

## INDOT Employees Achieve Important Milestones

Every month, INDOT employees achieve certifications, licenses, and academic degrees through the INDOT tuition and license reimbursement program, which reimburses workers up to \$5,250 per calendar year for these expenses.

INDOT's tuition and license reimbursement program directly supports an agency goal to take INDOT to the next level by developing INDOT's 21<sup>st</sup> century workforce. All tuition and license reimbursements require preapproval by Talent Management. For more details, click [here](#).

These employees worked hard to achieve their career milestones, which were realized in January 2023. Be sure to congratulate them!

**Name:** Gary Fox

**Location/Position:** Crawfordsville District, Construction Area Engineer

**Milestone:** Master's degree in civil engineering

**In His Own Words:** I earned my master's degree in civil engineering through Ohio University's Russ College of Engineering and Technology online program. The seed for pursuing the degree was planted in 2016, when I started at INDOT as an area pavement engineer for the Greenfield and Vincennes districts and interacted with colleagues who inspired me to consider furthering my education. I took pavement training courses at INDOT's



Research & Development Division, where I learned so much from our Ph.D.-level research engineers that I wanted to learn more. While attending a national concrete conference, a fellow attendee was working on her Ph.D. and encouraged me to earn my master's. I found Ohio University's online program, applied, and was accepted. INDOT's tuition reimbursement program was also very appealing and made this possible.



I almost dropped out of my first course because it was so challenging and time consuming. After applying myself, I realized that I still had the knack for academics, kept working hard, and found that I had not lost my mojo! I was doing high-level math problems like years ago in my undergrad days and thought, "I can still do this!" I wrote research papers for most of the courses.

The program consists of 11 courses with 32 credit hours for ideal graduation in two years. I set myself up on a five-year schedule, taking only one course at a time, due to my busy work schedule. It would have been difficult to double up on courses because they each took me an average of 20 to 25 hours per week. Courses are on a traditional 14-week college spring and fall semester format with summer courses available. Since I took the courses over five years, each course had an immediate impact on enhancing knowledge that I quickly applied on my job. I have shared this knowledge with others on the job.

I made connections with fellow students and professors through all the courses and really enjoyed working with them. After five years, I attended the graduation ceremony in December 2022 and saw the beautiful city of Athens Ohio, and the campus for the first time. I met with my professor from my last course the night before graduation for some drinks, and he gave me a tour of the campus and engineering building. Going through the graduation ceremony that day was a proud moment that I'll never forget, and my INDOT boss, Crawfordsville District Construction Director David Holtz, even attended to cheer me on!

My perseverance and patience were aided by a very forgiving and understanding family. I can't lie, though: I'm going to miss telling my kids, "I have my homework done; did you finish yours?" Or, "Get off the video games and study for that test; I'm studying for mine."

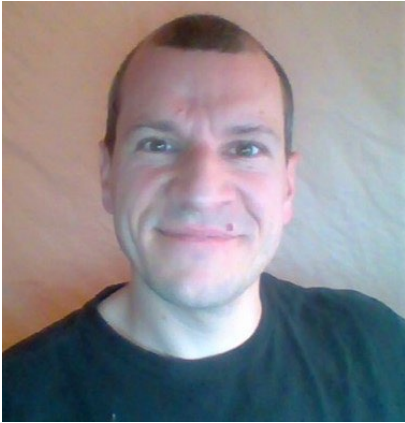
**Congratulate Gary:** Send Gary your best wishes for this achievement by clicking [here](#).

**Name:** Lucas Karr

**Location/Position:** Central Office, Finance Budget Analyst

**Milestone:** Financial Modeling and Valuation Analyst (FMVA) certification

**In His Own Words:** I have been working in the realm of finance since graduating from Indiana Wesleyan University at the end of 2006. During that time, I worked in banking, personal finance, and finally found my passion in the public sector, working with locals in Illinois, and with the state of Indiana since 2014. In 2010, I also received my Master of Business Administration degree through Liberty University. My journey has always included a desire to pursue growth. I have looked into various certifications, programs, or coursework that would make me a more well-rounded individual, especially in regard to current or future employment.



As many of us know, working in the public sector looks very different than working for a private business. Many of the financial certifications available today are focused on how to help run a Fortune 500 company but leave much to be desired for other sectors. I wanted something that would provide a wide array of topics related to the world of finance, and I found that in the FMVA certification provided by the Corporate Finance Institute. The FMVA certification includes a minimum of 15 mandatory courses, with a final exam for each course, followed by an exam covering all 12 of the "core" courses of the program. The coursework is all online, and each course provides great video lectures, hands-on practice, and challenging questions. The coursework relied heavily on Microsoft Excel, which is also something I was excited about.

This program took me 15 months, with 400 to 500 hours of videos, coursework, studying, and exams. It focused on various forms of financial modeling including working with a three-statement financial model, using monthly cash flow forecasting, operational modeling, discounted cash flow valuation, and comparable valuation analysis. The program had several courses on Excel functions, formulas, and presentation tools; coursework on presentations and pitchbooks; power pivot fundamentals; and general data visualization tools to help present information. My hope is that each of these courses has provided me with new knowledge, techniques, or resources to help me be a better financial analyst and continue to grow in my career.

I am thankful for INDOT's tuition and license reimbursement program, which covered the registration fee upon completion of the program. I enjoy working for an employer that sees the value in helping me become a better and more well-rounded employee.

**Congratulate Lucas:** Send Lucas your best wishes for this achievement by clicking [here](#).

## Tuition and License Reimbursement Requests

**Tuition Reimbursement:** INDOT's [ITAP](#) application enables eligible employees to submit their tuition reimbursement requests, upload required documentation, and track reimbursement progress, entirely online! Employees may launch the application by logging into their ITAP account and scrolling to the Human Resources section. Full-time employees with at least 12 months of continuous employment with the state of Indiana may be eligible for tuition reimbursement up to \$5,250 per calendar year. For questions about submitting your reimbursement application or the tuition reimbursement policy, visit the [Tuition Reimbursement SharePoint page](#).

**License Reimbursement:** A new and improved license reimbursement experience was launched in January 2023, also using the ITAP system! ITAP replaces the paper application; required documentation will now be submitted entirely online. Full- and part-time employees with at least six months of employment with the state of Indiana are eligible for the license reimbursement program, up to \$1,000 per calendar year. Information on submitting a license reimbursement request or viewing the guidelines are available on the [License Reimbursement SharePoint page](#).