

CAMPUS CONNECTIONS

EMPLOYEE NEWSLETTER

Issue 1

Vol 4

JANUARY 2024

WHAT'S INSIDE

2

ORGANIZATIONAL UPDATES

MISERICORDIA'S STRATEGIC FRAMEWORK, REMINDERS, NEW ONBOARDING FOR EMPLOYEES

3-4

HIGHLIGHTS & OPPORTUNITIES

WHAT IS THE BEHAVIOR DEPARTMENT, EMPLOYEE REFERRAL BONUS, RECRUITMENT EFFORTS, IDEA PROPOSALS FOR NORTHWESTERN

5

EMPLOYEE RESOURCES

TECHNOLOGY CHANGES AT MISERICORDIA, FREE COVID AND FLU TESTS AND TREATMENTS, NEW GREENHOUSE INN STAFF MENU

6-7

COMMUNITY SHOWCASE

CELEBRATING DR. KING, BLACK HISTORY MONTH SPIRIT WEEK, MISERICORDIA'S GOT TALENT, SISTERS WITH A SHARED PASSION, 2023 SERVICE AWARD WINNERS,

8

FOR YOUR CONSIDERATION

LOCAL BUSINESSES, SIMPLE ACTS OF KINDNESS PLEDGE, CHICAGO MARATHON SIGN-UPS, MOVIES THAT MATTER

9

MONTHLY RECOGNITIONS

ANNIVERSARIES, WARM WELCOMES, AND IN MEMORIAM

Dear Staff,

As announced earlier this year, you will notice adjustments to the format and features of Campus Connections. One of the adjustments has been shifting the timing of our Month In Review newsletter to the last Wednesday of the month, as well as revising and adding new sections! We hope this change has given and will continue to provide everyone with sufficient time to receive and process important organizational news by the time we publish the information in Campus Connections.

As always, thank you for reading, and if you have any questions or feedback, feel free to leave them [here](#) in our dropbox.

Sincerely,

Campus Connections



Pictured: Staff and residents keeping active throughout the month, despite the weather! **Let's extend a big, warm thank you to our Maintenance Department** for ensuring that the campus roads and sidewalks are safe for everyone to navigate.



ORGANIZATIONAL UPDATES

MISERICORDIA'S STRATEGIC FRAMEWORK

Over the past month, your area leaders have shared with you [Misericordia's Strategic Framework](#). We are committed to creating more transparency around the work taking place at Misericordia to help our employees feel informed. Each of the pillars provides direction to the strategies that are necessary to achieve our organizational goals. Having goals as an organization helps develop benchmarks for our work and helps drive future decisions that impact our residents, our employees and our Misericordia community. Through this framework we are committed to investing in our workforce, making decisions that will enhance the quality of our services, our growth, while managing our money wisely and becoming an employer of choice.

NEW ONBOARDING FOR EMPLOYEES

For every employee, training is essential for building confidence within their roles. Misericordia's initial training program has been designed to assist employees in doing just that. The addition of the OJT trainer role has created an additional layer of support in helping our employees feel ready for the role they have taken. We do, however, recognize there is a lot to learn for new employees or employees being transitioned to a new role. Learning doesn't stop after the initial DSP training or training for a new position, in fact, it continues to evolve through the first year.

As a result, Misericordia has implemented a new program that started 1/15/2024 to help support our new hires and those newly promoted. This will be piloted as a yearlong program in resident care and program departments with intentional touch points at 30/60 days, 6/9/12 months of employment to impact retention through the first year at Misericordia. This strategy to improve retention requires an organizational effort to create an inviting and welcoming environment for new and existing employees. We thank you in advance for your partnership in helping us create that environment!

IN CASE YOU MISSED IT

Please see the list of announcements previously shared this month in Campus Connections

- **SUMMARY OF UPDATED TIME PROCEDURES AND POLICIES FROM HR (AS OF 1/24)**
 - [Click here](#) to read about the updated policies concerning:
 - Attendance
 - Breaks
 - PM Shift Differential
 - Medical Leave (FMLA/ADA)
- **COMPLETING YOUR ANNUAL CANTS BACKGROUND CHECK**
 - [Click here](#) for instructions on how to complete your **mandatory** CANTS background check before **Thursday, February 29**. Please check both your Misericordia and personal emails, to ensure that you have received an email from DCFS
- **REVISED DIRECT CARE BONUS FOR NON-DSP/CNA INCENTIVE (AS OF 1/24)**
 - [Click here](#) to read about the revised bonus incentive, extended through **March 30, 2024**.
- **EMPLOYEE/RESIDENT COVID MANAGEMENT POLICY (AS OF 12/23)**
 - [Click here](#) to read our latest protocols for staff and residents. The revisions were made per the current guidelines IDPH, CDPH, and IDHS provided. The policies on resident high-risk exposures and resident-positive cases have been separated for clarity.



HIGHLIGHTS AND OPPORTUNITIES

LISTENING SESSIONS OUTCOMES AND ONGOING GOALS

BE A PART OF THE SOLUTION

Thank you to those of you that participated in one of 14 listening sessions in November and December. We heard from over 70 employees in various roles and positions across the campus. Your feedback is invaluable to us as we continue to strive toward a productive culture that creates growth opportunities, a sense of belonging and being valued at Misericordia.

As a result of what we heard, the following actions have been identified as first steps.

- All departments will hold department meetings at least monthly to ensure our employees are getting the necessary information to feel informed regarding resident care and organizational updates.
- Residential and program departments are working with their people leader teams to implement 1-3 action steps in their areas to address the work culture.
- Misericordia will deliver an organizational update 2 times a year to help all employees have a better understanding of work taking place within each strategic pillar - growth, employer of choice, quality and safety and managing our money. The first campus wide meeting will take place in April - more to come!
- We have implemented a new communication strategy that has been designed to filter down to every employee through their area/department teams. Information is then reinforced within Campus Connections to further help employees remain informed.
- **Finally, we will be implementing a solution focused short-term work group to identify additional action steps related to our culture. This will be first come first serve as there are limited positions on this workgroup. Those who participated in the most recent listening sessions will be considered first.** We are looking for a wide representation of participants in various roles and for individuals interested in creating solutions. **The workgroup will take place on Wednesdays for 5 weeks at 2:30pm (2/14, 2/21, 2/28, 3/6 and 3/13). If you are selected to join, you will be required to participate in all five sessions and you will need to confirm with your supervisor that your schedule could be adjusted to make the meeting time from 2:30-3:30pm. If you are interested, please [click here](#) to sign up no later than February 7. Again, spaces are limited.**

Misericordia is committed to hearing from our employees and will be offering future opportunities to give your input and feedback. Stay tuned!



HIGHLIGHTS AND OPPORTUNITIES (CONT'D)

WHAT IS THE BEHAVIOR DEPARTMENT



You may have seen the recent job postings for positions in Misericordia's Behavior Department (also known as PEP), and asked yourself, "What does the Behavior Department do?" Misericordia's Behavior Department is a small but mighty department of seven [Registered Behavior Technicians](#) and three [Board Certified Behavior Analysts](#). Our staff provide services to residents across campus (including the Village, Marian Center, Mercy Glen, Rosemary Connelly, and Quinlan), as well as to clients in several off-campus CILAs. When a resident is referred to behavior services, we observe behavior, collect data, attempt to learn potential triggers, and recommend ways to prevent challenging behaviors as well as teach adaptive behaviors. Our staff often supports individuals who struggle with transitions or exhibit dangerous behavior – we work with staff and supervisors to understand the hours when our individuals need the most support and attempt to help where we can. In addition to some individual work with residents, PEP staff run several groups throughout the week during which we work on individual goals which might include increasing social skills, utilizing adaptive equipment, utilizing functional communication, waiting, and tolerating change. Our talented team also includes an [Art Therapist](#) and up to four counseling and behavior interns.

EMPLOYEE REFERRAL BONUS

Who?

What?

When?

Where?

Why?

But wait,
there's
more

MAKE A REFERRAL AND EARN UP TO \$1,000

- Full-time and Part-time employees (outside of senior management, HR, or hiring managers/supervisors) can refer someone to Misericordia—just ask them to apply.
- A successful referral can result in you earning up to \$1,000 over the course of the first year of employment for the referred employee—as long as YOU are in good standing.
- You can make referrals any day of the week.
- You can find the referral form and further details on ADP or stop by HR.
- Why not? Successful referrals result in successful hires, with great staff joining your team. This is a Win Win for everyone!
- **For additional information about our recruitment efforts, [click here](#) to see our trends and updates for the past month!**

Northwestern | DESIGN INNOVATION
LEGAL DESIGN INSTITUTE AT THE MCCORMICK SCHOOL OF ENGINEERING

LET'S WORK TOGETHER TO SOLVE PROBLEMS

Northwestern University's Design Thinking & Communication (DTC) program invites you to join us in helping them engineer tangible solutions to any accessibility challenges that affect the independence and activities of daily life for Misericordia's residents.

For a look back at examples of previous projects Northwestern collaborated on with staff, [click here](#).

If you have an idea that you would like to share, please review our guidelines here and email your proposals to Tiffany Johnson at tiffanyj@misericordia.com no later than February 23.

CAMPUS CONNECTIONS



EMPLOYEE RESOURCES

TECHNOLOGY CHANGES AT MISERICORDIA

The primary focus of Misericordia continues to be the care of our residents. However, the tools that support this care are changing. Technology has become a key component of how we provide care. Misericordia needs to embrace these changes to continue to provide our residents with outstanding care.

Misericordia is working to support more residents, more staff, and increased care requirements. All of these changes will require effective use of technology. Technology helps ensure everyone has access to current, clear, and reliable information. Tracking tools like AWARDS allow Misericordia to verify the quality of care we provide. Information systems like ADP provide tools for performance reviews, payroll, and time tracking. Using these tools daily is becoming part of working for Misericordia.

These changes require everyone at Misericordia to be able to participate and use technology solutions. To support that, IT will be providing all employees with an email account. We will also be providing computers around campus so that all employees can easily access email and other online tools. Staff development and IT will provide training to ensure staff understand and can effectively use these tools.

Incorporating these technology solutions into Misericordia will change the way all of us work and communicate. These changes will undoubtedly create some challenges. Meeting and overcoming these challenges will be critical to ensuring that our residents can live their best lives. Your support and commitment to embrace these changes is greatly appreciated.

SIGN UP FOR A LIFTING AND HOYER REFRESHER

Staff Development will offer refresher training sessions on a variety of topics throughout 2024. Please follow [this link](#) to find offerings for February that include Lifting and Hoyer training.



DON'T MISS OUT ON FREE COVID-19 AND FLU TESTING AND TREATMENTS

Did you know staff insured through Misericordia who test positive for the flu or Covid-19 can qualify for free telehealth care? If medications are prescribed at the telehealth appointment, they may also qualify to receive the medications for free.

[Click here](#) to read more about what options are available, whether or not you are enrolled in a specific healthcare plan, and reach out to Sam Sexton at samanthas@misericordia.com if you have questions.

THE GREENHOUSE INN HAS UPDATED ITS STAFF MENU

Effective February 1, the Greenhouse Inn will be adding new items to its Staff Take Out menu, including options for the buffet and bar. [Click here](#) to read and save for future reference!

The Greenhouse Inn will also be running a special menu through February 9. [Click here](#) to see what delicious options are available.

Remember, all take-out orders must be in by 11:00 am and there are no pickups till after 11:15 am. Staff that choose to eat in the restaurant, off the regular menu will get 10% off the total bill and must have ID to get the discount.



COMMUNITY SHOWCASE

CELEBRATING DR. KING'S LEGACY



Residents and staff honored the life and impact of Dr. Martin Luther King with learning activities curated by Campus Connections and Misericordia's Diversity and Inclusion Committee. [Click here](#) to revisit the guide. We also thank everyone who participated in our MLK Day Raffle. With over 100 entries, we are happy to announce the following winners:

- Arturo Magpayo (Security)
- Paul Schwartz (Development)
- Angela Spaulding (Village)
- Nicholas Stevic (Village)
- Stephanie Bouldin (Nursing Services)

Pictured: MLK displays throughout Conway, created by residents in our Developmental Training (DT) programs.

Once again, we appreciate everyone's engagement. Remember, it pays to read Campus Connections!

CALLING ALL PERFORMERS FOR MISERICORDIA'S GOT TALENT

Do you have a special talent that you are proud to show off to the world? We would love for you to share them with us!

Send a 20-second to 1-minute and 30-second video of you showcasing your talent for a chance to take the stage at the 10-plus Years Employee Anniversary Dinner.

Singing, dancing, sketch comedy, magic, juggling, ventriloquism, celebrity impersonations, and other performance acts may qualify, as long as they are work-appropriate and do not pose a safety risk to yourself and others. Please send your submissions to campusconnections@misericordia.com, no later than February 21.

BLACK HISTORY MONTH SPIRIT WEEK

MONDAY, 2/19 - FRIDAY, 2/23

BROUGHT TO YOU BY DAY SERVICES

- MONDAY (2/19): FAVORITE ARTIST/MUSICIAN
- TUESDAY (2/20): WEAR DASHIKI (AFRICAN COLORS)
- WEDNESDAY (2/21): #MISERICORDIASTRONG
- THURSDAY (2/22): WOMEN'S HERO'S (WHO INSPIRES YOU/CHANGED THE WORLD)
- FRIDAY (2/23): DRESS IN 60S, 70S, 80S, 90S OR WEAR BLACK, GREEN, OR RED

- JOIN US IN JMRC (2/23) FROM 1:15 PM - 3:00 PM FOR:
- DJ JUSTIN PLAYING BLACK MUSIC FROM THE 50S TO NOW
 - SLIDE SHOW OF PROJECTS FOR BLACK HISTORY MONTH
 - SOUL TRAIN PERFORMANCE WITH RESIDENTS

[CLICK HERE](#) TO ENLARGE





COMMUNITY SHOWCASE (CONT'D)

SISTERS WITH A SHARED PASSION



Pictured: Sara (left) and Alison (right).

According to the Krajcir family lore, their connection to Misericordia didn't exactly start when sisters Sara and Alison began working here. Their maternal grandfather once lived at [Angel Guardian Orphanage](#), the facility that was previously housed at our 6300 W Ridge address.

Similarly, their paternal grandparents were married at St. Henry's Church. "I didn't even know that 'til now!" the youngest half of the Krajcir sisters, Alison, says after hearing Sara trace their history.

But more than mere coincidence, much of what Sara and Alison do today results from a shared passion. As a teenager, Sara worked in Special Recreation at the Park District and wanted to work with individuals with Developmental Disabilities. "My grandmother taught special ed," she mentions as a source of inspiration. As for Alison: "I grew up watching Sara and wanted to get involved too."

Sara started at Misericordia 12 years ago in Mercy Glen as a Qualified Intellectual Disability Professional (QIDP), before following the residents there to Quinlan Terrace. Now, she works as a QIDP in the CILAs. Alison eventually came to Misericordia in 2021 after hearing about some job openings through Sara.



Pictured: Alison (bottom left) and Sara (top right) with their brothers. The Krajcirs say celebrating birthdays are a big deal in their family. "Anytime one of us has a birthday, our dad sings ['Birthday'](#) by the Beatles," says Alison.

With persistence, Alison was hired as a Registered Behavior Technician (RBT) and began supporting residents throughout campus. Occasionally, Alison and Sara have even worked with residents together, which Alison credits as being instrumental in helping her acclimate. "Sometimes we've gone to campus events together like the food trucks and the clothing sales we've had, or just meet for breaks. It helps to know you always have someone to talk to," says Sara. "You gain a new perspective from someone who knows what the work you do is like," Alison adds.

As Alison finds herself taking on the responsibility of helping train residential staff in the area of safety care, Sara recalls attending a session and momentarily sitting in awe of her younger sister. "Seeing her leading a class, educating others professionally and passionately was like a full circle moment," says Sara.

Misericordia thanks Sara and Alison for the work that they do for our residents and staff, and we hope to see them grow for years to come!

CONGRATULATIONS TO OUR 2023 SERVICE AWARD WINNERS



Pictured: Vanessa Zuniga, Nicole Williams, Elisabeth Devik, Emily Hansen, Regina Moore

With over 80 employees who received nominations from their peers for the Service Award, December 18, 2023 we were happy to announce the following who received our annual honor of excellence:

- Vanessa Zuniga (Village Nurse)
- Nicole Williams (Marian Center DSP/OJT Trainer)
- Elisabeth Devik (HR Coordinator)
- Emily Hansen (Village Lead QIDP)
- Regina Moore (McAuley CNA)

We truly appreciate them for the positive impact your contributions have on the lives of our residents and our Misericordia community.

THIS IS A SPECIAL STAFF SPOTLIGHT

All quarter we will spotlight staff who answered Campus Connections' call for submissions from coworking family members. Stay tuned to see another special staff spotlight in February.



FOR YOUR CONSIDERATION

LOCAL BUSINESSES FROM AROUND THE GLOBE

Luella's Southern Kitchen

4609 N Lincoln Ave, Chicago, IL 60625

[details here](#)

Kilwins Chocolates Fudge & Ice Cream

Michigan Ave, Hyde Park, Navy Pier

[details here](#)

Black Ensemble Theater

4450 N Clark St, Chicago, IL 60640

[details here](#)

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!

MAKE A PUBLIC PLEDGE TO FULFILL A SIMPLE ACT OF KINDNESS THROUGHOUT FEBRUARY

OPEN TO ALL: For the month of February, we are celebrating simple acts of kindness. Join us in signing up for a pledge to share the spirit of generosity within our community here at Misericordia. **Please note: No strings attached!** This pledge is all about spreading joy without any pressure or expectations, but feel free to send a picture to [Campus Connections](#) to let us know what you did! **Read the options below, and [click here](#) to sign up for one or however many you'd like.**

- Send a Gratitude gram to a coworker to be posted in Campus Connections ([details here](#))
- Say "hi!" and introduce yourself to someone you don't know yet at work
- Buy someone a small treat from Hearts & Flour Bakery and Cafe
- Donate toiletries, food, clothes at a shelter
- Leave some change for the next person at a laundromat/vending machine
- Share an uplifting song on social media
- Ship or gift someone a care package
- Send a heartfelt message to someone using a Misericordia greeting card
- Take a walk outside
- Compliment the first 3 people you see that day
- Tell someone they are doing a good job

RUNNING FOR MISERICORDIA IN THE 2024 CHICAGO MARATHON



Misericordia Heart of Mercy is proud to be a charity partner for the 2024 Bank of America Chicago Marathon. Don't miss your opportunity to be guaranteed a spot to run on Sunday, October 13, 2024, and go the extra mile for Misericordia!

Runners commit to raising \$1,750 if registered before May 31, 2024.



Choose Misericordia as your charity and be part of the Heartracers! Our team grows bigger every year and is up to 83 runners! If you are interested in joining the team or need additional information, please contact Martha Floberg, Development Officer at 773-273-4125 or email marthaf@misericordia.com.



#SAMEDIFFERENCE MOVIES THAT MEAN SOMETHING TO YOU

It is said that movies can change one's perception of themselves and the world, "building deeper understandings of different backgrounds and identities."

This quarter, we invite you to share such meaningful movies with us, by dropping the movie title [here](#) and telling us why it's important to you. To see trailers for our previous submissions, [click here](#).



MONTHLY RECOGNITIONS

WE LOVE OUR OJT TRAINERS



Top Row (L-R): Joseph W. – DT, Nick S. – Village, Angie M. – Mercy Glen, Chrissy D. – Quinlan, Lynette C. – Village, Nicole W. – Marian Center, Amanda F. – Shannon Apartments; **Bottom Row (L-R):** Timothy S. – Village, Brigid B. – CDS, Lance S. – CILA, Tammie T. – Rosemary, Connelly, McGowan; **Not pictured:** Heather M. – McAuley

Congratulations to our campus OJT Trainers who recently celebrated their one year anniversary in this role. The OJT Trainers are responsible for making sure all training is completed with new hires and to help them feel welcomed into their team. Please join us in congratulating them on the impact they've made across campus!

WELCOME NEW STAFF (FROM DECEMBER 2023)



Doosur Iyorkegh (McGowan); **Kevonte Grant** (CILA); **Janessa Fontenaz** (CILA); **LaTaisha Blalock** (CILA); **Taron Jones** (CILA); **Kaylin Mendoza** (CILA); **Irina Pototskaia** (Village); **Veronica Segura** (Village); **Tatiyana Kellough** (Village); **Joseph Thunholm** (Marian Center); **Abigail Ashiley** (Marian Center); **Latayna Wallace** (Marian Center); **Grace Boateng** (Mercy Glen); **Rosa Cervantes** (Shannon Apts); **Daniel Salazar** (DT)

JANUARY ANNIVERSARIES

- 34** Constance Allen
- 33** Ron Masterson
- 26** Kathleen Campbell, Harold Johnson, Ken Rebholz
- 25** Jose Molinaro
- 24** Fr. Jack Clair, Mary Gunn
- 23** Santana Barr, Belinda Melvin
- 22** Dena Thompson
- 21** Preciosa Buen
- 20** Kristina Lipsey
- 18** Bernadeta Bajgrowicz, Anna Bogdanski, Carlette Corriah-Wynter, Karla Echavarría
- 17** Saadia Caudle
- 14** Victoria Young
- 13** Cynthia Bryant
- 12** Stephanie Husbands, Nishar Cheeks, Mayda Castillo
- 11** Jennifer Griseta, Jamal Leki-Albano
- 9** Elia Lehman
- 8** Schalom Akakpo Ayewanou, Armenia Henson, Alicia Patterson
- 7** Wendy Wilder
- 6** Annette Farmer, Chareatta Milan, Marion Nevils-McDaniels, Jennifer Plata, Biljana Djukic, Abigail Deyro
- 5** Jenitra Meredith, Henry Velazquez, Lukas Willis
- 4** Derricka Gayles, Taquita Knight, Leoncio Montgomery, Betsy Hermance, Jessica Marquez
- 3** Ashlie Hawkins, Arturo Magpayo
- 2** Tanesha Baldarez, Kamera Diouck, Nicole Williams, Jamaal Sturdivant, Roxie Able
- 1** Megan Maher, Jeremy Osinga, Omurhan Alptekin Torres, Kwabena Asare, Jamiya Austin, Shanell Johnson, Maileen Mezera, Lashon Schultz, Madelyne Trejo, Lawrence Newson, Tashauna Austin, Conrad Lee, Michael Melton, Goreth Nibarore, Tracy Suzuki

IN MEMORIAM

Our deepest condolences go to the loved ones of:



Nicholas Panice
(1991 - 2024)



Lindsey DiOrio
(1988 - 2024)



Mary Blake
(1961 - 2024)

Click the underlined names to view their memorial pages.

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