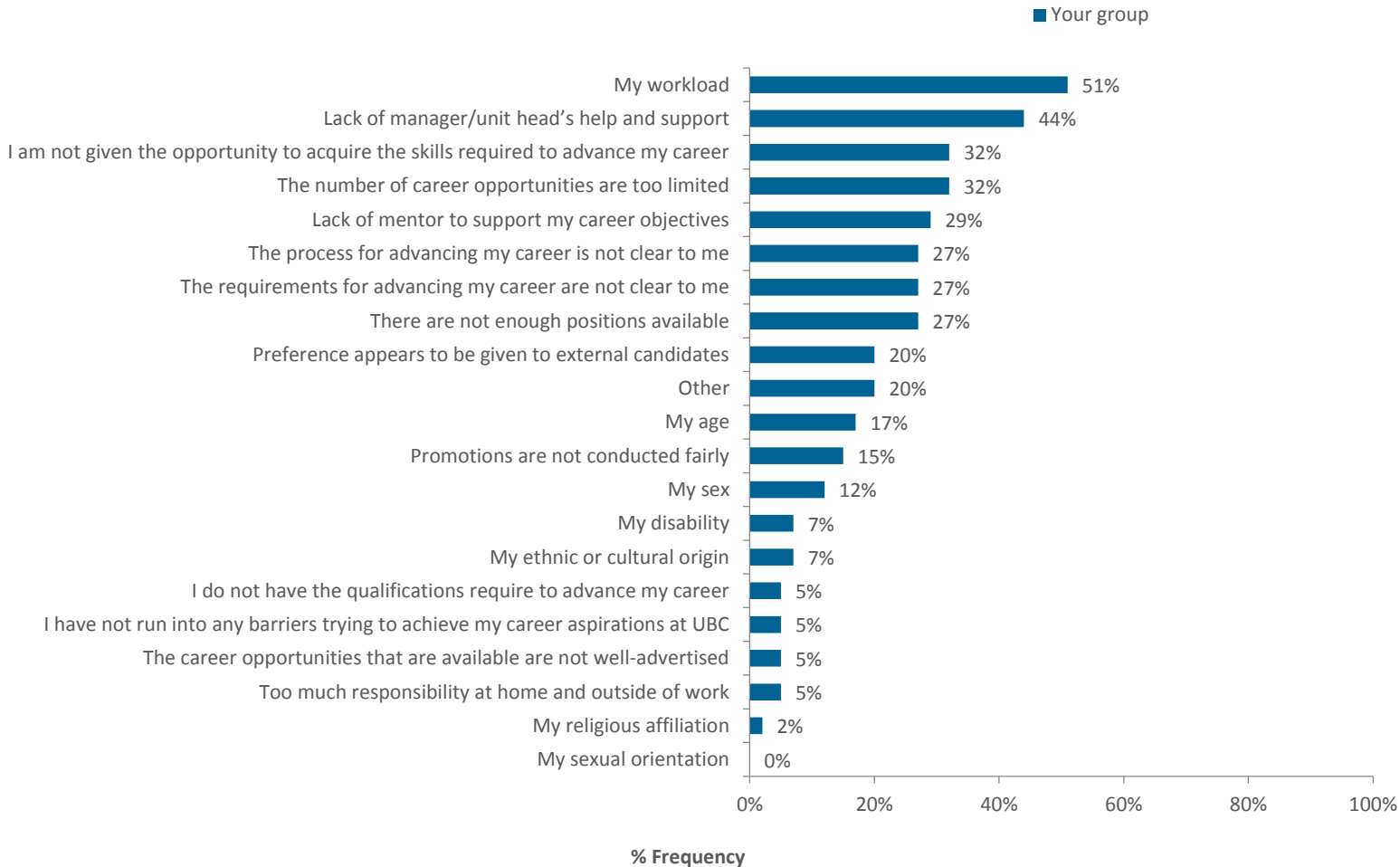
# 2017 WES Report

## UBCO - Barber School of Arts & Sciences (OKBR)

### PROFESSIONAL GROWTH

Which of the following issues are barriers to you in achieving your career aspirations at UBC?

41 respondents selected a theme for this comment



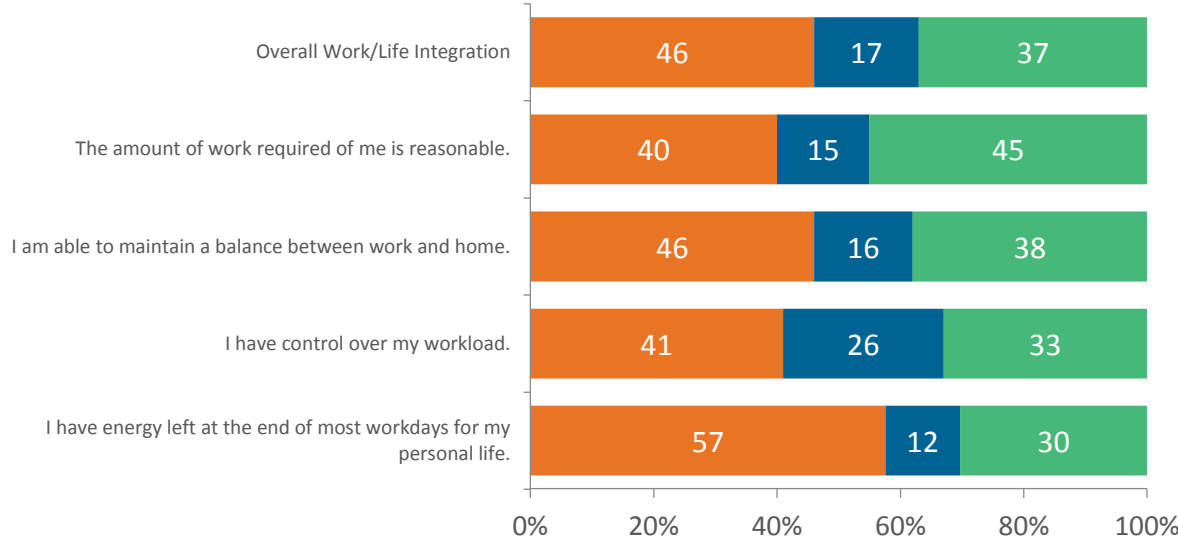


# 2017 WES Report

## UBCO - Barber School of Arts & Sciences (OKBR)

### WORK/LIFE INTEGRATION

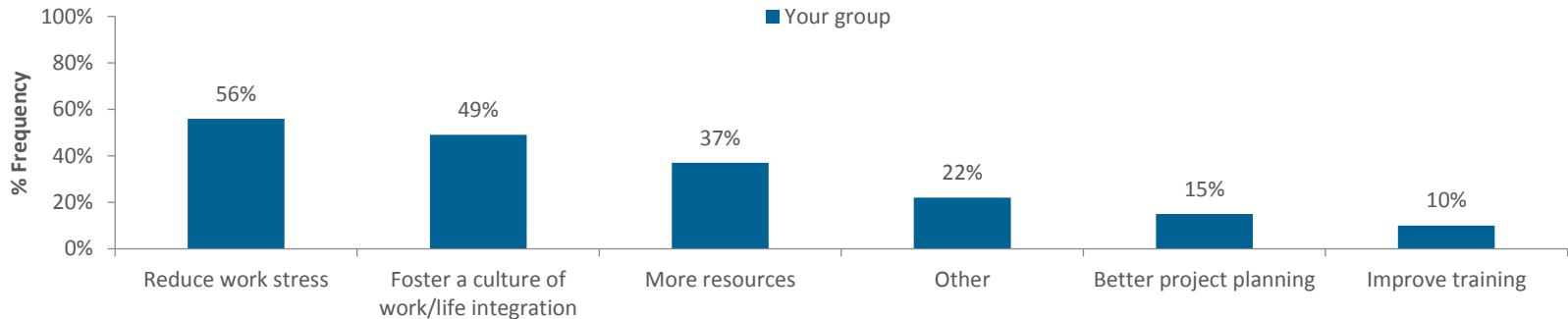
Unfavourable Neutral Favourable



UBCO Faculty Overall 2017	+/- Faculty Overall
42	-5
50	-5
43	-5
42	-9
34	-4

How could UBC better support your work/life integration?

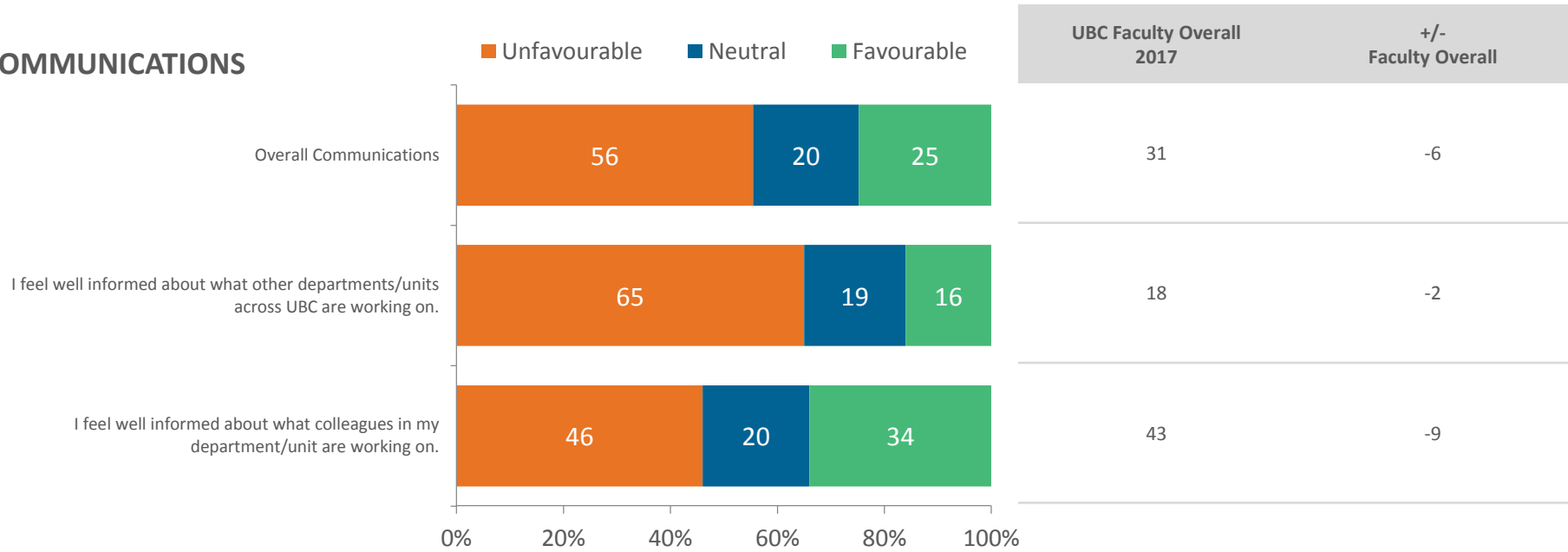
41 respondents selected a theme for this comment



# 2017 WES Report

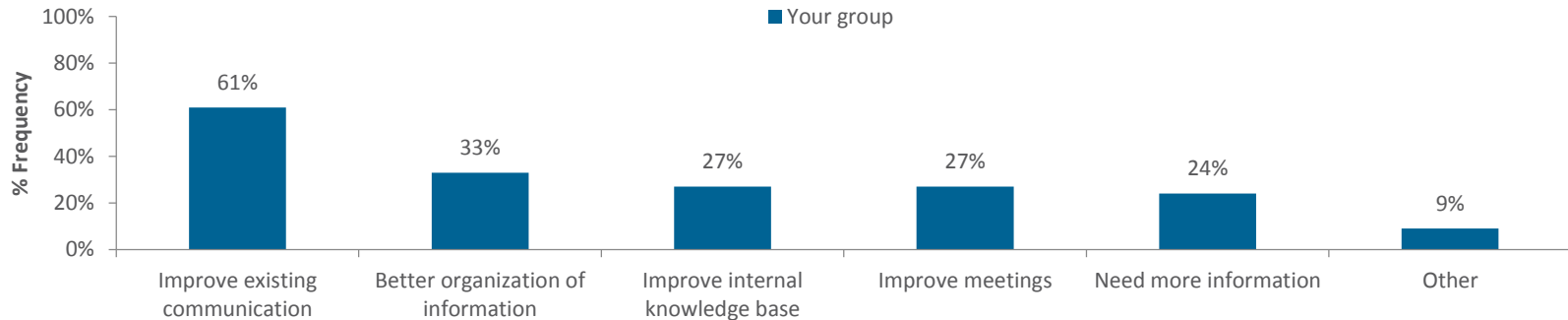
## UBCO - Barber School of Arts & Sciences (OKBR)

### COMMUNICATIONS



How could communication be improved at UBC?

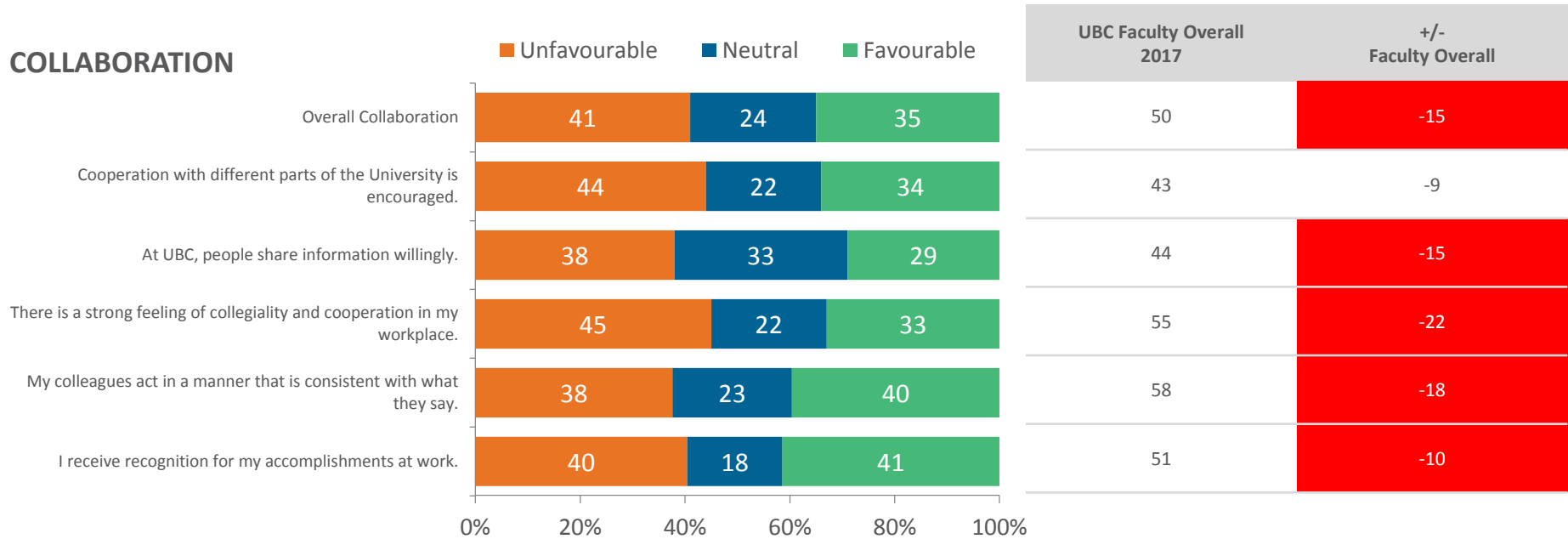
33 respondents selected a theme for this comment



# 2017 WES Report

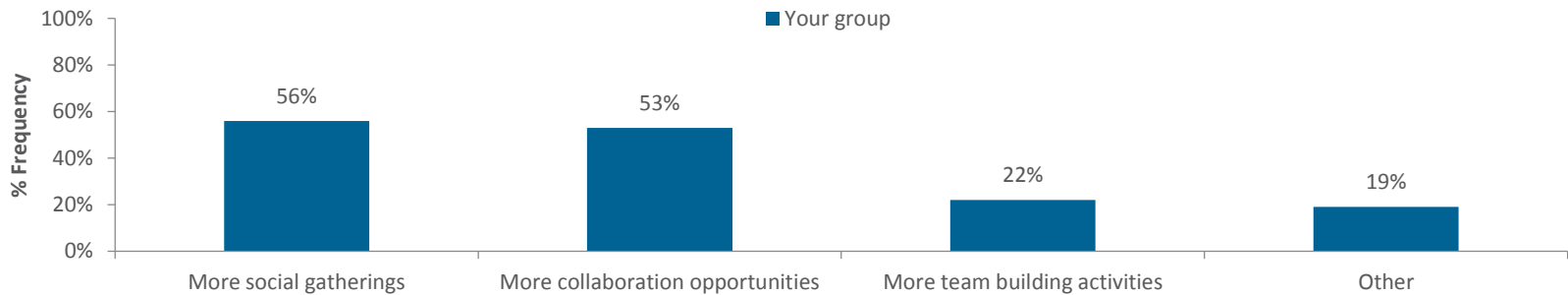
## UBCO - Barber School of Arts & Sciences (OKBR)

### COLLABORATION



How could UBC improve collaboration?

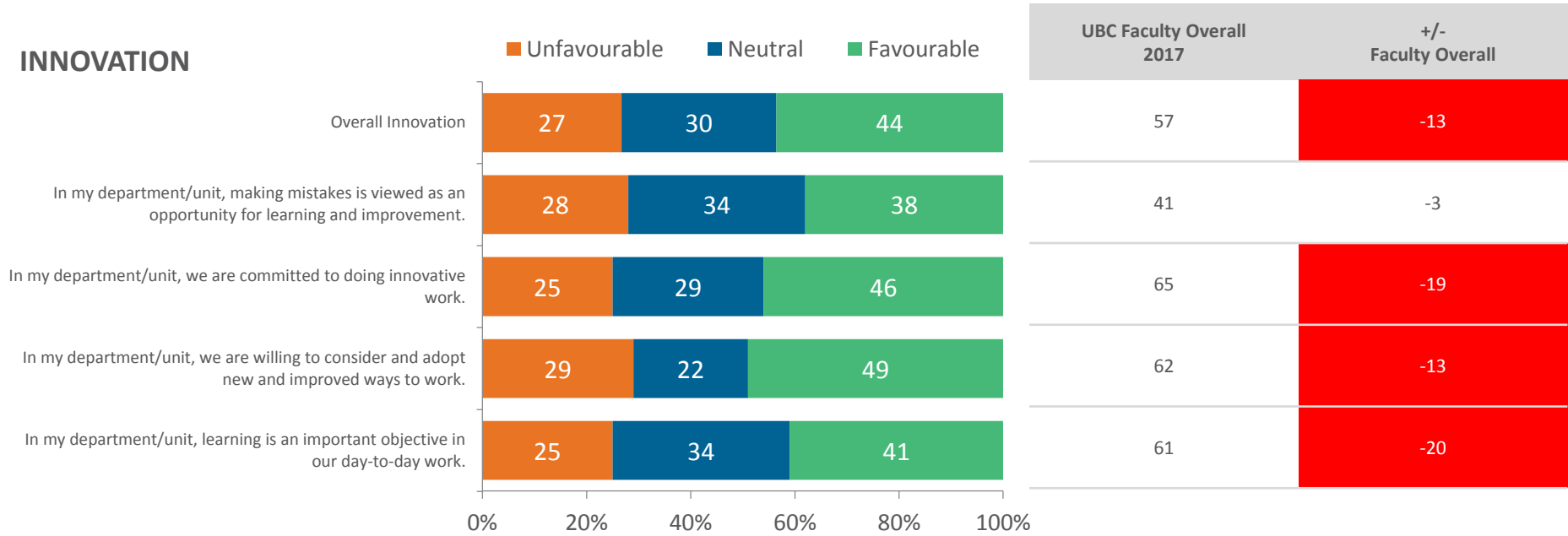
36 respondents selected a theme for this comment



# 2017 WES Report

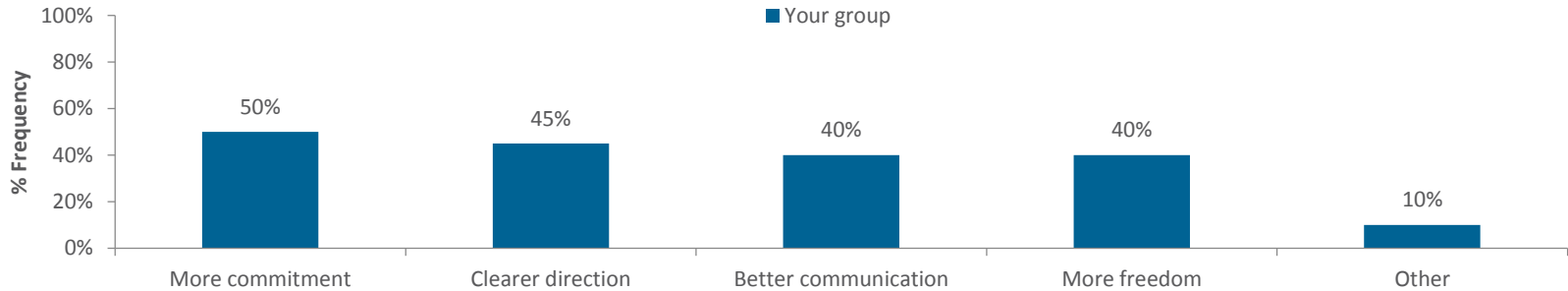
## UBCO - Barber School of Arts & Sciences (OKBR)

### INNOVATION



How could UBC improve innovation?

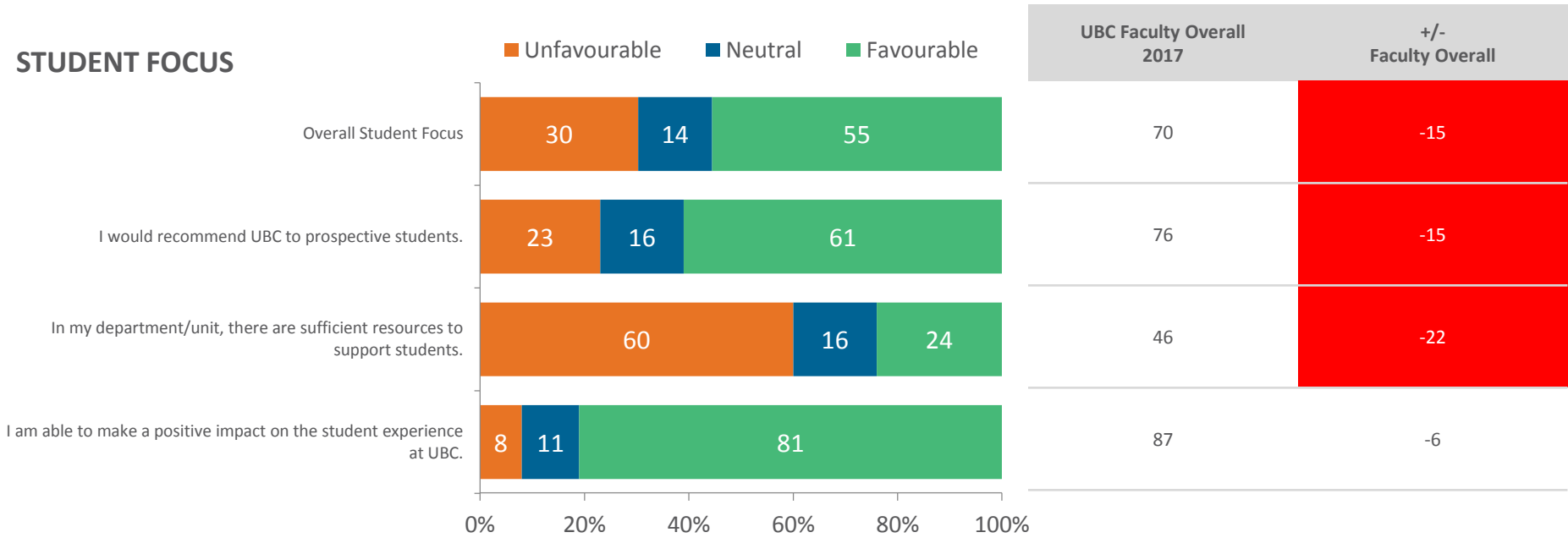
20 respondents selected a theme for this comment



# 2017 WES Report

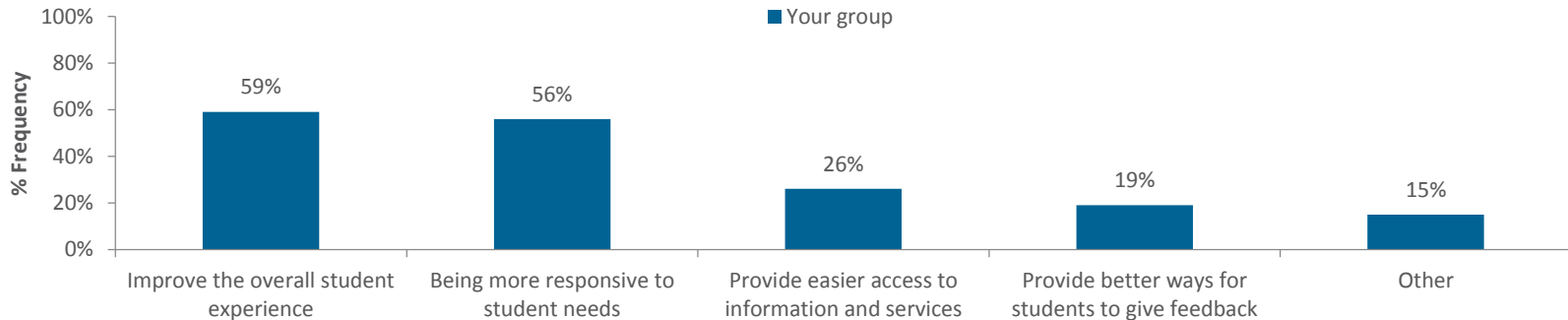
## UBCO - Barber School of Arts & Sciences (OKBR)

### STUDENT FOCUS



How could UBC improve its focus on students?

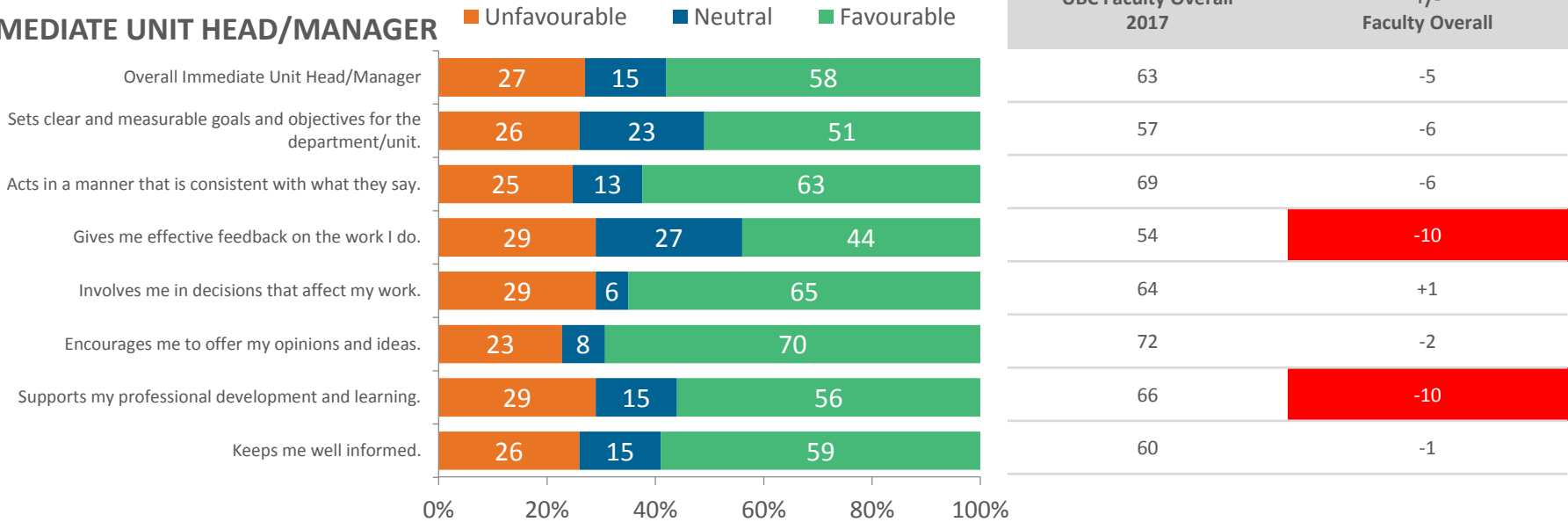
27 respondents selected a theme for this comment



# 2017 WES Report

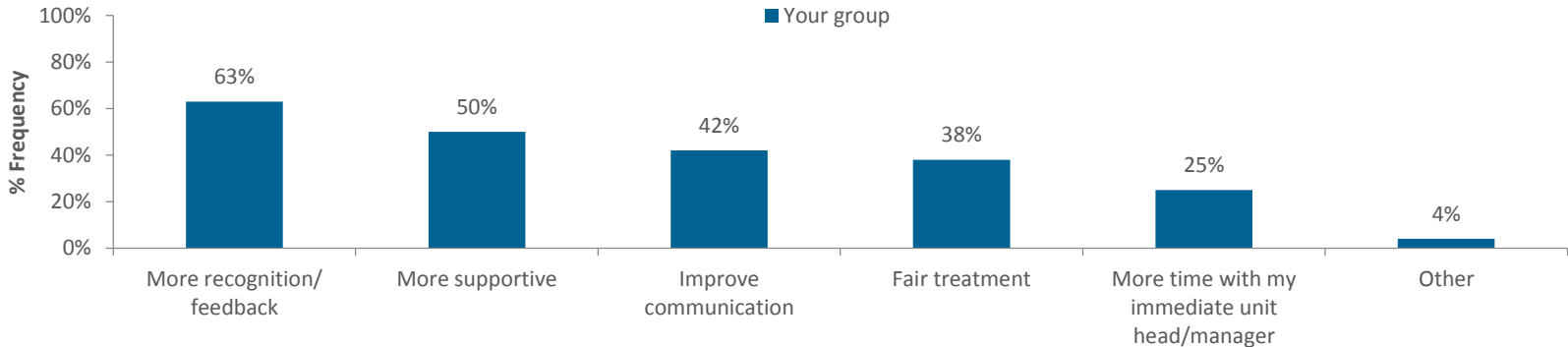
## UBCO - Barber School of Arts & Sciences (OKBR)

### IMMEDIATE UNIT HEAD/MANAGER



How could you and your immediate unit head/manager improve your work relationship?

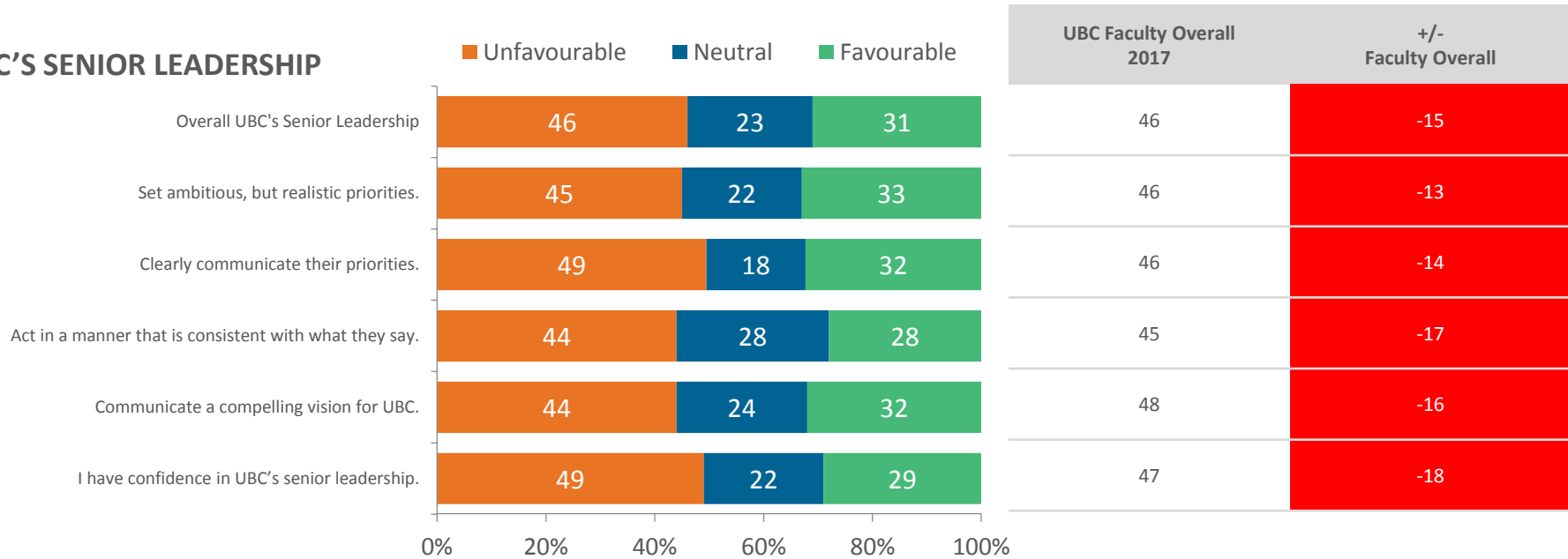
24 respondents selected a theme for this comment



# 2017 WES Report

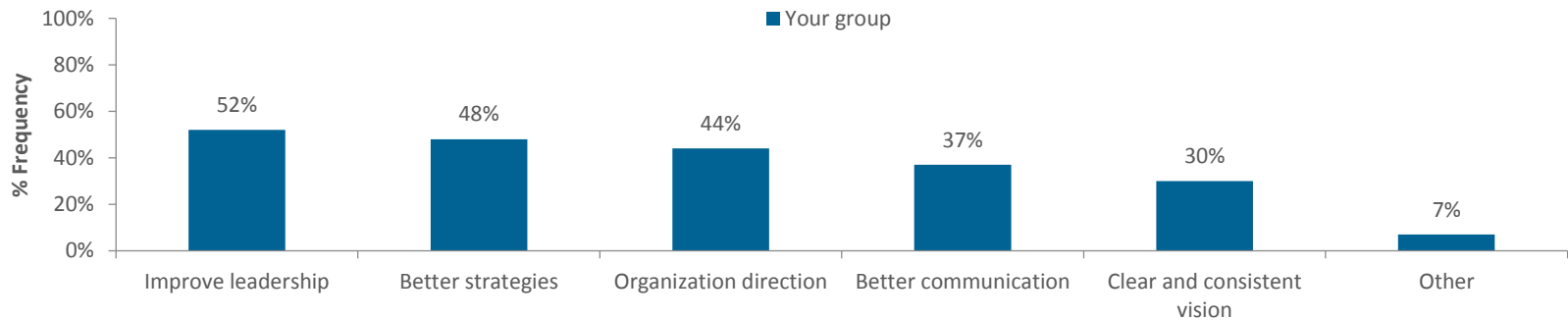
## UBCO - Barber School of Arts & Sciences (OKBR)

### UBC'S SENIOR LEADERSHIP



How could UBC improve its senior leadership?

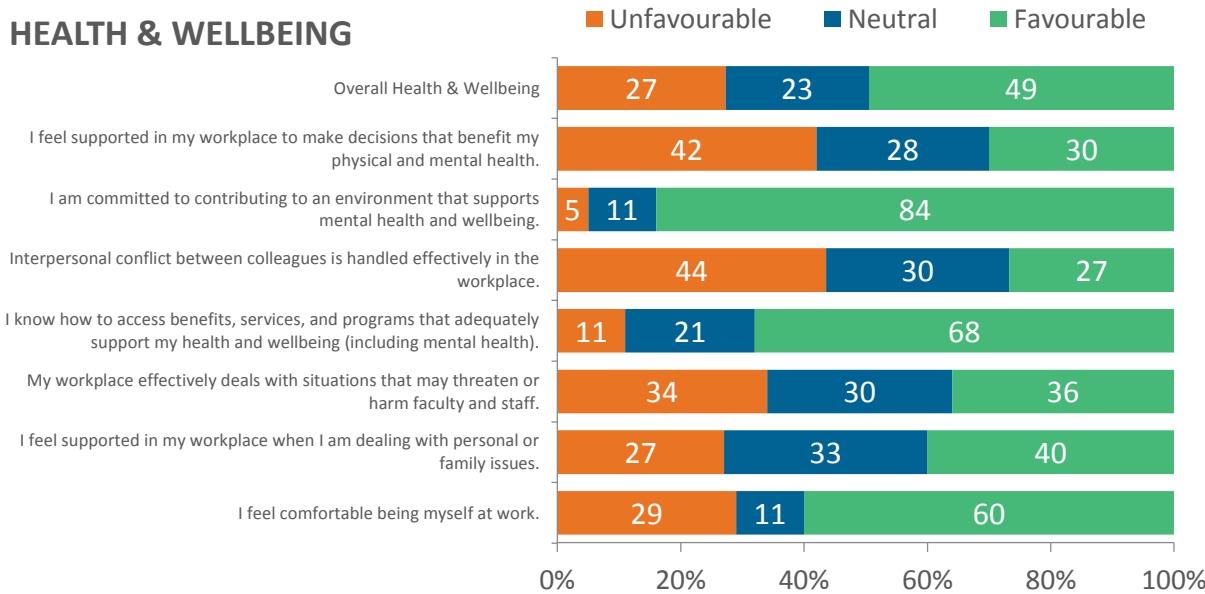
27 respondents selected a theme for this comment



# 2017 WES Report

## UBCO - Barber School of Arts & Sciences (OKBR)

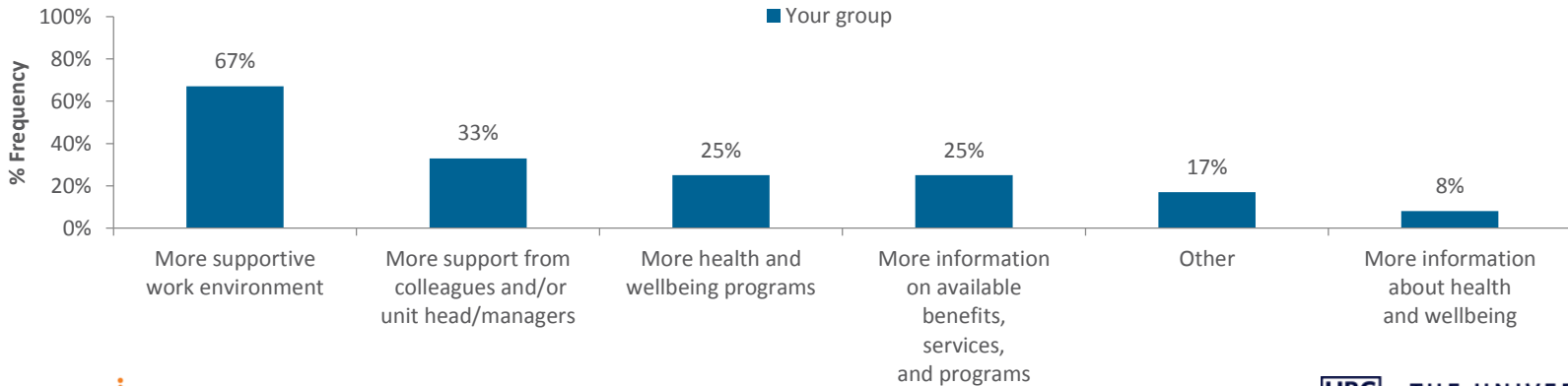
### HEALTH & WELLBEING



UBC Faculty Overall 2017	+/- Faculty Overall
62	-13
49	-19
90	-6
37	-10
69	-1
54	-18
62	-22
75	-15

How could UBC improve its focus on health and wellbeing (including mental health)?

12 respondents selected a theme for this comment

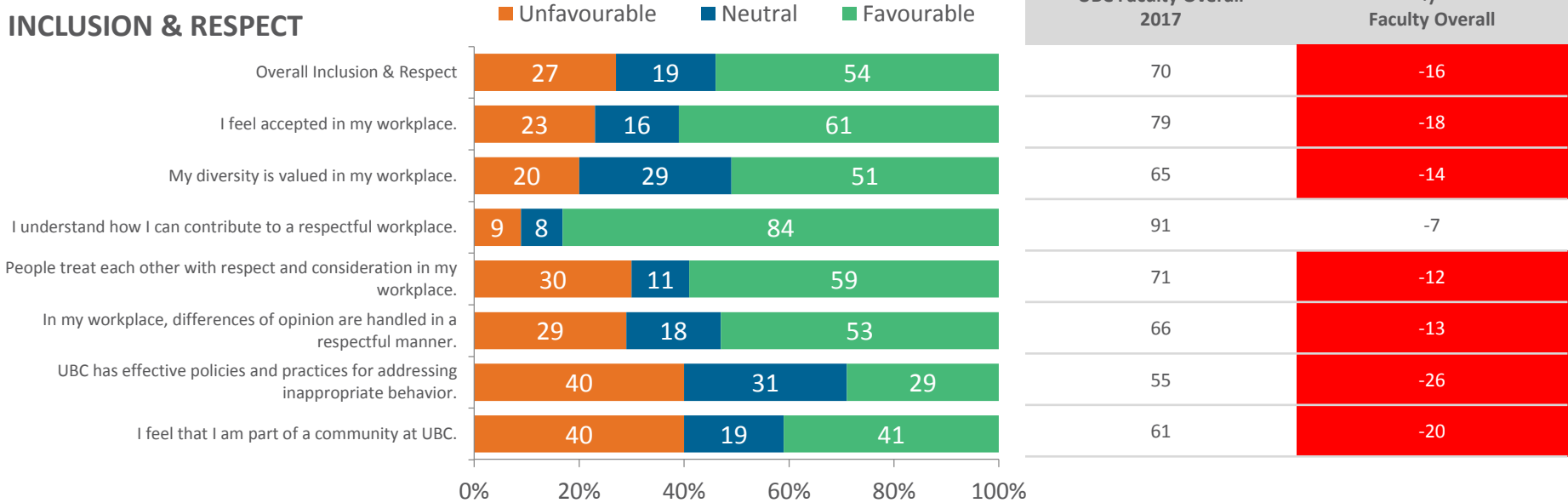




# 2017 WES Report

## UBCO - Barber School of Arts & Sciences (OKBR)

### INCLUSION & RESPECT



How could inclusion and respect be improved at UBC?

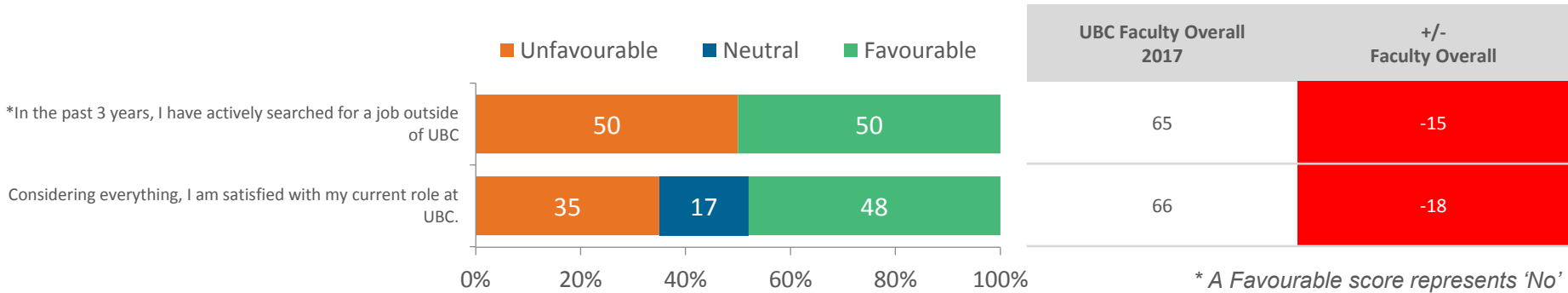
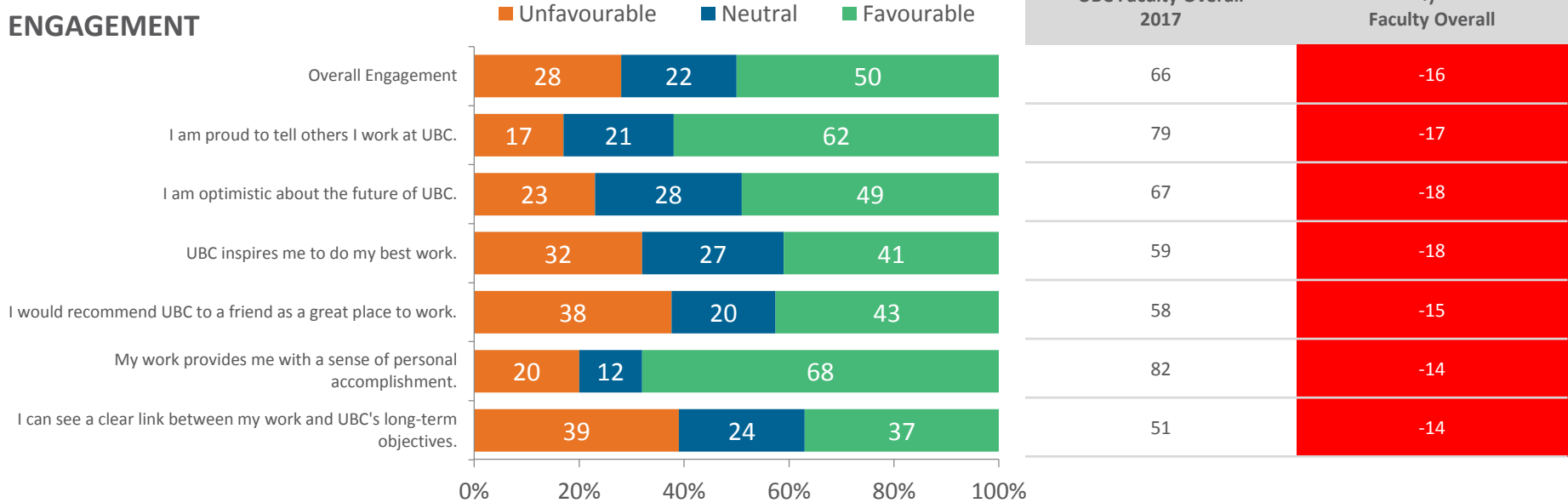
22 respondents selected a theme for this comment



# 2017 WES Report

## UBCO - Barber School of Arts & Sciences (OKBR)

### ENGAGEMENT



\* A Favourable score represents 'No'

# Next Steps

## How to work with your report

After reviewing your report, we recommend sharing it with faculty in your portfolio. You may wish to do so at a regular Department meeting. We encourage you to use this report as a conversation starter. Some possible questions to ask:

- What stands out for you? Why?
- What are the areas to celebrate? How could we do this?
- What do you see as the top area to improve?
- What areas do you think we should we explore in more depth?
- How do our results compare to the UBC overall results, and what's your thinking on the similarities and differences?
- If we could move the dial in one area by next year, what would it be?

Once you have reviewed and discussed your results, we recommend selecting and focusing on one to three areas of opportunity.

For more information, including previous WES reports, visit <http://www.ubc.ca/wes>. If you have questions or would like support working with your results, please contact [workplace.surveys@ubc.ca](mailto:workplace.surveys@ubc.ca), or your HR Advisor.



Thank you! Questions...

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