



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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April, May 2022

Improving Mental Health Across Vanderbilt

Ted Rice, LPC, CEAP, Clinical Counselor, Work/Life Connections

Whether you are a person living with mental illness or simply attempting to make lifestyle adjustments to improve your mental health and well-being, it can be challenging. Small adjustments in our behaviors can reduce symptoms of distress and greatly improve daily living.

The good news is the offerings of Vanderbilt Faculty & Staff Health and Wellness help employees optimize their physical, mental, and emotional well-being. The programs of Health and Wellness offer supportive and non-judgmental assistance in helping employees achieve their health goals.

- **Work/Life Connections-EAP**, through assessment, counseling, coaching, and referrals to community resources, elevates your psychological resilience, especially when life is challenging. For a confidential appointment with a counselor, call **615.936.1327**.
- **Occupational Health Clinic** focuses on health protection programs, which are critical for physical safety and well-being, especially during the pandemic.
- **Health Plus's Go for the Gold** helps employees achieve and maintain a healthy lifestyle. When you participate in Go for the Gold, you learn your health risks, take action to reduce those risks, and make an ongoing plan for your health! Visit your **Health and Wellness information portal** and get going on Go for the Gold early this year!

Improving our mental health requires us to take care of our physical health. Go for the Gold Step 2: Wellness Actions Log provides structure to help you take action on meaningful and empowering changes to your lifestyle. It's easy to earn Go for the Gold credit by participating in Health Plus Step Challenges, learning and practicing with Nutrition Corner, and joining weekly virtual Mindful Stretch Breaks or scheduling a Mindful Stretch Break with your group.

During this month, set a goal to enhance your mental, physical, and emotional health each day. It could be something as simple as taking a walk with a Health Plus Step Challenge, journaling your thoughts, or setting aside time for a Mindful Stretch Break. Also, log your actions in the Wellness Actions Log to not only earn your Go for the Gold credit, but celebrate what you are doing for your health today!



Care Gap Alerts

MyOrthoHealth Bundle



*Rick Ohmer
Executive Director,
Compensation & Benefits*

Briefly tell us what bundles are and the purpose of them.

Vanderbilt designed the MyHealth bundles program to give patients with common or complex healthcare conditions an enhanced health care experience. We chose to add this innovative program to VUMC's portfolio of benefits because bundles give our employees an opportunity to take advantage of more streamlined care and concierge-level service. And by "bundling" all the services that patients need, the program eases many worries associated with health care — all with little to no out-of-pocket costs for employees who participate in the VUMC health plan.

One of your bundles is MyOrthoHealth. What type of services does this bundle offer?

Within MyOrthoHealth, there are three bundles, including total joint replacement of the hip and knee, osteoarthritis of the hip and knee, and shoulder pain. Whether the employees enrolled in these bundles need surgery or ongoing specialized therapeutic care, they are supported throughout their journey by a patient navigator and with helpful information delivered to their inbox. Even the employee's designated support person receives helpful tips to help with their loved one's recovery process.

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Work/Life Connections-EAP

The Counselor's Corner

*Heather Kamper, LCSW
SHARE Coordinator and Clinical Counselor,
Work/Life Connections*



Ending Sexual Assault and Harassment Starts with You

In the 1970s, survivors of sexual assault and their allies rallied together to enhance awareness and prevention around sexual violence across the United States. As a result of their efforts, the nation's first rape crisis center opened in 1971 in California and enabled more states to follow suit. By the early 1990s and 2000s, the first federal legislation addressing sexual violence, the Violence Against Women Act of 1994, came into effect and strengthened protection for sexual assault victims. Furthermore, the National Sexual Assault Hotline and National Sexual Violence Resource Center were established to support victims and coordinate national, statewide, and local efforts.

This April marks the 21st anniversary of Sexual Assault Awareness (and Prevention) Month (SAAM). At Vanderbilt University Medical Center, we provide training and confidential support to our faculty and staff who have experienced or have witnessed sexual harassment — a form of sexual violence. Below are resources our VUMC community can use.

SHARE CENTER

The Sexual Harassment: Awareness, Response, and Education Center, or SHARE Center, offers confidential counseling and consultation to any employee of VUMC as well as Allied Health students who have experienced or witnessed workplace sexual harassment. Call **615.936.1327** to schedule a confidential appointment.

BYSTANDER INTERVENTION

Bystander Intervention, also known as the Green Dot program, engages witnesses to interrupt harassment, increase self-efficacy, and provide skill building and teach strategies to increase the likelihood that trained individuals will intervene. In addition to learning valuable skills and strategies, a brief Bystander Intervention Wellness Actions Log activity will count towards your Go for the Gold requirements. Upcoming dates will be announced soon.

WORKPLACE VIOLENCE

To help VUMC employees access immediate care, ways to report, and preventative resources, VUMC leadership in collaboration with Work/Life Connections-EAP launched an official Workplace Violence (WPV) website. Visit the Workplace Violence website by visiting the VUMC Human Resources' main page.

For more information about workplace sexual harassment, please visit the SHARE Center's website at bit.ly/33bEKgY. For more information about sexual violence and resources for survivors and their loved ones, you can contact the National Sexual Assault Hotline at **800.656.4673**.

Passion at Work



*Michael Garrett
Director of the Office of Patient Relations and
Facilitated Patient Services at VUMC*

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

Resolving patient and family member complaints and grievances can be challenging and very stressful at times. I try to be available for my team members and colleagues throughout the medical center when they need help with difficult situations; I never ask them to handle something I wouldn't do myself. I also really enjoy hearing about my team members' families, pets, and hobbies.

In a dynamic place like VUMC, how do you share information with your team?

Like most VUMC teams, we rely on bi-weekly team meetings, email, and instant messaging. There's no substitute for sitting down in person to review patient concerns and strategizing on service recovery.

How do you celebrate accomplishments among your team members?

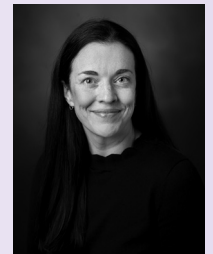
I have a great team that works so hard at service recovery, and in

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Occupational Health Clinic talk:

Walking Your Way to a Healthier Life

Mary Pullias Henderson, MSN, APRN, FNP-BC
Nurse Practitioner, Occupational Health Clinic



Choosing an exercise routine is a daunting task these days. With the onslaught of social media influencers extolling the virtues and benefits of numerous different options, it is hard to know where to begin a new fitness journey. The sheer amount of competing information can make the most decisive person feel hesitant or reluctant to start.

The best way to begin is to start simple, like taking a walk. The American Heart Association even created a holiday on April 6 — National Walking Day — to emphasize the importance of walking. Sometimes the simplest thing can make the biggest impact. Take a look at some benefits of walking.

- Walking can be a great way to lose weight and tone up, but the benefits extend well beyond the aesthetics.
- Walking can lower the risk of high blood pressure, heart disease, and diabetes.
- Walking improves mood, cognition, sleep, and has even been shown to slow dementia when done consistently.
- In a study published in the *British Journal of Sports Medicine*, participants who walked for 20 minutes per day for at least 5 days per week took 43% fewer sick days and had a shorter duration and milder symptoms when they did become ill.

Ready to start? Great!

- **First** things first, find comfortable shoes with good arch support and flexible soles.
- **Second**, locate a safe place to walk with good lighting and sidewalks. If walking outside is difficult due to weather or safety, search for a mall nearby or local parks with walking trails.
- **Third**, start slowly and walk at a pace and distance that is comfortable for you. You can gradually increase your pace and distance as you build your strength and endurance.
- **Lastly**, ask a friend to go with you. Use a walk to interact with nature. Listen to music if you can safely do so.



I encourage you to join the Active in April Step Challenge. It's a great opportunity to compete with colleagues, record your steps, and have fun! Plus, you'll be eligible to win great prizes at the end. Those who meet the Step Challenge goal will earn the Step It Up with Health *Plus* Step Challenges action in the Wellness Actions Log for Go for the Gold! For more information, please visit bit.ly/healthplusstep and sign up today!

Passion at Work

(continued from page 2)

doing so, they help our colleagues throughout the medical center. We have a long-standing tradition of sharing “wins” in our bi-weekly meetings. It's so gratifying to hear how they turn around patient experiences and help rebuild trust in VUMC.

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

I do a lot of high-intensity exercise for stress relief. We often remind each other in the patient relations department that while 99% of the patients we encounter have a complaint or grievance, world-class health care is being delivered all around us every moment of every day. We also make sure to remember how uplifting it is when we make a difference with a patient, family member, or a colleague.

Making Our Comeback with Compassion

No matter what comes our way, we come back stronger when we respond with compassion! In this issue, we learn to implement the third tip for cultivating compassion, “Keep the growth going!”

6 Tips for Coming Back with Compassion!

1. Grow compassion for yourself!
2. Grow compassion for others!
3. **Keep the growth going!**
4. Share compassion!
5. Create a compassionate environment!
6. Enjoy the benefits of compassion!

Now that you understand how to grow compassion for both yourself and others, **keep the growth going!** Look for opportunities to cultivate compassion through the world around you. One way is through the arts and humanities. Try going outside your comfort zone to experience works you wouldn't typically gravitate towards. This will give you the opportunity to imagine a new experience and better understand the perspective of another.

Cultivating Compassion with the Arts & Humanities



Read a book by an author whose religion you are unfamiliar with.



Attend an art exhibit, or view artworks online, by an artist of a different nationality.



Watch a movie or series produced in a language you do not speak.



Read poetry by a writer of a race, gender, or geographic region other than your own.



Listen to music — in particular the lyrics — from a different genre than you are accustomed to.

One of the reasons that the Arts and Humanities are so important in this work of growing or building compassion is because it moves us out of our comfort zone. We do not look at art and say, “I am going to look for compassion.” It emerges in us. It emerges between us. When you think of the poets, you know how one line can send you directly into the desire for compassion, or the awareness of its absence.

— Phillis Isabella Sheppard, PhD, Professor of Religion, Psychology, and Culture, Vanderbilt Divinity School

Health *Plus* Activities in April and May!



Health *Plus* Comes to You in '22

Health *Plus* brings onsite programming — Know Your Numbers, Mindful Stretch Breaks, Nutrition Corner — directly to your department in 2022! **Bonus:** Participation in each of these programs will count towards completion of 1 of 5 actions needed this year for Go for the Gold Step 2: Wellness Actions Log! For details and scheduling visit bit.ly/healthpluscomestoyou.

ACTIVE IN APRIL!

Active in April

Get creative and get Active in April with Health *Plus*! Visit bit.ly/healthplusaia for details.

MOVE IN MAY!

Move in May

Keep active and improve well-being in May with Health *Plus*! Visit bit.ly/healthplusmim for details.

Control is the Goal

Control is the Goal

A new cohort of the Health *Plus* blood pressure management program begins May 5! **Bonus:** Enrolling in and completing 3 Control is the Goal modules will count towards completion of 1 of the 5 actions needed this year for Go for the Gold Step 2: Wellness Actions Log! For details and enrollment visit bit.ly/healthpluscontrolgoal.

Ask a Lifestyle Coach

Q My exercise routine is getting stale. What can I do to stay motivated?

A Boredom is a common barrier to physical activity, which can cause you to slip into old habits of inactivity. Below are some simple ways to surprise your mind and body with a new routine.

- **Try something new.** If you usually walk during the week, start by swapping one of your walks for another activity. Try a virtual exercise class, go for a hike, ride a bike, incorporate strength training, or go for a swim.
- **Go somewhere new.** A change of scenery can do wonders. Find a new walking trail or explore a different park or neighborhood.
- **Be social.** If meeting up with a friend or family member is hard to coordinate, try talking on the phone while you walk. Group exercise classes are another great way to meet people while being active!
- **Have fun.** Save your favorite audiobook or podcast to listen to while being active so you have something to look forward to! You could also join a recreational sports league or organize your own gathering for friends who are all interested in the same sport.
- **Challenge yourself.** Try setting a new goal so you have something to work towards. Increase the time or intensity of your activity, start a step challenge among your friends or colleagues, sign up for a 5K, or simply try to hit a new milestone in your own routine.

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



Emily Cox, CHES, CHWC
Senior Health Educator,
Health Plus



HEALTH PLUS

**NUTRITION
CORNER**

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

April — Benefits of Breakfast

May — Fueling Your Workout

Enjoy this recipe from April's Nutrition Corner!



Cottage Cheese Walnut Caprese Toast

Serves 4.

Ingredients:

- 1/2 cup chopped walnuts
- 1 1/3 cups low-fat 2% cottage cheese
- 4 slices toasted whole-grain bread
- 1 cup halved multi-colored cherry tomatoes
- 1 tablespoon fresh thinly sliced basil
- freshly-ground black pepper (to taste)
- 1 tablespoon balsamic syrup

Directions:

1. Preheat oven to 350°F and arrange walnuts evenly on a small baking sheet. Bake 8 to 10 minutes, checking frequently, until toasted.
2. Spread cottage cheese evenly over each slice of toasted bread. Layer with tomatoes, toasted walnuts, fresh basil, black pepper, and a drizzle of balsamic syrup.

Nutrition Information per Serving (1 slice of toast):

Calories 240 | Total Fat 12g | Saturated Fat 2g
Cholesterol 10mg | Sodium 330mg | Carbohydrate 20g | Fiber 3g | Total Sugar 7g | Protein 14g

Adapted From: recipes.heart.org/en/recipes/hcm-cottage-cheese-walnut-caprese-toast

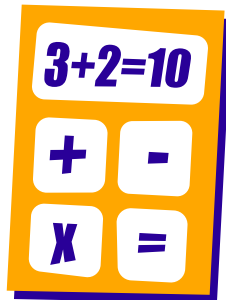
Bonus: Completing a Nutrition Corner module will count towards completion of 1 of the 5 actions needed this year for Go for the Gold Step 2: Wellness Actions Log! Go to bit.ly/healthplusnutritioncorner.

A Little More Can Go a Long Way

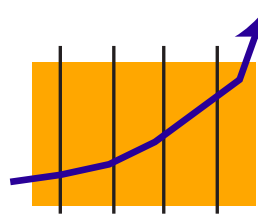


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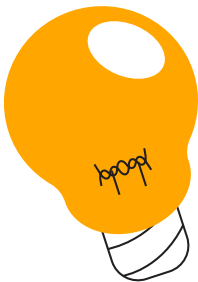
It's not new math. It's a solid plan for stretching your investment by contributing an additional 2 percent to your Vanderbilt University Medical Center 403(b) retirement plan. That's because VUMC matches 3 percent of your mandatory contributions and 2 percent of voluntary contributions dollar-for-dollar, as long as you contribute at least 2 percent. Your mandatory 3 percent plus your voluntary 2 percent plus VUMC's 5 percent match equals a total contribution of 10 percent of your base pay toward your retirement.



Take Small Steps



Saving more now could make a big difference in preparing for your future. Whether you are newly-eligible for matching or have been saving for a while, small changes can make a big difference! For example, if you get a pay increase, put some of it toward retirement or increase your savings gradually until you've reached your goal. You can change your voluntary contribution at any time by logging into your Fidelity account: www.netbenefits.com/vumc.



The More you Know

Fidelity's NetBenefits website offers a host of free services to help you make wiser financial decisions, including live and on-demand web workshops and articles that tackle subjects, such as creating a budget, planning for unexpected expenses and tips to pay down your student loan debt. You can also schedule a one-on-one financial planning session with one of VUMC's Fidelity representatives.

Visit www.netbenefits.com/vumc to learn more.

To read this information online, scan the QR code with your smartphone.

Para leer esta información en español, escanee el código QR con su celular.

لقراءة هذه المعلومات باللغة العربية ، امسح رمز الاستجابة السريعة باستخدام هاتفك الذكي



upcoming events

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



Mindful Stretch Breaks

bit.ly/healthplusmindful

Every Wednesday in April and May from
11:00 to 11:30 a.m., Virtual
(Register to receive Zoom link)



Know Your Numbers

bit.ly/healthpluskyn

April 7, May 5
2:00 p.m. to 4:00 p.m.
MCJCHV, Room 2104

April 13
9:00 a.m. to 11:00 a.m.
Light Hall, North Lobby

April 14, April 26, May 12, May 24
11:00 a.m. to 1:00 p.m.
One Hundred Oaks, Room 26103

May 11
9:00 a.m. to 11:00 a.m.
Light Hall, Room 202



Babies & You

bit.ly/healthplusbabies

Thursday, April 21, Noon to 1:00 p.m., Virtual (Register to receive Zoom link)
Thursday, May 19, Noon to 1:00 p.m., Virtual (Register to receive Zoom link)



Healthier You Presents

bit.ly/healthplushealthieryou

View a new presentation each month!

Care Gap Alerts

MyOrthoHealth Bundle

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For an employee who struggles with shoulder, hip, or knee pain, why should they investigate the MyOrthoHealth bundle?

We know how difficult these conditions can be to manage, and we want our employees to have the best possible outcomes. That's why only employees who can truly benefit from surgery will be enrolled in a surgical bundle, while others will be supported with alternative methods. The entire experience is personalized for each employee and delivered by our world-renowned orthopedic team. This multidisciplinary approach is created to get you back to the activities you love quickly, conveniently, cost-effectively, and closer to home. In addition, by addressing these issues sooner, we are hoping to reduce and/or avoid longer disability events.

If an employee is interested in enrolling into this bundle, what do they need to do?

VUMC employees should first contact the team of patient navigators to discuss their eligibility and go through the enrollment process. Patient navigators can be reached by scheduling a consult through the **MyHealthBundles** website or calling 615-936-2635. Employees do not need to call or enroll until they are ready to utilize the orthopedic services covered by the bundle.

Where can we find more information on the MyOrthoHealth bundle and other bundles offered?

Bundle program features and FAQs can be found on the **MyHealthBundles** website. If you have any other questions, reach out to the patient navigators.

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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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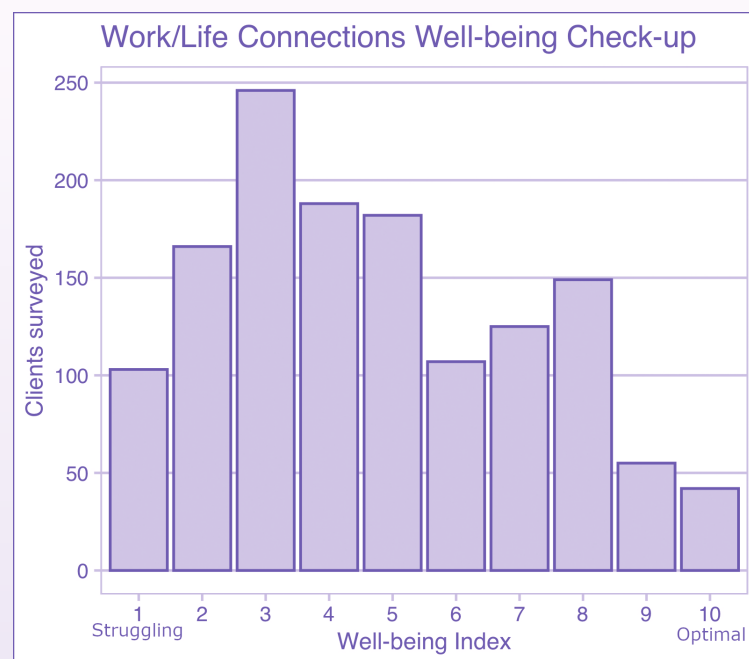
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The Healthy Pulse

FOR FACULTY AND STAFF AT VANDERBILT



How would you rate your own well-being?

On a scale of 1 to 10, 1 reflects burnout or significant personal/professional stressors and concerns and 10 reflects your optimal health and wellness. In 2021, at intake, faculty and staff who sought counseling and coaching services at Work/Life Connections-EAP rated theirs. If you are struggling with stress, or lacking the well-being you are hoping to achieve, EAP Counselors may be able to help. To schedule a confidential appointment, call **615.936.1327**.