



CAMPUS CONNECTIONS

EMPLOYEE NEWSLETTER

Issue 12

DECEMBER 2021

Vol. 1

WHAT'S INSIDE

- **Employee Wellness** 2
COVID Updates, Know Your Symptoms
- **Diversity and Inclusion** 3
Local Businesses, Human Rights Day, Seasonal Events throughout the City, the Holidays at Mis
- **HR and Staff Development** 4
HR & Staff Development Departmental Spotlights, Home Visit Calendar, PHI e-Booster
- **Creating Opportunities** 5
Fit for Success
- **Information Technology (IT)** 6
AWARDS, Phone System Upgrade, Email Security
- **Mis Community Developments** 6
Santa Claus is Coming to Campus
- **Community Day Services** 7
Highlights from McAuley, Knowledge Owl Winter Craftivities, A Diversity, Equity, and Inclusion Curriculum for Residents
- **Understanding Catholic Identity** 7
The first National Conference of Catholic Charities
- **Did You Know?** 8
Rosemary's Babies, Constant Contact
- **Department Spotlight** 9
Recreation and Leisure
- **Monthly Recognitions** 10
Look Who's on the Move, Staff Spotlight, Warm Welcomes, December Anniversaries
- **Meet the Author** 11
Author of Campus Connections, Bi-Annual Reader Feedback

Dear Staff,

When I think about this past year three words come to mind: dedication, determination, and devotion. I firmly believe these three words sum up the quality and character of the wonderful staff we are blessed to share life with at Misericordia.

If you look it up in the dictionary, "**dedication**" refers to a commitment towards a task or purpose. Throughout all the unknowns of this past year you, our staff, never wavered in your commitment to creating and maintaining the best life possible for our children and adults. This called for an endless amount of creativity and flexibility. At times it called for you to put Misericordia before your families and friends. This past year was demanding and you rose to the challenge so beautifully.

"**Determination**" is defined as firmness of purpose. Throughout 2021 I am proud to say our staff always stayed on task, giving their best, and working together to achieve the ultimate goal of creating a safe and happy life for our residents. And we succeeded! Our children and adults live good lives with purpose and challenge – despite the changes that needed to be made to comply with Covid-19 rules and regulations. That is determination!

Lastly "**devotion**" – defined as great love or loyalty. There is no denying when you work at Misericordia it is not just a job, it is a vocation. We do God's work. I have often said that because of their disabilities our residents cannot create a good life for themselves but we, as the hands of God, are called upon to help create a good life for them. You bring love, tenderness, and acceptance to everything you do. It takes a special kind of person to work with God's most vulnerable people. It never escapes me how blessed we are.

In this blessed season of Christmas I am filled with gratitude to you, our staff, for making 2021 a productive and fulfilling year – despite the adversities we faced – for the most precious individuals who call Misericordia home. Thank you for your dedication, determination, and devotion to our children and adults and to Misericordia's mission.

God's blessings on you and yours. You are always in my prayers.

Lovingly,
Sister Rosemary



EMPLOYEE WELLNESS

COVID UPDATES

• HOLIDAY PRECAUTIONS AND GUIDANCE

◦ TRAVEL SAFETY CONSIDERATIONS:

- Delay travel until you are fully vaccinated, or wait until you get a booster shot if eligible.
- If you're not fully vaccinated, test 1-3 days before and 3-5 days after traveling - Travel during off-peak times to avoid crowds.
- Drive a private vehicle to reduce exposure to COVID-19.
- If using public transportation, try to travel during non-peak times. Masks are required on/in all areas of mass transit.

◦ GUESTS AND GATHERINGS:




- Keep indoor gatherings small - Arrange seating and other areas to allow for physical distance
- Increase airflow by opening windows and/or doors
- Avoid having people congregate, such as in the kitchen or at the buffet.
- Clean and sanitize the kitchen, bathrooms, and other areas used by guests.
- People who are sick with fever, cough, or other symptoms of COVID-19, or have been exposed to someone with COVID-19, should not travel or gather for holiday events during that time. Unfortunately, we must also worry about the flu during the holiday season.

• COVID VACCINE BOOSTERS

- Cases are on the rise again and you want to be sure you are protected for yourself, your loved ones, and the residents. **If you would like help scheduling a booster, please contact your director or administrator, including the best contact number and someone will reach out to help you schedule your appointment.**
- Please review this flyer with important information related to the Moderna, Pfizer, and Johnson & Johnson vaccine boosters. Now more than ever it is important for you to consider receiving a booster dose for the Covid-19 vaccine.

KNOW YOUR SYMPTOMS

COURTESY OF THE CDC, THIS CHART WILL HELP YOU DETERMINE THE DIFFERENCE BETWEEN COVID AND THE FLU. BE SURE TO INFORM YOUR SUPERVISOR IF YOU ARE UNWELL, AND GET TESTED IF YOU ARE IN DOUBT OF YOUR SYMPTOMS!

 common  uncommon  less common

SYMPTOMS	COVID	FLU
FEVER/CHILLS		
BODY ACHES/ HEADACHES		
TIREDESS		
LOSS OF TASTE/SMELL		
RUNNY/STUFFY NOSE		
SORE THROAT		
SHORTNESS OF BREATH		

The severity of symptoms may vary based on age and other health conditions. The onset of symptoms for COVID typically occur within 2-14 days after infection; for the flu, symptoms occur within 2-4 days.

IT'S THAT TIME OF THE YEAR AGAIN!



**NOMINATE YOUR
COWORKERS FOR OUR
ANNUAL EMPLOYEE
SERVICE AWARD**

Each year we select from over a hundred nominations from employees who wish to recognize the work and goodness of their coworkers! As you look back on 2021, please take a moment to consider your fellow staff members whose consistent demonstration of Misericordia's core values and mission help bring peace and vitality to our community.

Submissions can be completed online or by paper. We will be accepting nominations until December 10th, so get yours in right away!

[Click here](#) to view the full flyer for more details!

CAMPUS CONNECTIONS



DIVERSITY AND INCLUSION

LOCAL BUSINESSES FROM AROUND THE GLOBE

BRYN MAWR BREAKFAST PLACE

3348 W Bryn Mawr Ave, Chicago, IL 60659

"It's a nice spot for brunch. They have a good salmon plate and delicious chilaquiles!"

WH PERFORMANCE

5547 N Ravenswood Ave, Chicago, IL 60640

"They focus on health at every size and offer personalized training."

BLACK ENSEMBLE THEATER

4450 N Clark St, Chicago, IL 60640

"A theater company that puts on cultural productions by black playwrights"

LIGHT UP YOUR HOLIDAYS

lightupyourholidays.com

"A very friendly service we hire to decorate the CILA homes each year."

Send us a tip! If you have recommendations for any local minority and women-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!

THE HOLIDAYS AT MISERICORDIA

Courtesy of Campus Ministry, [click here](#) to view a recording of Misericordia's Hannukkah observance for our residents who celebrate the holiday. We will also provide a recording of our Christmas Mass. Look for it on the Misericordia Facebook page!

HUMAN RIGHTS DAY IS DECEMBER 10TH

Courtesy of the United Nations



Pictured: Eleanor Roosevelt holding the Declaration of Human Rights. [Click here](#) to learn more about Human Rights Day and ongoing human rights initiatives. We also invite you to check out [these podcasts!](#) Let us know which ones you listened to!

Human Rights Day is observed every year on 10 December — the day the United Nations General Assembly adopted, in 1948, the **Universal Declaration of Human Rights (UDHR)**. The UDHR is a milestone document, which proclaims the inalienable rights that everyone is entitled to as a human being - regardless of race, colour, religion, sex, language, political or other opinion, national or social origin, property, birth or other status.

SEASONAL EVENTS THROUGHOUT THE CITY

From ChooseChicago

- The Museum of Science and Industry hosts its annual **Christmas Around the World and Holidays of Lights** from Nov. 17 through Jan. 3 2021, with 50 elaborately decorated trees that represent holiday traditions from across the globe. In Holiday of Lights, the museum honors the traditions of Chinese New Year, Diwali, Kwanzaa, Ramadan, Hanukkah, Visakha Puja Day, and St. Lucia Day.
- Africa International House hosts an annual Pre-Kwanzaa Marketplace. This year it will go virtual. The market will be available all of December with video programming throughout the month. Learn about the Kwanzaa principles and setting up a Kwanzaa table in your home. Subscribe to their [Youtube Channel](#) for updates and programming.

[Click here](#) to find more events on the ChooseChicago website, which includes craft fairs such as [Renegade, Zoo Lights](#), and free ice skating at [Maggie Daley](#) and [Millenium Park!](#)



HR AND STAFF DEVELOPMENT

HR & STAFF DEVELOPMENT DEPARTMENTAL UPDATES

There have been many changes in the department over the past few months and we would like to take this opportunity to introduce some of our newest team members and share some additional staffing changes for employees you already know.

- **Elisabeth Devik** has joined the team as one of our new HR Receptionist/HR Coordinator. She has previously worked in the Behavior Department and residentially. She can be reached at x3038 at the front desk or elisabethd@misericordia.com.
- **Joanna Wyka** has joined the HR Team as another new HR Receptionist/HR Coordinator. She can be reached at the front desk x 3038 or jwyka@misericordia.com. Both she and Elisabeth will work closely together to better meet the needs of the department and our ever-growing onboarding of new hires. An additional desk extension will be added once the phone system is updated.
- **Tiffany Drummer** has joined our team as the Benefits Manager (temporary) and has been with us for several weeks. Tiffany can be reached at x 3040 or tdrummer@misericordia.com.
- **Rowena Vincente-Co** has joined our team as the Payroll Manager (temporary) and this is her 3rd week with us. Rowena can be reached at x 3042 or rvincenteco@misericordia.com.
- **Stephanie Balsler** has moved from the front desk role into an Administrative Assistant position with the Staff Development Team. She can be reached at x 3041 or sbalsler@misericordia.com.
- **Sarah Powills** has also joined the Staff Development Team as the new Staff Development Director. Sarah can be reached at x 2733 or sarahg@misericordia.com.

We are excited to have all of these wonderful staff on our team and appreciate what each will contribute to the continuation of support and service to our employees through HR and Staff Development! If you have any questions regarding any of the above updates please let me know.

PHI BOOSTER THE LEARNING QUESTION

The final video in our PHI E-Booster series Building a Coaching Habit is now available on Stream! If you've ever put the effort into helping someone learn something, this coaching question will help you make sure they've got it. The Learning Question helps people reflect on what they've learned, and in doing this reflection, helps to interrupt the process of forgetting. It's also a good way to wrap up a meeting or discussion. What exactly is "The Learning Question"? [Click here](#) to find out!

Be sure to check out the other short videos in the Building a Coaching Habit series on the PHI Channel in Stream or on the common drive (M: Training and Reference>PHI>Building a Coaching Habit Series) when you need a quick refresher of your coaching skills!

HOLIDAY PREMIUM

Employees working the following shifts will be paid time and a half for hours worked on the following shifts:

Night Shift

Christmas Eve – December 24, 2021

New Year's Eve – December 31, 2021

Day Shift

Christmas Day – December 25, 2021

New Year's Day – January 1, 2022

Evening Shift

Christmas Day – December 25, 2021

New Year's Eve – December 31, 2021

Please note: Human Resources will apply Holiday credit.

[CLICK HERE TO VIEW THE
2022 HOME VISIT CALENDAR](#)



CREATING OPPORTUNITIES

GET IN YOUR APPLICATIONS FOR FIT FOR SUCCESS: TIER ONE

Tier One of Fit for Success will begin on Thursday, January 13, and meet each week through February 17 from 1-3 PM. Applications can be found on ADP or picked up in HR. The deadline to submit them is December 15th! If you're asking yourself if you should join, consider the following questions and answers:

Who is eligible for FFS? Right now, our focus is on DSPs/CNAs, RBTs, Therapy Aides, and CDS staff. Discussions are underway about developing a version of FFS for auxiliary staff in the future.

How long do you have to be employed before participating? Six months, and in good standing

What is the focus of the class? Both Tier One and Tier Two strive to give staff the tools they need to grow professionally. For Tier One, our focus is on self-identity. Staff are encouraged to reflect on their perspectives, perceptions, and emotional intelligence among other topics. We spend time reviewing and practicing communication skills and conflict management. For Tier Two, our focus is on teamwork. We bring the skills learned in Tier One (or Professionalism) and reflect on how these skills impact our role on our support teams.

Which class should I apply for? Tier One is open to residential/CDS staff who have not completed Professionalism. Tier Two is open to staff who have completed either Tier One **OR** Professionalism. Tier Two will be offered later this winter.

If you have more questions about Fit for Success, [click here](#) or reach out to Mary Ann Goode by [email](#) or extension 3041.

YOU CAN ADVANCE IN YOUR CAREER AT MISERICORDIA WITHOUT A DEGREE

There are a number of positions at Misericordia that employees can be promoted to without having a degree, including:

- Environmental Coordinator
- Residential Manager
- Shift Leader
- Registered Behavior Technician (RBT)
- Manager
- Supervisor (Residential)
- Supervisor (CDS)
- CDS Trainer
- Lead Job Coach

If you are interested in learning about these positions and building the needed skill sets, we encourage you to join FIT FOR SUCCESS!

FIT FOR SUCCESS TESTIMONIALS

"I highly recommend everyone take this program. You can get a lot from it. It opens you up and gets you thinking and understanding other people's perspectives. Overall it teaches you things that you can apply here and in your personal life." —Joseph Watkins (CDS Trainer)

"It has been a great way to connect with different people across the campus. I have enjoyed listening to people's personal stories and perspectives at the workplace. Also, it has given me time to reflect on my own actions and areas I can improve on to be better for the residents and co-workers." —Consuelo Teresi-Reschke (Behavior Department RBT)

"I have noticed in talented but quieter DSPs who have taken Fit for Success that they leave the program feeling more confident in their ability to lead and create solutions with their teams." —Carlette Corriah-Wynter (Mercy Glen Director)



INFORMATION TECHNOLOGY

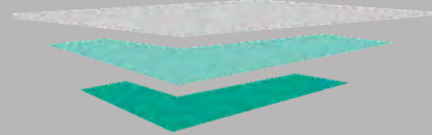
EMAIL SECURITY

We have implemented a new email filter that will work to block spam and malicious emails. Please help IT fine-tune this system by forwarding suspicious emails to IT. If you are uncertain about what might be a suspicious email and the risks of responding to one, [click here](#) to read a helpful guide, courtesy of Ron Masterson. **Always remember:** do not click any links or respond to other contents of an email if it does not come from a Misericordia account. You can also look for the "Caution" header at the top of the email when receiving a message from anyone outside of our organization.

PHONE SYSTEM UPGRADE

Misericordia is upgrading our phones system to bypass faulty wiring between buildings and bring our phone system up to current standards. The first phase of this upgrade will impact McAuley, the Business Office, Quinlan, and Mercy Glen. This upgrade involves a number of components, such as desktop phones, common areas phones, paging and reception desk). Changes will be moving across the entire campus over the next few months.

FOOTHOLD TECHNOLOGY



**EVERYONE WILL BE USING AWARDS BY
FEBRUARY 1ST!**

ADDITIONAL UPDATES

- All homes are now using our new eMAR.
- eLabs have been enabled and we are setting up residents' insurance information to complete this process.
- All residential staff now have AWARDS and email accounts.

If you have questions or issues with AWARDS, please refer to [this guide](#) or contact the IT help desk at x4521.

MISERICORDIA COMMUNITY DEVELOPMENTS



PRESENTED BY THE RECREATION AND LEISURE DEPARTMENT

SANTA CLAUS IS COMING TO CAMPUS! CHRISTMAS PARADE

SUNDAY, DECEMBER 12, 2021 AT 10:30 AM

Santa will be riding his "sleigh" around campus, starting from the pool parking lot.

If you have questions, contact gailw@misericordia.com.

The event will be followed by the Motorcycle Santa Parade with the City Heat. See page 9 for details!



CAMPUS CONNECTIONS



COMMUNITY DAY SERVICES

HIGHLIGHTS FROM COMMUNITY DAY SERVICES (CDS) AND DEVELOPMENTAL TRAINING (DT)



Pictured (clockwise from top left): Kathrine working on a painting; Nicky at the red carpet event for the Artist in All; a memorial for Pharaoh and Jessica; Suriya, Bri, and Eric at our Day of Remembrance to honor their friends who have passed; Montell dressed to the nines for Artist in All; Sherita helping decorate the Rotunda tree at McAuley

The past month has been busy for McAuley DT! Several residents participated in the Artist in All with the help of their instructors and Recreation Therapy staff. DT and School also collaborated in a highly successful Market Day this week, and staff also honored two of our beloved residents who passed away recently during the campus-wide Day of Remembrance. Now we are gearing up for the holidays. Courtesy of Misericordia Day Services, [click here](#) to explore different lesson plans and activities to enjoy throughout December!

STARTING IN 2022 A DIVERSITY, EQUITY, AND INCLUSION CURRICULUM FOR MISERICORDIA RESIDENTS

In response to previous listening sessions, we are proud to announce that members of CDS/DT, the Behavior Department, and PR/Development, as well as residents from McGowan and the CILA, have been working with outside agencies to develop a curriculum about diversity, equity, and inclusion for residents here at Misericordia. **DSPs and CNAs will be selected to take part in providing feedback on this curriculum before we officially incorporate it into our campus!**

WINTER HAT CRAFTIVITY ON KNOWLEDGE OWL

The weather is changing and winter is upon us. Check out [this](#) fun winter hat craft activity on Knowledge Owl. If you need assistance with accessing this material, contact [Nora Turgeon](#) or [Lukas Willis](#).

UNDERSTANDING CATHOLIC IDENTITY



Good news for people who love Christmas! The holiday lasts for twelve days, not just one. "The 12 days themselves are simply the time between the two major Christmas feasts: the Nativity of the Lord on December 25 and Epiphany on January 6," writes Bryan Cones on uscatholic.org. "Since Christmas was the major 'birth' feast in the ancient Western churches and Epiphany was the biggie for the Eastern churches, the days between them inevitably gained significance."

CAMPUS CONNECTIONS



DID YOU KNOW?

THE FORMER MISERICORDIA SOUTH BOWLING TEAM



Did you know that when Sister Rosemary was at the South Home she was invited by the staff to join their bowling league? Her teammates - some who are still on her "Misericordia Team" today - bought her a ball and the name of their team was "Rosemary's Babies!"



There have been a lot of emails from Misericordia in the last year. Most of these are sent using Constant Contact. Constant Contact pulls the preferred email address you have added to ADP, so please make sure the email address that you have added is current. Constant Contact is used to ensure staff privacy and to distribute informative information, such as Campus Connections! To ensure that you receive important information, do not opt out of these emails. Delete emails you don't need, but if you select "opt-out" of one email, you will not receive future emails through Constant Contact. If you have questions or have accidentally opted out and would like to opt back in, please contact IT at IT_Department@misericordia.com

City Heat Motorcycle Club

Parade with Santa!
December 12th
at 12:30 p.m.



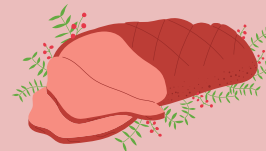
[CLICK HERE](#) TO VIEW THE PARADE ROUTE

PICK UP YOUR HOLIDAY HAM

DECEMBER 15TH

6:00 AM UNTIL 4:00 PM

IN HOLBROOK



Be sure to bring your own bag!

Please note: Employees must present their ID to pick up the holiday ham. This will be the only distribution day scheduled and there will be no distribution after this date. If you wish to have a co-worker pick up your ham, please provide a note for the person who will be picking up your holiday gift.



DEPARTMENT SPOTLIGHT

The Recreation & Leisure team provides a variety of beneficial and fun programming that gives participants an opportunity to build self-esteem & confidence, enhance socialization, develop skills in cooperation & teamwork, allow for creative expression while enhancing mental and physical well-being. We strive to provide activities that foster independence and the development of lifelong friendships.

Recreation/Heartbreaker/Showtime Director



Gail Wojciechowsk

- Love gardening, DIY projects
- Avid reader- especially mystery novels
- Favorite entertainers: Beatles, Phil Collins and the HEARTBREAKERS!!!

Yoga/Wellness/Boccia/Arts & Crafts Instructor



Sarah Wainright

- Loving companion to a 15 year old rescue calico cat
- Reads a lot of nonfiction
- Considers hiking in the woods one of her favorite activities

Recreation/Heartbreaker/Showtime Instructor



Jacob Green

- Has a degree in theater
- Trained in circus arts
- Has performed at The House of Blue

Recreation Specialist



Tessa Kammer

- An artist and a lot of my paintings are life-size!
- Loves to sew and design my own clothes.
- Cites David Bowie and The Beatles as some of her favorite musicians.

Therapeutic Recreation Specialist



Eric Engleson

- Loves to do home improvement projects
- Loves to Bike everywhere he goes 9 (even in the winter)
- Favorite Pizza topping is Pickles

Be sure to check out Rec & Leisure's final two productions scheduled for the year:

- THE DECEMBER 12TH SANTA PARADE (SEE PAGE 7)
- THE HEARTBREAKERS VIRTUAL CHRISTMAS SHOW

Area supervisors will provide you with more details later!

#MISERICORDIASTRONG

BLACKHAWKS TICKETS RAFFLE

DECEMBER 23RD

VS THE DALLAS STARS

Thanks to a generous donation, Misericordia will be hosting a raffle for **two** Chicago Blackhawks tickets (300 level). If you are selected for the raffle, your supervisor will ensure that you have the day off so you can attend.

To enter, email giveaway@misericordia.com by December 20th!



CAMPUS CONNECTIONS



MONTHLY RECOGNITIONS

WELCOME HEATHER



Residence: Shannon Apartments

- Worked at Jewel for 4 years
- Chicago sports fan
- Has two sisters

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:

Bryan Lee - Community Day Services Instructor

Joel La Luz - Direct Service Professional

Jason Black - Community Day Services Instructor

Click the links above to read about them. You can also scroll the Misericordia **Facebook** page to see our previous Spotlights.

DECEMBER ANNIVERSARIES

35 Dara Talbot

34 Freddy Fernandez

33 Mary Travers

32 Sammie Johnson

27 John Volz

25 Thomas Phillips

20 Catherine Cochran

14 Kaneysha Minder, Adrienne Khan

13 Nina Martinez

8 Rose Pius-Alonee, Carlo Pestarino

7 Martha Floberg, Karen Forester,
Nicholas Rymus

6 Piotr Grocholski

5 Pamela Moore, Jose Cardoso Rojas,
Patrick Quinn

4 Danny Jose Fernandez, Guadalupe
Cruz

3 Ryun Ivory

2 William Anderson, John Kelly Exume,
Amira Ljevakovic, Erick Vargas, Maria
Sanchez Zetina, Alexandra Wheeler,
Emily Bogdanski, Francis Meadows,
Dominique Neely, Abigail Rambo

WELCOME NEW RESIDENTIAL AND CDS STAFF



Daniel Ojinnaka (Quinlan); **Dominique Cochran** (Quinlan); **Aaisha Khattoon** (Marian Center); **Jacara Mackey** (Marian Center); **Regina Campbell** (Mercy Glen); **Brendan Siddall** (Village); **Vincent Mosley** (Village); **Michelle Doyle** (CILA); **Eh Kler** (CILA); **Areanna Allen** (McAuley); **Jennifer Kirk** (McAuley); **Sapna Patel** (McAuley); **Kimberly Adesokan** (McAuley); **Badreldin Eltayeb** (McAuley); **Valerie Olivo** (McAuley)

CAMPUS CONNECTIONS



MEET THE AUTHOR OF CAMPUS CONNECTIONS



Pictured: Tiffany Johnson, Communications Manager and author of Campus Connections. Although Tiffany is a part of PR/Development, her office is located in the Behavior Department wing of the Conway Building. Staff can send her inquiries and suggestions for the newsletter via email at tiffanyj@misericordia.com.

Tiffany started at Misericordia as a volunteer through Loyola University Chicago. In 2010, Tiffany began as a full-time DSP in Mercy Glen. She later worked for CDS (formally known as DT), as an instructor for Technology-Enabled Learning and A.R.I.S.E. (Advocacy, Respect, Rise, Identity, Self-Expression) from 2013-2020. Tiffany was also the producer and publisher of DT's Pulse Newsletter and the Misericordia News Network.

In her newest role as Communications Manager, Tiffany helps our campus stay informed and engaged through Campus Connections, monthly initiatives, and focus groups that celebrate and support the wellbeing of our community. Although she doesn't get to see the residents on a daily basis like she used to, Tiffany says "anybody who works at Misericordia will tell you that all the work that we do contributes to the residents' quality of life. By providing information that helps staff feel aware and included in what's happening at Misericordia. I hope that invigorates them to do the best that they can while serving our population."

Tiffany really likes finding and sharing information with people, and figuring out how to present it in ways that attract people and make it easy to digest. She says the biggest takeaway from her research is that no matter what information you find and the questions you answer, there will always be more questions or somebody wanting to know more. As the first person to fill this role, Tiffany imagines there are a lot of ways that her role and responsibilities will evolve.

When asked about preventing burnout, Tiffany refers back to skills she learned in training class, like being honest with herself and others about how much she can handle, giving herself structure and reasonable timeframes for completing things, and being intentional about when/how she spends breaks and days off. These skills translate well to coping with the Pandemic. Like many of us, Tiffany is taking everything one day at a time, which allows her to cope with the challenges and changes that come her way.

When she is not working on the newsletter, Tiffany enjoys collecting zines and enjoys reading graphic novels. Tiffany also ran track and field for ten years, including the 400m hurdles for the Loyola Ramblers! While she has no pets, Tiffany does have a soft spot for pugs.—*written by Consuelo Teresi-Reschke and Nancy Gaytan.*

GIVE US YOUR FEEDBACK!

[Click here](#) to complete our bi-annual reader survey

As we complete our first year of publishing Campus Connections, we invite everyone to take a moment to complete the linked survey! The responses you provide will help us understand what kinds of information topics you would like to see.

Remember, the Campus Connections Employee Newsletter is intended to serve **YOU** information that is valuable and necessary to helping you with your job and keeping you connected to our community. Your input would be appreciated!

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!