

CAMPUS CONNECTIONS

Issue 2

EMPLOYEE NEWSLETTER

Vol. 3

A Message of Gratitude

Reflecting on the past three years, I am grateful. There were days that it was hard to recognize, but gratitude was there. As a community, we have been challenged in ways I never thought was possible. If someone had told me in early 2020, that I would have lived through a pandemic, I would have laughed and accused them of watching too many science fiction movies. And yet, three years later, we are still navigating through CDC guidance. When things become overwhelming for me, I ask myself, what I know to be true. What I know to be true is that I am very proud of how we, the Misericordia family, came together to safely guide our residents and each other through this pandemic. And for that I am grateful.

Gratitude is a very healthy and positive emotion. It's about focusing on what is going well in our lives and taking the time to be thankful for what we do have in our lives. Often we wish we had more and forget to be grateful for what we do have. Gratitude is about building strong relationships and investing in people. As the Misericordia community, we did just that- I have heard countless stories of staff going above and beyond to support each other and to help our residents through an ever-evolving health crisis.

As we are looking forward to the days getting longer and the weather getting warmer, we should each take pause, in our day, to ask ourselves what we know to be true. Taking a few minutes to reflect on all that is good and positive in our world will help us get through the tough times. Life can be tough, but we have proven that we are tougher. And for that, I continue to be grateful.

Sincerely,

Tina Stendardo, VP of Program Delivery

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EMPLOYEE WELLNESS

COVID UPDATES

• UNDERSTANDING OUR REVISED MASKING PROTOCOLS

- Some of you have asked why we have not moved to “mask optional” while we are at the moderate level of community transmission in Cook County. This is due to continued Covid activity on campus and continued fluctuating transmission levels in the community. We are looking for sustained reduced levels of activity both on campus and in the community. The goal is to keep the residents healthy but to also keep all of you healthy as you work closely with one another and the residents every day. Thank you for your patience as we continue to navigate covid in our everyday lives here at Misericordia.

• HOW TO KNOW IF YOU ARE UP-TO-DATE

- [Click here](#) to read CDC's vaccine guidance, as observed by Misericordia. To find vaccine clinics in your area, visit [vaccines.gov](https://www.vaccines.gov).
- **Reminder:** As of January 1, 2023, Misericordia will only provide protected pay for employees who are up to date with COVID vaccines. For anyone who tests positive for COVID and is not up to date, Misericordia will no longer cover their required time off. Be sure to give a copy of your vaccine card to your supervisor.

RANCH CHICKEN

*Courtesy of Misericordia's registered dietitians
Meghan Busky, Alex Mikosz, and Karen Saffa*



Time:
35 min

Yield: 4

INGREDIENTS

- 4 (8-oz) Boneless, skinless chicken breasts
- 1/2 cup light ranch dressing
- 1 cup Italian-style bread crumbs
- Non-stick cooking spray

HOW TO MAKE IT

1. Preheat oven to 400 F. Lightly coat a large baking pan w/ cooking spray. Place ranch dressing and Italianstyle bread crumbs into two separate shallow bowls.
2. Dip each chicken breast into the ranch dressing and then into the bread crumbs to completely coat the chicken breast.
3. Place the chicken breast in a single layer on your baking pan.
4. Bake for 30-40 minutes or until the chicken is done.

NOTES

- You can also try this recipe with different cuts of chicken that you like, including chicken tenders, thighs, or wings
- Mix it up by coating the chicken in different types of salad dressing

Stay tuned to Campus Connections for our upcoming nutrition series. In the meantime, [click here](#) to download "Cooking with Care" for a list of healthy recipes endorsed by our campus dietitians!



HR AND STAFF DEVELOPMENT

LAUNCH OF DSP TRAINING CHANGES



Photo: Joseph Watkins (pictured in the back center) and his new staff from the January 9th class (L to R: Jamiya A., Omurhan A.T., Abby H., Shaniqua H., Kwabena A., and Lashon S.

As mentioned in previous issues of Campus Connections, Misericordia's training team has launched a new look to DSP training. Starting January 9th, 2023 newly hired DSPs began our new hybrid training: 1 week of Misericordia-specific training, 1 week of online training via Infinitec, and two weeks of OJT overseen by the area OJT Trainer. We believe this new, collaborative way of training will have positive impacts on new hires and the teams they are joining across Misericordia's campus.

In the coming weeks we would like to spotlight our talented OJT trainers who are an essential part of this new training model. Today we start with Joseph Watkins, DT OJT Trainer. Joseph has been at Misericordia for 25 years and is an asset to the DT department. Joseph will complete OJT with his new staff in the Marian Center. Please take time to thank Joseph for his important new role at Misericordia!

EMPLOYEE LISTENING SESSIONS

As we set out to host the listening sessions last week, we had one goal in mind. We wanted to offer an opportunity to hear directly from our employees on what you like about working at Misericordia, what you find challenging and where we can improve. The employees who chose to attend, provided thoughtful and meaningful insights and feedback regarding these questions. We thank you for taking the time to meet with us and share your thoughts. This feedback will be used in helping to guide our next steps and we look forward to opportunities to meet with and hear from you again in the future.

GEOFENCING TO DISCONTINUE AFTER 3/1

In early 2020, as a result of Covid, Misericordia was challenged to create policies and procedures to keep our residents and staff safe. During this time, we turned on the geofencing option in ADP to eliminate congestion at and around time clocks. As an organization, we are committed to continuing to move toward pre-Covid procedures. As a result, we feel that we no longer need to rely on geofencing in ADP. Given the Covid rates and mask compliance, we feel like it is safe for staff to return to swiping in at time clock stations. This change will be effective, March 1, 2023. Each area on campus has a designated time clock. Please reach out to your immediate supervisor for questions and concerns. Thank you for your continued commitment to Misericordia.



HR AND STAFF DEVELOPMENT

PHI - LISTENING STYLES

Most of us consider ourselves to be good listeners. But do you ever stop to think of what your “listening style” is?

A recent article* highlighted four examples of distinct ‘listening styles.’ For example:

- *Do you listen to analyze? With this style, you might try to stay neutral and hear all perspectives, taking it in without judgement.*
- *Or do you listen to relate? With this style, your goal might be to connect with others and pay close attention to the emotions behind what’s being said.*
- *Do you listen to offer criticism? With this style, you offer your opinions and judgments on the topic at hand and perhaps on the speaker themselves.*
- *Or, lastly, do you listen from a task-focused perspective? With this style, you might be interested in how can you share the facts and information in the most efficient way possible.*

As with all of our personal styles, it helps to have an understanding of your own ‘default’ style. We know, however, that not every style fits for every conversation! Excellent listeners are able to switch between all of these styles given the needs of the particular conversation.

Why does this matter at Mis? We may have the best of intentions, but sometimes, only listening from our ‘default listening style’ might make us miss what the speaker is actually seeking.

For example, if a coworker shares that they are stressed out about all the work that needs to get done, and you respond with great suggestions for ways they can improve efficiency and ideas to “work smarter not harder,” you might miss that, perhaps, they just need to express their emotion of feeling exhausted or worn out. Likewise, if a coworker comes to you, looking for feedback on a new behavior plan, and you respond with gushing praise about what a great job they did, they may come away feeling like they did not receive any concrete feedback on the actual plan.

To raise the bar on our listening skills, consider what the goal of the conversation is – what do you think the speaker needs from you right now? If you are uncertain, it’s ok to ask! And remember, that if you can’t give the speaker your full attention, it’s better to let them know and reschedule than to ‘fake’ listen while your mind is elsewhere. Developing our listening skills is a lifelong task, and one that will improve the strength of our teams and the quality of care we give to the residents.

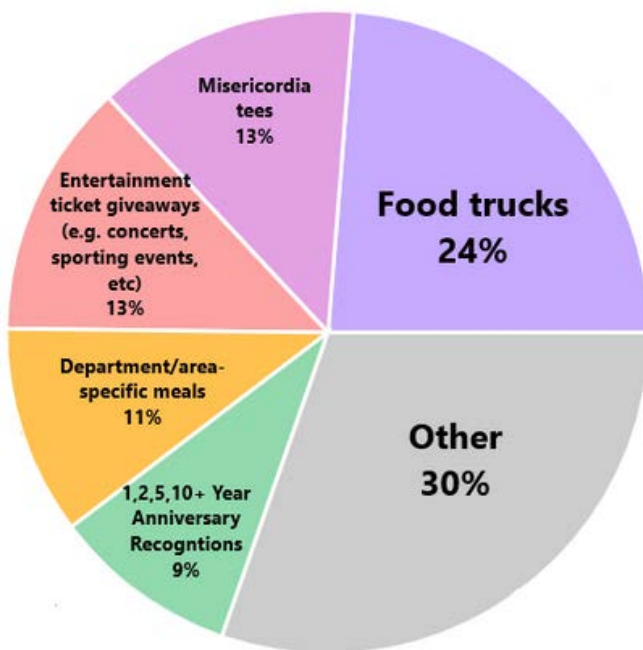
*For more on listening styles, [click here](#).



CREATING OPPORTUNITIES

STAFF APPRECIATION SURVEY RESULTS

Thank you to everyone who responded to last month's Staff Appreciation Survey. We received several dozens of responses as to which of our initiatives* you have enjoyed the most, and here are the results:



The "other" initiatives include the \$50 gas/Ventra card lottery, staff and team spotlights, and our pop-up discount sales. We take your responses and feedback into consideration as we devote each month to recognizing our workforce in various capacities. While our survey is closed, you may continue leaving suggestions for us [here](#) in our dropbox. We would love to hear from you!

*Please know that our Staff Appreciation Initiatives are organized by Misericordia employees and members of the Misericordia Family Association.

SEEKING IDEAS

Misericordia has the opportunity to work with a university's engineering program through a design thinking and communication class. These students are looking to solve a problem in our field that is impacting our population. If our problem(s) are chosen, we would work with students in sharing the impact on our population and what our desired solution might be. The problem can be individual, such as someone who is no longer able to dress themselves without assistance due to changes in functioning or accessibility of equipment, services or a program that is preventing participation or reducing independence. Again, it could be based on a problem for a single individual or a larger-scale problem that could help many of our residents. If you are interested in sharing a problem that you think these students could solve, please contact Geana Connelly at geanac@misericordia.com or at 773-273-3297.

CAREER PATH OPPORTUNITIES

Misericordia is pleased to share a brief update on the work that is being done to develop career paths for our employees. The majority of our employees who work at Misericordia identify our mission involving the work with our residents as the top reason for joining our community. These are the employees that we want to attract and retain! In addition, while we know you are here because of the mission, we want YOU to stay and we want to help YOU grow within Misericordia. As a result, we are committed to helping our employees find a career path that allows each individual an opportunity for professional growth and development. While there is much work to do, we are excited to share that this is in the works. As we get further along in the process, we will be sharing more details in how to plan your career at Misericordia!



INFORMATION TECHNOLOGY

**DON'T BE A VICTIM
OF IDENTITY THEFT**



**WHEN ACCESSING MOBILE APPS AND
PAY/BANKING WEBSITES, REMEMBER
THE FOLLOWING DO'S AND DON'TS**

- **Don't** save your password on your mobile apps or shared computer for banking and pay websites.
- **Do** enter your password directly each time you access the mobile applications. You can also use the facial recognition or thumb print feature to access the mobile app.
- **Do** sign into any app and websites using the authentication features for secure applications like banking and payroll related apps, like Paychex, Paylocity or ADP.
- **Do** choose passwords that are strong and hard to be hacked (using a mixture of alphabetical and numeric, upper and lowercase and special characters when creating your passwords).
- **Don't** write down passwords where other people can find them.

These useful hints/reminders in addition to the link below from the Federal Trade Commission are great resources to help you protect your privacy and secure your password information on Apps.

<https://consumer.ftc.gov/articles/how-protect-your-privacy-apps>



RUN FOR MISERICORDIA

IN THE 2023 CHICAGO MARATHON



Misericordia is proud to be a charity partner for the 2023 Bank of America Chicago Marathon scheduled for Sunday, October 8, 2023. Don't miss your opportunity to be guaranteed a spot in the Chicago Marathon and go the extra mile for Misericordia!

Runners commit to raising \$1,750 if registered before the deadline: May 31, 2023.

Choose Misericordia as your charity and be part of the Heartracers! Our team grows bigger every year and is up to 75 runners. The amount of funds they have raised over the years tops more than \$1.2 million!

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.

CAMPUS CONNECTIONS



DIVERSITY AND INCLUSION

LOCAL BUSINESSES FROM AROUND THE GLOBE

THE DUSABLE BLACK HISTORY MUSEUM AND EDUCATION CENTER

740 E. 56TH PL., CHICAGO IL 60637

"Celebrating over 60 years of sharing history, the DuSable Black History Museum and Education Center is the nation's first independent museum dedicated to the collection, preservation and study of the history and culture of Africans and Americans of African descent."

SEMICOLON BOOKSTORE

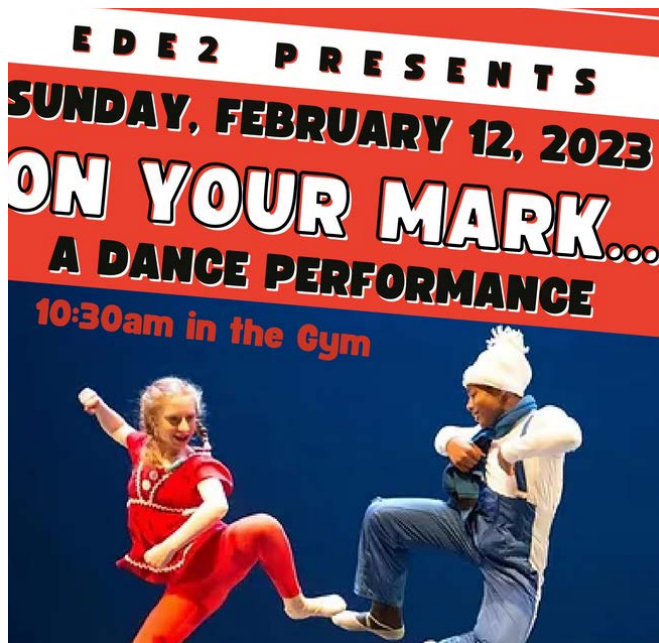
515 N. HALSTED ST. CHICAGO, IL 60660

"A Black woman-owned bookstore and gallery space."

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

ANNOUNCEMENTS FROM THE DIVERSITY AND INCLUSION COMMITTEE

- In recognition of Black History Month, we invite you to [click here](#) to revisit our resource guide with links to educational web pages and local sites. As always, if you attend any events or have personal stories you would like to share, email campusconnections@misericordia.com.
- To refresh our committee measures for the new year, we are excited to share engagement opportunities that we hope will connect our readers and everyone on campus for months to come. So please be on the lookout for calls for contributions related to your interests, as well as on-campus happenings and content in Campus Connections that will include informative articles and other media that focus on topics related to diversity and inclusivity.



Recreation & Leisure is pleased to present a dance concert performance by Evanston Dance Ensemble 2 on Sunday, February 12th, 2023 at 10:30 AM in the Gym. Please arrive by 10:15 to ensure all are seated for the show.

ede2 is proud to present On Your Mark... an energetic dance concert celebrating your favorite childhood games. From recess to make believe, card games to musical chairs, you will relive the games that brought you joy, laughter and serious competition. Follow the dancers as they travel through a day full of games - from the school yard monkey bars to the family game night around the table to the spooky fun played during a late-night sleepover.

Led by Artistic Director Rachel Molinaro, assistant director Erin Bates, and an amazing roster of choreographers, On Your Mark... welcomes you to pick your teams, set up the board and PLAY!



CAMPUS SAFETY

ACTIVE THREAT TRAINING

WEDNESDAY, FEBRUARY 22ND IN THE JMRC

SESSIONS WILL BE HELD AT 11 AM AND 1 PM. SEE YOUR SUPERVISOR FOR ADDITIONAL TIMES

Officer Specht and Officer Heath from the 24th district will be visiting this month for another Active Threat Training presentation. Information will include the follow:

- **Active Threats:** How to identify an active threat, address the active threat, respond to the active threat, what to expect upon police arrival, Run-Hide-Fight
- **Evacuation Alertness:** Customized emergency action plans, lockdown procedures, safe rooms & hiding areas, recommendations for a safer building, facility assessments, and recommendations
- **Situational Awareness:** Being aware of your surroundings, seeing something say something, being highly observant, addressing basic skills to help improve abilities to identify potential threats

If you have not attended their previous presentations, please let your supervisor know.

COMMUNITY DEVELOPMENTS

UPCOMING RELIGIOUS SERVICES

Tuesday, February 7

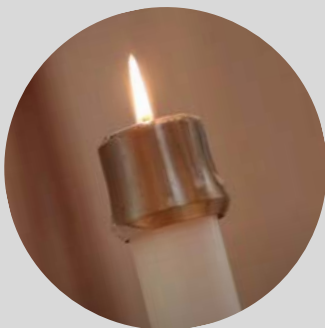
McAuley Mass at 3:30 PM in the McAuley Chapel

Friday, February 10

Shabbat Service at 4:30 PM in the All Faith Room

Saturday, February 11

Marian Center Service at 2:00 PM in the Atrium
Community Mass at 4:00 PM in the JMRC. **Note:** Barring any setbacks, we will resume full resident participation at this Mass. Information regarding specific residents who will be assigned specific roles (readers, servers, etc.) will be sent to directors. Finally, welcome back choir! We look forward to a spirited service!

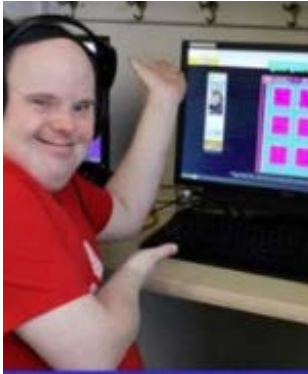


CAMPUS CONNECTIONS



DAY SERVICES

FEBRUARY AT DAY SERVICES



From working with computers to collating mail, winter gardening and exploring historic sites, residents are keeping busy with lots of activities in our Day Services programs!

STORYTELLING ACTIVITIES ON KNOWLEDGE OWL

Knowledge Owl has over 700 interactive activities for all interests.

Are you looking for a fun and creative way to build a short story? **Click here** for Look Right, Look Left, Now WRITE! This activity encourages participants to use their surroundings to build a unique short story.

Contact Nora Turgeon at norat@misericordia.com or Lukas Willis at lukasw@misericordia.com if you have questions on how to access Knowledge Owl.

UNDERSTANDING CATHOLIC IDENTITY



Founded in 1917, Catholic Charities of the Archdiocese of Chicago is the largest in a nationwide network of faith-based social service providers. With a **list** of services that include adoption, maternity and pregnancy, housing, and youth mentoring, the Catholic Charities fulfills the Church's role in the mission of charity to anyone in need by providing compassionate, competent and professional services that strengthen and support individuals, families and communities based on the value and dignity of human life. **Click here** to visit their website.

CAMPUS CONNECTIONS



MONTHLY RECOGNITIONS

TEAM RECOGNITION - THE COLEMAN (MERCY GLEN) PM TEAM



Dannielle from the Coleman Home writes, "I'd like to give a shout-out to the Coleman PM staff for our amazing camaraderie! As well as our great teamwork on the daily challenges of the shift. We each lend a helping hand where it is needed. Keep up the good work!"

STAFF SPOTLIGHTS



Selected by area leadership and posted on Facebook, **Staff Spotlights** acknowledge and celebrate the hard work and uniqueness of the individuals who help make us #MisericordiaStrong.

Yvonne Martin-Dunson - Direct Service Professional

Check out our latest and click each underlined name to read more about it on Misericordia's **Facebook** page.

NOMINATE YOUR TEAM FOR MISERICORDIA'S TEAM RECOGNITION

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

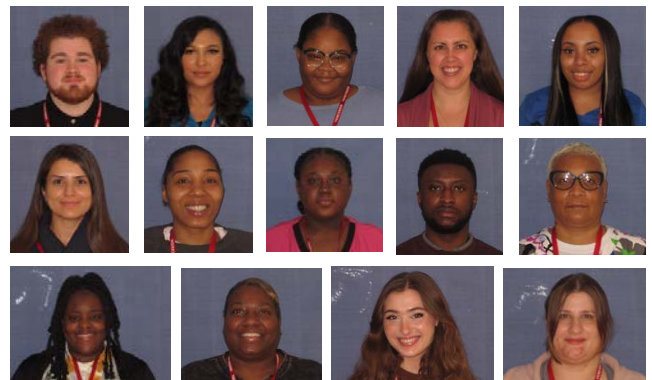
Does your team demonstrate any of the five Community of Believers Values?:

- 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

WELCOME NEW STAFF



Vincent Rodriguez (Rosemary-Connelly); **Ashley Almodurar** (Rosemary-Connelly); **Jessica Nero** (McGowan); **Megan DaPisa-Keita** (Quinlan); **Tationna Noland** (Quinlan); **Omurhan Alptekin Torres** (Day Services); **Shaniqua Howard** (Marian Center); **Jamiya Austin** (Marian Center); **Kwabena Asare** (Marian Center); **Lashon Shultz** (Marian Center); **Tytiana Whiteside** (Village); **Renaye Barnes** (Village); **Shanell Johnson** (CILA); **Ellyse Grunsten** (CILA); **Maileen Mezera** (McAuley)

CAMPUS CONNECTIONS



MONTHLY RECOGNITIONS

FEBRUARY DEPARTMENT APPRECIATIONS

February kicks off the start of our monthly appreciation for the various departments on campus. This month we will host special events on Thursday, February 16th for staff in the following work areas:

- Resource/Recreation
- Fitness/Pool
- Therapists
- Ministry
- Community Outreach

We look forward to sharing pictures from their appreciation month and information about their roles in our next Campus Connections Monthly Review. For a calendar of our Department Appreciation Months, [click here](#).

SPIRIT DAYS



SUNDAY, FEBRUARY 12TH

Wear your favorite football team's jersey or sports apparel



TUESDAY, FEBRUARY 14TH

Wear red and/or heart-themed attire

ALL STAFF AND RESIDENTS ARE INVITED TO PARTICIPATE

Don't forget: email pictures of yourselves to campusconnections@misericordia.com to be included in the newsletter!

FEBRUARY ANNIVERSARIES

- 39** John O'Brien
- 32** Nadine Downs
- 28** Melissa Cooper, Charlene Nunn-Tucker
- 27** Carolyn Sheehan
- 25** Lynette Coleman-Eaton, Johnny Williams, Adrienne Carter
- 23** Shereese Schaeffer
- 22** Yvonne Jordan
- 21** Kathleen Beck, Lorletha Eggleston, Judith Cavada
- 20** Redith Adraneda, Laura Goschy-Kos
- 19** Mirsada Gutosic
- 18** Rita Alviar, Cristina Roman Martinez
- 17** Easa Smith, Ryan Rio
- 15** Rosa Pacheco, Ana Roman
- 14** Cathy Williams
- 13** Stephanie Catain, Azra Colpa, Ashley Meeker
- 12** Michael Baldwin, Nicholas Paulin, Victor Ramos
- 11** Angela Brown, Daniel Driscoll, Sara Mulloy, Antoinette Oden, Darnika Scott
- 10** Valerie James-Campbell, Stephanie Tagle
- 9** Kenita Christmas, Jason Black, Raymond Mayol, Teranikia Wade
- 8** Jena Cahill, Camille Danolko-Sanders, Maricela Guzman
- 7** Shinobu Nomura, Kevin McCartan, Liam O'Donnell, Kristen Rice, Shannon Vidra, Greg Wagner
- 6** Katherine Alexander, Laera Benard, Shermaine Casimiro, Robert Cruz, Mary Givens, Adam Herges, Loveth Igboanugo, Lizbeth Juarez, Jade Kroninger-Walker, Monika Marek, Jillian Victorn, Shenika Walters, Alecia Young
- 5** Joyce Phiri, Monica Taylor
- 4** Raquia Tyler, Joana Aleman Delgado, Mulu Dema, Thomas McManus, Tychina Moore, Lea Weiner
- 3** LaKenya Brown, LaKeelah Clark, Amy Johnston, Miles Lindholtz, Imran Makani, David Mosley, Noah Styer, George Tonyi, Tsehayens Tsegaye, Jeremy Wyatt, Hyacynth Salazar
- 2** Dannielle Geronimo, Sierra Griffith, Allyce Headen-Hill, William Bledsoe, Violeta Kloster, Mario Clara, Rose Rai
- 1** Luz del Carmen Diaz de Rivera, Tammy Sanders, Kayden Byard, Hannah Diaz, Tiffany Drummer, Hadassah Hanson, Gene Lee, Brandon Merritt, Kevin Perry, Alexis Rosa, Patricia Soburn, Danny Swieca, Philomena Vargas, Felix Rivera, Cecilia Mejia

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!