



The Torch

The official newsletter for Indiana state employees

September 2018



State Employees' Community Campaign Let's Make it Count

2018 - 2019 Goal: \$1.5 Million



Commissioner Adam Krupp
Indiana Dept. of Revenue,
2018-19 SECC Chairman

Fellow Public Servants:

Join me, if you will, on a trip down memory lane. Do you remember where you were on Monday, April

5, 2010? I was sitting in Lucas Oil Stadium. I'm guessing some of you were in the exact same venue that night. Our paths likely didn't cross (knowingly, at least), but as you know today – and for those who were not in attendance, you have seen the clip – the Butler Bulldogs basketball team came three inches, literally, from the greatest basketball story ever told. Trailing the top-seeded Duke Blue Devils by just two points with seconds remaining, Butler star Gordon Hayward heaved the ball from half-court as time expired. From my seat behind the

basket opposite the destination of Hayward's shot, it looked like it was on target. As you know, the ball hit the backboard ... and then the rim ... and ... bounced off. Just like that, Butler's storybook, miraculous run through the NCAA tournament, where they would get to play for an improbable national championship in their home city, was over.

The following year, an even more improbable run was happening before our eyes. Butler, featuring a 6'11" sophomore center from Zionsville, Indiana (who graduated from Covenant Christian High School) wearing #44, found themselves in the Final Four in Houston, Texas. I sat in the stands at Reliant Stadium as Butler advanced to their second straight national championship game (where they would lose to Connecticut) – a result as improbable as any in recent basketball history.

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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.

Got a story?

Submit your story ideas to:
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See page 3 for details about how to make a pledge.

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2018-2019 State Employees' Community Campaign

I graduated from Purdue University, and my parents are alums of the University of Kentucky, so basketball is pretty big in our family. I've been attending Butler basketball games at Hinkle Field house and around the country since 1995 when my older brother enrolled at Butler. It was okay to root for Butler because they had never been a serious threat ... and then everything changed. A team fueled by local kids, for the most part, gave basketball fans the ride of their lives. Nearly everyone fell in love with those Butler teams from 2010-2011. That's partly what made it all the more difficult to learn that Andrew Smith, the larger-than-life center who started the national championship game as a sophomore in 2011 (and led the team in scoring as a junior the following year) was battling cancer shortly after graduating from Butler.

Andrew Smith died tragically from cancer in January 2016 at the age of 25. Though he received a bone marrow transplant in November 2015, his condition worsened leading up to January.

After his death, Andrew's surviving spouse, Samantha, started a charitable organization in Andrew's honor to raise awareness of the bone marrow registry ("Be The Match"), with an initial goal of saving 44 lives through matching donors and recipients. Please take a moment to get to know Project 44, the charity of choice for the 2018-2019 State Employees' Community Campaign (SECC).



The SECC is the annual charity campaign fully funded by state employees who contribute to any charity with a 501(c)(3) ruling through either a one-time contribution or the convenience of payroll deductions over the course of a calendar year. The dollars you give from your hard-earned paychecks through the SECC fund organizations that help those who need it the most – like the thousands of individuals waiting for a match on the bone marrow registry. Money contributed to organizations like Project 44 can elevate awareness to new heights and ultimately serve to save lives.

I am incredibly honored to serve as the State SECC Chairman for the 2018-2019 campaign, themed "Let's Make It Count." This year, we are going to aim for a record-setting goal of surpassing \$1.5 million in total dollars pledged – we have actually come very close to this number the past two campaigns, so I know we can do it! I have already personally challenged each state agency leader to accept my Torchbearer Challenge for the 2018-2019 campaign. Leaders have an obligation to do more and should set the bar for participation. That said, anyone who pledges \$1,000 or more during the campaign becomes a member of the Torchbearer Society. You can also be an SECC Champion by pledging one half-hour of pay per pay period from your check. Last year's campaign featured 208 Torchbearers and 1,543 Champions! The goal this year is to increase both of those numbers while increasing overall state employee participation in the program.



The SECC kickoff party took place on Thursday, August 30 at the Statehouse Market on the government center campus. There was live music, food trucks, on-site participation from several 501(c)(3) organizations, special guests, and a dunk tank! As a result of the event, over \$1000 was raised for this year's charity of choice, Project 44.

Photo courtesy of Veronica Woodcox, DOR

There will be many events throughout the campaign, all throughout the state, so I look forward to seeing and meeting you along the way. Be on the lookout for more information from your SECC agency coordinators, and [check out the brand-new SECC website](#) for general information about SECC, the Torchbearer Society and Champion-level giving programs, and how to make an e-pledge online.

Thank you in advance for everything you do for the great State of Indiana, and for your generous contributions to this wonderful campaign. It helps define who we are as public servants. Let's make it count!

Public servant life is the best life.

Best,
Adam J. Krupp
Commissioner, Dept. of Revenue
SECC Chair, 2018-2019

How to make a pledge to the 2018-19 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.

Over nearly 40 years, state employees have contributed more than \$32 million to charities of their choice. Last year, more than 6,100 employees contributed to 1,600 charities through the SECC and raised more than \$1,470,000.

Your contribution is needed to help those who are in search of food, shelter, jobs and medical care. Please consider making a pledge this year or joining the 2018 SECC Champions by contributing one-half hour's pay per pay period.

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 any updates to this procedure.

1. Visit the website: insecc.org. Click on the **Pledge Now** button
2. The user ID is the PeopleSoft number provided by the State. Use the full number (i.e. 10000XXXXXX).
3. The password will be **Welcome!** For the first log in. It will prompt to change the password.
4. After logging in, the first screen will be Commissioner Krupp's campaign welcome letter. Across the top is the following menu, Home, Campaign Status, Employees and Transactions, Send e-mail, Reports, and Log Off

5. At the very bottom of the screen is: Change Division and Employee Donor. This is the option allowing coordinators to toggle between being an Employee Campaign Coordinator and an Employee Donor.

6. To be a donor, click on **Employee Donor**. When an Employee Donor is logged in, the menu options at the top change to: Home, Give Now, My Gift History, My Profile, How Are We Doing?, and Log Off.

7. When an employee donor clicks on the option **Give Now** it will advance to a screen giving the option for Payroll Deduction, Credit Card, and I do not wish to make a pledge this year.

8. For payroll deduction, select that option and click NEXT.

9. The next screen, shows that the payroll deductions will start in January of the next year. It will also show how many pay periods per year there are, which will always be 26, click NEXT.

10. New donors should scroll down to the section under CHARITIES THAT ALREADY HAVE AN SECC CODE.

11. On the Keyword line, enter at least part of the name of the agency to search for. To look at the entire list enter the % sign and click on Search.

12. Using the search criteria that the donor has entered, agencies will show up as results.

13. If one of the agencies that are listed is the correct agency, then the donor should click the plus(+) sign.

14. After clicking the + sign, the selected agency will appear in the section above the Keyword line. In the amount column, enter the selected payroll deduction per pay period to be allocated to that agency. The upper section of this screen, will show the total pledge as it is entered. If the agency is not on the list at the bottom of that screen, the donor should click on WRITE IN. e-Pledge will then go to another screen where selected amount,

name of the agency and the agency's address must be entered. Make sure that the chosen charity is on Guidestar.com and is a valid agency.

15. Once the charity codes have been selected and amounts have been allocated click ADD. If ADD is clicked but the gift/s haven't been fully designated, e-Pledge will give a message requiring the missing info.

16. The next screen is the Verification screen. Selecting the option **Acknowledge My Pledge**, ensures an acknowledgment from the charity/charities that receives the donation/s should that be their policy. Selecting Send me an e-mail confirmation of this pledge, and an email will be sent confirming the pledge. If the option allowing charities to send letters is selected, the box allowing the release of address must also be selected. Multiple choices can be checked.

17. The next screen will be to review the pledge and confirm it. If everything is correct click CONFIRM. If changes are needed, click PREVIOUS to go back screens. If CANCEL is checked e-pledge will exit without a pledge being recorded.

18. Credit card payments are an option. If that option is checked the secured payment screen will ask for the appropriate payment information.

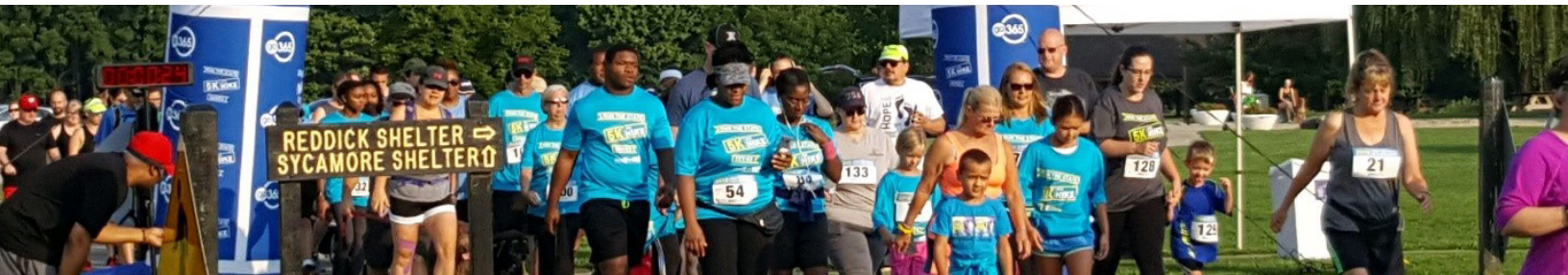
Printable pledge form

[Click here for a printable version of the pledge form](#). After completing the form, please make a copy to keep for your records, and give the original to your Agency Coordinator.

Official SECC website

For complete information, please visit <https://www.insecc.org>

If you are having login issues, please reach out to your agency SECC coordinator for assistance. If you don't know who your coordinator is within your agency, please email spdcommunications@spd.in.gov.



‘Run the State’ series races to strong finish at Fort Harrison State Park

LAWRENCE – Idele Joiner is serious about her health journey. Other topics... well, maybe not so much.

From joking about run-ins with bears to laughing about her intent solely to walk – not run – the Saturday, Aug. 11 Run the State 5K at Fort Harrison State Park, it was clear that Idele’s outlook mirrored the predominantly sunny skies in Lawrence that morning.

If attitude truly is everything, the Indiana Department of Child Services (DCS) Regional Fiscal Operations accountant should have had no fear that she’d complete the course, no matter her chosen pace.

And complete it she did alongside more than 300 other State of Indiana employees who made a similar early-morning pilgrimage to the gorgeous state park. With nearly perfect weather and dozens

of other participants with equally pleasant personalities lining up, the event appeared to be the perfect send-off for this year’s Run the State 5K and Hike series. Having recruited her daughter Tamirah and her mother Mary Sanford to join her on the second and final heat at the state park in Lawrence, Idele didn’t have to go it alone. After all, a little moral support never hurts, especially at the outset of a personal journey.

Often, it’s the first step that’s the hardest to take.

“I have never done a 5K-anything in my life before today,” joked Idele.

Nonetheless she found even more inspiration to be part of the 5K through her relatives who looked equally glad to be part of the swan song event. Wellness was the focus for the Alabama native, who said she played basketball, track and

volleyball during her high school days. Now she wants to put herself on a path to better health.

If there’s a better place to do so in the Hoosier State than Fort Harrison, we haven’t seen it, and those sentiments were shared by others in attendance.

Eileen Hack and Peggy Dorsey certainly felt that way.

Both longtime Indiana Department of Environmental Management (IDEM) employees, Eileen and Peggy each completed the 5K twice. That’s

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Idele Joiner, her daughter Tamirah, and mother Mary Sanford were some of the earliest to sign up for the second heat of the 2018 Run the State 5K at Fort Harrison State Park.



Eileen Hack and Peggy Dorsey managed to complete the Aug. 11 5K at Fort Harrison twice, in back-to-back walks.

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‘Run the State’ series races to strong finish at Fort Harrison State Park

around six miles altogether – an impressive feat to accomplish in a single day, let alone before lunch. The setting surely helped.

“It’s just a beautiful park,” commented Eileen, a technical environmental specialist who has worked for IDEM’s Office of Water Quality for about seven years. “I think the pond is beautiful.”

“It’s a bonus that it’s in a park,” added Peggy, assistant commissioner of IDEM’s Office of Land Quality.

Peggy and Eileen were two of many participants who planned to spend time at Fort Harrison after the run’s conclusion, taking in the sights and sounds of the historic area that bears the name of the only United States president to hail from the Hoosier Land, Benjamin Harrison.

Dedicated in 1906 by President Theodore Roosevelt – the ol’ “Trust Buster” himself – the park boasts more than 1,700 acres. That’s more than enough room to run.

Eileen and Peggy said they “made a pact” at the park to be walking partners going forward.

The facetious pair said they hope to be part of future Run the State events, and if the series returns to Fort Harrison, it’s likely Peggy and Eileen will be there. They hope their fellow State of Indiana employees will join them no matter the run or hike’s location, and they’re confident that request will be fulfilled.

This year’s series hit all corners of Indiana, beginning with a

chilly debut at Indiana Dunes (Chesterton) and following with far, far warmer events at Harmonie State Park (New Harmony), Ouabache (Wells County), and Clifty Falls (Madison) before crossing the finish line in Lawrence.

In all, the 2018 series drew close to 1,000 participants spread among the five events.

Peggy and Eileen think that’s par for the course for state employees who, by and large are active participants in fun events, remain health-conscious, and genuinely care about their jobs, their home state and their fellow Hoosiers.

Peggy said it’s her fellow state employees who’ve kept her working for Indiana for nearly two decades.

“I just love the people,” she said. “I’m so impressed with my coworkers’ professionalism, drive

and dedication.”

Idele, Peggy and Eileen were three 5K attendees whose spirits match the intent of the Run the State series, which was to provide a healthy activity for state employees, their families and friends while encouraging visits to some of the state’s many uniquely beautiful parks.

Peggy called the connection “a genius idea.”

“You can get back in touch with the state’s parks while also fulfilling a health need/desire,” she added. It’s a lot prettier than walking on a city street.”

Whether you braved the April cold at Indiana Dunes or took on two heats on a humid August morning at Fort Harrison, we hope you enjoyed this year’s Run the State 5K and Hike series.



Many participants brought their pets along to enjoy the run/walk at Ft. Harrison Aug. 11. Some of the tiniest human competitors hitched a ride in strollers and crossed the finish line with their parents.

REMINDER: Register for the National Step Tournament by September 9, 2018



The Go365 National Step Tournament starts on September 9, 2018! Have you signed up yet?

Join in on the fun to compete against other teams for the highest team average step count, all while doing some

good for the community through the donation to Feeding America.

More than a thousand Indiana state employees have already signed-up to be part of the Go365 National Step Tournament! Sign up today and do your part to fight food insecurity!

Joining is easy!

- [Check out this step-by-step guide](#) on how to be a part of the **State of Indiana** team.
- [Visit the Invest In Your Health Indiana](#) website for complete information and to see the breakdown for enrollment periods and tournament dates.

Set and Reach Your Health Goals

Eat healthier, move more, sleep better, manage stress: See what's possible with the Omada program. [Learn more >](#)



Start preparing for Open Enrollment 2019

OE 2019

Benefits Open Enrollment

Open Enrollment is just around the corner. Take time now to carefully review each plan offering and determine which options best meet your family's health care needs.

A few tips to help you get started

Know the dates: Mark your calendars for the 2019 Open Enrollment season. **It begins October 24 and ends November 14 at Noon (EST).**

Review this year's medical, vision and dental expenses.

How much did you spend on medical, vision and dental needs this year? You can view your expenses over the past year and estimate future expenses online with [Anthem](#) and [CVS Caremark](#). Once you are logged into your account on Anthem's website you can estimate your upcoming expenses by clicking on the Anthem Care Comparison section located under the "Care" tab on the top of the page.

Estimating your medical expenses helps you determine which plan provides the most value for you. Be sure to include not only medical expenses, but premiums when looking at your annual spend. And don't forget to factor in State Health Savings Account (HSA) contributions, if you qualify.

Examine how much you contribute to your Flexible Spending Account (FSA). If you have a Flexible and/or Dependent Care Savings Account, be sure to examine your out-of-pocket expenses closely as these programs are a use-it-or-lose-it program. You may need to increase or decrease your contributions accordingly.

Understand your insurance needs. If a qualifying event has occurred within the past year, your insurance needs may have changed as well. A qualifying event could be a birth, divorce, marriage or an adoption. Rather than simply signing up for the same amount you did the year before, determine whether your overall financial situation has changed, and whether or not you need more or less insurance. If you experienced such an event and did not request a change to your benefits within the first 30 calendar days, the open enrollment period is the time to add eligible dependents.

Review your dependents and beneficiaries. It's important to review dependents on a yearly basis. If your family situation has changed at all, it certainly merits making a review of your dependents and beneficiaries. Make sure addresses and phone numbers are updated and that all dependents are still eligible.

Also, ensure your dependent social security numbers are included in PeopleSoft. Under the Affordable Care Act, applicable large employers are required to request dependents' social security

numbers for use in completing IRS forms, 1094-C and 1095-C.

Steps to update this information:

- [Log into PeopleSoft HR](#)
- Click on Main Menu
- Click Self Service
- Click Benefits
- Click Dependent Beneficiary Information
- Click Dependent & Beneficiary Coverage Summary
- Click on Child's Name
- Click Edit
- Enter the SSN
- Click Save and Sign out of PeopleSoft

If you are married: compare your coverage against your spouse's.

If you and your spouse have different company benefits, make sure to weigh the pros and cons of each health insurance and overall benefits package. Compare the list of doctors in your plan to your spouse's, network providers vary from plan to plan. The State medical plans use Anthem's National PPO (BlueCard PPO). If your spouse's open enrollment period and effective dates differ from the State plans, plan ahead. Your spouse's open enrollment is not considered a qualifying event to change plans or level of coverage later in the year.

Open Enrollment does not need to be a stressful time. Plan, prepare and ask questions now to help reduce the stress later. If you have any questions about your benefits or have a unique situation and require some guidance, please contact the [INSPD Benefits Hotline](#) at 317-232-1167 (within Indianapolis) or toll-free at 877-248-0007 (outside Indianapolis).

Register for Pre-Retirement Planning Seminar

If you are serious about retiring from state employment, register now for the upcoming Pre-Retirement Seminar, sponsored by the Indiana State Personnel Department (INSPD). This day-long workshop is 8:30 a.m. to 4:30 p.m. on October 10, 2018 in the IGC-S Auditorium. An hour break for lunch is also included.

This program is designed to assist state employees with advance retirement planning by providing information useful in making informed decisions. The recommendation is for an employee to take this training if he/she are planning to retire within the next year. A sound retirement requires careful planning involving numerous topics, including:

- Public Employees' Retirement Fund
- Social Security information and options

- Insurance –options for both life and health insurance
- Benefits obtainable through Social Security and Medicare
- Hoosier S.T.A.R.T. – pros and cons of different types of investments for future retirement security.
- Key elements in estate planning, including: last will and testament, living will, health care authorization, durable power of attorney and death taxes.
- The Indiana Long-Term Care Program as an element of retirement planning.

This workshop is free of charge. Employees may attend the seminar one (1) time in their career as a State of Indiana employee* Your supervisor's approval is required to attend. PeopleSoft automatically sends the supervisor an email

asking him/her to approve your enrollment in this seminar. Neither travel time, mileage, nor vehicle allowance is paid/allowed.

- [Click here for registration instructions](#)

Your spouse is welcome to attend, but registration is not necessary if he/she is not a state employee. Registration is required to attend and seating is limited. Reserve your seat today by self-enrolling into the seminar. Please note: your spot is not reserved until your supervisor approves.

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

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

Indiana School for the Deaf hosts 5K; offers discount



[SIGN UP TODAY >](#)

State of Indiana employees and/or Go365 members will receive 10 percent off the entrance fee by entering the discount code **StatethatWorks**.

The Indiana School for the Deaf will host its 175th 5K Walk/Run on Saturday, September 29.

Be part of the fun and benefit a good cause. All proceeds assist the school.

The event takes place from 9:30 to 10:30 a.m. on the school's grounds located at 1200 E. 42nd St. in Indianapolis.

Website: www.deafhoosiers.com >



Artwork by Jerry Williams

How to save a life

Parole agent stops man from jumping from overpass

BLOOMINGTON -- The young man had made up his mind and no one was going to change it.

He was going to jump.

From the edge of an overpass to the unforgiving pavement below, he was ready to leap, permanently freeing himself from whatever emotional crises had brought him to this point – standing on the side of a busy highway, in broad daylight, ready to end his life.

But positioned between the 20-something and his probable demise was perhaps all he had ever wanted to find in the first place: a person who cared, someone who truly wanted to help.



Indiana Department of Correction Parole Agent Erika Smith is seen here with her husband Shawn and their daughter, Emersyn.

A caring voice

“I could see the tears in his eyes and I knew he wasn’t okay,” said Indiana Department of Correction Parole Agent Erika Smith. “I didn’t know what else to do, so I just started talking to him.”

Smith noticed a young man walking precariously close to the edge of a recently-built overpass in Bloomington as she returned from her lunch break Aug. 8.

The man’s actions stuck her as odd, and when she saw him jump over the safety railing, she knew something was very, very wrong.

Taken aback and uncertain what to do, Smith called a co-worker in the District 5 office and asked for advice. A colleague there said to call 911.

Smith did just that, but it would take time for police to arrive and the longtime corrections employee knew she had to act fast. She pulled over, got out of the car and called up to the distraught man.

“I asked, ‘can you hear me?’” recalled Smith. “He was sobbing. He was crying so hard. I just felt so horrible for him.”

Not knowing quite what to say, Smith leaned on her inherent compassion and her job training to guide her. She thought of her husband of 16

years, Shawn, and their 3-year-old daughter Emersyn.

“I said, ‘I don’t know what you’re going through and if it’s bad, whatever it is, it can be fixed,’ said Smith. “I told him I cared about him and care about what happens to him.”

The response was anything but encouraging.

“He said, ‘I want to jump, I want to die,’” Smith remembered. “He said, ‘I don’t want to live anymore.’”

The parole agent asked the young man about his parents and searched for topics that might take his attention away from the struggles in his life that had led him to this point.

Still speaking with the 911 dispatcher, Smith got some sound advice.

“She said to keep talking to him,” said Smith. “I talked to him about my daughter and how I wouldn’t want anything to happen to her. I kept calling his name. I felt like he was really confused and didn’t know what he wanted to do.”

Eventually, something clicked.

Smith doesn’t quite recall how long she spoke with the young man, who identified himself to the parole agent only by his first name, but it was clear her show of compassion made an impact. He sat, listened to Smith and stepped

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How to save a life

Parole agent stops man from jumping from overpass

back from the edge.

Her call to 911 sent Indiana State Police to the overpass, who spoke with the man, attempting to console him. An ambulance also arrived at the scene. As he was led away, Smith said the man glanced down at her offering an unspoken thank you.

And just like that it was over.

The right path

Smith returned to work a little shaken, but knowing she had done the right thing. Had she not stopped to help, there's no guarantee the young man would still be alive today.

Smith believes her actions stemmed from a combination of training she's received from her job and the genuine sense of empathy that fuels her passion to help people who have found themselves at a crossroads.

"With our training, we're kind of trained to keep poised and have control of a situation," the parole agent said. "I think that, coupled with the human element of it ... I was trying not to look at him [in any way] other than he's a person and he's hurting."

The veteran parole agent's primary duty is to monitor and assist convicted offenders who have been released from correctional facilities. She and others in her line of work aim to keep those men and women on the "straight

and narrow" in an effort to avoid recidivism. She wants to help each of her clients steer clear of the pitfalls that landed them behind bars the first time.

Smith believes people can indeed change and that sometimes a caring heart and a genuine belief in the value of others – no matter their station in life – can mean the difference between a step in the right direction and a perilous plunge. The choice, of course, belongs to each person.

"Those people are on the edge of which way they're going to go or which road they're going to take sometimes," she said.

Helping those individuals is the most satisfying part of her job.

"I want to try to guide that person in the right direction, to encourage them to get a job or to make the right choices in their life," she said.

A special honor

Smith chooses to dedicate her career toward improving the lives of people in her community, and her work hasn't gone unnoticed.

Smith was recently recognized with the Indiana Department of Correction's Commissioner's Coin, one of the agency's highest honors. She also received a letter from Commissioner Robert E. Carter Jr. and a monetary bonus.

The attention came as a complete surprise. Smith was working at her desk when top IDOC personnel converged in her office to honor her.

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Indiana Department of Correction (IDOC) Parole Agent Erika Smith was presented with a letter from the IDOC Commissioner and received the prestigious Commissioner's Coin due to her involvement in preventing a man from leaping from an overpass in Bloomington Aug. 8.

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How to save a life

Parole agent stops man from jumping from overpass

“It was so awesome,” she recalled. “The Commissioner’s Coin is something special to get. That in itself was enough for me.”

The accolades are related to Smith’s actions in preventing the young man from jumping from the overpass.

Where that man is today Smith does not know, but she’s hopeful he received the help he needed. As much as anything, she hopes her actions helped him see that the problems he was facing wouldn’t last forever. There really is light at the end of the tunnel, a silver

lining around every cloud. All the same, Smith doesn’t feel she did anything extraordinary; rather, she believes her actions were nothing more than what anyone else might do if they found themselves in the same situation. At least one co-worker and friend called her “a hero” in light of her actions, but Smith shrugs off such descriptions.

Admittedly, she was frightened throughout the harrowing situation, but couldn’t show it.

“I didn’t want him to see how scared I was,” Smith said.

Nonetheless, she found the strength she needed and prevented a possible tragedy.

The experience changed Erika Smith in a positive way as well.

“Just thinking back on it, I think I was just in the right place at the right time,” said Smith. “I think for myself I’m more appreciative every day of waking up. My perspective is a lot different now and I think that I appreciate what I do a lot more.”

Story by Brent Brown, INSPD

Photos provided by Erika Smith and IDOC

Heflin honored with Distinguished Hoosier Award

The Indiana Commission for Higher Education announced in August that Student Support Specialist Yvonne Heflin was the recipient of a Distinguished Hoosier Award from Gov. Eric Holcomb.

The award honors Heflin’s 40 years of service to Hoosier students and the state.

Yvonne Heflin began her state government career at the State Student Assistance Commission of Indiana (SSACI) in 1978. For 40 years, Heflin has been helping students and their families navigate issues related to financial aid. In 2012, SSACI combined with the Commission for Higher Education and Heflin stepped up to ensure a smooth transition. Indiana Commissioner for Higher Education Teresa Lubbers

presented the Distinguished Hoosier Award to Heflin Aug. 22, her 40th anniversary with the state.

“What stands out most about Yvonne’s 40 years of service is her commitment to making postsecondary education attainable for all Hoosier students, regardless of financial need,” said Lubbers. “When I walk by her desk and hear her talking to students about their financial aid concerns, I can guarantee that when the conversation is over, they know exactly what they need to do and have been treated with compassion and respect.”



The Distinguished Hoosier Award is one of the highest honors given by the State of Indiana to its citizens. The award is granted at the discretion of the governor to outstanding residents for their accomplishments and contributions to their communities.

Oakland City University offers discount and free application to state employees



OAKLAND CITY
UNIVERSITY

Oakland City University is now accepting applications for the Fall 2018 semester. State employees are eligible to receive a \$1,000 tuition discount by enrolling in any of the following Online Adult and Professional Studies degree programs:

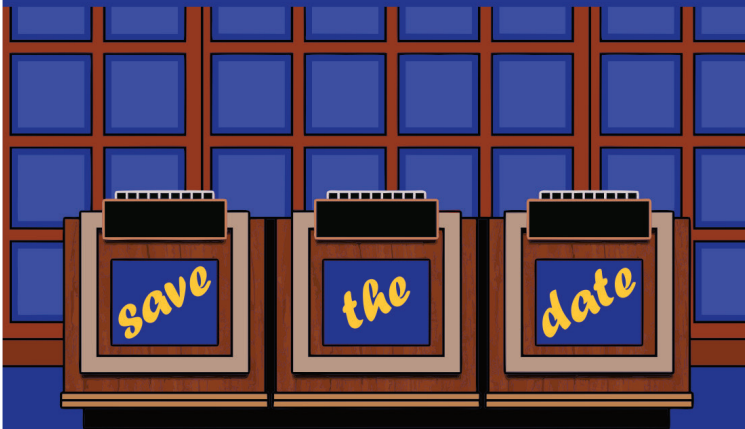
- B.S Business Administration – Management or Human Resources and Criminal Justice
- B.A.S – Operations Management
- Master of Business Administration – M.B.A (Healthcare Management specialization option)
- Master of Science in Strategic Management – M.S.S.M (Logistics, Quality Systems, or Criminal Justice Administration specialization option)

Classes are 100% online. Undergrad classes occur every five weeks, graduate classes occur every eight weeks. Log in anytime, anywhere you have access to the internet.

Apply for FREE. Enroll today!

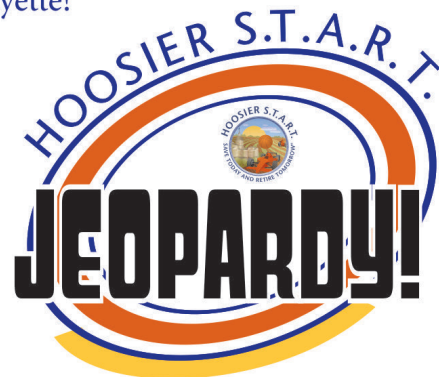
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September 19 — Lafayette
September 20 — Merrillville
October 2 — Evansville
October 3 — Madison
October 16 — South Bend
October 17 — Fort Wayne

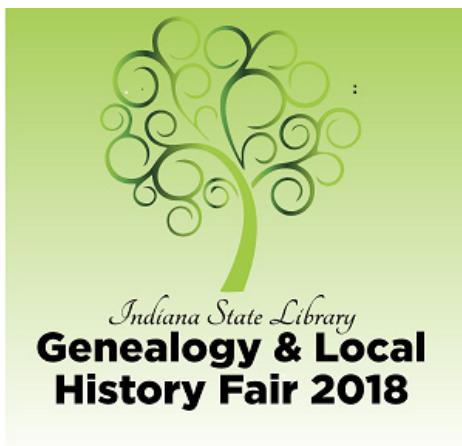
for the 2018 Educational Dinners where your retirement readiness will be challenged by playing Hoosier S.T.A.R.T. *Jeopardy!* The dinner is free for Hoosier S.T.A.R.T. participants, and spouses/significant others are welcome to attend for the price of the dinner. This year we've added a dinner in Lafayette!



[Click here to register!](#)

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

Genealogy and Local History Fair returns to Indiana State Library in October



INDIANAPOLIS -- The Indiana State Library will host the Indiana Genealogy and Local History Fair from 10 a.m. to 3:30 p.m. Saturday, Oct. 27, in downtown Indianapolis.

Admission is free and the event is open to the general public. This year's theme is "Digging Up the Dead." Attendees will learn to how to examine, decipher and interpret death records and death research. They'll also discover other interesting facets of mortality in history.

More than 30 organizations and exhibitors will be in attendance. Visit the tables in the exhibition hall to collect information from genealogical and local history organizations and to shop the commercial vendors.

Highly-acclaimed, internationally-known speakers and genealogy consultants, Lisa Alzo and Amie Bowser Tennant, will offer presentations.

Additionally, Sarah Halter, executive director of the Indiana Medical History Museum, will give a "brown bag lunch" lecture.

Information about the presenters may be found [here](#).

The Indiana State Library is located at 315 W. Ohio St. in Indianapolis.

Civil Rights Commission prepping for Fair Housing Law and Policy Conference

The Indiana Civil Rights Commission will host the 2018 Region V Fair Housing Law and Policy Conference: 50 Years Further from October 10 to 12.

The three-day conference focuses on fair housing investigations, policy and law updates, and housing industry best practices.

The conference will bring together community leaders, state and federal agencies, attorneys, lenders, builders, developers, policymakers, housing providers, and realtors to discuss the future of housing in the United States.

The conference plans to include keynote speakers, breakout sessions and is expected to draw nearly 500 attendees from surrounding states. The theme for this year's conference, "50 Years



Further," commemorates the 50th anniversary of the signing of the Federal Fair Housing Act. The conference will update attendees on their responsibilities in furthering fair housing with specific training and policy updates.

In partnership with several local human relations agencies, and state agencies, the Indiana Civil Rights Commission will host this conference at the Sheraton

Indianapolis City Centre and Indiana Historical Society.

[Register NOW](#) or [become a sponsor](#)! Invoicing is available.

For more information on the [Indiana Civil Rights Commission](#), your rights and responsibilities under Indiana Civil Rights Law, or to [request an accommodation](#), visit us online.

Take steps to stop childhood obesity in September

September is Childhood Obesity Awareness Month -- a great opportunity to understand the burden of childhood obesity in our state and consider ways we can help children develop healthy habits that last a lifetime.

According to the 2016 National Survey of Children's Health (NSCH), 18.5 percent of children in Indiana are obese, with an additional 15.4 percent classified as overweight.



Currently, Indiana has the ninth highest childhood weight status compared to other states. Find more details here: stateofobesity.org/children1017.

It is important to consider the many factors that contribute to childhood obesity. Lack of access to environments that promote safe physical activity for families is a major influence. Inexpensive, sugary beverages and foods

alongside a shortage of affordable, healthier food options also contribute. Research shows that sleep deficiencies and genetics are additional components that can increase a person's risk for obesity at a young age.

Increasing fruit and vegetable consumption and decreasing the amounts of sugary beverages our children consume are pieces of the childhood obesity puzzle that cannot be ignored. According to the 2015 Youth Risk Behavior Surveillance Survey, 7.3 percent of Indiana's high school students stated that they did not eat vegetables

while 6.5 percent said they did not eat fruit or drink 100 percent fruit juice. Worryingly, more than 75 percent said they drank soda or pop during the seven days before the survey.

Healthy dietary behaviors can be taught at a young age with the guidance of adult role models and environments that promote healthy eating and drinking.

The 2016 NSCH survey shows that only about 57 percent of children age 6 to 17 in Indiana are getting at least 60 minutes of physical activity on four or more days each week.

An equally important data piece is that more than 72 percent of Hoosier children are spending one to four hours watching TV or videos or playing games per day (NSCH, 2016), which does not include the time spent on academic screen time at school.

It is worth considering the relationship between these two data points and ways in which we can create environments for our children to play, create, explore and decrease levels of sedentary behavior.

According to the CDC, there are many ways in which all adults can help raise a healthier generation and lower Indiana's obesity rates:

- Be aware of your child's growth. Use CDC's [Child and Teen BMI Calculator](#) to screen your child for a change in weight status.
- Provide nutritious foods such as fruits and vegetables in place of foods high in added sugars and solid fats. [Try serving more fruits, vegetables, and whole grains at meals and as snacks.](#)
- Limit juice intake, mix juice with water, and make sure water is readily available as a no-calorie alternative to sugary beverages.
- Help children get the recommended amount of [physical activity](#) each day. Find age-appropriate [activities here](#).
- Be a role model! Eat healthy and get the [right amount of daily physical activity](#).
- Learn how you can help shape a [healthy school environment](#).

2018 Employee Assistance Program wellness webinar calendar



View the webinars on demand – anytime, anywhere. Submit a question and receive a response via email. Questions are logged in a FAQ section so you have the ability to browse and learn from the questions of others.

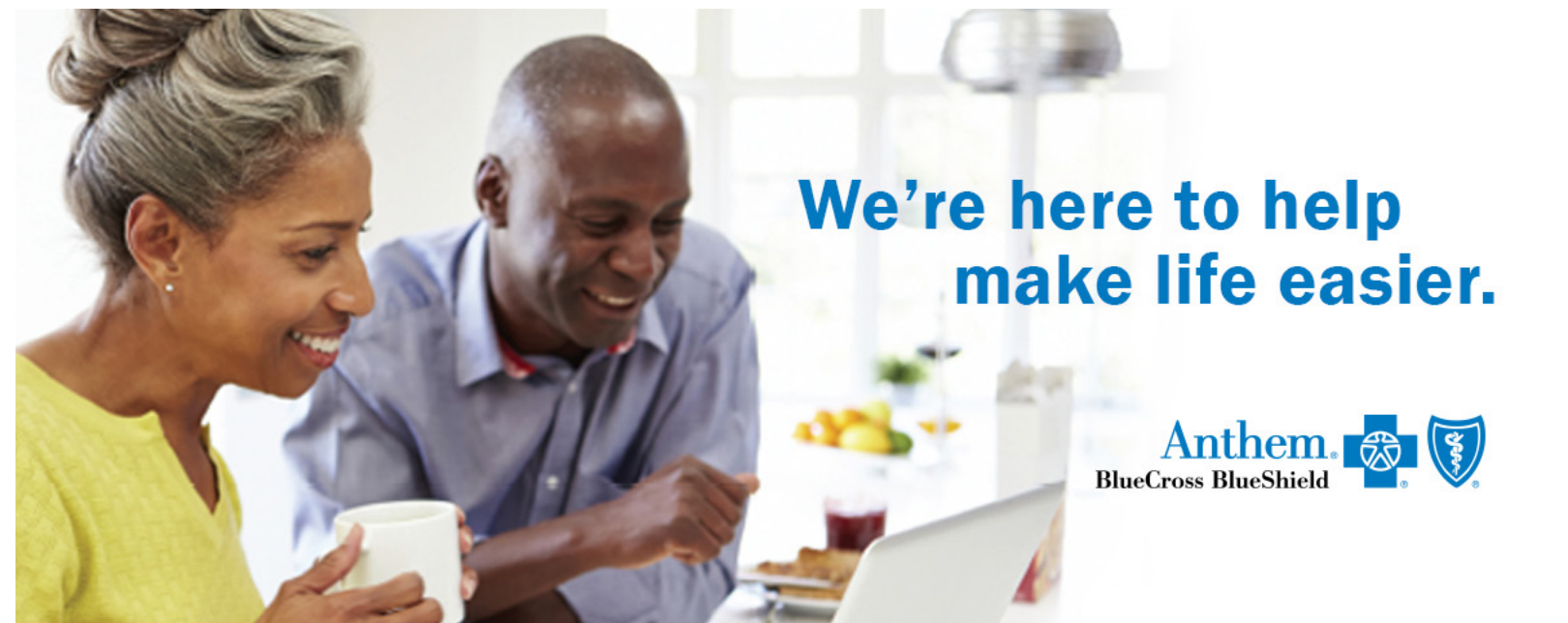
	Monthly theme	Monthly webinar title	Webinar description
SEP	GPS! Charting a course to reach your goals	Creating a Personal Development Plan Available on demand starting Sep 18	Participate in this session to understand effective goal setting and identify potential obstacles that can create barriers to reaching your goals.
OCT	Bounce back Recovering from stressful situations	A Personal Guide to Building Resiliency and Coping With Change Available on demand starting Oct 16	It's not what happens to us but how we respond to what is happening to us. This seminar will empower you to become more resilient.
NOV	Talking together Family conversations about aging	Caring for Aging Relatives Available on demand starting Nov 20	Older relatives may require more care than family or neighbors can provide. This seminar is a helpful first step to determine what kind of care is needed.
DEC	Just ask Asking for what you need	Say What You Mean the Right Way: Healthy Forms of Communication Available on demand starting Dec 18	There are many ways to communicate how you feel to the people in your life. Explore how you can use communication to strengthen your relationships.

To view a seminar on demand go to anthemeap.com and enter **State of Indiana**

You'll find these and other seminars in the **Seminars Center** that rotates in the middle of the page.

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Something ‘wicket’ this way comes

State of Indiana employees part of Cricket Tournament Sunday, Sept. 9

INDIANAPOLIS -- For the first time ever, State of Indiana employees are taking to the field and pitch to take their best whacks around the wickets in one of the world’s most popular – and unique – games.

A squad of state employees representing multiple agencies will be part of this Sunday’s annual CRIC Indy Corporate Cricket League Tournament. CRIC Indy League is “a corporate community based grassroots organization in Indianapolis,” according to <http://www.cricindy.com/about-us/>.

The round-robin style event runs from 8 a.m. to 9:30 p.m. Sunday, Sept. 9 at the Chuck Klein Softball Complex and pits bowlers and batsmen from top area businesses against one another for bragging rights and much, much more.

The complex is located at 4702 Rockville Rd. The event was originally scheduled for Saturday,

Sept. 8, but expected inclement weather led organizers to reschedule.

Though the team members will certainly go “all out” in an effort to win the tournament, an overarching goal is to bring professionals from disparate corporate backgrounds together “to unwind, socialize and popularize their organization,” the CRIC Indy website states.

The result is the building of “a social networking platform” that promotes diversity in the corporate world and fosters professional connections, according to CRIC Indy.

A happy byproduct of bringing cricket to the forefront of the Indianapolis recreational sports scene is a contribution to wellness.

“We would always value the participation and involvement of participants, sponsors, vendors and all the people around us to elevate this community to build a happy and healthy lifestyle within the corporate community and promote cricket to the next level,” according to CRIC Indy.

The heart of the tournament, however, is of course its participants who appear ready to handle even the best

Bunsens. Check out the list of participating teams [here](#).

Indiana Department of Revenue Commissioner Adam Krupp serves as an advisory member of the CRIC Indy League. Krupp was integral in fielding the State of Indiana employees squad.

In preparation for their tournament debut, the players have been taking swings and practicing regularly.

Cricket, a sport that began in England and dates to medieval times, remains popular across the world though its rules, intricacies, and perhaps charm, often aren’t common knowledge on this side of the pond.

If you don’t know your gullys from your long offs, [click here](#) for a cricket crash course.

Whether you’re a regular Sir Garfield Sobers or a novice who’s never heard of a googly, a howzat or a doosra, the games are sure to be a great time for all involved.

The State of Indiana squad is calling on fellow state employees to fill the stands and act as the “12th man,” cheering the team on from the sidelines this Sunday.

It’s sure to be fun and missing out, as they say, “just wouldn’t be cricket.”

Learn more at <http://www.cricindy.com/>.

Story by Brent Brown, INSPD



Indiana Department of Revenue Commissioner Adam Krupp (far right) helped organize a State of Indiana employees’ cricket team. The squad takes the field this Sunday at the Chuck Klein Softball Complex in Indianapolis.