UBC Workplace Experiences Survey

2024 WES overall engagement highlights for:

UBC Overall

Faculty and Staff responses

SURVEY PERIOD: NOVEMBER 2024





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

	Survey Participation Rates						
Year	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)			





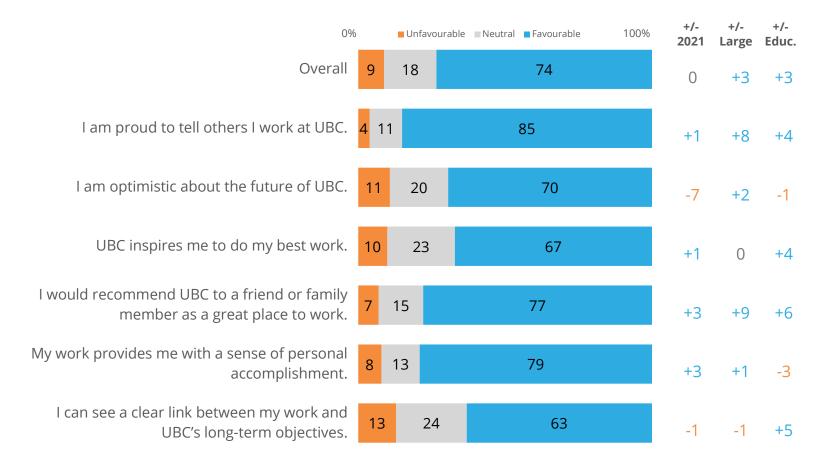
WHAT'S CHANGED SINCE 2021

- 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
Overall Engagement	74%	74%	71%	70%
% Proud to say I work at UBC	85%	84%	83%	78%
% Recommend as great place to work	77%	74%	71%	71%

Combined favourable and neutral scores:	2024	2021	2017	2014
Overall Engagement	91%	92%	91%	90%
% Proud to say I work at UBC	96%	97%	96%	94%
% Recommend as great place to work	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



Identify



Sort for strengths and opportunities

> Compare to benchmarks

Analyze drivers of engagement

Review Survey comments

Communicate



Share with **Executives**

Share with Senior Leaders

Share with Local Leaders/Dept.

Share with all employees

Clarify



Deeper analysis of survey numbers and comments

Additional dialogue with employees in staff meetings

Focus groups to clarify issues and brainstorm possible solutions

Prioritize



Recommendations

Maximum impact for available resources

> Realistic commitments

Quick wins

Strategic gains

Plan



Scope Ownership

Involvement

Resources Metrics

Success factors Timelines

Act



Detailed action plans

Change mgmt. Communication

Strategic Initiatives

Implementation

Monitoring

Adjustments

Accountability, Communication, Involvement, Action







RECOGNIZING 2025 TOP EMPLOYER AWARDS



2025 BC'S TOP EMPLOYER: 18TH YEAR





