

**EMPLOYEE WELL-BEING & ENGAGEMENT COMMITTEE MINUTES**  
**TUESDAY, AUGUST 12, 2025**  
**SECOND TUESDAY OF THE MONTH FROM 2:15 TO 3:00 P.M.**

*Table 1: List of Members*

<input checked="" type="checkbox"/> Sandra Bauman, Dean/CEO (Chair)	<input checked="" type="checkbox"/> Cari Schwen, Exec. Director of Fiscal Services
<input type="checkbox"/> Mary Bengtson, Nursing Instructor	<input checked="" type="checkbox"/> Christy Stergar, CEC Program Manager
<input checked="" type="checkbox"/> Kim Caldwell, Academic Coach & Tutor Coord.	<input type="checkbox"/> Anna Thennis, TRIO, MT 10 Program Director
<input type="checkbox"/> Rick Henry, Life Science Instructor	<input checked="" type="checkbox"/> Mary Twardos, Human Resources Generalist, Recorder
<input checked="" type="checkbox"/> Amy Kong, Director of eLearning/Fac. Dev.	<input checked="" type="checkbox"/> Joyce Walborn, Math Instructor
	<input type="checkbox"/> Abigail Rausch, Director of Marketing

**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:**

**Engagement Workgroup Report:**

- Anna is managing the:
  - Melanie Heinitz Excellence Award which is an annual award
- Kim is managing the:
  - MMM Spotlight, draft of form created
  - Giving Baskets
  - Trash Mob discussed at future meeting
- Abby is managing:
  - First Thursday
  - Soup fest mug
  - Big Splash for new employees (working with Paige on this)
- Rick is working on:
  - List of events and activities

**Volunteer Day:**

- Per OCHE, HC campus can't use state dollars to volunteer in the community. All can volunteer on weekends which are ways to get out with your Helena College t-shirt
- Joyce reported faculty can volunteer. More discussion of volunteer ideas to follow, here are a few:
  - Trash mob
  - Movie nights
  - Ski nights

- Bowling nights
- Grandstreet –sponsoring with tickets for employees
- Symphony – sponsoring with tickets for employees
- Rodeo- sponsoring with tickets for employees
- MT10 volunteer day

**Discussion:**

- Engagement question:
  - Are we engaging with HC people or engaging as HC people with the community? Both?
- Ideas about faculty community involvement with boards and volunteerism:
  - Faculty are on contract 4 days before Fall classes till 2 days after commencement, dates in their Helena Teachers' CBA. Optics of faculty volunteering during day hours and staff cannot, to be mindful of how appears.
- MMM spotlight for volunteer opportunities and things colleagues have going on
- Lunch events:
  - Games
  - Book club
- Considering an additional newsletter for this stuff specifically:
  - Events
  - Volunteer opportunities
  - Games at lunch
  - Lecture series
  - etc.

**Wellness Workgroup Report:**

- Joyce Walborn reported:
  - One idea:
    - Have a wellness information rack in the employee break rooms on both campuses
    - MUS Wellness recipes
    - Engagement activities
  - MUS Wellness has a \$5000 annual grant:
    - We are looking at care packages
    - Ideas are posted in the EWE teams file
    - Minimum orders of 100
    - The Grant requires to include the MUS logo
    - Need approval from campus groups and signatures?
  - Digital version of Wellness
  - Thai Chai class, Christy gave a teacher name to Joyce to teach the class
  - Possibility of fun run, noting that staff cannot participate until 5pm
    - Christy advised 10/4 Fun Run/5K fund raiser is for solar panels, maybe advertising that, entry cost of \$\$
    - Possibly reimbursing for events, still investigating
  - Like to submit quarterly to MMM promoting Capital City Health Club
    - The Wellness Incentive Program
    - Any other community building event
  - HC Main Team still separate channel name is still QWL, needs to be updated to EWE

**Membership Update:**

- Patricia Pierson withdrew from committee
- Seth will bring to Faculty Senate inquiring if anyone is interested in joining EWE

**All Campus Celebration Meeting:**

- Talk about MUS success and legislature
- Karen Wood Director of OCHE Wellbeing will present
- Celebrate successes, one is this committee came together
- Give Rick information to see if he is interested in presenting
- Let Sandy know if we think of anything to talk about at the celebration
- Webpage created and updated accessible minutes & agenda
- New employee swag popular!