

UBC Workplace Experiences Survey

2024 WES overall engagement highlights for:

UBC Overall

Faculty and Staff responses

SURVEY PERIOD: NOVEMBER 2024



THE UNIVERSITY OF BRITISH COLUMBIA



TALENTMAP

INTRODUCTION: WORKPLACE EXPERIENCES SURVEY

- Offered every 3 years since 2009 – primary opportunity for faculty and staff to share feedback about their experiences of UBC as a workplace
- 15 dimensions of engagement measured

Year	Survey Participation Rates			
	Overall	All Staff	All Faculty	Tenure-Stream
2024	50% (9,032)	57% (6,478)	37% (2,282)	45% (1,176)
2021	37% (6,321)	45% (4,876)	24% (1,445)	28% (717)



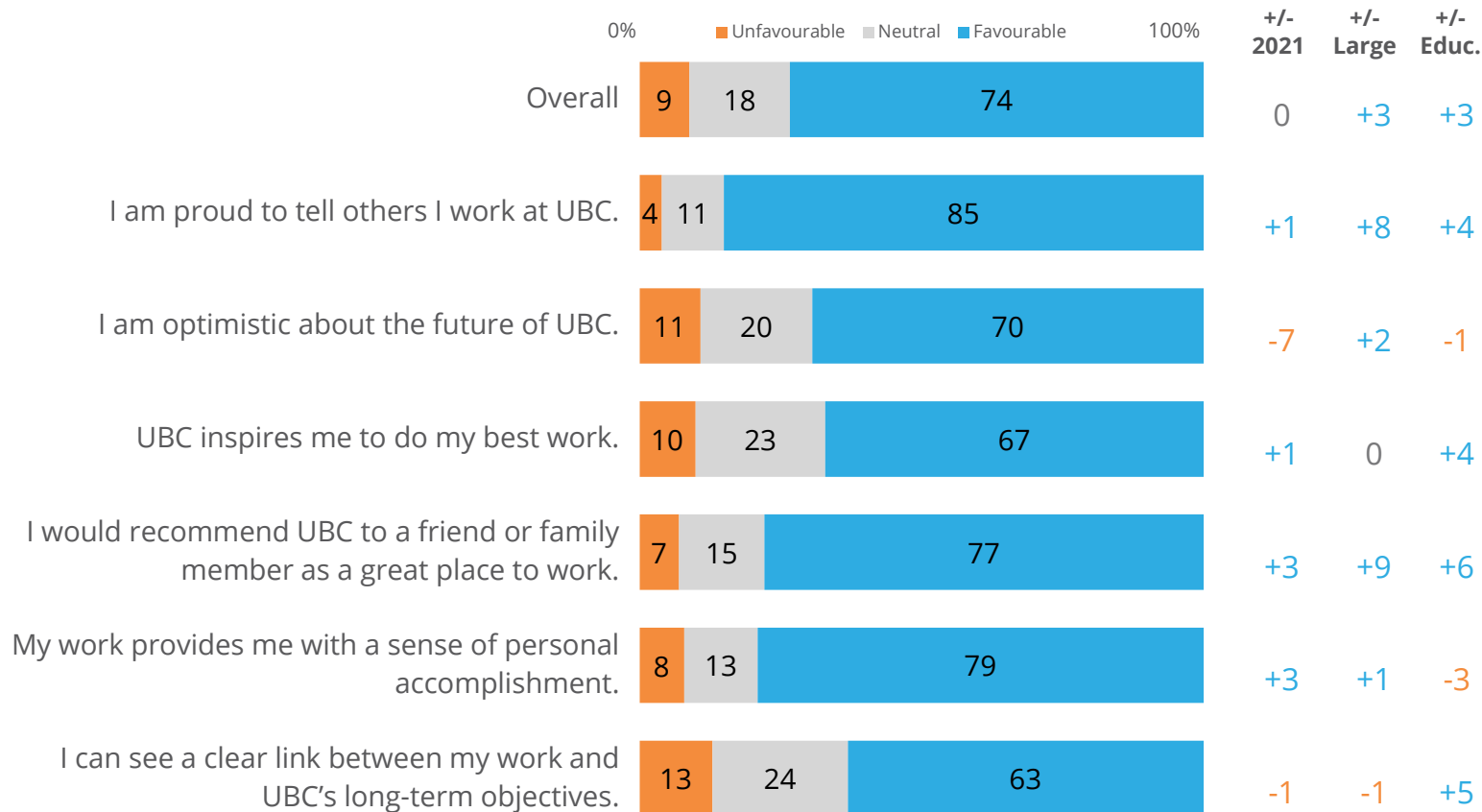
WHAT'S CHANGED SINCE 2021

- Coming out of COVID, the longitudinal impacts on health and wellbeing were still being understood and how it is showing up in the workplace
- Significant changes to government policy, especially on immigration impacting Universities and Colleges
- High inflationary period putting additional strain on the cost of living in an already expensive area
- Geopolitical crises and conflicts in multiple parts of the world
- Heightened sense of polarization of politics and people's viewpoints
- Continued interplay between personal and professional lives in the workplace
- Change: ~40% of Senior Leaders* have less than three years of tenure in role

(*Note – “Senior Leaders” total 55 people and is defined as Deans, Associate Vice Presidents, and the Executive across both campuses)



OVERALL RESULTS: ENGAGEMENT



ENGAGEMENT TRENDS OVER 10 YEARS

Favourable scores only:

	2024	2021	2017	2014
<i>Overall Engagement</i>	74%	74%	71%	70%
<i>% Proud to say I work at UBC</i>	85%	84%	83%	78%
<i>% Recommend as great place to work</i>	77%	74%	71%	71%

Combined favourable and neutral scores:

	2024	2021	2017	2014
<i>Overall Engagement</i>	91%	92%	91%	90%
<i>% Proud to say I work at UBC</i>	96%	97%	96%	94%
<i>% Recommend as great place to work</i>	93%	92%	90%	89%

Definitions:

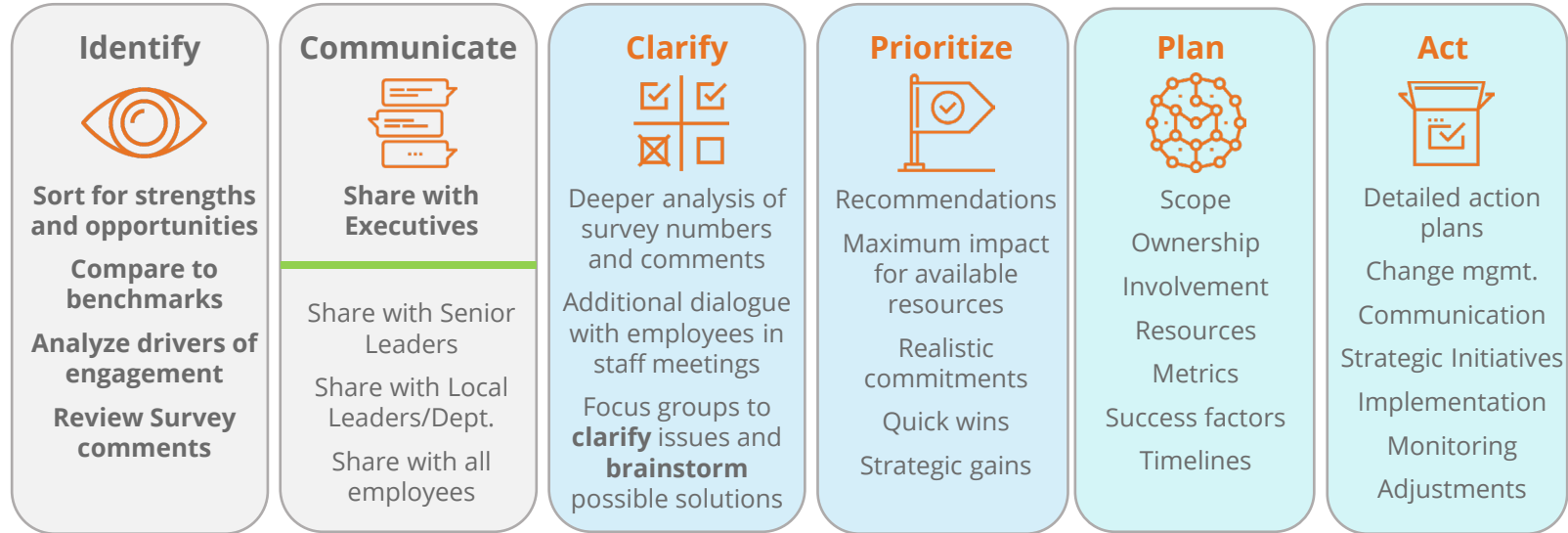
Neutral score: faculty and staff are uncertain or curious about how future actions will influence this area. Addressing this opportunity area may have a significant impact on engagement.

Favourable score: highly successful scores overall. Be sure to celebrate and foster this strength area to maintain or improve engagement.



MOVING BEYOND THE SURVEY RESULTS

We are here



Accountability, Communication, Involvement, Action



RECOGNIZING 2025 TOP EMPLOYER AWARDS



2025 BC'S TOP EMPLOYER: 18TH YEAR

