

CAMPUS CONNECTIONS

WEEKLY UPDATE

January 4, 2023

THANK YOU

We enormously appreciate our staff who braved last month's winter storm to support our residents and each other. Your determination and compassionate efforts mean so much to everyone in our community.

UPDATED ATTENDANCE REVIEW PROCESS

Going forward for 2023, we will be following the attendance policy outlined in the handbook. Attendance will be reviewed at the time of your quarterly individual development plan meetings and at the time of your performance review which will take place between June 1 and June 30, 2023. Attendance, along with your performance, will be taken into consideration for merit increases.

CURRENT JOB POSTINGS

- Assistant Vice President of Program Delivery (details [here](#))
- Assistant Vice President of Residential Services and Program Delivery (details [here](#))
- Security Guard (details [here](#))
- DSPs, CNAs (all shifts)

A NEW LOOK FOR DSP TRAINING

DSP Class is going through some exciting changes in the new year! Starting with our January 9 class, we will be launching a hybrid format. New DSPs will spend one week here learning all things Misericordia: our mission and values, the programs we offer, and hearing about what life is like here from staff and residents! The second week will be online through Infinitec. New DSPs will have the option to work at home or at Mis, allowing new staff to have more flexibility in their training, which is especially important for PM and Overnight staff who are not used to working a 9-5 shift! After completing the online training, new DSPs will complete two weeks of OJT in their areas with their new area OJT trainers! This will allow new DSPs to be trained specifically for their area and shorten the transition from training into the areas, which will help DSPs feel more confident in their role and lead to higher retention. We are excited to launch this new format and support new staff in their new roles! If you have any questions about the new training format, please reach out to dsptraining@misericordia.com.

NEW YEAR NEW LOOK

As a result of your feedback, we are excited to share Campus Connections with you in an all-new format starting in February. We hope the transformation will make our newsletter a time-efficient resource that helps you quickly stay up-to-date. In the meantime, we welcome additional suggestions you may have [here](#) in our dropbox. We thank everyone for reading each week to keep you and your colleagues informed about everything important to our community.

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](https://www.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.).

A MESSAGE FROM THE HEART



"Cheers to a new year and another chance for us to get it right."

—Oprah Winfrey