

HEALTH & WELLNESS

VANDERBILT FACULTY & STAFF



The Occupational Health Clinic

Health Plus
Work/Life Connections - EAP

Connection

Providing programs that support the well-being and productivity of Vanderbilt's most valuable asset... YOU!

Vol. 39 • NO. 5 • Medical Center Edition
October, November 2019

INCENTIVE FOR HEALTH PLAN! EARN Up to \$240!	+	GET YOUR HEALTH SCORE! LEARN Know Your Health Risks!	=	THE POWER of Go for the Gold!
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Complete Go for the Gold by October 31

Go Here bit.ly/healthplusgftg	Click Here Health Plus Health Guide I am an Employee	Complete 3 Steps
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Step 1 Health Assessment \$120	Step 2 Wellness Actions Log \$60	Step 3 Game Plan For Your Health Video \$60
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Need Help?

Contact Health Plus at **615.343.8943** or visit the Health Plus office
Monday - Friday 7:30 a.m. to 5:30 p.m. in VRWC

Online Scheduling Now Available for All OHC Locations

The Occupational Health Clinic (OHC), including OHC's Faculty/Staff Express Care, now offers online scheduling for same-day or next-day sick visit appointments! Walk-in sick visits are still available, but for quicker access, schedule an appointment by calling **615.936.0955** or use the new online scheduling feature.

For more details on how to schedule online, visit vumc.org/health-wellness/news/online-scheduling-now-available-all-ohc-locations.

Go for the Gold Wellness Credits of up to \$240/year (amount based on Go for the Gold level achieved) will be applied to your Health Plan Account to help offset deductible and coinsurance costs. The wellness credit is available to faculty and staff paying for Vanderbilt Health Plan benefits in 2020.

By completing the Gold level by October 31, you will also be eligible for the Platinum Benefit, which offers partial reimbursement on Vanderbilt Recreation and Wellness Center membership fees.

Care Gap Alerts

Vanderbilt Experts on Health
Breast Cancer



Raeshell S. Sweeting, MD, Assistant Professor of Surgery, Division of Surgical Oncology and Endocrine Surgery, Vice Chair for Diversity and Inclusion Section of Surgical Sciences

Are there ways to prevent breast cancer?

There is nothing that can absolutely prevent breast cancer, but there are ways to reduce risk. Risk reduction strategies include healthy lifestyle choices such as maintaining healthy weight, regular exercise, moderation of alcohol consumption, and a healthy and balanced diet. For women who are able to breastfeed, breastfeeding can lower risk of breast cancer.

How does family history affect my risk of getting breast cancer?

Family history, particularly in first degree relatives, will increase your risk of breast cancer. It is important to recognize that family history on both the maternal and paternal side contribute to risk. All women age 25 and older should have a formal risk assessment done by a health care provider to better understand their personal risk based on family history and other factors.

(continued on page 3)

Work/Life Connections-EAP

The Counselor's Corner

Margie Gale, RN, MSN, CEAP

Nurse Wellness Specialist, Work/Life Connections-EAP



Q: Dear Counselor,

Lately I have felt overwhelmed with so many demands on my time. How do I manage my stress?

Under Pressure

A: Dear Under Pressure,

That's so #realworld, right? Here are some tips I have shared with others through our WLC-EAP service:

- 1. For immediate relief**, take two minutes for 4x4 Mindful Breathing.
 - Breathe in through your nose for a count of 4.
 - Hold your breath for a count of 4.
 - Exhale through your mouth for a count of 4.
 - Repeat 4 times.
- 2. Keep it simple!** Stick to your routine to minimize overthinking.
- 3. Try to maintain regular bed and meal times.** Eat something nutritious (nutrient dense) every day, even if you're not eating ideally.
- 4. Tasks should be small, time-limited, or deadline driven.** Rather than work harder, work smarter by asking for and receiving help. Stephen Covey's, *The 7 Habits of Highly Effective People*, taught me to ask myself each morning, "What is the most important thing I need to do today to meet the goal(s) I have set for the next six months?"
- 5. Step out in nature** rather than staying in for social media. It will keep you grounded and give you sun exposure to aid natural sleep.

Follow this link or QR Code to a Gratitude Journal Project offered by the VUMC Nurse Research Center. You can download the article "Simple Tool Shows Lasting Reduction in Burnout" in PDF format and join the project to receive daily reminders to journal your gratitude for improved outcomes as described.

QR CODE



LINK

<http://j.mp/2KnAoLQ>

WLC-EAP is here to provide both you and your entire department support and guidance through stressful times. Call **615.936.1327** to find out more about our services.

Passion at Work



Jane Case, DNP, APRN-BC

Director of Advanced Practice,
Department of Medicine

How does your team come together and bond?

Our smaller teams meet on a regular basis, usually over lunch or for a cup of tea. Our larger teams have quarterly evening meetings and holiday events.

How do you recognize team member's successes?

I like to reach out to individuals with personal notes or emails of congratulations/acknowledgments. I share these with senior leadership.

How do you encourage Credo behaviors within your group?

I believe leading by example is important.

What ways do you communicate the importance of well-being and a good work/life balance?

I am truly glad when a team member takes PTO for a vacation or family event, and I communicate this to them. I'm also deeply sympathetic if a team member needs time away for an illness or emergency. I have worked in environments whose team members feel criticized for taking PTO, and I think that's the wrong way to function.

Occupational Health Clinic **talk:**

I Screen, You Screen, We All Screen For — Good Health!



Ana E. Nobis, MD, MPH, Physician, Occupational Health Clinic

Benjamin Franklin said, “An ounce of prevention is worth a pound of cure.” Did you know screening exams are one form of prevention? These screening recommendations are put forth by the U.S. Preventive Services Task Force. The Task Force is an independent, volunteer panel of medical experts who review the evidence behind proposed screening exams, and then make formal evidence-based recommendations. Note, the cost of a preventive service is not considered when determining whether a screening exam should be recommended or not.

Examples of screening exams include:

- Breast cancer screening (mammogram)
- Colorectal cancer screening (e.g., colonoscopy or fecal occult blood testing)
- Cervical cancer screening (Pap test)
- HIV screening
- Diabetes screening

You can find the full list of Task Force recommendations at bit.ly/2MZ5US0.

Not everyone needs the same screening exams. As Dr. Cecelia M. Theobald, Assistant Professor of Internal Medicine, notes: “Choosing the right health screening exams for you requires two things:

1. You have to know what screenings are recommended for someone with your age, gender, and risk factors.
2. You need to understand the pros and cons of each type of screening and whether it makes sense for you. Your primary care doctor is well-equipped to help you navigate the lists and make sure you are at your healthiest!”

We are fortunate to work at an institution that cares about employee health. All have access to the Health and Wellness Information Portal (hwip.app.vumc.org/hwip/). Clicking on “Health Advisor” at the top left corner will reveal a list of screening exams tailored just for you! And if you don’t yet have a primary care provider, call **343.VUMD (8863)** to be matched up with a primary care provider!



Care Gap Alerts

Vanderbilt Experts on Health
Breast Cancer

(continued from page 1)

If I find a lump in my breast, what should I do?

You should immediately contact your health care provider to schedule a physical exam and the appropriate imaging studies to evaluate the lump.

What is the best screening test for breast cancer?

Mammography is the recommended screening tool for average risk women. Supplemental screening methods may be recommended for women at higher risk.



“Wellness is not a ‘medical fix’ but a way of living — a lifestyle sensitive and responsive to all the dimensions of body, mind and spirit, an approach to life we each design to achieve our highest potential for well-being now and forever.”

— Greg Anderson

Celebrate health & wellness
this holiday season
with Health *Plus*

Hold the Stuffing

Hold the Stuffing Returns — Maintain weight from November – January and earn rewards.

Weigh in November 13 – 27 at:

- Health *Plus* offices, 7:30 a.m. to 5:30 p.m., 2700 Children’s Way
- Occupational Health Clinic, 7:00 a.m. to 5:30 p.m., Medical Arts Building, Suite 640

View the full schedule for additional weigh-in locations and details at bit.ly/healthplushs.

Hold the Stuffing Comes To You

Contact Health *Plus* to schedule a weigh-in for your department. Vanderbilt locations with a weight scale can receive a tool kit for participation.

For more information, contact Health *Plus* at **615.343.8943** or health.plus@vumc.org.



National Primary Care Physician’s Week is an annual event that highlights the importance of primary care. To commemorate this year’s occasion, we ask *Rosette Chakkalakal, MD, MHS*, Medical Director of Health *Plus*, and primary care physician at Vanderbilt Primary Care North One Hundred Oaks:



1 What is the role of a primary care physician (PCP)?

PCPs provide counseling and education related to health and maintenance promotion, and disease prevention. They also diagnose, treat, and manage a variety of acute and chronic illnesses. Physicians trained in family medicine, pediatrics, geriatrics, internal medicine, or obstetrics/gynecology may all be considered primary care physicians.

2 Why is it so important to have one?

A PCP is your main source of care in non-emergency situations. They help patients navigate the health care system to ensure the best care possible and coordinate care with other providers when indicated.

3 How does VU staff and faculty get one?

VU staff and faculty looking for a PCP within the Vanderbilt Health Affiliated Network (VHAN) can call the appointment hotline at **615.936.8777**. They can also visit the Aetna Doc Find website to find a primary care physician.

Breast Cancer Awareness Expo

October is Breast Cancer Awareness Month. Join with Vanderbilt to learn the facts about breast cancer, celebrate survivorship, remember loved ones, and raise awareness about steps to reduce the risk of getting breast cancer.

- Wednesday, October 2
11:00 a.m. to 1:00 p.m.
Light Hall, North Lobby

Preventing Diabetes

There’s no better time than November – National Diabetes Month – to find out if you or someone you love is among the one in three American adults with prediabetes. Prediabetes means your blood sugar level is higher than normal, but not high enough to be considered type 2 diabetes. This is important because, without intervention, many people with prediabetes could develop type 2 diabetes within five years. Act now to learn about your prediabetes risk:



Take the 1-minute Prediabetes Risk Test:

cdc.gov/prediabetes/takethetest/#takethetest



Talk to your doctor about your risk for prediabetes.

Your doctor may want to test your blood glucose levels.



Learn more about the Diabetes Prevention

Program offered by Health & Wellness to Vanderbilt employees and spouses who have prediabetes or who are at high risk for developing type 2 diabetes. Call Health *Plus* at **615.343.2734** or go to bit.ly/healthplushpp.

Give thanks with an Attitude of Gratitude

Thanksgiving is a time when we are reminded to show gratitude for the gifts and benefits we receive. And it feels good! So, why not do it every day? Adopting a practice of expressing gratitude has been found to be a significant component of building resilience and improving overall well-being.

Gratitude is linked with reduced burnout, better physical and mental health, improved sleep, and more pro-social connections. The following are some easy ways to incorporate an attitude of gratitude into your daily routine:

- Journal about things, people, and situations for which you are grateful.
- Think about someone for whom you are grateful and let them know.
- Slow down and stay present. See what is good in the present moment.

For more on gratitude, visit the Resilience Toolkit at vumc.org/health-wellness/resilience-toolkit.



“It is not happiness that makes us grateful, it is gratefulness that makes us happy.”

— David Steindl-Rast

Butternut Squash and Ricotta Crostini

- 1 to 2 lb **butternut squash**, peeled, seeded, cut into ½-inch cubes
- 3½ tbsp **olive oil**, divided
- 4 tbsp **balsamic vinegar**
- 1 ½ tsp **light brown sugar**, packed
- Coarse **sea salt**
- Ground **black pepper**
- ¾ cup **ricotta cheese**
- 1 long **baguette** sliced and toasted in oven

Directions:

Preheat oven to 425°F. Toss squash, 2 tbsp oil, and sugar in a large bowl. Season with salt and pepper.

Arrange in a single layer on a rimmed baking sheet. Roast, tossing occasionally, until squash is golden and tender, about 25 to 30 minutes. Let cool on baking sheet.

Mix ricotta in a bowl. Season with pepper. Spread 1 tbsp ricotta mixture on each baguette slice. Top each with a few squash cubes. Drizzle crostini with balsamic vinegar.

Serves 12 (Serving Size: 1 tbsp spread with 1 baguette slice).

Per serving: 129 calories | 4g protein | 6g total fat | 2g saturated fat | 16g carbohydrate | 2g sugar | 5g fiber | 78mg sodium

Source: Adapted from Epicurious



Get Ready for Open Enrollment

Open Enrollment, your annual opportunity to choose the benefits that best fit the needs of you and your family, begins Oct. 16 and ends at 11:59 p.m. Oct. 31, 2019. The benefits you elect will take effect on Jan. 1, 2020 and last until Dec. 31, 2020. For full details about Open Enrollment, visit hr.vumc.org/oe

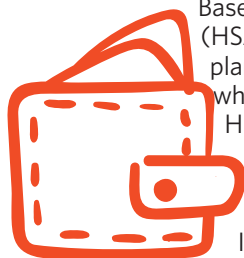
The following benefits are part of Open Enrollment:

- Health insurance, dental and vision insurance
- Accidental death & dismemberment (AD&D) insurance
- Health care flexible spending accounts, which reimburse out-of-pocket medical expenses for you and your dependents
- Dependent day care flexible spending accounts, which reimburse day care expenses for your dependents

If you do not complete Open Enrollment, your current benefits elections will roll over to 2019 — with the exception of the \$20 tobacco-free credit, the \$100 spousal fee, the flexible spending account (FSA), and the Aetna HealthFund healthcare plan. If you are enrolled in the HealthFund and do not choose a new plan, you will automatically be enrolled in the Aetna Plus plan at your current level of coverage.

What's New for 2020

Health Savers plan to replace the HealthFund



Based on employee feedback, Vanderbilt University Medical Center will offer a health savings account (HSA) eligible health plan option — called the Health Savers Plan — to replace the Aetna HealthFund plan, beginning Jan. 1, 2020. The Health Savers Plan allows you to open a health savings account through which you can save, invest, and budget for qualified healthcare expenses on a pretax basis. With an HSA, you can control how much you contribute and how you spend the money, keep the money in your account even if you leave VUMC, and invest money to use toward retirement. If you enroll in the Health Savers Plan, you are responsible for paying 100 percent of the cost of both medical services and prescription drugs for yourself and your dependents until you meet your deductible. If you enroll in this plan, you will not be eligible to enroll in a health care flexible spending account (FSA). For more information about coverage under the Health Savers Plan, visit hr.vumc.org/oe.

New bundled-payment model for maternity care

Also beginning January 1, 2020, VUMC employees and their expectant mother and baby need to receive the best care. beneficiaries who are covered by the Aetna Plus or Aetna Select medical plans will be eligible to participate in a new maternity care program, called MyMaternityHealth, that provides an enhanced clinical and service experience for expectant mothers. The program is an innovative approach that coordinates and “bundles” all of the services an



The program is designed to provide coordinated, proactive maternity care for the entire length of the pregnancy, from the initial prenatal care visit through the delivery, and 12 weeks after delivery. For more information, visit hr.vumc.org/oe.

upcoming events

VUMC Campus

- OCT 2** **Think Pink! Breast Cancer Awareness Expo**
11:00 a.m. to 1:00 p.m. | Light Hall, North Lobby
- OCT 3** **Healthier You Presentation**
An Ergonomics Approach to Creating a Healthy Workplace
Noon to 12:45 p.m. | Light Hall, Room 202
- OCT 4** **Know Your Numbers & OHC Comes to You**
Light Night Cart
6:00 p.m. to 10:00 p.m. | VUH 3, 4N, 4S, 5N, 5S
- OCT 4** **Vandy Walks**
Ghost Trees & Urban Legends
Noon to 1:00 p.m. | Rand Hall Terrace
- OCT 16** **Vandy Cooks**
Let's Make Sushi
Noon to 1:00 p.m. | VRWC Demo Kitchen
- OCT 17** **Babies & You***
Caring for Your Family Means Caring for Yourself
Rosette Chakkalakal, MD, Internal Medicine, Health Plus
Noon to 1:00 p.m. | Light Hall, Room 411
- NOV 1** **Know Your Numbers & OHC Comes to You**
Late Night Cart
6:00 p.m. to 10:00 p.m. | VUH 6N, 6S, 7N, 7S
- NOV 7** **Healthier You Presentation**
The Heart of Good Health — Preventing and Managing High Blood Pressure
Noon to 12:45 p.m. | Light Hall, Room 214
- NOV 10** **Vandy Cooks**
Hindi-Urdu and South Asian Cultural Foods
TBD | VRWC Demo Kitchen
- NOV 14** **Hold the Stuffing Kickoff Expo**
10:00 a.m. to 2:00 p.m. | Light Hall, North Lobby
- NOV 20** **Know Your Numbers & OHC Comes to You**
Late Night Cart
6:00 p.m. to 10:00 p.m. | VUH 8N, 8S, 9N, 9S, MCE-OR
- NOV 21** **Babies & You***
Getting Back in Shape After Baby
Nicole Motzny, Physical Therapist, Vanderbilt Orthopaedic Institute
Noon to 1:00 p.m. | Light Hall, Room 411

*Babies & You is a prenatal health program offered by Health Plus for VUMC employees, spouses, and dependents. The classes are provided monthly with a \$50 incentive for those who register in their first trimester, attend at least three monthly classes, and go to all prenatal provider appointments. For more information, class location, or to register online, visit vumc.org/health-wellness/healthplus.

Vanderbilt Children's Hospital

- OCT 3** **Know Your Numbers & OHC Comes to You**
1:30 p.m. to 4:00 p.m. | MCJCHV, Room 2104
- OCT 16** **Know Your Numbers & OHC Comes to You**
Light Night Cart
6:00 p.m. to 10:00 p.m. | MCJCHV 7ABC, 8ABC
- NOV 7** **Know Your Numbers & OHC Comes to You**
1:30 p.m. to 4:00 p.m. | MCJCHV, Room 2104

One Hundred Oaks

- OCT 10** **Know Your Numbers**
11:00 a.m. to 1:00 p.m.
One Hundred Oaks, Room 26119
- OCT 22** **Know Your Numbers**
11:00 a.m. to 1:00 p.m.
One Hundred Oaks, Room 26103
- NOV 19** **Hold the Stuffing**
11:00 a.m. to 1:00 p.m.
One Hundred Oaks, Room 26103
- NOV 27** **Hold the Stuffing**
11:00 a.m. to 1:00 p.m.
One Hundred Oaks, Room 26119

Green Hills

- OCT 16** **Know Your Numbers & OHC Comes To You**
2:00 p.m. to 4:00 p.m. | Green Hills Office Building, Room 3001

Williamson County

- OCT 18** **Know Your Numbers & OHC Comes To You**
9:00 a.m. to 10:00 a.m. | Vanderbilt Rheumatology Clinic, 2001 Mallory Ln, Ste 100
- OCT 18** **Know Your Numbers & OHC Comes To You**
11:00 a.m. to Noon | Cool Springs Urology Clinic, 2009 Mallory Ln
- NOV 15** **Know Your Numbers & OHC Comes To You**
9:00 a.m. to 10:00 a.m. | Vanderbilt Heart Franklin, 4323 Carothers Pkwy, Ste 405
- NOV 15** **Know Your Numbers & OHC Comes To You**
11:00 a.m. to Noon | 2105 Edward Curd Lane, 3rd Floor Conference Room

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In This Issue:

Complete Go for the Gold by October 31

Care Gap Alerts with Raeshell Sweeting, MD

Passion at Work with Jane Case, DNP, APRN-BC

Breast Cancer Awareness Expo & Hold the Stuffing Return

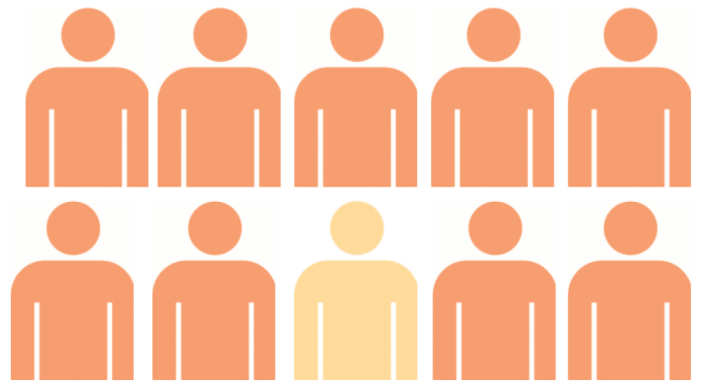
Get Ready for Open Enrollment

Have a topic you want to see covered? Email us at health.wellness@vanderbilt.edu.

The Healthy Pulse

FOR FACULTY AND STAFF AT VANDERBILT

October is National Depression Awareness Month



- 1 of 10 VUMC employees have been diagnosed with depression (Go for the Gold Assessment, 2018).
- Symptoms can include sadness, irritability, sleep or appetite disturbances, and suicidal thoughts.
- Work/Life Connections-EAP is a free resource for Vanderbilt employees and their spouses.

Call **615.936.1327** to schedule a confidential appointment.

Health and Wellness Connection

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