

CAMPUS CONNECTIONS

EMPLOYEE NEWSLETTER

Issue 11

Vol. 3



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

THE 2023 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 2023, please take a moment to consider your fellow staff members whose consistent demonstration of Misericordia's core values and mission helps bring peace and vitality to our community.

[Click here](#) to submit your nominations online. For a paper copy of the submission form, [click here](#). If you need assistance, please see your supervisor.

Submissions must be submitted by November 30. The Service Award winners will be announced on December 13, at the staff holiday breakfast/lunch/staff.

MONTHLY REVIEW

2 Employee Wellness

COVID Booster Clinic

3-4 HR and Staff Development

Holiday Breakfast/Dinner, Holiday Premium Pay, Retirement Planning, Grace Alzheimer's Training, Annual Expo, Implicit Bias Training

5-6 Creating Opportunities

Franklin Covey Participant Survey, Performance Feedback Actions, New Lead Job Coaches, Workforce Grant Survey Outcomes

7 Campus Safety

Resident Active Threat Training

8 Community Developments

Market Days, Fall Fun

NOVEMBER 2023

9 Information Technology

Emergency Texting Service, Shutting Down the Old Phone System, Protecting Your Identity Online

10 Diversity and Inclusion

Local Businesses From Around the Globe, National Native American Heritage Month, Diwali, Strategies to Reduce the Impact of Implicit Bias

11 Day Services

Pumpkin Contest, Knowledge Owl

11 Understanding Catholic Identity

Communion of Saints

12 Department Spotlights

Day Services Appreciation

13-11 Monthly Recognitions

Warm Welcomes, Spotlights, Veterans Day, Anniversaries, In Memoriam

WHAT'S INSIDE



EMPLOYEE WELLNESS

**COVID BOOSTER CLINIC
WEDNESDAY 11.15.23**

**10AM - 4PM
JEAN MARIE RYAN CENTER**



Sign up for a time slot at
<https://tinyurl.com/MISBOOSTER>



Please email your consent form and copy of insurance card to lauren@misericordia.com by 11.14.2023 to confirm your appointment.



The consent form can be found at
<https://tinyurl.com/MISVAXCONSENT>



Please note that all COVID-19 booster vaccinations must be scheduled in advance, and the prerequisites mentioned above must be met.

**If you have any questions, please email
lauren@misericordia.com**



HR AND STAFF DEVELOPMENT

To All Staff Holiday Breakfast/Dinner



The following is a list of departments and scheduled times to attend the Holiday Breakfast/Dinner on Wednesday, December 13th, 2023:

Jean Marie Ryan Center

6:00 am

Overnight DSP/CNA(s), Nursing, Security, Supervisors, Reception

11:00 am

Housekeeping/Laundry
DSP/CNAs (AM)
Marian Center
Shannon Apts. /CILA(s)
Rosemary/Connelly Homes
Quinlan
McGowan
Mercy Glen
McAuley
Reception
Nursing
Village
Supervisors (6-2 pm)
Maintenance/Construction
Hearts & Flour Bakery & Cafe

1:00 pm

Developmental Training/PEP Staff
Business Office/IT
Social Services
Purchasing
Nursing
Ministry
Development
Teachers
Reception
Day Training
Hearts & Flour Bakery & Cafe
Staff Development
QIDP(s)
Managers
Swim/Fitness
All Therapy
Food Service
Supervisors
Resources
Human Resources

5:30 pm

All PM DSP/CNA(s), Security, Nursing, Reception, PM Supervisors

Note to all: Please confirm your scheduled time with your Supervisor.

Attention Employees

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, 11/23/23

Please note: Human Resources will apply the Holiday credit

Additional upcoming premium pay dates:

Overnight Shift

Christmas Eve- 12/24/2023

New Year's Eve- 12/31/2023

Day Shift

Christmas Day- 12/25/2023

New Year's Day- 1/1/2024

Evening Shift

Christmas Day- 12/25/2023

New Year's Eve- 12/31/2023



RETIREMENT PLANNING: ALL 401K ELIGIBLE STAFF

What: Individual Retirement Planning Sessions (30-minute time slots)

When: Friday, November 17, 2023
7:00 a.m. – 4:00 p.m.

Location: Human Resources - 2001 W. Devon – in the Staff Development Conference Room

The Human Resources Department is happy to announce upcoming 1 on 1 retirement planning sessions at Misericordia. Dan Madden, Retirement Advisor with Madden Funds Management will be available to discuss retirement planning, investment elections, and much more.

If you are eligible to enroll or are enrolled in the 401k Retirement Savings Plan through CorrellCo and would like to start planning for your retirement, please make an appointment to meet with Dan. Stop by Human Resources to sign up or call Human Resources at 773-273-3038 to select a time that works best for you! Please sign up no later than Wednesday, November 15, 2023





HR AND STAFF DEVELOPMENT

GRACE ALZHEIMER'S TRAINING

This year, Illinois is requiring Alzheimer's training in order to renew certain professional licenses. You can complete this requirement using the Infnitec platform. The videos that meet this requirement are GRACE Project 1C, GRACE Project 4B, and GRACE Project 5D. Please note that in order to meet the requirements set by the state of Illinois you must watch all three videos and pass each quiz.

You can find the videos by logging in to Infnitec and searching their numbers (1C, 4B, 5D) in the online classroom under the social services tab. If you are unable to find the videos or would like a dedicated learning campaign, please reach out to Staff Development at training@misericordia.com. Additionally, please reach out if you are not sure whether this new requirement applies to you.

IMPLICIT BIAS TRAINING COMING SOON

We are excited to launch our implicit bias training! This is an important training that is available to everyone on our online platform, Infnitec. It can be found under the Misericordia tab of the online classroom. This training covers the definitions of implicit and explicit bias and the differences between them, the causes and impacts of implicit bias, and strategies to reduce implicit bias in your everyday life.

Please note, a one-hour implicit bias training is required for the renewal of many professional licenses. It is important that you complete this training in a timely manner in accordance with your licensure requirements to ensure you meet the state requirement.

Please reach out to training@misericordia.com if you are unsure whether you are required to take this training.

ANNUAL VIRTUAL TRAINING 2023

Virtual Expo Presentation Covering:

- Safety Procedures
- Mandated Reporter
- Nutrition
- Behavior
- Employee Resource Info
- And more!

Plus compliance trainings on:

- Sexual Harassment Prevention
- Bystander Training

Coming October 25

Training will be on Infnitec



Please check your Misericordia email account to find the Infnitec notification, sent on October 25, to access the annual Compliance Training. If you need support with navigating Infnitec, talk to your supervisor.

All employees must complete their assigned trainings by December, 6.



CREATING OPPORTUNITIES



As a reminder if you have a Franklin Covey license, it will expire 11/14. **This survey** to better understand the impact and interest in the Franklin Covey platform and content. Please complete this no later than 11/13 at 5pm. We will use this information to determine future use of the platform. You must complete this survey to be considered for a future Franklin Covey license!

LEAD JOB COACHES



Pictured: Alecia Young (Mercy Glen), **Karla Duran** (Village), **Pat Morgan** (Village)

Congratulations to our newest Lead Job Coaches, pictured above!

PERFORMANCE FEEDBACK ACTIONS

Thank you to our employees that provided feedback through our performance review survey. We recognize that we have ongoing work to do to ensure that all employees have the opportunity to receive a thoughtful and meaningful performance review. In response to your feedback, we will begin with the following:

- We are working to ensure that your reviewer is the right reviewer. If a reviewer has been in their position for less than 6 months, their supervisor or an identified individual will be asked to assist with the review. We want you to be reviewed by the person that knows your performance best!
- Several employees questioned why the review focused so heavily on attendance. One of the largest issues our organization is facing is frequent call-ins that result in unpredictability for the residents and the teams across campus. Attendance is a critical piece to ensuring quality for both residents and the teams. The criterion that was used, followed our policy. As an organization we remain committed to this as a key performance indicator as it drives quality outcomes for our workforce and our Misericordia community.
- We will continue to work on streamlining our process and communication to ensure both our self-reviewers and reviewers are better equipped to provide for a meaningful process (more training) and have adequate time for each step of the performance review process. Performance Reviews in ADP are new for all of us, and we continue to learn as we use this platform. We do appreciate your patience!
- Merit for the performance review will continue to be in the form of a bonus for 2024. The rating scale for merit, however, is under review to ensure that we are addressing the concerns about the ranges of these ratings.
- Peer reviews were requested, however the logistics of this are complicated. The potential impact on teams with this process could be challenging. Next year we will use the contributor field within ADP more effectively. This field allows for more than one supervisor to add comments about performance, which allows for a more comprehensive approach.

CAMPUS CONNECTIONS



CREATING OPPORTUNITIES

WORKFORCE GRANT SURVEY OUTCOMES

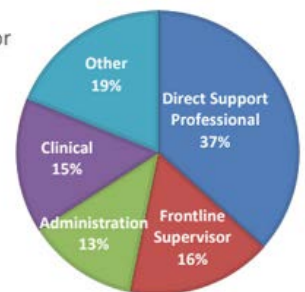
Thank you to our 584 employees who participated in the workforce grant survey! As you know, Misericordia is participating in a grant opportunity with 15 other organizations serving individuals with Intellectual and Developmental Disabilities across the Chicagoland area. Misericordia had the highest response rate of all the organizations! The purpose of this grant is to identify potential solutions and initiatives to address the workforce challenges all our organizations are facing. The feedback that we received from you will guide us in the next steps of digging deeper into the responses we received. Below you will find the 5 questions that Misericordia scored the highest and the lowest based on a 4.0 rating scale. Please look for opportunities to sign up for listening sessions where we will be asking for additional feedback. Should you have any questions, feel free to reach out to Geana Connelly at geanac@misericordia.com.

HIGHEST SCORING QUESTIONS

Composite Score for ALL Respondents	Question
3.68	Q33 I understand the mission of my organization
3.4	Q34 I feel connected to the mission of my organization
3.34	Q44 I can see myself working here in a year
3.3	Q15 I am able to use my vacation time
3.18	Q30 My supervisor/manager values people with different tales, skills and backgrounds

MISERICORDIA RESPONDENTS

- Direct Support Professional
- Frontline Supervisor
- Administration
- Clinical



LOWEST SCORING QUESTIONS

Composite Score for DSP & Front Line Supervisors Only	Composite Score for ALL Respondents	Question
1.49	1.63	Q42 We have enough staff working at my organization
2.21	2.36	Q14 My pay is appropriate for the work I do
2.20	2.38	Q27 I am able to afford the childcare support that I need
2.53	2.58	Q20 I see a path to advance my career in my organization
2.49	2.65	Q43 My organization has strong teamwork

584 TOTAL RESPONDENTS

Direct Support Professional	214
Frontline Supervisor	97
Administration	74
Clinical	89
Other	110



CAMPUS SAFETY

RESIDENT ACTIVE THREAT TRAINING

Courtesy of **Shepherds College**, Misericordia will be offering an Active Threat curriculum for residents that aims to help them stay prepared, calm, and safe in case of an emergency.

More details about the curriculum will be shared once the training materials are finalized.

If you **see** something,
say something®

REPORT SUSPICIOUS ACTIVITY

Call 9-1-1



CELEBRATING WORK FAMILIES

Do you have the pleasure of working alongside a family member here at Misericordia? Campus Connection is excited to showcase these extraordinary bonds. Share the unique dynamics, teamwork, and dedication that set your family apart!

If you and your family member are interested in being part of this feature, please fill out this [**short survey here**](#).

Your experiences, insights, and cherished moments will inspire others within our organization. Share it with us today and become a part of this wonderful unique initiative.

THE HEARTS & FLOUR BAKERY AND CAFE THANKSGIVING PRE-ORDER MENU



Holiday Pies

We are excited to bring back our Thanksgiving Pies! Each 9" pie serves 8-10.

Apple: \$30
Pumpkin: \$27

Savory Sides

New this year, our savory sides have ample portions so everyone gets seconds



Smooth and creamy with a hint of cinnamon, paired with a light crunch of pecan streusel- our **Sweet Potato Souffle** is the classic southern side missing from your spread. Our hefty portion serves 10-12
\$45

Our own **Macaroni & Cheese** made with creamy gruyere and topped with crunchy panko breadcrumbs- baked in your oven. Our three-pound serving is plenty for 10-12 guests
\$35

Buttery, rich and soft- exactly what you would want in a **Brioche Dinner Roll**. Sold by the dozen, designed for soaking up gravy
\$10

[**CLICK HERE TO ENLARGE**](#)



COMMUNITY DEVELOPMENTS

MARKET DAYS

When: Friday, November 17
10 am - 2 pm

Where: Hallway to Devon Cafe

What: Fall and holiday arts and crafts, ornaments, wreaths, cards, soaps, coasters, bookbags, woven goods, jewelry, and plants

Who: DT & McAuley: Village, Rosemary, Marian Center, McAuley, Mercy Glen, and Quinlan

Please stop by to see/buy gifts that the residents have created. Cash and checks accepted. Please note: the 11/17 sale is limited to staff only

FALL FUN



Your eyes are not deceiving you! These are our staff and residents dressed for Halloween! **Click here** and **here** to see more of the fall fun that happened throughout the month.

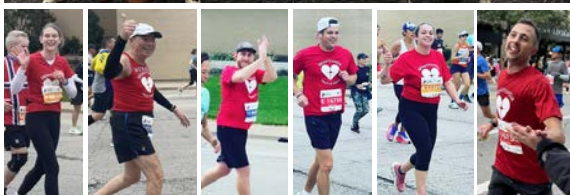


RUNNING FOR MISERICORDIA IN THE 2024 CHICAGO MARATHON



Misericordia Heart of Mercy is proud to be a charity partner for the 2024 Bank of America Chicago Marathon. Don't miss your opportunity to be guaranteed a spot to run on Sunday, October 13, 2024, and go the extra mile for Misericordia!

Runners commit to raising \$1,250 if registered before November 16, 2023 at 2:00 p.m.; \$1,750 if registered before May 31, 2024.



Pictured: Some of the 75 Misericordia Heartracers Team before the 2023 Chicago Marathon. Congratulations to everyone who participated in the Chicago Marathon, and special thanks to those who helped us raise money.

Choose Misericordia as your charity and be part of the Heartracers! Our team grows bigger every year and is up to 83 runners! If you are interested in joining the team or need additional information, please contact Martha Floberg, Development Officer at 773-273-4125 marthaf@misericordia.com.

CAMPUS CONNECTIONS



INFORMATION TECHNOLOGY

EMERGENCY TEXTING SERVICE

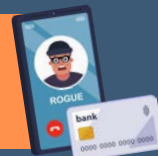
Misericordia has launched a new Emergency Texting Service. Texts will all be from 833-569-2203. Please save this number as the Misericordia Emergency Texting Service. We will be sending a test message to all employees on November 17. Please update your mobile number in ADP to ensure you receive these messages.

THE OLD PHONE SYSTEM IS SHUTTING DOWN THIS WEEK

As shared via email and in Campus Connections, the old phone system will be shutting down. Here's what that means, and what you should know and do:

- Everyone should stop using the old phones and only use the new phones
- Retrieve all voicemails from the old phone system that you need by dialing 4555 on an old phone
- Identify any phones not on the new phone system. If you dial 4555 from a new phone, you will get a message: "I am sorry, you have entered an incorrect extension..." If you dial 4555 from an old phone, you will get the old voicemail system
- Give up your old phones
- Send questions or issues you have to phonesupport@misericordia.com

DON'T BE A VICTIM OF IDENTITY THEFT

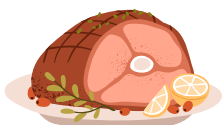


WHEN ACCESSING MOBILE APPS AND PAY/BANKING WEBSITES, REMEMBER THE FOLLOWING DO'S AND DON'TS

- **Don't** save your password on your mobile apps or shared computer for banking and pay websites.
- **Do** enter your password directly each time you access the mobile applications. You can also use the facial recognition or thumb print feature to access the mobile app.
- **Do** sign into any app and websites using the authentication features for secure applications like banking and payroll related apps, like Paychex, Paylocity or ADP.
- **Do** choose passwords that are strong and hard to be hacked (using a mixture of alphabetical and numeric, upper and lowercase and special characters when creating your passwords).
- **Don't** write down passwords where other people can find them.

These useful hints/reminders in addition to the link below from the Federal Trade Commission are great resources to help you protect your privacy and secure your password information on Apps.

<https://consumer.ftc.gov/articles/how-protect-your-privacy-apps>



ORDER YOURS
BY
NOVEMBER
15

IT'S HOLIDAY HAM SEASON

Dear Staff,

Misericordia Administration is once again graciously offering each staff 1 ham for your enjoyment this Christmas holiday.

In order to receive one you must **ORDER HERE BY NOVEMBER 15th**. Please help us spread the word to all employees in your area.

Thank you all for all you do!



DIVERSITY AND INCLUSION

LOCAL BUSINESSES FROM AROUND THE GLOBE

HOW TO CELEBRATE NATIONAL NATIVE AMERICAN HERITAGE MONTH IN CHICAGO

Courtesy of NMAI and ChooseChicago.com

Chicago is home to one of the largest urban Native American communities in the United States, with about 65,000 Native American residents and some 175 different tribes represented in the Chicagoland area. With November marking Native American Heritage Month, we invite you to [click here](#) and [here](#) to explore some of the history, cultural celebrations, exhibits, and events happening this National Native American Heritage Month 2023 in Chicago.

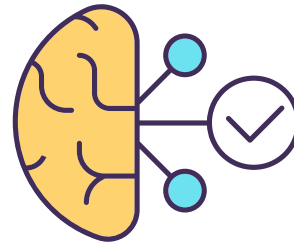
DIWALI—FESTIVAL OF LIGHTS

Diwali is the Indian “festival of lights”—a holiday celebrating the triumph of good over evil. **In 2023, Diwali is celebrated on November 12.** Learn more about Diwali traditions, including special Indian foods and sweets to try by [clicking here](#). You can also find local Diwali events by [clicking here](#) and [here](#).

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

STRATEGIES TO REDUCE THE IMPACT OF IMPLICIT BIAS

Courtesy of Misericordia's Staff Development and Verywellmind.com



Implicit bias, sometimes referred to as “unconscious bias,” is a form of bias that occurs automatically and unintentionally, that nevertheless affects judgments, decisions, and behaviors toward members of various social groups (e.g., age, gender, race, abilities, etc.). It is important to remember that we all carry forms of implicit bias. While they happen unintentionally, there are strategies to reduce them, as listed below:

- **Focus on seeing people as individuals**
- **Take time to pause and reflect**
- **Increase your exposure**
- **Practice mindfulness**

[Click here](#) to read each suggestion in detail.

Additionally, please be on the look out for the release of Misericordia’s Implicit Bias training, as announced on [page 4](#).

Implicit biases can be troubling, but [...] the good news is that [your] implicit biases are not set in stone. Even if you do hold unconscious biases against other groups of people, it is possible to adopt new attitudes, even on the unconscious level. This process is not necessarily quick or easy, but being aware of the existence of these biases is a good place to start making a change.



DAY SERVICES

THE DEVELOPMENTAL TRAINING PUMPKIN CONTEST



Pictured L to R: The 2023 pumpkin contest winners Sam with Marge Simpson (1st place); Leticia with a unicorn (2nd place); Jasmine with Harry Potter, Ursula, and Taffy Apple (3rd place)

The Staff Collaboration Committee recently organized an exciting pumpkin decorating challenge that brought a burst of creativity and festive spirit to the halls of Conway.

To see all of the pumpkin contest entries, [click here](#), and visit the Misericordia Facebook page [here](#) for a behind-the-scenes look at the preparations and other Halloween events.

INDIGENOUS AMERICANS: EXPLORING NATIVE AMERICAN CULTURE



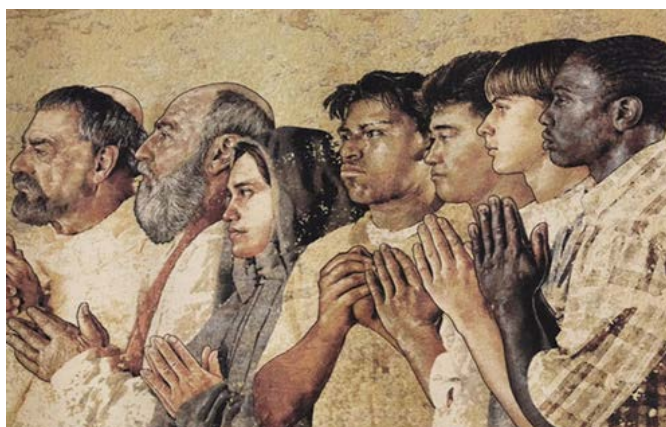
Courtesy of Knowledge Owl

November is Native American Heritage Month. [Click here](#) to learn a little more about Native American culture. Knowledge Owl has a variety of opportunities to explore and learn about many cultures and traditions.

If you need assistance with using Knowledge Owl, contact [Nora Turgeon](#) or [Lukas Willis](#).

UNDERSTANDING CATHOLIC IDENTITY

COMMUNION OF SAINTS



November 1, in Catholic tradition, is the Feast of All Saints. It flows out of the Catholic understanding of the Communion of Saints, which affirms that the church is a family, and that our souls are connected in life and beyond death in heaven. The teaching on the Communion of Saints — the bond that exists among all the faithful, whether living, here on earth or triumphant in heaven — is, indeed, a source of great consolation. We are a family, and we remain a family, always in solidarity with one another.

CAMPUS CONNECTIONS



DEPARTMENT SPOTLIGHTS

DAY SERVICES APPRECIATION



Pictured above: Staff from Day Services enjoying a special lunch, with gifts dedicated to them and a raffle

October marks the end of our annual department-specific appreciations, and what a better way to wrap it up by honoring the Day Services staff! Misericordia's Day Services programs play an integral role in the enrichment of our residents' lives, by providing them with vocational learning and continuing education opportunities catered to their interests and personal goals. Their creativity and compassion are what help our residents live a life worth living!

We hope everyone in all of the departments enjoyed and felt recognized by our monthly dedications, as we deeply believe the work that you do makes our community thrive.

In addition to thanking all of the departments, we especially want to express our gratitude to the Misericordia Family Association (MFA) volunteers for their support in organizing each luncheon and making them a delightful occasion for staff.

ANOTHER FOOD TRUCK WILL BE COMING TO MISERICORDIA ON MONDAY, NOVEMBER 20

Misericordia is excited to host the **Fat Shallot** food truck, spotlighted here by Chicago's Best and locally ranked as one of the top ten sandwich food trucks!

Sandwich options will include turkey, salami, and tomato mozzarella (vegetarian), with chips. A limited number of gluten-free sandwiches will be available.

Staff can receive their meal ticket by signing in with the volunteers outside of the truck.

The truck will be located in the parking lot between Holbrook and Quinlan, with hours of operation between **9:30 am - 2 pm & 6 pm - 11:30 pm**.



CAMPUS CONNECTIONS



MONTHLY RECOGNITIONS

STAFF SPOTLIGHT

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.



Carlos, a Certified Nursing Assistant (CNA) at McAuley

Click the link(s) above to read more. You can also scroll the **Misericordia Facebook** page to see our previous Spotlights.



VETERANS DAY



Veterans Day is a federal holiday in the United States observed annually on November 11, for honoring military veterans of the United States Armed Forces. Pictured left is Michael "Mike" Diaz of Employment Services and Community Day Services. Mike served in the US Air Force for 4 ½ years of active duty, and 2 ½ years in the reserves.

Misericordia recognizes Mike and all other US military veterans in our community for their sacrifices and service.

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 (FROM OCTOBER 2023)



Leslie Escobedo (Mercy Glen); **Desiree Gonzalez** (Quinlan); **Randean Nunez** (Quinlan); **Paul Palanca** (Quinlan); **Tevin Anderson** (Village); **Brian Lin** (Village); **Derrick Matovu** (Village); **Elizabeth Joiner** (Village); **Escarlis Cabrera** (Village); **Carmen Hiempel** (Rosemary Connelly); **Mieka Matthews** (Shannon Apartments); **Sylvia Thompson** (CILA); **Victoria Kricke** (CILA); **Jonathan Cathi** (Marian Center); **Sean Coen** (Nursing); **Quiara Dortch** (McAuley); **Thomas Jacobs** (McAuley); **Shiloh Canellis** (Village); **Patrice Hayes** (Village); **Jeraldine Thompson** (Village); **Matthew Thibodeaux Major** (Marian Center); **Charna Harris** (Marian Center); **Lonna Davis** (Mercy Glen); **Takia Becker** (Rosemary Connelly); **Gissel Maya Mendez** (Nursing); **Paris Reynolds** (Nursing)

CAMPUS CONNECTIONS



MONTHLY RECOGNITIONS

NOVEMBER ANNIVERSARIES

- 50 Gail Wojciechowski
- 44 Manisha Patel
- 32 Cyndi Baldwin
- 31 Carol McCoy
- 30 Tina Stendaro
- 29 Rose Renko
- 27 Kathlyn Hobbs, Esther Paredes
- 26 Lorraine Cobbs
- 25 Tracy Thomas, Angie Bass
- 24 Barbara Gurga, Jordan Atkins
- 22 Heather Andresen
- 21 Patricia Savieo
- 20 Michelle Braswell, Joe Veselka, Sarah Wainwright
- 19 Jorge Perez Ruiz, Irene Lucero
- 18 Daniel Luchi, Fatima Feliciano
- 17 Rick Chapman
- 16 MaryAnn Zielke-Allen
- 15 Matthew Epstein, Beth Muckler, Frances Cooper, Bobbie Vongonh
- 14 Latoya Foster
- 13 Chrissy Davis, Laquita Jackson
- 12 Conchita Drain, Angel Granados
- 11 Cynthia Gonzalez, Stephanie Bieschke, Lashaun Blocker
- 10 Deise Antunez, Wednesday Walls, Brian Johnson
- 9 Kenneth Coburn, Leah McDonald
- 8 Juan Medina, Colin Hegg, Kujuan Byrd
- 7 Alicia Scott, Lakia Hill, Jae Shin, Joshua Turner
- 6 Alexandra Whigham
- 5 Lanicka Smith, Michael Howlett, Emmanuel Moses
- 4 Juan Mendoza, Edwina Watkins, Jesse Adams
- 3 Christopher Duke, Francine Johnson, Carmen Manfredini, Natalie Mateja, Liam Sanchez, Matilda Stalin-McGee, Mickey Bonilla, Guadalupe Batres
- 2 Adebunmi Akinrinade, DeMorris Harris, Areanna Allen, Eh Kler, Vincent Mosley, Kimberly Adesokan, Jennifer Kirk, Valerie Olivo, Rowena Vicente-Co
- 1 William Clucas, Laurencia Haynes, Yolande Adango, Mareeba Hameed, Takeema Harris, Michael Kompare, Imani Safi-Ramadhan, Khadijah Simmons



SUBMIT A GRATITUDE-GRAM FOR THE MONTH OF GRATITUDE

Tell someone you work with thank you by dropping [a quick message here](#), and we will post your shoutouts and others in Campus Connections for all of November!

IN MEMORIAM

Our deepest condolences go to the loved ones of:



Marc Marchini
(1966 - 2023)



Michael Aaron Wolf
(1994 - 2023)

You can click their underlined names to view their memorial pages.

“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!