



The Torch

The official newsletter for Indiana state employees

October 2019



State employees were able to meet with representatives of more than three dozen charitable institutions during the Sept. 26 Indiana SECC Kickoff Party.

2019-20 SECC campaign kicks-off with \$1.6 million goal



When there's a fundraising record to be broken, state employees have often shown they're more than up to the task.

With the 2019-20 Indiana State Employees Community Campaign (SECC) reaching for the proverbial stars with a \$1.6 million goal, employees set out from the get-go to aim even higher and the results, predictably, didn't disappoint.

The 2019 SECC Kickoff Party was held in conjunction with the Statehouse Market, which on its own will

guarantee a large crowd to Robert D. Orr Plaza. The presence of the Indiana Department of Natural Resources (DNR) Wildlife Sciences division, who again conducted "DNR Wildlife Science Day" during the market, undoubtedly helped increase the number of people present even more.

Luckily, there was plenty to see and do for the sizable group who gathered throughout the late morning and early afternoon of Sept. 26.

Employees lined up to drop agency heads in a dunk tank or stuff pies in the faces of other leaders and

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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.

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See page 4 for details about how to make a pledge.

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2019-20 SECC campaign kicks-off with \$1.6 million goal

executives, all in the name of raising money for charity. Participants paid \$5 for three chances to take aim at the dunk tank, hoping a sure throw would drop Indiana Department of Revenue Commissioner Adam Krupp, Indiana Department of Administration Director of Facilities Mike Mundy, or BMV Deputy Commissioner Steve Sturgill into the waiting (wading?) pool below.

If one's aim wasn't true, paying \$10 gave the participant permission to run up and push the dunk button for a sure soaking of the tank's inhabitant.

Pie-in-the-face participants included Indiana State Personnel Dept. Director Britni Saunders, Indiana Office of Administrative Law Proceedings Director Matt Brown, Indiana Bond Bank Executive Director Mark Wuellner, Indiana DNR Deputy Director Chris Smith, Indiana Economic Development Corporation Chief Operating Officer Chris Cotterill, Indiana BMV Chief Operating Officer Kevin Garvey, and Senior Operations Director for the Office of Gov. Eric Holcomb, Luke Bosso.

Additionally, several food truck operators and vendors at the Statehouse Market donated a percentage of their day's sales. The grand total for the day was \$1,215.

Special guests

All in good fun, the dunking and pie-tossing took place in the shadow of approximately 40 nonprofit, 501 (C) 3 institutions whose representatives set up informational booths along the plaza. This allowed the employees who will be making donations throughout the year the opportunity to learn about each charity, and to hear about their missions firsthand.

Supporting those institutions that work each day to improve the lives of Hoosiers will always be at the core of the SECC, and several to be featured prominently throughout the campaign were given a center-stage presence at the kickoff party.

Here's a look at the agency heads serving as chairpersons in this year's campaign, along with their featured charities:

Week of Sept. 30

Dept. of Workforce Development
Commissioner
Fred Payne – Down
Syndrome Indiana

Week of Oct. 7

INDOT Commissioner
Joe McGuinness –
GiGi's Playhouse

Shelley Reeves, of the Indiana DNR Customer Service Center, smiles as she coats DNR Deputy Director Chris Smith with a pie during the 2019 Indiana SECC Kickoff Party Sept. 26.

Week of Oct. 14

Indiana State Department of Health Commissioner Dr. Kristina Box – Gleaner's Food Bank

Week of Oct. 21

Indiana Office of Technology Commissioner Dewand Neely – The Tyler Trent Cancer Research Endowment

Week of Oct. 28

Indiana Dept. of Environmental Management Commissioner Bruno Pigott – Fountains of Hope

Week of Nov. 4

Family and Social Services Administration Secretary Dr. Jen Sullivan – Family Voices Indiana

Week of Nov. 11

Bureau of Motor Vehicles Commissioner Peter Lacy – Helping Veterans and Families (HVAF)

Week of Nov. 18

Department of Child Services Director Terry Stigdon – Borrowed Hearts Foundation

Week of Nov. 25

Department of Correction Commissioner Rob Carter – Correctional Professional Assistance Fund of Indiana (CPAFI)

Director Saunders is serving as the SECC's oversight chair. She helped hype the new campaign by emphasizing the teamwork that will be necessary to reach this year's record-setting goal.

"We knew we needed everybody to pull in from all agencies and all areas of the state to make this happen," Director Saunders said. She noted that the new goal would be reached if each contributor, on average, donated only two dollars more than they gave last year.

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2019-20 SECC campaign kicks-off with \$1.6 million goal



Indiana State Personnel Department Director Britni Saunders said the goal for the 2019-20 SECC is \$1.6 million.

Team effort

Several of the kickoff guests addressed the crowd and invited representatives of their charities to do the same during the event.

Dr. Box said ISDH chose Gleaner's Food Bank of Indiana because about 300,000 Hoosiers wake up each day not knowing whether or not they'll eat. Sadly, about half of that number is made up of children and seniors. Sarah Estell, Gleaners Senior Director of Communications and Strategy, shared those alarming statistics with the crowd and encouraged employees to help make hunger a thing of the past.

Down Syndrome Indiana's Lisa Wells described her organization as a "one-stop shop for information and resources on Down Syndrome." Fittingly, INDOT's charity of choice is GiGi's Playhouse, which further assists people living with Down Syndrome achieve personal milestones, was next on the stage to showcase its ongoing efforts at improving lives.

Commissioner Neely shared the stage with Purdue University Center for Cancer Research's Tim Bobillo who spoke of Tyler Trent, the Purdue student who died in January from a rare form of bone cancer. Trent's spirit lives on in the Tyler Trent Cancer Research Endowment, donations to which are matched dollar for dollar by the Walther Cancer Foundation Matching Endowment, Bobillo said.

Additional charities featured will help homeless veterans, provide assistance for foster families and children in foster care, provide clean water in areas across the world affected by disaster, and so many more humanitarian efforts.

On to the next one

With the kickoff event in the

rearview mirror, the focus now turns to dozens of fun events set to bring state employees together to reach an important fundraising milestone. Two returning standouts from the 2018-19 campaign are leading the way.

On Oct. 18, the Office of Gov. Holcomb will take to the basketball court at the governor's residence to defend their title as champions of the 2018 3-on-3 SECC basketball tournament. But in order to do so, they'll have to get past seven other teams.

In another returning event, the Indiana Department of Revenue will try to top last year's show-stopping performance of "Ice, Ice Baby," which took the top spot in the inaugural SECC Lip Sync Battle. The competition may even be tougher this year, however, as three other agencies are preparing to step up to the stage with memorable musical moments of their own. The SECC Lip Sync Battle returns at 11:30 a.m. Nov. 22 in the IGC-S auditorium.

For more on this year's SECC, turn to indianasecc.org.

Story by Brent Brown, Indiana State Personnel Department

SECC Statewide Events

Cornhole Tournament, Robert D. Orr Plaza, Oct. 1, 11 a.m. - 1 p.m.

Silent Auction, DWD Lobby Conf. Room, Oct. 2, 8:30 a.m. - 1 p.m.

Long's Donut Sale, IGC-S Basement Oct. 4, 8 - 9 a.m.

Pancake Breakfast
IGC-N Cafeteria,
Oct. 10, 8:30 - 9:30 a.m.

3-on-3 Basketball Tournament
Governor's Residence,
Oct. 18, 2 - 5 p.m.

Motorcycle Ride, TBD, Nov. 11

Tug-of-War
TBD

Lip Sync Battle, IGC-S Auditorium
Nov. 22, 11:30 a.m. - 12:30 p.m.

Watch your email for more information about these and other upcoming events.

How to make a pledge to the 2019-2020 SECC



The State Employees' Community Campaign is the annual charity campaign administered by state employees. The SECC

allows state employees to contribute to any charity that has a 501 (c)(3) ruling through either a one-time contribution or the convenience of payroll deductions.

For more than 40 years, state employees have contributed more than \$34 million to charities of their choice.

How to make a pledge online

This help is taken directly from www.indianasecc.org/how-to-make-a-pledge-online/. Please refer to the website and pledge site for more detailed information or additional updates to this procedure.

Log on to the SECC Web site: www.indianasecc.org.

The SECC e-Pledge Log in Screen

Enter your SECC e-Pledge User ID. **This is your Peoplesoft ID beginning with 10000 but not including any letters.** (This is located on the back of your state ID badge).

The first time you enter the system for this campaign year you will need to enter the password "Welcome!" You will then be prompted to change your password to one of your choice. Please make sure to keep this password somewhere safe as you will need to use it each time you log in to the system.

Making A New Payroll Pledge

(DO NOT USE THESE INSTRUCTIONS

IF YOU HAVE AN EXISTING PLEDGE CARRIED OVER FROM THE LAST CAMPAIGN. USE THE UPDATE EXISTING PLEDGE INSTRUCTIONS).

1. Click on "Give Now" at the top of the SECC website then click on "Give Now" at the top of the ePledge site. click on the "Payroll Deduction" icon. Once selected, the icon background will turn blue.

Click the "Next" button after making a giving method decision.

Choosing the charities you want to contribute to

1. Search for a charity's SECC code number by entering a word or two that is part of the charity's name. Click "Search" and you will see all charities with that word in the name.

Clicking "View All" is not recommended since there are approximately 2,400 charities in the SECC database.

2. After you click "Search", select the charity to which you wish to give by clicking on the plus sign (+) on the right side of the screen.

3. Once the charity is selected it will open a per pay period amount box. Enter the per pay period pledge amount, hit the plus sign + then scroll up to check that the per pay period amount and annual amount are correct.

4. If you want to write-in the name and address of your charity, you may scroll down and click "Write In."

The "Write In" screen will allow you to type in the amount you want to contribute to the charity, as well as the charity's name and address.

5. Click "Add" after you have entered the information.

6. When you are finished choosing your charities, click "Next" at the bottom of the search screen.

Finishing Your Pledge

1. On the next screen, complete the email and address fields. The address field is necessary if you wish your charity to be able to send you an acknowledgement of your gift. You must also check the box to receive an acknowledgement so that we may release your address to the charities you donated to.

2. The email confirmation check box is defaulted to "yes." If you do not want to receive an email confirmation uncheck this box. We strongly recommend you request a confirmation.

3. Click "Next."

4. On the "Review and Confirm" screen, carefully review your pledge decisions.

5. If you want to make a change to your pledge or the charities you chose, click "Previous." **Do not use your browser's back button.**

6. If your information is correct, click "Confirm". Your pledge will be recorded.

7. If you click "Cancel," you will return to the home page and no pledge will be recorded.

8. On the "For your records" screen, you can print a copy of your pledge and then sign off.

We strongly recommend that you print a copy of your pledge and put it in a safe place; it will serve as your written receipt for tax purposes.

Plan to Get your Flu Shot this Fall!

The number one way to protect yourself and your family from the flu this year is to get a flu vaccination.

According to a research study by the Centers for Disease Control and Prevention (CDC), the flu vaccine reduces the risk of getting the flu by 40% to 60%. While the vaccine does not guarantee you won't catch the flu, it does reduce the chances and, if you do get sick, your illness typically is milder.

CVS is partnering with the State to offer flu shot clinics at many state facilities across Indiana. The onsite vaccination clinics are available to anyone 11 years of age and older.

For employees and dependents covered by State insurance, the flu vaccine is covered at 100 percent.

Don't forget to bring your Anthem ID and [waiver form](#) when attending a flu shot clinic. Locations will be updated [here](#) weekly, or attend a clinic at the South Government Center or Statehouse Atrium.

South Government Center

- Wed., Oct. 9 | 8 a.m. - 5 p.m. Conference Rooms B and C
- Thu., Oct. 10, | 8 a.m. - 5 p.m. Conference Rooms B and C
- Tue., Nov. 26 | 8 a.m. - 5 p.m. Conference Room C
- Wed., Nov. 27 | 8 a.m. - 5 p.m. Conference Room C



Statehouse Atrium

- Wed., Oct. 16 | 8 a.m. - 5 p.m.

If you do not carry State employee insurance, you may still receive a flu shot at one of the clinics. The cost of the vaccine is \$39.99 if you are under the age of 65 and \$69.99 for those aged 65 and older. Payments can be made by check to CVS Pharmacy.

Complete biometric screening and health risk assessment to receive e-gift cards

Don't miss your chance to earn e-gift cards just for completing your health assessment and biometric screening!

Complete your health assessment in the [ActiveHealth portal](#) by Nov. 30 to earn a \$50 e-gift card. Biometric screening results also need to be loaded into your ActiveHealth portal by Nov. 30, in order to earn the \$100 e-gift card.

Note: It can take up to four weeks for biometric results to be loaded into your ActiveHealth portal.

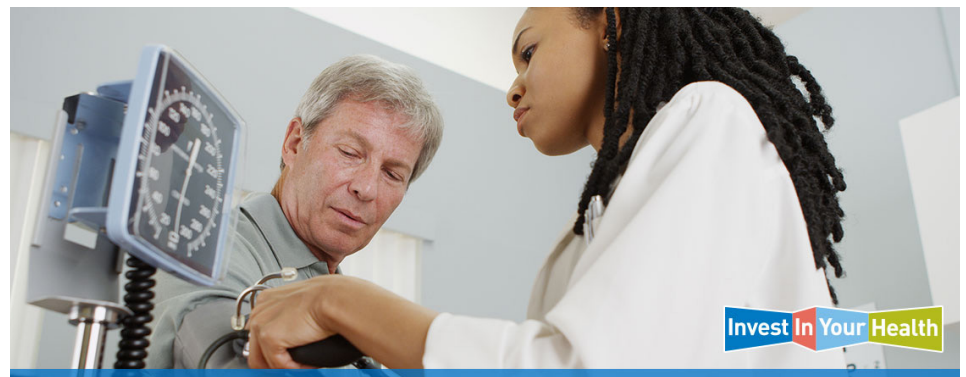
If you can't make it to one of the screenings at IGC, you can still get your \$100 e-gift card. Your primary care physician can complete the

[biometric provider form](#) with results from any visit you've had this year.

You can also complete a screening through Quest Diagnostics, at one of their seven Indianapolis area locations. For instructions, check

out the [Biometric Screening Guide](#).

All e-gift cards must be redeemed by Dec. 31, 2019. Don't miss out on your opportunity to take advantage of this reward!



**Schedule your
Biometric Screening NOW!**

Vision Enhancements

As many of you know, purchasing frames and lens can get expensive, especially for premium progressive and Anti-reflective lens upgrades. The State has recognized this trend and has been diligently working with Anthem to come up with solutions to save you money. At the beginning of the year, the State increased the frame and contact lens allowance to \$150. While this increased benefit helped, there was still room for

additional savings. Below are two new ways to keep your hard earned money in your pocket.

Freedom Pass

Effective Oct. 1, vision plan members will have access to a new program called Freedom Pass. Under the Freedom Pass, you can purchase frames at Target Optical and only pay up to the \$150 frame allowance. Any balance over the

\$150 allowance will be waived.

Fixed Copay

Effective Oct. 1, will be a fixed cost for premium progressive and anti-reflective lens. Lens upgrades can fluctuate in cost which can result in you spending more. By creating a fixed cost, you are guaranteed to spend only the fixed copay amount. Below is an overview of the new copay amounts.

COVERED SERVICES	COPAYMENTS/MAXIMUMS	
	Network Providers	Out-of-Network Providers
Exam: Limited to one exam per Member every calendar year	\$10 Copayment	\$35 Allowance
Prescription Lenses: Limited to one set of lenses per Member every calendar year.		
Basic Lenses (Pair) <ul style="list-style-type: none"> • Single Vision Lenses • Bifocal Lenses • Trifocal Lenses 	\$25 Copayment	\$25 Allowance
	\$25 Copayment	\$40 Allowance
	\$25 Copayment	\$55 Allowance
Lens Options: Paid by Member and added to the base price of the lens. <ul style="list-style-type: none"> • Standard Polycarbonate • Tint • UV Coating • Standard Scratch-Resistant Coating 	\$20 Copayment	N/A
	\$15 Copayment	N/A
	\$15 Copayment	N/A
	\$15 Copayment	N/A
Progressive Lenses <ul style="list-style-type: none"> • Standard • Premium Tier 1 • Premium Tier 2 • Premium Tier 3 • Premium Tier 4 	\$65 Copayment	N/A
	\$85 Copayment	N/A
	\$95 Copayment	N/A
	\$110 Copayment	N/A
	\$175 Copayment	N/A
Anti-Reflective Coating <ul style="list-style-type: none"> • Standard • Premium Tier 1 • Premium Tier 2 • Premium Tier 3 	\$45 Copayment	N/A
	\$57 Copayment	N/A
	\$68 Copayment	N/A
	\$85 Copayment	N/A
Other Add-Ons	20% Retail	N/A
Frames: Limited to one set of frames per Member every other calendar year.	\$150 Allowance, then 20% off any balance	\$35 Allowance

Retiring DCS director saddles up for life on the farm

Dee Lynch and farm life go together like horses and stables, so it's perhaps fitting that this longtime equine enthusiast is, quite literally, riding off into the sunset in retirement.

After 26 years with the Indiana Department of Child Services (DCS), Lynch and her boyfriend, Larry Williamson, recently purchased a farm in Huntington County, and they plan to while away the next chapter of their lives in the moseying vein of cowpokes and farmers bent on living each and every day to the fullest – but with an appropriate level of the leisurely.

After a rewarding career with DCS, the Nappanee native is saddling up and heading to a new home and a new adventure – retirement. It may not be quite the life about which Roy Rogers sang, but for Dee and Larry it's a new frontier they can't wait to explore.

"It's just a small farm with animals," said Dee. "But we've got horses, mini donkeys, chickens, dogs, cats."

An Old McDonald-esque menagerie awaiting at her new home, Dee is happy for her myriad life experiences and more than ready for new ones.

Home on the range

Dee's new surroundings are uniquely suited to an animal lover who once excelled as a collegiate athlete. Lynch in her younger years gained valuable experience working for a nonprofit; she followed that up by spending more than a quarter century helping



shape a northern Indiana DCS office into what she believes is a shining example of the best that vital agency can be.

She's worn a lot of proverbial headgear throughout the years, so why not make one a cowboy hat?

And like the most accomplished ranch hand, Dee has worked tirelessly to tend her herd. Some of that may be her inherent educator, as she originally planned to become a health and P.E. teacher after her graduation from Ball State University. While at BSU, Dee was a gymnast and track athlete. Before that she was a 4-H leader, so her teaching roots run deep.

But as is so often the case, life blazed a new trail for Lynch, who followed it into public service.

As the old saying (sort of) goes: When one barn door closes, another opens.

Years later, Lynch wound up at DCS after taking a test that suggested social work would be an ideal fit for her. With that suggestion in mind, she took the bull by the horns and saddled up for what would become a decades-long career in public service.

Dee began her new career working primarily in training and record keeping. Conducting training programs for caseworkers throughout the state echoed her teaching background and allowed Lynch to have a hand in creating a well-prepared workforce. She was also a supervisor for the Elkhart County DCS for 10 years.

She eventually took the reins of the Starke County DCS, serving as director until her official retirement in September 2019. Forever determined to make a difference, Dee is well aware of the work that needs to be done to

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Retiring DCS director saddles up for life on the farm

make positive changes possible. And she has always been willing to do that work.

“DCS is wonderful,” said Dee. “But working in state government, you have to expect lots of change and frequent changes.”

Lynch said her staff and others in the agency are committed to working closely with families and children in need of services throughout each step of every case. Each caseworker knows his or her input is valued and that their work is appreciated, and Dee believes that goes a long way not only in making employees happy, but also in targeting the best possible outcome for every case. Whenever possible, that means working directly with families to ensure children can remain in their own homes. The result is less disruption in the children’s lives and families receiving the assistance they

need from social workers who are knowledgeable and caring.

“We’re about team-building,” said Dee, “and we want to encourage [our caseworkers] and have them be involved in decision making. I think we’re going in the right direction.”

Meanwhile...back at the ranch

Dee spent 11 years as the Starke County DCS director, and in that time she developed close relationships with her colleagues. Knowing the boss was departing for new pastures, her crew didn’t hold back with gifts and accolades.

Dee took home a wagonload of thoughtful goodies, many related to her future farm life. A cake baked for her farm-themed retirement party said “happy trails” and was the dessert to a lunch of smoky links wrapped in pig-shaped buns.

“I guess they liked me a little bit,” Dee said on Facebook.

Happy trails

In a mix of laughter and tears, Dee bid adieu to her friends and readied herself for a life of horses, donkeys, and motorcycles – steel horses if you will. She may also open an antique restoration shop, putting time in another of her passions.

Leaving behind a career in which she invested so much of herself for so long is never easy, but Dee believes her staff – and DCS employees throughout the state – will continue to do all they can to help Hoosier children and families. With a tip of her hat, Dee leaves knowing the Starke County DCS “ranch” is in good hands.

“I’m really going to miss my people,” said Dee. “They’re all high achievers, and I think we have one of the best offices in the state. I really believe that, and I’m very proud of that.”

With contentment in her heart, Dee gallops off into the sunset satisfied she made a difference and ready for new adventures seemingly stretching out into the blue as far as the eye can see.

Happy trails indeed.

Story by Brent Brown,
Indiana State Personnel
Department
Photos provided by
Dee Lynch

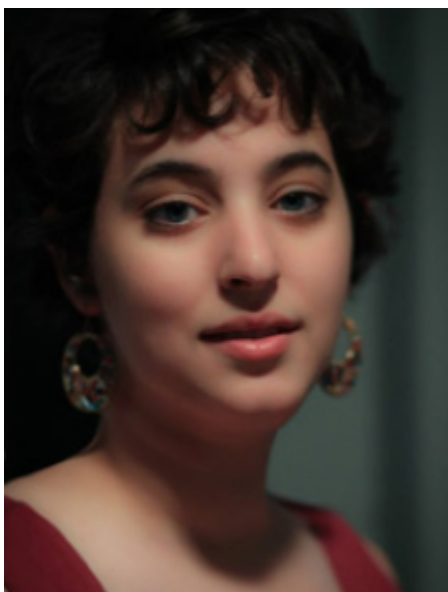


Starke County DCS Director Dee Lynch’s farm-themed retirement party was an appropriate send-off. Lynch worked with DCS for 26 years, and served as office director for 11.

WGU scholarship winners ‘In their own words’

Lucie Nader can sum up in three words whether or not one should consider returning (or going for the first time) to college: “Go for it!”

The 28-year-old BMV clerical assistant was a recent recipient of WGU Indiana’s Public Service Recognition Scholarship, which gave her \$6,500 to pursue her educational goals.



Nader

On the way to her MBA, Lucie is ready to take her career -- and her life -- to the Next Level with a degree from WGU Indiana.

Q: What is your course of study at WGU and when did you start?

A: I started my MBA program in September 2019.

Q: Why did you choose WGU?

A: I chose to attend WGU due to its affordability and flexibility.

Q: What made you want to go back to school (or attend college for the first time)?

A: I wanted to go back to school in order to improve myself, both personally and professionally.

Q: What do you hope to learn, or what job skills do you hope to improve?

A: I hope to enhance my leadership skills and gain confidence.

Q: How did you feel when you were notified you’d won a WGU scholarship?

A: Exhilarated and very grateful.

Q: How will the scholarship help you on the way to your goals?

A: It provided the financial resources without which I would have not been able to pursue my goals.

Q: What advice would you give a friend, family member, or co-worker who is thinking of going back to college (or pursuing a degree for the first time)?

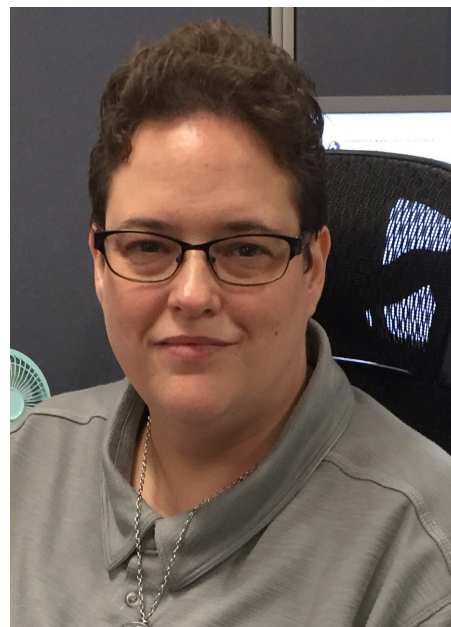
A: I would encourage them and tell them to go for it.

The WGU Public Service Recognition Scholarship is open to state of Indiana employees until Oct. 31. Learn more at indiana.wgu.edu/recognition.

Taking it to the Next Level: WGU scholarship winner ready to put finishing touches on degree

Amy Holeman wondered if she’d ever get the chance to finish her college degree. After recently being named a scholarship winner from WGU Indiana, Amy’s dreams are now closer than ever before.

Read on to hear how the 41-year-old INDOT travel coordinator is taking her career to the Next Level.



Holeman

Q: What is your course of study at WGU?

A: bachelor’s in business administration – management

Q: Why did you choose WGU?

A: I was running low on student loans. It was looking like after all my hard work, one semester without funds would mean I wouldn’t have a degree. WGU’s ability to save money and move faster gave me a chance again. The scholarship finalized that chance.

Q: What made you want to go back to school?

A: I’ve always wanted to have a degree, but life made it difficult. When my mother received her second degree, I felt inspired to try again after having given up. I wanted to get more knowledge so that I could help people. I like to help.

Q: What do you hope to learn, or what job skills do you hope to improve?

A: What I like to do is assist people

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WGU scholarship winners ‘In their own words’

and troubleshoot. I want to take the business knowledge and use it to help my management team and the public we serve. I like finding the smoothest ways to do things within the rules.

Q: How did you feel when you were notified you’d won a WGU scholarship?

A: I was very relieved. For the first time in a year, I wasn’t thinking that I might graduate. Now, I know I will because I can afford to.

Q: How will the scholarship help you on the way to your goals?

A: This scholarship will cover where my loans are running out. It truly will be allowing me to graduate.

Q: What advice would you give a friend, family member, or co-worker who is thinking of going back to college (or pursuing a degree for the first time)?

A: Do not give up. I left college three times. I didn’t think I was smart enough or organized enough. It takes time and patience with ourselves. Find what works for you and stick to it. Get a strong support group, especially if you are easily stressed.

Scholarship helps IHCD IT director pursue MBA

Chris Henderson has spent most of his adult life working for the state of Indiana.

From DNR to DOE to his present work as Information Technology director for the Indiana Housing and Community Development Authority, Chris has compiled

years of on-the-job experiences, but he feels getting his MBA from WGU Indiana will help him take his career to the Next Level.

The 36-year-old was recently named a winner of a \$2,400 Public Service Recognition Scholarship from WGU. Read on to learn how he plans to take the next step in his educational journey.



Henderson

Q: What is your course of study at WGU and when did you start?

A: I will be starting Oct. 1 [to begin working toward] the Master of Business Administration (MBA) in Information Technology (IT) Management.

Q: Why did you choose WGU?

A: WGU offers a good blend of academic accreditation, convenience, and price. I really appreciate the competency approach to courses, allowing me to advance at my own pace. I can take more time on subjects that are new or unfamiliar to me, and I also have the opportunity to demonstrate competence quickly and move on from subjects that I’ve already mastered. With all of the courses being offered online, the convenience could not be

better for my lifestyle. I want an educational experience that allows me to maximize the time with my wife, Rachael Henderson who works for the BMV, and to not impact my commitment to my agency and leading our efforts in information technology.

Q: What made you want to go back to school (or attend college for the first time)?

A: Getting an MBA has been a goal of mine for a while, but the timing just never quite worked out. The flexibility of an online program really helps to smooth the challenges and fit it into my schedule. I would like to continue on my current career path in IT leadership and eventually become a CIO. I believe that earning an MBA will help add additional management and leadership tools to my toolbox while also improving my desirability as a candidate for future opportunities.

Q: What do you hope to learn, or what job skills do you hope to improve?

A: I hope to learn additional strategies for coaching and leading my team as well as helping to be a bigger part of developing those foundational pieces of an organization’s success like defining the mission, vision, and strategic plans. I think having the additional education and training in business administration will allow me to take on more responsibility in guiding and crafting the strategic direction of my agency.

Q: How did you feel when you were notified you’d won a WGU

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WGU scholarship winners ‘In their own words’

scholarship?

A: It was a great feeling to know that I was selected to receive one of the scholarships to WGU. I usually don’t win anything, so I was pretty excited to be one of the awardees.

Q: How will the scholarship help you on the way to your goals?

A: As an undergraduate, I worked full-time and always tried to minimize the amount of debt that my education would require to complete. I’ve never been in a situation to fully fund my education, so this will help to reduce that burden on my family. I will continue to work full-time

and I hope to complete my MBA as close to debt-free as possible.

Q: What advice would you give a friend, family member, or co-worker who is thinking of going back to college (or pursuing a degree for the first time)?

A: It’s not an easy choice to go back to school and it isn’t a decision that you usually make alone. I would urge them to talk to the people in their life that will be the most impacted and that will provide the support system that they need to successfully complete the program. I started my undergraduate degree when

I was twenty-five and there were a lot of nights, weekends, and holidays that the people closest to me heard that I needed to study or that I would be in class. It was a sacrifice to improve myself and to better provide for my family, but it was a shared sacrifice, so having conversations about expectations with those sharing the burden is important. My wife and I had a lot of these conversations over the past couple of years and a couple of times we decided that the circumstances just weren’t right. We think we’re ready now and we are committed as a family to getting this done.

Opportunity – let’s model it!

Opportunity is defined as a set of circumstances that make it possible to do something, and October is full of opportunities to do something impactful!

October is...

- National Bullying Prevention Month
- National Emotional Wellness Month
- Global Diversity Awareness Month
- National Disability Employment Awareness Month
- Positive Attitude Month

... the list goes on!

The State of Indiana is the third

largest employer in the state! This means we have a wonderful opportunity to role model what it means to value diversity and promote inclusion. We have the opportunity to reach far and wide and influence the day-to-day lives of the people we serve and represent. We have the opportunity to set the standard and be the example for what civility and respect look like on all levels. Most importantly, we have the opportunity to show what it means to live in the great state of Indiana.

So, what will you do with all of this opportunity? Will you squander it, or will you cultivate it? We all have the opportunity to be better today than we were yesterday.

The real question is, will you take the opportunity to be even better tomorrow?

By Shayla Pulliam, Diversity and Inclusion Program Manager, Indiana State Personnel Department

Voting for ‘Best of Indiana’ now open



Each year the Indiana Office of Tourism Development holds People’s Choice voting for the Best of Indiana!

This year, voters will choose Indiana’s best brewery, hiking trail, and Main Street. Voting continues through Nov. 3. There are 50 breweries, 33 trails, and 36 Main Streets up for the prestigious honor.

Vote as many times as you like [here](#).



Artwork by
Jerry Williams

Haunted Happenings ARE SCARY CLOSE.

State Museum plans 'Spooktacular' events in October

It's October, and that means the leaves are changing, the temperature is dropping, and it's time for all things spooky, haunted, and Halloween.

Looking to plan some spooktacular fun? The Indiana State Museum and Historic Sites has 11 events around the state sure to fit every family's taste (and scare level).

1. [Ghost Walks](#)

Lanier Mansion (Madison)

What: Enjoy a nighttime, behind-the-scenes tour of the mansion and hear spooky stories related to the house and its former inhabitants. Not recommended for those younger than age 10.

When: 7:30 - 8:30 p.m. & 9:30 - 11 p.m., Oct. 11, 12, 18, 19, 25, and 26

Price: \$10/adult members (ages 18+), \$2/youth members (ages 10-17); \$15/adult non-members, \$7/youth non-members

2. [Literally, A Haunted House](#)

Culbertson Mansion (New Albany)
What: Experience thrills and chills in Southern Indiana's longest-running haunted attraction at the Culbertson Mansion's Carriage House.

When: Opens at 7 p.m. Fridays and Saturdays in October

Price: \$15/person

3. [Family Fright Night](#) – Indiana State Museum (Indianapolis)

What: Dress in your Halloween best for a night of family-friendly spooky fun, mad science experiments, monsters, mazes, a costume contest, and more.

When: 6 - 9 p.m., Oct. 11

Price: \$5/members, \$10/non-members, \$7/Girl Scouts with ID, free for children younger than age 3

4. [Owl-oween](#)

Gene Stratton-Porter (Rome City)

What: Learn about owls, bats, raccoons, snakes and other creatures of the night, and enjoy tricks and treats along the way.

When: 5:30- 8:30 p.m., Oct. 11 & 12

Price: \$4/members, \$5/non-members, free for children younger than age 3

5. [High Spirits](#)

T.C. Steele (Nashville)

What: Enjoy an evening of magic, hors d'oeuvres and cocktails with Richard Darshwood as he puts on a show of mystery and intrigue that must be seen to be believed!

When: 5 - 7 p.m., Oct. 12

Price: \$25/members, \$30/non-members

6. [Spooky Halloween Cruises](#)

Whitewater Canal (Metamora)

What: Experience a spooky evening boat ride when the Ben Franklin III Canal Boat will be hauntingly decorated, and a professional storyteller tells family-friendly spooky stories.

When: 7:30, 8, and 8:30 p.m., Oct. 12 and 19

Price: \$4/members, \$5/non-members

7. [Fort Fright](#)

Vincennes (Vincennes)

What: Have a spooky good time exploring Fort Knox II during "no-scare hours" when little ones can enjoy the fun of games, activities, a hayride, and more. During "haunted hours," families can test their courage by visiting spooky stations located across the site and taking a haunted hayride.

When: 6 - 7:30 p.m. (no-scare hours), 7:30 - 10 p.m. (haunted hours), Oct. 18, 19, 25, and 26

Price: \$6/adult members (ages 13+), \$3/youth members (ages 12 and younger); \$8/adult non-members, \$5/youth non-members

8. [Halloween Hullabaloo](#)

Angel Mounds (Evansville)

What: A family-friendly Halloween festival complete with a corn maze, hayride & trick-or-treating. Costumes

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(Continued from page 12)

are encouraged, but not required.

When: 6 - 9 p.m., Oct. 19 and 26

Price: \$5/person

9. [Real Haunted Happenings](#)

Corydon Capitol (Corydon)

What: Take a lantern-guided tour of spooky locations throughout historic downtown Corydon and hear stories of the unexplained.

When: 8 - 9:20 p.m. and 9:30 - 11 p.m., Oct. 26

Price: \$13/members, \$15/non-members

10. [Movies at the Museum: Hocus](#)

Pocus – Indiana State Museum

What: Put on your PJs, grab a blanket, sleeping bag or lawn chair and join us for some movie magic with a classic Halloween favorite in our Great Hall.

When: 7 - 9:30 p.m., Oct. 26

Price: \$3/members, \$5/non-members

11. [Triple Treat](#)

New Harmony (New Harmony)

What: Walk the moonlit streets

of New Harmony and join in discussions about the history and hauntings in town, then use professional paranormal equipment to see who might decide to communicate.

When: 7 - 9 p.m., Oct. 26

Price: \$40/person



CHE names new associate commissioners

The [Indiana Commission for Higher Education](#) (CHE) recently named two new associate commissioners who will help continue serving the state's higher education community.



Alexa Deaton takes the role of associate commissioner and Chief Financial Officer. Deaton has been with the Commission since June 2015. She has served in her current role as director of accounting since April 2016 and prior to that was assistant director of financial operations.

As associate commissioner and CFO, Deaton provides financial, budget, and policy analysis regarding higher education finance issues in Indiana. She also

oversees financial operations and operating budgets that support the Commission's mission and legislative mandates.

In September, **Colby Shank** was



named associate commissioner for student financial aid, a new position for the organization. Shank has been with the Commission since December 2013 and has been involved with administering the Commission's student aid programs since May 2015. He's served in his current role as assistant commissioner for financial and student support services since September 2017. Shank will continue to oversee the operational function of distributing \$387 million in state financial aid each year.

'MoneyWise' blog takes a look at October investing



As the 90th anniversary of the Stock Market Crash of 1929 approaches, it's time to ask "is October the month of market crashes?"

Get in the know with the MoneyWise Matters blog post: [The Truth About October Investing](#).

MoneyWise Matters is a weekly blog published each Wednesday by the Office of the Indiana Secretary of State (SOS).

Throughout the blog, the SOS office discusses all money related topics including; debt reduction, budgeting, saving strategies, scam alerts, investment fraud prevention and investor insights.

Don't miss out on this helpful info! [Subscribe here](#) for email updates.



Feel the power of positivity

Your EASY Program can show you how

Positivity can help your body, mind and spirit. And you can actually teach yourself how to feel this way! Tell yourself it's okay if things don't turn out like you planned. Try *reframing* – taking negative thoughts and replacing them with more optimistic thoughts. And it's always a good idea to talk to someone if you need help turning negative into positive. So ask your EASY Program team of experts for help – and make a positive change.

Log on to our website this month to read these feature articles:

- Positive emotions and your health
- What is “good” mental health?
- Learning how to be happy
- How to be optimistic

Visit [anthemEAP.com](https://www.anthemEAP.com) or call 1-800-223-7723 for free, confidential help from our team of EASY Program experts.*



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