

APRIL 2018

PULSE

A look at what keeps ISDH ticking

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FUN FACT

The average person blinks 15 to 20 times a minute — so often that our eyes are closed for roughly 10 percent of our waking hours. Studies have revealed that people tend to blink at predictable moments to rest our brains and also lubricate our eyes.



Indiana State
Department of Health

Mission:

To promote and provide essential public health services

SPRING STARTS WITH A BANG

Can you believe it's already April? At ISDH, the month so far has been as active as the weather patterns, with a hepatitis A outbreak, significant concerns about synthetic marijuana and an influenza death toll that is more than twice our highest total on record. And even though Mother Nature might keep us guessing, warmer weather is coming, which brings annual concerns about mosquitoes and ticks.

I'm grateful to our team for juggling all of these issues in the interest of protecting Hoosiers. I especially want to thank our Immunization Division and the Epidemiology Resource Center (ERC), which have worked with our local and federal partners to ensure that we have enough hepatitis A vaccine in place to address this outbreak. ERC also has worked closely with Illinois and law enforcement to respond to the synthetic marijuana concerns. Managing these two big health threats simultaneously hasn't been easy, but it's critical to our mission, and I couldn't be prouder of everyone who has stepped up.

These two divisions are just part of the amazing ISDH team that showcased the work we do during our Public Health Open House at the Indiana Government Center earlier this month. It was wonderful to see so many divisions represented and to educate other state employees and the public about the important work being done here.



Kris Box,
MD, FACOG

I applaud the effort that went into organizing the event and the displays and look forward to an even bigger event next year!

I also visited local health departments (LHDs) during National Public Health Week. Many LHDs are surprised to have a visit from the state health commissioner. That's something I intend to remedy because, when it comes to stakeholders, our local health partners should be at the top of the list. I was both gratified and concerned by some of the feedback I have received so far.

I am hearing frequently about the need for better communication with ISDH. LHDs want an easier way to know whom to contact, and they want assurances that they will be able to reach a person in real time or receive a call back quickly. I have pledged to them that we will do better because customer service and follow-through are essential to building and maintaining these relationships. We will be developing an ISDH directory that can be shared with LHDs to help improve the communication, and I encourage you to look closely at your division's interactions with LHDs and identify ways we can strengthen those relationships. If you have ideas, please share them with Local Health Department Outreach Director [David Hopper](#).

I hope the rest of the month brings everyone a long-overdue taste of spring. Thank you for all you do!

**Yours in health,
Kris**

IMPRESSIVE MILESTONES

ISDH honored employees who reached milestones of service in 2017. They included Darleen Hopper (center, 50 years), Tami Barrett (left, 40 years) and Regina Maxey (40 years).

"It says volumes about the commitment of each recipient to have reached these milestones of service," said State Health Commissioner Dr. Kris Box.

Read about their secrets to longevity and see all the ISDH staff recognized on Page 8.



RUPP ADVOCATES WITH VEGFEST

By Greta Sanderson

Chicago has VeganMania. And thanks to Katelin Rupp, Indianapolis has the Indy VegFest.

After enjoying similar events in other cities, Katelin Rupp and her husband, Joe, thought Indianapolis needed its own vegan festival.

So Rupp, ISDH's director of program evaluation for the Tobacco Prevention and Cessation Commission, began doing research. That was January 2016, and now Indy VegFest just finished its second year on March 31 at the Biltwell Event Center.



Katelin Rupp

Rupp said Indy VegFest isn't targeted to vegans — people who don't eat or use anything containing animal products — but to educate and inspire omnivores about ways to reduce the amount of animal products they consume.

"We provide tools that will help you moved toward a plant-based diet," Rupp said. "Even if you don't eat meat for one day a week, it's better for the environment and your health."

The event is free and full of activities about the benefits of a vegan lifestyle. It features vendors, speakers and cooking demonstrations. Yoga, TED Talks and children's activities also will be available.



Above, Katelin Rupp welcomes attendees to VegFest on March 31. The event was at the Biltwell Event Center in Indianapolis, right.



"We try to offer something for everyone," Rupp said.

The first VegFest was April 2017 at the PanAm Pavilion, and about 4,500 people attended. This year, the event moved to the Biltwell, a converted millwork warehouse that offered separate rooms and made it easier to have breakout sessions.

The 2018 event attracted about 5,000 attendees, and Rupp said early exit surveys from this year's festival show that about two-thirds returned from last year, and about half were omnivores. She said that many people give up meat for the Lenten season, so it was good timing to host the event right before Easter.

Although Rupp works in tobacco control at ISDH, not nutrition or diet, she said VegFest fits with her work to promote behavior change and healthy lifestyles.

"It's a different topic, but the process is the same," Rupp said. "I think it helps to understand the public health perspective."

The organization incorporated as a not-for-profit in fall 2016, and about 140 volunteers work to host the event. The Indy VegFest website also includes a list of about 200 restaurants in Indianapolis that have at least one vegan item on the menu.

Visit indyvegfest.com for more information.

STAFFING UPDATES

The Indiana State Department of Health (ISDH) would like to welcome these employees who joined the staff in March:

Raven Helmick, epidemiologist; Kaitlyn Kruse, immunization and registry educator; Tracy Larcheveque, field epidemiologist; Leighe Disbro, WIC finance specialist; Rachelle Prasetya, microbiologist; Jennine Griffith-Vandi, microbiologist; Samantha O'Conner, clerical assistant; Amanda Lynch, Long-Term Care (LTC) public surveyor; Jennifer Osborn, LTC public surveyor; Sara Gray, nutritionist; and Marlena Ratchford, HIV mobile care coordinator.

Congratulations to James King, who transferred from Lead & Healthy Homes to an environmental scientist position in Environmental Public Health.

These employees were promoted in March: James Miller II, microbiologist; Scovia Kiwanuka, Epidemiology Resource Center administrative assistant; and Steven Gale, deputy controller in Finance.

March transfers were: Sarah Frantz, from Indiana Department of Education to ISDH Lab as an administrative assistant; Nicole Hester, from the Department of Workforce Development to HIV as a services contracts and budget specialist. Kelsey Barrick transferred to Physical Activity Education Coordinator, now Wellness & Physical Activity Coordinator within the Division of Nutrition and Physical Activity.

New policy regarding Dependent Eligibility Verification Audits

The State of Indiana periodically requires documentation to verify the eligibility of dependents enrolled on the state employee medical, dental and/or vision plans. The Dependent Eligibility Verification Audit (DEVA) helps guarantee consistent application of eligibility requirements within our health plans. Additionally, ineligible dependents who use our health plans create higher costs for those who are eligible.

Effective April 1, 2018, a policy has been established for Dependent Eligibility Verification Audits. For the full scope of this new policy and to understand employee and employer responsibilities and procedures, please read the [policy](#) in its entirety.

Questions on the new policy may be directed to the Indiana State Personnel Benefits Hotline at 1-877-248-0007.

FOCUS ON QUALITY CONTINUES

We're happy to share the initial results positioning the Indiana State Department of Health (ISDH) into Phase 3 of the Roadmap and what this means to our agency. This information is shaping ISDH's Quality Improvement Plan outlining strategies to ensure that performance, innovation, teamwork, collaboration, leadership, customer focus, infrastructure and continual process improvement are embedded across ISDH.

Stay tuned for the published plan and regular updates. Thanks again to all of ISDH for participating in the Culture of Quality self-assessment.

PHASE 3

Survey by the numbers

- About 965 staff received
- 358 staff completed
- 37% response rate
- ISDH overall score: 3.69

ISDH - PHASE 3 INFORMAL OR AD HOC QI

"HUMAN" CHARACTERISTICS

Staff infrequently share lessons learned.

Staff may view QI as an added responsibility.

Staff are anxious about implementing QI incorrectly or uncovering negative performance.

Staff may be frustrated if efforts do not result in immediate improvement.

Basic QI training and resources are more readily available, but advanced QI training may still be limited.

Some QI champions are able to lead QI projects and mentor staff.

Loss of a QI champion often results in regression.

"PROCESS" CHARACTERISTICS

QI projects may be occurring only at the administrative staff level or at other isolated times.

Data are still not routinely used in agency operations and decision-making.

Discrete QI projects occur but are likely not fully aligned with formal steps of a QI model.

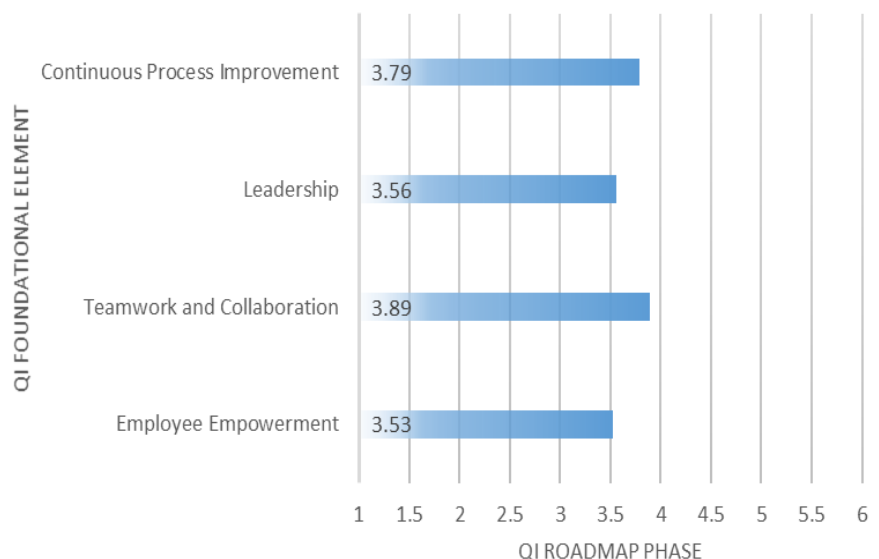
QI is not aligned with the organization's strategic plan or performance data.

Multiple failed attempts to improve through QI projects may exist.

QI efforts are often stalled due to emerging issues.

Roadmap Phase	SAT Scale Rating	SAT Scale Interpretation
Phase 1: No Knowledge or Awareness of QI	1	A rating of '1' indicates that the respondent strongly disagrees that the statement applies to the agency and/or has no knowledge or awareness of whether the statement applies
Phase 2: Not Involved in QI Activities	2	A rating of '2' indicates that the respondent disagrees that the statement applies to the agency.
Phase 3: Informal or Ad Hoc QI	3	A rating of '3' indicates that the respondent feels the statement applies to the agency inconsistently or on an informal or ad hoc basis.
Phase 4: Formal QI in Specific Areas of the Agency	4	A rating of '4' indicates that the respondent agrees the statement consistently applies to some areas of the agency but is not agency-wide.
Phase 5: Formal Agency-wide QI	5	A rating of '5' indicates that the respondent agrees the statement consistently applies agency-wide
Phase 6: QI Culture	6	A rating of '6' indicates that the respondent strongly agrees that the idea referenced in the statement is fully integrated into the agency culture.

ISDH QI ASSESSMENT RESULTS



PILOT AIMS TO IMPROVE OPIOID RESPONSES

By Greta Sanderson

A new ISDH pilot project to help all local health departments respond to opioid and heroin overdoses in their communities is the latest project in the statewide battle against the opioid crisis.

Local health departments from six counties — Clark, Fayette, Howard, Marion, Monroe and Montgomery — are participating in the Overdose Response Pilot Project, which is funded by a \$225,000 grant from the Centers for Disease Control and Prevention. The pilot started in January when the six counties were trained on ESSENCE, the Electronic Surveillance System for the Early Notification of Community-based Epidemics.

ISDH checks ESSENCE every day for signs of an outbreak, not just related to opioids, but in all areas of public health. But some of that information doesn't quickly reach local health departments.

"What we really wanted with this project was for them to know what's happening now," said Kayley Dotson, ISDH overdose surveillance systems epidemiologist.

"Particularly for opioids, the system has been underutilized."

The first goal of the pilot was to encourage local health departments to monitor ESSENCE directly and use the information to find gaps in opioid use disorder services, to guide harm reduction strategies, to prepare for trends and to coordinate better emergency responses, said Cris Henderson, ISDH overdose response project coordinator.

That has already started to happen. Since being trained on using ESSENCE, Clark County Health Officer Dr. Eric Yazel has seen the benefit of real-time information.

"Our hospital was tracking OD numbers, but I was getting the information after the fact," he said, sometimes as long as two or three months after.

With immediate data, Yazel said they can see patterns emerge and details, such as a patient's ZIP code, that can be used to allocate resources more effectively, like moving an ambulance for better coverage.

As a second part of the pilot, each of the counties created an overdose response plan

based on that information. The plan's goals are to incorporate new strategies into existing procedures, strengthen partnerships and create a tool kit for the project that can be followed by other health departments along with implementation advice, Dotson said.

In Clark County, Yazel, an emergency room doctor, is creating an Addiction Transition Team to "close the loop" from overdose to substance misuse recovery.

The transition program may include naloxone training for family members, counseling, treatment for infectious diseases or withdrawal symptoms and more to bridge the gap from the ER to a treatment facility.

"We're trying to offer more of a comprehensive response," Yazel said.

At the end of the pilot in September, the goal is to have tool kits available for any health department to implement in seven areas: Communication and community engagement; data resources; grants; program planning and program support; research; resources (toolkit .pdfs and online); and training and webinars.

ISDH GRANT TARGETS INFANT MORTALITY

By Greta Sanderson

The Indiana State Department of Health (ISDH) is expanding its support of community paramedicine, another way the agency is working to lower the state's infant mortality rate.

Community paramedicine uses paramedics and emergency medical technicians to give routine medical care to underserved populations, such as rural areas.

ISDH has been partnering with the Crawfordsville Fire Department (CFD) for several years on a paramedicine project that started with chronic health conditions, such as cardiac care, using paramedics to follow up on patients after they are released from the hospital. ISDH made a \$200,000 federally funded grant that enabled CFD to add prenatal and postpartum care to its paramedicine pilot program last month.

"The paramedics will provide all of the services that the patient could receive in a doctor's office," said Ann Alley, ISDH director of chronic disease, primary care and rural health.

These patients don't always get to a doctor's office for various reasons, including transportation, a lack of providers and financial barriers.

Paul Miller is EMS division chief for the CFD, and his passion for community paramedicine is infectious. He's excited for this latest addition to the program, which will include prenatal care through postpartum checkups on new moms and their babies.

Pilot program participants will be referred by area physicians and the local Women's Resource Center, which provides obstetric services, and other community partners. Miller said the goal is to enroll pregnant moms as early as 12 weeks into their pregnancies and con-

tinue through 16 weeks postpartum.

The treatment will cover visits for moms at risk for preterm deliveries through access to lactation consultants and education about the ABCs of safe sleep. The initial visit will include a urine drug screening, not to get the mother into trouble, but to identify those who may be misusing drugs and get them help.

"We're not there to judge moms, we're there to assist them with being successful, just like smoking cessation or how to manage the family," Miller said.

Miller said the need for the program expansion was clear based on the county's rates of preterm deliveries, low birth weights, lack of prenatal care and other issues that negatively impact infant mortality, the death of a baby before he or she turns a year old.

Participants in the program will be visited by a community paramedic at least once a week, more often if necessary. The paramedic has remote access to update and view the patient's medical records so that her primary care doctor and specialists can all track her condition. The community paramedic can even see the doctor's calendar and schedule an appointment if necessary.

CFD already has one full-time paramedic visiting 15 patients a week on chronic disease management. Miller said the community paramedics have instant credibility with patients, which makes their visits an immediate help.

"You go out to the grocery store, and they know him," he said. "It's what rural communities are good at."

Alley said a key part of the new pilot will be to collect standardized data to connect treatment to future Medicare and Medicaid reimbursement so the community paramedicine model of care is self-sustaining.

"It's crazy that we haven't been doing this longer," Miller said.



Paul Miller

FOCUS ON LEADERSHIP



ABOVE: State Health Commissioner Kris Box, MD, FACOG, stresses the importance of partnerships with local health departments in protecting Hoosiers during the Local Public Health Leadership Symposium March 21 at the Ritz Charles in Carmel. Dr. Box has made it a goal to visit all 93 Indiana local health departments this year to promote collaborations across the state. "We're here to work as a team," Dr. Box said. "If we don't, we can't improve the health of the state as a whole." RIGHT: Environmental Branch Chief Kyle Endris discusses how ISDH works with local health departments to ensure properties contaminated by methamphetamine are safe.



PREVENTING WORKPLACE & SEXUAL HARASSMENT TOGETHER

Awareness of sexual harassment in the workplace has changed significantly in recent months. In a bill signing ceremony last month for [House Bill 1309](#), all three branches of Indiana government shared detailed plans to further address sexual harassment prevention.

Governor Holcomb said, "In light of the many recent, high-profile sexual workplace harassment cases, we decided in this office to take another hard look at what our policy was currently and to re-examine what enhancement can, and more importantly, should be done. There is absolutely no room for harassment in the workplace — period."

Please be aware of the following:

ALL EXECUTIVE BRANCH EMPLOYEES:

Beginning Monday, April 2, all Executive Branch employees were enrolled in an improved and modernized Workplace and Sexual Harassment Prevention computer-based training module. **All employees are required to complete this training no later than Monday, April 30.** This computer-based module content will be updated and required each year.

ALL EXECUTIVE BRANCH AGENCY HEADS:

This June, all Executive Branch agency heads will attend a Workplace & Sexual Harassment Prevention workshop designed spe-

cifically for agency heads on this topic. This additional in-person agency head training will be updated and required annually.

ALL EXECUTIVE BRANCH MANAGERS & SUPERVISORS:

INSPD will be launching a first phase of statewide Manager & Supervisor Training this June. This first phase will include computer-based training.

A second phase of this Manager & Supervisor Training Program will launch in fall/winter of 2018 and include in-person training workshops offered regionally and quarterly.

These formal and social learning opportunities will incorporate a wide range of topics, including the manager and supervisor role in preventing workplace and sexual harassment.

In the meantime, you can help drive change on this topic in the following ways:

1. **Complete the training.** Beginning Monday, April 2, complete the modernized computer-based training module no later than Monday, April 30th.
2. **Make time to reflect.** How has this topic changed for you? If you are a manager or supervisor, how has this changed for your staff?
3. **Make time to discuss.** How are you and your co-workers contributing to a harass-

ment-free workplace? What can you do to help ensure a harassment-free environment?

4. **Reach out if you need help or have questions.** Please refer to the contact information at the bottom of this message with any questions or concerns you may have.

Echoing Governor Holcomb, there is no room for harassment in our workplace, sexual harassment or workplace harassment. Thank you for your help creating a place our employees can be their best, authentic selves and deliver great government service for Hoosiers.

If you have concerns, or to report a complaint of workplace harassment, employees can contact any of the following:

- Their manager or supervisor
- Their agency's Human Resource staff
- Indiana State Personnel Department's Employee Relations Division: 317.232.3080
- Indiana Civil Rights Commission (ICRC): 317-232-2600
- Equal Employment Opportunity Commission (EEOC): 317-226-7212 or toll free at 800-669-4000.

ACCREDITATION WORK CONTINUES

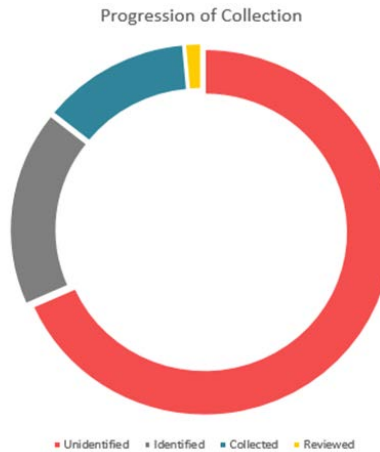
By Patricia Truelove
and Casey Kinderman

The Accreditation Team (A-Team) is pleased with the progress the A-Team and its sidekicks have made this past month. The teams have been able to identify, collect and review some documents. A few of the teams will spend next month's meeting reviewing the collected documents and deciding which is best to use moving forward.

The A-Team has developed a visual management tool (right) to help track progress and how documents are moving throughout the process.

Yes, there's still a lot of **RED**, but this is understandable at this time, and the team is not worried. The red portion of the circle indicates either specific measures have not yet been discussed or several different examples are being considered and need to be reviewed to identify which will best tell our story to the Public Health Accreditation Board (PHAB). Occasionally, we will need extra time to better document how we are meeting a particular measure.

Once we have our circle in the gold, we will be ready for submission to PHAB.



Unidentified: Example has not been identified or a specific example has not been identified but examples are being considered

Identified: A specific example has been identified but has not been collected

Collected: All of the example components have been collected

Reviewed: The example has been reviewed by the domain team to submit to the core team

Meet a member of the A-team:

Casey Kinderman

Casey Kinderman started her public health journey as an intern with the Maternal and Child Health (MCH) epidemiology

team in May 2014.

She joined

ISDH as a part-time employee in August 2014, working with MCH as the assistant home visiting program coordinator, before transitioning in November 2014 to a full-time position as the Maternal Infant Early Childhood Home Visiting Program coordinator.

During this time she managed state agency collaboration, implementation of Nurse Family Partnership and program enhancement through external evaluations, monitoring performance measures and implementing quality improvement activities.

She joined the Office of Public Health Performance Management last year as the agency's quality improvement coordinator, and she provides education, support and implementation of performance and quality improvement throughout ISDH.

Email Accreditation Coordinator Patricia Truelove at Ptruelove1@isdh.in.gov if you have any questions about accreditation or how you can help.



Casey
Kinderman

GOING TO THE FAIR

ISDH will be a proud sponsor of First Responders' Day at the Indiana State Fair on Monday, Aug. 13. Teams representing ISDH divisions will be on hand to promote good health for Hoosiers through displays, demonstrations and fun activities that promote physical fitness and good health for Hoosiers of all ages.

Planning will begin soon. Watch the Pulse for more information this summer!



WIC PARTNERS WITH INDIANS

The ISDH Indiana Women, Infants, and Children (WIC) program has launched a two-year partnership with the Indianapolis Indians. The agreement features a WIC-branded Mother's Room at Victory Field, new changing stations installed with WIC-branded messages and concourse signage.

This campaign will increase awareness of Indiana WIC nutrition and breastfeeding programs from April 2018 to August 2019 through engagement with the more than 660,000 fans who visit Victory Field each season. Many Indianapolis Indians fans are families with young children who

could be served by WIC.

July 8 is WIC Day at Victory Field. The first 1,500 youth through the gates will receive a free Indians jersey with the WIC logo. The WIC mobile unit will be onsite to promote WIC throughout the game. The game will be promoted to potential new clients via social media. The Indians also will schedule Facebook and Twitter posts to promote how fans can get a discount code and print the voucher.

WIC is a nutrition program that provides nutrition and health education, breastfeeding support, healthy food and referrals to other services free of charge to Indiana families who qualify.

The Indiana WIC program serves an average of 145,000 women, infants and children each month through a statewide network of 140 WIC clinics.



TIME TO GET OUT THERE

By Kelsey B. Barrick

With the long winter hopefully behind us, many individuals are eager to spend some time outside. Whether you are looking to get active or explore options for recreation, there are many opportunities around Indianapolis for you and your friends or family to get involved in and enjoy the warmer weather.

Physical Activity

If you work downtown, the National Institute for Fitness and Sport hosts free Tabata classes at the White River State Park every Tuesday and Thursday from noon to 12:30 p.m. These classes will start May 2 and run all summer.

The Indianapolis YMCA sponsors a Workout Wednesday each week, starting May 2. This free class meets every Wednesday on Georgia Street's west block from noon to 12:45 p.m. and will feature a different style class each month.

The YMCA City Market is trying something new with its Free Fitness Friday events. These free classes are on the first Friday of each month. Each month, the YMCA City Market will offer a different group workout from 5:30 to 6:30 p.m. To see more information, or stay up to date on the workout of the month, check out its Facebook event titled [Free Fitness Fridays at the City Market!](#)

If you prefer to do your own thing, whether it's a morning routine, an escape for fresh air or a weekend spent with family and friends, being physically active is more fun when done with a view! Check out Indy's top trails, tours and races here: <https://www.visitindy.com/indianapolis-running-biking>.

If you prefer to make your own path, Indy Parks have something for everyone. From picnic sites to fishing, and nature centers to water sports, you'll find it here: <https://www.visitindy.com/indianapolis-indy-parks>.



Farmers Markets

Working out isn't the only way to be active outdoors. Check out these local farmers markets for ways to stretch your legs while enjoying the fresh air!

Farmers markets seem to be everywhere in the summer months, but did you know some are open now? This list will help you find them: <http://www.aroundindy.com/farmersmarkets.php>

The original farmers' market at City Market runs from 9:30 a.m. to 1:30 p.m. every Wednesday from May through October.

The Statehouse Market runs every Thursday from May 24 through Oct. 4 on Robert D. Orr Plaza in between Government Centers South and North. Farm stands and rotating food trucks will also be present.

JOIN THE 5K AND HIKE SERIES

Invest in Your Health Indiana, along with our partners at Go365 and the Indiana Department of Natural Resources, are excited to host the 2018 Run The State 5K & Hike series. Employees and their dependents enrolled in Go365 are invited to attend these morning events and spend the rest of the day enjoying Indiana's state parks.



Each Go365 member participating in a 5k or hike earns 250 points within the program. There is no cost to register, but participants are required to pay \$7 per vehicle at the gate for park entrance. T-shirt pick-up and check-in are from 7:15 a.m. to 8:15 a.m. local time the day of the 5k. For hikes, T-shirt pick-up and check-in start 30 minutes before the beginning of the scheduled hike. [Sign up for email updates](#) about the Run the State 5k & Hike Series. Visit the [5k and Hike Series page](#) on the Invest in Your Health website for additional information.

5k Schedule	Hike Schedule
Click here to register for 5k events	Click here to register for hike events
Indiana Dunes State Park Chesterton (Porter County) Sat., April 28, 8:30 a.m.	Harmonie State Park New Harmony (Posey County) Sat., June 30, 8:30 a.m.
Ouabache State Park Bluffton (Wells County) Sat., July 14, 8:30 a.m.	Clifty Falls State Park Madison (Jefferson County) Sat., July 28, 8:30 a.m.
Fort Harrison State Park Indianapolis (Marion County) Sat., Aug. 11 8:30 a.m. and 10:30 a.m.	

PUBLIC HEALTH ON DISPLAY



The Indiana State Department of Health celebrated National Public Health Week with an open house April 5 in the Indiana Government Center South. Seventeen different divisions were represented. ABOVE: Diabetes Resource Coordinator Marjorie DeBruyne (left) and Giselle MacNabb. RIGHT: Hepatitis C Epidemiologist Lindsey Lazo talks with State Health Commissioner Kris Box. Tammblyn Mills, who works for the Indiana Department of Public Works, said she came across the event while walking through the atrium, but she stopped to get information on sexually transmitted diseases because she has a teenage son. "I need to know about these things," Mills said.



CELEBRATING SERVICE

The Indiana State Department of Health honored employees who reached milestones of service in 2017. They included Darleen Hopper (50 years), and Tami Barrett and Regina Maxey (40 years).

Hopper is all business as the radiology licensing coordinator with 50 years of service. She works to certify the 30,000-plus X-ray providers in Indiana, she said.

Barrett started as a secretary in the sanitary engineering division and then moved to the Commissioner's office in 1992 as an administrative assistant.

"I like what I'm doing and hope it furthers public health efforts," Barrett said.

Her advice is to like your job because you're at work more than you're at home. Barrett's least favorite part was the drive into work, but after 40 years, she's used to it.

Maxey worked as a clerk, a secretary and is now at the help desk for vital records, having worked previously at Weights and Measures, Legal Affairs and the Office of Technology Compliance.

"It wasn't easy," Maxey said. "Have a hobby that calms you down. It's like therapy."

She enjoys crafts, including knitting, crocheting and weaving.

Years of Service Awards

50 years

T. Darleen Hopper

40 years

Regina Maxey and Tami Barrett

35 years

Sharon Farrell and James Hayes

30 years

Preston Black, Kathy L. Fanning, Darlene F. Lane, Dotty P. Walton and Tim M. Long

25 years

Colleen O'Brien, Mary J. Robinson, Marc Hancock, Diane Morris, Raxa Patel, Ann Silva, Paula K. Eastmond, Carolyn J. Moorman and Beverly Alise

20 years

Suzanne D. Williams, Angela M. Strass, Mary A. Shobe, Robert L. Debeck and Linda A. Calvert

15 years

Karen Sanders, Donna M. Smith, Christopher L. Grimes, Karina Gates, Vanessa Daniels, Linda Whitlock, Shelley Matheson, Pu Han, Cheryl Morgan, Kanwaljeet Singh, Christopher J. Waldron, Matt Doades, Lonnie Houser, Phillip L. Greenwood, Jr. and Thomas Keller

10 years

Eldon R. Whetstone, Laura Hormuth,

Janelyn R. Kulik, Trisha Goodwin, James J. King, Kimberly Stewart, Manda Jo Clevenger, Cynthia Battiato, Patsy L. Cash, Randall D. Snyder, Zhongwei Xia, Rachelle L. Back, Pam K. Blasdel, Bryan Price, Barbara A. Wheeler, Megan Wade-Taxter, Lee Christenson, Teresa Kirby, Marsha L. Smith, Rosa M. Freeland, Bridget Boston, Melissa Layman, Maricela Porras, Tony Moore, Scovia Kiwanuka and Jill Stauffer

Five years

Legita Wilson, Steven Yeary, Eden Bezy, Angela Shamblin, Katherine L. Hokanson, Marsha Rinehart, Helen Hickman, Rebecca Bruno, Bobette Messman, Shannon Ford-Fiest, Deanne Ludwig, Michael Neace, Mohan Ambaty, Laura Ruppert, Megan Lytle, Billy Brewer, Jennifer Coleman, Ashley Green, Erica Marshall, Tina Smith-Staats, Jennifer Redlin, Yolanda Love, Caitlyn Doyle, Phillip Waters, Sandra Nolder, Heather Hite, Shirley Payne, Kaitlin Watson, Cassandra Campion, Sharon Ewing, Maria Pantaleo, Angela Selleck, Raymond Epps, Monica DuHack, Michael Haddon, Nancy Otten, Lindsey Bouza, Laurie Kidwell, Diana Peterson, Erica Vecchio, Kelly Tippmann, Aaron Reid, Anna K. Baker and Julie Ferguson