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Staying Protected in a World of Digital Threats

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Staying Protected in a World of Digital Threats



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Since 2004, the U.S. President and Congress have declared the month of October to be Cybersecurity Awareness Month.

It is a dedicated month for the public and private sectors to work together to raise awareness about the importance of cybersecurity. Over the years, it has grown into a collaborative effort between government and industry to enhance cybersecurity awareness, encourage actions by the public to reduce online risk and generate discussion on cyber threats on a national and global scale. This month marks the 21st Cybersecurity Awareness Month.

“With the holiday season approaching, it is a prime time to put up our defenses and make sure people are trained and educated on ways to protect themselves online,” says Aspire Vice President of Information Systems and Technology Demetrius Dillard. “Most of the time, people don’t pay attention to cybersecurity until they need it. It is always a good practice to pause and look at what you’re engaging with before you click on an ad or enter your personal information online.”

RISKS AND REWARDS OF ARTIFICIAL INTELLIGENCE

Artificial intelligence (AI) is a growing hot topic among both the private and public sectors, including the government.

“AI tools represent the next great wave of technological change in our personal and professional lives,” Dillard says. “It is poised to become a driver of efficiency. While AI can be helpful, it’s important to consider the security risks of sharing sensitive information and data with these tools.”

According to the FBI, there is an escalating threat posed by cybercriminals using AI. Cybercriminals are using both publicly available and customized AI tools to exploit the trust of both individuals and organizations.

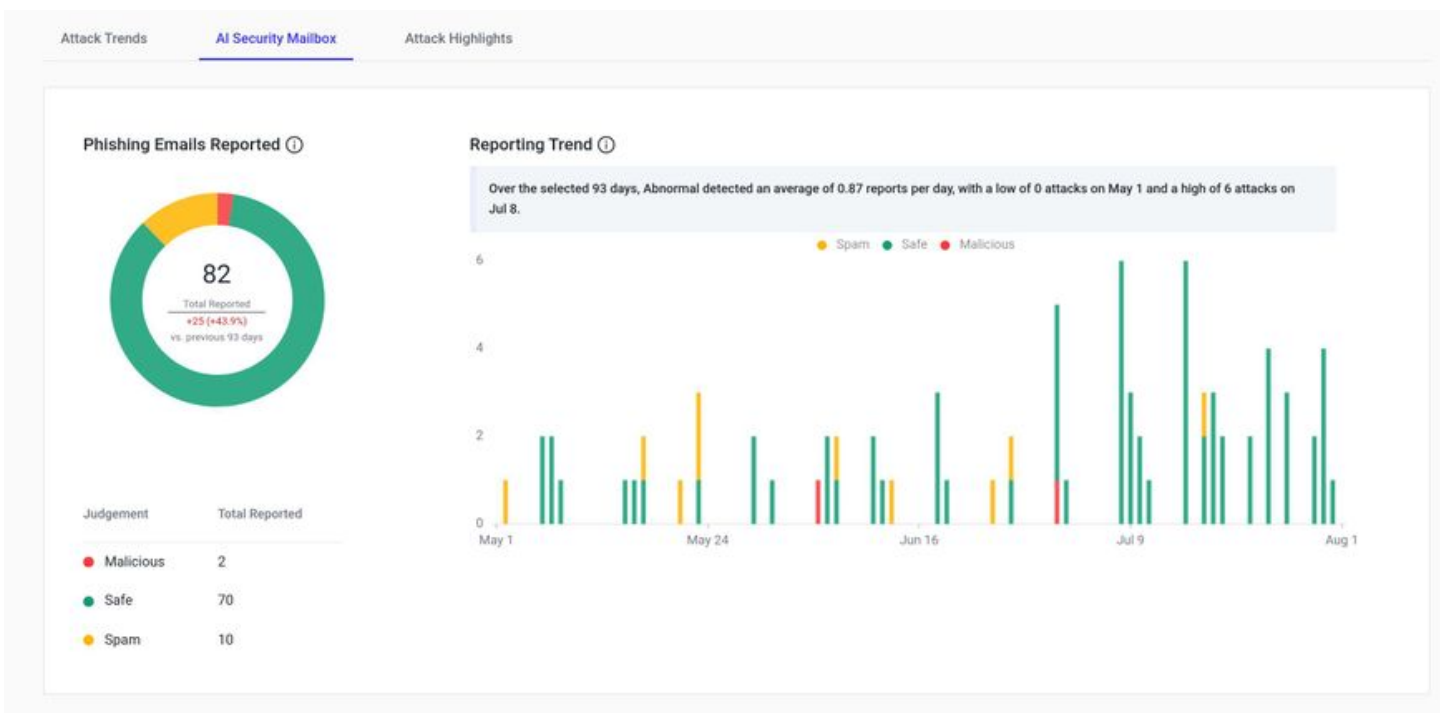
“Cybercriminals can spoof legitimate AI tools or even create their own,” Dillard says. “If they

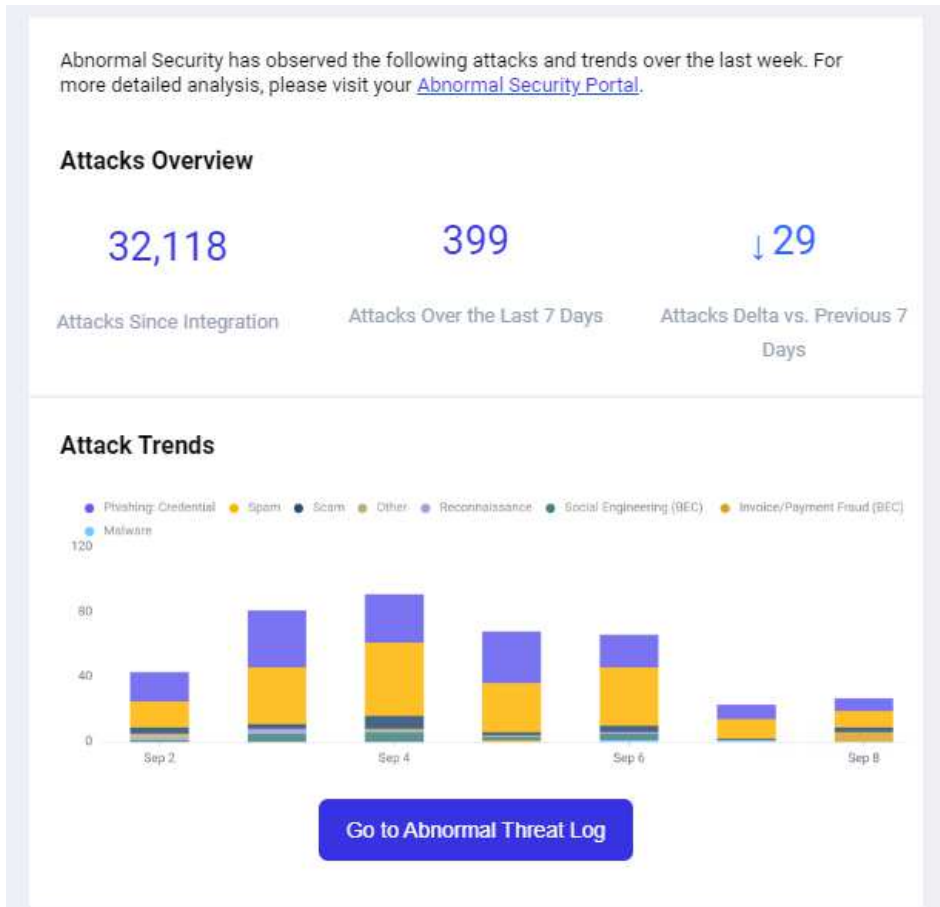
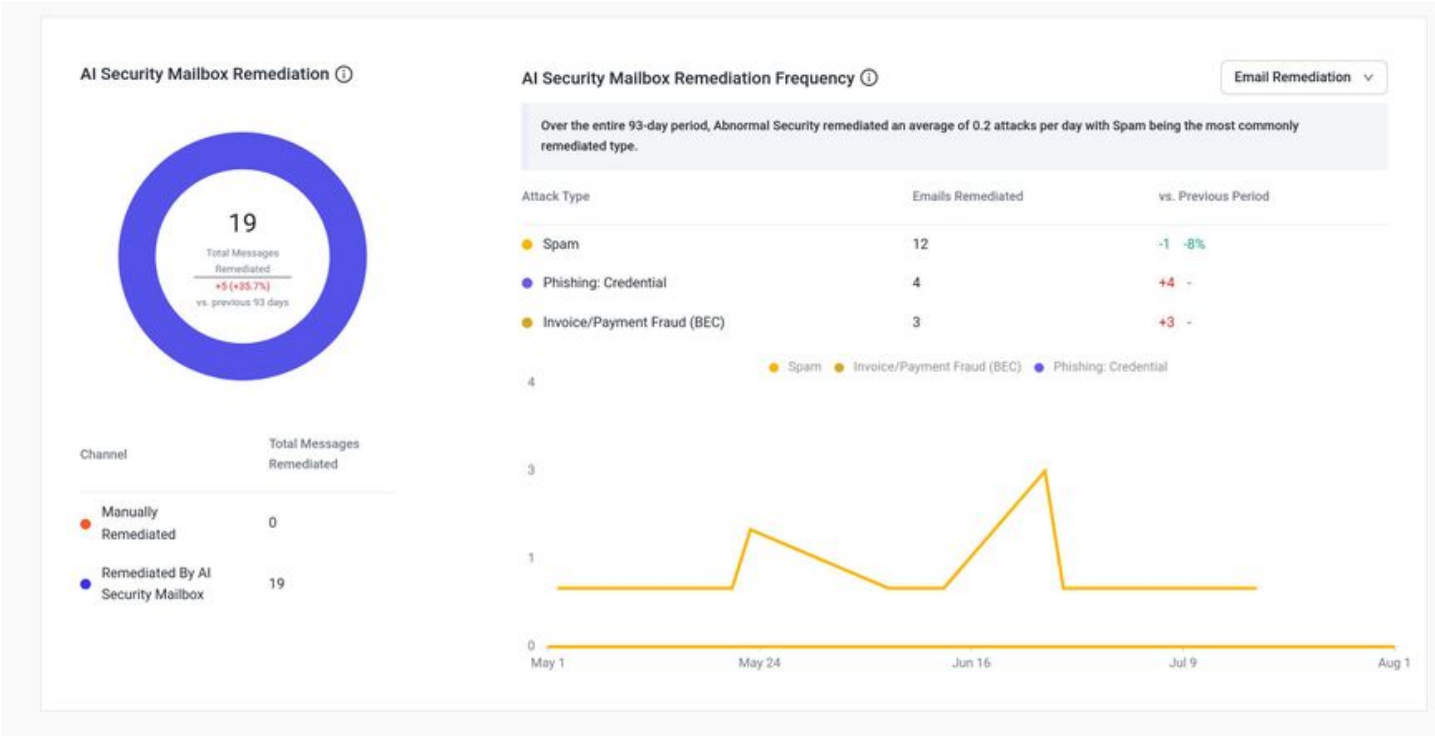
trick you into using their versions of AI tools, you could be sharing information directly with cybercriminals and putting yourself at risk.”

With these malicious AI tools, cybercriminals can create specialized prompts and inputs designed to manipulate you into sharing sensitive information.

“A lot of the bad actors misusing AI are actually full-blown companies that do a lot of work to make sure they pull in millions, and in some cases billions, of dollars — fraudulently of course,” Dillard says. “Many of these folks actually work for a company like you and I, so they get regular paychecks and maybe even a bonus if they get a big-time ‘score.’”

Aspire’s current use of AI has been focused on protecting the organization from cybercriminals posing a threat to our network security — primarily through email.





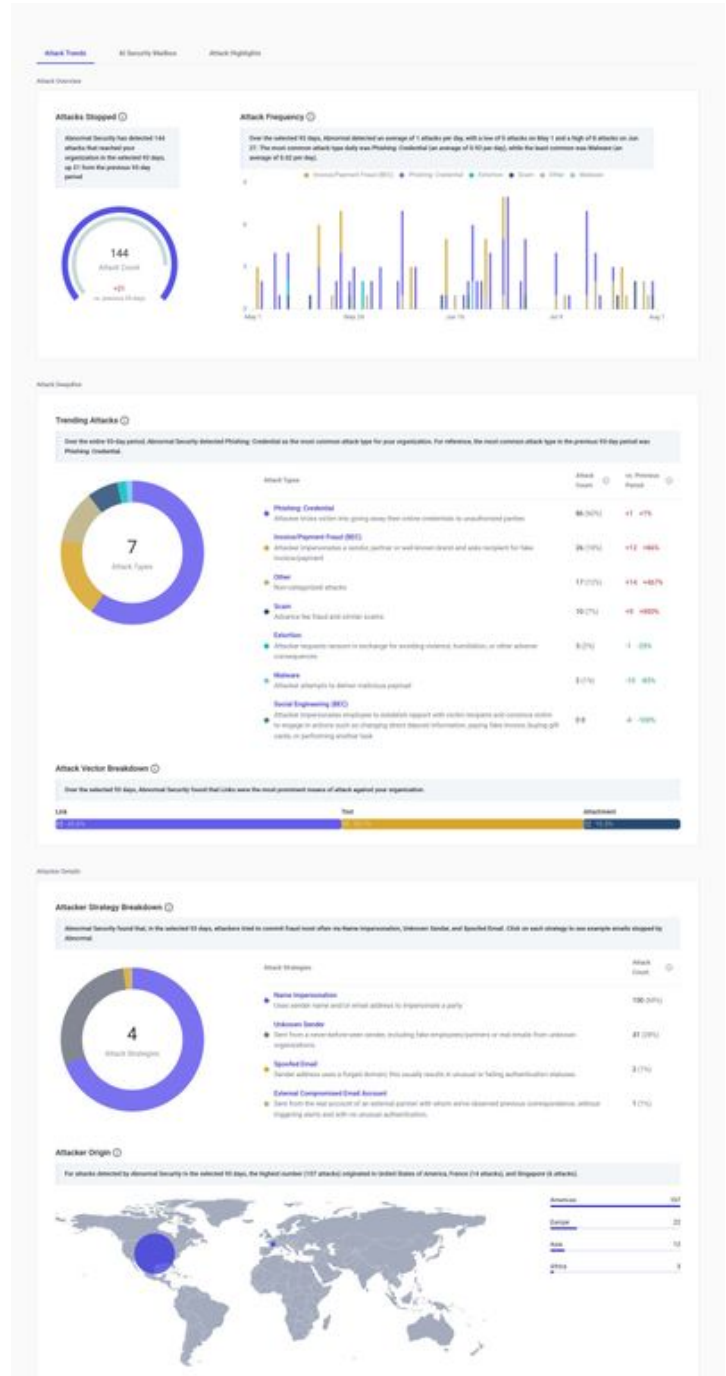
BUSINESS EMAIL COMPROMISE (BEC)

Business email compromise — BEC — is a type of cybercrime where a scammer attempts to get you to click a link or give away confidential information through email.

“This is where phishing attempts come into play,” Dillard says. “People are trying to get you to click on the link and enter your personal or company’s bank account information so they can steal money or your password so they can hack into your network, lock it down and hold the organization for ransom.”

Because BEC exploits the fact that most of us rely on email to conduct our personal and professional business, BEC is one of the most financially damaging online crimes, [according to the FBI](#).

“The passwords for any individual user with a company, especially a healthcare organization like Aspire, are key,” Dillard says. “Once that bad actor has access to your account, they will look at anyone you communicate with in the company on a regular basis and see if they can gain access to their information as well. If someone gains access to Aspire through a frivolous or fraudulent email, it could wreak havoc.”





Staying Safe Online

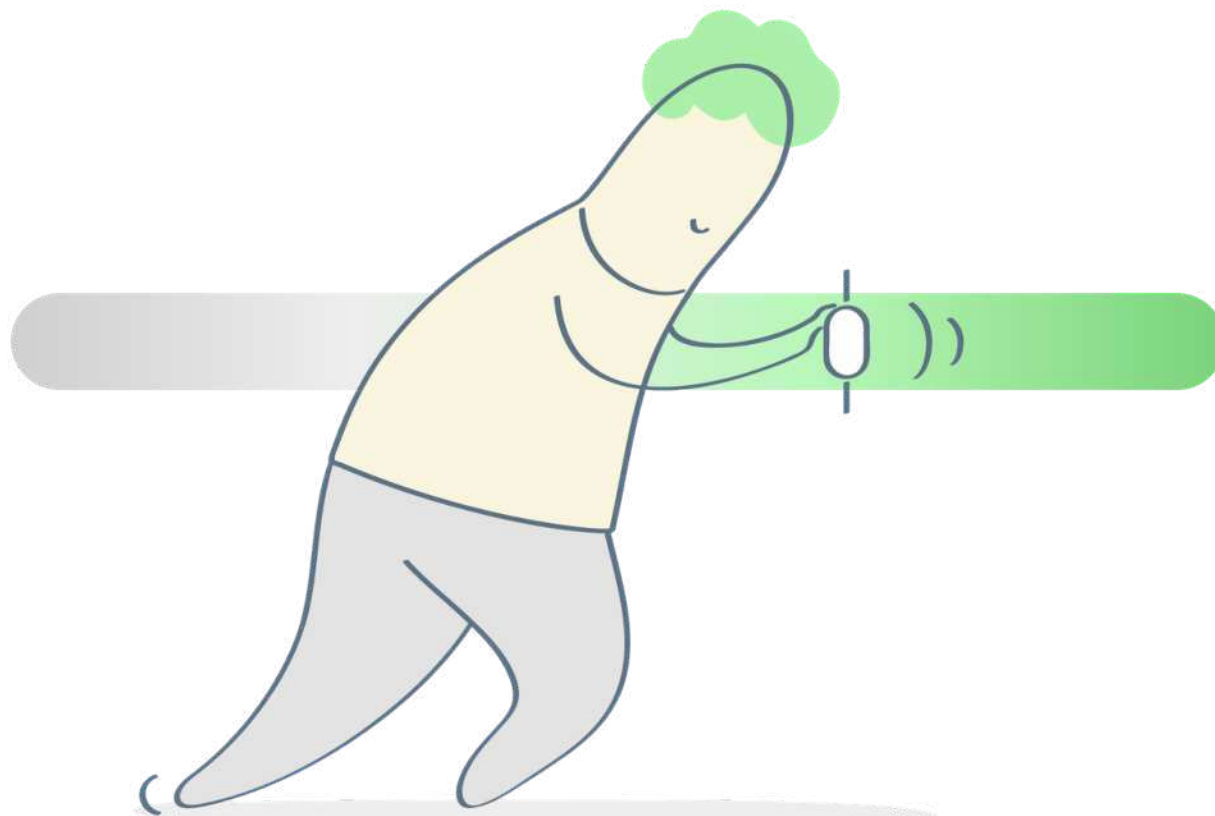
What can you do to help protect yourself online? [The Cybersecurity and Infrastructure Security Agency](#) has some tips to keep your information safe:

- ✓ **Recognize and report phishing scams.** Be cautious of unsolicited messages asking for personal information. Avoid sharing sensitive information or credentials with unknown sources. Report phishing attempts, and then delete the message.
- ✓ **Use strong passwords.** Strong passwords are long, random, unique and include all four character types (uppercase, lowercase, numbers and symbols).
- ✓ **Turn on multi-factor authentication (MFA).** You need more than a password to protect your online accounts, and enabling MFA makes you significantly less likely to get hacked. Enable MFA on all online accounts that offer it, especially email, social media and financial accounts.
- ✓ **Update software.** Ensuring your software is up to date is the best way to make sure you have the latest security patches and updates on your devices. Regularly check for updates if automatic updates are not available.

IN ADDITION, DILLARD OFFERS SOME SAFETY TIPS SPECIFICALLY FOR USING AI:

- ✓ **Use well-known and secure AI tools.** Verify the AI tools are legitimate, and choose tools that have been developed with data security in mind.
- ✓ **Limit the information you share.** Only share details that are necessary for the AI tool to function, and exclude any identifying information.
- ✓ **Do your research.** Familiarize yourself with the privacy policies of AI tools to understand the data privacy risks.

On the Path to Career Excellence



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When Aspire began reorganizing its structure last year and focusing on alignment, it was the perfect opportunity to look at gaps within the organization.

“When we were doing a needs assessment, one of the things we noticed with the new generations coming into the workforce was that the life cycle of an employee is now only about two years,” says Aspire Senior Director of Staff Training and Excellence Dr. Sarah Dross-Gonzalez.

Dr. Dross-Gonzalez highlights research from Aspire Chief Culture and Health Equity Officer Dr. Gina Forrest, whose work on the generational differences in the workforce shows

the workforce in 2030 will largely consist of Millennials and upcoming Generation Z — generations more focused on working with an employer, not for, and whether or not their needs are being met.

“The newer generations in the workforce are education hungry,” Dr. Dross-Gonzalez says. “They also want to know what they can get from their employer — and that’s not always money. It’s often more about personal growth and development.”

EXTENDING THE EMPLOYEE LIFE CYCLE

“We wanted to extend the life cycle of our employees here at Aspire, so we decided on a two-fold approach to focus on both career pathing as well as leadership development,” Dr. Dross-Gonzalez says.

The creation of Team Career Excellence reflects a dedication to strengthening our leaders and engaging new Aspire employees sooner in order for them to continue to journey forward with the organization.

Jade Williams is Aspire’s new career pathing specialist. A Purdue graduate in organizational leadership and supervision, Jade joins Aspire from Girls Inc., a nonprofit organization known for being the longest-running girls’ leadership program since 1864.

Her role at Aspire involves the development and implementation of comprehensive career pathing strategies that can enhance growth and retention. She also researches initiatives in the career pathing industry to find out what other companies are doing and how Aspire can take it to the next level.

“We want all Aspire team members to know that if they are happy with their current role, there are still ways to grow and develop within that role and within the company,” she says. “And if you aren’t happy with your role, we want to discuss what else you might like to do and take the necessary steps to do that while still keeping you engaged at Aspire. There are so many different departments and things to do within this organization.”

DEVELOPING LEADERS

A review of Aspire’s previous Success Through Synergy group revealed what leaders at Aspire felt they were lacking — the tools to be able to learn, grow and better serve their staff.

“Our needs assessment identified that our leaders might be moving up, but they don’t necessarily have the tools to effectively perform the roles we’re giving them,” Dr. Dross-Gonzalez says.

So enters Qiana Robinson, Aspire’s new leadership development specialist. With her bachelor’s degree in business from Indiana University, her master’s degree in business administration from Indiana Wesleyan University and an Associate Professional in Talent Development (APTD) certification, Robinson has served more than 20 years in the workplace learning and talent development industry.

“I’m passionate about helping people grow and learn in their roles,” she says. “My job at Aspire is to design, implement and evaluate a leadership development program that will enhance the capabilities of our current and future leaders.”

Robinson has been looking at the competencies in leadership and figuring out what types of skills we want our leaders at Aspire to have.

“We’ve completed the framework identifying those skills, and now we’re building them into some modules to start the program.”

Addiction Conference Led by Aspire's Dr. Andy Chambers



Dr. Andy Chambers,
Psychiatrist

Join us for the [Addiction, Grief, Attachment and Recovery](#) (AGAR) Conference led by Aspire's Dr. Andy Chambers and featuring Dr. Joanna Chambers! This unique conference will explore the scientific and clinical connections between addiction, grief, attachment and recovery. It takes place Friday, October 25, from 8:30 a.m. to 6:15 p.m. at the Indiana State Museum in Indianapolis.

“As we learn more about addiction as a brain disease, we, of course, are learning new dimensions about it that could provide clues about how we save lives and help people through it,” says Dr. Andy Chambers. “And with the themes of addiction through the lens of grief and attachment, this conference will really be the first of its kind to do that.”

Presented by IU Addiction Psychiatry and Overdose Lifeline, this all-day experience is multidisciplinary for physicians, nurses, therapists, scientists, trainees and policymakers. Dr. Andy Chambers is the organizer and director of the conference, and his wife, Joanna, will also be speaking, joined by other speakers from around the world.

“Joanna will be giving a talk about addiction and attachment, meaning the behaviors and the brain systems that allow human beings to be connected and attached to each other, and we are finding all of that is really relevant to understanding addiction and treating it as well.”

Addiction death by overdose and many other fatal pathways is the leading cause of premature death in the U.S. Significant gaps exist in understanding the nature and suffering of this death toll for patients and families among treatment professionals. This conference will explore clinical-scientific knowledge addressing these three themes:

- Addiction is a brain disease of motivation and attachment;
- Understanding and treating patients suffering with the grief of losing loved ones to addiction; and
- Understanding and driving addiction and mental illness recovery as a form of grief processing.

Audience participation is expected and the proceedings will be filmed to create an educational documentary. Lunch will be provided. [Register for the conference today!](#)

Welcome **NEW** Employees!



ANDERSON

Nathan Lingo

Licensed Clinical Social Worker
Chase

Jennifer Flanery

Master's Level Therapist-Youth & Family
DeHaven

Daren McDaniel

Licensed Eligible Therapist-Youth & Family
DeHaven

Stacie Crouch

Director-Practice Operations
Hoak

Kami Fox

Community Health Worker-Benefits Counseling
Hoak

Melanie Mankey

Certified Medical Assistant
Hoak

Breannah Martin

Patient Access Specialist
Hoak

Gina Pope-King

Supervisor-HOPE
Hoak

Scarlett Pavey

Life Skills Coach
Hudson

Sierra Woods-Hurns

Life Skills Coach-Full Time
Hudson

Brooke Carey

Prevention and Outreach Coordinator
KidsTalk

Katherine Wissel

Team Lead-Supervised Group Living
Mayhouse

Amanda Campbell

Medication Technician
Mockingbird Hill

Shelby Cannon

Medication Technician
Mockingbird Hill

Loren Gellinger

Food Service Assistant
Mockingbird Hill

Bruce Kelley

Business Development Representative
Mockingbird Hill

Bobbi Jo Silva

License Eligible Therapist-Residential
Addictions
Mockingbird Hill



CARMEL

Alyssa Chilton
Crisis Response Provider
Carmel

Yolanda Hardy
Certified Medical Assistant
Carmel

Katrina Maloney
Care Coordinator/Life Skills Instructor-Home &
Community Based
Carmel

Kailee Meador
Crisis Response Technician
Carmel

Alexandra Swackhamer
Behavioral Health Consultant
Carmel



ELWOOD

McKenzie Mueller
Master's Level Therapist, Youth & Family
School Based
Elwood



INDIANAPOLIS

Lisa Allen
Patient Access Specialist
Indianapolis

Kyle Christie
Recovery Coach-Outpatient Office
Indianapolis

Isabeau Cueto
Certified Medical Assistant
Indianapolis

Timothy Jones
Food Service Worker
Progress House

Onchantae Mckinney
Patient Access Specialist
Indianapolis

Ariyanna Peterson
Community Health Worker-Benefits Counseling
Indianapolis

Kyle Raque
Community Engagement Coordinator
Indianapolis

Brett Sparks
Front Desk Associate
Progress House



LEBANON

Jaynie Fukushima
Patient Access Specialist
Lebanon

Teresa Hall
Staff Nurse
Lebanon

Access to Good Jobs for All

Every October, [National Disability Employment Awareness Month](#) (NDEAM) celebrates the value and talent workers with disabilities add to America's workplaces and economy. The purpose of NDEAM is to confirm our commitment to ensuring people with disabilities have access to good jobs all year long. That's why this year's theme is "Access to Good Jobs for All." [Click here](#) to hear more from Dr. Gina!



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NOBLESVILLE

Jessica Allee
Staff Nurse
Noblesville

Jovany Catalan
Master's Level Therapist (current intern)
Noblesville

Joanna Chambers
Staff Psychiatrist
Noblesville

Glenda Grovenberry
Nurse Practitioner-Psychiatric
Noblesville

Marissa Klarich
Master's Level Therapist-Assessment
Noblesville

Macy Kootz
Senior Director, Addictions Services
Noblesville, Administration

Chelsa Malone
Care Coordinator/Life Skills Instructor-Youth &
Family HCBS
Noblesville

Charles Stringer
Grant Writer
Noblesville, Administration

Richard Trotman
Multimedia Content Producer
Noblesville, Administration

Hunter Wells
Care Coordinator/Life Skills Instructor-Youth &
Family HCBS
Noblesville

Social Media Hits

A look back at our top social media hits in September



September is Childhood Cancer Awareness Month
In the U.S., one in 285 children under age 20 will be diagnosed with cancer. Learn about these cancers and pediatric cancer research.



Recognition



Charles Kates II, Life Skills Instructor, is flexible, affable and keeps the wellbeing of Hudson's residents front and center. He is always willing to work with other staff to make sure things get done, even when it isn't easy.



Brooke Lloyd, Life Skills Instructor, always has steadfast reliability, a positive attitude and a willingness to collaborate to solve problems that truly sets her apart as an exemplary team member. She could be successful at any job she chooses, and every day at Hudson House we're glad she chooses us.



Lindsay Romwalter, Mobile Crisis Provider, is amazing with working with our mobile crisis clients, and she does an amazing job with following up. She goes above and beyond for our clients. She has experience with being a therapist, and it shows.



Kyle Jackson, Life Skills Instructor, is doing an excellent job with clients and coaching them on skills needed to remain in the community. Kyle is always willing to help with clients and works well with other teams. We appreciate you, Kyle!



Heather Smith, Care Coordinator, did amazing in the warm hand-off with a client who is very wary with people. The client became comfortable enough to hug Heather on her way out. The meeting went much better than expected. Heather made a really good connection with this client.



Brittiney Mroz, Pharmacy Technician, has been so helpful with getting medicines transferred, keeping them on time with filling them and mailing them when necessary. She has been a real healthcare partner! Thank you!



Landon Krafft, Staff Therapist, is working on building up his outpatient therapy caseload, while also dedicating a day to same day access intakes and going to Mockingbird Hill to help see clients there. We are very thankful for him!



Stacey Curnutt, School Based Therapist, has been very helpful with covering groups the last several weeks. Along with her full caseload at the school, Stacey is covering an outpatient group and will be helping out with another outpatient group. We are very thankful for her!



Leslie Kartholl, Residential Addictions Counselor, is definitely an unsung hero at Mockingbird Hill Recovery Center. She wears many hats and wears them well. She creates the Group Skills lessons and teaches with such empathy. Leslie is always using the most evidence-based information as well. Most people are unaware that she also puts in the orders for our art supplies for personal enrichment projects and recreational events, too. We appreciate all she does at MBH.



Johnnell Young, Patient Access Specialist, is always there to support all the clients who come through our door. She is kind and caring. Johnnell is always checking to make sure all documents are filled out for clients. She helps out whenever there is a need and makes sure the client is taken care of. She is a great team player!



Stephanie Antrim, Patient Access Specialist, is the person everyone always goes to. This is both good and bad because the most challenging people draw toward her, but she still keeps a good attitude and helps solve the issue. She's empathetic and determined, which are needed in this line of service.



Rachel Wootton, Patient Access Specialist, really focuses on her job and always tries to find an easier solution for the task at hand. She is good with clients, especially the children. Elwood is lucky to have her as part of their amazing team!



Chantelle Orona-Okuhor, Patient Access Specialist, has been a great help with organizing and managing clients when they have a difficult situation. She has also been dealing with the most difficult client we have at the Carmel location with the most patience, and she is very strong for addressing the issue. We are all glad she is a huge part of our team.



Dalia Medina, Patient Access Specialist, juggles tasks between Deaf Services and other services for Aspire at our Indianapolis location, where she works as part-time staff. She's open to learn anything and to master the skills in the position for the office. Thank you for your collaboration and help, Dalia.



Breannah Martin, Patient Access Specialist, is a new employee, and she has picked up so quickly and is absolutely great with our patient interaction. We cannot wait to see how she develops as a team member at Aspire.



Jerry Durham, Safety Coordinator, has a positive attitude and eagerness to contribute that made a huge impact on the Incident Report Project. You've been a true team player from day one – developing comprehensive training materials and tackling every challenge with enthusiasm. Your can-do spirit and attention to detail have seriously improved our new system, and we're thankful to have you on the team.



Melodie Howes-Blaze, Mobile Crisis Peer, is always willing to step up and take the lead on mobile crisis runs, and she goes beyond expectations when completing office work. She is always ready and willing to learn, as evidenced by working on the MCT while also maintaining a high grade point average as a current BSW student. Melodie has a knack for making sound, well-thought-out decisions, and it is very clear to those who know her that she is destined to do great things in the field of social work.

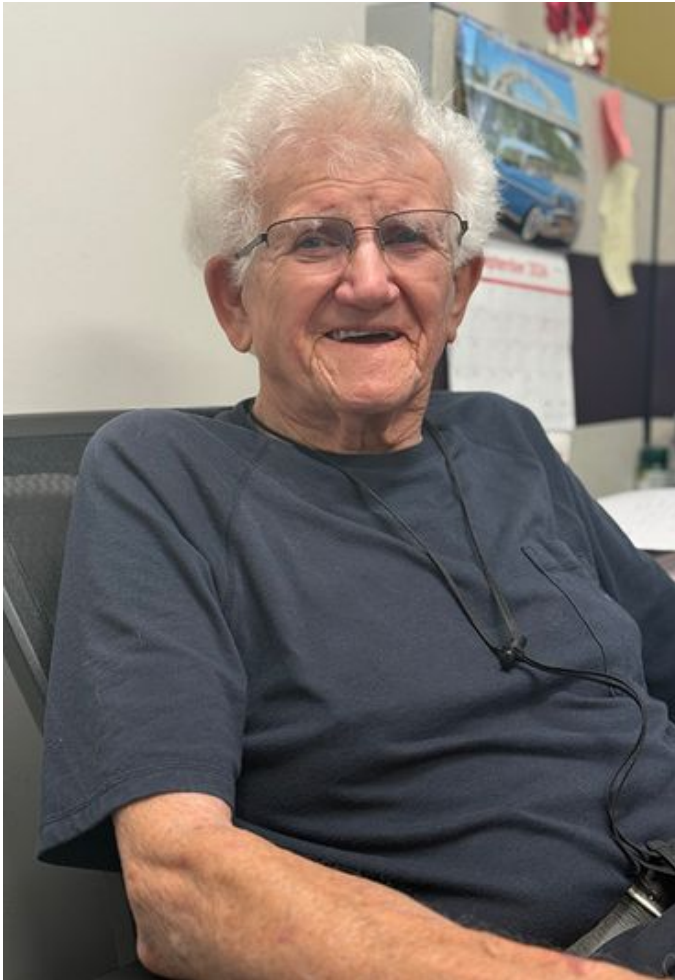


Tori Swain, Peer Supervisor, is so kind and a great leader for us all. She has a passion to help any way she can and to be there when anyone needs help or guidance.

Recognition continued on page 27

Employee Spotlight: Joe Eakman

Transportation Associate



Joe Eakman is a beloved member of the Aspire Transportation Team and has been for 27 years. His passion for helping Aspire patients and colleagues echoes from his voice. He spends his day shuttling patients back and forth to their appointments, delivering meals to May House, and transporting medications to Mockingbird Hill. Joe has spent the entirety of his 27-year career at Aspire in transportation; why you may ask? He'll answer simply: "Because I love it." And that adoration shines

through brightly. Joe has endless kind thoughts about his co-workers and his time with Aspire. His son, Kent, works for Aspire as well. It's a true family affair!

Joe, a Navy Veteran, spent the first part of his career working in an array of jobs. He sold encyclopedias door-to-door before eventually making his way to Delco, working in security. He went on to obtain a degree in electronics from ITT Technical Institute and transitioned to a "non-traditional" engineer role for many years. He also taught vocational school for a decade and even spent some time directing his church's singing group.

When he retired in 1993, Joe sold real estate to keep himself busy. Decidedly bored in retirement, in 1997 Joe took a job with the organization that would become Aspire Indiana Health. It's hard to not feel inspired when talking to Joe about his long career journey and path to Aspire. Joe took risks and tried a variety of different things during his career, but he always focused on helping people and enjoying the work. That still hasn't changed. The happiness you hear in his voice as he talks about his co-workers is radiant. "I always look forward to the first day back after a vacation or a holiday," he says.

Joe does enjoy his downtime though, spending it with his family, singing in his church group, and bowling.

Getting to Know Cheryl Berry



Cheryl Berry is Aspire's Marketing Multimedia Artist. She has been with Aspire for 17 years, so if you have had a marketing request in the past, you likely worked with Cheryl! She leads the design and creation of everything from our monthly Healthbeat magazine to flyers, brochures, logos and so much more!

What do you like most about working at Aspire?

Everyone in marketing and our in-house clients are great to work with! Plus, we have benefits that are really good.

What would you like others at Aspire to know about your job?

I like the variety of projects and the opportunities to branch out and learn new things.

How would you describe your role?

I design and layout the magazines, newsletters, flyers and websites. I also design various emails and the annual reports.



What is something you enjoy outside of work?

I enjoy gardening and watching sci-fi or fantasy movies.

What is your dream vacation?

I would love to visit Ireland one day.

IRISH TOURISM
Excellent  TripAdvisor





Macy Kootz
Senior Director, Addictions Services

MACY KOOTZ JOINS ASPIRE

Please join us in welcoming Macy Kootz as our Senior Director of Addictions Services. Macy is a strong treatment advocate and believes trauma-informed support, community responsiveness and connection along with access to resources are what is needed to make a difference for those who struggle with substance use disorders (SUD).

As Senior Director of Addictions Services, Macy provides operational leadership, direction and development of clinical functions, programs and services in the areas of substance use and addictions. Her primary responsibilities include: oversight of residential treatment and operations; effective collaboration with clinical leadership in regards to curriculum development, programming and delivery; and partnership in incorporating recovery supports in the continuum of care.

Kootz is a licensed mental health counselor (LMHC) and received her master's degree in mental health counseling from Boston College. Prior to graduate school, she received her bachelor's degree in psychology from Morehead State University.

MOVING ON UP

Aspire Indiana Health is moving up ... on the list of the Indianapolis Business Journal's Largest Not for Profits in Indiana! This year, we moved up from 29th to 26th overall, and from 15th to 10th among healthcare providers.

[See the list here.](#) Go, Aspire!



POINT OF ENTRY STORE RAISES AWARENESS AND FUNDS

The [Point of Entry Store is now open for sales!](#) Proceeds will be used to support the unmet needs of the Point of Entry program, formerly the Madison County Harm Reduction Program, that began operations in 2018. An Aspire program, Point of Entry provides safe syringe access and disposal to community members with substance use disorder. This program is provided at no cost to individuals in our community. The Point of Entry program is part of our larger HIV and Hepatitis C Prevention and Services programming, which includes Ryan White Services, Hepatitis C Care Coordination, PrEP Navigation, HIV/HCV/STI testing, outreach, Naloxone distribution and other supportive services.



“Point of Entry is grant funded, but the amount of HIV Prevention funds available to Indiana has decreased,” says Team HOPE Director Julie Foltz. “Also, the purchasing of syringes with federal dollars is prohibited, so we rely on donations and private foundations to support this necessary expense — we distribute more than 15,000 sterile syringes each month!”

Foltz says she follows a lot of harm reduction programs from all over the country on social media, and many of them sell merchandise to support their mission. Knowing how important — and underfunded — the work is, she always tries to buy things from other programs, and it’s her goal to have Point of Entry represented in all 50 states.

“The idea was to create a storefront with merch that folks could buy to help support our work,” she says. “As the prevention funding continues to decrease, it is becoming more important to find new, innovative ways to ensure we are able to continue to provide the support our community needs.”

You can help make sure Point of Entry has the supplies it needs, reducing the transmission of HIV and Hepatitis C by providing sterile

syringes and education on safer use practices, and continuing to help participants get linked to care and resources.

“We want to keep people coming back to the program, show them they are cared about — and worthy of that love and care — help them identify their recovery path and support them through their journey,” Foltz says. [Visit the Point of Entry Store, and share with as many people as possible!](#)



Alex Welty
Senior Vice President of Integrated Health Services

ASPIRE WELCOMES ALEXANDER WELTY

Aspire is excited to welcome Alex Welty as our new Senior Vice President of Integrated Health Services. A healthcare executive with strengths in financial management, operations, strategic planning and physician engagement, Welty previously served as the Director of Physician Services at CMH Regional Health System in Wilmington, Ohio.

In his role as Aspire’s SVP of Integrated Health Services, Alex will focus on the optimization of service delivery within clinic settings, directly reflecting Aspire’s goals of integrated and interdependent health services and creating a seamless, quality patient experience.

Welty received his master’s degree in health administration from the University of Cincinnati and his bachelor’s degree in social work from Indiana University in Indianapolis.



www.AspireIndiana.org



2024 Madison County Veterans Stand Down

Whole Health for Your Whole Family



Come support our Veterans at the Madison County Veterans Stand Down on Friday, October 11 at the Anderson Impact Center located at 630 Nichole Avenue.

This event is free to all Veterans and their immediate family members. The opening ceremony starts at 9:45 a.m., and the event takes place from 10 a.m.- 2 p.m. Participating organizations will be on hand to assist with VA and state benefits as well as DD214s. There will be resources about employment, education, housing, insurance and the Indiana Department of Veterans Affairs (IDVA). Questions should be directed to Amber Gordon at amber.gordon@aspireindiana.org or 317-498-6736.

Aspire proudly accepts Medicaid, Medicare and most commercial insurance. We also offer a sliding fee scale for clients who are uninsured. No one will be refused services for the inability to pay.



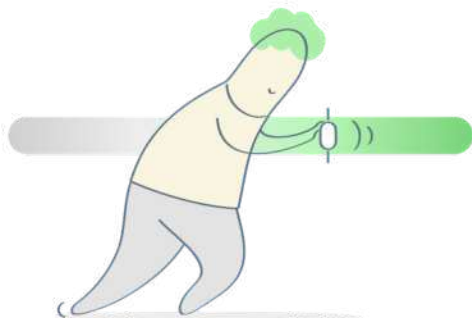
In last month's Accent on Compassion feature by Aspire Indiana Health President and CEO Antony Sheehan, he shares the journey his family has taken as they have moved to America and throughout several U.S. cities and how his wife, Andrea, has been an incredible architect of their new lives. [Read more here!](#)

Recognition continued



Lesley Chodkowski, Multi-Site Clinical Manager - Comprehensive OP Services, shows strong leadership with her team, along with care and support to each of them. It is noticed and appreciated, even to those not on her team.

Career Excellence continued



Team Career Excellence is focused on both the quantity and quality of each employee's time at Aspire.

"We want to increase the time we keep people," Dr. Dross-Gonzalez says. "And we want to increase the quality of their experience."