

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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The Holidays Reimagined

Ellen Clark, LCSW

Like the rest of 2020, this holiday season will be like no other. It will be a time of reflection and reinvention. Though things will be different, it can inspire us to find new paths toward purpose, meaning, and hope. Some additional positives might be less hustle and bustle, less trying to live up to an idealized version of the holidays, and as a result, potentially less stress.

As pandemic fatigue wears on, we enter this holiday season tired of uncertainty and seeking threads of normal. Now with additional burdens and challenges, many of our traditions may be off the table completely. You may not be able to visit family, take pictures with Santa, attend parties, religious services, and/or other special events. For some, the holidays may be a painful reminder of loss, symbolized by empty chairs at the table. For others, the loss of jobs and financial security puts the whole idea of celebrating out of reach.

Writer, Sarah Begley, recently wrote about the upcoming holiday season saying "we can seize this unwanted opportunity to reimagine everything, to tell a new story about what the season of togetherness means for our country, homes, and our relationships. In a time that requires distance, we can find new modes of closeness. In a year of austerity, we can rethink the purpose of wealth. In a period of great uncertainty, we can decide what is most meaningful about shared ritual." This brings to mind one of my mother's favorite childhood stories. It was about how our family celebrated Christmas during the great depression, another time of uncertainty, insecurity, and deprivation. She recalled her parents collecting discarded pine boughs, putting them in a vase, and decorating them with things around the house, because they could not afford a tree at the holidays. She also told how her father made deer hoof prints in the snow to delight the family on Christmas Day. My mother recalled those memories as one of her fondest childhood experiences. This year, we encourage you to be inspired to new and amended traditions, so your holiday season is meaningful and safe.

Work/Life Connection-EAP counselors are available to assist you if you need support through this difficult time. Just call **615.936.1327** for a confidential appointment.



Care Gap Alerts

Cervical Cancer



*Ronald D. Alvarez, MD, MBA
Chairman and Clinical Service Chief,
Betty and Lonnie S. Burnett Professor,
Obstetrics and Gynecology*

At what age should women begin screening for cervical cancer?

Women should begin screening for cervical cancer no earlier than age 21. Several organizations have recommended cervical cytology (the Pap smear) every three years for women age 21 to 29 and then co-testing with cervical cytology and high-risk HPV testing every five years after age 30. Recently the American Cancer Society has recommended screening with just high-risk HPV testing every five years beginning at age 25. Regardless of the approach, the most important point is for women to start to get cervical cancer screening sometime between age 21 and 25.

How is cervical cancer detected?

We hope that women will get cervical cancer screening so that we can detect high-grade cervical precancer lesions before these lesions develop into invasive cancers. Patients with a high-grade cervical precancer lesion can undergo a relatively simple procedure like a LEEP which removes a small portion of the cervix that contains the lesion. This procedure is very effective in treating patients with a high-grade cervical precancer lesion and significantly reduces the risk of developing cancer.

Most patients who develop cervical cancer have not had routine

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Work/Life Connections-EAP

The Counselor's Corner

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



Give the Gift of Civility

The holiday season traditionally means that families, friends, and communities gather to share celebrations and good cheer. This year, our get-togethers may be smaller or socially distanced. Sadly, goodwill may be a challenge following a polarizing national election, regardless of the outcome. The political divide has challenged many parts of our lives, including our faith in reported news or social media posts, our families and friendships, and our world view. This, along with COVID-19, the economic downturn, the spotlight on racial injustices, and uncertainty has had a negative impact on our mental health and well-being. With the unprecedented events of 2020, there has been an uptick in anxiety, helplessness, and depression.

Here are seven things we can do to regain our own power and control over attitudes and behaviors in the workplace and in our communities.

1. Commit to being respectful.
2. Accept that good people can have different ideas.
3. Give up the idea that you will change someone's set beliefs through your social meme or post.
4. Don't make personal attacks and name-calling when you are conversing about ideas.
5. Since communication is about the words we say, the tone we use, and our body demeanor, be intentional about being open to hearing others. Listen to understand another's point of view instead of trying to change it.
6. Taking some deep breaths before responding can help you think before you say something hurtful that you may regret.
7. Focus on maintaining the relationship and resolving the issue rather than being right.

According to dictionary definitions, civility refers to politeness, respect, and courtesy in behavior or speech. As human beings, we are all winners if we collectively resolve in 2021 to be more kind and respectful. This would be a great way to ring in the new year with some well-being through more civility.



Passion at Work



Freddie Easley
Director for Facilities and Operations

As we experience a “new normal” at VUMC due to COVID-19, how do you stay informed?

MyVUMC has been our single source for getting updated messages from leadership. We listen and read the many helpful messages and in turn help our staff to stay informed. Also, occupational health and infectious disease nurses support our group through education to ensure we are keeping our employees safe. Especially when our staff is entering into areas where an employee has been exposed, such as a lab.

How do you keep your team informed of the fast-paced changes that are occurring?

We have a system in place to get information to all of our employees. We first ensure supervisors completely understand the messaging, and they communicate to their staff directly in-person in meetings. We then circle back to each supervisor group to make sure they have communicated to their team and that all employee's questions are answered.

What strategies of communication are most effective?

All meetings are face to face. As our employees are moving around in their jobs, they don't have the same time to read their emails, our in-person communication is key.

We also find that people tend to ask more questions when face to face, as opposed to using email.

How do you practice well-being and a good work/life balance?

In the past I have enjoyed working out at the Vanderbilt Recreational Center. Since that time, I have begun to walk a very steep hill in my neighborhood. I get to see a lot of my neighbors who often stop to talk. Sometimes I take my grandkids down to a creek near my home. We also have an elliptical machine that my wife and I use. For fun, I really like all sports and try to keep up with my favorite teams. We used to attend church regularly, but now we participate in virtual services for church.

Occupational Health Clinic talk:

Thyroid Awareness

R. Duke Chenault, DNP, APRN, ACNP-BC

January is Thyroid Awareness Month. According to the American Association of Clinical Endocrinologists, more than 30 million Americans will develop thyroid disease at some point during their lifetime and 60% of these individuals don't even know it. Here are a few signs that could indicate you need to have your thyroid checked:

- Unexplained weight changes
- Fatigue
- Trouble concentrating
- Insomnia
- Heart palpitations or racing
- Depression or anxiety
- Body aches

Lindsay Bischoff, MD, the medical director of the Vanderbilt Thyroid Center reminds us that "thyroid disease can be due to a structural problem, like a nodule, or a functional problem, like hypothyroidism or hyperthyroidism. The vast majority of thyroid nodules are benign and a simple physical exam by your primary care doctor to screen for nodules is important. Thyroid function problems are found by checking a blood test. It is important to remember that symptoms from thyroid disease are not specific to the thyroid and it is best to discuss your symptoms with your primary care doctor for a complete evaluation based on your symptoms." If you have any of these symptoms, risk factors, or think you may be experiencing thyroid problems, schedule an appointment with your primary care physician or one of our VUMC endocrinologists for further evaluation.



Care Gap Alerts

Cervical Cancer

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cervical cancer screening. Patients with early stage cervical cancer often have abnormal vaginal bleeding symptoms such as bleeding after intercourse. Patients with more advanced stage cervical cancer will also have more pelvic pain. Patients with such symptoms should have a pelvic exam and any abnormal lesions noted on the cervix should be biopsied to confirm the diagnosis.

Are there any warning signs or risk factors for cervical cancer?

Lifestyle risk factors for cervical cancer include smoking, early age of sexual activity, and multiple sex partners. Patients with genital warts and other sexually transmitted diseases also have an increased risk of cervical cancer. Lastly, patients who are chronically immunosuppressed (i.e., HIV infected, transplant) are also at risk.

How can women reduce their risk for cervical cancer?

First, girls and boys should get the HPV vaccine preferably between ages 11 and 12. This is perhaps the most effective way to reduce their risk of cervical cancer and other HPV associated cancers. Young girls and women should avoid smoking and high-risk sexual behavior. Lastly, women should adhere to previously discussed guidelines regarding cervical cancer screening.

Vanderbilt Bill Wilkerson Center is offering a 20% discount* on hearing aids for all Vanderbilt employees (and spouses), retirees and alumni.

Financing options available through Vanderbilt University Credit Union.

Schedule your hearing evaluation today! 615.322.HEAR

**offer expires 1/31/21*

Carpe Annum! Seize the Year!

6 Keys to a Re-energized 2021

2020 has been quite a year, and many of us are looking forward to 2021 with a renewed sense of vigor! Begin the new year re-energized by taking action in these six areas!

6 Keys to an Energized Year!

- Eat for Energy
- Get Active
- Be Smoke-Free
- Get Enough Sleep
- Live with Less Stress
- Work Toward a Healthy Weight



Each newsletter issue in 2021 will focus on one of the six keys. In this issue, we focus on the first key: **Eat for Energy!**

Diabetes Prevention Program New Sessions This Winter!

Health *Plus* will begin new sessions, offered remotely, of the National Diabetes Prevention Program for faculty, staff, or spouses with pre-diabetes or a history of gestational diabetes. The Diabetes Prevention Program is proven to prevent or delay Type 2 diabetes.

There is no charge for this one-year program that provides consistent follow-up to help participants maintain healthy lifestyle changes and have fun along the way. Visit bit.ly/healthplusdpp to learn more.

Hold the Stuffing

Enjoy good health this holiday season:

- Enjoy holiday foods in MODERATION
- With appropriate PORTION SIZE
- And engage in regular PHYSICAL ACTIVITY

Final Weigh-In January 4 to 15.

View the full details at bit.ly/healthplushts.



MACRONUTRIENTS

PROTEIN



**Building block
for muscle
tissue**

CARBOHYDRATE



**Quick energy
for body &
brain cells**

FAT



**Energy source
that can be
saved for later**

FUNCTIONS

- Immune function
- Heart health
- Organ growth
- Muscle growth & maintenance
- Injury prevention

- Protein and fat digestion
- Nerve function
- Cell communication

- Absorption of vitamins from fruits and vegetables
- Muscle and organ protection
- Sustained relief from hunger

GOOD SOURCES

Choose **lean or plant-based** sources

- Skinless chicken
- Turkey
- Tofu
- Beans & peas
- Fish
- Low-fat dairy
- Eggs

Choose **whole grains and fruits**

- Whole wheat bread & pasta
- Brown rice
- Quinoa
- Beans & peas
- Bananas
- Berries

Choose **unsaturated fats** over saturated fats

- Avocado
- Olive oil
- Fish
- Nuts, nut butter & seeds
- Eggs

DAILY RECOMMENDATIONS

10-35%
of calories

45-65%
of calories

20-35%
of calories



Continue to practice healthy eating with the quick and easy monthly Health *Plus* Nutrition Corner module! Go to bit.ly/healthplusnutritioncorner.

Ask a Lifestyle Coach

Q

I want to be healthier in the new year.
How can I make my goals stick?

A

Start the new year S.M.A.R.T.!

A new year is a great time for creating new goals. And when setting your goals, it's best to make them S.M.A.R.T! Setting goals that are simple and straightforward will help you move forward with confidence.

Think about a goal you would like to set this year. Using the examples and SMART goal infographic, what details can you add to your goal?

Typical Goal: I will exercise more.

SMART Goal: I will walk for 20 minutes, 5 days a week.

Typical Goal: I will stop drinking sodas.

SMART Goal: I will cut back to only one soda a week.

You've set your SMART goal — Now what?

- Post your SMART goal in an area where you will see it often (ex: bathroom mirror, refrigerator, office space, cell phone screen, etc.).
- Set aside time each week to assess your progress and make adjustments when needed.
- Think of your plan as an experiment; if something isn't working, either tweak it or try something else.

Lifestyle coaching offers help setting SMART goals and accountability to help you succeed with them. To work one-on-one with a Lifestyle Coach complete the form at bit.ly/healthpluscoach.



Rachel Bowman, CHES
Health Educator,
Health Plus

Cauliflower and Chickpea Masala

Serves 4

Ingredients:

Masala Spice Mix

- 2 Tbsp. garam masala
- 1/2 tsp. cumin
- 1/2 tsp. turmeric
- 1/2 tsp. smoked paprika
- 1/4 tsp. cayenne
- 1/2 tsp. salt
- Freshly cracked pepper

Skillet Ingredients

- 1 yellow onion
- 3 cloves garlic
- 1/2 Tbsp. grated fresh ginger
- 2 Tbsp. olive oil
- 12 oz. frozen cauliflower florets
- 1 (15 oz.) can chickpeas, drained
- 1 (15 oz.) can tomato sauce
- 1/4 cup water
- 1/2 cup coconut milk
- Salt to taste

Directions:

1. In a small bowl, combine the spices for the masala spice mix.
2. Finely dice onion, mince garlic, and grate ginger. Add all three to a large skillet along with olive oil and sauté over medium heat until onions are soft and translucent (about 3 minutes). Add spice mix and continue to sauté for one more minute.
3. Add frozen cauliflower florets to skillet, and continue to sauté for about 5 minutes, or until cauliflower have thawed through and are coated in spices.
4. Add drained chickpeas, tomato sauce, and 1/4 cup water to skillet. Stir to combine, then allow to simmer over medium-low heat, stirring occasionally, for 15 minutes. If mixture becomes too dry as it simmers, add 2 more tablespoons water.
5. Turn off heat and stir in coconut milk. Add salt as needed. Serve in a bowl either over rice or with a piece of bread for dipping.

Nutrition Information per serving: Serving Size 1 1/4 cups
Calories 307 | Carbohydrates 33g | Protein 9.5g
Fat 16.5g | Sodium 1153mg | Fiber 10.5g

Source: budgetbytes.com/easy-cauliflower-and-chickpea-masala

Set a Smart Goal!

S

Specific

Answer what, where, when, and how.



M

Measureable

How will you track your progress?



A

Action-Based

Include actions you will take.



R

Realistic

Make your goal challenging but reachable.



T

Time-Bound

When will your goal be completed?



HR Corner

Getting The Most Out of Your Benefits



New Benefits for the New Year

Save a Bundle with MyHealth Bundles

Beginning Jan. 1, VUMC employees and their dependents in the Aetna Plus or Aetna Select plans are eligible to participate in the MyHealth Bundles program, which bundles all the services you need to manage both common and complex health conditions. The bundles provide personalized, concierge-level services through a patient navigator, streamlined care and zero out-of-pocket costs if you participate in 2021.

MyMaternityHealth

The innovative approach combines maternity and select newborn services an expectant mother and baby need from enrollment until 12 weeks after delivery, featuring free education classes, telehealth visits and tele-lactation services. To participate, expectant mothers consult with a patient navigator, enroll in the MyMaternityHealth program and choose a Vanderbilt Health maternity care provider.



MyHearingHealth Cochlear Implant Surgery (Severe Hearing Loss)

This life-changing program provides patients with severe hearing loss with a faster, more simplified pathway to cochlear implant surgery. The program bundles all the services needed for a successful procedure and recovery. By eliminating unnecessary appointments and travel, the process is streamlined to a single-day experience in many cases.



MySpineHealth Select Spine Surgeries

This innovative approach to spine surgery coordinates all of the services needed for the fastest, most cost-effective treatment and recovery path for patients suffering from chronic back pain. The bundle includes three of the most common spine procedures: cervical fusion, lumbar fusion, and laminectomy. Only patients who will truly benefit from spine surgery will be enrolled in this bundle.

MyOrthoHealth Hip and Knee Surgery

The program covers hip and knee joint replacements, bundling all the care needed to speed recovery and get back to life and work quickly and cost-effectively. MyOrthoHealth eliminates unnecessary treatment and enhances recovery through the use of telehealth and an innovative digital care platform that delivers virtual physical therapy.



Save time and money with VUMC Telehealth

Vanderbilt University Medical Center is committed to helping you get the care you need as quickly, conveniently, and affordably as possible. VUMC health plan members have access to telehealth visits through the My Health at Vanderbilt mobile app or web portal. Through telehealth, VUMC nurse practitioners can diagnose and treat a wide range of non-emergent medical conditions, such as allergies, sinus infection, rashes and bug bites. Telehealth appointments are available 7 days/ week from 7 a.m. to 7 p.m. and are charged at the Tier 1 rate. To schedule an appointment, you will need a mobile device or computer with a web camera, Zoom and an activated My Health at Vanderbilt account.

upcoming events



Know Your Numbers

Go to bit.ly/healthpluskyn for in-person and 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
January's final weigh-in.



Babies & You

Go to bit.ly/healthplusbabies
for updated scheduling.



FLU!a-2-Uza!

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



Healthier You Presentations

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



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

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Health & Wellness Connection

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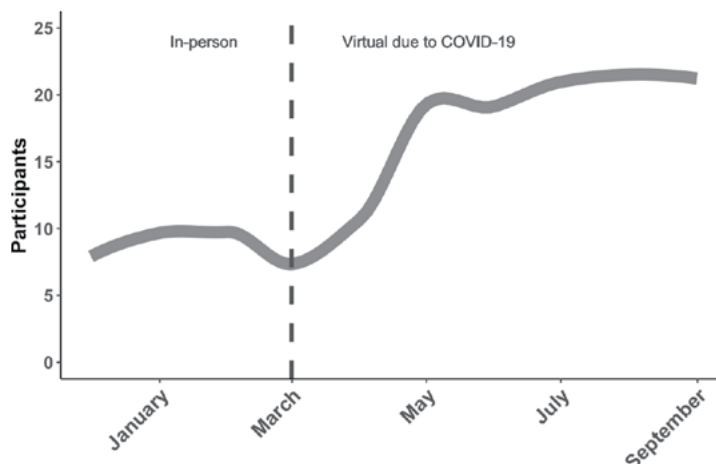
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The Healthy Pulse

FOR FACULTY AND STAFF AT VANDERBILT

Attendance for *Babies & You* Booms!



Babies & You is just one example of how Health *Plus* expanded virtual offerings to help even more people access our programs and services during the pandemic! Babies & You is a prenatal health promotion program for faculty/staff, spouses, and/or dependent children who become pregnant. The program provides monthly educational opportunities via Zoom including topics like breastfeeding, nutrition, newborn care, and more. Visit bit.ly/healthplusbabies to enroll and learn more.