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| <b>SUBJECT</b>                | Workplace Experiences Survey Results 2021  |
| <b>SUBMITTED TO</b>           | People, Community and International Committee                                      |
| <b>MEETING DATE</b>           | March 16, 2022   |
| <b>SESSION CLASSIFICATION</b> | Recommended session criteria from Board Meetings Policy:<br>OPEN                   |
| <b>REQUEST</b>                | For information only - No action requested   |
| <b>LEAD EXECUTIVE</b>         | Marcia Buchholz, Vice-President, Human Resources                                   |
| <b>SUPPORTED BY</b>           | Jerry Chen, AVP, Human Resources<br>Alex Bayne, Managing Director, Human Resources |

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### PRIOR SUBMISSIONS

The subject matter of this submission has been considered previously by the Board of Governors, People Community and International Committee:

1. [September 27, 2018 \(OPEN SESSION\)](#)

The Workplace Experiences Survey (WES) is a comprehensive workplace engagement survey for faculty and staff. The last comprehensive survey was conducted in November 2017 and results were subsequently shared with the PCI Committee of the Board in September 2018 as part of the Workplace Practices Benchmark Report.

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### EXECUTIVE SUMMARY

In April 2019, the Board of Governors approved Focus on People 2025, UBC's future focused, strategic human resource framework that outlines the general direction, strategies and measures of success that are aligned with the university's strategic plan, Shaping UBC's Next Century. One of the key deliverables of the Focus on People strategy is the Workplace Engagement Survey (WES).

The most recent survey was conducted in November 2021. A total of 6321 faculty and staff participated, an increase of over 200 responses compared to the 2017 WES (6093 responses). The overall response rate was 37%, a slight decrease from 2017 (40%).

The institutional results are positive. UBC's overall engagement of 74% was 3% higher than in 2017. Additionally, all of the questions that make up the engagement theme scored higher than on the last survey.

Disaggregated data for ethnicity based on the Canadian Census Categories is available for the WES results for the first time. Many of the groups had higher engagement scores compared to UBC overall. Looking at engagement scores for respondents who identified in equity groups, those who identified as Woman, Indigenous Peoples, and Racialized People had higher engagement than the overall engagement score.

### NEXT STEPS

Moving forward, these results are being shared with departments across UBC and will be used to inform workplace actions across UBC.

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### PRESENTATIONS

1. Workplace Experiences Survey Results (ppt)



THE UNIVERSITY OF BRITISH COLUMBIA



# University of British Columbia Workplace Experiences Survey 2021

March 2022

[www.TalentMap.com](http://www.TalentMap.com)

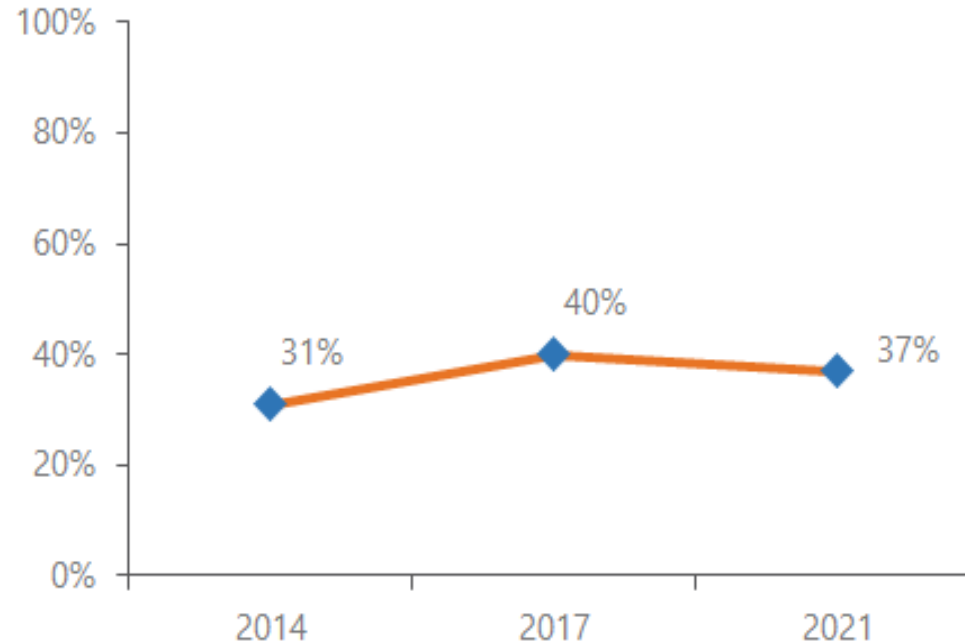
# Response Rate

Survey period: November 1- November 19, 2021

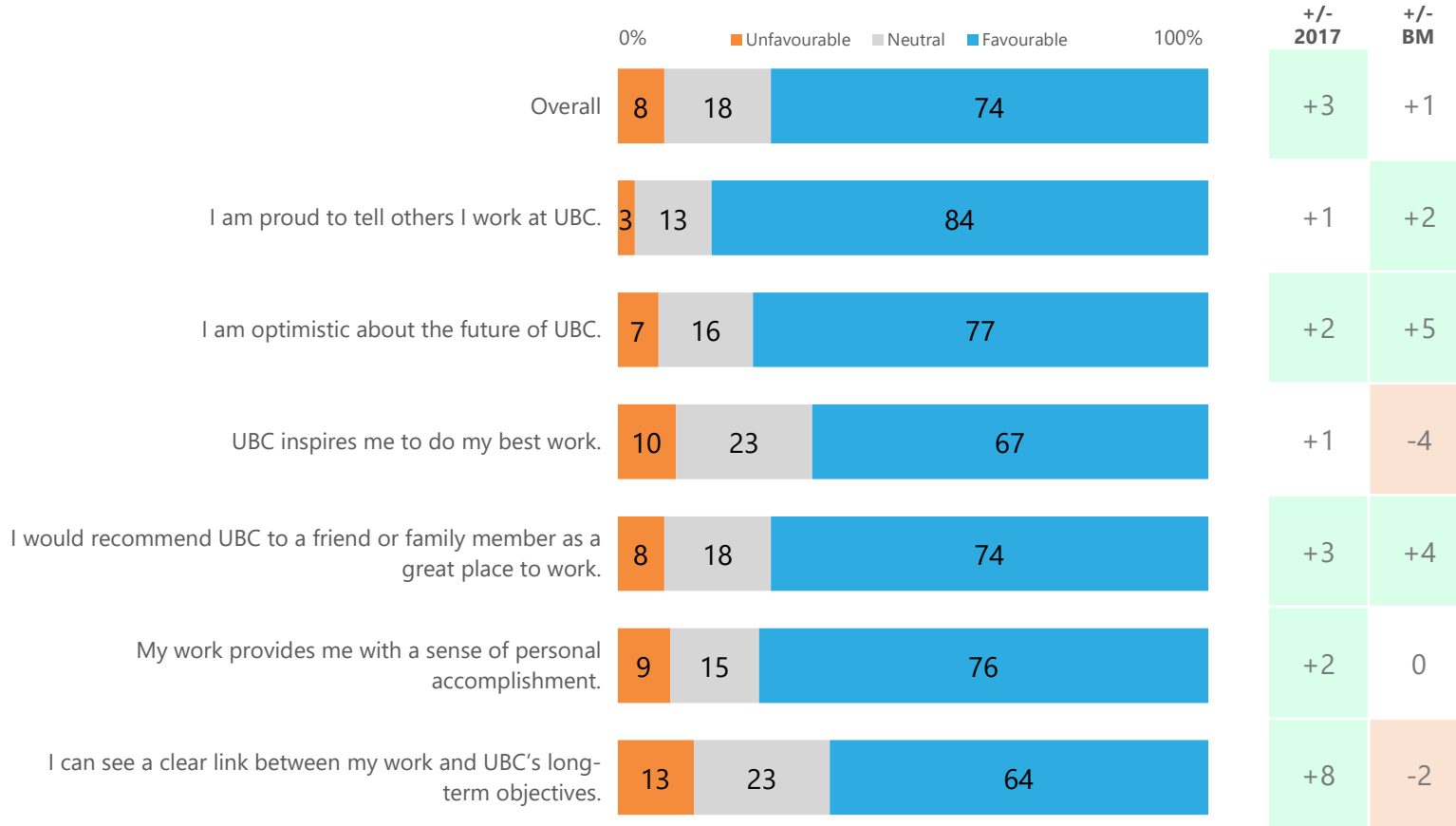
Margin of error on 6321 respondents is: 0.99% at 95% confidence

Number of responses:  
2014: 5,002  
2017: 6,093  
2021: 6,321

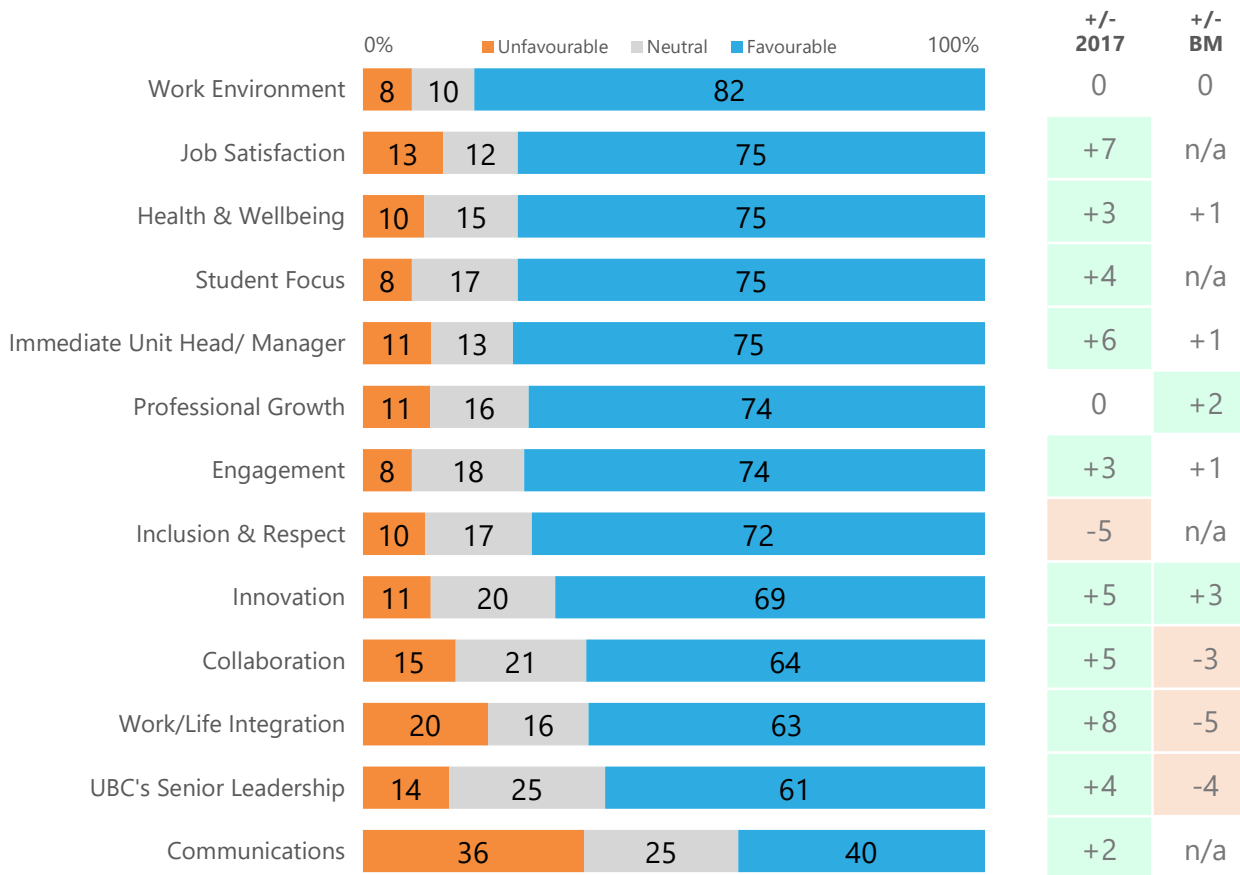
Responses by faculty/staff:  
Faculty 24%  
Tenure-stream faculty: 28%  
Staff: 45%



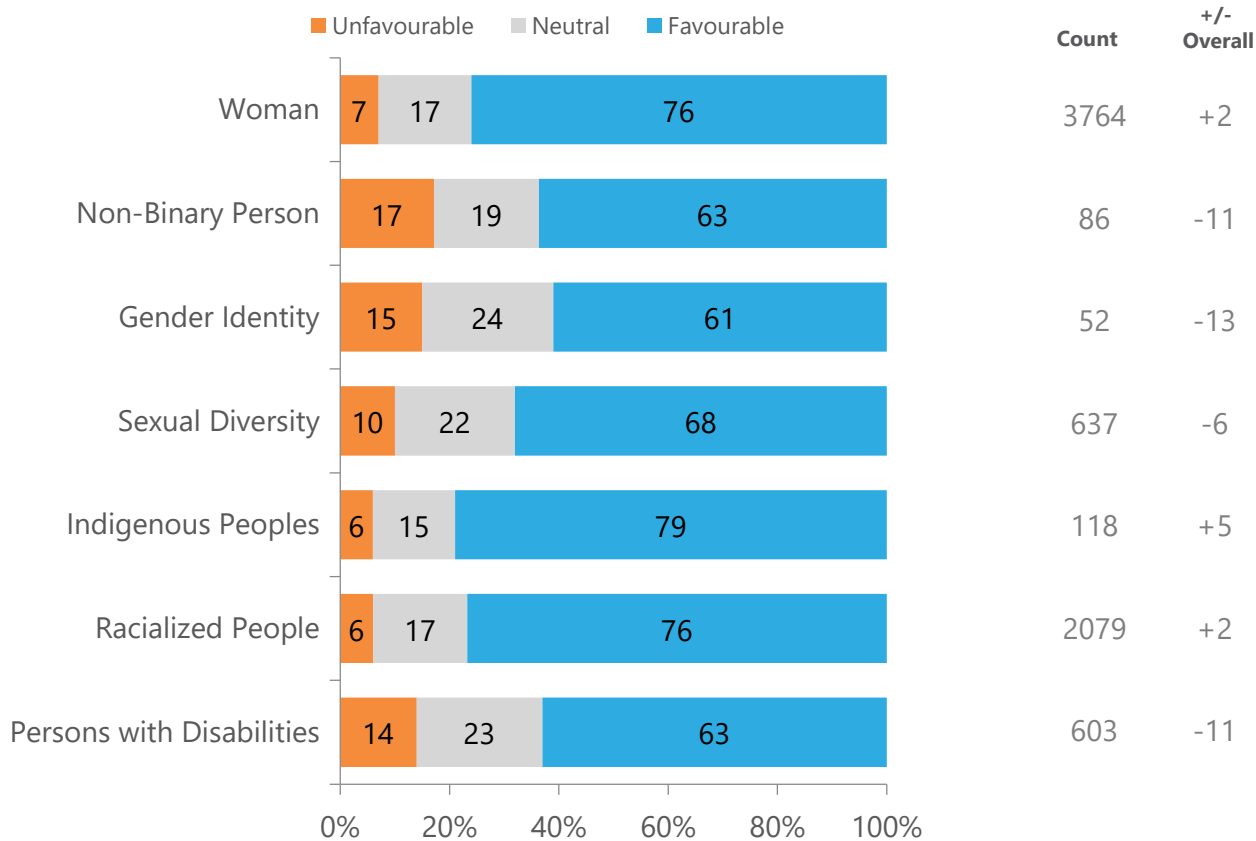
# Overall Results: Engagement



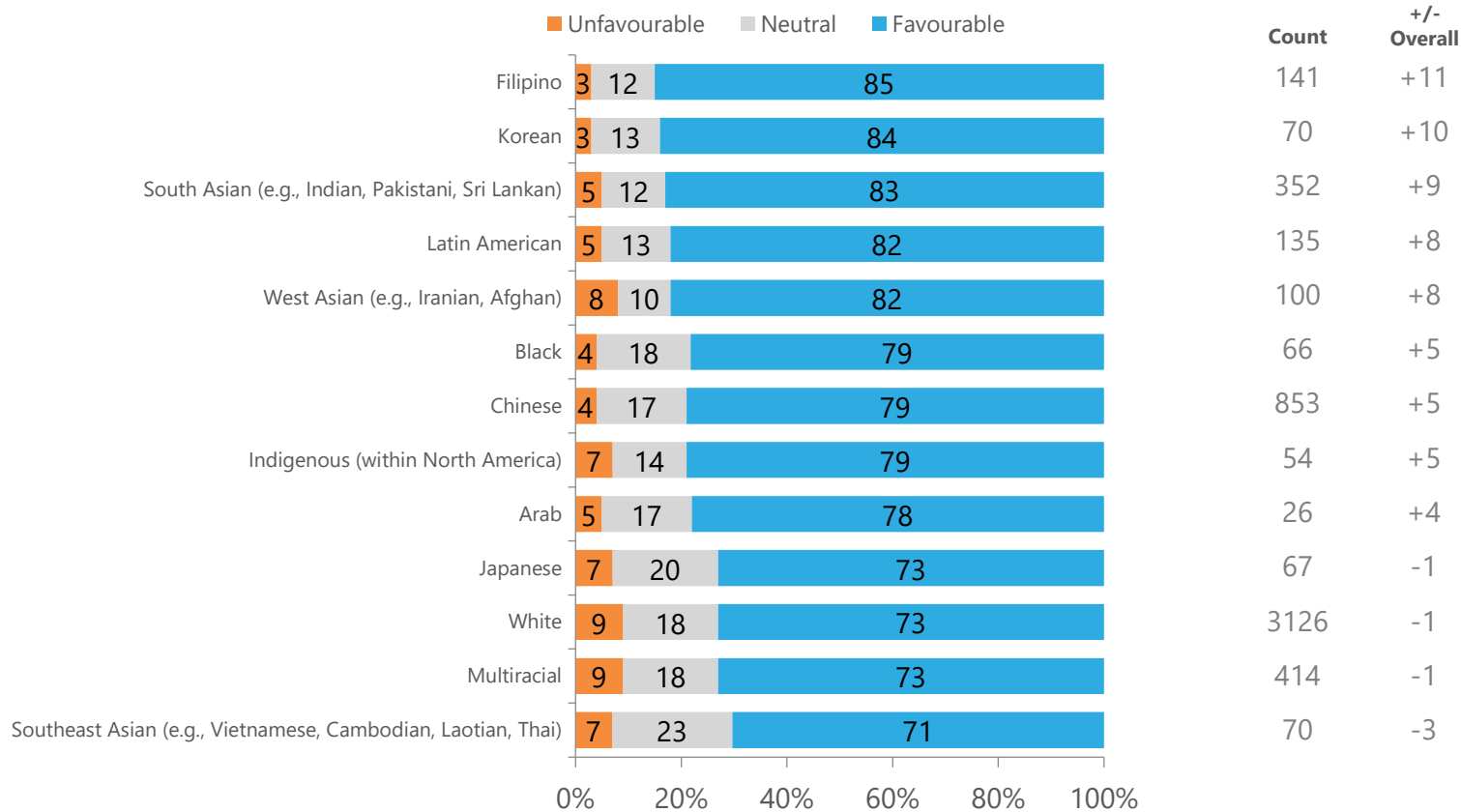
# Overall Results: Core Dimension Scores



# Engagement Scores by Equity Groups



# Engagement Scores by Canadian Census Category



# Key Strength & Opportunity Areas - Overall

