CPMEA
Confidential, Professional and Managerial Employee Association

2012 Membership Survey Results

CPMEA Early Spring Breakfast
March 7, 2012
Survey Response

- 233 members submitted survey responses
- ~32% response rate
- Respondents’ length of CPM membership:
  - 1-3 yrs. – 24%
  - 3-10 yrs. – 41%
  - 10-20 yrs. – 24%
  - 20+ yrs. – 11%
What Respondents See as CPMEA’s Key Functions

- Advocating: 77% Important, 22% Neutral, 1% Not Important
- Representation on Committees: 75% Important, 24% Neutral, 1% Not Important
- Professional Development: 74% Important, 23% Neutral, 3% Not Important
- Networking: 56% Important, 40% Neutral, 4% Not Important
- Personal Development: 46% Important, 40% Neutral, 14% Not Important
- Social Events: 57% Important, 17% Neutral, 26% Not Important
Areas of Focus:
Employment Committee

- Transparency of Job Evaluation, Classification Process and Appeals: 74% Important, 24% Neutral, 2% Not Important
- Revised and Streamlined PMP Forms: 74% Important, 22% Neutral, 4% Not Important
- Flex Hours/Working from Home: 71% Important, 25% Neutral, 4% Not Important
- Standard Policy Regarding Flex/Lieu Time: 69% Important, 28% Neutral, 3% Not Important
Areas of Focus: Program Committee

- Professional Development: 77% Important, 19% Neutral, 4% Not Important
- Wellness: 47% Important, 40% Neutral, 13% Not Important
- Department/Faculty Presentations: 50% Important, 34% Neutral, 8% Not Important
- Networking & Social Events: 53% Important, 34% Neutral, 13% Not Important
Areas of Focus: Health & Safety Committee

- Safety in the Workplace:
  - Important: 60%
  - Neutral: 35%
  - Not Important: 5%

- Safety on Campus:
  - Important: 60%
  - Neutral: 35%
  - Not Important: 5%
Areas of Focus: Communications Committee

- Staff & Faculty Portal: 62% Important, 33% Neutral, 5% Not Important
- Website Development: 61% Important, 37% Neutral, 2% Not Important
- Social Media: 53% Important, 24% Neutral, 23% Not Important
- Print Material: 63% Important, 11% Neutral, 26% Not Important
Themes Arising from the Survey

- More opportunity for professional development (including improved funding for the central external professional development program)
- Enhance the level of communication and transparency between senior management and the CPM community
- Concerns regarding the interpretation and application of the Performance Management Program (PMP)
- Workload challenges (i.e., overtime and work/life balance)
- Options with regard to terms and conditions of work (e.g., flex time, telecommuting etc.)
- Compensation reviewed in light of market realities
- Job security
Principles of a Management Philosophy

- Transparency and Open Communications
- Respect
- Diversity
- Equity
- Fairness
- Collaboration
- Leadership
- Collective responsibility for ensuring a great workplace
- Integrity
- Accountability
- Dedication to Excellence
Next Steps

Explore areas identified as most important to members by:

- Forming working groups
- Furthering community consultation and feedback
- Developing recommendations
- Presenting recommendations to senior management
- Communicating results to members