

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 publicaffairs@health.in.gov. We will reserve time at the end of the presentation.

Have ideas for future topics? Please send them to Erin McCreadie (emccreadie@health.in.gov).

March Madness

Get Rewards!



Checkups That Pay Off
PHYSICALS, DENTAL AND VISION EXAMS,
VACCINES AND CANCER SCREENINGS

EARN WELLNESS REWARDS FOR COMPLETING PREVENTIVE SCREENINGS

Get started at on.in.gov/Screenings



STATEWIDE MARCH MADNESS

Men's & Women's NCAA brackets

Show your spirit



MARCH MADNESS

SHOW YOUR SPIRIT WEAR ON FRIDAY!

Brackets must be submitted by the first game's tip off on Thursday, March 19.



Men's Bracket



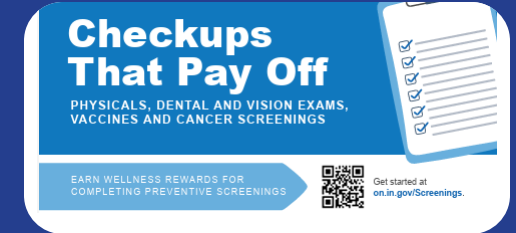
Women's Bracket

Show your spirit

March Madness



Get Rewards!



Wear your favorite spirit wear—whether it's college basketball or any sports team you love.

📷 Take a photo and send it to OPA at PublicAffairs@health.in.gov for a chance to be featured on our social media!

Get Rewards!

Show your spirit



March Madness



Invest In Your Health

Checkups That Pay Off

PHYSICALS, DENTAL AND VISION EXAMS,
VACCINES AND CANCER SCREENINGS

EARN WELLNESS REWARDS FOR
COMPLETING PREVENTIVE SCREENINGS

Get started at
on.in.gov/Screenings.

A central graphic with a blue background. At the top left is the 'Invest In Your Health' logo. The main text reads 'Checkups That Pay Off' in large white letters, followed by 'PHYSICALS, DENTAL AND VISION EXAMS, VACCINES AND CANCER SCREENINGS' in smaller white letters. On the right is an illustration of a clipboard with a checklist. At the bottom left, a white arrow points right with the text 'EARN WELLNESS REWARDS FOR COMPLETING PREVENTIVE SCREENINGS'. At the bottom right is a QR code and the text 'Get started at on.in.gov/Screenings.'

Schedule your 2026
preventive care visits





Indiana
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Health

ALL-STAFF MEETING

JON FERGUSON, CHIEF OF STAFF

SHELBI CUMMINGS, SNAP-ED DIRECTOR

JESSICA GANOTE, DIVISION OF HOME AND
COMMUNITY-BASED CARE

ETHAN WRIGHT, LEGISLATIVE AND EXTERNAL
AFFAIRS DIRECTOR

REGINA SMITH, DIRECTOR, GRANT ADMINISTRATION

JESSICA GILLUM, FINANCE

LAURA HEINRICH, PUBLIC HEALTH ADMINISTRATOR,
CHRONIC DISEASE

LAURA LEFFLER, ACCOMMODATION SPECIALIST

March 18, 2026

Agenda

- Opening Remarks
- Staff Accomplishments
- Agency Updates and Reminders
- Rural Health Transformation
- Pillar: People and Culture
- Legislative Update
- Grant Administration
- Tuition Reimbursement
- The More You Know
- 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

- **Eli Chavez**, director of Community Wellness, has been named a member of the Indianapolis Mayor's Latino Advisory Council
- **Regina Smith, Olivia Ault, Holly Connelly** and **Alec Suarez** were accepted into the Michigan Public Health Institute for the Lead-Transform Program
- **Anna Holloway**, the DNPA Farm to School Value Chain Coordinator, has been honored with the "You Make a Difference Award" by the Food Service Director at Nineveh-Hensley-Jackson School Corporation, Indian Creek Schools.
- **Mary Ellen Potts** was named Emerging MCH Professional from Association of Maternal and Child Health Programs

Staff Accomplishments

- Recognize the staff members who climbed 47 floors in Salesforce Tower on Saturday, March 7, for the Fight for Air Climb for the American Lung Association: **Katterine Alvarenga, Jeff Hall, and Laurie Mendez** of Finance and **Maurice Towns** from Lead and Healthy Homes
- Congratulations to **HIV, STI and Viral Hepatitis division** and everyone in the agency who has worked on this driving congenital syphilis cases in 2025 are down 12.7% compared to 2024



Staff Accomplishments

- The following IDEPD staff were all selected to present their submitted abstracts at the upcoming CSTE conference: **Darren Frank, Makayla Culbertson, Tom Loftus, Caleb Cox** and **Haley Beeman**.
- **Taylor Eisele** was chosen to present a cancer inquiry case study at the Council of State and Territorial Epidemiologists conference.
- **Lauren Dreyling**, mass spectrometry specialist from chemistry lab, was selected to present in a webinar on Method 1633 Workflow for PFAS in Fish Tissue on [Separation Science](#) platform as an expert in the field.
- The IDOH **Life Safety Code and Emergency Preparedness regulatory survey team**, led by survey supervisor **Amy Kelley**, met all February survey metrics goals from Centers for Medicare and Medicaid Services. Indiana was one of only five U.S. states or territories to meet all metrics.

Welcome New Team Members and Congrats

Prubpreet Singh, public health administrator, Immunization

Monica Roose, program coordinator, Complaint & Incident

Courtney Young, administrative assistant, Laboratories

Sheila Mwanda, data analyst, Local Health Services

Evans Kludje, financial analyst, Finance

Gabrielle Wilcoxson, grant coordinator, Finance

Robert Jaso, financial analyst, Finance

Xueming Li, accountant, Finance

Reece Conrad, program coordinator, Vital Records

Sarah Smith, microbiologist, Laboratories

Promotions

Abhishek Henry, epidemiologist, Vital Records

Brooke Mullen, division director, OPE

Shield Spotlight

Scan to
nominate:



Jamie's persistence, professionalism and attention to detail resulted in a visually appealing and truly illuminating dashboard-- a true game-changer in providing current financial figures and previously absent components.

Jamie Black

Office of Data Analytics

Award of Excellence



"Shirley has participated in the Customer and Service pillar team since its inception. Her welcome is not just a benefit to IDOH overall, but she is a creative and energetic leader for TPC in planning training events that support our program's grantees."

Shirley Dubois

Tobacco Prevention and Cessation

Team Player Award

Social Posts

Hannah DeLucio • 2nd
BSHS | Community Health Outreach Coordinator | Asthma Interventions | Publ...
1w • 🌐

As we step into March, I've been reflecting on February, including Public Health Day hosted by [Indiana Department of Health](#). It was inspiring to see so many dedicated public health professionals from across Indiana celebrated and recognized for their hard work and accomplishments.

I'm grateful to be part of a community that continues to drive meaningful public health initiatives, and I'm excited to see what we can achieve together in the year ahead.



with Alex Cook and 1 other

You and 26 others

Lindsay Joy-Wenning • 2nd
Field Epidemiologist | Professor of Epidemiology
3w • 🌐

[Indiana Department of Health](#) gave me a free opportunity to become certified in Advanced Burn Life Support. This is incredibly useful education, and I feel empowered to be of service in new types of emergencies!
Thank you, [American Burn Association](#).



18

Brittany Butterfield • 2nd
Healthcare and Project Management Professional
3w • Edited • 🌐

I'm proud to share the successful completion of a Continuity of Operations (COOP) Workshop with the Commission and Division Leadership of the [Indiana Department of Health](#).


Over the course of this session, our teams engaged in meaningful discussions and hands-on activities focused on essential function prioritization and resource identification. The level of collaboration and strategic thinking demonstrated by leadership reinforces the department's strong commitment to preparedness, resilience, and mission continuity.

A sincere thank you to all participants for your engagement and thoughtful contributions throughout the process. I'm equally grateful to the Division of Emergency Preparedness team of moderators who helped guide discussions, keep us aligned, and ensure we achieved our objectives efficiently.

This workshop also marked the implementation of the Continuity Operations Management System tool I developed to streamline essential function analysis, resource mapping, and documentation. It was rewarding to see how the system helped simplify complex planning conversations and bring clarity to decision-making in real time.

Continuity planning is not just a compliance exercise — it is a leadership commitment to sustaining critical public health services under any circumstances. I appreciate the opportunity to support such a dedicated team.

Looking forward to the continued strengthening of operational resilience across the organization.

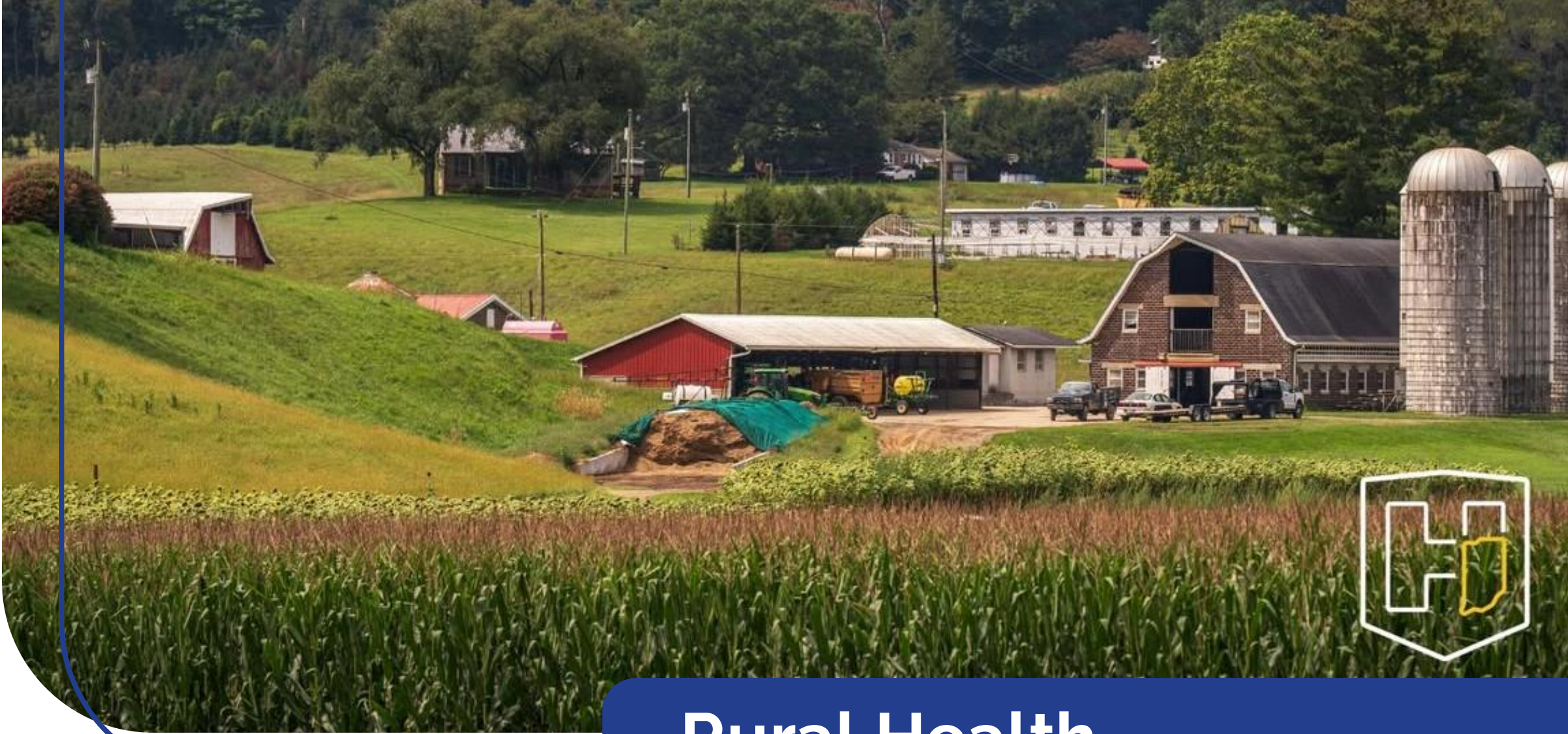


You and 19 others

1 comment

Access the form to submit post ideas:





Rural Health Transformation



Indiana
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Initiative 9: Growing our Rural Health Paraprofessional Workforce



What is the need?

- Indiana's rural communities continue to face critical shortages of licensed and certified healthcare, behavioral and oral health paraprofessionals
- These roles include (but aren't limited to):
 - Certified Nurse Assistant (CNA)
 - Licensed Practical Nurses (LPN)
 - Emergency Medical Technician (EMT)
 - Community Health Workers (CHW)
 - Qualified Medication Aide (QMA)
 - Certified Peer Recovery Coach (CPRC)
 - Family Support Specialist (FSS)
 - Dental Assistant (DA)
 - Community Dental Health Coordinator (CDHC)

Initiative 9: Paraprofessional Workforce



What is the impact of the paraprofessional workforce?

- Expand access to care – especially in rural communities with severe provider shortages
- Improve clinical outcomes through high-touch, relationship-based patient support
- Reduce the total cost of care for patients and providers
- Stabilize the workforce and reduce burnout among licensed clinicians
- Strengthen care coordination and whole-person care
- Build trust with patients and communities

Initiative 9: Paraprofessional Workforce



How are we investing in Growing our Healthcare Paraprofessional Workforce through RHTP?

- Strengthen CHW partnerships, training, employers, and practice
 - Develop and implement a statewide CHW strategic plan
 - Establish an evidence-based CHW training curricula library
 - Develop "The Case for CHW Integration" marketing/education campaign
 - Develop and implement CHW Employer Playbook
 - Develop and implement CHW fidelity standards and monitoring review process

IMPACT: Improved collaboration and coordination of CHW stakeholders, increased employer readiness to successfully integrate and sustain CHWs in care pathways, Improved chronic disease and care coordination outcomes for patients

Initiative 9: Paraprofessional Workforce

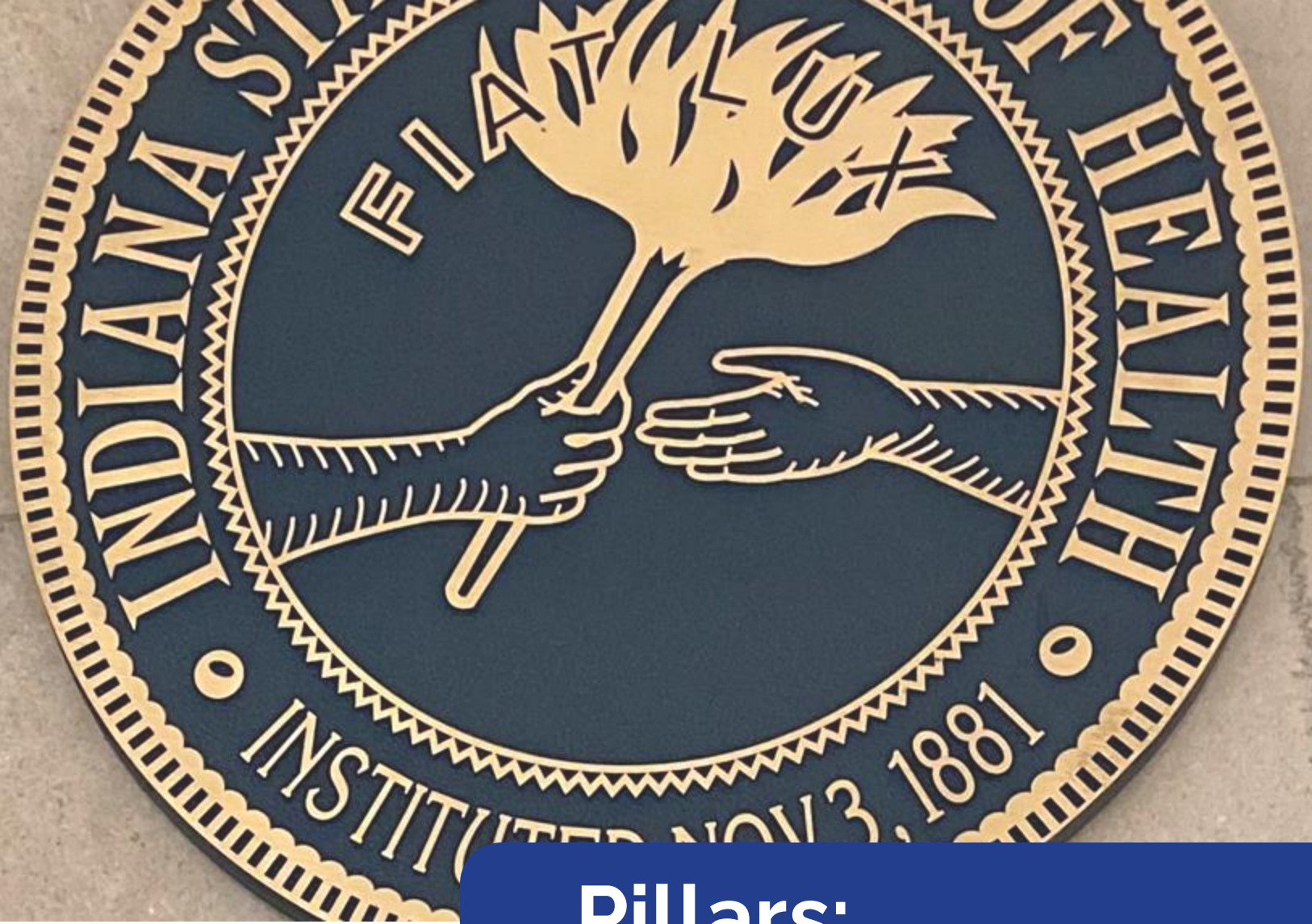


Rural Healthcare Academies

- 6-week summer program for rural students entering grades 9-12 exposing them to healthcare, behavioral and oral health careers
- Creates a formal, statewide rural healthcare workforce pipeline connecting high school students to continued education/training, apprenticeships, and employment with rural employers
 - *IMPACT: Earlier exposure to healthcare, behavioral and oral health careers, increased likelihood that rural students stay in rural communities, stronger employer-school partnerships, reduced employer recruitment costs*

Rural Healthcare Paraprofessional Recruitment and Retention Innovation

- Supports rural healthcare employers in implementing evidence-based and innovation strategies that reduce barriers to employment entry and improve retention among paraprofessional workers
- Examples: transportation and childcare support, paid time for onboarding, grow-your-own-workforce pipeline (CNA > QMA > LPN > RN)
 - *IMPACT: Lower workforce turnover, stronger employer capacity to support new hires, increased retention, expanded paraprofessional role integration and sustainability in rural care settings*



**Pillars:
People and Culture**



**Indiana
Department
of
Health**

Pillars: People and Culture



Join us in Celebrating Public Health Week
April 6 - 10

Theme: **Ready. Set. Action.** "Good Health Doesn't Just Happen"

Monday

Public Health Heroes and Public Health Milestones

Tuesday

Mental & Behavioral Health Awareness

Wednesday

Public Health by the Numbers

Thursday

Health Outcomes & Community Support

Friday

Public Health Workforce

Pillars: People and Culture



Monday, April 6

- 11 a.m. Kick-Off the Week with Dr. Weaver in the Lobby
- Public Health Hero Costume Contest-Wear your Public Health Hero Costume on Monday to kick-off Public Health Week.
 - Submit your photos for judging by end of day, April 6, to publicaffairs@health.in.gov
 - Categories: Most Creative, Funniest Outfit, Best Public Health Message, Best Hero Concepts, Best Team Participation, Field Staff Award, Lab Hero Award.
- Kris Box Conference Room starting at 10 a.m.
 - Photo Booth
 - Guess the Germ: Online for Field, Remote and Lab Staff
 - Public Health Trivia: Online for Field, Remote and Lab Staff
 - Speakers and Displays-Teams for Field, Remote and Lab Staff

Pillars: People and Culture

Tuesday, April 7

- Mental Health Art Contest
 - Create artwork focused on mental & behavioral health themes.
 - Displayed in Adams Auditorium
- Adams Auditorium
 - Real stories from IDOH staff about their lived experiences of resilience, recovery, and healing. (Via Teams for Field, Remote, and Lab Staff)
 - Exhibits related to Self-Care, Emotional Intelligence, Mental Health and Substance Disorders
 - Complement Card Station (Also available online): Write a message to a coworker that they aren't expecting, supervisors write messages to your teams, and they will be delivered to all employees whether at 2 North, the Field, or the Lab at a later date
 - Yoga and more
 - Art Contest Display



PUBLIC HEALTH WEEK

MENTAL & BEHAVIORAL HEALTH ART CONTEST

SUBMIT YOUR ART BY APRIL 6
FIELD, LAB, OR REMOTE STAFF, PLEASE
EMAIL JGANOTE@HEALTH.IN.GOV TO ARRANGE PICKUP
OF YOUR ARTWORK.

Create artwork focused on mental & behavioral health themes:

- Mental health
- Healing
- Resilience
- Neuroplasticity
- Trauma informed care
- Hope & recovery

ARTWORK DISPLAY
APRIL
7
ADAMS AUDITORIUM
2 N. MERIDIAN

SHARE YOUR **CREATIVITY**
SHARE YOUR **VOICE**,
SHARE YOUR **HEALING**.



Pillars: People and Culture

Scan to
submit
award
nomination



Wednesday, April 8

- Wear Blue & Gold to Celebrate IDOH
- Awards Ceremony 10 a.m. EST, Indiana Government Center
 - Service Awards
 - IDOH Power of One
 - IDOH Outstanding Teamwork Award
 - IDOH Exemplary Leadership Award
 - IDOH Exceptional Customer Service Award
 - IDOH Public Health Hero Award
 - & More
- Exhibits in Adams Auditorium



*More details to come via email in the coming weeks.

Pillars: People and Culture

Thursday, April 9

Health Outcomes & Community Support

- We are collecting donations to create DCS placement packs. These packs will be donated to the Indiana counties with the poorest health outcomes, based on the number of donations each commission receives.
- Donations can be collected on your floor.
- Someone will stop by on Friday to total donations and announce which commission is in the lead.



Pillars: People and Culture

Thursday, April 9

Health Outcomes and Community Support

- Support Our Community Through Volunteer Work-Public Health Service Award Opportunities
 - Gleaners Food Bank
 - Look for Sign-up in email
- Commission Competition
 - We're excited to kick off a friendly competition to support the creation of Placement Packs in Adams Auditorium! Donations open starting now, and we'll share weekly updates on which commission is in the lead beginning March 27.
 - Shampoo, conditioner, body wash (adult, child, infant)
 - Small toys, toothbrushes & toothpaste, deodorant, feminine hygiene items, activity books, journals and pens, crayons, lotions
 - Small fleece blankets, receiving blankets, water bottles.



*More details to come via email in the coming weeks.

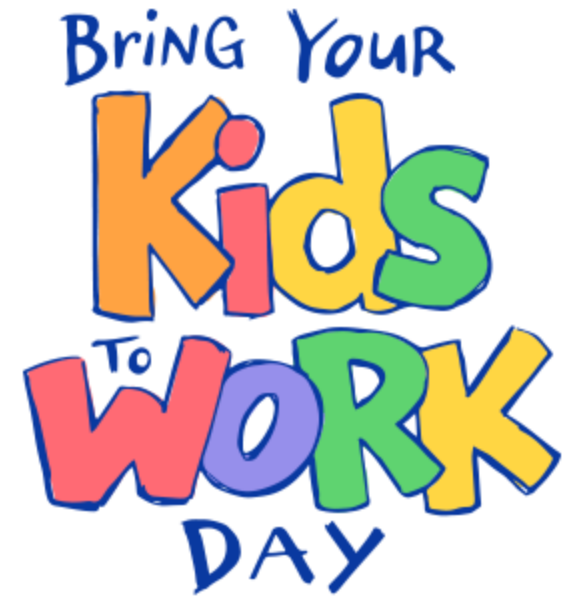
Pillars: People and Culture

Friday, April 10

Public Health Workforce

Agenda

- 8–8:45 a.m.: Check-in and badge making
- 8:45–9 a.m.: Settle in at work/desk areas
- 9 a.m.: Teams meeting with parents at their desks
- 9:30 a.m.: Parents share workspace and tour their department
- 10–10:15 a.m.: Reconvene for snack break
- 10:30 a.m.–Noon: Activities
- 11:45 a.m. – Closing remarks



*More details to come via email in the coming weeks.



Legislative Update



Indiana
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Legislative Updates

- Legislative Session ended 2/27
- Most legislation becomes effective 7/1
- Wins:
 - HB 1358: Indiana department of health
 - SB 91: Syringe exchange program



Legislative Updates

- Next Steps:
 - Debrief with ACs & DDs
 - Evaluate impact over the interim
 - Provide feedback to legislators
- Moving forward:
 - Collaborate with partners
 - Connect with agency teams
 - Determine legislative agenda for 2027



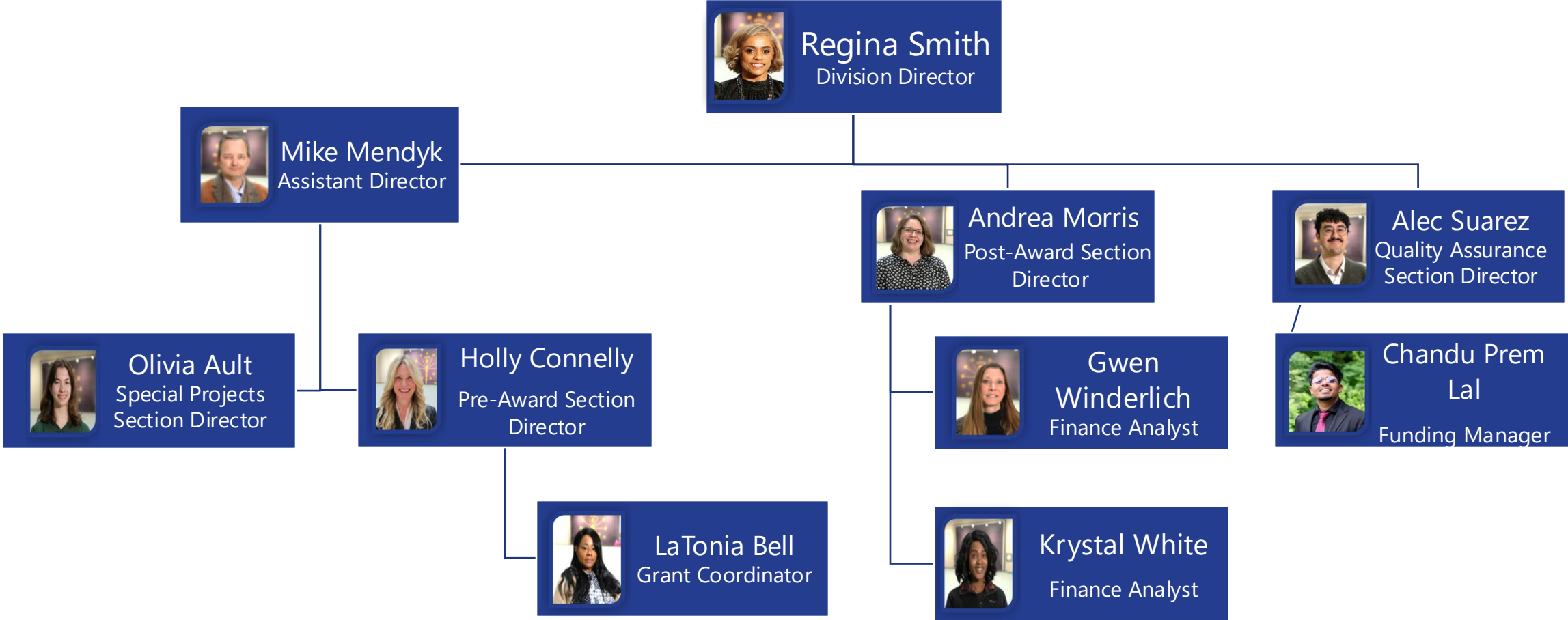


Office of Grants Administration



Indiana
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Meet the Office of Grants Administration (OGA)



Grant life cycle workflow



Coming soon: EUNA & Amplifund

IDOH is partnering with SBA as they lead the rollout of the state's new grant management system. Together, we are modernizing how we manage grants to make our work simpler, more transparent, and more effective. Training and support are coming soon, so please be on the lookout for updates on how you will use EUNA and Amplifund.

What's changing:

- Centralized, statewide grants system
- Built in forms and workflows
- Real time dashboards and reporting's
- Improved tracking and documentation

What this means for you:

- Less manual work and duplicate processes
- Clear visibility into grant status
- Easier reporting and compliance
- More time on impact, not paperwork

Contact Us

- If you have questions, please reach out to anyone listed on the org chart or email us at GrantsAdministrationOffice@health.in.gov.
- We will also be using this shared inbox to build an agency-wide grants calendar. You can begin sending invites and reminders to the inbox so we can start generating holds.
- And don't forget to save the date for our Grants Open House on Monday, June 1. A calendar hold is forthcoming, and we will be sharing more details about each program's services and our engagement and communication pathways.



Tuition Reimbursement



Indiana
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Health

Education Reimbursement/Tuition Reimbursement Guide Map



IDOH Tuition Reimb Approval Process

- Employee completes page 1 of State Form 57438 signs/dates it and forwards it to their supervisor for them to sign/date the bottom of Page 1.
- The application must then be emailed to HR healthhr@spd.in.gov for them to sign/date the top of Page 2.
- After application is signed by Employee, Supervisor, and HR, it should be emailed to tuition@health.in.gov along with:
 - a document from the school showing the start/end date of the course/s
 - a document from the school showing the cost per course

IDOH Tuition Reimb Approval Process

- If approved, the employee receives the form back showing the initial approval section filled out and signed by the Designee.
- When employee receives grades for the course, the grade and itemized receipt must be emailed to tuition@health.in.gov within 30 calendar days of course completion or within 30 calendar days of the grades being released to the student from the school .
- The Education Reimbursement Administrator Designee types up the student's Final approval and get final Finance signature.
- The signed application and all other forms are sent back to the employee by designee with instructions for the employee to complete an expense report.

IDOH Tuition Reimb Approval Process

- Employees can be reimbursed up to \$5,250 each calendar year. The total amount is calculated by the year in which the payment was received. (This may be different than the year the class was taken.)
- Tuition Reimbursement Policy, State Form 57438, and expense report job-aide are list on the Nerve Center
 - [Health: Intranet: Employee Tuition Reimbursements](#)
- Please reach out to tuition@health.in.gov with any question.



The More You Know: National Nutrition Month



National Nutrition Month

Power Your Day with food

- Choose healthy foods from all the food groups daily
- Alternate your food choices for a variety
- Eat more fruits and vegetables
- Avoid fad diets
- Limit: added sugars, saturated fat, sodium
- While at work:
 - Bring healthful lunch/snacks from home
 - Choose non-fried foods
 - Choose restaurant foods with smaller portions
 - Select more vegetables with your order
 - Skip the desserts



National Nutrition Month



Restaurant Suggestions

- Salads with lettuce and other vegetables (grilled chicken, fish, eggs, tuna) and dressed with a little olive oil and vinegar.
- Soups using low-sodium broth, veggies and brown rice. Vegan or lean proteins
- Sandwich wraps with healthy options
- Sandwiches – choose lean meat on whole grain bread or go vegan. Watch the spreads and sauces
- Quinoa with black beans, corn, and bell pepper, dressed with olive oil and lime juice
- Hold the chips, fries and extra bread
- Order child-sized portions

National Nutrition Month®

Power Up with Healthy Habits

- Plan meals and snacks in advance
 - Reduces meal planning stress
 - Helps with grocery shopping
- Limit caffeine and alcohol
- Limit sugary and diet drinks
- While at work:
 - Bring healthy snacks and food for lunch
 - Limit going out to restaurants for meals



National Nutrition Month

Power Up with Physical Activity

- Choose activities that work for you. Group or individual are fine
- Physical activity can improve your mood, manage stress and reduces the risk of chronic diseases, such as high blood pressure, heart disease and diabetes
- While at work:
 - Walk around the circle
 - Skip the shuttle and walk to the parking garages
 - In bad weather, walk the tunnels
 - Go to the Fitness Room for a few minutes of activity
 - Stair climbing



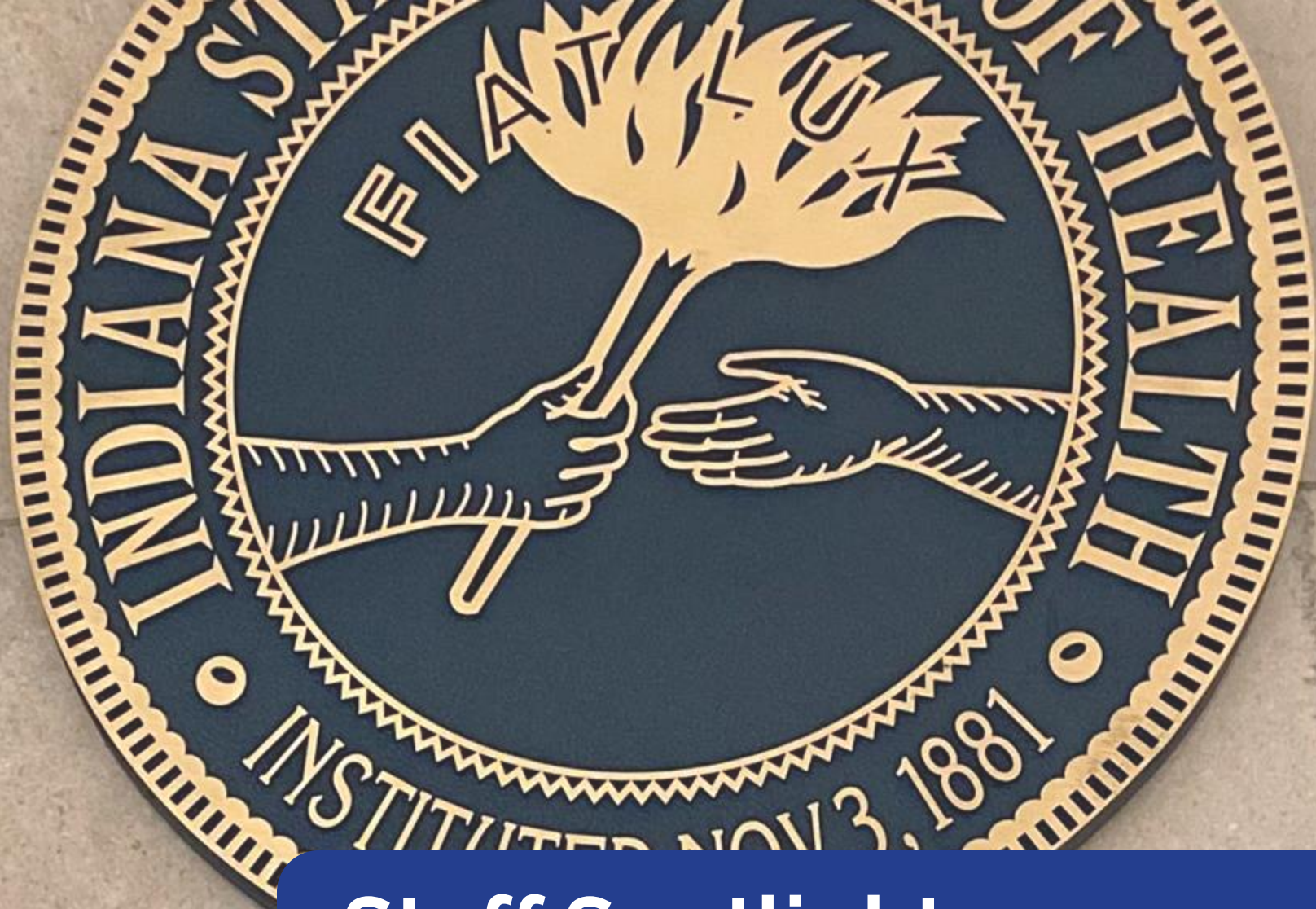
National Nutrition Month

For more information:

- Eat Right on a Budget
- Smart Tips for Successful Meals.
- Healthy Eating on the Run
- 20 Ways to Enjoy more Fruits and Vegetables
- Smart Snacking Tips



<https://www.eatright.org/national-nutrition-month/resources>



Staff Spotlight: Laura Leffler

Get to Know Me

- Accommodations specialist at the Center for Deaf and Hard of Hearing Education
- A day in my work life



Passions and Projects

- What I love about the work that I do



- Favorite Tool



- Favorite Project



Family



Outside of Work You May Find Me:

- Playing board games or cards
- In my hobby area AKA Creation Station
- Watching the latest horror movie
- Meeting celebrities



Quiz

What is the theme of this year's public health week?

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
publicaffairs@health.in.gov.

Next All-Staff Meeting

Wednesday, April 15, 2-3 p.m.

