

CAMPUS CONNECTIONS

EMPLOYEE NEWSLETTER

Issue 4

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WHAT'S INSIDE

2

ORGANIZATIONAL UPDATES
COMMUNICATION SURVEY, CREATING
IMPACTFUL CHANGES REMINDERS

3

HIGHLIGHTS & OPPORTUNITIES
CONGRATULATIONS INCOMING FFS
CLASS, EXPO HAS A NEW LOOK,
RECRUITMENT NEWS BY THE NUMBERS

4-5

EMPLOYEE RESOURCES
TECHNOLOGY ADVISORY DR FIND
REMINDERS, STOP BY THE
GREENHOUSE INN, REFRESH YOUR
MIND AND BODY, ICEBREAKERS, THE
RED HEART CART

6

COMMUNITY SHOWCASE
SPECIAL OLYMPICS, SPRING
HAPPENINGS, CANDY DAYS,

7

FOR YOUR CONSIDERATION
LOCAL BUSINESSES, CARE WORKERS'
MONTH, 2024 CHICAGO MARATHON,
ELI'S CHEESECAKE COMING SOON

8

MONTHLY RECOGNITIONS
DEPARTMENT APPRECIATION, WARM
WELCOMES, ANNIVERSARIES,
BAKERY FOODTRUCK

APRIL IS OCCUPATIONAL THERAPY MONTH

[CLICK HERE](#) TO LEARN MORE
AND TEST YOUR KNOWLEDGE
[HERE](#)



SPEAKERS: Fr. Jack C. (Executive Director); Geana C. (VP of Strategy, People, & Culture); **PRESENTERS:** Tasha H. (Social Service/D&I Committee); Tiffany J. (Communications Manager/Solutions-based); Sarah W. (Staff Development/OJT Trainers); Andrew "AJ" A. (MSW Intern/DSP/On-Boarding); Mary Ann G. (Staff Development/Fit For Success); Kristina L. (Staff Development/Fit For Success); Saul H. (Staff Development/Fit For Success); Sarah P. (Staff Development/Add. Opportunities); **TESTIMONY SPEAKERS:** Johanna G. (Social Service/Solutions-based); Lucinda S. (DSP/Solutions-based); Lance S. (OJT Trainer/DSP); Timothy S. (OJT Trainer/DSP); Nicole W. (OJT Trainer/DSP/On-Boarding); Brigid B. (OJT Trainer/CDS/On-Boarding); Barbara M. (LJC/DSP/On-Boarding); Ciara M. (DSP/Fit For Success); Ken G. (OJT Trainer/LJC/Fit For Success); **UNPICTURED:** Joseph W. (OJT Trainer/DT)

CLICK HERE TO WATCH MISERICORDIA'S STATE OF THE STATE

April 10 marked Misericordia's first-ever State of the State, held in the Jean Marie Ryan Center. This day was spread across four sessions, to ensure employees across all shifts could attend. Father Jack addressed organization updates at each session before opening the stage to speakers from various employee focus groups and committees. Staff learned about the efforts of the Diversity and Inclusion Committee, the Solutions-based Workgroup, OJT Trainers, the On-Boarding Workgroup, and Fit for Success, and were encouraged to get involved.

With over 600 staff who attended, the feedback of the State of the State was positive, with 94% of people who polled indicating that they would like Misericordia to host future State of the State events. To learn more about some of the opportunities you heard, continue reading Campus Connections.

We thank everyone who presented at the State of the State and the participating staff who shared their testimonials. We also thank everyone who came to listen. Your involvement helps make us #MisericordiaStrong.



ORGANIZATIONAL UPDATES

COMMUNICATION SURVEY

Thank you to those of you who completed the survey to help us understand the impact of our new communication strategy. As we strive for excellence in our workplace, one of the most valuable resources we have is your feedback. Constructive feedback plays a crucial role in shaping our ongoing work to create a positive and productive workplace environment. And...your feedback helps us identify areas where we excel and where we can do better.

That being said, the overall response to the most recent survey only represented 7% of our entire workforce. While we will make use of the feedback we have received and determine the next steps toward continual improvements related to communication, we need you to help us by participating in surveys or other feedback opportunities we make available. Please stay tuned for action steps that we will be sharing to address our organizational communication needs.

CREATING IMPACTFUL CHANGES FOR ALL EMPLOYEES

As mentioned in Campus Connections's March Month In Review and presented at the State of the State, we are currently strategizing the implementation of the proposed solutions for improving Communication, Teamwork, and Growth and Opportunity, in response to the 2023 workforce survey themes and listening session feedback. Again, these solutions were created by staff in a range of roles, from residential care to social services. Please continue reading Campus Connections for more updates regarding the solutions.

IN CASE YOU MISSED IT

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

• PERFORMANCE REVIEW SEASON: SELF-EVALUATIONS ARE DUE 4/30

- We are 3 weeks into this year's performance review cycle.
 - For those of you who have completed your self review, thank you.
 - For those of you who are not yet done, please complete this by next Tuesday.
 - Questions, please send them [here](#).
 - For other self-evaluation support, staff can find a Q&A and additional documents in the green Performance Review icon (pictured left) on any Misericordia employee device.



• EMPLOYEE QUARANTINE GUIDELINES

- Below are the latest COVID-19 quarantine guidelines for staff:
 - Day 0: Positive Test
 - Day 1: Isolation
 - Day 2: Isolation
 - Day 3: Isolation
 - Day 4: Isolation
 - Day 5: Isolation
 - Day 6: Return to Work
- [Click here](#) to find a list of frequently asked questions related to COVID and other infection prevention protocols.



HIGHLIGHTS AND OPPORTUNITIES

CONGRATULATIONS TO OUR INCOMING FIT FOR SUCCESS CLASS

A new class for Fit for Success Tier 1: Self-Identity will start on April 25, and we are excited to announce the following employees taking part in the program:

Laura Tunningly	CDS	Jenni Moran	CDS
Alison Slak	CDS	Tania Bridge	CILA
Emily Friederich	CILA	Shanell Johnson	CILA
Elida Romero	CILA	Marina Galindo-Colon	CILA
Sharein Noble	DT	Therese Davis	DT
Teresa Holman	DT-McAuley	Gwen Arnold	Finance
Bridget Gondek	McAuley	Briana Walker	McAuley
Gurpreet Uppal	Mercy Glen	Jesse Fessler	Mercy Glen
Casey Stewart	Mercy Glen	Tanesha Baldarez	Mercy Glen
Frankie Silva	Pool & Fitness	Rolanda Williams	Quinlan
Thet Wai Aung	RMC	Shiloh Canellis	Village
Hattie Lester	Village		

Congratulations to these staff! We look forward to sharing with you their experiences in the program, in a future issue of Campus Connections!

BE SURE TO FOLLOW UP WITH US

If you are interested in learning more about the programs, please refer to:

Diversity & Inclusion:

- tashah@misericordia.com

OJT:

- sarahg@misericordia.com

Solutions-based Work Group & On-Boarding Work Group:

- geanac@misericordia.com

FIT FOR SUCCESS:

- Maryanng@misericordia.com
- Kristinal@misericordia.com

EXPO HAS A NEW LOOK!

This year, the Training Expo will be broken up into 3 parts:

1. Health & Safety
2. Campus Safety
3. Staff-Related Policies

Part 1 is Coming April 29!
It will cover topics such as:

- Lifting
- Infection Control
- Norovirus
- Ingesting Inedibles

*Complete by June 10
Training will be on Infnittec*

[CLICK HERE TO ENLARGE](#)

MISERICORDIA RECRUITMENT NEWS BY THE NUMBERS

- 114 Direct Care Scheduled Interviews.
- 24 No Call No Shows.
- 50 Candidates forwarded after initial interview with Recruitment.
- 23 Direct Care New Hires.
- To read more about our latest recruitment efforts, [click here](#).



EMPLOYEE RESOURCES

BEWARE OF FREE PDF APPS FROM UNTRUSTED SOURCES



We have seen an increase in the number of malware found on computers due to free PDF apps. While it's tempting to download and install free software, especially when dealing with PDF files, we strongly advise against doing so from unverified sources. Here's why:

Malware and Spyware Risk: Many free PDF apps found online may contain hidden malware or spyware. These malicious programs can compromise your computer's security, steal sensitive information, or even cause irreversible damage.

Privacy Threats: Some free PDF apps request unnecessary permissions, such as access to your personal files, camera, or microphone. By granting these permissions, you expose yourself to potential privacy breaches.

Unreliable Functionality: Free apps often lack essential features, updates, and customer support. They may crash frequently, fail to open specific PDF files, or behave unpredictably.

Phishing Scams: Cybercriminals create fake PDF apps that mimic legitimate ones. These impostors trick users into downloading them, leading to phishing attacks or identity theft.

Please use the Adobe Acrobat app installed on all work computers. If you encounter any issues with an app—whether it fails to meet your requirements, lacks essential features, or behaves unexpectedly—please do not hesitate to contact the IT department at IT@misericordia.com.

IMPORTANT DR. FIND REMINDERS

Dr. Finds are an important procedure at Misericordia to ensure the safety of our residents. Below are reminders for all employees when participating in a Dr. Find event:

1. After identifying a missing resident and searching the location you're in, call 3010 immediately and inform them to call a Dr. Find. It is important to include the resident's name, the location where they were last seen, and a description of the clothing they are wearing.
2. You should not call to end a Dr. Find if the resident is not physically with you! Even if you know where a resident is, you must have eyes on them to call off the search.
3. All staff at Misericordia have the responsibility to search for a missing resident when a Dr. Find is called. Unsure who the resident is? Stop at the nearest reception desk to see a picture of the resident.

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 MAY 3.

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



EMPLOYEE RESOURCES (CONT'D)

REFRESH YOUR MIND AND BODY

MISERICORDIA STAFF DEVELOPMENT PRESENTS:



WELLNESS BREAK
To Relax and Refresh!

- Come refresh your mind, and body with an easy-guided relaxation break.
- Learn about tips and resources to support your personal wellness-made just for Misericordia staff
- Sign up with your supervisor via Sign Up Genius
- Who is this for?
All Misericordia Staff!
- When:
Monday, May 6th at 7, 8, 9, and 10 PM
Tuesday, May 7th at 11 AM and 1:50 PM
- Where:
Gleason-Grace Center

Misericordia Staff Development has facilitated Wellness Breaks in the Gleason-Grace Center. For more details, [click here](#) to enlarge on the left and see below for the list of dates and times:

- **Monday, May 6**
 - 7 pm - 7:30 pm
 - 8 pm- 8:30 pm
 - 9 pm - 9:30 pm
 - 10 pm - 10:30 pm
- **Tuesday, May 7**
 - 11 am - 11:30 am
 - 1:50 pm - 2:20 pm

BREAK THE ICE WITH THESE CONVERSATION STARTERS WITH CO-WORKERS

Courtesy of Sign Up Genius



What movie can you watch over and over again?



If you could follow any musical act on tour, who would you choose?



What is your favorite local restaurant?

THE RED HEART CART IS OPEN FOR BUSINESS



- Nature Trail Mix Packs \$.75
- Granola Bars \$.75
- Kellogg's Pop Tarts Bites \$.75
- Chip Packs \$.50
- Otis Meyer's Muffins \$1.25
- Cookie Packs \$.50
- Zero Flavored Water \$1.00
- Sweet & Salty Mix Packs \$.50
- La Croix \$1.00
- Starbucks Frappuccino French Vanilla \$2.25

April marked the return of the Red Heart Cart, a popular concession stand that launched nearly ten years ago. **Open every Wednesday, the Red Heart Cart will be available to all staff.** Located in the Conway Building between HR and DT Reception, stop by for refreshments ranging from 25 cents to \$2.25. The cart is co-managed by residents and would love your support! (Please note: As residents are working on money, we request that you use bills no larger than \$5.00 when making purchases at the cart). For more details, [click here](#).

CAMPUS CONNECTIONS



COMMUNITY SHOWCASE

BEST OF LUCK TO OUR SPECIAL OLYMPIC PARTICIPANTS



Pictured: Residents who took part in last year's Spring Special Olympic Games, as well as those who advanced to the finals in the Summer. We wish all of our athletes the best of luck competing in this year's Spring Games, scheduled the first week of May.



CANDY DAYS
APRIL 26-27, 2024



We're counting on you.

Find our volunteers throughout the Chicagoland area, raising money through Misericordia's Candy Days fundraiser, now through this weekend. As in years past, the success of our 2024 Candy Days is so important! It remains one of our most crucial fundraisers for our many life-giving programs. [Click here](#) to learn more and share the link via social media. You can also learn more about it [here](#) on the Misericordia Facebook page. We thank everyone who is involved and continues to raise awareness about our mission!

CAMPUS CONNECTIONS



FOR YOUR CONSIDERATION

LOCAL BUSINESSES FROM AROUND THE GLOBE

ILLINOIS AUTISM CENTER

1660 N. La Salle, Dr. Unit C007
Chicago, IL 60614

[details here](#)

BAGHDAD HAIR STYLE

2004 W. Devon Ave
Chicago, IL 60626

[details here](#)

TAZA HADRAMOUT RESTAURANT & BAKERY

3100 W. Devon Ave.
Chicago, IL 60659

[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!

APRIL IS CARE WORKERS RECOGNITION MONTH

Courtesy of [Whitehouse.gov](#): "Across America, care workers help raise our children, assist seniors as they age with dignity, and support people with disabilities — giving families peace of mind and making it possible for millions of Americans to earn a paycheck while their loved ones are safe and secure. These unsung heroes strengthen our communities and form the backbone of our Nation's economy. This month, we honor their extraordinary contributions and commit to supporting them with better pay, better benefits, and the recognition they have long deserved."



Pictured: Lynette C & Sarah P

In line with Care Workers Recognition Month, Lynette C (Village Supervisor) and Sarah P (Director of Staff Development) attended the Infinitic Social Service Practitioner's Conference. It was a conference made by people in our field, for people in the field! The conference covered various topics including leadership, career pathways, managing difficult conversations, creating a safe work environment, respecting the homes of those we serve, and a Home & Community-Based Services panel. To learn more about the event and topics, [click here](#).

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.

ELI'S CHEESECAKES COMING IN MAY

In partnership with Eli's Cheesecake, Misericordia would like to continue to show its appreciation for staff with a special treat!



May 9, all staff will receive one 7 inch chocolate mousse cake, pictured left.

Stay tuned to Campus Connections for a confirmation about the times and location to pick up your cake.



MONTHLY RECOGNITIONS

DEPARTMENT APPRECIATION

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

- Housekeeping
- Laundry
- Kitchen
- Bakery and Businesses
- Security

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

THANK YOU HEARTS & FLOUR BAKERY



Pictured left: Staff Daniel S. & Tashema R., picking up their baked treats, Friday, April 12.

Staff received treats courtesy of Misericordia's Hearts & Flour Bakery truck as a continued show of appreciation for the work they do. We would especially like to thank the Misericordia Family Association (MFA) volunteers for helping, and a special thanks to the Hearts & Flour Bakery for preparing the treats!

WELCOME NEW STAFF



Latoya McCann (McAuley); **Chrisand Williams** (McAuley); **Christine Jensen** (Staff Development); **Kenyata Johnson** (Mercy Glen); **Charniece Haywood** (Mercy Glen); **Joaquin Serna** (Village); **Andrea Jancatova** (Village); **Garret Floyd** (Village); **Jocelyn "Joy" Cadiante** (Nursing); **Shanna Rambus** (Village); **Danielle James** (Village); **Patrick Kasonga** (Village); **Marisa Fera-Sanfelice** (McGowan); **Marie Sandstrom** (Nursing); **Alexana Martinez** (CILA); **Vivian Camargo** (Quinlan); **Martiniece Evans** (Quinlan); **Londonette Revis** (McAuley)

WELCOME NEW RESIDENTS



Jason - Mercy Glen

- Likes to help babysit 2 nephews
- Loves fashion and putting together outfits



Isabella - Shannon Apartments

- Sister lives in the CILAs
- Loves flowers and animals

APRIL ANNIVERSARIES

- 35** Mary Anne Fallon
- 31** Leslie Burgard
- 25** Marjorie Neal
- 23** Lela Perez, David Rustile
- 22** Norma Cabunacan, Jenny Leszczynski
- 17** Keewandas Johnson
- 16** Sharon Neumann
- 15** George Lim, Andrea Newson
- 14** Tamara Beeler, Denise Bradley
- 13** Erica Lopez, Rebecca Muzemil, Christopher Siefer, Shantel Walker
- 11** Amanda Uychoco, Jaxon Lindars
- 10** Nancy Lopez, Wilson Gonzalez
- 9** Lonna Davis
- 8** Outreya Alshamaq, Yawoavi Akotsu
- 7** Febeia Heard, Jerome Batton, Naja Ross
- 6** Oluwasegun Adebayo, Robert Batton
- 5** Amy Marek, Kevin Rahlfs, Lena Rutledge
- 4** Jessica Bahena, Scott Thompson, Keziah Paz
- 3** Idris Ali, Gretchen Gantner, Casey Stewart
- 2** Cristina Ayala Rivas, Inez Ayala, Denise Belland, Shaila Gonzalez, Zaria Junius, Jessica Perez, Timothy Strong, Jr, Sharon Sullivan, Kenya Walker, Lejla Gutotic, Efrain Villanueva, Paula White
- 1** Mariam Salim, Fleur Martin, Antwon Simpson, Maria Emano, Erica Love, Alyssa Martinez, Makiya Ousley, Tashema Reed, Karly Vanderploeg, Erik Hutton, Avery Kalyn, Jouceline Aguilar-Sanchez, Sean Crawford, Kyle Moore, Ayoola Sobowale, Erik Trujillo, Vanja St. Clair

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!

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