



Purpose (Please document the purpose of the council or committee in the space below).

The Total Rewards Council will review, evaluate, and recommend wellness program proposals and proposals for voluntary benefits from outside vendors to the CHRO.

Membership (Please define how membership is selected by choosing one of the three options below. Then, include the list of members, with name, title, and the role they represent on the council / committee).

		<i>Membership is selected by position title</i>	
X		<i>Membership is selected by representative role</i>	
		<i>Membership is selected to include a broad subset of subject matter experts</i>	
Chair	Name	Organizational Title	Representative Role on the Council / Committee
X	Rosemary Martin	CHRO	
X	Tina Hafner	Benefits Manager	
X	Caroline Milton	Wellness Coordinator	
	Kim Fernandes	Dir of Student Disability Svcs	Administrator- AC
	Lynn Canaday	Accounting Instructor	Faculty- on line
	Nicole Pflum	Engineering Instructor	Faculty- LV
	Marti Adams	Workforce Specialist	Staff- MW
	Cynthia Ginn	Admin Coordinator Nursing	Staff- PV

Optimal Meeting Time (Please include the council / committee's regular meeting schedule below).

Odd Months 3rd Friday at 2:30pm

Authorization and Review Cycle (To be filled in by a member of Executive Cabinet).

College Policy Authorizing Council/Committee (if applicable)	
Executive Cabinet Member Accountable for Council /Committee	
Initial Authorization Date	
Charter Review Cycle	
Signature of Reviewing Executive Cabinet Member	
Date	



Defining Success – Strategic Plan Connections
<p>MCC’s definition of Shared Governance states that “MCC affirms and supports shared governance, which is the formal process of collaborating, delegating, recommending, and making decisions related to the issues affecting MCC.”</p> <p>A key building block of ensuring that the college is <i>collaborating, delegating, recommending, and making decisions related to the issues affecting MCC</i>, necessitates that we make intentional connections between the strategic plan and work of the college’s councils, council-related committees, task forces, and work groups (i.e, outcomes).</p> <p>To assist with ensuring broad and intentional engagement, it is recommended that each council/committee outline 1-3 ‘outcomes’ each year, with the details as suggested below.</p> <p>The Accountable Executive Cabinet member, as noted on the first page, will be responsible for ensuring that any deliverable is considered as a part of decisions related to the work.</p>

Please outline the details for any expected outcomes in the fields below.

Outcome 1	
Outcome Description:	Recommending body for wellness programs, and voluntary benefits offered to MCC employees
Strategic Theme Alignment:	Emerge as a 1 st choice
Organizational Goal Alignment:	Employees
Organizational Value Alignment:	Become a destination workplace
Potential KPI Impact (if applicable):	
Expected Deliverable:	To equip employees with the tools they need to fulfill the 5 pillars of wellbeing. (Purpose, Connection, Financial, Mental & Emotional, and Physical)
Expected Deliverable Timeline:	

Outcome 2	
Outcome Description:	
Strategic Theme Alignment:	
Organizational Goal Alignment:	
Organizational Value Alignment:	
Potential KPI Impact (if applicable):	
Expected Deliverable:	
Expected Deliverable Timeline:	

Outcome 3	
Outcome Description:	
Strategic Theme Alignment:	
Organizational Goal Alignment:	
Organizational Value Alignment:	
Potential KPI Impact (if applicable):	
Expected Deliverable:	
Expected Deliverable Timeline:	