

Riverside Community College District  
**EMPLOYEE WELL-BEING SUB-COMMITTEE**  
October 29, 2025

Minutes

**Committee Members Present:**

Tammy Few, Vice Chancellor, Human Resources & Employee Relations  
John Geraghty, Controller  
Kara Zamiska, Associate Professor, Psychology, NC  
Casandra Greene, Curriculum Program Coordinator, RCC

**Committee Members Absent:**

Maria Alvarez de Pacheco, Professor, Counseling, MVC  
Star Taylor, Associate Professor, English, RCC

**Guests:**

Vanessa Torres, MPH, Senior Health and Wellness Manager, Keenan Well  
Michelle Clark, Vice President, Health Management, Keenan Well  
Carmen Crane, Senior Account Executive, Employee Benefits, Keenan & Associates  
Edwina Cardenas, Benefits Specialist

**District Staff:**

Rosa Espinoza-Leal, Executive Administrative Assistant

- I. Welcome and Call to Order
  - a. Meeting called to order at 8:31 a.m.
- II. Approval of Minutes
  - a. October 6, 2025 Meeting Minutes
    - i. Motion to approve: Green, Cardenas
    - ii. Minutes approved.
- III. Presentation(s)/Guest(s)
  - a. Wellbeing Discovery Session – Keenan Well
    - i. Strategic Intent
      1. Discovery Questions so can tailor support effectively
        - a. How frequently does the committee meet and what are the committees top priorities for 2026
          - i. Meets 2x in academic term, spring and fall, and as needed; top priorities, fairly new committee, looking to begin or develop a wellbeing or wellness program; have graded insurance; in infant stages
        - b. How does the committee envision keenanwells role
          - i. Program design and help with vendor coordination; have elaborate strategic planning process; KW

- c. What is the committee's vision for employee wellness in 2026 and beyond
  - i. Proponent of employee wellbeing and work/life balance; there is a void/gap; mental affects the physical; work on prevention, things that are impacting claims, put tools/resources in place to help reduce; reductions in claims experience; employee education/awareness in terms of what is available; value proposition in what is available; preventative dental/medical, employees are not doing it, they need to know what to ask, they are not taking advantage of it, people need to realize the bare minimum i.e. go to urgent care vs hospital; EC will send EAP information when send FMLA information to employees, make items holistic vs siloghed, advise of what is available; human nature, read, not processing, not taking time to learn/understand

- ii. Wellness Program History

- 1. Evolution from wellness to wellbeing shared, traditional to multi-dimensional wellbeing to holistic wellbeing; shared workforce wellbeing trends, holistic is what organizations are realizing are the best approach
  - 2. What has worked or hasn't, identify gaps

- a. What feedback have you received from employees about what they need most
      - i. Health and Wellness; for non-exempt classified professionals and confidential employees; 30minutes wellness activity; need to evaluate program; may be giving away time
      - ii. Talking about doing survey
      - iii. Will be conversations about what wellbeing committee doing vs benefits committee
      - iv. In Teaching and Learning committee, trying to assess faculty wellbeing, how do we support students in crisis if faculty being stretched thin; moving towards faculty survey for wellbeing, wish list, support, resources to do jobs a little bit better; would like to share efforts in assessing wellbeing; encountering same questions/problems when assessing wellbeing; getting people to read things, answer surveys, etc; people overwhelmed
      - v. Suggestions to shift to focus groups; people feel more open when doing in person
      - vi. Surveys, have done multiple but don't hear what came of them, need to be intentional and short as well as expectation of what we are going to do with it; need to communicate results; questions should be ones that can take action on i.e. what are barriers that....
    - b. Have you conducted any employee surveys for focus groups related to wellbeing

- iii. Budget & Funding
  - 1. Is there a dedicated budget for employee wellbeing programming?
    - a. It would be developed based on the new programming
  - 2. Are you aware of any external dollars that could be provided (such as through carriers or vendors)?
    - a. No, no wellness budget from the insurances
    - b. First step is to utilize what we have before we ask for more
- iv. Engagement & Communication
  - 1. What communication channels do you use to promote wellbeing programs (e.g. email, newsletters, employee meetings, intranet)
    - a. Emails, internet, intranet, new employee orientation, open enrollment, participatory governance share amongst their groups; flex days for professional development, opportunity to get information out to faculty as they attend in person
- v. Next Steps & Conclusion
  - 1. What are the committee's expectations for timelines around program planning, implementation, or reporting
    - a. Need to figure out what we are going to do first; in Fall disseminate after Labor Day; Spring after MLK Bday; slot based on schedules
    - b. Multi-College District, will it be Global (All) or will it rotate; need to figure out what it would look like
  - 2. KeenanWell will take information shared today and put action plan together with highlights of program plan/recommendations; within next week or so (prior to next meeting on 12/1)

#### IV. Updates and Discussion

- a. District Strategic Plan Update
  - i. Funneling through participatory groups for feedback, Dr. Zhai taking lead
- b. EWB Employee Awareness
  - i. Healthy Picks (Options) – Edwina Cardenas, Benefits Specialist & John Geraghty, Controller
    - 1. Reached out to all 3 colleges; said have menu options that are healthy choices, high protein, salads, no signage as to healthy choices; what are next steps
    - 2. Vending machine, said to advise as to what need
    - 3. Need branding, i.e. logo, name; then could come up with something and “tag it” to vending machines and cafeterias
- c. EWB Survey
  - i. Logo
    - 1. Greene shared some logos that she worked on.
- d. AllOneHealth (EA) Presentation, December 1, 2025, 1-2:30pm
  - i. Services
  - ii. Utilization Report
    - 1. EAP traditionally underutilized, want to see utilization report on how being used.

2. EAP will not be able to make it on 12/1, trying to find date/time that they can join.

V. New Agenda Item(s)  
(None)

VI. Action Item(s) - Assignee, Description/Information, Due Date, Status, Comments

- a. Survey on Logo
  - i. REL to forward survey requesting votes on favorite and feedback, to go out week of November 3<sup>rd</sup> and close on November 10<sup>th</sup>.
- b. KeenanWell information

VII. Next Meeting

- a. December 1, 2025, 1-2:30pm

Meeting adjourned: 9:27am