



The Torch

The official newsletter for Indiana state employees

April 2022

Pick
Your
PCP



Go to [anthem.com](https://www.anthem.com) and designate your primary care physician by April 30.

LEARN MORE >



Action Required: Pick Your PCP for Your Medical Plan

If you are covered by one of the State of Indiana's medical plans, you'll need to select a primary care physician (PCP) in the Anthem network (either Tier 1 HealthSync or Tier 2 In-Network). Please designate a PCP by April 30, or Anthem will automatically pair you with one in your area.

Anthem requires that you designate a PCP because those who have a relationship with a PCP are:

- **More likely to seek preventive care**—identifying problems before they grow into something more difficult and costly to treat
- **Less likely to have preventable emergency room visits** and hospital admissions
- **More likely to save on out-of-pocket costs** for both primary and specialist care

How to Designate a PCP

Go to [anthem.com](https://www.anthem.com) and log into your account. You can also log into your account via Anthem's Sydney app.

Follow these steps to designate a PCP:

- Go to the Care Team section
 - **Website:** Click on the Care tab and select "Care Team"
 - **Sydney app:** Go to the menu and scroll down to select "Care Team"
- Review providers listed and designate PCP.
 - **If your PCP is listed:** Click on the name and select "Assign as PCP"
 - **If your PCP is NOT listed:**
 - Use the search bar to search by name, specialty or zip code
 - Click on the "Add to Care Team" blue button
 - Once added to your care team, click on "Assign as PCP"

Changing Your PCP

If you don't designate your PCP, Anthem will pair you with one in your area. However, you can change your primary care physician at any time throughout the year.

[Learn more >](#)
[Read the FAQ >](#)

In this issue

- 3** Performance and Goals Training Schedule
- 5** Suicide prevention training available to all state employees
- 6** Get started earning your 2023 premium discount
- 8** Time Sensitive NPL Information and FML Recertification Process Changes for FY22-23
- 9** I'm building leadership finesse on LinkedIn and you can too!

The Torch is published monthly by the Indiana State Personnel Department and is available online at on.in.gov/TheTorch.

Got a story?

Submit your story ideas to:
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)

You will be enrolled in PeopleSoft HCM 9.2 training this week



The new PeopleSoft HCM 9.2 is coming in May and will change how you perform a variety of functions in PeopleSoft. It is critical that you familiarize yourself with the new system before it launches in May.

To help prepare you to navigate the new platform, all state employees will be required to complete a series of trainings designed to introduce you to the new Employee Self-Service module. Each section of the curriculum will cover a crucial function in the new PeopleSoft HCM 9.2.

This week, you will be notified by SuccessFactors that you have been enrolled in the Employee Self-Service PeopleSoft 9.2 Curriculum, and you will have 30 days from enrollment to complete most of

the modules included. Completing this curriculum will be required of all State of Indiana employees.

[View a breakdown of the sessions.](#)

You will need to know this information as you enter time, edit personal information, manage absence, change direct deposit, update tax forms, view accrued leave, update benefits, and many other functions vital to your day-to-day work. Managers should expect enrollment in additional training.

The new PeopleSoft HCM 9.2 will be a big improvement over the current system—it will be mobile friendly, will have a more user-friendly interface, and will give all state employees more control over your personal information.

Microsoft 365 Learning

Are you interested in becoming a power user for on or more Office 365 tools? You could join a community of Champions who discuss issues, troubleshoot questions, and share tips and tricks for working with the Microsoft suite of products.



[Learn more about the Champions program and how to join](#) >

For more information on available trainings and resources, contact Elisa Phillips at ephillips@iot.in.gov.

DATA DAY 5

APRIL 26 | 2022

Data Day returns to the Indiana Government Center

Indiana Management Performance Hub invites you to attend Data Day 5!

The fifth annual event is scheduled for **April 26, 2022** from 9:30 a.m. to 2 p.m. We are happy to return Data Day to an in-person event this year, while also offering a livestream of the day's event for individuals that wish not to attend in-person. [Register for Data Day 2022 \(govdelivery.com\)](https://govdelivery.com)

Data Day celebrates MPH's collaborative and innovative approach to fostering a culture of collaboration and data-driven decision making between state agencies and key trusted partners. Join the celebration and learn more about how data continues to play an increasingly important role in state government.

Topics we're excited for agency partners to showcase at the fifth annual Data Day event include equity, health, drug epidemic, education and workforce initiatives and more. We'll have additional details including the schedule of events for both in-person and virtual attendees soon. Details will be provided in email updates for registered attendees and on the [Data Day page](#) on the MPH website.

Performance & Goals Training Schedule

The Indiana State Personnel Department's Performance Management team is conducting a series of virtual trainings. These trainings are available to all state employees. All trainings will take place virtually via Microsoft Teams. Users must log into SuccessFactors to sign up.



Indiana State
Personnel Department

Click the session link to register.

APR 7	Effectively Managing the Working Test Period 10 to 11 a.m.
	Engaging in Effective Feedback 1 to 2 p.m.
APR 14	Creating a Smart Goal Action Plan Workshop 10 to 11 a.m.
	Engaging in Effective Feedback 1 to 2 p.m.
APR 21	Improving Poor Performance with Intervention 10 to 11 a.m.
	Effectively Managing the Working Test Period Workshop 1 to 2 p.m.
APR 28	Engaging in Effective Feedback 10 to 11 a.m.
	Creating a Smart Goal Action Plan Workshop 1 to 2 p.m.
MAY 5	Effective Evaluation at the Interim Review 10 to 11 a.m.
	Effective Evaluation at the Interim Review 1 to 2 p.m.
MAY 12	Effective Evaluation at the Interim Review 10 to 11 a.m.
	Effectively Managing the Working Test Period 1 to 2 p.m.
MAY 19	Engaging in Effective Feedback 10 to 11 a.m.
	Effectively Managing the Working Test Period Workshop 1 to 2 p.m.

MAY 26	Improving Poor Performance with Intervention 10 to 11 a.m.
	Effective Evaluation at the Interim Review 1 to 2 p.m.
	Self-Assessment 2 to 3 p.m.
JUN 2	Effective Evaluation at the Interim Review 10 to 11 a.m.
	Self-Assessment 11 a.m. to 12 p.m.
	Effective Evaluation at the Interim Review 1 to 2 p.m.
	Self-Assessment 2 to 3 p.m.
JUN 9	Effective Evaluation at the Interim Review 10 to 11 a.m.
	Engaging in Effective Feedback 1 to 2 p.m.
JUN 16	Effective Evaluation at the Interim Review 10 to 11 a.m.
	Self-Assessment 11 a.m. to 12 p.m.
	Effectively Managing the Working Test Period 1 to 2 p.m.
	Self-Assessment 2 to 3 p.m.
JUN 23	Improving Poor Performance with Intervention 10 to 11 a.m.
	Self-Assessment 11 a.m. to 12 p.m.
	Effectively Managing the Working Test Period Workshop 1 to 2 p.m.
	Effective Evaluation at the Interim Review 10 to 11 a.m.
JUN 30	Effective Evaluation at the Interim Review 10 to 11 a.m.
	Engaging in Effective Feedback 1 to 2 p.m.

LiveHealth Online Prevent Diabetes Program



Anthem has partnered with LiveHealth Online to offer a new diabetes prevention program to anyone (age 18 and older) on the state’s health plan.

LiveHealth Online’s Diabetes Prevention Program is 100 percent free to each participant.

Participants work through the CDC approved T2 curriculum with a health coach using LiveHealth Online’s virtual care platform. After the first

completed session, participants are mailed a welcome kit that includes a connected scale to help track their progress. Between coaching sessions, participants receive daily

messages with tips, information, and feedback.

Is the Diabetes Prevention Program right for you?

Get started by taking a two minute risk assessment at livehealthonline.com/stateofindiana.

Program participants are eligible to receive a 2023 premium discount by successfully completing four sessions within this program.

View the [LiveHealth Online Prevent Diabetes Program flyer](#).

Health coaching myths—BUSTED!

MYTH: Health coaching is only for people with health issues.

EXPERT OPINION: “Health coaching is for everyone.”

There’s always room for improvement or new ideas to keep things fresh no matter where you’re starting from. Health coaches take a holistic approach to wellness, considering all areas of your wellbeing including things like sleep and stress. If you’re not sure where to start, your coach will help you figure out areas to focus on.

MYTH: I’m setting and tracking goals on my own, so health coaching won’t be helpful.

EXPERT OPINION: “That’s great – you’re on the right track. Your coach can be your accountability partner and brainstorm new ideas

to support you. If you hit a snag in your journey, your coach will be there to encourage you and figure out what changes could be helpful.”

MYTH: There is a right and wrong time to start meeting with a coach.

EXPERT OPINION: Coaches will meet you where you are. So, wherever you are in your health journey, your health coach is there to encourage you to take the next steps.

Health coaching is about making incremental changes that can optimize your health and wellness,



wherever you are now and whatever your goals for the future are. Remember that you don’t have to be “healthy enough” or “ready” to meet with a coach. If you’d like to take a first step but you’re not sure what that looks like, your coach will spend time helping you clarify your hopes and figuring out where to start.

Read more on the Invest In Your Health blog >

EAP Saved My Life.

This testimony is a true story, as submitted by an anonymous State of Indiana Employee.

**Trigger warning: The following contains open discussion of suicide and the use of a firearm.*

Imagine waking up hopeless. Not just today, every day. As long a life as you've already lived, I imagine at some point you shared my experience.

Imagine your family a lives in another state. Imagine feeling purposeless at work and directionless at home alone. Where do you turn?

At the time, I'd never heard of the Employee Assistance Program. I didn't know help was available.

[Read more on the Invest In Your Health blog >](#)

Suicide prevention training available to all state employees



For any state employee interested in learning about suicide prevention, the Indiana State Personnel Department (INSPD) and the QPR Institute are offering suicide prevention training to state employees.

The trainings will take place on the following dates:

- April 14, 9 to 11:30 a.m.
- May 19, 9 to 11:30 a.m.
- June 16, 9 to 11:30 a.m.
- July 14, 9 to 11:30 a.m.
- More dates available on [SuccessFactors](#)

The training is held in Government Center South, Training Room 16. It takes two hours to complete, with a 30-minute debrief.

To register for a class:

1. [Log in to SuccessFactors](#). Choose Learning from the drop-down menu on the home page
2. In the Find Learning box, search for "Suicide Prevention"
3. Click on Suicide Prevention (ILT_SuicidePrevention)
4. Follow the prompts to register for the course you are interested in attending

This interactive training that will teach us how to recognize signs of someone in crisis, how to engage a person in crisis, ask the question (Are you thinking of suicide?), and offer assistance through listening and understanding resources. [Click for more information on QPR.](#)

For any questions or concerns, please don't hesitate to reach out to SPDTraining@spd.in.gov.

Tx:Team offers virtual physical therapy visits



Physical Therapy clinicians treat people of all ages and abilities and empower them to actively take part in their own care and help improve mobility, strength, and coordination. You or any member of your family (10 years of age or older) can see a Tx:Team physical therapist in the [Government Center Clinic](#) or through a virtual visit.

A message from Tx:Team: *We can confidently say that we're good at what we do because that is what the data shows. We use an industry-leading outcomes management system called FOTO to benchmark our performance against results from 12,600 other physical therapy clinics across the U.S. With an average patient satisfaction score of 99% and an average functional improvement score ranking in the top 4% nationally, "Working with us is good therapy!"* [Watch the video >](#)

Call today to get started, 317-757-9470.

Physical therapy services are available for State of Indiana employees and their dependents covered by a State of Indiana health plan.

Get started earning your 2023 premium discount

You still have time to get started on earning a 2023 health premium discount through health coaching, the online education + health coaching, or group coaching.

Complete four 1-on-1 health coaching sessions



Get started by calling ActiveHealth at 855-202-4219. Coaches are available Monday through Friday 9 a.m. to 9 p.m. ET and Saturdays 9 a.m. to 2 p.m. by appointment.



Watch [this video](#) to hear from ActiveHealth health coaches about what to expect from a health coaching experience.

Reach Level 3 in health education and complete two 1-on-1 health coaching sessions



Log in to the [ActiveHealth portal](#) and start earning hearts by completing health education modules, health goals, and participating in challenges. Call ActiveHealth at 855-202-4219 to get started with a health coach.

Complete four group coaching sessions in the same series through ActiveHealth



Log in to the [ActiveHealth portal](#) to see a current schedule of group coaching series. Sign up for the six week series that fits your schedule.

These activities can take up to 12

weeks to complete. Employees and covered spouses must each complete one activity by Sept. 30.

Already started on the fitness tracking activity option?



In addition to the coaching and education activity options, you also have the option to earn your 2023 premium discount by continuing to track your steps or activity. If you have already started this option, keep going!

Note: You must have started work on the fitness tracking option by March 15 to complete the requirements by the Sept. 30 deadline.



MAKE WELLNESS A PRIORITY + EARN A 2023 PREMIUM DISCOUNT

Complete one activity by Sept. 30



START TODAY!



Health Coaching
Complete four sessions (in person or virtually)



Health Education
Reach Level 3
+ Health Coaching
Complete two sessions



Group Coaching
Complete four sessions in the same series

Call (855) 202-4219, or log in, www.myactivehealth.com/StateofIndiana.

New Customer Service Reps Take Off with JET



DOR Customer Service celebrated the employees who were “Rock Stars” in the department for December.

As with anything at the Department of Revenue (DOR), the mission is to serve Indiana’s taxpayers. The agency’s front-line training has evolved with an additional focus on customer service to help us fulfill the agency’s mission of administering tax laws in a fair, secure and efficient manner.

According to DOR’s Lead Trainer Amanda Lee, DOR’s Job Expertise Training, or JET, program is geared to prepare new hires for the rigors of answering phone calls from Indiana taxpayers. JET not only includes the complex maze of Indiana taxes, but also orients new employees to the building and agency culture.

“I just think it’s a good program, compared to what we were doing six years ago when I started,” Lee said. “I had three days of training. I sat on the phone with someone for two days and that was all the training I got.”

DOR representatives who handle service calls regarding individual returns now spend six weeks training before handling calls on a solo basis.

“They also get two weeks of ‘nesting,’” Lee said adding to the six weeks of training for individual taxes and three weeks to answer questions on business taxes. “Nesting is when everyone who was in class together go and sit in the same area on the call floor, and they have a team lead assigned to just them to help answer questions the first couple of weeks they’re on the phones.”

Customer Service staff answer some very difficult questions about individual taxes. “Our CSRs who graduate from the JET Individual and/or Business class are better equipped and prepared to answer calls from our customers or their representatives about their individual income tax or business tax matters, including filing

requirements, billing questions, payment plan options, etc.,” Tschetter said.

Chad Scott, a recent JET graduate, said the training prepared him for the rigors of answering phones all day. He said the training is a fire hose of information, even just the knowledge of where to find the right answer. “They don’t expect us to memorize everything,” Scott said. “There’s too much for that. This morning I sat through a meeting to go over changes for this year. But I’m still getting calls for 2020, even 2018 taxes, and I’ve got to remember what the answer is for those.”

Scott admits taxes can be a dry subject but says this is still some of the best career training he’s experienced.



Chad Scott graduates JET and receives his diploma from Commissioner Bob Grennes.

“What really struck me is how hard they hammered home to remember you’re dealing with people that are probably scared and upset,” Scott said. “It’s not just answering their tax questions but taking care of their emotional needs.”

Article submitted by DOR Communications

Time Sensitive NPL Information and FML Recertification Process Changes for FY22-23

New Parent Leave (NPL) – Babies due to be born or adopted in April or May

The next few months are full of exciting updates improving our PeopleSoft system. Some activities currently performed in PeopleSoft are being adjusted around the launch of an integrated HR/Payroll system in PS9.2. Requests for NPL not in approved status as of 5 p.m. on April 29, 2022, in the current PeopleSoft system, will not be converted to PS9.2 during the cutover of data to PS9.2 beginning May 1, 2022. NPL requests entered on/after May 1 will not automatically calculate the correct 6-month window based on an actual date of birth or adoption prior to May 1, 2022.

Therefore, employees whose child's actual date of birth or adoption date is prior to Sunday, May 1, 2022, but who do not submit and receive approval for NPL by 5 p.m. on Friday, April 29, 2022, must call the Employee Relations Division phone line at 1.855.773.4647, Option 4, for individual assistance in submitting that request so it can cover eligible time prior to the May 1 cutover to PS9.2 and be calculated for the correct 6-month window.

Family Medical Leave (FML) – Recertification of Existing Approvals for Fiscal Year beginning July 1, 2022

As communicated in [last month's edition of The Torch](#), the annual process for recertifying ongoing FML requests for the new fiscal year is being adjusted. If your FML situation, or the FML situation of

your family member, is expected to continue into the next fiscal year, you must visit the health care provider to have a new Certification of Health Care Provider form completed and then submit a request with the documentation in PS between May 15 and July 1. All FML recertification requests to begin on July 1, 2022, for the 22-23 fiscal year, will be processed in May and June using PS9.2.

FML – New Leaves crossing the fiscal year mark

If your existing FML approval is scheduled to end on or before June 30, 2022, and does not need to be extended or recertified, there's no action for you to take.

However, if you have a need for FML arising soon that might continue beyond July 1, 2022, such as an upcoming surgery or a new baby, then you need to understand some modifications to approval notices issued in the next few months and tracking your usage of those FML hours.

1. Approvals for continuous absences starting in FY21-22 and continuing into FY22-23 will end on June 30, 2022, and SPD administrators will issue additional approvals covering the remaining absence in the new fiscal year after the launch of PS9.2. Staff will track these approvals and issue them without additional submissions by employees. This will apply mostly to employees using FML for surgeries and pregnancy/childbirth situations.

2. In PS9.2, employees can check their FML balances from the Employee Self-Service (ESS) homepage.
3. The system must close out remaining FY21-22 balances and add new FY22-23 allotments of hours during the pay period Sunday, June 26, 2022 - Saturday, July 9, 2022; therefore, balances appearing on the ESS homepage in that pay period where the current fiscal year ends and the new one begins may not be accurate. Accurate balances should be available in the next pay period.

Information on the new PS9.2 system will soon be rolled out to all employees and managers regarding changes to the look of time sheets and processes for requesting leaves.

If you have any questions about your NPL or FML situation, please contact the Indiana State Personnel Department's Employee Relations Division at 1-855-773-4647 Option 4.

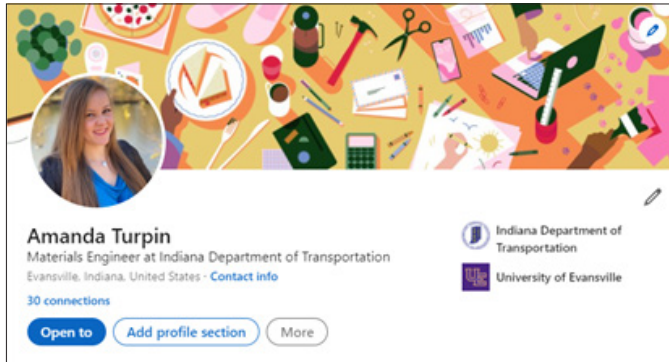


Artwork by
Jerry Williams

I'm building leadership finesse on LinkedIn and you can too!



My name is Amanda Turpin and I am the Materials Engineer for Indiana Department of Transportation (INDOT) in the Vincennes District.



I began my journey with INDOT in 2017 as a Governor's intern and eventually took on a role as a full-time engineer in 2019. I have always loved expanding my knowledge and expertise. While the last few years have brought the virtual world to the forefront, I decided to take advantage of the opportunity to learn more about being a leader with INDOT through LinkedIn Learning.

In the last three years, I have completed all three



of the INDOT Leader LinkedIn Learning programs, which consist of 12+ hours per program. I found the management skills courses to be very thought provoking and the innovative thoughts on an inclusive team to be helpful in how to interact with your teammates. Strategic thinking, critical

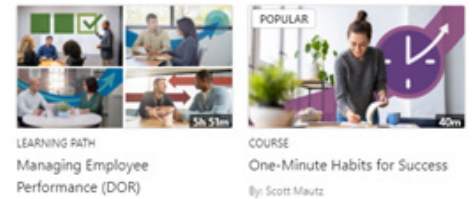
decisions, diverse and inclusive work environments, and many other facets of great leadership are included in these courses. They are extremely useful for anyone either in a leadership role or seeking to advance their leadership skills.

How did you get engaged in LinkedIn Learning?

I thought LinkedIn Learning would be a good way to stay fresh on engineering ideas and how to navigate in an increasingly virtual world with Office 365 Tips and Tricks. I ended up being able to research and learn about management styles, team building, and efficiency in time management. LinkedIn Learning can provide the opportunity to learn high-level concepts in the amount of time you want and without having to attend multiple in-person conferences, seminars, and courses that could require leaving town or paying registration fees.

Some of these courses include content that are often taught in college management and productivity courses. I can compare many of the instructors and their teaching methods to previous professors that I had when I was in college. I enjoy hearing many different perspectives on how to think openly and lead honestly.

Top picks for Amanda



Anyone in search of ideas on how to improve your everyday thinking and team productivity, these are great programs to consider.

I have taken other courses throughout my time at INDOT, and many can offer different skills in everyday computer usage, organization systems, and other aspects of a fulfilling career. It is a great way to open your mind and find new strategies in the workplace.

Ready to get started? Here's one of my personal favorites: [Inclusive Mindset](#)

[Get started on LinkedIn Learning!](#)

Story by Amanda Turpin, INDOT

Accessible training through the WHOLE Employee Policy

We want to help our team members engage in continued learning, so the state is making training accessible to you through the WHOLE Employee Policy. Now you can make time in your

workday to take your career to the next level on LinkedIn Learning.

If you're ready to start building your skills on LinkedIn Learning, work with your manager to identify

courses relevant to your career path and time in your schedule to engage in training.

Need to make an account? [Click here](#) for a login guide.

On My Way Pre-K applications for the 2022-2023 school year now available



Same plan, new opportunities

The Auditor of State, as the Plan Sponsor for Hoosier S.T.A.R.T. is excited to announce Nationwide will become the third-party administrator for the Plan.

The transition to Nationwide from Empower-Retirement began on March 25, 2022. All participant accounts and investments will become available on the Nationwide online platform on April 11, 2022.

Participants will receive a transition guide that includes dates, times, and where to access informational webinars and in-person meetings. It will also include information on upcoming blackout dates and information about new and enhanced services.

[View the transition guide >](#)



Indiana's Office of Early Childhood and Out-of-School Learning is now accepting applications from families statewide who may be eligible for grants for their children to receive free, high-quality, pre-kindergarten education through the On My Way Pre-K program for the 2022-2023 school year.

Information about the program and the link to apply can be found at OnMyWayPreK.org.

Indiana's second greatest spectacle in racing! Watch and race cars 125 feet toward the finish line, zoom zoom.

PINewood derby

LEARN MORE MARCH 30 - APRIL 3 | APRIL 6-10 10am to 5pm

indianamuseum.org INDIANA STATE MUSEUM AND HISTORIC SITES

Government Women in Technology annual summit

On March 9, 2022, Government Women in Technology (GWIT) hosted its second annual summit, focused on providing both inspiring content and strategies for empowerment to women who work in technology within the State of Indiana.

The 2022 GWIT Summit also marked the second anniversary of this seminal state employee affinity group's first formal meeting, which took place on March 9, 2020. The 2022 summit connected GWIT members and other empowered women in state government with state agency heads and female Chief Information Officers (CIOs) from state governments across the US.

The summit highlighted new developments across the state in 2022 applicable to women in tech, as well as trends across the country affecting women in leadership, namely in technological leadership.

GWIT Chair, Elaine Kan says that if she were to describe the 2022 summit in one word, it would be 'Inspiring.' GWIT board members received feedback from several attendees that said the summit inspired them to be better. One shocking fact highlighted during a panel of female CIOs was that, in all 50 states, there are only 9 female CIOs—meaning women make up a mere 18% of CIOs in state governments.

"If you think about it," says Kan, "the number of women in leadership is slim, but women in leadership in technology is slimmer."



Pictured here are the original GWIT members, all from IOT, who have since multiplied into a group of more than 130 members across almost 25 state agencies.

And that's where GWIT comes in. She continues, "the main purpose of the group is to create a supportive environment, to advocate for empowerment and elevation of capable women in technology, to challenge stereotypes and biases about women in technology, and to motivate and model ways to inspire women to chase down careers in technology."

GWIT was built on the principle that "in lifting each other, we all rise." And to do that, GWIT hosts monthly lunch meetings for members to engage in a supportive ecosystem where they can share experiences, relevant trainings, and leadership skills.

Often, monthly meetings include panel discussions, internal and external speakers, storytelling, TED Talks, and group discussions. But routinely, meetings are motivated by and focused on finding solutions and advancing women in technology.

"We try to be very deliberate about positively addressing a lot of the issues that women in technology encounter. We try to give people strategies and new approaches," says Kan.

"We are deliberate about the topics and do not shy away from a difficult subject matter. For example, if we talk about microaggressions we focus on recognizing the issue and the ways we can help ourselves or others."

And while members do highly value having a place to share experiences, the takeaway will always be action-oriented and solution-driven.

Developing on their monthly meeting schedule, in 2022, GWIT is planning to offer training workshops to members that help build a foundation of critical leadership skills.

If you'd like to get involved in GWIT, email GWITmembership@office365groups.in.gov with questions and to get connected.

You can also connect with GWIT and stay up to date with meetings and workshops through their [LinkedIn page](#).

Miss the 2022 summit? Check out the full recording here: [GWIT Summit 2022](#)

Story by Kaitlyn Wampler, INSPD Communications

IDOH Labs secure important accreditation

The Indiana Department of Health (IDOH) Laboratories received high marks in securing a vital accreditation March 11.

The lab completed the [ANSI-ASQ National Accreditation Board](#) (ANAB) assessment, an external assessment to maintain [ISO 17025:2017 accreditation](#) for the [Food Microbiology Lab](#), [Food Chemistry Lab](#), and the [Rabies Lab](#). This accreditation is instrumental in demonstrating to the FDA that the lab testing performed at IDOH is high quality and that the results can be used to help investigate food contamination incidents.



The Indiana Department of Health Laboratory team secured ANAB accreditation March 11.

The USDA Food Safety Inspection Service (FSIS) also uses this accreditation as a major part of declaring the testing conducted by IDOH Labs as being the 'same as' FSIS methods for the purpose of the State Cooperative Interstate Shipping program, which allows Indiana meat processors to ship and sell their meat in different states. The IDOH Environmental Lead Lab also successfully completed its portion of the assessment that covered adherence to the [National Lead Laboratory Accreditation Program](#). This accreditation is required for the [IDOH Lead and Healthy Homes](#) program to use the IDOH lab for investigating lead exposure cases around Indiana.

This outstanding achievement was possible through the continued efforts and vigilance of the laboratorians working for IDOH.

Story submitted by the Indiana Department of Health

Saving the crawfish frog



Angel Mounds State Historic Site in Evansville, Ind. is being considered as one of the locations the state Department of Natural Resources uses to repopulate the Indiana-endangered crawfish frog.

Repatriation of this once-common frog is at least two years away, but herpetologist Nate Engbrecht said that the 500-acre Angel Mounds site has high potential to serve as a recovery site.

"It appears to contain the right habitat features, including open grassy habitat and the original crawfish frog breeding pond," he said.

[Read the full blog here >](#)

Story submitted by the Indiana State Museum and Historic Sites.

Indiana Statehouse Education Center is holding fourth annual Camp Indiana

This year the theme is Indiana Innovations and Innovators. Campers will get a chance to learn about amazing things Hoosiers have contributed to the world. Campers must be within going into 2nd grade to going into 6th grade (roughly ages 7-11). Camp tuition this year is \$75.

For more information on how to register, please contact Bailey Hinton-Matthews at BHinton1@idoa.in.gov.

For more information on how to register: [Bailey Hinton-Matthews
BHinton1@idoa.IN.gov](mailto:Bailey.Hinton-Matthews@idoa.IN.gov)

2021 State Employees' Community Campaign in Review

Each year the State Employees' Community Campaign (SECC) events bring State of Indiana employees together for lip syncs, sporting events, and other inter-agency competitions that build community and bring a little fun into our days.

But more importantly, these events are the focal point of a pledge drive that provides state employees the opportunity to contribute a percentage of their paychecks each period to the 501(c)3 non-profit organization of their choice.

Thanks to your generosity, this year we're celebrating more than \$1.4 million in pledges contributing to 1,534 different organizations across Indiana. These nonprofits will receive your pledges and donations throughout 2022.

State employees donated everything from \$5 to \$5000 and beyond! And as a team we'll be able to contribute to a vast array of organizations, from Boys and Girls clubs, summer camps, and

schools to medical research funds, mental health support, hunger and disaster relief.

Of each participating state agency, three were presented the "Largest Percent Increase" award for their growth in 2021 contributions compared 2020 contributions.

Largest Percent Increase awards went to the Office of Administrative Law Proceedings (small agency), DOC Branchville Correctional Facility (medium agency), and the Attorney General's Office (large agency).

Fun facts about the campaign:

1. 1,363 employees pledged to support the Correctional Professionals Assistance Fund of Indiana, with total contribution of \$329,254.99!
2. 391 employees pledged to support Riley Children's Foundation with \$47,398.96.
3. 144 employees pledged to support St. Jude Children's Research hospital with \$19,075.51
4. 5,400 employees donated to



Indiana non-profits through SECC

5. 1,054 Champion level donors
6. 220 Torchbearer level donors
7. 45 Champion agencies
8. 33 Per Capita Gold agencies
9. 12 Per Capita Silver agencies
10. 10 Per Capita Bronze agencies

Thank you to each person that contributed to SECC 2021, and congratulations to each agency that received a Champion Award or a Per Capita Bronze, Silver, or Gold Award.

We look forward to kicking off this year's SECC campaign later this summer. Stay tuned for more information!

Story by Kaitlyn Wampler, INSPD Communications

Educators seeing positive results for deaf/hard of hearing kids, families

Helping children reach their fullest potential is central to the mission and vision of the Center for Deaf and Hard of Hearing Education (CDHHE).

But difficulties understanding spoken, signed, or printed language can be a barrier for deaf and/or hard of hearing (DHH) children achieving all of which they're capable. CDHHE staff and educators know well the challenges these

children face and they're working each day to offset the inherent obstacles standing in the way.

With the signing of House Enrolled Act 1484, Indiana Deaf Education and Assessments of Language (IDEAL), into law in 2019, educators and parents of DHH children were given more tools to help monitor language progress with the goal of creating the most positive outcome possible for each child.

Some CDHHE staff recently took time to share how IDEAL is impacting their work and how these efforts are making a real impact in the lives of DHH children and their parents.

[Read full story on Employee Central >](#)

Story submitted by the Indiana Department of Health



Find balance with moderation

You want to eat healthy, but it's hard to stay on track 100% of the time. Did you know it's OK to indulge in a sweet or salty treat as long as it's in moderation? In fact, this is often a more sustainable approach to a healthier lifestyle.

- Being too strict can sometimes lead to giving up healthy eating whereas a special treat once or twice a week or on special occasions can help be the balance between binging and total denial.¹
- Reducing the portion size that you eat can also reduce the calories you intake without missing out on the taste and experience of having a treat.
- When you do treat yourself, try to have a standard such as waiting until after you've had a healthy lunch or dinner, or try to balance it out with something healthy such as including fruit or nuts.

Want to learn more about how this method can work for you? Attend our group coaching webinar!



Wellness Webinar Series

Mastering moderation. Learn more about the gray areas in your eating habits and how to spot the line between just enough and too much.

April 19, 2022 | 10:00 AM, 12:30 PM and 4:30 PM, ET
<http://go.activehealth.com/wellness-webinars>

1. Nourish by WebMD, "When It Comes to Sweets, Never Say Never", Jean Lawrence, October 18, 2004, <https://www.webmd.com/diet/features/when-it-comes-to-sweets-never-say-never>



Coach's corner

with **Coach Patricia**, MS, RD, LDN

Patricia is a Registered Dietitian and Onsite Wellness Coach for ActiveHealth. She thrives on helping members overcome barriers to discover their own personal path to optimal wellbeing and health.

Patricia's well-being tips:

Focusing on moderating can be a challenge. We live in a society that has a lot of black and white or all or nothing thinking. Re-framing your thoughts and re-training your mind is one way to change your habits and your life.

- Focus on your thinking. Ask yourself these 3 questions: Is it helpful? Is it true? Is it kind?
- Practice the 80/20 rule. Focus on those good behaviors and habits 80% of the time.
- Start small when making a change. Write down some behaviors or habits you want to improve then work through specifics on one behavior at a time.
- You are the CEO of your life and you and you alone are the only one who can make a change or maintain the positive behaviors you've worked to achieve.
- Make yourself and your health a priority.



Trail Mix Chocolate Bark

This delicious treat has only 63 calories! Get more healthy recipes at: [MyActiveHealth.com > Resources > Learning Center](https://www.myactivehealth.com/resources/learning-center).

Recovering your routine after a slip.

Had a huge setback on your journey to better health? Don't stress about it. Be kind to yourself and start fresh. Reboot your routine with the tips below:

- Shop for healthy groceries keeping fresh fruit and veggies on hand
- Drink plenty of water to help keep you feeling full, cleanse your body, and increase your energy
- Catch up on sleep and reduce the temptation of late-night snacks and overeating
- Ease into exercise. Start small and increase your activity each day to reset your routine



For more tips on how to manage your well-being, visit [MyActiveHealth.com](https://www.myactivehealth.com)

