

PMP survey results

310 responses as of 7pm, August 29.

Percentages are rounded off to the nearest whole number.

1. Have you ever been trained on the PMP process?

Yes	39%
No	61%

2. Do you believe that the PMP process helps to improve the overall quality of your work?

Yes	26%
No	74%

3. Does doing the PMP help you to pursue your own personal and professional goals at the same time that you contribute to the organization?

Yes	37%
No	63%

4. Did you know that a PMP Handbook existed?

Yes	47%
No	53%

5. Over the course of the year, do you and your supervisor meet to discuss each of the three stages of the PMP process: performance planning, coaching and feedback (at least a mid-year review), and finally a formal evaluation?

Yes, we meet for each of these three parts	11%
We do 2 of the 3 steps: the mid-year review and the evaluation	4%
We do 2 of the 3 steps: the performance planning and the evaluation.	17%
We only do the evaluation.	58%
Other	10%

6. Is your PMP administered in a way that gives you enough time to plan, reflect, and respond to it as needed?

Yes	61%
No	39%

7. Does the PMP process help to clarify your job responsibilities and clearly state some agreed upon work goals and priorities?

Yes	55%
No	45%

8. Does the PMP process help you and your supervisor to maintain a regular and ongoing dialog about your performance, goals, and changing expectations?

Yes	27%
No	73%

9. Does the PMP process help your supervisor to act more as a coach who helps you to overcome problems and improve your work performance?

Yes	22%
No	78%

10. Has the PMP ever been used to punish you for something outside of your work performance?

Yes	20%
No	80%

11. Has the PMP ever been used to punish somebody you know for something outside of their work performance?

Yes	21%
No	79%

12. Have you ever received negative comments in your PMP that you believed were not true?

Yes	29%
No	71%

13. Have you ever seen favoritism play out through the PMP?

Yes	40%
No	60%

14. Does the fact that merit is tied to the PMP ratings affect the way that your supervisor conducts PMP evaluations?

Yes, they tend to inflate scores because of merit.	13%
Yes, they tend to lower scores because of merit.	12%
No	50%
Other	25%

15. Do you believe that the PMP is a valid tool for evaluating work performance?

Yes	37%
No	63%

16. The next survey is our last for a while. Do you have a topic or some questions to suggest? (48 responses)

Thanks to everyone who contributed to this question. We are using some of the suggestions in the next survey and will consider the others as we go forward.

17. Please name your Vice-Chancellery

Academic Affairs/Provost	33%
Administration and Finance	21%
Athletics	0
Chancellor's Office	1%
Development, Alumni Affairs & Foundation	6%
Information technology	13%
Research and Engagement	4%
Student Affairs	14%
University Relations	6%
Other	3%

18. What else would you add about the PMP itself and/or the way it is administered? (139 responses)

Thanks to everyone who answered this and the other open-ended questions. Your comments help paint a much better picture of the depth and breadth of our members' experiences at work. For privacy reasons, we are keeping these comments confidential but we are going through them and learning what we can. At some point we may try to compile a summary or digest that gets the points across but also protects the people who contributed them.