

President's Report 2012

This has been a rebuilding year and we didn't have a lot of expectations for accomplishments. But given that all of those that helped with the CPMEA are volunteers I think that we did make some significant progress.

We changed the constitution and bylaws to fit with today's realities which will be presented later in the agenda.

The Communications Committee created a new web site with the most recent York web version.

The Handbook Committee updated the links on the Handbook page of the CPMEA web site.

The Membership Committee held two welcome breakfasts for new CPM hires, one on September 27, 2011 and the second on January 30, 2012 providing new hires a chance to meet some colleagues and to learn about the CPMEA.

The Program Committee organized a CPMEA Breakfast on March 7 during which the CPMEA survey results and other initiatives were discussed. The breakfast also created a great networking opportunity for those who attended.

Currently the committee is reviewing the results of the survey related to professional development of CPMs and is working with Learning & Organizational Development to determine appropriate programs for the upcoming months.

The survey that was done in January had a 32% response rate and 65% of the responses were from CPM staff that have been at the University for 10 years or less. Through the survey we learned that your priorities in order are:

- Advocating for the group
- Representation on Committees
- Professional Development
- Networking
- Personal Development
- Social Events

The Executive team met with Gary Brewer on April 10th to discuss some of the topics of interest to CPM employees. These included:

- Job Evaluation process
- Grid movement
- Centrally funded professional development
- CPM retiree benefits and where they're not keeping up with other affiliations
- Status of CPM positions grieved by YUSA
- Sun Life deductible
- 1 hour on early summer Fridays

All things considered I think that we have laid a good foundation for things to come going forward and I hope that some of you will consider accepting a position on the CPMEA Executive committees or represent the CPMEA on University committees and councils.

Thank You