



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. 5 • Medical Center Edition
October, November 2020

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 email health.plus@vumc.org .
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**CONNECTEDNESS:
SOME ASSEMBLY
REQUIRED**

**2020 Game Plan for Your Health Video
(Step 3 of Go for the Gold)**

Humans are designed to connect with other humans! And being connected with others has many positive effects on our health and well-being. Yet, there are times in life where we face challenges, and our connectedness may require a bit more effort!

In *Connectedness: Some Assembly Required* a team of Vanderbilt experts shares how to get connected and stay connected to others — no matter what challenges life presents! Watch the video by logging in to the Health Plus Health Guide at bit.ly/healthplusgftg.

**Go for the Gold
Wellness Credit**

To learn more about your Go for the Gold Wellness Credit, select the action “How to Understand your Go for the Gold Wellness Credit” in Step 2: Wellness Actions Log of Go for the Gold.

Get credit for learning about your credit! Access the Wellness Actions Log by logging in to the Health Plus Health Guide at bit.ly/healthplusgftg.

Care Gap Alerts

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

Who is at risk for breast cancer?

Breast cancer affects one in eight women, so all women are at some risk of breast cancer. This risk increases with age. Family history and genetic factors can also increase risk of breast cancer. However, it is important to know that not everyone diagnosed with breast cancer has a family history. Men can also be diagnosed with breast cancer, but the incidence is very low at one in 800.

Are there ways we can reduce our risk for breast cancer?

Healthy lifestyle choices reduce the risk of most cancers. Maintaining a healthy weight, engaging in regular exercise, adequate sleep, moderation of alcohol consumption, and making healthy food choices will all reduce risk of breast cancer. For those who are able to do so, breastfeeding also reduces the risk of breast cancer.

When should I start breast cancer screening, and what is the best test?

All people with breast tissue should be regularly screened for breast cancer. Traditionally, screening has been recommended to start annually at age 40, but some guidelines support screening beginning at a later

(continued on page 3)

Work/Life Connections-EAP

The Counselor's Corner

Jim Kendall, LCSW, CEAP
Manager, Work/Life Connections-EAP



Pandemics Impact Mood Too

National Depression Screening Day is October 8, but many of us have been taking our emotional temperature more often these days (see *The Healthy Pulse* on page 8). Living in a pandemic can have a profound effect on your mood. Even those who have previously had solid coping skills have been challenged by the psycho-social changes brought about by the coronavirus. Isolation, uncertainty, economic decline, anxiety about the illness, and the daily onslaught of depressing news can take its toll on your mood. In the U.S., nearly half the respondents to a recent Kaiser Family Foundation poll reported feeling that the pandemic was harming their mental health.

Those with depression, anxiety, and mental health conditions are especially affected. Under usual circumstances, depression can feel overwhelming, hopeless, and can interfere with your thinking, functioning, and energy. Previous coping skills such as connecting with others, exercise, and other support systems have been impacted with physical distancing and other limits on activities.

- **Rest, Restore, and Refocus:** Limit your consumption of negativity (news media) and find simple sources of joy. Distract yourself through activities; garden, cook, learn a new hobby, or tackle one project that you can complete, even a small one. Utilize relaxation or mindfulness techniques. Access resource information through “Your Well-being Navigator” by visiting bit.ly/yournavigator.
- **Connectedness:** Intentionally contact someone in your social network daily. Reach out to others who may be isolated during this time (see *Connectedness: Some Assembly Required* on page 1).
- **Maintain a Healthy Lifestyle:** Get adequate sleep, find ways to exercise while maintaining social distance, and pay attention to your nutrition as it is easy to put on pounds (or lose them) during times of stress. Connect with a Health Plus Lifestyle Coach at bit.ly/healthpluscoach.

If you are dealing with depression, anxiety, or other mental health concerns, remember that there are effective treatments. If you don't know where to start, Work/Life Connections-EAP can be of assistance, call **615.936.1327**.



Passion at Work



Marilyn Dubree, MSN, RN, NE-BC
Executive Chief Nursing Officer

How do you bond and build community with your co-workers during this time of social distancing?

Relationships are key to building trust and confidence in healthcare. Because we are socially distanced, focusing on relationships is even more important now. Non-verbal communication can get diminished. In Zoom meetings we are working to be attentive to those cues. I write notes and make increased efforts to check in with my team and colleagues. While Zoom can be efficient, it can also be off-putting. It's important to clarify intentions with people, so understanding can occur.

How have you been able to celebrate team or individual successes?

During the pandemic, I think all of VUMC has celebrated the work we do. I have been so proud of the community's innovation and creativity to recognize healthcare staff. We encouraged leaders to share successes that showcase their frontline staff. The community has seen the amazing VUMC staff and celebrate their care and compassion accomplishments.

When you can't have a “pizza party” or an in-person meeting, it is important to express gratitude and to celebrate one-another. I think about what people have done for me or others and send quick text messages, or phone calls. Teams who take care of one another have continued resiliency.

What makes you feel most accomplished in your role at Vanderbilt?

I am most proud to see innovative teams grow and come into their own strength. Watching their innovation and ability grow with their experience is a privilege.

(continued from page 1)

date depending on risk factors. The decision about screening should be shared between patient and provider. Mammogram is the standard screening test and can be done with standard 2D or 3D (tomosynthesis) format.

Do higher risk groups need to do anything differently?

Those with higher risk may need increased screening with the use of other modalities, such as MRI. There are also other options for those with high risk, such as chemoprevention, and surgery for those at the highest risk. We recommend that those with high risk be evaluated and followed in a high risk clinic in order to appropriately tailor screening and preventive strategies.

What kinds of treatment are available for people diagnosed with breast cancer?

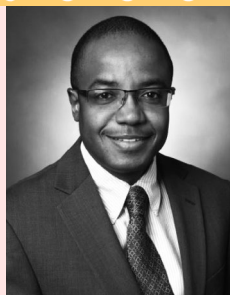
The treatment of breast cancer requires coordination with multiple teams. Treatment can include surgery, medical therapy, and radiation, in addition to supportive therapies such as psychotherapy and integrative health.



Occupational Health Clinic talk:

Eye Injury Prevention: Protect Those Eyes!

Muktar Aliyu, MD, DrPH, Professor of Health Policy and Medicine, and a Physician with the Occupational Health Clinic



October is Eye Injury Prevention and Home Eye Safety Month. According to the U.S. Bureau of Labor Statistics an estimated 2,000 U.S. workers every day sustain eye injuries that require medical attention. Up to 90% of these injuries can be prevented with the proper use of appropriate protective eyewear. A significant proportion of eye injuries also occur at home or during recreational and sports activities.

Here are a few tips to help keep your eyes safe while on the job and at home:

- 1. Know your hazards.** Identify activities and dangers that can increase your chances of eye injury at work and at home. Cleaning chemicals, home improvement projects, and yard work are common culprits. Glare from computer screens can cause eye strain.
- 2. Use the right protective eye gear for the type of hazard.** Appropriate eyewear that provides adequate protection and fits properly is important. For example, safety glasses with side shields can protect from flying objects, whereas goggles and face shields are effective protection from dust and chemical splashes.
- 3. Adopt smart eye safety behaviors.** Rubbing the eyes with dirty hands or dusty clothes can transfer debris into your eyes. Clean protective eyewear before and after each use. Periodic eye breaks that include looking away from your computer monitor can relieve eye strain. The 20-20-20 rule recommends focusing on an object 20 feet away for at least 20 seconds every 20 minutes.
- 4. Seek medical attention in the event of an emergency.** Be familiar with the basic first aid steps for common eye injuries. Know the location of the eye wash station if your workplace has one. If you notice signs of serious injury, such as decreased vision, eye pain, or changes in pupil size or shape, seek immediate medical care.

“Preventable eye injuries are devastating to patients and their families,” says Sylvia Groth, MD, ocular trauma expert and Assistant Professor of Ophthalmology with the Vanderbilt Eye Institute. “Simple precautions such as wearing eye protection when engaging in activities that involve potential projectiles (paintball, firework use, lawn mowing), while working in the garage or shop (metal work, woodwork, construction), and exerting care when utilizing elastic items around the house, such as securing items with bungee cords, can go a long way in preventing these injuries.”



Hold the Stuffing

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

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

Save the Dates!

- Initial Weigh-in November 11–25
- Final Weigh-in January 4–15

View the full details at bit.ly/healthplushts.



Think Pink!

Breast Cancer Awareness

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

View details of this year's live virtual activities at bit.ly/healthplusthinkpink.



FLUla-2-Uza

The employee influenza (flu) vaccination campaign will look a *little* different this year. Because of the COVID-19 pandemic and the need to maintain social distancing and avoid large crowds, this year's campaign brings FLUla-2-Uza!

Visit vumc.org/health-wellness/employee-influenza-vaccine-program to learn more and find scheduled flu shot locations.



Trying to Quit Smoking? Don't Give Up!

The Great American Smokeout is in November. This annual event of the American Cancer Society challenges people to stop smoking for at least 24 hours. Let this day be your day to start your journey toward a smoke-free life!

When quitting smoking, support can make all the difference. Health & Wellness offers a variety of tobacco cessation resources:

- The Occupational Health Clinic Quit Rx program offers counseling and treatment services, including medications when recommended. Call **615.936.0955** to schedule an appointment.
- Health *Plus* offers a free toolkit and one-on-one coaching for accountability and support. For more information, visit bit.ly/healthplustobquit. Call **615.343.8943** to make an appointment.
- Licensed counselors at Work/Life Connections-EAP are available to teach relaxation techniques and help you build your stress resilience. Make an appointment by calling **615.936.1327**.

For more information on the Great American Smokeout, visit cancer.org/healthy/stay-away-from-tobacco/great-american-smokeout.html.



Ask a Lifestyle Coach

Q What is Health *Plus* Lifestyle Coaching, and how does it work?

A Lifestyle coaching can help you find the motivation and tools to reach your health and wellness related goals! Your coach will offer guidance, support, and accountability along the way. During this time of social distancing, coaching is available by video call or telephone. This graphic outlines the steps and timeline of working with a Health *Plus* Lifestyle Coach:



Lisa Connor, RN, BSN, CDE
Assistant Manager, Health *Plus*

Health *Plus* Lifestyle Coaching

INITIAL SESSION



1. Meet to discuss your:
 - a. Goals
 - b. Strengths
 - c. Challenges
2. Make a plan.

MONTHLY CHECK-INS



Evaluate and refine your plan.

6-MONTH FOLLOW-UP



Assess progress and determine next steps.

To get started with Lifestyle Coaching, complete the form at bit.ly/healthpluscoach.

Sweet Potato and Apple Breakfast Bake

Serves 6

Ingredients:

- 2 sweet potatoes, peeled and grated/shredded
- 2 large apples, peeled and shredded
- 2 Tbsp coconut oil
- 1/2 tsp salt
- 2 tsp cinnamon
- 1/2 tsp nutmeg
- 4 eggs
- 1 cup full-fat canned coconut milk
- 1/2 cup raisins
- 1/2 cup walnuts, chopped

Directions:

Preheat oven to 400°F. Mist a 9-inch by 9-inch baking dish with coconut oil cooking spray and set aside.

Shred/grate sweet potatoes. Heat coconut oil in a nonstick skillet over medium heat. Once oil is hot, add sweet potatoes and cook for 5 to 6 minutes or until softened. Meanwhile, shred/grate the apples; add to the skillet and cook an additional 3 to 4 minutes; remove from heat.

In a large bowl, combine the salt, cinnamon, nutmeg, eggs, and coconut milk; whisk well. Add the sweet potato mixture and stir until combined. Fold in the raisins and walnuts; transfer to prepared baking dish.

Bake for 25 minutes or until edges begin to brown and the dish is set. Remove from oven and allow to cool 10 minutes before slicing and serving.

Nutrition Information per serving: Calories 387

Total Fat 27g | Cholesterol 117mg | Sodium 276mg
Carbohydrate 31g | Fiber 5g | Sugar 16.7g | Protein 8.2g



Source: preventionrd.com/2017/01/sweet-potato-and-apple-breakfast-bake-weekly-menu

HR Corner

Getting The Most Out of Your Benefits



Healthy Choices Begin with Open Enrollment

In the past year, a lot has changed and that may also include your benefit needs for next year. Now's your chance to update your benefits. So, take a few moments during this open enrollment period to learn how. Then, throughout the year, make smart healthcare decisions to improve and sustain your health and reduce your healthcare costs.

The following benefits are part of Open Enrollment:

Health insurance, dental and vision insurance

Accidental death & dismemberment (AD&D) insurance

Dependent day care flexible spending accounts, which reimburse day care expenses for your dependents

Health care flexible spending accounts, which reimburse out-of-pocket medical expenses for you and your dependents

What's New for 2021

VUMC employees enrolled in the Aetna Select plan will see slight increases in premiums. A premium is what an employee pays each month to be in the plan.

Employees enrolled in the Aetna Plus and Aetna Select plans will see a small increase in their deductible for Tier 1 and Tier 2 medical providers. A deductible is the amount an employee pays before their plan starts to cover more of their costs.

The copay for Tier 1 medical providers for Aetna Plus and Aetna Select members will increase to \$25 from \$20. The copay for Tier 2 medical providers for Aetna Plus and Aetna Select members will increase to \$60 from \$50. A copay is what you will pay for an office visit.

VUMC employees will see slight increases to prescription maximum out-of-pocket costs for Tier 2, Tier 3 and specialty drugs.

Employees enrolled in the vision plan will see increased allowances to \$150 from \$130 for frames and lenses with premiums unchanged.

VUMC employees now have a new, quick and convenient way to access healthcare: telehealth visits via the My Health at Vanderbilt app or portal. Telehealth providers can diagnose and treat a wide range of non-emergency medical conditions, such as allergies, sinus infection, rashes and bug bites, and visits are charged at the Tier 1 rate. Beginning Jan. 1, 2021, Teladoc will no longer be charged at the Tier 1 rate.

What's Staying the Same

VUMC will offer three health plan options: the Health Savers plan with a health savings account, Aetna Select and Aetna Plus health plans.

The MyHealth Bundles program returns for the 2021 plan year with more healthcare services to save employees money. VUMC employees and their dependents in the Aetna Plus or Aetna Select plans are eligible to participate in the bundles program. The first bundle offered to VUMC employees was the MyMaternityHealth bundle. The program provides an enhanced clinical and service experience for expectant mothers with zero out-of-pocket costs. Beginning Jan. 1, 2021, eligible employees will have access to MyHearingHealth (cochlear implant surgery), MyOrthoHealth (hip and knee replacement), and MySpineHealth (spine surgery).

Open Enrollment for 2021 benefits begins Oct. 14 and ends Oct. 30. The benefits you choose will take effect on Jan. 1, 2021 and last until Dec. 31, 2021.

For detailed information, visit hr.vumc.org/oe.

upcoming events



Breast Cancer Awareness

Go to bit.ly/healthplusthinkpink to view details of October's live virtual activities.



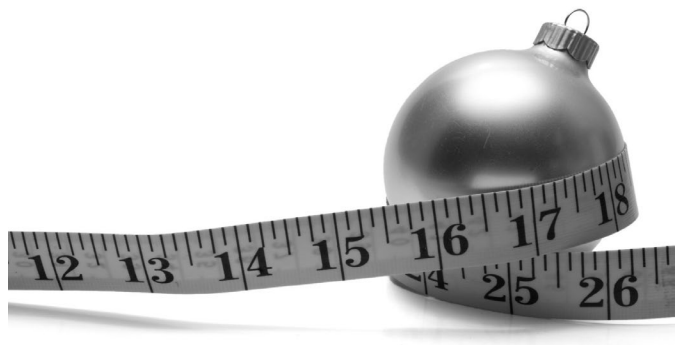
Healthier You Presentations

Go to bit.ly/healthplushealthieryou to view monthly presentations.



Know Your Numbers

Go to bit.ly/healthpluskyn for digital options. Know Your Numbers counts as one action in Step 2 of Go for the Gold: Wellness Actions Log!



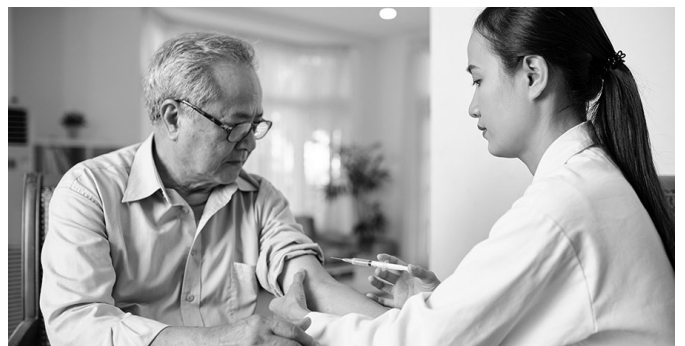
Hold the Stuffing

Go to bit.ly/healthplushts for details on November's weigh-in.



Babies & You

Go to bit.ly/healthplusbabies for updated scheduling.



FLU1a-2-Uza!

Go to vumc.org/health-wellness/employee-influenza-vaccine-program for details on where to get your employee flu shot this year.

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RN, BSN, CDE

Open Enrollment

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

Follow us on Twitter @twitter.com/
WellVanderbilt



Health & Wellness Connection

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The Healthy Pulse



FOR FACULTY AND STAFF AT VANDERBILT

Check your emotional mood temperature

Depression Self-Assessment

Please answer "Yes" or "No" if you have engaged in or experienced any of the following **over the past two weeks** on a fairly consistent basis.

1. Felt bad or down most of the time?
2. Felt irritable or on edge?
3. Lost interest in activities I used to enjoy?
4. Felt tired most of the day on a frequent basis?
5. Slept too much or unable to sleep most nights?
6. Had trouble concentrating?
7. Felt anxious, restless, or lethargic?
8. Felt worthless, hopeless, or helpless?
9. Experienced aches, muscle pain, or stomach problems?
10. Had frequent thoughts of death or dying?

If you answered "Yes" to **5 or more of these**, then you might be experiencing depression. If you are concerned about your mood, please seek medical and/or psychological support. If you are a Vanderbilt faculty or staff member, you can start by calling Work/Life Connections-EAP at **615.936.1327** for a **free, confidential assessment**.