

**From:** MC Communications  
**To:** [MC Communications!](#)  
**Subject:** Update on Fifth Employee Engagement Survey Results  
**Date:** Monday, July 27, 2015 3:23:05 PM

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**MONTGOMERY COLLEGE**  
Office of the Senior Vice President for Administrative and Fiscal Services

July 27, 2015

**MEMORANDUM**

**To:** The Montgomery College Community

**From:** Dr. Janet Wormack, Senior Vice President for Administrative and Fiscal Services

**Subject:** Update on Fifth Employee Engagement Survey Results

I am happy to report that the Employee Engagement Advisory Group (EEAG) processed some of the preliminary results of the fifth employee engagement survey. The EEAG's role is to develop and encourage participation in the survey, review and discuss the survey results, and make recommendations to the president. These recommendations can assist in removing impediments to engagement and in fostering policies, behaviors, and philosophies that contribute to increased engagement.

The EEAG has begun the process of completing its analysis and preparing recommendations for President DeRionne Pollard's consideration. The EEAG will reconvene in the fall to complete their work. Then, Dr. Pollard will review those recommendations and announce her decisions to the College community during the fall semester.

Below, please find preliminary employee group data including participation rates, engagement, and highest and lowest mean levels. This information can also be accessed on the Employee Engagement Initiative webpage at [this link](#).

If you have any questions regarding the survey or the employee engagement initiative, please contact Ms. Felicia Watkins in the Office of Human Resources and Strategic Talent Management at [Felicia.Watkins@montgomerycollege.edu](mailto:Felicia.Watkins@montgomerycollege.edu) or at extension 7-5497.

Thank you for your contributions to this important survey and your continued dedication to our students and our community.

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**2015 Employee Engagement Survey Preliminary Results**

*Survey Timeframe:* The survey was available from March 2nd to March 20th, 2015.

*Participation:* A total of 803 employees participated, which is 27 percent of the College's workforce. By contrast, there were 1,091 participants in the 2012 survey, 808 in 2011 and 1,406 in

2010. A detailed census of this year’s survey participation is listed below:

Employee Group	Employee Count	Targeted Sample <sup>†</sup>		Survey Participants	% Target Sample
		n	%		
FT Faculty	553	226	41	177	78
PT Faculty*	996	277	28	90	32
Administrators**	122	92	75	66	72
Non-bargaining Staff	677	245	36	304	124
Bargaining Staff	549	226	41	149	66
Temps with Benefits	61	52	85	17	33
	<b>2958</b>	<b>1118</b>		<b>803</b>	

\* PT Faculty includes credit and noncredit

\*\* Administrators includes non-academic and academic

† Targeted sample at the 95% confidence level with a 5% margin of error

*Engagement Level:* Overall, participants across all employee groups indicated a high level of engagement. The average mean score across all questions for the combined employee groups is 4 out of 5 (where 5 = strongly agree/always; 4 = agree/mostly; 3 = neutral/sometimes; 2 = disagree/rarely and 1= strongly disagree/never).

Employee Group	Aggregate Mean of All Items		
	2015	2012	2011
FT Faculty	<b>3.9</b>	4.2	4.1
PT Faculty	<b>3.9</b>	4.4	4.2
Administrators	<b>4.2</b>	4.3	4.3
Non-bargaining Staff	<b>3.8</b>	4.0	4.0
Bargaining Staff	<b>3.8</b>	4.0	4.0
Temps with Benefits	<b>4.2</b>	4.2	4.2
<b>Mean of Means</b>	<b>4.0</b>	<b>4.2</b>	<b>4.1</b>

*Highest and Lowest Mean Scores:*

A. By employee group, the items receiving the highest mean scores are listed below. For staff and administrators, these items focused on their comprehension of the College’s mission. For faculty these items were about the personal fulfillment that their work brings.

<b>FT Faculty</b>		<b>Mean</b>
9. I know how the work I do supports the mission of the College.		4.6
16. The work that I do is personally fulfilling.		4.6
<b>PT Faculty</b>		<b>Mean</b>
11. I look forward to accomplishing my job responsibilities at work each day.		4.7
16. The work that I do is personally fulfilling.		4.7
<b>Administrators</b>		<b>Mean</b>
6. I understand the College’s mission to our students and community.		4.8
<b>Non-bargaining Staff</b>		<b>Mean</b>

6. I understand the College's mission to our students and community.	4.5
<b>Bargaining Staff</b>	<b>Mean</b>
6. I understand the College's mission to our students and community.	4.5
9. I know how the work I do supports the mission of the College.	4.5
20. I collaborate well with the people in my department.	4.5
<b>Temps with Benefits</b>	<b>Mean</b>
29. I am optimistic about Montgomery College's future.	4.7

B. By employee group, the items with the lowest means generally received neutral scores. The subject of focus for these items varies greatly between the groups. Consequently, these are also the items that registered the largest degree of answer variance.

<b>FT Faculty</b>	<b>Mean</b>
15. Governance Councils are effective in hearing and responding to employee concerns.	2.9
19. The participatory governance system is having a positive impact on employee engagement at the College.	2.9
26. The College participatory governance system is effective.	2.9
<b>PT Faculty</b>	<b>Mean</b>
33. I understand the Montgomery College 2020 plan.	3.1
<b>Administrators</b>	<b>Mean</b>
31. My job provides me adequate time to take advantage of College related activities	3.3
<b>Non-bargaining Staff</b>	<b>Mean</b>
38. I believe sufficient progress has been made to address the feedback expressed in the last Employee Engagement Survey.	3.2
44. When input is solicited on collegewide issues, my input is appropriately considered in reaching a decision.	3.2
<b>Bargaining Staff</b>	<b>Mean</b>
44. When input is solicited on collegewide issues, my input is appropriately considered in reaching a decision.	3.0
<b>Temps with Benefits</b>	<b>Mean</b>
15. Governance Councils are effective in hearing and responding to employee concerns.	3.3