

Having trouble reading? [View as web page.](#)



November 2023

Dear WES Colleagues,

For those of us who work in Human Resources, there are many events related to the calendar but the one that always stands out for me is OPEN ENROLLMENT. Beginning November 1st and ending on November 15th, eligible staff and faculty are asked to review their benefits plans and make any changes for the coming calendar year. Prior to that announcement coming from the benefits staff, we have been working for the better part of the year analyzing claims data, working with our benefits consultants to understand trends in health care, and reviewing concerns that employees have shared with us to make improvements. While it's impossible to provide benefits that meet the specific needs of every individual on the plan, we do listen and hear the concerns and make every attempt to ensure that we are providing the best plans possible. I want to express my appreciation for our benefits team, Donna Brewer, Denise White-Patterson and Amy Walsh, for their work leading up to Open Enrollment and for helping us all better understand the benefits plans. Also, my thanks to Dan Pflederer, Diane Widger and Darrell Lawrence for their systems expertise to ensure that we have the technology to ensure a smooth open enrollment.

Lastly, I wish a fond farewell to Toby Bates, our Assistant VP for HR. Toby has accepted a new role at Yale and will be leaving Wesleyan at the end of October. Since coming to WES, Toby has been instrumental in working with our staff unions and led the way to negotiate the inaugural union contract with students in Residential

Life. It is always bittersweet to lose a valuable member of the team, but we wish Toby the very best in this next career move and extend much appreciation for his contributions to Wesleyan.

Warmly,
Lisa

Support Resources

As the violence and tragic loss in Israel and Gaza continues to unfold, many in our community are impacted by these events. As a reminder, our Employee Assistance Program (EAP) can be a valuable resource to those who are struggling. The EAP is a confidential resource that provides 24/7 access to professional counselors at no cost to university employees and their household members. Information on how to access the EAP is at <https://www.wesleyan.edu/hr/other-benefits/employee-assistance.html>.

Staff Handbook

We recently completed a review of the [Staff Handbook](#) and encourage you to read through the various sections of the handbook located on the HR website. Questions can be directed to any member of the HR team.

In Case of Adverse Weather

We are still enjoying the beautiful fall weather, but we know winter is coming! Take a moment to review the University's [Severe Weather Policy](#). Specific questions about your schedule during adverse weather conditions should be directed to supervisors.

Talent Acquisition and Employment

Employees on the Move

Wesleyan welcomed 27 new staff since September 1st. For a complete list of new staff and departures, visit [Employees on the Move](#).



Orientation for New Staff

The next orientation for new staff is scheduled for November 20 starting at 9 am at 55 High Street. This event includes presentations by Human Resources, Public Safety, Payroll, ITS, and Equity & Inclusion. All Wesleyan staff are invited to attend. Questions can be directed to Lauren Stumpf at lstumpf@wesleyan.edu.



Recognition

Nineteen employees celebrated a Wesleyan anniversary between September 1st and October 31st. A complete list of this year's employee anniversaries can be found at [Employee Service Recognition](#).

Cardinal Achievement Awards

Congratulations to the following individuals who received a Cardinal Achievement Award in September and October!

- Joy Vodak, Associate Director, Academic Affairs
- Jennifer Carlstrom, Creative Director
- Steven Jacaruso, Art Director
- Anne Marcotty, Senior Designer
- Bethan Synott, Graphic (Digital and Print) Design Intern



2024 Benefits Open Enrollment

It's that time of year again! Our annual Open Enrollment period provides an opportunity for you to review your benefit elections and make any changes needed. It is the only time you may make changes to your medical, dental or vision coverage, and your flexible spending accounts (MERA and dependent care), unless you have a qualifying life status event during the year. It is also a great time to review your life insurance beneficiary designations to make sure they reflect your wishes.

Detailed information and enrollment instructions are located on the [2024 Open Enrollment webpage](#).

Open: November 1, 2023

Close: November 15, 2023, midnight

Virtual Open Enrollment Benefits Fair – November 1st from 10 am – 3:30 pm.

Questions? Email wellness@wesleyan.edu.

Update on COVID Vaccines

(Excerpt from Dr. Tom McLarney's August 18, 2023, message)

Although COVID persists, we are now living in an environment where herd immunity has been achieved and the circulating SARS CoV-2 strains result in less severe disease. The Centers for Disease and Prevention (CDC) has now moved the spread of COVID to an endemic phase, therefore the University will no longer mandate COVID vaccination and booster(s) for students, faculty, and staff.

The University strongly encourages COVID vaccination and boosters, which are readily available at local pharmacies. Tests are still readily available for staff and faculty at local pharmacies.

One lesson the pandemic has taught us is that one-way masking decreases the spread of respiratory illnesses (COVID, influenza, seasonal/cold viruses). We encourage wearing a mask in public for anyone experiencing respiratory symptoms until they resolve. Otherwise, masking is now optional for everyone on campus.

The CDC continues to recommend isolation when receiving a positive COVID test. Please review those policies by visiting [COVID-19 Information for Faculty & Staff](#).

The University will continue to monitor the COVID climate and be in touch if any changes to our policies are needed. If you have any concerns or questions about this new policy, please reach out to Human Resources.

Wellness Incentive Points Program

Wesleyan's Wellness Incentive Points Program rewards individuals dedicated to improving their health and well-being. You can earn points by actively participating in health improvement programs and activities that can then be redeemed for cash payments. Benefit eligible faculty, staff, spouses, and partners are eligible to participate and earn points (up to \$150/each).

Wellness points for goals met from July 1, 2023, through December 31, 2023, for you and your spouse/partner, should be entered through your [WesPortal](#) account under "My Information – Wellness Points". All results must be reported no later than Friday, January 31, 2024. To add or change a spouse/partner, please click the Spouse/Partner link at the top of the screen.

Payments for completion of these goals will be included in a paycheck later in the spring. As a reminder, the IRS requires that wellness payments be taxed.

TIAA In-Person Sessions

Ethel Pippin, the TIAA Financial Consultant, will be on campus in 104D Usdan on Tuesday Oct 31 and Monday Nov 6. If you would like to schedule a meeting, go to

www.tiaa.org/schedulenow and log into your TIAA account to select a time to meet with Ethel.

TIAA and Fidelity Webinars

TIAA and Fidelity host several webinars each month to assist you in managing your retirement and personal financial goals. Log into the [TIAA website](#) or the [Fidelity site](#) to view the list of live and recorded workshops. The schedule of TIAA Webinars for November is [here](#).

Professional Development

Success at Wes

[Success at Wes](#) programs are now available! To register, visit [Success at Wes](#).

We'd also love to hear from YOU! We value your feedback, so share your thoughts on a session you've recently attended through our [feedback survey](#) or send us an idea for a future session!

Session ideas or other feedback can be sent to Lauren at lstumpf@wesleyan.edu.

Ask HR!

Where can I find the 2023 and 2024 Holiday schedules?

The 2023 holiday schedule is posted [here](#).

The 2024 holiday schedule is posted [here](#).

Where can I find my Job Description?

In [WesPortal](#), under My Information, you should see "My Job Description". If it is not up to date, you should meet with your supervisor to bring it up to date. Your supervisor can submit updates for you.



[Facebook](#)



[Instagram](#)



[YouTube](#)

[Wesleyan homepage](#) | [HR homepage](#)

This email was sent by Wesleyan University
45 Wyllys Avenue, Middletown, CT 06459, United States

[View and manage](#) your e-mail subscriptions. [Unsubscribe](#) from this type of message.