



% of staff and faculty that agree that UBC attracts the best faculty and staff

	Okanagan	Vancouver	UBC
	2011	2011	2011
% of faculty and staff that say UBC is successful in attracting the best faculty	43%	36%	36%
% of faculty and staff that say UBC is successful in attracting the best staff	41%	28%	30%

Description

This question helps us understand the perception of the quality of their peers. This metric is juxtaposed against the % of offers accepted by first choice candidates. Data is collected every three years via the Workplace Experiences Survey. The next survey will be in 2014.

- The % agree/strongly agrees is based on those that respond to the survey
- Data is collected every three years.

Person with lead responsibility for this metric: Director, HR Integrated Strategies

Data collection will be from: Workplace Experiences Survey

Date: Nov 2011

Explanation of Results

In November, 2011, UBC held its second Workplace Experiences Survey, an opportunity for staff and faculty to share what they think about working at UBC. The results in 2011 indicated that UBC can improve how people perceive the quality of faculty and staff that UBC recruits

Recommended Action

1. Invest in workforce planning
2. Implement recommendations outlined in the recently developed recruiting strategy for staff
3. Better position recruiting advertising to ensure UBC attracts a broader candidate pool