

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. 40 • NO. 2 • Medical Center Edition
April, May 2020

April is Sexual Assault Awareness Month



April is Sexual Assault Awareness Month (SAAM). Across the nation, communities are using this time to focus on education to increase public awareness about the impact of sexual harassment, assault, and abuse. Research estimates that more than 430,000 Americans are sexually assaulted each year (DOJ National Crime Victimization Survey, 2018). At VUMC, members of our community are both directly and indirectly impacted by these acts of violence. Workplace sexual harassment often has a significant, negative impact on well-being, and can contribute to feeling unsafe at work, stress, depression, and reduced ability to do one's job.

As part of a multifaceted approach to addressing workplace sexual harassment, VUMC Faculty and Staff Health and Wellness recently launched The SHARE Center. SHARE (Sexual Harassment: Awareness, Response, and Education) is a new program that offers confidential counseling and consultation to VUMC faculty, staff, postdoctoral fellows, and Allied Health students who have been impacted by workplace sexual harassment, as well as education and programming for the broader VUMC community.

Awareness of the nature and scope of sexual violence can start the conversation, and we must take collective action in addressing this public health issue. The observance of SAAM can focus attention on our community efforts to improve expectations for how we interact with one another, strengthen our policies and practices in order to better support survivors, and continue to promote safe and equitable working and learning environments. Throughout SAAM 2020, there are many opportunities for you to connect with programs and events designed to support survivors, learn how to appropriately challenge problematic behaviors, and contribute to efforts to reduce sexual violence in our community.

For information on workshops and events being coordinated in recognition of SAAM or for support related to issues of workplace sexual harassment, please contact The SHARE Center (615.936.1327; vumc.org/health-wellness/share-center).

VUMC faculty, staff, and postdoctoral fellows can also make a confidential appointment with a counselor at Work/Life Connections-EAP to address other areas of concern (615.936.1327; vumc.org/health-wellness/worklife-connections).

Care Gap Alerts

Vanderbilt Experts on Health
Depression



*Terako Amison, MD
Assistant Professor,
Department of Psychiatry
Psychiatry Clerkship Director,
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According to the 2018 National Survey on Drug Use and Health (NSDUH), approximately 17.7 million Americans over 18 years of age experienced a depressive episode in the previous year.

1. Some risk factors for depression are female gender, a family history of depression or a personal history of other mental health conditions, and being subjected to psychosocial stressors. Medical conditions, such as diabetes, cancer, and heart disease can be associated with depression. Certain prescription and over-the-counter medications, as well as alcohol and illicit substances, can also cause depressive symptoms.

2. A common screening tool for depression is the Patient Health Questionnaire – 9 (PHQ-9). This scale assesses for the presence of a depressed mood, changes in sleep or appetite, decreased energy or concentration, a loss of pleasure or interest, moving or speaking more slowly than usual, feelings of guilt or worthlessness, and for suicidal ideation (SI). The symptoms need to be present for at least two weeks.

The PHQ-9 is scored from 0–27, and a score of at least 10 suggests moderate depression that could benefit from treatment.

(continued on page 3)

Work/Life Connections-EAP

The Counselor's Corner

Quianda Harris, EdD, LPC-MHSP

Clinical Counselor

Work/Life Connections-EAP



What is EAP?

According to the National Institute of Mental Health, nearly one in five adults in the United States lives with a mental illness. Even more people deal with daily stress, burnout, relationship concerns, or other issues that may not reach a clinical level of severity but are still overwhelming, nonetheless.

Since May has been designated as Mental Health Awareness Month, we'd like to tell you about Vanderbilt's Work/Life Connections-EAP (WLC-EAP). This work-based intervention program offers no-cost and confidential assessments, short-term counseling, follow-up services and referrals to employees, as well as their spouses, who have personal and/or work-related problems. We also work in a consultative role with managers and supervisors to address employee and organizational needs. In addition, when a traumatic incident (such as the death of a coworker, a threat to the personal safety of the staff, or other stressful event) impacts the emotional well-being of the Vanderbilt community, Work/Life Connections-EAP is here to assist you.

WLC-EAP is comprised of a team of licensed clinicians who conduct assessment interviews and provide recommendations focused on the specific needs of employees. Recommendations may include performance coaching, brief counseling, specific Vanderbilt and community resources, or referral to a community provider. Performance coaching focuses on enhancing productivity and workplace effectiveness through goal-setting and skill-building. Counseling for acute life stressors is brief and solution-focused. Employees needing longer term or more specialized counseling for ongoing issues will be given resource information and referrals to community providers.

WLC-EAP is here to help you live better lives in and out of the workplace. To schedule an initial intake interview, please call **615.936.1327** during business hours. Business hours are 8:00 a.m. to 5:00 p.m., Monday through Friday. One of our staff will be happy to answer questions or to set up your first appointment.



Passion at Work



Teresa Hobt-Bingham, MSN, RN, NE-BC

*Administrative Director of Nursing,
Vanderbilt University Medical Center
Surgical & Orthopaedic In-Patient Units*

Read below to hear how Teresa Hobt-Bingham keeps her *Passion at Work* through great team communication and encouraging work/life balance.

Communication in an organization this large is truly difficult; it takes purposeful effort to keep everyone informed at the right time with the right message. We as leaders need to be fast, focused, and flexible.

Depending on the message, I modify my tactic. When important breaking news occurs, I use a conference call. I try not to do this unless it is important, and I do not have another option.

Other ways that I keep my team up to speed are through weekly update emails, monthly 1:1 meetings, unit rounding, bimonthly patient care center meetings, and we usually text or talk a few times a week. With big changes I prefer a collaborative team approach. Whenever possible, I bring my team together to talk through change and create action plans using consensus.

I am a true believer in work/life balance, and I also believe this is different for everyone. I like to be at my 6:00 p.m. gym class, where some on my team like to take their kids to school. It is a conversation I have with my managers often and believe it is vital for resilience.

Occupational Health Clinic talk:

Lending a Hand to Infection Prevention

**Keqin (Catherine) Qian, MSN, NP-C (AANPCP)
Manager & Nurse Practitioner, Vanderbilt Occupational Health Clinic
Instructor, Vanderbilt School of Nursing**



Our hands help us communicate, and we use them to greet others, provide care, and interact with our environment. Germs or bacteria can easily be spread to others through our hands, causing illness. By handwashing, we remove visible and invisible soil, dirt, and microorganisms to reduce that risk. The Centers for Disease Control and Prevention (CDC) states handwashing is one of the best ways to protect yourself and your family from getting sick.

The World Health Organization (WHO) declared May 5, 2020, as World Hand Hygiene Day to encourage people to join health care workers to help prevent the spread of illness to others by practicing good handwashing. The CDC also launched a national campaign, “Life is Better with Clean Hands,” to motivate people to make clean hands a daily priority — at home and in public settings. Dr. William Schaffner, Associate Hospital Epidemiologist and one of the leading stakeholders for the Vanderbilt Hand Hygiene Program, stated: “Handwashing is a good health habit one should have. It is one of the effective and economic ways to prevent spreading illness to others.” He added that the key element is to learn when and how to wash hands to stay healthy.

CDC suggests we should wash hands during these key times to keep ourselves and our families healthy:

- Before, during, and after preparing or eating food
- Before and after caring for someone who is sick
- After using the toilet or after assisting a child
- After blowing your nose, coughing, or sneezing
- After changing diapers; touching an animal, animal feed, or animal waste; or handling pet food/treats
- After handling garbage



A good trick to remember when washing your hands to ensure you are spending the recommended 20 seconds scrubbing with soap is to sing or hum “happy birthday” to yourself twice.

Reducing the spread of contagious diseases is especially important during flu seasons or outbreaks such as the Coronavirus Disease 2019 (COVID-19).

Let’s build a healthy habit together: exercise good handwashing to keep our hands clean and save lives!

Care Gap Alerts

Vanderbilt Experts on Health Depression

(continued from page 1)

The presence of SI is very serious and always warrants immediate medical evaluation.

3. Treating depression: There are several antidepressants on the market, and these medications are versatile because, not only do they treat the mood, but antidepressants can also be used to treat anxiety, insomnia, or pain. Treatment of depression is not limited to medication management. Psychotherapy is also very effective in addressing depression. Engaging in selfcare is crucial and improving one’s sleep, nutrition, level of physical activity, and social interactions also contributes to a person’s mood and overall well-being.



Save the date for National Walking Day April 1, 2020

Take a stroll on April 1 (no foolin')!

Join Health *Plus* for a 20-minute walk around campus beginning at noon as we celebrate National Walking Day.

Starting location: MCN shuttle drop-off area next to the round wing.

The walk will conclude at Library Lawn where there will be guest speakers, refreshments, and door prizes for all walkers!



Listen Up!

Gina Angley, AuD, Lead Audiologist, Vanderbilt Audiology and Hearing Aids at Green Hills talks hearing health.

Q Why does hearing health matter?

A Hearing is one of our key connections to the social world. In addition to keeping us involved with family, friends, and activities, hearing helps keep us safe and oriented. Hearing also functions to prevent depression as we get older because of its ability to keep us socially engaged.

Q What are some of the signs of early hearing loss?

A You may notice more difficulty understanding conversations in a noisy environment, or people may sound like they are mumbling. Usually soft, high speech sounds like “th” and “s” are the first to become inaudible, so words like “fish” and “sift” are hard to distinguish.

Q Now I’m worried! I think I may already be losing some hearing!

A Don’t freak out! Many people lose hearing as they get older. And because our environment is much louder now, noise-related hearing loss is fairly common in people in their 40s or even 30s. There are many things that can be done to protect and amplify your hearing at any stage of hearing loss.

Q I’m not sure about hearing aids. My grandmother hated hers.

A Hearing aids are so much more adaptable now than they were even a few years ago. Digital hearing aids can be programmed for different listening environments, and the nearly-invisible ear buds in use now allow you to continue to use your existing hearing while amplifying the sounds you need help with.

Q Great! How do I get started?

A Everyone should get a baseline hearing test at age 50, or earlier if you start noticing signs of hearing loss. Remember to use hearing protection when you use motorized equipment, are going to be at a loud event, or any other time you are going to be exposed to very loud or prolonged noise. Vanderbilt Audiology provides free hearing screenings on select days in May to celebrate May is Better Hearing and Speech Month. Go to vanderbilthealth.com/billwilkerson/54652 for information on how to participate. And remember, the earlier you treat your hearing loss, the happier your brain will be!

PREP IT YOUR WAY

Make Ahead Meals for Everyone

SLOW COOKER

For the Early Riser

Start the pot in the morning. Your meal will be ready when you come home from work.



PRESSURE COOKER

For the Busy Bee

Place your ingredients in the pot when you come home from work, and your meal is ready in under an hour.



SHEET PAN MEALS

If cooking in pots is not for you

Prep ingredients ahead and place them on a pan to cook after work. Your meal will be ready in a jiff with very few dishes!



We all have 24 hours in a day, but sometimes it just doesn't feel that way. When you feel pressed for time... Meal Prep to the rescue! The goal of Meal Prep is to prepare for the upcoming week by creating healthy pre-portioned meals that fit into your busy schedule and support your healthy lifestyle goals. Check out these three easy cooking methods, find the one that is right for you, and give the recipes a try! Then portion into individual containers so you have a healthy meal ready when you need one!

Pressure Cooker White Bean Chicken Chili

Ingredients:

- 3/4 pounds boneless skinless chicken breasts, cut into 1 1/4-inch pieces
- Salt and pepper to taste
- 2 tbsp olive oil, divided
- 1 medium onion, chopped
- 1 tsp ground cumin
- 4 garlic cloves, minced
- 2 tsp dried oregano
- 1 jalapeno pepper, seeded and chopped
- 2 cans (15 oz each) white kidney or cannellini beans, rinsed and drained, divided
- 2 1/2 cups chicken broth, divided
- Optional ingredients: shredded cheese, sliced avocado, quartered cherry tomatoes and chopped fresh cilantro

Directions:

Season chicken with salt and pepper. In a 6-qt. electric pressure cooker, select sauté setting, and adjust for high heat; add 1 tbsp olive oil. Add chicken; brown on all sides. Remove chicken.

Reduce setting to normal. Add oil to pressure cooker. Sauté onion until tender. Add jalapeno, garlic, oregano, and cumin; cook and stir 2 minutes. Return chicken to pot.

In a bowl, mash 1 cup beans and stir in 1/2 cup broth. Stir bean mixture and remaining whole beans and broth into chicken mixture.

Lock lid and close vent. Select manual setting and adjust pressure to high. Set time for 10 minutes. When finished cooking, quick-release pressure. Sprinkle with cheese; add toppings if desired.

Nutrition Information per serving: (1/6 of recipe): Calories 332 | Total Fat 7g | Saturated Fat 1g | Cholesterol 35mg | Sodium 497mg | Carbohydrate 41g | Fiber 10g | Total Sugar 2g | Added Sugar 0g | Protein 8g

Source: <https://www.tasteofhome.com/recipes/pressure-cooker-white-bean-chicken-chili/>

Curried Chicken Slow Cooker Stew

Ingredients:

- 1 sweet potato (large, diced)
- 2 cups chickpeas (cooked, drained, and rinsed)
- 1 tsp cumin (ground)
- 2 garlic (cloves, minced)
- 2 cups vegetable broth (or any type of broth)
- 1/2 cup frozen corn
- 1/2 cup frozen peas
- 1 tbsp curry powder
- 8 oz chicken breast

Directions:

Add all ingredients except chicken breasts to slow cooker and stir well to mix. Then lay chicken on top and season generously with salt and pepper. Cover with lid and cook on low setting overnight or for 6 to 8 hours.

Remove lid and lift chicken out onto a plate. Use a fork to shred chicken breasts and add them back to the slow cooker. Stir well to mix and let sit for 15 minutes.

Serve the stew on its own or over brown rice.

Nutrition Information per serving: (1/6 of recipe): Calories 196 | Total Fat 3g | Saturated Fat 1g | Sodium 265mg | Carbohydrate 26g | Fiber 6g | Total Sugar 5g | Added Sugar 0g | Protein 18g

Source: Bridgette Butler, MS, RDN, LDN

HR Corner

Getting The Most Out of Your Benefits



Get Subsidized Backup Childcare Through Care.com

Sometimes emergencies happen – sick kids or school closings – that cause you to need backup childcare. VUMC offers employees a benefit through Care.com that gives you several options for backup care. With the Care.com benefit, VUMC employees receive up to 20 days per fiscal year of subsidized backup childcare at home or at local, vetted childcare centers.

Copays for in-home backup care & personal network are based on income:

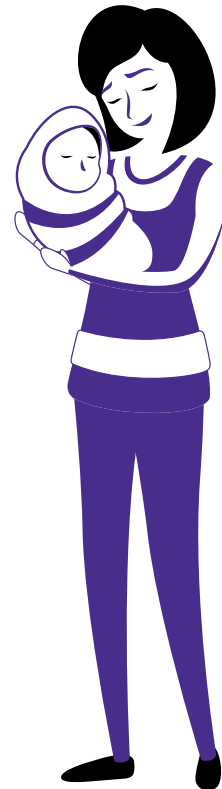
- \$0-74,999 = \$3 per hour
- \$75,000-124,999 = \$7 per hour
- \$125K+ = \$13 per hour

Copays for in-center backup care are the same for all employees:

- \$25 per day per child

To enroll, visit vumc.care.com and create a Care.com account using your Employee ID (on C2HR). Once enrolled, you can request a caregiver or helper and even pay them using the vumc.care.com portal or the Care@Work app.

The **Care.com Personal Network** is another option for backup care. This allows you to use a caregiver of your choice and be reimbursed for a portion of the costs that exceeds your copay — up to \$125 per day. Simply book a childcare provider on your own and pay the caregiver upfront. Be sure to get a receipt and submit a claim for reimbursement in the Care@Work portal.



More than just childcare

With Care.com, you have unlimited access to the largest online community for part-time and full-time care, including nannies and sitters, special needs and senior caregivers. You can also use Care.com to find helpers, such as dogwalkers, sitters, and groomers; house cleaners; tutors; personal assistants and even errand runners.

For more information about Care.com and other resources for families, visit hr.vumc.org/cfc.

upcoming events

VUMC Campus

- APR 2** **Healthier You Presentation**
Personal Safety Part 1: Self-Defense and Risk Reduction
Noon to 12:45 p.m. | Light Hall, Room 202
- APR 15** **Vandy Cooks**
Indian Cuisine
Noon to 1:00 p.m. | VRWC Demo Kitchen
- APR 15** **Know Your Numbers & OHC Comes To You**
Late Night Cart
6:00 p.m. to 10:00 p.m. | VUH 6T, 7T, 8T, 9T
- APR 16** **Babies & You***
Preparing for Labor and Birth
Noon to 1:00 p.m. | Light Hall, Room 407
- MAY 1** **Vandy Cooks**
Cooking with Vanderbilt Dietetic Interns
Noon to 1:00 p.m. | VRWC Demo Kitchen
- MAY 7** **Healthier You Presentation**
Personal Safety Part 2: Addressing Sexual Harassment in the Workplace
Noon to 12:45 p.m. | Light Hall, Room 512
- MAY 19** **Babies & You***
Basics of Infant Safety at Home and in the Car
Noon to 1:00 p.m. | Light Hall, Room 415
- MAY 20** **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

One Hundred Oaks

- APR 9** **Know Your Numbers**
11:00 a.m. to 1:00 p.m. | One Hundred Oaks, Room 26103
- APR 28** **Know Your Numbers**
11:00 a.m. to 1:00 p.m. | One Hundred Oaks, Room 26103
- MAY 14** **Know Your Numbers**
11:00 a.m. to 1:00 p.m. | One Hundred Oaks, Room 26103

*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 three monthly classes, and go to all prenatal provider appointments.

For more information, class location, or to register online, visit bit.ly/healthplusbabies.

Green Hills Office Building

- APR 15** **Know Your Numbers & OHC Comes To You**
1:30 p.m. to 4:00 p.m. | Room 3001

Williamson County

- APR 17** **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
- APR 17** **Know Your Numbers & OHC Comes To You**
11:00 a.m. to Noon | Vanderbilt Rheumatology Clinic 2001 Mallory Ln; Ste 100
- MAY 15** **Know Your Numbers & OHC Comes To You**
9:00 a.m. to 10:00 a.m. | Vanderbilt Bone & Joint Clinic 206 Bedford Way
- MAY 15** **Know Your Numbers & OHC Comes To You**
11:00 a.m. to 12:00 p.m. | 2105 Edward Curd Lane 3rd Floor Conference Room

Monroe Carell Jr. Children's Hospital at Vanderbilt

- APR 2** **Know Your Numbers & OHC Comes To You**
1:30 p.m. to 4:00 p.m. | MCJCHV, Room 2104
- APR 3** **Know Your Numbers & OHC Comes To You**
Late Night Cart
6:00 p.m. to 10:00 p.m. | MCJCHV ED, Radiology
- MAY 1** **Know Your Numbers & OHC Comes To You**
1:30 p.m. to 4:00 p.m. | MCJCHV 7 A-B-C, 8 A-B-C

Do You Have Plans?

Advance care planning empowers each of us to communicate our health care preferences and values to our providers and loved ones. **April 16 is National Healthcare Decisions Day.** We invite you to join us in raising awareness about advance care planning and complete your directive. To learn more about advance directives for health care, visit: nia.nih.gov/health/advance-care-planning-healthcare-directives.



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

Follow us on Twitter @twitter.com/WellVanderbilt



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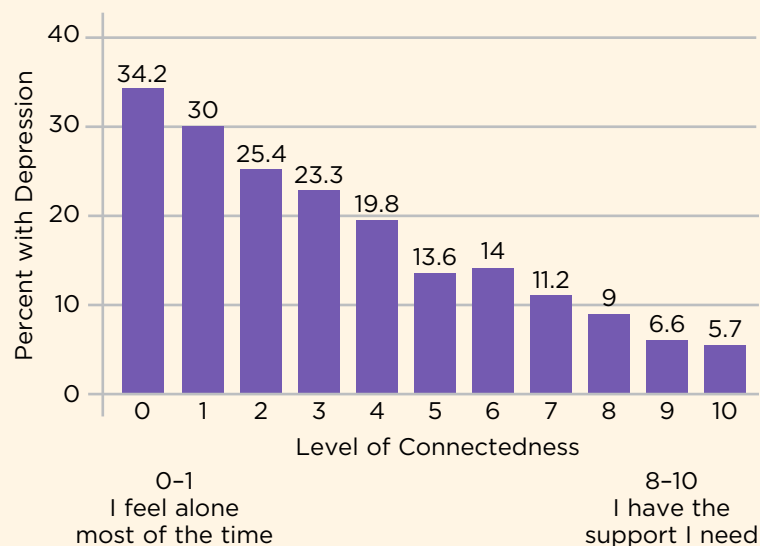
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Paula McGown, MSN, MAcc, CPA, Health & Wellness

The Healthy Pulse

FOR FACULTY AND STAFF AT VANDERBILT

Feeling more connected is related to less depression



Depression and Connectedness

Social connections are critical for good health and a key factor in building resilience. People with limited social connectedness have been shown to have poorer mental and physical health, including increased depression.

Nurture your social relationships by inviting a friend for a meal, contacting someone you've been thinking about, or meeting for an activity through the new VWell Connect tool: bit.ly/vwellconnect.