

MINUTES

Employee Engagement and Wellness Committee

June 13, 2024

3:00-4:00pm

Members Present: Cathy Colella, Renea Peruski, Franki Hand, Megan Osetek, Charles Heidelberg, David Kobb, Aaron Hilliard, BethannTalsma, Martha Lull, Jessica Potter, Renee Martin

Members Absent: Nathan Rickey, Sara Tanis, Ashley Bergkamp, Terri McDonald, Noel Corwin

Recorder: Mary Kay Pobocik

1. April minutes approved.
2. Standing Ovation update - Colella
 - Reminder that the publication is a way to share news about colleagues and self. If we've earned a degree, published article or book, presented at conference, anything related to professional life. The biggest obstacle has been that everyone is very modest about sharing accomplishments. Expect a small first publication; about 15 submissions. Potter & Heidleburg said they think that's a good number submissions. More will probably submit after they see the first publication. Waiting for approval to move forward.
3. Step Challenge - Peruski
 - We will have a Fall semester Step Challenge like last year, supported through WFC & this committee. Trying to make it bigger and better this year. Just over 26 million steps last time. Looking at incentives. Will do teams (up to 4 people/team) again. Just a way to move more is the goal. Mid-September through October. Idea for give away with t-shirts. Trying to do with my team opportunities to meet at the tower and give a guided walk. Different times each week. Kobb suggested using Google maps, create a few walking paths around each campus with milage listed. Try to make them scenic or interesting when possible. Peruski said she already has 3 one-mile loops, paved gravel, woody walk. Some indoors but it's challenging. Colella said she'd add them to the EEW webpage. Colella suggested "walking to California" or something similar. Peruski looking at incentives for turning in weekly logs.
4. Call for Staff and Administrator Award Nominations is live in the Employee Portal – Colella
 - Nomination form for staff/admin is live until mid July. Receiving a lot of nominations. The Committee is comprised of the people who won last year. Kobb asked if they are printing off certificates so people who didn't win get to see what people are saying. Colella said yes, they did that last year and will do again this year. Limiting number of words this year so we everything will fit.
5. Requested budget: Colella
 - Hilliard and Colella will meet later to discuss details.
6. Breathing Space on Thursdays – Colella
 - Reminder, Colella is doing Breathing Spaces on Thursdays. Eight week mindfulness sessions live from AWH in-person or on Zoom. 10 minute check-in, 20 minute

Guided/Silent Meditation. First time of a hybrid version to meet everyone's needs. Thank you to Martin for adding to PowerSchool. Created a tag for the employee wellness , any attendance will be searchable to see all the offerings.

7. Employee Recognition Training for Staff and Supervisors – Hand, Martin and Colella
 - Hand reported presentation/training to talk about employee appreciation and building a culture of gratitude and recognition. She researched and put together the presentation. May be able to do it in the Fall Summit. Presentation isn't about how to incentivize people, not a bonus for good work, rather it's about how to show appreciation to colleagues. Toolkit updated with a lot of great information. Participants will leave with confidence and less fear of doing it wrong.
8. Committee Charter Conversation: Renew and Acquaint Part 2 – Hand
 - Hand shared recap from last meeting. First, we talked about what we're already doing. Looked at when these events occur and plan timelines. Discuss what to do with this list. Next month talk about what to focus on, do we need to get this information out there. Hand presented the list of ideas for new topics. Pick one or two from the suggested list to move forward with. Kobb suggested a Paw Parade; after work, outside pet parade. Hand suggested Summit sessions at other times of year. Since the content is already there all we need to do is schedule because some people can't get to these sessions during Summit. Nice to see it plotted on a calendar to better able to see how things fall. Potter agreed to put calendar together. Talsma suggesting adding links to our page for the other activities. Hilliard suggested reaching out to Marketing for help. Hand said more support with a budget and we can get a bit more sophistication. Mental Health, nutrition, sleep, outside speakers will cost money. Next steps: Potter/Hand/Marketing create a wellness calendar. Next month we'll have some mapped out. Look out for gaps where we can add activities. April is Community College Month, May is Mental Health Month (focus our efforts during these months).
9. Other
 - None

Adjourned 3:50 pm