

Riverside Community College District
EMPLOYEE WELL-BEING SUB-COMMITTEE
May 4, 2026

Notes

Committee Members 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

Committee Members Absent:

Casandra Greene, Curriculum Program Coordinator, RCC

Guests:

Vanessa Torres, Senior Health & Wellness Manager, KeenanWell
Carmen Crane, Senior Account Executive, Keenan and 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 1:06pm
- II. Approval of Minutes
 - a. April 6, 2026 Meeting Minutes
 - i. Motion to approve: KZamiska/MAlvarez de Pacheco
 - ii. Minutes approved
- III. Presentation(s)/Guest(s)
 - a. KeenanWell Presentation – Strategic Wellbeing Plan
 - i. Strategic View of Employee Well Being
 1. Long term approach; make intentional; open conversation so can begin planning the program; take step back and look at employee wellbeing as to what makes sense for RCCD
 - ii. Evolution from Wellness to Wellbeing
 1. Traditional: didn't really drive lasting change
 2. Multi-Dimensional: real life, sustainable
 3. Holistic: whole person approach as to multi-dimensional and holistic options
 - iii. RCCD Workforce Snapshot: What Shapes Wellbeing Risk
 1. Demographics snapshot, have an experienced aging workforce; predominantly male; family centered
 2. 3 focus areas: Cardio metabolic Health, Musculoskeletal (MSK), Mental & Emotional Health
 - a. Not 3 separate strategies; are interconnected; can reinforce each other
 - iv. Executive Summary
 1. Need for change not about dissatisfaction; recognizing that work force is aging

2. Really important to focus on strategic and navigation; help understand and in using existing resources
- v. What We Are (and Are Not) Doing
 1. Setting Clear Expectations
 - a. KZ looking for specifics, if starting this program and going to present at Flex, need idea of what they are going to be shown, what participation will look like; more concrete things
 - i. VT thinking launching survey around Labor Day; will talk more about specifics, this general overview of what to expect that will be discussing over next couple of months; program road map is to be coming
- vi. What Success Looks Like for RCCD Employee Wellbeing
 1. Keeping people well at work, not only reacting after problem has already escalated; phased approaches for our program specifically
- vii. Demographics and Claims Findings
 1. BlueShield and Kaiser Data Sources
 - a. Top Chronic Conditions
 - b. Top Major Diagnostic Categories Driving Spend
 - i. Information leads to core insight; conditions see effecting the most people not necessarily what drives the most spend
 - ii. High risk members require targeted support to avoid escalation; layered approach is essential
- viii. Recommendations
 1. Be more intentional about programming
 2. Assist employees in using things that already exist
 3. Thoughtful measured approach that rolls out in phases
 - a. Phase 1 – 2026; focuses on highest impacted areas
 - b. Phase 2 – Future Years; Targets Engagement
 - c. Phase 3 – Long Term Considerations; Advanced Strategy
- ix. 2026 Keenan Support
 1. Items included in scope of work
 - a. Needs and Resources Assessment
 - b. Strategic Wellbeing Program Plan
- x. Discussion and Next Steps
 1. Refine focus areas based on committee input
 2. Needs & Resources Assessment
 3. Draft 2026 Wellbeing Roadmap
 - a. KZ talking about broad strokes; would like to see something more concrete; would like to see survey questions
 - b. VT want to ensure the phased steps make sense to the committee; important to get the feedback before going into program launching; shared draft road map
 4. TF this is last meeting as we run on Academic cycle; will be September when come back; asked for timeline on the questions
 - a. VT will provide questions by the end of the week via email; asked about survey platform District uses; recommends Microsoft Forms
 5. MP, experience with Microsoft on collecting data; whoever creates/owner of data usually continues to analyze it; would the college be the owner of the data or would this be interconnected with Inst'l Effectiveness
 - a. TF IE deals with college data not ours; ours is sensitive; they don't have access to claims data; we maintain and manage the data internally ourselves as is confidential; may work with outside if needed

6. TF timeline, if get survey questions on Friday, following week can get them out; what best way to collect feedback; where we can see feedback collectively; REL to create Teams site where all can comment on the information; asked for reasonable deadline to review survey questions and provide feedback
 - a. VT provides a sample of questions and committee can pick from there; approximately 20 short questions, maybe 10
 - b. TF recommends 10 and provide a timeframe as to how long it would take to complete the survey
 - c. VT will forward about 20 questions
 - d. MP will need about 1 week to review and provide feedback

IV. New Agenda Item(s)
(None)

V. Action Item(s) - Assignee, Description/Information, Due Date, Status, Comments
(None)

VI. Next Meeting

- a. TBD
 - i. 1st Mondays with the exception of Sept due to Holiday, 12:30-2
 - ii. REL to send meeting requests
- b. Flex
 - i. KZ regarding Flex, not finding someone to take Chair of flex at NC and MVC (MP), hoping RCC will assist with the organization
- c. Branding
 - i. TF still working with CClarke in regards to the logo; plan is to still integrate so it becomes recognized
- d. Reporting
 - i. TF mentioned to Dr. Rivera-Lacey regarding Strategic Plan and providing summary/update for Board in Spring term; no others have done this; may be able to provide something in writing as part of HRER Chancellor's report; possibly talk about highlights at DSPC

Meeting ended: 2:00pm