

To: Full and Part-time Faculty, Staff, and Administrators

From: Sharon Bland, Chief Equity and Inclusion Officer
Vicki Duggan, Chief Compliance, Risk, and Ethics Officer
Krista Leitch Walker, Vice President, Human Resources & Strategic
Talent Management

Subject: Your Voice, Your MC: Employee Experience and Culture Survey

Date: February 10, 2021

We are excited to announce MC’s first comprehensive Employee Experience and Culture Survey, entitled “Your Voice, Your MC.” The College has engaged Modern Think LLC, a leading management consulting firm that specializes in workplace quality in higher education, to conduct the survey. The survey will be available from February 15, 2021 through March 1, 2021. All full- and part-time faculty, staff, and administrators are encouraged to participate.

This comprehensive survey combines three separate employee surveys administered in previous years: surveys specific to Employee Engagement; Equity and Inclusion; and Ethics. Since 2010, the College has conducted organizational assessments to measure employee experiences by administering an employee engagement survey. In 2017 and 2018, the College conducted additional surveys to learn more about employee experiences related to ethics, and equity and inclusion. As a result of these surveys, the College has acted to enhance training and development for employees and supervisors; utilize more diverse communication methods and approaches; improve the recruiting and selection process; and to strengthen accountability for our ethical values. View more information on [actions taken in response to earlier survey data](#). While the previous work has laid a strong foundation, it is important that we continue to assess periodically to ensure that our efforts are aligned with the needs of the College and our employees. This makes your voice—your completion of the survey— all the more important. It will help us to focus our efforts, going forward, on the aspects of workplace culture that matter most to you as an employee.

The Employee Experience and Culture Survey topics will include *work quality, communication, management, workplace culture, equity and inclusion, and ethics*. Your responses to the survey should reflect your work experience and work environment while learning and working remotely. This will provide us an opportunity to gauge feedback from employees on their experiences as it relates to COVID-19 and working remotely.

Our survey vendor, Modern Think, is well known for their work with the Chronicle of Higher Education and the Great Colleges to Work For[®] program. Through a competitive RFP process, Modern Think was selected for their ability to deliver the highest standards of survey integrity and sound survey methodology, in addition to their extensive expertise working in higher education.

On February 15, 2021, full- and part-time faculty, staff, and administrators will receive an email directly from Modern Think (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 Modern Think, and separate from MyMC credentials—to access and complete the survey,
- the deadline to complete the survey, and
- contact information for Modern Think, in case of any issues with the survey instrument.

When you receive the invitation, we strongly encourage you to set aside time (20-25 minutes) to complete the survey. Please be assured that your survey responses are completely confidential. Modern Think 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.

At the close of the survey, Modern Think will provide the College with a summary of the organizational competencies and relationships that most directly impact and influence our culture. In April through early May, Modern Think will host a series of feedback sessions with College stakeholder groups to share and validate their findings. Then, building on the data and findings from the survey, a proposed action plan will be developed over the course of the summer and shared with the College community in the fall.

Thank you, in advance, for sharing your voice to shape your MC. Should you have any questions about the 2021 employee experience and culture survey, please contact [Elaine Doong](#) in HRSTM or visit [Your Voice, Your MC: Employee Experience and Culture Survey web page](#).