



The Torch

The official newsletter for Indiana state employees

January 2020

SECC shatters goal, sets new fundraising record



One of the 2019-20 SECC fundraising events was a three-on-three basketball tournament at the residence of Gov. Holcomb. The Oct. 18 contest was won by the Indiana Department of Transportation. In this photo, INDOT's Ryan Abbott shoots from long range as Indiana Department of Environmental Management's Nick Staller defends in the championship game.

Together we served
Themed "Together We Serve," the latest

campaign relied more than ever on state employees uniting for a common goal. And it appeared from the outset that this year's charity program would be something special.

From a sun-soaked September day in downtown Indy all the way to the frosty doorstep of another long Indiana winter, state of Indiana employees worked to set a new fundraising milestone that, in turn, would help benefit untold millions of Hoosier residents in need.

The final tally of the 2019-20 Indiana State Employees' Community Campaign (SECC) eclipsed the record-setting goal of \$1.6 million, but getting there took initiative, creativity, and most of all, togetherness.

The popular Statehouse Market on Robert D. Orr Plaza in Indianapolis set the stage with introductions of nine chairpersons and representatives of more than three dozen charities supported by the SECC. At the Sept. 26 SECC Kickoff, employees stood in lines

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to knock agency leaders into dunk tanks or to smear whipped cream-covered pies in the faces of some volunteers willing to get a little messy – for a good cause.

The very next day, representatives of 25 agencies boarded paddle boats on the White River Canal for Paddle Battle XIV, the first of a series of signature SECC events. The Indiana Department of Transportation (INDOT) narrowly outpaced the Indiana Department of Environmental Management (IDEM), the Indiana Utility Regulatory Commission (IURC), Office of Gov. Holcomb, and the Indiana Bureau of Motor Vehicles (BMV) in the final heat of that annual competition, claiming the coveted Paddle Battle Oar (and a year’s worth of bragging rights).

Having kick-started the new campaign, it was up to nine agency leaders to keep the momentum going – and they certainly didn’t disappoint.

The Indiana Department of Workforce Development (DWD) held a successful silent auction and a well-attended corn hole tournament that was followed closely by INDOT’s delicious pancake breakfast. INDOT, just as they had in the Paddle Battle, eventually met up with a squad of IDEM workers in the finals of the Indiana State Department of Health’s 3-on-3 basketball tournament held Oct. 18 at the residence of Gov. Holcomb.

The INDOT crew proved victorious in the b-ball tourney thanks to



The Indiana Office of Technology (IOT) won a tug of war tournament organized by the Indiana Bureau of Motor Vehicles in November.

a game-winning three-point shot from team captain Ryan Abbott, section head of INDOT’s Econometrics and Forecasting. Just as there was little doubt for Abbott, an avid basketball player with college and amateur league experience on the court, as his final shot sailed through the net and clinched the tournament for his team, the sheer creativity behind the 2019-20 SECC events made it seem as though breaking last year’s new all-time record was never in doubt.

Showcase showdown

The Indiana Office of Technology organized a “takeover” of in.gov that, through more than \$1,400 in donations, added some Boilermaker flare to the website for the first two weeks of December. Purdue University took the top spot by receiving the most online votes from donors. Proceeds benefited the Tyler Trent Cancer Research Endowment. Trent, who died in January 2019 after an inspiring battle with bone cancer, was a Purdue University student.

One of the most creative endeavors belonged to IDEM, whose staff created a haunted house-style attraction occupied by props and employees acting out a fictional chemical outbreak scenario that straddled the line between horrific and hilarious. Employees clearly had fun playing their roles and were “all-in” on the Halloween-themed program they called their “HAZMAT House of Horrors.”

On the opposite end of the emotional spectrum, the Family and Social Services Administration’s downloadable “Gratitude Grams” helped spread plenty of cheer in the lead-up to the holidays. For a small donation, employees could print out a handful of happy notes they could give to anyone they felt deserved them.

Soon after, BMV showed off some spirited state employee competition with a tug of war tournament – the day after a

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SECC shatters goal, sets new fundraising record

snowfall no less – that saw IOT (literally) pull out an impressive victory. Meanwhile food trucks gathered on Robert D. Orr Plaza and helped boost BMV’s drive to raise funds for homeless veterans. The cold kept no one away.

With the finish line coming into view, the Indiana Department of Child Services (DCS) sponsored a riotous Lip Sync Battle that unearthed some iconic ‘80s

slideshow of real DFI employees hard at work.

The Indiana Department of Correction carried the program through the Thanksgiving break en route to a very special surprise: the extension of the SECC by two extra weeks. First Dog Henry Holcomb, likely the only schnauzer to head up a charitable campaign, and Lt. Gov. Suzanne Crouch helmed the final days of the program as the

intended to address in 2019-20.

Again facilitated by the United Way, the SECC allowed state employees to pledge a predetermined portion of their earnings to be deducted per pay period or make a one-time donation. Many of the signature events held throughout the state accepted cash that was factored into the overall tally.

Smaller events such as bake sales, chili cook-offs, auctions, and breakfasts occasionally collected funds for specific charities, allowing donations to be made beyond the nine 501 c 3 nonprofits featured via the first nine chairpersons.

Some of the smaller-scale events were among those that seemed to come straight out of left field. During IOT’s week for example, employee Jeff Lahr taught a painting class while channeling the beloved late painter Bob Ross, and the IURC put together a scary movie series and even held

a Taekwondo board-breaking event.

In many ways, the 2019-20 SECC came to resemble its tagline: “together we serve.” It took the hard work and creativity of more than 33,000 employees in every corner of the state to make it happen, but this year’s SECC proved that state employees do indeed serve better, when we serve together.

Story by Brent Brown, INSPD



The second Indiana SECC Lip Sync Battle saw last year’s defending champs, the Indiana Department of Revenue, square off against the Indiana Public Retirement System (INPRS) and the Department of Financial Institutions.

and ‘90s tunes. The Indiana Department of Revenue (calling themselves “The Tax Street Boys”) put on quite a show with a medley of hits from Britney Spears, NSYNC, and The Backstreet Boys. They were challenged by the Indiana Public Retirement System’s (INPRS) Nirvana homage and eventual winner the Department of Financial Institutions (DFI). DFI’s performance of Donna Summer’s “She Works Hard for the Money” included props, costumes, and a

record-setting goal was met and then surpassed.

Actions speak louder

Cancer research, child abuse prevention, assisting people with disabilities, feeding the hungry, helping the homeless, showing gratitude, providing clean water, helping adopted children and their families, and providing assistance to people who work in the continually demanding field of corrections were some of the matters SECC contributions were

2020 ActiveHealth Wellness Program



Welcome to year two of our ActiveHealth program! The fun starts over with new chances for rewards like e-gift cards and a premium discount for 2021.

ActiveHealth is a wellness program offered by the Indiana State Personnel Department (INSPD) as part of your medical benefits package. The ActiveHealth wellness program is focused on helping you make little changes that have a big impact on your health.

Wellness is a daily commitment, and ActiveHealth will be your partner each step of the way. Through the program, you can work with qualified professionals and access reliable information to improve your health. You can also get rewarded for your hard work with \$150 in e-gift cards and a 2021 health premium discount!

How to earn rewards through the ActiveHealth program:

2021 PREMIUM DISCOUNT

Employees and spouses enrolled in coverage must fully complete **one** of the following three activity options by Sept. 30, 2020:

- **Health Coaching** - Complete four health coaching sessions (in-person or by phone) through ActiveHealth.
- **Online Health Education** - Reach Level 5 in ActiveHealth's online portal by completing health education modules.
- **Physical Activity** - Record 200 days of physical activity fitness

tracking through a device synced to the ActiveHealth platform. Any day with 10,000 steps or 30 minutes of physical activity counts toward the 200 day goal. *In order for ActiveHealth to recognize your physical activity, you must first sync a fitness device with your ActiveHealth account. Any devices previously connected to the ActiveHealth portal must be re-connected in 2020. **Only activity that occurs after you have synced your fitness device will tracked and credited.***

Track your progress toward completing an activity in your Rewards Center on the [ActiveHealth portal](#).

HEALTH ASSESSMENT

Complete the health assessment to earn a \$50 e-gift card (for eligible employees and spouses).

The health assessment is a confidential questionnaire to check-in on your general health and well-being. The health assessment provides an easy-to-understand report that will give you a picture of where you are today on your health journey.

- Log in to www.myactivehealth.com/stateofindiana and click the health assessment link. If you do not already have an account, creating one is easy. The only information needed is your name, birth date, gender, and mailing zip code.
- Complete by Nov. 30, 2020 to earn the \$50 e-gift card.

BIOMETRIC SCREENING

Beginning in February: Complete the biometric screening to earn a \$100 e-gift card (for eligible employees and spouses).

A biometric screening is a quick way to check-in on your current health. You get instant results and help understanding your key measurements like blood pressure, cholesterol, glucose levels, and BMI.

Pick the option that works for you:

- **Go to an onsite screening.** [See the list of screening dates and locations >](#)
- **Go to a partner screening site like CVS Minute Clinic or Quest Diagnostics.** Visit the [ActiveHealth portal](#) to print the voucher and locate providers.
- **See your doctor for a physical with lab work.** Have your doctor complete the [Provider Form](#). Submit the completed form by secure upload or fax.

Results must be visible in the ActiveHealth portal by Nov. 30, 2020 to earn the \$100 e-gift card. It can take up to 30 days to process completed forms. Submit your form by Oct. 31, 2020 to make sure it is processed in time to earn the e-gift card.

Questions?

- Visit InvestInYourHealthIndiana.com/activehealth
- Call the INSPD benefits hotline at 317-232-1167 or 877-248-0007 Monday through Friday from 7:30 a.m. to 5 p.m.
- Email spdbenefits@spd.in.gov

Give health coaching a try!

Health coaching gives you access to qualified professionals like Registered Nurses, Registered Dietitians, Nutritionists, Certified Health Educators, and Exercise Physiologists. They help you create a custom plan to meet your health goals. Coaches are ready to provide expert advice on exercise, diet, weight loss, sleep, mindfulness and more.

Your health coach can answer your questions and be a great accountability partner. You have access to unlimited coaching sessions that you schedule based on your schedule. You control how often you want to check-in and have access to as many sessions

as you need.

Maybe you've tried health coaching in the past and didn't have a great experience? Give it another try! Each health coach is different and it can take a few tries to find one you click with. Health coaching is a very personal experience, so it's ok to ask to work with a different coach until you find the right fit for you.

Call ActiveHealth at 855-202-4219 to make an appointment today!

Telephonic coaches are available Monday through Friday from 9 a.m. to 9 p.m. and Saturdays from 9 a.m. to 2 p.m. by appointment.

2020 Blood Drive Dates

Located in IGC-S Room B from 8 a.m. to 3 p.m.

- Wed., Jan. 15
- Thurs., March 12
- Thurs., May 7
- Wed., June 10
- Wed., July 8
- Wed., Aug. 5
- Wed., Sept. 9
- Wed., Nov. 4

Mark your calendar with the upcoming blood drive dates. [Click here to register for the Jan. 15 blood drive.](#)

Get ready for your health coaching appointment!

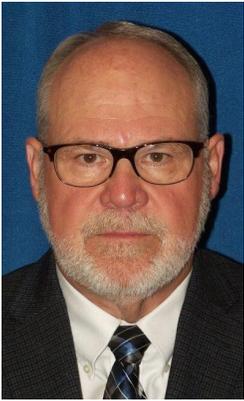
Check out these tips to get the most out of your health coaching appointment:

1. Think about what you want to work on first. Some examples:
 - a. Reaching or maintaining a healthy weight
 - b. Increasing your physical activity or fitness level
 - c. Improving your overall diet
 - d. Getting better sleep
 - e. Managing your stress
 - f. Quitting tobacco products
 - g. Reducing your risk factors for developing diabetes, high blood pressure, or high cholesterol
2. Be open minded and make a list of reasons why you want to make a change.
3. Think about where you want to end up. Your coach will help you set realistic, achievable and measurable goals. Having short-term and long-term goals will help keep you on track.
4. Get started by completing your health assessment in the [ActiveHealth portal](#) to get an easy-to-read report that highlights areas to focus on.



Call ActiveHealth at 855-202-4219 to make an appointment today! Telephonic coaches are available Monday through Friday from 9 a.m. to 9 p.m. and Saturdays from 9 a.m. to 2 p.m. by appointment.

Greg Grostefon named superintendent of Logansport State Hospital



The Indiana Family and Social Services Administration (FSSA) in December announced that longtime Logansport resident Greg Grostefon

was named superintendent of Logansport State Hospital.

Grostefon previously served as interim superintendent beginning in April 2018.

“As interim superintendent, Greg has been spearheading Logansport State Hospital’s effort to become a high reliability organization,” said Jay Chaudhary, J.D., director of FSSA’s Division of Mental Health and Addiction. “He has significant

experiences leading change initiatives during his time as an educator, and his experience will help LSH continue to lead the state psychiatric hospitals’ forensic treatment efforts.”

Grostefon retired from a distinguished 30-year career in public education, serving as an English teacher, media specialist, and building administrator at Logansport High School, Columbia Middle School and Columbia Sixth Grade Academy, all in Cass County. He is originally from Winamac, coming to Logansport in 1979. Interestingly, his first full-time job was as a special attendant on the original Isaac Ray Unit at LSH prior to graduating from Ball State University with a Bachelor of Science in English. He also holds a Master’s in education from Indiana Wesleyan University.

61 complete ‘Leadership at All Levels’ training

The latest class of the Indiana State Department of Health-led Leadership at All Levels Silver training course celebrated graduation Dec. 17.

Sixty-one participants representing seven different state of Indiana agencies were honored. The graduates completed 11 sessions focused on emotional intelligence, empowering people, and developing teams.



Family fun awaits at Disney on Ice

Discounted Tickets Now Available



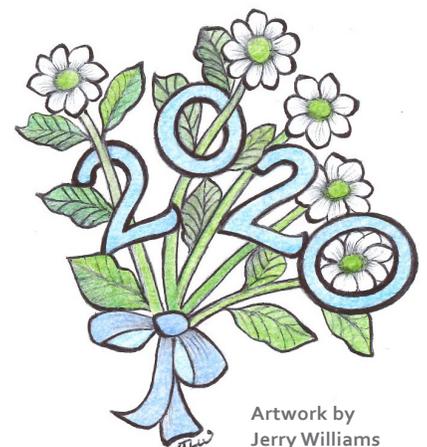
Join Mickey, Minnie, Donald, Goofy, Elsa, Anna, Olaf, Buzz Lightyear, Woody,

Ariel, Lightning McQueen, and more of your favorite characters at Disney On Ice: Worlds of Enchantment!

Disney fun for the whole family comes to Bankers Life Fieldhouse in Indianapolis from Jan. 23 to 26!

State of Indiana employees can [save by purchasing discounted group tickets here](#). Use the code 2STATE.

Order now for best seating, and check out [this video](#) for a preview of the fun.



Artwork by Jerry Williams

29th Annual **DR. MARTIN LUTHER KING JR.** *Indiana Holiday Celebration*

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WREATH PLACING CEREMONY

WEDNESDAY, JANUARY 15, 2020

SOLDIERS AND SAILORS MONUMENT | 6PM

16

DR. MLK, JR. INDIANA HOLIDAY CELEBRATION

THURSDAY, JANUARY 16, 2020

INDIANA STATEHOUSE NORTH ATRIUM | 12PM

20

9TH ANNUAL DAY OF SERVICE

MONDAY, JANUARY 20, 2020

WATKINS FAMILY CENTER | 9AM-1PM

*Sharing the light,
Sharing the legacy.*



Health Department ‘pop-up shop’ offers access to birth certificates

Are you an Indiana-born resident in need of a birth certificate?

The Indiana State Department of Health’s (ISDH) Office of Vital Records will host a pop-up shop for Indiana Certified Birth Certificates Jan. 30. Birth certificates will be available from 9 a.m. to 2 p.m. in Adams Auditorium on the lower level of ISDH, 2 N. Meridian St., Indianapolis.

The cost for each birth certificate is \$10 for the first copy and \$4 for each additional copy. Death certificates also will be available for \$8 each. Requestors must provide a government ID when applying for a certificate. All payments

should be made via cash or check. The process could take 10 to 15 minutes from start to finish.

ISDH will also have other resources available, such as information regarding corrections or amendments to existing birth

certificates, and instructions on how to apply for Delayed Registration of Birth Certificates and marriage certificates. The Vital Records office also will provide contact information for other states’ vital records offices for those not born in Indiana.



Best. Holiday gift. Ever.

With the holiday season upon us, our thoughts turn towards gifts for loved ones. We’d like to remind you that the state of Indiana has partnered with [Southern New Hampshire University \(SNHU\)](#) to help you AND your immediate family members* earn their college degree or certificate. It’s the gift that keeps on giving.

SNHU online programs offer:

- Balance going to school with living your busy life.
- Pursuing your education is more practical, thanks to some of the nation’s lowest online tuition fees.
- Career focus. Learn work-relevant skills that help you gain confidence and prepare for advancement.



To learn more about SNHU’s family tuition discount program, visit snhu.edu/family4. The next term starts Jan. 6.

**An immediate family member is defined as your spouse,*

domestic partner and their parents, dependent children and their spouses, parents and their spouses, siblings and their spouses, grandparents, grandchildren and their spouses.

Governor's Long-Term Employee Reception honors, thanks longest-serving employees

State employees who've served their fellow Hoosiers for decades were once again honored for their dedication with a celebratory reception at the Indiana Statehouse Dec. 4.

The annual Governor's Long Term Employee Reception invited more than 370 employees to the Statehouse to be recognized for having spent at least 35 years working in state of Indiana government.

Lieutenant Gov. Suzanne Crouch, who presided over the event alongside Indiana State Personnel Department director Britni Saunders, joked that it would be another 10 years before she'd earn the right to sit among the distinguished group gathered in the south atrium. She called appearing at the event "an honor" and said the venerable group was likely raised as she was – "to have a strong sense of personal responsibility."

"On behalf of Gov. Holcomb and myself, we want to thank you

for your many years of public service, not just to those you have personally served, but to Hoosiers all across our great state," Lt. Gov. Crouch said.

With one employee, Indiana Department of Child Services family case manager Alfred Fisher, having served the state for more than 55 years, and a smattering of others working in state government for half a century, the lieutenant governor noted that the esteemed group had contributed a combined 14,000 years of service to the Hoosier State.

"When we come together," said the lieutenant governor, "when we build together, we can build a better tomorrow."

Fisher began his work for the state in 1964 when Lyndon Johnson was U.S. president, following the assassination only months earlier of President John F. Kennedy. *Bonanza* and *Bewitched* were among the top TV shows at the time, and The Beatles made their iconic U.S. debut that February on *The Ed Sullivan Show*.

Fisher was honored with a standing ovation from the more than 400 honorees and guests as he made his way to the stage area for a photo with the lieutenant governor and DCS director Terry Stigdon.

Director Saunders said Fisher is



Indiana Department of Child Services (DCS) family case manager Alfred Fisher (center) was recognized for 55 years of service to the state of Indiana at the Dec. 4 Governor's Long-Term Employee Reception at the Indiana Statehouse. Fisher is pictured here with DCS director Terry Stigdon (left) and Lt. Gov. Suzanne Crouch.

endearingly noted as "the best-dressed employee at Lake County DCS." Perennially clad in shirt and tie, his colleagues joked that those trademark elements of his wardrobe are rarely eschewed – even on "jeans days."

Applause was certainly warranted for a group including some who are set to start their seventh decade of service in 2020. The long-tenured employees collectively represent more than two dozen state agencies. Each received a commemorative medallion bearing the state seal.

The ceremony was followed by refreshments as the honorees gathered with family members and friends for photos and conversation.

Story by Brent Brown, INSPD



More than 370 state of Indiana employees were honored at the 2019 Governor's Long-Term Employee Reception. In order to be recognized at the ceremony, an employee must have served as a state employee for at least 35 years.

Lip service

Lip Sync Battle boosts SECC, builds friendships, new opportunities for DFI

When entries opened for the 2019 Indiana SECC Lip Sync Battle, Indiana Department of Financial Institutions (DFI) secretary Angie Smith saw a unique opportunity.

Employees of the small agency of about 70 total workers had long wanted to be part of some of the Indiana State Employees' Community Campaign's (SECC) signature activities, but by virtue of having a relatively small number of employees, organizing teams for the various competitive events wasn't always practical. But this time was different.

"It's kind of funny because we actually always have been wanting to get into one of the competitions," said Kirk Schreiber, DFI senior bank analyst. "The Paddle Battle... we've talked about doing that, but we're kind of a small agency, so we've never really done anything like that. [Smith] saw [the Lip Sync entry notification] and she said something to another employee and it just kind of went from there."

Soon DFI's "Fab Five" was born. Smith, [a longtime SECC contributor](#), first tasked her colleague, Sharmaine Stewart, with joining her. The duo soon added Kelly Nelson, Cheryl Loveless, and Susan Ellison, expanding into a full-on band.

Now they were getting somewhere, and thanks to some positive peer pressure, the group, all of whom work in administrative roles, was able to draft a few male co-workers bringing "The Great Eight from the State" into existence – and eventual



The Indiana Department of Financial Institutions won the 2019 Lip Sync Battle with a performance of "She Works Hard for the Money." They had plenty of fun putting their performance together, and one of the group's leaders believes the experience helped the group grow closer as friends and colleagues. Seen here are Konnor Miller, Cheryl Loveless, Kelly Nelson, Mitchell Boyer, Sharmaine Stewart, Angie Smith, Kirk Schreiber, Susan Ellison.

Lip Sync Battle legend.

"Once they decided what song they were going to do, they looked at some videos, saw the videos, and decided there was going to have to be some extra people," Schreiber said with a laugh. "They got three of us guys -- different individuals they thought would be able to help them. We got volunteered."

With the "band" finally together, the group went right to work. They selected Donna Summer's 1983 smash hit "She Works Hard for the Money" as their song, and went about putting together an array of costumes and props that would make for an entertaining show. Stewart would portray Summer while the remaining seven members would act out various scenes in an homage to Summer's live performances of the song in the early '80s. The projector screen behind the performance ran a slide show of DFI employees doing what

they do best – well, other than perform in lip sync competitions, of course.

Knowing they were up against some major competition from last year's winners, the Indiana Department of Revenue (DOR), as well as a fellow upstart, the Indiana Public Retirement System (INPRS), DFI went all-in on a humorous performance that ended up being the audience's top choice.

To be named the winner, after wanting for so long to be part of events such as this was "the icing on top of the cake," said Schreiber. "It felt really good to us because we've always wanted to be in some kind of competition. Winning was just a nice bonus."

Best of all, the rehearsals helped bring the DFI team closer together. "It was fun," Schreiber said. "We all enjoyed it, had a good time

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Lip Sync Battle boosts SECC, builds friendships, new opportunities for DFI

practicing and getting to know each other better.” In that way, the Lip Sync Battle turned out to be an amazing team-building exercise -- that also happened to support a great cause.

“All the hard work and everything people put into it ... talking through the issues... It made us all come closer together,” said Schreiber.

The team is still excited and basking in the glow of their Lip Sync Battle victory, and some of the team

members are already in the early planning stages for an encore. What shape that performance will take remains to be seen, but Schreiber joked that the men involved in this year’s show wouldn’t be taking the lead – they’re leaving it up to Angie and others in her office who choreographed and designed the 2019 performance.

“I put the kibosh on that,” he joked. As the Lip Sync Battle appears ready to grow to include more teams in

future events, Schreiber believes other teams should shake off any potential stage fright and sign-up.

“I think the bottom line is that it does bring your staff and team together in a more cohesive way, not only from a work standpoint, but from a personal standpoint of getting to know your fellow coworkers better,” he said. “You do it for a good cause, and in the end, you had fun.”

Story by Brent Brown, INSPD

S.A.F.E. and sound

Correctional facility employees’ animal rescue touches heart of small community

Chantel Eaton’s work is never done. Dogs and cats of seemingly every size and breed have, for the last several years, taken up at least temporary residence at her Greene County home, awaiting just the right human “parents” willing to roll out the red carpet and provide a permanent place for the animals to call their own. For cast-off pets, strays, and four-legged runaways, the S.A.F.E. (Saving Animals from Everywhere) Animal Rescue, Inc. is a happy haven where, even if that adoptive family never comes knocking, the canines and felines lodged there will never go hungry, never be left out in the cold, and will always have someone who cares for them.

But that’s the worst case scenario, and it’s not quite what Eaton and a crew of friends and family had in mind when they set out to find foster and permanent homes for rescued dogs and cats. On the contrary; they want each animal that crosses their path to find the perfect home, with a loving family.

“Potential adopters should know that we don’t allow our rescues to live on chains in backyards as they are not yard ornaments,” Chantel stated bluntly. “They can’t live their entire life outside in a kennel. If you aren’t looking for your next family member, we aren’t the rescue for you.”

Family matters

Said most succinctly, animals ARE family for the Eatons. Seven years ago, Chantel saw a disproportionately large number of shelter dogs being euthanized due to a lack of space and took it upon herself to do something about it. At the time, one of her rental homes had become a temporary living space for 18 abandoned cats, and in a short time Chantel’s Facebook page for rehoming those felines exploded from a 135-member group to a 6,700-plus community of animal activists.

Continue reading the full story on [Employee Central >](#)



Wabash Valley Correctional Facility quartermaster Chantel Eaton began Saving Animals From Everywhere (S.A.F.E.) Animal Rescue in 2012. German shepherd Molly (pictured here with Chantel) is one of the nonprofit’s success stories. Molly was suffering from heartworm when she was rescued. She was adopted a short time later and today is heartworm-free.

Grow You

Have you ever found yourself saying things like: “I am just not a patient person. I hate talking to stakeholders. Bob is so much better at that. He should give the presentation to the board.” Or “She’s asking for me to use a pivot table again, I can barely remember where the spreadsheet program is, let alone finish this report in time.”

Many of us think that our character, intelligence, and creative ability are fixed. We have matured and we aren’t going to change. This is called a fixed mindset and it is very common. It affects how we evaluate our capabilities and the capabilities of others. However, organizations as diverse as Fastenal and the Bill and Melinda Gates Foundation think differently. They see training and

coaching as essential to their growth and success. They see it as giving them an advantage in their field. This renewed interest in developing employees has been supported by research outlined in “Mindset: The New Psychology of Success” and in organizations like the Association for Talent Development.

So what if we looked at things a little differently? What if our character could improve, our intelligence grow, and our creative ability expand? Thinking this way is called a growth mindset and is behind everything we do on the Learning and Development team at the Indiana State Personnel Department (INSPD).

So now you might be asking “Where do I start?” Here in the Learning and

Development team we have many resources available to you to help with getting you to the next level in your current role and preparing you for future challenges. One of our favorite resources is LinkedIn Learning. It is an incredibly flexible tool that you can use to build skills as diverse as using pivot tables, improving your presentation skills, increasing your interpersonal skills, or even (on your own time) learning a musical instrument. Best of all, if your agency is supported by INSPD, it is available to you for free! You do not need a LinkedIn account to use LinkedIn Learning. [Simply click this link](#) to get the login guide and you will be on your way to growth.

Happy Learning!

January is both National Mentoring month and Poverty in America Awareness month

January is both National Mentoring month and Poverty in America Awareness month. One month bringing together two separate but complementary concepts.

A mentor is defined as an “experienced and trusted adviser,” so what does this have to do with poverty? Poverty can take on many forms, but if we sum it up as a “lack of something,” then we can connect the dots in a clear way. When we are impoverished in any area of our lives we lack something. Something is missing and it is something that if we had it we would be better off. There is a reason why food, shelter and clothing are tethered to poverty. Without these three basic needs the presumption of success is diminished. Now consider the work place. What are the three basic needs that should be tethered to the workplace? Although these needs are more customizable, I will say safety, growth and inclusion. Albeit random, these

three embody our need for physical and emotional safety, our desire for feedback and promotion and to feel like we are welcome, wanted and valued in the work place.

How can having a trusted adviser ensure that we feel safe, aid in growth and promote inclusion? A mentor is someone that you can talk to when you feel unsafe in an environment or situation, they can guide you concerning next steps and even take those steps with you as an ally. A mentor helps you grow, they are in fact a trusted adviser. A mentor is more than a coach, a mentor is someone who knows what you’re facing behind the scenes that could be impacting what you’re bringing to center stage. They may not have been exactly where you are, but they embody a place you want to be. They can guide you in making crucial career decisions. A mentor can help you feel included. Imagine the popular kid in school asking you to sit at their

table, then before you know it the teasing stops. A mentor can lend their credibility to you in the same way.

When we take even a cursory glance at the benefits of mentoring and the gaps that can be filled by people reaching out to help people, we quickly see the immense and immediate benefit of the practice. January 2020, a new year and a new opportunity to guide, coach and connect. Some may read this and feel that it doesn’t address poverty; however, I challenge you to think about the big picture. Poverty is lack – mentorship is provision. Ask yourself “What can I provide to those around me that addresses something that they lack?” if it’s food, shelter, clothing, then provide it! If it is safety, growth and inclusion then provide it! Being committed to the betterment of others is the idea of mentorship and one of the many answers to poverty.

Story by Shayla Pulliam, INSPD

HNTB civil engineers working closely with INDOT on major interstate project

Jen Goins is the rare type of person who actually enjoys being stuck in construction-related traffic.

For the longtime civil engineer, those sometimes-lengthy stops among the orange barrels, hard-hatted workers, and an often cacophonous collection of construction equipment is just another opportunity to admire handiwork of a very particular sort.

“I actually love driving through construction zones,” Goins said with a laugh – and without a hint of irony or sarcasm.

The HNTB project manager has spent her entire career helping make roads safer for Hoosier drivers, so her admittedly unique opinion of navigating roadwork deserves at least a little slack. After all, she’s earned it, and so have some of her colleagues whose experience includes helping design other expansive road projects throughout the state.

Three of a kind

Jen has a lot in common with two of her closest co-workers, Kym Caird and Angela Pearl.

All three are graduates of Purdue University, all earned degrees in civil engineering during their time in West Lafayette, and all share the same passion to make Indiana roads as safe and convenient as possible.

Finding enjoyment and success in a traditionally male-dominated profession, they also all happen to be women.

The trio is part of a small crew of

designers and project leaders with engineering firm HNTB who are working closely with the Indiana Department of Transportation (INDOT) on various road projects. Goins, Pearl, and Caird were all integral in an ongoing project on I-69 spanning from Martinsville to Indianapolis.

HNTB was a consultant for the study that preceded that project, which is intended to accelerate and make safer a 26-mile stretch of I-69 known as the Section 6 corridor. Divided into five segments, HNTB serves as design consultant for the first segment, which runs south of Indian Creek to one mile north of SR 44, according to INDOT.

In all, the project is anticipated to bring “significant construction activity throughout the entire corridor” from 2021 to 2024. The total cost of the project is about \$1.5 billion, which is funded through Gov. Eric Holcomb’s Next Level road funding plan and additional monies collected via a truck toll increase on the Indiana Toll Rd., INDOT said.

Making sure the project unfolds as planned is the goal of Goins, Pearl, and Caird, who, respectively, serve as the I-69 project’s project manager, structures lead, and roadway lead. They are part of a planning team of eight whose backgrounds include civil and structural engineering, agricultural and biological engineering, and infrastructure management.

To say the project is in good hands is an understatement, with decades of design expertise

helping some very important work. But the three women so important to the process simply see the project as part of their everyday job duties. It’s work they set out to do a long time ago in spite of their career path’s reputation as a job much more commonly held by men.

Roadmap to the future

“I always wanted to help people,” said Goins of her reasons for entering the field of civil engineering. “I’ve always been a problem solver – a ‘scientific minded’ person.”

Jen’s desire to assist her fellow Hoosiers merged nicely with her knack for finding solutions to real issues, and those skills helped her decide more than 20 years ago that she’d be well-suited for a career in civil engineering.

In fact, Jen was involved in the I-69 project long before it officially hit the drawing board; some of her pre-planning dates to 2003.

According to HNTB, Goins’ project knowledge, track record, and overall management approach set her up to help deliver the project ahead of schedule while meeting all predetermined quality standards. The heart of the project involves balancing the necessary work without sacrificing motorist safety or negatively impacting businesses in the area. Access for pedestrians and emergency vehicles must be ensured, and even construction noise is taken into consideration and minimized as much as possible.

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HNTB civil engineers working closely with INDOT on major interstate project

The manifold duties are nothing new for Jen, though the Section 6 work accounts for the largest-scale project in which she's been involved in her two decades with HNTB. Previously, she was part of Accelerate 465, which reconstructed 11 miles of the west leg of I-465, but the I-69 work trumps even that project in scope. She describes her work now as "shepherding" the team, but thankfully, the flock doesn't need a lot of tending.

For example, Caird started work with HNTB in 2006. Her primary role in the I-69 project was assisting with the engineering study – a vital part of the planning process. She is well-versed in drainage design, which was integral in revamping a stretch of road in an area prone to flooding.

Accomplished as she is in her work today, Kym said civil engineering as a career was "totally off the radar" until her senior year of high school. Practical, real-world applications of physics she'd studied in school helped move her toward what would become her future career. Her uncle, an electrical engineer, also provided a bit of the spark of inspiration she needed, and he was a constant supporter of her career choice.

In a vocation that is both consistently challenging and rewarding, Caird cited working with others as her favorite part of her job. Team work is the ingredient that, perhaps more than any other, leads to project success.

Building a better tomorrow

The road to getting where she is now in her career wasn't always easy to

HNTB's Angela Pearl, Kym Caird, and Jen Goins are leading a major I-69 project that broke ground earlier this year. All are Purdue University graduates who became civil engineers. Their work is integral in helping the Indiana Department of Transportation complete roadwork.



navigate, but Kym indicated that she believes persistence pays off.

"Be prepared to fall down a lot," she said. "But stick with it, find a support system, network, find some professional organizations to join..."

Angela Pearl said fear of making a mistake should never prevent someone – female or male – from considering a career in civil engineering. As is the case with any job, having fun with what you do for a living makes all the difference.

Some of the fun in Pearl's job today is "seeing how all the pieces fit together" as a project comes to fruition. She knows her efforts have a real impact as well.

"It's great to have a part in projects everybody uses every day," Angela said.

She credits her high school physics teacher with helping her get into engineering as a career path, though her longtime love of math and science undoubtedly pointed her in a similar direction.

As structural design lead, Pearl's work involves making sure bridges, culverts, and retaining walls are all up to snuff. She previously served as task manager on bridge

rehabilitation and/or replacement projects that spanned from Fort Wayne to Vincennes. In all, 17 bridges were revamped or replaced as a result of that work.

With credentials and a catalog of work like that, it's no wonder Jen Goins isn't a bit perturbed when construction brings traffic to a halt. It's just an opportunity to see things from a new perspective – and who knows? Maybe future civil engineers will find their own muses among the sea of cones and orange-clad crews working day and night.

To paraphrase Ferris Bueller: Life indeed moves pretty fast, and if you don't stop to look around once-in-a-while, you just might miss it.

So Jen, Kym, and Angela can continue to stop and admire the work being done by INDOT, contractors, and others each day to improve Indiana roads, knowing they're continuing to play a role in helping the Hoosier State live up to its reputation as the "Crossroads of America."

With that in mind, the impact they and others in the field are making each day is hard to miss.

Story by Brent Brown, INSPD