



**% of faculty and staff who agree that their work contributes to their overall state of health and wellbeing**

2011 Data	Okanagan	Vancouver	UBC
All	45%	40%	41%
Staff	58%	41%	--
Faculty	24%	37%	--

**Description**

% of faculty and staff that agree/strongly agree that their work contributes to their overall state of health and wellbeing is collected every three years via the Workplace Experiences Survey. The next survey will be in 2014.

- This question is an indicator that helps us understand the faculty and staff’s perception of how work impacts their health and wellbeing and is a key metric to give us insight into how resilient people feel.
- The % agree/strongly agree is based on the percentage of the employee base that respond to the survey.
- Data is collected every three years and is presented showing all respondents, and broken out by faculty and staff.

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. In 2011 41% of faculty and staff agreed that their work contributed to their overall state of health and wellbeing. Faculty were less likely to agree with this statement than staff.

**Recommended Action**

1. Collaborate with VP Student portfolio to develop a plan to address the wellbeing of students, staff and faculty
2. Continue to focus on activities such as Thrive that contribute towards building positive mental health
3. Develop an online module of the “Responding with Respect” mental health training that is currently offered via in-person workshops.
4. Hire a “Health & Wellness Specialist” position in Vancouver to focus on health promotion, with a specific focus on faculty