

WE Speak Mini Survey Results

Survey Opened: May 5, 2016

Survey Closed: May 16, 2016



WE Speak – Survey Basics

Response Rate = 27%

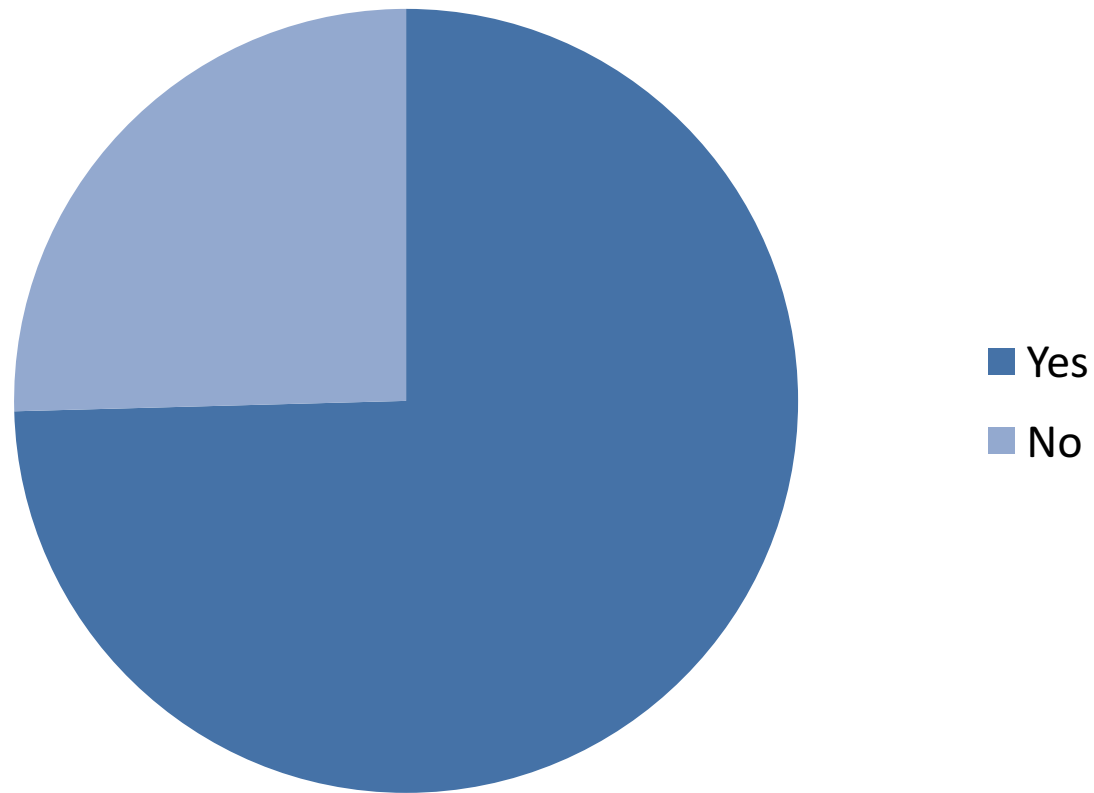
18% - Faculty; 34% - Staff

Gender (of those who responded)

49% - Male; 42% - Female

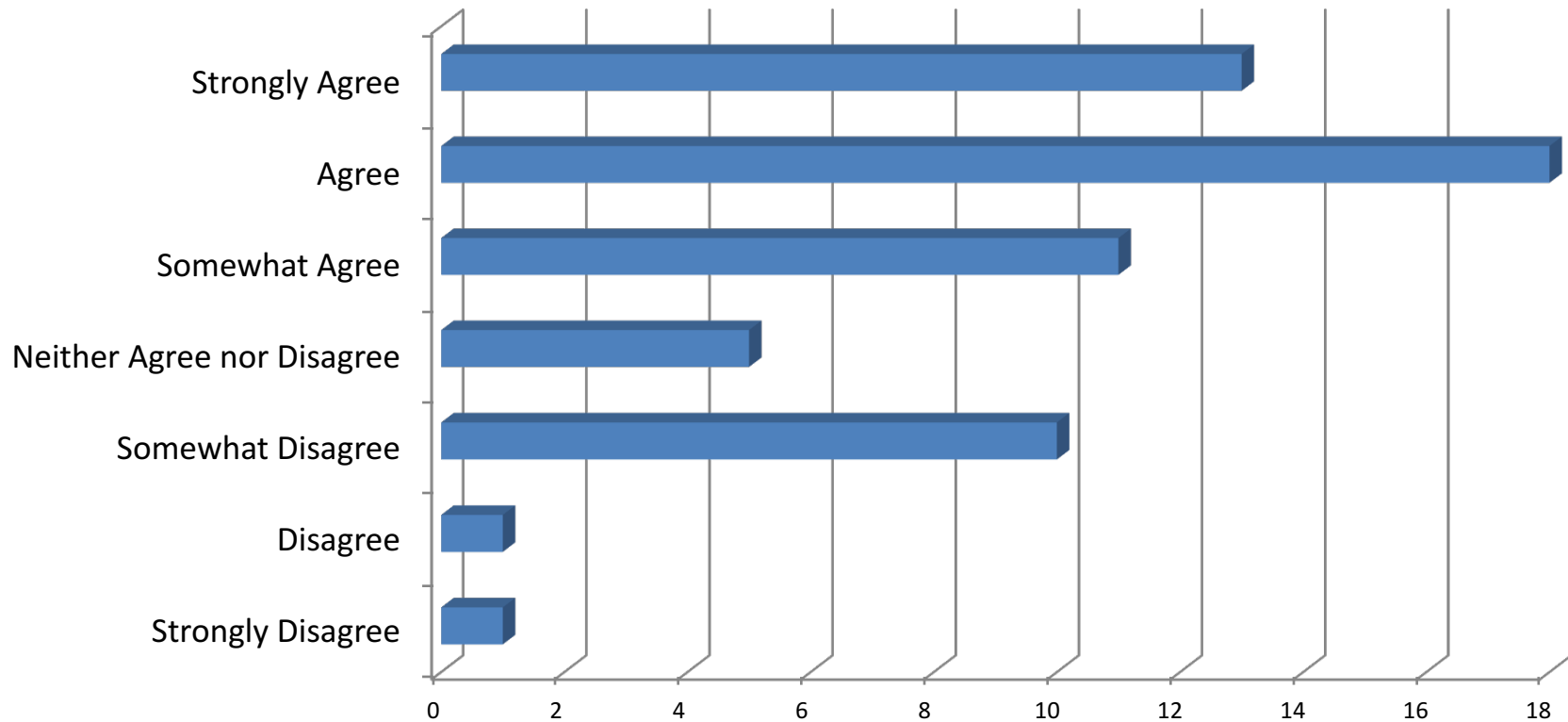
Questions = 15

Q4: Were you a WE employee in 2012 when the campus-wide WESpeak survey was completed



Q5: Mentorship/Career Development

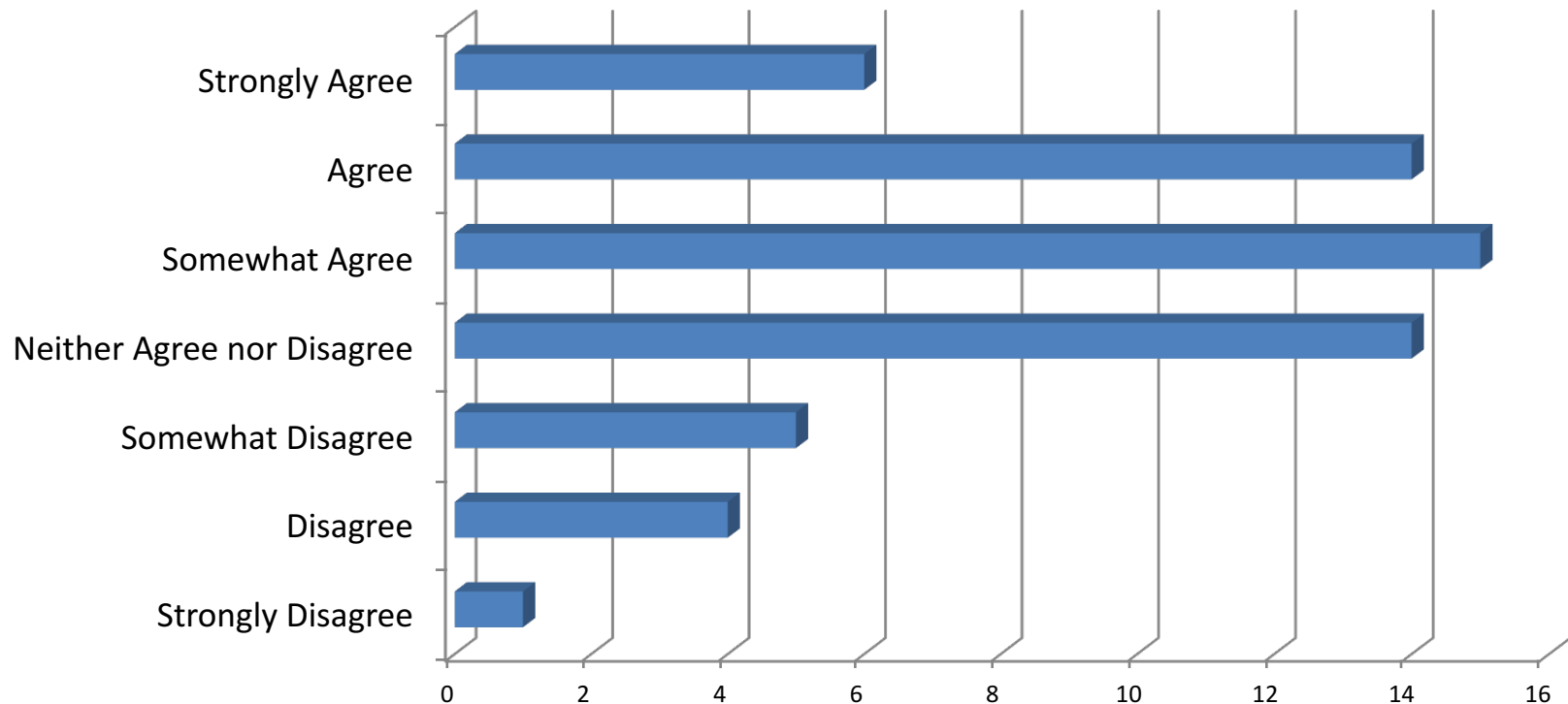
5.1 - ALL: I am familiar with the mentorship opportunities available within WE



59 Respondents

Q5: Mentorship / Career Development

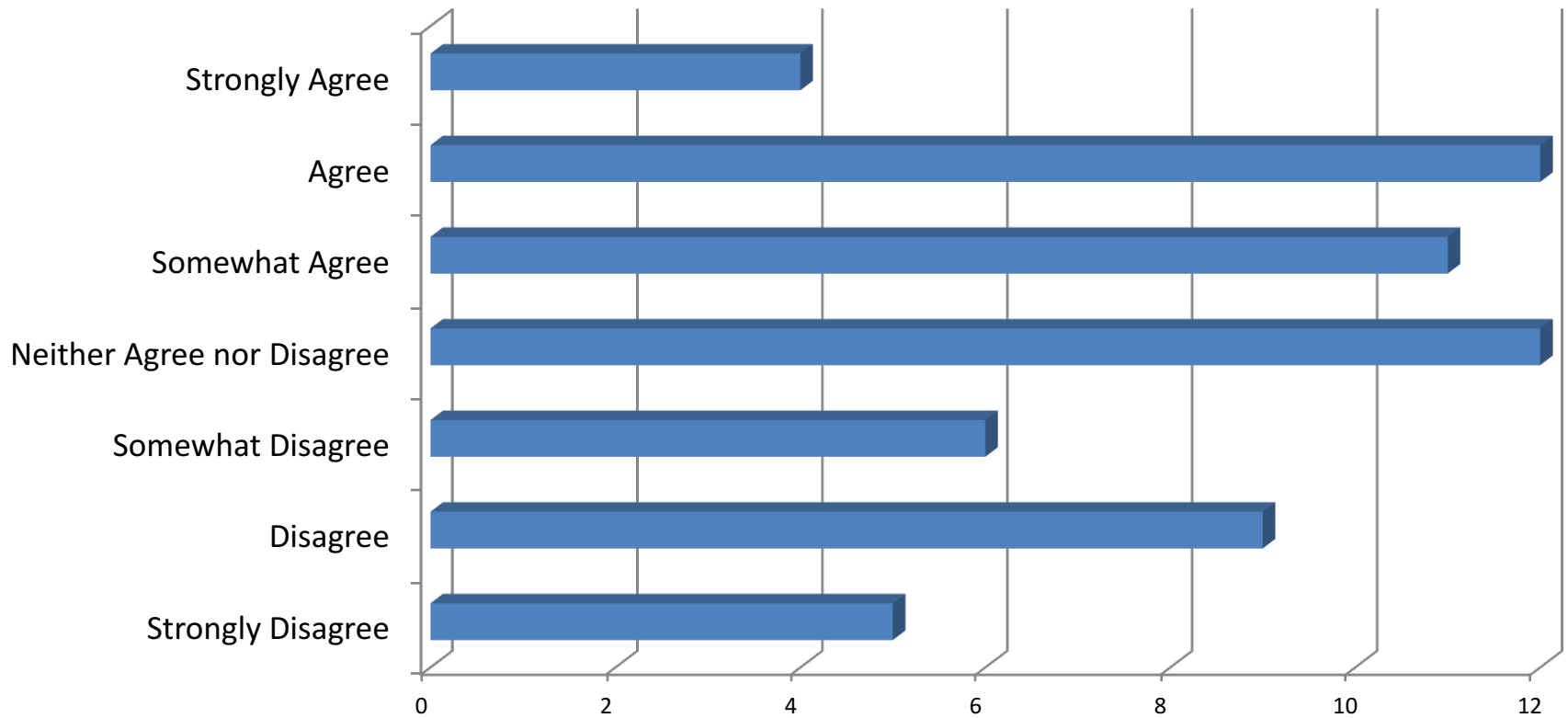
5.2 - ALL: I am satisfied with the mentorship opportunities available within WE



59 Respondents

Q5: Mentorship / Career Development

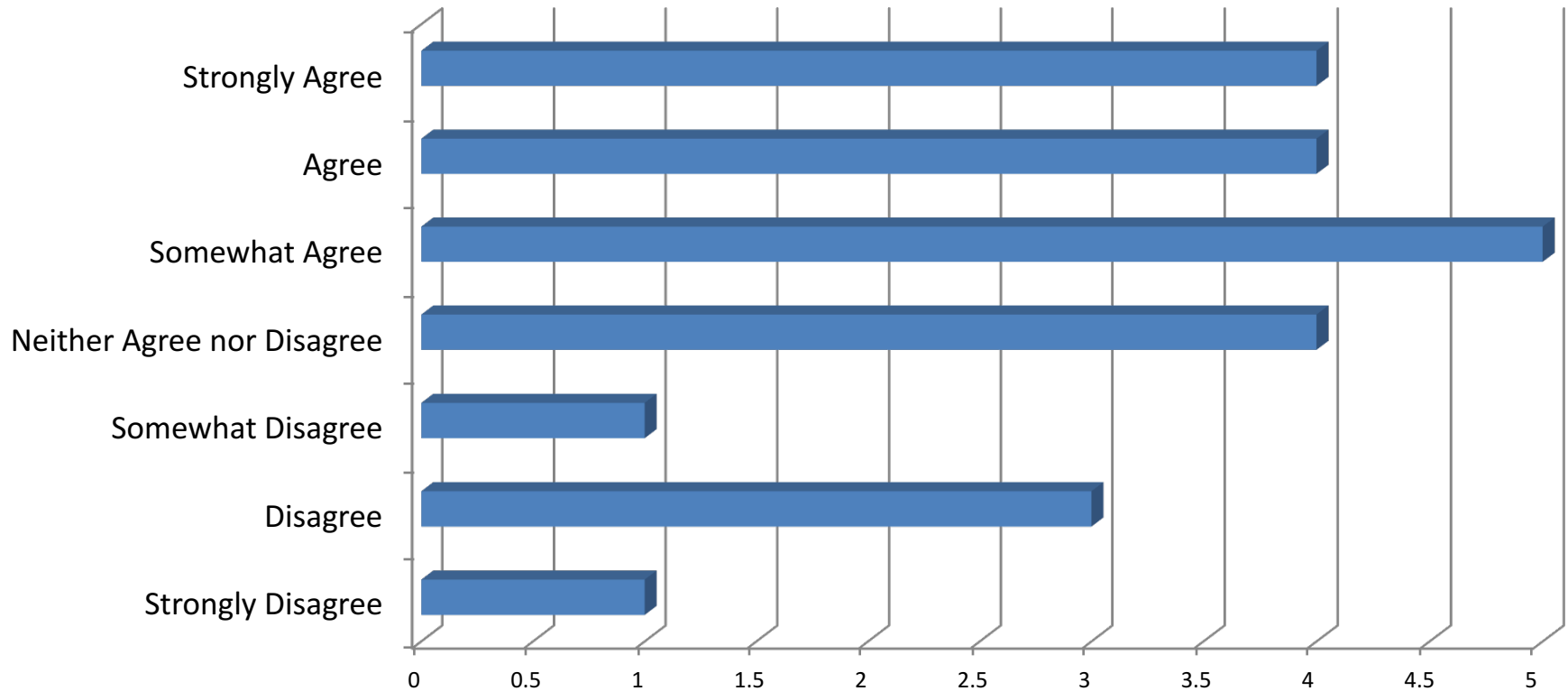
5.3 - ALL: There are sufficient career advancement opportunities that are available to me at WE



59 Respondents

Q5: Mentorship / Career Development

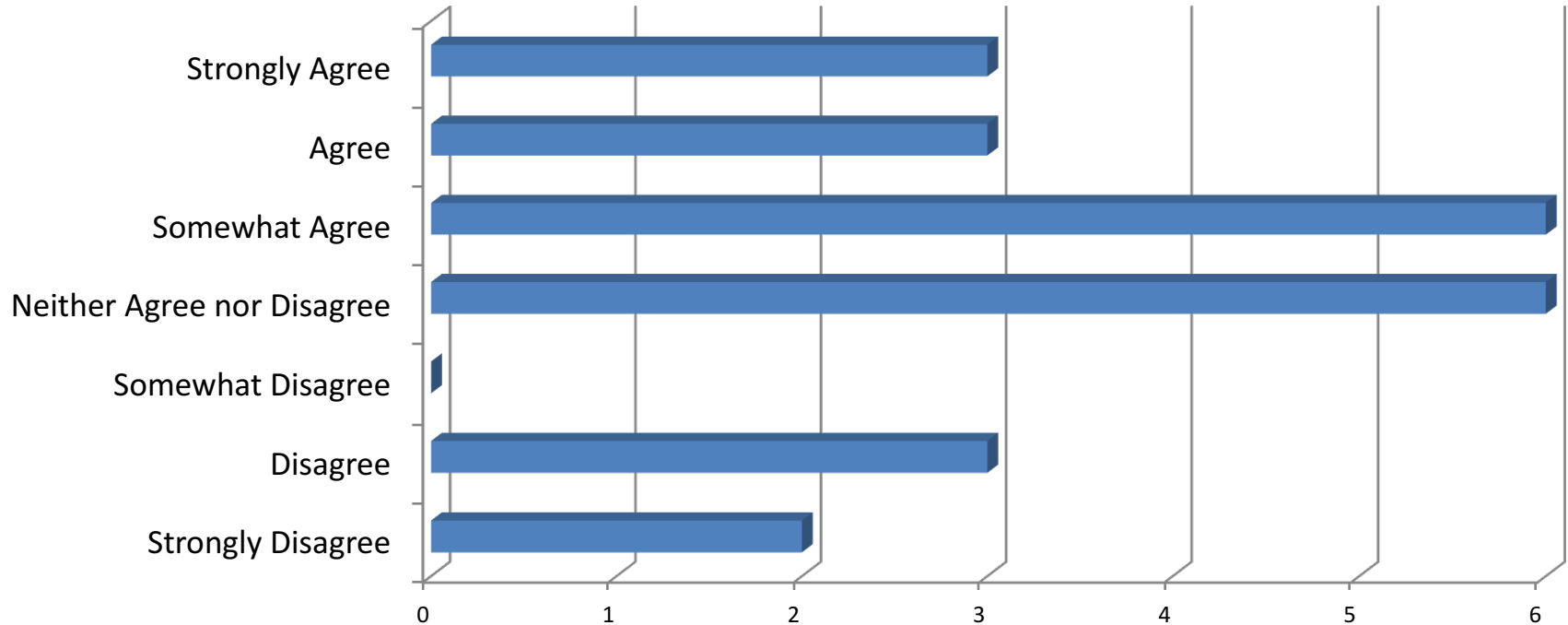
5.4 - FOR FACULTY MEMBERS: I am satisfied with the support I have received in relation to the promotion and tenure process



22 Respondents

Q5: Mentorship / Career Development

5.5 - FOR FACULTY MEMBERS: I am satisfied with the support and guidance I have received in relation to research and funding



22 Respondents

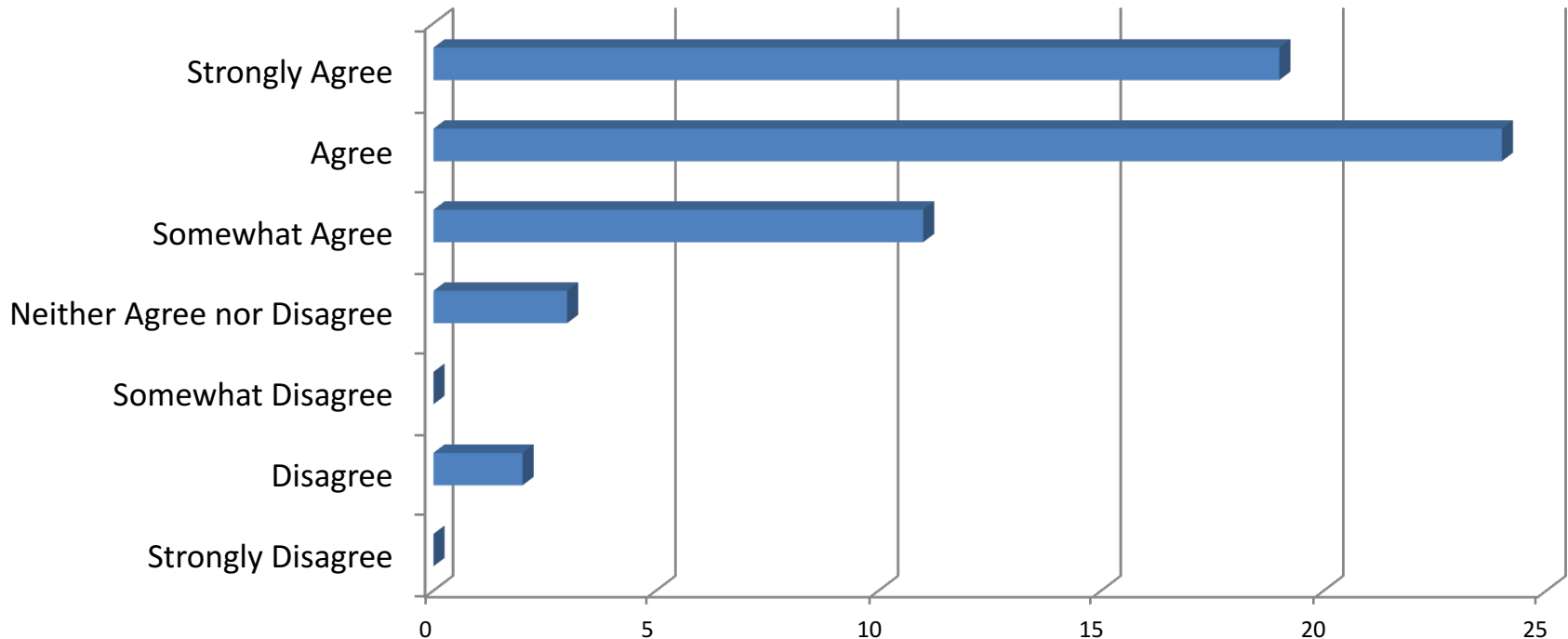
Mentorship / Career Development – Highlights (Q6)

Feedback

- “The mentorship and career advancement initiatives should be advertised more clearly. I suggest putting links on the engineering website or intranet, depending on whether they are confidential or not.”
- “Most of the mentors are PMA”
- “I was surprised to see that the mentorship committee created for new faculty members did not contain any female members”
- “I get no feedback or support when it comes to career advancement. I feel totally stuck in my current career spot”
- “It would be beneficial to touch base with new faculty/staff a bit more during the early phase of start date to make certain they truly take advantage of all that is offered”

Q7: Communication, Recognition, Respect & Collaboration within WE

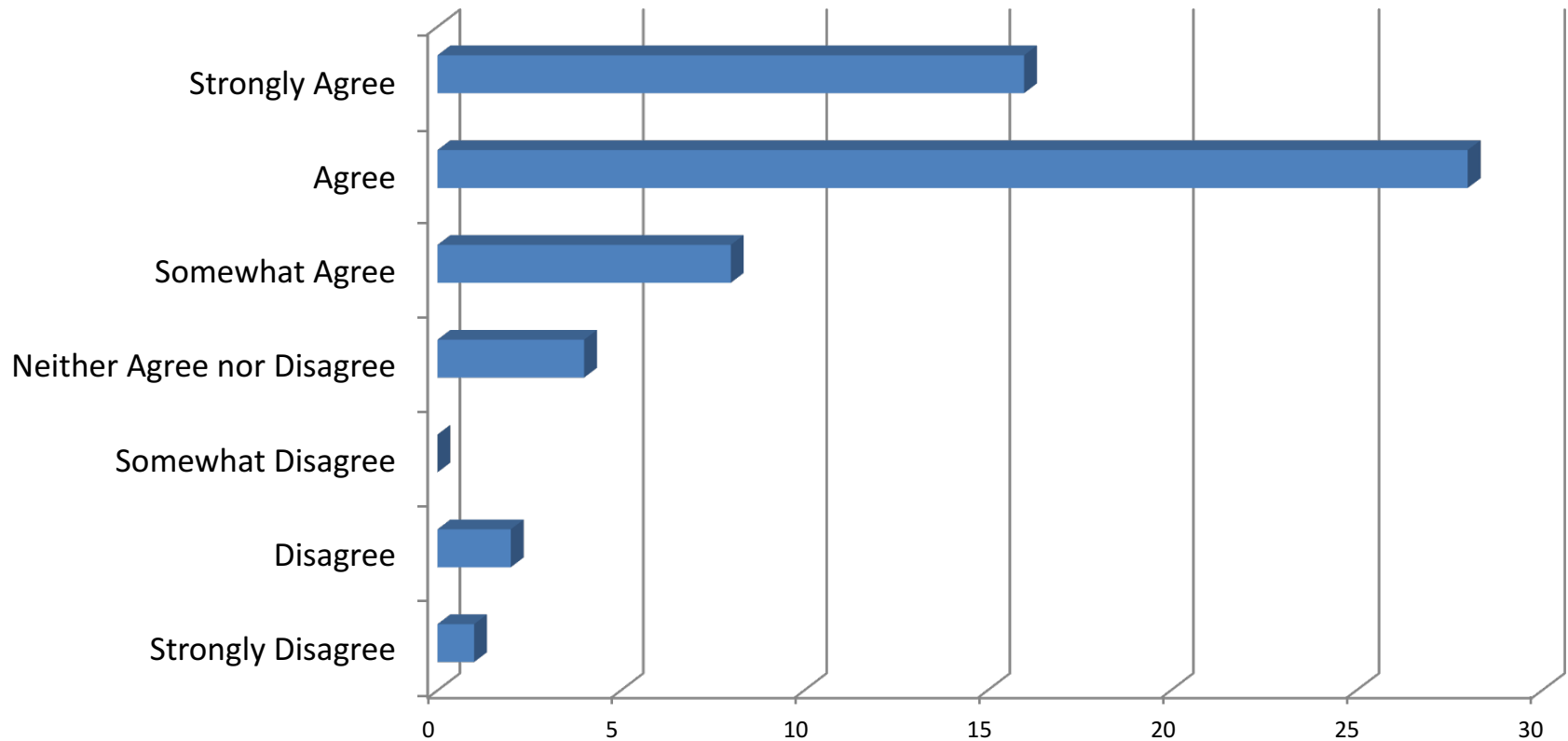
7.1 - I am familiar with the new WE Values (Respect, Openness/Communication, Integrity, Leadership)



59 Respondents

Q7: Communication, Recognition, Respect & Collaboration within WE

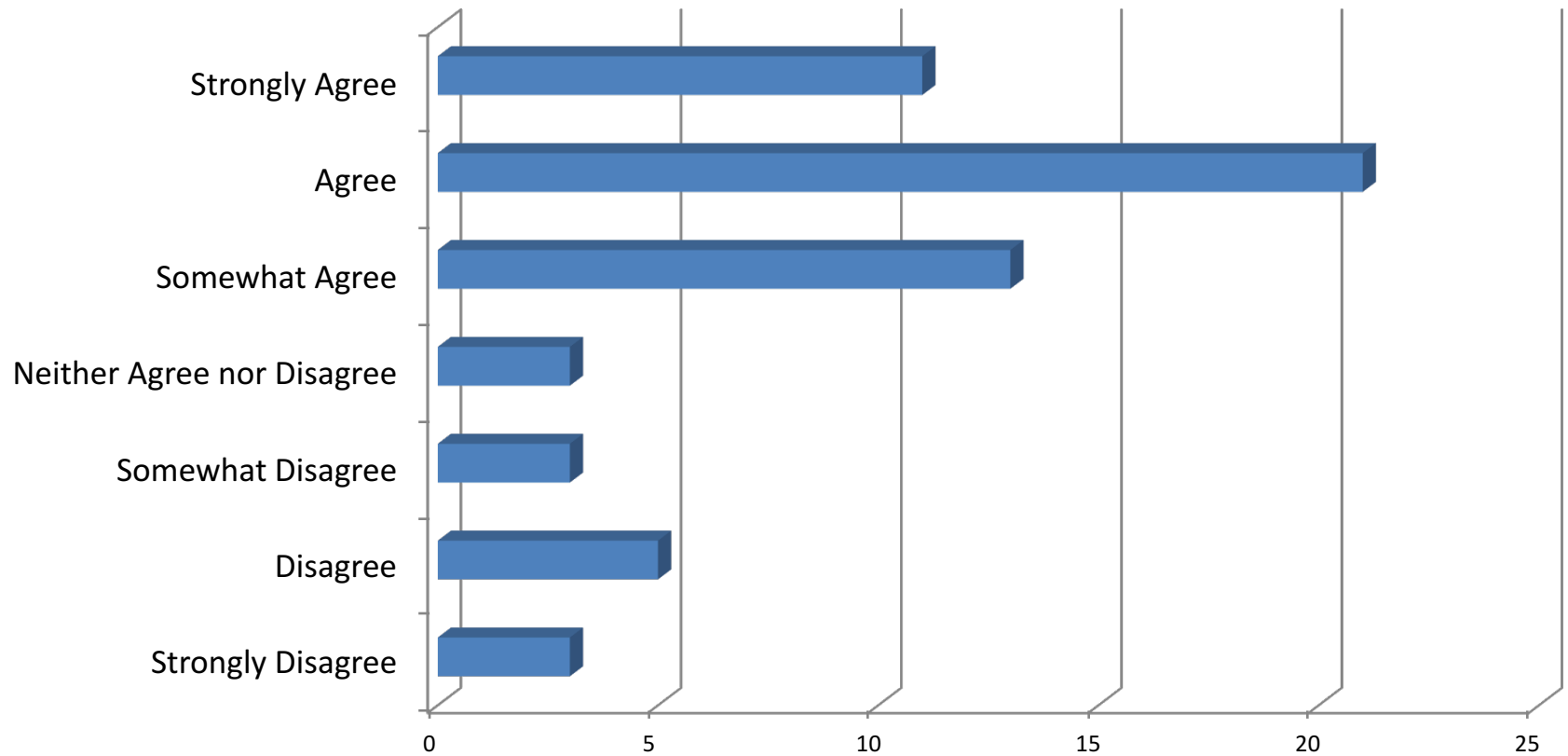
7.2 - I am satisfied with the new WE values statements



59 Respondents

Q7: Communication, Recognition, Respect & Collaboration within WE

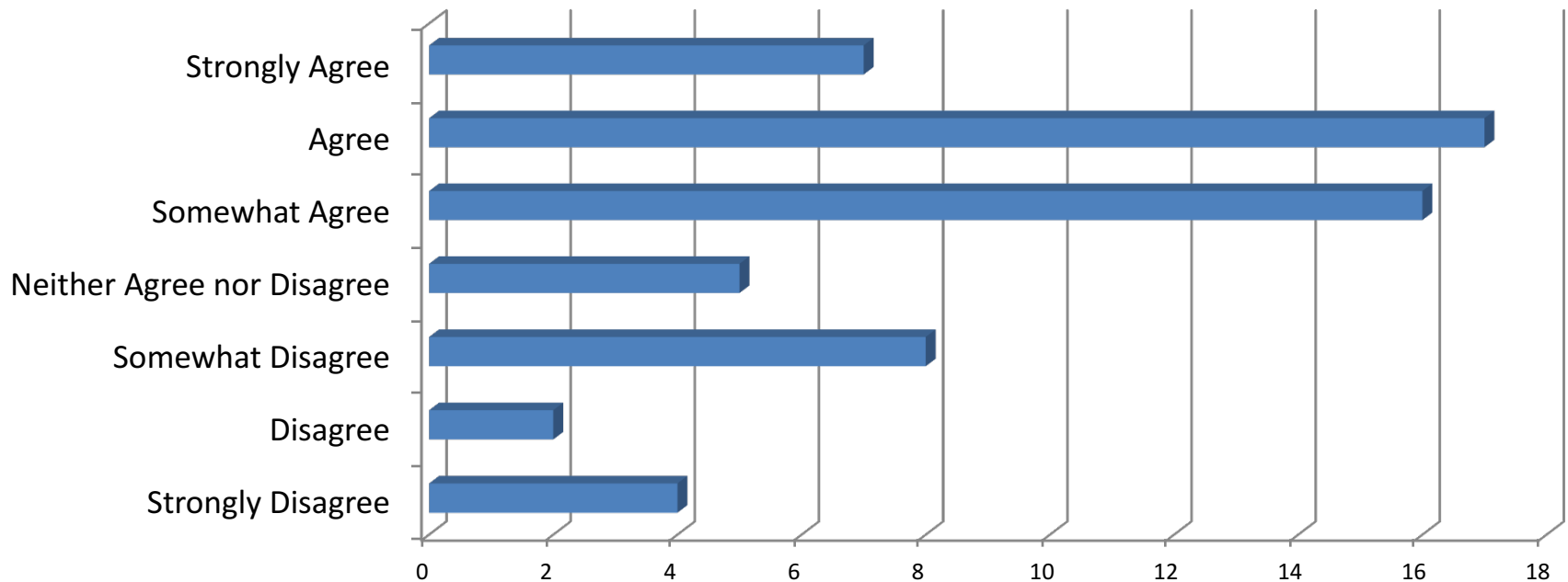
7.3 - I feel that WE is a supportive and respectful workplace



59 Respondents

Q7: Communication, Recognition, Respect & Collaboration within WE

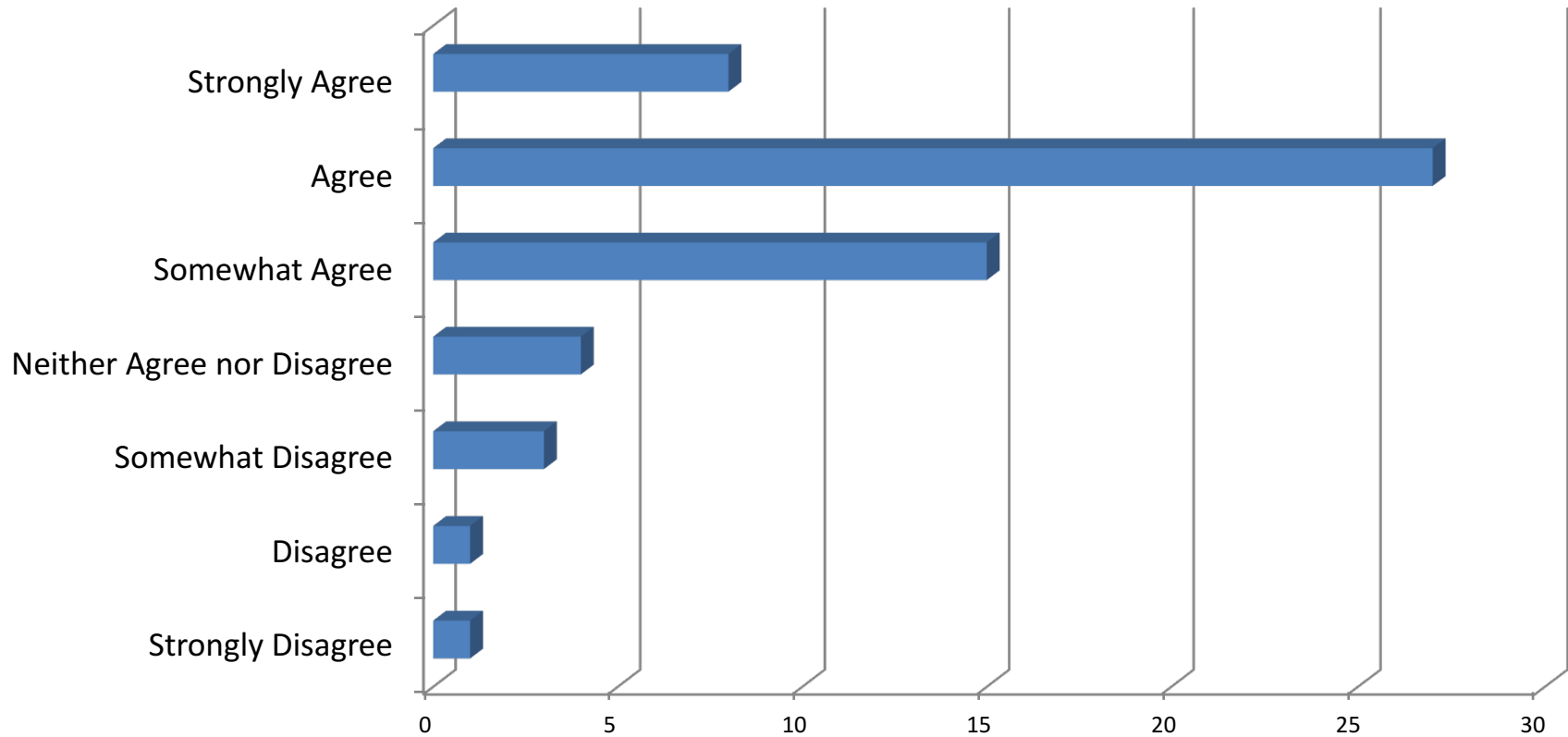
7.4 - There is positive interaction between academic departments (i.e. CBE, CEE, ECE, MME) and units (i.e. Dean's Office, External Services, Undergraduate Services, EFS/Stores, ITG, Research Centres, etc.) at WE



59 Respondents

Q7: Communication, Recognition, Respect & Collaboration within WE

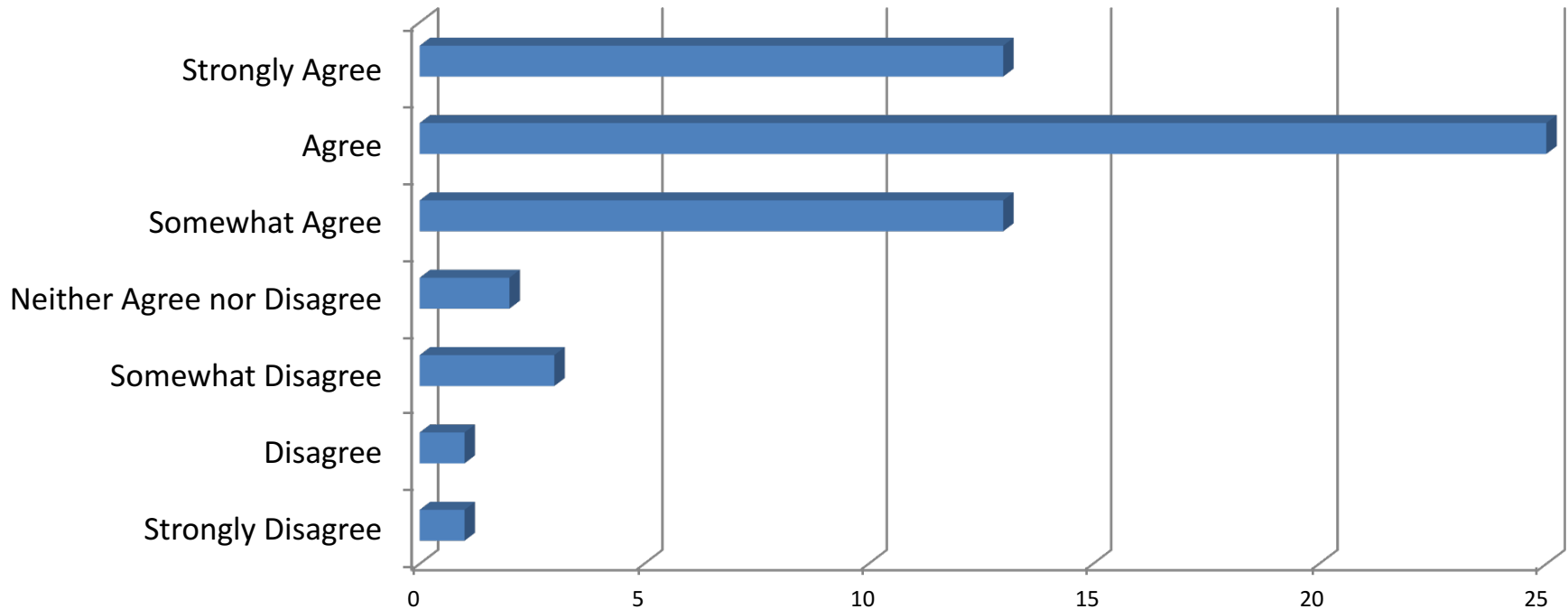
7.5 - I feel informed about what is going on within WE



59 Respondents

Q7: Communication, Recognition, Respect & Collaboration within WE

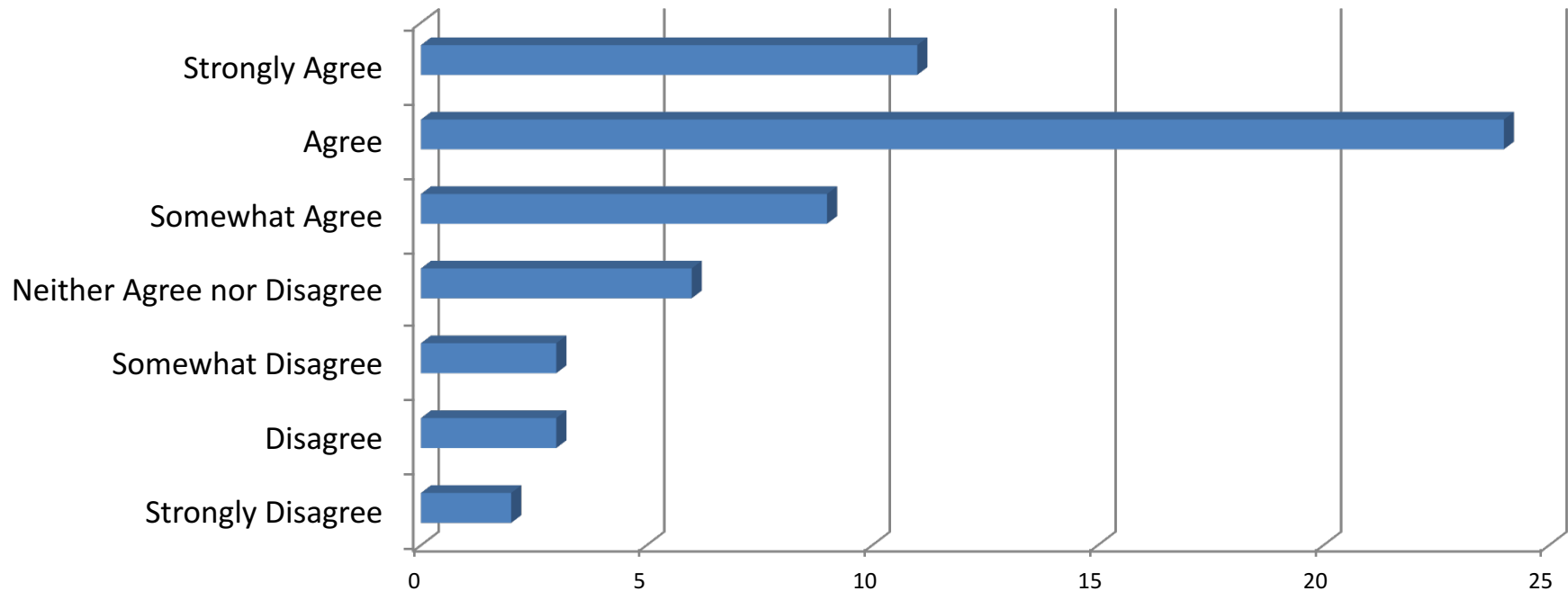
7.6 - I find the email communication that I receive from the Dean's Office helpful (e.g. weekly news & events email, monthly e-newsletter)



59 Respondents

Q7: Communication, Recognition, Respect & Collaboration within WE

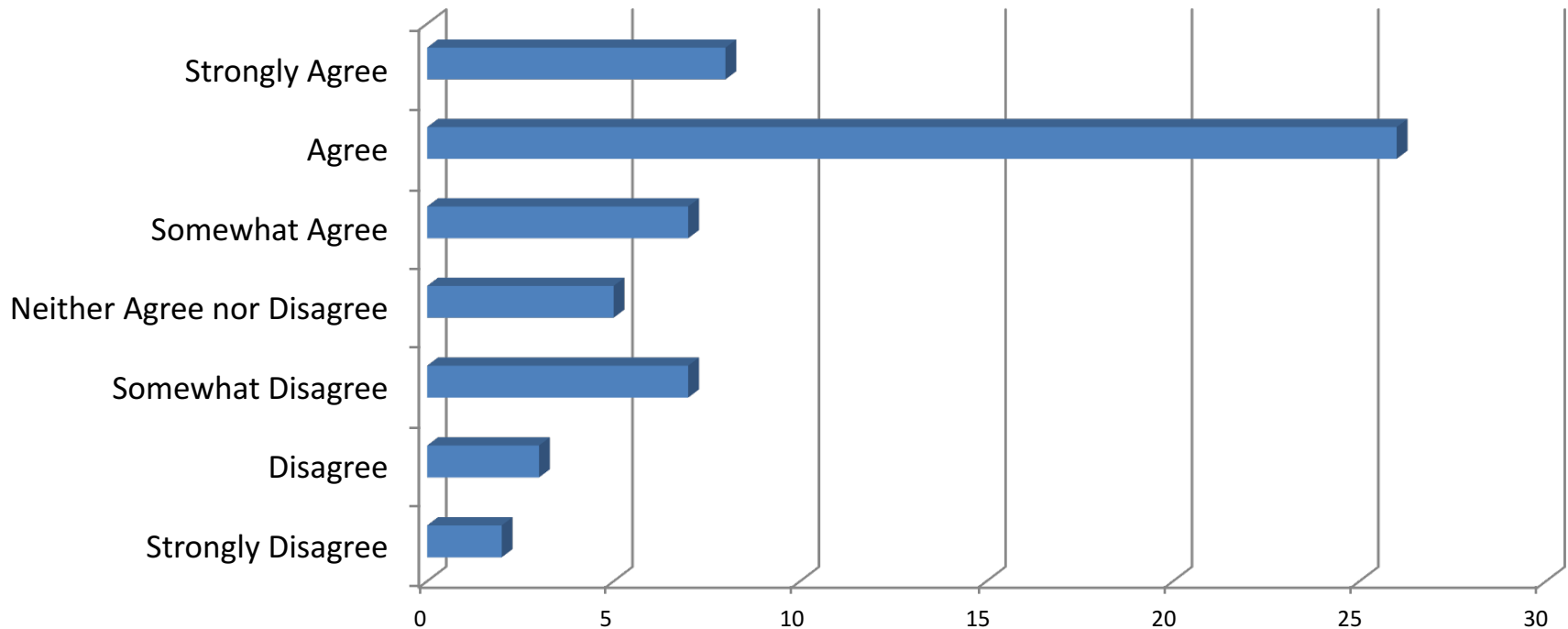
7.7 - I am satisfied with the in-person communication meetings that are coordinated by the Dean's Office (e.g. Faculty Council, Staff Meetings)



59 Respondents

Q7: Communication, Recognition, Respect & Collaboration within WE

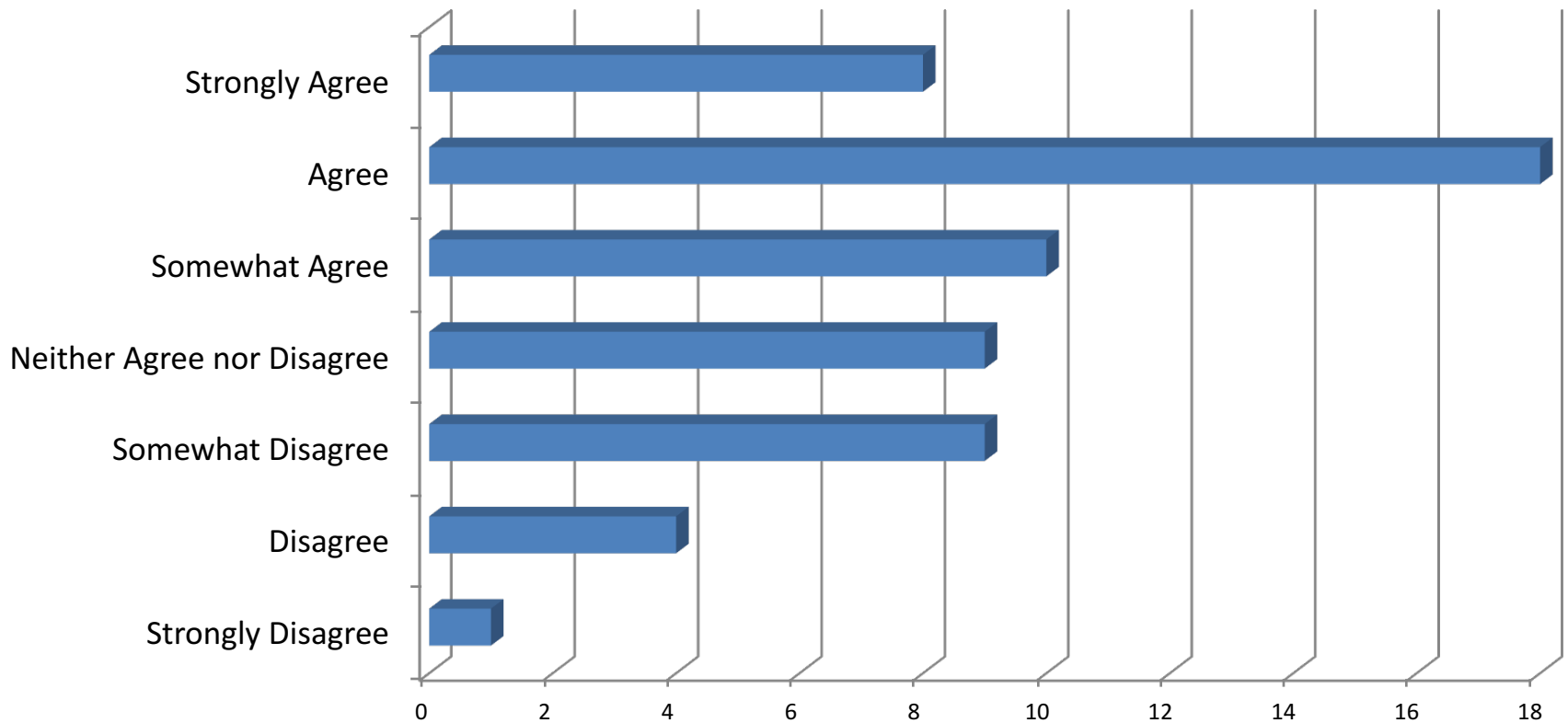
7.8 - I am satisfied with the in-person communication meetings that are coordinated by my Department/Unit (e.g. Department Council, Team meetings)



59 Respondents

Q7: Communication, Recognition, Respect & Collaboration within WE

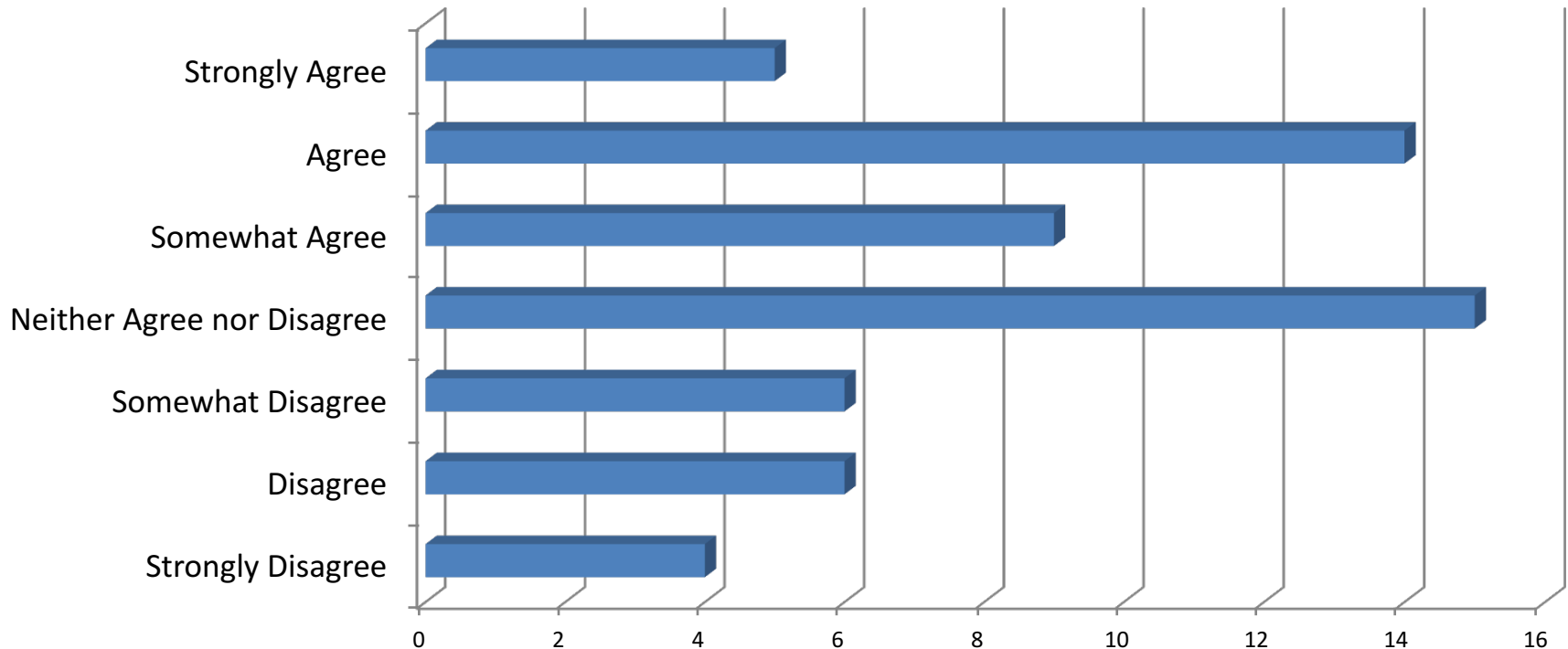
7.9 - I am satisfied with the formal recognition initiatives in place at WE (e.g. WE annual awards)



59 Respondents

Q7: Communication, Recognition, Respect & Collaboration within WE

7.10 - I am satisfied with the informal recognition in place at WE (e.g. thank you cards, e-cards, emails, in-person thank you's)



59 Respondents

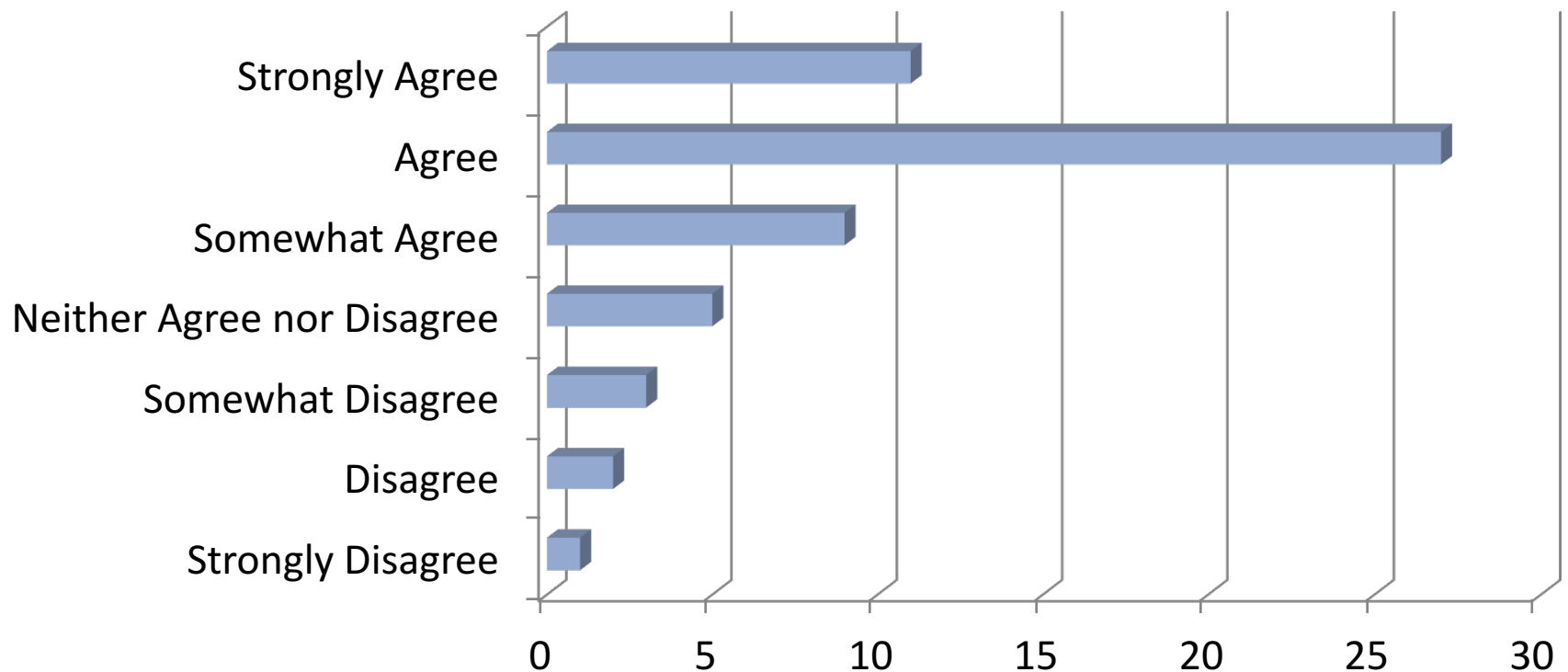
Communication, Recognition, Respect & Collaboration within WE – Highlights (Q8)

Feedback

- “Awards for early career faculty is still lacking”; “Recommend having an award or small recognition/honourable mentions for staff members who have been here less than 5 years so everyone has ‘something to strive for’”
- “I feel there is still resistance from departments regarding collaboration with other units”
- “We need real support, rather than lip service”
- “There is a big difference in the way we were and the way we are now. People are encouraged (rather than discouraged) to interact with each other. Not as intimidated about “retaliation” if an opinion is given”

Q9: Wellness Initiatives within WE

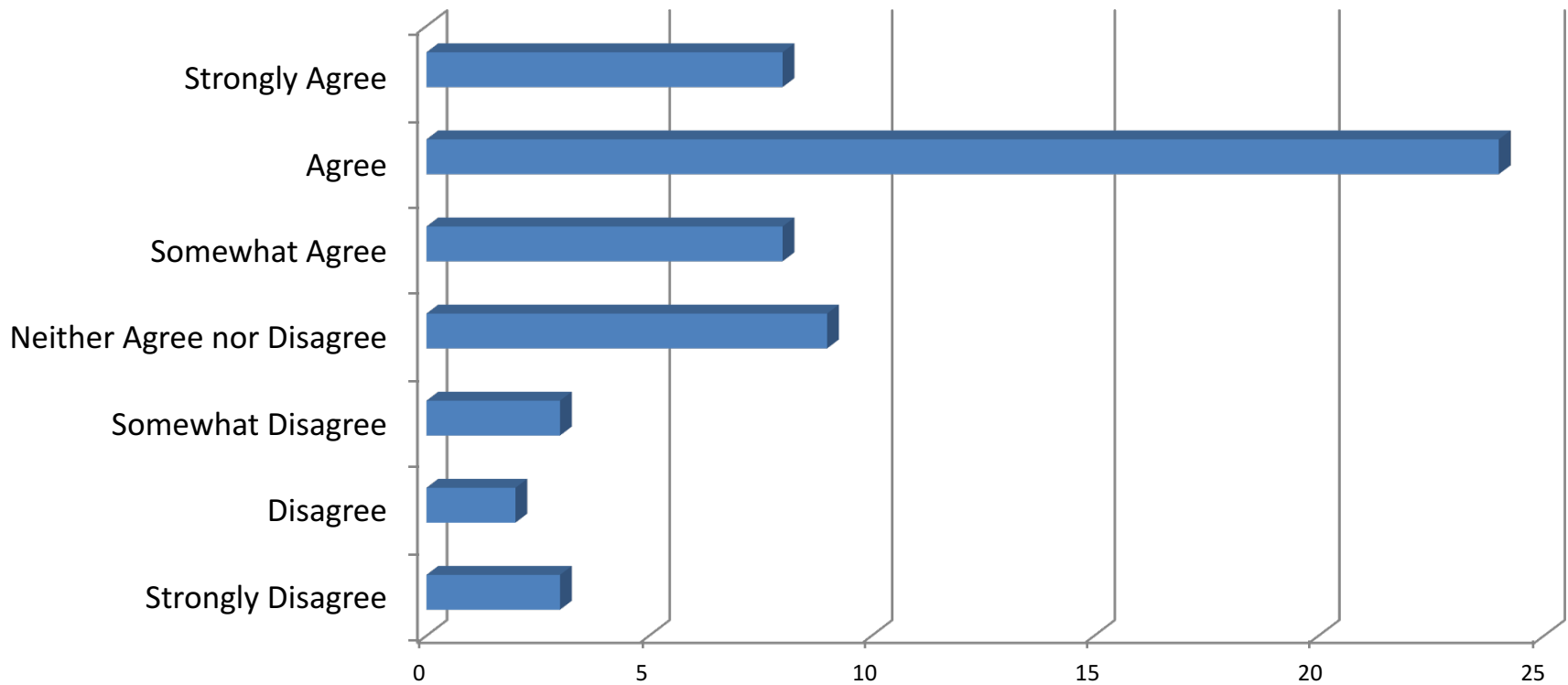
9.1 - I am familiar with the wellness initiatives that are available to me



59 Respondents

Q9: Wellness Initiatives within WE

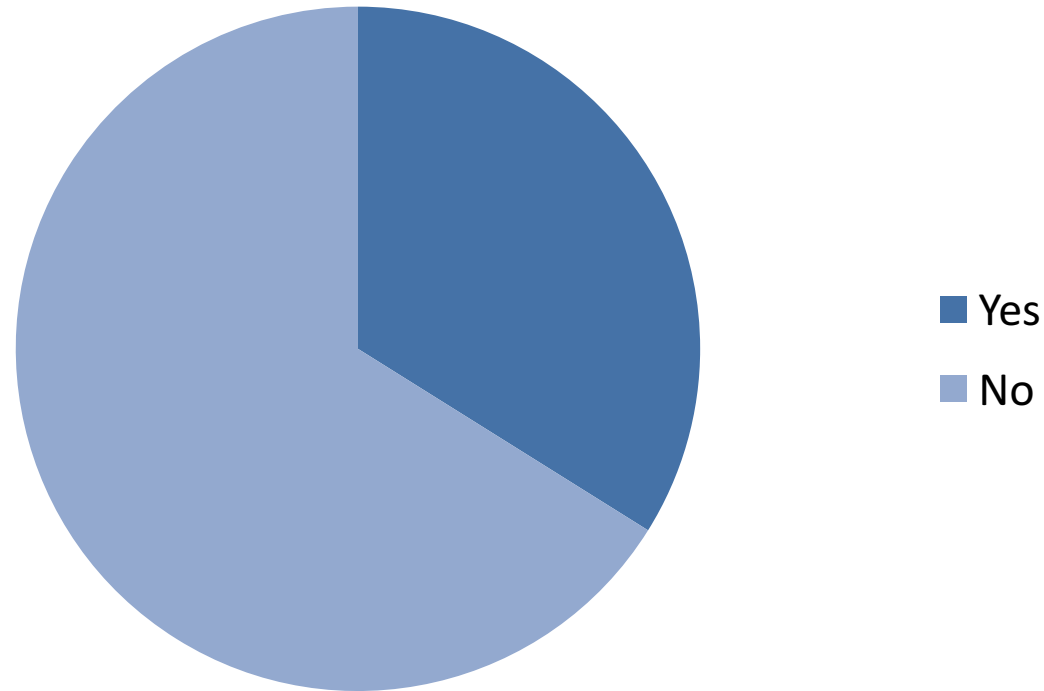
9.2 - I am satisfied with the wellness initiatives that are available campus-wide and within WE



59 Respondents

Q9: Wellness Initiatives within WE

Participated in WE Wellness Activities



59 Respondents

Wellness Initiatives - Highlights

Q11 – Wellness Initiatives Participated In....

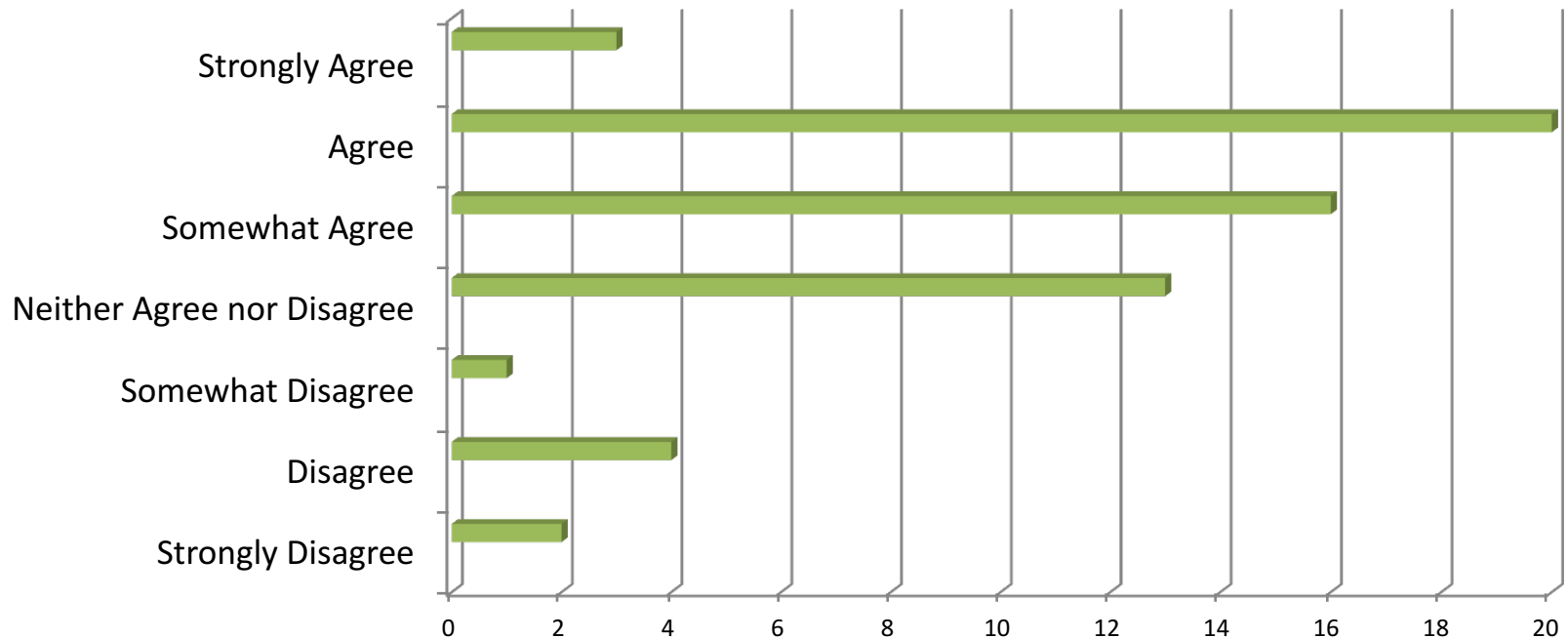
- Nutrition Lunch & Learn
- Health Eating; Walking Challenges
- Tai Chi; Zumba; Mediation; Work/Life Balance Seminar

Q12 – Feedback on Wellness Initiatives...

- “Great job on this, I wish all departments were encouraging to participate by the supervisors”
- “Would like more support to faculty member than ‘wellness programs’”
- “I would like to have wellness activities to include everyone in faculty”; “It would be great if some are a bit closer rather than SSB”
- “Initiatives not available for AMP employees”

Western Engineering Overall

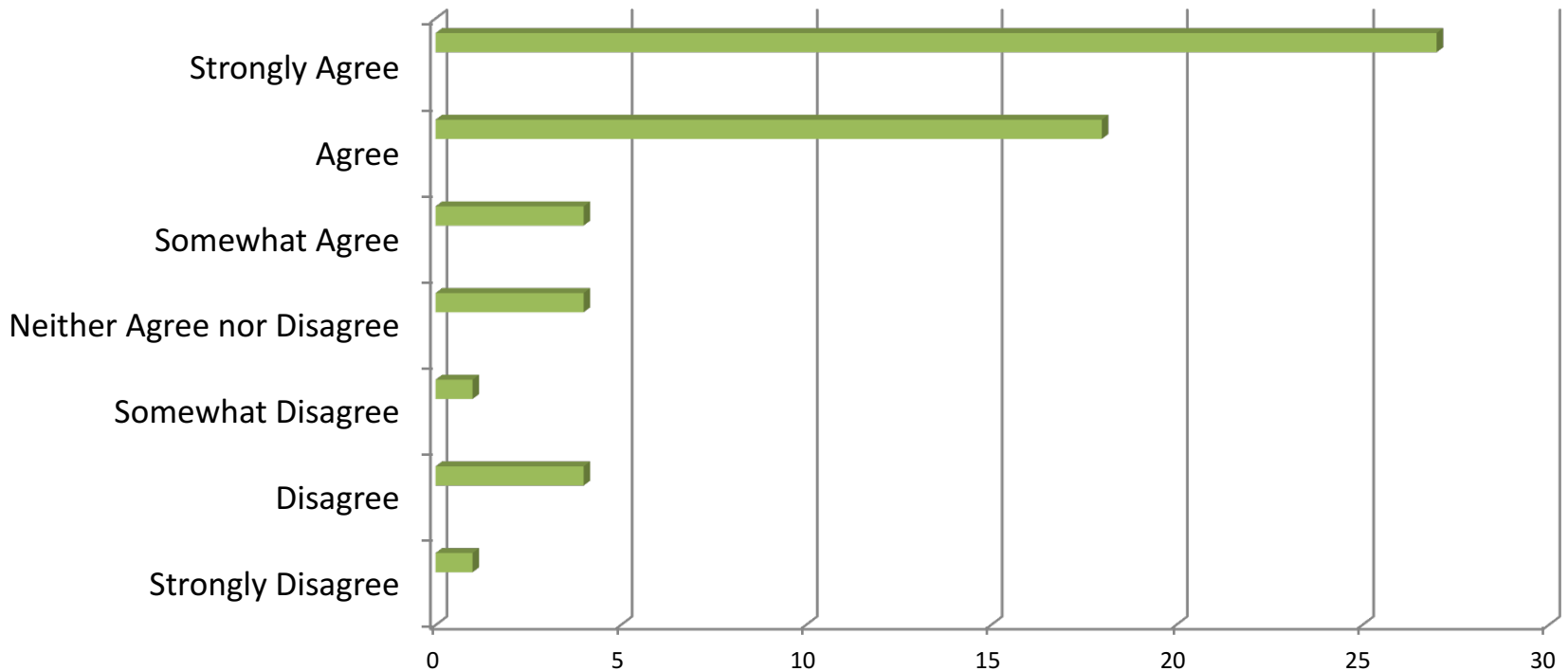
Q13 - I feel that there has been a positive change within Western Engineering over the past few years?



59 Respondents

Western Engineering Overall

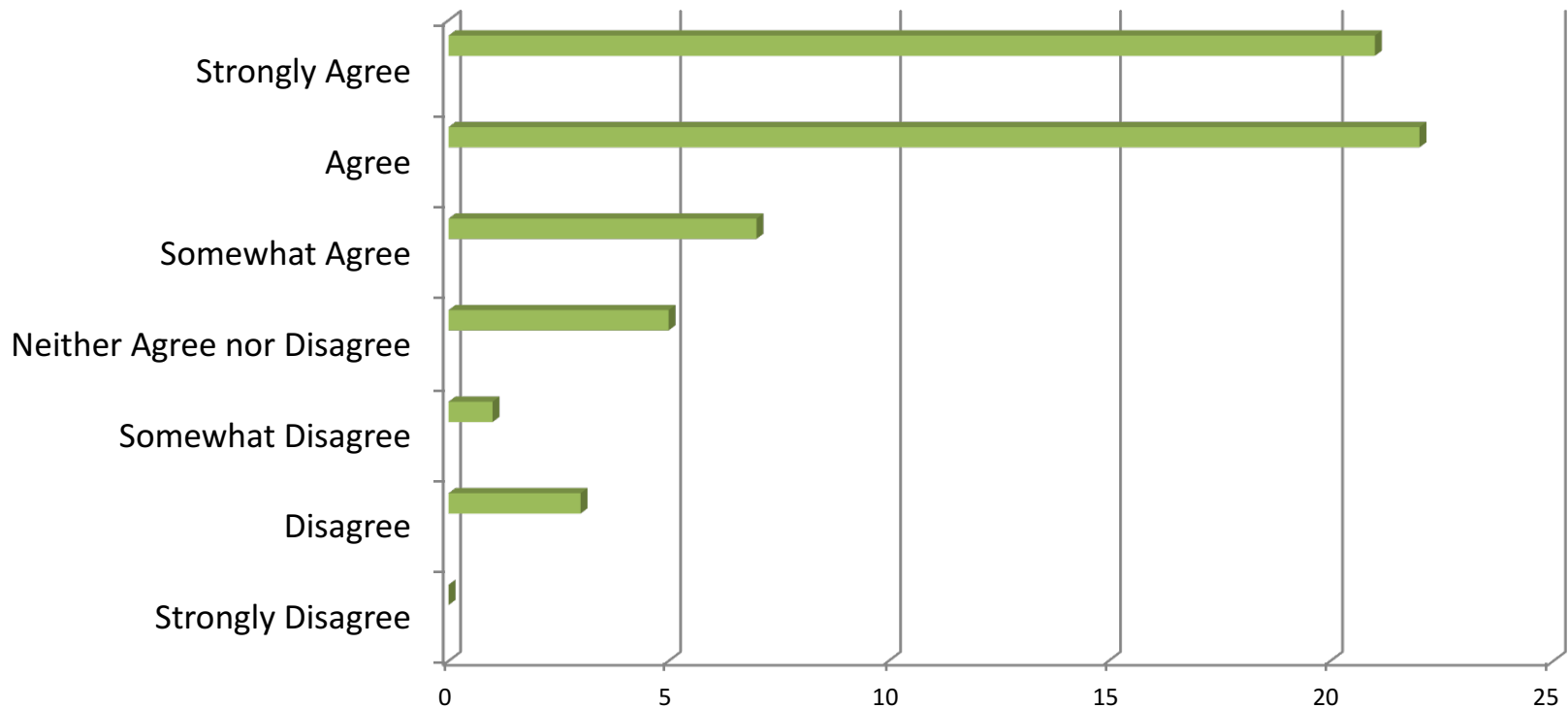
Q14 - I am proud to be a member of Western Engineering?



59 Respondents

Western Engineering Overall

Q15 – My work is personally fulfilling?



59 Respondents

Questions?





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