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Wesleyan University



Human Resources – In the Loop

INFORMATION FOR WESLEYAN EMPLOYEES

November 2021

Dear Colleagues,

I recently had the opportunity to meet with some of our newest staff members and in the midst of the conversation about their experiences with our recruitment and onboarding processes, I was reminded of the importance of personal connections. It's no secret that I am a proponent of flexible work arrangements including remote work, but at the same time, I'm reminded of the need for "intentionality" in making sure that we are not missing opportunities for connection. Technology can only do so much to bring us together in this new age (at least for higher education) of remote work. It is incumbent upon all of us to ensure that we all, but especially our new staff, have opportunities to experience the inviting environment that is uniquely Wesleyan.

The new staff were complementary about the quality of the interviews and offered several ideas about how we can make the interview and onboarding processes even better. The HR team will be working to incorporate feedback and sharing new ideas with our hiring managers. Always important, but especially during a very competitive recruitment environment, we want to put our best foot forward for candidates who are looking to join Wesleyan as their next career opportunity.

You will find an update on staff recruitment a bit further down in this newsletter. My heartfelt thanks to the HR team, our hiring managers, and our colleagues in Finance for the countless hours and energy that goes into bringing new staff to the University.

Before closing, I also want to acknowledge the loss of a long-term staff member, Mike Lynch. A 34-year veteran of the Wesleyan staff, Mike passed away in October. Mike first joined the University as a temperature control technician in the Pro-Tech group and was a well-respected member of the Physical Plant team since joining them in 2001 as an HVAC mechanic. My sincere condolences to Mike's colleagues in Physical Plant.

With the falling of the leaves and the gorgeous weather, I hope that we are all able to take some time to rest and relax. There is much to do at Wesleyan thus making the need for a breath of fresh air even more important.

Stay Wesleyan Strong,
Lisa

Talent Acquisition and Employment

Employees on the Move

Human Resources welcomed 24 new staff members to the university between September 1 and October 31. For a full list of new staff and departures in this period, visit [Employees on the Move](#).



Staff Recruitment Update

In the midst of a very competitive recruitment environment, Wesleyan has had the good fortune to bring many new staff members to the university. Thanks to the hard work of our hiring managers and the HR team, we have filled 70 positions and over 50 new staff have joined the Wesleyan community since July. Several positions are currently posted and many more are in various stages of the hiring process as we continue to focus on bringing the very best colleagues possible to Wesleyan.

In parallel with our work to fill positions, is the focus on ensuring that search committees are trained in best practices to minimize bias in the search process and on best practices that will help to ensure a successful search and candidate selection. The goal is to ensure that anyone who serves on a staff search committee has participated in these training opportunities. We will continue to offer these sessions through Success at WES. In addition, our colleagues in the Office of Equity and Inclusion have collaborated with HR in offering Success at WES sessions on diversity in recruitment. These sessions will continue as well, and we encourage anyone who is interested in serving on staff search committees to participate.

Questions regarding staff recruitment and related training sessions can be directed to [Anjali Tamhankar](#), Director of Talent Acquisition and Employment.

New Employee Orientation

The monthly new employee orientation is scheduled for December 20th starting at 9am. This event includes information from Human Resources, Public Safety, Payroll, ITS and Equity & Inclusion. Any University employee may attend.....even those who have been here for a while and would like a refresher! If you are interested in attending, please contact Lauren Stumpf at Lstumpf@wesleyan.edu.

Recognition



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

Cardinal Achievement Award Recognition Program

This program provides Wesleyan faculty and staff the opportunity to recognize colleagues who have demonstrated extraordinary initiative or service that advances the mission of the University. Congratulations to the following staff who were recognized in September and October:

- Hrissi Haldezos, Associate Director of Student Accounts
- Noreen Angeletti, Associate Director, Student Accounts Office
- Cathy-Lee Rizza, WesCard Program Manager
- Victor Diaz, Operations Project Manager, Physical Plant
- Michael Rosalie, Project Manager, Facilities Management



Vacation: By way of reminder, vacation roll over for 2022 will be according to the vacation policy.

Appointments with the Benefits staff

The Benefits team invites employees who wish to meet in person to schedule an appointment by emailing benefits@wesleyan.edu. This will help to ensure that we are prepared for your visit.

Year-End Benefit Reminders

If you haven't already scheduled your annual exams, now is the perfect time to do so before the calendar year ends. All of Wesleyan's providers use the calendar year for exams that are covered once a year including eye exams, dental exams, and preventive exams. If you haven't used your vision benefits for 2021, you still have time to use those benefits in 2021.

FSA Account Balances

If you haven't exhausted your 2020 FSA balance, you still have time! Wesleyan adopted the COVID extension and you have until 12/31/21 to use your 2020 balance. Likewise, you will have until 12/31/22 to use your 2021 balance. The deadline for submission is the 4/15 following these dates.

Open Enrollment Confirmation Statements

Open Enrollment Confirmation Statements will be available on WesPortal, under My Information, the week of November 22nd. Please review your elections and contact benefits@wesleyan.edu by November 26, 2021 if corrections need to be made.

Cigna/MDLIVE Updates:

NEW – Virtual Primary and Dermatology Care

Starting January 2022, Cigna will offer virtual primary care and virtual dermatology care* through MDLIVE®. These convenient new options from MDLIVE make it easy to connect to a board-certified primary care physician (PCP) for routine care, plus preventive care with wellness screenings. You can also connect to a board-certified dermatologist — all without the long wait. Virtual dermatology provides convenient treatment for more than 3,000 skin, hair and nail conditions. Schedule an appointment by accessing MDLIVE on www.mycigna.com.

Please note:

- The costs for virtual visits vary based on the type of visit. For instance, primary, dermatological, and behavioral care virtual visits costs the same as in person visits, while urgent care virtual visits cost less than in person visits.

2022 Retirement Plan Maximums

The IRS announced that the 2022 limit for employee retirement contributions is increasing from \$19,500 a year to \$20,500 a year. Catch-up contributions for those age 50 or older remain the same at \$6,000. If you would like to increase your employee contributions (or your 457 contributions), please sign onto

[Retirement@Work](#) (located on WesPortal under My Information).

Retirement Planning

TIAA is offering live webinars this fall including:

- Planning for College? Save with a 529 Plan, Tuesday December 7th at noon
 - She's Got It: A Woman's Guide to Saving and Investing, Wednesday, December 9th at 3pm
 - Halfway There: A Retirement Checkpoint, Thursday, December 9th at noon

To register and to see the full list of live and recorded programs go to the [TIAA website](#). Or visit [Retirement Advisor](#) to see if you're saving enough and properly investing to replace your paycheck at retirement. (login required)

Wellness 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, 2021, through December 31, 2021, 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 21, 2022. 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 the last pay dates in January 2022. As a reminder, the IRS requires that wellness payments be taxed.

Professional Development

Success Wes

Since July, 33 Success at WES programs have been offered and 98 staff members have participated in these sessions.

In the upcoming weeks, the following sessions will be offered:

- Navigating Change: November 18, 12:00 – 1:30pm (Zoom)
- HR Process Series: Retirement: December 1, 12:00 – 1:30pm (Zoom)
- “You Cannot Talk About That at Work”: Roundtable Lunch Conversations About Race and Equity: December 9, 12:00 – 1:15pm (Allbritton 311)
- CTW OneSource: December 15, 10:00 – 11:00am (Zoom)

Spring sessions are available for registration. If you are not on campus, VPN is required.

Is there a topic or session you wish was offered through Success at WES? Let us know! Contact Lauren Stumpf at lstampf@wesleyan.edu.

We look forward to continuing to learn with you!

Community

All Staff Convocation

President Roth invites you to the next All Staff Convocation on Monday, November 29 at 11:00 a.m. in the Memorial Chapel. We'll reserve some time for Q&A during the meeting.

Please remember to follow our current campus policy and wear a mask regardless of your vaccination status.

2021 United Way Campaign

As you know, we launched our 2021 United Way Campaign just a couple of weeks ago! Through our two-decade long partnership with the Middlesex United Way we have demonstrated the impact of mobilizing the power of caring people. Since 2001 we have donated over \$2 million. Last year alone, 318 Wesleyan employees contributed over \$100,000!

Our contributions helped ensure that folks across the county - deeply impacted by the pandemic - receive critical housing, financial, and health and wellness supports. Unfortunately - as we know - in these uncertain times, the programs and services provided by the United Way continue to be much needed.

Through November 24th you can contribute to this very important work by donating to our United Way Campaign. Simply sign into [WesPortal](#) and click on the "Donor Form" link beneath the "United Way Campaign" banner. It will offer you the option of making a contribution via payroll deduction, a one-time credit card payment, or by cash/check. Any contribution is welcome. No donation is too small!

You can learn more about our United Way campaign [here](#). If you have questions about this year's campaign please reach out directly to [Clifton Watson](#).

Wesleyan Employee Spotlight

Victoria Iaccarino Burse, Office of Advancement, dedicates her free time to making life better for people by volunteering for the Middlesex United Way. Victoria wears many hats at MUW. She sits on the Community Impact Council which makes funding decisions on grants in the areas of health, education, racial equity, income, youth development and housing. She is also Chairperson of the Health & Wellness Impact Team, ensuring that individuals and families are healthy and safe as they access services and resources for behavioral, physical, and oral health needs to manage their daily living activities. Victoria also sits on the Women's Initiative making positive changes, empowering women and building community engagement. Victoria explained that "by volunteering with the United Way, I am able to donate my time, talents and fortés to others. When you selflessly think about what your talents can do for others, it is a very powerful call to serve." In her free time, she is the Superintendent of Transportation for the Durham Fair, is usually found cooking, gardening, or creating artistic works, and resides in Durham with her husband Mike, children and dog.



Do you know someone who should be featured in the Employee Spotlight? Submit a brief description of news, honors or significant accomplishments to Cheryl-Ann Tubby (ctubby@wesleyan.edu) for consideration. Photos are encouraged. Selected submissions will be included in the bi-monthly Employee Spotlight.



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