



# The Torch

The official newsletter for Indiana state employees

May 2019

## Celebrating Public Service Recognition Week—May 5-11



### PUBLIC SERVICE RECOGNITION WEEK

Since 1985, the first full week in May has been designated as Public Service Recognition Week (PSRW), honoring those who serve our nation as federal, state, county, or local government employees.

The Indiana State Personnel Department (INSPD) encourages you to celebrate this week by taking part in several special events and sharing those activities on social media.

#### Friday, May 3

#### American Red Cross Sound the Alarm event

Work alongside fire departments and other local groups, canvassing at-risk neighborhoods to install free smoke alarms, replace batteries in existing alarms, educate families about fire prevention and safety, and fundraise to help sponsor this

life-saving mission. Limited spots remain. For more information, click [here](#).

#### Sunday, May 5

#### State Parks Sunday

Kick off Visit Indiana Week with free admission to 49 Indiana Department of Natural Resources properties!

#### Wednesday, May 8

#### Indiana Blood Center Blood Drive

Patients who need blood products depend on 500+ Indiana volunteers to raise their sleeves every day. Be a Hoosier hero by making a donation during PSRW. Join us for a blood drive on Wednesday, May 8 from 8 a.m. to 3 p.m. in ICG-S Conference Room B. Sign up [here](#) to donate.

#### Thursday, May 9

#### Years of State Service Day

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*The Torch* is published monthly by the Indiana State Personnel Department and is available online at [in.gov/spd/2540.htm](http://in.gov/spd/2540.htm).

## Got a story?

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

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## Celebrating Public Service Recognition Week

Show your colors! Wear the following colors that correspond with how long you've been serving Indiana.

**0-2 years: Green**

**3-5 years: Blue**

**6-10 years: Purple**

**11-15 years: Red**

**16 + years: Pink**

### Statehouse Market Street Fair

Featuring more than 10 of your favorite food trucks and displays from multiple agencies, the Statehouse Market Street Fair is 10:30 a.m. to 1:30 p.m. Thursday, May 9 on Robert D. Orr Plaza.

INSPD will be taking an all-agency

group photo during the fair to showcase the service-year colors. Join us on the south side of the Statehouse to get in on the action! Local agencies are encouraged to take photos of their own and post them on social media.

### Learn more about state professional development opportunities

From bite-sized courses to degrees at fully accredited colleges and universities, there are ample opportunities for state workers to expand their knowledge – and advance their careers in the process. Learn more about the free LinkedIn Learning benefits, tuition discounts, and scholarships

available to state employees by visiting INSPD's informational booth during the Statehouse Market Street Fair.

### Friday, May 10

#### Hoosier Pride Day

Show your Hoosier pride and wear anything Indiana! Sports, schools, if it's Indiana, rock your gear.

### Saturday, May 11

#### Run the State

Take a hike at Clifty Falls State Park. To learn more, click [here](#).

## Celebrate Visit Indiana Week

Visit Indiana Week, May 5-11, 2019, is an annual celebration of all of the wonderful things to see and do in the Hoosier state. To celebrate, businesses and attractions around Indiana are offering discounted or free admission on one or more of the themed days during the week.

Here is the schedule for the week:

May 5 - State Parks Sunday

May 6 - Get Moving Monday

May 7 - Tasty Tuesday

May 8 - Wayback Wednesday

May 9 - Thirsty Thursday

May 10 - Family Fun Friday

May 11 - Sweet Saturday



For more information, check out the [Visit Indiana Insider blogs](#).

# LinkedIn Learning course of the month

Sheryl Sandberg and Adam Grant on Option B: Building Resilience



**COURSE**  
**Sheryl Sandberg and Adam Grant on Option B: Building Resilience**  
 By: Sheryl Sandberg and Adam Grant  
 20m 46s • Skills: Leadership



**Indiana State  
Personnel Department**

*Building Resilience, and Finding Joy*, Facebook COO Sheryl Sandberg and Wharton psychologist Adam Grant share their insights on building resilience in the face of such setbacks.

powerful topics in this book, including how to talk to friends and colleagues who are hurting when you're not sure what to say, how to fight the idea that the hurt you're feeling is permanent, and how to give yourself permission to experience happiness again.

Dodging adversity is often not a choice. Encountering a devastating event—the gut-wrenching kind that zaps away joy—is an inevitability of life.

In their *New York Times* best-selling book *Option B: Facing Adversity*,

They offer practical steps you can take to reimagine and rebuild your life when your first choice—your Option A—is no longer on the table, and you're faced with the task of making the absolute best of Option B.

This course highlights some of the

*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 videos

| Video                                      | Course                                  |
|--|---|
| Fight procrastination with deadlines       | Extreme Productivity (Blinkist Summary) |
| Prioritize your tasks and time             | Extreme Productivity (Blinkist Summary) |
| Advance your skills with LinkedIn Learning | How to Use LinkedIn Learning            |
| How to access LinkedIn Learning            | How to Use LinkedIn Learning            |
| Crank your productivity to the max         | Extreme Productivity (Blinkist Summary) |
| Keep your perfectionism at bay             | Extreme Productivity (Blinkist Summary) |
| Next steps                                 | How to Use LinkedIn Learning            |
| Welcome                                    | Working with Difficult People           |
| Prioritize your private life               | Extreme Productivity (Blinkist Summary) |
| Final summary                              | Extreme Productivity (Blinkist Summary) |

### Top 10 most popular LinkedIn Learning courses

1. Working with Difficult People
2. Extreme Productivity (Blinkist Summary)
3. How to Design and Deliver Training Programs
4. Excel 2016 Essential Training
5. Microsoft Teams Essential Training
6. Communicating with Confidence
7. Developing Your Emotional Intelligence
8. Business Etiquette: Phone, Email, and Text
9. Writing Customer Service Emails
10. Customer Service Foundations

## National Mental Health Awareness Month

According to the National Alliance on Mental Illness, one in five people will be affected by mental illness in their lifetime. May is Mental Health Awareness Month, which makes it a great time to discuss the many mental health resources available to state of Indiana employees and their families.

### EAP

The Employee Assistance Program (EAP) is probably the most obvious place to start when speaking about mental health resources. It is available to all full-time employees and their household members. EAP can be your resource for assistance with managing problems at home and at work. The program provides 24 hour, seven day a week toll free telephone access to licensed mental health professionals for consultation, information,

assistance, and resources for a variety of concerns. Coverage includes up to eight free visits, per issue, per year. EAP providers are also available at the Government Center Clinic by appointment on Mondays, Tuesdays, and Thursday afternoons, as well as through LiveHealth Online.

Don't forget about another EAP resource, myStrength, the health club for your mind. With both a web portal and mobile app, it's a convenient way to find support regardless of where you are. You can use myStrength to learn to reduce stress, anxiety, depression, or substance use.

### ActiveHealth

Your ActiveHealth portal is another great place to find mental health resources. It is available to all employees, spouses, and adult dependents enrolled in a

medical plan sponsored by the State Personnel Department. ActiveHealth has social communities, which are a good source of peer support and a platform to ask questions and chat with others who might be having similar life experiences. One of these is a Depression Community. In addition, ActiveHealth has topics surrounding depression/ anxiety and stress that can be found in the Your Health Education Center.

### OurHealth

Yet another resource available is the Wellness Challenge portal, which has many topics available to choose from concerning mental health. Wellness challenges are available to all active full- and part-time employees regardless of their enrollment in a health plan. Some of the broader topics include self-acceptance, managing stress and anxiety, managing depression, positive relationships, and knowing yourself. These are all activities that you can turn into challenges for yourself.

These resources are provided to you for free, so make sure to check them out! The phone number for EAP services is 800-223-7723 and is available 24/7. EAP services can also be accessed at [anthemeap.com](http://anthemeap.com) using the code State of Indiana. To utilize the resources from ActiveHealth, log in at [www.myactivehealth.com/stateofindiana](http://www.myactivehealth.com/stateofindiana). The Wellness Challenge portal is available at [member.ourhealth.org/sign\\_up/stateofin](http://member.ourhealth.org/sign_up/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](http://Investinyourhealthindiana.com).

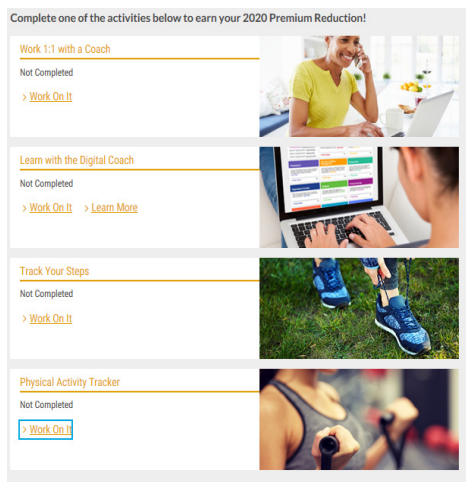
The goal is to have one Wellness Champion for each of the 92 counties in Indiana. In addition to the Wellness Champions, there will be one Wellness Contact at each work location, to help share information and resources.

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

# ActiveHealth Rewards Center

Have you checked your ActiveHealth Rewards Center recently? Not only is it where you go to redeem your e-gift cards, it's also where you can track your progress toward earning a 2020 premium discount. Once you are logged in to your ActiveHealth account, it's accessible by clicking on the  icon. The top portion of the Rewards Center shows your e-gift card information, including how much you can earn, how much you have earned, the dollars you've redeemed, and any balance remaining.

If you scroll to the bottom of the Rewards Center page, you will see the four options for earning the 2020 premium discount. Each activity has its own expandable section with specific information



about that option. This is where you can easily see the progress you are making toward completing your chosen activity.

Each separate activity has a "Work On

It" button that will show your progress toward completing that activity. As you complete tasks, you'll see the comments section change from Not Complete to Complete. We'll walk through each of the four available activities to earn a premium reduction and the information the Rewards Center will display below.

## Option 1

Complete four coaching sessions (face-to-face or over the phone). Health Coaching is available 9 a.m. to 9 p.m. Monday through Friday and Saturdays 9 a.m. to 2 p.m. by appointment only. Call 1-855-202-4219 to get started with a coach today!

In the Rewards Center you will see the dates of the first four health coaching sessions you complete.

## Option 2

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

In the Rewards Center you will see the dates you reach level 3, level 4, and level 5.

## Option 3

Record at least 45 minutes of physical activity three days per week by using a synced device. You'll need to do this for 11 weeks each quarter, for two out of three quarters this year. Qualifying quarters are Jan. – March, April – June, and July – Sept.

In the Rewards Center, if you've exercised three days a week for 45 minutes at least 11 weeks of the quarter, you'll see the date that was achieved.

## Option 4

Record 10,000 steps per day for 75 days of a quarter, for two out of three quarters this year. Qualifying quarters are Jan. – March, April – June, and July – Sept.

In the Rewards Center you will see a running total of every day that you've reached 10,000 steps in the quarter.

As a reminder, employees enrolled in a health plan and covered spouses can earn a healthcare premium discount in 2020 by each doing ONE of the above activities through ActiveHealth by September 30, 2019.

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 5:00 p.m. EST.



# TinCaps honor state employees with discounted tickets, fireworks show

In honor of [Public Service Recognition Week](#), state of Indiana employees can catch all the action of Fort Wayne TinCaps baseball – and loads more fun – Friday, May 17.

Tickets to see the TinCaps take on the Lansing Lugnuts at Parkview Field are only \$9! Talk about a steal!

The game starts at 7:05 p.m., but the fun continues long after the

umpire last bellows “you’re out!” A fantastic fireworks display will light up the Allen County sky after the game, and fans are welcome to take to the field and even run the bases! It’s also superhero night, so there’s no better time to put on your cape and cowl or your Infinity Gauntlet and head out to the ballpark. It’s guaranteed to be a fun and memorable night for the whole family.


But hurry! These tickets are only available until Monday, May 13, and they’ll go faster than a speedy outfielder trying to track down a deep fly. Luckily, you’ll have a great view for all the fun of America’s National Pastime. Tickets are located in section 102 at Parkview Field -- right along the first base line!

Tickets must be ordered online through this [link](#).

For more info about the TinCaps, check out their [website](#).



Artwork by Jerry Williams



## Indiana State Employees Family Night

2019 OUTING WITH THE FORT WAYNE TINCAPS

**DATE**  
FRIDAY,  
MAY 17

**GAME TIME**  
7:05PM

VS. LANSING  
LUGNUTS



IN HONOR OF PUBLIC SERVICE RECOGNITION WEEK, ALL STATE OF INDIANA EMPLOYEES ARE INVITED TO JOIN US FOR SOME FUN AT THE BALLPARK!

**POST-GAME FIREWORKS**  
A FABULOUS FIREWORK DISPLAY WILL LIGHT UP THE SKY DIRECTLY FROM CENTERFIELD FOLLOWING THE GAME!

**RUN THE BASES**  
AFTER THE GAME, ALL FANS ARE WELCOME ON THE FIELD!

TICKETS ARE \$9 AND LOCATED IN SECTION 102. ALL TICKETS MUST BE ORDERED ONLINE AT THE WEBSITE BELOW.

### RESERVE YOUR TICKETS TODAY

<https://www.tincapstickets.com/group/event/IN-2019/>  
DEADLINE TO ORDER TICKETS: MONDAY, MAY 13

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QUESTIONS? CONTACT BRENT BROWN AT  
SPDCOMMUNICATIONS@SPD.IN.GOV

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PHONE: (260) 407-28051 • FAX: (260) 471-4678 • SYLVESTER@TINCAPS.COM • TINCAPS.COM

# Expand Your Knowledge—and Your Career Options—With State Higher Ed Benefits

You’ve probably heard about the free, unlimited access to [LinkedIn Learning](#) now available to state employees\*. LinkedIn Learning is a great platform for “microlearning.” This approach lets you consume small snippets of longer courses at your desk or even on your phone. It’s a quick and convenient way to improve your knowledge about a wide range of subjects that support personal, professional, and creative development. But did you know there are state benefits that increase your access to hundreds of certificate and degree programs at several postsecondary institutions as well?

Whether you’re interested in enhancing a specific technical skill by earning a certificate, finishing up your associate or bachelor’s

degree, or even earning a doctoral degree, state employment offers you more opportunities to save money while making these career-advancing moves, thanks to several new participating institutions and offers. Indiana Tech, Oakland City University, Purdue Global, Southern New Hampshire University (SNHU), and Western Governors University (WGU) all now extend scholarships or other discounts to state employees and, in many cases, their family members.

Not only do these educational benefits span hundreds of courses, employees have many options for attending them. To make it easier to balance work, education, and personal commitments, you can choose from online and in-person

classes on a variety of academic calendars.

For more information, watch for updates to the [state discount page](#) (because several of these programs are brand new, external websites and other marketing information remain under development at participating institutions).

In the meantime, check out the overview below for a comparison of general information available about each institution’s offerings. For additional information, please contact the school directly.

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

|              | Degrees Offered   | Academic Calendar   | Course Access in Indiana  | Benefit for State Employees   | Credit for Prior Learning Experience   | Additional Textbook Fees |
|--------------|---|---|---|---|--|--------------------------|
| Indiana Tech | 40+ degree programs offered for adult learners in a one-at-a-time evening or online format. Degrees offered: associate, bachelor’s, graduate certificate, master’s, and doctoral. | Classes are one class at a time for five weeks (six weeks for graduate courses); students then move on to the next class. This approach is designed to allow students to focus on one subject at a time while managing a busy life and still being a full time student. | Courses can be taken online, in person, or a combination of both. In-person classes are offered in the evenings and weekends. If choosing this method, students only have class one day a week. | A 20% tuition scholarship is awarded to all state of Indiana employees, their spouses, and their children | All prior learning is evaluated, and the school works to offer as many credits for what students already know as it can. | None                     |

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## Expand Your Knowledge—and Your Career Options—With State Higher Ed Benefits

|                          | Degrees Offered  | Academic Calendar   | Course Access in Indiana                    | Benefit for State Employees   | Credit for Prior Learning Experience  | Additional Textbook Fees   |
|--------------------------|--|---|---|---|---|--|
| Oakland City University  | 15 areas of study, associate, bachelor's, master's, and doctoral degrees offered   | Semesters   | In person and online.                       | \$1,000 tuition discount for designated programs.   | Accepts transfer credits and previous experience assessments.   | None for online course   |
| Purdue University Global | 180+ online college degree programs (certificates and associate, bachelor's, master's, and doctoral degrees)                         | Six- or 10-week term calendar   | Online; in-person locations in Indianapolis | 10-20% tuition reduction depending on program. Applies to state employees and their immediate family members.   | Prior learning credit may equal a maximum of 75% of degree plan.  | Additional charges apply, although not all courses require textbooks. Textbook charges are waived for members of the military. |
| SNHU                     | 200+ on line undergraduate, graduate, and certificate programs (associate, bachelor's, graduate certificate, master's, and doctoral) | Flexible delivery model means many different term schedules.  | Online                                      | College for America (competency-based program offering 10 degree programs): tuition reduced to \$3,000 per year.<br><br>Global Campus (traditional online program with 200+ degrees): 10% reduction. Applies to state employees and family members. | Yes, for Global Campus Program. If a student has an accredited associate degree, they can transfer into a College for America bachelor's program. | None   |
| WGU                      | 60+ bachelor's and master's degrees  | Six-month terms starting the first of each month. Each student's term is based on the month they begin their program. | Online                                      | 5% discount for all state employees, full- or part-time.<br><br>Effective May 9 through Aug. 31 2019 state employees will be able to apply for one of four \$6500 scholarships and one of 10 \$2400 scholarships.)                                  | WGU offers credit for prior learning.   | There is a \$145 resource fee each term that covers access to all online materials.  |



# Lifesavers wanted!

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## Blood drive organizer calls on state employees to give at May 8 event

Eight years ago Courtney Howay walked into a job interview at the [Indiana Blood Center](#).

Finding this new opportunity “by happenstance,” she went into the interview completely unaware that this new endeavor would become the career she’d always wanted.

“I just saw the job posting and applied,” the Indiana Blood Center (IBC) account executive said. “I interviewed twice, and after that I was like, ‘That’s what I want to do, right there.’ So I didn’t give up until I got it.”

Perseverance always seems to pay off, and life, in much the way the body’s blood vessels, arteries, and veins form an intricate internal transit system, seems to lead us exactly where we need to be at a given moment.

So it’s perhaps fitting that Howay’s work is a lifesaving effort through and through. And though chance may have brought her to IBC, Howay believes the never-ending need for the literal lifeblood of every person is something that can’t be left to circumstance.

### Circulation manager

Now a veteran in her field, Howay is one of more than a dozen IBC account executives. They all have the same purpose: working with businesses or other establishments to set up blood drives.

“It’s a sales job, and it’s account management, and it’s customer service,” Howay said of her work.

“Basically, what it boils down to is my job is to forge relationships with businesses, communities, schools, churches... really anyone who has the potential in their organization to host a [blood] drive.”

Howay’s “beat” covers the Indiana Government Center, where she’s booked drives all the way through 2020. The next is set for May 8, in Conference Room B of IGC-S. New to working with the state of Indiana in this capacity, the account executive is hoping for a great turnout at the next event. After all, a successful drive benefits everyone, and recognizing the significance of donors is always at the forefront of IBC’s mission.

“What we need for the individuals who are volunteering and donating is to make sure those donors understand how important they are,” Howay said.

It would be difficult to overstate the impact of donors, Howay explained, who each day help save the lives of people they’ve never met. The downside is that only about a third of the total population is actually eligible to donate, and a far smaller percentage choose to give blood regularly.

“Indiana is lower than the national average,” said Howay. “Only about 2 percent of Hoosiers donate more than once annually.”

Nationwide, only about 5 percent of eligible donors give blood more than once each year.

The end result is exactly what

you might expect: Shortages are common, some of which reach critical levels. Naivety plays a role more than complacency, however, as it appears many people have an idealistic (if entirely unrealistic) preconceived notion about the availability of blood when it’s needed.

“There’s not this enormous refrigerator full of it somewhere,” Howay said. “There is always a shortage; we really live day-to-day.”

### Myth-busters

Dispelling donation myths is part of Howay’s job. She believes education is the key element in attracting donors, and it’s about showing how important each drive really is – and reinforcing how much good can be achieved by giving blood – that forms the heart of her work.

So what makes for a successful drive?

And how can state of Indiana employees – and anyone else – help reverse a lamentable trend? Age, certain medications, and even travel restrictions can pose a problem in collecting blood, as any of those factors can disqualify a person from donating. But in general, anywhere from 10 to 20 percent of a given population would make for a great turnout, Howay estimated. Obviously, the larger the population, the greater the chance of a successful event.

Howay is hoping state of Indiana employees, as they so often do, will step up to help those in need on May 8. They’ve set a goal for 130

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## Lifesavers wanted!

state employees to donate on that day.

Though more than 8,000 people work each day in the IGC, blood drives usually see an average turnout of only about 79 donors. The Indiana Blood Center needs around 550 donations each day, and any shortfall is just that – a shortfall. IBC staff can't try Plan B, either.

And that's because there isn't one.

"There is a finite number of staff, resources, and vehicles that we have, and they are usually reserved and being used every day," Howay explained.

The IBC usually only has a one or two-day blood supply in reserve, and the short supply means that the amount given to hospitals often is not enough.

Making matters more complicated, "critical shortages" can occur when stalwart donors are not available. Seasonal occurrences often present such problems as around 30 percent of annual donors are high school and college students. The summer, for instance, is sometimes referred to as "the dry season" in terms of blood volume collected. It's unfortunately common for such periods to lead to a critical shortage.

A critical shortage typically prompts an all-out media blitz to get the word out in the hopes potential donors will take the initiative to give. That information is disseminated through press releases from IBC, the [Indiana State Department of Health](#), and through other means.

### Spreading the word

Reaching out to younger people to urge them to donate is another vitally important effort, Howay explained, as the largest population of current donors is Baby Boomers. The Boomer generation is aging as well, with the oldest of that group set to see their 73rd birthday within the next year.

Planting the seeds of the importance of giving blood in the minds of young people has never been more important than it is now.

"We really do try very, very hard when we have the opportunity to engage high school and college students," Howay said. "The opportunity to speak with them ... that's hands-down the most effective recruitment tool. It's really about education, education, education."

Video testimonials and fact-filled social media posts are some other tools Howay and her colleagues are using to spread the word, but there is one hurdle no amount of messaging can overcome.

"Unless you or your family member has been touched by a donation – unless it's directly affected your life, -- you're probably not going to be very engaged because you just don't think about it," Howay said. "Everybody thinks someone else will do it."

The danger in that line of thinking is obvious.

Howay is hoping state of Indiana employees will do their part to be part of the solution May 8. If the results of the working relationship

between IBC and the Hoosier State are anything to go by, it looks as though the next event will be another success.

"Everyone has been extremely receptive," Howay said of working with state employees to set up blood drives. "Everyone has been great to work with. It's really wonderful."

In particular, she lauded Indiana State Personnel Department executive coordinator Kaytie Barrett.

"She's been magnificent," said Howay.

In a matter that could truly mean the difference between life and death, Howay and others like her are determined to continue their mission. She believes deciding to join shouldn't be a difficult decision, either, as the need for blood could touch anyone at any time.

Giving and helping prepare for the worst is just the right thing to do. After all, the life you save just might be your own.

"You're saving somebody's life," said Howay, "and if you have the chance to do something like that, that's just what you do."

Sign up [here](#).

Learn more about how donating can help [here](#).

Story by Brent Brown, Indiana State Personnel Department

## Meet your ActiveHealth health coaches

Hopefully by now you know that we have three onsite health coaches through ActiveHealth in addition to the telephonic team. We wanted to take this opportunity to do a short question and answer session with onsite coaches Terri, Kevin, and Sarah so you could learn more about them.

*Interview with Kevin Harness, ACSM-EP, ActiveHealth Northern Health Coach*

### Where did you go to college, and what did you study?

I attended Indiana State University, and studied exercise physiology.

### Do you have any hobbies?

Mountain biking and playing basketball. I enjoy watching college basketball and football, and anything that my kids are doing.

### What were you doing before you started Health Coaching State of Indiana employees/spouses?

I'm a certified exercise physiologist and a certified personal trainer. Before Active Health, I worked as a health coach for another company with clients throughout the United States, and before that I was a fitness director for a large global company.

### What sparked your interest in health coaching?

While I was managing corporate wellness programs my mom was diagnosed with breast cancer. While she had excellent care from her oncologist and doctors, they didn't give her a lot of information about wellness, specifically her diet or how to manage the stress of her

diagnosis. As I helped her through her chemotherapy and treatment, I discovered a passion for helping others who were going through the same thing.

### What would you say to people who are hesitant about participating in health coaching?

Coaching is about educating, encouraging, and motivating you to be your best self. Small changes can yield great results. More than anything clients tell me that the accountability is what helps them the most.

### What do you do to maintain your health?

I follow a mostly clean diet- primarily plants, vegetables and lean protein. However, my kids will tell you that I do love a good donut on the weekend. It's all about balance and moderation! I do strength training and cardio workouts at home and I enjoy walking or hiking with my wife and riding bikes with my kids.

*Interview with Sarah Anderson, CPT, ActiveHealth Central Health Coach*

### Where did you attend college and what was your field of study?

I attended Purdue University and graduated with a bachelors in health and kinesiology. I am also a certified personal trainer.

### Do you have any hobbies?

My hobbies include running, trail running, paddle boarding, cross-country skiing, cooking and reading.

### What did you do before you started

### working with State of Indiana employees and spouses?

Over the past twelve years I've been involved in the nonprofit and corporate sides of the health and wellness industry where I expanded and honed my expertise in comprehensive strategic planning, fostering team success in developing and cultivating client-centric experiences, and supporting key health and wellness initiatives and campaigns while delivering solutions to expressed business needs.

### What sparked your interest in health coaching?

I've always felt called to help others and doing this by way of a career in the health field was a natural fit for me. The joy from seeing those small "ah-ha" moments where it begins to click for someone are really what makes my heart come alive!

### What do you do to maintain your health?

Aside from my hobbies I also make it a point to stay active in small ways throughout my day by carving out 10 minutes for relaxation, reflection or prayer. I also focus my energy on maintaining a good self-care routine, which regularly includes 30 minutes of quiet relaxing time before bed each night. Maintaining a good social network of friends and family is also an extension of my self-care routine. They help me stay centered and/or explore new ways of thinking. This also ties into my love of learning. I especially enjoy getting my hands dirty and doing something creative... good for the soul, mind, and body. As for fueling my body, you can

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## Meet your Active Health coaches

always expect that I'll have a daily dose of berries and veggies and am very seldom without a water bottle. I honestly can't get enough. Lastly, I'm most at home outdoors and make it a point to regularly get out for arun on the trails around Eagle Creek Reservoir.

### What would you say to individuals who are hesitant about participating in health coaching?

The end goal in working with a Health Coach is not to become perfect or to make dramatic changes that won't turn into a lifestyle habit, it's about being on a path. There are many paths one can take to impact or start being intentional toward your wellbeing. A health coach can help you to experiment with finding what will work for you specifically and how small adjustments in your lifestyle add up to big changes/gains over time as you continue to grow and make strides forward.

*Interview with Terri Finney, NBC – HWC, ActiveHealth Southern Health Coach*

### Where did you go to college, and what did you study?

I have a B.S. in nutrition science from Indiana University. I will be starting my M.S. in human nutrition & functional medicine with the University of Western States in October of 2019.

### Do you have any hobbies?

I have a ton! Gardening- I am an advanced certified master gardener through Purdue University Extension. I LOVE turning trash into treasure (like repurposing furniture, using old things in unique ways), any kind

of arts and crafts. I want to write a book someday. I love writing! Hiking, camping, parks, traveling, anything outdoors. Animals, dogs, chickens, we have two dogs and four chickens. Exercise: hiking, biking, Zumba, HIIT, yoga, obstacle races, 5Ks and half-marathons. I enjoy concerts and live music as well.

### What were you doing before you started health coaching state of Indiana employees/spouses?

Well, it's kind of ironic that you ask, but I was working for Humana/Go365 for four years onsite at a client in Columbus, IN.

### What sparked your interest in health coaching?

I was raised in a very unhealthy household, and because of that I started a mission to learn as much as I could to help people live healthy lives. I was a nutritionist for four years after college and loved it, but I wanted to expand my horizons to include a wide variety of health areas to counsel/coach on so I moved into health coaching.

### What would you say to people who are hesitant about participating in health coaching?

It's understandable. Many people aren't sure what to expect because they've never done it before, they may have had a negative experience with it in the past, or they've made assumptions about what it is based on their experiences with other medical professionals. What I hear most is that people assume we're going to point out their flaws and tell them what they "should" be doing. That's not what coaching is. Coaching is a partnership. We're not

authoritative or prescriptive. We're not the experts on the members/participants, they are! We go into each encounter trying to help people see their true potential and to dig deep to understand their motivations and desires.

### What do you do to maintain your health?

I exercise consistently five days per week doing a variety of activities (yoga, Zumba, running, hiking, HIIT workouts, etc.) and try to eat healthy as much as possible. When I'm not on the road, meal planning is key to staying healthy. When I am on the road three to four days per week, it's much harder but I always try to have water/healthy snacks on hand. I also meditate (using phone apps) and practice mindfulness and thought management to deal with stress.

While we would love to include a question and answer session with each of the telephonic coaches on our dedicated state of Indiana ActiveHealth team, it is just not plausible. Instead, we're going to give you an overview of their backgrounds and qualifications. All of the telephonic coaches have at least a bachelor's degree in a health field, such as dietetics, nutrition, exercise physiology, and health education, to name a few. Most of them also hold additional certifications, like registered nurse, registered dietitian, exercise physiologist, or health educator. In addition, most also hold advanced degrees. Rest assured, when you talk to this team of health coaches, you are in good hands!

To schedule an appointment with a



## OurHealth wellness challenges

It's the fourth month of challenges in the Wellness Challenge portal. This means we'll have another 100 prize winners from participation in the April raffle activities. Those winners will receive a lunch container!

May activities are underway for the chance to win a yard game! Challenges have a range of topics including exercise, steps, not skipping meals, getting outside, and stress-reduction activities. May 31 is the final day to complete activities for the monthly prize drawing. Below is a list of the available raffle activities.

**Spend quality time outdoors:** Spend 30 minutes in nature at least once a week.

**Three square meals a day:** Don't skip breakfast, lunch, or dinner at least 12 times this month.

**Stop spinning your wheels over stress:** Use distraction techniques at least 2 times a week.

**Yoga:** Commit to 30 minutes of yoga eight times this month.

**Give sugar the boot:** Avoid added sugars at least two times a week.

**Team fitness challenge:** Track one million steps for the month with a team of two to four people.

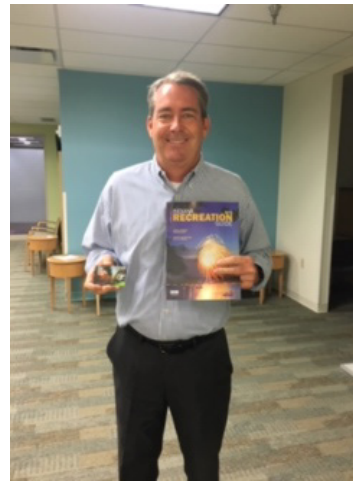
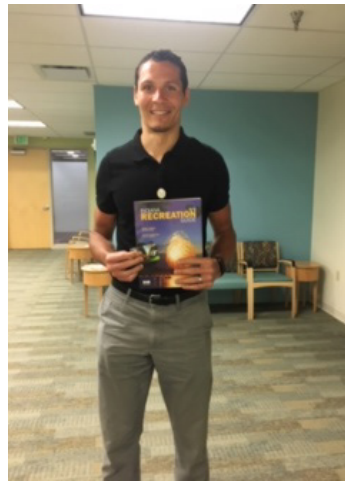
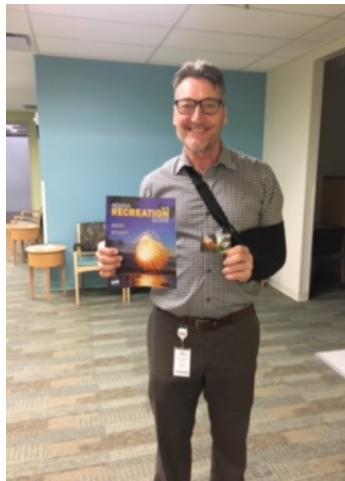
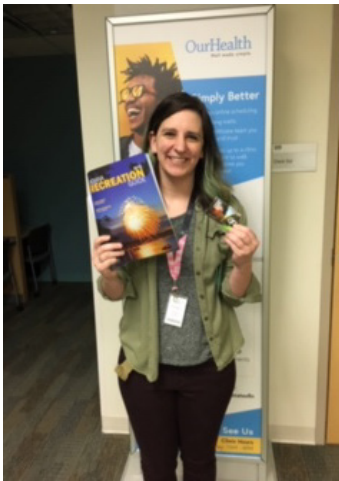
**150 minutes of aerobic activity each week:** Exercise at least 150 minutes each week this month.

**Cultivate your green thumb:** Work in your garden at least four times this month.

**Track Your eating:** Note what you are eating at least 10 days this month.

**Know your tobacco triggers:** Write down your tobacco triggers at least 12 separate days.

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! Visit [member.ourhealth.org/sign\\_up/stateofin](http://member.ourhealth.org/sign_up/stateofin) or use the Limeade app (code StateofIn) to get started today!



*Congratulations to these and all of our May Wellness Challenge winners!*



# Wintry mix

Employees, families, friends, and dogs brave cold, snowstorm threat at Run the State kick-off

Surely one of the happiest moments in Kevin Gaughan's life was the day a jet black Labrador/Australian shepherd mix showed up on his front door.

In the eight years since, "Auron" and Kevin have become the best of friends, completing many a journey together, but the faithful dog's absolute happiest day might well have been April 27, 2019.

As Kevin, an IDEM environmental manager, and his beautiful canine companion crossed the finish line at the 2019 Run the State 5K and Hike Series' inaugural event, Gaughan draped a gold medal around the dog's neck and patted his head. Both were still catching their breath as they, among the first finishers of the 5K, took time to rest in the cool spring air surrounding Indiana Dunes State Park.

The clearly-delighted dog briefly basked in the glow of the adoration of those around him and followed his owner back to the park's shelter for some water and a few more moments of well-deserved rest, the promise of many more outdoor adventures in the days ahead.

If Kevin and Auron embodied the spirit of the 5K, the rest of the hundred or so participants emulated it just as well, braving snowstorm predictions to be part of a fun event focused on health, wellness, camaraderie, and the love of the Hoosier State's myriad inimitable blessings from Mother Nature.

With more than a little help from the Indiana Department of Natural Resources (DNR), many dedicated volunteers, and state of Indiana health partners such as ActiveHealth

Management and Anthem, the Run the State series is already off to a great start. And there are still two more 5Ks and two hikes to come!

Indiana Dunes State Park property manager Mickey Rea was one of the most important people working behind the scenes, but on event day, it was his wife who stole the show.



*Andrea Huntington (center) was the first finisher in the April 27 Run the State 5K at Indiana Dunes State Park. Andrea is seen here with her husband Mickey Rea (right) and Mickey's DNR colleague Doug Sutherland.*

Andrea Huntington was the first to cross the finish line, besting all other participants by a wide margin. Mickey drove the event's "pace car" – a DNR truck – around the winding course, with Andrea never far behind. The couple share a common love of nature that is also reflected in Andrea's work as director of development of the Shirley Heinze Land Trust, a Valparaiso based organization dedicated to environmental conservation.

After the event, they took time to visit with friends such as Mickey's DNR colleague, Doug Sutherland.

Doug was another key player "behind the scenes" of the 5K, helping make certain all was in order for the participants.

That meant helping chart a course that was appropriate for runners and walkers of all ability levels. The stroller-friendly path meant even the littlest participants could be part of the fun (they earned medals too, of course), and Auron was joined by several other four-legged family members.

The snow held off throughout the duration of the 5K, the gray skies waiting until mid-morning to finally release a cold rain on much of the state. But by then, the 5Ks' first group of runners and walkers was out of the elements, likely happy they'd spent a Saturday morning in one of Indiana's most unique state parks.

Best of all, there is much, much more in store in this year's Run the State series.

We'll visit Clifty Falls State Park in Madison May 11. A limited number of openings remain for a pair of two very different hikes on offer. Watch <http://www.investinyourhealthindiana.com/5k/> for details on every event, and follow us on [Facebook](#) and [Twitter](#) or event details, photos, and more.

For more photos, click [here](#).

Story by Brent Brown, Indiana State Personnel Department

# Still winning

Scholarship recipients continue taking education to 'Next Level'



The winners of the 2018 WGU Indiana Public Service Recognition Scholarship were honored at the Indiana Governor's Residence last October. Each received a \$5,000 scholarship to the online university and met Gov. Eric Holcomb, who offered congratulations and well-wishes.

Ten state of Indiana employees were awarded \$5,000 scholarships to WGU Indiana last fall.

We caught up with some of those employees/students to see where they are in their continuing educational journeys,

and to ask how winning a Public Service Recognition Scholarship is helping them achieve their personal and professional goals.

The winners of the 2018 WGU Indiana Public Service Recognition Scholarship were honored at the Indiana

Governor's Residence last October. Each received a \$5,000 scholarship to the online university and met Gov. Eric Holcomb, who offered congratulations and well-wishes.

In their own words:  
**Diana Augustine, 43, FSSA-BDDS and service coordinator**  
**Major/Course of Study: MBA**

**What was your primary motivation in returning to school?**

My primary motivation in returning to school was to achieve a higher education.

**What was your reaction to receiving the 2018 WGU Public Service Recognition Scholarship, and how did it help you with your educational goals?**

I was most grateful to receive the 2018 WGU Public Service Recognition Scholarship. The 2018 WGU Public Service Recognition Scholarship helped me tremendously with my educational goals. I knew that I could not afford to attend school but with the financial supports of this Scholarship, I was able to attend school and am on my way to achieve a higher education.

**When will you graduate from WGU, and what do you hope to achieve by completing your education there?**

My anticipated graduation will be September 2020, and I hope to achieve another meaningful career path.



Diana Augustine, seen here with Gov. Eric Holcomb in September 2018, plans to graduate from WGU in 2020.

(Continued on page 16)



## Still winning

### What advice would you give other state of Indiana employees who are considering going back to school?

My advice for other State of Indiana employees who are considering going back to school would be to go for it, do your research, apply for scholarships and financial aids, and do your best to make your educational goals happen. Thank you very much for this opportunity!

**Amanda Hartman, 38, Indiana Department of Child Services, Jay County office director**  
**Major/Course of Study: Masters in Management and Leadership**

### What was your primary motivation in returning to school?

My motivation was for personal development and growth. Getting my master's degree was something I've wanted to do for several years; I just wasn't sure if I was ready because I knew it would be a big commitment.

### What was your reaction to receiving the 2018 WGU Public Service Recognition Scholarship, and how did it help you with your educational goals?

I was extremely excited and

couldn't believe I was selected. I shed tears of joy. Receiving the scholarship helped financially, just knowing some of my education was paid for was a relief. Being invited to the governor's residence for a small ceremony was exciting as well.

### When will you graduate from WGU, and what do you hope



*Amanda Hartman (center), seen here with Gov. Eric Holcomb and DCS director Terry Stigdon, hopes to continue to move forward in her career after finishing her educational program at WGU Indiana.*

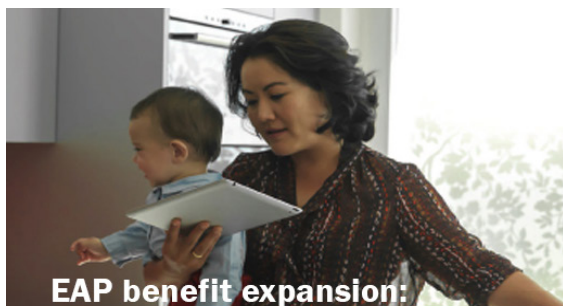
### to achieve by completing your education there?

My graduation date is August 2020; however, I've been working ahead and plan to graduate sooner than that. My goal is December 2019. I plan

to use my education and degree to move myself forward in my career. I want to have options and don't want to feel that I'm "stuck" in a position.

### What advice would you give other state of Indiana employees who are considering going back to school?

I would say DO IT!!! I wish I would have started much sooner. But, I believe you will know when the time is right. In all my years with the state of Indiana I never really felt the time was right until I applied in 2018. If you have goals, don't let excuses get in your way. WGU has been great for me and the instructors and mentors are extremely supportive. Their goal is to have the student succeed!



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# ‘Freedom for a day,’ love for a lifetime

Cafeteria manager calls on state employees to foster, adopt rescue dogs

Laurie Collins’ heart is full.

Married for the last 18 months to a fellow motorcycle enthusiast, the Indianapolis resident, along with her husband Gary, spends some of her favorite free moments traveling from place-to-place on their bikes, the roar of the engines a sort of primal scream of freedom.

Back home, they’re doting “parents” to four full-blooded pit bulls, which Laurie and Gary treat as if they were their own actual children. To be sure, love grows wherever the Collinses go, and it’s their mutual affection for their four-legged friends that recently led them to take on a new challenge: helping find loving homes for rescue dogs.

## Pet project

By day, Laurie Collins is office manager for both Fresh Seasons Cafés in the Indiana Government Center. But each evening she spends at least 90 minutes volunteering at Indianapolis Animal Care Services (IACS), the largest animal shelter in the state. While there, Laurie takes the dogs on walks, to the park, and to other places to play. There’s really no end to the amount of fun to be had, and for Laurie it’s always a highlight of her day.

“The best thing about fostering and adopting is that these fur-babies just want to love you,” said Laurie. “And it doesn’t cost a dime to be loved.”

The goal is to help the animal feel more comfortable socially, and to learn how to interact with humans. Those are vital skills that will only help the dog’s chances for adoption. After all, there is no shortage of animals in need of a forever home in Marion County.

On an annual basis, the Indianapolis shelter is at least a temporary home to about 14,000 animals. They’re lovingly displayed online via Petfinder and feature names like Lady Gaga, Cher, Vanilla Ice, James Franco, and (quite possibly the best of all) Pawdrey Hepburn.

What’s in a name? Well, a lot,



*Rescue dog Cossette and Laurie Collins recently bonded during a day they spent together as part of a new program at Indianapolis Animal Care Services. The program, which is called “Freedom Foster for a Day” allows anyone considering fostering or adopting rescue animals the opportunity to spend a day with them, outside the shelter.*

particularly since the sheer number of pets available is staggering. For example, at the end of April, the shelter held more than 170 dogs and cats, each of which would make a lovely addition to any family – if only they were given the chance. But there’s only so much room at this “inn,” and any chance to help

the animal standout is one shelter staff appear ready to take.

Laurie’s heart tells her to adopt each and every one of those future pets, though, of course, that’s beyond impractical. What she can do, however, is foster some of those furry friends, and encourage others to do the same. That’s where state of Indiana employees come in. Laurie and her fellow team members interact with potentially thousands of people in the two Fresh Seasons Cafés on any given day of the work week. That’s thousands of eyes on adoptable pets destined to worm their way into the hearts of all who come into contact with them.

Laurie knows because they’re already in hers.

One such friend is Cossette, a pit bull who is among the longest-tenured residents at IACS. Cossette was the recent beneficiary of IACS’ “Freedom Foster for a Day” program, a new initiative that is proving to be the best kind of treat for any dog: a day outside the shelter. The idea, Laurie said, is to see how compatible a potential owner is with a shelter dog. Even a short time away has been shown to have an important and lasting impact on the dogs.

“Even an hour [outside the shelter] does a dog a world of good,” said Laurie.

The stress of being in a shelter, one the animal is not capable of understanding, is very trying on dogs like Cosette, Laurie explained. The result is a dog that may not be able to show its true character to potential pet owners due to depression and anxiety. The toll that takes on the animal’s social skills often reduces the

(Continued on page 18)



(Continued from page 17)

## 'Freedom for a day,' love for a lifetime

chance of adoption, and as the shelter brings in more dogs and cats, those that have been there the longest are euthanized to make room.

### Where the heart is

Laurie Collins sees that as a tragic – and highly preventable – outcome.

So she's calling on her customers to lend a hand to some of her loveable friends. Laurie is currently working with IACS to promote a "pet of the week" in the cafeteria. Customers will see a photo and a description of the week's highlighted pooch near the cash registers as they pay for their lunch or breakfast. If they choose to try out the Freedom Foster for a Day program, those customers will receive a free lunch (up to \$10 value) via a gift card. Anyone who adopts from IACS will earn a gift card for an entire

week of free lunches (up to \$35).

But time is of the essence as the shelter is nearly always above capacity.

"I have been working tirelessly to get these babies adopted and it is crucial, now more than ever as we are heading into warmer weather and the shelter is already at crisis levels," Laurie said. Laurie sees the program as a win-win for all involved.

Call it a "pawsitive" development. Better yet, no adopter will have to go it alone. Laurie's extensive experience with raising dogs of her own is something she's more than willing to pass on to others. Some of the rescue pets, due to their circumstances, certainly will require perhaps a bit more TLC than your average pet store pup, but the effort, Laurie believes, is most certainly worth it.

### Lending a hand...or paw

The payoff is a lifelong friend whose gratitude and love will forever be immeasurable. It comes in the forms of sloppy doggy kisses, committed companionship, the occasional 3 a.m. inexplicable barking (hey, nobody's perfect) and indelible, priceless memories not even the inevitable trip to the "rainbow bridge" can ever sever.

And Laurie Collins wouldn't trade any of it for the world. She and Gary, who was recovering from spinal surgery at the time, may very well owe their lives to one of their dogs, which awakened them by barking during a

house fire. The home was damaged, but everyone escaped unharmed. The death of her beloved Lucci, also a pit bull, was the tipping point that led Laurie to dedicate so much of her time to helping animals in need.

With dogs playing an important role in nearly every aspect of her life, it's safe to say Laurie has paw prints on her heart. Her future plans are centered on continuing to help as many pooches as possible.

Laurie said someday she'd like to open a shelter of her own, a place where she and Gary can continue to help provide homes for the only animal truly synonymous with human friendship. It would be a place similar in nature to Fountaintown's Canine Castaways Rescue, Inc., a nonprofit shelter where Laurie also volunteers.

In the here and now, however, Laurie is "all-in" on helping Indy's cast-off pets find a forever place to lay their heads. She hopes many others will join her, if only for a day.

"Doing this type of work ... you can't change the world, but for one dog you can change their world," said Laurie. "They say that rescuing and fostering and adopting a dog is like 'dipping out the ocean with a teaspoon. But if [everyone] were to take a teaspoon, just imagine how far we would be. My hope is that one day I won't have to do this anymore, but until then, I will."

Story by Brent Brown, Indiana State Personnel Department



Laurie Collins and her husband Gary are owners of four full-blooded pit bulls. Laurie and Lulu are pictured here.



# Business Continuity Awareness Week

## PREPARE NOW! BUILD YOUR OWN CONTINUITY PLAN



Every day, Indiana faces natural and man-made threats, including severe weather, cyber attacks, and fires. In 2018, flooding at the Indiana Government Center South forced the relocation of multiple Department of Natural Resources employees to other office spaces in the building until repairs were completed.

Emergencies such as flooding can disrupt a business' daily operations and ultimately impact the bottom line through significant financial loss.

Preparing ahead of time by creating a Continuity of Operations (COOP) or Business Continuity Plan can help organizations efficiently respond to, recover from, and lessen the physical, emotional, and financial impact of a disaster or other emergency. A well-developed COOP plan identifies potential threats to a business or government agency and methods that will allow them to remain operational when an emergency occurs.

Recognizing the significance that continuity has on the resiliency of the state, Gov. Eric Holcomb, in collaboration with the Indiana Department of Homeland Security (IDHS), proclaimed May 13-17 Business Continuity Awareness Week in Indiana.

In recognition of Business Continuity Awareness Week, state agencies are encouraged to review their COOP plan and discuss it with their employees. Organizations can also share how they are participating in the week by using the #bcaw2019 hashtag on social media.

## Join Ride Safe Indiana in support of the 26th



The BMV's motorcycle safety program, Ride Safe Indiana (RSI), is excited to be a Title Sponsor for the 26th Annual Miracle Ride on Sunday, June 2, 2019!

During this year's Miracle Ride, RSI is encouraging state of Indiana employees and their families to participate in the "Big Ride" in support of the Riley Children's Foundation.

To sign up for this year's Miracle Ride or to learn more about the Miracle Ride Foundation, please visit [MiracleRide.net](http://MiracleRide.net).

To learn more about Ride Safe Indiana, visit [RideSafeIndiana.com](http://RideSafeIndiana.com).