



CAMPUS CONNECTIONS

EMPLOYEE NEWSLETTER

Issue 4

APRIL 2022

Vol. 2

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CONGRATULATIONS TO ALL STAFF WHO HAVE BEEN HERE 10 OR MORE YEARS!



Pictured: Staff at the 10-Year-Plus Anniversary Dinner. We thank you all for your dedicated years of service and the impact you've made in the lives of our residents.

To all Misericordia staff,

Thank you is not enough!

Misericordia is a family, not typical, but quite unique. Regardless of the living area, everywhere you go there is more family. I have never met a nicer bunch of people - compassionate, caring, cheerful people. The staff are great! The care our residents get is fantastic. Our experience for most of 39 years was in the Marian Center. We moved to McAuley for a couple of months and then to Quinlan Terrace Walsh Home for 3 weeks. Wherever we went there were smiles and gentle, caring staff - who could ask for more? The staff in each area on our campus and off are great, compassionate, loving and kind, regardless of their role. I'm sorry to say Jodie passed away on March 23rd, but she lived a good life at Misericordia thanks to Staff! I will miss you all, you are my family. As Jodie would say, "La U" (love you)!

Sincerely,

Tom Fratto, Dad of Jodie



EMPLOYEE WELLNESS

COVID-19 UPDATES

As we open more programs on our campus, please continue to practice and keep the following guidelines in mind:

- **MASKING**
 - Surgical, KN95, and N95 are required for residential and Day Services areas. Cloth masks are currently not allowed while working in the care of the residents.
 - **Click here** to see an informative timetable of COVID transmissions based on types of face coverings.
- **SCREENING TOOL**
 - All staff must continue to screen for COVID-19 symptoms upon shift arrival. Please see guidance from a supervisor if you have any questions.
- **SECOND BOOSTER ELIGIBILITY**
 - People who are 50 and older and have certain immunocompromised conditions are eligible for a second Pfizer-BioNTech or Moderna COVID-19 vaccine booster, according to the CDC guidelines, **found here**. If you are eligible and interested in receiving the second booster, **click here** to find clinics in your area.

CAMPUS SAFETY

With more residents and staff traveling across campus, we expect all drivers to **slow down and stop** at all stop signs to create a safe environment for campus pedestrians.

We also ask all employees to have their staff IDs visible. This is both for safety reasons, but also so we may get to know you by name. If you need a new ID badge or lanyard, please see HR or your supervisor.



TRUE OR FALSE?

- Stress and anxiety are the same thing.
- The causes of stress are essentially the same for everyone.
- Being easily annoyed and unusually irritable can be an emotional warning sign of too much stress.

Courtesy of WebMD, **click here** to find their 11-question, medically-reviewed pop quiz. According to **stress.org**, "We all experience stress – yet we may experience it in very different ways." Visit their website to read more, and **click here** to find helpful ways of coping with stress!

MINORITY HEALTH MONTH

Courtesy of nimhd.nih.gov

April is National Minority Health Month, and the U.S. Department of Health and Human Services, a time to raise awareness about health disparities that continue to affect people from racial and ethnic minority groups and encourage action through health education, early detection, and control of disease complications. The 2022 NMHM theme is Give Your Community a Boost! As noted by the HHS Office of Minority Health, COVID-19 vaccination, including a booster, is one of the strongest tools we have to end the COVID-19 pandemic that has disproportionately affected communities of color. To learn more about Minority Health Month and its theme for this year, **click here!**

CAMPUS CONNECTIONS



DIVERSITY AND INCLUSION

LOCAL BUSINESSES FROM AROUND THE GLOBE

USMANIA

2244 W Devon Ave, Chicago, IL 60659

"Their lambs, tandoori chicken, and kheer for dessert are my favorite."

KARACHI CHAAT HOUSE

2301 W Devon Ave, Chicago, IL 60659

"Highly recommend the butter chicken and dahi puri."

LIBANAIS

3300 W Devon Ave, Lincolnwood, IL 60712

"Literally all of the food there is good."

ILLINOIS HOLOCAUST MUSEUM AND EDUCATION CENTER

9603 Woods Drive, Skokie, IL 60077

"Their current exhibit '*Rise Up: Stonewall and the LGBT Rights Movement*' was a pretty awesome thing to include, and it has a lot of history that people can learn from if they did not know about Stonewall before."

Send us a tip! If you have recommendations for any local minority and women-owned businesses that Misericordia should know about, [click here](#) and tell us about their goods and services. We may highlight your suggestion in future issues of Campus Connections!

JOIN MISERICORDIA'S DIVERSITY & INCLUSION TEAM

WHO WE ARE

- Employees from different departments across campus.

WHAT WE DO

- Highlight, acknowledge, and celebrate the range of identities and cultures reflected by staff and residents on our campus.

WHOM WE ARE LOOKING FOR

- Someone with good attendance.
- Someone with an understanding of Diversity and Inclusion.
- Someone who can commit to joining for at least a year, and to be able to meet twice a month virtually or in-person.

WHY YOU SHOULD JOIN

- To share your perspective.
- To learn from other perspectives.
- To help make decisions that impact the wellness of our campus.

[CLICK HERE TO APPLY!](#)

Please complete your application by **Friday, April 29th**, and we will follow up with you after reviewing your submission!

SHARE YOUR STORIES WITH US

Campus Connections is interested in sharing your personal experiences related to cultural holidays, traditions, and heritage observances that align with our Community of Believers values and the mission of Misericordia. Please [click here](#) to see past examples we have published about our employees! If you have one that you would like to share, please email [Andrew Blomquist](#) and [Tiffany Johnson](#).



HR AND STAFF DEVELOPMENT

PHI: GOOD LISTENING

In our PHI trainings, we stress active listening as a foundational skill for supportive communication with each other. We focus on the importance of body language, paraphrasing and asking open-ended questions. While these skills remain central, over the next few issues of Campus Connections, we'd like to take a deeper look at active listening skills with suggestions from writers Jack Zenger and Joseph Folkman, [found here](#). Here's some food for thought regarding active listening from these writers:

- Zenger and Folkman write, "Good listening is much more than being silent while the other person talks." Of course we want to avoid interrupting someone, but helpful listeners participate actively in the conversation. Skilled listeners "egg us on" -- they show that they've heard what was said and prompt us to keep sharing. They restate what they've heard to make sure they are understanding correctly. These are two way dialogues, not just passive "hearing."
- The writers also note that "Good listening include[s] interactions that build a person's self-esteem." These listeners help the other person feel supported by showing belief and confidence in them. We can't show support if we are silent in these conversations. The listener shows empathy and validates the speaker's feelings in a supportive, non-judgmental way. We create a caring, safe environment where issues and differences can be shared freely.

So how will you apply these suggestions this month? How can you build someone you know up by showing excellent listening skills? What do you need to set aside to listen more intently? Remember that, as with any skill, the more you practice, the easier it gets! Practice with your family, friends, and of course, your coworkers! Each day presents a new opportunity to grow these skills!

ANTI-HARASSMENT POLICY

In compliance with Title VII of the U.S. Civil Rights Act, Misericordia maintains a zero-tolerance policy regarding sexual harassment of all members of our organization. We strongly advise you to [click here](#) to view our Anti-Harassment presentation and [click here](#) to know how to report any unwanted incidents.

For additional information related to anti-harassment and assault prevention and healing, [click here](#) to visit the Sexual Assault Awareness Month website.

HOLIDAY PREMIUM PAY

Employees working the following shifts will be paid time and a half for hours worked on Easter:

**OVERNIGHT ON SATURDAY, 4/16
AM/PM SHIFT ON SUNDAY, 4/17**

APRIL APPRECIATIONS

This month we would like to give a special thanks by acknowledging the work done by the following departments:

- Housekeeping
- Laundry
- Kitchen/Food Services
- Mis Businesses
- Bakery
- Security

Stay tuned for upcoming Campus Connections to see how we honored them! To find out when your department will be acknowledged, [click here](#) to view our Annual Appreciation calendar



HR AND STAFF DEVELOPMENT

IN-PERSON RESIDENTIAL OBSERVATIONS

To enhance our recruitment efforts, we have resumed inviting prospective hires for on-the-job observations in our residential areas to help potential employees have a better understanding of their roles. Your supervisor will keep you up-to-date on when any observations are to take place in your work area.

PERFORMANCE EVALUATIONS

As an update to the rollout of our new performance evaluation process, evaluators recently participated in a seminar that focused on building a foundation for performance evaluations and feedback. Toolkits for both the self-rater and evaluator are being created and will be ready to share in the next several weeks. Once the toolkits are finalized, training will take place in your areas to help you better understand the new process and the evaluation tool.

We are continuing to refine the process and may invite you to join a discuss or a pilot session to provide your feedback. We appreciate your support and time in enhancing our performance evaluation process for all employees.

The Streets may be empty but our hearts will be full. Together we can make this year's effort a success!

Courtesy of the Misericordia Winter 2022 Newsletter

CANDY DAYS 2022
April 29-30



For the third year, we are following safety guidelines and not holding "on the street" collections for one of our largest fundraising events. There are still many ways to help. Set up a Personal Giving Page, or encourage your social media friends to visit our page [here](#). This year, an anonymous foundation will once again match Candy Days donations up to an unspecified amount!

By setting up a Personal Giving Page, you can invite friends and family to donate from wherever they live. Being a part of Candy Days is more than a donation of money — thank you for embracing the joyful spirit of the mission that empowers our residents to find new opportunities in each day. If you need help setting up your Personal Giving Page, email [Grace Glan](#) or call her extension at **4160!**

CAMPUS CONNECTIONS



CREATING OPPORTUNITIES

MEET OUR FIT FOR SUCCESS: TIER 2 PARTICIPANTS

Congratulations to the following staff who recently began Tier 2: Essential Skills for Teamwork as part of the Fit for Success program: **Rocco DeVincenzo** (CILA), **Johnnita Lane** (DT), **Mike Faught** (CILA), **Svetla Panagonova** (CILA), Loni Tierrablanca (DT), **Barbara Moerman** (Mercy Glen), **Leo Montgomery** (Quinlan), **Gabriel Estrada** (Marian Center), **Tracey Nolan** (Marian Center) and **Bellone Ndadebuka** (Marian Center).

We encourage you to ask them how it's going! We are so grateful for their willingness to share their experiences and continue to grow and develop their skills.

The next round of Fit for Success Tier 1 will begin on June 16 and run through July 28. Watch Campus Connections for more information about applications soon!

MISERICORDIA JOB FAIR & REFERRAL BONUS

The job fair will take place on April 25th, 11AM - 3PM in the Devon Café. We are eager to find caring, compassionate DSPs and CNAs to join our community. Please share this information!

Like you, potential candidates have the same vaccination requirement as all of our staff. Job fair attendees will be required to present proof of full vaccination, including receipt of the booster, if eligible, depending on the time they received their initial vaccine.

The Referral bonus is still in full effect! If you refer someone and they successfully complete six months of employment, you'll receive a \$500 bonus + another \$500 if they stay for a year! If you have any questions, contact careers@misericordia.com



MISERICORDIA JOB FAIR

Monday, April 25, 2022 | 11am-3pm | 2001 W. Devon 60659

We will be doing on-site interviews for **Direct Service Professional (DSP)** and **Certified Nursing Assistant (CNA)** positions.

Proof of vaccination, including a booster (if eligible) will be required for entry.

REMEMBER: We offer PAID training for DSP hires, along with a full benefits package that includes health, dental, and vision insurance, paid time off, 401k plan, and tuition reimbursement. NO experience necessary!

Starting pay for DSP and CNA positions: \$17 base pay/\$18 with a Bachelor's Degree

- Additional \$2/hour for day time shifts on the weekend
- Additional \$3/ hour for evening and overnight shifts on the weekends
- Additional \$1.50/hour for evening and overnight shifts during the week

Do you have questions?
Contact: careers@misericordia.com

The Referral Bonus is still in full effect! If you refer someone and they successfully complete six months of employment, you'll receive a \$500 bonus + another \$500 if they stay for a year!



INFORMATION TECHNOLOGY

WHAT'S NEXT TO COME WITH AWARDS

Congratulations! All residential areas are fully utilizing the AWARDS and MedSupport platform for data collection related to resident care! We appreciate your hard work in helping get us to this point. The next steps include:

- Switching to electronic labs and prescription management.
- Implementing DT and CDS in AWARDS.
- Taking full advantage of the information available in AWARDS to better manage resident care.

PROTECTING HEALTH RELATED INFORMATION

Misericordia must follow the HIPAA Privacy Rule which pertains to all Protected Health Information (PHI) including paper and electronic information for both our residents and our employees.

Misericordia has best practices in place to secure and regulate the use and disclosure of PHI content. All employees are expected to follow these best practices to keep this information private. Here are a few examples of the best practices that are in place:

- Check printer location before printing personal information
- Check the email address to ensure you have the correct person (we have many emails that are similar, double check you are sending it to the correct person)
- Do not leave resident or employee information in an open setting
- Do not send PHI to an external source (this includes parents, doctors, providers, etc) without proper encryption
- Do not share verbal or written information with individuals who are not involved in the direct care of that individual

[Click here](#) to see the full presentation. When in doubt ASK. You can email your questions to **hipaa_questions@misericordia.com**



AWARDS/MEDSUPPORT RESOURCES

- **[Click here](#)** to find a simple AWARDS manual that includes a glossary and short summary of the functions used in the system.
- **[Click here](#)** to find a quick reference to creating stronger passwords in AWARDS.
- If you have questions or need help accessing AWARDS, email IT at **IT_Department@misericordia.com**

DID YOU KNOW YOU CAN ACCESS OUR DIRECTORY OF CAMPUS EXTENSIONS, RIGHT AT YOUR FINGERTIPS?

[Click here](#) to visit and bookmark Misericordia's online phone directory.

Please note: some names and extensions have not be added. You can contact IT if your entry needs to be updated.



DAY SERVICES

NEW HORIZONS AT DAY SERVICES



Pictured: Residents taking part in Developmental Training, and Community Day Services programs in Conway, Holbrook, Greco Gardens, the Main Building, and Residentially.

From Easter Egg painting to Volcano experiments, Day Services is excited to finally be able to open our doors for lots of learning and engagement opportunities across campus!

DIVERSITY, EQUITY, AND INCLUSION CURRICULUM

Members of CDS/DT, the Behavior Department, and PR/Development, as well as residents from McGowan and the CILA have been working with outside agencies to develop a curriculum about diversity, equity, and inclusion for residents here at Misericordia. DSPs and CNAs will be selected to take part in providing feedback on this curriculum before we officially incorporate it into our campus!

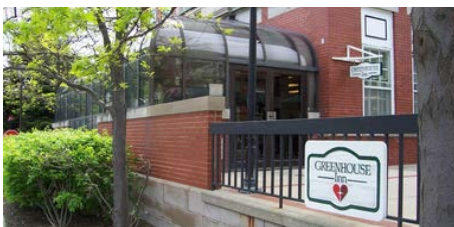
BUILDING NESTS WITH KNOWLEDGE OWL

Spring has sprung! This activity explores the nest birds build and live in. Take a walk and see if you can find any of the birds and nests you have learned about through this activity. If you want to learn more about Knowledge Owl contact [Nora Turgeon](#) or [Lukas Willis](#) to set up an in-service.

COMMUNITY DEVELOPMENTS



The Greenhouse Inn, located by Thome and Ridge, is officially open! Dining protocols will follow the same guidance that is currently in effect in Chicago. Staff are welcome to download and place orders from the [take-out menu](#) before 11:00 AM during the GHI's [days of operation](#).



The Hearts and Flour Bakery Shop, located at Peterson-Ridge, will have its grand opening on April 26th! To keep up with the bakery's evolving array of sweets, following them [here](#) on Facebook!

To see more of the Greenhouse Inn and the Hearts & Flour bakery in other media, [click here](#) and [here](#)!

Pictured: (top) Hearts & Flour Bakery (bottom) Greenhouse Inn

CAMPUS CONNECTIONS



UNDERSTANDING CATHOLIC IDENTITY

MISERICORDIA IN-PERSON MASS

We will return to Daily Mass on Easter Tuesday, April 19th, at 11:15 AM in the chapel. After Easter Tuesday, Mass will resume Tuesdays thru Fridays. Weekend Mass continues to be on Saturday at 4:00 PM in the Jean Marie Ryan Center. Please ensure that safety the health and safety guidelines **found here** and being followed when attending Mass.

CELEBRATING EASTER

Easter celebrates Jesus's resurrection, God's triumph over death and sin for the church. It's estimated that two in three Americans celebrate Easter yearly. It's also estimated that Americans spend 1.9 billion dollars on Easter Candy, making it the second-biggest holiday for confection sales behind Halloween.



RUN FOR MISERICORDIA **IN THE 2022 CHICAGO MARATHON**



Pictured: Some of the Misericordia Heartracers 2021 Team before the Chicago Marathon!

Misericordia Heart of Mercy is proud to be a charity partner for the 2022 Bank of America Chicago Marathon. Don't miss your opportunity to be guaranteed a spot in the Chicago Marathon and go the extra mile for Misericordia on Sunday, October 9, 2022!

Runners commit to raising \$1,750. The deadline to register as a Misericordia charity runner is May 31, 2022. Choose Misericordia as your charity and be part of the Heartracers! Our team grows bigger every year and is up to 75 runners! If you are interested in joining the team or need additional information, please contact Martha Floberg, Development Officer at 773-273-4125 marthaf@misericordia.com



DEPARTMENT SPOTLIGHT

April marks Occupational Therapy Month! Occupational therapy is a client-centered health profession concerned with promoting health and well-being through occupation. Misericordia's Occupational Therapists help enable our residents to participate in the things they want and need to do throughout their day. To learn more about Occupational Therapy, [click here](#) to visit the American Occupational Therapy Association and [click here](#) to watch contestants get quizzed on Occupational Therapy on Jeopardy!



Jenna Colangelo - OTR/L
Marian Center, Village, Rosemary Connelly, CILAs

- Has a 3-year-old daughter named Amelia
- Expecting a baby boy in June
- Bought her first house in March



Stephanie Husbands - COTA
McAuley

- Enjoys spending time with her Granddaughter
- Loves to travel with family and friends
- Enjoys watching movies in her down time to unwind



Leah McDonald - OTR/L
Quinlan, McGowan, Shannon Apts., Mercy Glen

- Has never seen Star Wars
- Studied abroad in Cape Town
- Has a beloved rescue dog, Moose



Jill Sparacio - OTR/L, ATP/SMS, ABDA
McAuley, campus-wide wheelchairs

- Proud grandma to two
- Likes to spend time running and hiking
- Loves to spend time in the mountains as well as on beaches

Trivia: Are you reading this and wondering, "What do the acronyms mean?" This list below should help!

- **OTR/L** - Occupational Therapist Registered, Licensed
- **COTA** - Certified Occupational Therapy Assistant
- **ATP** - Assistive Technology Professional
- **SMS** - Seating and Mobility Specialist
- **ABDA** - American Board of Disability Analysts

PICK UP A SPECIAL BAKED GOOD TREAT ON 4/26



As a continued extension of our gratitude, we invite all staff to come by the Hearts and Flour Bakery truck for a treat! Our pick-up hours and locations will include:

- 6 AM - 6:30 AM at McAuley
- 6:30 AM - 8 AM at Besser Home
- 10 AM - 12 PM at Besser Home
- 2:00 PM - 2:30 PM at McAuley
- 2:30 - 5:00 PM at Besser Home

CAMPUS CONNECTIONS



MONTHLY RECOGNITIONS

TEAM RECOGNITION MARIAN CENTER 202 PM STAFF



Pictured L to R: Victoria, Anniece, Stephanie of the Marian Center's 202.

This month we're shouting out the Marian Center's 202 PM crew for our Team Recognition. Crew member Stephanie says, "We have good communication skills, team work, and we're dependable. Everytime I clock in for my shift I already know that the day is going to be great, because my coworkers and I are going to work together to make sure the day runs as smooth as possible and of course have fun with the residents throughout the day!"

The Misericordia community thanks Marian Center's 202 team for providing quality care for our residents.

LOOK WHO'S ON THE MOVE

Ceretta Carter, former LPN in Nursing Services, now Nurse Manager in Nursing Services

Dorel Tapia, former Cook in Food Services, now Head Cook in Ridge Bakery

Carmella Hamilton, former Housekeeper in DT now DSP in DT

John Exume, former Housekeeper in Marian Center, now DSP in Marian Center

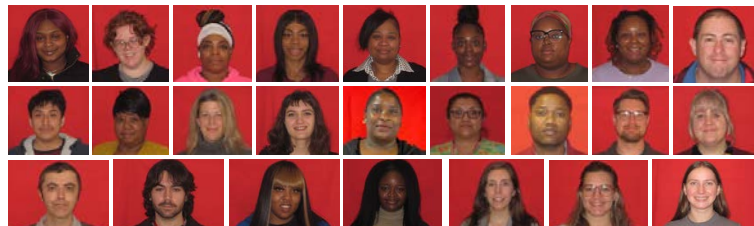
Jim Ahlfeld, former Food Service Coordinator, now Co-Director of Food Service

Sammie Johnson, former Food Service Manager, now Head Chef of Food Service

Kyle Rhone, former Food Service Manager, now Co-Director of Food Service

Sophia Alexander, former DSP/Relief Supervisor in Marian Center, now PM Supervisor in Marian Center

WELCOME NEW STAFF



Keishia Logan (Rosemary Connelly); **Fiona Rohan** (Quinlan); **Marquess Larry** (Quinlan); **Lisa Vann** (Marian Center); **Latoya Muhammad** (Marian Center); **Jessica Cleveland** (Marian Center); **Tia Walker** (Mercy Glen); **Daray Brown** (Shannon Apts); **Michael Lyons** (Housekeeping); **Manuel Ibarra** (Village); **Tamara Vance** (CILA); **Amy Koetz** (Day Services); **Carolyn Marcantonio** (Day Services); **Carmella Hamilton** (Day Services); **Yaren Ramirez-Teliz** (Nursing); **John Exume** (Marian Center); **Dylan Eddy** (Bakery); **Rabekah Asbury** (Bakery); **Kenton Field** (Bakery); **Conor Korbisch** (Bakery); **Latia Hill-Brandon** (Bakery); **Diana Phiri** (Nursing); **Amy Marek** (Nursing); **Patricia Witte** (Intern); **Kayla Donovan** (Intern)

NOMINATE YOUR TEAM FOR MISERICORDIA'S TEAM RECOGNITION

Do you and your coworkers exhibit excellent teamwork and dedication to the mission of Misericordia?

Does your team demonstrate any of the five Community of Believers Values?:

- Quality of Life
- Connection
- Responsibility
- Spirituality
- Diversity & Inclusion

Then [click here](#) to nominate your team!

Please note: Nominations must be approved by an area director before being recognized.

CAMPUS CONNECTIONS



MONTHLY RECOGNITIONS

APRIL ANNIVERSARIES

- 33 Mary Anne Fallon
- 29 Leslie Burgard
- 23 Marjorie Neal
- 21 Lela Perez, Tammie Townsel, Dave Rustile
- 20 Norma Cabunacan, Jenny Leszczynski
- 15 Keewandas Johnson
- 14 Sharon Neumann
- 12 Andrea Newson, George Lim, Tamara Beeler, Denise Bradley
- 11 Shantel Walker, Erica Lopez, Chris Siefer, Rebecca Muzemil
- 9 Amanda Uychoco, Jaxon Lindars
- 8 Nancy Lopez, Wilson Gonzalez
- 7 Lonna Davis
- 6 Outreya Alshamaq, Yawoavi Akotsu
- 5 Febeia Heard, Jerome Batton, Naja Ross
- 4 Oluwasegun Adebayo, Robert Batton, Christina Ann Marroquin,
- 3 Kevin Rahlfs, Lena Rutledge, Amy Marek
- 2 Jessica Bahena, Scott Thompson, Samantha Vera, Keziah Paz
- 1 Michael Hudson, Morgan Wright, Idris Ali, Brian Zamudio, Oksana Masharovskaya, Etimi-odimene Ebikeme, Bryant King, Gretchen Gantner, Casey Stewart

WELCOME JONATHAN B



Fun facts about Jonathan:

- Lives in McAuley
- Enjoys country and pop music
- Loves to spend time with friends and family and watching sports with them

STAFF SPOTLIGHTS



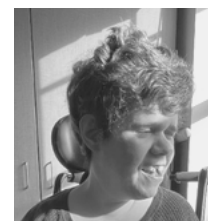
Posted on Facebook, **Staff Spotlights** acknowledge and celebrate the hard work and uniqueness of the individuals who help make us #MisericordiaStrong. Check out our latest:

Jennifer Ayala - Behavior Support Professional

Victoria Young - Day Services

Click the links above to read about them. You can also scroll the Misericordia **Facebook** page to see our previous Spotlights.

IN MEMORIAM



Jodie A. Fratto
(1972-2022)

Darnell D. Young
(1994-2022)

"Blessed are they that mourn, for they shall be comforted."
Matthew 5:4

Stay tuned for weekly **Campus Connections** updates sent via email. You can also find previous issues of **Campus Connections** in ADP and **here** on our website. If you have any questions or feedback for us, send your messages **here**! Be sure to include your name, work area, and an email we can use to contact you!