

To: Montgomery College Employees

From: Krista Leitch Walker, Vice President of Human Resources and Strategic Talent Management

Subject: **2023 Your Voice, Your MC: Employee Experience and Climate Survey**

Date: **February 3, 2023**

I am excited to share that the 2023 Your Voice, Your MC: Employee Experience and Climate Survey will be available starting next Monday, February 6. By sharing perspectives and feedback through the survey, employees have the opportunity to help shape and have an impact on the future of the College, ranging from day-to-day operations to our strategic planning.

This year's survey builds upon the [learnings from our 2021 employee survey](#). For example, in the last survey MC employees shared important insights that are shaping several MC initiatives, including:

- The Office of Equity and Inclusion has developed and will continue to implement programing on a wide scope of identities;
- The Office of Communications is working with other MC units to evaluate language options for critical MC communications.
- The Office of Human Resources and Strategic Talent Management (HRSTM) has:
 - 1) expanded the number of career ladders for a number of job families for staff positions;
 - 2) revised the required qualifications for a variety of staff positions to provide for experience and alternate credentials in lieu of required degrees; and
 - 3) developed and is now piloting a new process for staff performance evaluations based on performance coaching and more frequent interactions for feedback throughout the year.

Additionally, feedback from MC employees in the 2021 Your Voice, Your MC Survey will inform the College's Strategic Plan Refresh, which is already underway. Results from the 2023 survey will be a critical resource in future strategic planning. Having every MC employee participate in the 2023 survey is vital for shaping MC's future endeavors.

As with the 2021 survey, the College has engaged ModernThink, LLC, a leading management consulting firm that specializes in workplace quality in higher education, to conduct the survey. The survey will be provided in both English and Spanish, and topics will include work quality, communication, management, workplace culture, equity and inclusion, and ethics.

The survey will be available from **February 6, 2023, through February 20, 2023**. All **full- and part-time faculty, staff, department chairs, and administrators** are encouraged to participate.

On February 6, 2023, employees will receive an email directly from ModernThink (address: surveys@modernthink.net) inviting participation in the survey. In that email, you will receive:

- a web link to the survey;
- a unique username and password—issued by ModernThink, and separate from MyMC credentials—to access and complete the survey;
- the deadline to complete the survey; and
- contact information for ModernThink, in case of any issues with the survey instrument.

When you receive the invitation, we strongly encourage you to set aside time (approximately 20 minutes) to complete the survey. Please be assured that your **survey responses are completely confidential**. ModernThink will not share survey respondent usernames with the College and will aggregate response data to ensure responses are not attributable or identifiable to individual employees. This is a chance to share your thoughts, perspectives, and feedback. We ask that you are thoughtful, honest, and candid when you complete the survey.

Thank you for sharing your voice to help shape and advance the College. Should you have any questions about the survey, please contact Scot Brown in HRSTM or visit the [Your Voice, Your MC: Employee Experience and Climate Survey](#) webpage.