

EMPLOYEE WELL-BEING & ENGAGEMENT COMMITTEE
MEETING MINUTES
TUESDAY, OCTOBER 14, 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 September Minutes:** review minutes and make edits if needed. They will be posted to the EWE webpage usually two days after the meeting.
- **HC Swag:** Sandy
 - HC mugs with spoons for work anniversary
 - HC Pennant
 - HC Lanyard
 - HC Balloon
- **Employee Spotlight in the MMM:** Kim
 - Kim is receiving good reviews, Kim noted about 30% reply
- **Newly Remolded Breakroom:** Sandy
 - May order a new refrigerator
 - Using current furniture
- **Brawl of the Wild:** Sandy
 - Is the committee interested in an HC Cat/Griz party? On November 22nd. At the Holter's W conf room, 145 max capacity.
 - Group not interested.

- **Holter's W conference room, 145 max capacity:**
 - Engagement group will get together to talk about ideas to use the space
 - Suggested to use the room for an HC Christmas party
 - or New Year's Eve party
 - Charge a \$20 ticket price to cover food
 - Holter has cash bar
 - Cari will advise on the money compliance

Workgroup report Wellness: Joyce

- Received wellness grant \$2,900 from Neal, Abby ordered items. Hand out at next potluck
- Submitted another application for spring yoga classes, \$400, not heard back from yet
- Tia Chi started:
 - Small attendance
 - Will post in the main Team notice to remind all
- Wednesday Walking Club
 - MMM notice will run again
- Wellness equipment for newly remodeled break room:
 - will investigate the space and apply for grant \$\$

Workgroup report Engagement: Rick

- Not met in a while, not a lot to talk about
- Status on Melanie Heinitz scholarship?
 - HC Foundation is holding the donations
 - Family still talking about the disbursement
 - HC cannot promote gender specific scholarship

Adjourned: 3:00 pm