



CAMPUS CONNECTIONS

EMPLOYEE NEWSLETTER

Issue 8

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Vol. 1

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Dear Staff,

Please know how grateful we are for each and every one of you. This past year presented each of us and Misericordia with many challenges, especially in the area of adding more staff. While we know that this is a nationwide issue in our current time, we are working diligently to increase our workforce and we remain committed to creating a culture of retention.

In response to our desire to increase Misericordia's workforce, we will be piloting an outsourcing service called Hueman. This is not a temp agency. It is a company that will help us seek new candidates to be interviewed and hired by Misericordia's hiring managers. Not only is this an opportunity to bring in additional employees, but it will be an opportunity for us to learn more in the area of recruiting. The pilot will be continuously evaluated to determine its value and impact on recruitment and retention. The effect of bringing in additional staff will improve everyone's quality of life, especially our residents.

We are also looking to you for any ideas you may have that will help us with recruiting. Each of us has a role in the successful path for ourselves, our co-workers, our teams and residents. We invite you to be a part of the solution in helping us further create a culture of retention. We also encourage you to talk with your administrators about your ideas that will contribute to a culture of retention. Some initiatives that have already been implemented are the following:

1. Referral bonus program
2. Increase in weekend differential
3. Salary increases
4. Growth opportunities - SEEDS program
5. Invitation to the table to get your ideas

If you need clarification on any of the above, please seek out your administrator or anyone on the Senior Leadership team. There is much to do and we invite you to be a part of the solution by referring your friends and family. While this has been a challenging time, you have been with us every step of the way. Thank you for helping us Keep Misericordia Strong.

Sincerely,
Mary Pat O'Brien, Assistant Executive Director



EMPLOYEE WELLNESS

WHAT YOU SHOULD KNOW ABOUT COVID AND THE DELTA VARIANT

- You can help keep Misericordia safe by following the **Six Core Infection Prevention Practices** that are effective against COVID-19 and other infectious diseases:
 - Source Control. This includes proper mask and other PPE usage.
 - Hand Hygiene.
 - Surface cleaning and disinfecting.
 - Detection, isolation, screening, and surveillance.
 - General vaccine administration. This is our strongest and best tool. Vaccination prevents severe illness and death.
 - Respiratory protection and ventilation.
- COVID-19 is spreading rapidly in Illinois, over 96% of those hospitalized are unvaccinated. The Delta variant of SARS-CoV-2 risk is greater if you are not vaccinated.
- Outdoor activities have the lowest risk of transmission.
- Someone who has previously had COVID and is unvaccinated is 2.5 times more likely to contract COVID a second time than a vaccinated person.

If you need to find vaccination sites, [click here](#).

As we continue to self-screen within our areas, every employee is expected to review the self-screening tool and be aware of potential symptoms of COVID. Please refrain from coming to work if you are symptomatic.



**FREE YOGA CLASSES AT GALLAGHER WAY
NOW THRU SEPTEMBER 30TH**

**HOSTED BY FIVE KEYS YOGA
EVERY TUESDAY AND THURSDAY
FROM 7-8 AM**

CONTACT RITA ALVIAR-KOROVESIS
AT RITAA@MISERICORDIA.COM IF YOU HAVE QUESTIONS!

TALK TO YOUR DOCTOR MONTH

"Clear and honest communication between you and your physician can help you both make smart choices about your health. It's important, to be honest, and upfront about your symptoms even if you feel embarrassed or shy. Have an open dialogue with your doctor — ask questions to make sure you understand your diagnosis, treatment, and recovery.

For example, it is recommended to make a list of symptoms and/or questions for your provider before your appointment in order to ensure you do not forget to address everything you want to have covered.

For tips on how to effectively talk to your doctor, [click here](#). For this website in Spanish, [click here](#)." —*The National Library of Medicine*.

[Click here](#) for additional information!



DIVERSITY AND INCLUSION

LOCAL BUSINESSES FROM AROUND THE GLOBE

EDGE OF SWEETNESS

6034 N Broadway, Chicago, IL 60660

"It's really cute with delicious baked goods, and it's in a very accessible location."

BARK BARK CLUB

5943 N Broadway, Chicago, IL 60660

"It's a cage-free doggy daycare that is supervised at all times. They offer dog walking and also grooming."

WOMEN & CHILDREN FIRST

5233 N Clark St, Chicago, IL 60640

"This is a very inviting space with a great selection of new and classic books across all genres."

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

HIGHLIGHTS FROM THE 2021 TOKYO OLYMPIC GAMES



The United States won the most medals at this year's Olympic Games, and while many of us were rooting for our national team, there were achievements worth celebrating from around the world. One of those wins was earned by weightlifter, Hidilyn Diaz, from the Philippines, who won the country's first gold medal!



Additionally, we celebrated Allyson Felix, who's now the most decorated U.S. track and field athlete, and shot-putter Raven Saunders, who dedicated her medal ceremony to honor the intersection where all marginalized people "meet."



WEAR PURPLE FOR WOMEN'S EQUALITY DAY



Above: The Seneca Falls Convention in 1848 in Seneca Falls, NY. It was the first women's rights convention in the United States. [Click here](#) to read a comic about the event's keynote speakers and organizers.

Women's Equality Day is on August 26th, and we encourage everyone to wear purple on that day in observance of the historic passage of the 19th Amendment to the U.S. Constitution, granting the right to vote to women.

To learn more about Women's Equality Day, [click here](#).

In honor of August 26th, as well as National Book Lover's Day (Aug. 9th), we also gathered lists of book recommendations from [Penguin Random House](#), [American Writers Museum](#), and the [New York](#) and [Chicago](#) public libraries. Let us know if you read anything from these links or have your own book suggestion. We'd love to share your review!

SHARE YOUR PERSONAL EXPERIENCES AND STORIES WITH US

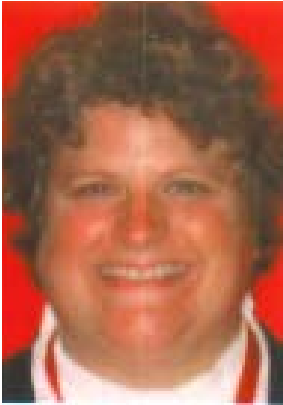
Campus Connections is interested in sharing your personal experiences related to cultural holidays, traditions, and heritage observances that align with our Community of Believers values and the mission of Misericordia.

If you have one that you would like to share, please email Andrew Blomquist at andrewb@misericordia.com.



HR AND STAFF DEVELOPMENT

A NEW VOICE IN OUR COMMUNITY



FUN FACTS ABOUT STEPHANIE

- Loves walking or biking through local forest preserves, hiking in state parks, or hanging out at the beach.
- Enjoys cooking - specialty is Moroccan cuisine!
- Dreams of going to Rio de Janeiro to visit Ipanema Beach.
- Plays the ukulele.

Misericordia is excited to welcome **Stephanie Blaser** as our new receptionist in HR! She will be the face and voice of Devon Cafe, the first-person contact when current and prospective staff have questions and need assistance!

Additionally, we are happy to share that former receptionist, **Nancy Kremer**, will continue to be an integral member of the HR team and will be working out of the main HR office!

IT'S NOT TOO LATE TO APPLY TO FIT FOR SUCCESS: TIER 2 – ESSENTIAL SKILLS FOR TEAMWORK!

Applications are due **Friday, August 20**. This training is open to all who have completed either Tier 1 of Fit for Success or Professionalism. Applicants must be in good standing and have a letter of support from their Director.

Classes will begin Thursday, September 9 from 1-3 PM and run for six consecutive weeks. We are excited to offer this new training opportunity for staff looking to further develop their professional skills.

For more information, contact Mary Ann Goode at maryanng@misericordia.com.

PHI E-BOOSTER: THE FOUNDATION QUESTION

Our latest PHI E-Booster series, Building a Coaching Habit video is now available [here](#) on Stream.

The Foundation Question challenges us to consider our assumptions and how they tend to get in the way of good listening. We often think we know what the other person wants. We usually assume they know what we want. While this might be correct a lot of the time, when our assumptions are incorrect, communication challenges arise. The Foundation Question will help each person clarify what their wants are so that we can be more supportive on the path to getting these wants met. What's the Foundation Question? We want you to watch the video to find out!

Live PHI Boosters are back. Each month, we'll offer one session in person and another session via Teams on various PHI-related topics. Boosters are open to staff who have completed the original PHI training for managers. They're an excellent way to keep your coaching skills strong. To sign up for August sessions, [click here](#).



HR AND STAFF DEVELOPMENT

CREATING OPPORTUNITIES: LEAD JOB COACHES

Misericordia is committed to promoting from within, whenever possible. While some of our positions require a specialized degree, many others ask for professional experience and skills. One of our leadership opportunities that require professional experience is the residential Lead Job Coach (LJC). This month we talked to **Shannon Vida**, an LJC from the Village, and **Jate Lee**, an LJC at the Marian Center. Here's what they have to say about the importance of what they do, as well as the role they play in building employee relations and making Misericordia a place where new employees want to grow professionally.



"When new staff members come in, the LJC gets them acquainted with their residents, staff, and daily activities and active treatment. There are 'shadow days,' where they watch me work through a shift, and then I watch them. We follow a 30-60-90 Day system where we check in with them after a certain amount of days, but I always take the extra step of calling them throughout their experience so they continue to feel welcome and don't fall through the cracks. I know how helpful it is to have a peer-to-peer relationship and be the person someone can feel comfortable talking to about on-the-job concerns. I also maintain relationships with the staff, even after the check-ins. I want them to feel confident about what they do and know that someone is always there for them." —**Shannon Vida (employed at Misericordia for six years)**



"As the LJC, you're the mentor and trustworthy peer. I always tell the new staff that I'm coaching to find me if they have any questions. And they do, because I try to make sure they feel comfortable and know that somebody is listening and cares about making sure they want to stay here at Misericordia. We definitely need more LJCs, because it makes training and work go smoothly for everyone, even the people who have been here for years! Anybody who's good with the residents, a good team player, dependable and flexible with your schedule, you should definitely go out for a Lead Job Coach position!" —**Jate Lee (employed at Misericordia for 21 years)**

**POWER HOUR: IDEAS FORUM
COMING SOON**

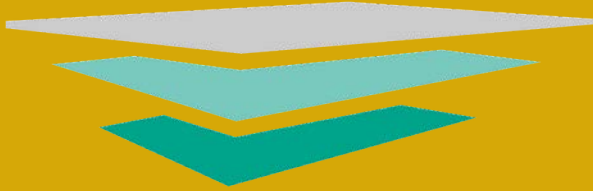
KEEP AN EYE OUT FOR UPCOMING DATES IN CAMPUS CONNECTIONS

CAMPUS CONNECTIONS



INFORMATION TECHNOLOGY

FOOTHOLD TECHNOLOGY



**QUINLAN IS NOW LIVE WITH
AWARDS!**

- ROSEMARY
 - CONNELLY
 - MCGOWAN
 - AND
 - MERCY GLEN
- WILL GO LIVE
ON SEPTEMBER 1ST!**

WHAT FOLKS ARE SAYING ABOUT AWARDS



"AWARDS is helpful, and it's a great transition into reducing the amount of paper we use. I especially love the eMar (Carasolava) component!"—**Saadia Caudle, CILA QIDP/Residential Coordinator**

"As someone with computer difficulty, the level of support is *amazing!*"—**Kathleen Keating, Community Day Services Instructor**

"It makes it a lot easier to stay organized."—**Jill Turner, Community Day Services Instructor**

"It's more convenient because you can do med charting right there."—**Lenora Brown, CILA DSP**

"Everything that we need is there, so it's much more helpful than HSMS."—**Corey Kurete, Village DSP**



"It's a lot easier for taking notes, and when you chart on goals, it feels less routine as it did in HSMS. It helps you think carefully about what you're doing and charting on."—**Liam O'Donnell, Registered Behavior Technician**

MISERICORDIA COMMUNITY DEVELOPMENTS

FAMILY FEST 2021 POSTPONED

By now you may have heard that our annual Family Fest will be postponed for 2021, in the interest of keeping everyone safe. At some point in the future, we will invite you to participate in the car and cash raffle, as well as sponsorship opportunities.

Please stay tuned for details.

SHADE SAILS CONSTRUCTION AT MCGEE PARK IS UNDERWAY

As previously mentioned, work has begun in McGee Park on the installation of the Shade Sails! The holes to support the posts and sail are approximately nine feet deep, with some of them being close to four feet wide. Filled with concrete and rebar, these tent posts are sure to stay put in our unpredictable Chicago weather! In fact, the company that makes the sails is based in Florida, so the engineering design and plans are meant to resist hurricane-like weather. We are hopeful that the project will be completed by the beginning of September and ready for Marian Center residents to enjoy! It is their backyard after all!



COMMUNITY DAY SERVICES

CONWAY AND HOLBROOK WELCOMES MORE RESIDENTIAL COHORTS



Above: Residents **Joe H, Deirdre C,** and staff **Nick P** from the Village making celebrating the Olympic Games by making Olympic posters!

In mid-July, we welcomed back Quinlan, Mercy Glen, and Rosemary Connelly, and a portion of the Marian Center for on-site CDS programming. The CILA, Shannon, and the Village continue to attend as well. Some areas attend full-time and others come for half of the day. It's been wonderful to see so many familiar faces, and we thank everyone for their patience and understanding during this time.

BUILDING LANGUAGE ARTS SKILLS THROUGH KNOWLEDGE OWL

Check out [this](#) poetry lesson incorporating Amanda Gorman's inspirational Inaugural Poem. Knowledge Owl offers suggestions on how to build up or break down every lesson. This makes it a great option for participants of all skill levels to enjoy.

For more information or to schedule an in-service contact Nora Turgeon at norat@misericordia.com or Lukas Willis at lukasw@misericordia.com.

DID YOU KNOW?

YOU CAN SIGN UP FOR GREAT DEALS WITH



BlueCross BlueShield

Blue365

Blue365 is a free health and wellness discount program offered to you as a member of the Blue Cross and Blue Shield System. We offer year-round discounts on gym memberships, fitness gear, healthy eating options, and more. [Click here](#) to learn how to sign up!



"I've used it to find discounts on **travel, groceries, apparel, and fitness**. Last month I found **30% discounts on Reeboks and Sketchers** on their website. This is a really, really beneficial resource that more staff should know about!" —**Cicely Mosely**, Manager in the Village and Assistant Professional Recruiter in HR/Staff Development

UNDERSTANDING CATHOLIC IDENTITY

Catholic Charities of Chicago is a social service agency, "annually assisting more than a million people, without regard to religious, ethnic, or economic background."

[Click here](#) to visit their website and learn more about them.

CAMPUS CONNECTIONS



DEPARTMENT SPOTLIGHT

Did you know Misericordia has a Social Service Department?! The Social Service Coordinators, Social Service assistants, and Medical Records coordinators all work in the department under their Administrator and Director. The Social Service Coordinators maintain benefits and paperwork compliance for our current residents, and also work with individuals and families on the waitlist! The Social Service Assistant helps the coordinators, as well as the Administrators and Directors on campus. The Medical Records Coordinator is responsible for ensuring all residents have active medical benefits.

Lindsey Wilkens, Social Service (SS) Director



Fun Facts About Lindsey:

- Has a rescue dog named Rufus
- Loves to travel and has been to 13 countries
- Likes to play golf

Johanna Granobles-Pacheco, SS Coordinator - Quinlan



Fun Facts About Johanna:

- Proud vegetarian and animal lover
- Avid podcast listener and bookworm,
- Huge Disney and The Simpsons fan

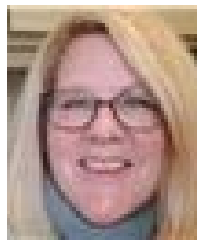
Tasha Hall, SS Coordinator - Marian Center



Fun Facts About Tasha:

- Fan of the Real Housewives series
- Loves scary movies
- Likes eating pickles and hardboiled eggs together

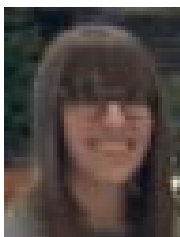
Leslie Burgard, SS Coordinator - McAuley



Fun Facts About Leslie:

- Loves seeing live music
- Has worked in the Social Service Department for 27 years
- Enjoys spending summer weekends at the lake

Amanda Uychocho, SS Coordinator - Village



Fun Facts About Amanda:

- Loves traveling
- Enjoys listening to podcasts
- Went to school for Journalism

Fatima Feliciano, SS Assistant



Fun Facts About Fatima:

- Worked at Mis for almost 16 years
- Has a goldendoodle
- "I am probably older than you think I am. That's fun for me!"

Sarah Powills, SS Coordinator - Shannon Apartments & CILA



Fun Facts About Sarah:

- Avid reader
- Loves her 15-year-old dog Romeo
- Enjoys watching bad reality tv

David Sapinski, Medical Records Coordinator



Fun Facts About David:

- Love canines and has a rescue dog, Newton
- Anglophile and have travelled to England four times
- Likes to read mystery novels

If your department would like to be spotlighted in *Campus Connections*, please reach out to Tiffany Johnson at tiffanyj@misericordia.com.



MONTHLY RECOGNITIONS

LOOK WHO'S ON THE MOVE

- **Shermaine Casimiro** former Lead Job Coach/Relief Supervisor in Shannon Apt., now PM Supervisor in Shannon Apt.
- **Brian Hartig** former DTI/QIDP in CDS now CDS Supervisor in CDS
- **Etina Hymon** former CDS Aide in CDS now CDS Trainer in CDS
- **Bryan Lee** former DSP in CDS, now CDS Instructor in CDS
- **Erica Lopez** former DSP/Relief Supervisor at McGowan, now PM Supervisor in the Village
- **Joel Medina** former CDS Instructor in CDS, now CDS Employment Manager in CDS
- **Tychina Moore** former QIDP in the Village, now QIDP/Relief Supervisor in the Village
- **Erika Simpson** former QIDP in the Village, now Lead QIDP in the Village
- **Cynthia Stowell** former DSP at McGowan, now DSP/Relief Supervisor at McGowan
- **Nora Turgeon** former CDS Instructor in CDS, now CDS Supervisor in CDS
- **Lea Weiner** former RBT in the Behavior Therapy Dept. now QIDP in the CILAs

SECOND-QUARTER PROMOTIONS

Our second-quarter promotions consist of everyone who was promoted between April and June of this year!

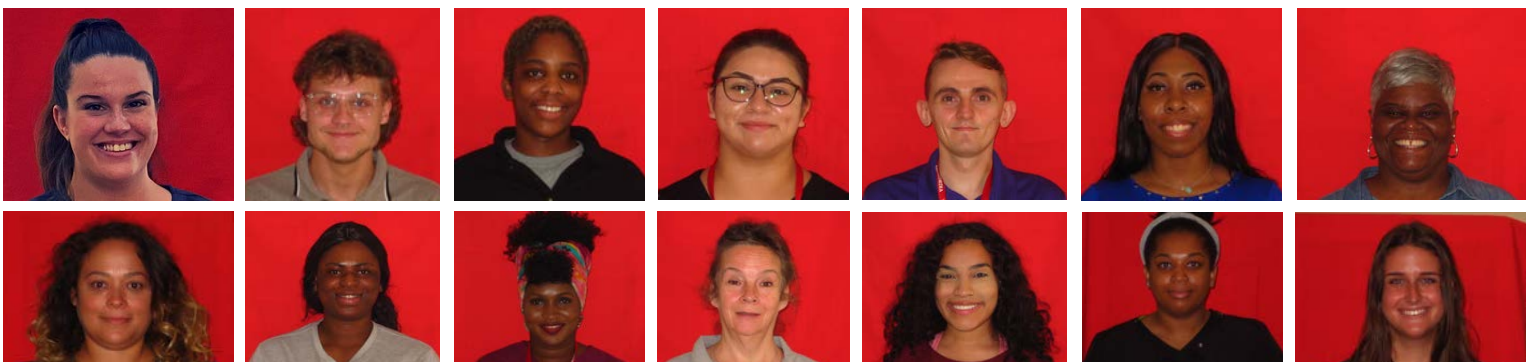
Click [here](#) and [here](#) to see the full list of individuals, along with their pictures.

Posters for our second-quarter promotions can be found around campus.

Posters for our Third-quarter promotions will be released in September!



WELCOME NEW RESIDENTIAL AND CDS STAFF



Valaree Fleeman (McAuley); **Chase Skopek** (Quinlan); **Chancia Dailey** (Quinlan); **Destiny Vargas** (CDS); **Kyle Cox** (Marian Center); **Ariel Williams** (Marian Center); **Lisa Tousant** (Marian Center); **Yazmine Rivera** (McAuley); **Erica Yeboa Amoa** (Marian Center); **Winniefred Akeilo** (Shannon Apartments); **Marti Mesa** (CILA); **Laura Arnold** (CILA); **Amanda Davis** (McAuley); **Michaela Harbinson** (McAuley)

CAMPUS CONNECTIONS



MONTHLY RECOGNITIONS

RECENT STAFF SPOTLIGHTS



Posted on Facebook, **Staff Spotlights** acknowledge and celebrate the hard work and uniqueness of the individuals who help make us #MisericordiaStrong. Check out our latest:

Mirsada Gutosic (McAuley - Nursing)

Jane Gaynor (Staff Development)

Bobby Davis Jr. (Community Day Services)

Click their underline names to read about them. You can also scroll the Misericordia **Facebook** page to see our previous Spotlights.

NOMINATE YOUR TEAM FOR OUR ONGOING MISERICORDIA STAFF TEAM SPOTLIGHT

- Do you and your coworkers exhibit excellent teamwork and dedication to the mission of Misericordia?
- Did your team recently demonstrate one of the five Community of Believers Values (Quality of Life, Connection, Responsibility, Spirituality, Diversity & Inclusion)?

Our new, ongoing Staff Team Spotlight is the way to get the recognition your team deserves! **Click here** to see the Team Spotlight submission form.

All Team Spotlights must be approved by your area's director.

AUGUST ANNIVERSARIES

- 52 Sr. Rosemary Connelly
- 41 Dawn Matke
- 40 Sr. Eileen Sullivan
- 33 James Ahlfeld, Alice Freemon
- 32 Donna Zaidi
- 29 Ricardo Pagan
- 27 Targerine Coleman
- 26 Kerry Roach
- 25 Kristen Dybas-Kupscuk, Teresa McDonald, Kevin Isleb
- 24 Mary Barner, Sheila King
- 23 Joseph Watkins, Bob Fedota
- 22 Lisa Addis
- 21 Cicely Mosely
- 20 Raquel Brow, Latishia Greer
- 19 Lenora Brown, Julie O'Sullivan
- 18 Edgar Muniz
- 17 Rafael Lamourt, Melissa Hart
- 16 Darcie Paparigian, Victor Echavarria, Lucia Garcia, Barbara Vialdores
- 15 Kathleen Keating
- 13 Margarita Roman
- 12 Daniel Ostrozovich
- 11 Patrick Nee, Beth Woytek
- 10 Lindsey Wilkens, Sarah Powills, Brandon Harris
- 9 Melissa Niver, John Brady, Megan Christiansen
- 7 Elizabeth Arpi Sacta, Beth Hadley, Sarah Peters, Manuel Aguilar, Mary Jo O'Brien
- 6 Erica Coleman, Isaac Hernandez, Theresa McDermott, Sharon Metzger, Kelly Oleary, Chris Provost, Katie Peterson, Shelley Smith, Gwendolyn Robinson-Jones, Ashley Kauffman,
- 5 Fionn Boler, Hermalita Doss, Barbara Reed, Loni Tierrablanca, Keanna Rowland, Monica Ryan, Kelly Sheehy, Bozena Spahija, Jazmin Tovar, Courtney O'Donnell, Alison Slak
- 4 Jeffrey Basile, Zoma Patel
- 3 Vincent Martinelli, Heather Miller
- 2 Annemarie Bold, Taj Ellis, John Huwe, Bianca Jackson, Ayesha King, Jason Lewan, Frederick Lott, Tiffany McMikel, Angelique Oyervides, Nikolas Clark, Nicole Daniels, Arnold Novak, Alyssa Straessle, Shaquita Blackman, Corey Kurete, Isaiah Newport, Dorel Perez Tapia, Mieko Lila Cook
- 1 Andrew Alvarez, Tony Burns, Bilel Dekhili, Alana Eshuis, Gabriel Estrada Rosa Flores, Rachel Groth, Heba Hussain, Emma Johnston, Lucy Kronzer, Raygen Nabors, Martha Sanchez Vasquez, Veronica Sturkey, Vivian Ukesone-Harris, Lizaida Velazquez, Dorreall Willis-Lemon, Mapenzi Mweniake, Alisia Truss, Madeline Ngo Kendeck, Francie Ngo Yogo Epse Nkeng, Ann Werner

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!