

Welcome

Good afternoon! The all-staff meeting will start in a few minutes.

Please be sure to submit your questions in the Q&A feature or email them to phochhalter@health.in.gov. We will reserve time at the end of the presentation.

Have ideas for future topics? Please send them to Greta Sanderson (gsanderson@health.in.gov).

Heart Healthy Month

Get Rewards!



February is American Heart Month.

Here are some tips to help you keep heart health top of mind.



Get moving!

Aim for at least 30-60 minutes of daily activity (don't forget the exercise room downstairs!)

Don't smoke or use tobacco

Check out <https://www.in.gov/health/tpc/home/> for information on how to quit

Maintain a healthy diet.

Pack a lunch full of veggies, whole grains and lean meat

Manage stress.

Take breaks, listen to calming music, or try exercising at your desk

Get your blood pressure checked.

Visit the Division of Chronic Disease, Primary Care and Rural Health site at <https://www.in.gov/health/cdpc/cardiovascular-health/> for much more on cardiovascular health

For more information:



Black History Month



WRIGHT PORTER PRICE

First African American female physician in Indianapolis, co-founding the Women's Improvement Club (WIC) of Indianapolis. As part of the club, Porter established Oak Hill Camp, which is believed to be the first outdoor tuberculosis treatment facility in the U.S.



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Black History Month

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For more information:



BEULAH WRIGHT PORTER PRICE

First African American female physician in Indianapolis, co-founding the Women's Improvement Club (WIC) of Indianapolis. As part of the club, Porter established Oak Hill Camp, which is believed to be the first outdoor tuberculosis treatment facility in the U.S.

Source: Encyclopedia of Indianapolis

Get Rewards!

Invest In Your Health

Wellness



Get Rewards!

Black History Month



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First African American female physician in Indianapolis, co-founding the Women's Improvement Club (WIC) of Indianapolis. As part of the club, Porter established Oak Hill Camp, which is believed to be the first outdoor tuberculosis treatment facility in the U.S.

Invest In Your Health

Wellness Rewards Program

Get Rewarded for What Matters



Complete wellness activities to earn up to \$500 in gift cards!

Log in to the Mobile Health Consumer portal to learn more!
on.in.gov/GetRewards



Heart Healthy Month

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For more information:





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ALL-STAFF MEETING

LINDSAY WEAVER, MD, FACEP, STATE HEALTH COMMISSIONER

BROOKE MULLEN, EXECUTIVE DIRECTOR, HEALTH WORKFORCE COUNCIL

ETHAN WRIGHT, LEGISLATIVE AND EXTERNAL AFFAIRS DIRECTOR

HEATHER WHITAKER, HUMAN RESOURCES DIRECTOR

GUY CROWDER, MD, MPHTM, CHIEF MEDICAL OFFICER

JON FERGUSON, CHIEF OF STAFF

LONNIE HOUSER, SENIOR QUALITY ASSURANCE ANALYST

Feb. 18, 2026

Agenda

- Opening Remarks
- Staff Accomplishments
- Agency Updates and Reminders
- Pillars and Agency Attributes
- Legislative Update
- Rural Health Transformation
- The More You Know: Finance How To
- Staff Spotlight
- Q&A



OUR MISSION:

To promote, protect, and improve the health and safety of all Hoosiers.

OUR VISION:

Every Hoosier reaches optimal health regardless of where they live, learn, work, or play.





Agency Updates



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Staff Accomplishments

- Home and Community Division: Jessica Ganote, Michelle Crouse, Jennifer Mann, Jordan Ross, and Samantha Roycraft for creating a Home Health survey program for our surveyor team on Sharepoint. Pat McQueen from our training department has completed a few “fake” surveys and provided feedback to Michelle and Jennifer for tweaking/correcting. Their knowledge and talent have absolutely amazed me and our team. We are very excited when we can go live. Not only will this program help our survey teams streamline and focus on the survey process, but it will also shorten the length of time typing, and less paper to print, carry, and scan.
- Jon Ferguson is a finalist in Indy’s Best and Brightest Awards were created by Junior Achievement to recognize the next generation of leaders in Central Indiana. Each year, the program honors 100 of the community’s most outstanding young professionals, age 45 and under across 10 different industries. Junior achievement is honored to recognize you as a 2026 finalist

Staff Accomplishments

The Newborn Screening team continues to implement quality improvement initiatives to ensure every baby receives timely and accurate screening, as well as follow up, services, and care. Their efforts are showcased by being national leaders in newborn screening metrics. These metrics include the following:

- 98% of dried blood spots are collected within 48 hours of birth, surpassing the national average of 97.7%.
- 0.4% of dried blood spots are unsatisfactory and therefore, can't be screened, surpassing the national average of 1.7%.
- 98% of all dried blood spot results are reported out within 7 days of birth, surpassing the national goal of 95%.
- 98% of Indiana infants received newborn hearing screen by 1 month of age - matching the national average.
- 48% of Indiana infants diagnosed as deaf and hard of hearing were diagnosed by 3 months of age, surpassing the national average of 38%.
- 52% of Indiana infants diagnosed as deaf and hard of hearing were enrolled in early intervention by 6 months of age, surpassing the national average of 40%.

Staff Accomplishments

- Rosie Thrasher completed all the requirements to renew her Breast Health Specialist Certification.
- Tamera Shoulders, RN in Area 3 of HCBC, completed her Bachelor of Science in Healthcare Administration and Business Management from Western Governor's University.
- Sandra Dunfee, RN, a Public Health Nurse Surveyor in Long-term Care, completed her Master's Degree in Public Health Administration at Indiana University
- Congratulations to Matthew Stucky, Carol Torres, Courtney Lambert, and Kristy Thacker of the ODA team for achieving their Yellow Belt certification in Lean Six Sigma as a cohesive team, demonstrating effective collaboration, teamwork and streamlining the process for data requests.
- Dr. Nelly Chawla has been selected by the Association of State and Territorial Dental Directors to serve as a mentor to new state dental directors.
- Mary Ellen Potts has been nominated and selected by the Association of Maternal and Child Health Programs (AMCHP) as a recipient of the 2026 Emerging MCH Professional Award for Region V.

Welcome New Team Members and Congrats

- Elise Brown - Senior attorney, Office of Legal Affairs
- Susan Dyer - Public health administrator, HIV/STI/Viral Hepatitis
- Claire Dyer - Attorney senior manager, Office of Legal Affairs
- Samiul Islam Kham - Grant coordinator, Division of Emergency Preparedness
- Erin McCreadie - Communications director, Office of Public Affairs
- Mallory Swartzentruber - Public health administrator, Local Health Services Commission
- Tara Weed - Program director, Maternal and Child Health

Public Health Day Wrap up



Indiana
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Photos on Flickr:

<https://www.flickr.com/photos/200123728@N02/albums/72177720331982812/>

Shield Spotlight

Scan to
nominate:



"Aloha is the engine that keeps the DNPA running. She meticulously manages funding, contracts, and invoicing - all while providing excellent customer service to both internal and external partners.

"Aloha has stepped into leadership and is managing a challenging, complex process with strategic focus and determination. Her work ethic is unparalleled."

Aloha Warren

Division of Nutrition and Physical Activity

Award of Excellence



"Laura's leadership of the WIC division is marked by an unwavering commitment to compassionately caring for the WIC team and the families that the program serves.

"Laura always keeps the agency's mission at the forefront as she navigates many complex situations, using her creativity and strategic thinking to make decisions that will best serve WIC families. She is the most wonderful mentor, colleague and friend."

Laura Chavez

WIC

Award of Excellence

Social Posts



Naima Gardner, MPH • 1st
Division Director at Indiana Department of Health
13h •

I was honored to write this piece for the Indiana Academy of Family Physicians' quarterly publication. There are rare moments when your personal life and professional work collide in a way that permanently changes you—2025 was that year for me.

I'm becoming more comfortable naming my cancer journey and the role nutrition played in my healing. It has reshaped how I think about health, identity, and survivorship—and it will continue to shape my career. My hope is that by sharing this story, we deepen our collective understanding of food not just as fuel, but as medicine, dignity, and power.

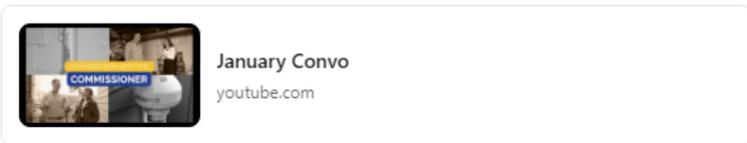
<https://lnkd.in/gMtQJYPu>



Paul Krievins • 2nd
Division Director for Lead and Healthy Homes at Indiana State Department of ...
2w •

Had the opportunity last week to chat with State Health Commissioner **Lindsay Weaver MD, FACEP** about the importance knowing whether your home has high radon levels and what you can do about it. January is Radon Action Month and there's no better time to test.

<https://lnkd.in/gmenFgAn>



Access the form to submit post ideas:



Nelly Chawla BDS, MPH, CPH • 2nd
Dental Division Director, Indiana Department of Health
2d •

February is National Children's Dental Health Month and Hoosiers Give Kids a Smile month.

Proud that Indiana again topped the nation by ordering the maximum number of ADA GKAS kits—made possible by our incredible partners across the state.

Small habits. Big smiles. Two minutes, twice a day can help prevent cavities and keep kids healthy and confident.

Join us in person at the Children's Museum GKAS Event!
Saturday, Feb. 28 | 10 a.m.–2 p.m. (ages 3–10)
FREE dental screenings + fun activities

Need kits or resources? oralhealth@health.in.gov
<https://lnkd.in/grpyfrSp>

#NationalChildrensDentalHealthMonth #GiveKidsASmile #GKAS #OralHealth #Indiana #PublicHealth #HealthySmiles

HOOSIERS!
Give Kids a Smile

FREE Dental Event
Join us for a free dental event for ages 3-10, because great oral health is heroic!

- Dental Screenings
- Activity Tables
- Tour the Smile Mobile (For our shy but brave heroes)
- Giveaways (Stickers, sugar-free candy and more!)
- Dental Kits
- Meet the Tooth Fairy

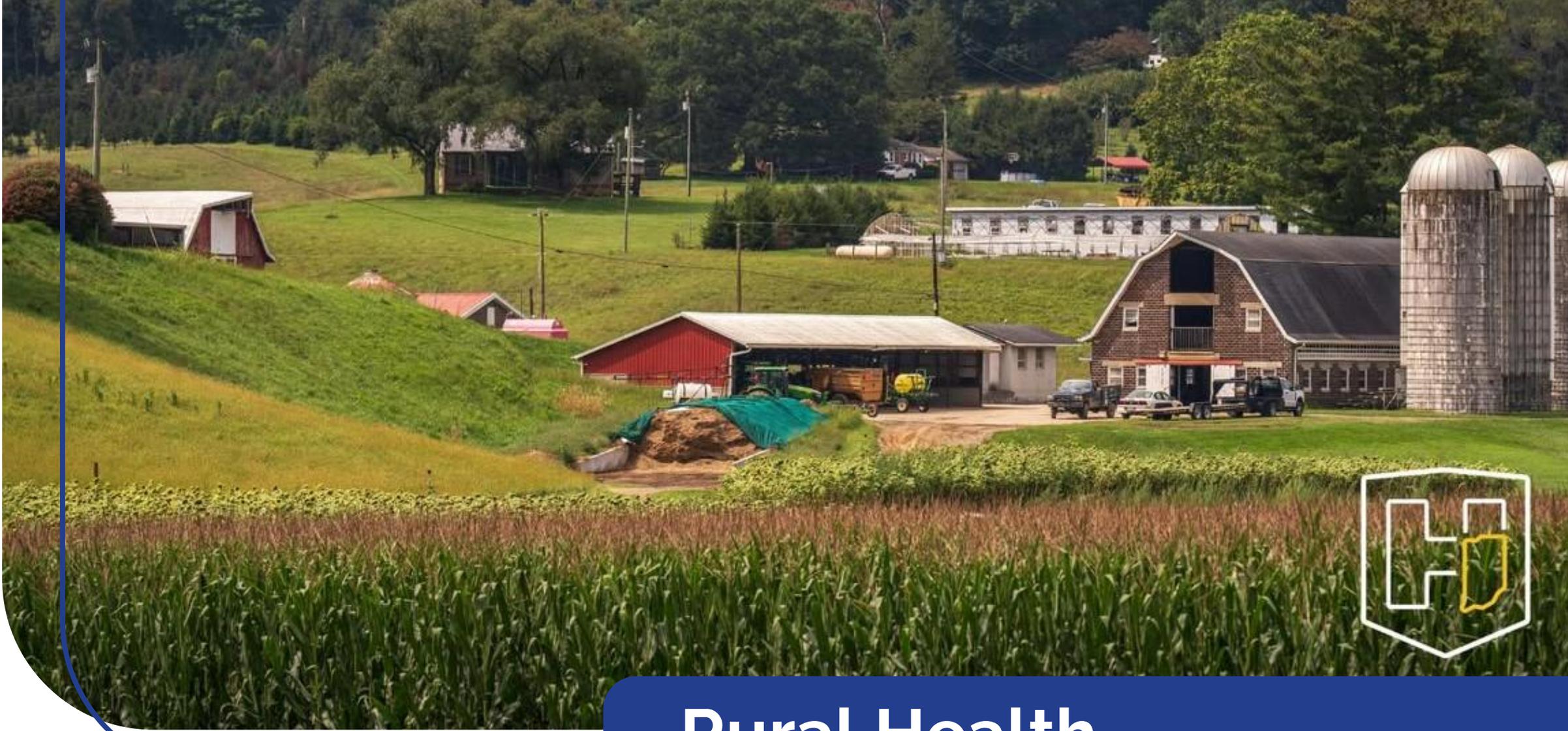
Paid entry into the Children's Museum is **not required**. Families who present their Medicaid card will have a chance to receive an adult ticket and a select number of children's tickets to the museum. Services and materials are provided on a first-come, first-serve basis and free of charge.

For more information, contact oralhealth@health.in.gov or visit www.in.gov/health/oral-health.

When?
Saturday, Feb. 28, 10 a.m. - 2 p.m.

Where?
...

Scan this QR code to watch oral health videos (English & Spanish)



Rural Health Transformation



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Clinical Training and Readiness

Activity #1 – Graduate Medical Education



- Rural GME Strategic Plan
- \$6 million in grants

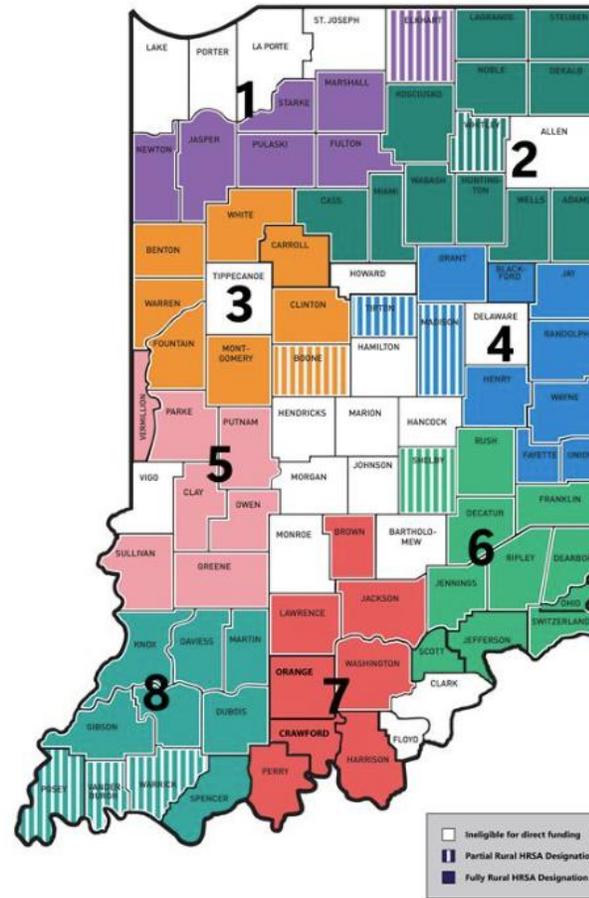
Outcome:

- 15 New Residency Positions

Clinical Training and Readiness

Activity #2 - Physicians

- Stipends up to \$300,000 for 5 years of service
- *Outcome:* Decrease the average population to physician ration in rural counties by 4%



Activity #3 & #4 - Preceptors

- Stipends up to \$10,000 per year
- *Outcome:* Register 200 rural preceptors in the first year and +50 every year after
- Rural Preceptor Database
- *Outcome:* 50% of colleges and universities are using to encourage rural training

Clinical Training and Readiness



Activity #5 – Investing in Maternal Health to Empower Rural Communities

- OB Fellowship for Family Medicine Physicians
- *Outcome:* Establish Fellowship program with rural rotations and add x4 fellowship trained physicians each year
- Certified Nurse Midwife (CNM) Training
- *Outcome:* Establish a CNM school in Indiana

Overall investment from all activities = \$87,000,000



Pillar Team Update



Indiana
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Pillar Executive Sponsors



People & Culture
Jessica Krug



Quality of our Work
Nicole Mize



Customers & Service
Bob Davis



Sustaining our Future
Laurie Mendez



Legislative Update



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Legislative Updates

- HB 1358 – Indiana Department of Health
 - RHTP Provisions
 - Extends universal lead screening requirement
 - Efficiency measures
- HB 1003 – Boards and commissions
 - Working on amendment for IDOH to absorb:
 - INSPECT program
 - Medical and Graduate Education Board
 - EMS Board
- SB 91 – Syringe exchange program
 - Extends the sunset on SSPs to 2028





HR Update



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HR Updates

Welcome, Jenn Cross!

Jenn will serve as our new IDOH HR Business Partner. Her main responsibilities will be:

- HR support such as triaging walk-ins to the HR office as well as emails sent to our general inbox
- HR hiring processes
- Medical leaves
- Workplace injury/illness processes
- Various communication/outreach efforts

2025 Appraisals

- All appraisals were submitted by the deadline of 2/8.
- Overall ratings are currently pending approval. Hold on these discussions until you hear otherwise from me via email.
- Pay for Performance (P4P) - SPD continues to share data and feedback, still awaiting a response from approving parties.

2026 Goal Setting

- Deadline: Friday 2/27.
- Everyone needs at least 4 goals – one for each pillar.
- Division directors - check your [tile report](#) to ensure your staff have SMART goals entered by the deadline.
- Division-specific goal workshops still available!





Clinical Update



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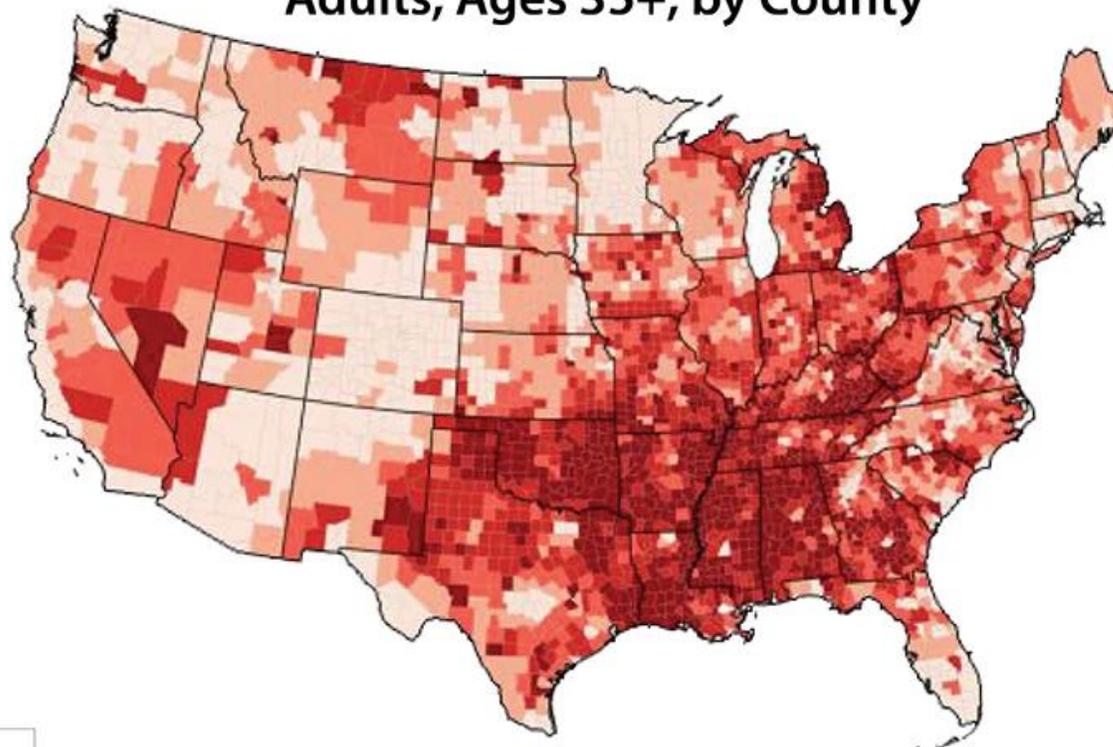
February is American Heart Month



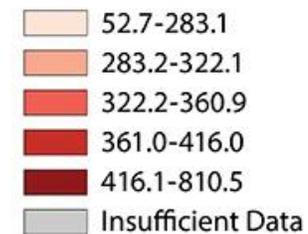
Heart disease quick facts from the CDC

- **Heart disease is very common.**
 - In the United States, **heart disease is the leading cause of death** for men, women, and people of most racial and ethnic groups. In 2023, >900,000 deaths in the United States were caused by cardiovascular disease.
- **High blood pressure is a leading cause of heart disease.**
 - Nearly half of U.S. adults have high blood pressure, which puts them at risk for heart disease and stroke. And just 1 in 4 people with high blood pressure has it under control.
- **Heart disease is costly.**
 - The cost of health care services and medications from heart disease amounted to more than \$168 billion between 2021 and 2022.

Heart Disease Rates, 2018-2020 Adults, Ages 35+, by County



Age-Adjusted
Prevalence (%)



Data source and
methodology found at:
[www.cdc.gov/dhdsp/maps/
atlas/statistical-methods](http://www.cdc.gov/dhdsp/maps/atlas/statistical-methods)



Alaska



Hawaii



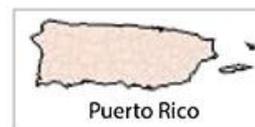
Guam



Northern
Mariana
Islands



American
Samoa



Puerto Rico



U.S. Virgin
Islands



Examples of heart disease

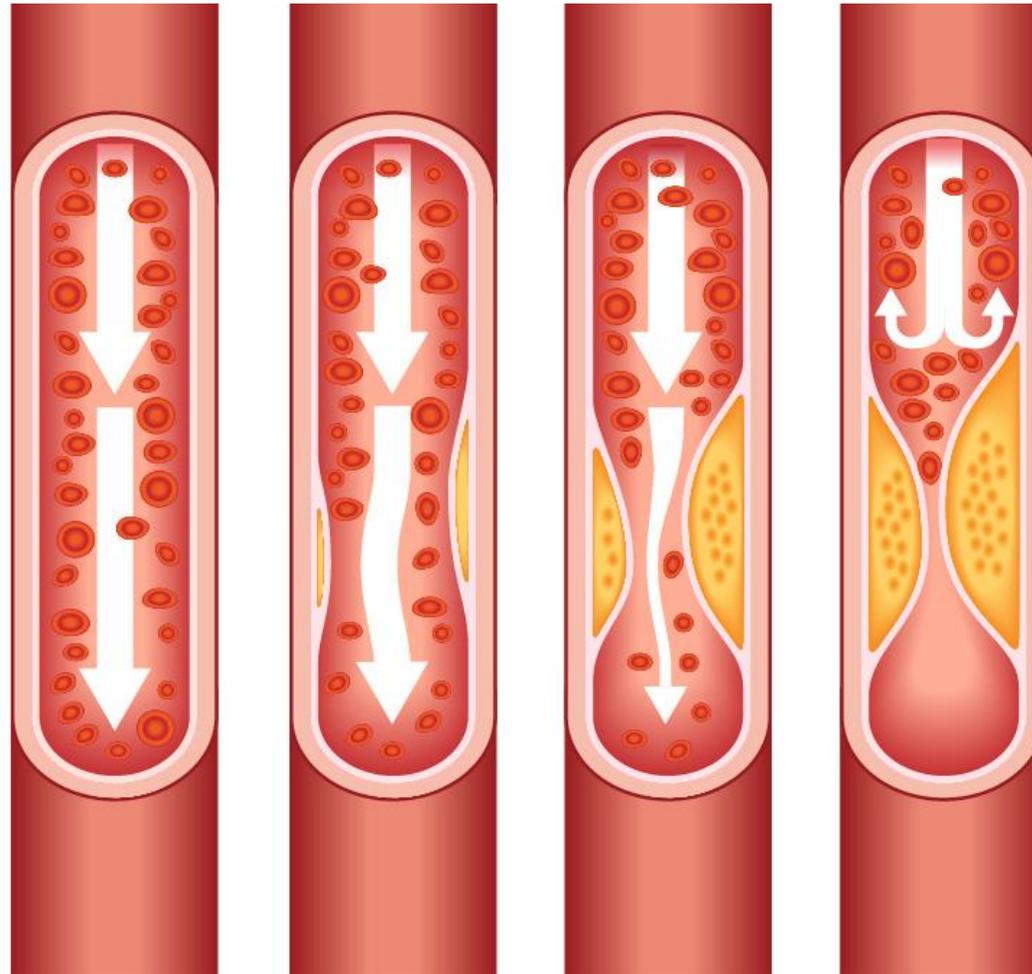
Coronary artery disease (CAD)

- Coronary heart disease is the most common type of heart disease.
- About **1 in 20 adults** age 20 and older have CAD (about 5%).

Heart attack (myocardial infarction)

- In the United States, someone has a heart attack every 40 seconds
- Every year, about **805,000 people** in the United States have a heart attack.
 - Of these, 605,000 are a first heart attack, and 200,000 happen to be people who have already had a heart attack.
- About 1 in 5 heart attacks are silent—the damage is done, but the person is not aware

Plaque in arteries



Preventing heart disease

- Eat a healthy diet - add more fruits, veggies, & whole grains, and limit saturated fat and sodium.
- Maintain a healthy weight
- Cut or limit the use of tobacco products
- Check cholesterol and blood pressure
 - Know your cholesterol and blood pressure numbers
 - Talk to your doctor if they are elevated
 - Take your medications to lower cholesterol and blood pressure, if needed
- Know your family heart history to inform your risk profile
- Diabetes also increases your heart risk, so it is important to ensure this is optimally managed
- Make sure you are physically active – aim for 30-60 minutes daily



The More You Know: Funding How To



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All of our Goal



=



State Fiscal Year

07/01/2025

06/30/2026

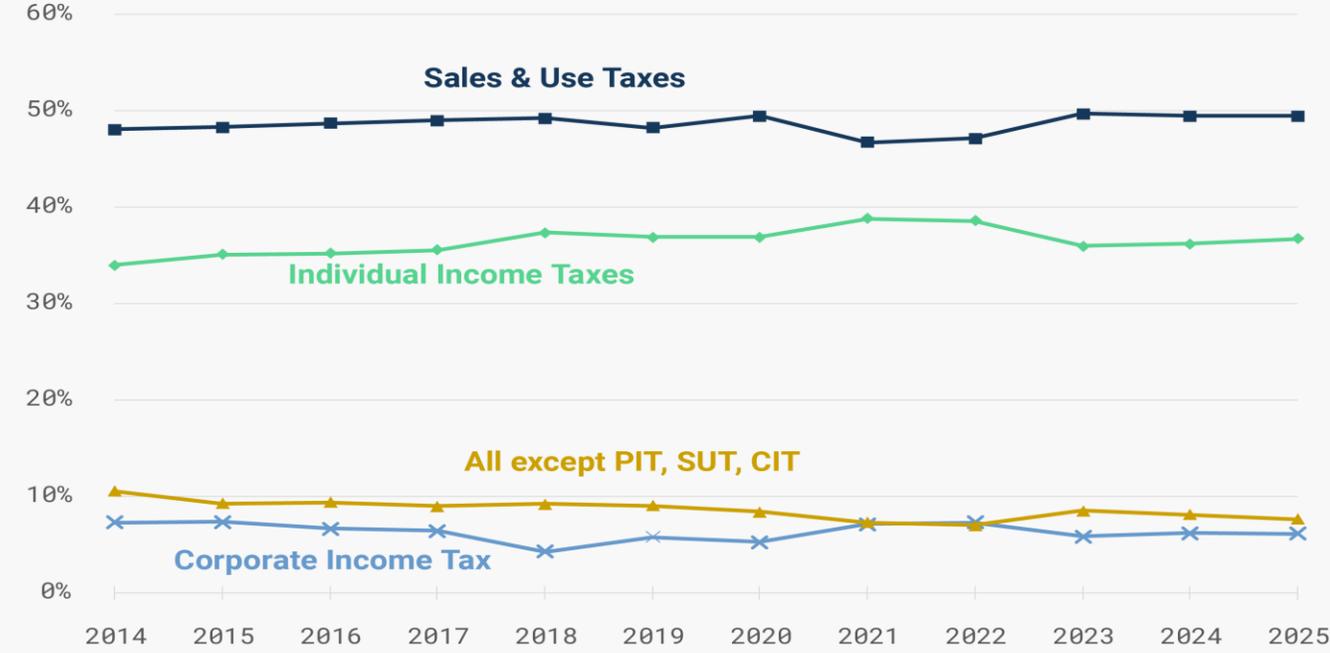


State Fiscal
Year 2026

How our budget is made

Revenue Structure of Indiana's State Budget

Sources of Budget Revenue by Type, 2014-2025



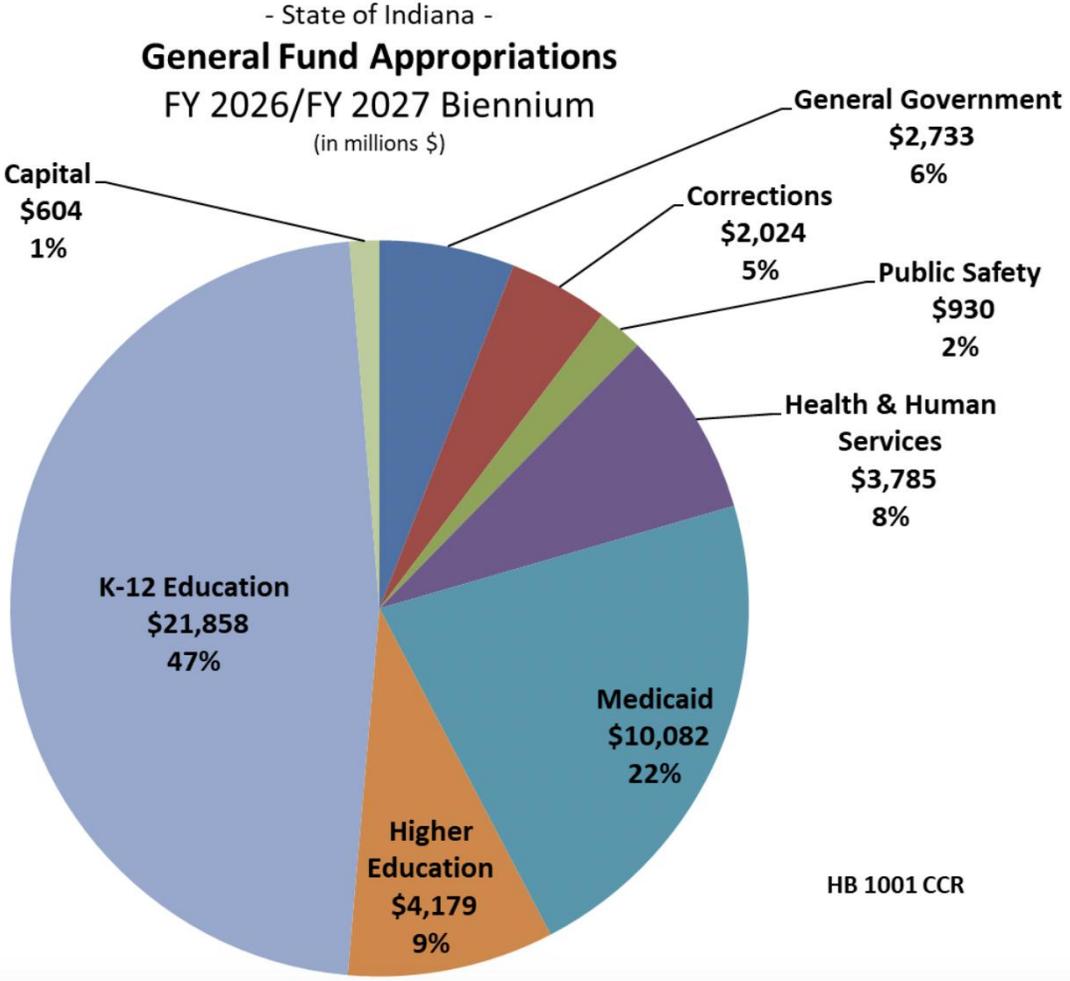
Source: Indiana's ACFRs and Revenue Forecasts.



@TaxFoundation



Budget Break Down



HB 1001 CCR

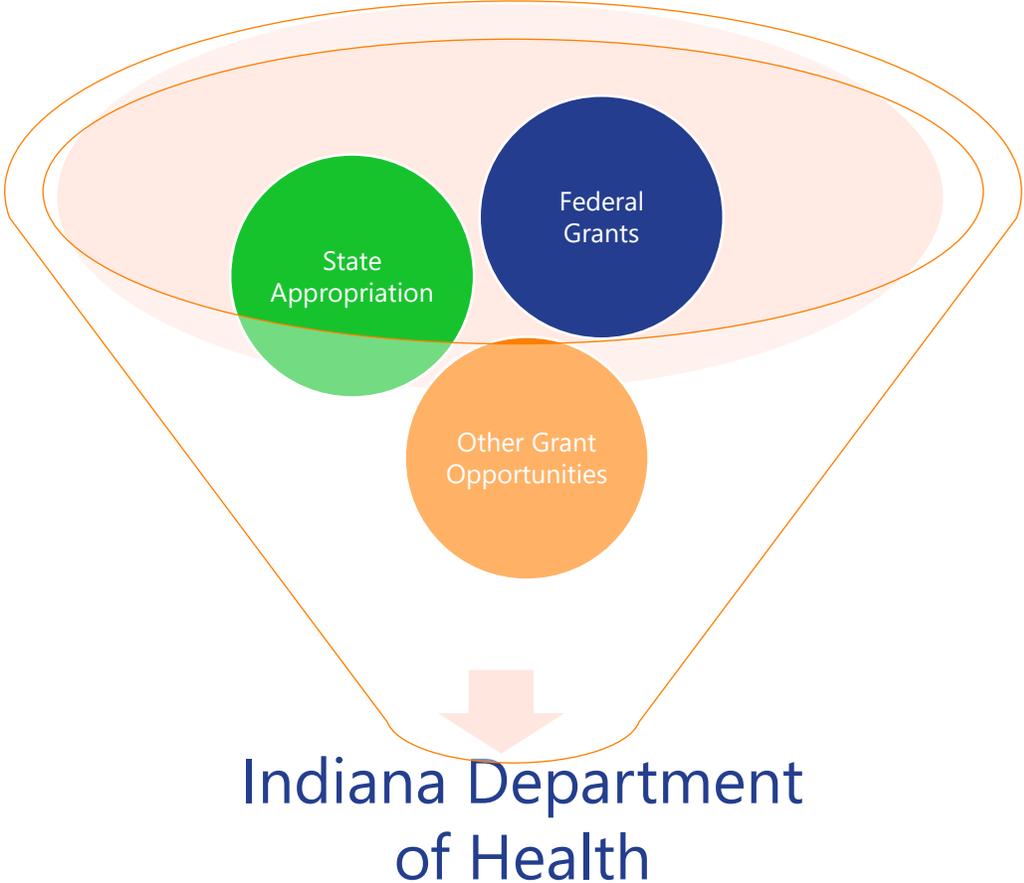


Budget Overview

	FY25	FY26	FY27
General	\$38.9M	\$38.9M	\$38.9M
Dedicated	\$122.3	\$122.9	\$122.9
Federal	\$321.1 (66%)	\$289.6	\$289
Total	\$482.3	\$451.4	\$450.8



Different Buckets of Funding



Limited Fund Use

- Grants have specific uses to them
- State Funds have specific uses to them

- Example: We can't use our MCH Title V funding to cover expenses for Long Term Care



Things to know about our money

- Reverting versus Non-Reverting
- Pass through
- Seat Charges
- General Funds
- Grants are covered up front by state
- Reserve

Budget Accomplishments

- **On track to meet all reserve targets** for FY26.
- **Created a fiscal dashboard** so all program staff could engage in fiscal understanding and responsibility.
- **Refocused funding allocations to core IDOH initiatives to ensure Hoosier's dollars are being put towards the most important public health initiatives.**
- Continue to be able to absorb federal funding shortfalls in the long-term care licensing program.
 - Approximately \$3M per year of state funding covers shortfall in federal dollars.
- **Cost reductions to stay in line with Executive Orders**
- Managed risks to **protect state dollars while still providing essential services during the federal government shutdown.**
- Increased use of federal funding by putting additional emphasis on grants funding allowable expenses.
 - **Approximately \$2.2M in expenses transferred from state to federal funds.**



Staff Spotlight: Lonnie Houser



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Get to Know Me

- A day in my work life – Ordering IT equipment, setting up phones, helping with staff IT issues.
- What I wish others knew about my job - I have a lot of special projects going on at any given time besides my regular work.
- My path to this role – I started in the IT helpdesk, moved to MCH, supporting field offices, then moved to ITS/OTC as IT procurement and support.

Passions and Projects

- My favorite project so far – Replacing old computers at all the northern Indiana MCH clinics.
- Tools I can't work without - Laptop and phone... nothing would get done.
- When work gets creative - I ask coworkers for advice because I simply don't know everything.

Off-Duty Inspiration

- What I do for fun outside work – I have volunteered for a local high school athletic department for the last 17 years.
- My hidden talent – I know how to pick pineapple... not recommended! I also have bowled 2 perfect games.
- Favorite podcast – Club 520... it is hosted by a local NBA player, and he talks about a lot of experiences during his time in the league.

Quiz

**Can you name all
four pillars?**

The 12th person to email the correct answer to publicaffairs@health.in.gov wins a **\$15 gift card!**



Questions & Answers

Please submit your questions in the Q&A box or email them to phochhalter@health.in.gov.

Next All-Staff Meeting

Wednesday, March 18, 2-3 p.m.

