YOUR VOICE, YOUR MC

Your Voice Is Protected

MONTGOMERY COLLEGE

Your feedback will be heard without exposing how you responded. **The College uses multiple safeguards to protect confidentiality throughout the survey, reporting, and follow-up process.**

ModernThink

INDEPENDENT THIRD-PARTY SURVEY ADMINISTRATOR

Independent administration allows for confidential and unbiased analysis of the data.

ModernThink specializes in higher education workplace quality and employee engagement and has surveyed 1,200+ colleges and universities.

01

Individual survey responses are not provided to the College

Results are reported only in aggregate. The College receives summarized results that combine responses from multiple participants.

02

Small teams are protected

To help protect confidentiality, results are reported only when at least five (5) employees respond. If fewer than five (5) employees respond within an area, their feedback is combined with responses from the next organizational level and is not reported separately.

03

The College does not receive individual written comments

To help protect confidentiality, the College does not receive individual written comments or personally identifiable information. Instead, comments are reviewed and combined to identify common themes and patterns, which are then shared with the College in summary form.

04

Results cannot be sliced down to identify you

The College cannot filter or subdivide results into groups small enough to compromise employee confidentiality.

Local concerns can still be heard

Open forums, feedback sessions, and facilitated conversations offer additional opportunities to raise local concerns. Participation is voluntary, and employees are not asked to share how they responded to the survey.

BOTTOM LINE

Your supervisor cannot see your individual responses. Individual written comments are not provided to the College. Small-group feedback is represented in higher-level reporting.