

## [Discover what's changing during Open Enrollment](#)<sup>[1]</sup>

Each year, University of Colorado faculty and staff have one opportunity to make significant changes to their benefits. [Open Enrollment](#)<sup>[2]</sup> is an important time for faculty and staff to review upcoming changes and new benefits, and to compare their current coverage to their actual health care needs.

Open Enrollment for the 2022-23 plan year begins at 8 a.m. April 18 and ends at 5 p.m. May 6.

The first step on the trail to Open Enrollment is taking the [Basics of CU Health Plans](#)<sup>[3]</sup> on-demand course. This resource, available in English and Spanish, will re-familiarize enrollees with the covered services, limitations and costs of each health care plan — medical, dental and vision — as well as available health care savings options.

### **What's new?**

There are a few significant coverage additions for the 2022-23 plan year, which begins July 1, along with increases to out-of-pocket limits. These changes include expansion of mental health coverage, fertility benefits, temporomandibular joint (TMJ) treatments and more.

CU medical plan enrollees will be able to receive one preventative mental health visit each year covered at no charge. They also will be eligible to receive surgical or nonsurgical medical treatment (not dental) for TMJ.

Those enrolled in an Anthem medical plan will have added coverage for [fertility treatments through WINFertility](#)<sup>[4]</sup>. The coverage includes cycle-based fertility services including fertility support programs, in-vitro fertilization and associated prescription drugs. Treatment will need to be medically necessary and will require preauthorization.

CU Health Plan — Kaiser enrollees will have full coverage for surgical and nonsurgical expenses related to live organ donation. Plan enrollees who donate an organ will not be subject to coinsurance and copays, hitting the benefit maximum threshold or observing wait times for coverage.

Kaiser plan enrollees also will have coverage for any medically necessary dental procedures related to covered transplant procedures.

Out-of-pocket maximums for CU Health Plans – Extended, Exclusive and Kaiser will increase from \$8,550 to \$8,700 for individuals and \$17,100 to \$17,400 for families of two or more people. The out-of-pocket maximum for CU Health Plan – High Deductible will not increase.

### **Where to start**

Faculty and staff are not required to act during [Open Enrollment](#)<sup>[2]</sup> this year. If they choose not to act, they will automatically be re-enrolled in their current health care plans. One exception is Flexible Spending Account enrollment: Anyone enrolled in a Health Care Flexible Spending Account or a Dependent Care Flexible Spending Account must re-enroll if they wish to use an FSA in the 2022-23 plan year.

Regardless of whether they choose to update their coverage or not, faculty and staff are encouraged to join us for Open Enrollment virtual fair beginning April 18. They will be able to access detailed information, courses and videos that explain their plan options and new plan features.

They also can join plan experts for virtual webinars April 25-29. During these virtual talks, plan representatives from Anthem, Kaiser, Delta Dental, TIAA and the CU Health Plan Trust will present the key features of their plans, highlight any new benefits and answer audience questions.

Faculty and staff must make their elections by 5 p.m. May 6.

### [Campuses begin sharing Campus and Workplace Culture Survey results with Board of Regents](#)<sup>[5]</sup>

The Board of Regents on Thursday heard campus-level highlights of initial findings from analysis of the [Campus and Workplace Culture \(CWC\) Survey](#)<sup>[6]</sup>, in which University of Colorado students, faculty and staff shared information about their experiences in their academic, workplace and residential environments.

The campuses are engaged in ongoing analysis of the survey, administered last fall at the request of the Board of Regents. The survey consisted of over 73 questions, not including follow-up, providing a broad wealth of information.

Survey analysis precedes action planning, details of which the campuses will share with the regents in July.

CU leaders – including the Board of Regents, CU President Todd Saliman and campus chancellors – are committed to creating and maintaining an inclusive community where everyone feels respected, supported and valued.

“By learning from the survey results, our aim is to create and sustain a just, equitable and inclusive culture at the University of Colorado where everyone can thrive,” President Saliman said. “Achieving our vision will require time, effort and a long-term investment in the process, as well as collaboration across our campuses to get it right.”

While the CWC survey was a coordinated, systemwide effort, each campus and system administration oversees its own response. This includes having diverse groups on each of the campuses and at the system that can assist with developing action plans to address the results.

Campus stakeholders in February began reviewing local survey results, which leadership is using to better understand the current culture and to identify strengths and areas of concern. Campus communities are working to understand how the experiences of different groups and units vary; that information will be used to determine action steps.

The survey results also establish a baseline for each of the campuses so they will be able to measure progress going forward through monitoring of metrics and administration of future surveys. The CWC survey is one of many tools helping to inform, guide and support diversity, equity and inclusion (DEI) efforts at the campuses.

Campuses are at different stages in their work and are focused on aligning their efforts to larger campus-specific DEI goals and strategies. Campuses will share more information and results on their websites as survey analysis continues:

CU Anschutz: <https://www.cuanschutz.edu/offices/diversity-equity-inclusion-community/cwcsurvey><sup>[7]</sup> CU Boulder: [www.colorado.edu/dei](http://www.colorado.edu/dei)<sup>[8]</sup> CU Colorado Springs: <https://ir.uccs.edu/campus-workplace-climate-survey><sup>[9]</sup> CU Denver: <https://www.ucdenver.edu/offices/diversity-and-inclusion/cwcsurvey><sup>[10]</sup> System administration: <https://www.cu.edu/cwc-system><sup>[11]</sup>

### [Regents approve tuition, compensation recommendations for 2022-23](#)<sup>[12]</sup>

The CU Board of Regents on Thursday voted to approve [recommendations](#)<sup>[13]</sup> on tuition, compensation and fees for the 2022-23 fiscal year. The plan invests in CU faculty and staff and helps keep tuition increases in check, which was made possible by the state Legislature’s support for an 11.4% increase in overall higher education funding next year.

At UCCS, CU Denver and CU Anschutz, undergraduate resident tuition will increase 2%.

The board previously [approved CU Boulder’s rates in June 2021](#)<sup>[14]</sup>; the campus provides a four-year tuition guarantee, which allows undergraduate students and their families to count on the same rate of tuition for four consecutive years. Incoming students at CU Boulder will see a 2.3% combined tuition and mandatory fee increase. Because of the elimination of a capital construction fee, continuing students will see a decrease in combined tuition and mandatory fees.

Proposed fees vary by campus.

The compensation recommendation includes a 3% across-the-board increase for classified staff and a 3% merit pool for faculty and non-classified staff.

A final vote on the budget is scheduled for the Board of Regents' June meeting.

[‘Patient influencers’ are booming on social media. Is that good or bad?](#)<sup>[15]</sup>

[Register now for the Reacting to the Past Conference in June](#)<sup>[16]</sup>

[Wellness breaks increase productivity, reduce stress](#)<sup>[17]</sup>

[CU Denver names internationally acclaimed SmithGroup as design firm for new engineering, design and computing building](#)<sup>[18]</sup>

[Can COVID-causing coronavirus outwit human innate immune response?](#)<sup>[19]</sup>

[Popovic elected to National Academy of Engineering](#)<sup>[20]</sup>

[DeCamp takes on leadership role in research ethics](#) <sup>[21]</sup>

[Spiecker to serve as Interim Vice Chancellor for Administration and Finance](#)<sup>[22]</sup>

[How you can find affordable therapy](#)<sup>[23]</sup>

[Feeding the Industry: UCCS to launch aerospace degree program](#)<sup>[24]</sup>

[Colorado business leaders now more concerned about Ukraine than pandemic, according to survey](#)<sup>[25]</sup>

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## Links

[\[1\] https://connections.cu.edu/spotlights/discover-what-s-changing-during-open-enrollment](https://connections.cu.edu/spotlights/discover-what-s-changing-during-open-enrollment)<sup>[2]</sup>  
<https://www.cu.edu/employee-services/open-enrollment><sup>[3]</sup> <https://www.cu.edu/employee-services/benefits-wellness/basics-cu-health-plans-and-pretax-savings><sup>[4]</sup> <https://www.cu.edu/open-enrollment/sessions-fairs/fertility-benefit><sup>[5]</sup> <https://connections.cu.edu/stories/campuses-begin-sharing-campus-and-workplace-culture-survey-results-board-regents><sup>[6]</sup> <https://www.cu.edu/campus-and-workplace-culture-survey><sup>[7]</sup>  
<https://www.cuanschutz.edu/offices/diversity-equity-inclusion-community/cwcsurvey><sup>[8]</sup> <http://www.colorado.edu/dei><sup>[9]</sup>  
<https://ir.uccs.edu/campus-workplace-climate-survey><sup>[10]</sup> <https://www.ucdenver.edu/offices/diversity-and-inclusion/cwcsurvey><sup>[11]</sup> <https://www.cu.edu/cwc-system><sup>[12]</sup> <https://connections.cu.edu/stories/regents-approve-tuition-compensation-recommendations-2022-23><sup>[13]</sup> [https://go.boarddocs.com/co/cu/Board.nsf/files/CD9L9U53EF3C/\\$file/FY%202022-23%20Budget%20and%20Fee%20Proposals%20%20\(final\).pdf](https://go.boarddocs.com/co/cu/Board.nsf/files/CD9L9U53EF3C/$file/FY%202022-23%20Budget%20and%20Fee%20Proposals%20%20(final).pdf)<sup>[14]</sup> <https://www.colorado.edu/today/2021/06/17/board-regents-approves-2021-22-budget-tuition-changes-board-also-elects-new-chair><sup>[15]</sup>  
<https://connections.cu.edu/stories/patient-influencers-are-booming-social-media-good-or-bad><sup>[16]</sup>  
<https://connections.cu.edu/stories/register-now-reacting-past-conference-june><sup>[17]</sup>  
<https://connections.cu.edu/stories/wellness-breaks-increase-productivity-reduce-stress><sup>[18]</sup> <https://connections.cu.edu/stories/cu-denver-names-internationally-acclaimed-smithgroup-design-firm-new-engineering-design-and><sup>[19]</sup>  
<https://connections.cu.edu/stories/can-covid-causing-coronavirus-outwit-human-innate-immune-response><sup>[20]</sup>  
<https://connections.cu.edu/people/popovic-elected-national-academy-engineering><sup>[21]</sup>  
<https://connections.cu.edu/people/decamp-takes-leadership-role-research-ethics><sup>[22]</sup>  
<https://connections.cu.edu/people/spiecker-serve-interim-vice-chancellor-administration-and-finance><sup>[23]</sup>  
<https://connections.cu.edu/itn/how-you-can-find-affordable-therapy><sup>[24]</sup> <https://connections.cu.edu/itn/feeding-industry-uccs-launch-aerospace-degree-program><sup>[25]</sup> <https://connections.cu.edu/itn/colorado-business-leaders-now-more-concerned-about-ukraine-pandemic-according-survey>