From: The President
To: MC Communications!
Subject: Fourth Annual Employee Engagement Survey
Date: Monday, October 08, 2012 4:16:49 PM

MONTGOMERY COLLEGE
Office of the President

October 8, 2012

MEMORANDUM

To: Montgomery College Colleagues

From: Dr. DeRionne P. Pollard, President

Subject: Fourth Annual Employee Engagement Survey

The employee engagement initiative began four years ago, with the intention of enhancing employee engagement at Montgomery College. Faculty, staff, and administrators are engaged when they understand how their work contributes to achieving the College's mission and further understand that the College recognizes and appreciates those contributions.

Please devote a few minutes of your day to participate in the fourth annual survey available at the following links:
Staff—http://appserv.montgomerycollege.edu/Questionnaire3/survey1.aspx
Faculty—http://appserv.montgomerycollege.edu/Questionnaire3/survey2.aspx

To access the survey, you will need to log in with your MyMC username and password. Survey responses will remain anonymous but you may only log in to take the survey once. The survey will conclude on October 30, so please consider participating as soon as possible.

Each year, the results of the survey are shared with the College community, and are discussed by the Employee Engagement Advisory Group (EEAG), which is a group of employee leaders from governance and labor. The EEAG, now a committee of the Employee Services Council, forwards its recommendations to me for consideration.

Actions being taken in FY13 as a result of engagement recommendations include:

- examining the effectiveness of the reorganization efforts in the Administrative and Fiscal Services and Student Services divisions;
- tasking senior leaders and governance councils to support efforts to improve the functionality of the College website;
- conducting a communication audit next spring; and
- tasking the Office of Human Resources, Development, and Engagement with (a) enhancing efforts to develop and implement strategies to improve unit-specific use of engagement survey results, and (b) building upon the foundation of the classification system work to develop a professional growth and succession plan.

If you have any questions regarding the survey or the employee engagement initiative, please contact the Office of Human Resources, Development, and Engagement at sherri.bokor@montgomerycollege.edu.

Thank you for your dedication to our students and our community.