% of faculty and staff that say UBC is doing a good job of developing people to their full potential

	Okanagan	Vancouver	UBC
	2011	2011	2011
Overall	38%	36%	36%
Staff	47%	38%	--
Faculty	25%	28%	--

Description

This question is an indicator that helps us understand how supported people feel when it comes to their professional development.

- The % agree/strongly agrees is based on those that respond to the survey.% of faculty and staff that say UBC is doing a good job of developing its people is collected every three years via the Workplace Experiences 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 there is room for growth around how UBC supports people's development. Overall 36% of faculty and staff agreed or strongly agreed as compared to external Canadian benchmark of 41%.

Recommended Action

1. Develop and implement in a career navigation program for faculty and staff
2. Monitor the decentralization of tuition waivers to ensure there isn't a negative impact on the ability of individuals to take learning opportunities