

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).

Vaccination Clinic Returns

Mentor Survey



Need a new
headshot?



Tuesday, Oct. 13, 8 a.m.- 3 p.m.
2N, Adams Auditorium

Use enrollment code IN97832
and select "CST State of Indiana-
IDOH 2N 10/13/26."



Need a new headshot?

Vaccination
Clinic Returns



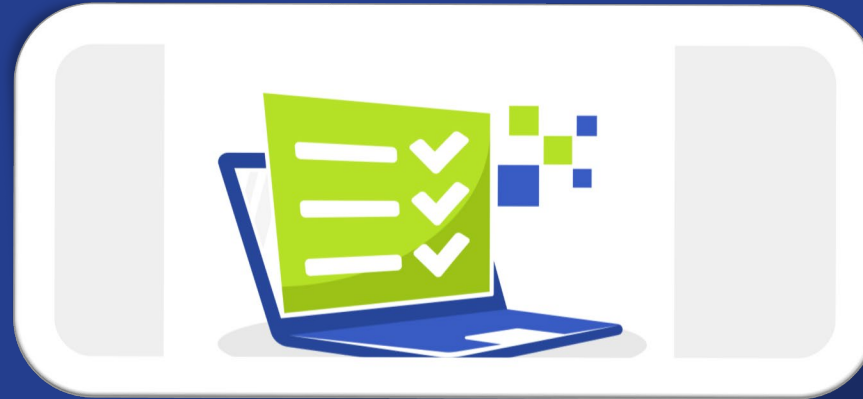
Mentor Survey



Join us in Adams from 10 to 11:45 a.m.
Thursday, Sept 24, for Connect – Learn –
Grow. Then take a few minutes to stop by the
2 North lobby for a headshot.

Mentor Survey

Need a new
headshot?



Vaccination
Clinic Returns



Interested in becoming a mentor
or mentee? Complete the
mentor survey from the
Sustaining our Future Pillar team.
Look for more info at Connect –
Learn – Grow, Thursday, Sept. 24.

IDOH Mentorship Program
Interest Form





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ALL-STAFF MEETING

EDEN BEZY, DEPUTY DIRECTOR/COMMISSIONER

DR. ERIC YAZEL, CMO PUBLIC HEALTH PRACTICE

OLIVIA HESLER, ADOLESCENT FATALITY PREVENTION COORD.

ERIKA CASSO, PROGRAM DIRECTOR

KELLY WHITE, DIRECTOR, EPIDEMIOLOGY

BROOKE MULLEN, DIRECTOR, OFFICE OF PERFORMANCE
EXCELLENCE

SYDNEY SORRELL, PUBLIC HEALTH ASSOCIATE

TASHA RAMEY, WORKFORCE DEVELOPMENT COORDINATOR

SEPT. 23, 2026

Agenda

- Opening Remarks
- Agency Updates and Reminders
- Staff Accomplishments
- Rural Health Transformation Program
- Suicide Prevention Month
- Agency Pillar: Quality of Our Work
- Epi Update
- OPE Update
- The More You Know
- Staff Spotlight
- Q&A





Agency Updates



Indiana
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You're invited!

Public Health Report

Please join us to learn more about the Indiana Department of Health's progress, priorities and challenges.

When: 9 a.m. – Noon, Monday, Nov. 16

Where: Indiana Government Center South Auditorium
302 W. Washington St.
Indianapolis, IN 46204

Presentations by:

State Health Commissioner Lindsay Weaver, M.D., FACEP
and other IDOH leaders.

Topics include:

- Rural Health Transformation Program
- Health First Indiana
- Agency Priorities
 - Promote Maternal and Infant Health Outcomes
 - Prevent Chronic Disease
 - Strengthen Data Quality and Transparency
- Program Area Updates

Featuring program area gallery in the Atrium



Scan to
learn more



Diversion

- IDOH and emergency medical providers ended routine diversion of ambulances starting Sept. 1
- Only the third state in the country
- This improves patient continuity of care and critical transportation times
- Working with stakeholders and facilities to address ED and hospital crowding
- RHTP Initiative 1 – MOCC will play a key role



EMS Transfer to IDOH from IDHS)



INSPECT & Weights + Measures

- Inspect moving from Professional Licensing Agency to IDOH
 - Indiana's prescription drug monitoring program
 - Will complement IDOH's overdose prevention program
- Weights + Measures and Medical Radiology moved to Indiana Department of Homeland Security

Safety Reminders

- If you feel unsafe, threatened, or are touched inappropriately, call 911 immediately
- IMPD's 24-hour Clinician Led Community Response Team (CLCR) can ensure a proper response
- Notify our on-site security personnel

Tips

- Travel with a colleague whenever possible
- Be aware of your surroundings – consider removing headphones, etc.
- If using the shuttle, wait inside for its arrival

Staff Accomplishments

- Congratulations to all everyone who passed the Certified in Disease Intervention exam: Amy Krupa, Laura Cianciolo-Heth, John Nichols, Corey Peek, Colin Stretch, Kelley Holman, Andrew Medellin, Madison Blust, Jena Rasor, Caroline Poe, Deb Nichols and Jeremy Musko
- Ben Hillan, Courtney Schaber, and Dale Wigden-Wright have passed their exams and are now Certified Health Workers (CCHW)
- Grace Hicks and Alkesh Kumar received their Certified in Public Health (CPH) credential
- Grace Franklin graduated from IU with her MPH in Epidemiology
- Congratulations to the STI team for receiving NO FINDINGS on the 2025 CDC site visit and glowing remarks from the site visit team
- A huge thank you to all the teams who are supporting and staffing the One Stop Shops in counties with weather disasters from August
- Tomorrow Thomas was designated as the Graduate and Professional Student Government (GPSG) Representative for The O'Neil School of Public and Environmental Affairs at IU

Staff Accomplishments

- America Schubert completed her Biopharmaceutical Manufacturing Certification
- Shay Bex obtained Community Health Worker (CHW) certification through HealthVisions Midwest
- Jacqueline Hall-Katter earned her Doctor of Speech-Language Pathology (SLPD) from Rocky Mountain University of Health Professions
- Jackie Katter, Sarah Kiefer, Kelsey Large and Kjari Newell had presentations at the Indiana Sensory Access, Inclusion, & Learning Conference (IN-SAIL)
- Nicole Ly passed her Oncology Data Specialist Exam
- Eli Chavez, Alice Quinn and Paul Krievins achieved their Certified Public Manager credential through Ball State
- Sally Petty and Miranda Spitznagle have been selected to the 2026-27 Tobacco Control Network Executive Committee
- Big shout out to the measles Epi team, who are doing an amazing job of tracking cases, staying on top of exposures and providing resources! You rock.

Welcome New Team Members and Congrats

Please congratulate the following promoted team members:

- Katterine Alvarenga — Accountant, Finance
- Chante Stapleton — Program coordinator, Complaints and Incidents
- Savannahre Cooper — Program coordinator, Vital Records

Please welcome the following new staff members and transfers:

- Tina Garcia—Public health nurse surveyor, Acute and Continuing Care
- Vivian Jonas — Epidemiologist, Infectious Disease Epidemiology and Prevention Division
- Grace Wright — Communications Specialist, Office of Public Affairs
- Ashley Drees — Public health administrator, Local Health Services
- Matthew Huyvaert—Microbiologist, Clinical Microbiology
- Cheria Caldwell — Public health administrator, Division of Nutrition and Physical Activity

Shield Spotlight

Scan to
nominate:



Holly Carson

Local Health Services -
Immunization
Customer Service Award

"Facilities in the Vaccine Replacement program such as IU and Community have complimented Holly on her knowledge, organizational skills, and her overall helpfulness."

"Holly is excellent at customer service by problem solving, extremely punctual at returning phone calls and email, and in her general demeanor. Holly has taken this pilot program and expanded it in a positive direction."

"She is a team player and will go out of her way to assist her providers as well as her co-workers."



Rural Health Transformation Program (RHTP)



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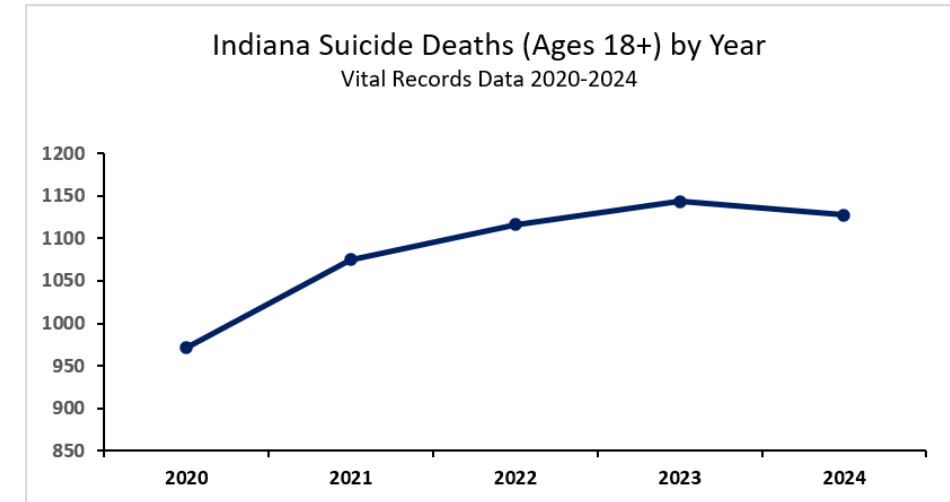
Suicide Prevention + Work



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Suicide in Indiana

- In Indiana, 209 pediatric suicide deaths in children ages 10-17 years occurred from 2020-2024
 - Of these deaths, 71% were male and 29% were female
- In Indiana, 5,432 suicide deaths for those over 18 years occurred from 2020-2024
 - Of these deaths, 82% were male and 18% were female
- The 35-45 years age group had the highest number of suicide deaths from 2020-2024



Understanding the FACTS

The warning signs of suicide may not be noticeable, but understanding the FACTS is the first step in helping.

- **F – Feelings** – expressing hopelessness about the future
- **A – Actions** – displaying severe/overwhelming pain or distress
- **C – Changes** – showing worrisome behavior cues or changes in behavior
 - Such as withdrawal from friends or activities, changes in social activities, anger or hostility, or changes in sleep
- **T – Threats** – talking about, writing about, or making plans for suicide
- **S – Situations** – experiencing stressful situations
 - Such as situations that include loss or change, create personal humiliation, or involve getting in trouble at school, at home, or with the law

The Do's and Don'ts

When talking to someone who might be suicidal:

- Be direct – talk openly about suicide
- Be willing to listen – allow expressions of feelings and accept those feelings
- Be non-judgmental – don't debate or lecture
- Get involved by being available and showing interest and support
- Try not to act shocked – this may put distance between you
- Do not be sworn to secrecy – seek support
- Offer hope that alternatives are available and that you will help them with what they need
- Take action by removing means, like weapons or medications
- Get help from people or agencies that specialize in crisis intervention and suicide prevention

The 9 Core Suicide Prevention Practices

How suicide prevention can look in the workplace:

1. Leadership commitment and visible support
2. Cultivate a caring culture focused on well-being
3. Assess and address job strain and toxic contributors
4. Increase awareness of suicide and reduce stigma
5. Promote self-care and stress resilience
6. Self-screening and crisis inoculation training
7. Plan and train for crisis response
8. Peer support and well-being ambassadors
9. Evaluate and promote risk reduction, including limiting access to lethal means

Help is Available

- 988 Suicide and Crisis Lifeline
 - Text, call, or chat online to a skilled counselor in a non-judgmental and confidential manner
- FindTreatment.gov
 - A comprehensive resource for those seeking treatment for mental health services or substance use services within a radius from your location



Questions?

Olivia Hesler

Adolescent Fatality Prevention
Coordinator

Ohesler@health.in.gov





Agency Pillars



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Quality Of Work Pillar Team Updates

- Join us for our annual Cookie Decorating Event on Dec. 6. Show off your creativity, follow our decorating SOP if you'd like, or simply enjoy the fun. More details coming soon!
- Quality of Work survey coming soon! Help us identify quality needs, standards, and opportunities where the pillar team can support you or your team. The survey takes fewer than five minutes.
- Our recognition subcommittee is working with OPA on a Sheild Spotlight refresh so you can recognize a colleague who exemplifies one or more of our IDOH Pillars. Stay tuned for an updated form!



Infectious Disease Update



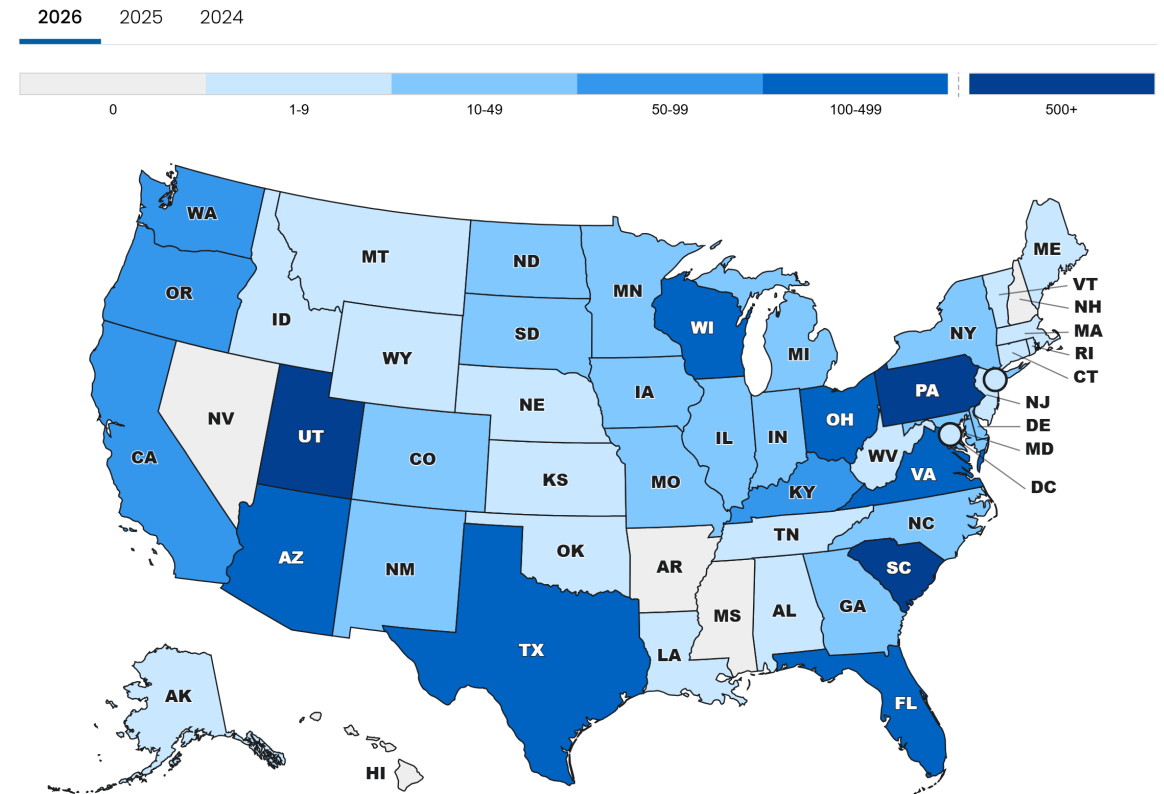
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National Measles Trends

- As of Sept. 17, there have been 3,471 confirmed cases of measles in the United States
- 95% of cases are associated with an outbreak
- 95% unvaccinated or unknown vaccine status
- 301 hospitalizations

Map of measles cases among U.S. residents

as of September 17, 2026



Measles in Indiana

- Indiana has reported 17 confirmed cases of measles as of Sept. 23
- Currently affecting Adams, Parke, Switzerland, and Wayne counties
- IDOH is continuing its multi-pronged approach:
 - Providing 24/7 consultation and testing authorization for patients with suspected measles
 - Providing testing through IDOHL
 - Partnering with LHDs for exposures to ensure individuals are notified and offered post-exposure prophylaxis, if warranted
 - Increasing awareness and education to providers and health care systems
 - Working with LHDs to conduct outreach to communities and vaccination clinics

What is Epi-On-Call (EOC)?



- Answer the main line (317-233-1325) after hours and weekends/holidays for urgent public health needs from healthcare providers and the public
- Provide basic recommendations to healthcare providers on select infectious diseases and link to additional IDEPD staff as needed
 - Consultation on rabies post-exposure prophylaxis for animal bites
 - Authorization for testing for immediately reportable conditions, like measles
 - Other cool topics!

What are we asking for?

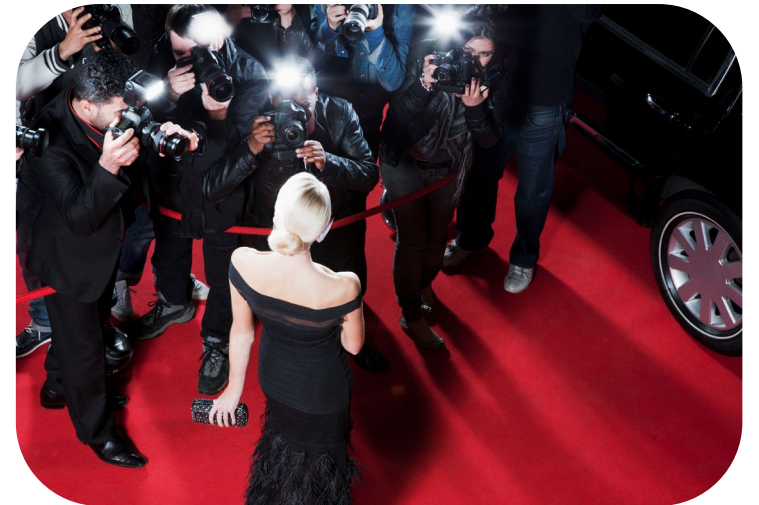
- Volunteers!
- Volunteers will be assigned to a one-week shift (running Wednesday to Wednesday) in 2027
 - Shifts will be randomly assigned in Q4 2026 but can be swapped with other staff
- Volunteers must commit to working their shift (or swapping) and taking all applicable training before their shift
 - Training is three one-hour sessions, available live and pre-recorded
- Volunteers will be provided a phone and tablet with access to a EOC Guidance OneNote and REDCap survey for logging calls

Who are we looking for?

- Epi-On-Call volunteers must be:
 - State employee
 - Based in Indianapolis, or willing to come to Indianapolis on Wednesday to pick up/drop off EOC items
 - Comfortable speaking with clinicians and the public about infectious disease related topics and evaluating basic clinical information to make recommendations
 - Willing to wake up at 3 a.m. to answer a call (infrequently!)

Why should I volunteer?

- Provide direct service to Hoosiers
- Chance to be an epidemiologist and learn more about infectious disease
- You may work remotely for the duration of your EOC shift
- You will receive a one-week parking pass for the Denison garage on South Meridian the week after your EOC shift
- You will earn the thanks and admiration of the IDEPD team!



Where do I start?

If you'd like to volunteer for the 2027 EOC rotation, please email IDEPD Director Kelly White (KeWhite@health.in.gov) no later than **Monday, Oct. 5**



Questions?

Kelly White

KeWhite@health.in.gov





OPE Update

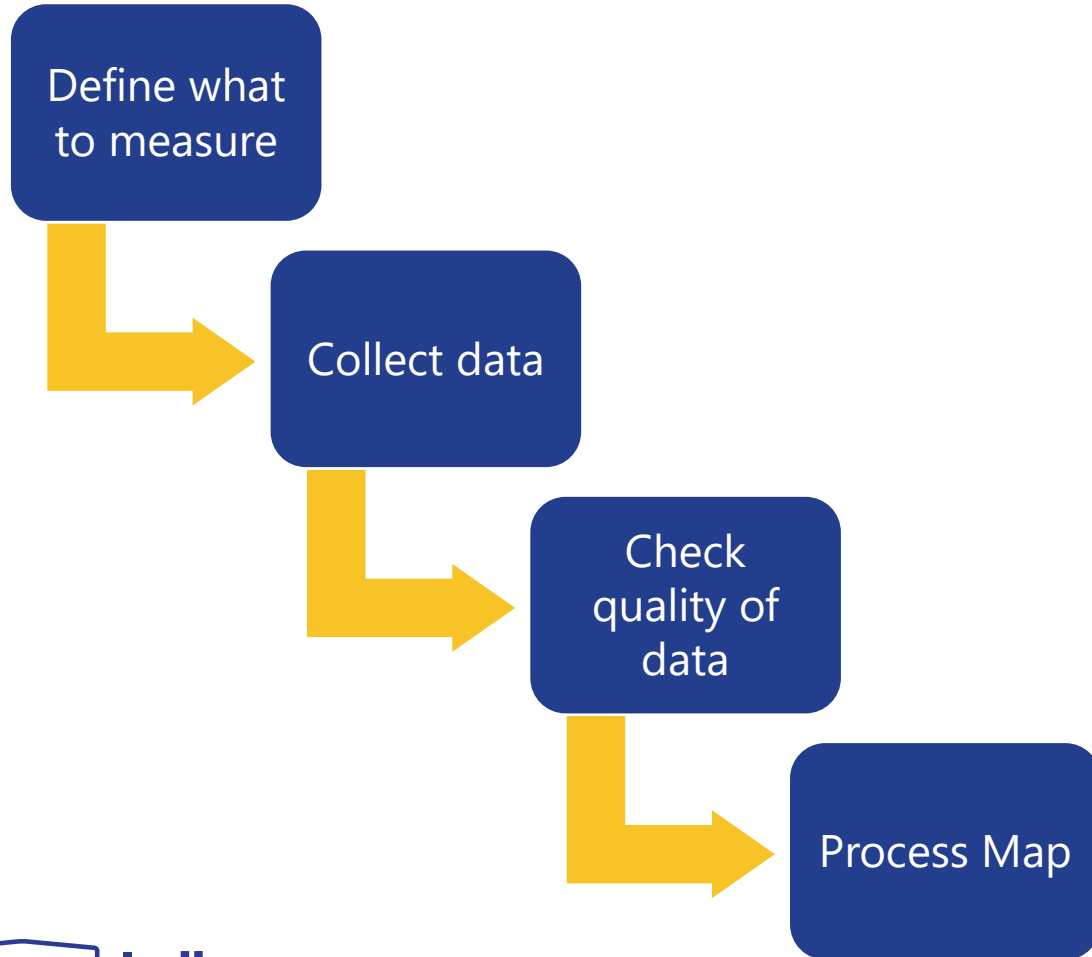


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Lean Six Sigma Methodology



Measure



We hear you ...

- **Mail Avengers – Right Place, First Time**

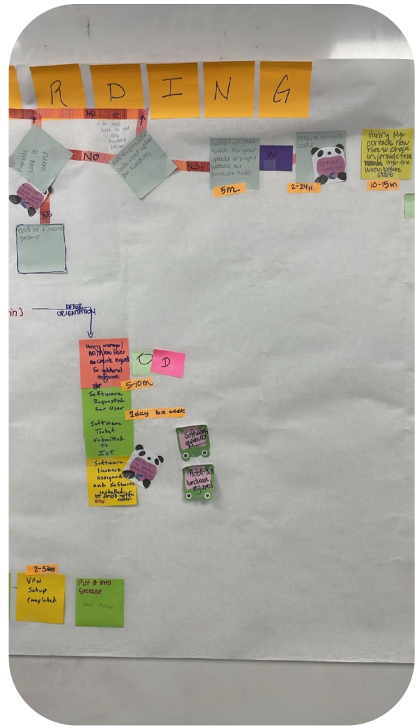
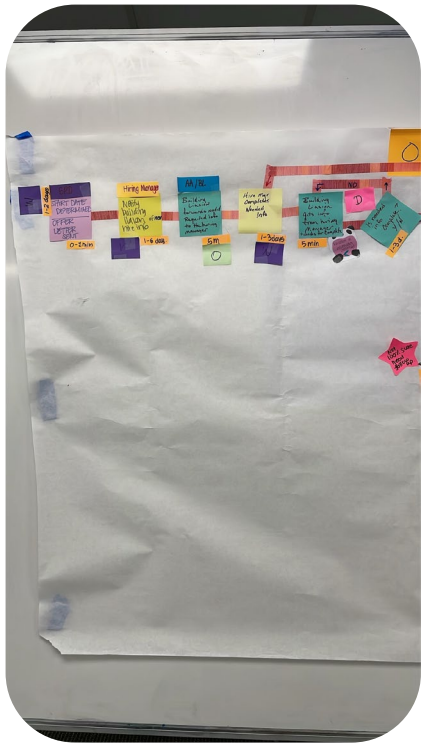
- 64 steps identified for incoming and outgoing mail, including warehouse operations
- 41 wastes and challenges identified
 - DOWNTIME
- Incorrect or insufficiently detailed addresses identified as the largest challenge

- **Begin Well, End Well**

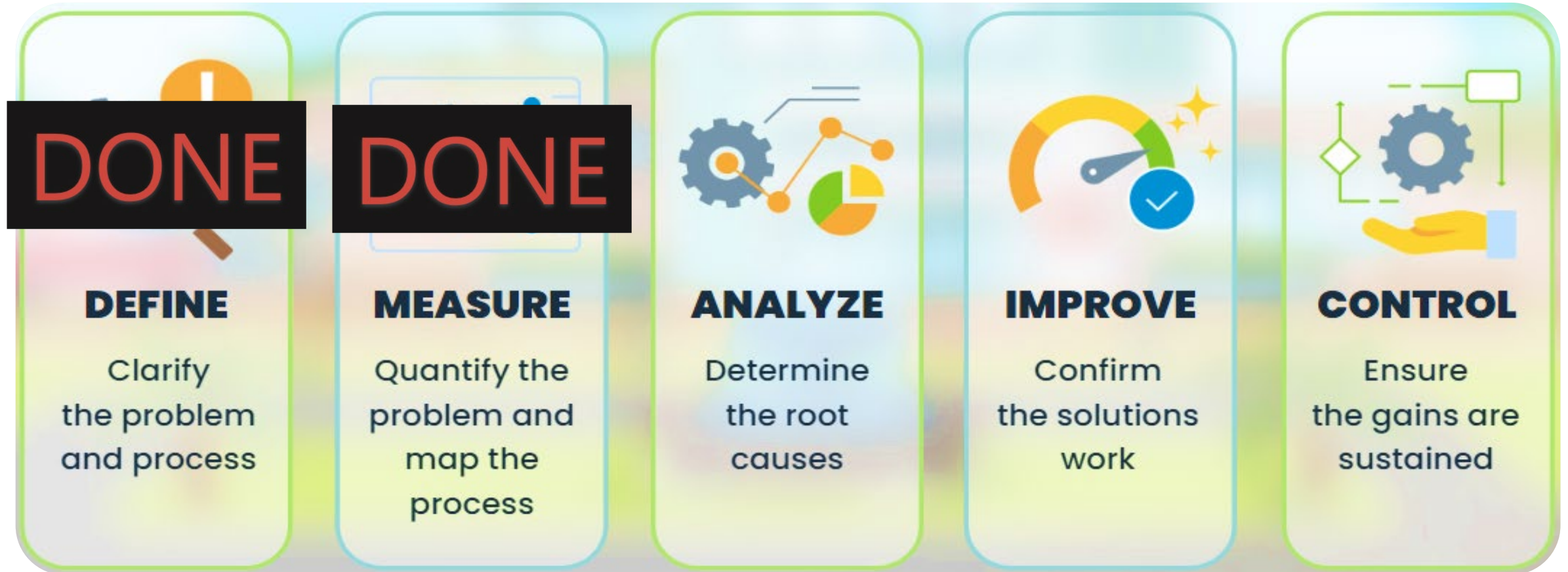
- 93 steps identified for onboarding and 28 steps for offboarding

On/Offboarding	Cycle Time
VPN Request	2- 4 days
Name Plate	2 weeks
Cell Phone Request	2-5 days
Phone Line Request	2-3 weeks
PC Request	10 days

Process Maps



Lean Six Sigma Methodology





The More You Know



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What are Nicotine Pouches?

Small, disposable, oral nicotine product¹

- Microfiber pouch placed between lip and gum
- About **\$4.67** per container in Indiana (15-20 pouches)²

Can contain high levels of nicotine^{3,4}

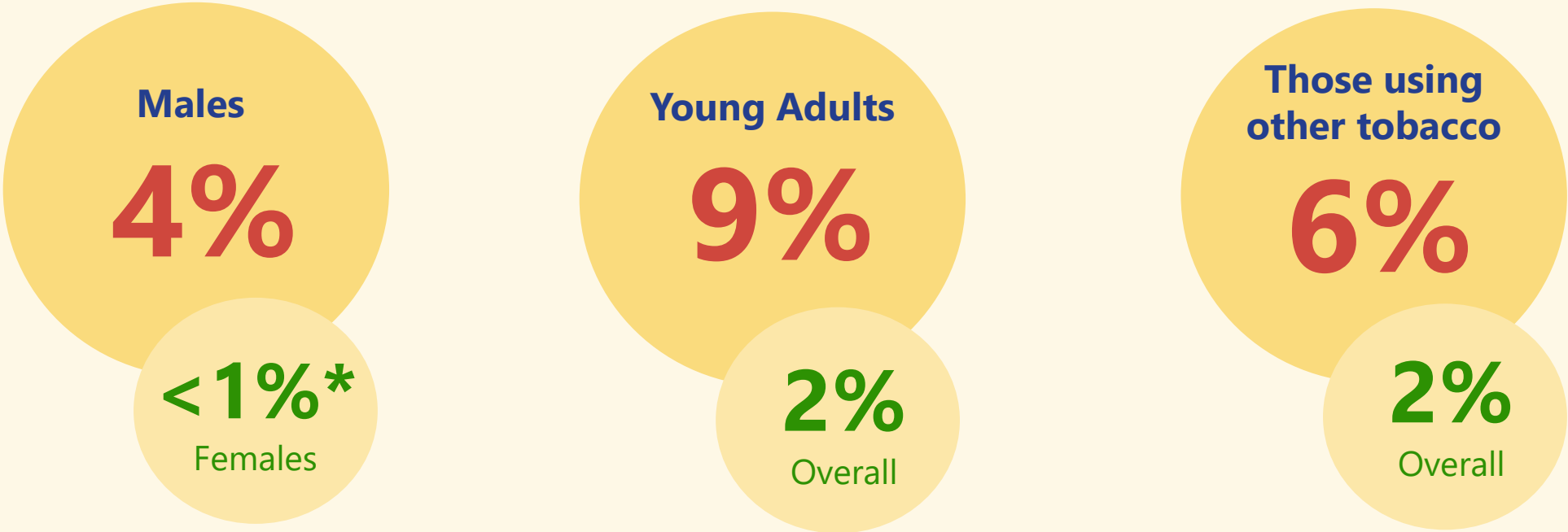
- **1.5mg – 12mg**, 25mg+ also available
- **Similar or higher total nicotine exposure^{3,4}**
 - 4mg pouch and ~13mg cigarette delivered similar total nicotine exposure



Nicotine pouches confiscated from a Vermont school student.

Nicotine Pouch Use, Indiana

Nicotine pouch use continues to increase. Nicotine pouches are **most popular among:**



Media Marketing and Sponsorships

Social Media

- Advertisements, hashtags, influencers



Influencer Gavin Adcock promotes ALP pouches on Instagram. Photo from CRST TIM, February 13th, 2026.



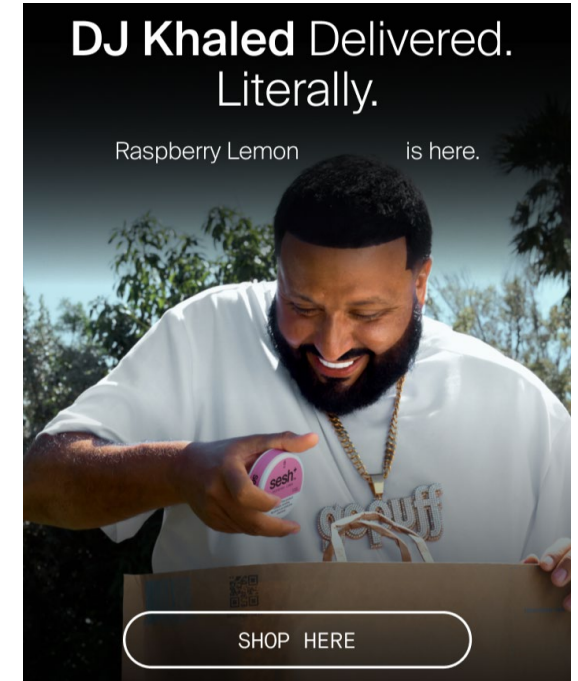
ZSY Instagram post targeting gamers. Photo from CRST TIM, July 31st, 2026.

Sponsorships

- Celebrities, sporting and racing events, concerts, festivals

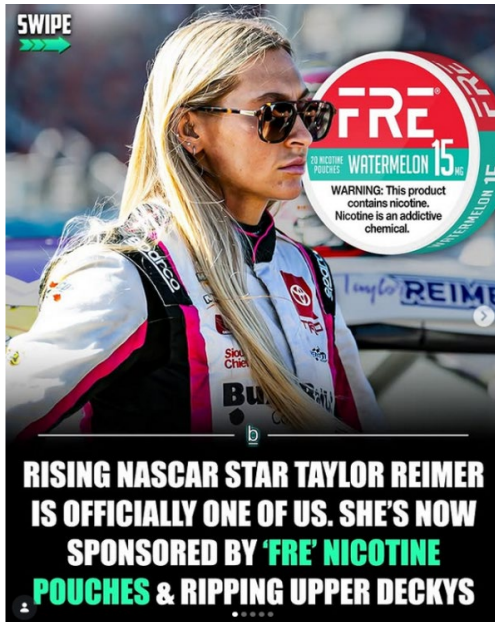


The Black Keys concert sponsored by ZYN. Photo from CRST TIM, January 16th, 2026.



DJ Khaled Celebrity Sponsorship of Sesh pouches Photo from CRST TIM, June 18th, 2026.

Sponsorships – Sporting and Racing



Taylor Reimer FRE Nascar sponsorship. Photo from CRST TIM, February 27th, 2026.



Fre UFC Sponsorship. Photo from CRST TIM, April 17th, 2026.



On!vitational Golf event. Photo from CRST TIM, April 17th, 2026.



Grizzly Nascar sponsorship. Photo from CRST TIM, February 27th, 2026.

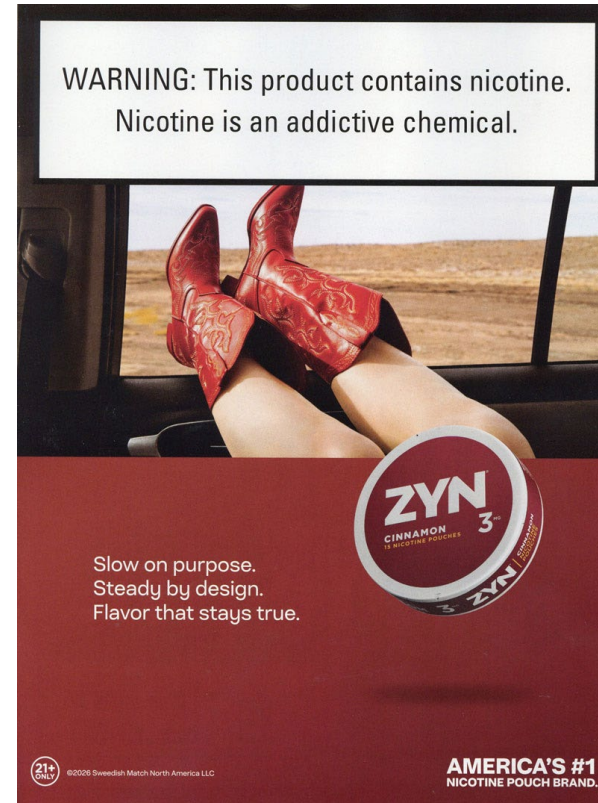
Media Marketing - Imagery



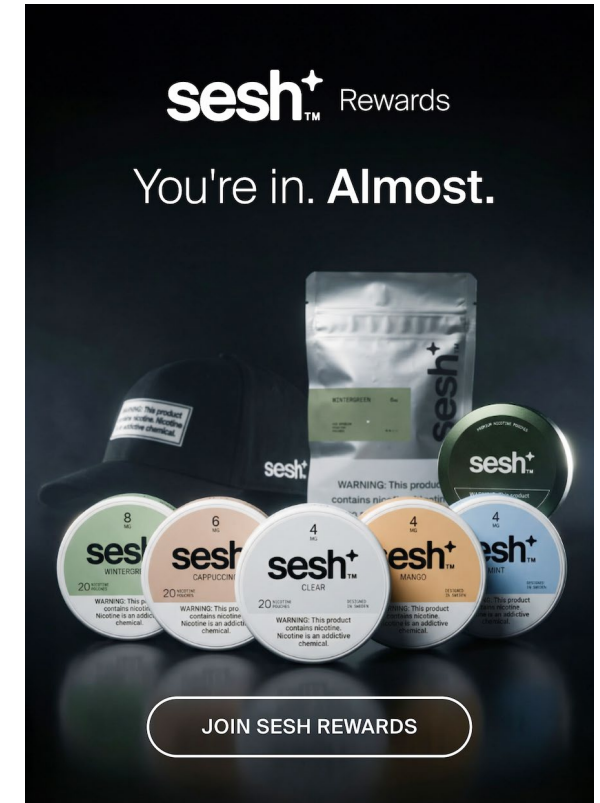
Fre Email Promotion. Photo from CRST TIM, July 17th, 2026.



Zyn "When Lake Meets Life" Ad. Photo from CRST TIM, July 17th, 2026.



Zyn Americana Ad. Photo from CRST TIM, July 2nd, 2026.



Sesh Rewards Promo. Photo from CRST TIM, April 24th, 2026.

Nicotine Pouch Messaging Myths

Myth:



"Nicotine pouches can help me quit smoking or vaping."

MILLIONS

like John have switched from cigarettes for good.

Myth Busted:

"Nicotine pouches are **not an FDA-approved quit medication**. Most people who use nicotine pouches **do not quit**."

- Most people continue using other tobacco products or continue using pouches **without quitting nicotine** (Choi et. al., 2026; Delnevo et. al., 2025).
- Nicotine pouches are **sold by tobacco companies**. Tobacco companies want to continue selling their products.

Health Risks: Nicotine Pouches

No amount of nicotine is safe.

Nicotine pouches may contain:

- Cancer-causing chemicals and high(er) amounts of nicotine

Short-term health effects include:

- Oral health issues
- Nausea, vomiting
- Problems with central nervous system
- Nicotine addiction

“Initially, I thought I’d use nicotine pouches to quit... Addiction is real – and it happened in the blink of an eye.”

-Court, Marion County, IN resident

“When I leave my house, I always check: ‘Phone? Wallet? Keys? Zyns?’ It’s kind of crazy when I think about it. I find myself planning my day around going to get more.”

What can you do?

Educate yourself and others

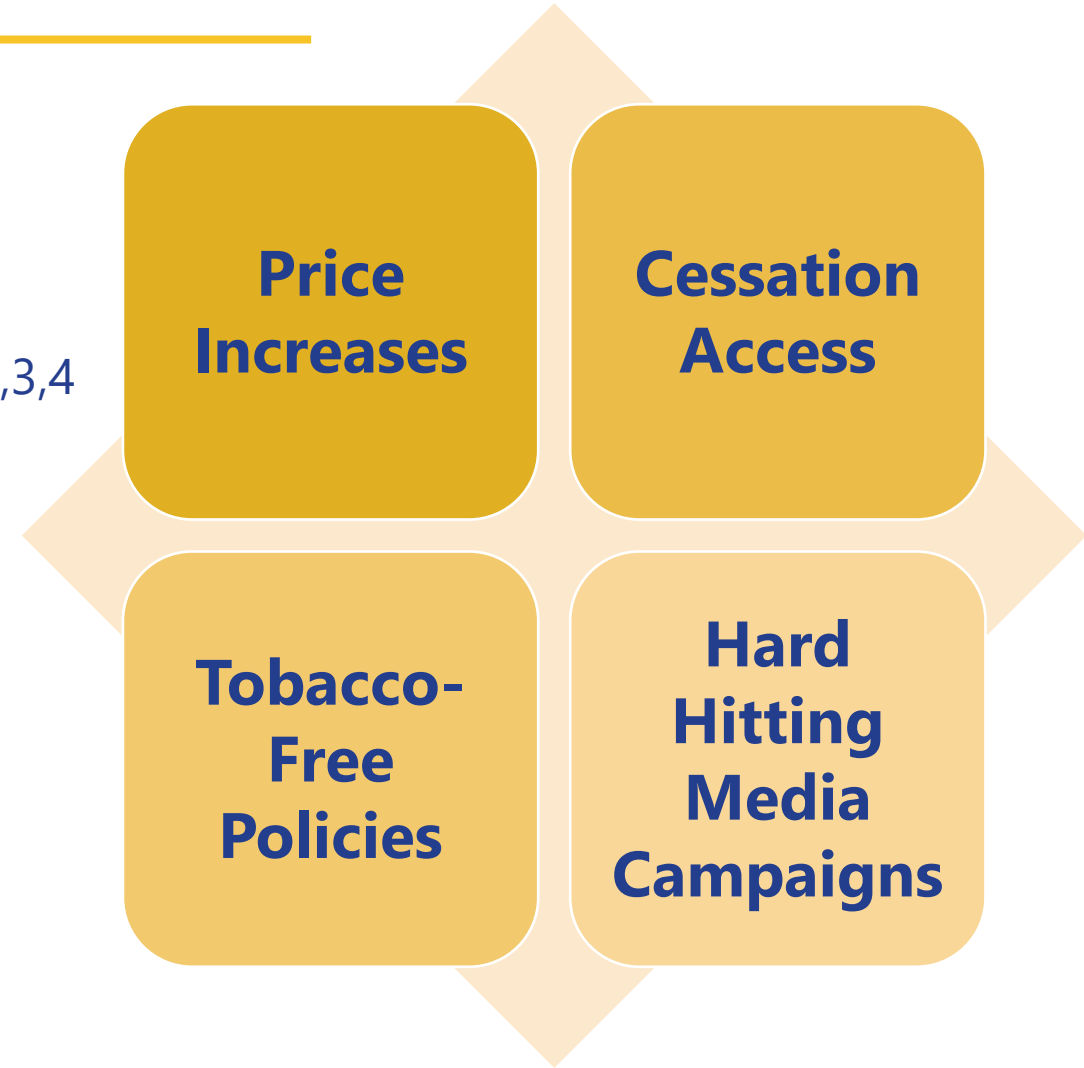
- Know the risks, combat the myths

Social media and youth prevention^{1,2,3,4}

- Challenge norms and support media literacy

Public education and community action

- “Tobacco touches everything”
- Join a coalition!



Questions?

Sydney Sorrell

sysorrell@health.in.gov





Staff Spotlight



Indiana
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Tasha Ramey

Workforce Development Coordinator Office of Performance Excellence

- Agency 4 years, OPE 2 years
- I oversee the Internship Programs/Site Visits
- Conduct monthly Resource Minis
- Facilitate Orientation
- Navigate the Tunnel Tours
- Leadership at All Levels Admin Team
- Support Cross Divisionally with Training Opportunities
- ...and much more!



About Me:

First and foremost, I'm a momma ❤️

- Owen, junior at Butler – studying business and hopes to become a chef at Disney
- Noah, freshman at Butler – worried about which house to rush, major undecided
- Abel, sophomore in high school – spends his days gaming and making cool beats that he sells to artists
- Anna aka “Annie”, 8th grade – she is in competitive cheer and high school marching band (started as a 7th grader)
- Chyanne, my bonus daughter, dating my son Owen for nearly five years.



About Me:

Fun Facts About Me:

- I ❤️ New Kids on the Block (Jordan Girl)
- I was on Dick Clark's Rockin' NYE special at the NKOTB show
- Concert Junkie
- I love traveling and exploring
- I'm a book nerd
- I recently learned to crochet
- I just started water coloring
- I'm a photographer
- VP of the Band Boosters Program
- A member of The Black Hats Society
- I could eat soup for every meal
- I just got back from Italy last week



Quiz

How many measles cases have we confirmed in Indiana this year?

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, Oct. 21, 2-3 p.m.

