

**EMPLOYEE WELL-BEING & ENGAGEMENT COMMITTEE
MEETING MINUTES
TUESDAY, AUGUST 11, 2026
SECOND TUESDAY OF THE MONTH FROM 2:15 TO 3:00 P.M.
ROOM 123 & TEAMS**

☒ Sandra Bauman, Dean/CEO (Chair)	☒ Abby Rausch, Director of Marketing
☒ Kathy Mortimore,	☒ 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 June:** review minutes and make edits if needed. They will be posted to the EWE webpage usually two days after the meeting.

Workgroup report Wellness: *Committee consists of the following members: Keri Jaynes, Amy Kong, Courtney Radke, Cari Schwen, Christy Stergar and Joyce Walborn/chair*

- Committee meeting is in a few weeks to plan goals for next AY. We want to continue to promote MUS Wellness initiatives. institution goals alignments and fall survey for what the campus wants. Yoga went well last year.

Workgroup report Engagement: *Committee consists of the following members: Rick Henry, Anna Thennis, Jody Coombs Kathy Mortimore and Abby Rausch/chair*

- The committee has not met in a while. The Committee has had an email thread about some brainstorming for the next AY.
- Short list of four events a year:
 - symphony review which can slot us in anywhere during their season
 - first Thursday quarterly system,
 - dip fest
 - March Madness
 - Including some sort of roundup in either MMM or HRWMM for volunteer opportunities section
 - Employee Spotlight Anna Thennis managing once school starts, needs access to the form

- Welcome back event print more 100 things flyer
- **Grandstreet & Holter:**
 - Went well, pizza order perfect
- **Melanie Heinitz Award-**
 - Keep the same? Talk about more, also the rubric needs deeper review and discussion.
 - Do want to keep the same criteria or more aligned to Melanie?
 - Can someone record their entry on Teams rather than writing? Amy said yes video recording possible through Canvas.
 - All committee members homework is to compare MHEEA to other rubrics (Faculty Award & Staff Award). Amy will create a folder with all rubrics for committee review.

New Business: Sandy

- **Soup Fest in October:** *subcommittee: Courtney, Joyce, Kathy, Abby, Paige, and Sandy*
 - Sandy will get a meeting set up
- **Summer Games:**
 - Not attended that well, maybe the rain and smoke this summer
- **Ice Cream Truck:**
 - well received

Lunchroom question:

- well received
- **Free stuff in the breakroom** – Amy inquiring maybe a corner can be set up where employees can put free stuff, on a shelf in Don break room?

Adjourned: 2:42 pm