

# CAMPUS CONNECTIONS

EMPLOYEE NEWSLETTER

Issue 9

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**Pictured:** Wonderful festivities this month at Misericordia, including Resident Appreciation Day, Sept. 5th; Annual Family Fest, Sept. 8th; CNA/DSP/Therapy Aide Week from Sept. 9th-13th; "Sports Jersey Day", "Cheese's Food Truck Day", "Crazy Socks Day", "Crazy Hairy Day", "Twin Day". Keep reading to see more!

September has been filled with a number of events to honor our residents and staff. It brought many of them together and Campus Connections is grateful for the chances we had to document them! Please continue reading to find out about more plans scheduled for October.



# ORGANIZATIONAL UPDATES

## STATE OF THE STATE OCTOBER 14

In our continued effort to help further our communication and increase our transparency, we will hold another State of the State for all Misericordia employees on Monday, October 14. Please stay tuned to Campus Connections for information about topics that will be presented before the entire organization.

## MATERIAL SAFETY DATA SHEETS

Misericordia is upgrading the tool and processes around Material Safety Data Sheets (MSDS). MSDS information is an important part of the emergency processes here at Misericordia. They provide information on the different products used at Misericordia and how to handle exposure to these products.

In the past, paper copies of these sheets were maintained in each area. Recently we added an electronic tool to support this. SDS Mobile is a web-based tool (with a mobile app as well) to look up MSDS for different products.

Misericordia is expanding our use of this tool to create a Misericordia-specific list of products. Currently, there is a link on the desktop (OnlineSDS) and a link on Misericordia iPads to this information.

It is also available via the SDS Mobile app. IT will provide additional information and procedures in the coming weeks to ensure staff have the information needed.

## IN CASE YOU MISSED IT

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

### • SEXUAL HARASSMENT PREVENTION TRAINING 9/23 - 10/25

- Sexual Harassment Prevention has been launched on Infinitec! Just like with the previous Expo trainings, you can find the link in your Misericordia email address. Completion of all training is mandatory for all Misericordia employees.

### • ETIME EDIT SLIPS MEMO

- Effective 10/1/2024, incomplete edit slips not in the possession of the supervisor when submitting payroll will impact paychecks. [Click here](#) for the full memo related to Etime Edit Slips. The memo includes expectations of all regarding clocking in/out and contacting the supervisor if an edit slip is required.

## AUGUST RECRUITMENT NEWS BY THE NUMBERS

Scheduled Direct Care Interviews  
270

No Call No Shows  
89

Forwarded to Directors after initial interview  
with recruitment  
41

Accepted Offer (Direct Care)  
23

The Recruitment team wants to thank all staff who encouraged fest attendees to stop by Employment Opportunities booth to learn more about our current vacancies! We enjoyed sharing our mission, employment opportunities and engaging with fest attendees curious about employment at Misericordia. We look forward to continuing to be apart of Family Fest and we would like to thank all the staff, volunteers and residents that made the day possible!

[Click here](#) to read more.



# HIGHLIGHTS AND OPPORTUNITIES

## DSP/CNA TRAINING SURVEY RESULTS

### • WHAT IS THIS SURVEY?

New DSPs and CNAs complete an anonymous survey at the start of on the job training (OJT). We use this feedback to continue to improve our onboarding and training processes!

### • STAFF FEEDBACK

“Loved all of it. Really showed how special Misericordia is.”

“The hiring staff was so communicative and great! Easiest onboarding for any job I've had.”

“The training week 1 was so thorough and enjoyable I would take it over again. I am excited to start and grateful to be here”

“My experience has been that training and onboarding was smooth and streamlined. The instructors have not missed a beat and the panels have been very helpful. Very excited to finish up training this week and start working with the residents!”

“I can see the residents here thrive in their environment! The staff testimonial, and all of the testimonies from all the instructors were impressive and informative. Hearing that so many people come to Mis and stay to develop their career here is encouraging and great to hear about a company. It shows me the culture is well rounded, diverse, and pleasant!”

### • FAVORITE CLASS SECTION SPOTLIGHT: RESIDENT PANEL

37% of new staff said their favorite section was the resident panel. In class, there are two opportunities for residents to come speak to the new hires. Here are some comments from the new staff about the panels:

- “[My favorite section was] meeting the residents and seeing things from their world.”
- “My favorite section was the resident panels. We were able to interact with residents and get a scope of the daily life at Misericordia.”
- “The resident panels were very touching.”

If you started at Mis in the last year and would like to provide feedback on your experience, please reach out to [training@misericordia.com](mailto:training@misericordia.com).

## DESIGN THINKING WITH NORTHWESTERN UNIVERSITY

Misericordia is excited to partner with Northwestern University's Design Thinking and Communication Program to help them engineer tangible solutions to accessibility challenges that affect the independence and activities of daily life for Misericordia's residents.

This quarter Jeremy Wyatt from Developmental Training (DT) and his program, Technology-Enabled Learning will work closely with Northwestern's design students. We are excited to see what prototypes they create and share them with you all through Campus Connections as they develop!



Anniversary Celebration  
**OCTOBER 29, 2024**  
*Save the Date!*

**HAPPY 5TH YEAR ANNIVERSARY AT MISERICORDIA!**

Here are our celebration times, more details to follow...

**5 AM      11 AM      6 PM**





# EMPLOYEE RESOURCES

## MEET YOUR PHI TRAINERS

Misericordia is fortunate to have a group of staff who specialize in facilitating our PHI Trainings through Staff Development who we would like for you to meet! PHI Training is one of the many professional development opportunities that Misericordia provides to support our staff.

If you have not participated in a training, "PHI Training" is simply our "shorthand" title for the coaching approach to communication skills and [teamwork] skills. All management staff are required to participate in PHI training upon promotion. Training is also offered in DSP/CNA class during the first week. In PHI trainings, we focus on skills like active listening, sharing feedback, and developing self-awareness and self-management capabilities.

Beyond these basic trainings, though, the PHI Trainers are happy to come to your area to help facilitate a training for your team.

[Click here](#) to learn about all of our PHI Trainers, and stay tuned to Campus Connections for tips and articles related to the skills listed above.

## SEE SOMETHING SAY SOMETHING







September 25 is national "If You See Something, Say Something" Awareness Day. To keep our campus safe, it is important each employee play a role in reporting any suspicious activity that is witnessed, overheard, or suspected.

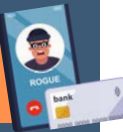
Keep an eye out on campus for any suspicious packages or bags. Three pink bags have been placed on campus in an exercise to help all employees be aware of our surroundings. **If you locate a pink bag on campus, please call Thome reception to report it and claim a prize!** [#SeeSayDay](#)

## BREAK THE ICE WITH THESE CONVERSATION STARTERS WITH CO-WORKERS

*Courtesy of the Misericordia People Leadership Team*

-  Share one habit you're proud of.
-  What's one hobby you'd like to get into?
-  Describe your perfect weekend.
-  For what in your life do you feel most grateful for?

## DON'T BE A VICTIM OF IDENTITY THEFT



### WHEN ACCESSING MOBILE APPS AND PAY/BANKING WEBSITES, REMEMBER THE FOLLOWING DO'S AND DON'TS

- **Don't** save your password on your mobile apps or shared computer for banking and pay websites.
- **Do** enter your password directly each time you access the mobile applications. You can also use the facial recognition or thumb print feature to access the mobile app.
- **Do** sign into any app and websites using the authentication features for secure applications like banking and payroll related apps, like Paychex, Paylocity or ADP.
- **Do** choose passwords that are strong and hard to be hacked (using a mixture of alphabetical and numeric, upper and lowercase and special characters when creating your passwords).
- **Don't** write down passwords where other people can find them.



# COMMUNITY SHOWCASE

## CHECK OUT MORE RECAP PHOTOS FROM THIS MONTH'S FESTIVITIES



**Pictured:** A collection of more photos taken from Resident Appreciation Day (09/05), Family Fest Clean up (09/09), CNA/DSP/Therapy Aide Week Initiatives: "Jersey Day," "Cheese's Food Truck Day," "Twin Day," "Crazy Hair Day."

## UPCOMING EVENTS AND ACTIVITIES

- **SPANISH MASS, OCTOBER 6**
  - Father Jack would like to invite staff to join us for a mass said fully in Spanish. We will start at 11 am. Mass will be in the chapel. Please join us if you can. RSVP directly to Anne Maddock at [annem@misericordia.com](mailto:annem@misericordia.com). Stay tuned for more details.
- **HALLOWEEN PARTY AT JMRC, OCTOBER 27, 4 PM - 6 PM**
  - Sponsored by SIBS
  - Wear your costume or festive clothing. there will be food, games, and music played by DJ Hermannator!
  - [Click here to RSVP](#); \$5 per person; FREE for residents



## CRAZY SOCKS DAY

**Pictured below:** Fun socks worn by staff during DSP/CNA/Therapy Aide week.



## CAMPUS CONNECTIONS



## SPECIAL FEATURE

### WORKING STUDENTS AT MISERICORDIA



One of the areas of professional growth that Misericordia deeply advocates for is education, be in a college, university, or special trainings.

In this Special Staff Spotlight on working students at Misericordia, we are thrilled to highlight four of our employees who answered our call for submissions to be interview learning and academic pursuits.

For Tati M (Quinlan Terrace), her academic journey involved finding what really interested her. "I was always interested in law, but I didn't enjoy the classes," she says. So after starting over and doing more research, she came to the realization that the field of sociology offered her the chance to provide versatile services for people in community-based settings. During a job search, she says she came across a Misericordia posting and read about our organization. "I didn't start out thinking I'd be working with People with Intellectual Disabilities, but I have developed a passion for what I do here at Mis and I'm trying to move up now that I have developed relationships with residents and staff."

For Alison K (Behavior Services), the psychology and Human Services field is something she had deeply considered, as someone who watched her older sister work as a Qualified Intellectual Disability Professional (QIDP) at Misericordia. Having started her journey in Applied Behavior Analysis (ABA) two years ago, she says so much of what she has learned in Psychology classes in school transfer into the support she provides for the residents in the Behavior Department. "My mind constantly thinks in [behavior analysis]. I go to work and apply it, I go home and learn about it more. It sounds exhausting, don't get me wrong, but [school] has given me such a huge benefit [professionally]."



While Sarah W (pictured left, Behavior Services) isn't a college student per se, she recently took classes through the Training, Education, and Resource Institute (TERI, Inc) to become a Certified Special Needs Life Coach. She pursued the certification after working in roles as a direct support staff and behavior support staff. "It was interesting taking these courses while working here and learning much more about the legal side and getting to know more schools and programs in the area for children and adults with disabilities." With the certification, she says she hopes to become a life coach for young people with developmental disabilities, helping them transition from high school into adulthood.



As one can imagine, working and studying in any capacity can lend itself to exhaustion. Just ask Yao A (pictured left, Village Homes). He started at Misericordia as an international student and is now a third year grad student completing his internship for a Master's degree in Clinical Mental Health and Counseling (Psychology). "I have classes one day a week, which takes up a whole day, and I am at my training site [for school] twice a week from 10 a.m. - 8 p.m." To help stave off full-on burnout, Yao says, "There is just managing by refueling ourselves the right way. I like to function according to my priorities, the first one being my spiritual and mental health [as well as] spending as much time as possible with my family."

### CAMPUS CONNECTIONS



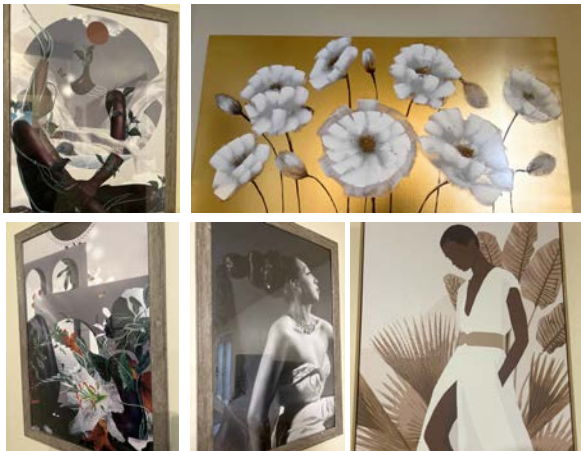
## SPECIAL FEATURE (CONT'D)

In the case of Alison and Tati, they express how grateful they feel about being able to talk to their supervisor or director about adjusting their schedules so they can balance their studies while providing quality care for the residents. "It actually helps to know I have a village behind me here at work," Tati says. "It helps me balance everything and not get so overwhelmed. A couple of the residents are always telling me, 'I know you got this. You're so smart, you can do it.'"

Tati, Alison, Sarah, and Yao all give shoutouts to their families, instructors, as well as coworkers, residents, and supervisors for supporting them. The things they're all looking forward to after they complete their studies range from having a hearty meal of white rice and fish soup, ice cream, and taking a trip! Most importantly, the thing they are determined to do with their degrees is to continue to help people.

Misericordia wishes Tati, Alison, Sarah, and Yao all the best with their learning endeavors, as well as all students who are working at Misericordia. We especially thank them for dedicating time alongside their studies to provide quality care for our residents!

### STAFF PERSONAL COLLECTION SHOWCASE



**Pictured:**  
Pieces from  
Dominique's  
home art  
collection

This is a  
part of our  
special  
staff  
spotlight.

*From Dominique E (CILA-RN):* "I love art, it's my first love. It's an expression of different periods of time and emotions. There are so many interpretations of each piece and each one can be more unique than the next. My children and I express ourselves through art and have given it to each other as gifts since they were little. I love to adorn everywhere I can with art to brighten a space because it reminds me of a time and place in my own life. "

### CALL FOR SUBMISSIONS

In our continued effort to recognize and celebrate the unique stories, interests, and attributes of our diverse workforce, we are asking for submissions from staff to be featured in our special employee spotlights around a few topics listed below.

#### Personal Collection Showcase

*Do you have a unique collection you're passionate about? We'd love to see it!*  
[submit here](#)

#### Your "Message From The Heart"

*Share words of motivation and inspiration within our Misericordia community!*  
[submit here](#)

#### How to Submit:

Click the links above to fill out the quick submission forms. We look forward to hearing from you!



# FOR YOUR CONSIDERATION

## LOCAL BUSINESSES FROM AROUND THE GLOBE

### SEOUL TACO

738 N Clark St, Chicago, IL 60654  
[details here](#)

### FIT RESULTS

3430 W Diversey Ave. Flr 1 Chicago, IL 60647  
731 S Plymouth Ct. Chicago, IL 60605  
[details here](#)

### JUGRNAUT

427 S Dearborn St, Chicago, IL 60605  
[details here](#)

## EXPLORE MORE HISPANIC HERITAGE

Check out [this article](#) to read more about where you can experience some of Chicago's rich latino culture.

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!

## HAPPY NATIONAL YOGA MONTH

**Yoga is a time-tested way to reconnect.** Did you know that yoga can help you reconnect with your friends and family members? Check out this [20-Minute Partner Yoga Video](#) for inspiration!

**Want to try some easy yoga?** In-person Chair Yoga is offered to staff every Monday and Friday afternoon in the beautiful All Faith Room for the rest of September. [Sign up here](#) or just drop in. Come celebrate National Yoga Month with us!

**No time?** Check out this article about [Chair Yoga Anywhere](#).

**Do you have any questions about practicing yoga?** Highly trained yoga instructors can be found all over the Misericordia campus Rita Alviar-Korovesis, Sarah Wainright, Alison Slak, Andrew Alvarez, Frankie Silva, and Andrea LeVasseur welcome any questions you may have, so please say hi!

**Did you know that many free or low-cost beginner classes are offered all over the city?** Simple search for "sliding scale" or "community class," or look at the Chicago Park District schedule for a yoga class near you!



## THANK YOU FOR SHARING YOUR SUMMER SONGS WITH US



**Pictured:** Cover art for [Summertime by DJ Jazzy Jazz & Fresh](#), our MOST submitted song for the summer!

It is said that "music allows us to communicate common humanity to each other." This quarter we invite everyone to send us songs you associate with the summer season!

The songs we received ranged from current singles topping the charts, and songs that brought back memories to our staff.

Please [click here](#) to see our final full playlist for this summer!



Visit the Hearts & Flour Bakery at Daley Plaza Farmers Market

50 W. Washington St.

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

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



# MONTHLY RECOGNITIONS

## DEPARTMENT APPRECIATION

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

- CNAs
- DSPs
- Therapy Aides

We thank our direct care staff for all they do to support our residents.

## IT PAYS TO READ CAMPUS CONNECTIONS



With almost 50 entries in our last-minute ticket raffle to see Franco Escamilla, Misericordia would like to congratulate the following winners:

- Eric Pinon (Kitchen)
- Evodia Vega (Housekeeping)



We thank everyone who participated. Stay tuned for more fun opportunities. Remember, it pays to read Campus Connections!

## SEPTEMBER ANNIVERSARIES

- 39** Barbara Jefferson, Leticia Annoreno, Dorothy Stewart-Gray
- 37** Carol Hawley
- 34** Sr. Carolyn Sniegowski, Rhonda Ellis
- 32** Geana Connelly, Tracy Prather, Jill Sparacio
- 28** Rocco Devincenzo
- 27** Sylvia Tracy
- 25** Janie Jeffries
- 24** Robin Jackson
- 22** Valerie Freil, Rachel Munoz-Munoz
- 21** Jacob Green
- 20** Nicole Humphrey
- 19** Miraflor Oaing, Terence Williams
- 18** Cilenen Fair, Bathsheba Evans
- 17** Rosa Solis Garcia
- 16** Aroma Blomquist
- 15** Rachel Michels
- 14** Jose Hernandez, Mae Echaveria, Catherine Handschuh
- 13** Paula Anderson, Jenny Vetter
- 12** Edwin Karr, Colleen Meehan, Johanna Granobles, Nathan Nordine
- 11** Jennifer Tosca
- 10** Dante Hayes, Mia Dominguez, Nicolette Walker
- 9** Leisa Hancock, Erin Luboff, Octavia Rance, Dwane Boyd
- 8** Oluchi Ike
- 7** Jessica Almaraz, Carolyn Coleman, Sharon Davis, Felecia Jamison, Laura Schatz, Jacob Kreiner
- 6** Valerie Gonder, Julie Adams, Zaria Mack, Isela Rojas, Charles Walsh, Mary Ann Goode
- 5** Jayson Punzalan, Elizabeth Devik, Christina Equitz, Tamela Frieson, Brandon Whiting, Samantha Richter, Dominique Neylon
- 4** Dejanire Akpa, Caitlinn Caddick, Guerldyn Joanem, Joel La Luz, Laurice Madison, Juanita Scott, Terrell Ward, Leticia Delgado Gomez, Mallika Kachchakaduage, Anne Mills
- 3** Jennifer Guieb, Olasupo Abiola, Kenneth Gasch, Itzel Ramos, Monique Scott, Caleb Walker, Max Weiner, Tanner Barr, Maria Walter
- 2** Delilah DeJesus, Jennifer Orocio, Derrick Allen, Eduardo Escobedo, UnShell Felder, Sharein Noble, Jason Reis
- 1** Tarina Banks, Adwoa Bawuah, Glenyse Davis, Rian Golden, Jodiann Nelson Samuels, Jessica Shenault, Jerusalem Sisay, Gurpreet Uppal, Lorrie Wilkins, Clark Egerton,  
John Harrington, Samonya Love,  
Guadalupe Rangel, Jasmine Velasquez



# MONTHLY RECOGNITIONS

## WELCOME CONNOR



### Connor - O'Brien (CILA)

- loves Disney movies
- Collects DVDs & VHS
- active in Special Olympics

## WELCOME NEW STAFF



**Acosta, Sofia** (McAuley); **Cooper, Ashyia** (McAuley); **El Daniel, King** (McAuley); **Franklin, Miracle** (McAuley); **Gardner, Jonea** (Village); **Mason, Janae** (CILA); **Matthews, Rhandi** (Quinlan); **Ramirez, Aden** (Village); **Romero, Dayana** (CILA); **Wambach, Tim** (Marian Center); **Weaver, Kenyata** (McAuley); **Younous, Halime** (Quinlan); **Basave, Isidra** (Laundry Housekeeping); **Herbert, Jennifer** (Nursing Services); **Hernandez, Daisy** (Laundry Housekeeping); **Valdez, Eric** (Hearts and Flour Cafe); **Alexander Garcia, Linda** (CILA); **Blay, Brandyn** (Village); **Herrera-Alvarez, Neyalli** (Mercy Glen); **Hill, Autumn** (McAuley); **Johnson, Daniel (DJ)** (CILA); **Koslosky, Caroline** (Quinlan); **Lee, Kasha** (Quinlan); **Marquez, Rielly** (CDS); **Morgan, Dena** (Village); **Rayburn, Teon** (Quinlan); **Rodriguez Escobedo, Gabriela (Gabby Gomez)** (Village); **Rooney, Deborah** (McAuley); **Sam, Thuy** (DT)

## THANK YOU DR MARK AND THE SUTURES



Misericordia thanks Dr Mark and the Sutures, who gave a special performance for Residents Appreciation Day on Thursday, September 5. Staff and residents had a great afternoon of music, dance, and enjoying the warm weather outdoors with friends.

## IN MEMORIAM

Our deepest condolences go to the loved ones of:



**J. Scott M**  
(1962 - 2024)



**Katie F**  
(1977 - 2024)

Please click their underlined names to view their online memorial pages, if available.

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

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!