



The Torch

The official newsletter for Indiana state employees

June 2019

Linking LinkedIn Learning with a professional accreditation

You probably knew that LinkedIn Learning, with more than 13,000 video tutorials covering topics such as technology, business, and even creative endeavors, can help your professional development and career advancement*. But did you know that some LinkedIn Learning courses can directly contribute to a professional certification?

For example, K.D. Thurman, director of talent management for INDOT, recently passed her SHRM-CP (Society for Human Resource Management – Certified Professional) exam. Thurman, who spent several months using traditional study methods to prepare for the exam, says she complemented that work with LinkedIn learning resources during her final week of test preparation.

“I thought using the SHRM study videos on LinkedIn Learning would be a good way to reinforce the information – especially the

sections I studied when I first started the process,” she said. “LinkedIn Learning was a great way to review the information and gave me a break from reading a textbook!”



LEARNING
WITH **Lynda.COM** CONTENT



Indiana State
Personnel Department

Among other LinkedIn Learning content linked to professional accreditation are courses that support continuing education for the Project Management Institute and NASBA (National Association of State Boards of Accountancy).

Richard Gilyeat has been a project manager with INDOT’s Crawfordsville District for nearly 12 years. He is preparing to take the Project Management Professional (PMP) certification test later this year and is happy with how much

(Continued on page 2)

In this issue

- 3** LinkedIn Learning Course of the month
- 6** Happy trails
Clifty Falls 5K continues fun of 2019 Run the State Series
- 8** FSSA Secretary Walthall receives National Impact Award
- 13** Interns taking it to the Next Level

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

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

(Continued from page 1)

Linking LinkedIn Learning with a professional accreditation

LinkedIn Learning has been able to help – more so than he expected.

“I took the LinkedIn learning certificate preparation course for the PMP in March and was surprised by the video presentation,” said Gilyeat. “I was amazed that this free online learning presentation on LinkedIn was more in-depth than the online preparation course that I paid for from a major university last year. I highly recommended trying LinkedIn Learning for additional training.”

To see if there are courses available for an accreditation you are pursuing, use associated keywords to search through LinkedIn Learning’s catalogue of content.

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.

Enjoy an event of “monumental” proportions!



On June 28, more than 150 farmers, artisans, and Indiana-based businesses will return to Monument Circle for Indiana Grown’s third annual Monumental Marketplace.

Located in downtown Indianapolis, this pop-up market will feature everything from locally-grown food and drinks to

homemade wares and food trucks.

From 10 a.m. to 2 p.m., attendees can sip, sample, and shop from an assortment of Indiana products, as well as support the farmers and businesses behind them. The event is free to attend and open to all, so mark your calendars and come have lunch with us on the Circle. Visit IndianaGrown.org to learn more!

Need Colts tickets? You’re in Luck!

The Indianapolis Colts shocked the entire NFL last season when, after a tough 1-5 start, the team rallied to finish 10-6 and reached the playoffs for the first time since the 2014 campaign.

Great things look to be in store for Andrew Luck and co., and best of all, YOU can be at Lucas Oil Stadium to see all of the action.

Reserve your tickets for a pre-season matchup against the highly touted Cleveland Browns, or regular season showdowns against the Texans, Dolphins, Jags, and more!

Click [here](#) to see available dates and get tickets for the 2019 season with your Indianapolis Colts!



LinkedIn Learning course of the month

Bonnie Biafore on Project Management Foundations



Indiana State
Personnel Department

Project management is a start-to-finish approach to getting things done and making projects more successful. It's a profession, but it's

also a set of techniques that anyone can apply to achieve goals and manage project work more effectively. Project management can be used to guide small, simple projects as well as complex enterprise-wide initiatives.

Bonnie Biafore has always been fascinated by how things work and how to make things work better. In this course, she explains the fundamentals of project management, from defining the problem, establishing project goals and objectives, and building a project plan to managing team resources, meeting deadlines, and closing the project. Along the way, she provides tips for reporting on project performance, keeping a project on track, and gaining customer acceptance.

LinkedIn Learning is a PMI Registered Education Provider. This course qualifies for professional development units (PDUs). To view the activity and PDU details for this course, click [here](#).

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

LinkedIn Learning top 10

Top 10 most popular LinkedIn Learning courses

1. Giving and Receiving Feedback
2. Microsoft Teams Essential Training
3. How to Use LinkedIn Learning
4. Performing Under Pressure
5. Working with Difficult People
6. Communicating with Confidence
7. Excel 2016 Essential Training
8. Time Management Fundamentals
9. Developing Your Emotional Intelligence
10. Improving Your Listening Skills



Don't Let a Delay Cost You Take-home Pay!

Have you taken advantage of the new wellness benefit that boosts your health AND your wealth? If you're on a health plan sponsored by the State Personnel Department (INSPD), make sure you're not leaving money on the table! Health plan participants can earn e-gift cards and a 2020 premium discount (replaces the Wellness Plan option) through the new ActiveHealth program. This is different from previous years. You can now apply your hard-earned incentive to whichever plan best fits your needs. But with the year nearly half over, the window on this opportunity is rapidly closing.

E-Gift Cards

Each employee and spouse enrolled in a health plan sponsored by INSPD can earn a \$50 e-gift card for completing a health assessment and a \$100 e-gift card for completing a biometric screening through ActiveHealth. Register for ActiveHealth today to take the health assessment and schedule a screening.

2020 Premium Reduction

More than 3,000 households have already earned the 2020 premium discount! Are you included in that number? Even if you haven't started yet, there is still time for everyone to earn the discount and maximize their take-home pay next year. It takes up to 12 weeks to earn the incentive, so start now!

Starting from scratch? No problem – you still have time to complete two of the four available options: health coaching sessions or online

digital coaching. Remember – if you are on a family plan, both you and your spouse must complete one of the 2020 premium discount options by Sept. 30 to secure your 2020 reductions.

Health coaching sessions

Under this option, individuals must complete four health coaching sessions through ActiveHealth by Sep. 30. ActiveHealth matches you with a health coach who works with you to create a personalized plan. Health coaching sessions take an average of 20 to 30 minutes, and are scheduled every two to four weeks depending on the individual's needs. Keep in mind that it will take several weeks to complete the four health coaching sessions, so schedule your first session today by calling ActiveHealth at 1-855-202-4219!

Online Digital coaching

Another option is reaching Level 5 (which is 9,000 hearts) through digital coaching in the ActiveHealth platform by Sept. 30. You can earn hearts by participating in health education and health goals. There are limits to how many hearts you can earn each week. Start today to make sure you complete this option in time to earn the incentive.

Already started? Keep working on it and be sure to have your option completed by September 30th.

Check out [Invest in Your Health](#) for more details on ActiveHealth and answers to frequently asked questions.



Congratulations to Indiana Finance Authority on being number one in ActiveHealth incentives earned. IFA employees top the chart based on e-gift cards and 2020 premium discounts earned. For some competitive inspiration, here are the top 10 agencies:

1. Indiana Finance Authority
2. State Personnel Department
3. Criminal Justice Institute
4. Dept. Financial Institutions
5. Public Retirement System
6. Hoosier Lottery
7. Dept. of Environmental Management
8. Dept. of Local Gov Finance
9. Dept. of Revenue
10. Secretary of State



Is your agency stepping it up?

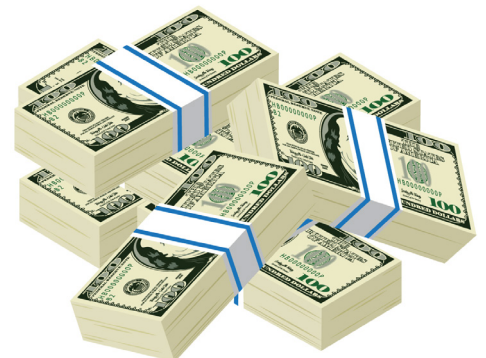
Round 1 of the All-Agency Steps Challenge is complete! Visit <http://www.investinyourhealthindiana.com/ourhealth/steps-challenge/> for the latest information and to see how your agency is faring in the bracket.

If you want to help your agency stay a step ahead of the competition, there's still plenty of time to get involved. Round 2 begins June 15 and runs through June 28. Participants MUST use a fitness tracker or step-tracking app and register for the challenge through the OurHealth portal.

If you don't want a free \$100 gift card, don't read this article

Now that we have your attention, here is a reminder about a simple and painless (well, almost) way to get a free \$100 e-gift card from popular retailers like Amazon, Wal-Mart, Nike, Target, and more. All you have to do is complete a biometric screening through ActiveHealth or submit a form if done through your health care provider. It takes just a few minutes and, with data collected from a simple blood test, blood pressure check, and height, weight, and waist measurements, you will get valuable insight into your health.

There are three free options available to complete your biometric screening; onsite screenings, a physical with your physician, or a visit with Quest Diagnostics. Visit InvestInYourHealthIndiana.com for specific directions on how to complete each option. Don't forget, covered spouses can also earn the \$100 for completing a biometric screening!



Happy trails

Clifty Falls 5K continues fun of 2019 Run the State Series



A three-mile fitness hike on a nearly perfect spring morning turned out to be a great deal of fun – and some quality exercise – for state of Indiana employees Saturday, May 11. (INSPD)

Two paths diverged in a Jefferson County wood one beautiful May morning.

Sorry they could not travel both, many state of Indiana employees chose one or the other of two trails a passing rain had worn much the same, in spite of separate challenges and sights along each. In (somewhat muddy) trails of leaves trod black, the group left a [Clifty Falls State Park](#) shelter and set off on a morning hike amid the sort of natural surroundings that surely would have been a suitable muse for Frost.

Indeed were those waterfall-adorned woods lovely and deep!

Such might have been the thoughts of participants in the [Run the State 5K and Hike Series'](#) second event in 2019, which took a few dozen state employees, their families, and friends through some of the Hoosier State's more notable natural attractions.

Visitors who took "The Green Trail" wound their way through the picturesque scenery and came face-to-face with "Cake Rock," a craggy, ever-leaning boulder-like sight resembling the dessert for which it is named. One day, centuries from now, that 25,000-plus pound rock likely will tumble into the canyon below, undoubtedly making a noisy spectacle. Interesting facts like that were part of the guided tours conducted by Indiana Department of Natural Resources naturalists.

But that massive mystery of Mother Nature wasn't even the trail's main attraction. Instead, two of the four waterfalls serving as signature sights of the state park were in full view of the one-mile path's hiking group.

Other participants challenged themselves to a three-mile excursion called "The Railroad Hike." The scenery along that path was equal to that of elsewhere in the park (though the challenge was, quite literally, steeper) as the rain held off on a sunny, slightly cool late spring morning in Madison.

Representatives of [ActiveHealth Management](#), [OurHealth](#), and [Anthem](#) offered giveaways to visiting state employees and their families, who were also able to learn about those health and wellness initiatives – directly from the experts.

Check out our gallery [here](#) for some photos from the May 11 event.

The fun at Clifty Falls came on the heels of a great Run the State debut April 27 at [Indiana Dunes State Park](#).

There are now three events remaining in the 2019 series. Keep watching [investinyourhealthindiana.com](#) to [register for the June 22 5K](#) at [Angel Mounds State Historic Site](#) in Evansville.

The series continues July 20 with a hike at [Turkey Run State Park](#) in Marshall, and concludes Aug. 17 with a 5K at [Fort Harrison State Park](#). Sign up for Turkey Run [here](#). Registration for Fort Harrison will open soon. Stay tuned to [www.investinyourhealthindiana.com/5k](#) for more information.

Each Run the State event is intended to encourage physical activity while also highlighting the beauty of Indiana State Parks. State employees can "make a day of it" and enjoy each park after participating in a 5K or hike.

Stay informed about this year's series at [investinyourhealthindiana.com/5k/](#).

Story by Brent Brown, Indiana State Personnel Department

Scheduled maintenance planned for SAP

SAP SuccessFactors has scheduled quarterly maintenance for Saturday, June 8, 2019 from 12 a.m. to 6 a.m. ET. 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.

Some of the quarterly maintenance includes new enhancements and fixes that will impact various roles within the state, including:

Candidates:

- Job alerts will be fixed to resolve an issue where a candidate tries to set up a job alert for featured jobs but does

not receive an email with job listing information.

- The application was enhanced to fix an issue where some candidates were unable to upload or attach their resume for the recruiting process.

Hiring Managers:

- Enhancements to the view behavior of the Application List Page.

Field HR:

- Previously, a user would attempt to reassign offer approvals through the Admin Center and the system would sometimes fail to reassign the offer approvals. A fix has been identified so that now the system reassigns the offer approval as designed.
- Enhancements to the view

behavior of the Application List Page.

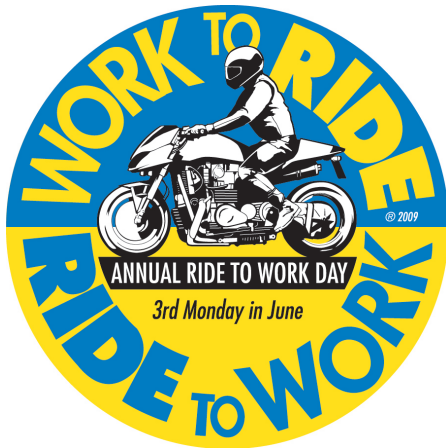
- Improved security measures and data protection.

Recruiters:

- Recruiting posting will be turned on for Centralized Recruiters, allowing recruiters to post to IU-Bloomington, Purdue-West Lafayette, and LinkedIn.com.
- Enhancements to the view behavior of the Application List Page.

Additional information and training materials are being developed and/or are being updated to reflect these changes within

Annual 'Ride to Work Day' June 17



Ride Safe Indiana (RSI) is inviting all state of Indiana employees with a valid motorcycle endorsement to participate in the 28th Annual Ride to Work Day Monday, June 17.

Employees riding to work in the Indianapolis area may park in the designated motorcycle parking areas provided by RSI in the Senate Ave. and Washington St. parking garages. These spaces are available on Ride to Work Day

and throughout the year.

RSI is Indiana's authorized motorcycle safety program. RSI's mission is to reduce the number of motorcycle accidents and fatalities on Indiana roads by training motorcycle riders and increasing motorcycle awareness among motorists. For more information on RSI or Ride to Work Day, visit RideSafeIndiana.com.



Artwork by Jerry Williams

FSSA Secretary Walthall receives National Impact award



FSSA Secretary, Jennifer Walthall, M.D., M.P.H. accepts the Jerry W. Friedman Health and Human Services Impact Award.

Indiana Family and Social Services Administration Secretary Jennifer Walthall, M.D., M.P.H. is this year's Jerry W. Friedman Health and Human Services Impact Award winner.

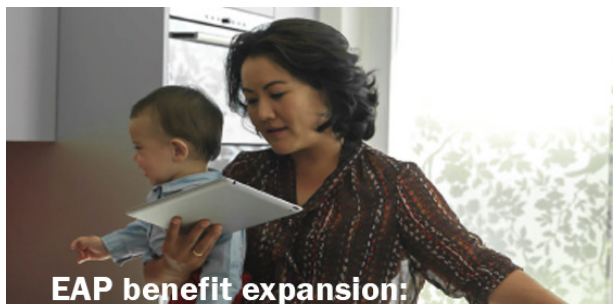
The Impact Award is presented annually by the American Public Human Services Association. It was created in honor of Friedman, who served as executive director of APHSA from 2001 to 2010 following decades of various leadership roles in human services. Dr. Walthall received the award this week at APHSA's National Health and Human Services Summit in Washington, D.C.

In presenting the award, Tracy Wareing Evans, APHSA president and CEO, noted "(Friedman) never forgot the critical role that frontline agency workers play and inspired others to recognize these often-unseen heroes. Dr. Walthall embodies this spirit as she serves as the secretary of the Family and Social Services Administration and has created change and impact across the agency."

Wareing Evans went on to highlight Dr. Walthall's efforts to lead FSSA in building a data-informed cross-sectoral approach to improve health and well-being in communities across Indiana, saying, "As a leader of a large complex organization, Dr. Walthall's investment in the department's infrastructure and team are deeply valued by her staff and peers. Her work in creating

modern technology to enable her staff to focus time on the most effective and efficient solutions for families and communities, in addition to her regular employee engagement activities through web-chats and other innovative mediums, are at the forefront of generative leadership."

Secretary Walthall said: "It is an honor to receive the 2019 Jerry W. Friedman Health and Human Services Impact Award on behalf of our administration and the entire FSSA team. In Indiana we believe great government service, paired with compassion and innovation, can truly impact the lives of individuals in need as well as entire communities. This prestigious award only adds even more wind to our sails as we continue our efforts to positively impact the health of Hoosiers every day."



EAP benefit expansion:

Access eight free face-to-face counseling sessions, new *myStrength* program

Discover all your **Employee Assistance Program (EAP)** benefit has to offer.



[Learn More ▶](#)

Participants needed for survey



Indiana Department
of Natural Resources

The DNR needs your input to help them revise the statewide Cultural Resources Management Plan!

Visit <https://www.in.gov/dnr/historic/10147.htm> to take this 10 minute survey on how you feel about heritage preservation in Indiana.

As the State Historic Preservation Office for Indiana, the DNR-DHPA performs a number of duties that are required by the National Historic Preservation Act. This includes conducting surveys to identify and document cultural resources such as archaeological sites and historic buildings, reviewing nominations to the National Register of Historic Places for properties in Indiana, reviewing federally funded or permitted projects for their potential impact on historic resources, and managing grant and tax credit programs to assist local preservation projects.

To be sure these initiatives, outreach efforts, educational materials, and pass-thru grant programs are responsive to the needs of Indiana residents and communities, your feedback is needed. The survey runs through June 15.

Historical importance

State library starting summer lecture series

How Did We Get Here? Why History Matters and How to Start Researching It, the first presentation in a summer lecture series hosted by the Indiana State Library, will take place June 8.

The Indiana Historical Bureau's Michella Marino and Jill Weiss Simins will discuss why history matters, why someone would study history, how to get started researching, and interpretations of history.

Click [here](#) to register.

The lecture series, focused on history and genealogy, will take place at the state library on the second Saturday of June, July and August, with each presentation beginning at 11 a.m. Light snacks will be provided and each lecture is eligible for one LEU for Indiana librarians. The lectures are free, but registration is required.

Visit the [Indiana State Library's Events and Public Workshops page](#) for more information about future lectures.

Contact [Stephanie Asberry](#), deputy director of public services at the Indiana State Library, with any questions.



IHCDA conducting homebuyer workshop for state employees

The [Indiana Housing and Community Development Authority](#) (IHCDA) is proud to make the process of buying a home a reality for thousands of Hoosier families each year.

IHCDA offers programs that assist Hoosiers with making down payments, competitive interest rate loans, offering a tax credit, and more. In every county across Indiana, there are lenders on-hand to help with all homeownership programs offered by IHCDA.

In celebration of National Homeownership Month, IHCDA is offering a homebuyer workshop exclusively for state employees Thursday, June 20. So, whether you are in the market to purchase a home now, or in the future, IHCDA strongly encourages you to attend, learn more about the programs, and see if you qualify. For more information email communciations@ihcda.in.gov or visit www.homeownership.in.gov.



Indians, BMV partner for BOGO offer



The Indiana Bureau of Motor Vehicles is again partnering with the Indianapolis Indians for a baseball ticket BOGO (buy one, get one).

BMV 2-for-1 Night starts at

7:05 p.m. Tuesday, June 25 when the Tribe will take on the rival Louisville Bats at Victory Field.

To receive the special offer, visit IN.Gov/BMV to download and print the ticket coupon if you wish to purchase tickets at the game. If purchasing tickets at the game, present the coupon at the Victory Field box office to receive the discount. Tickets can also be purchased online at IndyIndians.com using the coupon code myBMV.

While you're enjoying the game, make sure to stop by the BMV tent at PNC Plaza to learn more about upgrading to Real ID by the Oct. 1, 2020 deadline.

Revoking your tobacco agreement

During Open Enrollment, employees electing medical benefits were offered the 2019 Non-Tobacco Use Agreement. This incentive is also offered to newly hired employees enrolling in medical benefits and can be accepted or declined. If accepted, this agreement is a year-long contract with the state in which employees abstain from the use of any tobacco products in exchange for a \$35 reduction in their bi-weekly medical premium. If you accepted this agreement and continue to use tobacco products, your job is at risk.

Every employee who accepted the Non-Tobacco Use Agreement agreed to random tobacco testing and could be selected at any point throughout the year. Testing dates and locations are not disclosed in advance and any employee who tests positive could be terminated.

Tobacco and nicotine products are addicting and the habit is very difficult to give up. If you have tried to quit, but continue to use tobacco products, you must immediately revoke your agreement in PeopleSoft.

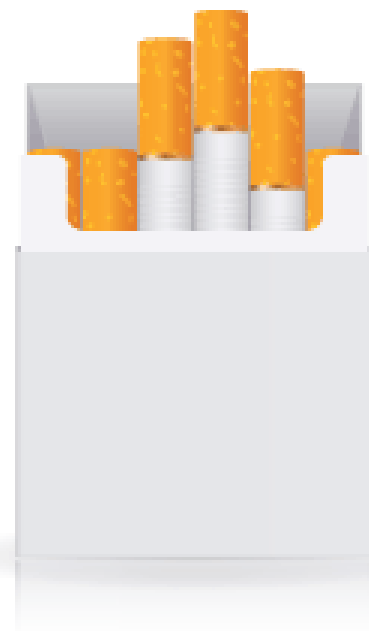
To revoke your Non-Tobacco Use Agreement, log in to PeopleSoft HR and click

- Self Service
- Benefits
- Revoke Non-Tobacco Use Agreement.

Then follow the prompts to submit the request to revoke your agreement. Once your revocation request has been submitted, there is no option to cancel. If you need assistance revoking your Non-Tobacco Use Agreement, please contact the State Personnel Department – Benefits Division at (317) 232-1167 or toll-free at (877) 248-0007.

Once your request to revoke the agreement is submitted and approved, an increase of \$35 is applied to your bi-weekly medical insurance premiums. Also, any previously discounted premiums for the plan year in which you received the \$35 incentive are collected, but your employment is secure. For assistance in becoming tobacco free, you may go through any resource. Here are a few options:

- Indiana Tobacco Quitline at 1-800-QUIT-NOW (1-800-784-8669).
- ActiveHealth Tobacco Resources-visit myactivehealth.com/stateofindiana
The ActiveHealth Library contains the following Topics:
Tobacco Use Cessation: Deciding About Medication
Tobacco Use Cessation: Getting Supported
Call 855-202-4219 to speak with a Health Coach from ActiveHealth about smoking cessation.
- As an employee of the State, you are able to access Anthem EAP (anthemep.com and enter State of Indiana to login) or call (800) 223-7723.





June is Men's Health Month



01

Eat Healthy.

Start by taking small steps like saying no to super-sizing and yes to a healthy breakfast. Eat many different types of foods to get all the vitamins and minerals you need. Add at least one fruit and vegetable to every meal.



02

Get Moving.

Play with your kids or grandkids. Take the stairs instead of the elevator. Do yard work. Play a sport. Keep comfortable walking shoes handy at work and in the car. Most importantly, choose activities that you enjoy to stay motivated.



03

Make Prevention a Priority.

Many health conditions can be detected early with regular checkups from your healthcare provider. Regular screenings may include blood pressure, cholesterol, glucose, prostate health and more.

Wear Blue to support Men's Health Week

Pump up the blue on Friday, June 14 to support men's health

June 10-16 is Men's Health Week. Take some time this week to encourage the men in your life to seek regular medical advice and early treatment for disease and injury.

So throw on a blue shirt, ribbon, or accessory on June 14 to help remind all Hoosiers that recognizing and preventing men's health problems is not just an issue that affects men—it's a family issue that impacts our entire community.



Interns taking it to the Next Level

The 2019 Governor’s Public Service Summer Internship participants are part of a fun, rewarding, “real world” work experience taking place throughout the state of Indiana.

Nearly 160 students are part of this year’s program, representing dozens of state agencies. The group of paid interns is learning about state government directly from the experts involved in it, while also bringing their own unique ideas “to the table.”

A scavenger hunt that took the interns around the campus of the Indiana Government Center in search of nine important monuments was one of the group’s initial tasks, following orientation programs that also helped acclimate them to their new surroundings.

Throughout their tenure this summer, they’ll hear from a variety of prominent speakers and will learn networking and job skills that will help them no matter where the future takes them. The red carpet treatment will continue in the coming weeks as the group of students bring their talents to the state of Indiana’s workforce, making a difference in every corner of the Hoosier heartland.

Now that’s Next Level!



Participants in the Governor’s Public Service Summer Internship program took part in a scavenger hunt that helped familiarize them with the Indiana Government Campus – and several other notable monuments – as they began their summer work.



The Governor’s Public Service Summer Internship program is currently underway with nearly 160 students bringing their unique talents to state of Indiana agencies.

Talent show

New career site makes life easier for new hires, talent acquisition staff

The new workforindiana.in.gov is designed to make life a lot easier for job seekers as well as for state of Indiana staff at all levels.

The redesigned site was launched in March, the fruits of months of laborious work, detailed planning, and input from end users gathered to improve the application process. The reception has been extremely positive, with employees new to the state of Indiana praising the site's ease of use, and hiring staff finding themselves enamored with (at long last) having the latest technological resources needed to find just the right candidates.

Ramonica Dennis' career aspirations led her to apply for a new position with the Indiana State Board of Accounts (SBOA) this spring, and she did so just as the old hiring site was set to vanish into the ether of the internet, replaced by something superior in essentially every way. Ramonica was the first external hire to join the state of Indiana's workforce via the revamped careers site, and her experience helped set the stage for a new position in which she's finding enjoyment and success.

Meanwhile, SBOA State Audit director Beth Kelley utilized the new tools available through the career site in order to make the process as simple as possible – for all involved.

Read on to hear, in their own words, how the all-new

workforindiana.in.gov helped Ramonica start her new job off on the right foot, and how Beth's recruiting efforts were made far easier due to the many improvements made to the state of Indiana's talent acquisition processes.

Ramonica Dennis:

Q: What attracted you to working for Indiana?

A: The things that attracted me to working for the state of

Indiana were the flexibility of the scheduling and the many opportunities for careers and promotions. The benefits were also an extra plus.

Q: Please discuss your previous career experience that helped lead you to the State Board of Accounts:

A: My previous career experience was in the banking industry as an accountant associate. Having the background in preparing the financial statements and day to day accounting functions gave me knowledge that I can use within my current position.

Q: Briefly describe your job and your daily duties:

A: I am reviewing different audits for the state agencies making sure the statutes and policies are being followed.

Q: Have you ever worked for the state of Indiana before, or used our previous career site at workforindiana.in.gov?

A: No, I have not worked with the state of Indiana before or used the previous career site.

Q: What did you think of the new career site? Was it easy to navigate? How was the application process aided by your recruiter?

A: I think the new career site was simple to use and informative. It went straight to the point.

Q: To you, what is the best part of working for the state of Indiana?

A: The best part of working for the State of Indiana is the flexibility and the potential career growth.

Beth Kelley:

Q: Briefly describe your job and its associated duties:

A: I am the State Audit Director for the State Board of Accounts. I oversee the staff that performs the audit of the state's financial statements and federal grant programs. Part of my responsibilities are to hire qualified

(Continued on page 15)



Work for Indiana

(Continued from page 14)

Talent show

employees to perform the audits. This included recruiting, selecting and interviewing candidates, and making the decision to hire or not.

Q: What are some qualities you look for in state of Indiana job candidates?

A: In order to be selected for an interview, the candidate must have the appropriate education. Additional qualities are personal appearance (clean, well-dressed), communication skills, and flexibility.

Q: What about Ramonica Dennis, from her experience to her personality, stood out to you from a recruiting perspective?

A: Ramonica had the required education and came with a recommendation from her college professor. This professor had

recommended other individuals in the past whom we hired [who] are great employees. During her interview, Ramonica came dressed to impress. She spoke well and had well-thought-out answers to all my questions. She was confident in her responses, and was able to answer our questions with ease.

Q: How was the recruiting process improved via the newly-redesigned state of Indiana career site at WorkForIndiana.IN.Gov?

A: Ramonica was caught in the middle of the transition. I received her resume, interviewed her, then once she accepted my job offer, I asked her to apply to the position. This was prior to going live with SuccessFactors, so she applied the old way. I then asked her to reapply on the new site. After that, it was very easy for me to

see where she was in the hiring process. Prior to that I had no idea when the candidate was contacted to begin the process.

Q: Do you have a favorite aspect of the new site, and if so, what is it?

A: Being able to be in control of the candidates. Seeing where they are in the hiring process. Since we have multiple hiring managers looking at the same pool of candidates, it's very easy to see who have already been contacted for an interview.

Q: What advice would you give people who are interested in working for Indiana?

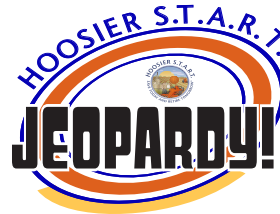
A: Use WorkForIndiana.IN.Gov. Not just to find a job, but to help you understand why working for the State is a great opportunity.

MARK YOUR CALENDAR



Returning to the
Indiana Roof Ballroom
October 2, 2019!

If you are new to Hoosier S.T.A.R.T. or just need a refresher on how your investment plan works for you, join us for dinner and Hoosier S.T.A.R.T. Jeopardy . . . a fun, educational way to challenge your retirement planning knowledge.



REGISTRATION COMING IN AUGUST

Hosted by Hoosier S.T.A.R.T. and State Auditor Tera Klutz

Running over a wall

Challenging.
Exhilarating.
Amazing.
Tough.
Mind-blowing.

Those are some of the words Mohan Ambaty, director of the ISDH Office of Technology and Compliance, used to describe what it was like to run a half marathon last month on the Great Wall of China.

The Conquer the Wall Marathon/ Half Marathon May 18 was the first leg of Ambaty's quest to complete a half marathon on every continent. He not only completed the Great Wall event, he qualified to start among the first group of participants and finished sixth out of 36 runners in his age group with a time of 2:39:35.

The first 8.5K was all hill and steps -- 2,564 steps to be exact. Ambaty is a long-time runner, and he started planning for this event nearly a year ago. That preparation was vital, as race organizers discourage runners from making this challenging run their first event.

"This is an adventure marathon/ half marathon with a challenging course. Runners should be physically fit and in shape, as this marathon/half marathon can be extremely strenuous," the tour organization says.

Ambaty said the life-changing experience was "beautiful, hard, and epic." The laughter and smiles

of the young Chinese children who lined the streets giving runners high fives and flowers as they ran past were contagious and an unexpected highlight of the race, Ambaty noted.



Mohan Ambaty finished a mini marathon on the Great Wall of China in just under two hours and 40 minutes. Ambaty finished sixth in his age group and hopes to complete similar events on each of the seven continents.

The director stayed in Beijing, not expecting the city to have so many people. At the same time, Ambaty said the infrastructure was well planned to accommodate the many bikes, cars and buildings. He also had a little time to experience the local culture and food.

"Whatever we ate, we can't find here," he said, describing that each meal is served as a group of dishes that people share at a round table, rather than as individual plates of food.

The language was also a challenge.

He said that while he learned how to say "hello" and "thank you" in the local language, he used his smartphone to help translate. He added that for the locals, the number four is unlucky, so none of the hotels had a fourth floor. Conversely, eight is considered to be a "lucky" number.

Ambaty has six more continents to cover on this journey, and his quest gives him motivation to stay healthy. His next destination will likely be Europe or Australia in 2020, but he is already planning for his race in 2023 – in Antarctica.

He said the biggest challenge of that race won't be the snow and cold, but rather the boat trip from Argentina (on rough seas) that tends to make passengers seasick right before the run. If Beijing was any indication, he's up for the challenge.

"Photos don't do it justice, or my words," he said, adding that the inspiring view from the Great Wall helped keep him motivated. "The only way for someone to fully understand what it was like was to be there, so if any of you are thinking of taking on this challenge then I'd say, to borrow Nike's slogan, 'Just Do It!'"

Story by Greta Sanderson, Indiana State Department of Health