EMPLOYEE WELL-BEING & ENGAGEMENT COMMITTEE
MEETING MINUTES
TUESDAY, SEPTEMBER 9, 2026
SECOND TUESDAY OF THE MONTH FROM 2:15 TO 3:00 P.M.

☒ 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
☒ Jody Coombs	

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 August:** 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*

- Plan in person presentation -how to navigate BCBS website & MUS Wellness site features & benefits
- Neal here 2/14 to talk about benefits available on both campuses
- Calendar invite Mary/HR will email those in benefits & Amy will
- MUS retirement, PERS site hard to navigate. Cari is asking someone from PER to site visit.
- Want to continue Yoga, 7 sessions each semester Keri Jaynes will instruct. Will ask Neal for a grant for supplies. Closed in faculty area to store equipment if received. Thinking a surplus cabinet in Don 002 to house these supplies. 008 high school GED room. Maybe the physics lab Keri has a key. Maybe sharing ASHC storage room.
- Want to do a survey of what campus wants for Wellness. Using the whiteboard in the break room. Asking Kylie if okay to borrow for a week. At the AP breakroom, maybe using window markers, Kathy will work with Joyce.
- Free Stuff Shelve in Don breakroom, give & take shelve. Is there a need or want on the AP campus.

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

- Does not have much of an update. Next meeting in two weeks. The goal to sort out first Thursdays, march madness.
- Symphonia stay tuned need to pick an event to attend, season opens this weekend. Abby received some season tickets to talk about. Maybe a campus event opportunity.

New Business: Sandy

- **Annual Plan Goals:**
  - **Wellness Group-** Wellness Workgroup goals:

- Enhance Mental Health and Wellbeing Support
  - Promote awareness and utilization of EAPs, "Well on Target", and other wellness resources provided by MUS Wellness
  - Organize activities like Yoga, Guided Meditation, etc.
- Align Wellness Initiatives with Institutional Goals
  - Ensure wellness efforts to support broader institutional priorities such as employee retention, engagement, and workplace satisfaction.
- Utilize Data to Inform Continuous Improvement
  - Conduct an annual employee wellness survey to assess needs, interests, and satisfaction.
  - Use data to refine and prioritize future wellness initiatives.

  - **Engagement Group-**Engagement not talked about goals yet, Abby will get to Sandy

- **Employee Spotlight:** Anna Thennis taking over. Will start sending out. Has form, spreadsheet should get started soon.

- **Halloween Soup fest:**
  - Friday 10/30 at AP & Don. Need a new trophy to add maybe costume.
  - **Survey** events and activities, reminder email, Sandy will email to campus. Upcoming authors talk Thursdays.

Adjourned: 2:38pm