

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. 4 • Medical Center Edition
August, September 2019

EARN

Up to \$240!

+

LEARN

About Your Health Risks!

=

POWER

of Go for the Gold!



Go for the Gold

Complete All 3 Steps by October 31 to Earn up to a \$240 Wellness Credit

All 3 steps of Vanderbilt's award-winning Go for the Gold program are now available! Get started now to learn important information about your health, earn up to a \$240 Health Plan incentive (for eligible faculty and staff), and harness the power of Go for the Gold!

STEP 1 Health Assessment

STEP 2 Wellness Actions Log

STEP 3 Game Plan for Your Health Video titled *Brain Health: Don't Just Survive, Thrive!* See page 4 for highlights from the video.

For information on Go for the Gold and to log in to your Health Plus Health Guide to get started, visit vanderbi.lt/gftg.

Have questions? Contact Health Plus at 615.343.8943, or email health.plus@vanderbilt.edu.

Care Gap Alerts

Vanderbilt Experts on Health
Diabetes



Michelle L. Griffith, M.D.
Assistant Professor of Medicine
Division of Diabetes, Endocrinology,
& Metabolism, Vanderbilt Diabetes
TeleMedicine Program Leader

**What is the difference between
prediabetes, type 1 diabetes, and
type 2 diabetes?**

In prediabetes, blood sugar levels are higher than normal, but not high enough to diagnose diabetes. Some people can prevent the development of diabetes from prediabetes with lifestyle changes and weight loss.

When a person has diabetes, blood sugars are even more abnormal. The bodies of people with type 2 diabetes still make insulin, though not enough to keep the blood sugar normal. Patients with type 2 diabetes might need insulin therapy even though their body makes some insulin. Patients with type 1 diabetes make none of their own insulin and must be treated with insulin to survive.

Why is recognizing and treating diabetes important?

Lowering the blood sugar to goal ranges is important in all types of diabetes because having high blood sugar over time increases the risk of diabetes complications. These include vision loss, kidney damage, limb loss, and higher rates of heart disease and stroke. We care about the blood sugar numbers because of their relationship to these complications.

How do I know if I have prediabetes or diabetes?

Your doctor can do blood tests to check for prediabetes and diabetes. Screening is recommended starting at age 45 in patients without

(continued on page 3)

Work/Life Connections - EAP

The Counselor's Corner

Chad A. Buck, Ph.D.

Clinical Psychologist, Work/Life Connections –
Employee Assistance Program



Q: Dear Counselor,

I was just diagnosed with type 2 diabetes, and I'm feeling overwhelmed by all the lifestyle changes I'm making. I'm down and worried I am getting depressed. Is that common?

Dealing with Diabetes

A: Dear DWD,

Although most people with diabetes do not have depression, people with diabetes are at higher risk for developing depression than people without it. There is no easy explanation as to why the risk increases. It could be due to previous experiences with depression, the stress of frequent blood glucose checks and changes in daily living, adjusting to medication changes, or the feeling of losing control over your body/health. All are viable reasons for developing depressive symptoms.

A major depressive episode may include these symptoms:

- Feeling sad or hopeless
- Loss of interest or pleasure
- Changes in weight or appetite
- Slowed thinking or movement
- Loss of energy
- Self-blame or feeling worthless
- Poor concentration
- Recurrent suicidal thoughts

If you have diabetes and are experiencing these symptoms most of the day, nearly every day, please talk with your medical provider. Poor control of blood glucose levels, changes in medications, and other medical conditions could result in symptoms that look like depression. It is important to rule out a medical cause for what you are experiencing.

Diabetes and depression can both be a lot to manage. The good news is that addressing one will have a positive effect on the other. Psychotherapy, medication and lifestyle changes, and collaborative care between medical and behavioral health professionals are all great ways to help you manage both.

If you have more questions about managing depression associated with diabetes, please call 615-936-1327 to schedule a no-cost, confidential appointment with WLC-EAP. Our licensed clinicians can assist you with identifying resources to treat or reduce the risk for developing depression.



Passion at Work



Beth Ann Yakes, MD
Associate Professor of Medicine
Associate Program Director,
Internal Medicine, College Mentor,
Vanderbilt School of Medicine,
Wellness Committee Advisor

How do you model Credo behaviors to your team?

I find it easier to put others first when I know their stories. Our patients, our staff and our trainees all have unique, amazing, complicated, hard and beautiful stories that make up their lives. After taking a moment to actively listen to the narratives of the colleagues and the patients I work with, it is easy to put them first.

How do you recognize/reward others on your team?

The best recognition and rewards are unique to the person being recognized. While some folks appreciate public accolades, others enjoy hand-written cards and still others appreciate a note of gratitude sent to their supervisor. One size doesn't fit all and catering the gratitude toward the recipient is key.

How do you keep your team informed of changes that are occurring in the medical center?

We all share tidbits and tips that we hear about in the different facets of our workplace — the key is sharing change in an affirmative manner, focusing on the positive rather than dwelling on the negative.

How do you encourage your team to find well-being?

One way to encourage well-being is to facilitate community. Healthy relationships are integral to sustained well-being because we feel better about ourselves when we are connected to others and connected to a larger purpose. Encouraging others to build those relationships at work can make the workplace more joyful and strengthen our sense of well-being.

Occupational Health Clinic **talk:** Don't Weasel out of Measles!

Michael Chin, MD, MPH
Assistant Professor of Clinical Medicine
Physician, Occupational Health Clinic

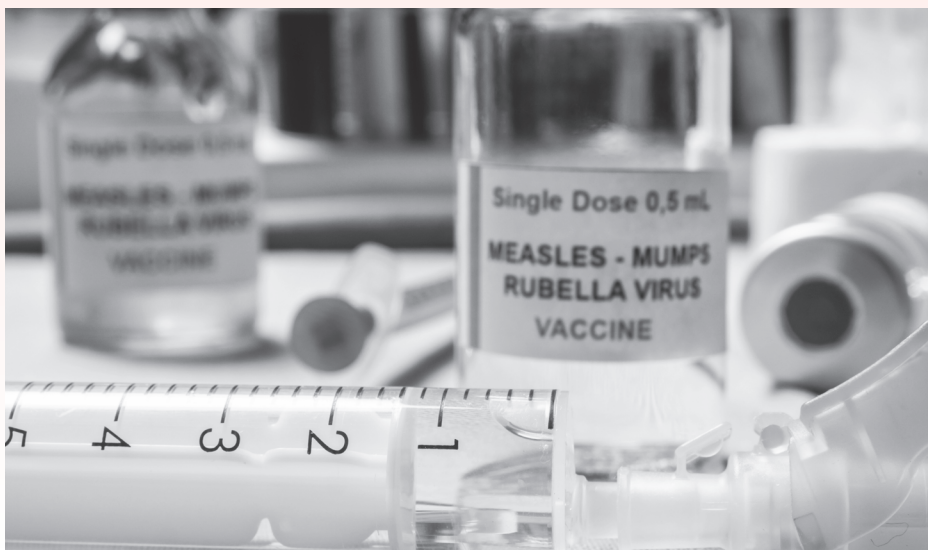


The measles virus went from being declared eliminated from the U.S. in 2000 to over 1,000 total cases reported across 28 states since the beginning of 2019. That's quite an alarming turn of events! The rise of measles is related to declining vaccination rates over the past decade, primarily due to the unsupported suspicion of a link between autism and MMR vaccination. Dr. Katherine Edwards, S. Sell and C. Vanderbilt Chair in Pediatrics, reinforces, "Measles vaccine is extremely safe and effective, but it must be administered for it to work."

We need to remember that measles can affect everyone, but it can be particularly devastating for babies and young children. Here are some quick facts on measles and its complications from the CDC:

- Measles is extremely contagious; up to 90% of susceptible people with close contact to someone with measles will develop the disease.
- 1 in 5 unvaccinated people who get measles end up hospitalized.
- 1 in 20 children with measles get pneumonia, the most common cause of death from measles in young children.
- 1 in 1,000 children with measles develop brain swelling that can cause convulsions and lead to deafness or intellectual disability.
- 1 to 3 of 1,000 children with measles will die from respiratory and neurological complications.

It's everyone's responsibility to stay measles-free, since only a small decline in vaccination rate can lead to an outbreak. Dr. Edwards cautions, "Unvaccinated individuals pose risks to infants too young to be vaccinated, individuals with immune defects from birth or medications for treatment of cancer or other medical conditions who cannot be immunized, and even those who have been vaccinated. We need vaccination rates of at least 95% to prevent transmission." So, whatever your age, it's important to check your vaccination status with your health care provider!



Care Gap Alerts

Vanderbilt Experts on Health
Diabetes

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risk factors, and earlier if risk factors for type 2 diabetes are present. Your doctor might recommend testing with fasting glucose levels or hemoglobin A1c testing. Hemoglobin A1c is a blood test that indicates the average blood sugar over the past 3 months. Symptoms that should prompt you to ask about testing include increased thirst, increased urination, frequent urinary tract or yeast infections, and unexplained weight loss.

What can I do to reduce my risk of developing prediabetes or diabetes?

Maintaining a healthy weight, ideally with a body mass index less than 25, can reduce risk of both prediabetes and diabetes. If you are overweight or obese, a 7% loss of body weight reduces your risk of diabetes. Being physically active also helps. If you are not physically active, work toward a goal of 150 minutes per week of activity such as brisk walking. If you have been diagnosed with prediabetes, joining a Diabetes Prevention Program can help you make the lifestyle changes to reduce your risk of progressing to diabetes. For more information, visit: vanderbi.lt/dpp.

Is there technology that can support preventing or managing diabetes?

Smartphone apps can be helpful for tracking calories or carbohydrates. MyFitnessPal and CalorieKing are two useful examples. There are ways to test blood sugar levels at home. However, home monitoring is not recommended for patients with prediabetes. Furthermore, not all patients with diabetes need to test at home, but if your doctor has asked you to do so, following your doctor's recommendations is important for two reasons. First, it can help you understand how foods and activities affect your blood sugar. Second, knowing exactly when your blood sugar is high or low helps your doctor determine what treatments are best for you.

Go for the Gold

Check out the highlights from *Brain Health: Don't Just Survive, Thrive!*

2019 Game Plan for Your Health Video

"The idea with thriving is that you are taking whatever your abilities are, whatever your capacities are, and you are really learning to optimize those. I would also say it's in contrast to surviving. That's a very low bar. People really don't want merely to survive. They really want to thrive." – *Jim Jackson, PsyD*

Five Factors that Optimize the Brain for Thriving

Regular Exercise

The goal is to get active every day! Start small and keep going until it becomes a regular habit.

"Exercise has many different effects on brain health, all of which are good. Exercise activates systems that are engaged in helping us be able to concentrate, to focus our attention, and to be able to remember things and to learn."

– *Jeanette Norden, MD*

Good Sleep

We all know that feeling of thriving after we've had a good night's sleep. Getting enough sleep and getting deep sleep are critical to thriving now and in the future.

"Good sleep is restorative sleep. It is during deep, restorative sleep that molecules that build up during the day that could potentially cause problems for us later on in our lives, are removed from the brain."

– *Jeanette Norden, MD*

New Experiences

New learning experiences and new social experiences can promote brain health to promote thriving in our lives.

"For a long time, we thought that parts of the brain you use for other activities, you also use in social activities, and it turns out that is not true. You get to activate a different part of your brain when you are interacting socially."

– *Consuelo Wilkins, MD*

The Right Foods

Diet can have both positive and negative impacts on brain health. It's time to start limiting foods that are damaging to the brain and increasing foods that support healthy brain function!

"The first step that one can take to begin eating a brain-healthy diet is to make a decision that your brain health is just as important as the rest of your physical health. We can start to take in good fats, like omega-3s, whole grains, and antioxidants to prevent our cells from being damaged, allowing our brain to have proper structure and to have proper function. These things are going to lead to increased performance."

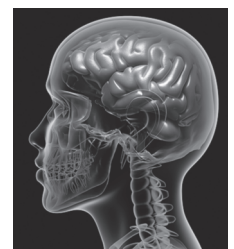
– *Rena Robinson, PhD*

Reducing Stress

We can't always stop stress from happening, but we can control how we respond to it.

"If we have learned how to cope with stress, and we have learned coping techniques that keep our brain healthy, it helps us take a step back in our daily lives, helping us realize we can deal with stress, and then you have more time to deal with the things that are really important that you really want to do, and that's a piece of thriving."

– *Warren Taylor, MD*



Beat the Heat!

5 Ways to Stay Active in the Hot Weather

Staying active in hot weather is not easy for many people. August in Tennessee doesn't exactly scream exercise weather. Dealing with heat and humidity can make it difficult to get outside and get moving. But you don't have to put your workout routine on the back burner just because it feels too hot to exercise.

Here are 5 ideas to help you stay active this summer:



Stretch with the sun — On days when you know it's going to be a scorcher, set your alarm for an early morning workout.



Take your workouts inside — Exercising in an air-conditioned gym (or home) is the best way to keep cool.



Try an exercise DVD or YouTube video at home.



Get a wet workout — Try swimming, water aerobics, or a new activity like paddle-boarding or water volleyball.



End your day with a walk — When the sun is low, temperatures aren't as high. It can be a nice way to relax after a long day.

Be sure to keep yourself hydrated when you exercise in the heat. Drink plenty of water before, during, and after. Another source of water is from the food we eat, including fruit. Try the refreshing fruit salad recipe to the right!



Honey Vanilla Fruit Salad

1 pineapple, peeled, cored and chopped •
16 oz. strawberries, stemmed and quartered
• 12 oz. blueberries • 4 kiwis, peeled and
sliced • 1 (23.5 oz.) container mandarin
oranges in juice • 1/4 cup honey •
2 teaspoons vanilla extract

In a large bowl, add the pineapple, strawberries, blueberries, and kiwi.

Drain the juice from the mandarin oranges into a separate bowl. Add the orange segments to the large bowl with the fruit.

In a medium bowl, add 3 table-
spoons of the mandarin juice with
the honey and vanilla. Whisk to
combine.

Pour the honey vanilla sauce over
the fruit. Gently stir until the fruit is
well coated.

Nutrition Information per serving
(1/10 recipe): Calories: 168, Total
Fat: 0.6g, Saturated Fat: 0.1g,
Cholesterol: 0mg, Sodium: 12mg,
Carbohydrate 43g, Fiber: 5g, Total
Sugar: 34g, Added Sugar: 6.9g,
Protein: 2g

Source: <https://www.thewholesomedish.com/honey-vanilla-fruit-salad/>

You Can Do It Challenge

Live well this fall with the You Can Do It team challenge! The Health *Plus* Health Guide offers three different team challenges throughout the year to help you focus on healthy habits. Registration for the You Can Do It team challenge opens August 26. This challenge runs September 9 through October 31, during which you will track Live Well activities such as sleep, less screen time, and time spent with friends and family. Track your activity for at least 10 days to earn this action in Step 2: Wellness Actions Log of Go for the Gold! To access the Health *Plus* Health Guide, visit vanderbi.lt/gftg.



HR Corner

Getting The Most Out of Your Benefits

BACK TO SCHOOL

BASICS

From tutors to telemedicine, your VUMC benefits can help you and your family get ready for back to school



Care.com

Most parents will agree that homework is harder than it used to be. Fortunately, Care.com can help. As a VUMC employee, you have unlimited access to Care.com, the largest online community for caregivers and helpers. Care.com offers a variety of services, including tutoring. Visit vumc.care.com to create an account, then post a job, search and reach out to local service providers.

VUMC employees also receive up to 20 days (per fiscal year — July 1 through June 30) of subsidized backup childcare at home or at local, vetted childcare centers through Care.com.

Sitter Service

VUMC employees in need of in-home child care can use the VUMC Sitter Service. The Sitter Service is an online portal that connects VUMC employees with hundreds of Vanderbilt University students and employees available for babysitting. Employees can search for a sitter based on availability, experience, age, gender or location.

To access the Sitter Service, visit hr.vumc.org/cfc and click on Parent Resources.

College Advice and Resources

Even if you do not participate in the tuition assistance program, you still have access to college-related resources through EdAssist and Bright Horizons. EdAssist offers free academic and college finance advising to employees as well as links to tuition discounts and scholarships at more than 200 colleges and universities. The Bright Horizons College Coach can help get your teen ready for college with expert, personalized advice on subjects, such as financial aid planning, choosing the right college and admission essays. Visit hr.vumc.org/tuitionbenefit.

Teladoc

If you have students heading off to college, keeping them healthy while they are away is likely a concern. As a VUMC Health Plan member, you and your college student have access to Teladoc, a virtual care provider charged at the Tier 1 rate. Teladoc physicians are available 24/7 by phone or video conferencing to diagnose and treat a number of non-urgent medical conditions, such as sinus problems, cold and flu and respiratory infections.

To get started, visit teladoc.com/aetna to create an account.



upcoming events

VUMC Campus

- AUG 1** **Healthier You Presentation**
At-Home Exercise Program
Noon to 1:00 p.m. | Light Hall, Room 214
Derek Buss, PTA, VUH Inpatient Physical Therapy
- AUG 1** **Know Your Numbers & OHC Comes to You**
1:30 p.m. to 4:00 p.m. | MCJCHV Monthly Visit,
Room 2104
- AUG 2** **Know Your Numbers & OHC Comes to You**
Light Night Cart
6:00 p.m. to 10:00 p.m. | MCN 3, 4, 5, 6, 7
- AUG 6** **Vandy Walks**
Campus Dining Tour
Noon to 1:00 p.m. | Meet at Rand Hall Terrace
- AUG 14** **Vandy Cooks**
Herbs and Salads
Presented by Chefs Aaron Smith and Jesse Kraft
Noon to 1:00 p.m. | VRWC Demo Kitchen
- AUG 15** **Babies & You***
Facing the Challenges of Pregnancy
Presented by Kate Virostko, MSN, Certified Nurse
Midwife, West End Women's Health Center
Noon to 1:00 p.m. | Light Hall, Room 411
- AUG 21** **Know Your Numbers & OHC Comes to You**
Late Night Cart
6:00 p.m. to 10:00 p.m. | VUH 10N, 10S, 11N, 11S, ED
- SEP 5** **Healthier You Presentation**
Meal Prep 101
Marissa Wertheimer, MS, RDN, LDN, Health *Plus*
Noon to 1:00 p.m. | Light Hall, Room 214
- SEP 5** **Know Your Numbers & OHC Comes to You**
1:30 p.m. to 4:00 p.m. | MCJCHV, Room 2104
- SEP 6** **Know Your Numbers & OHC Comes to You**
Late Night Cart
6:00 p.m. to 10:00 p.m. | MCJCHV, 5 ABC, 6 ABC
- SEP 18** **Know Your Numbers & OHC Comes to You**
Late Night Cart
6:00 p.m. to 10:00 p.m. | VUH 3, 4, 5T
- SEP 19** **Babies & You***
Choosing a Pediatrician
Presented by Rachel Mace, MD, University Pediatrics
Noon to 1:00 p.m. | Light Hall, Room 411

VUMC Campus

- SEP 25** **Vandy Cooks**
One Pot Meals
Presented by Marilyn Holmes, MS, RDN, LDN; Emily
Cox, CHES; and Lisa Smith, MS
Noon to 1:00 p.m. | Light Hall, Room 411

One Hundred Oaks

Every Thursday in August and September

OHC Comes to 100 Oaks

8:00 a.m. to 11:30 a.m.

One Hundred Oaks, VPEC 21100

- SEP 12** **Know Your Numbers & OHC Comes to You**
11:00 a.m. to 1:00 p.m. | One Hundred Oaks,
Room 26119

Williamson County

- AUG 16** **Know Your Numbers & OHC Comes to You**
9:00 a.m. to 10:00 a.m. | Center for Women's Health
OB/GYN, 2009 Mallory Ln, Cool Springs
- AUG 16** **Know Your Numbers & OHC Comes to You**
11:00 a.m. to Noon | Vanderbilt Medical Group
Orthopedic Clinic, 324 Cool Springs Blvd
- SEP 20** **Know Your Numbers & OHC Comes to You**
9:00 a.m. to 10:00 a.m. | Vanderbilt Bone & Joint Clinic,
206 Bedford Way
- SEP 20** **Know Your Numbers & OHC Comes to You**
11:00 a.m. to Noon | 2105 Edward Curd Lane, 3rd floor
Conference Room



*Babies & You is a prenatal health program offered by Health *Plus* for VU employees, spouses, and dependents. The classes are provided monthly with a \$50 incentive for those who register in their first trimester, attend at least 3 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 Health & Wellness
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Back to School Basics

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

Health and Wellness Connection

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The Healthy Pulse

FOR FACULTY AND STAFF AT VANDERBILT

VUMC's Return to Work program is a success!



- 95% of VUMC employees who are injured at work do not have to miss work thanks to the successful OHC return to work program.
- This is compared to only 68% who do not miss work nationally, according to the most recent data from the Bureau of Labor Statistics.
- Return to work programs have added benefits of decreasing life disruption and increasing job retention.

Annual TB Testing for Employees No Longer Required

Based on CDC Guidelines, routine annual TB testing is no longer required for employees. For more information, visit <https://bit.ly/2XPr6Qf>.