

# HEALTH & WELLNESS

VANDERBILT

FACULTY & STAFF



The Occupational Health Clinic  
The Vanderbilt Child and Family Center

Health Plus  
Work/Life Connections-EAP

# Connection

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

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June/July 2010

## The NEW Health and Wellness Information Portal...

a convenient way to access Vanderbilt Health and Wellness program information

The new Health and Wellness Information Portal makes it easy and convenient to log in to your personal portal to access a variety of Health and Wellness program information, as well as your personal Health Advisor, a confidential mental health screening tool, and the Vanderbilt Sitter Service.

"The portal was developed to respond to the need expressed by faculty and staff for one location where folks could log in and view everything, rather than having to go to a variety of locations for Health and Wellness information. The feedback has been great!" explained **Paula McGown**, RN, CFNP, CPA, Administrative Officer for Faculty and Staff Health and Wellness.

Log in if you need to...

- check your Go for the Gold status
- check compliance with Occupational Health
- print immunization records from Occupational Health Clinic
- see what preventive exams are recommended
- complete a confidential mental health screening
- find a sitter

Visit the Health and Wellness Information Portal at <https://myhealthandwellness.vanderbilt.edu/>.

Coming soon: Log in to the Health and Wellness Information Portal to access your participation information from Health Plus events and programs.



Log in to the portal from any Health and Wellness webpage, or at <https://myhealthandwellness.vanderbilt.edu/>.



## Mark Your Calendar

**June 3** Vanderbilt Farmers' Market (every Thursday)

**June 16** Boomers, Elders and More Talk: Caring for Aging Parents

**June 17** Babies and You: Prenatal Yoga

**July 1** Parents in a Pinch now offered at Vanderbilt

**July 21** Occupational Health Visits Williamson County



*Don Brady, MD*  
Associate Dean for Graduate Medical Education

## Leading by example

*Vanderbilt Leaders Making Wellness a Priority*

### What is your near perfect day off?

Playing frisbee with my dogs, time to exercise, relax, get a massage, plant flowers, and do yard work.

### What music is in your CD player?

An acapella group called Straight No Chaser, African-American spirituals, Broadway soundtracks, choral music.

### A favorite food indulgence?

A good seafood buffet.

### What do you dream of doing when you retire?

I'd like to canoe the Everglades. Also, travel with my partner.

### How do you unwind after a busy day?

I head straight to the gym. A stress-reliever is a good workout followed by a relaxing dinner.

### What is one thing people may be surprised to know about you?

Two things; 1) I am an introvert who has learned to be extroverted, and 2) I am in the Vanderbilt record books for the sprint medley relay record from the early 1980s. That was the last year for men's varsity track at Vanderbilt.

## American Heart Association recognizes Vanderbilt with Start! Fit-friendly Company Award

For the third consecutive year, Vanderbilt was recognized with the Platinum Level (highest level) American Heart Association Start! Fit-friendly Company Award. This award is given to companies that demonstrate progressive leadership toward making health and wellness a priority for their workforce. Vanderbilt will receive recognition in the September issue of *Fortune Magazine* for this accomplishment.

“Vanderbilt is honored to be recognized again this year as a Fit-friendly Company. We remain committed to our faculty and staff and recognize them as two of our most valuable assets. Providing options such as campus walking trails, a state-of-the-art fitness facility, and a variety of programs such as Start! supports their health and productivity, one important reason for the success of our institution.” said Jerry Fife, Vice-Chancellor for Administration.

Learn more about the Vanderbilt Start! physical activity initiative by visiting <http://healthplus.vanderbilt.edu/> and clicking on the green Start! button.



## The Counseling Corner



### Q: Dear Counselor,

Every year I look forward to the idea of a great family vacation, restful and relaxing. Unfortunately, it never seems to work out like that. We try to do too much or too little; in either case it results in frustration. The kids just want to get there and I was hoping to enjoy the journey. What can you suggest?

*Disappointed*

### A: Dear Disappointed,

Your experience is common. Summer vacations make us think of relaxation, fun, and freedom from responsibility — a time to get renewed and recharged. Vacations can certainly provide relief from the stress of everyday life. Whether it is a trip to visit family, a family reunion, the beach, the mountains, or just time at home, this time can be stressful in its own right. Here are some hints to try.

- 1. Choose a vacation that adds balance to your life. If life is generally hectic, get away and relax. If your life lacks excitement or adventure, consider a more active vacation.**
- 2. In order to get the most out of family vacations it is important to set reasonable expectations.** Talk about your desires with the family and get some agreement as to the “rules of the road” so that everyone can enjoy the time.
- 3. Balance time between structure and relaxation.** Most of our lives are so overscheduled that we need some less-intense activity, some down time to chill out.
- 4. Make sure you get some time for *each* family member to do something he or she enjoys.** If you have kids and plan a trip to Disney, don’t start with a trip to visit elderly relatives, or you will hear the familiar “Are we there yet?” repeated every half hour.
- 5. Allow a day at the end of the trip for re-entry and to unwind,** time to get the laundry and house in order before returning to your routine.

If you continue to struggle with how to recharge and de-stress, let us help you. For a confidential appointment, just call 936-1327.

*Margie Gale, RN, MSN, CEAP, Nurse Wellness Specialist at Work/Life Connections-EAP*

## Headache awareness

**Maintaining a regular sleep schedule can help prevent weekend headaches.** Plan to get up and go to bed at the same time every day, including Saturday and Sunday. Not getting enough sleep, or sleeping in too long, can trigger migraines. Heavy coffee drinkers may also experience weekend or holiday headaches caused by caffeine withdrawal.

The Vanderbilt Headache Clinic evaluates and treats patients with chronic headaches — most commonly, migraines. Visit the website at <http://www.vanderbilthealth.com/neurosciences/20315> to learn more about this clinic and link to additional resources on this topic.

Source: *The National Headache Foundation, www.headaches.org*

# health yourself

## The Healthy Pulse

ON FACULTY AND STAFF AT VANDERBILT



Beat the heat and keep moving with Start!

Summer is a great time for being active, but beating the heat can be a challenge. To keep your cool, these tips can help:

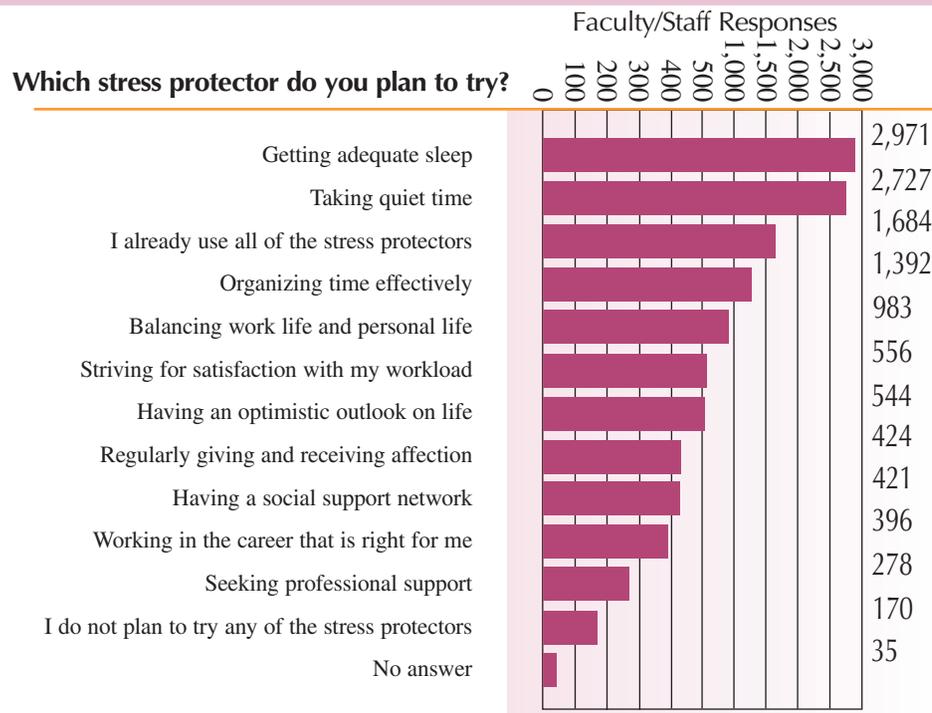
**start!**

### Faculty and staff plan to cope better, stress less with more sleep and quiet time

Step three of the Go for the Gold Program is the Game Plan for Your Health video. Each year the video deals with a different subject to help you learn practical ways to take charge of your health, and features personal interviews with Vanderbilt faculty and staff.

In 2009 the Game Plan for Your Health video, titled *Cope Better, Stress Less*, was viewed by 12,581 faculty and staff. Viewers learned about stress protectors that can help increase their ability to cope with stress. They participated in a Stress Checkup to identify how many of the stress protectors they were currently using. The more stress protectors they used, the more likely they were to handle stress well.

After watching the video, faculty and staff were asked to identify which stress protector they planned to try that they were not currently using. The most common ones identified were getting adequate sleep, taking quiet time, and organizing time effectively.



- **Drink plenty of fluids.** Even if you don't feel thirsty it is important to stay hydrated; drink water throughout the day and begin exercising hydrated. Choose water for activities lasting less than 1 hour, and consider sports drinks such as Gatorade that are 6–8% carbohydrates for activity lasting more than 1 hour.
- **Seek places that are shady.** Wooded parks and trails keep you cooler in the summertime. Visit [www.nashville.gov/greenways](http://www.nashville.gov/greenways) to find parks and trails near you.
- **Try an indoor workout.** A fitness center, indoor pool, or mall walking are great options to avoid the heat and humidity.
- **Avoid the mid-day sun.** Choose early morning hours or the end of the day, when temperatures are lower, to get your physical activity. If you must be out in the mid-day sun, remember to wear sunscreen.
- **Dress for success.** Dark-colored clothing absorbs heat. Choose light-colored, loose-fitting, lightweight clothing that will allow air to pass over your body, keeping you cooler.

Join more than 4,000 faculty and staff in tracking physical activity, earning prizes quarterly, and helping reach the Vanderbilt goal of 1.5 billion steps in 2010. This program is easy, convenient, available 24/7, and requires no equipment or fitness facility.

Visit <http://healthplus.vanderbilt.edu/> and click on the green Start! button to begin moving more and having fun!

- Take the Stress Checkup by visiting: <http://worklifeconnections.vanderbilt.edu/article/stress-resilience>.
- Receive a DVD of the 2009 *Cope Better, Stress Less* video by contacting Health Plus at [health.plus@vanderbilt.edu](mailto:health.plus@vanderbilt.edu) or 343-8943.

# All steps of Go for the Gold 2010 now ready!

In 2009, 17,335 faculty and staff participated in the national and state award-winning Go for the Gold Program. Completing it yearly will help you evaluate your current lifestyle, identify health risks, and decide where and how to make improvements. Use the personal recommendations you get to set your own goals, based on what is important to you.

## New for 2010:

- A new deadline of October 31, 2010, for completion
- A new Wellness Actions Log that is more interactive
- A new Game Plan for Your Health video on maintaining a healthy weight
- Check your own Go for the Gold completion status by logging into the Health and Wellness Information Portal at <https://myhealthandwellness.vanderbilt.edu/>

The Go for the Gold Wellness Credit is available to Vanderbilt faculty and staff paying for Vanderbilt Health Plan benefits. Benefits to having the wellness credit deposited in the Vanderbilt Health Plan Account include:

- The money is not taxed.
- The money is deposited as a lump sum at the beginning of the calendar year.
- The money can be used to help offset the cost of deductibles and coinsurance.
- The money will roll over each year, to a maximum of \$1,000.

Visit <http://hr.vanderbilt.edu/benefits/gftgFAQ.htm> to read frequently asked questions about the Vanderbilt Health Plan changes affecting Go for the Gold.

Participate in Go for the Gold and be a part of Vanderbilt's culture of wellness by visiting <http://healthplus.vanderbilt.edu>. Get started on your Go for the Gold today to make sure your steps are completed by the new deadline of October 31, 2010.

# Health n



## 5K steps to success

1. **Get your doctor's approval** before you begin training.
2. **Make sure your running shoes fit properly** and have enough support.
3. **A rubber track is the safest running surface.** If you don't have access to a track, asphalt is better than concrete. Dirt or silt alongside the road is even better.
4. **Drink plenty of fluids before and during your run.** Fuel up with a light carbohydrate snack 1 to 1½ hours ahead of time.
5. **Remember that gradual training is the key to success.** Take one to two days off a week from training to avoid injury and burnout.

## UPCOMING LOCAL 5Ks

- **June 26** Run/Walk for Fatherhood and Family, Shelby Bottoms Park, Nashville
- **July 3** Firecracker 5K, Maryland Farms YMCA, Brentwood
- **August 7** Smyrna Parks 5K, Sharp Springs Natural Area Park, Smyrna

Visit the Nashville Striders Website <http://www.nashvillestriders.com/> to view a Nashville area race calendar, organized group runs, and other running-related information to help you get started and keep you running.

Source: American Council on Exercise

## Need a sitter FAST? Parents in a Pinch can help

Parents in a Pinch is an award-winning backup child-care and adult-care services company that has been in business since 1984. Beginning July 1, 2010, Parents in a Pinch services will be offered to Vanderbilt benefits-eligible faculty and staff. Faculty and staff may use up to 20 days combined of child-care and adult-care each contract year.

All Parents in a Pinch child caregivers are thoroughly screened, trained, and experienced. Adult-care services include a phone consultation by a geriatric Licensed Clinical Social Worker, as well as temporary personal/companion care services through a credentialed national network of home-care agencies.

## FEES

- **Child care:** \$13/hour paid directly to the child caregiver in cash or by check.
- **Adult care:** \$15/hour (for temporary adult-care in Tennessee, and between \$15 and \$20 in other locations nationally). Hourly cost is charged to your credit card once the care is complete.

**For more information:** Faculty and staff may call for care between 6 a.m. and 7 p.m. CST Monday – Thursday, from 6 a.m. to 4 p.m. CST Friday, and on Sunday from 4 p.m. to 7 p.m. CST. Please provide your employee ID when calling. For more information or to request care, call Parents in a Pinch at **800-688-4697**.

Learn more about Parents in a Pinch at [www.parentsinapinch.com](http://www.parentsinapinch.com), or visit the Child and Family Center Website at <http://childandfamilycenter.vanderbilt.edu>.

“People who are wrapped up in themselves make small packages.”

— Ben Franklin

#### Health and Wellness Connection

newsletter editor: Stacey K. Kendrick, MS, Coordinator of Health Promotion, Faculty and Staff Health and Wellness

Contact [stacey.k.kendrick@vanderbilt.edu](mailto:stacey.k.kendrick@vanderbilt.edu) or 322-6689

## Eating-Well Recipe

### Out the Door Breakfast Burrito

- 1 wheat tortilla
- ¼ cup egg substitute or 1 egg, whisked
- Cooking spray
- ¼ cup low-fat shredded mozzarella cheese
- 1 – 2 Tbsp. salsa

Spray a small skillet with cooking spray, and set on medium-high heat. Add the egg substitute or whisked egg to the skillet once it is hot, and cook for about 2 minutes. While the egg is cooking, place the tortilla on a plate and heat in microwave for about 20 seconds to make more flexible. Sprinkle the shredded cheese on the tortilla, then add cooked egg, and top with salsa. Roll the tortilla up, and you have a tasty breakfast that's great for on-the-run mornings!

Nutrition Information: (1 wrap) 215 calories, 7 g total fat, 17 g carbohydrates, 640 mg sodium, 22 g protein

## NUTRITION QUESTIONS?

# Ask the Dietitian

**Q.** I usually skip breakfast. Why does everyone say it is so important?

**A.** No matter how busy your schedule, you should always start your day with breakfast! Eating breakfast daily has been correlated with successful weight loss and weight maintenance. According to the National Weight Control Registry, 78% of individuals who have maintained their weight loss of 30 pounds or more for at least one year eat breakfast every day.

Upon waking in the morning, our bodies are in a fasting state because we typically have not had food for at least eight hours. During a fasting state, our metabolism slows down and we burn fewer calories. Eating breakfast helps to stop the fast by jump-starting our metabolism, allowing the food we eat later in the day to be used more efficiently. Also, if we skip breakfast, we are more likely to overeat at lunch, or snack on foods throughout the day.

The important points to keep in mind when eating breakfast are:

1. Eat within an hour of waking up.
2. Keep breakfast around 300–500 calories, depending on your recommended daily calorie intake.
3. To prevent being hungry soon after eating, make sure you add protein to your breakfast, either in the form of dairy or other protein like eggs, peanut butter, nuts, or tofu.
4. Try to have two to three food groups present in your breakfast (ex., glass of milk with a piece of fruit, or whole-wheat toast with a scrambled egg).
5. If you aren't a fan of the typical breakfast foods, you can still eat something in the morning! Choose foods that you enjoy and that meet the above recommendations.

Give your body the energy it needs in the morning by making breakfast a habit — you'll be more likely to lose weight and keep it off!

Written By: Karman Meyer and Amanda Miller, 2009-2010 Vanderbilt Dietetic Interns  
Reviewed By: Abbie Derrick, RD, LDN, Vanderbilt Nutrition Services

Sources: American Dietetic Association [www.eatright.org](http://www.eatright.org)

National Weight Control Registry [www.nwcr.ws](http://www.nwcr.ws)

## The Occupational Health Clinic comes to you!

OHC makes getting those shots and skin tests even more convenient for you. Drop by during any of these sessions to get all the immunizations and testing you need to be up to date.

### OHC Visits 100 Oaks

8 – 11:30 a.m. every Thursday in the Vanderbilt Preoperative Evaluation Clinic (Suite 21100).

### OHC Visits Williamson County

**June 16**, 9 – 10 a.m., Cool Springs Surgery Center (2009 Mallory Lane, Suite 100).  
10:30 – 11:30 a.m., Call Center — 300 Seaboard Lane (Suite 10)

**July 21**, 9 – 10 a.m., Edward Curd Lane (3rd floor Conference Room).  
10:30 – 11:30 a.m., Walk-in Clinic (919 Murfreesboro Road).

### OHC Visits Vanderbilt Children's Hospital (VCH)

**June 3 and July 1**, 1 – 4:30 p.m., Room 8009.

Make sure you are in compliance with required immunizations and screenings in Occupational Health by visiting <http://myhealthandwellness.vanderbilt.edu> to find out what services you may need.

# family health

## Men's issues

**Women may be under more pressure to stay thin, but the health risks of being overweight are the same for both men and women.**

Men are more likely to gain weight around their mid-section, however, and “belly fat” is more harmful than fat stored in other parts of the body. Abdominal fat cells produce hormones and inflammatory agents that can contribute to diabetes, heart disease, and high blood pressure. A waist size of 40 inches or more (35 inches for women) significantly increases the risk for these conditions.

Is it easier for men to lose weight? Men may lose pounds more quickly because they tend to have more muscle, which speeds up their metabolism. However, most experts agree that in the long run, the challenges of losing weight and keeping it off are the same for men as they are for women.

*Sources: American Heart Association; Harvard Health Letter*



*Wear protective eye goggles and closed-toe shoes, and keep children and pets indoors when using a power lawn mower.*

## Small victories

**Looking for an effortless way to burn more calories? Simply turn off the TV.**

One study of adults who regularly watched television three or more hours per day found that just by cutting that time in half they burned an average of 120 calories more per day.

“That’s the equivalent of more than a mile a day of walking,” notes researcher Jennifer Otten. Most participants replaced television with light activities such as gardening, housework, or working on projects like organizing photos.

*Source: Archives of Internal Medicine, Vol. 169, pg. 2109*

## Vanderbilt Weekly Farmers' Market brings produce paradise to you

**The Vanderbilt Farmers' Market started May 27 and continues through October 28 with a variety of local fruits, vegetables, goat cheese, and all-natural dairy products. Grass-fed meats, flowers, and delicious, healthy baked goods are also available. The market will be conveniently located at the Medical Center Plaza (across from Langford Auditorium) every Thursday from 3 to 6 p.m., and will operate rain or shine. Cash, credit cards, and debit cards are accepted.\***

Jeff Themm, Director for the Nashville Farmers' Market, commented on the success of the market at Vanderbilt, “The farmers are excited to be back at Vanderbilt for the second year to share all of their fresh Tennessee products. The number and variety of farmers will depend on the season and their crop specialties. Farmers will range from certified organic to farmers practicing sustainable farming methods to conventional growers. Vanderbilt Hospital has generously donated the space for the market, so all profits from the Vanderbilt Farmers' Market are retained by the farmers.” The goal of both the market and Vanderbilt is to make fresh fruits and vegetables easily available so everyone can consume a healthier diet.

Visit the Nashville Farmers' Market Website at <http://www.nashvillefarmersmarket.org> to get recipes and find out what is in season.

\*varies by vendor

The Vanderbilt Farmers' Market is a Health *Plus*, Monroe Carell Jr. Children's Hospital at Vanderbilt, and Nashville Farmers' Market collaboration.



# take care

## OHC TALK: PLAY IT COOL WHEN IT GETS HOT

Lori Rolando, MD, MPH, Assistant Medical Director of the Occupational Health Clinic, talks with Dr. Ian Jones, Associate Professor of Medicine and Director of the Vanderbilt University Medical Center's Adult Emergency Department.



After the cold winter months, many look forward to enjoying outdoor activities in the hot summer sun. It is important to remember, though, that the summer heat can be just as dangerous as the winter cold. There are several categories of heat-related illnesses, from milder forms like heat cramps and heat exhaustion, to the much more dangerous heat stroke which, according to Dr. Ian Jones, "has a very high mortality unless treated immediately."

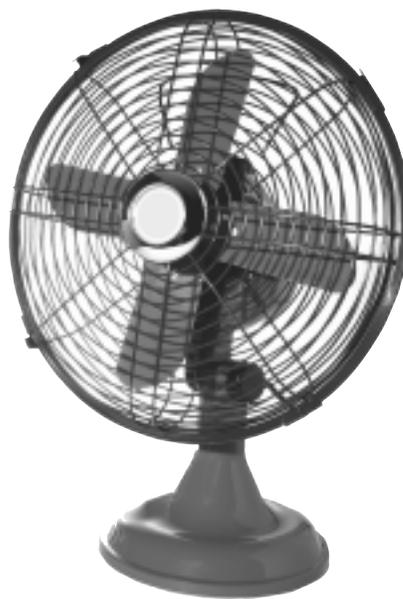
Dr. Jones, Associate Professor of Medicine and Director of the Vanderbilt University Medical Center's Adult Emergency Department, distinguishes between two forms of heat stroke:

- **Classic** heat stroke typically affects infants and those over 65 — individuals who have a more difficult time regulating their body temperature, and whose body temperatures tend to rise if they can't cool down their environment (e.g., without air conditioning, or being left in a hot car).
- **Exertional** heat stroke typically affects those who are out exercising in the heat and humidity, and for whom sweating doesn't cool them down enough. In other words... heat stroke can affect even young, healthy individuals!

While recognizing the signs and symptoms of heat stroke (such as a high body temperature — often over 103°F, dry skin, confusion, dizziness, and even seizures or coma) is important, prevention is key. To avoid heat-related illness, Dr. Jones recommends:

- Staying hydrated (sports drinks are better than water)
- Wearing light-colored, loose-fitting clothing
- Avoiding excessive exercise during times of high heat and high humidity
- Taking frequent rest breaks
- Avoiding alcohol

Arming yourself with the knowledge of what to look for and, more important, how to prevent heat-related illnesses are the first steps in staying safe and cool this summer!



## Summer skin care for kids

The sun is finally out, the chill is gone from the air, and the kids are out of school; what better time to head for the park, beach, or pool? The extra time outside means extra sun exposure, which is particularly risky for infants, toddlers, children, and teens. Early exposure to too much sun and childhood sunburns can lead to skin cancer over time. By protecting your child's skin, especially in the summer, you can help prevent sunburn.

There are five basic sun-protection rules that will help you keep your children safe from the dangers of the sun:

1. **Stay inside or in the shade between 10 a.m. and 4 p.m.** Midday, when the sun's rays are strongest, babies and children should stay indoors, or out of the sun.
2. **All children are at risk.** While pale kids are most likely to burn, darker-skinned children can also burn if they stay in the sun too long.
3. **Dress your kids in sun-protective clothing and bathing suits.** This is the best weapon against too much sun.
4. **Use sun block and children's sunscreens** with at least 30 SPF that are also waterproof. Reapply every 2–3 hours.
5. **Don't forget to protect those young eyes from damaging UV rays.** Use children's UV protection sunglasses.

Most important of all, use the sunscreens you buy — don't just keep them on the shelf.

*Reviewed and edited by: John Zic, MD, Associate Professor of Dermatology at Vanderbilt*

Vanderbilt Health & Wellness  
201 25th Ave. South  
Nashville, TN 37240



## upcoming events

### Babies and You

**Babies and You is a prenatal education program sponsored by Health Plus that is offered to full-time faculty, staff, and their dependents.** The program focuses on early prenatal care and the prevention of birth defects and low birth weight. Sign up for Babies and You within the first trimester of pregnancy, and your baby may be eligible to receive a \$100 (taxable) savings bond when he or she is born. After the birth of your baby, you will qualify for one free home visit by a registered nurse. The service is available for Davidson and surrounding counties.

#### UPCOMING CLASSES FOR BABIES AND YOU:

June 17, noon to 1 p.m.

##### Prenatal Yoga

Lori Cowan, Group Fitness Coordinator, Health Plus  
Location: 407 Light Hall

July 15, noon to 1 p.m.

##### Labor and Delivery

Margaret Buxton, MSN, Certified Nurse Midwife,  
West End Women's Health Center  
Location: 407 Light Hall

For more information or to register online, visit  
<http://healthplus.vanderbilt.edu/service/babies-and-you>.



## Health Plus Group Fitness News to Know...

### Join in the 2010 Group Fitness Challenge now underway at the Health Plus Fitness Center atop Kensington Garage!

Register to earn points by taking group fitness classes between now and August 19. Earn up to 45 points and be entered in a drawing for one of four \$25 gift cards from Dick's Sporting Goods Store. Every group fitness class taken is one (1) point, and weekly bonus classes count three (3) points. View



bonus classes at <http://healthplus.vanderbilt.edu>. Everyone is invited to the Challenge Superclass finale on August 19 at the Health Plus Fitness Center. The finale will include a variety of classes offered in 20-minute segments over a 2-hour period from 5 to 7 p.m. The Superclass provides an opportunity to sample a variety of classes offered by Health Plus, and participants can join in all or any combination of these 20-minute segments.

**Dancing is so much fun you don't even know you are exercising!** Fitness Through Dance is a rotating dance-based class that changes styles monthly or bi-monthly. This class meets Mondays from 6:15 to 7:15 p.m. There is no need to sign up; just show up and bring a dance partner (*can be other than Vanderbilt faculty/staff*). The Summer schedule features Zumba in June, bellydancing in July, and in August/September enjoy couples dancing with Vickie (partners welcome).

**Try Boot Camp with Sergeant Johnny.** Thursdays from 5:30 to 6:30 p.m., enjoy an outdoor workout with Johnny Pryor as your drill sergeant that will be sure to improve your fitness. The class meets on the steps of the Parthenon at Centennial Park and focuses on cardio and strength exercises.

For details, call Group Fitness Coordinator Lori Cowan at 343-6576, or contact her at [lori.l.cowan@vanderbilt.edu](mailto:lori.l.cowan@vanderbilt.edu).

Health and Wellness Director: Mary Yarbrough, MD, MPH  
Department Managers:

Lori Rolando, MD, MPH and Marilyn Holmes, MS, RD, LDN, Health Plus  
Jim Kendall, LCSW, ACSW, CEAP, Work/Life Connections-EAP; Melanie Swift, MD, FACOEM, The Occupational Health Clinic; Diane Neighbors, EdD, Child and Family Center; Paula McGown, MSN, MAcc, CPA, Health & Wellness Administration