

Cheryl-Ann Tubby

From: Wesleyan Human Resources <announcement@email.wesleyan.edu>
Sent: Monday, September 27, 2021 10:50 AM
To: Cheryl-Ann Tubby
Subject: Human Resources – In the Loop: May 2021

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September 2021

Dear Wesleyan Colleagues,

I saw this recent post on Facebook:

“The entire world is understaffed. Be kind to those who show up.”

No doubt many of you have seen the same post. It reminded me of the countless “Help Wanted” signs that I see in restaurants, grocery stores, offices, and even at Koa’s daycare. It also reminded me that I’ve had moments where I didn’t have much patience for the delayed service I received.

The post also got me thinking about Wesleyan and the experiences that we’ve had over the past several months with numerous staff vacancies. Coming off of a hiring freeze in 2020, we began Fiscal Year 2021 with close to 100 vacancies across many different departments. Couple that with the reality of one of the toughest recruitment environments that our country has seen in a long time, and it’s understandable that we might get a bit impatient. Many of our colleagues are working long hours to keep the Wesleyan mission front and center and for that, I am very grateful for those who “are showing up.”

Hiring managers, members of the HR team, and our colleagues in Finance are working very hard to fill positions all with the singular goal of hiring the high quality individuals that Wesleyan has become accustomed to. But, that takes time....it takes time to move positions through the approval process, time to build a robust applicant pool, and time to do a thoughtful assessment of the candidates. In spite of what might seem like FOREVER to get from posting to actually having a new person “Show Up”, we are moving the needle on the vacancies.

As recruitment work continues, it is still critical that we tend to the day to day needs of the university. Whether that be in the classroom, on the athletic fields, in the residence halls, during an Admission tour, at Central Plant, or in an administrative office, let’s all remember that the “the entire world is understaffed....let’s be kind to each other for showing up.”

Stay Wesleyan Strong!
Lisa

COVID Safety Reminders

Please keep in mind the University’s safety protocols:

- Everyone is required to wear a mask indoors except when alone in one’s own private office, residential bedroom, or when eating and drinking. Employees who are unvaccinated must also wear a mask when outdoors.
- When possible, use grab-and-go dining and dine outside to reduce risk.
- Informal and social gatherings should take place outdoors when possible or in venues where physical distancing can be maintained.
- Comply with the University’s requirement for ongoing **COVID testing**. Testing is optional for vaccinated staff. Unvaccinated staff are required to test weekly.

You will find additional information on the [Keep Wes Safe website](#) and on WesPortal under [COVID-19 Resources](#).

Talent Acquisition and Employment

Employees on the Move

Human Resources welcomed 35 new staff members to the university between May 1 and August 31. For a full list of new staff and departures in this period, visit [Employees on the Move](#).



New Employee Orientation

The monthly new employee orientation is scheduled for October 18th 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

Forty-nine employees celebrated a Wesleyan anniversary since May 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. In June, Cabinet Members presented a special round of Cardinal Achievement Awards recognizing efforts above and beyond the call during the last unprecedented year. In addition to those awards, we congratulate the following staff who were recognized between May 1 and August 31:

- Sheri Dursin, Administrative Assistant IV - Religion
- Jennifer Curran, Director of Continuing Studies and Graduate Liberal Studies Program



Appointments with the Benefits staff

The Benefits team is back in the office in a hybrid fashion and greatly encourage 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.

Retirement

TIAA offers live webinars this fall including:

- Understanding Health Savings Accounts – Thursday, October 7th at 3pm
- Paying Yourself: Income Options in Retirement – Wednesday, October 13th at 12pm

- Lifetime Income: Market Proof your Retirement – Wednesday, November 10th at 3pm

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

Vision Care Benefits

Have you had your annual eye exam yet? If you participate, eye exams are covered through [CIGNA Vision](#). You can see plan details on the [website](#). As a reminder, the optional [EyeMed](#) benefit covers materials such as lenses, frames and contact lenses.

Wellness Resources

Delta Dental – Do you need a plan ID Card?

You don't need a plan ID card to receive service from your dentist. However, if you would like an ID card, you can simply print one from your computer. Go to DeltaDentalCT.com, log into MySmile and download your ID card from your dashboard. If you are registering for the first time with Delta Dental, the Member ID number will be your Wesleyan ID number.



Adult Fitness Spring Session

The Wesleyan Adult Fitness Fall 2021 Virtual Session began on September 13, 2021 and runs through December 17, 2021. We are excited to announce new fitness classes being offered during this session – Kickboxing and Mindfulness Meditation! Please visit the [Wesleyan Adult Fitness webpage](#) to meet the wellness team, view the class schedules, the class descriptions, complete the [registration form](#) and see additional details.

Questions? Email wellness@wesleyan.edu.

Professional Development

Success Wes

New Success at Wes programs are available in a mix of in-person and virtual sessions. A few sessions to highlight in the coming weeks include:

- TIAA - Getting a Head Start on September 28, 11:30am - 12:30pm (Zoom)
- Returning to the Workspace: Negotiating the New "Normal" on September 30, 9:30am – 11am (Woodhead Lounge)
- Anti-Racism in Academia Roundtable Discussion Series – Virtual and In-Person Tracks available beginning on October 6 for the virtual track and October 12 for the in-person track

- Advanced Cascade on October 14, 10:00 - 11:00 am (Zoom)

For a full list of programs and to register, please visit [Success at Wes](#). If you are accessing Success at Wes off-campus, VPN is required.

We look forward to learning with all of you! All questions can be directed to Lauren Stumpf at lstumpf@wesleyan.edu.

2021-2022 Goal Setting

This is the time for Supervisors and their teams to develop goals for the 2021-2022 year and to enter them into [WesPortal](#). The performance review and strategic goals form is in the “My Information” section of WesPortal. To assist with this process, Human Resources is offering virtual sessions on goal setting and using WesPortal. The next session is September 29 at 1pm.

To register, please visit [Success at Wes](#). Questions can be directed to Lauren Stumpf at lstumpf@wesleyan.edu.

Questions regarding WesPortal can be directed to Dan Pflederer at dpflederer@wesleyan.edu.

Wesleyan Employee Spotlight

Jessica Fowler, Department Assistant III, Gordon Career Center, graduated in May with her Master of Arts in Liberal Sciences concentrating in Social Sciences. She began her studies in the GLS program in January of 2019, and consistently took coursework each semester up until graduation. Inspired by her husband, Jeremy (MALS '12), Jess and her husband are dedicated to showing their five children that, through hard work, anything is possible. Despite graduating, Jess is looking forward to taking more classes in the future as she loves learning anything and everything she possibly can (or is, perhaps, a glutton for punishment!!!)



Megan Flagg, Executive Assistant to the Provost and Senior Vice President for Academic Affairs, took her time with the MALS program. Megan started taking classes in the fall of 2014 with ‘The Dark Side of the Universe’. Megan reported that “It was a great class!” After finishing the first four courses, (employees can take four courses before applying for the degree program) she took a little time off to decide if she really had the time to go through the program. Megan ended up formally applying in Summer 2018. Her concentration was Humanities, and she loved the great creative writing workshops. She added “I had great fun taking

courses in Abnormal Psychology, Postwar American Culture, and Thelonious Monk & Charles Mingus. Overall, I think it's a great benefit for staff!"

Do you know someone who should be featured in the Employee Spotlight? Submit a brief description (limited to 4-5 sentences) of news such as marriages, graduations, babies, or significant accomplishments to Cheryl-Ann Tubby (ctubby@wesleyan.edu) for consideration. Photos are welcome. Selected submissions will be included in the bi-monthly Employee Spotlight.

Fun Fact

Between October 1, 2020 and September 23, 2021 the Wesleyan Campus:

- has had 4,329 Active Zoom users (faculty/staff/students who have used their Wesleyan Zoom account)
- hosted 214,187 Zoom Meetings
 - for 63,355,048 meeting minutes
 - with 1,101,068 meeting participants
- hosted 495 Zoom Webinars
 - with 24,795 Zoom Webinar participants/attendees



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