

CAMPUS CONNECTIONS

WEEKLY UPDATE

October 19, 2022

CURRENT JOB POSTINGS

The OJT Area Trainer is a new and exciting shared position between Staff Development and areas on campus! This role will help facilitate OJT training in residential and program areas. The ideal candidate enjoys working with new staff to help them feel supported in the area and connected to the team. We believe this role will allow for better training of staff and have a positive impact on retention.

Hiring areas for the OJT Area Trainer: CDS, DT, CILAs, Marian Center, McAuley, McGowan/Rosemary/Connelly, Mercy Glen, Quinlan, Shannon Apartments, Village. [Click here](#) for details.

If you are interested in this position, please submit your letter of intent and resume to Human Resources by Thursday, October 20th. Be sure to indicate which area you are applying for!

Questions about the position? Please contact Sarah Powills at sarahg@misericordia.com or 773-273-2733.

MORE POSTINGS

- McAuley Overnight Shift Leader (details [here](#))
- McAuley QIDP (details [here](#))
- Kitchen Aides
- DSPs (all shifts)
- CNAs (all shifts)
- Nurses (LPN, RN, BSN)

ANNUAL VIRTUAL EXPO HAPPENING NOW



Check in with your supervisor for details to complete!

Completion of this virtual training is mandatory for all Misericordia employees.

FIT FOR SUCCESS: TIER 2 GRADUATES



Front row (L to R): Jazmin Tovar (Marian Center), Tessa Kammer (Rec Leisure), Margarita Roman (McAuley), Stephanie Harris (Marian Center), Bozena Spahija (Quinlan), Vincent Mosley (Village). **Back Row:** Ramona Alexis (DT), Julie Adams (Marian Center), Anginette Maggit (Mercy Glen), Larry Acevedo (Marian Center), Brigid Brennan (CDS), Charnita Crumpton (Quinlan) and Leisa Copeland (Housekeeping)

Congratulations to the thirteen staff who completed Fit for Success, Tier 2: Essential Skills for Teamwork last week. Staff from CDS, DT, Village, McAuley, Quinlan, Mercy Glen, and Recreation, and four staff from the Marian Center formed three teams to reflect on the attributes of team players through the lens of our five core values. The teams presented their findings to the group of administrators, directors, and support persons at the final session on 10/13. We are so grateful to the participants for their commitment, their willingness to share their experiences, and their interest in further developing their skill set to serve Misericordia. Well done, teams!

Fit for Success is our pathway program to help you develop the skills you need to grow personally and professionally at Misericordia. Tier 1 of the program will return next year, so consider joining as a part of your 2023 resolution! Staff who have been here for at least six months and are in good standing are encouraged to apply!

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WHAT YOU SHOULD KNOW ABOUT OTC HEARING AIDS

The State of Illinois has passed a regulation that allows hearing aids to be purchased over the counter at local stores. However, given the lack of testing, evaluation, or physician's/audiologist's order required to purchase over-the-counter (OTC) hearing aids, there are some things that should be considered, particularly with regard to our residents, as well as yourself and your loved ones:

- The OTC hearing aids are **ONLY** meant for adults with mild-moderate hearing loss. They are not meant for anyone under the age of 18.
- These aids are not meant for those who have more significant losses, (i.e. moderate-severe-profound). This is the category in which most of our residents' losses fall.
- These aids are one-size-fits-most and cannot be programmed to the specific need of each individual person/level of loss.
- Return policies for the aids will be different for each seller. Currently, the aids are priced between \$300-\$1300/per aid or pair. Rechargeable hearing aids are more costly. These costs will rise and fall depending on the manufacturer and/or the individual features an aid may have.
- In many cases, what is marketed as an OTC hearing aid is actually an amplifier. A person can gain the same benefits from these OTC hearing aids with a \$20 amplifier if an amplifier is all that is needed. Some stores market hearing aids and amplifiers together, so the purchaser just needs to know exactly what they are buying.
- Purchasing any OTC hearing aid does not exempt residents from taking part in routine hearing screenings and/or ear care that is required by the State.

As always, if you are working with a resident who has issues with their prescribed hearing aid, notify your area's supervisor and QIDP.

PLEASE CONTINUE TO MASK



Pictured (clockwise from top left): Lois and Kristina receiving the vaccine at our very first Covid clinic; Peterman Staff Anginette, Kevin, and Alicia; Day Services Instructor Angel and resident Bill

IDPH is working on updated guidance based on the revised Executive Order that was issued on 10/14/22. Until the guidance has been issued and we are able to review it, Misericordia will continue to follow our current practices.

This includes universal masking and maintaining up-to-date vaccinations.

Please contact your administrator if you have questions.

COMPLETING YOUR INDIVIDUAL DEVELOPMENT PLAN



Pictured: The Performance Review folder found on the home screen of every Misericordia device. To find the self-rater IDP form open click the icon > click the Self-Rater folder.

As we mentioned last week, the next step in the performance evaluation process is the Individual Development Plan (IDP). An Individual Development Plan (IDP) is a plan to help employees reach the goals determined during the performance evaluation process. This plan will help employees stay on track with their goals. All self-raters will meet with their evaluators to discuss the IDP.

Click here to find the IDP form, as well as a training video that will help you understand the form as a self-rater. These materials can also be found in the Performance Review folder on the home screen of all Mis devices.

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SPOOKY HAPPENINGS

THE HAUNTED VILLAGE



Wednesday, October 26th
3:45PM - 5:30PM

Haunted Experience in Besser's Backyard and Trick-or-Treating in the adjacent Conway Parking Lot. Please wear a costume!

HALLOWEEN TOWN

Thursday, October 27th
4:00 PM



Get dressed up and walk in our parade! Decorate wheelchairs and bikes and let's get spooky!

If sit back and wait for the festivities, you can simply join the holiday fun by designing a DIY haunted house outside of your area! The winning area will get a prize!

HOLIDAY PREMIUM PAY

Employees working the following shifts will be paid time and a half for hours worked on Thanksgiving, AM, PM, Overnight on Thursday, 11/24/2022. Please note: Human Resources will apply the Holiday credit.

Additional upcoming premium pay dates/shifts will include the following: Christmas Eve and New Year's Eve (overnights); Christmas Day and New Year's Day (AMs); and Christmas Day and New Year's Eve (PMs).

[Click here](#) to save the dates for personal reference.

TEST YOUR DENTAL HYGIENE KNOWLEDGE



Pictured above:
Misericordia's Dental Hygienist Jena C. with resident Michael T.

October is National Dental Hygiene Month. Find out how to keep the creep-crawly terrors from haunting your teeth and gums by taking our quick quiz below.

- **How many times a week should you floss?**
a. Once a week b. Every other day c. Every day
- **How many minutes should you brush your teeth?**
a. 60 seconds b. Two minutes c. Three minutes
- **True or False: Rinsing with mouthwash is optional.**
a. True b. False

Courtesy of Misericordia's Dental Department, [click here](#) to find the quiz answers, along with tips on how to make sure you are properly brushing!

ACTIVE THREAT TRAINING

Officer Specht and Officer Heath from the 24th district came to Misericordia in September and gave a presentation/training on active threats. The presentation included information on:

- **Active Threats:** how to identify an active threat, address the active threat, respond to the active threat, what to expect upon police arrival, Run-Hide-Fight
- **Evacuation Alertness:** Customized emergency action plans, lockdown procedures, safe rooms & hiding areas, recommendations for a safer building, facility assessments, and recommendations
- **Situational Awareness:** Being aware of your surroundings, seeing something say something, being highly observant, addressing basic skills to help improve abilities to identify potential threats

The staff who attended the training found the content to be very valuable and informative. It is our goal to have ALL staff participate in this training. Don't miss out!

Please see your supervisor to sign up for one of the next training sessions scheduled for November 16th at 9 AM, 11 AM, 1:30 PM, and 3:30 PM.

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FLU SHOTS AND ANNUAL PPD

10/20 & 10/21
5AM - 5PM

MCAULEY

10/24
5am - 1pm & 6PM - 10PM

10/25
6AM - 12PM & 1PM - 5PM

10/26
6AM - 12PM

10/27
8AM - 12PM

10/28
12PM - 4PM

NORKETT HALL CONFERENCE ROOM
MAIN BUILDING - 1ST FLOOR

Area supervisors will sign staff up for times

If you are curious about the flu vaccine, [click here](#) to find information courtesy of the CDC.gov, including answers to questions such as "Why do some people not feel well after getting a flu shot?" and "What about people who get a seasonal flu vaccine and still get sick with flu symptoms?"



COMING OCTOBER 27TH
CHEESIE'S FOOD TRUCK

We are excited to host Cheesie's Food Truck on Thursday, October 27th. All staff will receive a free meal ticket for a specialty grilled cheese sandwich and french fries or tater tots.

Gluten-free and vegan options will be available for those with special dietary needs!



WORKFORCE NOW

ADP is your 24/7-access portal for common HR inquiries and notices, so be sure your contact information (addresses, phone numbers, etc.) is up-to-date so you can receive timely information pertaining to Misericordia and you!



EMPLOYEE BENEFITS

OPEN ENROLLMENT 2023 HEALTH - DISABILITY - LIFE

WHAT: ANNUAL OPEN ENROLLMENT 2023

WHEN: OCTOBER 18, 2022 – NOVEMBER 1, 2022

**HOW: ADP WORKFORCE NOW EMPLOYEE PORTAL
([FOUND HERE](#))**

WHO: ALL FT/PT BENEFIT-ELIGIBLE EMPLOYEES

Annual Open Enrollment 2023 has finally arrived! Let's not miss out on the opportunity to make changes to your current elections.

Please [click here](#) to review the Open Enrollment Benefits Guide! We strongly encourage you to review this information, as it may help you make decisions regarding your Enrollment Elections for 2023.

**Any questions or concerns can be directed to HR at
773-273-3038 or HRBenefits@misericordia.com.**



A MESSAGE FROM THE HEART

"Wellness feeds your soul and makes you feel good."

—Iman