

# CAMPUS CONNECTIONS

## EMPLOYEE NEWSLETTER

Issue 2

Vol 4

### FEBRUARY 2024

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##### MONTHLY RECOGNITIONS

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February was a time for staff to indulge in Simple Acts of Kindness by making pledges to brighten people's day. From submitting Gratitude grams to getting to know a new face on campus, please know how much a small act can be so impactful!

To open this newsletter and close a spectacular February, we leave you with three positive quotes from inspirational people below:

"Just don't give up what you're trying to do. Where there is love and inspiration, I don't think you can go wrong"—**Ella Fitzgerald**



"Impossible is just a big word thrown around by small men who find it easier to live in the world they've been given than to explore the power they have to change it. Impossible is not a fact. It's an opinion. Impossible is not a declaration. It's a dare. Impossible is temporary. Impossible is nothing."—**Muhammad Ali**



"The greatness of a community is most accurately measured by the compassionate actions of its members"—**Coretta Scott King**



**Pictured left:** Staff and residents at the Black History Month Exhibition and Soul Train event in the Jean Marie Ryan Center, last Friday, February 23. The event included a visual exhibit of Day Services projects in honor of the month, as well as music and live performances.



# ORGANIZATIONAL UPDATES

## THE IMPORTANCE OF SCHEDULING TIME OFF

When it comes to finding the right balance between work and personal life, Paid Time Off (PTO) can be a valuable benefit. It provides employees with the opportunity to take time off from work for various reasons such as vacations, sick days, or to attend personal appointments. Misericordia offers generous PTO to Full-time & Part-time employees and is supportive of employees scheduling time off, while ensuring the needs of the areas are met.

**Please note:** It is the expectation that employees track and schedule time off in advance throughout the year to avoid the hours being forfeited at the end of their anniversary period.

Employees may access their benefit hours by logging into ADP at work or using the mobile app on their cell phones. The previous period benefit hours are also printed on the bi-weekly paycheck statement. As a reminder, the hours earned during the anniversary year will be moved to the PTO Bank on the employee's anniversary month, up to 120 hours. The remaining hours will then be moved to PTO Forfeit Pending.

*\*\*\* It is important to remember that if you have unused PTO Forfeit Pending hours, those hours must be used 2 months after the employee's anniversary month. Any unused PTO Pending hours over 40 hours will be forfeited and up to 40 hours will be moved to the Sick Bank; unless the Sick Bank is at the maximum allow of 480 hours. \*\*\**

Please refer to the PTO guidelines [here](#) or you can access this information in the Employee Handbook in ADP under the Resource Library. If you have any questions please contact Human Resources.

## IN CASE YOU MISSED

*Please see the list of announcements previously shared this month in Campus Connections or posted in your areas*

### • CANTS BACKGROUND REQUIREMENT

- The CANTS background check must be completed no later than Thursday, 2/29. Failure to complete the CANTS background check will affect your employment status

### • EMERGENCY TEXTING SERVICES

- IT/Security tested the Emergency Texting service last Friday. Each of you should have received a test at approximately 9:30 am. This test identified a potential issue. We are going to run another test on Thursday 2/29 at approximately 9:00 am. If you did not receive the text last Friday, please verify your information in ADP is up to date. If you think you should have received the text last week but did not, please contact [IT@misericordia.com](mailto:IT@misericordia.com).

### • EASTER HOLIDAY PREMIUM PAY

- Employees working the following shifts will be paid time and a half for hours worked on Easter:
  - AM Shift on Sunday, March 31
  - PM Shift on Sunday, March 31
  - ON Shift on Sunday, March 31



# HIGHLIGHTS AND OPPORTUNITIES

## ON-BOARDING WORK GROUP



**Pictured** (L to R): Andrew "AJ" A; Brigid B; Ken G; Barbara M; Lance S; Nicole W; Tammie T; Saul H

A special shout out goes to these amazing group of individuals pictured above who spent the past two months effectively collaborating on what is now implemented as the new "On-Boarding Through 1 Year" Pilot Program. This strategy aims to create an inviting and welcoming environment for all employees. Misericordia is grateful and applauds all the unique perspectives each member brought to the sessions. We thank you for your partnership in helping us make all this possible!

## SOLUTIONS-BASED WORK GROUP

We're thrilled to announce that we are making the halfway point in our ongoing solutions-based work group session and it has been incredibly productive! With a total of 11 engaged participants coming from different areas and departments within the organization, we have successfully completed potential solutions for some of the prevalent themes and aim to continue this momentum of effective collaboration for the second half of these sessions. We greatly appreciate the commitment of our dedicated participants and their crucial role in creating change that would benefit not only their peers but our entire Misericordia community. Keep up the good work!

## RESIDENT PANEL



**Pictured:** Residents from the Village at the Resident Panel for incoming staff

Staff Development is excited to announce the return of the Resident Panel for incoming employees. The Resident Panel consists of residents from various parts of campus, speaking on their human rights, and their experiences at Misericordia. It is also an opportunity for new staff to ask questions and gain perspective into the lives of people living at Misericordia!

## MISERICORDIA RECRUITMENT NEWS BY THE NUMBERS

- 149 Direct Care Scheduled Interviews for the entire month of January
- 36 No Call No Shows
- 48 Candidates forwarded after initial interview with Recruitment
- 20 Direct Care New Hires for the month of January

For this past month's Recruitment efforts, [click here](#) to read more.

## CAMPUS CONNECTIONS



# HIGHLIGHTS AND OPPORTUNITIES

## DENTAL CLINIC UPDATES



This past June we said goodbye to one of our long time dentists, Dr. Jennifer Farrell, as she relocated to Texas with her family.

Dr. Ashley Kauffman and dental hygienist, Jena Cahill continued to see patients every Wednesday, and some Tuesdays.

Due to many changes during the pandemic, along with Dr. Farrell's departure, there has, unfortunately, been a longer wait list than usual to be seen in the clinic.

We are so happy to announce that we have a new dentist joining our team: Dr. Daniel Bicknell. Dr. Bicknell will be seeing residents on Fridays, and is excited to get to know the residents and staff. He is a second generation dentist, who began his career with his father, and is a huge sports fan – especially the Chicago Bulls & Chicago White Sox.

The clinic will now have dentists on site two days a week.

With the help from our amazing dental assistants Maggie & Camille, the dental clinic is also open 3 days a week for:

- Desensitization therapy for residents who are anxious and apprehensive about their dental visits
- 1 on 1 brushing/flossing sessions for residents who want to independently improve their oral care skills
- In-services for current and all new staff to brush up on their dental knowledge and oral hygiene skills.



**Pictured (Top to Bottom):** Dr. Bicknell, Misericordia's new dentist, dental hygienist Jena C, and Dr. Ashley K pictured with residents from Shannon Apartments and Quinlan.

**Available Soon:** All staff will be able to utilize instructional videos on how to use different oral hygiene aids, along with positioning and different brushing methods via Infitec

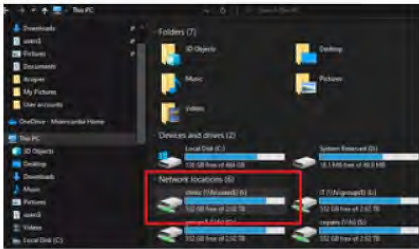
Contact Jena at [jenar@misericordia.com](mailto:jenar@misericordia.com) for more information regarding signing up for any of the dental services.

## CAMPUS CONNECTIONS



# EMPLOYEE RESOURCES

## SAVING IMPORTANT FILES



To prevent the loss of any important files saved on your computer. Please save important files to your I:Drive and not on your desktop. Files saved on your I:Drive are backed up everyday and we can recover any missing or deleted files up to 30 days prior.

Zoom in to see a screen capture of where to locate the I:Drive, under "This PC"

To access your I:Drive click on the "This PC" icon on your desktop. Under Network Locations you will see your I:Drive. This drive is named the same as your username.

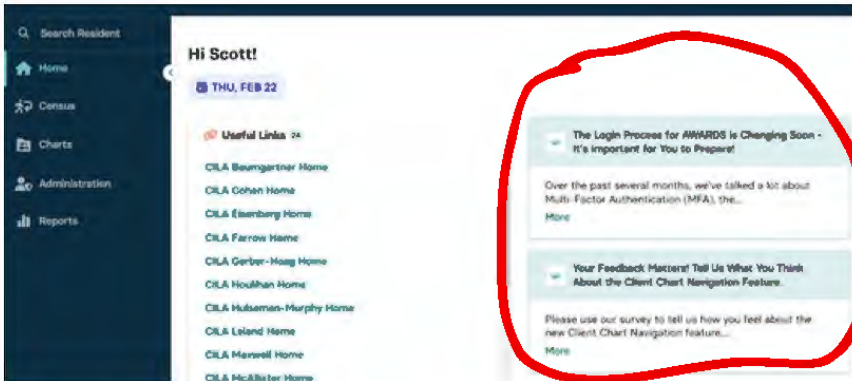
If you need any assistance with this process please feel free to contact the IT department.

## FREE AMERICAN SIGN LANGUAGE CLASSES

The Oklahoma School for the Deaf is offering free ASL classes through their website. This is a great way to learn more sign language! There are two levels available, ASL 1 and ASL 2, and you only have to sign up once! If you are interested, please make an account at this link:

<https://courses.osd.k12.ok.us/>

## PLEASE COMPLETE OUR AWARDS INTERFACE SURVEY



By now you've seen AWARDS' new look and we want to know what you think of it! Please find the links to the user survey, found when you sign into the home page. For an example, please Zoom in to the picture above!

Your answers will be helpful in making sure the look is easy to navigate for you and everyone who uses AWARDS!

## STOP BY THE GREENHOUSE INN FOR YOUR NEXT LUNCH



STAFF RECEIVE A 10% DISCOUNT BY SHOWING THEIR EMPLOYEE ID

[CLICK HERE](#) TO SEE THE LATEST SPECIAL RUNNING THROUGH MARCH 8.

[CLICK HERE](#) TO SEE THE 2024 STAFF TAKE-OUT MENU AND SAVE FOR FUTURE REFERENCE.



# COMMUNITY SHOWCASE

## HOW OUR RESIDENTS CARE FOR THE EARTH



**Pictured:** Staff and residents in Walsh-Slattery CILA composting food waste.

Over two years ago, a team of dedicated staff asked for permission to use the backyard of the Walsh-Slattery CILA as a test-site for developing a compost program that could potentially involve all of Misericordia “somewhere down the soil rich road”. Although we are not quite there yet, much progress has been made: this team has had preliminary meetings with various management personnel for their input, they added volunteers to the project, and most importantly, some CILA residents have participated in various aspects of the composting process, from gathering to harvesting and beyond.

Through this process, the residents have learned about the importance of valuing Mother Earth and being mindful of the effects when composting does not happen. They now are invested. Currently, several of the CILA homes compost. The Village homes are next on the list. They are preparing the space outside of some Village homes to soon start the process.

These residents are also learning the importance of taking care of their environment. As the success of the program continues, more areas on campus will become involved.

This coming spring, we hope that the composting cycle continues to expand and inspire people of any abilities to join us in helping the earth heal itself. The expression that “a picture is worth a thousand words” is so true. Please enjoy the photos of the CILA residents’ composting. We will continue to keep the campus updated on the future of this initiative.



[CLICK HERE TO ENLARGE](#)

## SPRING MARKET DAYS SALE

**When:** Friday, March 22  
10 am - 2 pm

**Where:** Conway -  
HR/DT Hallway

**Who:** CDS, McAuley School, Village, Mercy Glen, Rosemary Connelly, McGowan, and Marian Center

**Items for sale:** cards and envelopes, Spring gifts and crafts, woven goods, face scrubs, soaps, plants, coasters, t-shirts, tote bags, jewelry, pickles, and dog treats

Resident-created!

[Click here](#) for more details!

## THINKING AND DESIGNING TOGETHER



**Pictured:** Village residents working with engineering students from Northwestern University's DTC program, which develops tangible solutions to any accessibility challenges that affect the independence and activities of daily life for Misericordia's residents.

In our on-going partnership with Northwestern University's Design Thinking & Communication (DTC), this winter quarter, Registered Behavior Technician (RBT) Thomas McManus is working with the student on engineering durable light and motion sensory items for residents in the Madden Wing of Conway. The participating residents will have an opportunity to add final touches to the project designs. Find pictures of their prototypes next month in Campus Connections!

## CAMPUS CONNECTIONS



# COMMUNITY SHOWCASE (CONT'D)

## MORE THAN A COMPETITION



**Pictured (L to R):** Ciara and Alyssa as kids; Ciara and Alyssa wearing Mickey Mouse ears for Disney's Toons Two sing-along night at Misericordia. The sisters say they are big fans of Disney and have traveled the country to Disney theme parks.

"We like to compete," sisters Ciara and Alyssa Martinez practically say at the same time. The two describe playing sports like tennis and basketball growing up, and how they often find themselves on opposing sides at their family's Super Bowl parties. But when it comes to Misericordia, the competition ends there.

For the past two and a half years Ciara has worked in the Marian Center while Alyssa has worked a year in the Shannon Apartments. "Burnout is common in any job, so it's a blessing to work with someone who genuinely understands what you do," Alyssa says about working with her sister. The two share a mutual passion for healthcare and take joy in impacting the lives of the residents they work with. As arts and crafts hobbyists, they have also shared their interest by crafting decorations for their areas, as well as designing apparel, as Ciara did for the staff Juneteenth t-shirt sale. They actively take part in cross-campus events and programs, from career development opportunities like Fit for Success and Franklin Covey to community events such as the ice cream social to Family Fest. If there's a family value that they strongly apply to their work, it's being a support and advocate for all.



**Pictured (L to R):** Ciara with Derek and Alyssa with residents in Shannon Apts. Alyssa says, "[This kind of work] can be a lot emotionally," says Alyssa. "But when a resident thanks you at the end of the day for making their day so fun, it makes a difference."

"Something [Alyssa and I] think is so important is for everyone to learn about the rights and quality of life for people with Developmental Disabilities," Ciara says about raising awareness about our work field. "I'm always trying to educate my friends and family. The more people are involved, we can make society better for all."



### DID YOU KNOW?

- Over six million Americans are said to have intellectual and developmental disabilities (I/DD)
- Developmental disabilities impact all racial, ethnic, and socioeconomic groups
- Programs like [Best Buddies](#), [Special Olympics](#), [Artist In All](#), and [Together for Choice](#) are vital in helping Misericordia residents and beyond reduce the stigma of I/DD, build community, and enjoy a life worth living

March is Developmental Disabilities Awareness Month, and the theme this year is, "A World of Opportunities." We're celebrating people and working together to remove obstacles. Our goal is to build a community that's committed to creating a world where everyone can do well and succeed. Join us in making a world where all kinds of people have the chance to thrive.

Please stay tuned to Campus Connections for a special feature in honor of the month.

### 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 March.



# FOR YOUR CONSIDERATION

## LOCAL BUSINESSES FROM AROUND THE GLOBE

### SUGA COATED SWEET SHOPPE

Evanston, IL  
[details here](#)

### SIP & SAVOR

Brozenville and Edgewater  
[details here](#)

### BRONZEVILLE WINERY

4420 S Cottage Grove Ave  
Chicago, IL 60653  
[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!

## #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. Here's the latest below:

"[Zero to Hero](#). This movie means a lot to me. It incredible to see a mom raise a kid with intellectual disabilities. They overcomes many obstacles and challenges together. They created a legacy together."—Eh Kler

To see trailers for our previous submissions, [click here](#).

# RUNNING FOR MISERICORDIA IN THE 2024 CHICAGO MARATHON



**Pictured:** Some of the 75 Misericordia Heartracers Team before the 2023 Chicago Marathon. Congratulations to everyone who participated in the Chicago Marathon, and special thanks to those who helped us raise money.

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](mailto:marthaf@misericordia.com).

## CAMPUS CONNECTIONS



# MONTHLY RECOGNITIONS

## DEPARTMENT APPRECIATION

February kicks off the start of our monthly appreciation for the various departments on campus. This month we hosted special events for the following areas:

- Therapist
- Dietitians
- Dental
- NPs/MDs
- Respiratory Aide
- Medical Clinic Clerk

We thank these departments for all the do in the lives of the residents.

## WELCOME NEW STAFF



**Keisha Rucker** (Quinlan); **Lena Aldugom** (Quinlan); **LaMonica Pierce** (Quinlan); **Huguette Samba** (Quinlan); **Amy Fan** (Village); **Lizette Rivera** (Village); **Ninive Newman** (Village); **Preye Weke** (Village); **Jailenne Crespo** (Shannon Apts); **Eric Bates** (Shannon Apts); **George Stamos** (Shannon Apts); **Mary Coats** (Shannon Apts); **Sandrine Mwamvua** (Shannon Apts); **Fiona Smith** (CDS); **Mikhaela Padilla** (CDS); **Michael Prince Sprague** (McGowan); **Jquerra Harris** (CILA); **Destiny Haywood** (Marian Center); **Mahirseh Kadjika** (Marian Center); **Itzel Garduno** (Marian Center); **Lisette Moreno** (Nursing Services); **Latisha Turner** (Rosemary-Connelly); **David Peterson** (Mercy Glen); **Deion Geiger** (CILA); **Norkita Givens** (CILA); **Kaylah Evans** (Marian Center); **Kamden Payne** (Marian Center); **Nicholas Giokaris** (DT); **Taniyah Daniels** (Rosemary-Connelly); **Carmelita Cole** (Village); **Abikeola Disu** (McAuley Residence); **Melissa Ramirez** (Nursing Services)

## WELCOME NEW RESIDENTS

Claire



- Loves sports, including tennis, hockey, and baseball, and competes in Special Olympics

Andrew



- Loves the newspaper, especially the Sun Times, and going to mass

## FEBRUARY ANNIVERSARIES

- 53** Lois Gates
- 40** John O'Brien
- 33** Nadine Downs
- 29** Charlene Nunn-Tucker, Melissa Cooper
- 28** Carolyn Sheehan
- 26** Lynette Coleman-Eaton, Johnny Williams, Adrienne Carter
- 25** Kathleen Beck
- 24** Shereese Schaeffer
- 23** Yvonne Jordan
- 22** Lorletha Eggleston, Judy Cavada
- 21** Redith Adraneda, Laura Goschy-Kos
- 20** Mirsada Gutosic
- 19** Rita Alviar, Cristina Roman Martinez
- 18** Ryan Rio
- 16** Rosa Pacheco, Ana Roman
- 15** Cathy Williams
- 14** Stephanie Catain, Azra Colpa, Ashley Meeker
- 13** Michael Baldwin, Nicholas Paulin, Victor Ramos
- 12** Angela Brown, Daniel Driscoll, Sara Mulloy, Antoinette Odin, Darnika Scott
- 11** Valerie James-Campbell, Stephanie Tagle
- 10** Jason Black
- 9** Jena Cahill, Camille Danolko-Sanders, Maricela Guzman
- 8** Shinobu Nomura, Kevin McCartan, Liam O'Donnell, Kristen Rice, Shannon Giancarlo, Greg Wagner
- 7** Katherine Alexander, Laera Benard, Shermaine Casimiro, Mary Givens, Lizbeth Juarez, Jade Kroninger-Walker, Monika Marek, Jillian Victorn, Alecia Young
- 6** Joyce Phiri, Monica Taylor
- 5** Raquia Tyler, Joana Aleman Delgado, Mulu Dema, Thomas McManus, Tychina Moore, Lea Weiner
- 4** LaKenya Brown, LeKeelah Clark, Amy Johnston, Miles Lindholtz, Noah Styer, George Tonyi, Tsehayens Tsegaye, Jeremy Wyatt, Hyacynth Salazar
- 3** Dannielle Geronimo, Sierra Griffith, William Bledsoe, Mario Clara, Rozeeya Rai
- 2** Luz del Carmen Diaz de Rivera, Tammy Sanders, Kayden Byard, Tiffany Drummer, Kevin Perry, Alexis Rosa, Patricia Sobun, Danny Swieca, Philomena Vargas, Felix Rivera, Cecilia Mejia
- 1** Jameria Allen, Casey Kurete, Wesley Martin, Rosemarie Aco, Remington Adekola, Dalia Gonzalez Zurita, Ariel Magsayo, DeSjene Jeannie Nelson

## IN MEMORIAM

Our deepest condolences go to the loved ones of longtime resident, Martin Heneghan.

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