

UBC Workplace Experiences Survey *Pulse*

2019 WES Pulse Report for:
UBC Overall
Vancouver & Okanagan Campus
Faculty & Staff Responses

Survey Period: November 2019



The UBC Workplace Experiences Survey (WES) Pulse ran from November 12 to 25, 2019. Over 3,000 faculty and staff participated in the survey and shared feedback on their experiences of UBC as a workplace. Pulse surveys are designed to provide a temperature check in between each WES, as well as to understand the effect of any actions taken at the local and university-wide levels to enhance and improve workplace experiences.

This is a report of the responses received for **UBC Overall (Faculty & Staff)**. It's intended to give leaders across UBC current insights into areas that were identified as the top drivers of engagement in the 2017 WES, and that align with the priorities woven into Focus on People 2025:

- Inclusion
- Leadership
- Professional Growth
- Wellbeing

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

n/a: indicates no comparator is available (i.e. WES 2017 comparison is not available) or the number of responses is below the minimum threshold of 10

% Favourable UBC WES 2017: refers to the % Favourable score from WES 2017

+/- UBC WES 2017: refers to the % Favourable score from WES 2017 that is greater (+) or lower (-) than the % Favourable score from the WES Pulse 2019

% Favourable UBC Overall Pulse 2019: refers to UBC's Overall % Favourable score (includes both campuses, Faculty and Staff) from the WES Pulse 2019

% 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".

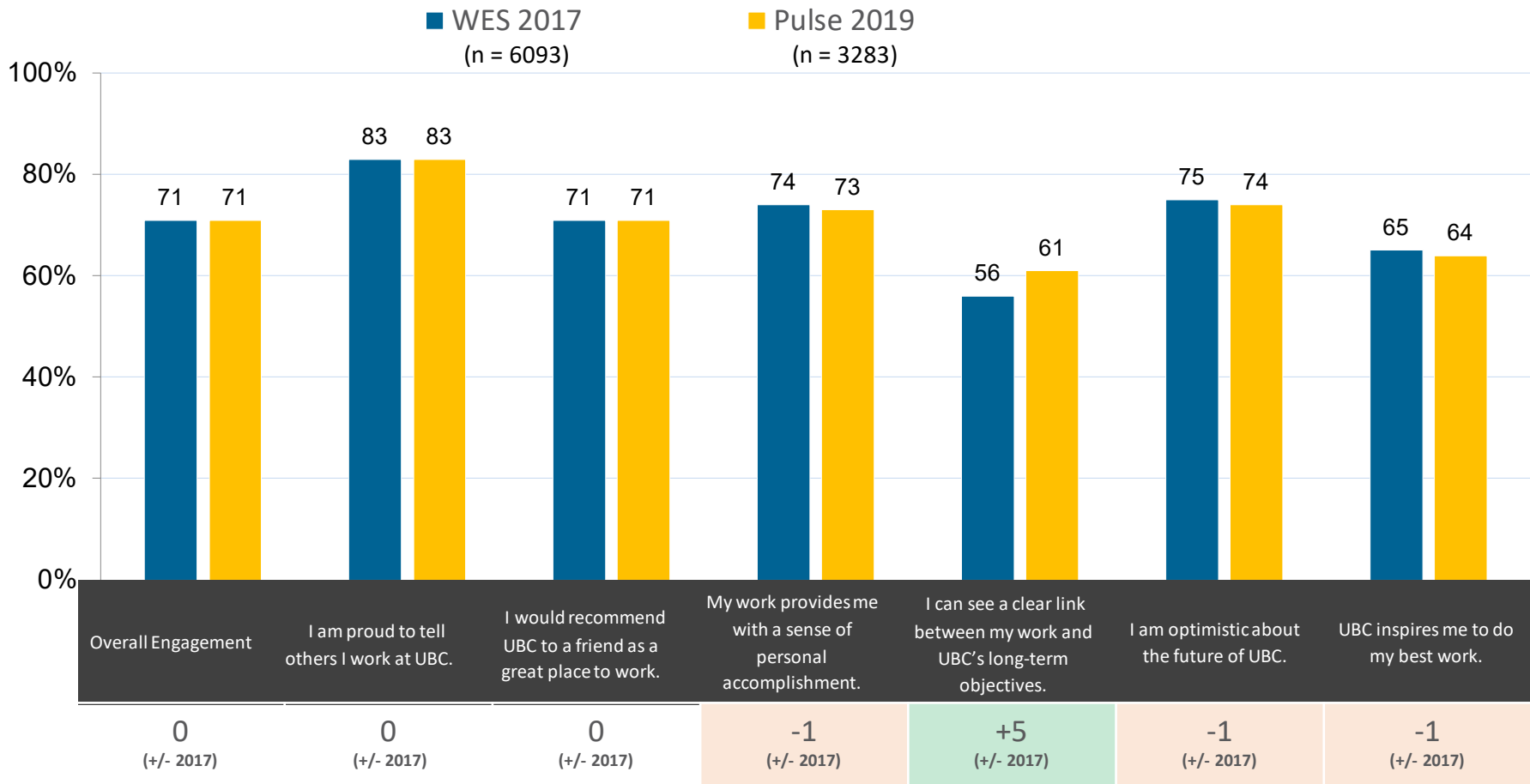
Your sample size: 3,283

Your response rate*: 19%

* Response rates are calculated by dividing the number of completed surveys by the headcount (as of October 13, 2019). 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 Pulse runs over a two-week period, there may be fluctuations in headcount during this window (e.g. due to new hires).

ENGAGEMENT TREND

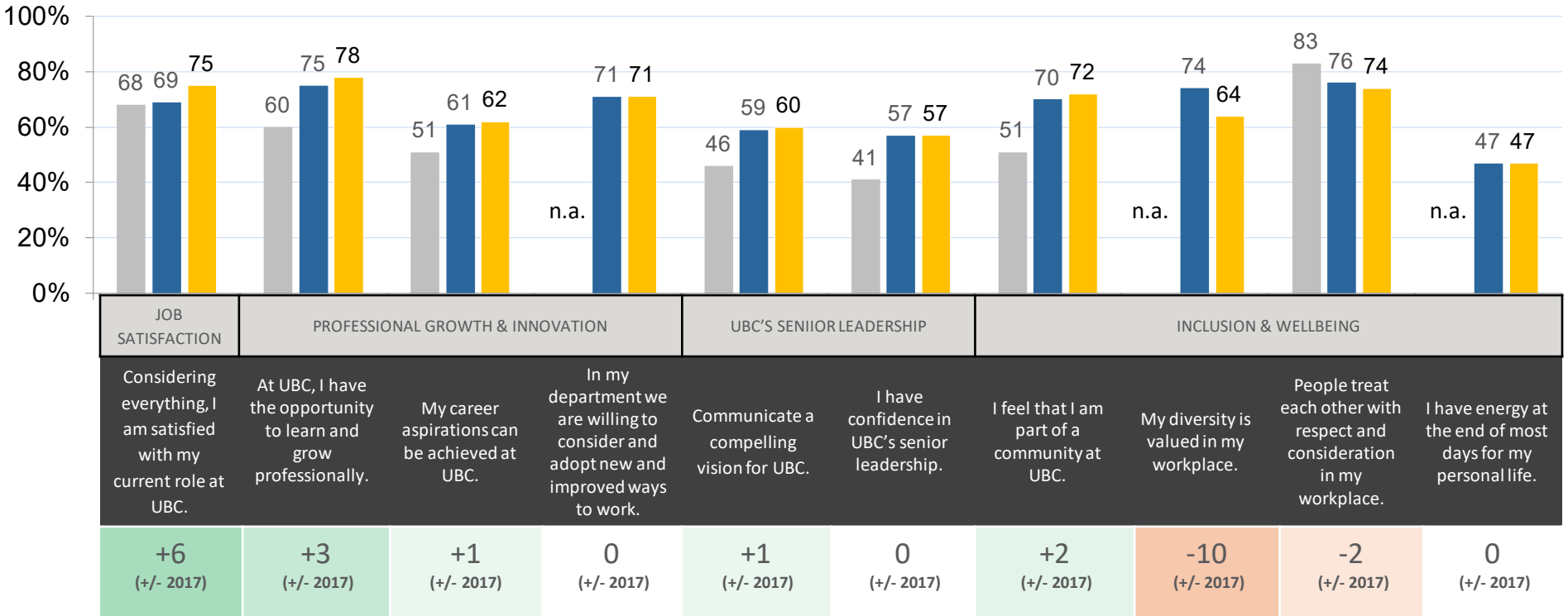
UBC OVERALL



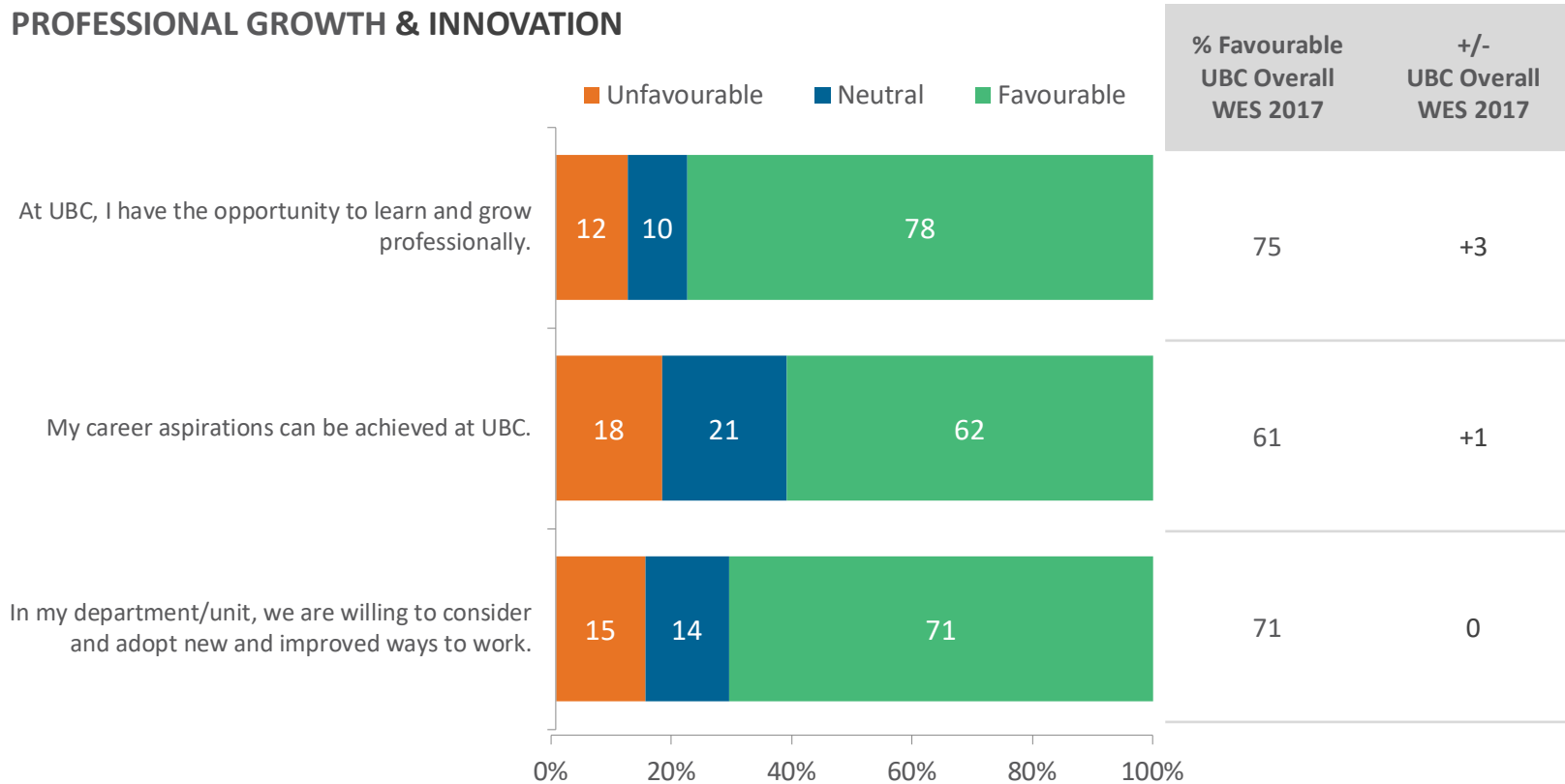
TRENDS IN PRIORITY AREAS

UBC OVERALL

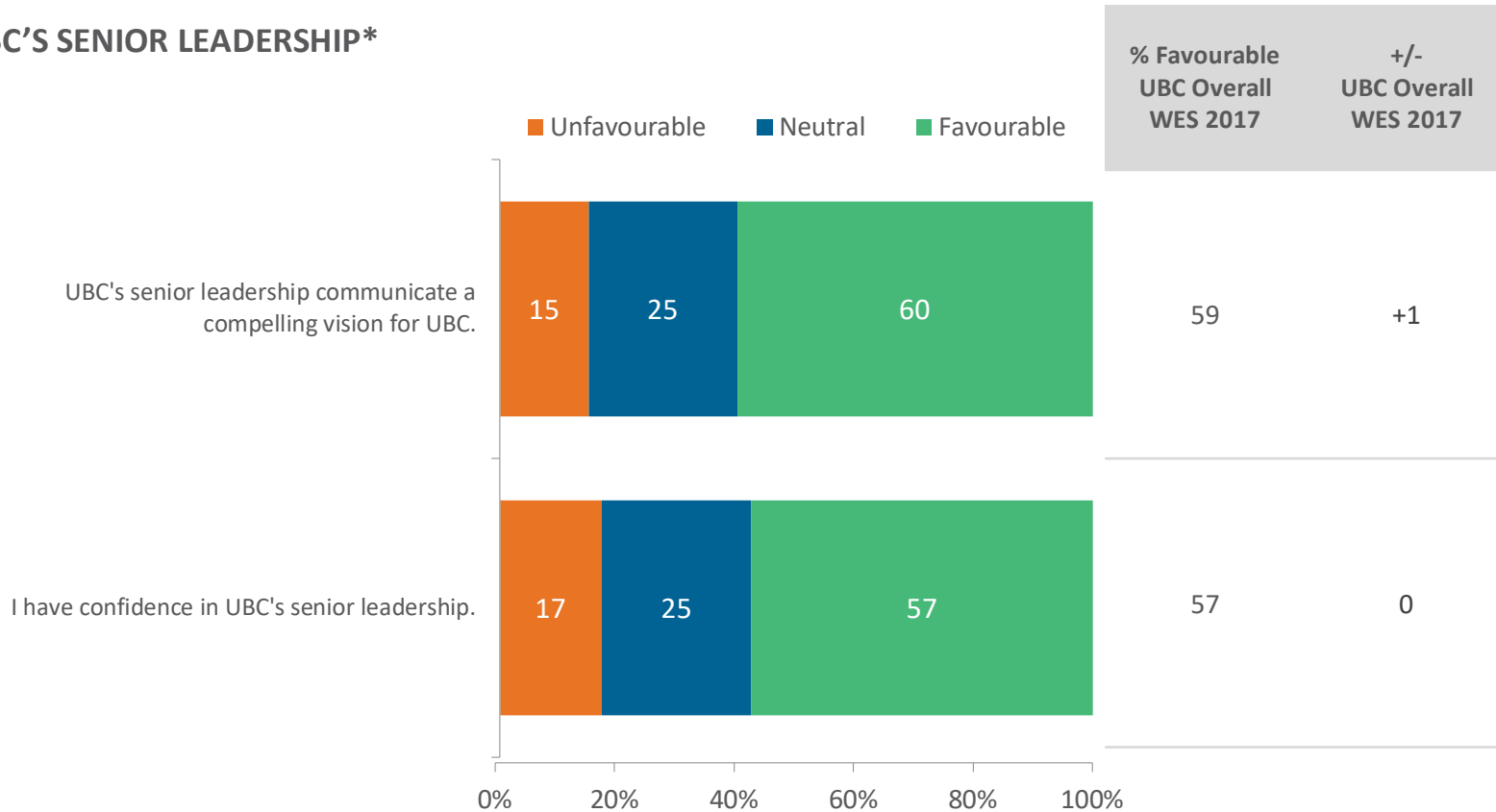
■ WES 2014 (n = 5002)
 ■ WES 2017 (n = 6093)
 ■ Pulse 2019 (n = 3283)



PROFESSIONAL GROWTH & INNOVATION

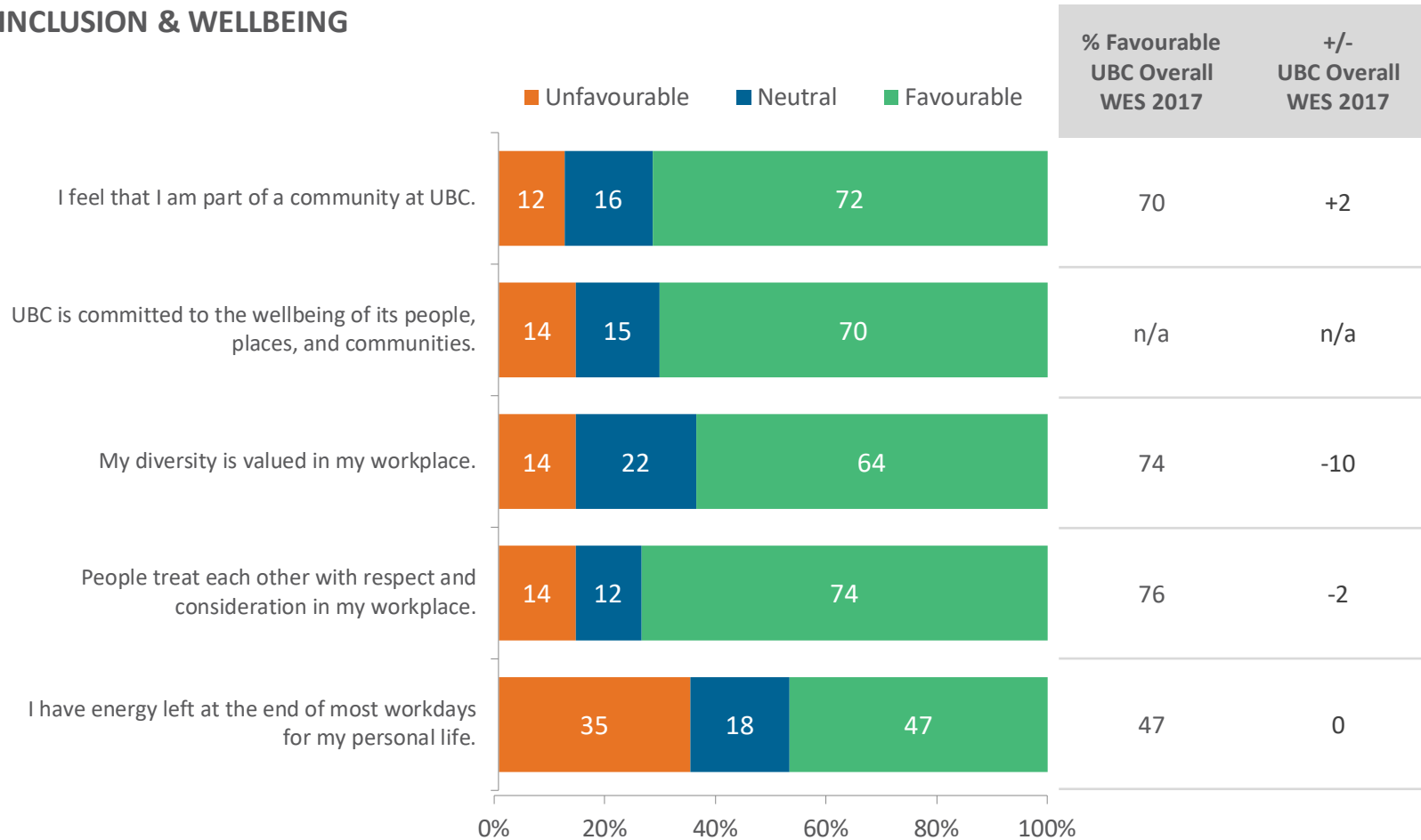


UBC'S SENIOR LEADERSHIP*

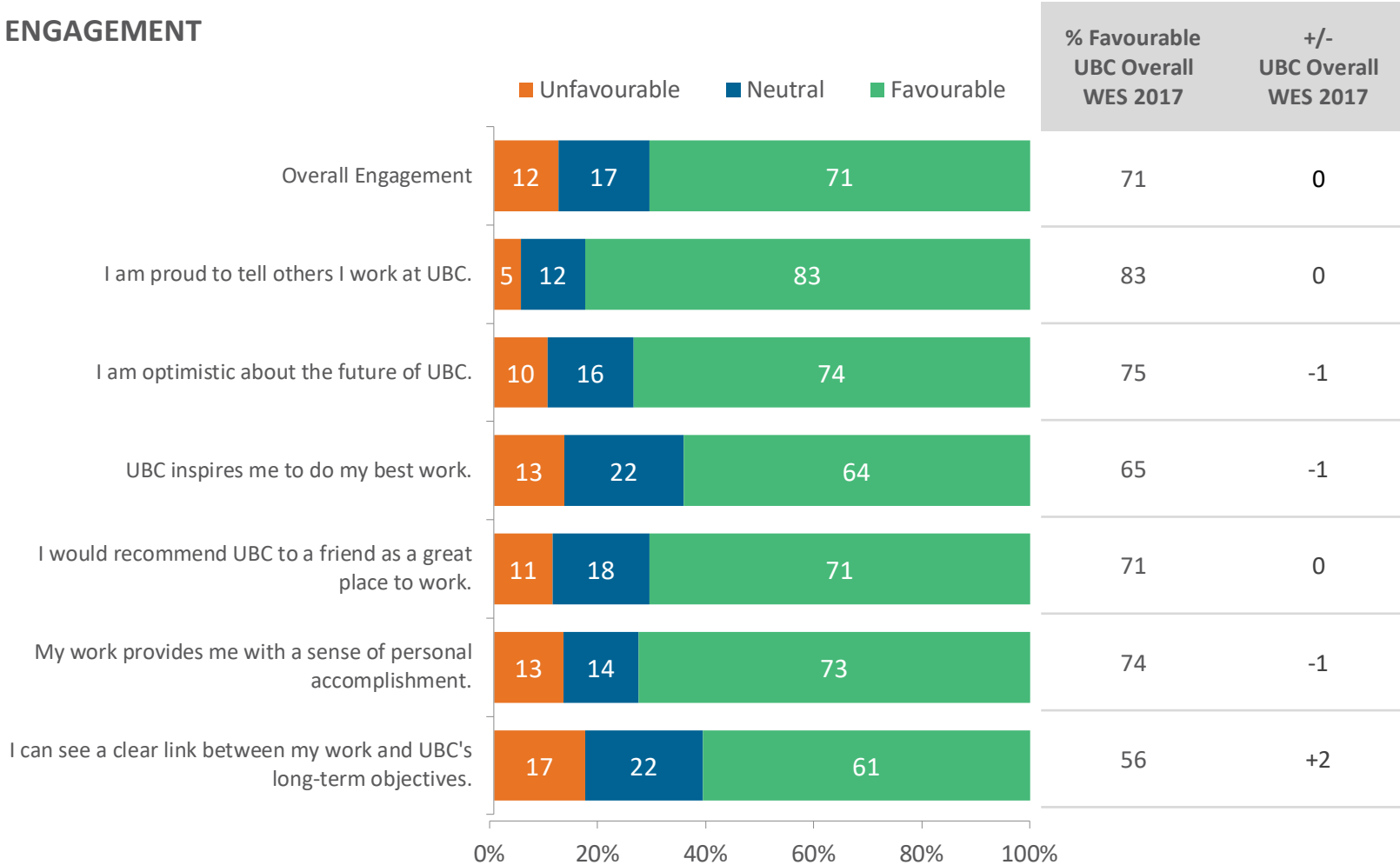


*The most senior group of people responsible for the overall leadership and management of the University, e.g. UBC President, Deputy-Vice Chancellor, Vice-Presidents, Deans, Associate Vice-Presidents.

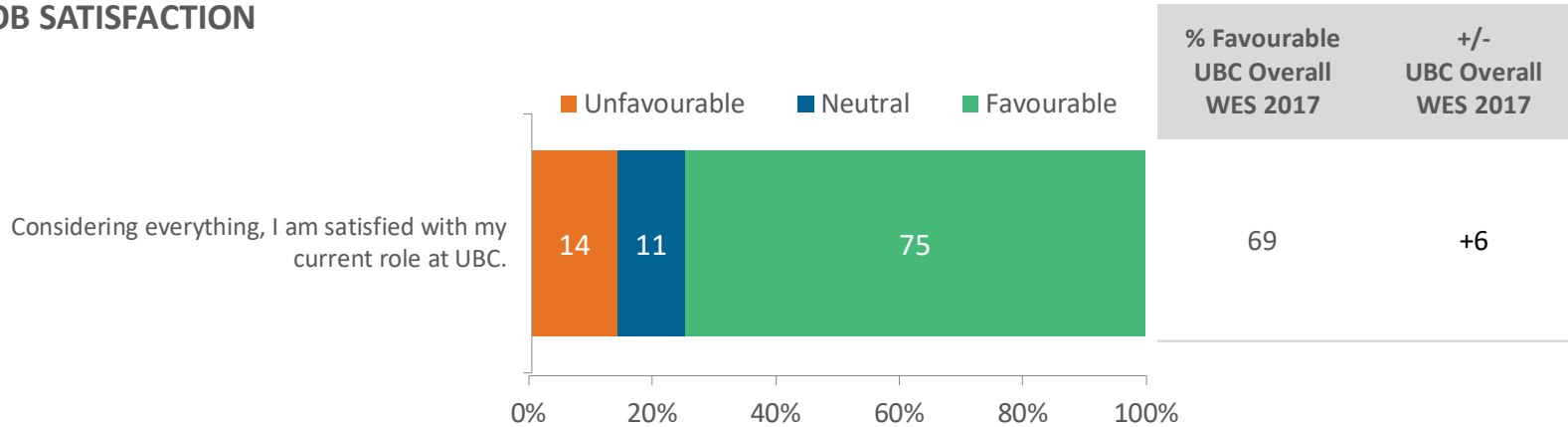
INCLUSION & WELLBEING



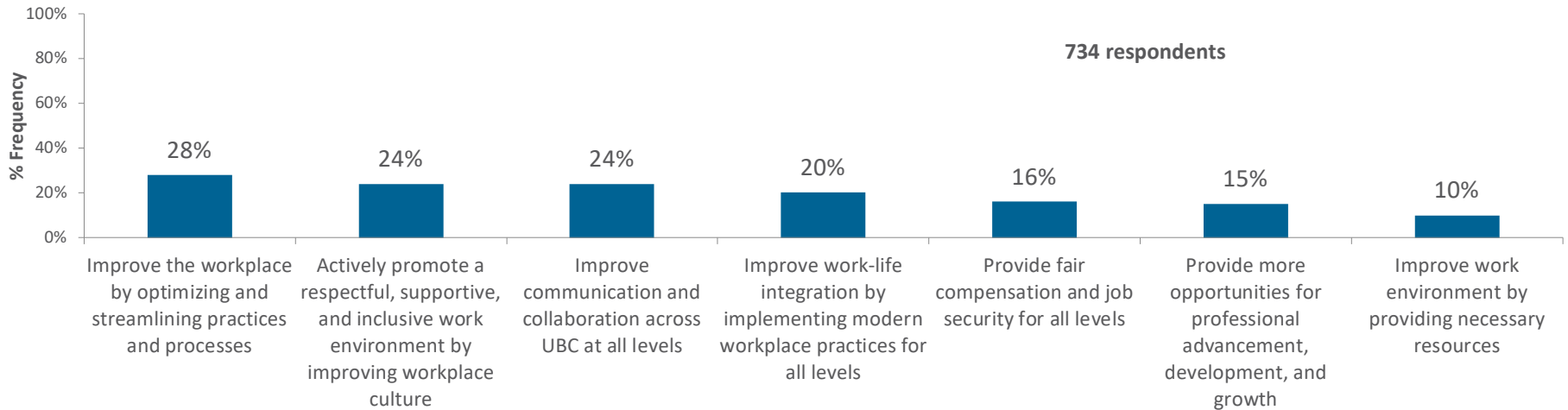
ENGAGEMENT



JOB SATISFACTION

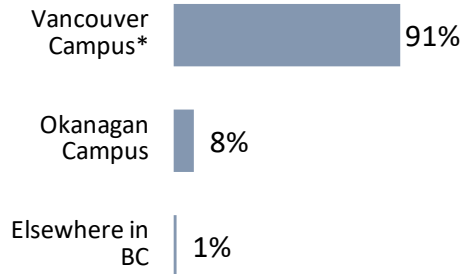


Is there anything else that you would like to share with us about your experience?



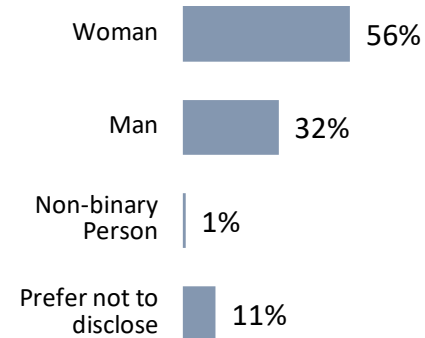
UBC OVERALL - DEMOGRAPHIC PROFILE

What is your primary work location?

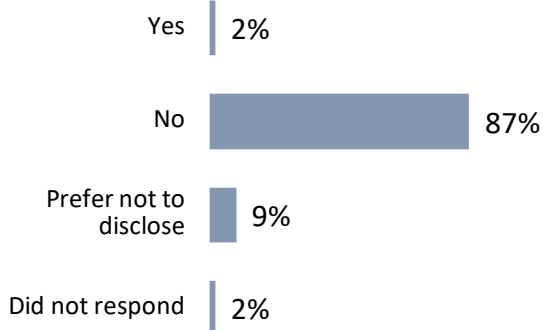


*Includes Point Grey, Hospital Sites, Robson Square, etc.

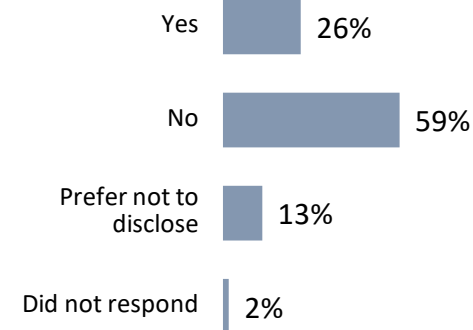
Do you identify as a woman, man, or non-binary person?



Do you identify as Indigenous: that is First Nations (North American Indian), Métis, or Inuit?

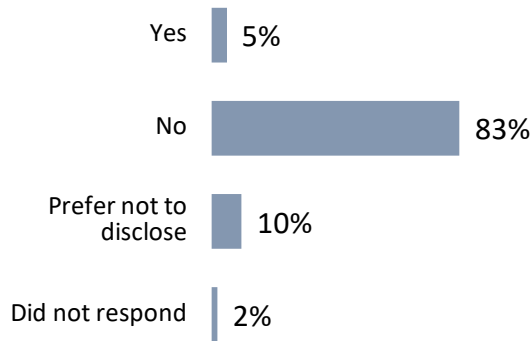


Do you identify as a member of a racialized group?

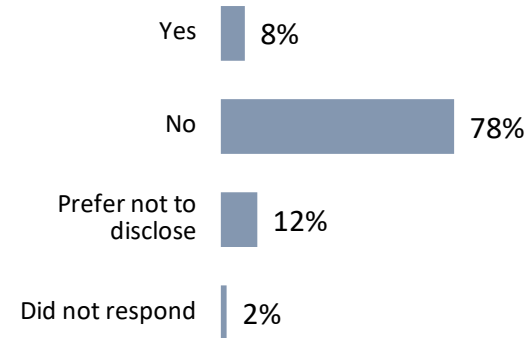


UBC OVERALL - DEMOGRAPHIC PROFILE

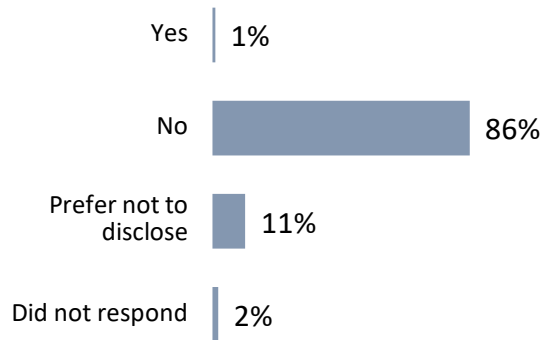
Do you identify as a person with a disability or disabilities?



Do you identify as a person who is lesbian, gay, bisexual, two-spirited, or an analogous term?



Do you identify as a person who is trans, transgender, gender non-conforming, or an analogous term?





Thank you!

Questions? Please contact workplace.surveys@ubc.ca