



# CAMPUS CONNECTIONS

## EMPLOYEE NEWSLETTER

Issue 5

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## HAPPY NURSES WEEK!

Misericordia thanks all of our nurses for your compassion and dedication to our residents!



**Above:** Some of Misericordia's wonderful nurses! The Nursing department consists of LPNs, RNs, BSNs, and nurse practitioners who work around the clock to ensure that our residents maintain a healthy life worth living. [Click here](#) to watch a 2-minute presentation to honor our nurses during this **Nurses Appreciation Week!**

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# EMPLOYEE WELLNESS

## HELP US REACH OUR VACCINATION GOAL



# 80%

Shout out to those who have gotten their vaccines! We are five percentage points away from meeting our goal of having 80% of our employees vaccinated.

If you have been recently vaccinated, inform HR and give a copy of your card to your supervisor!

## FINDING VACCINATION CLINICS NEAR YOU



If you or a loved one is still waiting to receive the vaccine, [click here](#) to find available vaccination sites in Illinois. You can also [click here](#) to visit VaccineFinder.org for a list of vaccination clinics in other parts of the country.



## THE POOL AND FITNESS CENTER

We will be announcing plans to re-open the pool and fitness center to vaccinated staff in the coming weeks! Please stay tuned to learn about an opening date and safety protocols!

## MENTAL HEALTH AWARENESS MONTH

May is Mental Health Awareness Month in the United States. According to the National Institute of Mental Health, "Nearly one in five U.S. adults live with a mental illness (51.5 million in 2019). Mental illnesses include many different conditions that vary in degree of severity, ranging from mild to moderate to severe."

If you or a loved one feels in need of mental health support, please understand that you are not alone.

[Click here](#) to see what services our **Employee Assistance Programs (EAP)** offers to all Misericordia employees, based on their health insurance enrollment plans.

Additionally, we encourage everyone to wear green on **Friday, May 21st**. Green is the color of mental health awareness, and as a community, Misericordia wants you to know: No one is alone.

## SIGN UP FOR UNCOVERING HOPE



**Wednesday  
May, 19, 2021  
4:00 - 5:00 PM**

We will host another session of our **Uncovering Hope** support group. This support group provides space for staff to share how the pandemic has impacted you how and how you have coped with the challenges. While this is not therapy and should not be used in lieu of seeking out individual therapy, this time is offered for giving and receiving support among peers. Please see your supervisor if you are interested in attending a session.

*"I have been in the Village for 5 years working as a DSP. I attended the **Uncovering Hope** support group, and it was phenomenal! I found it to be extremely beneficial, encouraging, and a healing experience. I really believe a lot more staff would benefit from groups like this!" —Shannon Vidra*

## CAMPUS CONNECTIONS



# EMPLOYEE WELLNESS



## MAY IS BETTER SPEECH AND HEARING MONTH



Speech and Hearing Month is a noteworthy time for Speech-Language Pathologists (SLP)! SLPs assess, evaluate, diagnose and treat or prevent disorders of communication and swallowing which challenge babies, children, and adults. Communication includes the areas of speech, language, social, voice, and fluency, as well as the use of alternative and augmentative communication devices. Oral-Motor needs include feeding and swallowing impairments.

SLPs can be found working in private practices, schools, hospitals, rehabilitation centers, early intervention centers, colleges and universities, and places like Misericordia. Here, you will see our SLPs providing direct therapy to individuals and small groups of residents; teaching sign language; assisting residents who use some form of an augmentative communication device; writing the annual MealTime Plans, and working directly with residents and staff to assure safety during meals and completing the annual hearing screenings.

To learn more about Better Speech and Hearing Month, [click here](#) to visit the American Speech-Language-Hearing Association (ASHA), and be sure to check out [their video](#) and resources on hearing loss prevention!



**Top to Bottom:** Constance Allen and Lindsey Tamulonis are full-time Speech-Language Pathologists\* here at Misericordia. Additional support in this department includes Kathleen Ruppert and Pat Politano, who work with our residents once a week.

**\*Trivia:** Speech-Language Pathologists are also known as Speech-Language Therapists and Speech-Language Clinicians. There also a couple of different initials attached these professionals. Sometimes you will see, MA, MS, or CCC.

MA= Master of Arts degree or MS= Master of Science degree CCC= Certificate of Clinical Competence.

## CAMPUS CONNECTIONS





# DIVERSITY AND INCLUSION

## CREATING SOLUTIONS: DIVERSITY & INCLUSION TEAM

Misericordia embraces and is accepting of all people. Through the listening sessions, we have heard and understand that we, as an organization, can do more to show our dedication to Diversity and Inclusion and have created a team to help facilitate this. The D&I Team is comprised of staff members (CDSI, QIDP, Coordinators, Director, Managers, DSPs, etc) from residential areas, CDS, Ministry, Staff Development, and Social Service. We want to highlight, acknowledge, celebrate and learn about each other. Starting this month, the D&I team will dedicate a section with the campus connections to keep you informed of the work the DI team is doing. Our intentions are to be inclusive and provide information so we can all learn about each other, from each other. This is new, so please feel free to give us advice and/or send us suggestions!

*"Diversity is being invited to the party; inclusion is being asked to dance."*  
— Verna Myers

## LOCAL BUSINESSES FROM AROUND THE GLOBE

### Kaufman's Bakery, Delicatessen & Catering

4905 Dempster St, Skokie, IL 60077

*"Their corn beef sandwiches and bagels are so good! Also, their fresh pickles are so yummy!"*

—Tasha Hall from Social Services



### Thai Pastry



4925 N Broadway, Chicago, IL 60640

*"Incredible Pad See Ew and an assortment of fun Thai ice cream flavors to try."* —Lukas Willis from the Personal Effectiveness Program (PEP)

**Send us a tip!** If you have recommendations for any local minority-owned businesses that Misericordia should know about, reach to [tiffanyj@misericordia.com](mailto:tiffanyj@misericordia.com) and tell us about their goods and services. We may highlight your suggestion in future issues of **Campus Connections!**

## A HERO CLOSE TO US



**Top:** Mitsuye Endo (1942), grandmother of Lea. **Bottom:** Lea and her grandmother; Lea and her mother receiving Endo's Defender of Liberty Award.

"May is **Asian American Pacific Islander (AAPI) Month**, and I am honored to share the story of my Grandma Mitzi. My Grandma was a courageous, selfless, and resilient woman. At only 22 years old, as a Japanese American, my grandma was the chief plaintiff in the only United States Supreme Court case to successfully challenge Japanese incarceration during World War II. The court unanimously ruled on December 18th, 1944, that the

government could not detain citizens who were loyal to the United States based on their race. My grandma's birthday is on May 10th as she would've been 101 years old this year. My family and I continue to attend events in honor of my grandma and to share our memories of her. The most recent event we attended was to receive the Defender of Liberty Award in Washington DC. As I learn more and more about my grandma, I strive to encompass the same qualities as her and apply them to my personal and professional life. I have learned to advocate for myself and others, and compassion and empathy go a long way." —Lea Weiner, Registered Behavior Technician at Mis.

## WAYS TO HONOR AAPI AND JEWISH AMERICAN HERITAGE MONTH

- **LEARN ABOUT THE CULTURALLY SIGNIFICANT CONTRIBUTIONS OF ASIAN AND JEWISH AMERICANS**



[Click here](#) and [here](#) to visit virtual, educational exhibitions courtesy of the Smithsonian Asian Pacific American Center and the National Museum of American Jewish History.

- **ENJOY AN ARRAY ENTERTAINMENT**



**Youn Yuh-Jung** and **Chloé Zhao** made history when they won Academy Awards last month in their respective Oscar categories. You can find their films on streaming services, along with additional content by creators within the AAPI and Jewish American communities.

- **CONTINUE TO BUILD CULTURAL AWARENESS AND UNDERSTANDING**

Misericordia encourages you to join us in campus discussions and other efforts that reflect our value of Diversity and Inclusion. Stay tuned for opportunities to take part in fostering positive connections within our multicultural community.

## CAMPUS CONNECTIONS



# DIVERSITY AND INCLUSION

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## ***To All Misericordia Staff,***

We would like to thank you for joining us for the Diversity and Inclusion discussion sessions earlier this year and providing us with your input on how we as an organization can embrace and live into our new value of Diversity and Inclusion. Your input was honest and helpful in providing insight into how we can be better as a diverse and inclusive organization. Together, we have a shared responsibility to ensure that we are an inclusive community that creates a sense of belonging and celebrates the diversity of humanity. We are so grateful for our dedicated and compassionate staff that embrace our mission and values. As we enter this next chapter of our 100 years, our journey to diversity and inclusion may include setbacks, perhaps even misunderstandings. However, please know that our intentions are always positive and meant to keep the focus on living into the mission and spirit of Misericordia in the forefront. We welcome feedback as this process unfolds. And yes, it is a process, one that will continue to evolve, but remember, we all have a role in this process! While we continue to comb through the input that you provided, we would like to provide an update on some of the initiatives that are taking place to address what we heard.

- Creating Space at the Table - These opportunities will be shared in the monthly *Campus Connection*.
- Team Charters - Employee Retention and Engagement - Four team charters to look at the employee experience from the point of hire through the first year - you may have been asked to join because you brought forward your ideas in our discussion sessions!
- Resident Curriculum on Diversity and Inclusion - Two collaborative focus groups were held to gather input on what we need to include in our resident training - thank you to those of you who volunteered to be a part of this!
- Diversity and Inclusion Team - the committee has been formed to help provide recommendations to the organization for national observances, recognition, and celebrations of humanity- you may have been invited to this committee as a result of your suggestions!

**Special Note:** If you weren't invited to these committees, there will be other opportunities to bring your diverse ideas to the table- just keep your eye on "Creating Solutions" in the monthly Campus Connection Newsletter!

New instructions to include pronouns for any staff that would like this included in their email signature line.

Streamlining the process for name changes for your ID.

Sharing of data and information to help increase our transparency - look for this in "Did You Know?" in the monthly newsletter.

- Offering of an Employee Support Group - "Uncovering Hope" to allow for a safe place for staff to support one another through the past year's challenges.
- Clarification on medical insurance benefits through our insurance carriers.
- In-depth review of our promotions policy.
- Creation of career paths for all employees looking to grow and develop - SEEDS program, to be launched early summer.
- Creation of a family committee to review their expected behaviors related to Diversity and Inclusion, also charged with embedding this within the entire MFA.
- Finalization of our Community of Believers - 5 Core Values and Behaviors based on your input (this will be shared soon).

Thank you again for your open and honest input and we look forward to our continued work in the area of diversity and inclusion!

*Sincerely,*

***Misericordia's Executive Administrative Team***



# HR AND STAFF DEVELOPMENT

## Are We Hiring? Absolutley!

Much of what goes on in recruitment and hiring often takes place behind the scenes especially due to the continued challenges of Covid. Misericordia's recruiting team continues to work diligently to try to find wonderful candidates who are interested in starting their careers with us. Our need is great and so are our efforts. Outreach is done with colleges, universities, community agencies, CNA programs, local business affiliations, social media and more. Pre-pandemic we attended job fairs and visited community sites to connect with interested candidates. This included hosting our own onsite job fairs as well. Currently, we continue to increase our outreach and explore every avenue we can including virtual recruiting events, radio ads, flyers, banners and more.

There is no down time, applications are reviewed daily and interviews scheduled as quickly as possible. All strong candidates are routed to directors for further consideration. Misericordia along with many other agencies are struggling to find good staff. There has been a sharp decrease in interest over the past few months which makes it more crucial than ever to find the best and have them join our community.

We can improve our staffing by all taking part in keeping each other here, improving retention and supporting each other along with everyone taking part in recruitment efforts. Each and every one of us can share our career opportunities and spread the word . To recognize the impact that of what our talented community of # Misericordia Strong can do, we will be starting a Referral Bonus Program for referrals made that result in successful DSP and CNA hires.

Our commitment to each other and our ability to stay Misericordia Strong relies on our ability to hire compassionate and talented staff. [careers@misericordia.com](mailto:careers@misericordia.com) is a great way to reach out and share with us your ideas, questions or feedback.

### EMPLOYEE REFERRAL PROGRAM

## SPREAD THE WORD ABOUT WORKING AT MIS!

TELL A FRIEND OR LOVED ONE ABOUT OUR JOB OPENINGS  
AND EARN UP TO \$1,000\*

\*Receive \$500 after your referral completes 6 months of service at Misericordia.  
Earn an additional \$500 after their first anniversary.

MORE DETAILS ABOUT OUR EMPLOYEE REFERRAL PROGRAM CAN BE FOUND IN ADP  
BE SURE TO CHECK THERE AND CAMPUS CONNECTIONS FOR WEEKLY JOB POSTINGS!

**CAMPUS CONNECTIONS**



# HR AND STAFF DEVELOPMENT

## PHI E-BOOSTER

*"Ask the right questions, and the answers will reveal themselves." – Oprah Winfrey*

We invite you to take a few minutes to watch the latest in the PHI E-Booster series Building a Coaching Habit. In this short, 4 minute video, we look at the importance of asking open-ended questions to help guide us in quality conversations with each other. This month's booster focuses on "The Kickstart Question" as a solid way to get a discussion going. What's "The Kickstart Question," you ask? [Click here to find out!](#)

Each month, we'll release a new video exploring how these questions can have an impact on how we lead and support each other. And don't forget to check out the PHI Channel in Stream for access to other videos in this series!

## FIT FOR SUCCESS IS UNDERWAY

Congratulations to the thirteen staff that were accepted into the Fit for Success program! Fit for Success is Tier 1 of our new Skill Enhancement and Employee Development (S.E.E.D.) initiative. We are excited to begin this process of learning together. Training begins on May 27th and will run for six consecutive weeks. Look for updates in future Campus Connections, or better yet, ask one of the participants how it's going!

The names of our participants can be found in the next column on the right!

## RETIREMENT PLANNING WEBINAR

It's Older American's Month, so what would be a better time than now to consider planning for retirement in the future!

[Click here](#) to for an informative flyer that includes a link to our recorded webinar and names and numbers of helpful resources!

For general topics related to Older American's month, [click here](#) to visit OAM.org.

## FIT FOR SUCCESS WELCOMES...

*Alex Bender (Marian Center)*

*Nishar Cheeks (CILA)*

*Bilel Dekhili (Mercy Glen)*

*Bettina Hutchens (CILA)*

*Taquita Knight (Marian Center)*

*Corona Luna (Mercy Glen)*

*Crystal Magby (Quinlan)*

*David Minsky (CILA)*

*Patricia Morgan (Village)*

*Arnold Novak (Village)*

*Noah Styer (CILA)*

*Consuelo Teresi (PEP)*

*Joseph Watkins (CDS)*



# INFORMATION TECHNOLOGY

## CREATING SMART PASSWORDS

Passwords are one of the most important components to maintaining security on the web. As the internet becomes more prevalent in our everyday professional and personal lives, it's important to understand how to protect yourself on the web with a complicated password.

Complicated means long (10-12 characters) and include numbers and symbols (!@#\$\$%^&\*()\_+|}{[])

[Click here](#) to see a list of common *Dos and Don'ts* when creating passwords. This list will also provide you with password managers, to help you keep track of your accounts!

**Remember:** if you have trouble remembering your password on a Mis device, be sure to notify IT at x3015, and we can help reset your log-in account.



Congratulations to the CILAs, our second residential area after Shannon Apartments who has officially gone live with Foothold's **AWARDS**. The Village will start using **AWARDS** on June 1st. Please stay tuned for more updates.

## CAMPUS WI-FI

We have increased our main campus's Internet speed to accommodate new online tools and services, Foothold's **AWARDS**. Now that the weather's warming up, we'll also begin to install an outdoor Wi-Fi system. If you need help or have questions about accessing our Wi-Fi, be sure to talk to your supervisor or contact IT at x3015.

# MISERICORDIA COMMUNITY DEVELOPMENTS

## COMING SOON IN MID-JULY



**Above:** a digital rendering of the Hearts and Flour Bakery and Cafe.

We are excited to announce that Misericordia's Hearts and Flour Bakery and Cafe is projected to open in mid-July! It will be located on Ravenswood Avenue, less than 1/4 mile from our campus! Read more about it on page 18 of our annual report.

## MISERICORDIA'S ANNUAL REPORT



The year 2020 was an unprecedented year, filled with many challenges that have directly impacted life at Misericordia and the world at large. As we reflect on the months past and transition from these times of uncertainty, one thing remains: we are #MisericordiaStrong.

Please [click here](#) to view our annual report, which highlights the strength of our community and the developments ahead for the year 2021 and beyond.

## CAMPUS CONNECTIONS





# COMMUNITY DAY SERVICES

## MAY COMMUNITY DAY SERVICES (CDS) HIGHLIGHTS FROM MISWORKS



We have a group of residents working on Low Tide bracelets that will be sold in Whole Foods and Wegman's (an east coast retailer). They had a large coffee order from USI insurance, roughly 127 bags which was exciting as orders have been a little slower during COVID.



The Evanston Farmer's Market has started, and bakery packaging has developed items to sell there on Saturdays. Mother's Day is also a busy time around the bakery, and they have been working on special treats for all the moms!

Recycling has had a few large furniture pickups recently, and we have started to participate in campus grounds crews now that the weather is nicer.

**Clockwise** (some pictures were taken before COVID): White Sox Fan Force; Hearts and Flour Bakery; Coffee from the Heart; Recycling Center

## NEW LESSONS ON KNOWLEDGE OWL

Are you looking for a fun way to spice up your next Bingo game? [Click the link](#) to try Musical Hits Bingo. This activity and many more are available on Knowledge Owl.

For more information on accessing Knowledge Owl and all it has to offer email [lukasw@misericordia.com](mailto:lukasw@misericordia.com) or [norat@misericordia.com](mailto:norat@misericordia.com).

## DID YOU KNOW?

### CAMPUS TRANSPARENCY BY THE NUMBERS

While we continue to keep you informed on the happenings within our organization, we have added "Did You Know?" as the newest section in **Campus Connections!** This section points a closer lens at Misericordia by presenting you with facts and figures that represent how we serve the greater good of our community.

### DID YOU KNOW...

# 41

Did you know the average age of our residents is 41 years old. Our youngest is 4 years old and the oldest is 74 years old.



# MONTHLY RECOGNITIONS

## STAFF SPOTLIGHTS



Posted weekly on Facebook, **Staff Spotlights** acknowledge and celebrate the hard work and uniqueness of the individuals who help make us #MisericordiaStrong. Our recent **Staff Spotlights** include:

**Paule Nguendang** - Nursing

**Jose Bazan** - Maintenance

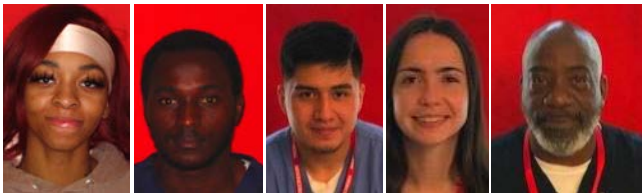
**Amy Johnston** - Recreational Therapy

Get to know them by clicking the underlined names above. You can also scroll the Misericordia [Facebook](#) page to see our previous Spotlights.

## LOOK WHO'S ON THE MOVE

- **Sara Glass** former QIDP in the Village, now QIDP and Relief Supervisor in the Village
- **Laura Goschy-Kos** former PM Supervisor in the Village now PM Supervisor in the Village and Part-Time QIDP Trainer
- **Cicley Mosley** former Manager in the Village, now Manager in the Village and Assistant Professional Recruiter in HR/Staff Development
- **Erika Nava** former LPN at McAuley, now RN at McAuley
- **Shannon Vidra** former DSP/Lead Job Coach in the Village, now Lead Job Coach/Relief Supervisor in the Village
- **Theresa Wolfe** former DSP in the Village, now DSP in the CILA Homes

## WELCOME NEW CNA AND DSP STAFF



**Jaliyah Dunams** (McAuley); **Etimi Odimene Ebikeme** (McAuley);  
**Brian Zamudio** (McAuley); **Morgan Wright** (McAuley);  
**Michael Hudson** (McAuley)



**Victoria Swanigan** (Marian Center); **Gaelle Kaneza** (Marian Center);  
**Aleksandra Phillips** (Quinlan)

## WELCOME NEW RESIDENTS



**Tim H** (Shannon Apartments)

- huge Chicago Cubs fan!
- loves Disney! It's his favorite place to visit.
- participates in Special Olympics powerlifting.



**Kaitlin T** (Shannon Apartments)

- enjoys dancing.
- likes to watch baking and animal shows.
- loves to shop at Bed, Bath, and Beyond.



**Lindsay** (McAuley)

- loves Disney movies and musicals.
- enjoys walking and watching the wind blow through the trees.
- has a twin sister!



## MAY ANNIVERSARIES



- 45** Vera Sanders
- 35** Deb Satterfield
- 32** Cheryl Smith
- 29** Kevin Connelly, Laurie Tate-Sullivan
- 27** Charles Carper, Janine Jacquet
- 26** Ariel Alvarado, Salome Lewis, Heather Mike, Nekisha Tolbert
- 25** Gwendolyn Arnold
- 24** Esperanza Hernandez
- 23** Joan James Walker, Heather Barile
- 20** Kathryn Williams
- 19** Sophia Alexander
- 18** John Tortorello
- 17** Emad Garibovic
- 16** Nellie Guerrero
- 15** Denise Davis
- 14** Anne Maddock, Catherine Kabba
- 13** Latasha Hall, Cherie Churan, Migdalia Ortiz, Debra Wright
- 12** Dorothy Finnegan, Lisa Lee, Kathleen Watts, Justyna Madura
- 10** Sarah Burlingham, Thomas Harris, Nora Turgeon, Rachel Van Heerden, Kelli Wilson
- 9** Wendy Gee, Alice Ighodaye, Meghan Roach, Brian Williams, Sandy Terrell
- 7** Paris Herron, Vicki Williams, LaShonda Smith
- 6** Melissa Barron, Tania Bridge, Irma Juarbe, Timothy Noerr, Carolyn Seng Erika Nava, Erin Clark
- 5** Ricardo Bobadilla, Skye Dent, Elizabeth Dick, Shelby Donaldson Kewana Jordan, Kevin Markham, Patrice Smith, Evelyn Thomas, Erin Goga
- 4** Bettina Hutchens, Joel Medina, Ashleah Martin, Maya Shapiro, Barbara Moerman, Lakiesha Thompson, Angel Pryor, Angela Spaulding, Dija Walker, Sonia Galeana, Jorge Rendon Cruz
- 3** Seth Christensen, Vanessa Ghilarducci, Richard Martel, Jazmin Sanchez, Jonathan Orillaza
- 2** Gissel Maya-Mendez, Fabrice Nguemengni Wanko, Makaila Smith, Kamisha Terry, Jessca Tanski, Judy Wolf, Clotelia Exume, DeOndrae Moore, Jennifer Perez, Tamicka Stokes, Maria Lynette Vazquez-Benitez
- 1** Frederick Jones, Paziris Bedolla, Cindy Lu Bloomfield, Jessica Diaz, Megan Frentzel, Imani Gatheringht, Carmen Gonzalez, Andrea Gutierrez, Emily Huguélet, Mikaela Ludwig, Meliha Malagic, Makenzie Thomas

Stay tuned for weekly **Campus Connections** updates sent via email. You can also find previous issues of **Campus Connections** in **ADP**. Please reach out to [tiffanyj@misericordia.com](mailto:tiffanyj@misericordia.com) if you have issues accessing the newsletter or you would like to contribute to future issues.