



Transforming Our Horizons

SECOND ANNUAL ENABLING CULTURES SURVEY
ADMINISTERED WINTER 2024

Summary of Responses by Students and Employees

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Enabling Cultures Survey

Second Annual Survey

Administered in Winter 2024

Profile of Survey Respondents

Respondent	Percentage %	Count
Student	73.4%	512
Employee	25.9%	181
Other	0.7%	5
Total	100%	698

Enabling Cultures Survey - Responses by Students

(Note: results below do not capture those who indicated "neither agree nor disagree" or "Don't know/No opinion")

Team Memorial - A culture of collaboration, cohesion and alignment

Question	Disagree or Strongly Disagree	Agree or Strongly Agree
I understand how the different campuses of Memorial work together.	34.6%	33.9%
I feel that all the employees/offices I interact with at Memorial are working together to enable my success.	26.0%	53.2%
In my experience, collaboration among students is encouraged in academic work.	18.0%	62.4%
My academic studies provide me with insight from other disciplines outside of my own.	20.7%	65.0%
Overall, I feel that Memorial encourages a culture of collaboration, cohesion and alignment.	21.9%	50.6%

A Culture of Inclusion and Equity - Where we strive to be a place where all peoples are accepted

Question	Disagree or Strongly Disagree	Agree or Strongly Agree
I feel that Memorial provides a learning environment that serves students from all backgrounds.	20.7%	61.3%
I believe Memorial takes meaningful action when students experience an inequity on campus.	28.1%	32.0%
I feel a sense of belonging at Memorial.	22.7%	53.5%
I believe that students can fully take part in all aspects of their academic studies with the learning supports that are provided by Memorial.	20.8%	60.8%
Overall, I feel that Memorial encourages a culture of inclusion and equity.	15.9%	60.5%

A Culture of Service - Where students are central, and we listen and respond to those we serve

Question	Disagree or Strongly Disagree	Agree or Strongly Agree
I feel that Memorial values my perspective as a student.	35.2%	37.7%
I believe Memorial is responsive when students have concerns.	40.6%	36.9%
I feel that student support is a priority for Memorial.	33.4%	43.4%
I believe Memorial's processes are developed with students in mind.	38.2%	35.7%
Overall, I feel that Memorial encourages a culture of service.	29.5%	39.7%

A Culture of Innovation - Where we work nimbly, boldly and ambitiously

Question	Disagree or Strongly Disagree	Agree or Strongly Agree
As a student of Memorial I feel that I am encouraged to be innovative.	17.0%	58.2%
I think students at Memorial have opportunities to complement their studies with learning experiences outside of the classroom.	21.9%	57.4%
My academic studies will enable me to contribute solutions to challenging societal issues.	11.9%	69.3%
I believe Memorial offers learning experiences that help prepare students to be global citizens.	18.8%	57.2%
Overall, I feel that Memorial encourages a culture of innovation.	14.7%	57.8%

Enabling Cultures Survey - Responses by Students

A Culture of Care and well-being - Where we support each other helping us all to thrive

Question	Disagree or Strongly Disagree	Agree or Strongly Agree
I believe that Memorial prioritizes the health and well-being of students.	31.9%	48.1%
I feel the academic supports (e.g., help centres, advising, resource units, etc.) offered by Memorial help me learn.	13.7%	64.9%
My needs as a learner are met by the services/resources offered by Memorial.	19.6%	56.0%
I have found that Memorial is committed to providing an overall positive campus life for students.	19.6%	55.9%
Overall, I feel that Memorial encourages a culture of care and well-being.	20.4%	56.5%

A Culture of Achievement - Where we acknowledge that dedicated commitment is required

Question	Disagree or Strongly Disagree	Agree or Strongly Agree
As a student I have opportunities to provide feedback to help Memorial improve the student experience.	20.9%	56.9%
I think student achievement is celebrated by Memorial.	14.9%	63.8%
I believe Memorial is committed to making a positive impact on the world.	16.8%	56.2%
I feel that Memorial encourages students to think about the future.	13.5%	67.5%
Overall, I feel that Memorial encourages a culture of achievement.	12.7%	64.2%

Overall Assessment

Question	Disagree or Strongly Disagree	Agree or Strongly Agree
Overall, I feel that Memorial encourages the six enabling cultures embodied in its strategic plan "Transforming our Horizons."	22.4%	45.4%

Enabling Cultures Survey - Employee Responses, by Category

(Note: results below do not capture those who indicated "neither agree nor disagree" or "Don't know/No opinion")

	Staff		Faculty		Faculty and Staff	
	Disagree or Strongly Disagree	Agree or Strongly Agree	Disagree or Strongly Disagree	Agree or Strongly Agree	Disagree or Strongly Disagree	Agree or Strongly Agree
Team Memorial - A culture of collaboration, cohesion and alignment						
I understand how the different campuses of Memorial work together.	24.9%	56.2%	54.5%	36.3%	32.0%	51.4%
I feel that all the employees/offices I interact with at Memorial are working together to ensure its success.	38.7%	45.9%	59.0%	29.5%	43.6%	42.0%
I am encouraged to work collaboratively with other areas at Memorial.	11.8%	70.6%	31.8%	38.6%	16.7%	62.8%
The roles of different offices at Memorial are clear to me.	37.9%	35.8%	59.1%	18.2%	43.1%	31.5%
Overall, I feel that Memorial encourages a culture of collaboration, cohesion and alignment.	32.1%	37.2%	72.7%	25.0%	42.0%	34.3%
A Culture of Inclusion and Equity - Where we strive to be a place where all peoples are accepted						
I feel that Memorial provides a working environment that serves individuals from all backgrounds.	17.5%	62.7%	34.1%	40.9%	21.5%	57.5%
I believe Memorial takes meaningful action when employees experience an inequity on campus.	28.5%	32.1%	50.0%	22.7%	33.7%	29.8%
I feel a sense of belonging at Memorial.	18.9%	59.8%	39.6%	37.2%	23.9%	54.4%
I believe Memorial is working to ensure all individuals can participate fully in the workplace.	16.8%	56.2%	47.7%	29.5%	24.3%	49.7%
Overall, I feel that Memorial encourages a culture of inclusion and equity.	15.4%	57.7%	43.2%	36.4%	22.1%	52.5%
A Culture of Service - Where students are central, and we listen and respond to those we serve						
Through my work activities I feel that I contribute to Memorial's service to students.	0.7%	81.0%	0.0%	95.5%	0.6%	84.5%
I believe Memorial is responsive when students have concerns.	10.3%	60.2%	34.0%	47.7%	16.1%	57.2%
In my work I am encouraged to prioritize the support of students.	9.5%	66.1%	11.4%	77.3%	10.0%	68.9%
I believe Memorial's processes are developed with those we serve in mind.	22.6%	55.5%	50.0%	27.2%	29.3%	48.6%
Overall, I feel that Memorial encourages a culture of service.	13.9%	61.3%	34.1%	34.1%	18.8%	54.7%
A Culture of Innovation - Where we work nimbly, boldly and ambitiously						
As an employee of Memorial I feel that I am encouraged to be innovative.	21.2%	59.9%	36.4%	43.2%	24.9%	55.8%
I feel empowered to make changes through my work that will help move Memorial forward.	27.0%	50.3%	56.8%	31.8%	34.3%	45.9%
I am confident in Memorial's ability to contribute solutions to challenging societal issues.	19.7%	54.0%	50.0%	25.0%	27.1%	47.0%
I believe Memorial operates with a focus on supporting future global citizens.	13.1%	51.0%	52.3%	20.4%	22.7%	43.6%
Overall, I feel that Memorial encourages a culture of innovation.	15.3%	57.0%	56.8%	18.2%	25.4%	47.5%

Enabling Cultures Survey - Employee Responses, by Category

	Staff		Faculty		Faculty and Staff	
A Culture of Care and well-being - Where we support each other helping us all to thrive	Disagree or Strongly Disagree	Agree or Strongly Agree	Disagree or Strongly Disagree	Agree or Strongly Agree	Disagree or Strongly Disagree	Agree or Strongly Agree
I believe that Memorial prioritizes the health and well-being of employees.	32.9%	48.2%	54.5%	25.0%	38.1%	42.5%
I feel that Memorial offers supports and benefits to support my health and well-being.	20.4%	62.8%	31.8%	38.6%	23.2%	56.9%
My needs as an employee are met by the services/resources available through my employment.	26.3%	51.1%	52.3%	31.8%	32.6%	46.4%
I have found that Memorial is committed to providing an overall positive workplace for employees.	27.0%	51.1%	61.4%	20.4%	35.4%	43.6%
Overall, I feel that Memorial encourages a culture of care and well-being.	25.6%	51.8%	50.0%	29.5%	31.5%	46.4%
A Culture of Achievement - Where we acknowledge that dedicated commitment is required	Disagree or Strongly Disagree	Agree or Strongly Agree	Disagree or Strongly Disagree	Agree or Strongly Agree	Disagree or Strongly Disagree	Agree or Strongly Agree
As an employee I have opportunities to provide feedback to help Memorial improve.	23.4%	60.6%	34.1%	34.1%	26.0%	54.1%
I think employee achievement is celebrated by Memorial.	31.4%	40.1%	25.0%	27.3%	29.8%	37.0%
I believe Memorial is committed to making a positive impact on the world.	6.5%	64.2%	22.7%	47.7%	10.5%	60.2%
I think Memorial is committed to sharing its success stories with the community.	7.3%	78.1%	9.1%	65.9%	7.7%	75.1%
Overall, I feel that Memorial encourages a culture of achievement.	11.7%	62.1%	38.6%	31.8%	18.2%	54.7%
Overall Assessment	Disagree or Strongly Disagree	Agree or Strongly Agree	Disagree or Strongly Disagree	Agree or Strongly Agree	Disagree or Strongly Disagree	Agree or Strongly Agree
Overall, I feel that Memorial encourages the six enabling cultures embodied in its strategic plan "Transforming our Horizons."	25.6%	44.5%	56.8%	22.8%	33.1%	39.2%