



# The Torch

The official newsletter for State of Indiana employees

March 2026

## Employee Appreciation Day is March 6



This Employee Appreciation Day, we want to take a moment to say a simple but heartfelt thank you to State of Indiana employees and public servants across our state. Every day, you show up ready to work hard to help Hoosiers. You answer questions, solve problems, support your teams, and keep Indiana moving forward.

Public service isn't always easy, and much of what you do happens behind the scenes. But your work makes a real difference—whether you are helping people through challenging situations at the Dept. of Correction, Family & Social Services Administration, or Dept. of Child Services, improving processes at the Dept. of Revenue or Dept. of Workforce

Development, maintaining safety and infrastructure at the Dept. of Transportation, supporting health initiatives at the Dept. of Health, protecting natural resources at the Dept. of Natural Resources, or showing kindness and professionalism during a busy day at the Bureau of Motor Vehicles.

Employee Appreciation Day is a reminder to pause and recognize the people who make it all happen. We are grateful for your dedication, your teamwork, and the care you bring to your work. Thank you for everything you do for the State of Indiana and for one another. It truly matters.

Sincerely,  
Indiana State Personnel Dept.

## Greetings from the Governor



Watch Governor Braun's latest [video message](#) to State of Indiana employees.

## LinkedIn Learning

Unlock your potential with [LinkedIn Learning](#)! As a State employee, you have access to a wide range of certification courses designed to enhance your skills and advance your career. Whether you are looking to elevate your technical skills or attain job-specific certifications, LinkedIn offers prep courses and assessment options for over 175 different credentials. Check out the "Certifications" tab on the left menu next time you sign in. Start learning today!

The Torch is published monthly by the Indiana State Personnel Department and is available online at [on.in.gov/TheTorch](https://on.in.gov/TheTorch).

### Want more content?

Check out the State of Indiana on LinkedIn and Facebook and @WorkForIndiana on X and Instagram.

### Have a story?

Submit your story ideas to: [spdccommunications@spd.in.gov](mailto:spdccommunications@spd.in.gov)

## Development & Innovation

# Are your performance goals entered into SuccessFactors?

Yes: Great! Now it's time to create a plan of action to achieve success. Take advantage of these resources to make it your best year yet.



No: Take these steps to start making progress toward success this year:

1. Ask your manager if any goals or expectations will change this year, so you can quickly prioritize what will stay the same.
2. Review your job's competency assignment to identify what is expected of your approach to work tasks.
3. Participate in training to learn more about these tools and how to leverage them for your benefit.
4. Create a plan of action once goals are set and clarified to stay focused on your steps toward success.

### Available training workshops

The Indiana State Personnel Department (INSPD) offers workshops for all State employees to engage with resources, skills, and strategies presented by INSPD subject-matter experts. Click the links below to register for a virtual workshop.

### Workshops for employees

To review the Learning Objectives and a brief overview of these workshops, [visit the workshops link](#).

- Tue., March 24: 9-10:30 a.m. - [Fostering & Pursuing Continuous Employee Development](#) \*
- Tue., March 24: 1-2:30 p.m. - [Engaging in Effective Feedback](#)
- Wed., March 25: 9-10:30 a.m. - [Measuring Progress & Utilizing Feedback](#) \*
- Wed., March 25: 1-2:30 p.m. - [Conducting Effective Evaluations](#) \*

\*Please complete the [Performance & Goals: Foundations of Effective Evaluation](#) prerequisite before registering.

### Workshops for managers

[Click here](#) to view all upcoming training workshops for Managers.

Please direct any questions to the INSPD Learning & Development team at [SPDtraining@spd.in.gov](mailto:SPDtraining@spd.in.gov).

### Track your progress

With SuccessFactors, you can document your progress, mark your achievements, and keep your manager in the loop. Get started today:

- [Continuous Performance Management SuccessFactors Job Aid](#)
- [Creating SMART Goals and an Action Plan](#)
- [Creating and Cascading Goals in SuccessFactors](#)

# Seats available for in-person Pre-Retirement Seminar

Thursday, March 26 from  
8:30 a.m. to 4:30 p.m.

The Pre-Retirement Seminar is designed to assist State employees with advance retirement planning. This seminar will provide information useful in making informed retirement decisions and employees are recommended to attend if they are planning to retire within the next rolling calendar year.

The virtual option for this seminar is full. However, there are spots still available for the in-person seminar which will be held at the Indiana Government Center South Auditorium.

### More information:

- Registration is required to attend, and space is limited.
- Your spouse or a companion is welcome to attend. Registration is not necessary if they are not a State employee.
- Employees may attend the seminar once on State time in their careers as a State of Indiana employee.
- Should employees choose to attend additional sessions of this seminar, they are expected to use their own accrued leave time.
- Please let your supervisor know if you plan on attending this seminar. Your supervisor's approval is not required for you to attend. However, it is your responsibility to let your supervisor know you have enrolled in this seminar.
- Neither travel time, lodging, mileage, nor vehicle allowance is paid/allowed.

[Register for the in-person Pre-Retirement seminar](#)

## Eight free counseling visits available through Optum EAP

EMPLOYEE ASSISTANCE PROGRAM (EAP)

We're here to help you get the most out of life.

[Learn more](#)



The [Optum Employee Assistance Program](#) (EAP) is a free service for all full-time state employees and those in their household. You have eight free face-to-face EAP counseling visits with a licensed therapist available per issue, per year. The tools and resources available through Optum EAP are available 24/7 and are completely confidential.

EAP Navigation Specialists are available by phone or online to support a range of life concerns and stressors, including:

- Relationship problems
- Workplace conflicts & changes
- Parenting and family issues
- Stress, anxiety, and depression
- Eldercare support
- Legal and financial concerns

### Contact Optum EAP

Phone: 800-886-9747  
Call for 24/7 support.

Web: <https://supportfinder.optum.com/indiana> (Sign in or register with an anonymous username.)  
Access online EAP resources.

[Learn more about Optum EAP.](#)

## Run the State 5K & Hike Series returns in 2026 with five events

The Run the State 5K & Hike Series offers State employees and their families an opportunity to get outdoors and get moving!

Each year the Invest In Your Health State employee wellness program coordinates with partners at Anthem and the Department of Natural Resources to host various 5K walk/runs and hikes at Indiana's State parks. These events take place on select Saturday mornings and employees are encouraged to enjoy the parks for the rest of the day with their family, friends, and colleagues.



### 2026 Run the State Series Schedule

- April 18: Indiana Dunes State Park, 5K
- May 9: Patoka Lake, 5K & Hike
- June 27: White River State Park, 5K
- Sept. 19: Ouabache State Park, 5K & Hike
- Oct. 3: Charlestown State Park, 5K & Hike

Visit the [Run the State Series webpage](#) for full details and registration information.



# Celebrating 40 Years of Transformative Leadership

Article by the Indiana State Fairgrounds & Event Center

March will be a milestone month at the Indiana State Fairgrounds & Event Center. On March 31, long-term Executive Director, Cindy Hoye, will officially retire after more than 30 years of dedicated leadership and service to the Fairgrounds and the State of Indiana. Her vision and commitment strengthened this historic campus and positioned it for continued growth. Visit [www.indianastatefairgrounds.com/p/about/a-legacy-of-excellence](http://www.indianastatefairgrounds.com/p/about/a-legacy-of-excellence) to read about her “Legacy of



Excellence.”

### Other happenings at the Fairgrounds

College basketball takes center stage March 8-10 as the Horizon League hosts its Men’s and Women’s Basketball Championship games at

the Corteva Coliseum. Fans from across the region will gather to compete for a spot in the NCAA Tournament. For

ticketing information visit [www.indianastatefairgrounds.com/events](http://www.indianastatefairgrounds.com/events).

Just ahead of March, the Big Ten Indoor Track and Field Championships concluded February 28 at the Fall Creek Pavilion. Student athletes from across the conference competed at the highest level, bringing national attention and elite competition to Indianapolis and the Indiana Farm Bureau Fall Creek Pavilion. To see the rest of the 2026 Indoor Track and Field schedule, visit [www.indianastatefairgrounds.com/p/indoor-track-and-field](http://www.indianastatefairgrounds.com/p/indoor-track-and-field)

For all event details and a full calendar, visit [www.indianastatefairgrounds.com](http://www.indianastatefairgrounds.com).

## Your local armory: Spacious, affordable & convenient rentals

Article by the Indiana National Guard – Adjutant Generals Office

Looking for the perfect venue for your wedding reception or large banquet? Your local armory offers the space, flexibility, and value you need to make your big day extraordinary—without stretching your budget.

Their expansive, versatile indoor space, combined with flexible pricing options, makes it easy to plan the event you envision. Make it your own—bring your own caterer, décor, and entertainment. Whether your style is elegant and classic or modern and bold, the armory provides the perfect blank canvas.

With rates as low as \$45 per hour, our armories are an affordable choice for your next event.



Your Local Armory has affordable and convenient rentals with ample free parking for: conferences, trainings, seminars, meetings, banquets, fundraisers, shows, markets, clubs, sports, weddings, bar/bat mitzvahs, birthdays, quinceañeras, and reunions.

### Make a reservation

Learn more about renting one of the Indiana National Guard’s armories at more than 60 locations statewide: [www.in.gov/indiana-national-guard/armory-rental](http://www.in.gov/indiana-national-guard/armory-rental)