

HEALTH & WELLNESS

VANDERBILT FACULTY & STAFF

Connection

The Occupational Health Clinic

Health Plus
Work/Life Connections-EAP

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

Vol. 37 • NO. 5 • Medical Center Edition
October, November 2017



Go for the Gold

Complete All 3 Steps by October 31

You spoke and we listened.
Changes have been made to simplify the experience!

Complete Go for the Gold in the Health Plus Health Guide

Start here:

vanderbi.lt/gftg

Click "I am an Employee"

I am an Employee

Welcome to the Health Plus Health Guide!



Step 1

Compass Health Assessment
Retake yearly



Step 2

Wellness Actions Log
Complete 5 out of 8



Step 3

Game Plan For Your Health
Rest for Success

Earn Rewards



\$120

+

\$60

+

\$60

=

\$240

Faculty and staff paying for Vanderbilt Health Plan benefits can earn a wellness credit available January 1.

Need Help?

Contact Health Plus | 615.343.8943 | vanderbi.lt/healthplus
Visit the Health Plus Office Mon-Fri 7:30 a.m. to 5:30 p.m. in VRWC

Go for the Gold wellness credits of up to \$240/year (amount based on Go for the Gold level achieved) earned by Medical Center employees will be applied to your Health Plan Account to help offset deductible and co-insurance costs.

The wellness credit is available to faculty and staff paying for Vanderbilt Health Plan benefits in 2018.

Be Your Best: Address Family Stress and Depression

Stress is part of our lives and includes both major events and chronic hassles. Stress can affect the whole family, and often family stress is associated with depression.

- About 20% or more of people in the U.S. will experience depression at some point in their lives.
- The rate more than doubles for children of parents who have had depression.
- Depression clearly runs in the family, but it is not inevitable.

Early intervention may be the key to stopping the cycle and preventing depression in at-risk children and adolescents. Learning how stress and depression can affect parents and children and developing healthy coping skills to manage stress are important steps to take.

If you are dealing with family stress or depression, you can contact Work/Life Connections-EAP at **615.936.1327** for an individual, confidential appointment to obtain support and guidance. You may also be interested in participating in the Helping Families Cope with Stress program. For more information about this program, call 615.450.0326 or visit familycoping.org.

Care Gap Alerts

Vanderbilt Experts on Health
Breast Cancer



Mary Hooks, MD, MBA, FACS
Associate Professor, Surgical
Oncology

What are some common risk factors for breast cancer?

- Family history of breast cancer: Highest risk comes from first degree relatives (mother, sisters and daughters)
- Known hereditary risk: This is the highest risk category and only applies to 5–10% of breast cancer patients.
- Gender: Only 1% of breast cancer occurs in men.
- Age: Advancing age is the only risk factor most women have. The peak age of incidence is 62.
- Race: Breast cancer occurs more frequently in Caucasian women but unfortunately the mortality is higher among minority populations.
- Obesity: Increases risk, particularly in post-menopausal women.
- Unhealthy habits: Drinking alcohol (more than one drink/day), smoking and lack of exercise all increase risk.
- Breastfeeding: Decreases risk.

What are the screening recommendations for breast cancer?

We promote the National Comprehensive Cancer Network (NCCN) guidelines. For average-risk women this includes breast awareness, an annual clinical exam and an annual mammogram starting at age 40. Screening should continue as long as a woman is in good health, and there is no strict upper age limit.

(Continued on page 3)

Work/Life Connections-EAP

The Counselor's Corner

Ellen Clark, LCSW, CEAP



Q: Dear Counselor,

I have a wonderful, yet challenging, 7-year-old son who was recently diagnosed with Attention Deficit Hyperactivity Disorder (ADHD). Life at home can sometimes feel like a battlefield. Any tips to reduce conflict and encourage cooperation?

Ready for a Ceasefire

A: Dear Ready,

Kids with ADHD can be smart, fun and creative. They can also be demanding, non-rule bound and argumentative. These kids generally need the high wire act of parenting, which involves more structure and consistent discipline than the average child might need.

Russell Barkley, PhD, one of the top researchers in the field of ADHD, suggests the following:

1. Learn to pay positive attention to your child. Generally, these kids can be a magnet for negative attention. Instead, try catching your son when he is doing desirable behaviors and comment, positively, in order to reinforce cooperation.

2. Give only one direction at a time with immediate feedback on how well the child is doing.

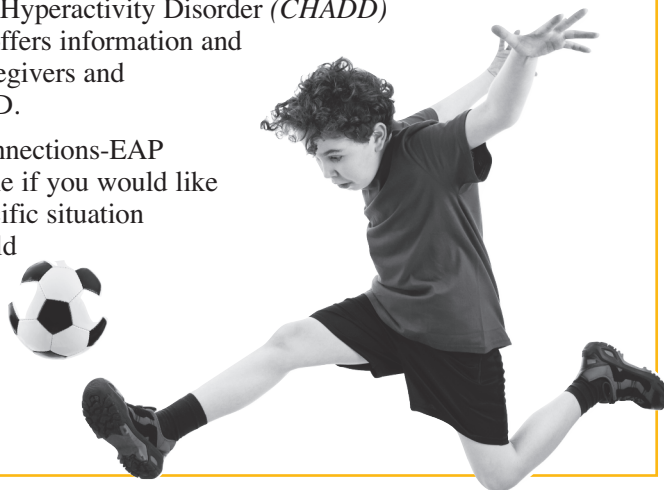
3. Use a system of rewards and consequences to shape desired behavior. It may help to post a chart with house rules and responsibilities with visual indicators, like stickers, indicating positive behaviors.

Keep in mind that taking care of yourself is also taking care of your children. Self-care is essential. For example, allow yourself to use family members or sitter services for respite breaks. Also, find opportunities to decompress or seek support from other parents who understand the demands on your energy and time.

For additional information, visit russellbarkley.org. You may also go to the website for the nonprofit organization, Children and Adults with Attention-Deficit/Hyperactivity Disorder (CHADD)

chadd.org. CHADD offers information and support to parents, caregivers and individuals with ADHD.

Finally, Work/Life Connections-EAP counselors are available if you would like to talk about your specific situation and resources that could prove helpful. Call for a free, confidential appointment at **615-936-1327**.



Passion at Work



Blair Anderson, RN

*Sr. Customer Care Specialist
Vanderbilt University Hospital
eStar and Legacy Systems Support*

What are the features of eStar for which you are most excited?

eStar will be the total body of work completed by the caregivers at Vanderbilt. No matter your entry point for care, all care rendered at Vanderbilt (*and potentially beyond*) will be available for clinical judgement by our staff. This will unquestionably result in safer patient care.

With such a large-scale project, how do you keep your team informed of changes as they occur?

We meet weekly and get regular updates from our manager, Nicole, and director, Gwen. They work very hard to keep us in the loop, knowing that we are the source of truth for dissemination of information back to the inpatient units.

What does your team do to bond?

We have lunch together as often as we can and are friends outside of work. We are a small, closely knit group. We pride ourselves on that dynamic and protect it fiercely.

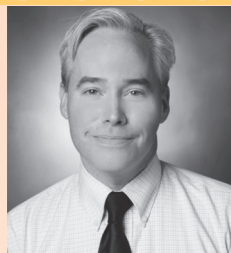
What's the greatest joy you get out of your work?

I left direct patient care nursing over 4 years ago. My greatest joy continues to be the ability to impact patients' lives and care by impacting nurses' lives. I help our nurses use the IT tools at their disposal to work smarter, not harder.

Occupational Health Clinic **talk:**

Don't Get Tricked by Halloween Treats

R. Duke Chenault, DNP, RN, ACNP-C
Vanderbilt Occupational Health



Halloween is a time for spooky costumes, parties, treats and fun. Make sure you have a safe and happy Halloween by following these tips from the FDA and CDC:

- Avoid masks, bring a flash light and wear bright, reflective costumes that fit well to avoid tripping hazards and to enhance visibility.
- Don't wear decorative contact lens as permanent eye damage or vision loss can occur.
- Test makeup on the arm for any allergic reaction before applying to the face.
- Eat a healthy snack before going trick-or-treating to avoid the temptation to eat treats before they have been inspected.
- Only eat commercially packaged treats that have not been tampered with after inspection. Discard anything that looks suspicious.
- Keep any choking hazards away from smaller children.
- Check treat ingredients for any food or nut allergies.

Additionally, Nena Bowman, PharmD, DABAT, Managing Director of the Tennessee Poison Center, encourages you to watch out for these other common Halloween hazards:

- "The most common poison exposure we receive questions about during Halloween is from glow sticks and glow jewelry. The chemicals in these products are well tolerated but can cause severe irritation to the mouth, throat and eyes. We recommend a cold, sweet drink for exposures to the mouth and throat, and 15 minutes of rinsing with room temperature water for exposures to the eye."
- "The other exposure we see is to dry ice. Many like to use it to make a smoky, spooky environment. Dry ice is so cold it can cause skin burns when it touches unprotected skin. It will also cause severe burns to the mouth and throat if ingested. We always recommend calling the Tennessee Poison Center at **800.222.1222** with any questions or concerns. We are a free service with experienced poison specialists ready to help you 24/7."



See the references below for even more tips for a fun, safe Halloween.

Halloween Health and Safety Tips:

<https://www.cdc.gov/family/halloween/index.htm>

'Lucky 13' Tips for a Safe Halloween:

<https://www.fda.gov/ForConsumers/ConsumerUpdates/ucm230283.htm>

Care Gap Alerts

Vanderbilt Experts on Health Breast Cancer

(continued from page 1)

For higher-risk women, guidelines recommend more frequent clinical exams. For women with a family history, screening mammography should begin 10 years younger than the youngest family member diagnosed with breast cancer, but not younger than age 30.

What preventive measures can be taken?


Healthy lifestyle choices are important, including exercise, smoking cessation and minimal alcohol consumption. For women at high risk, the recommendations depend on the risk factor(s). There are medical and surgical ways to prevent breast cancer, but these are only for women at high risk.

What are some myths about breast cancer?

- It is not treatable and/or curable.
- A mastectomy (*surgical removal of the breasts*) is required to effectively treat breast cancer.
- Having lumpy breasts increases the risk of developing breast cancer.
- It is caused by deodorant.

What is one piece of information that you want to be sure everyone is aware of with regards to breast cancer?

Participating in a breast cancer screening program will increase the chances that, if you develop breast cancer, it will be detected in an early treatable stage, you will be able to keep your breast, and you will live a long and healthy life. Also, mammograms don't hurt (*that much*). If it has been painful in the past, you may want to take ibuprofen before the exam.



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

Hold the Stuffing Returns

Take the holiday challenge to maintain weight from November to January and earn rewards.

Weigh in November 8 – 22 at:

- Health *Plus* offices, 7:30 a.m. to 5:30 p.m., 2700 Children's Way
- Occupational Health Clinic, 7:30 a.m. to 5:30 p.m., Medical Arts Building, Suite 640
- View the full schedule for additional weigh-in locations and details at vanderbi.lt/hts.

Hold the Stuffing Comes To You

Contact Health *Plus* to schedule a weigh-in for your department. Vanderbilt locations with a weight scale can receive a tool kit for participation.

For more information contact Health *Plus* at **615.343.8943** or vanderbi.lt/healthplus.



Initial Weigh-Ins
November 8 – 22



Breast Cancer Awareness Expo

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

- Wednesday, October 4
11:00 a.m. to 1:00 p.m.
- Light Hall, North Lobby

Healthier Candy Alternatives!



With Halloween just around the corner, you can ensure a healthier holiday with these tips.

Visit your local grocery store to find family-friendly favorites containing whole grains, real fruit and less sugar. Have these available as an alternative to the candy bowl:

- Fruit snacks made with 100% fruit
- Fruit leathers made with 100% fruit
- Whole-grain cheddar flavored crackers
- Animal-shaped graham crackers
- Dark chocolate covered blueberries or cherries
- Trail mix with dark chocolate
- Low-fat chocolate pudding cup
- Sugar-free gum

If you're planning on making your own treats, try the easy recipe below!



Eating-Well Recipe

Dark Chocolate Cherry Pistachio Clusters

- 1/2 cup dried cherries, coarsely chopped
- 1 cup roasted, unsalted pistachios, coarsely chopped
- 6 ounces 72% (or greater) dark chocolate
- 1 tablespoon orange zest

1. Melt dark chocolate over double boiler or in microwave.
2. Using a cheese grater, grate skin of an orange into the chocolate.
3. In a separate bowl, mix pistachios and cherries.
4. Stir the fruit and nut mixture into the chocolate.
5. Spread wax paper over a baking sheet.
6. Spoon about 1 tablespoon of chocolate mixture onto wax paper. Repeat.
7. Place clusters in refrigerator for 15 minutes to set.

Serves 12. Nutrition per serving (serving size 1 cluster):
153 calories, 12 g total fat (5 g saturated fat), 0 mg cholesterol,
48 mg sodium, 13 g carbohydrate, 4 g fiber, 5 g sugar, 4 g protein

Source: Ellie Krieger (<http://www.foodnetwork.com/recipes/ellie-krieger/cherry-almond-chocolate-clusters-recipe.html>)

Diabetes Prevention Program Receives CDC Recognition

Vanderbilt Health & Wellness has received a Certificate of Full Recognition from the Centers for Disease Control and Prevention (CDC) for its Diabetes Prevention Program for employees.

Health & Wellness offers the evidence-based CDC Diabetes Prevention Program to Vanderbilt employees and spouses who have pre-diabetes or who are at high risk for developing Type 2 diabetes.

Led by a trained lifestyle coach, the year-long group program focuses on weight loss through healthier eating, reducing stress and getting more physical activity.

For more information about the Diabetes Prevention Program, call Health *Plus* at **615.343.8943** or go to **healthandwellness.vanderbilt.edu/news/2014/05/diabetes-prevention-program**.

Breastfeeding Resources

From breastfeeding classes to lactation rooms, Vanderbilt offers a wide variety of breastfeeding resources for faculty and staff. Expectant and current mothers can find information and support for their breastfeeding and pumping practices by visiting the Child and Family Center's "Baby's Best Start" resource page at **vanderbilt.edu/child-family-center/resource-articles/babys-best-start.php**.



Healthy Choices Begin with Open Enrollment



Open Enrollment for 2018 benefits begins Oct. 3 and ends Oct. 20. For detailed information, visit vumc-oe.com.

As a VUMC employee, you make a difference to our patients and their families by bringing compassion and care to those in need of hope and healing. VUMC extends this culture of caring to you and your family by providing benefits to help you lead a longer and healthier life.

Open Enrollment is “passive” this year

Open Enrollment is earlier this year. It begins at 8:00 a.m., October 3 and ends at 11:59 p.m., October 20. With EpicLeap launching November 2, we wanted to keep enrollment simple for 2018. So, if you aren't making any benefit changes for the 2018 plan year, you won't need to enroll. All of your 2017 benefit choices, except for flexible spending accounts, will automatically roll over for 2018.

- **If you take no action**, your 2017 benefits (*except flexible spending accounts*) will automatically roll over, and you will have those same benefits in 2018.
- If you received the \$20 tobacco-free credit for 2017, you will automatically receive the credit for 2018. If you paid the spouse coverage fee of \$100 per month in 2017, you will pay the spouse coverage fee of \$100 per month in 2018.
- Your flexible spending account election will not carry over to 2018. That's an IRS rule we can't change. If you want to participate in a FSA for 2018, you will need to enroll on My VUMC Benefits.
- **If you want or need to make changes**, you may do so by simply logging into My VUMC Benefits and making those changes.
- The benefits you elect will take effect on January 1, 2018, and last until December 31, 2018.

What's new this year?

- To give you more choice in dental plans, we will offer an additional PPO dental option for 2018. New for 2018 is Delta Dental, a PPO plan similar to BlueCross BlueShield DentalBlue. We will still offer the BCBS DentalBlue PPO plan as well as the Cigna DHMO plan. The Delta Dental plan offers a wider network than BlueCross BlueShield and Cigna, and Delta Dental's overall cost to members is lower than BlueCross BlueShield.
- VUMC employees will see slight increases in premiums for Aetna Plus and Aetna HealthFund and modestly higher premiums for Aetna Select. The emergency room copay will increase from \$115 to \$125 for the 2018 plan year.
- While VUMC pharmacies will always offer the lowest prices, starting in 2018, you can fill prescriptions at Walgreens at lower rates than other non-Vanderbilt pharmacies.
- Superior Vision Services rates will increase slightly for all levels of coverage.
- Long-term disability rates will increase in 2018. VUMC will continue to share the cost of this income replacement benefit, and to help you manage the premium increases, we will offer an additional lower-cost option. You'll still have the current option, which covers the amount between \$24,000 and your annual base pay and includes a 10% monthly contribution to your retirement account if you become disabled and are a participant in the VUMC Retirement Plan. The new, lower-cost option will only cover the amount between \$24,000 and your annual base pay and will not include the 10% monthly contribution to your retirement account.

upcoming events

October

OCT
4

Breast Cancer Awareness Expo

11:00 a.m. to 1:00 p.m.
Light Hall, North Lobby

OCT
5

Know Your Numbers & OHC Comes to You

1:30 p.m. to 4:00 p.m.
MCJCHV, Room 2104

OCT
6

Know Your Numbers & OHC Comes to You *Late Night Cart*

6:00 p.m. to 10:00 p.m.
VUH (3, 4N, 4S, 5N, 5S)

OCT
11

Know Your Numbers

9:00 a.m. to 11:00 a.m.
One Hundred Oaks, Room 26119

OCT
17

PowerUP Health & Benefits Fair

1:30 p.m. to 4:30 p.m.
One Hundred Oaks, Entrance D

OCT
18

PowerUP Health & Benefits Fair

7:30 a.m. to 2:00 p.m.
Light Hall, Robinson Research Breezeway

OCT
18

Know Your Numbers & OHC Comes to You

8:00 a.m. to 11:30 a.m.
Green Hills Office Building, Room 3001

OCT
18

Boomers, Elders & More *Medicare Basics*

Noon to 1:00 p.m.
Light Hall, Room 431

OCT
18

Know Your Numbers & OHC Comes to You *Late Night Cart*

6:00 p.m. to 10:00 p.m.
MCJCHV (7 A-B-C, 8 A-B-C)

OCT
18

Vandy Cooks *Latin Cuisine*

6:00 p.m. to 7:00 p.m.
Presented by the Latin American and Caribbean Student Association
Vanderbilt Recreation and Wellness Center Demo Kitchen

OCT
19

Babies & You* *Choosing a Pediatrician*

Noon to 1:00 p.m.
Presented by Rachel Mace, MD, University Pediatrics
Light Hall, Room 411

OCT
20

Know Your Numbers & OHC Comes to You *Williamson County*

9:00 a.m. to 10:00 a.m.
Cool Springs Urology, 2009 Mallory Ln

OCT
20

Know Your Numbers & OHC Comes to You *Williamson County*

10:30 a.m. to 11:30 a.m.
Vanderbilt Rheumatology Clinic, 2001 Mallory Ln

November

NOV
2

Know Your Numbers & OHC Comes to You

1:30 p.m. to 4:00 p.m.
MCJCHV, Room 2104

NOV
3

Know Your Numbers & OHC Comes to You *Late Night Cart*

6:00 p.m. to 10:00 p.m.
VUH (6N, 6S, 7N, 7S)

NOV
8

Hold the Stuffing Expo

10:00 a.m. to 2:00 p.m.
Light Hall, North Lobby

NOV
15

Boomers, Elders & More *Mindfulness for the Family Caregiver*

Noon to 1:00 p.m.
Light Hall, Room 431

NOV
15

Know Your Numbers & OHC Comes to You *Late Night Cart*

6:00 p.m. to 10:00 p.m.
VUH (8N, 8S, 9N, 9S, MCE-OR)

NOV
16

Babies & You* *Caring for Your Family Means Caring for Yourself*

Noon to 1:00 p.m.
Presented by Rosette Chakkalakal, MD,
Internal Medicine
Light Hall, Room 411

NOV
17

Know Your Numbers & OHC Comes to You *Williamson County*

9:00 a.m. to 10:00 a.m.
Seaboard Lane Call Center

NOV
17

Know Your Numbers & OHC Comes to You *Williamson County*

10:30 a.m. to 11:30 a.m.
Vanderbilt Heart Franklin, 4323 Carothers Pkwy

NOV
17

Vandy Cooks *Tailgating and Family Gatherings*

Noon to 1:00 p.m.
Presented by Campus Dining Chef Austin Irvin
Vanderbilt Recreation and Wellness Center Demo Kitchen

Every Thursday in October and November (*except Thanksgiving Day*):

OHC Comes to 100 Oaks

8:00 a.m. to 11:30 a.m., VPEC 21100

*Babies & You is a prenatal health program offered by Health *Plus* for VUMC employees, spouses and dependents. The classes are provided monthly with a \$50 incentive for those who register in their first trimester, attend at least 3 monthly classes and go to all prenatal provider appointments. For more information, class location or to register online, visit healthplus.vanderbilt.edu.

Looking to get your flu shot? Check the OHC flu calendar frequently at healthandwellness.vanderbilt.edu/occupational-health/flu for a list of upcoming flu on-sites. The calendar is constantly updated during flu season.

If you have questions regarding the Boomers, Elders & More events, contact Stacey Bonner, Family Services Coordinator, at 936.1990, or at stacey.l.bonner@vanderbilt.edu.

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Open Enrollment

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

"Laughter is an instant vacation."

– Milton Berle

Health and Wellness Connection

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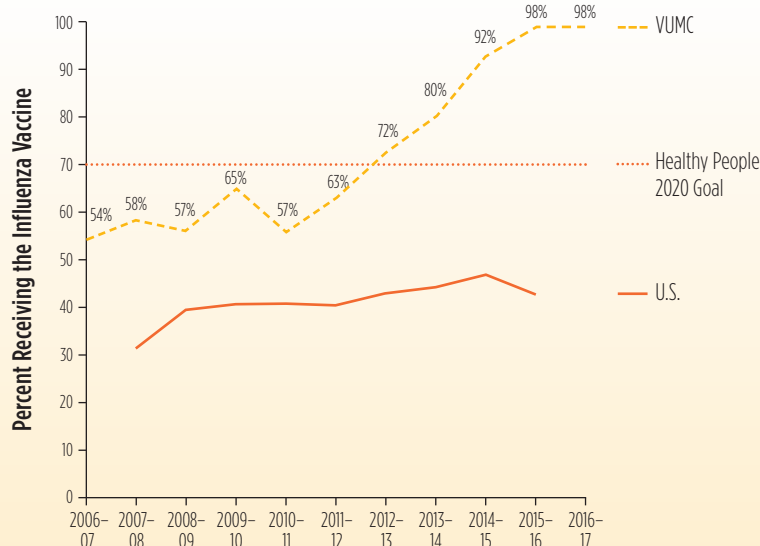
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The Healthy Pulse

FOR FACULTY AND STAFF AT VANDERBILT



The influenza vaccination rate for Vanderbilt University Medical Center has steadily increased over the past decade, from 54% in FY 2007 to 98% in FY 2017. Now in its 7th year, Flulapalooza is part of a comprehensive effort to encourage and facilitate influenza vaccination for all of Vanderbilt's faculty and staff. The CDC's Advisory Council on Immunization Practices recommends that everyone 6 months of age and older receive the annual flu vaccine to protect yourself and those around you from getting the flu.

Data sources:

U.S.: CDC.gov/flu/fluview

National Health Interview Survey (NHIS), CDC/NCHS