

**EMPLOYEE WELL-BEING & ENGAGEMENT COMMITTEE
MEETING MINUTES
TUESDAY, JANUARY 13, 2026
SECOND TUESDAY OF THE MONTH FROM 2:15 TO 3:00 P.M.**

<input checked="" type="checkbox"/> Sandra Bauman, Dean/CEO (Chair)	<input checked="" type="checkbox"/> Abby Rausch, Director of Marketing
<input checked="" type="checkbox"/> Kim Caldwell, Academic Coach & Tutor Coord.	<input checked="" type="checkbox"/> Cari Schwen, Exec. Director of Fiscal Services
<input checked="" type="checkbox"/> Rick Henry, Life Science Instructor	<input checked="" type="checkbox"/> Christy Stergar, CEC Program Manager
<input checked="" type="checkbox"/> Keri Jaynes, Math & Physics Instructor	<input checked="" type="checkbox"/> Anna Thennis, TRIO, MT 10 Program Director
<input checked="" type="checkbox"/> Amy Kong, Director of eLearning/Fac. Dev	<input checked="" type="checkbox"/> Mary Twardos, Human Resources Generalist, Recorder
<input checked="" type="checkbox"/> Courtney Radke, Nursing Instructor	<input checked="" type="checkbox"/> 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 December Minutes:** review minutes and make edits if needed. They will be posted to the EWE webpage usually two days after the meeting.

Workgroup report Wellness: Joyce

- Assembled Care packages. Keri, Courtney, Cari, Joyce, Amy, Christy will distribute to campus employees.
- Yoga classes this spring in MMM 8 responded. Injury in Yoga class? Participants sign a Liability waiver.

Workgroup report Engagement: Abby

- Abby will send another communication about the list to track engagement which was handed out at State of the College or IDD day. Sandy suggested to post on the HR forms page. Also add a section to the HRWMM.

New Business: Sandy

Employee Wellbeing and Engagement Group Newsletter.

- One felt info to stay in the MMM
- Maybe in the HRWMM newsletter
- Maybe a summary of this meeting that will go into the HRWMM
- **Action:** Abby will take notes to add to the HRWMM

- **Superbowl Dip Party**
 - Thursday February 5th, 11:30-1:30pm, campus break room (Sandy thinks Kathy at AP campus will manage)
 - Sub Group managing: Engagement side will handle
 - Encourage employees to wear their team gear--Jersey Day
 - Contest: vote for your favorite, Abby will handle
 - Cookbook? Maybe next year, will see how this year goes
 - Traveling trophy?- *Sandy's husband made trophies in past.* Maybe next year, will see how this year goes.
 - Bracketing? Abby can do to have people fill out, maybe next year
 - Future March Madness

- **SponCon**
 - Next event is May 16, 2026
 - More advertising to campus for more participation

Adjourned: 2:53 pm