



CAMPUS CONNECTIONS

EMPLOYEE NEWSLETTER

Issue 1

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Vol. 3

WHAT'S INSIDE

• Employee Wellness	2
<i>2023 Protected Pay, Free At-Home COVID-19 Test</i>	
• HR and Staff Development	3-4
<i>Family Bereavement Leave Act (FBLA), Updated Employee ID Pictures, PHI, Training Calendar, Implicit Bias</i>	
• Creating Opportunities	5
<i>Reintroducing Story Aides</i>	
• Information Technology (IT)	5
<i>MedSupport Gets a New Feature</i>	
• Diversity and Inclusion	6
<i>Local Businesses From Around the Globe, Remembering MLK</i>	
• Community Developments	7
<i>Staff Appreciation Survey</i>	
• Campus Safety	7
<i>Emergency Preparedness Procedures, Keeping Safe in the New Year</i>	
• Day Services	8
<i>Action Painting in Conway, MLK Activities on Knowledge Owl</i>	
• Understanding Catholic Identity	8
<i>The Catholic Church Leds in Education and Medical Services</i>	
• Monthly Recognitions	9-10
<i>Warm Welcomes, Anniversaries, , In Memorium</i>	

Dear Staff,

Greetings in 2023! This issue of Campus Connections marks the 3rd anniversary of our publication, which started as Misericordia's effort to help all employees stay aware of what is happening within our organization and feel connected. Just as you sent us your goals and resolutions, Campus Connections would like to reciprocate by sharing some of ours in the new year!

As announced in previous updates, we are excited to present Campus Connections to you in an all-new format starting in February. This revamping comes as a result of your feedback. We hope the transformation will make our newsletter a time-efficient resource that allows you to quickly stay up to date.

Along with redesigning the presentation of Campus Connections, we plan on creating more engagement opportunities for staff to lend their voices and contribute to our newsletter. By doing so, we aim to help everyone get to know their colleagues and the range of people who make up our compassionate community.

As always, we continue to thank everyone for reading each week. Here's keeping you informed throughout another year!

Sincerely,

Campus Connections



EMPLOYEE WELLNESS

THE 2023 PROTECTED PAY POLICY



"HOW DO I KNOW IF I'M UP-TO- DATE?"

[Click here](#) to read CDC's vaccine guidance, as observed by Misericordia.

To find vaccine clinics in your area, visit [vaccines.gov](#).

As of January 1, 2023, Misericordia will only provide protected pay for employees who are up to date with COVID vaccines. For anyone who tests positive for COVID and is not up to date, Misericordia will no longer cover their required time off. Be sure to give a copy of your vaccine card to your supervisor.



GET FREE AT-HOME COVID-19 TESTS THIS WINTER

Every U.S. household is eligible to order 4 free at-home COVID-19 tests. To order, call 1-800-232-0233 or visit the USPS website. **Please note:** At-home tests can be used for exposure monitoring, but if you test positive, Misericordia requires lab-confirmed test results with identifiable information (i.e., name, date, etc.).

MISERICORDIA HEARTS & FLOUR BAKERY AND CAFE

6130 N. Ravenswood Ave
Chicago, IL. 60660
773-564-8403

Monday - Friday: 6 AM - 4 PM
Saturday: 7 AM - 4 PM & Sunday: 7 AM - 2 PM

Come stop by during the Hearts & Flour Bakery and Cafe hours to order our new Brownie Blast Milkshake in milk chocolate, dark chocolate, or caramel-chocolate flavors, with brownie bits mixed inside.

Show your Misericordia ID at the counter and get an employee discount on the Brownie Blast and all Hearts & Flour Bakery and Cafe items.

TREAT YOURSELF TODAY!



CAMPUS CONNECTIONS



HR AND STAFF DEVELOPMENT

FAMILY BEREAVEMENT LEAVE ACT (FBLA) AS OF 1/1/23

Please be advised of the following updates to the Bereavement Leave Policy with regard to the Family Bereavement Leave Act.

Under the FBLA, eligible employees with twelve or more months of service may be entitled to take up to 10 days of bereavement leave for qualifying reasons. Please refer to the current Bereavement Leave policy in the employee handbook with regards to eligible paid days and the relationship of the family member (accrued/available PTO will be used if applicable for additional time away and the remaining days off will be unpaid; if no PTO is available). Family Bereavement Leave must be completed within 60 days after the date in which the employee received notice of the qualifying event. The employee must also provide at least 48 hours notice of their intention to take a bereavement leave unless providing such notice is not reasonable or possible however appropriate documentation will be required.

Full and Part-time employees not meeting the 12-month eligibility requirements will be eligible, after 3 months of employment to take a total of three days of bereavement leave with pay for the death of a spouse, parent, child, brother, or sister and one day of leave with pay for a grandparent, grandchild, mother-in-law or father-in-law. The employee must notify the supervisor as soon as possible and may be required to provide documentation.

For more information about the FBLA qualifying reasons, please contact Human Resources.

UPDATED EMPLOYEE ID PICTURE HOURS

Attention All Employees

HR will be hosting "Open Hours" for staff to drop in to get their new ID picture taken. If you have not yet taken a new picture with the BLUE backdrop, you will need to come to HR during the times and dates listed below.

This is the last round of "drop ins" that will take place and after the new IDs are created, any employee without a new ID will need to make an appointment with HR. There are currently 400 employees who have not yet taken a new ID picture. Supervisors and Directors will be sent an updated list of employees who are still in need of their new ID photos.

Monday, January 16th
1:30 pm- 3:30 pm

Thursday, January 19th
5:45 am – 7:45 am

Tuesday, January 24th
5:45 am -7:45 am

Wednesday, January 25th
1:30 pm - 3:30 pm

Thursday, January 26th
5:45 am -7:45 am

Thursday, January 26th
1:30 pm - 3:30 pm



HR AND STAFF DEVELOPMENT

PHI - RESOLUTIONS

How are your New Year's resolutions going almost two weeks into the New Year? If you are like so many, you've already moved on, "resolved" to try again next year! But it's never too late to set new intentions to practice using PHI communication skills more regularly in the coming year.

RESOLVE to listen more actively! What does this look like? Phones down, eyes up! Show curiosity through open ended questions. Really try to understand what your conversation partner is sharing with you. Don't be afraid to clarify if you're not sure you've understood.

RESOLVE to manage yourself and your reactions to changes and challenges! What does this look like? Think about what helps you stay calm in moments of stress. Is it taking a few deep breaths? Is it doing a quick body scan – perhaps feeling your feet on the floor, squeezing your fist then releasing? Or is it more helpful to talk through your concerns first with a trusted peer? What works for you?

RESOLVE to be clear in your communication when there is an issue or a concern! What does this look like? Be specific and direct about the issue. Remember that a person can't solve the problem if they don't know what's going on. Set aside language that communicates blame or judgement. Let the other person know why it matters and the impact it's having on you, your team or the residents. And lastly, trust in the other person's ability to work with you on this. Err on the side of trust and good intentions rather than mistrust and disbelief.

Our teams function best when everyone puts for their best effort to communicate and support each other. Choose one area of communication to work on and celebrate the small successes along the way. We know there will be slip-ups, but let's commit to be there for each other as best we can in 2023!

TRAINING CALENDAR

Staff Development is excited to announce our new online calendar! Check out the calendar for a current list of training offerings including steps to sign up. You can currently view all pieces of training offered through March 2023. Best of all, the link will always bring you to the most updated version of the calendar.

[Click here](#) to check it out!

IMPLICIT BIAS TRAINING STARTING THIS YEAR

Do you hold a professional license? If so, there is a new requirement for 2023! As of this month, the State of Illinois will require all professionally licensed healthcare workers to complete one hour of Implicit Bias training. Licensed healthcare workers include doctors, nurses, therapists, and nursing home administrators. More information regarding this new online training will be coming soon. Question about this training? Please contact Sarah Powills at sarahg@misericordia.com.

For more information on this new requirement, or to see if you are required to complete the training, [please visit this link](#).



CREATING OPPORTUNITIES

REINTRODUCING STORY AIDS

If you've ever been asked a difficult question by a resident while passing meds, making dinner, or assisting with ADLs and have struggled with how to respond, you are not alone. It can be difficult to find the right words when you're not expecting a question about a sensitive topic. In order to support you in these conversations, there is an updated series of Story Aids for staff to read with residents which promotes gentle, clear, and consistent language when addressing a delicate subject. Each Story Aid has an interactive component which will encourage further connection between residents and their staff as well as an opportunity for further expression through art, writing, or conversation. If you're in the midst of a task and unable to use the Story Aid with them immediately, you can let the resident know that you will set aside time within the next few minutes to talk as they deserve your time and full attention. These Story Aids can also be read proactively on your own so you'll be prepared to respond in the moment.

If you are interested in accessing the Story Aids, talk to your QIDP for assistance. Story Aids (Grief, Loss & Transitions) include the following:



- When a Family Member Dies
- When a Friend Dies
- When Someone Goes to the Hospital
- When Your Staff Leaves
- What to Expect at a Funeral
- What to Expect at a Jewish Funeral
- What to Expect When You Move
- When a Friend Becomes Forgetful
- I am Supported and Loved (memory loss observed in self)

Email Sarah Peters at sarahpe@misericordia.com if you have additional questions.

INFORMATION TECHNOLOGY

MEDSUPPORT GETS A NEW FEATURE

There is a new feature in MedSupport that allows staff to see a previous month's report. To find out how to access this feature, [click here](#). If you have additional questions about MedSupport and other components of AWARDS, contact IT at IT_Department@misericordia.com.



DIVERSITY AND INCLUSION

LOCAL BUSINESSES FROM AROUND THE GLOBE

HYDE PARK ART CENTER

Join the Hyde Park Art Center for MLK Day: Southside Stories and celebrate Martin Luther King Jr. and honor the legacy of historical Black leaders, spaces, and stories from the Southside! [More details here.](#)

THE KINDNESS CAMPAIGN

Want to spend the day getting involved in community service? Join the 75th St Fresh Foods Market, "as an opportunity to demonstrate courage to make a collective impact in dismantling systemic, structural racism to achieve health equity." [Click here](#) for more details.

EVANSTON AMC 12

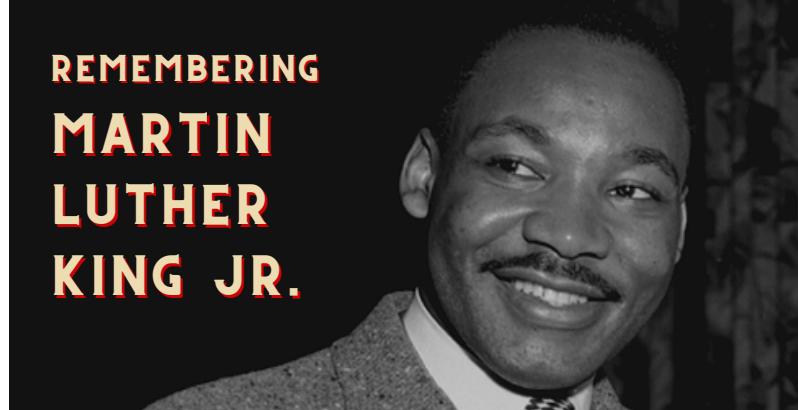
Screening for free at 6 p.m. on January 16th, check out The Big Payback, which nationally spotlights Evanston's reparations program. The film will also premiere on PBS on Jan. 16, Martin Luther King Jr. Day.

ADDITIONAL CHICAGOLAND MLK DAY EVENTS

From the MLK photograph exhibit at Wheaton Public Library to children's story time and DJ sets at the DuSable Black History Museum & Education Center, [click here](#) to read Chicago Parent's list of local MLK remembrance events for all ages.

If you happen to attend any of these events or other MLK Day observances that are not listed, we would love for you to tell us about your experience by emailing campusconnections@misericordia.com.

REMEMBERING MARTIN LUTHER KING JR.



In an effort to honor one of America's greatest civil rights leaders, Dr. Martin Luther King Jr., and Misericordia's Diversity and Inclusion team will distribute a digital guide to online educational resources for yourselves and residents.

A digital guide will be sent to your email, in time for this year's MLK Day on January 16th.

In the meantime, we encourage you to read about his life and legacy by visiting the following links below.

HISTORY HIS LIFE AND LEGACY

[Click here](#) to visit history.com, which includes articles and videos about his Civil Rights efforts.

NATIONAL PUBLIC RADIO REMEMBERING MARTIN LUTHER KING

Courtesy of NPR, [click here](#) to find "Remembering Martin Luther King Jr.," a special series with articles and audio segments devoted to MLK.

Additionally, if you have media or personal reflections that you would like to share, please send them to campusconnections@misericordia.com.



COMMUNITY DEVELOPMENTS

CLICK HERE

TO COMPLETE OUR STAFF APPRECIATION SURVEY

Each month, Misericordia would like to extend its gratitude to the departments that make up the strength of our organization. As we hope to continue to make everyone feel appreciated, we invite you to complete the linked survey and rate our previous initiatives.

Please know that our Staff Appreciation initiatives are funded and organized by Misericordia employees and members of the Misericordia Family Association (MFA). Again, your feedback will help give us direction on creating meaningful opportunities to celebrate the work that you do throughout the year.

CAMPUS SAFETY

EMERGENCY PREPAREDNESS PROCEDURES COMING TO ALL AREAS

In an effort to help staff continue to stay informed of Misericordia's emergency practices and procedures, IT will add a resource for all emergency-related content on Misericordia computers.



Keep an eye out for the icon (pictured left) on your desktop.

The Emergency Preparedness icon will lead all computer users to a directory and other information to follow in case of an emergency.

As always, if you have questions about emergency preparedness in your areas, please talk to a supervisor.

KEEPING SAFE IN THE NEW YEAR

As a community, we all have to work together to keep our campus safe. Here are a few tips that we all must follow:

- Do not let anyone in a building without a Misericordia ID
- Keep your personal ID visible, especially to our receptionists
- Report any suspicious activity immediately to your supervisor or call 911 if there is an immediate threat
- Slow down and stop at all stop signs

Once again, we must each be individually mindful to help everyone at Misericordia feel safe.



DAY SERVICES

ACTION PAINTING IN CONWAY



As shared on Facebook: Action painting is a method of painting where gesture, impact, and movement rather than precise brushstrokes are used to create abstract images. The residents of the Connally home created their own action painting by applying paint to bowling pins and knocking them down with bowling balls. Looks like they are throwing strikes! Great job everyone!

MLK ACTIVITIES ON KNOWLEDGE OWL

Knowledge Owl has over 700 interactive activities for all interests.

Celebrate the life of Martin Luther King Jr by learning more about his life.

[Click here](#) to learn about Dr. Martin Luther King Jr.'s life and why we have a national holiday to honor him. Then use one of MLK's inspirational quotes to make thoughtful **[artwork](#)**.

Contact Nora Turgeon at **norat@misericordia.com** or Lukas Willis at **lukasw@misericordia.com** if you have questions on how to access Knowledge Owl.

UNDERSTANDING CATHOLIC IDENTITY



Did you know that the Catholic Church is the largest non-governmental provider of education and medical services in the world? In the U.S. alone, the Catholic Church provides more than 600 hospitals and 1,600 long-term care and other health facilities in all 50 states, the Catholic health ministry is the largest group of nonprofit healthcare providers in the nation. Every day, more than one in seven patients in the U.S. is cared for in a Catholic hospital. Additionally, there are over 6,000 Catholic schools (K-12) in the U.S. To read more about the Catholic Church education and healthcare statistics, **[click here](#)** and **[here](#)**.

CAMPUS CONNECTIONS



MONTHLY RECOGNITIONS

NOMINATE YOUR TEAM FOR MISERICORDIA'S TEAM RECOGNITION

Do you and your coworkers exhibit excellent teamwork and dedication to the mission of Misericordia?

Does your team demonstrate any of the five Community of Believers

Values?:

- Quality of Life
- Connection
- Responsibility
- Spirituality
- Diversity & Inclusion

Then [click here](#) to nominate your team!

Please note: Nominations must be approved by an area director before being recognized

WELCOME NEW STAFF



Rolanda Williams (Quinlan); **Shekevia Kidd** (Quinlan); **Braedyn Pierce-Coggins** (Day Services); **Latrice McGee** (Day Services); **Eurdice Palmer** (Marian Center); **Cheryl Davis** (Marian Center); **Jeffrey Schultz** (Mercy Glen); **Shauntay Curtis** (Shannon Apartments); **Michelle Sturdivant** (Village); **Ebony Collier** (Village); **Rachel Gale** (Village); **Ariel Jones** (Village); **Emily Friederich** (CILA); **Mary Burkes** (CILA); **Aaliyah Brown** (McAuley); **Sonya Davis** (McAuley); **Zachary McFarland** (McAuley); **Abby Hogan** (Staff Development)

THE 2022 SERVICE AWARD WINNERS



Pictured L to R: Lupe Olivo; Leslie Burgard; Dante Hayes; Kathleen Keating; Tracy Prather; they are last year's winners of our Annual Employee Service Award.

We truly appreciate them and the dedication of all of our staff, for the positive impact, their contributions have on the lives of our residents and our Misericordia community.

We also want to thank everyone who submitted nominations for the Annual Employee Service Award. Your reflections on the colleagues who work alongside you in our mission meant a lot to the staff who received them.

STAFF SPOTLIGHTS



Selected by area leadership and posted on Facebook, **Staff Spotlights** acknowledge and celebrate the hard work and uniqueness of the individuals who help make us #MisericordiaStrong.

Laura Goschy-Kos - Staff Development Trainer

Check out our latest and click each underlined name to read more about it on Misericordia's [Facebook](#) page.

CAMPUS CONNECTIONS



MONTHLY RECOGNITIONS

JANUARY ANNIVERSARIES

33 Constance Allen
32 Sister Paulette O'Connell,
Ron Masterson
31 Diane Almer
30 Kevin Smith
26 Sonia Delgadillo
25 Katie Campbell, Harold Johnson, Ken Rebholz
24 Jose Molinaro
23 Fr Jack Clair, Mary Gunn
22 Santana Barr, Belinda Melvin
21 Dena Thompson
20 Preciosa Buen
19 Angelica Green, Kristina Lipsey
17 Karla Echavarria, Carlette Corriah-Wynter,
Anna Bogdanski, Bernadette Baigrowicz
16 Saadia Caudle
13 Victoria Young
12 Cynthia Bryant
11 Mayda Castillo, Nishar Cheeks, Stephanie Husbands
10 Jenn Griseta, Jamal Leki-Albano
9 Michael Marren, Paul Peterson
8 Elia Lehman
7 Schalom Akakpo Ayewanou, Armenia Henson, Alicia
Patterson, Jennifer Farrell, Tiffany Batton
6 Wendy Wilder, Ariana Vargas Solis
5 Rosario Vera, Annette Farmer, Chareatta Milan, Marian
Neivils-McDaniels, Jennifer Plata, Lakita Washington-Tate,
Moses Ekeh, Billjana Djukic, Abigail Deyro
4 Henry Velazquez, Jenitra Meredith, Lukas Willis,
Alisha Tucker
3 Derricka Gayles, Amanda Ingram, Taquita Knight, Leoncio
Montgomery, Aisle Pagcaliwan, Elizabeth Hermance,
Jessica Marquez
2 Ashlie Hawkins, Tonia Sonie, Arturo Magpayo
1 Tanesha Baldarez, Rebecca Poindexter, Nicole Williams,
Jamaal Sturdivant, Roxanne Able, Javier Melesio,
Nadine Uwase

WELCOME TYRAH W



- Lives in McAuley
- Has a close bond with her mother and sister
- Loves Disney movies and all types of music

IN MEMORIUM



Our deepest condolences go to the loved ones of
Sheila Clair (1953 - 2023) and
Justin Leo Francque (1975 - 2023)

[Click here](#) and [here](#)
to visit the memorial page

"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!