

SUBJECT	WORKPLACE PRACTICES AT UBC: FOCUS ON PEOPLE BENCHMARK REPORT
MEETING DATE	SEPTEMBER 21, 2017

Forwarded to the Board of Governors on the Recommendation of the President

**APPROVED FOR
SUBMISSION**



Santa J. Ono, President and Vice-Chancellor

	For Information
Report Date	July 25, 2017
Presented By	Lisa Castle, Vice-President Human Resources Sara-Jane Finlay, Associate Vice-President Equity & Inclusion Alex Bayne, Managing Director HR, Workplace Learning & Engagement

EXECUTIVE SUMMARY

The *Focus on People* Benchmark Report provides a comprehensive review of the employment data that supports evidence-based human resource decision making across the University. The information allows us to analyze trends so that we can acknowledge progress and identify work environment issues that will require attention in the coming years.

Over the past year, Human Resources has continued to expand the workplace analytics available. In 2016, UBC conducted an employment equity census of all faculty and staff which has allowed us to include more sophisticated insights into the composition of the UBC workforce. For the first time this report includes information related to employment for Aboriginal peoples, persons with disabilities, visible minorities, sexual minorities, and gender identity. It is also important to note that as of this year's report we have stopped reporting binary information about an employee's sex.

Highlights from this year's report:

- Health and wellbeing for staff and faculty continues to be an area of strength at UBC. The University provides a wide variety of programs and initiatives that continue to evolve and increase in sophistication, including dedicated resources for workplace mental health.
- The overall faculty and staff headcount increased slightly in 2016 as a result of the hiring of additional staff focused on the student experience.
- The 2016 employment equity data shows that faculty and staff in the lower ranks and levels are more diverse, with greater representation of women and visible minorities, than those in senior ranks. By contrast, sexual and gender diversity representation is non-stratified.
- The overall voluntary turnover rate for staff and faculty decreased in 2016 to 6.0% (6.8% in 2015).
- The number of new faculty hired in 2016 was slightly lower than 2015 (87 compared to 100 new hires the previous year) because several faculty postings were not filled. The number of faculty who resigned from the University in 2016 was also slightly lower at 1.1% compared to 1.3% in 2015.

Overall, within the parameters of the information we have, the University is performing reasonably well across all workplace metrics.

In terms of the year ahead, Human Resources will pay attention to:

- supporting leadership transitions across the University;
- enabling process, systems, and culture change;
- supporting the strategic planning process, specifically focusing on its people commitments; and,
- conducting the 2017 Workplace Experiences Survey.

Over the past year, UBC was named one of BC's Top Employers, BC's Dream Employers, Canada's Greenest Employers, Canada's Top Employers for Young People, as well as one of Canada's Top Diversity Employers. All of this recognition plays a role in building the internal and external perception of UBC being an employer of choice.

INSTITUTIONAL STRATEGIC PRIORITIES SUPPORTED

Learning

Research

Innovation

Engagement
(Internal / External)

International

or Operational

**DESCRIPTION &
RATIONALE**

Be the place of choice for outstanding faculty and staff.

Be a healthy, safe, inspiring workplace that cultivates well-being, resilience, and commitment, and be responsive to the family needs of faculty and staff.

<http://focusonpeople.ubc.ca/reporting/benchmark-reports/>
