

CAMPUS CONNECTIONS

Issue 5

EMPLOYEE NEWSLETTER

Vol 4

MAY 2024

WHAT'S INSIDE

2

ORGANIZATIONAL UPDATES

EMPLOYEE CONFIDENTIALITY,
GENTLE REMINDERS

3

HIGHLIGHTS & OPPORTUNITIES

1/2-YR ANNIVERSARIES,
CONGRATULATIONS TO OUR NEW
LJC'S, MCAULEY JOB FAIR,
RECRUITMENT NEWS

4-5

EMPLOYEE RESOURCES

NORMALIZING EMAIL USAGE,
INFECTION PREVENTION, STOP BY THE
GREENHOUSE INN, BETTER SPEECH &
HEARING MONTH, ICEBREAKERS, THE
RED HEART CART OPEN FOR BUSINESS

6

COMMUNITY SHOWCASE

COMPOSTING IS GROWING, MARKET
DAYS SALE, ARTIST IN ALL 2024

7

FOR YOUR CONSIDERATION

LOCAL BUSINESSES, EXTENDING OUR
THOUGHTS, 2024 CHICAGO
MARATHON, FARMER'S MARKET, FIRST
RESPONDERS FAIR

8

MONTHLY RECOGNITIONS

DEPARTMENT APPRECIATION, WARM
WELCOMES, ANNIVERSARIES, IN
MEMORIAM



Pictured: This month the Women's Board, the Women's League, Jr. Board and Loyola's Hockey team hosted Special Olympics Spring Games for our residents at Misericordia. [Residents came together for a morning of friendly competition.](#) Thank you to all involved for making this event a success. For pictures of Misericordia competing in the local Special Olympics Spring Games, [click here.](#)

May is a time for growth! It is a month at Misericordia when several achievements happen for our residents, from participating in the lively Special Olympics Spring Games to producing art to showcase and sell for Artist In All. Likewise, evaluation season takes place during May and marks the period for staff to reflect on professional achievements and goals to work toward in the coming year.

As you may know, last month, Misericordia hosted its first State of the State, highlighting employee growth initiatives—in case you missed it, [click here.](#) One of the takeaways from the event is that Misericordia wants to be the place where people come for a job and stay for a career.

This month, we hosted a successful job fair for nurses and CNAs, and we welcomed new graduates for Lead Job Coaches. We were also happy to celebrate our nursing staff during nurses' week, as well as all staff across various departments who have completed their first and second-year anniversaries at Misericordia. You can read about all of this and more on the following pages!

CLEAN HANDS SAVE LIVES

Courtesy of the Centers for
Disease Control and Prevention

[LEARN MORE HERE](#)





ORGANIZATIONAL UPDATES

EMPLOYEE CONFIDENTIALITY

When it comes to confidentiality, we're familiar with our responsibilities to the residents. But, what are our responsibilities regarding confidentiality, as it pertains to our fellow coworkers?

Confidentiality, in its purest essence, is our duty to respect and protect a person's right to have their personal information kept private.

In the flow of the workday, we intercept a lot of information, not just specific to the nature of our work, but oftentimes, information specific to our coworkers. Sometimes this is a result of dialogue directly from the individual who is the subject of this information. At other times, it is a result of communication between coworkers, about someone else. This is natural, as humans are social. However, if this information is personal, and not shared by the individual directly-this could be considered gossip and, a breach of that person's right to confidentiality. When disregard for confidentiality exists, it taints our culture by making our staff feel less protected.

Additionally, sharing information specific to a coworker's professional private matters, such as coworker concerns, disciplinary action, performance, workplace injuries/leaves, involvement in incidents/investigations...are in violation of our policy. Doing so can also have significant negative rippling effects on the individual, teams, and initiatives in place for intervention.

Our policy requires that we maintain confidentiality regarding our residents and one another. This expectation applies not only to verbal forms of communication, but to text, email, social media postings, and photographic communications.

In order to contribute to an environment of respect, and protection regarding confidentiality, always seek to engage with one another in a positive, supportive way. Disregard any information that comes your way that you don't have a 'need to know'. Be direct in your response if approached with confidential information and route the person to the appropriate leader if the info is concerning.

IN CASE YOU MISSED IT

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

• HEALTH AND SAFETY TRAINING ENDS JUNE 10

- The Health & Safety launched on April 29. Please check your Misericordia email address for the link to complete the training. **This virtual training is mandatory for all Misericordia employees and must be completed by June 10.** It includes vital information on topics such as lifting and infection control. [Click here](#) for more details.

• FLOATING HOLIDAY MUST BE USED BY JUNE 30

- This is a reminder that the Floating Holiday must be scheduled/used on or before June 30, 2024. It will not carry over after this date. The hours cannot be split into partial hours and the total 8 hours must be used.
 - **June 16, 2024** (Father's Day) is the remaining block-out date that cannot be used. [Click here](#) to see the full list.

• RETIREMENT PLANNING SEMINAR

- The Human Resources Department is happy to announce an upcoming Retirement Planning Seminar at Misericordia. If you are interested in learning more about retirement planning and would like more information to help you prepare, this is a seminar that you may want to attend. There are two available session times:
 - Tuesday, June 11, 2024
 - 10 am - 11 am
 - 12:30 pm - 1:30 pm
- Please get in touch with HR at ext. 3038 to sign up no later than Wednesday, June 5, 2024. For more details, [click here](#).



HIGHLIGHTS AND OPPORTUNITIES

CELEBRATING OUR FIRST AND SECOND YEAR STAFF



In honor of our 228 first and second-year staff, Misericordia extended its appreciation of them with a breakfast, lunch, and dinner across various shifts. [How many]. When asked, "What is your favorite thing about working at Misericordia?" the answers we commonly heard were, "The community, the Misericordia values, the passion, their professional impact, and most of all, the residents!"

CONGRATULATIONS TO OUR NEW LEAD JOB COACHES (LJC)



Pictured L-R: Isaac H. (Quinlan), Emily F. (CILA), Jennifer A. (CILA), Itzel R. (Quinlan), Naja R. (CILA)

The Lead Job Coach is instrumental in providing guidance and coaching to new staff during their training period and throughout their first year of employment. They work closely with their support team to ensure new staff are receiving the best guidance, coaching and support to be successful. We look forward to the positive impact our newest LJCs will have!

MCAULEY CNA AND NURSING JOB FAIR

On Thursday, May 16 the Recruitment Team hosted a CNA and Nursing Job Fair at McAuley. This was an exciting opportunity for applicants to interview on-site and receive a tour of McAuley! The event was a success with a total of 29 attendees! Some of which have already accepted job offers.

The Recruitment team would like to thank all staff who helped make this possible!

MISERICORDIA RECRUITMENT NEWS BY THE NUMBERS

- 156 Direct Care Scheduled Interviews
- 23 No Call No Shows
- 45 Candidates were forwarded after an initial interview with Recruitment
- 22 Direct Care New Hires
- [Click here](#) to read more

CAMPUS CONNECTIONS



EMPLOYEE RESOURCES

NORMALIZING MISERICORDIA E-MAIL USAGE

Misericordia is excited to share more information about one of the proposed solutions from our most recent solution-based employee workgroup. The group consisted of staff in various roles, from direct care to auxiliary to supervisory positions, who voluntarily participated in a 4-week session to address the growing concerns that resulted from last year's workforce surveys and listening sessions.

Proposed Solution: "Normalize the use of Misericordia/Outlook e-mail in every role (i.e. DSP/CNA, auxiliary, etc.) to maximize efficient and effective communication"

What is my Misericordia/Outlook e-mail? All staff are given an employee e-mail address upon hire (example@misericordia.com) If you are not sure what your Misericordia e-mail is, please ask your director or supervisor.

Why normalize it? Normalizing the use of e-mail would create an organizational culture that keeps up with the best practices in effective communications of today. This initiative aims to streamline all organization-wide communications through e-mail engagement and strengthen internal communications within each individual area.

What can I expect? Electronic employee engagement could take some getting used to. However, in the long run, you can expect electronic communications through Outlook to be more interactive and help you stay organized and informed.

Outlook is a tool available for ALL Misericordia employees to manage their email, calendar, contacts, and tasks. As a result, the utilization of this readily available resource could grow into more than just the utilization of e-mail.

Outlook can also help employees:

- Manage and share calendars: Schedule meetings
- Share files: Ensure recipients have the latest version
- Set up or join meetings: Book conference rooms and track RSVPs
- Prepare for meetings: Use smart features to get information and suggested responses

Training Info: Please stay tuned to Campus Connections to find out more information about in-service trainings coming out soon.

WHAT IS INFECTION PREVENTION?



Infection Prevention is a practical, evidence-based approach that reduces the risk of transmission of infection to residents, health workers, and others in the healthcare environment!

The Infection Prevention and Control team at Misericordia consists of Sam Sexton, Infection Preventionist, and Lauren Lin, Clinic Coordinator!

Contact us at infectionprevention@misericordia.com if you have any questions or if there are topics you would like to know more about!

[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
MAY 31.

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



EMPLOYEE RESOURCES (CONT'D)

MAY IS BETTER SPEECH AND HEARING MONTH

*"The official celebration of
Speech and Hearing;
Comes but once per year;
Yet we can find ways to
commemorate,
To fill the month with cheer!*

*Whether it's mealtime, or
audios,
Or social groups who work on
goals;
We think of our Speech
Therapists, and consider their
many roles.*

*So in May, we think Speech,
Language and Hearing,
As the celebrations sweep the
nation;
Take a moment and give a
shout,
To the women of the
Department of Communication!"*

—Constance Allen, from
Misericordia's Communication
Therapy Department

Did you know:

- Tens of millions of U.S. adults between 20 to 69 years of age likely have hearing loss due to noise exposure, data shows.
- An estimated 17.9 million U.S. adults ages 18 or older, or 7.6%, report having had a problem with their voice.
- Often, speech and hearing disorders go unnoticed due to fear of being singled out or a lack of knowledge. The increased focus on such issues during this month helps us take note of our abilities and hopefully do more to improve our awareness about communication disorders.
- To learn more, [click here](#) and [here](#).

BREAK THE ICE WITH THESE CONVERSATION STARTERS WITH CO-WORKERS

Courtesy of Sign Up Genius



What is something — a food or activity — that you tried reluctantly, and it turns out you like it?



What is one important skill that you think everyone should have?



What activity helps you relieve stress?



If you could take a month to travel anywhere, where would you go?

THE RED HEART CART IS OPEN TO STAFF EVERY WEDNESDAY

The Red Heart cart is open for business, every Wednesday between 10 - 11 am! Come support the residents and stop by the Red Heart cart located in the hallway between HR and DT reception. Please utilize small bills for purchases. The list of available items for purchase is as follows:

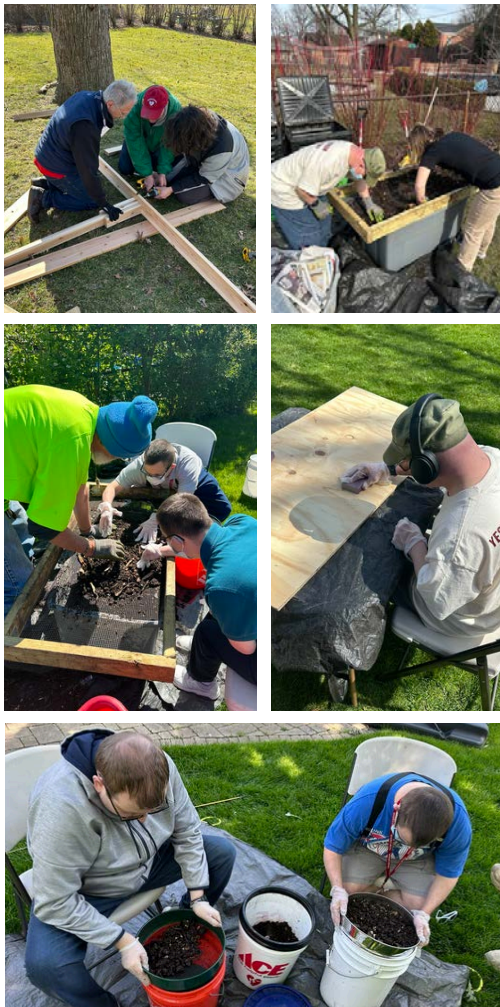


Nature Trail Mix Packs \$.75	Granola Bars \$.75
Kellogg's Pop Tarts Bites \$.75	Chip Packs \$.50
Otis Meyer's Muffins \$1.25	Cookie Packs \$.50
Zero Flavored Water \$1.00	Sweet & Salty Mix Packs \$.50
La Croix \$1.00	Starbucks Frappacino French Vanilla \$2.25



COMMUNITY SHOWCASE

COMPOSTING IS GROWING



Pictured: CILA residents building their own compost bins for their homes. Special thanks to staff Daniel Driscoll, Liam Sanchez, Carmen Manfredini for helping with this effort.

The residents have been busy, at work, taking care of Mother Earth. Composting has grown to the point where the team needed to build their own compost bin. The residents helped to build the wooden container to aide in the process. The residents really enjoy knowing that they are able to contribute to the natural process of recycling organic matter.

MARKET DAYS SPRING SALE



With items created by residents at CDS Arts and Science, McAuley DT, Misericordia School, DT Marian Center, Gardens, Arts, and Office Skills, staff stopped by our Market Days spring sale to purchase handcrafted accessories, decorations, and plants during the Market Days Spring Sale on May 23 and May 24. To find out about the next sale, look for future announcements in Campus Connections!

ARTIST IN ALL 2024

Presented by the Misericordia Siblings Association



The Artist in All is a benevolent event for Misericordia, featuring artwork created by talented Misericordia resident artists with the assistance of dedicated staff and volunteers. Through the Artist In All, Misericordia's residents can showcase their visual art in a world-class venue, reach out to the Chicago community, and give [their loved ones] an opportunity to feel the same exhilaration all artists experience when their work is admired and sought by others.

The Artist In All returned to the Modern Wing of the Art Institute of Chicago on Tuesday, May 21 with more than 200 Misericordia artists participating and auctioning off their artwork.

Pictured: Residents at gear up for and attending the Artist In All. [Click here](#) to watch a slideshow.

To view the pieces that sold and may still be available for auction, [click here](#).

CAMPUS CONNECTIONS



FOR YOUR CONSIDERATION

LOCAL BUSINESSES FROM AROUND THE GLOBE

UPTOWN BIKES

4653 N Broadway, Chicago, IL 60640
[details here](#)

THE ECO FLAMINGO

4750 N Rockwell St, Chicago, IL 60625
[details here](#)

BITES

ASIAN KITCHEN + BAR

3313 N Clark St, Chicago, IL 60657
[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!

EXTENDING OUR THOUGHTS TO A GENEROUS NEIGHBOR AND PARTNER



Pictured: Chicago Lunchbox owners, Tanya and John Nguyen

Misericordia has hired the Chicago Lunchbox food truck for the past few years to treat our staff with their locally famous Asian fusion rice bowls. Our community was especially excited when, after a decade of business, construction began for Chicago Lunchbox's first brick-and-mortar restaurant on Devon and Bosworth avenues. Tragically, a day before its scheduled grand opening last month, a fire set the business ablaze.

Jeff Lucero, a Misericordia staff and friend of the owners, Tanya and John Nguyen, reported the devastating news to Campus Connections. "[As of now], they are still running their food trucks as usual," says Jeff, "but it will take some time to get their Rogers Park location up and running again."

As the Nguyens work to re-establish their restaurant, Misericordia would like to extend its sincerest thoughts and well wishes to them during this time of hardship. If you would like to learn more about Chicago Lunchbox and ways to support them, [click here](#) to visit their website, [click here](#) to watch their special feature on Chicago's Best, and [click here](#) to track their truck locations via Facebook.

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.

WE'RE BACK!
Every Thursday, starting May 23!!!

DALEY FARMERS' MARKET

Misericordia Hearts & Flour Bakery
Come indulge in over 1500 of your favorite goodies

Look for our red Misericordia tent!

Visit the Hearts & Flour Bakery at Daley Plaza Farmers Market

50 W. Washington St.

May 23 – October 24
(No market July 4)
7 am – 2 pm

[Click here](#) to view the list of vendors.

ATTENTION

First Responders Fair

Wednesday, June 5th
from 10am-12noon
Conway- west of building
(rain date June 12th)

RESIDENTS WILL ATTEND THROUGH THEIR DAY SERVICES PROGRAMS



MONTHLY RECOGNITIONS

DEPARTMENT APPRECIATION

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

- Nurses
- Nurse Practitioners
- Nursing Secretary

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

WELCOME NEW RESIDENTS



Jackson - McAuley

- Born in Abu Dhabi, UAE
- Loves cake!
- Has a Squishmallow friend named Zozo



Isabel - McAuley

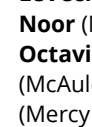
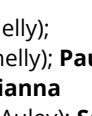
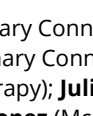
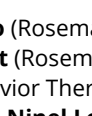
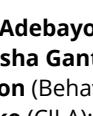
- Is from Kansas
- Loves her family
- Enjoys holidays



John - McAllister

- Loves jigsaw puzzles
- Love videogames
- Gray t-shirts are his favorite!

WELCOME NEW STAFF



Sarah Adebayo (Rosemary Connelly); **Danaysha Gant** (Rosemary Connelly); **Paulie Garrison** (Behavior Therapy); **Julianna LeVecke** (CILA); **Ninel Lopez** (McAuley); **Sophia Noor** (McAuley); **Lauren O' Kane** (CILA); **Octavia Rance** (Quinlan); **Melanie Salgado** (McAuley); **Nashonece "Nina" Singleton** (Mercy Glen); **Tess Vega** (CDS)

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!

MAY ANNIVERSARIES

- 48** Vera Sanders
- 38** Deborah Satterfield
- 32** Kevin Connelly
- 30** Charles Carper, Janine Jacquet
- 29** Ariel Alvarado, Heather Mike, Nekisha Tolbert
- 28** Gwen Arnold
- 27** Esperanza Hernandez
- 26** Joan James-Walker, Heather Barile
- 22** Sophia Alexander
- 21** John Tortorello
- 20** Emad Garibovic
- 19** Nellie Guerrero
- 18** Denise Davis
- 17** Anne Maddock, Lynise Williford
- 16** Latasha Hall, Cherie Churan, Migdalia Ortiz, Debra Wright
- 15** Lisa Lee, Justyna Madura, Dorie Finnegan, Kathleen Watts
- 13** Sarah Burlingham, Thomas Harris, Nora Turgeon, Kelli Wilson
- 12** Wendy Gee, Alice Ighodaye, Meghan Roach, Sandy Terrell, Brian Williams
- 10** Vicki Williams, LaShonda Smith
- 9** Melissa Barron, Tania Bridge, Tim Noerr, Carolyn Seng, Erika Nava, Erin Clark
- 8** Ricardo Bobadilla, Skye Dent, Elizabeth Dick, Kevin Markham, Jasmine Meredith, Paris Reynolds, Evelyn Thomas, Erin Goga
- 7** Bettina Hutchens, Ashleah Martin, Barbara Moerman, Angel Pryor, Angela Spaulding, Lakiesha Thompson, Jorge Rendon Cruz
- 6** Richard Martel
- 5** Judy Wolf, Clotelia Sims, Tamicka Stokes, Lynette Vazquez-Benitez
- 4** Jessica Diaz, Meliha Malagic
- 3** Carlos Benavides, Katie Nguyen, Yao Amegan, Brigid Brennan, Sade Carter, Shanqwanta Horne, Grace Kariza, Jennilyn Layag, Stephanie Lopez, Ciara Martinez, Christina Nutter, Jade Riedel, Olivia Rogers, Maria Urrutia Valente
- 2** Dylan Taylor, Rajendra Patel, Chelsea Cade, Mantoya Chambers, Giovanni Espinosa, Jesse Fessler, Anita Henry, Bernadette Lettner, Rachel McNutt, Lacey Sanders, Frankie Silva
- 1** Cynthia Brodeur, Sylvia Carrillo, Jossalyn Coppens, Sharelle Fletcher, Jessica Grove, Jamila Rondo, Keyah Van Zee, Judas Benson, Nancy Flores, Harrison Clark, Vanessa Diaz-Perez, Grant Fairchild, Victor Guzman, Latoya Newman, Sofia Trejo

IN MEMORIAM

Our deepest condolences go to the loved ones of:



David Loeger
(1970 - 2024)



James "Jamie" Peloquin
(1984 - 2024)

Click the underlined names to view their memorial pages.

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