

**From:** [DeRionne Pollard, Montgomery College President](#)  
**Subject:** Three Important Employee Surveys  
**Date:** Thursday, October 12, 2017 5:14:01 PM

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**MONTGOMERY COLLEGE**  
Office of the President

October 12, 2017

**MEMORANDUM**

**To:** Montgomery College Colleagues  
**From:** Dr. DeRionne P. Pollard, President  
**Subject:** Three Important Employee Surveys

With a mission as important as ours, the College is eager to invest in tools that support our employees and help our entire institution thrive. Building professional practices based on integrity, while increasing civility and fairness in the workplace, are efforts that improve efficiency and professional satisfaction.

Enterprises the size of Montgomery College need to be continually aware of the impact of cultural, regulatory, and demographic changes. One of the best sources of information about these trends is employees, who interact on a daily basis with our students, with their colleagues, and with our partners in the community.

For this reason, I want to alert you to three important employee opinion surveys that will be distributed this fall and in the spring. They will focus on equity and inclusion, employee engagement, and ethics. Ambitious planning is going on in each of these areas and employee input is critical to shaping processes and practices, and promoting a productive, respectful culture at the College.

As you know, this year's introduction of a chief equity and inclusion officer role has re-energized our focus on these practices. Chief Equity and Inclusion Officer Sharon Bland will be issuing a survey this month about how to best enhance employee equity and inclusion across all of the College's campuses, sites, and departments. The College's employee engagement survey, which is conducted every other year, will be issued in November by the Office of Human Resources and Strategic Talent Management. Finally, as you have probably noticed, our compliance office has expanded its focus to ethics and standards of conduct. In order to learn more about these topics within MC's culture, the Office of Compliance, Risk, and Ethics will issue a survey in the spring.

Each of these surveys is critical to the College's successes, so I ask you to take the time to complete each one. Supervisors, I would ask you to allow employees the time to make these important contributions to the organization. Strong employee engagement with the College's mission is one of the fundamental building blocks of a high-performing organization. The results of these three surveys will help College leaders to focus ongoing efforts on providing an equitable, engaged, and ethical environment for learning and working at Montgomery College.