From: The President
To: MC Communications List
Subject: 2010 Employee Engagement Survey
Date: Tuesday, October 05, 2010 4:22:43 PM

Dear Colleagues,

As I have had the pleasure of becoming better acquainted with so many of you, I have also taken note of your dedication and commitment to achieving Montgomery College's mission of changing lives, enriching our community, and holding ourselves accountable. Our mission also manifests a commitment that we tend to our internal spirit. With this in mind, I ask that you please join me in participating in the second annual employee engagement survey at 2010 Employee Engagement Survey .

When making the decision as to whether to make the ten minute investment of time to complete this confidential survey, please consider how the results of the first annual survey have been and continue to be utilized:

- the development of a mandatory training program to provide supervisors with a common understanding and the tools necessary to consistently apply policies and procedures and collective bargaining requirements as well as effectively acknowledging employee accomplishments. The FY2011 Essential Supervisor Training Series consists of the following classes: Recognizing and Appreciating Employees, The Collective Bargaining Agreement & Policies & Procedures for Managing Staff, and Preventing Sexual Harassment and Workplace Discrimination;

- drafting of Montgomery College's President's Communications Strategy to further our pursuit of mutual understanding;

- changes made to Montgomery College Procedures, including a revision of 34101CP, Personnel Grievance Process for Associate and Support Staff Employees, and 34002, Disciplinary Action & Suspension.

To review the 2009 survey results, recommendations, implementation action plan, or status of implementation, please visit the Office of Employee Engagement & Labor Relations website at http://cms.montgomerycollege.edu/EDU/Department.aspx?id=16504 .

Thank you for your continued hard work and commitment. It is much appreciated.

Sincerely,

DeRionne P. Pollard, Ph.D.
President