

CAMPUS CONNECTIONS

Issue 3

EMPLOYEE NEWSLETTER

Vol 4

MARCH 2024

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COMMUNICATION SURVEY - YOUR INPUT IS NEEDED!

Communication is complicated, especially with almost 1200 staff and 600 residents and families that make up our community! However, we know it is essential in fostering collaboration, creating clarity, and enhancing productivity and positive relationships in various aspects of life, from personal interactions to professional endeavors.

So that being said, improving and evolving our organization's communication is something we have made front and center at Misericordia. Our communication strategy was rolled out in January to create clearer expectations for how, what and when we communicate.

Please [click here](#) to help us understand the impact this strategy has made and where there may be room for improvement.



Pictured above: Staff at the 10+ Years Staff Recognition Dinner, held last Wednesday, March 20 in honor of all of the Misericordia staff who have worked with us for ten years or more. Did you know Misericordia has more than 400 employees who have worked at Misericordia for more than 10 years...some even 50+ years? We congratulate and thank them so much for their dedication!

10+ YEARS

**20 STAFF
24 RECOGNITION**



[CLICK HERE TO WATCH A SPECIAL VIDEO AND MESSAGE TO OUR 10+ YEARS EMPLOYEES](#)



ORGANIZATIONAL UPDATES

PERFORMANCE REVIEW SEASON IS UPON US

April 1 kicks off our performance review season. As an employee of Misericordia, this is your opportunity to reflect and share your accomplishments, plan for your growth and development, and receive further feedback and guidance on your overall performance.

What you need to do:

1. Make sure you can login into ADP/know your password - performance reviews can be accessed there!
2. Talk with your reviewer about which goal you would like to have attached for the 2023-2024 review before 4/20 - they will attach it for you.
3. Begin your self rating as early as 4/1 with thoughtful comments (comments required for a rating of a 4 or 5)

Training materials will be accessible through the green performance review icon on the desktop computers. Stay tuned to Campus Connections for reminders and updates regarding performance reviews. Email performancereviews@misericordia.com with questions!

QUALITY ASSURANCE

In Misericordia's strategic plan, we have defined Quality and Safe Services as a foundational pillar. This is defined as: We are committed to fulfilling our mission by providing compassionate and quality care within a safe environment.

This week and next you will see staff within your areas completing assessments on where your teams are performing as it relates to a quality resident experience, employee experience and the environment. This is an opportunity for reflection on where your area is excelling and where your area needs to focus additional efforts to ensure quality is present in all of these aspects of the Misericordia community. The data will be gathered and analyzed the week of 4/8/2024. A team within your area, that will include staff in all positions, will work together to identify clear actionable steps towards quality improvement that is specific to your home/apartment, shift, or area. Department-specific results will be shared within your area the week of 4/15/2024. Each of you is invited to be a part of the solution in order to create a culture of innovation and continuous quality improvement and ownership over the services that are provided in your area.

Please reach out to your Director or AVP with questions and to get involved.

IN CASE YOU MISSED IT

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

• 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

• FLOATING HOLIDAY REMINDER

- On July 5, 2023, FT and PT staff were provided a Floating Holiday of up to 8 hours to be used by June 30, 2024. This is a reminder that the Floating Holiday must be scheduled/used on or before June 30, 2024. The Floating Holiday will not carry over and must be used by this date.
- As a reminder, the hours cannot be split into partial hours and the total 8 hours must be used. Please refer to the remaining block-out dates on the left and reach out to your supervisor to schedule the Floating Holiday, if applicable.

BLOCK OUT DATES

- 2/10 - 14/2024
 - Valentine's Day
- 3/15 - 17/2024
 - St. Patrick's Day
- 3/31/2024
 - Easter
- 4/26 and 4/27/2024
 - Candy Days
- 5/12/2024
 - Mother's Day
- 6/16/2024
 - Father's Day



HIGHLIGHTS AND OPPORTUNITIES

PLEASE JOIN US **MISERICORDIA STATE OF THE STATE** **COME GROW WITH US**

In an effort to help further our communication with our employees and increase our transparency, we will be holding our first State of the State for all Misericordia employees. **Please coordinate a time with your area's supervisor to attend one of these sessions on April 10 at 6 am, 11 am, 1 pm or 4 pm** for an opportunity to hear about Misericordia's goals as well as some terrific growth opportunities for our employees and ways to become involved outside of your day-to-day role. Each session will last up to one hour to minimize the impact on homes. This is not mandatory, but we highly encourage you to join us if you are working that day.

CREATING IMPACTFUL CHANGES FOR ALL EMPLOYEES



Pictured (L to R): Andrew "AJ" A (co-facilitator); Leoncio M (Quinlan); Jade W (Developmental Training); Tamara V (CILA); Sara K (CILA); Brian H (Developmental Training); Jason B (Developmental Training); Johnna G (Social Services); MaryAnn Z (Pool & Fitness); Tiffany J (co-facilitator); **Not pictured:** Lucinda S (Quinlan), Leisa C (Housekeeping), and Shakitta T (Quinlan)

March 13 marked the end of our four-week solutions-based workgroup, comprised of 11 employees who applied from different areas and departments at Misericordia. This was an opportunity for employees to create organization-wide solutions related to the 2023 workforce survey themes and listening session feedback. Their proposed solutions for improving Communication, Teamwork, and Growth and Opportunity consist of the following:

- Normalize the use of Misericordia/Outlook email in every role (i.e. DSP/CNA, auxiliary, etc.) to maximize efficient and effective communication
- Utilize a structured meeting agenda to increase participation and ownership of area and department teams, with built-in opportunities to do team building
- Increase knowledge and enthusiasm around organization roles and opportunities for growth

We are proud of the solutions presented by this outstanding workgroup and the positive impact of their ideas.

Please join us for the State of the State meeting on April 10 to hear more about this.

MISERICORDIA RECRUITMENT NEWS BY THE NUMBERS

- 128 Direct Care Scheduled Interviews for the entire month of February.
- 22 No Call No Shows.
- 41 Candidates were forwarded after an initial interview with Recruitment.
- 17 Direct Care New Hires for the month of January.
- To read more about our latest recruitment efforts, [click here](#).

CAMPUS CONNECTIONS



HIGHLIGHTS AND OPPORTUNITIES

APPLICATIONS ARE NOW AVAILABLE FOR TIER 1 OF THE FIT FOR SUCCESS PROGRAM: SELF-IDENTITY

WHO?

- Class is open to staff from all departments who have been employed for 6 months or more and are in good standing.

WHAT?

- Tier 1 of FFS seeks to help staff develop and reflect on key leadership skills such as communication, conflict management, team building, self-awareness and identity through a series of talks, group discussions, activities and self-reflection.

WHEN?

- Classes start Thursday, April 25 from 1-3PM. There will be six sessions either every week or every other week depending on class size. We will notify you after the application process.

Applications are available on ADP or in Human Resources

DEADLINE: April 5, 2024

Questions? Contact Mary Ann Goode, at x4730 or maryann@misericordia.com

"Fit for Success helped me in the few weeks learn how to deal with issues and understand people around me more. I plan to follow all that I've learned to make me a better person and be part of my daily work in each part of my life."

"My participation in FFS will allow me to be a better member of my team and ultimately set me up for future opportunities to improve my work abilities."

"FFS helped us become closer and more comfortable communicating and understanding each other. It broadened our views on every day life situations - good and bad."



VIRTUAL TRAINING EXPO COMING SOON

The Virtual Training Expo has a new look this year! Training will be split into three parts throughout the year. The first part, Health & Safety, is coming this spring!

The link will be sent to your Misericordia email address. Completion of this virtual training is mandatory for all Misericordia employees. It includes vital information on topics such as lifting and infection control!

STAFF DEVELOPMENT HAS NEW REFRESHER OFFERINGS FOR APRIL

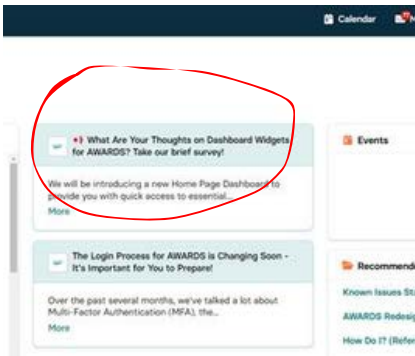
- Resident Engagement
- Inclusion Training
- Lifting
- Mechanical Lifts

Please see your supervisor to sign up for these offerings. We look forward to seeing you there!



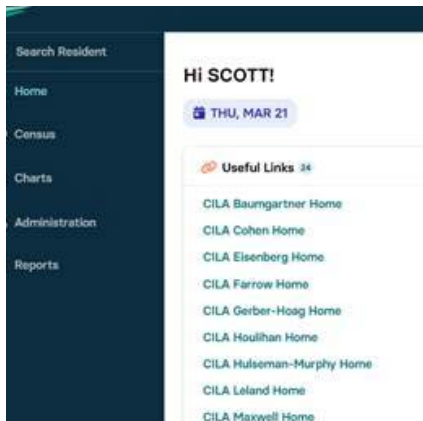
EMPLOYEE RESOURCES

TELL US YOUR THOUGHTS ON DASHBOARD WIDGETS FOR AWARDS



AWARDS is request users to take part in another survey. Widgets are small components that AWARDS will be building that each user can customize for their home screen. They could be used for things like:

- AWARDS documents that require your review/approval
- Important changes for the care of residents in your area
- New orders for residents in your area
- Tasks that need to be completed
- Important updates for a home/area



Zoom in to see a screen captures of where to locate the Widgets and survey on the AWARDS homepage.

These would be individualize for each AWARDS user.



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/>

INFECTION PREVENTION

TIP OF THE MONTH!

ISOLATION

QUARANTINE

VS

- ◆ Isolate if **you are sick**
- ◆ Completely separates people with an infectious disease from people who are healthy
- ◆ For COVID-19, employees isolate for at least five days after a positive test and must be fever free for 24 hours before returning to work

- ◆ Quarantine if **you are exposed**
- ◆ Separates and restricts movements of people who were exposed to an infectious disease to reduce spread
- ◆ For COVID-19, employees no longer need to quarantine after an exposure, but they should wear KN95/N95 for 10 days after a high-risk exposure

[CLICK HERE TO ENLARGE](#)

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 APRIL 5.

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

CAMPUS CONNECTIONS



COMMUNITY SHOWCASE

LIVING IN A WORLD OF OPPORTUNITIES



Pictured (L to R): Bob, Christa, Pam, Susie, Holly, Ross, Marty, David, and Clare; residents featured in this article, written by **Catherine Hattendorf** (DT QIDP/Relief Supervisor)

[Developmental Disabilities Awareness Month](#) is recognized each year in March. It aims to raise awareness about the inclusion of people with developmental disabilities in all facets of community life, as well as awareness of the barriers that people with disabilities still sometimes face in connecting to the communities in which they live. As we celebrate this year's theme, "A World of Opportunities." Our goal is to build a community that's committed to creating a world where everyone can do well and succeed. With this theme in mind, we would like to highlight residents from different areas on campus by sharing how they are thriving here at Developmental Training (DT) every day!

Bob J (Marian Center) is described as a tremendous worker and someone who showcases many of his skills at DT. While at work, he enjoys assisting with shredding paper, taking out the recycling, repurposing old canvases, painting, and so much more. He also enjoys showing his independence with his work, especially when tours come or a new staff enters the room!

Christa K (McGowan) is passionate about painting, gardening, science, and using adaptive equipment. She is currently working on her painting for the upcoming Artist in All, selling items at Market Days, and most recently sharing her science experiment results with her peers.

Someone who loves participating with Christa in her science experiments is Pam Z (Rosemary), also known as Miss Sunshine. She designs all the murals that Room 107 makes for the hallways of Conway. She loves making new friends and helping staff with a variety of tasks.

Ross T (Connelly) is currently working on a painting of him and his nephew in his art program, Material Explorations. He always brings a positive attitude and takes pride in the hard work he does every day.

Susie R (Village) has made tremendous progress at DT throughout the past year. She enjoys yarn winding and weaving fabrics for purses sold at Market Days. She takes great pride in her work and is very dedicated to working on each piece. She also enjoys working at the bakery and going to fitness programs.

Between working on her paintings, tending to classroom plants, and crushing the competition in switch-activated virtual curling, Holly J (McAuley) aka Hollywood, does it all! She actively participates in many different projects all while being hard at work using her communication device to let her thoughts and opinions be known.

Marty S (Mercy Glen) enjoys working with his peers from all walks of Misericordia in Greco Gardens. He is very gentle when planting gift store plants and likes making homemade paper for the care tags on these items. He always pitches in with the seasonal work they do in the various gardens on campus and has become quite an accomplished gardener!

David L (Village) loves working with and helping others in his music program, Good Vibes. He has been improving his verbal communication skills by singing, which he loves doing with a speaker microphone for everyone to hear. His favorite songs to sing are from High School Musical.

Clare O (Quinlan), who loves coming to DT! She especially loves gardening and completing art projects. She loves to paint pots to make them look beautiful. She even gets ready a little early on the days she gardens and paints to make sure she gets as much time as possible there. She also is always willing to help her peers if they need some tips or assistance.

These are just several examples of how residents are thriving at DT on a daily basis! During Developmental Disabilities Awareness Month and always, our residents are able to live their best lives, where they can participate in a large variety of activities and hobbies. Our residents truly get to live in "A World of Opportunities" by being a part of our day programs here at Misericordia!

CAMPUS CONNECTIONS



COMMUNITY SHOWCASE (CONT'D)

MORE THAN JUST "MOM"



Pictured (L to R): Meghan & Kerry from the 2024 10+ Year Staff Appreciation Dinner; Throwback "mother-daughter" photo from Easter in the 90s; fun times at Family Fest 2022 with kids and siblings.

Following your parents' career footsteps is not unheard of, but consider what it's like to be coworkers.

"It would probably confuse a lot of people if I went around calling her 'Mom' at work. So I call her 'Kerry,'" Meghan Roach laughs while reflecting on the professional relationship she and her mother, Kerry Roach, have as colleagues at Misericordia.

Kerry started her Misericordia journey in 1995 and has worn many hats throughout the years, from her role as a longtime Developmental Training Instructor (DTI) to her current role as an Oral Motor Aide in the Therapy Department. Her kids were no strangers to Misericordia, either. Kerry says she has always involved them in family activities or volunteer opportunities within our community. "When [Meghan] was a teenager, she would volunteer with me for Candy Days," Kerry fondly recalls. When Meghan eventually started considering her own path, she found inspiration in Kerry's devotion to caregiving and decided to pursue a career in the same field. "She is naturally empathetic and patient," Meghan says about her mother, calling her a great role model, with experience and wisdom that Meghan leaned on when she started at Misericordia in 2012.

Like Kerry, Meghan has taken on different roles in different areas, from Direct Service Professional (DSP) at Rosemary Connelly to a supervisor for CILAs. Now, in her current role as Director of Rosemary Connelly, Meghan calls it a "full circle moment," though her time at Misericordia seems to consist of many, from attending Family Fest and the 10+ Years Staff Appreciation Dinner together. "Sometimes [working together] can feel like when you're younger and don't want your mom to follow you school," Meghan jokes.

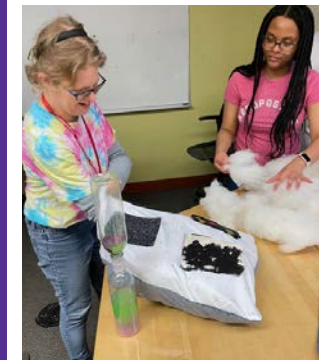
However, she adds, "There is something really special about running into your mom at work. She would be the one person in my life who would truly understand the work that I do."

Northwestern
DESIGN INNOVATION
SEGAL DESIGN INSTITUTE at the
McCORMICK SCHOOL OF ENGINEERING

SOLVING SOLUTIONS TOGETHER

Pictured (top to bottom): Residents Nicole, Austin, and Melissa working with Northwestern University's Design, Thinking, and Communication program before the students' Winter Quarter Final. Thank you to Thomas McManus (Behavior Services) for leading this project!

This spring Misericordia will partner with Northwestern University again to help them engineer tangible solutions accessibility challenges that affect the independence and activities of daily life of our residents. We would like to give a special shout out to Misericordia employees Trina Semelroth (Occupational Therapist), Charlie Walsh (Developmental Training Instructor), and Sam Bower (Developmental Training Instructor) whose concepts will be implemented by the Northwestern this quarter. Stay tuned to Campus Connections to see the outcomes of their projects!



CLICK HERE TO SEE THE DESIGNS CREATED BY STUDENTS

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 April.



FOR YOUR CONSIDERATION

LOCAL BUSINESSES FROM AROUND THE GLOBE

ROGERS PARK MOVES

1445 W. Morse Ave.
Chicago, IL 60626

[details here](#)

HOME WATCH CHICAGO

7456 N. Clark St.
Chicago, IL 60626

[details here](#)

EDGE OF SWEETNESS

6034 N. Broadway
Chicago, IL 60660

[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!

CELEBRATING WOMEN'S HISTORY MONTH

March is Women's History Month, a time in which we observe and celebrate women around the world who have broken barriers and made impactful contributions to society. Campus Connections invites you to check out our list of resources by clicking the links below and contact us if there are any in particular that you enjoyed.



Pictured: Caitlin Clark and Angel Reese, who are among NCAA Basketball's most recognizable players. [Click here](#) to read about Clark's latest scoring record this past month.

- [Google.com](#) - In collaboration with national museums and institutes, visit Google's Arts and Culture page to explore the many innovations of women who are actively working today.
- [Urbanmatter.com](#) - From aviator Bessie Coleman to Noble Peace Prize winner Jane Addams, check out Urban Matter's list of historical women from Chicago.
- [History.com](#) - Find articles, biographies, videos and lots of photos that highlight milestones in women's history.
- [Womenshistorymonth.gov](#) - Created by the Library of Congress, National Archives and Records Administration, National Endowment for the Humanities, National Gallery of Art, National Park Service, and Smithsonian Institution find in-depth multimedia that captures women's empowerment movements throughout history.

RUN 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.

THE BAKERY TRUCK IS COMING IN APRIL

All staff are invited to join us on April 11 for a delicious, sweet treat made possible by our very own Misericordia Bakery Truck:



6 AM - 6:30 AM
at McAuley

6:30 AM - 8 AM
at Besser

10 AM - 12 PM
at Besser

2 PM - 2:30 PM
at McAuley

2:30 PM - 5 PM
at Besser

Stay tuned to Campus Connections for more details.



MONTHLY RECOGNITIONS

DEPARTMENT APPRECIATION

March follows another round of monthly appreciation for the various departments on campus. This month we hosted special events for the following areas:

- Maintenance
- HR/Staff Development
- Reception
- Behavior Services
- Social Services

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

WELCOME NEW STAFF



Abikeola Disu (McAuley); **Zayne Croft** (Quinlan); **Adrienne Green** (Quinlan); **Adrian Ibarra** (Marian Center); **Guerldyn Joanem** (CDS); **Mohammedabrar Joly** (Marian Center); **Brittany Morris** (Marian Center); **Julius Scott** (Quinlan); **Taliyah Turner** (Quinlan); **Cyan Vasquez** (Village); **Jai'monea Williams** (Marian Center); **Monica Woods** (Village); **Zoraida Cuevas** [H&F Bakery (AUX)]; **Ravyn Austin** (Marian Center); **Kiesha Benton** (McAuley); **Taylor Foster** (CILA); **Amber Harvey** (McAuley); **Diona Johnson** (McAuley); **Samantha Lopez** (McAuley); **Alexandra Manzano** (CILA); **Madeline Morales** (McAuley); **Yvette Padilla** (McAuley); **Kieran Thomas** (Marian Center); **Dakoby Valentin** (CILA); **Mar Warner** (Mercy Glen); **Nya Williams** (McAuley); **Rodshawn Ruffin** (CILA)

MARCH ANNIVERSARIES

- 43 Marvia Oliver, Laura Schulz
36 Maria Rivera
33 Nancy Turry, Angela Burdette
31 Allan Hernandez
29 Lily Devey
28 Damon Laws, Tony Bethel, Juana Hartnett, Sharon Keane
25 Margarita Lopez, Nourisha Mohammed-Ali
23 Bryan Perry
22 Megan Nykiel, Mary-Frances Schultz
20 Malgorzata Raszyk, Cristina Zuniga De Menjivar, Nancy Kremer, Chris Centeno, Pha Heng
18 Stephanie McGee, Amy Vonderembse
17 Jennifer Ayala
16 Lisa Ulman
15 Joe May, Marcia Reinhard
13 Mariana Montes-Truss, Andrea Monter, Marina Galindo, Tara Reffett, Stacy Trammell, Anita Paulin
12 Rosa Saquimux, Tiffany Roper, Aleta Stallworth, Suzanne Arias, Bryan Lee
10 Erick Arrieta, Jesmina Memedova, Diana Hernandez De La Vega
9 Nicolas Viveros Jr, Shawnece Cornell, Shannetta Jackson, Crystal McHenry, Tom Oster
8 Agata Brej, Liz Donaldson, Michael Faught, Lisa Hager, Shantie Harris, Erika Simpson, James Sommer
6 Allyson Byrne, Natasha Carey
5 Kelly Whitaker, Mary Isho, Lisa Harris
4 Marissa Dobyne, Steve Quesada, Michael Drew, Joana Galindo, Eva Kutsche, Matthew Preciado, Samuel Bower, Charay Jordan, Svetla Panagonova, Phillip Sackmaster, Fatoumata Toure
3 Gaelle Kaneza, Megan Wortel, Cristina Martinez, Robyn Shimmin, Eric Pinon, Maria Baczek
2 Michael Lyons, Daray Brown, Marquess Larry, Keisiia Logan, Carolyn Marcantonio, Tamara Vance, Lisa Vann, Amy Wojtas-Koetz, Matt Breger, Soraida Antunez, Kenton Field, Conor Korbisch, Bart Winters, Germaine Samuels, Rabekah Asbury
1 Ora Knowles, Patrick Reppen, Mahnaz Yousefi, Amara Tyler, Meena Satpathy, Cindy Negard, Carol Bude, Yolanda Loggins, Millionaire McShan

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!