



# CAMPUS CONNECTIONS

## EMPLOYEE NEWSLETTER

Issue 6

JUNE 2022

Vol. 2

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**Pictured:** Andy B., Resident from Shannon Apartments.

**Dear Staff,**

Let me tell you, I work with a lot of you. You help me with a lot of different things like my health, my job, and the way I express myself.

During the pandemic the staff helped me and all my friends wear masks which is important because it keeps everyone safe. I'm sure COVID has been hard on everyone. I give you kudos for helping us during this whole thing, because if it weren't for you I don't know how I would get through this. I appreciate you for making it fun to be at home. You have no idea how much I want to thank everyone. Everyone is doing a phenomenal job.

Sincerely,  
**Andy B., Shannon Apartments Resident.**



# EMPLOYEE WELLNESS

## COVID UPDATES

- **WELLNESS PRECAUTIONS ON CAMPUS**
  - As COVID positivity rates increase in Cook County and surrounding suburbs, all staff working in the care of residents must wear KN95s or N95s and protective eyewear. If you do not have a KN95 or N95 mask or protective eyewear upon shift arrival, contact your supervisor.
  - Additionally, please make sure to screen daily and report any symptoms immediately. Misericordia only accepts lab-based PCRs and rapid tests, since these tests have the identifying information needed for health and safety purposes. Results of COVID testing should also immediately be reported to your supervisors.
- **SECOND BOOSTER VACCINE**
  - People who are 50 and older and have certain immunocompromised conditions are eligible for a second 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. **Staff who receive a second booster are required to turn in their updated cards to HR.**

**If Misericordia were able to secure the booster vaccine for staff that meet the eligibility requirements for the 2nd booster, would you be interested in receiving it at Misericordia?**

Please [click here](#) to answer our survey.



Misericordia belongs to The O'Grady Catholic Health Trust. The mission of the Trust is to offer low-cost, high-quality healthcare benefit plans to Catholic organizations for the benefit of employees and their families that are consistent with Catholic social teachings. Health plans are available to you, your legal spouse, and legal dependents. [Click here](#) to visit the O'Grady website and learn more about their plans and benefits.

If you have questions or need additional clarification, you may visit HR or email Tiffany Drummer at [tdrummer@misericordia.com](mailto:tdrummer@misericordia.com).



3635 N Clark St, Chicago, IL 60613



**FREE YOGA CLASSES  
AT GALLAGHER WAY**

**TUESDAYS & THURSDAYS  
7:00AM - 8:00AM**

**BRING YOUR OWN YOGA MAT**



**LED BY FIVEKEYSYOGA**

[Click here](#) to visit their website  
and find additional free  
wellness resources

## CAMPUS CONNECTIONS



# DIVERSITY AND INCLUSION

## LOCAL BUSINESSES FROM AROUND THE GLOBE

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### THIRD COAST COMICS

6443 N Sheridan Rd. Chicago, IL 60626

"One of, if not the only, black-owned comic book stores in the country."

### ROGERS PARK SOCIAL

6920 N. Glenwood Ave. Chicago, IL 60626

"A very cozy, social bar that's fun for small gatherings with friends!"

### KNEE DEEP VINTAGE

1219 W 18th St. Chicago, IL 60608

"They have a great selection of vintage clothes and friendly staff!"

### THE DUSABLE MUSEUM OF AFRICAN AMERICAN HISTORY

740 E 56th Pl, Chicago, IL 60637

"They are going to reopen to the public with a Juneteenth observance."

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**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!

## JUNETEENTH: FREEDOM DAY

Courtesy of History.com, "Juneteenth honors the end to slavery in the United States and is considered the longest-running African American holiday. On June 17, 2021, it officially became a federal holiday."

**[Click here](#)** to read a historical timeline and see pictures. We also ask you to keep an eye out communication and **a digital guide with resources and informative links that will be distributed to all staff via email, in time for Juneteenth on Sunday, June 19th.**

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## D&I ANNOUNCEMENTS

- We are excited to welcome our new team members, who will be introduced in an upcoming Campus Connections.
- Stay tuned to find out about our Spirit Days at the end of June and opportunities for us to safely enjoy the outdoors together.
- We hope you're looking forward to another food truck in July! In coordination with the Staff Appreciation committee that is co-led by Misericordia families, D&I aims to select food trucks that serve specialized cuisine from different cultural origins that reflect our community-at-large. If you have a suggestion for a minority-owned food truck or food service provider that you would like to visit our campus, please [click here](#) to leave a suggestion!
- We want to give staff the chance to share their thoughts around D&I, discuss what the team has done so far, and get feedback and seek guidance on how we can share information in the future. A release about when and how you can get involved will be shared in a following issue of Campus Connections.



# HR AND STAFF DEVELOPMENT

## LOOK #MISERICORDIASTRONG IN OUR NEW T-SHIRTS



**Pictured left:** Liam O'Donnell from the Behavior Department in his new #MisericordiaStrong t-shirt. He says it's his favorite one so far!

In our continued efforts to show how much we appreciate each and every one of you, all staff will be receiving our latest #MisericordiaStrong t-shirts. Check with your supervisor if you are waiting to receive yours!

## PHI: PRACTICE THE PAUSE

We all know that working as a team can be challenging. When things are running smoothly with a team, it's magic – great things get done, people feel good about the work they do, and, most importantly, the residents thrive. But we know the reality can look different at times – tensions can run high, words may be spoken in a tone that's less than supportive, and resentments can build. Conflict is an inevitable part of any workplace and any relationship, for that matter.

Last month in the newsletter, we were reminded of the need to “pull back” from those judgements, assumptions and strong emotions that often cause us to react negatively or harshly. When we pull back, we're able to keep control and more clearly assess the situation. “Pulling back” might look like taking a deep breath or several deep breaths, taking a walk, talking through a situation with a trusted friend, using positive self-talk...and the list goes on! This is not easy! But consider these words from writer Lori Deschene: “Practice the pause. Pause before judging. Pause before assuming. Pause before accusing. Pause whenever you're about to react harshly and you'll avoid doing and saying things you'll later regret.”

## UPCOMING 401K AUTOMATIC INCREASE REMINDER

Per the 401k Plan's provisions, on July 1st of each year Misericordia will increase the Automatic Salary Reduction Contribution by 1% for those who have not opted out of this plan provision. This automatic salary reduction will take place until the plan year in which your contribution equals 10%, unless you wish to increase the amount beyond 10%. Please note: All changes to your salary reduction contribution need to take place through the Correll Co's online portal at [www.correllco.com](http://www.correllco.com).

Additional information regarding the Automatic Increase will be forthcoming.

## JUNE APPRECIATIONS

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

- IT
- Purchasing
- Business Office
- Development/PR/Volunteer Office

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

## HOLIDAY PREMIUM PAY & HOME VISIT CALENDAR

With the spring and summer holidays underway, [click here](#) to find our campus home visit schedule.

**Employees working on will be paid time and a half for the following shifts:**

FOURTH OF JULY - MONDAY, JULY 4TH  
AM, PM, OVERNIGHT

**Please note: Human Resources will apply the Holiday credit.**

## CAMPUS CONNECTIONS



# CREATING OPPORTUNITIES

## STAFF PERFORMANCE EVALUATIONS

As previously announced, we remodeled our performance evaluation process in an effort to create constructive dialogue in which staff can highlight their skills and advocate for support in areas where they would like to improve.

[Click here](#) to download and print the performance evaluation form. You can complete this form on the computer or enter your comments by hand.

Effective July 1st, staff will have until July 15th to submit their evaluations to their evaluators. More details about this process can be [found here](#).

**Need help understanding the evaluation?**

[Click here](#) to find a self-rater toolkit that will guide you on how to complete the form.



## DID YOU KNOW ABOUT OUR LEADERSHIP POSITIONS THAT DO NOT REQUIRE A COLLEGE DEGREE?

There are a number of positions at Misericordia that employees can be promoted to without having a degree, including:

- Environmental Coordinator
- Residential Manager
- Shift Leader
- Registered Behavior Technician (RBT)
- Manager
- Supervisor (Residential)
- Supervisor (Day Services)
- Day Services Trainer
- Day Services Aide
- Lead Job Coach
- Clinic Coordinator
- Receptionist
- Career Development Partner

If you are interested in learning about these positions and building the needed skill sets, we encourage you to join **FIT FOR SUCCESS**, our professional development program. To find out about upcoming classes, email Mary Ann Goode at [maryanng@misericordia.com](mailto:maryanng@misericordia.com).

## CHICAGO MOVES



### APPLY FOR A FREE GAS OR TRANSIT CARD

Chicago Moves is a financial assistance program providing \$12.5 million in transportation relief to Chicagoans in need.

[Click here](#) to learn how you can enter their monthly lotteries for \$150 gas cards and \$50 transit cards. The lotteries will be conducted in the second week of May – September.

To be considered for each month's lottery, applications must be submitted by the first day of that month. If you are not selected in one month's drawing, you are automatically entered into the next. Only one application will be accepted.



# INFORMATION TECHNOLOGY

## WE HAVE SOME SOLUTIONS TO YOUR AWARDS FEEDBACK AND QUESTIONS

IT and Campus Connections thanks everyone who submitted their feedback in our AWARDS survey. We received nearly 100 respondents who informed us of the benefits and time barriers they have encountered with charting effectively in their areas. Please remember, by consistently charting in AWARDS, you are providing data that supports the needs and quality of life for our residents.

Please [click here](#) to read a summary and IT response to some of the feedback we received. If you have additional questions, please contact [IT\\_Department@misericordia.com](mailto:IT_Department@misericordia.com).

## YOUR AWARDS SCREEN IS GETTING A MAKEOVER

At the end of June, AWARDS will be changing the look and feel of the application. These changes will only impact how the screens look, not how they work. All of the buttons and options on each screen will still be there. You will navigate through the screens in the same way. Starting at the end of June, the user interface will change the way it looks for all users. There will be a new option in the upper right hand to "switch to Classic." This button allows you to go back to the application you see today. So if you run into something that does not work correctly, you can switch back and use AWARDS like you can today.

The first 3 weeks in July will be a test phase. Users can switch back and forth between the old and new interface. Assuming no defects are found, everyone will switch to the new look on July 19th.

[Click here](#) to read more.



*"Awards has helped provide a way for us have access to updated information on our residents at any location on campus. This allows nurses to utilize their time more efficiently and provide better care to the residents."—Sydney Rebella, BSN, RN*

## 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.
- If you have questions or need help accessing AWARDS, email IT at [IT\\_Department@misericordia.com](mailto:IT_Department@misericordia.com)

## E-MAIL NAME CHANGES AND PRONOUNS

IT has updated Misericordia's process of helping existing employees change their names and preferred pronouns in our email system. For instructions on how to revise your email account, [click here](#) and [click here](#) to download a name change request form.



# DAY SERVICES

## SUMMER FUN IS UNDERWAY AT DAY SERVICES



From National Dinosaur Day to making art for our campus gardens, participants in our Day Services programs are staying engaged in learning activities inside and outdoors! Be sure to follow what they're up to each week on our Facebook page, and you may even find ideas to do in your residence, like making jam from pine cones. [Click here](#) to learn how!

## JUNETEENTH ACTIVITIES ON KNOWLEDGE OWL

Learn more about the history and importance of Juneteenth with these Knowledge Owl activities. Whether you're **making a flag** to commemorate the holiday or getting a **work out in**, these lessons are a great way to learn about this important holiday.

Contact Nora Turgeon at [norat@misericordia.com](mailto:norat@misericordia.com) or Lukas Willis at [lukasw@misericordia.com](mailto:lukasw@misericordia.com) if you have questions on how to access Knowledge Owl.

# COMMUNITY DEVELOPMENTS

## A COMMUNITY FRIENDSHIP



**Pictured above and left:** Sam and Uma Patel, former owners of Subway on Peterson

Sam and Uma Patel, long time owners of the Subway on Peterson have retired! They have been part of the Misericordia family since 1997 and have been gracious to both our residents and staff. While their Subway chapter is closing, their next chapter will involve volunteering at Misericordia to stay connected! Thanks Sam and Uma for your friendship!

## CAMPUS CONNECTIONS



# DEPARTMENT SPOTLIGHT

Our Staff Development team is every employee's initial and ongoing point of support when it comes to starting and excelling in our jobs at Misericordia. From recruitment to the training class for new employees to career development programs like Fit For Success, we are here to help you thrive and do the best that you can in every role you play in helping our community.



**Sarah Powills - Director of Staff Development**

- Proud aunt of 8 nieces and nephews
- Dog mom to 16-year old Romeo
- Love reading, especially thrillers and historical fiction



**Kristina Lipsey - Recruiter/Staff Development Trainer**

- Loves jazz
- Loves podcasts
- Grew up in the South Loop
- Favorite season is fall



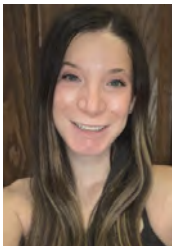
**Kimberly Huwe - Staff Development Coordinator**

- Loves reality TV
- Favorite season is Fall
- Obsessed with Christmas and decorates for Christmas before Thanksgiving



**Jessica Potas - Training and Development Coordinator**

- Reads over 150 books a year
- Has a rescued dog (Monkey) and a turtle (Baby Girl)
- Has some less common interests: canning, sewing, and dehydrating



**Jacquelyn Eisen - Staff Trainer**

- Loves to ski and hike
- Big fan of music
- Enjoys watching the Challenge and Survivor



**Mary Ann Goode - Staff Development Trainer**

- Mom of 4 kids (22 to 16 years of age) and 1 dog
- Loves morning runs along the lakefront
- Frequents farmers' markets
- Loves listening to music that my kids introduce me to!



**Laura Goschy Kos - QIDP/DTI/CPR Trainer**

- First volunteered at Misericordia in 8th grade at Sacred Heart School
- Loves to bake, especially grandma's recipes
- Loves to garden



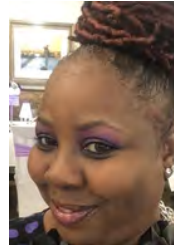
**Manisha Patel - Staff Development Coordinator**

- Likes to go swimming
- Enjoys reading suspense novels
- Likes to cook and do yoga
- Is a prankster



**Jane Gaynor - Staff Development Trainer**

- Has 4 sons
- Enjoys listening to the BBC's Desert Island Discs
- Likes to listen to mystery podcasts



**Cicley Mosley - Recruiter**

- Loves to travel
- Enjoys cooking soul food
- Likes all types gummy candies
- Owns over 300 pairs of shoes



# MONTHLY RECOGNITIONS

## JUNE ANNIVERSARIES

- 44 Bob Noga
- 37 Deb Hayes
- 36 Diana Echavarría
- 31 Chris Krackenberger
- 30 Tom Gaynor
- 28 Tim Strong, Warren Barker
- 27 Marilyn Ceniti, Susana Gonzalez
- 26 Jane Gaynor
- 24 George Jackson
- 23 Shouna Angion, Joe Ferrara
- 22 Regina Moore-Wright
- 21 Jeff Lucero, Latisha Robinson
- 19 Lisa Hirschle, Gloria Lane, Michael Tilkin
- 18 Felicia Allen
- 17 Ashley Hespen, Anne Weigland, Kristin Roberts, Rosemarie Kriho
- 16 Karina Leon, Andrew Blomquist
- 15 Dominique Greenwood, Aster Ijigu
- 14 Alfredo Barrientos, Monica Thompson, Lynne Winogrocki
- 13 Kelli LaBelle, Anginette Magitt
- 9 Megan Glaser, Mike Sullivan, Lindsey Tamulonis, Samantha Sexton, Lamyschia Thomas
- 8 Therese Barr, Nelliz Grandos, Lucinda Skinner, Yvonne Martin, Celia Martinez
- 7 Marilyn Martinez, Elizabet Velasquez, Travis Johnson
- 6 Akin Ajibade, Rose Bennet, Darren Council, Shantell Hill, Patricia Morgan
- 5 Rizalie Ali, Robynne Cooper, Patricia Flores, Tatiana Dotson, Shavonne Morgan, Briana Walker
- 4 Alejandro Betancourt, Stefanie Pinon, Taylor White, Jose Bazan, Lisa Janecek, Tracey Nolan, Christina Del Angel, Noah Thomas
- 3 David Moreno, Abryl Perez, Anita Anderson, Mia Edwards, Marthe Ines Pene Dijine Siewebe
- 2 Jessica Hendricks, Chloe Cordle, Wadud Dele, Aracely Hernandez, Heather Kauss, Nancy Montes, Cynthia Stowell, Divine Igiraneza, Elva Macedo, Mary McHugh
- 1 Ashley Blackwood, Ruth Mae Marcum, Claire Oliver, Marieli Alamilla, Adama Wulu, Angelica Ocampo, Eve Werth, Winniefred Akello, Kyle Cox, Destiny Vargas, Ariel Williams
- Erica Yeboa Amoa, Felisa Arias

## 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:

**Targerine Miles-Coleman** - Certified Nursing Assistant

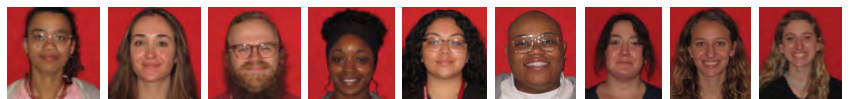
Click the links above to read about them. You can also scroll the Misericordia **Facebook** page to see our previous Spotlights.

## IT PAYS TO READ CAMPUS CONNECTIONS

Congratulations to Tim Strong Sr. on winning our AWARDS/MedSupport survey raffle. He has received a Misericordia gift card!

Please continue to read our newsletter and updates to find out about more raffles, events, and news you should know!

## WELCOME NEW STAFF



**Ashley Savoy** (Quinlan); **Hannah Troy** (Marian Center); **Dylan Taylor** (Marian Center); **Nubia Dandridge** (Village); **Elizabeth Garcia** (Village); **Trinity Hudson** (CILA); **Julia Kealy** (McAuley); **Dahlia Shearer** (McAuley); **Malena Johnson** (McAuley)

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!