

From: Human Resources <announcement@email.wesleyan.edu>

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To: Cheryl-Ann Tubby <ctubby@wesleyan.edu>

Subject: Human Resources - In The Loop



February 2026

Dear Wes Colleagues,

Through listening tours and recent HR Engagement Sessions, I have heard thoughtful and candid feedback from many of you, including a strong desire to continue to strengthen Wesleyan's commitment to being an inclusive community, one where all voices and perspectives are represented in meaningful ways.

In response to this feedback, with the support of the President and senior leadership, we are pleased to announce that the University is supporting the development of a Staff Council to strengthen staff voice and campus-wide communication.

We recognize that creating meaningful avenues for staff voices takes time and care, and we are committed to approaching this work thoughtfully.

At this stage, I have charged the HR Advisory Team with drafting an initial proposal for

what a Staff Council could look like at Wesleyan. This group will engage in this planning over the coming months.

While there is not yet a formal timeline, we are committed to keeping the community informed through periodic updates, and opportunities for staff input and feedback will be shared as this work progresses.

We are excited about the future of this initiative and the opportunity it presents to strengthen collaboration and communication across our campus.

If you have any questions or would like to share early thoughts, please feel free to reach out to a member of the [HR Advisory Team](#) or Human Resources.

Warm regards,

Steven J. Dykeman
Associate Vice President for Human Resources



Launch of Health Benefits Advisory Group

The University has convened a new Health Benefits Advisory Group (HBAG), comprised of faculty and staff representatives, to explore options for Wesleyan's health benefits plan for 2027 and beyond. The group is co-chaired by Associate Vice President for Human Resources, Steven J. Dykeman, and Assistant Professor of Sociology, Abigail Boggs. It includes faculty, professional librarians, and staff members from across campus.

The HBAG will meet regularly throughout the spring semester to develop priorities and explore plan design options, supported by comparative data on health plans,

compensation, and employee contributions from peer institutions. The group has outlined a preliminary timeline that includes major community communication in early March, open forums in April to discuss emerging recommendations, and a final set of recommendations to the community in May, followed by a brief check-in in late July once updated claims data are available.

Headspace for Cigna HealthCare

Cigna recently announced their partnership with Headspace starting January 2026. This service is available through your [MyCigna](#). You will find guided meditations, mindfulness exercises, sleepcasts, guided workouts and more. Explore content or receive personalized recommendations as well as access benefits information. You will also have access to Ebb, Headspace's empathetic AI companion for reflection, emotional check-ins, and personalized in-app guidance.

New MERA and Dependent Care FSA Vendor

We are now live with HealthEquity as our new vendor for MERA and Dependent Care Flexible Spending Accounts, effective January 1, 2026. Below are key details and resources to assist you:

HealthEquity Communications

- All FSA participants received an email with the [FSA Quick Start Guide](#).
- MERA participants were sent their debit card by mail on December 26, 2025. Cards can be activated and used immediately.

Accessing Your Account

- Register at HealthEquity.com/register or use the QR code in the Quick Start Guide to download the EZ Receipts app.
- When logging in, select EZ Receipts (formerly WageWorks) under the drop-down menu, then choose Members – For Individuals and follow the registration steps after linking to “Register your account”.
- Use the website or app to check balances, review elections, and submit claims.

Need Help?

- For registration or technical issues, contact HealthEquity at 877-924-3967.
- For questions about remaining 2025 claims or the transition, refer to the [FAQ](#) or email benefits@wesleyan.edu.

Health Savings Account – FAQs

Following are some resources to help you better understand a health savings account (HSA). More resources are available on the [HR Website](#).

- [HSA FAQ](#)
 - [The Ins and Outs of HSA's](#)
 - [How to make the Most of Your HSA](#)
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Talent Acquisition and Employment Update



Wesleyan welcomed 10 new staff members since December 1. For a complete list of new staff and departures, visit [Employees on the Move](#).

Labor Relations Update

HR continues to make strong progress in our collective bargaining efforts, reflecting a shared commitment to collaboration, transparency, and supporting our employees.

We're pleased to share that the new agreement with our Physical Plant colleagues has been successfully ratified, marking an important milestone and the result of productive, good-faith discussions.

Negotiations with our Secretary and Clerical colleagues are now underway, and we remain actively engaged with our Graduate Student Workers as those conversations continue.

These efforts build on the agreement reached earlier this year with Residential Life student workers and reflect our ongoing focus on working collaboratively with our employee groups, listening to diverse perspectives, and reaching agreements that support both our workforce and the University's mission.

Recognition



Ten employees celebrated a Wesleyan anniversary between December 1 and January 31. 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 between December 1 and January 31.

- Marie McKenna, Administrative Assistant III, German Studies, for her support for the external review of the REES Department in addition to her regular duties supporting four units. She helped with every aspect of the self-study.
 - Will Richmond, Digital Design Studio Coordinator and Technician for taking the lead in designing, laser cutting and constructing a model of Fayerweather to look like a gingerbread house to highlight the work of students in the CoDES program.
 - Sonia Vega, Manager of Enrollment Operations for taking on additional responsibilities, helping her team think creatively and stepping into some unfamiliar roles, despite facing the largest applicant pool to date.
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Well-Being Resources

Cigna provides Well-Being Resources, including the following, to help you stay healthy.

- [Healthy New Year Workbook](#)
- [Making Healthy Habits](#)
- [My Personal Action Plan](#)
- [Well-Being Resource Calendar](#)
- [Heart Healthy Eating Plan](#)
- [Looking for Good](#)
- [Manager Strategies to Foster Workplace Purpose](#)
- [Self-Care Tips](#)

TIAA and Fidelity Webinars and Consultations

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 website](#) to view the list of live and recorded workshops.

[Fidelity Spring Webinar Calendar](#)

Our TIAA Financial Consultant, Joe Fay, will be on campus on the following dates. Reservations are required. To register, go to tiaa.org/schedulenow or call 800-732-8353.

- Thursday, February 12, 2026
- Monday, March 9, 2026
- Tuesday, April 14, 2026

- Tuesday, May 12, 2026

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 January 1, 2026, through July 31, 2026, for you and your spouse/partner should be entered through your [WesPortal](#) account under "My Information – Wellness Points". To add or change a spouse/partner, please click the Spouse/Partner link at the top of the screen. As a reminder, the IRS requires that wellness payments be reported as taxable income.

Adult Fitness

The Adult Fitness Spring schedule has begun. This free program offers on-campus fitness classes for faculty, staff, their spouses/domestic partners, graduate students, retirees, and alumni. Enjoy a variety of classes, including Zumba, Tai Chi, Yoga, and more, with sessions offered weekday mornings, at lunchtime, and after work.

- View the [full schedule online](#) for class times, locations, and descriptions.
- Stay current by joining the [Adult Fitness mailing list](#). A weekly class schedule will be emailed every Monday.
- A [liability waiver/informed consent form](#) is required before attending. After that, you're welcome to drop in anytime!

Please spread the word about the Adult Fitness program, and we look forward to seeing you in class! Questions? Email wellness@wesleyan.edu.

Safety Minute: Staying Safe During February's Freeze-Thaw Season

February brings some of the most unpredictable weather of the year. Morning temperatures often dip below freezing, only to warm up later in the day. This cycle of

freezing and thawing creates hidden hazards—especially black ice, which is difficult to see and is responsible for many winter slip-and-fall injuries.

Stay Aware of Outdoor Hazards

- Watch for black ice in the morning and after sunset. Even areas that look dry may have a thin layer of refrozen moisture.
- Use designated walkways. Cleared and treated paths receive the most attention from Facilities and are safer than shortcuts.
- Take shorter, deliberate steps. Slowing down and keeping your center of gravity stable reduces fall risk.

Footwear and Carrying Items

- Choose winter-appropriate footwear. Shoes with rubber soles and good tread provide better traction.
- Keep your hands free whenever possible. Having a free hand can help you regain balance or catch a railing if needed.

Be Cautious Indoors

- As snow and slush are tracked into buildings, entryways can become slippery.
- Wipe shoes thoroughly on floor mats.
- Use caution on tile or polished floors.
- Report saturated floor mats or slippery conditions so they can be addressed quickly.

Help Keep Our Workplace Safe

- If you encounter icy spots or slippery floors, notify Facilities or your supervisor so they can be treated promptly.
- Small observations and quick reporting make a big difference in preventing injuries.

How do I contact HR?

Human Resources has a new email address: AskHR@wesleyan.edu or you can call x2100.

How do I find my W2?

In WesPortal, click on My Information and scroll down to Pay/Tax Statements – iPay. Click on that and you will see the Tax Statements tab to access your W2.

How do I change my tax withholding?

In Workday, go to your profile page. In the red column click on Pay. Look for the Tax Elections tab. Click on the tab to see your current elections. Click on Update to make changes.

How do I get an ID card for my medical/dental/vision insurance?

Cigna (Health and Vision coverage) – Digital ID Cards are available on myCigna.com and from the MyCigna app. Detailed instructions can be found on the [HR Website](#).

Delta Dental – Go to DeltaDentalCT.com. Log in to MySmile and download your ID card from your dashboard.

EyeMed (lenses and frames) – Go to [Member Web](#). Log in and follow the instructions to print an ID card. You can also load the EyeMed Members App through the App Store or Google Play.