

HEALTH & WELLNESS

VANDERBILT FACULTY & STAFF

The Occupational Health Clinic

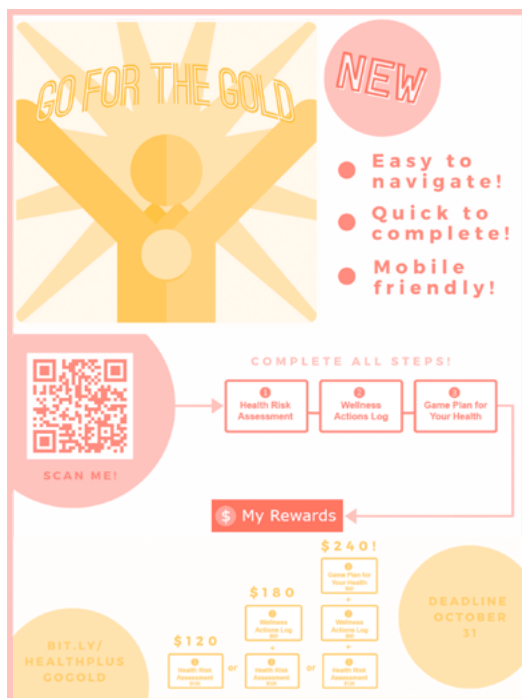
Health Plus
Work/Life Connections - EAP

Connection

Providing programs that support the well-being and productivity of Vanderbilt's most valuable asset... YOU!

Vol. 41 • NO. 5 • Medical Center Edition
October, November 2021

Go for the Gold — Deadline is October 31



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

Go for the Gold is now easy to navigate, quick to complete, and mobile friendly! Get started now to learn important information about your health and earn up to a \$240 Wellness Credit (for eligible faculty and staff).

STEP 1 Health Risk Assessment

STEP 2 Wellness Actions Log

STEP 3 Game Plan for Your Health Video

Log in to the Health & Wellness Information Portal (HWIP) at bit.ly/healthplusgogold. Need help? Contact Health Plus at 615.343.8943, or email health.plus@vumc.org.

Make a Game Plan for Your Health — with Step 3 of Go for the Gold!

2021 continues to be a challenging year. Thankfully, there are steps we can take to ensure we are able to meet the challenges. Watch *Making Our Comeback with Compassion* to hear Vanderbilt experts share practical steps you can take to increase compassion for yourself and for others to improve well-being and come back from life's challenges stronger than ever!

Watch *Making Our Comeback with Compassion*, and complete Step 3 of Go for the Gold! Log in to the Health & Wellness Information Portal (HWIP) at bit.ly/healthplusgpfyh.

The deadline to complete Go for the Gold is October 31!



Care Gap Alerts

Palliative Care



Andrew Wooldridge, MD
Assistant Professor of Medicine

What is palliative care?

Palliative care is specialized medical care for people with serious illnesses. It provides patients with relief from the symptoms, pain, and stress of a serious illness. The goal is to improve quality of life for both the patient and the family. Palliative care is provided by a team of doctors, nurses, and other specialists who work with a patient's other health care providers to provide an extra layer of support. Palliative care is appropriate at any age and at any stage in a serious illness, and can be provided together with curative treatment.

Is palliative care right for me?

If you or a loved one is facing a serious illness, such as cancer, congestive heart failure (CHF), chronic lung disease, kidney failure, liver failure, or neurological diseases, such as dementia, ALS, or Parkinson's, then palliative care might be right for you. Palliative care specialists can help manage symptoms, such as pain, shortness of breath, anxiety, nausea, lack of appetite, and constipation. If you or a loved one is facing difficult side effects from treatment, frequent hospital or emergency room visits, or eating problems and weakness due to a serious illness, then it might be an appropriate time to have palliative care involved. Palliative care specialists can help with emotional support, coping with the stress of serious illness, spiritual/

(continued on page 3)

Work/Life Connections-EAP The Counselor's Corner

Ted Rice, LPC-MHSP, CEAP



Dealing with Grief and Loss

Grief is a normal response to any loss, yet it can be very difficult to navigate by ourselves. For over a year, every human being has been impacted by some form of stress or loss due to the pandemic. For many of us, losing loved ones, employment, housing, and a sense of hope and security has become painfully normal. We grieve the loss of “how it used to be” and struggle to accept our current position.

Grief is a complex amalgamation of thoughts, feelings, personal beliefs, and values. Many clients have described grief as “a roller-coaster of emotions.” Complicated and/or unresolved grief has the tendency to produce depression, anxiety, and isolation. The good news is that grief can resolve itself given time, attention, and patience. When we allow others to assist us with our grieving, the effects are heartening.

The following three suggestions provide many of us safe passage towards acceptance and peace.

1. Express Yourself: “If you can share it, you can live with it!” Give your frustration, anger, and sadness a voice. Withholding and choosing not to share our thoughts and feelings with others can be detrimental to our whole person. Find a trusted friend, family member, or colleague, and let it out and let it go.

2. Connect with Others: We are social creatures, and as such, require interaction with other human beings for optimal health. Make the time to socialize, to have fun, and to feel a part of the lives of your loved ones.

3. One Moment at a Time: This mindfulness concept invites each of us to discontinue living in our thoughts of the past and in the fear and anxiety of the future. Implementing a mindfulness practice in daily living allows a person to become increasingly present in our life and the lives of others.

October is Depression Awareness Month. If you are experiencing prolonged sadness, excessive worry and fear, lack of sleep, or find yourself increasingly withdrawn from family, friends, and coworkers, Work/Life Connections-EAP provides confidential consultation, brief solutions-focused counseling, performance coaching, and referral services for Vanderbilt faculty, staff, and their spouses. Call **615.936.1327** to schedule an appointment to determine what service best meets your needs.



Passion at Work



*Amy Schoeny, PhD
Chief Human Resources Officer, VUMC*

In a dynamic place like VUMC, how do you keep your team informed?

We know that employees want to know what is happening in the organization and how their work fits in. We also know that health care — and VUMC — is rapidly changing so keeping people informed needs to be intentional. Since my arrival, I've attempted to use various methods to share updates and keep the team involved, including individual one-on-one's, weekly huddles, regular team meetings with direct reports, weekly emails of key updates and organizational strategy highlights, and video town halls for the entire HR function.

In what ways do you build connection and community within your team?

Like most, building connections is more challenging with remote work structures, particularly as a new VUMC employee and leader. I have been focused on facilitating and encouraging working out of silos, bringing the team together regularly — even if by video, and as COVID precautions and protocols evolve, look forward to more opportunities to gather in person.

How does your team celebrate each other's accomplishments?

It's really important to take the time to celebrate together. We often start meetings with wins and accomplishments — both personal and professional in nature. I've also asked my team to highlight key individuals and teams that I can recognize on a routine basis. VUMC provides nice opportunities as well through programs like Service and Credo awards and the Recognition Central site.

Share how you focus on your personal well-being while still managing priorities at work.

I'm a person who thrives on routine, so I structure self-care activities like other commitments. For example, regular exercise is a critical part of my stress management and well-being approach, so I have a specific schedule for getting my workouts in first thing in the morning so that work priorities can't derail them.

(continued from page 1)

religious support, and talking with your family about your illness. They can also help with communication and planning, such as knowing what to expect during course of illness, complex decision-making, and matching your goals and values to your medical care and treatments.

How and where can I receive palliative care?

Vanderbilt Palliative Care specialists see patients in clinic (including One Hundred Oaks, Vanderbilt-Ingram Cancer Center clinic and some neurology clinics), in the adult and children's hospital, and, in some cases, via telehealth visits (telehealth is available for Vanderbilt University and VUMC employees, with Vanderbilt health insurance, who are living in Tennessee). Some insurers also pay for home-based palliative care visits. You can talk to your health care provider about a referral, or call Vanderbilt Outpatient Palliative Care at **615.936.1212** if you'd like to discuss scheduling a visit with the Vanderbilt Palliative Care team.

For more information, look here:



Occupational Health Clinic talk:

Occupational Safety: Antibiotic Resistance — You Can Stop the Spread!



Michael Chin, MD, MPH
Assistant Director, Occupational Health Clinic

Did you know that November 18 – 24 is World Antimicrobial Awareness Week?

There is another pandemic of sorts that we all have a chance to fight on a daily basis! Antibiotics can be life-saving drugs, but when not utilized appropriately, they can lead to bacterial resistance.

Dr. Whitney Nesbitt, Clinical Pharmacologist of the Vanderbilt Antimicrobial Stewardship Program tells us: "Antibiotic resistance is a global health crisis. Each year in the U.S. antibiotic-resistant bacteria cause infections in greater than 2.8 million people, which leads to more than 35,000 deaths and estimates as high as \$20 billion in excess direct health care costs."

How you can join the fight:

- Remember that antibiotics only work against bacteria, not viruses!
- Only use antibiotics as prescribed by your health care professional.
- If you have a prescription, do not skip any doses.
- Never share or use leftover antibiotics.
- If possible, choose foods that have been produced without the use of antibiotics.

Dr. Nesbitt also informs us that, "Inappropriate prescribing, which accounts for 30 to 50% of all antibiotic prescriptions, is the leading cause of antibiotic resistance." It's important to actively engage with your health care provider when being prescribed antibiotics.

Sources:

World Health Organization, *Antibiotic Resistance*

U.S. Food & Drug Administration, *Combating Antibiotic Resistance*



Carpe Annum! — Seize the Year!

6 Keys to a Re-energized 2021

It's time for your sixth key action to re-energize in 2021! In the previous issue, we covered the fifth key: Live with Less Stress. In this issue, we focus on: Work Toward a Healthy Weight.

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**



Working towards a healthy weight involves a healthy lifestyle, which means saying yes to new habits and goodbye to old habits that don't support your goals. There are many positive habits that can help you in your goal to lose weight or maintain a healthy weight.

Consider this list of ideas as a starting point when creating your healthy lifestyle goals. What is one small habit you can improve this month?

SAY YES
to habits like these

SAY GOODBYE
to habits like these

- ✓ Eating smaller portions
- ✓ Choosing high-fat or high-calorie foods less often
- ✓ Finding healthier substitutions
- ✓ Scheduling regular time to be active
- ✓ Discovering small opportunities to destress
- ✓ Having a bedtime routine to get plenty of sleep

- ✗ All or nothing thinking
- ✗ Negative self-talk
- ✗ Skipping meals
- ✗ Eating with distractions

To take action to maintain or improve your health, complete Go for The Gold! Go to bit.ly/healthplustogold.



Can't-Miss Health *Plus* Activities in October and November!



Fit for Fall

Stay fit this fall with the Health *Plus* Fit for Fall Step Challenge! You'll get active *and* have a chance to win prizes! Registration runs through October 18. Visit bit.ly/healthplustep for details. *Counts as a Wellness Action for Go for the Gold!

Think Pink!
Breast Cancer Awareness

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 activities at bit.ly/healthplusthinkpink.

Hold the Stuffing



Hold the Stuffing

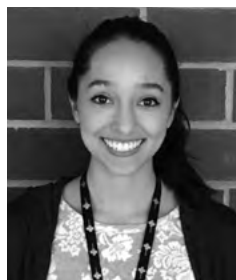
Celebrate health and wellness this holiday season with Health *Plus*. Maintain weight from November to January and earn rewards. Save the date! Initial Weigh-in November 10 – 24. View full details at bit.ly/healthplusts.

Ask a Lifestyle Coach

Q It feels impossible to stay on track with health goals during holiday seasons. What can I do to maintain my motivation and progress?

A It's true that gatherings and holidays can make it feel impossible to stay on track with healthy goals. You may notice that being at a party, being offered food, or seeing other people make less healthy choices can trigger you to react based on old habits. The good news is that habits can be broken, and new ones can be made with practice.

Think of every social event as a chance to learn what works well and what does not. You build a stronger and healthier habit the more often you tweak your response for the better. Remember, change doesn't happen overnight. To maintain your motivation and progress, just keep trying!



Rachel Bowman, CHES
Health Educator, Health Plus

PLAN AHEAD

- Plan to eat smaller portions at earlier meals or during the special event.
- Bring or serve a healthy dish to share.
- Invite others to do things that are active and don't involve food.

STAY AWAY FROM NEGATIVE CUES

- Spend time with people in ways that do not involve eating.
- Move away from tempting food items.
- Clear the table or dispose of your plate as soon as possible after a meal.

STAY SAVVY IN HOLIDAY SEASONS

MAKE MEANINGFUL CHANGES

- Discuss your goals with your family, friends, guests, or hosts so they can be aware and ready to support you.
- Ask others to praise your efforts and to ignore slips they may notice.

RESPOND IN A HEALTHY WAY

- Practice a polite but firm, "No thank you," to loved ones or hosts.
- Suggest something they can do to help you. For example, "No thank you. I would love water instead."

To get support with your health goals, complete the Lifestyle Coaching form at: bit.ly/healthpluscoach.



Learn about a different nutrition topic each month to support your health. With tips and delicious recipes, Nutrition Corner makes healthy eating simple.

October — Fall Flavors

November — Creating Happy Holidays

Enjoy this recipe from October's Nutrition Corner!

Sweet and Spicy Roasted Squash Trio Serves 4 to 6.

Ingredients:

- 3 tablespoons balsamic vinegar
- 2 tablespoons olive oil
- 1 tablespoon honey
- Salt and black pepper, to taste
- 1 small acorn squash, seeded and cut into 6 wedges (2 inches each)
- 1 small butternut squash, seeded and cut into 6 rectangular pieces (2 inches each)
- 1 small calabaza squash, seeded and cut into 8 wedges (2 inches each)
- 1-2 teaspoons dried rubbed sage
- 1-2 teaspoons minced canned chipotle peppers in adobo sauce
- 1-2 teaspoons ground cumin
- 6 tablespoons chopped hazelnuts

Directions:

1. Preheat oven to 450°F.
2. Make dressing: Combine vinegar, oil, honey, salt, and black pepper.
3. Toss acorn squash with 2 tablespoons dressing and sage.
4. Toss butternut squash with 2 tablespoons dressing and chipotle peppers in adobo.
5. Toss calabaza squash with 2 tablespoons dressing and cumin.
6. Place the squash on baking sheet and roast for 20 minutes; flip and roast 20 more minutes.
7. Remove from the oven and sprinkle with hazelnuts.

Note: Eat the squash skin; it will be tender and flavorful!

Nutrition Information per Serving (3 pieces):

Calories 200 | Total Fat 10g | Saturated Fat 1g | Trans Fat 0g
Cholesterol 0mg | Sodium 95mg | Carbohydrate 31g
Dietary Fiber 6g | Sugars 11g | Protein 3g

Source: eatright.org/food/planning-and-prep/recipes/sweet-and-spicy-roasted-squash-trio-recipe

Log in to Nutrition Corner in October and November for these great topics and more delicious recipes. Go to bit.ly/healthplusnutritioncorner.

HR Corner

Getting The Most Out of Your Benefits



Smart Health Care Decisions Begin with Open Enrollment

In 12 months, a lot can change in your life, including your family's benefits needs. Open Enrollment is your annual opportunity to review and make changes to your benefits plans. Then, throughout the year, you're encouraged to make smart health care decisions to improve and sustain your health and reduce your health care 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

Modest increases in premiums

Employees enrolled in all three VUMC health plans will see modest increases in premiums. A premium is what you pay each month to be in the plan. Employees in lower salary bands will see the lowest percentage of increase in premiums.

MyHealth Bundles program expands to include four additional health bundles

The MyHealth Bundles program returns in 2022 with streamlined, convenient care that leads to faster recovery and saves employees money. VUMC employees and their dependents in the Aetna Plus or Aetna Select plans are eligible to participate in the bundles program, which "bundles" all the services you need to manage common and complex health conditions and provides personalized services through a patient navigator and zero out-of-pocket costs to ease many of the worries often associated with health care.

Current bundles include MyMaternityHealth for pre- and post-natal care, MyHearingHealth for cochlear implant surgery, MySpineHealth for select spinal surgeries, and MyOrthoHealth for hip and knee surgery.

Beginning Jan. 1, 2022, Plus and Select members and their dependents can participate in four additional bundles: MyWeightLossHealth for both surgical and medical weight loss and an expansion of MyOrthoHealth to include treatment for shoulder pain and osteoarthritis of the hip and knee. In addition, the MyMaternityHealth bundle list of eligible providers will include Vanderbilt Wilson County Hospital.

Telehealth visits save you time and money



With COVID-19 conditions constantly changing, Vanderbilt University Medical Center recognizes there may be times when an in-person visit with your health care provider may not be convenient or even possible. Telehealth visits offer the convenience of receiving high-quality care from a Vanderbilt Health provider from the comfort of your own home.

Telehealth visits can make it easier for you to manage your physical and mental health. In addition to conditions, such as allergies, sinus infection, rashes, and bug bites, telehealth visits can be used to treat and manage a wide range of health care issues, such as diabetes, depression, and dermatology.

VUMC is also sensitive to rising health care costs. Telehealth visits can help save you money in transportation costs, time off work, and childcare costs. **In addition, we have decreased the copay for telehealth visits to just \$5 for Aetna Select and Aetna Plus members and their adult dependents.**

Open Enrollment for 2022 benefits begins Oct. 13 and ends Oct. 29. The benefits you choose will take effect on Jan. 1, 2022, and last until Dec. 31, 2022.

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

upcoming events

NOTE: All events are subject to change. Please check details on event webpage prior to attendance.



Farmers' Market

bit.ly/healthplusfm

Every Thursday through October 28, 1:30 to 5:00 p.m.,
Medical Center Plaza.



Stretch Breaks

bit.ly/healthplusmindful

In-person every Wednesday through October 27 on
Medical Center Plaza at noon to 12:30 p.m.
Virtual on October 6 and November 3 at 11:00 to 11:30 a.m.
(register to receive Zoom link).



Walking Wednesdays

bit.ly/healthplusww

Wednesday, October 6 and 20 at 12:30 to 1:00 pm,
Medical Center Plaza (outside of Langford Auditorium).
Wednesday, October 13 and 27 at 12:30 to 1:00 pm,
Alumni Lawn Flagpole.



Know Your Numbers

bit.ly/healthpluskyn

October 14 and 26 at 11:00 a.m. to 1:00 p.m.,
One Hundred Oaks, Room 26113
October 8 at 11:00 a.m. to 1:00 p.m., Light Hall, North Lobby
October 20 at 9:00 to 1:00 a.m., Light Hall, North Lobby



Babies & You

bit.ly/healthplusbabies

Thursday, October 21 at noon to 1:00 p.m.,
Virtual (register to receive Zoom link).
Thursday, November 18 at noon to 1:00 p.m.,
Virtual (register to receive Zoom link).



Hold the Stuffing

bit.ly/healthplushts

November 11 and 23 at 11:00 a.m. to 1:00 p.m.,
One Hundred Oaks, Room 26113
November 16 and 24 at 11:00 a.m. to 1:00 p.m.,
Light Hall, North Lobby



Fit for Fall Step Challenge

bit.ly/healthplusstart

Register through October 18!



Breast Cancer Awareness

bit.ly/healthplusthinkpink

Details available in early October!



Healthier You Presents

bit.ly/healthplushealthieryou

View a new presentation each month!

Vanderbilt Health & Wellness
Vanderbilt University
1211 21st Ave. S.
Medical Arts Building, Suite 640
Nashville, TN 37212



COVID-19 Information for VUMC Employees

Have questions about COVID-19 vaccine, exposure, or testing? The Occupational Health Clinic provides answers to common questions here:



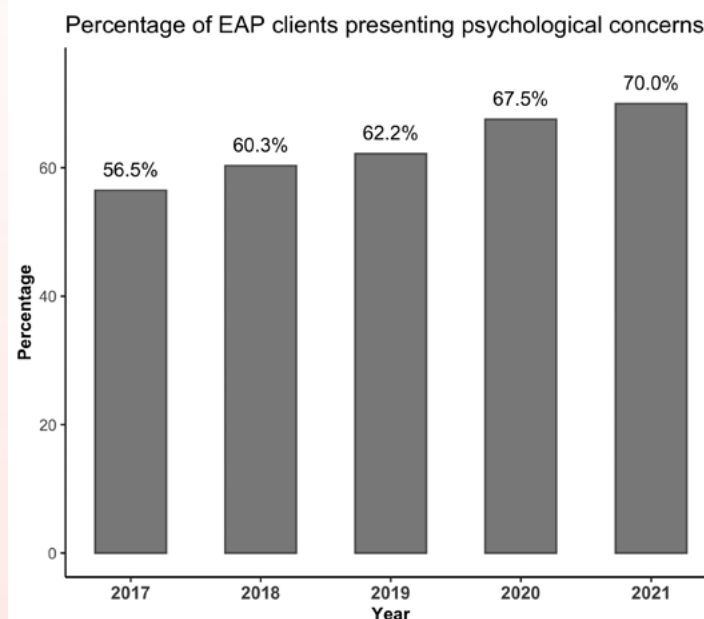
COVID-19 Information for VUMC Patients & Community Members

Find the latest COVID-19 information for VUMC patients, visitors, and community members here:



The Healthy Pulse

FOR FACULTY AND STAFF AT VANDERBILT



Reduced Stigma for Seeking Psychological Assistance

In the past year, the American Psychoanalytic Association notes that we have all endured “The Pandemic Trauma and Stress Experience” requiring us to adapt to uncertainty, change, loss, and worry. We have also seen tremendous resilience, creativity, and dedication in the face of the pandemic.

While Work/Life Connections-EAP, the internal employee assistance program for Vanderbilt, deals with a wide constellation of presenting problems, over the years more employee clients have sought care for psychological reasons such as stress, depression, grief, and anxiety rather than relationship or workplace concerns.