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Human Resources — In the Loop

INFORMATION FOR WESLEYAN EMPLOYEES

Special Benefits Edition

July 2023



Expanded Coverage to Wesleyan's Medical Plans – Gender Affirming Care and Travel Reimbursement

Retroactive to January 1, 2023, all Wesleyan medical plans will cover an expanded range of gender affirming care. The plans — which previously offered coverage for gender reassignment surgeries and hormone therapy — will extend coverage to include additional procedures when performed as part of covered feminization or masculinization procedures. Detailed information on the [expanded coverage](#) is available from Cigna.

Wesleyan is also participating in the [Cigna Personal Champions Gender Affirmation Support Program](#). This program links specially trained Cigna customer service staff

with plan members who desire additional support as they navigate health care needs related to their transition.

In addition, the existing travel benefit will be expanded to include reimbursement for eligible travel and lodging expenses for designated services administered at a participating in-network facility/provider if an employee must travel over sixty miles to receive care. Detailed information on the travel benefit is available [here](#).

These changes come as a result of ongoing dialogue with employees who have championed improvements and worked with Human Resources and university leaders to address the health care needs of trans individuals.

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, 2023, through June 30, 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 Monday, July 31, 2023. 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 August 2023. As a reminder, the IRS requires that wellness payments be taxed.

Thanks!

Undergraduate Dependent Tuition Scholarship

The Undergraduate Dependent Tuition Scholarship Program application for the 2023-2024 academic year is still available online in WesPortal under "My Information". Please review the [Undergraduate Dependent Tuition Scholarship Policy](#) for complete details.

The maximum scholarship amount for the 2023-2024 academic year is \$33,358 (\$16,679 per semester - \$11,119.33 per trimester).

Once you receive confirmation that your application has been received and approved, you can submit tuition invoices and track payments through the site.

Scholarships cannot be paid without a detailed invoice of all charges. All aid your dependent receives will be offset against the Wesleyan scholarship calculation unless it may be used for room, board, and other non-education-related fees. The school your dependent attends will be able to provide confirmation.

Contact Human Resources at benefits@wesleyan.edu if you have any questions.

Retirement Plan Information Data Breach

Pension Benefit Information, LLC (“PBI”) has notified the University of a security breach, which included data associated with a number of current and former Wesleyan employees. PBI is a service used by our retirement vendor, TIAA, to research data for certain plan participants.

Individuals who have been impacted by the data breach will receive information directly from PBI.

All employees are reminded to remain attentive to the possibility of fraud and identity theft. Some of the steps that help protect online interactions include:

- Enabling multifactor authentication everywhere it is available and not automatically provided.
- Creating a unique password for each online account.
- Being wary of oversharing personal information online.
- Being vigilant in spotting email and text phishing attacks that urgently request personal information for claimed emergencies.
- Keeping personal contact information current with financial institutions and reporting unusual activity immediately.
- Regularly monitoring your credit score and online accounts.
- Using antivirus software for all devices and regularly updating software, hardware, and applications.



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