

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!

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June, July 2020

Forecast is Calling for Sunshine

It's Time to Go for the Gold!



Summer is right around the corner on June 20! Brad Awalt, manager of Health Plus reminds us, "It's a great time to Go for the Gold! Whether we're sheltering in place or slowly re-entering our community, now is the perfect time to take stock of your well-being. And Go for the Gold is the perfect place to start!"

For more details on the power of Go for the Gold see page 4 and the Care Gap Alert to the right! To begin Go for the Gold visit bit.ly/healthplusgftg.

Here's what your colleagues had to say about Go for the Gold in 2019!

- *It requires me to check in with myself and my health, something that can be easy to forget to do! The monetary benefit for completing Go for the Gold is also an added positive.*
- *By completing all three components of the program, it provides me with \$240 towards my deductible and co-insurance costs, which is a huge blessing. It also holds me accountable to myself from year to year to see where I have made improvements and where I still need to improve in staying active and healthy.*
- *I learned many interesting facts about staying healthy, and I loved that it challenged me to be more conscious of opportunities that I could be taking on a daily basis to be healthier.*



Care Gap Alerts

Go for the Gold
Helps You Plan
for Gaps in
Your Care



Rosette Chakkalakal, MD, MHS
Medical Director, Health Plus

How does Health Plus' Go for the Gold program help our faculty and staff with preventive care?

- Go for the Gold provides VUMC faculty and staff with a quick and convenient method to "check-in" on their health each year. The personalized Health Risk Assessment (**Step 1**) helps you understand what you are doing well and identifies areas you may want to improve in the coming year.
- The Wellness Actions Log (**Step 2**) provides you with opportunities to take action toward improving your health.
- And the Game Plan for Your Health video (**Step 3**) highlights a health topic important to the entire Vanderbilt community by using knowledge and advice from VU and VUMC experts on that topic.

Should I share my Go for the Gold results with my doctor?

Your Go for the Gold results would provide a great starting point for conversations with your primary care doctor. For example, you may have questions about a screening test or immunization that was mentioned in your Go for the Gold report. Your doctor can

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Work/Life Connections-EAP

The Counselor's Corner

Lauren Dattilo, PhD, HSP
Clinical Psychologist
Work/Life Connections-EAP



This spring, our community was faced with the extraordinary challenge of coping with both a natural disaster and a global pandemic. Perhaps one of the hardest parts has been that daily life continues to march on and many of us have struggled to make sense of these events in the context of our everyday responsibilities.

Amidst all the turmoil, we have also witnessed extraordinary displays of compassion and connectedness. The seeming opposition of these experiences calls to mind the idea of dialectics. In psychotherapy, the concept of dialectics can be used to describe the process of holding thoughts or feelings that appear to be at odds with one another, such as the need for both acceptance and change.

Dialectics allow us to acknowledge both the impact of traumatic experiences and our own resilience. Dialectics allow us to say “yes, and” rather than “no, but.”

How can you incorporate dialectics into your own well-being?

1. Remember that our feelings are complex, and it is okay (and normal!) to feel many different emotions at the same time.
2. Replace your “but”s with “and”s. For example, “I know that taking a walk will feel good, **but** I feel too tired” can become “I feel tired **and** I can still decide to take a walk.”
3. Recognizing the positives of a situation doesn’t mean we have to ignore the negatives. Most experiences are made up of both.
4. We can be compassionate and accepting of ourselves while also making changes in service of our personal goals.

For additional information and support, including individual counseling, contact Work/Life Connections-EAP at **615.936.1327**.



Passion at Work



Devin Bunch, BSN, MMHC, RN
Manager, Medical Intensive Care Unit

How does your team come together and bond?

I believe that COVID-19 has helped our team pull even closer together. In the MICU, we’ve started a weekly support session to discuss the challenges. Dr. Jim Jackson, a psychologist (Dept. of Medicine), offered his assistance to help lead these efforts. We also invited Kate Payne (Ethics), Jim Kendall (EAP), and Sherry Perry (Pastoral Care), who have worked with us previously, to provide an environment for staff to share their thoughts/feelings with their peers. They helped provide the resources/tools to navigate challenging times. It’s been well received by the staff.

During this time of significant change, how do you keep your team informed of changes that are occurring?

As we learned more about COVID-19 — there is so much information coming out via the VUMC website, command center, and nursing education — it was almost impossible to keep staff informed by email or newsletters without overwhelming them. In the MICU, we quickly started holding weekly virtual (Zoom) sessions with members of the nursing leadership team, primarily led by Lindsey Netzel (MICU Nursing Education Specialist) and myself. It provided the MICU staff an open forum to raise concerns or ask clarifying questions. These sessions have been interactive, and the team confirmed the need to continue until we transition to our “new normal.”

What do you do to celebrate the accomplishments of others on your team?

Primarily, all of the team recognition is through the MICU communication emails or by hand-written thank you notes. It’s been a little hectic with all of this COVID craziness, so I have a lot of notes and recognition to send out to my team!

How do you focus on your personal well-being while still managing responsibilities at work?

It’s been a challenge with all of the things going on in my work, compounding it is social and physical distancing away from work. I’d say spending time with my family during my time away has helped tremendously.

Occupational Health Clinic talk:

Profiles in COVID19 — How OHC is Here for You!

Michael Chin, MD, MPH

Assistant Director Occupational Health Clinic

The COVID pandemic has upended our daily lives and forced all of us to think and live differently. With change, Vanderbilt Faculty & Staff's Occupational Health Clinic (OHC) has found opportunities for innovation.

OHC developed a robust surveillance system to identify faculty and staff who have been exposed to COVID-19 positive patients or coworkers. Our system allows us to efficiently perform extensive contact tracings, determine risk of exposure, and quickly communicate recommendations to faculty and staff who have been exposed to individuals with confirmed COVID-19. Our goal is to inform our employees of known exposures and to closely monitor each individual via daily symptom surveys to ensure any signs of infection are addressed early.

We have also found opportunities for personalized outreach. We created the Occupational Health Outreach Team, a collaboration between OHC and Work/ Life Connections, that rounds on any unit or department whose employees want more information or support during this pandemic. During these onsite visits, the outreach team might answer questions about appropriate PPE, address exposure risk concerns, or offer resources for those struggling emotionally or psychologically.

At an institutional level, OHC has the opportunity to work closely with our colleagues at the University to help ensure that VU is implementing the most current and appropriate protocols to safeguard their workforce. With a dedicated OHC liaison attached to VU's emergency preparedness group, that is tasked with providing recommendations to the Chancellor, OHC has coordinated the same surveillance and post-exposure services for the University that are provided at the Medical Center. This pandemic has forged OHC into an even more dynamic and innovative unit than before, and we are invigorated by the challenges that remain ahead.



Care Gap Alerts

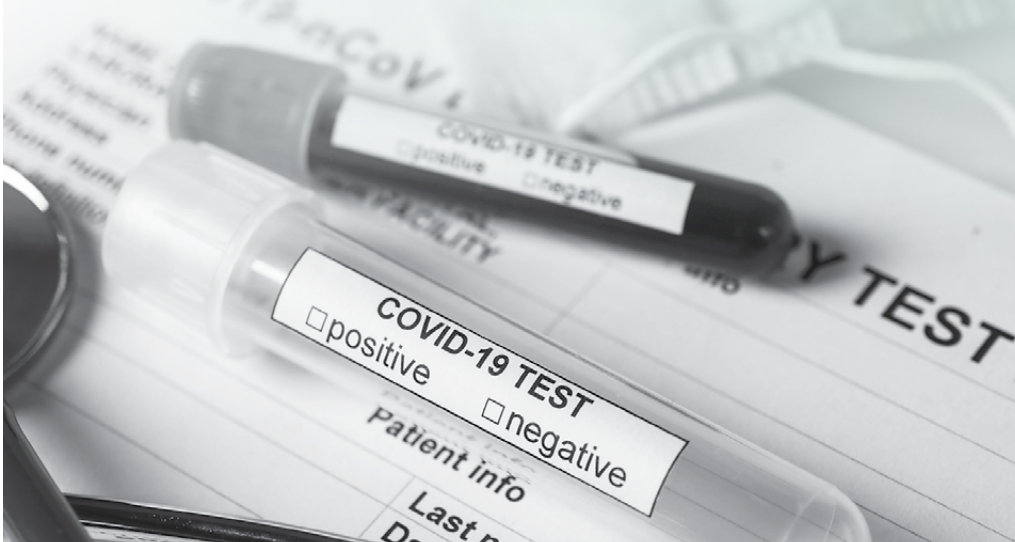
Go for the Gold
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check your status for those items in your medical record, counsel you about if/why they are indicated, and order them if needed.

How else does Go for the Gold help me?

Completing Go for the Gold will connect you to many other programs and services offered by Health *Plus* that can help you achieve the goals you set for yourself each year. For example, if you notice you are having trouble reaching recommended levels for physical activity and you want to make it a priority in the coming year, you can sign up for Health *Plus*' Start! Physical Activity Program as part of the wellness actions log to help you track your activity and earn prizes along the way!



Incentive for Health Plan!

EARN

up to \$240

+

Get Your Health Score!

LEARN

Know Your Health Risks!

=

The

POWER

of Go For The Gold!



The first two steps of Vanderbilt's award-winning, 3-step 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

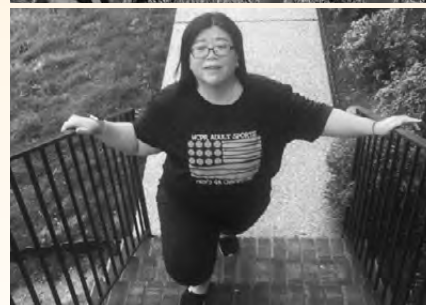
STEP 2 Wellness Actions Log

STEP 3 Coming Soon!

For information on Go for the Gold and to log in to your Health *Plus* Health Guide to get started, visit bit.ly/healthplusgftg. Have questions? Contact Health *Plus* at 615.343.8943, or email health.plus@vumc.org.

Vanderbilt Was Active in April!

The always creative, adaptive, and resilient Vanderbilt community stayed Active in April! Despite social distancing, working from home, and major changes on the health care front, our faculty and staff continued to practice daily self-care by getting exercise!





Health *Plus* Offers Lifestyle Coaching

Because we know you have health goals!

Health *Plus* provides personal lifestyle coaching as a benefit for Vanderbilt faculty/staff and spouses. Lifestyle coaching can help you find the motivation and tools to reach your goals! Goals might include losing weight, getting more physically active, eating better, quitting smoking, or lowering stress. Your coach will offer guidance, support, and accountability along the way. Coaching is available in-person, by telephone, or virtually!

What does lifestyle coaching include?

- **Initial session** with a coach to have your height, weight, body mass index, and blood pressure checked along with a face-to-face talk about what you want to accomplish, your strengths, and your challenges. You will then set up a plan to start achieving your goals.



- **Monthly contact** with your coach to evaluate and refine your plan. You may need to keep a food or activity tracker.
- **Follow up** appointment at six months to re-check measurements and assess progress.

Go to redcap.vanderbilt.edu/surveys/?s=E9RY7444FY to complete a short form to make an appointment with a lifestyle coach today!

Rosemary-Peach Chicken Kebabs with Orange Glaze

Serves 4

Ingredients:

- Cooking spray
- 1 pound skinless chicken breasts, cut into 1 1/2-inch wedges
- 2 large ripe but firm peaches, cut into 16 1/2-inch wedges
- 3 large green bell pepper, cut into 16 1/2-inch squares
- 1/4 teaspoon pepper
- 1/8 teaspoon salt

Glaze:

- 3/4 teaspoon grated orange zest
- 3 tablespoon fresh orange juice
- 3 tablespoon chopped, fresh rosemary
- 1 1/2 teaspoon honey
- 1 1/2 teaspoon canola oil

Directions:

1. Lightly spray the grill rack with cooking spray. Preheat the grill on medium.
2. Meanwhile, thread the chicken, peaches, and bell pepper alternately onto four 14- to 16-inch metal skewers. Sprinkle the pepper and salt over the kebabs.
3. In a small bowl, whisk together the glaze ingredients. Set aside half the glaze (about 2 tablespoons).
4. Brush both sides of the kebabs with the remaining glaze.
5. Grill the kebabs for 6 to 8 minutes, or until the chicken is no longer pink in the center and the vegetables are almost tender.

Nutrition Information per serving: (1 kebab): Calories 202 | Total Fat 5g | Saturated Fat 1g | Unsaturated Fat 3g | Cholesterol 73mg | Sodium 206mg | Carbohydrate 14g | Fiber 2g | Total Sugar 11g | Added Sugar 0g | Protein 25g

Source: recipes.heart.org/en/recipes/rosemary-peach-chicken-kebabs-with-orange-glaze---delicious-decisions



Join us online for TASTE: a 10-week nutrition series designed to help you take your current eating habits to the next level! Last year, over 1,300 people took part, and this year's topics, recipes, and helpful tips are all new! You won't want to miss out. Go to bit.ly/healthplustaste.



Vanderbilt Farmers' Market

Check the website for the latest information on hours of operation and the vendor list for this year's market. We hope to see you there soon! Go to bit.ly/healthplusfm.

5 Options for Behavioral Health

As we all navigate these uncertain times, maintaining your mental health is as important as monitoring your physical health. VUMC offers several behavioral health benefits that can help you better care for your mind, body and spirit.

#1 All VUMC employees have access to the Medical Center's Work/Life Connections-Employee Assistance Program and its free, confidential counseling and coaching services. The counseling sessions are brief yet focused, and employees needing longer term behavioral health care are directed to resources that meet their specific needs. In addition, employees can find a host of coping resources, including webinars, videos and articles, at vumc.org/health-wellness/worklife-connections-employee-assistance-program. **To schedule an initial assessment, call 615.936.1327.**

#2 The VUMC health plan offers televideo counseling services through Aetna and Arcadian Telepsychiatry at the Tier 1 rate. You can meet with a licensed, professional behavioral health specialist at your convenience via your computer or mobile device. **To schedule a televideo appointment, call 866.535.4977.**



#3 VUMC health plan members also have access to AbleTo, an 8-week program through Aetna that combines counseling and coaching to help you tackle life changes, such as grief and loss. You meet weekly one-on-one with both a therapist and a coach via phone or video chat and only pay one copay for both sessions charged at the Tier 1 rate. **Call 855.773.2354 to schedule a consultation.**

#4 If you are enrolled in the VUMC health plan, you have multiple options for traditional behavioral healthcare at the Tier 1 rate — including Vanderbilt Psychiatric Hospital, Rogers Behavioral Health and Natchez Trace Youth Academy. **Visit hr.vumc.org/benefits/medical for a link to the Aetna docfind.**



#5 A Behavior Health Navigator is available for employees or their family members who have been diagnosed with bipolar disorder or schizophrenia spectrum disorders. The navigator offers support and guidance and can direct families to resources for treatment and other services. **To schedule a free session, call 615.322.5996 or email emma.finan@vumc.org.**

upcoming events



Babies & You

Go to [**bit.ly/healthplusbabies**](https://bit.ly/healthplusbabies)
for updated scheduling.

Know Your Numbers

Go to [**bit.ly/healthpluskyn**](https://bit.ly/healthpluskyn)
for updated scheduling.



Healthier You Presentations

Go to [**bit.ly/healthplushealthieryou**](https://bit.ly/healthplushealthieryou)
for updated scheduling.



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Vanderbilt University Medical Center
HR Corner

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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The Healthy Pulse

FOR FACULTY AND STAFF AT VANDERBILT

Healthy People 2020 Goals for the Population	VUMC	Tennessee
Reduce Cigarette Smoking to less than 12%	3%	22%
Increase Proportion of Healthy Weight to more than 34%	42%	31%
Increase Colorectal Cancer Screening to more than 71%	76%	64%
Increase Breast Cancer Screening to more than 82%	89%	71%

Healthy People 2020 is the federal government's prevention agenda for building a healthier nation. Health & Wellness engages employees with innovative programs that maximize productivity and well-being to help you achieve the Healthy People goals. This includes various health expos, screenings, and risk reduction programming. For resources for your well-being, visit our navigator at bit.ly/yournavigator.

Sources: Healthy People 2020, Health Plus Health Assessment data, Behavioral Risk Factor Surveillance System

