

Riverside Community College District  
**EMPLOYEE WELL-BEING SUB-COMMITTEE**  
March 25, 2025  
Zoom: <https://rccd-edu.zoom.us/j/86950986188>

Notes

**Present:**

Tammy Few, Vice Chancellor, Human Resources & Employee Relations

John Geraghty, Controller

Maria Alvarez de Pacheco, Professor, Counseling, MVC

Kara Zamiska, Associate Professor, Psychology, NC

**Absent:**

Star Taylor, Associate Professor, English, RCC

Casandra Greene, Curriculum Program Coordinator, RCC

**Guest:**

Kristina Herrera, AllOne Health EAP

**Note Taker:**

Rosa Espinoza-Leal, Executive Administrative Assistant

- I. Welcome and Call to Order
  - a. Called to Order at 2:07.
- II. Introductions
  - a. Introductions made.
- III. Approval of Minutes
  - a. N/A as this is inaugural meeting.
- IV. Updates and Discussion
  - a. Committee charge reviewed.
  - b. The DSPC meeting for 2024-25 was held on Friday, February 21, 2025 at 2pm. See DSPC Complete Agenda.
    - i. Agenda to be added to website
  - c. The upcoming DSPC meeting scheduled for Friday, March 21, 2025 at 2pm was cancelled due to the lack of agenda items submitted for discussion.
  - d. The next DSPC meeting is scheduled for Friday, April 25, 2025 at 2pm.
  - e. DPSC and DSPC Subcommittee webpages.
    - i. Located on rccd.edu via the Educational Services page, Committees of DSPC page
  - f. DSPC subcommittee memberships update.
    - i. In need of additional volunteers; have had difficulty in finding volunteers
  - g. RCCD New Strategic Plan Workgroup and Draft Timeline (Governance) – Bishop/Zhai (Volunteers Needed) – Email Dr. Lijuan Zhai and VC Tammy Few by April 2, 2025.

- i. At the 02/21/25 DSPC meeting, Dr. Zhai and Bishop discussed wanting to pull together a new workgroup to put together the new District Strategic Plan.

V. New Agenda Item(s)

- a. None

VI. Presentations/Guest

- a. AllOne Health EAP: Introducing Your Employee Assistance Program
  - i. Kristina Herrera provided a high level overview of AllOne Health Employee Assistance Program; presentation to be uploaded to subcommittee site; goal is to provide support to improve mental health, reduce stress, support whole health; is nationwide; is available to entire household; retirees/separated employees have 6 months of utilization
  - ii. Webinars, availability for Flex credit
    - 1. Basis of webinar would determine whether it would qualify for Flex, can explore moving forward
    - 2. Certificates of completion are available for certain soft skills topics; all topics are a different number of units; timeframe for each will vary, prior to agreeing to topic, insight will be provided, it will archive into each person's profile, person will have access to certificates

VII. Next Meeting

- a. May 27, 2025 2pm to 4pm
  - i. Hope to have opportunity to hone in on wellness programs; Keenan Presentation
  - ii. KeenanWell presented at the DSPC at Feb meeting, presentation is available in the packet; will be presenting at to 4/1 Board Committee meeting
  - iii. Keenan and Keenan Well will present at May's Board Committee meeting, Keenan will show what wellness type activities we already have and what KeenanWell can provide; need to drum up interest in utilizing services we already pay for
  - iv. Keenan's slides are on healthcare medical claims, top 5 illnesses; should be looking at from an organizational standpoint
  - v. Suggestions of promoting/marketing during Flex (Aug 20-22)
    - 1. Convey that EAP reports only contain numbers, not names, confidentiality is key
    - 2. Would like to have a health and wellness track during faculty orientation
    - 3. Planning for Flex starts in May
      - a. Faculty (Zamiska and Alvarez de Pacheco to connect with committee members to advocate for EAP Presentation during Flex (want to increase utilization); want sessions identified as what may meet the flex criteria; there is 1 Flex coordinator at each college, 2 for professional development at NC
      - b. VC Few will check with Ms. Herrera as to availability and to ask for a summary of the EAP presentation, purpose, and objective
  - vi. Confidentiality
    - 1. Contemplate creating/signing a confidentiality agreement

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2. Train on what is appropriate and what is not; need to be on same page as to expectations and what should/shouldn't be said

Concluded at 3:44pm