

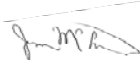

MEMO

DATE: October 4, 2012

TO: All College Employees

FROM: James McIntosh, Chair, Board of Governors
Kent D. MacDonald, President

SUBJECT: Employee Engagement Survey

At the President's Breakfast in August, the President outlined the College's desire to build a more dynamic and supportive work environment; one that honours our core values and delivers on the commitments outlined in our Strategic Plan.

To that end, we are pleased that an Employee Engagement Survey will be conducted from October 15th to October 26th, 2012 as part of our 2012-13 Business Plan commitments. The purpose of the survey will be to provide the College Community with insight into the current status of our work environment. We encourage all staff to participate in the survey which is expected to take no more than 10 minutes to complete. The survey covers areas such as mission and vision, professional development, and personal wellness.

All individual responses will be kept confidential. In keeping with our commitment to openness and transparency, a summary report will be distributed to the full College community in winter 2013. The results will be aggregated at both the College and department level, providing managers with feedback that they can incorporate into their 2013-2014 Business Plan.

As you are aware, high employee engagement has been linked to increased performance, lower turnover, increased morale, less absenteeism, greater ability to attract talent, as well as other positive business metrics. Our expectation is that this survey, and the efforts that will follow, will help deliver on our commitment to make Algonquin College an even better place to work.

Thank you for your support.