

# MEMO

**DATE:** February 12, 2013

**TO:** All College Employees

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

**SUBJECT:** Employee Engagement Survey

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Driven by our desire to build a more dynamic and supportive work environment, we are pleased to pass on the complete set of results from the 2012 Algonquin College Employee Engagement Survey compiled by Entec Corporation, a leader in the employee engagement field.

The Algonquin College Employee Engagement survey confirms what we have long suspected: that Algonquin employees are among the most engaged in the country, are finely focused on student success, and are exceptionally proud to work at the College. The survey also identifies areas for improvement, among them aligning incentives and rewards, celebrating success, and working to ensure hiring practices are viewed as open and fair.

To view the full survey or browse the executive summary visit  
[www.algonquincollege.com/hr/survey](http://www.algonquincollege.com/hr/survey)

Finally, to provide unit level insight, Deans and Directors have been asked to present departmental level survey results to their teams from mid-February through the end of March. As part of these sessions, they have been asked to seek your guidance and advice on the areas you believe warrant the College's initial focus. Armed with this feedback, the Human Resources Department will draft an action plan for the 2013-2014 year, presenting that plan to the College community in early May.

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.