

CPMEA

Confidential, Professional and Managerial Employee Association

2012 Membership Survey Results

CPMEA Early Spring Breakfast
March 7, 2012

YORK



redefine THE POSSIBLE.

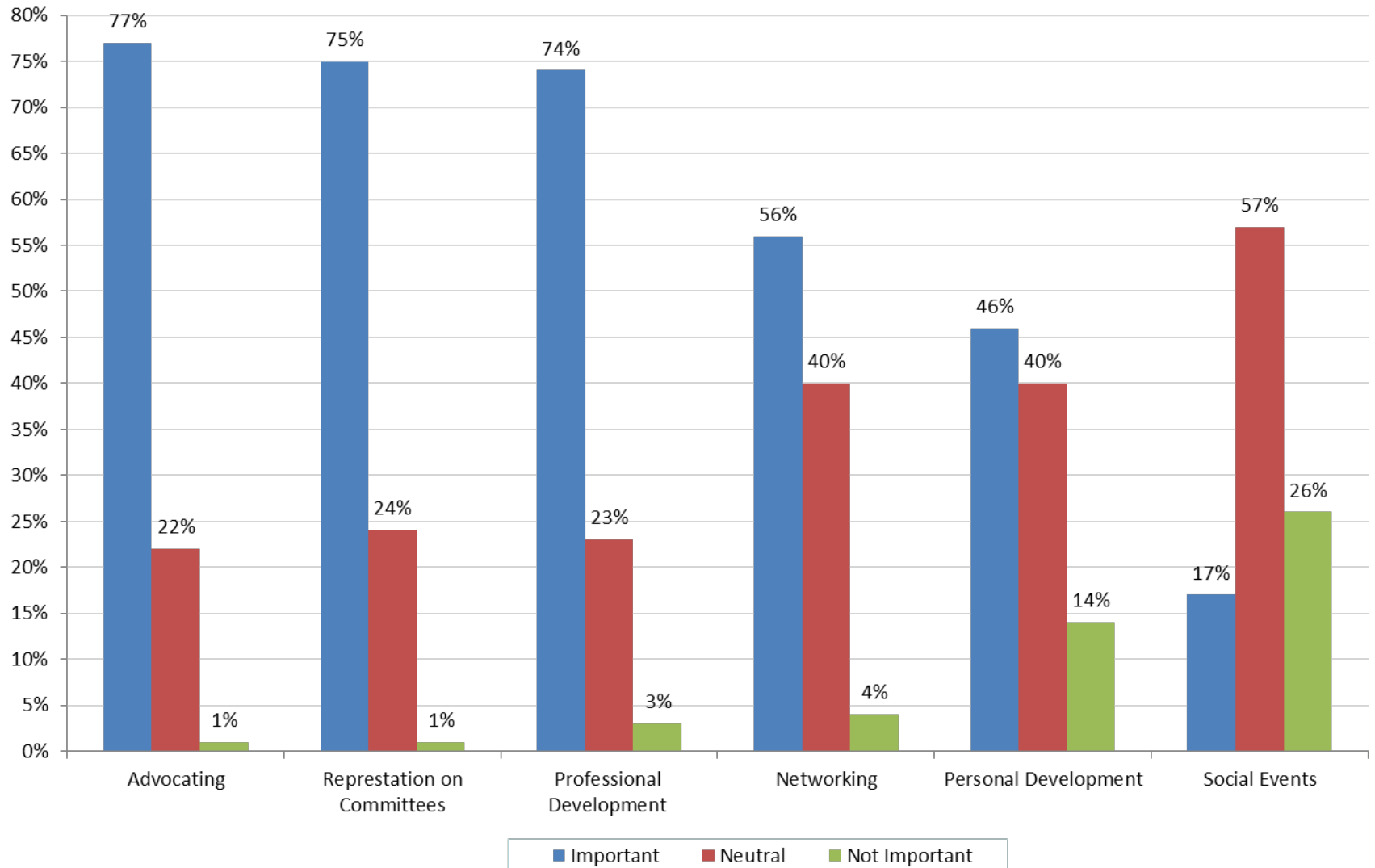
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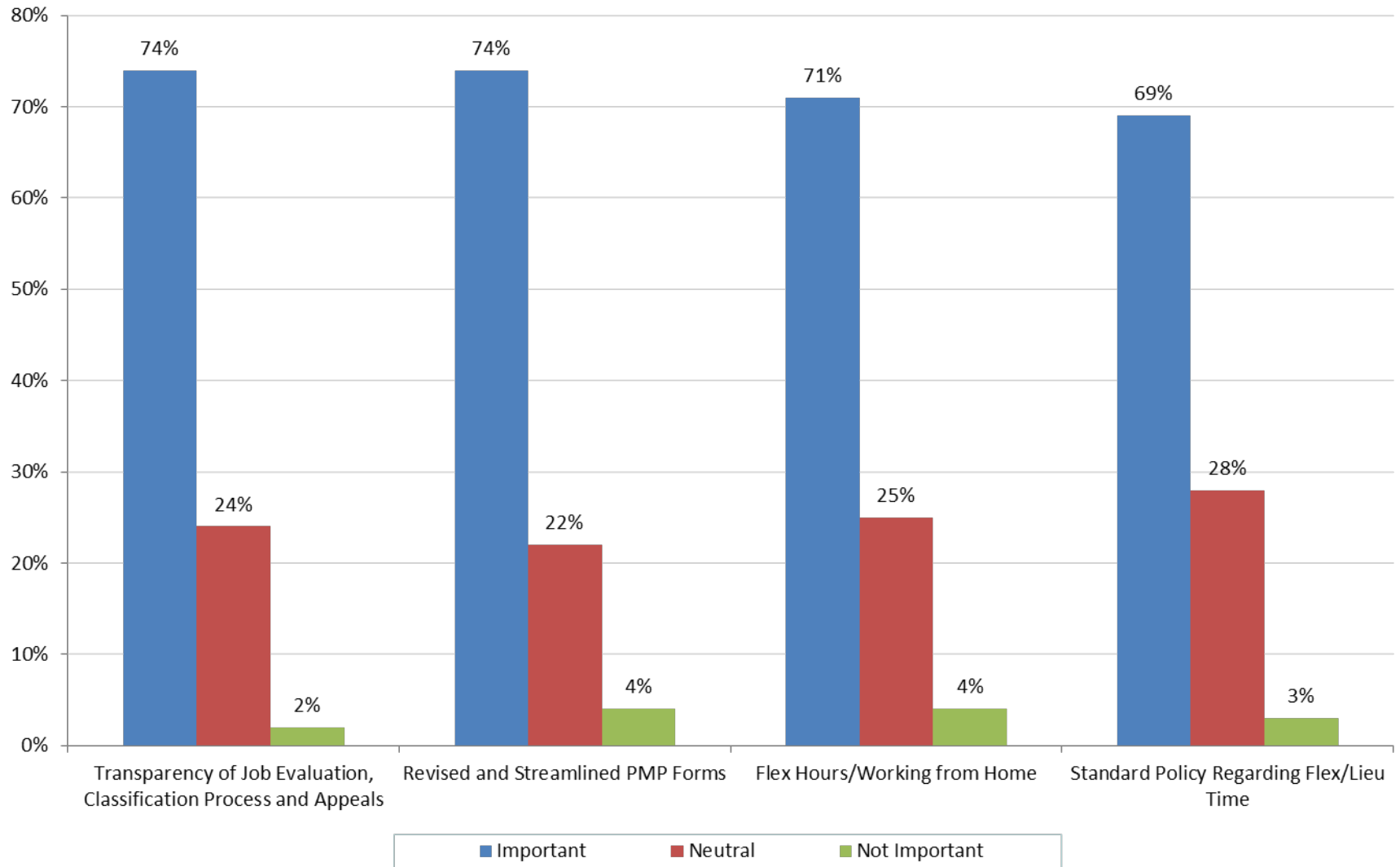
Survey Response

- 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%

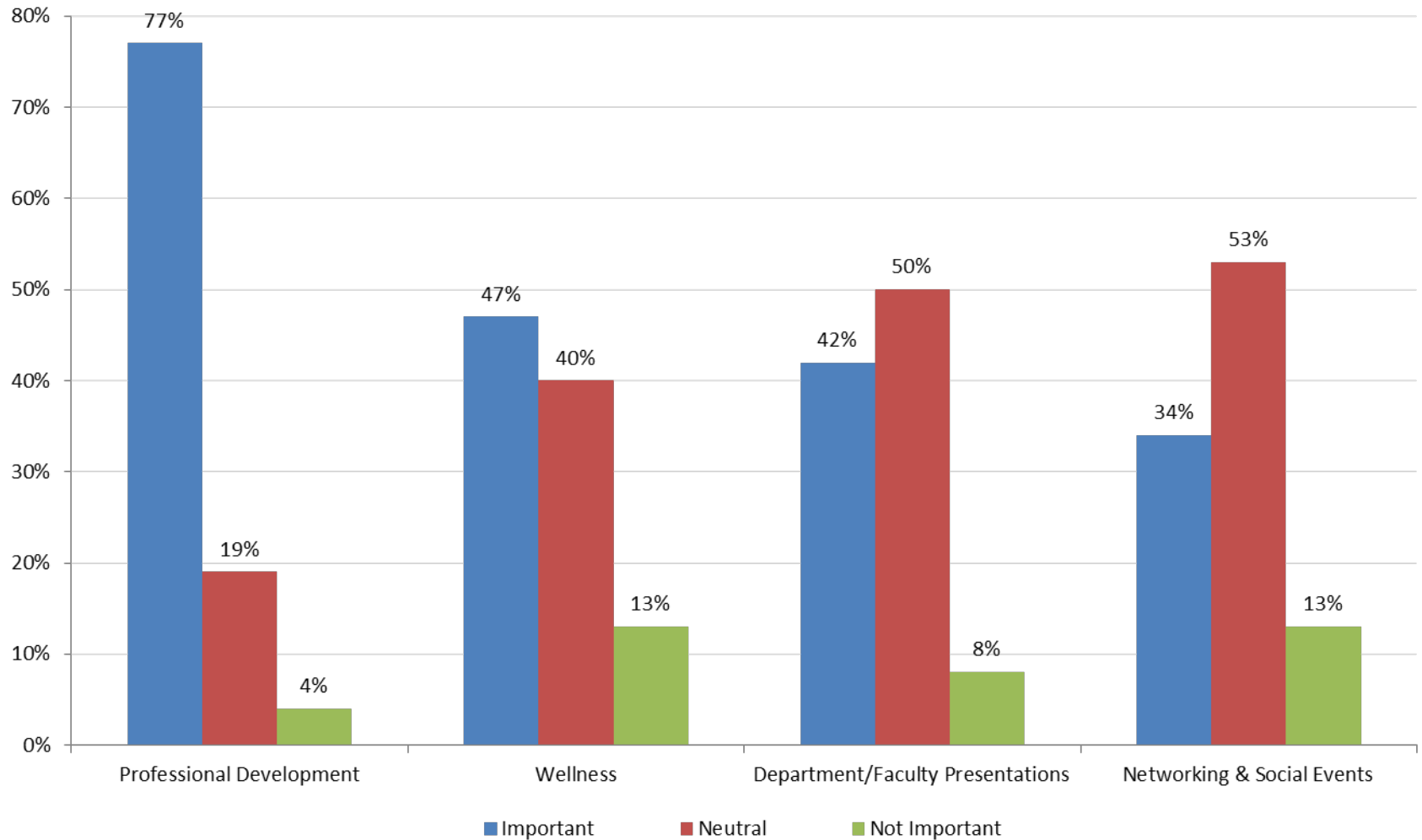
What Respondents See as CPMEA's Key Functions



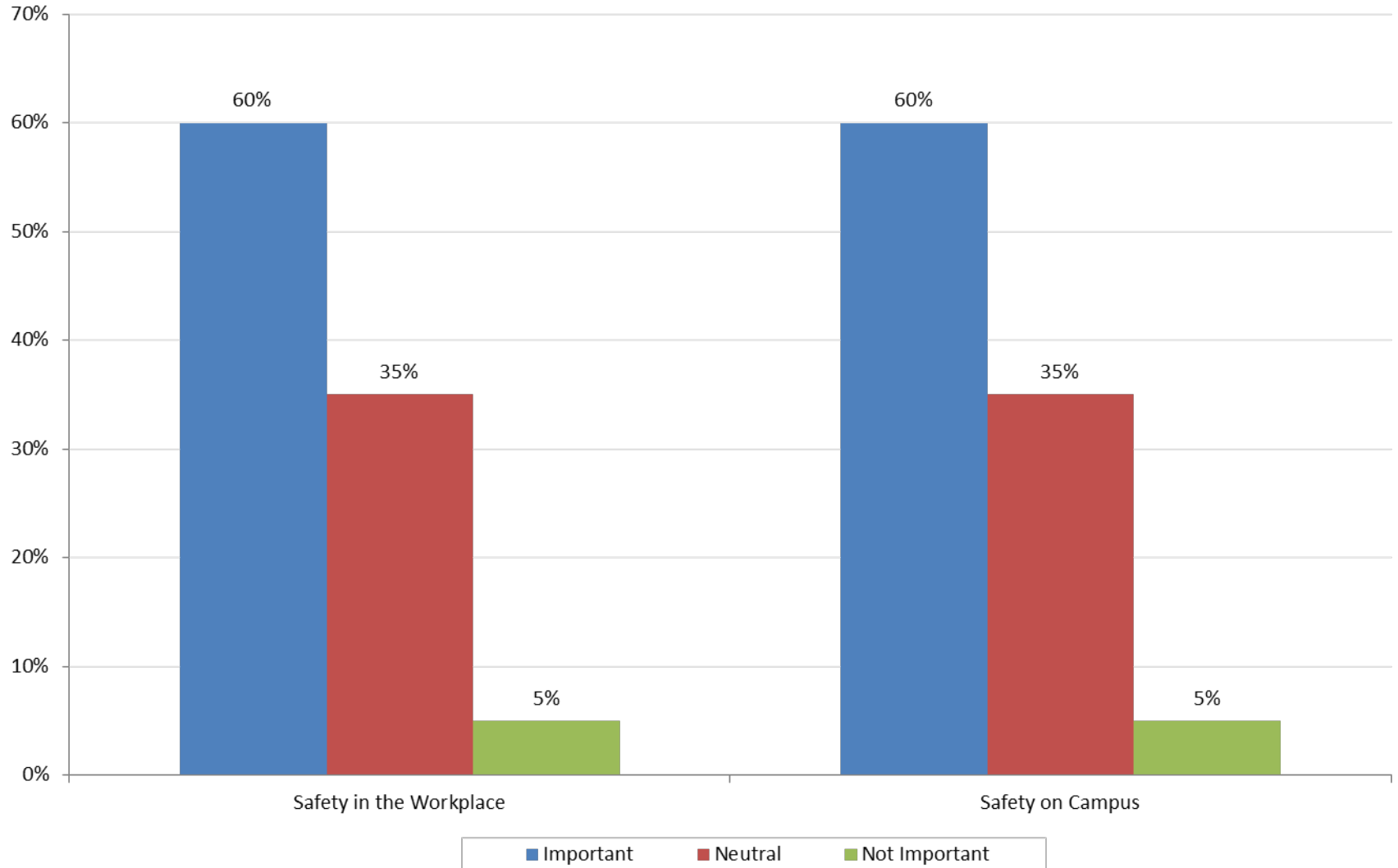
Areas of Focus: Employment Committee



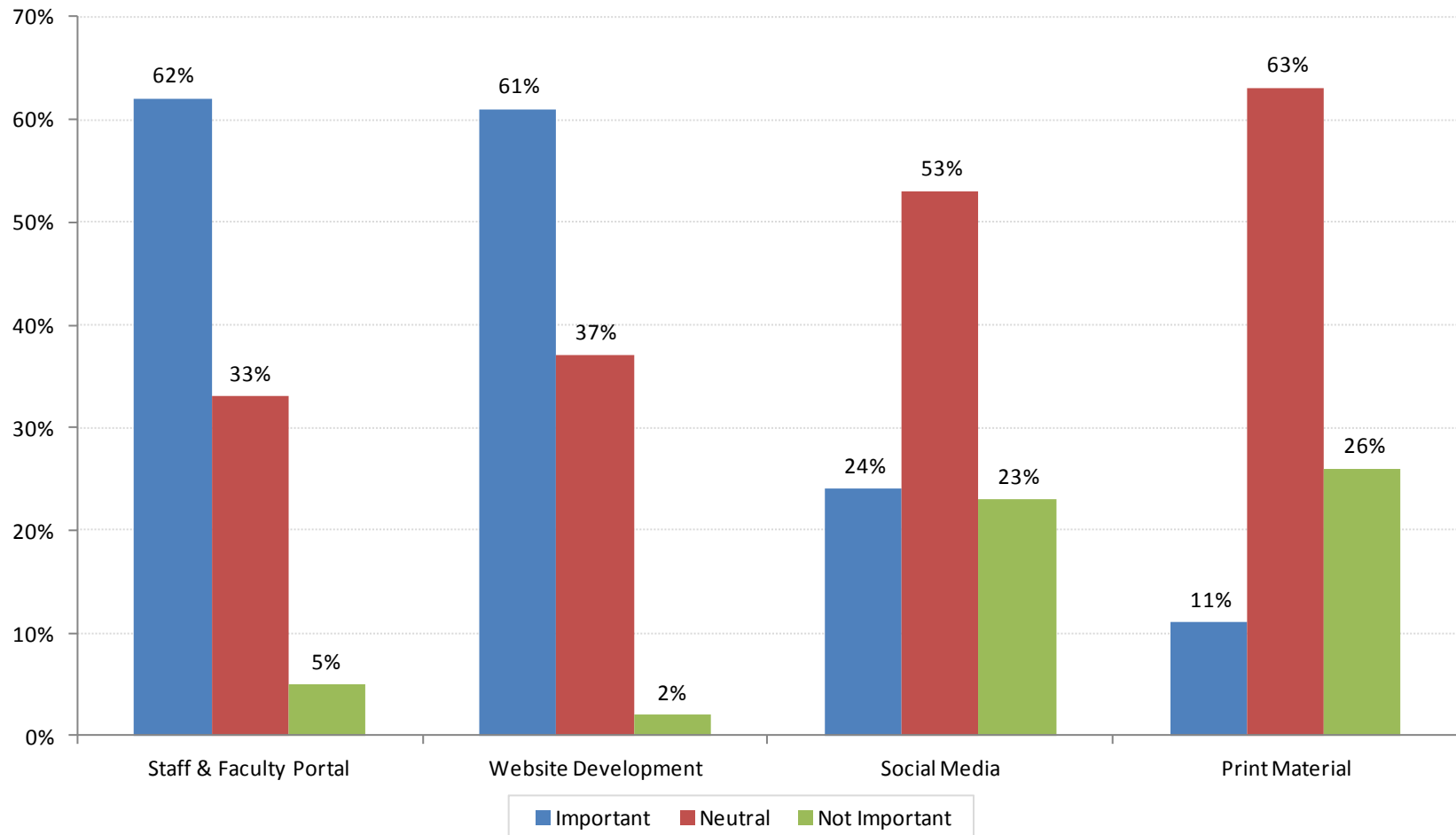
Areas of Focus: Program Committee



Areas of Focus: Health & Safety Committee



Areas of Focus: Communications Committee



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