



The Torch

The official newsletter for Indiana state employees

December 2021



State employees make a difference in 2021 SECC

The 2021-22 State Employees' Community Campaign (SECC), appropriately themed, "We Make a Difference," showcased the positive impact of State employees coming together for a good cause. Throughout the nine-week campaign, Indiana state employees stepped up to not only raise money for Hoosiers in need through statewide and local events, but also continued giving through payroll deductions that have provided sustained contributions to over 1,600 charities. Together, we made a difference in the communities and lives of Hoosiers across the state!

This year's campaign was different for many reasons. We experienced the thrill of returning to in-person events after a year of being apart due to COVID-19, and also faced new challenges, new priorities, and new worries.

Another change this year occurred behind the scenes of the campaign. We welcomed a new fiscal agent, America's Charities. The SECC fiscal agent is the organization responsible for making sure all



The 15th annual Paddle Battle took place Friday, Aug. 27 with teams from 24 state agencies competing for the coveted Paddle Battle Oar trophy.

SECC donations get to the charities that are the ultimate beneficiaries. America's Charities stepped up, bringing new and innovative ways to make online giving easier.

As in year's past, the 2021-22 SECC was sponsored by a different agency each week. Each of those agencies selected a local charity to feature during their week to raise awareness about the work these organizations are doing for Hoosiers every day. There was no better time to return to some of our old passions and introduce some new ones. This year's SECC did just that. Here's a look back at the fun.

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

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Follow [State of Indiana Employees](https://www.youtube.com/StateofIndianaEmployees)

State of Indiana employees donate generously to Afghan refugees resettling across America

For the last several months, more than 7,000 evacuees from Afghanistan have been staying with us in Indiana at Camp Atterbury before they are permanently resettled around the country. Camp Atterbury is just one of eight “Operation Allies Welcome” sites nationwide where the evacuees are temporarily staying.

To help the families with their transition to our country, and equip them for a cold winter in Indiana, Governor Eric J. Holcomb tasked the Indiana State Personnel Department (INSPD) with collecting donations of warm clothing from state employees. Jackets, boots, socks, and other articles of clothing poured in from employees all over the state.

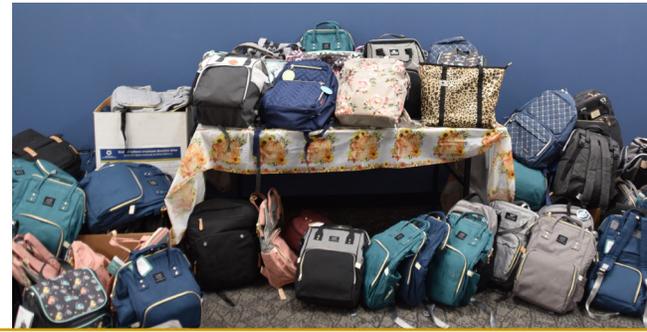
“The response was overwhelming,” said Matthew Brown, Director of INSPD, which hosted one of the donation drop-off sites along with the State Employees’ Appeals Commission and the Indiana Department of Health.

“Every week since the start of the campaign, our office was full of warm jackets, colorful children’s clothes, and sturdy boots to help get our neighbors at Atterbury ready for an Indiana winter,” Brown said.

Almost 48 percent of the evacuees at Atterbury are children under the age of 14, and nearly 140 were expectant mothers. Families had to leave their homes quickly—many with as little as just one set of clothing and light shoes, and none were prepared for the Midwest’s cold winters.

“I would walk by the piles of donations in our office and be amazed at our employees’ generosity and reminded about how great our people are.”

That’s why the judges at the Indiana Court of Appeals decided that every expectant mother at Atterbury was going to be provided a diaper bag as a way to show Hoosier hospitality



Judges at the Indiana Court of Appeals coordinated a diaper bag drive for Afghan refugees. State of Indiana employees donated more than 145 bags filled with items to give every mom a fresh start.

to the evacuees.

And that’s exactly what they did. Within a few weeks, the diaper bag drive brought in more than 145 bags filled with multiple items to give every new mom a fresh start.

“This donation is another example of state employees’ hospitality, generosity, and willingness to support others in a time of need,” Brown said. “While we know that the evacuees still have a long road ahead of them, we wish them the best as they re-settle and begin their new lives.”

Indiana State Parks & Inns Holiday Gift Pack

The Indiana Department of Natural Resources has bundled some of the most popular Indiana State Parks and Inns items into the perfect holiday gift!

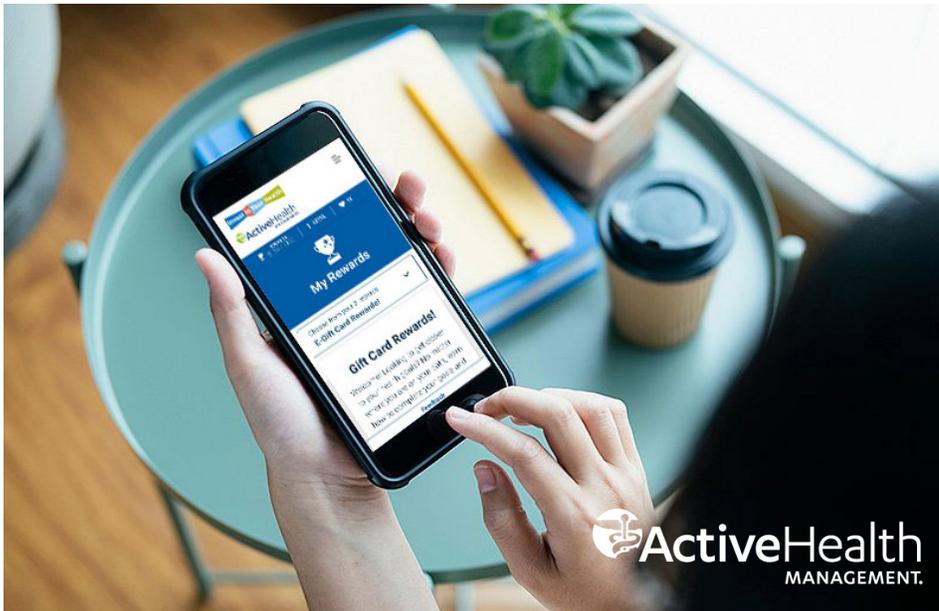
The Indiana State Parks and Inns Holiday Gift Pack has returned and is available for purchase until Dec. 31 or when sold out. For \$99, a savings of \$31, the State Park Holiday Gift Pack includes a 2022

Indiana State Park Annual Entrance Permit (which admits a carload of people into the park), your choice of a camping gift card or State Park Inn lodging gift card, and a one-year (6-issue) subscription to Outdoor Indiana Magazine.

For additional information, or to purchase your gift packs online visit www.InnsGifts.com.



You earned it, don't lose it!



Don't forget to redeem the gift cards you earned through the ActiveHealth program in 2021. All gift cards must be redeemed by Friday, Dec. 31, 2021 at 11:59 p.m.

To redeem your gift cards, [log in to the ActiveHealth Portal](#), click on the Rewards Center, select the gift card you wish to receive, and verify which email address the gift card should be sent to.

If you have questions, view the [Guide to Redeeming Gift Cards](#), or call ActiveHealth at 855-202-4219.

The ActiveHealth program resets on Jan. 1 for the 2022 program year. Watch your email and [InvestInYourHealthIndiana.com](#) or log in to your ActiveHealth portal for information on the rewards you can earn in 2022!

EAP is getting a refresh in 2022

The Employee Assistance Program (EAP) is a confidential program designed to help and provide support to you and your family members with personal challenges. Under the EAP, you can get help navigating life's stresses 24/7/365.

Starting January 1, 2022, Optum will be the new EAP vendor. Optum has a broad network of licensed providers that can help you by phone, virtually, or face-to-face. Look for more information in the next couple weeks about the new program and how to access services.

In the meantime, you still have access to Anthem EAP and eight (8) free face-to-face counseling sessions per issue, per year.

To access Anthem EAP, call 1-800-223-7723.



Mixed dosing is authorized for COVID-19 vaccine boosters.



Mixed dosing is authorized for COVID-19 vaccine boosters



The Indiana Department of Health has created a vaccine booster guidance chart to help understand when to get your booster shot, who is eligible, and the options for each.

- [View the Vaccine Booster Guidance chart](#)



Mindful habits for the holidays

When holiday shopping, planning and gathering bring on the stress, practice these mindful habits for a peaceful season:

Quiet your inner critic. Try not to get caught up in the idea of the picture-perfect holiday. When you let go of expectations you can simply appreciate the moments as they unfold and open yourself up to joy.

Unplug when you can. Allow yourself to be fully present during this time of year. If with loved ones, turn off your phone and tune in to the conversation. When alone, allow time to fully unwind with it on silent.

Give the gift of joy. The holidays are a poignant time to practice the art of compassion. Think of a friend or family member who is lonely and share a meal and your time. You can also volunteer at a charity and help those less fortunate.



Wellness Webinar Series

Reduce holiday stress with mindfulness. Learn how to practice mindfulness and self-care during this busy time.

December 14, 2021 | 10:00 AM, 12:30 PM and 4:30 PM, ET
<http://go.activehealth.com/wellness-webinars2.html>

29 celebrate Leadership at All Levels Silver Course completion

It took a bit longer than expected, but the latest Leadership at All Levels Silver Course graduates finally had their moment in the sun.

Deputy State Health Commissioner Pam Pontones addressed the group during a short ceremony in Adams Auditorium at the Indiana Department of Health Central Office Nov. 16, complimenting the “resilience and perseverance” of the group, which continued the course despite a lengthy delay caused by the COVID-19 pandemic.

In all, the class included 29 state employees representing eight different state agencies: Indiana Finance Authority, Indiana Department of Environmental Management, Indiana Gaming Commission, Indiana Department of Health, Indiana Department of Child Services, Indiana Public Retirement System, Office of Utility Consumer Counselor, and the Family & Social Services Administration. Many of those who completed the most recent session attended the graduation ceremony and were able to receive their certificates in-person.

Indiana State Health Commissioner Dr. Kris Box addressed the group as well and said she credits leadership skills she’s learned throughout her career with helping her lead the Indiana Department of Health (IDOH).

Dr. Box encouraged the group to be confident in their leadership abilities.

“Don’t be afraid to step-up and to lead,” she said.



Leadership at All Levels 2020-2021 Silver Course graduates represented eight different state of Indiana agencies. The program was interrupted by the COVID-19 pandemic, but the group endured and finished the leadership course.

They were honored with a graduation ceremony headed by Deputy Health Commissioner Pam Pontones Tuesday, Nov. 16 in Adams Auditorium at the IDOH Central Office. Indiana State Health Commissioner Dr. Kris Box also spoke at the program, congratulating and encouraging the group of 29.

She also emphasized the importance of active listening, noting that more can be learned by listening closely to others rather than hearing what is said only in preparation to respond. Her words echoed a famous quote attributed to legendary guitarist Jimi Hendrix: “Knowledge speaks, but wisdom listens.”

Pontones congratulated the group and reiterated how overcoming the challenging experience that interrupted the course for several months was a testament to their commitment to the program – and the mark of a good leader.

“I just want to say how proud I am of you,” she said.

Pontones also lauded the work of IDOH’s Shawn Pence, Patricia

Truelove, and Curtis Warfield, for helping make the program a success. The Gold Course sessions are set to begin in January and April 2022.

The 2020-2021 Leadership at All Levels Silver Course graduates are Lori Bebinger, Katie Blackburn, Angie Brown, Rita Browne, Josie Conrad, Haley Faulds, Lori Freeman, Jana Gach, Aaron Green, LeVelle Harris, Jessica Hayden, Alyce Klein, Thomas Kreke, Denise Lakatos, Caleb Loveman, Sarah Merritt, Mark Nance, Namrata Patel, Robyn Raftis, Carol Raney, Jennifer Reno, Olivia Rivera, Tamara Rollins, Shane Schmidt, Danae Schneck, Lindsay Smith, Emma Smythe, Britton Stucker, Clinton Walker, and Amy Willoughby.

LEGO Monument at Library for the Holidays

Visitors to the Indiana State Library's Young Readers Center can see a startlingly accurate recreation of one of the Circle City's most cherished and iconic monuments.

For the third time, the Young Readers Center is hosting a 7-foot-tall LEGO replica of the Soldiers and Sailors Monument that resides in downtown Indianapolis. The sculpture will be on display until Feb. 14, 2022.

Indiana artist Jeffrey Allen Smythe, of Center Grove, used more than 75,000 LEGO pieces to build the



replica monument. The initial construction back in 2017-2018 lasted 15 months, including three months of planning and sketching. Pieces used to create the sculpture, which includes a roughly 6-foot circular base area, were obtained from existing kits, Goodwill stores, auction houses and via online retailers and resellers. The piece was constructed at a 1:48 scale to accommodate LEGO minifigures. Smythe, who attended the Herron School of Art and Design and graduated from IUPUI with a degree in interior design, said, "I rediscovered a passion for LEGO when my nephew outgrew his LEGO sets and they ended up unassembled in storage tubs. I began sorting through the storage tubs and seeing which of his old sets I could rebuild from scratch."

"The monument is my first major build and was completed in March of 2018 for BrickWorld Indy," Smythe added. Since the initial build, Smythe has tweaked the design and grouped different



combinations of characters around the base of the monument to tell different visual stories and provide lots of opportunities for viewers to seek and find.

The sculpture will be decorated with lights for the holidays and may be viewed during the library's regular operating hours. Please contact [Suzanne Walker](#), Indiana Young Readers Center librarian, with any questions.

Keeping an eye on safety

With the recent time change bringing shorter days, the Indiana Department of Administration wanted to share a friendly reminder to be aware of your surroundings. Employees are encouraged to think "safety first" at all times.

Here are some basic safety tips to keep in mind:

- Always park in a well-lit location.
- Always lock your doors.
- Remember where you parked so that you can locate your vehicle easily.
- Always pay attention to your surroundings.
- Hold your keys in your hand as you walk to your vehicle.
- Never leave your keys in your car and do not leave the vehicle when it is running.
- Avoid distractions such as cell phone, headphone, or earbud use until you have entered a secure location.
- Leave cash and items of value at home or make sure they are out of view.
- If you see something suspicious, report it.
- Use the buddy system. Ask a friend or colleague to walk with you to your vehicle.

Capitol Police can be reached at 317-232-8248. This number is available 24/7 but is not for emergencies. If you feel you are in danger, please call 911.

Indiana State Museum's Celebration Crossing



The Indiana State Museum's Celebration Crossing holiday festivities will take on a magical feeling this year with a new 13,000-square-foot, 4½-minute train ride called the [Snowfall Express](#) that will transport visitors through a forest where Indiana's animals past and present are preparing for winter's first snowfall.

From Nov. 26-Jan. 2, 2022, visitors riding the train will experience the sights, sounds and even aromas of the season.

"You're taking that journey through

the first snowfall in every way that we can present it," said Brian Mancuso, the museum's chief officer of engagement. "The whole thing has a storybook feel, and at the core of it is family memories and bringing families together."

Celebration Crossing begins Nov. 26 when Santa arrives by helicopter at 11 a.m. to light the 92 County Tree and kick-off the holiday season. This year, Santa will be back in his house and available for either up-close or socially distanced visits. (Throughout the season, there will be three Santas

available to meet the public. See indianamuseum.org/santa-schedule for their schedules.)

Also this year, the historic L.S. Ayres train will be on display again, and the L.S. Ayres Tea Room™ will be open for lunch and other events (registration required). The Great Hall will again be decorated with giant ornaments and lit-trees, and experiences that were new last year – like the Reindeer Barn – will be returning. Next to the Reindeer Barn will be a new feature called the Tot Spot, where the museum's youngest visitors can enjoy toys and activities built for them.

"If you didn't come in 2020, but you came in 2019, you'll be surprised and delighted," Mancuso said. "Everything is different."

The new ADA-accessible trackless train has four cars and seats about 18, including adults. The ride, which is free with museum admission, was created and designed by Indiana State Museum and Historic Sites' staff and enhanced by the artwork of Indianapolis artist Candice



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Indiana State Museum's Celebration Crossing

Hartsough with original music composed by Fort Wayne-based Eric Van Cleave.

"It's a bigger, more immersive experience with music and sights, lights and even smells in a couple of places," Mancuso said. "We think families are going to love it."

Celebration Crossing 2021 also features the following programs and events. [Find all details and purchase tickets here.](#)

LUNCH BUFFET IN OUR HISTORIC TEA ROOM

Wednesday through Sunday, Nov. 26 – Jan. 2, 2022, plus Dec. 13, 14, 20, 21, 27 and 28

Seatings at 11 and 11:15 a.m., 12:30, 12:45, 2 and 2:15 p.m. \$26.50/adult, \$15.50/youth (ages 3-12), free for children under 3.

Treat friends and family to a nostalgic lunch buffet in the beloved L.S. Ayres Tea Room™. Throughout the holiday season, you can indulge in favorites like chicken velvet soup, tea-time sandwiches, miniature desserts and more. Tea Room gift certificates are available for purchase at indianamuseum.org.

SANTA'S HOLIDAY BREAKFAST IN THE GREAT HALL

9 to 9:45 a.m., Dec. 12 and 18 \$35/adult (ages 13+), \$25/youth (ages 3-13), 25% discount for members; free for children younger than age 3.

Enjoy a delicious and festive buffet breakfast with Santa amidst the holiday splendor of Celebration Crossing featuring holiday music,

decorations and Santa's helpers in the Great Hall. Registration required at least 24 hours prior to each event.

HOLIDAY SOUNDS

10 to 10:30 a.m., 10:45 to 11:15 a.m. and 11:45 a.m. to 12:15 p.m., Dec. 8-9 and 15-17
Included with museum admission.

Listen and watch as school and community choirs, bands, ensembles and soloists perform holiday music daily in the museum's Great Hall.

MAGICAL MORNINGS (for ages 6 and younger)

9 to 10 a.m., Dec. 10, 17 and *31
Included with museum admission.

During this early opening hour for families with young children, you can visit Santa, engage in two different interactive story times (9:15 a.m. and 9:45 a.m.) and experience our new toddler area and holiday fun in Santa's Front Yard. This space features an interactive Reindeer Barn where families can learn more about these amazing wintery animals. Magical Mornings feature fewer light shows, limited sounds and small crowd sizes to ensure a safe and inclusive environment for the littlest museum visitors and children with autism spectrum disorder. (*Santa will be back at the North Pole and not present on Dec. 31.)

WINTER WONDERLAND WORKSHOP

11 a.m. to noon, Dec. 4 and 9 \$14/youth, 25% discount for members; museum admission

not included.

Celebrate winter festivities with this hands-on, STEAM-inspired workshop for 4- to 6-year-olds as kids design and engineer their own (inedible) cardboard gingerbread homes.

SNOWFLAKE PAJAMA PARTY

6 to 8 p.m., Dec. 14
\$10/person, \$5/Access Pass member, 25% discount for members, free for children younger than age 2.

Explore Celebration Crossing and see Santa while wearing your PJs during this night filled with wonder and hands-on holiday activities.

FAMILY NEW YEAR'S EVE: SPARKLE & SHINE

6 to 9 p.m., Dec. 31
\$16/person, \$8/Access Pass member, 25% discount for members, free for children younger than age 3.

Start off the 2022 festivities with glittering tattoos, music, a dance party, and more. Strike a pose at one of the photo ops, visit activity stations in the galleries, experience a science show and end the night with a balloon drop and confetti celebration at 8 p.m.

In addition, the Jingle Hangout – an assortment of games and activities – is available online indianamuseum.org/jingle-hangout.



S.T.A.B.L.E. condition: Infant respiration training helps escalate care for newborn

The goal of every training program is to share



**Indiana
Department
of
Health**

important information that can be put into action whenever the need arises.

And though, depending on the circumstances, the new skills involved may vary from the routine to the sparingly used, it's not often they are called on almost immediately. But thanks to the knowledge and proficiency of the Indiana Department of Health's [Division of Maternal and Child Health](#) (MCH) personnel and the quick-thinking and skill of medical professionals, a newborn – and those who love and will care for the baby – can breathe a little easier.



A moment to breathe

In late October, an infant was born with respiratory distress and decreased arterial blood flow to the extremities, Ashley Rainey (pictured above), MCH clinical director, said. The condition required immediate medical attention, which was provided by the hospital's birthing team, who then transferred the baby to a perinatal center to receive additional care.

Rainey said the team performed a test that measures the amount

of oxygen in a baby's blood earlier than they otherwise might have, and that allowed them to discover the infant's condition early. They learned to do this thanks to a program called "STABLE," which was presented to the hospital staff by MCH nurse consultants mere hours before the baby was born.

The quick real-world application and positive outcome seen at the birth of this infant is certainly the best-case scenario for the team conducting S.T.A.B.L.E. training throughout the state.

"S.T.A.B.L.E." stands for "Sugar and safe care, Temperature, Airway, Blood pressure, Lab work, and Emotional support." The six-module course is designed for doctors and nurses who provide care for newborns, explained



Beth Durham (pictured left), a registered nurse with three decades of experience in perinatal nursing.

"S.T.A.B.L.E. class is the post-resuscitation stabilization of a premature or sick infant," said Durham. "It covers all of the care that an infant should receive after they are born and resuscitated."

The program is intended to positively influence a doctor or nurse's ability to care for newborns, and in only a few years has been taught at numerous facilities for medical professionals.

Indiana Department of Health nurse consultants began offering the S.T.A.B.L.E. course in 2017, and since then have taught two dozen classes for Level I and II, and Critical Access Hospital delivering facilities as well as free-standing birthing centers. Those courses have led to the S.T.A.B.L.E. certification of 169 nurses, respiratory therapists, and other healthcare providers as of October 2021.

S.T.A.B.L.E. training is part of MCH's ongoing efforts to assist facilities helping bring Hoosier newborns into the world. The MCH team's work can help those medical professionals give every baby the best chance at a healthy start.

"Our role is to support delivering facilities in ensuring risk-appropriate care to mothers and infants in Indiana," said Rainey.

This is achieved by adhering to best practices as determined by organizations such as the American College of Obstetricians and Gynecologists (ACOG), American Academy of Pediatrics (AAP), and the Association of Women's Health, Obstetric and Neonatal Nurses (AWHONN). By sticking to an across-the-board set of standards – Indiana's [Perinatal Levels of Care rules](#) – there will be fewer deviations in care among facilities.

It also means each pregnant person can find a hospital that will best suit their needs. The hoped-

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S.T.A.B.L.E. condition: Infant respiration training helps escalate care for newborn

for result is healthier babies and reduced infant deaths.

“Our goal is to actively partner and collaborate with healthcare providers and key stakeholders throughout the state to reduce maternal and infant mortality in Indiana,” said Rainey.

Experience counts

Leading the way in bringing programs like S.T.A.B.L.E. to medical facilities around the state is a set of chief nursing consultants with almost a century and a half of experience combined.



Marsha Wetzel (pictured left), knows well the Perinatal Levels of Care rules having contributed to developing and

implementing them and spending more than two decades marrying knowledge and practice. A perinatal nurse for more than 33 years, Wetzel began work with IDOH in 2014 as a chief nurse consultant/hospital nurse surveyor.



She's joined by Mary Evers (pictured left), whose nursing career began in 1978 and has included stints as a Newborn

Intensive Care Unit (NICU) nurse and educator and a pediatric outpatient coordinator, among

others. She, like Wetzel, joined IDOH in 2014.



Their colleague, Janette Gage, was an obstetrical nurse when her career began in 1986. She moved to

neonatal care a few years later but continued to branch out in her field, serving as a neurosurgery rounding nurse beginning in 2005. She became a chief nurse consultant with IDOH in 2020.

The team is rounded out by Durham, who started her nursing career in 1991 and joined IDOH just this year. She's a S.T.A.B.L.E. lead instructor and teaches Neonatal Resuscitation and the American Heart Association's Basic Life Support course.

A 'S.T.A.B.L.E.' part of community outreach, education

The recent resuscitation of an infant in need of such care afforded the team – and the S.T.A.B.L.E. program – praise from IDOH leaders.

“This is why we do the work we do,” Rainey said in an email complimenting the team. “We are changing the outcomes of our pregnant patients and their neonates!”

State Health Commissioner Dr. Kris Box also took time to acknowledge the team's work.

“So proud of this team,” she said. “Rarely do you teach something like this and see return on your investment so quickly. It is good to know that our team is making such a difference across the state.”

Looking ahead, the MCH team is hoping for similar great news the next time a baby is born needing immediate care.

“The MCH division at IDOH hopes to continue with our efforts in outreach education that will make an impact all over the state,” said Durham, who mentioned the division also has instructors for fetal monitoring and neonatal resuscitation.

“Our plan is to assist our delivering hospitals all over the state with robust and pertinent-to-practice educational events.”

Durham noted that simulation training may become part of these types of programs in the future as well. She and her colleagues are optimistic that this important work will continue having a real-world impact.

“We, as a team, were thrilled to know that we are continuing to improve the recognition, management, and collaboration by giving risk-appropriate education,” she said.

*Story by Brent Brown,
Indiana Department of Health*

Collecting during COVID

Today's pandemic items are tomorrow's artifacts

Twenty-five, 50 – maybe 100 – years from now, museums will be developing exhibits that recall what life was like during the COVID-19 pandemic.

Today's curators are already preparing for that day.

At the Indiana State Museum and Historic Sites, Curator of Cultural History Katherine Gould started months ago collecting items that tell the stories of wearing masks, sheltering in place, working from home, distance learning, quarantining, social distancing and other effects of the pandemic.

"I am collecting so that when they do that retrospective in years to come, the people who have my job aren't cursing my name for not collecting," she said. "That is my motivator."

Gould smiled when she said that, but she was serious too because almost no one collected items during the 1918 flu pandemic and "when the centennial came around, you didn't see many exhibits because nobody had artifacts."

"There are very few masks out there in public collections," she said. "There are two that I'm aware of. There are archives of material from the state health department, but there's no public, three-dimensional object collection. So this is an opportunity to not repeat that."

So far, in her effort to "build a smart

collection," Gould has compiled an array that includes: a ticket from the rescheduled Indianapolis 500 race; an at-home math guide for teachers; hand sanitizer from Hotel Whiskey Tango, an Indianapolis business that shifted for a time from making drinking alcohol to antiseptic alcohol;

gloves, a gown, a surgical face mask and face shield from a local nurse; photos from Pulitzer Prize winner Bill Foley that convey what the pandemic looked like.

She has masks, March Madness highway signs donated by the Indiana Department of Transportation, homemade signs from Johnson County that thank essential workers and first responders, a banner that hung in New Harmony, Indiana, that reads "New Harmony Strongly Recommends Masks, Thank You" and stickers from the campaign to get people vaccinated.

The most unique item so far was donated by a retired chemist from Kokomo – a 34"x34" quilt that depicts images from the pandemic such as flattening the curve, the toilet-paper shortage, hand washing and other symbols.

Gould's aim is to find more items that tell the various stories we're living through now so that future



visitors will understand what happened.

"We don't usually collect during historical events," she said. "We're usually collecting after the fact so we have that benefit of perspective – knowing what the stories are and what the objects are that would be great to tell those stories. So this is kind of new for everyone. But immediately, you start thinking: How can you document it? What are the stories that are bubbling up from the surface?"

And even when the pandemic finally ends, she will continue to collect.

"I'll be doing this for years," she said. "I still collect for World War I and World War II and we're 100 and 75 years beyond. This is going to be an ongoing thing. Hopefully people will be saving and reaching out with donations."

If you have something to donate, contact Katherine Gould at kgould@indianamuseum.org.

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State employees make a difference in 2021-22 SECC

SECC Kickoff and Paddle Battle, sponsored by the Indiana State Personnel Department.

Governor Eric J. Holcomb was on hand to help kick off the 2021 campaign. On Thursday, Aug. 26, hundreds of state employees came to the Robert D. Orr Plaza to celebrate the start of the campaign and meet with some of the spotlight charities and nonprofits. Five agency leaders took a turn in the dunk tank, which proved extremely popular for each participant on a very hot August day. The day was topped off at the Statehouse Market, where everyone could grab fresh produce, or something from the food trucks. The Kickoff event raised over \$800 for the Mighty Mason Fund for Palliative Care.

The annual Paddle Battle took place on Friday, Aug. 27. Teams from 24 state agencies battled it out on the canal in a paddle boat race. Through five heats and a championship flight, the teams battled waves of their own making, boats that weren't meant to turn quickly, and water tossed on them by the crowds from buckets and other devices to sway the results of the race. In the end, the battle ended with the team from the Indiana Department of Transportation (INDOT) narrowly beating the newcomers from the Adjutant General's Office. Over \$800 was raised through team registrations. As the winner of the race, INDOT was given the opportunity to choose where the donations went. INDOT chose the Indiana State Transportation Workers Foundation.



One of the SECC kickoff events was the dunk tank where state employees could pay \$5 for three throws or \$10 for three throws & a guaranteed dunk. Pictured left, BMV Commissioner, Peter Lacy, is dunked by a state employee.

SECC Week 1

The momentum of the campaign continued as Week 1 came just a few days after the Paddle Battle. Week 1 sponsor agency, State Board of Accounts, hosted a Dance Jam fitness workout in the Indiana Government Center. Trainer Rachel took the crowd on a one-hour cardio dance to popular songs. Those attending paid \$5 to participate, with all proceeds benefiting the North Knox Scholarship fund.

SECC Week 2

One of the only events that remained in-person during the pandemic was the cornhole tournament. Returning champions Jeremy Norton and Andrew



Jeremy Norton and Andrew Jeffers from INDOT defended the agency's cornhole title for the third year in a row.

Jeffers, both INDOT employees, took on a full slate of teams from 15 state agencies in the single elimination tournament. The team from the Adjutant General's Office did their best to unseat the reigning champs, but in the end, INDOT kept its title for yet another year. Week 2 sponsor, Indiana Department of Homeland Security, chose the Hoosier Burn Camp to benefit from the event, which raised \$320 through team registration fees.

SECC Week 3

Teams from eight state agencies took part in a 3-on-3 basketball tournament at the Governor's Residence. The single elimination tournament favored reigning champs from INDOT, but the team from the Department of Child Services (DCS) had different ideas. With a surprising 22-12 victory over INDOT, the team from DCS eliminated INDOT in the first round. The team from DCS faced the team from the State Board of Accounts (SBOA) in the championship game. After outlasting a strong DCS team, the team from SBOA took home the victory with a 21-18 win.

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State employees make a difference in 2021-22 SECC

The Department of Revenue was the Week 3 sponsor, and they chose the Center for Leadership Development as the charity for the week.

SECC Week 4

A record-setting Lip Sync Battle saw teams from three state agencies dance, sing, and perform their way into SECC history with memorable and creative performances, all in the name of raising money for charity. The virtual event closed with a record-breaking total of \$3,796 raised for Isaiah 117 House.

The Sept. 22 show pitted the two-year reigning champions from the Department of Financial Institutions (DFI) against returning contenders from the Department of Child Services (DCS) - Warrick County and first-time contenders from the Indiana Department of Health. In the end, DFI came away as the winner for the third straight year. DFI and their rendition of Wham!'s "Wake Me Up Before You Go-Go" brought in \$2,338, defeating DCS - Warrick County ("Under Pressure") and the Indiana Department of Health ("Dreamgirls").

You can view all performances on the [State of Indiana Employees YouTube channel](#).



Lip Sync Battle teams from left to right: Returning contenders from the Department of Child Services - Warrick County, first-time contenders from the Indiana Department of Health, and returning champs from the Department of Financial Institutions.

SECC Week 5

The Department of Workforce Development (DWD) sponsored Week 5 of the SECC. Their chosen event, a virtual silent auction, took place on Wednesday, Sept. 29. All 61 auction items met or exceeded their minimum bid, and all were sold in six hours! The final donation total was \$2,570, all of which was donated to DWD's chosen charity, the National Alliance on Mental Illness.

SECC Week 6

Teams from three state agencies, Indiana Office of Technology (IOT), the Bureau of Motor Vehicles (BMV), and the Attorney General's Office (AG) participated in the tug of war competition. The returning champs from IOT proved their strength again, as they beat both the BMV and AG teams to take home the win. The registration fees from the event went to the Mighty Mason Fund for Palliative Care at Riley Hospital for Children. It was one of many events BMV held through the campaign to benefit this deserving fund.

SECC Week 7

SECC competitors returned to the Governor's Residence in Week 7 to take part in the Basketball Relay. This was the second year for the popular event, which allows teams to pit their basketball shooting skills against one another by seeing who can shoot the most shots from specific points on the court in 10 minutes. It's not as easy as it sounds, but the teams were extremely competitive. The team from the Indiana Utility Regulatory Commission (IURC) defeated the team from the Department of Natural Resources (DNR) in the final round with a score of 200 to 187.



The team from DNR (left) and the team from IURC (right) pose for a photo after the SECC Basketball Relay. IURC defeated DNR 200 to 187 in the championship round.

DNR was the agency sponsor for Week 7, and Camp Riley was their chosen charity.

SECC Week 8

Week 8 of the campaign, sponsored by Lt. Governor Suzanne Crouch, was highlighted by a brand-new event, a kickball tournament. Ten teams met at the Chuck Klein Sports Complex for a single elimination tournament. Teams made an afternoon and evening of it, with food trucks and popcorn sales on the site. While they are all winners, the

(Continued on page 14)

(Continued from page 13)

State employees make a difference in 2021-22 SECC



More than 100 state employees took part in first-annual SECC Kickball Tournament at the Chuck Klein Sports Complex on Tuesday, Oct. 19.

State Board of Accounts won their second 2021 SECC event with a win over a team from the Family and Social Services Administration (FSSA-OMPP). Teams paid a \$200 registration fee to participate, with proceeds being donated to the chosen charity for Week 8, the Indiana Association of Rehabilitation Facilities.

SECC Week 9

The sponsor of the final week of SECC, the Indiana Department of Environmental Management, held their Hazmat House of Horrors on the 13th floor of IGC-N. It was equal parts scary and fun as IDEM employees really got into their parts of a HAZMAT scene gone horribly awry. In addition, IDEM raised funds by hosting a candy sale and a Halloween Costume contest. In all, the events raised over \$1,500 for IDEM's chosen charity, Big Brothers Big Sisters of Marion County.

The statewide sponsored events weren't the only events taking place across the state throughout the campaign. From bake sales to bingo to cutest pet contests and everything in between, these events not only brought us back

together but also raised money for great causes.

The final fundraising amount is still being counted, but through state employee payroll deduction alone, we know that we reached 90 percent of our annual goal, with nearly \$1.4 million in pledges from more than 5,400 state employees for giving that will take effect in 2022.

Each year, state employees choose to make a difference in the lives and communities across the state by giving to charities in need. Take a moment to thank your coworkers, your agency leadership, and yourself for making the State Employees' Community Campaign a beacon of charitable giving.

Together, we make a difference.

Anu Bag named 2021 Woman of Influence by IBJ



IOT Risk and Compliance and Resiliency Services Executive Director Anushree M. Bag was recently awarded a 2021 Women of Influence Award by the Indianapolis Business Journal not only for her success at IOT, but for the group she formed to help encourage more women in technology careers.

At the Indiana Office of Technology,

Bag manages a high-performance team that works on IT governance, compliance, risk management, business continuity and disaster recovery. Currently, she's the executive sponsor of an initiative to conduct a cybersecurity maturity assessment of local health departments across all 92 counties as cybercrime has increased at a rapid pace this year.

She also founded the Government Women in Technology group, the first in the state, in March 2020. Since then, the group has grown from nine women to nearly 150. Bag wanted to create a supportive ecosystem, helping advocate for empowerment, enablement,

elevation, while mentoring and motivating women to take risks and navigate an impactful career in technology.

"When the [National Association of State CIOs] heard about our work, they got inspired to start a similar group at the national level," she said.

IBJ's Women of Influence program recognizes women who have risen to the highest levels of business, the arts, and community and public service in central Indiana.

[Read about the other recipients.](#)

Article published in November IOT Connections Newsletter

The 2021 performance appraisal process has launched

Complete the employee self-assessment by Dec. 12, 2021



Performance Management Powered by SAP SuccessFactors

The performance appraisal process has launched and starts with the employee self-assessment.

The employee self-assessment helps you and your manager identify any training or development needs to improve performance for the next review period. It also helps your manager effectively evaluate your performance by providing relevant, objective information.

Learn more about the self-assessment step and your responsibilities



Complete the online training in SuccessFactors

1. [Log in to SuccessFactors.](#)
2. Select Learning from the menu.
3. Search for the course: Performance & Goals: Annual Performance Appraisal (online training).



Use quick-step guides to navigate the form:

- [Performance Appraisal Quick-step Guide for Employees](#)
- [Performance Appraisal Quick step Guide for Managers](#)
- [Manager Access to the Appraisal without Self-assessment Completion](#)



Use the [Employee and Manager Assessment Checklist](#) to support your ratings.



Use the [Performance Appraisal Action Checklist & Process Support document](#) to help you keep track of key actions and the timeline.

Note: You do not have to complete the self-assessment, but you will miss out on the opportunity to provide your manager with information to evaluate your performance more effectively.

Performance Appraisal Timeline

Nov. 22, 2021

Performance appraisal launches:

- Employees can begin submitting the self-assessment
- Managers can begin drafting the manager assessment via the Team Overview tab (Home > Performance > Team Overview)

Dec. 12, 2021

Employee self-assessment is due

Jan. 9, 2022

Manager assessment is due

If you have any questions about the performance appraisal process, please email performancemanagement@spd.in.gov.

Discounts



T-Mobile

T-Mobile is offering exclusive savings and deals for State of Indiana employees.

[View the latest T-Mobile offer](#) or visit the [State Employees' Discount Page](#) to learn more about all the current T-Mobile offers.



Disney on Ice Presents Mickey and Friends

State employees can purchase discounted tickets to Disney on Ice presents Mickey and Friends. [Click here for details.](#)

When: January 19-23, 2022

Where: Gainbridge Fieldhouse, Indianapolis, IN

Offer valid until 1/18/2022—or when inventory is gone.

More discounts

[View the full list of discounts available to state employees.](#)



Artwork by
Jerry Williams

INDIANA PACERS



DISCOUNTED TICKETS TO UPCOMING PACERS GAMES

GAMES



DEC. 13
7:00PM



DEC. 29
7:00PM

DETAILS

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BALCONY LEVEL: **STARTING AT \$9**

KRIEG DEVAULT CORNERS: **STARTING AT \$135.30** KRIEG DEVAULT CORNERS: **STARTING AT \$44**

KRIEG DEVAULT SIDELINE: **STARTING AT \$190.30** KRIEG DEVAULT SIDELINE: **STARTING AT \$64**

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- Ticket processing fee added at the time of purchase. Tickets are limited and subject to availability.
- All seat locations and purchases are processed instantly.
- Access your tickets directly from the Pacers App or on your mobile device at PACERS.COM/MYACCOUNT

Questions? Contact Christian Evans as (317) 917-2766 or email cevans@pacers.com

