



HEALTH & WELLNESS
VANDERBILT FACULTY & STAFF

The Occupational Health Clinic Health Plus
Work/Life Connections - EAP

Connection

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

Vol. 36 • NO. 4 • Medical Center Edition
August • September 2016



Go for the Gold

Complete All Three Steps To Earn Up To
\$240 Wellness Credit

NOW AVAILABLE

Step 3: Watch the 15-minute Game Plan For Your Health Video,
Unclutter Your Mind, Revitalize Your Life
See page 4 for highlights from the video.

Complete all three Go for the Gold steps in the NEW *Health Plus Health Guide*.

The Go for the Gold deadline is fast approaching. Complete all three steps by October 31. More information at vanderbi.lt/gftg.

Faculty and staff paying for Vanderbilt Health Plan benefits on January 1, 2017 can earn a Wellness Credit of up to \$240 for completing Go for the Gold by October 31, 2016.

Care Gap Alerts

Vanderbilt Experts on Health

Well-Child Visits



*Dr. Rachel Mace
Associate Professor
of Clinical Pediatrics*

What are the benefits of well-child visits?

Well-child visits provide an opportunity for your pediatrician to monitor your child's growth and development and screen for disorders. Illnesses may be discovered over time if your child is not growing well. A complete physical exam also enables us to screen for childhood illnesses.

What should parents expect with well-child visits?

It's helpful if you bring a list of your questions or concerns to the visit. Be sure to allow plenty of time; there's a lot to cover. Before you see the physician, our staff members measure your child's growth, check blood pressure, and screen vision and hearing as recommended by the American Academy of Pediatrics. The pediatrician will review your child's growth chart, physical and cognitive development, and ask about emotional health concerns like depression and anxiety in older children and teens. We'll review the immunization record and be sure to discuss important immunizations needed at the visit.

What are the key messages about vaccines? If a parent has concerns, what can they do?

Vaccines save lives. They are safer now than ever before. Monitoring and research programs continue to make vaccines even safer and more effective over time. Vaccines protect your child from serious infections.

(Continued on page 3)

Work/Life Connections-EAP

The Counselor's Corner

Chad A. Buck, PhD
Licensed Psychologist, WLC-EAP
Psychological Support Consultant, Health Plus



Q: Dear Counselor,

I hate the idea of working out and have always avoided it, but my doctor recommended I start some sort of exercise routine. I know I'm overweight, but how do I get motivated for something I just don't want to do?

Unmotivated

A: Dear Unmotivated,

Finding motivation to start something you have never tried before, let alone something you don't want to do, is not easy. The empirical research on motivation suggests that just telling a person, "Exercise is good and here's why you should do it," is not actually that effective in creating a behavioral change. Very few people think, "I'm awesome because I don't exercise." They know it helps with mood, stress management, illness prevention, etc. For some reason, however, it is just hard to start.

The key to starting to change your behavior is to focus on what makes that change important to you, specifically. The thought, "I'm overweight," probably makes you feel like a failure before you start. It also sounds like you see it as a fact that can't be changed. Instead, try to focus on what you value in your life and how exercise can help you be consistent with your values. You might want to be able to keep up with your active children, to spend more time with your partner who goes running in the evenings, to play in the yard with your dog without getting winded, etc. Once you know what you value and want in your life, you can find ways to see exercise as a means to an important end and not as a punishment or chore.

Other things to try include:

1. Setting small goals that are achievable and that build upon one another.
2. Use friends and loved ones as support, to celebrate achievements, or to give gentle and non-shaming reminders.
3. Try different types of exercise. Some people only run when chased. You might prefer swimming, kickboxing, Zumba, joining a kickball league, or some other form of activity.

If you need support in making changes, please call Work/Life Connections – EAP at **615.936.1327** to schedule a no-cost, confidential assessment of your needs. Our licensed counselors can help direct you to resources or offer brief counseling to help with motivation.

Getting Along With Others, Even If They Aren't Like You

People come from various racial, ethnic, religious, and socioeconomic backgrounds.

Just because your neighbors, co-workers, or others you come across in your daily life may be different from you doesn't mean you can't have relationships with them.

To build relationships with people from other cultures:

- **Consciously decide** to create friendships with people from other cultures.
- **Seek out situations** where you will meet people of other cultures, such as an ethnic festival or market.
- **Take a look** at whether you have any biases about people from other cultures.
- **Make an effort** to ask people questions about their cultures, customs, and views in a respectful way.
- **Research** other people's histories/backgrounds and cultures.
- **Listen to people** tell their personal stories.
- **Pay attention** to different communication styles and values.
- **Stick up for people** from different backgrounds if you see other people not treating them properly.

Source: *Work Group for Community Health and Development at the University of Kansas*



Care Gap Alerts

Vanderbilt Experts on Health

Well-Child visits

(continued from page 1)

They prevent suffering, long-term complications, and death. By vaccinating your child, you also help protect other vulnerable children who may be too young or too sick to be vaccinated.

Parents should be aware that there is no “alternative” vaccine schedule. We recommend following the routine schedule that was developed based on scientific evidence. Delaying vaccines leaves a child at risk for disease for a longer period of time — it does not make vaccinating safer.

It’s very important for parents to talk with their pediatrician about their concerns. We want parents to feel confident that vaccinating their child is safe and effective.

What kind of practical steps can families take to encourage children to adopt healthy lifestyle habits?

Parents are role models for their children, so the first step is for parents to adopt healthy habits themselves. Eating nutritious foods, staying active, and getting enough sleep are important for all ages.

Busy families often feel stressed and might believe they don’t have time to focus on healthy living. It’s helpful to plan in advance. Planning your meals a week at a time and making one trip to the grocery store will help your week run more smoothly. Meal planning will also help you avoid picking up less healthy “fast food” in the evenings.

Show your children healthy coping strategies for those times when things don’t go as planned. Hugs, laughter, and love will go a long way to raising healthy children.

Occupational Health Clinic **talk:**

The Par-TIC-ulars of Tick Bites



Lori Rolando, MD, MPH, Assistant Medical Director

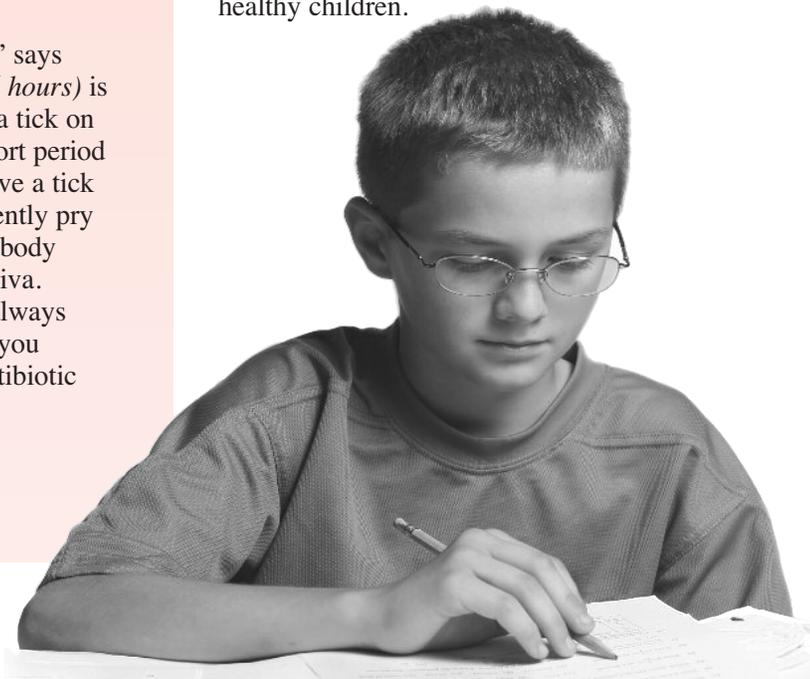
One risk of summertime fun, particularly here in Tennessee, is tick bites. Knowing how to identify and address this risk is important to having a safe and healthy summer.

Dr. Karen Bloch, Associate Professor and Medical Director of the Infectious Disease Clinic, tells us that the tick-borne illnesses most commonly found in Tennessee are Human Monocytic Ehrlichiosis (*HME*) and Spotted Fever Group Rickettsioses (*SFGR*), which includes Rocky Mountain Spotted Fever (*RMSF*). She notes that the classic presentation for both of these diseases is a “flu-like” illness, characterized by fevers, headaches, and muscle and joint aches, while rashes are only seen in about 30% of cases of Ehrlichiosis, but greater than 90% of RMSF cases. Interestingly, she also points out that while Lyme disease isn’t common in Tennessee, an unrelated disease, called Southern Tick Associated Rash Illness (*STARI*), is and presents similar to Lyme as a target-like rash at the site of tick attachment.

As always, prevention is key. Some tips to help prevent tick bites include:

- Avoid wooded areas or areas with high grass and stay on trails
- Use DEET-containing insect repellent and follow application — and reapplication — instructions
- Coat clothing and gear with permethrin-containing products
- Do a full-body check upon coming inside, and examine clothing (*and pets too!*)

If you do notice a tick, don’t despair! “The good news,” says Dr. Bloch, “is that prolonged tick attachment (*at least 6 hours*) is necessary for transmission of infection. So if you find a tick on you that is not embedded, or has been attached for a short period of time, the risk of developing illness is low.” To remove a tick that is embedded, she recommends using tweezers to gently pry the head out of the skin but to avoid squeezing the tick body as this may result in further transmission of infected saliva. Treatment is only indicated if symptoms develop, and always remember to mention tick exposure to your provider if you do get sick. As Dr. Bloch notes, “There are effective antibiotic treatments for all of the above tick-borne infections.”



“Life is what happens while you are busy making other plans.”

– John Lennon

“Distracted living is where we have input from too many different sources to keep track of them all. So what happens is we end up running from one event to another, we look at our electronic media and we go to our email and then we go to our text messages, and in the whole midst of it the very important parts of our lives get lost.”

– Stephen Camarata

“The secret to understanding why we get distracted is understanding that we are not present in the moment.”

– Reid Finlayson

“When we are in a state of health we interact in productive ways with ourselves and with other people. When we are distracted we are unable to do that.”

– André Christie-Mizell

1 – Prioritize What’s Important

Make your health a priority, balance demands at work, and choose how you spend your personal time.

“It’s a lot of distractions to making health a priority because we have so many things going on. One of the easiest things to ignore is routine health visits or routine health screenings because they are just not something we get scheduled into our daily lives.”

– Rosette Chakkalakai

3 – Connect With People

Focus on nurturing quality relationships with family, friends, co-workers, and neighbors.

“Support systems are extremely important to wellbeing. And distraction prevents connection. Prioritize the significant people in your life.”

– Gina Frieden

4 – Pause and Be Present

Stop and slow down the pace. Find moments to reflect and recharge.

“The first part of mindfulness is just slowing down — taking that pause.”

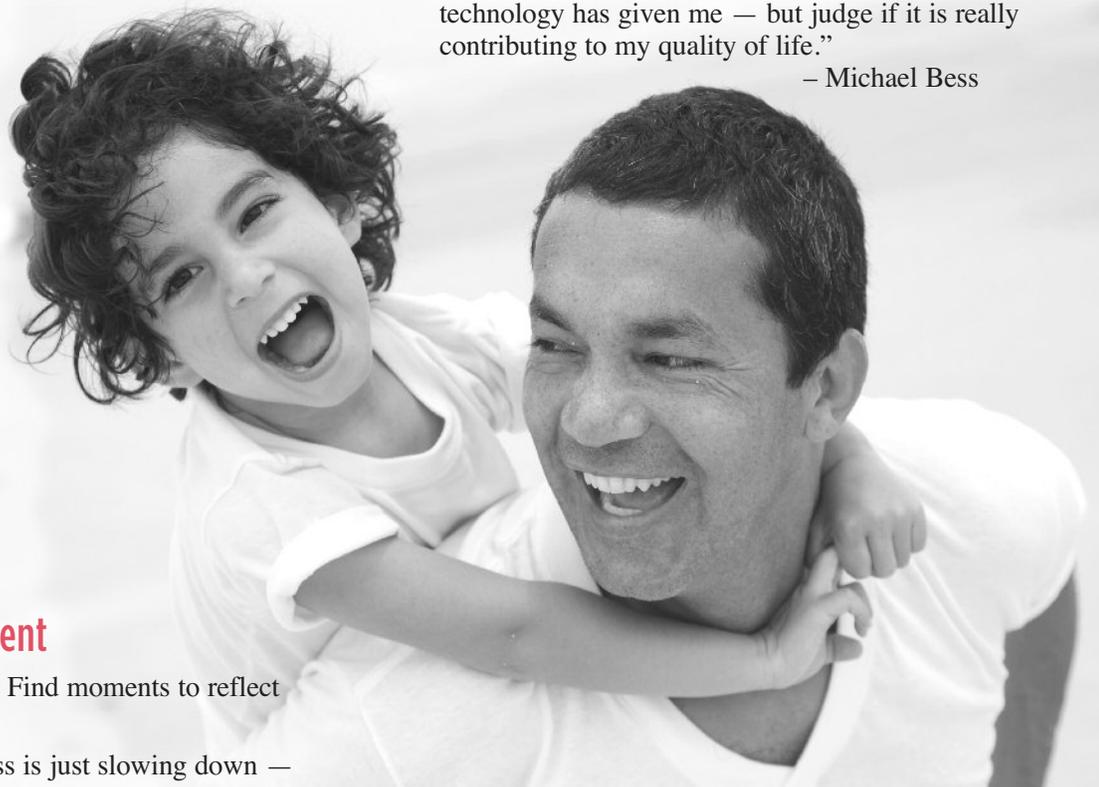
– Linda Manning

2 – Use Technology Selectively

Limit the constant stream of information by turning off 24-hour news cycles and unplugging from technology.

“We all understand that technology has to be put under scrutiny — we need to be asking ourselves when to step back and use this new capability that technology has given me — but judge if it is really contributing to my quality of life.”

– Michael Bess





Go for the Gold — NEW This Year

You can now submit measurements of height, weight, and blood pressure from your Primary Care Provider to Health Plus. These measurements will be available for credit for the “Know Your Blood Pressure & Weight” action of the Wellness Actions Log for Go for the Gold. Please be sure to upload records by October 21, 2016, to meet this requirement for the Wellness Actions Log.

vanderbi.lt/biometrics



Melinda Mahoney
Registered Dietitian

August is Kids Eat Right Month™ and focuses on the importance of healthful eating and active lifestyles for children and families.

“The nutritional health of our nation’s children is of peak concern,” says Academy of Nutrition and Dietetics past president and registered dietitian nutritionist Sonja Connor. Cooking dinner at home is one way you can support healthy eating in your family. Engaging your kids in age-appropriate food preparation can help them enjoy family meal time and gain interest in food and nutrition.

Making meals at home doesn’t have to use up all your energy. Use these tips for easy weeknight meals:

- Cook a batch of soup to portion out for meals during the week
- Bake a whole chicken to slice for sandwiches, wraps, and casseroles
- Double recipes to freeze or use for leftovers
- Serve pre-cut or frozen vegetables or fruits as a side
- Plan to use your crockpot



Eating-Well Recipe

Pesto Chicken Salad Pita

Modified from kidseatright.org
Use chopped rotisserie chicken for a time-saving substitute, if desired.

- 1/4 cup plain, non-fat Greek yogurt
- 3 Tbsp. prepared pesto
- 1 Tbsp. lemon juice
- 1/4 tsp. pepper
- 2 cups chopped, cooked chicken
- 1/2 cup grated carrot (about 1 medium carrot)
- 4 mini whole-wheat pita rounds, split
- 1 cup baby spinach leaves

Combine yogurt, pesto, lemon juice, and pepper in a medium bowl; whisk until well blended.
Add chicken and carrots; stir to combine.
Stuff each pita evenly with spinach leaves and chicken salad mixture.

Makes 4 servings. Serving size: 1 stuffed pita
Nutrition information per serving:
297 calories, 11.9 g total fat (2 g saturated fat),
65 mg cholesterol, 415 mg sodium, 19.2 g carbohydrate,
2.7 g dietary fiber, 25.6 g protein.

“We are all body-builders, so build the house you want to live in.”

– Rodney Page,
The Resistance Revolution

Open Enrollment 101

Open Enrollment is the time each year when all benefit-eligible employees can elect or make changes to important benefits programs such as medical, dental, vision, health care flexible spending accounts, and more. This year, Open Enrollment for VUMC employees is October 18 – 31, and elections made during this time are effective January 1 – December 31, 2017. It's never too early to start thinking about what health plan options are right for you and your family. Below are a few terms that can help you learn to pick benefits like a pro. **Look for detailed information coming soon.**

Key terms: **Premium:** the amount you pay for health insurance each month.
Deductible: the amount you pay out-of-pocket for health care before your insurance starts to help out.

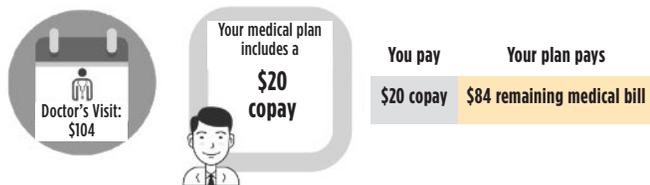
Which health plan option is right for me?*

Plan	Deductible	Out-of-pocket Maximum	Plan Coverage	Who Pays
Aetna Plus	\$1,100 Your family pays	\$7,500	You pay 20% Plan coverage	Covered 100% Paid by your plan
Aetna Select	\$1,000 Your family pays	\$7,000	You pay 10% Plan coverage	Covered 100% Paid by your plan
Aetna HealthFund <i>(funded by VUMC)</i>	\$1,500 HRA	\$3,500	You pay 10% Plan coverage	Covered 100% Paid by your plan

What's a copay?

A copay is a set dollar amount you pay for doctor visits, prescriptions, and other health services.

How does a copay work?



*Please note this is for the VHAN network. For more information about other network providers and full descriptions of health plan options, please visit: <https://hr.mc.vanderbilt.edu/benefits/healthinsurance.php>.

What's coinsurance?

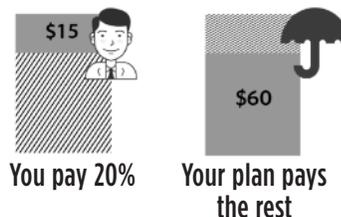
Coinsurance is the percentage you pay for the cost of covered health care services, after you meet your deductible.

How does a coinsurance work?

Your medical plan offers:

\$600 deductible	20% coinsurance	\$4,000 out-of-pocket limit
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You have seen a doctor several times and paid \$600 in total. Your plan pays some of the costs for your next visit. If your office visit is \$75:



AD&D travel benefit

For general information about the AD&D benefit at VUMC, please visit the HR website and search "AD&D."

Did you know? If you enrolled in Accidental Death and Dismemberment (AD&D), your insurance has an added benefit while traveling. If you elected \$10,000 or more of AD&D insurance, you are eligible for MetLife Travel Assistance! The travel assistance program can be used both domestically and internationally.

MetLife Travel Assistance includes:

- Medical referrals and appointments with English speaking doctors, dentists, and specialists
- Emergency evacuation
- Air and ground ambulance service
- Trained multilingual personnel who can advise and assist you in a travel emergency

Your travel assistance ID card displays a phone number to connect you with highly trained staff who will ensure your call is handled promptly. MetLife will also coordinate with your medical insurance carrier in the event of a medical emergency. Your health insurance still pays the medical expenses, but all of the extra costs involved in the medical transportation and other travel assistance services are administrated by AXA Assistance.

upcoming events

August

- AUG 4** **OHC Comes To You**
8:00 a.m. to 11:30 a.m.
100 Oakes, VPEC 21100
- AUG 4** **Know Your Numbers & OHC Comes To You**
1:30 p.m. to 4:00 p.m.
MCJCHV, Room 2104
- AUG 5** **Know Your Numbers & OHC Comes To You**
Late Night Cart
6:00 p.m. to 10:00 p.m.
VUH (3, SICU, 6N, 6S, 11N, 11S)
- AUG 11** **Boomers, Elders & More**
Medicare Basics
12:30 p.m. to 1:30 p.m.
Light Hall, Room 202
- AUG 11** **OHC Comes To You**
8:00 a.m. to 11:30 a.m.
100 Oakes, VPEC 21100
- AUG 17** **Know Your Numbers & OHC Comes To You**
Late Night Cart
6:00 p.m. to 10:00 p.m.
VUH (ED, 7N, 7S, 5N, 5S)
- AUG 18** **Vandy Walks**
“Athletics: Behind the Stands”
Noon to 1:00 p.m.
Meeting location TBD
- AUG 18** **Babies & You***
Preparing for Labor and Birth
Bethany Sanders, MSN Certified Nurse Midwife,
West End Women’s Health Center
Noon to 1:00 p.m.
Light Hall, Room 411
- AUG 18** **OHC Comes To You**
8:00 a.m. to 11:30 a.m.
100 Oakes, VPEC 21100
- AUG 19** **Know Your Numbers**
Williamson County
9:00 a.m. to 10:00 a.m.
VMG Orthopaedic Clinic, 325 Cool Springs Blvd.
- AUG 19** **Know Your Numbers**
Williamson County
10:30 a.m. to 11:30 a.m.
Franklin Women’s Center, 4155 Carothers Pkwy.
- AUG 26** **Vandy Cooks**
Sushi
Noon to 1:00 p.m.
Vanderbilt Recreation and Wellness Center

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

September

- SEP 1** **Know Your Numbers**
1:30 p.m. to 4:00 p.m.
MCJCHV, Room 2104
- SEP 2** **Know Your Numbers**
Late Night Cart
6:00 p.m. to 10:00 p.m.
MCJCHV (3, 4 NICU, ED)
- SEP 7** **Boomers, Elders & More**
Adult Day Health Care
Noon to 1:00 p.m.
Light Hall, Room 412
- SEP 15** **Vandy Walks**
“Mental Health Awareness”
Noon to 1:00 p.m.
Meet at Center for Wellbeing
- SEP 15** **Babies & You***
Benefits Decisions During Pregnancy
Steven Brunwasser, PhD, Psychologist
Noon to 1:00 p.m.
Light Hall, Room 411
- SEP 16** **Know Your Numbers**
Williamson County
9:00 a.m. to 10:00 a.m.
2105 Edward Curd Ln., 3rd Floor Conference Room
- SEP 16** **Know Your Numbers**
Williamson County
10:30 a.m. to 11:30 a.m.
Vanderbilt Bone & Joint Clinic, 206 Bedford Way
- SEP 21** **Know Your Numbers**
Late Night Cart
6:00 p.m. to 10:00 p.m.
VUH (4N L&D, MCE 4, 3S)
- SEP 21** **Vandy Cooks**
Healthy Game Day Eating
Noon to 1:00 p.m.
Vanderbilt Recreation and Wellness Center

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

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Getting Along With Others

Recipe: Pesto Chicken Salad Pita

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

“The difference between you and everyone else, is everyone else. And that’s a lot, so you should feel special.”

– Jarid Kintz, *This Book is Not FOR SALE*

Health and Wellness Connection

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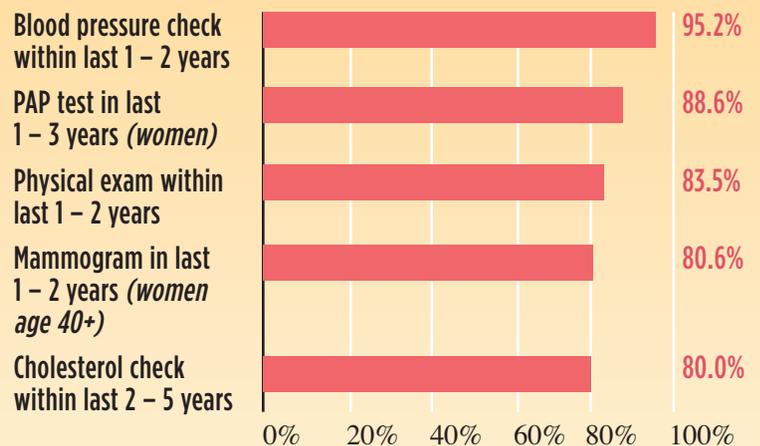
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The Healthy Pulse

FOR FACULTY AND STAFF AT VANDERBILT

Preventive Screenings



We know that preventive screenings are an important part of our overall plan for good health. Last year, of the 13,082 Medical Center faculty and staff who completed a Health Risk Assessment as part of the Go for the Gold program, most self-reported having undergone select recommended screenings such as blood pressure checks, physical exams, cholesterol checks, and women’s health screenings. The goal is for everyone to have their recommended preventive screenings to help prevent disease or identify conditions early when treatment is more likely to work. For a full list of screenings recommended for you, check the **My Health Advisor** (myhealthandwellness.vanderbilt.edu) in the Health and Wellness Information Portal. To find a PCP, call **615.936.6963** for a Vanderbilt provider, or use the **VHAN provider directory** (aetna.com) to find a VHAN provider with coverage at the highest benefit level. You can also call *Health Plus* or the Occupational Health Clinic for assistance.