



# The Torch

The official newsletter for Indiana state employees

## July is Employee Health & Wellness Month



Health and Wellness Week yoga at White River State Park

For the past few years, state employees have enjoyed an annual month-long celebration of health and wellness each July. The biggest event of the month is the statewide steps challenge hosted in HumanaVitality July 1 through July 31, with registration beginning on June 15. Start planning now to join a team of your friends and co-workers to see how your team stacks up against other state employees.

Other events are still being finalized. Be on the lookout for more information in future messages and check page four to learn how to make your steps count.

## Vitality Check deadline is soon

The Vitality Check deadline is almost here. Clear your calendar because time is running out! Vitality Checks completed by July 31 guarantee points earned count toward the 2017 Wellness Consumer Driven Health Plan (CDHP) qualification. Remember, you can earn points by scheduling Vitality Checks for yourself, a spouse and dependents age 18 and older.

[View the Vitality Check Clinic Schedule](#)

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*The Torch* is published monthly by the State Personnel Department and is available online at [www.in.gov/spd](http://www.in.gov/spd)

#### Got a story?

Submit your story ideas to: [spdcommunications@spd.in.gov](mailto:spdcommunications@spd.in.gov)

## Governor Pence names Geoffrey G. Slaughter to Indiana Supreme Court

On May 9, Governor Mike Pence named **Geoffrey G. Slaughter** the 109th Justice to the Indiana Supreme Court. Mr. Slaughter fills the vacancy left by Justice Brent Dickson, who, after 30 years on the bench, retired on April 29. His appointment is effective on the day of his official swearing-in ceremony, which will be announced at a later date.



Special Counsel in the Office of Attorney General of Indiana representing the State in various court actions, was an associate at Kirkland & Ellis in Chicago, and clerked for Chief Judge Allen Sharp, United States District Judge for the Northern District of Indiana. While in private practice, Mr. Slaughter also served as Chairman of the Indiana Public Employees Relations Board.

“I’m grateful today to announce Geoff Slaughter as the 109th Justice to the Indiana Supreme Court,” said Governor Pence. “Over his nearly 30-year career, Geoff Slaughter has demonstrated a first-rate legal intellect, an unparalleled understanding of constitutional and antitrust law, a remarkable ability to think and write clearly on the most complex issues, and a steadfast commitment to improving the local and legal community.”

A native of Lake County, Mr. Slaughter is currently a partner in the Indianapolis office of Taft Stettinius & Hollister LLP. There, he has represented clients in various types of cases, including prosecuting antitrust class actions, securities-fraud claims, environmental disputes, state and federal constitutional claims, land-use restrictions, and handling matters on judicial review from administrative decisions. He has argued numerous matters before the state and federal appellate courts.

Before joining Taft Stettinius & Hollister LLP, he served six years as

Mr. Slaughter is a life fellow and currently serves as President of the Indiana Bar Foundation, the charitable arm of the Indiana State Bar Association (ISBA), of which he is also a member. He is also a member of the Seventh Circuit Bar Association and is immediate past chair of the Appellate Practice Section of the Indianapolis Bar Association. For more than 10 years, Mr. Slaughter served as a member of the Northern District of Indiana’s local rules advisory committee.

Mr. Slaughter earned his undergraduate degree from Indiana University – Bloomington, and a joint law/MBA degree from Indiana University’s Maurer School of Law and Kelley School of Business. Mr. Slaughter currently resides in Marion County with his wife Julie Ann Slaughter.

To read the full press release, [click here](#).

## Indiana Black Expo seeks event volunteers

We can make a significant difference in our employee culture by supporting and celebrating the contributions of a diverse workforce through our continued partnership with Indiana Black Expo (IBE).

We are actively seeking volunteers to assist with the 28th Annual WTHR-TV13 Employment Opportunity Fair at IBE on Thursday, July 14 in the Indiana Convention Center, 500 Ballroom. The fair is scheduled from noon to 5:00 p.m., with volunteer shifts starting at 8:00 a.m. and ending at 5:50 p.m. All volunteer shifts are a maximum three hour commitment.

If you are interested in volunteering, please contact Dior Johnson at [dijohnson@spd.in.gov](mailto:dijohnson@spd.in.gov) by Wednesday, June 29.



# Going back to school is key for Indiana's economy

*"This editorial was featured in several newspapers throughout the state and follows prior notices of the Return and Complete campaign by SPD."*

Post-secondary education is no longer a luxury in Indiana's workforce. Due to the constant evolution of our economy, a college degree or credential is a necessity in a growing number of careers. The agricultural and manufacturing jobs that once employed millions of Hoosiers now represent a dwindling portion of our state's workforce, and for better or worse, the high-wage jobs of the 21st century require additional schooling. Indiana's educational attainment certainly has room to grow compared with the rest of the country, but it has never been easier to start or finish your degree.

This month the Lumina Foundation published A Stronger Nation 2016, its annual report on higher education in the United States. Sadly Indiana ranked among the bottom 10 states nationwide in the percentage of adults with a college degree or certificate, trailing each of our neighboring states. While the number of Indiana residents with some post-secondary degree has increased significantly over the last eight years, we continue to lag behind the national average in many key areas, including the most important indicator of economic success: the percentage of working adults with a bachelor's degree.

Less than 18% of all Hoosiers – ages 25 to 64 – have received a bachelor's degree. When companies are looking to expand and add high-wage jobs in the Midwest, Indiana simply has fewer qualified candidates per capita than our neighbors. The State of Indiana has tackled unemployment better than most; perhaps no other state in the



**You Can. Go Back.**

country has rebounded as strongly from the deep economic depression of the last decade. Yet, wages are stagnant for many working families because hundreds of thousands of Hoosiers have not had the means or the opportunity to earn their bachelor's degree or seek further training.

***"...it has never been easier to start or finish your degree."***

Fortunately, Governor Pence and Commissioner for Higher Education Teresa Lubbers have

begun implementing a new program this spring to address the problem. "You Can. Go Back." is an initiative aimed at helping more than 750,000 Hoosiers who have earned some college credit return to school to complete their degree. Employers and nonprofit partners like the Indiana Chamber of Commerce have joined the State to provide tuition reimbursement and logistical support.

The goal of 'You Can. Go Back.' is to give Hoosier adults the opportunities they might have missed out on years ago. In the relatively recent past it might have seemed too daunting to return to college as a working adult, but in 2016 there are dozens of options to fit anyone's lifestyle. One can even "go back" to school online and complete his or her bachelor's degree in an accelerated timeline. Indiana citizens and businesses can learn more about the initiative at [YouCanGoBack.org](http://YouCanGoBack.org).

***"Less than 18% of all Hoosiers - ages 25-64 - have received a bachelor's degree."***

Increasing the educational attainment in Indiana is as critical to our overall economic output as it is to each and every individual pursuing advanced learning. Every year that Indiana lags behind our neighbors is another year we miss the boat on thousands of high-wage jobs for the 21st century. Our elected officials are doing their part to expand opportunities for adults to finish their degrees; now it's up to all of us to follow through.

*Kevin Brinegar is the president and CEO of the Indiana Chamber of Commerce and Allison Barber is the chancellor of WGU Indiana.*

## Marilyn Pitzulo knew She Could. Go Back.

Department of Workforce Development employee, **Marilyn Valentine Pitzulo**, wanted to pursue a master's program to further her professional development but didn't think it could happen. Here is her story:



I was a return and compete student at the University of Florida, stopping out for a year and a half to have my first child. When I graduated in 1986, I was a married mother of two children. As a first generation college student, just getting my undergraduate degree was a major success and I needed to get to work to

Continued on page 4



## Marilyn's Story (continued from page 3)

support my growing family. Another child came along, as well as a subsequent divorce. I was too busy raising my girls and getting through their education to seriously consider an advanced degree of my own.

I was hired in October 2010 as a Regional Adult Education Coordinator. I had an undergraduate degree and more than 20 years work experience that included 10 years of non profit management. What I quickly discovered was I was working with individuals new to the workforce, but because they had a Master's degree, their advancement potential was much higher than my own. My family was raised so I had the time to return to school, but my husband and I had relocated to French Lick Indiana. It was not a hotbed of educational opportunity. I looked at commuting to a public institution, but the cost, both financial and time, to travel was too high.

I began hearing about Western Governors University (WGU) through my employment with the state. I discovered they offer a tuition discount and DWD has tuition assistance as well. Also, WGU

is competency based, meaning my years of work experience would be useful in completing the program. I enrolled in the fall of 2011 and completed in the summer of 2013. The program worked for me due to its online format, and my prior knowledge helped to complete assessments.

Since completing my degree, I was named the Director of Adult Education Field Operations and supervise a staff of six. I attribute much of this promotion to my MBA from WGU. I'm also considering returning for another degree, possibly in education.

Interested students can visit [indiana.wgu.edu](http://indiana.wgu.edu) or call (877) 214-7014 for information about WGU and the **five percent tuition discount** available to State of Indiana employees.

The Commission for Higher Education also created an [interactive website](#) to help students identify schools that support their career interest and match their needs. For more information about *You Can. Go Back.*, visit [learnmoreindiana.org/adults](http://learnmoreindiana.org/adults).

## TSA program reduces wait time at airport

The Transportation Security Administration's (TSA's) trusted traveler program may speed airline experience this summer, when volumes trend higher and processing time could be longer. Some airports and airlines advise passengers to arrive two hours ahead of their scheduled flight departure time.

TSA Pre ✓<sup>®</sup> is one of several DHS trusted traveler programs designed to speed airline passengers through TSA security screening. The trusted traveler screening process is physically less intrusive, allows passengers in most cases to wear their shoes, belts and light outer garments during security screening, and does not automatically require the removal of laptop computers or small amounts of liquid and aerosols from carry-on bags prior to x-ray screening.

To find out more, [visit TSA's website](#).

## Make every step count

The Border Battle, five Run the State 5k's, two canal walks, a wealth of upcoming health and wellness month activities... the list goes on and the steps keep stacking, but who's counting?

Hopefully your fitness tracker! If you are not tracking yet, the time has never been better to sync up to HumanaVitality and get started. But, you must act fast. With July comes a statewide employee steps challenge, and it is time to prepare to compete. Here's what to do:

**Choose a tracker: download a free smartphone app or get a fitness device**

**Download an app** and sync to HumanaVitality to track your steps. Remember, you must carry your smartphone with you to get credit. Compatible apps include:

- Moves
- iHealth
- Apple Health
- [Click here to view the full list of compatible devices](#)

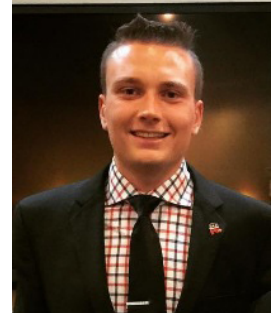
**Get a fitness device.** A variety of devices exist to fit the needs and budgets of all. Check HumanaVitality's [listing of compatible devices](#) to discover which is best for you. Also, [watch Humana's short video](#) to learn how activity is tracked and how devices upload information.

**Remember**, you can cash in earned Vitality Points to [shop fitness devices](#).

Sign in to your [HumanaVitality account](#) and get tracking. Silver Status is waiting.

## Follow Josh To Silver and Beyond

Meet colleague Josh Marsh as he takes on health and wellness in his new mini-series *To Silver and Beyond*. As a new employee of the State, Josh is just getting started on his journey with HumanaVitality and has made a personal goal to achieve Silver Status by the August 31 deadline to Upgrade to the Wellness CDHP in 2017. But he isn't just striding to silver - he's playing for platinum.



Throughout this series, Josh offers tips and tricks to help guide you to reach these goals with him. Even if you currently have zero points or have never participated before, you can follow Josh and reach Silver Status before the deadline. Stay tuned as he adds instructional videos, photos and other helpful resources to Invest in Your Health's [Facebook](#), [Instagram](#) and [Twitter](#).

**Humana Vitality**

In the meantime, [get to know Josh!](#)

## Register for the Run the State 5Ks

Spots are available for the following Run the State 5K race:

- **June 11 - Chain O'Lakes State Park:**  
Trail race route that may include some uneven ground with slight elevation changes.

There is no cost to register for the 5K, but participants are required to pay \$7 per vehicle at the gate for park entrance. This fee allows admission for the entire day. After the 5K, hike trails with family or invite your colleagues to a picnic in the park. The race begins at 8:30 a.m. local time. T-shirt pick up and race check-in is from 7:15 – 8:15 a.m. the day of the race.

Each HumanaVitality member participating in a 5K earns 250 Vitality Points. These points help you reach an Earned Status of Silver, thereby qualifying you for Upgrade 2017.

For more information about the race and to register, [please visit the event website](#). Join fellow state employees who are making the commitment to get out and get moving together!

Follow [Invest In Your Health Indiana](#) on social media to see updates and pictures from each of the 5Ks.



**Register for a 5K event**

## Summer is the time to grow your own food or buy local

June is a great time to think about your nutrition habits. Summer is here, which means it is garden time. You don't have to have a green thumb to grow some of your own produce.

If you don't have a lot of space, consider having raised garden beds. Raised garden beds, or garden boxes, are great for growing small plots of veggies and flowers. They keep pathway weeds from your garden soil, prevent soil compaction, provide good drainage and serve as a barrier to pests such as slugs and snails. The sides of the beds keep your valuable garden soil from being eroded or washed away during heavy rains.

If you're planning your own garden this year, here are a few things to keep in mind:

- First, do you have the right spot for a garden? Vegetables need at least six hours of direct sunlight each day.
- Do you have the space? Some plants need a lot of space to grow, while others can grow in a small container. Keep this mind as you answer the next question.



- What do you want to plant? Make sure you plant vegetables and fruits that your family will enjoy. If you have tomatoes only once a year, you probably won't need 10 tomato plants in your garden!
- Some produce should be planted at certain times of the year. Now is the time for warm weather crops like tomatoes and cucumbers.

Once you've answered these questions, you've got a good start on planning your garden. For more gardening help, check out the Purdue University Extension's [online Home Gardener's Guide](#).

If growing a garden isn't for you, take this opportunity to shop at local farmers' markets. Farmers markets are located all over the state; you can even [find a list of them online](#). By shopping at a local farmers market, you can make a more personal connection to those who grow our food and invest in local agriculture. Also, local produce often lasts longer than produce that comes from other states.

Eating healthy doesn't have to be expensive. To help reduce costs, shop produce that is in season. You can refer to this link, [What's in Season](#), to find out which fruits and veggies are at their peak.

**Why should you shop at a Farmers' Market?**

**Fresh fruit and vegetables** are full of antioxidants and phytonutrients.

**It's a great way to get your kids involved.** Let them pick out something new to try, then they can help prepare a meal or snack using these tips and recipes at [Kids in the Kitchen](#).

**Farmers markets offer foods that align with MyPlate guidelines.** Buy foods and see how they fit with [ChooseMyPlate](#). Visit different booths to pick up seasonal fruits and vegetables, as well as local dairy, grain and protein products so you can build your healthy plate.

**Farmers often have recommendations for preparing their products.** Visit [Fruits and Veggies More Matters](#) to see recipes that use fresh fruits and vegetables.

**You can try a new fruit or vegetable! Have you ever tasted gooseberries or rhubarb?** Many farmers markets offer lesser known fruits and vegetables, providing a variety that can be both tasty and nutritious.

**SNAP and WIC benefits are accepted at some farmers markets.** [Learn about SNAP Benefits at Farmers Markets](#) and find out which WIC state agencies participate in the [Farmers Market Nutrition Program](#).

### Help & Resources

The State Personnel Department is dedicated to filling the [Invest In Your Health website](#) with a variety of resources, how to guides and more to assist with navigating HumanaVitality and qualifying for the 2017 Wellness CDHP.

Information about the Upgrade 2017 initiative, including HumanaVitality and Wellness CDHP qualification, is available at [InvestInYourHealthIndiana.com/Upgrade](#).



## Activity, not dieting, may help curb overeating and begin weight loss

Here's a surprise: When it comes to cutting back on portion sizes, more may actually lead to less. If you're trying to "UN-Super Size" your meals, try focusing on moving more instead of just on eating less! In a new study, researchers looked first at how restricting calories affected food quantities eaten later in the day — and then looked at how burning the same number of calories through exercise affected those quantities.

The first approach backfired since people made up for the missed calories at a later meal. When you don't take in enough calories, levels of two appetite-related hormones shift, increasing overeating.

Burning calories through movement was shown to lower levels of hunger. Rather than dieting, fill your plate with nourishing, whole foods, especially vegetables, beans, whole grain breads/pasta and fruit. If you're worried that exercising makes you overeat, don't be. Your body adapts and needs nutrition to repair. Your brain and muscles know what's good for them.

### Lean Body Mass

Research has shown that while changes in fat distribution can be attributed to hormonal shifts experienced by women in midlife, overall weight gain that occurs with age (about 1 lb per year) primarily is due to the effects of aging, such as decreased activity and a loss of lean body mass, which is more metabolically active than fat.

"Loss of lean body mass starts in the 30s and 40s," says Douglas Paddon-Jones, PhD, a nutrition

and metabolism professor at The University of Texas. "We need to understand the impact diet has on muscle loss the same way they understand how it affects osteoporosis risk."

After age 40, women lose about one percent of their lean body mass per year if they're inactive. All types of exercise are important to maintain and build muscle, from cardio, strength training to yoga! Brisk walking or jogging, strengthens the heart and lungs, helps improve the blood sugar/insulin response and strengthens large muscle groups. Strength training helps build lean mass in the arms, legs, and upper and lower back. Having greater stamina and strength can even prevent future back and upper body injuries.

### Protein Intake

In addition to participating in physical activity to maintain and build muscle, women in midlife also should strive to eat protein during meals to promote muscle synthesis, essential to the body's growth, repair, and maintenance of skeletal muscle. 25 to 30 grams of protein is needed at each meal to optimally stimulate muscle-protein synthesis.

"This is a big change for many people who have toast for breakfast and a salad for lunch followed by a big chicken breast for dinner," says Nancy Clark, MS, RD, author of Nancy Clark's Sports Nutrition Guidebook. "They need to redistribute their protein evenly throughout the day."

Paddon-Jones adds that if women skimp on protein after workouts, it's a missed opportunity to help build

muscle mass. He says dietitians can help clients find creative ways to boost their protein intake, especially at breakfast, during which the average American gets only about 10 grams.

In addition to eating sufficient protein and balancing intake across the day, eating the proper amount and type of carbohydrate can help cut calories and control blood sugar. Swapping high-glycemic foods such as frappuccinos and cookies for those with a lower glycemic index, such as an apple with cheese or peanut butter.

Research suggests women eat in reverse: a larger meal at breakfast and the lightest meal at dinner, and reduce calories from beverages such as alcohol, coffee drinks, and smoothies.

The reduction in caloric needs as we age coincides with a time in many [men and women's] lives when they have the income and time to socialize, vacation, etcetera," she says. These activities are closely tied to dining out and the opportunity for consuming excessive calories, so keep in mind these things to optimize your nutrition and health in early to middle age and beyond.



*Written by Maryann Jacobsen, MS, RD and included in March 2014 Issue: Midlife Nutrition. Thank you to the Indiana Academy of Nutrition and Dietetics for this submission.*





## Expiration of Family-Medical Leave (FML) and FML Recertification

If you have a current Family Medical Leave (FML) approval for intermittent leave you may be wondering what happens to that approval at the end of the fiscal year or if your need for leave continues beyond June 30, 2016.

Indiana state government has designated the fiscal year as the twelve-month period to calculate FML. The fiscal year runs from July 1 through June 30. This means that all FML approval(s) for intermittent leave expires **June 30, 2016**. The new fiscal year begins July 1, 2016.

Employees who have approval for intermittent FML in the current fiscal year (July 1, 2015 through June 30, 2016), and anticipate that the need for FML should continue after June 30 of this year, are **required to submit a new Request and Certification of Health Care Provider documenting that need**.

New FML requests must be accompanied by a new Certification of Health Care Provider (CHCP) form from a recent, in-person medical exam. Absences for continuing conditions are foreseeable; therefore, your request and CHCP should be submitted 30 days in advance of the new fiscal year. The CHCP form must be filled out completely by the health care provider and needs to include a description and/or details of the medical necessity for leave and the estimated frequency and duration of absences for which you are requesting leave. Timely submission of documentation is your responsibility, not the health care provider's. Proper and timely completion of the required

forms should reduce the number of requests for additional information and recertifications needed during the year. Eligibility for FML is calculated for the new fiscal year, so employees who have been employed less than 12 months and/or who have not worked at least 1250 hours in the immediately-preceding twelve-month period will not be eligible for FML in fiscal year 2016/17 until they meet those threshold requirements. Additionally, second and third medical opinions may be required.

What if you need a continuous leave for something like a surgery scheduled in May or June and your recovery continues beyond June 30? If you receive approval for a continuous family-medical leave that crosses the fiscal year mark, then you do not need to submit new documentation to support the part of approved leave that occurs after June. However, if additional leave is needed in the new fiscal year beyond the initial return to work date in the approval, new requests and certifications must be submitted documenting the changed circumstances.

For more information, including eligibility requirements, forms to be submitted, policies and FAQs, please visit SPD Family & Medical Leave at [www.in.gov/spd/2397.htm](http://www.in.gov/spd/2397.htm).

If you have additional questions, please call the FML helpline at 317-234-7955, or toll free at State Personnel's Call Center: 1-855-SPD-INHR (1-855-773-4647) and choose the FML option.

## ISDH offers mosquito tips

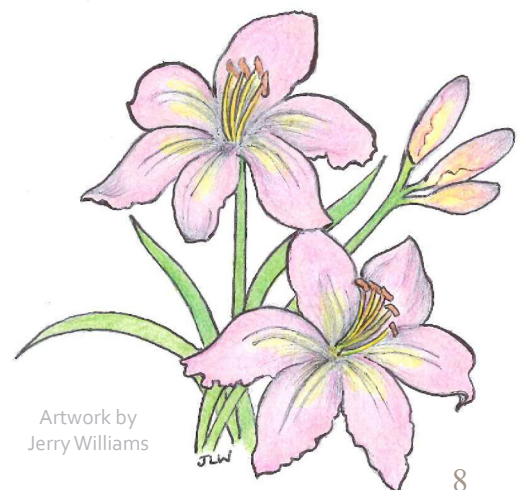
As warmer weather arrives, so does the risk of mosquito bites. State health officials urge Hoosiers to protect themselves against mosquito-borne diseases, of which most commonly identified in Indiana is West Nile virus.

Indiana also has confirmed six cases of Zika virus in residents so far this year, but all have been associated with international travel. The risk of local Zika transmission remains low, but there are steps Hoosiers can take to reduce the risk even further.

Avoid outdoor activity at times and areas where mosquitoes are biting. When outdoors, wear long-sleeve shirts, long pants and socks. Apply insect repellent containing DEET, picaridin, oil of lemon, eucalyptus or IR3535 to exposed skin.

To control mosquitos around the home, Hoosiers can install or repair window and door screens; remove, overturn or cover containers where water can collect; flush out bird baths, pet dishes and kiddie pools once a week; properly dispose of used tires; repair damaged septic systems; clean clogged gutters; and keep grass and shrubbery trimmed. Support your community's vector control program, which may include spraying to kill adult mosquitoes or treating standing water to kill mosquito larvae.

Additional guidance can be found on the [ISDH Zika website](#) and [CDC's Zika page](#).



Artwork by  
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