



The Torch

The official newsletter for Indiana state employees

April 2019

Getting educated about LinkedIn Learning



Indiana State
Personnel Department

LinkedIn Learning state benefit, you'll need an account to use this recommendation feature). You can find a list of recommended courses in the "recommended for you" section of your LinkedIn Learning homepage.

As announced last month, state of Indiana employees have free and unlimited access to premium learning content via LinkedIn Learning.* It's still early in the program, but employees have already completed more than 3,600 courses, including 96,565 instructional videos.

But with the program being new, many employees have yet to activate their accounts. Here are some tips and reminders about accessing the program and choosing content:

Get personalized recommendations: LinkedIn Learning can recommend courses based on your career path, interests, goals, and experience (although you don't need a LinkedIn account to access the

Watch on your schedule: Remember that you can access LinkedIn Learning courses from any device—anytime and anywhere. (As a reminder, access during work hours is subject to supervisor approval and is restricted to courses designed specifically for relevant professional development. Overtime-eligible employees are prohibited from accessing work-related training outside assigned work hours; time spent on these trainings is not authorized for overtime. Of course, during your free time, the sky's the limit).

Dedicate 10 minutes each day to learning something new: Discover the convenience and effectiveness of bite-size learning. All LinkedIn Learning courses are broken into short videos, so you

(Continued on page 2)

In this issue

- 3** LinkedIn Learning Course of the month
- 5** 2019 Wellness Programs: What's in it for me?
- By the numbers
- 8** Second MPH 'Data Day' shows importance of stats in decision, policy making
- 16** A gift for Henry David Scholarship winner goes back to school for son, future

The Torch is published monthly by the Indiana State Personnel Department and is available online at in.gov/spd/2540.htm.

Got a story?

Submit your story ideas to: spdcommunications@spd.in.gov

Social media



Follow [@SOIEmployees](https://twitter.com/SOIEmployees)



Like [@SOIEmployees](https://www.facebook.com/SOIEmployees)



Follow [State of Indiana Employees](https://www.youtube.com/StateofIndianaEmployees)

(Continued from page 1)

Getting educated about LinkedIn Learning

can focus on a key topic of interest. Microlearning, or watching small snippets of longer courses, helps you gain knowledge across numerous subjects.

Check out some of the courses your colleagues are taking: Here are the ten most popular LinkedIn Learning courses taken by state employees over the past month:

1. Unconscious Bias
2. How to Use LinkedIn Learning
3. Body Language for Leaders
4. Being an Effective Team Member
5. Business Etiquette: Phone, Email, and Text

6. Interpersonal Communication
7. Working with Upset Customers
8. Communicating with Confidence
9. Leading without Formal Authority
10. Ken Blanchard on Servant Leadership

Find the right path for you:

LinkedIn Learning offers dozens of Learning Paths, or series of courses in which industry experts teach valuable career knowledge and skills. Two popular Learning Paths are Become a Digital Marketer and Become a Front-End Web Developer.

Learn something new – from a new course:

On average, LinkedIn Learning publishes 25 courses each week. Wondering what's new and interesting? Filter for the most recent using the main search bar.

Getting started: All State of Indiana employees working in agencies supported by the Indiana State Personnel Department (INSPD) have access to LinkedIn Learning. Detailed information on how to access LinkedIn learning under this program is available in this [quick-start guide](#).

Concerned about privacy?

The state of Indiana has no access to personal LinkedIn accounts, regardless of whether an account is used by a state employee to access LinkedIn learning. However, learning activity under the program, such as courses viewed or completed, will be available to the state, as will any courses users transfer from their personal account to their group account.

As a reminder, LinkedIn profile information, such as name, work title, and profile photo, is normally viewable to anyone. However, LinkedIn allows users to hide their profiles, meaning employees who do not wish to be visible on LinkedIn can still use the platform to access the courses.

In other words, LinkedIn users can make use of the newly available learning tools without worrying that their personal profile – or any personal information not already shared on the profile – could be compromised. Alternatively, employees can bypass a LinkedIn account completely when participating.

Questions? Contact INSPD Learning & Development at SPDTraining@spd.in.gov (please do not submit an IOT helpdesk ticket for questions/concerns related to LinkedIn Learning).

**The program described in this article is applicable only to state employees who work in agencies that use HR shared services provided by INSPD.*



Artwork by Jerry Williams

LinkedIn Learning course of the month

Each month, we'll feature a course offered by LinkedIn Learning.



for what's most important with Time Management Tips Weekly.

This series provides actionable time management advice in just a few short minutes each week.

Every week, productivity expert Dave Crenshaw provides techniques on a wide variety of topics, designed to help people better

We're starting with one you can't complete, but for a good reason: it's an ongoing series that continuously adds new content.

Time Management Tips Weekly

Improve your productivity, get things done, and find more time

manage their time and ultimately become more productive. Tune in to learn about everything from managing emails and calendars to setting priorities, collaborating with coworkers, reducing interruptions, crafting a "productivity mindset," and

creating a more comfortable and effective work environment.

Learning Objectives:

- Reducing interruptions
- Dealing with feeling overwhelmed
- Responding to quick questions
- Making the most of meetings
- Following up
- Implementing a closed-door, open-calendar policy

Note: Because this is an ongoing series, viewers will not receive a certificate of completion.

The program described in this article is applicable only to state employees who work in agencies that use HR shared services provided by INSPD.

Habits are powerful

Fit learning into your busy schedule anytime, anywhere



LEARNING
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**RUN THE STATE
5K AND HIKE
SERIES**

- 2019**
- APRIL 27 INDIANA DUNES STATE PARK 5K**
 - MAY 11 CLIFTY FALLS STATE PARK HIKE**
 - JUNE 22 ANGEL MOUNDS STATE HISTORIC SITE 5K**
 - JULY 20 TURKEY RUN STATE PARK HIKE**
 - AUGUST 17 FORT HARRISON STATE PARK 5K**



Invest In Your Health Indiana, along with our partners at Anthem, ActiveHealth, and the Indiana Department of Natural Resources, are excited to host the 2019 Run The State 5K and Hike series. Employees and their family members are invited to attend these morning events and spend the rest of the day enjoying the parks.

There is no cost to register, but participants are required to pay \$7 per vehicle at the gate for state park entrance. Entry fees for Angel Mounds State Historic Site are assessed per person rather than per vehicle: \$8 for adults, \$7 for seniors (60+), \$5 children (3-12), and children (two and under) are free. Check-in is from 7:15 a.m. to 8:15 a.m. local time the day of the 5K.

For hikes, check-in starts 30 minutes before the beginning of your scheduled hike.

Click below to register:

Register now!

You may register for more than one event; however, there are registration limits for each park.

[Sign up for email updates](#) about the Run the State 5K and Hike Series.

Visit the [5K and Hike Series page](#) on the Invest In Your Health website for additional information.

5K Schedule

Indiana Dunes State Park
Chesterton (Porter County)
Sat., April 27, 2019, 8:30 a.m.

Angel Mounds State Historic Site
Evansville (Vanderburgh county)
Sat., June 22, 2019, 8:30 a.m.

Fort Harrison State Park
Indianapolis (Marion County)
Sat., August 17, 2019
8:30 a.m. and 10:30 a.m.

Hike Schedule

Clifty Falls State Park
Madison (Jefferson County) Sat.,
May 11, 2019, 8:30 a.m.

Turkey Run State Park
Marshall (Parke County)
Sat., July 20, 2019, 8:30 a.m.

2019 wellness programs: What's in it for me?

Does wellness just seem like another item on your ever growing to do list? It can be easy to put your health on the back burner especially when you have so much else going on. However, working toward maintaining or improving your health can be one of the most beneficial things you can do for yourself and your family.

Through the new wellness programs, you have access to more personalized services than ever before to help you reach your health goals! You want to be healthier, and the state wants to help you get there. Everyone has unique wellness needs, and our two new partners, ActiveHealth and OurHealth, have the resources available to take each of us to the next level in our wellness journey.

So you may be asking yourself, what's in it for me? The answer is a lot! Each program has its own benefits for participating along with the overall benefit of maximizing your chances of living a long, healthy, and productive life.

ActiveHealth

By utilizing ActiveHealth you have an opportunity to earn a premium discount on any medical plan you choose for 2020! There are four unique options to pick from. With four options available, you can choose the path that works best for your lifestyle.

To earn the premium discount on your health plan for 2020, employees and spouses enrolled

in a medical plan sponsored by the State Personnel Department must each complete at least one of the following activities by September 30, 2019:

1. Complete four coaching sessions* (face-to-face or over the phone). Each session lasts around 30 minutes. Health Coaching is available 9 a.m. to 9 p.m. Monday through Friday without an appointment and Saturdays 9 a.m. to 2 p.m. by appointment only. Call 1-855-202-4219 to get started with a coach today!

2. Reach Level 5 (which is 9,000 hearts) by participating in digital coaching, health education, and health goals on the Active Health Platform.

3. Track 10,000 steps a day at least 75 days of the quarter, two out of three quarters, using a tracking device. Qualifying quarters are Jan. – Mar., Apr. – Jun., and Jul. – Sept.

4. Complete 45 minutes of physical activity three days a week, at least 11 weeks of the quarter, two out of three quarters, using a tracking device. Qualifying quarters are Jan. – Mar., Apr. – Jun., and Jul. – Sept.

*Please note: Group coaching does not count toward the four visits required to earn the premium discount.

For more information on how to earn the discount, please visit the [Guide to Earning the 2020 Premium Discount](#).

In addition to earning a premium discount, you and your covered spouse can each earn e-gift cards by completing a biometric screening and health assessment. Completion of the biometric screening will earn you a \$100 e-gift card, while completing the health assessment will earn you a \$50 e-gift card. For more information please review the [Biometric Screening Guide](#) and the [ActiveHealth User Guide](#).

OurHealth

The OurHealth Wellness Challenges offer fun and engaging wellness activities for active full-time and part-time employees, their spouses, and their dependents over age 18. Even better, employees and spouses have a chance to win prizes. Each month, 100 prizes are given away in addition to ten grand prizes at the end of the year.

Not only do you get a chance to win a prize, but you can challenge yourself to start a new fitness habit. Who knows, you may find a new passion. In addition, you can challenge your coworkers and family members to reach a new goal each month.

For more information, please visit the [Wellness Challenge User Guide](#).

If you have questions about the differences between the two wellness programs, please visit the [Wellness Program Comparison Chart](#) or contact the Benefits Hotline at 317-232-1167 or toll free at 877-248-0007 if outside of Indianapolis. The hotline is available from 7:30 a.m. to 5 p.m. Monday through Friday.

Wellness challenge portal winners

100 individuals won a Betty Crocker Immersion Blender for completing raffle activities in the Wellness Challenge portal in February! 100 more people will win a 2019 Indiana State Park pass for completing raffle activities during March!

April starts a whole new list of 10 raffle activities for the chance to win a lunch container! Remember, you can earn up to five entries into

the monthly prize drawing each month, and all of the monthly entries you earn count again for the grand prize drawings!

If you haven't already created your account on the OurHealth Wellness Challenge portal, visit member.ourhealth.org/sign_up/stateofin. You can also access the Wellness Challenges using the Limeade app, with the code Stateofin.

Wellness champion update

There are still some counties that need a Wellness Champion. For a complete list, please visit the [Wellness Champions page](http://Investinyourhealthindiana.com) on Investinyourhealthindiana.com.

The goal is to have one Wellness Champion for each of the 92 counties in Indiana.

In addition to the Wellness Champions, there will be one Wellness Contact at each work location, to help share information and resources.

All who are interested in either of these opportunities are encouraged to apply!

Quarter 2 group coaching series – Reduce your risk for diabetes

The first of the six sessions will be held on Tuesday, April 23rd, with the topic being “The Basics of Prediabetes.”

You can see the full schedule of weekly topics when you register. While these sessions don't count towards earning a premium discount, they do offer an abundance of valuable health information.

To register, log in to your ActiveHealth account and click “Online Group Coaching” under the “Actions” menu. Next, select a time and enter your information. Space is limited to 25 participants per session, so sign up today!

Are your dependents eligible to be on your health insurance?

The state of Indiana has instituted a process to verify the eligibility of dependents enrolled in the state's medical, dental, and vision plan(s) to help keep plan costs down. During the month of April, we will contact a selected group of employees by email and mail to verify that their dependents are eligible. If you receive a letter regarding the audit, you will be expected to respond by the deadline.

Please make sure that dependents enrolled on your plan(s) are eligible per the guidelines in the Benefits Handbook (found at http://www.in.gov/spd/files/employee_handbook.pdf). Notify the Benefits Hotline if you know a dependent is no longer eligible for coverage (for example due to divorce). As always, remember that it is your responsibility to remove ineligible dependents in a timely manner, even if it is beyond the

30-day qualifying event period to minimize recovery of claims.

Any questions concerning the dependent verification audit should be directed to the SPD Benefits Hotline at 317-232-1167 (within the 317 area code) or 877-248-0007 (toll free). Visit <http://www.in.gov/spd/2731.htm> for more information.

“Springtime along the South Shore Line” on display at state library

Come visit the Indiana State Library’s Exhibition Hall and Great Hall to view colorful large-scale Chicago South Shore & South Bend Railroad posters from the late 1920s.

The advertising posters depict scenes and landscapes along Lake Michigan’s South Shore and the Indiana Dunes, as interpreted by artists Otto Brenneman, Clara Fahrenbach, Oscar Rabe Hanson

and Raymond Huelster. These South Shore posters and others in the library’s collection were recently digitized for online access through the [Indiana State Library BroadSides Collection](#).



For a limited time, the Exhibition Hall will include several hand-colored, circa-1930 silver gelatin photographs of the Indiana Dunes created by Bertha E. Dunham. The images were a gift to Hazel B. Warren, an Indiana State Library employee, in 1930.

The Indiana State Library’s exhibits are free and open to the public during regular business hours and will remain on display through April. The Indiana State Library is located at 315 W. Ohio St. in downtown Indianapolis. For hours of operation, directions, and parking information, [click here](#).

The South Shore Line continues providing service as an electrically powered interurban commuter rail line under the authority of the Northern Indiana Commuter Transportation District (NICTD) between Millennium Station in downtown Chicago and South Bend International Airport.

By the numbers

Second MPH 'Data Day' shows importance of stats in decision, policy making



The Indiana Department of Transportation's portfolio of projects is being bolstered by using data that will help the agency plan work and improve safety for Hoosier motorists. It's work that impacts the daily lives of nearly every person in the state, as well as travelers from far and wide, and staff believe the use of data driven decision making is key. Seen here are Irfan Alvi, Michael Dockery, Tyler Abbott, and Vicki Filaski.

The second annual Data Day at the Indiana Statehouse was another successful showcase of how measurable statistics are shaping state agency and business initiatives and creating better outcomes for Hoosiers.

The Indiana Management Performance Hub's (MPH) signature spring event invited the public to speak with representatives of more than two dozen partner agencies and other organizations, each of which works hand-in-hand with MPH to use data collected as a guiding force in its mission.

Guests on March 20 were treated to metrics related to the Indiana Department of Transportation's (INDOT) ever-growing portfolio of projects, how the Indiana State Department of Health (ISDH) tracks overdose mortality and deaths related to violence, and even the positive results brought by sweeping changes to the state's hiring website.

The use of statistical information as a tangible tenet of policies

related to education, workforce development, business planning, and so much more is quickly becoming accepted by states and municipalities across the country. Indiana just happens to be at the forefront of the endeavor. MPH became a state agency in July 2017 under the direction of Gov. Eric Holcomb, and they immediately hit the ground running.

Like numbers themselves, the trendsetting use of statistics in decision making and policy implementation appears to have infinite growth opportunity.

San Saravanan, an MPH operations employee, said she expects the work to continue to expand as more and more state agencies and other organizations "see the value of interchanging data."

The result of that collaboration has been improved efficiency and better government service, all at a greater value to taxpayers. Saravanan and MPH colleagues Carol Torres and Lora Walker were front-and-center at the event, offering visitors a look at MPH's

successes throughout the last year via its annual report, as well as other materials proving an old adage: numbers don't lie.

State of Indiana agencies and partners set up booths around the statehouse, offering pamphlets and other materials showing how data is shaping their work.

INDOT showed off a labyrinthine diagram of upcoming work that, in spite of the complicated nature of the planning process, will soon pay off for Hoosier motorists in big ways.

INDOT's Michael Dockery, Irfan Alvi, Tyler Abbott, and Vicki Filaski helmed the agency's booth, interacting with the public, state employees, and agency partners throughout the day. Their knowledge and dedication were evident.

Dockery described the agency's expanding use of data as having increased "literally exponentially," in recent years. Alvi noted that the data must also be understandable and digestible to all – not just the experts behind it, thoughts that

(Continued on page 9)

(Continued from page 8)

By the numbers

were echoed by Abbott and Filaski, who also specialize in lessening the complexity of the work. That isn't always an easy task, but the INDOT crew appeared up to the challenge.

They were all smiles and were more than happy to explain just what those numbers and graphs mean.

From traffic safety to construction projects, the data driving INDOT helps shape the agency's never-ending mission of making the "Crossroads of America" something far more than a cherished nickname.

"We've seen a lot of milestones," Dockery shared. "We're hoping for a lot more this year."

A few paces across the way, representatives of ISDH provided statistics related to Indiana's Opioid Epidemic, Hoosier deaths due to violence, and accessibility of Indiana trauma centers in nearly



The Indiana State Department of Health is using data to combat the state's Opioid Epidemic, prevent deaths by violence, and much more. Seen here are Camry Hess, Morgan Sprecher, and Cassidy Johnson.

every nook and cranny of the state. Although often grim, the data culled could be a catalyst in helping Hoosiers with substance use disorders find recovery, and in saving lives in other ways through preventative measures.

Camry Hess, Morgan Sprecher, and Cassidy Johnson helped explain the information collected, interacting with passersby and handing out pamphlets and data sheets.

The numbers therein can be used to protect people, Johnson said, citing her favorite aspect of her job.

Taken as a whole, the second annual Data Day was a success in ways perhaps not even

numbers can measure. From road improvements to helping break the cycle of addiction to celebrating how the state's workforce is helping change lives each and every day, heart and dedication will always be integral intangibles. But much of the rest can be measured, and in doing so, the Hoosier State continues to model great customer service. It's a template bound to be followed across the nation.

Darshan Shah, the state's chief data officer, reflected on the day, emphasizing the importance of collaboration in the agency's burgeoning mission.

"Special thanks to the 26 agency and organizational partners for showcasing their solutions," he said on Twitter. "There are too many to call out directly, but this event is nothing without you all."

Story and photos by Brent Brown, Indiana State Personnel Department



Indiana Management Performance Hub's second annual Data Day March 20 was anything but "by the numbers." The eye-opening event showed how statistics are being used to help change the lives of Hoosiers every day. Seen here are Lora Walker, San Saravanan, and Carol Torres.

Register for pre-retirement planning seminar



If you are serious about retiring from state employment, register now for the upcoming Pre-Retirement Seminar, sponsored by the Indiana State Personnel Department (INSPD).

This day-long workshop is 8:30 a.m. to 4:30 p.m. on April 24 in the IGC-S Auditorium. An hour break for lunch is also included. The second and final session is planned for October 9, if you cannot attend this month.

This program is designed to provide state employees with advance retirement planning information that will be useful in making informed decisions. The recommendation is for employees to take this training if they are planning to retire within the next year. A sound retirement requires careful planning involving numerous topics, including:

- Public Employees' Retirement Fund.
- Social Security information and options.
- Insurance –options for both life and health insurance.
- Benefits obtainable through Social Security and Medicare.
- Hoosier S.T.A.R.T. – pros and cons of different types of investments for future retirement security.
- Key elements in estate planning, including: last will and testament, living will, health care authorization, durable power of attorney, and death taxes.
- The Indiana Long-Term Care Program as an element of

retirement planning. This workshop is free of charge. Employees may attend the seminar one time in their career as a State of Indiana employee.* Your supervisor's approval is required to attend. PeopleSoft automatically sends the supervisor an email asking him/her to approve your enrollment in this seminar.

Neither travel time, mileage, nor vehicle allowance is paid/allowed. Registration is required to attend, and seating is limited. Your spouse is welcome to attend, but registration is not necessary if he/she is not a state employee. Reserve your seat today by self-enrolling into the seminar. Please note: your spot is not reserved until your supervisor approves.

[Click here for registration instructions](#)

Questions may be directed to INSPD Learning & Development at spdtraining@spd.in.gov

* Should employees choose to attend additional sessions of this seminar, they are expected to use their own appropriate accrued leave time.

OurHealth
Well made simple.

Live Your Best Life.

Complete challenges, build healthy habits, earn entries to monthly prize drawings.



Register on the OurHealth Portal today!

Get Started ▶

Health coaching: What's in it for you?

It takes dedication and hard work, and finding a way to stay on track often can be the difference between a successful outcome and a need to reorganize, reboot, and try again. Wouldn't it be great to know that you always have someone in your corner? Someone who always has your back? Someone to help guide you on one of life's most important journeys?

Well, with ActiveHealth Management's health coaches, you do!

We've already received TONS of positive feedback from state of Indiana employees who've participated in health coaching, but there are still plenty of people out there who may be wondering how this unique opportunity to interact with a certified health coach can help them.

So, what exactly is health coaching? What's in it for you, really? What is the coach going to tell you to do?

Indiana State Personnel Department (SPD) director Britni Saunders had many of the same questions. Fortunately, Sarah Anderson, the on-site health coach for ActiveHealth at the Indiana Government Center Clinic by OurHealth, was right there to provide the answers.

Read on to hear how health coach Sarah is supporting Britni in her new health journey, as an encouraging voice that is helping her to continue making

small changes that will eventually produce big-time results.

But the best part of this story is that YOU – yes, you – can get the same kind of help on YOUR journey!

Make a commitment to [log in to your ActiveHealth account today](#), and learn how health coaching can benefit you.

Did you have any preconceived notions before participating in Health Coaching? Has Health Coaching been what you were expecting?

I thought that I would leave feeling defeated. I assumed we would focus so much on the things I'm not doing that I know I should be doing. Surprisingly, Sarah helped me determine one small but meaningful change I could begin immediately (drinking at least 64 oz. of water a day) that would improve my health. I was able to make the change which motivated me to make a few more small changes. Over the last month I've lost 13 pounds because of the small changes.

What has been the most valuable part of participating in Health Coaching with ActiveHealth for you?

I am able to talk to Sarah about what's still a struggle for me and she has been very helpful in removing anxiety I have about health changes. This week, for example, she introduced me to an app that I'm going to use to incorporate two seven minute workouts (yes, you read that right) into my week.

How do you fit it into your busy schedule?

Sarah is helping me figure out how to make these changes based on my lifestyle. I now bring a large container of water in with me daily, so that I have it right by my desk. I am tracking all of my food in an app so that I can't conveniently lose track of how many calories I've consumed. Starting this week, I will be incorporating two seven minute workouts each week when I get home from work. It feels a lot easier to manage than tackling huge changes at once.

What else would you like to share about your experience?

Sarah asked me one really great question in my first session that I keep sharing with people. She asked, "Do you practice self-care regularly?" I said yes and then she asked, "Is the self-care you practice something that's a temporary investment or is it a more long-term investment in you?" This really made me think. Often I subconsciously practice self-care by having a glass of wine after work or treating myself to something tasty. This challenged me to practice self-care in ways that would benefit me beyond the moment, like a seven minute workout or walking my dog a little longer on a sunny day. These things have more long-term benefits for me than the glass of wine. Although, just to be clear, I still enjoy wine every now and then!

Where Are You on Your Wellness Journey?

With the first quarter of the year behind us, where are you on your wellness journey? Have you and your covered spouse started working toward the 2020 premium discount or have you been pushing it off? What about the biometric screening and the health assessment? Have you earned your e-gift cards yet?

As of 03/29/19, over 13,000 employees and spouses have completed their health assessment and over 2,700 have participated in a biometric screening. We are

excited to announce that over 1,000 households have already earned the 2020 premium discount by taking advantage of our new wellness resources early on and completing one of the four available options! We are off to a great start, but let's not stop there. If you haven't started your wellness journey yet, there is no better time than now.

Remember, all four options to earn the 2020 premium discount will take time. Please make sure that you plan accordingly to ensure you

complete your activity before the deadline of September 30, 2019. All you need to do to get started is create your [ActiveHealth](#) account and choose the path that is right for you.

For more information about how to qualify for the 2020 premium discount, please visit <http://www.investinyourhealthindiana.com/activehealth/> or call the Benefits Hotline at 317-232-1167 or toll-free at 877-248-0007 if outside of Indianapolis. The hotline is available Monday through Friday from 7:30 a.m. to 5 p.m. EST.

Step into spring with healthier habits

It's that time of year again—the snow's melting, the sun's shining, and those heavy sweaters are about to go into storage. This is the perfect time to reignite your motivation by breaking away from your boring, cold-weather routine and embracing the great outdoors.

Here are a few tips to help you kick off spring healthier and happier.

Book a Physical

Believe it or not, only about 20 percent of Americans get an annual checkup. Be one of them! While you might look and feel just fine (or really hate needles), it's important to keep tabs on things like blood pressure, cholesterol, and vitamin deficiencies before designing your workout program.

Set a Schedule... but Be Realistic

If you haven't been working out much this winter, don't write down that you'll do outdoor cardio exercises for 30 minutes a day, six days a week. You'll only find yourself getting frustrated and will be more likely to give up on your workout program. Post your exercise plan in places you'll look frequently, like the calendar app on your smartphone or at your desk at work.

Protect Your Skin

Now that it's warming up, you'll be heading outside again. This means more sunshine (and vitamin D, which is a good thing), but it also means that your skin is exposed to harmful UV rays. Rub waterproof lotion with at least SPF 15 or more

over all exposed areas of your body. Don't forget easy-to-miss areas like behind your ears, the back of your neck and the crease near your underarms.

Clean Out Your Pantry

Still have that tin of popcorn from the holidays or a box of chocolates from Valentine's Day? Get rid of them. And while you're at it, throw away other foods low in nutritional value, like chips, pretzels, sugary cereals, and white bread.

For more helpful tips to help you "spring into health," check out this [article](#).



Hoosier Women Artist contest winners honored at Statehouse

A reception at the Indiana Statehouse late last month honored the numerous women who participated in the 2019 Hoosier Women Artists contest. The March 20 reception was hosted by Lt. Gov. Suzanne Crouch, Treasurer Kelly Mitchell, and the Indiana Arts Commission.

“Being able to promote female artists throughout our state brings me such joy and I look forward to this ceremony every year,” Crouch said. “We had an astonishing amount of art submitted, and it was very difficult to decide which pieces to bring into the office. I want to continue to encourage women in Indiana to keep exercising their artistic passions and share them.”

The Hoosier Women Artists competition was established in 2008 to celebrate the

importance of the arts in Indiana’s communities and showcase the work of talented female artists throughout the state. The annual competition was announced in January, and the 39 honorees were selected out of more than 220 entries. The entries were judged by a panel of Indiana visual arts professionals and then selected for display by Crouch and Mitchell.

“As always, the amount of talent and creativity Hoosier women possess and display is impressive,” Mitchell said. “I am honored to celebrate their skill by displaying these beautiful works of art in our office during the coming year.”

The 39 pieces of artwork will be displayed in the offices of Crouch, Mitchell, Secretary of State Connie Lawson, Auditor of State Tera Klutz, Chief Justice Loretta Rush, and Superintendent of Public

Instruction Jennifer McCormick, as well as in the office of First Lady Janet Holcomb in the governor’s residence.

Photos from the event can be accessed [here](#).

You can find a list of this year’s winners below.



First Name	Last Name	City	Location Displayed	Title	Medium	Previous HWA Year
Heidi	Ahmed	Indianapolis	LG	"Richmondena cardinalis"	Watercolor	
Roberta	Avidor	Indianapolis	LG	Monument Steps	Oil on canvas	
Joy	Bailey	Monticello	FL	"Geologists' Dream"	Watercolor on yupo paper	
Jody	Bruns	Carmel	LG	On a Winter's Day	Printmaking: Woodcut reduction	2017
Anna and Michelle	Case-Johnson	Indianapolis	LG	Sup?	Mixed media on canvas	
Sharon	Chupp	Elkhart	LG	Snowy Day at Pine Creek	Acrylic	2017
Alicia	Criswell	Lafayette	LG	Reconciliation	Acrylic on canvas	
Laura	Cutler	La Porte	TOS	Mystic Bison	Oil on canvas	2014
Penny	Deal	North Manchester	DOE	Hay Bales	Oil on Belgian linen	2009, 2016
Andrea	England	Aurora	LG	Special	Graphite pencil	
Carol	Estes	LaPorte	LG	Three Sisters	Infrared photography	2014

(Continued on page 14)

Hoosier Women Artist contest winners honored

First Name	Last Name	City	Location Displayed	Title	Medium	Previous HWA Year
Mary	Firtl	South Bend	LG	Beach View from Beverly Shores, Indiana	Soft pastels	2018
Jennifer	Fox	Martinsville	LG	The Run Out of Carson City	Nero pencils	
Holly	Geeslin	Indianapolis	FL	Shouting LOVE to the heavens in American Sign Language	Photography	
Peggy	Hobson	Russiaville	Supreme Court	Circle of Swirls	Stained glass	
Joni	Huber	Batesville	TOS	Colored Currents	Mixed media, collage and acrylic paint	
Jackie	Huppenthal	Dyer	TOS	Winter is Coming to Cataract Falls	Photograph	
Susan	Kirt	Valparaiso	LG	Hummingbird and Cardinal Flower	Photography	
Jane	Lohmeyer	Valparaiso	TOS	Imprisoned by Lake Michigan Shelf Ice	Torn paper, tissue paper, watercolor, acrylic paint	
Charlene	Long	Mishawaka	DOE	Early Morning Glow	Oil on canvas	2016, 2017, 2018
Savannah	Lopez	Anderson	LG	Albion Indiana	Ink pen	
Stephanie	McDairmant	Warsaw	TOS	Aslan and the Dragon	Acrylic paint	2018
Ann	McGriffin	Indianapolis	TOS	Approaching Migraine 4	Acrylic on canvas	
Louisa	Murzyn	Munster	TOS	Haunting Seas	Photography	
Ginny	Payne	Terre Haute	TOS	More than Coexist	Digital design, floating frame on 3/4 baltic birch wood	
Patricia	Rhoden Bartels	Nashville	TOS	Illuminated	Silver leaf and oil	2018
Ashley	Richardson	Indianapolis	LG	This Silent Fire	Scanner and inkjet printer	2015
Susan	Ring	North Manchester	TOS	Following the Light	Oil painting on canvas	2011, 2017, 2018
Darlene	Rosario-Reese	East Chicago	LG	"Don't See My Art, Feel It."	Coloring pencils, gel pens, crayons, acrylic paints, gold sharpie, pencil	NA
Mychelle	Rowe	Goshen	LG	"The Music in Me"	Acrylic on canvas	
Jessica	Saunders	Brownsburg	TOS	Desire	Acrylic on canvas	
Constance Edwards	Scopelitis	Indianapolis	Supreme Court	Angel the Go	Oil and graphite on canvas	
Clara	Segard	Portage	AOS	Ghanian Joy	Charcoal	
Heather	Steed	Muncie	AOS	Caught By Nature	Photography	
Radie	Steiner	Indianapolis	TOS	Indiana Landscape	Photo printed on metal	
Brenda	Stichter	Warsaw	TOS	Full of His Glory	Painted with the finest quality heavy-body acrylic paint on acid-free, heavy weight Fabriano watercolor paper	2016
Aren	Straiger	Carmel	SOS	Winged Woman	Linocut print	
Beverly	Wilson	Greensburg	TOS	Sister Edna's Room	Photography	
Kassie	Woodworth	Indianapolis	SOS	Silent Flock	Intaglio etching	

'Genealogy for Night Owls' returns to the Indiana State Library

The popular "Genealogy for Night Owls" research event returns to the Indiana State Library Wednesday, April 24.

For this event, the library will have extended hours, staying open from 4:30 to 8 p.m.

Genealogy for Night Owls features one-on-one consultation sessions with representatives from the Daughters of the American Revolution, the Indiana African-American Genealogy Group,

professional genealogist Betty Warren, and more. Representatives from the Indiana State Archives will also be present to discuss their collections.

Registration is free and is required by April 17. Register online [here](#).

Please contact [Jamie Dunn](#), supervisor of the Genealogy division at the Indiana State Library, with any questions.



Golden Hoosier award nominations now open

Lt. Governor Suzanne Crouch, in collaboration with the Indiana Family and Social Services Administration's Division of Aging, recently announced nominations are being accepted for the 2019 Golden Hoosier award.



"Every year, it amazes me how many thoughtful and selfless Hoosiers we have in our state, and those characteristics are often not restricted by age," Crouch said.

"The best thing about Indiana are her people, men and women who often look to their neighbor and see how they can help them, and I am proud to honor the Golden Hoosiers every year."

The award began in 2008 and annually honors Hoosier seniors for their lifetime of service and commitment to their communities. To be eligible nominees must currently reside in Indiana, be age 65 or older, and have been a community volunteer for at least the past three years.

The deadline for submitting applications is April 29. The electronic nomination form can be accessed [here](#). The ceremony honoring those selected will be Monday, June 24, at the Eugene and Marilyn Glick Indiana History Center.

Internal job board to undergo scheduled maintenance this weekend

SAP SuccessFactors schedules quarterly maintenance during low-volume hours to update software and implement other improvements.

The next scheduled maintenance window is from 11 p.m. Friday, April 5 through 6 a.m. Saturday, April 6. During this time, SuccessFactors will experience brief interruptions in service that could impact state of Indiana employees.

Users attempting to access SuccessFactors during this time will receive a scheduled maintenance notification page if the system is unavailable.

A gift for Henry David

Scholarship winner goes back to school for son, future



IOT senior network engineer David Haughn recently enrolled in WGU in order to pursue his degree. Haughn was awarded the online university's "New Year, New You" Scholarship earlier this year. David said the birth of his son, Henry David, inspired him to return to school.

A first-time father at 44, of late David Haughn has lived a life that has been anything but ordinary. The Indiana Office of Technology (IOT) network senior engineer sees a lot of himself in his 1-year-old son Henry David, a typically precocious soon-to-be toddler whose future looks to be as sunny as the beaming smile so often seen peeking out under bright brown eyes and tufts of barely-there blond hair.

He also sees a definitive path to becoming the best version of himself, and David's son is the guiding force taking him there. "The real reason I'm doing this is because I have a kid now, and all decisions I now make are based around what he needs," said

Haughn, who recently made the decision to enroll at WGU and pursue a bachelor's degree in network operations and security. "I want to provide him all the opportunities I can, and I need to get a degree so I can progress in my career."

Like a similarly named famous transcendentalist, Henry David's father is undergoing something transformative. Through it all, David Haughn is well on his way to turning his "castles in the air" into something real and tangible, and the beneficiaries will be father and son.

Back to school

During a short phone interview, David found he had more in common with a WGU scholarship board representative than he ever might have imagined. Applying for the school's New Year, New You Scholarship, David discovered that the man on the other end of the line was also in his 40s, also experiencing fatherhood for the first time.

"I think that might have helped my chances," David said of the coincidence with a laugh. "That interview went really well." It wasn't long before the good news Haughn hoped to hear from the interviewer came: David was the recipient of the \$2,000 scholarship.

Postsecondary education had been a goal for David for more than two decades, but he discovered

early on that traditional four-year universities just weren't for him. Haughn attended college and also went to work, eventually landing a job with the Hoosier Lottery, but obtaining his degree was always an elusive, far-off goal. In 2012, David moved to IOT, where his technical skills were immediately a perfect fit, but once again, school had to go on the backburner.

"I was assimilated into the Borg," he said, cheekily referencing Star Trek aliens. Perhaps the only real similarity between IOT and those sci-fi creatures is the cooperation and teamwork necessary for the IT agency's expansive work. It's collaborative and, you might say, collective.

On the job, Haughn leads a team of five who specialize in maintaining the state's wi-fi and its cell phone fleet. If you've got a work cell phone, or you're using the internet for your job, you probably owe David and his team a debt of gratitude. It all works mostly because they do.

Haughn's work ethic and IT skills helped him gradually move up the ladder, and he very much enjoys his work, but there was always something missing.

Goal in sight

Twenty-three years ago David was a student at Indiana University in Bloomington. He soon found work at school in the computer labs, and he was able to elevate himself

(Continued on page 17)

(Continued from page 16)

A gift for Henry David

through the skills he learned on the job, in spite of not finishing his degree program. In the time since, he's amassed a portfolio of technical certifications to complement his years of hands-on experience.

But when Henry David was born, the new dad found the desire to do even more.

Due to David's busy work schedule and numerous new responsibilities as a father, going back to a standard four-year school would be a tall order. Haughn needed an opportunity that gelled with his busy schedule, and he found it at WGU.

"It would be really hard right now to be enrolled in a 'traditional' degree program," said Haughn. "WGU is radically different from traditional college."

David started taking classes March 1, and his knowledge in the IT field helped him "test out" of some subjects right away. He's currently piling up the credits through a combination of relying on his work experience and old-fashioned "nose to the grindstone" study and preparation.

The nonstandard class schedule fits perfectly into David's daily life, and he's quickly formulated a plan to maximize his time and give his all to every task.

"This type of education suits my learning style much better," Haughn explained. "I study on my lunch hour, I study when I

get home, and I study on the weekends."

Perseverance is key

"It requires motivation," David remarked. "I always set the test date and say, 'I'm gonna take the test on this day.' That provides the pressure and motivation to study and cram up until that day."



David Haughn said balancing fatherhood, family, work, and school requires motivation and dedication. He studies online outside of work and tries to stick to strict schedule in order to keep up with his studies. David has worked for IOT since 2012.

The freedom allowed by WGU's scheduling options allows Haughn to find the perfect balance among fatherhood, career, and education.

Thoreau-ly committed

For the first time in his adult life, David Haughn feels his longtime educational goals are finally in reach. He's grateful for the \$2,000 scholarship, which helped fill in the financial gaps new parents often experience, and he's been able to give his all to his job and to his family throughout a process that takes planning, preparation, and

a great deal of heart to make it all work.

In much the way Henry David Thoreau found rejuvenation and self-reliance on a Concord, Massachusetts pond, Henry David Haughn's father is facing the delicate juggling act of life with a renewed spirit.

"I learned this, at least, by my experiment: that if one advances confidently in the direction of his dreams, and endeavors to live the life which he has imagined, he will meet with a success unexpected in common hours," Thoreau wrote in his seminal *Walden; Or, Life in the Woods* in 1854.

Success for David Haughn is continuing to progress in his career, providing the best possible future for his young son. He's hoping to complete his studies at WGU within the next year, due in no small part to being able to study outside of "common hours"; he can reach his goals on his time and his terms.

Nothing in life has to be ordinary, after all, and there is no template to follow that perfectly suits us all. In the end, it's about finding a reason to reach out for those dreams – and a means to finally grab hold of them.

"I'm just thinking about my son," said David. "I'm doing this all for him."

Story by Brent Brown,
Indiana State Personnel Department

Gov. Holcomb, agency leaders up for Statescoop awards

Each year the state submits great projects and people for award recognition.

One of those awards is from [Statescoop](#), which allows for public voting. This year, Indiana has seven people nominated, including Gov. Eric Holcomb, and one project.

Please take some time to cast votes to support our state and fellow employees. [Voting is underway now](#) until April 15.

Nominations are as follows:

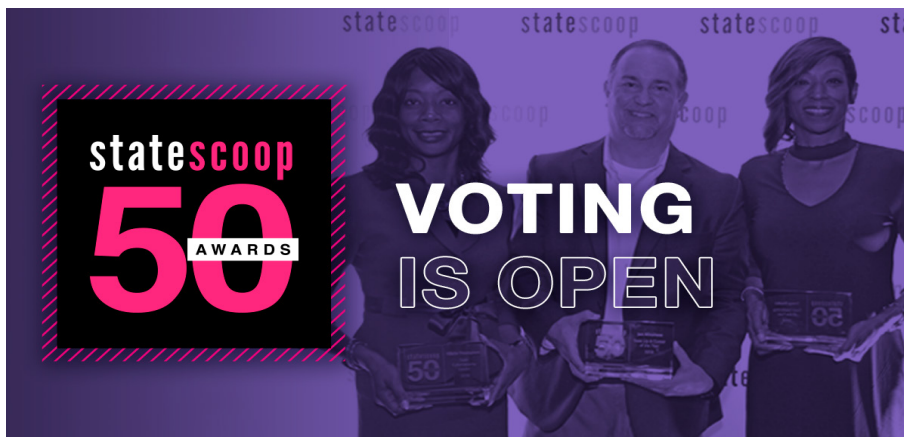
Golden Gov – Gov. Eric Holcomb

State Leadership – Ashley Hungate (MPH)

State IT Innovation of the Year – INConnect (FSSA)

State Up & Comer – Alexandra Ibragic (MPH)

State Up & Comer – Connor Norwood (FSSA)



State Cybersecurity Leader of the Year – Ted Cotterill (MPH)

State Cybersecurity Leader of the Year – Hemant Jain (IOT)

State Cybersecurity Leader of the Year – Bryan Sacks (IOT)

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