

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

Table 1: List of Members

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|---|--|
| <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 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 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 November 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

- Almost have all items for Care package, distribute in January 2026.
- \$24 dollars left over, they approved to spend on information rack
- MUS Wellness is ending Personify and switching to BCBS offerings. Benefits-receiving employees are encouraged to enroll in Well on Target and earn incentive rewards, track healthy habits, sync fitness devices and participate in challenges. Sign up is a bit cumbersome, Wellness group will log into and test as to help campus. Keri did on the app, Joyce did on browser. Maybe a lunch and learn on setting up.
- Yoga in the spring 2026. Survey out to campus.

Workgroup report Engagement: Abby

- Rick has a list of activities
- Abby working on check list to track engagement during the year to be handed out at State of the College or IDD days
- Holter conference room, maybe in January or happy hour before the GrandStreet play.

- First Thursday update, not in January, February DE having partnership celebration, March & April still open, May is end of year celebration, maybe celebrating adjuncts.

- **Holiday Cheer –**
 - Find the Elf - Robyn running
 - Ornament exchange - Mary running, Tuesday, December 16th, 2025, 12:15-1:00, in the library
 - Snacks holiday- Kim & Trish hosting, snacks & hot cocoa. Also Mary will bring in leftover treats from the potluck.
 - Cookie exchange – Cari & Mary, Monday, December 22nd, 2025, Mary booked the Student Center for 11-1pm. Need to clarify if Courtney will sit with for the hours.
 - 15 days of Christmas Gift Exchange - Robyn & Kylie running
 - Door decorating –Staff Senate running, doors look great.

Adjourned: 2:35 pm