

CUPEU Survey

Long-Term Working Conditions

? Statistics for Q1 Sent on course

How many times has your department sent you on a training course, a workshop, or a conference related to your work in the past two years. Please enter a number in the space below.



Total Responses	119
Minimum	0
Maximum	15
Mean (Average)	1.61
Standard Deviation	2.52

? Statistics for Q2 Regular access to training

I am regularly offered access to training, workshops, or conferences; this is considered a normal part of my work.

Occurrence Counts

Descriptive Statistics

Value	Description	Number	%	
5	Agree Strongly	13	10.92%	Total Responses 119
4	Agree	23	19.33%	No. of Blank Responses 24
3	Indifferent	18	15.13%	Minimum 2
2	Disagree	41	34.45%	Maximum 5
1	Disagree Strongly	0	0.00%	Mean (Average) 3.08
				Standard Deviation 1.11

? Statistics for Q3 Equitable desitribution of training

Professional development opportunities are distributed equitably within my department.

Occurrence Counts

Descriptive Statistics

Value	Description	Number	%	
6	Always	15	12.61%	Total Responses 119
5	Almost Always	22	18.49%	No. of Blank Responses 24
4	Sometimes	24	20.17%	Minimum 1
3	Almost Never	14	11.76%	Maximum 6
2	Never	9	7.56%	Mean (Average) 3.86
1	Not applicable	11	9.24%	Standard Deviation 1.56

? Statistics for Q4 Consulted regarding training

I am consulted regarding which training courses, workshops, or conferences I attend.

Occurrence Counts

Descriptive Statistics

Value	Description	Number	%	
6	Agree Strongly	19	15.97%	Total Responses 119
5	Agree	25	21.01%	No. of Blank Responses 23
4	Indifferent	7	5.88%	Minimum 1
3	Disagree	28	23.52%	Maximum 6
2	Disagree Strongly	0	0.00%	Mean (Average) 3.83
1	Not applicable	17	14.29%	Standard Deviation 1.71



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? Statistics for Q6 Development of my field

I want to participate in the development of my field and to achieve professional recognition (for example, by presenting a paper at a conference, writing a journal article, or participating in a professional association).

Occurrence Counts

Value	Description	Number	%
6	Agree Strongly	26	21.85%
5	Agree	40	33.62%
4	Indifferent	10	8.40%
3	Disagree	7	5.88%
2	Disagree Strongly	0	0.00%
1	Not applicable	13	10.92%

Descriptive Statistics

Total Responses	119
No. of Blank Responses	23
Minimum	1
Maximum	6
Mean (Average)	4.48
Standard Deviation	1.61

? Statistics for Q7 Support for development and research

My department supports my efforts to participate in the development of my field and to achieve professional recognition by considering these efforts to be part of my work.

Occurrence Counts

Value	Description	Number	%
6	Agree Strongly	19	15.97%
5	Agree	31	26.04%
4	Indifferent	25	21.01%
3	Disagree	18	15.13%
2	Disagree Strongly	0	0.00%
1	Not applicable	17	14.29%

Descriptive Statistics

Total Responses	119
No. of Blank Responses	9
Minimum	1
Maximum	6
Mean (Average)	4.00
Standard Deviation	1.60

? Statistics for Q8 Know formal job description

I know what my formal job description is.

Occurrence Counts

Value	Description	Number	%
5	Agree Strongly	46	38.66%
4	Agree	47	39.50%
3	Indifferent	4	3.36%
2	Disagree	14	11.76%
1	Disagree Strongly	0	0.00%

Descriptive Statistics

Total Responses	119
No. of Blank Responses	8
Minimum	2
Maximum	5
Mean (Average)	4.13
Standard Deviation	0.97

? Statistics for Q9 Job description accurate

My formal job description accurately describes the work that I am expected to do.

Occurrence Counts

Value	Description	Number	%
5	Agree Strongly	13	10.92%
4	Agree	47	39.50%
3	Indifferent	11	9.24%
2	Disagree	25	21.01%
1	Disagree Strongly	0	0.00%

Descriptive Statistics

Total Responses	119
No. of Blank Responses	23
Minimum	2
Maximum	5
Mean (Average)	3.50
Standard Deviation	1.03

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? Statistics for Q10 Participate in changes

I participate in decisions related to changes to my formal job description or to my actual responsibilities.

Occurrence Counts

Value	Description	Number	%
6	Agree Strongly	17	14.29%
5	Agree	36	30.25%
4	Indifferent	21	17.65%
3	Disagree	29	24.37%
2	Disagree Strongly	1	0.84%
1	Not applicable	8	6.72%

Descriptive Statistics

Total Responses	119
No. of Blank Responses	7
Minimum	1
Maximum	6
Mean (Average)	4.13
Standard Deviation	1.37

? Statistics for Q11 Receive appropriate training

I receive appropriate training when I am asked to take on new responsibilities.

Occurrence Counts

Value	Description	Number	%
6	Agree Strongly	7	5.88%
5	Agree	32	26.89%
4	Indifferent	19	15.97%
3	Disagree	42	35.30%
2	Disagree Strongly	0	0.00%
1	Not applicable	12	10.08%

Descriptive Statistics

Total Responses	119
No. of Blank Responses	7
Minimum	1
Maximum	6
Mean (Average)	3.71
Standard Deviation	1.35

? Statistics for Q12 Applied same grade level

Have you considered applying for a position at the same grade level as the position you held at the time.

Occurrence Counts

Value	Description	Number	%
3	Never considered	62	52.09%
2	Considered, but decided against applying	17	14.29%
1	Applied	17	14.29%

Descriptive Statistics

Total Responses	119
No. of Blank Responses	23
Minimum	1
Maximum	3
Mean (Average)	2.47
Standard Deviation	0.78

? Statistics for Q14 Applied lower grade

Have you considered applying for a position at a lower grade level.

Occurrence Counts

Value	Description	Number	%
3	Never considered	90	75.63%
2	Considered but decided against applying	4	3.36%
1	Applied	2	1.68%

Descriptive Statistics

Total Responses	119
No. of Blank Responses	23
Minimum	1
Maximum	3
Mean (Average)	2.92
Standard Deviation	0.35



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? Statistics for Q16 Applied higher grade

Have you considered applying for a position at a higher grade level.

Occurrence Counts

Value	Description	Number	%
3	Never considered	51	42.85%
2	Considered but decided against applying	23	19.33%
1	Applied	22	18.49%

Descriptive Statistics

Total Responses	119
No. of Blank Responses	23
Minimum	1
Maximum	3
Mean (Average)	2.30
Standard Deviation	0.82

? Statistics for Q18 Hiring fair and equitable

If you have applied for another position at Concordia, did you find that the hiring process was fair and equitable

Occurrence Counts

Value	Description	Number	%
6	Agree Strongly	5	4.20%
5	Agree	10	8.40%
4	Indifferent	11	9.24%
3	Disagree	16	13.45%
2	Disagree Strongly	0	0.00%
1	Not applicable	41	34.46%

Descriptive Statistics

Total Responses	119
No. of Blank Responses	36
Minimum	1
Maximum	6
Mean (Average)	2.57
Standard Deviation	1.73

? Statistics for Q19 How do I feel about CU and my LT goals

Some people have long-term plans with respect to their careers. We would like to know about your plans and if you feel able to pursue them at CU:

Occurrence Counts

Value	Description	Number	%
4	I have no long-term plans for my career at this time.	26	21.85%
3	The advancement opportunities open to me at CU make it possible for me to pursue my goals.	10	8.40%
2	While there are opportunities for me to advance at CU, they are not relevant to my goals.	7	5.88%
1	There is no opportunity for advancement for me at CU.	15	12.61%

Descriptive Statistics

Total Responses	119
No. of Blank Responses	61
Minimum	1
Maximum	4
Mean (Average)	2.81
Standard Deviation	1.26

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? Statistics for Q20 Two years to job security

Other bargaining units at CU have employment security after 2 years; CUPEU has employment security after 5 years. Do you agree that CUPEU should fight for employment security after 2 years.

Occurrence Counts

Value	Description	Number	%
5	Agree Strongly	38	31.93%
4	Agree	27	22.69%
3	Indifferent	19	15.97%
2	Disagree	12	10.08%
1	Disagree Strongly	0	0.00%

Descriptive Statistics

Total Responses	119
No. of Blank Responses	23
Minimum	2
Maximum	5
Mean (Average)	3.95
Standard Deviation	1.05

? Statistics for Q21 University-wide job security

At the present time, when an employee moves from one union to another, they lose their union seniority and acquired employment security. Do you agree that CUPEU should fight for a single university-wide employment security?

Occurrence Counts

Value	Description	Number	%
5	Agree Strongly	66	55.47%
4	Agree	32	26.89%
3	Indifferent	6	5.04%
2	Disagree	7	5.88%
1	Disagree Strongly	0	0.00%

Descriptive Statistics

Total Responses	119
No. of Blank Responses	8
Minimum	2
Maximum	5
Mean (Average)	4.41
Standard Deviation	0.86