YOUR VOICE, YOUR MC

From Your Voice to Action

What happens before, during, and after the survey

The survey is one part of a larger process. Employee feedback is gathered, interpreted, discussed, and used to guide improvement planning and action.

AUG–SEPT 2026

Build Awareness

The College announces and promotes *Your Voice, Your MC* through multiple communication channels.

SEPT 30–OCT 16

Have Your Say

The survey is open. Employees are encouraged to participate and may opt in to the participant raffle.

JAN–FEB 2027

Understand the Results

ModernThink provides the complete results and a summary analysis of open-ended comments, followed by collegewide debriefing sessions.

FEB–MAR 2027

Add Context

Employee focus groups and follow-up conversations help provide context for key findings, raise local concerns, and generate ideas for improvement.

MAR–JUNE 2027

Turn Feedback Into Plans

Survey findings and employee feedback inform results-based action planning.

JUNE 2027 & FY28

Put Plans Into Action

Action plans begin to be implemented, with survey findings helping guide organizational improvements.

Why This Matters

Survey results help the College better understand the employee experience, identify opportunities for improvement, and inform meaningful organizational change. **Employee participation, continued dialogue, and follow-through help turn feedback into action.**

YOUR VOICE MATTERS.

Participate. Encourage your colleagues to participate. Help turn employee feedback into action.