

EMPLOYEE WELL-BEING & ENGAGEMENT COMMITTEE
MEETING MINUTES
TUESDAY, SEPTEMBER 9, 2025
SECOND TUESDAY OF THE MONTH FROM 2:15 TO 3:00 P.M.

Table 1: List of Members

☒ Sandra Bauman, Dean/CEO (Chair)	☒ Abby Rausch, Director of Marketing
☐ Kim Caldwell, Academic Coach & Tutor Coord.	☐ Cari Schwen, Exec. Director of Fiscal Services
☒ Rick Henry, Life Science Instructor	☒ Christy Stergar, CEC Program Manager
☒ Keri Jaynes, Math & Physics Instructor	☒ Anna Thennis, TRIO, MT 10 Program Director
☒ Amy Kong, Director of eLearning/Fac. Dev	☒ Mary Twardos, Human Resources Generalist, Recorder
☒ Courtney Radke, Nursing Instructor	☒ Joyce Walborn, Math Instructor

Mission and Purpose:

The Employee Well-being and Engagement Committee is dedicated to fostering an inclusive and supportive environment where every employee feels valued, recognized, and invited to participate fully in the life of our organization. Our mission is to celebrate the contributions of our workforce, promote opportunities for social connection and community building, and provide intentional support for new employees.

We are committed to creating a workplace that encourages work-life balance through initiatives such as celebrations, volunteer opportunities, family-friendly activities, and the promotion of restorative breaks and physical movement. We prioritize the mental and physical well-being of our employees by offering access to wellness resources, professional development, and staff events through the Montana University system.

Our goal is to build a cohesive campus community by providing opportunities for team building through social activities and offering a robust support network for all employees. Through these efforts, we aim to cultivate a thriving and engaged workforce committed to the success and well-being of each individual and the organization as a whole.

Mastermind Discussion:

Agenda:

- **Approve August Minutes:** review minutes and make edits if needed. They will be posted to the EWE webpage usually two days after the meeting.
- **Welcome new members:** Keri Jaynes & Courtney Radke to the committee. Mary Bengtson has selected other committees for this year.
- **New Employee break rooms:** Sandy spoke of the status of the remodel
 - Allowing employees an opportunity to submit suggestions
 - TV on the wall
 - Hoping for a bigger refrigerator
 - Garbage disposal asked for
 - Furniture in the buildings to relocate to break room
 - Maybe Air Fryer

Workgroup report Wellness: Joyce

- Received wellness grant \$2,900 from Neal, will order items once \$\$ received. Abby will submit order.
- CCHC flyers in employee lunch rooms. Racks Cari said by cashier office.
- Would like to offer Tia Chi in spring –

- Friday, 6 or 8 weeks, \$50 a class will ask for a MUS Grant (how do staff use their time- Sandy confirmed their lunch break). MMM once all clear.
- Have Liability waiver to review. Joyce will send to Sandy
- Send out a survey on Tia Chi class this fall.
- Sun Run Christy looking into. Thinking maybe \$5 to join. Per Joyce will just advertise.
- Wednesday walking club
 - Wednesdays 15 minutes. Blocking time in break time lots.
 - Hoping Abby can create a flyer.
 - Need someone to be in charge, seeing if a member would rotate take over.
- Spring semester: give & take corner in break room.

Workgroup report Engagement: Abby

- Not met in a while
- Kim has been submitting new employee spotlight in the MMM
- Upcoming community events
 - Rock the Block at the Holter
 - September 4th was 1st Thursday @ Headwaters
 - Friday 9/12 Symphony Night
- Spring using the Holter space for HC Brawl call of the wild, potluck, they have a bar
- Need to talk about soup fest mug
 - maybe \$2.30 - \$3.50 each
 - what volume to order
 - & who pays (Sandy will investigate)
 - Maybe to new employees and maybe a work anniversary gift. Abby can order swag.

Rick spoke:

- Engagement activities, strategizing how to use information (maybe swag, raffle ticket)
- Curious as a faculty member advocating for faculty members to be clear on rules for time of this event
 - Sandy spoke of state tax payer rules, if were having a potluck it is optional
 - During your lunch time
 - Flexing with supervisor approval can flex time, within the department if works in department
- Rick provided preliminary activities for review: soup dip fest, holiday chocolates. Maybe alternate soup fest with dip fest.
- Amy asked Abby for some swag for her Bingo event.

Adjourned: 2:52pm