

## SAP Survey Results

302 responses as of 4pm, Monday, July 10

Percentages are rounded to the nearest whole number.

### 1) Are you familiar with the principles and the process used to grade PSU positions and thus assign salary levels to position descriptions? (302 responses)

Yes, I know SAP pretty well	31	10%
I know a little bit about SAP	129	43%
I really don't know anything about it	142	47%
Other	0	

### 2) Are you familiar with the concept of "equity" as it is applied by the PSU Salary Administration Program? (299 responses)

Yes, I know what equity means in SAP	44	15%
I know a little bit about equity	113	38%
No, I don't really understand equity	138	46%
Other	4	1%

### 3) Are you familiar with your position (job) description? (289 responses)

Yes, I know it well.	234	78%
Not really	47	16%
Not at all	4	1%
Other	14	5%

### 4) Whether or not your position description is accurate, do you believe that your position is graded correctly? (299 responses)

Yes	88	29%
No	133	45%
I don't know	69	23%
Other	9	3%

### 5) How accurate is your position description when compared to what you actually do? (301 responses)

Very accurate	58	19%
Partly accurate	158	53%
Not very accurate	36	12%
Largely inaccurate	26	9%
I don't know	18	6%
Other	5	2%

**6) Have the duties and responsibilities of your position changed much since you've been in it? (302 responses)**

Not at all or very little	38	13%
Somewhat	121	40%
Yes, quite a bit	135	45%
I don't know	2	1%
Other	6	2%

**7) Has your position description been updated or rewritten since you took your current position? (302 responses)**

No	206	68%
Yes, but I was not part of the process	15	5%
Yes, and I was satisfied with the process	40	13%
Yes, but I was not satisfied with the process	16	5%
I don't know whether it has been or not	13	4%
Other	12	4%

**8) After considering differences due to seniority, do you believe that people who are at the same pay grade and doing similar work are paid equitably in your department? (301 responses)**

Yes	59	20%
No	116	39%
I'm not sure	116	39%
Other	10	3%

**9) Have you ever been part of an equity review? (302 responses)**

No	212	70%
Yes, and the process was good and fair	14	5%
Yes but the process was just okay	20	7%
Yes - the process was not satisfactory	16	5%
I don't know	12	4%
What's an equity review?	20	7%
Other	8	3%

**10) What else should we know about the Salary Administration Program and your experiences with it? (74 responses)**

Thanks to everyone who took the time to respond to this and the other open-ended questions. We are going through them and learning what we can about our many shared and distinct experiences working at UMass. We have kept them private because some of you asked that they be kept that way and because others shared things that might identify them.