

HEALTH & WELLNESS

VANDERBILT FACULTY & STAFF

Connection

The Occupational Health Clinic

Health Plus
Work/Life Connections - EAP

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

Vol. 36 • NO. 5 • Medical Center Edition
October • November 2016



Ready to earn big?

Go for the Gold

Complete All Three Steps by October 31

Log in to the Health Plus Health Guide
vanderbi.lt/gftg



Step 1 Compass Health Assessment

Stay on top of your wellness to maintain a healthy lifestyle. Start with this health assessment and you're on your way.



Step 2 Wellness Actions Log — complete 7 out of 10

Keep track of the things you do to maintain or improve your wellness, set personal goals, and follow your progress.



Step 3 Game Plan For Your Health

Watch colleagues in this compelling video share personal stories and practical ways to take charge of your health.

EARN REWARDS



+



+



=

\$240

Faculty and staff paying for Vanderbilt Health Plan benefits in 2017 can earn a wellness credit up to \$240 per year available January 1.

Go for the Gold Deadline is October 31

Wellness Credit

Medical Center employees: Go for the Gold wellness credits of up to \$240/year (*amount based on Go for the Gold level achieved*) will be applied to your Health Plan Account. This credit will be applied pre-tax and can be used to offset deductible and coinsurance costs.

VUMC faculty and staff can purchase a membership to the Vanderbilt Recreation and Wellness Center. For membership information visit vanderbilt.edu/recreationandwellnesscenter.

Need help completing Go for the Gold?

- Contact Health Plus at 615.343.8943, or health.plus@vanderbilt.edu.
- Visit the Health Plus office Monday through Friday, 7:30 a.m. to 5:30 p.m. Located in VRWC, 2700 Children's Way.

Care Gap Alerts

Vanderbilt Experts on Health

Breast Cancer



Dr. Raeshell Sweeting
Assistant Professor,
Surgical Oncology

How common is breast cancer?

Breast cancer is the most common type of cancer in the U.S. affecting nearly 250,000 women and 2,600 men each year. One in eight women will be affected by breast cancer in their lifetime.

What are the risk factors for breast cancer?

Female gender and increasing age are the biggest non-modifiable risk factors. Although family history and genetics play a role in increasing the risk of breast cancer, many women diagnosed with breast cancer do not have a family history. Increased hormone exposure over your lifespan is thought to increase risk of breast cancer. Therefore early age at starting menstruation, late age at menopause, or late age of first pregnancy can increase breast cancer risk. It is important to discuss your personal risk of breast cancer with your primary care provider or OB/GYN.

How is breast cancer detected?

Breast cancer is detected by physical exam through palpation, or by imaging such as mammogram, ultrasound, or MRI.

Why is it important to be screened for breast cancer?

Screening helps diagnose breast cancers at an earlier stage when treatments are most effective and survival is greatest. Breast cancer screening does not prevent breast cancer but allows for earlier detection. In order to diagnose changes in the breast it is best to undergo regular screenings.

(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 think my co-worker is under a lot of stress. He's acting differently, and I'm worried something is going on. How do I get him to seek support?

Concerned Co-worker

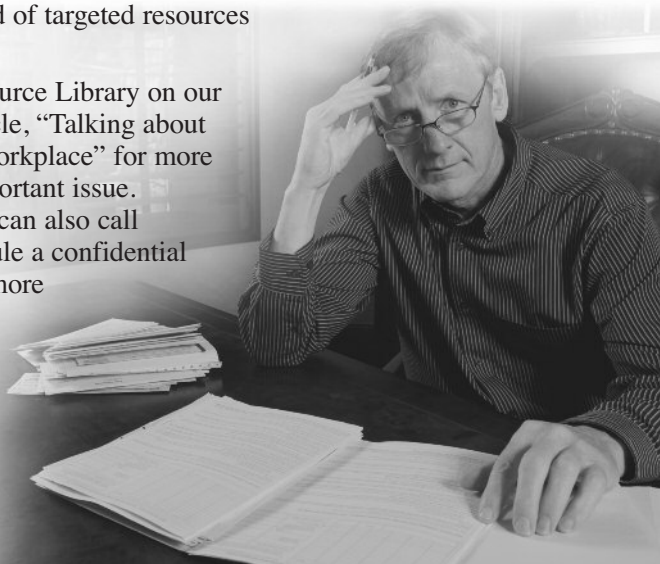
A: Dear Concerned,

Co-workers are often the first to notice signs of distress in the workplace. A person who is struggling may not recognize that a change in behavior has occurred or may not be sure how to ask for help. Expressing your concern, privately, and in a caring and nonjudgmental way could make a great deal of difference in your co-worker's overall wellbeing.

There are a few key elements to consider when talking to someone about concerning behaviors:

1. **Do not diagnose.** Focus on observed or reported behaviors rather than speculating as to what may or may not be happening.
2. **Express your concern calmly and clearly.** Use statements such as "I am concerned because..."
3. **It is not your role to solve the problem.** Your role is to convey concern and to direct your co-worker to support.
4. **Try not to promise more than you can provide.** The impulse is to say, "Call me anytime." We all have our own stressors and demands on our time. Promising to be available more than is possible sets up the co-worker for disappointment and may worsen the situation.
5. **Be aware of resources for Vanderbilt employees.** WLC-EAP's licensed professionals consult on workplace concerns, assess situations, make recommendations/referrals to providers, and offer short-term, solution-focused support for employees. It is the private and confidential gateway for employees in need of targeted resources or consultation.

Visit WLC-EAP's Resource Library on our website to read the article, "Talking about Mental Health in the Workplace" for more information on this important issue. You or your co-worker can also call **615.936.1327** to schedule a confidential appointment to obtain more individualized support and guidance.



Support the Vanderbilt Faculty and Staff Hardship Fund

The Kroger Community Rewards is an easy way for Vanderbilt employees to help co-workers experiencing temporary financial hardships. After registering your Kroger card online and selecting "Vanderbilt Employee Assistance Program" as your designated charity, all you have to do is swipe the card when you check out at the store. Kroger then tracks all the card holder's purchases (*excluding alcohol, tobacco, and gasoline*), with every dollar counting as a vote for the shopper's preferred organization. Last year this program donated over \$10,000 to the Vanderbilt Faculty and Staff Hardship Fund.

Shoppers don't sacrifice any in-store discounts or gas points they earn on their Kroger card; the charitable component is a separate, extra feature.

The process is easy. For step-by-step instructions go to vanderbilt.edu/usac/initiatives/kroger-rewards.php.

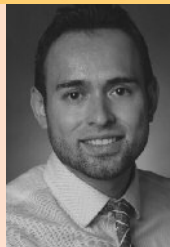
New for 2016:

Upload Biometric Measurements From Your Primary Care Provider!

You can now submit **official** 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. Learn more: vanderbi.lt/biometrics.

Occupational Health Clinic **talk:**

Zika: The Latest Buzz



**Norman Quesada, MD, MPH,
OHC Physician, Occupational Health Clinic**

What causes Zika and how is Zika spread? Zika is a virus which is mainly spread by the Aedes mosquito, which bites during the day. Aedes is present throughout the Southern half of the United States (*as of August, 2016, there have only been cases of mosquito transmission in Miami, FL, within the U.S.*).

Can Zika be spread person to person? Yes, Zika can be spread by unprotected sexual contact, by blood transfusion from an infected person, and from a pregnant woman to her fetus.

What are the symptoms of Zika? Eighty percent of persons infected will have no symptoms. For those with symptoms, the most common are fever, rash, joint pain, muscle aches, headaches, and conjunctivitis (*pink eye*). The disease is generally mild and resolves in about a week.

What is the risk to pregnant women? Babies born to women who are infected with Zika during pregnancy may have a higher risk of microcephaly, a birth defect causing abnormal brain development. Pregnant women (*at any trimester*) are advised to delay or cancel travel to Zika-affected areas, if possible.

Is there a vaccine available? There is currently no vaccine available to prevent Zika. If you are traveling to areas with Zika transmission such as the Caribbean, South/Central America, Mexico, Miami, and the Pacific it is important that you use insect precautions.

Diagnosis and treatment: There are blood tests available to diagnose Zika. However, there are currently no specific medications for the treatment of Zika.

Says Muktar Aliyu, MD, DrPH, Associate Professor of Health Policy and Medicine and Associate Director for Research with the Vanderbilt Institute for Global Health: “Zika can be prevented by simple measures: avoid travel to areas with ongoing transmission, protect yourself from mosquito bites with mosquito repellants and appropriate clothing, control mosquitoes inside and outside your home, and abstain from sex or use condoms and other barrier methods when having sex with an infected partner.”

For more information visit: cdc.gov/zika/index.html.

If traveling abroad on Vanderbilt business, make an appointment with a provider at the Occupational Health Travel Clinic; healthandwellness.vanderbilt.edu/news/2011/09/international-travel-exam/.

Vanderbilt Lung Screening Program

Lung cancer kills more lives than any other cancer, world-wide. The Vanderbilt Lung Screening Program's goal is to save lives by finding and treating lung cancer at its earliest and most treatable stages.

Why get screened?

Lung screening CT can find lung cancer when it is easiest to treat and before symptoms develop. It can lower the risk of death from lung cancer by 20%.

Who should get screened?

Those at highest risk for lung cancer are:

- Age 55 to 77 and
- Current or former smokers (*who have smoked in the past 15 years*) who have smoked at least 1 pack per day for 30 years, or the equivalent (*e.g., 1/2 pack per day for 60 years*).



Do I need a referral?

Your healthcare provider will need to order the test before it can be scheduled. **If you do not currently have a healthcare provider, we can assist you. Call 615.322.0580.**

For clinical questions, patients and referring providers may call **615.322.0580**.

Learn more: VanderbiltLungScreening.com.

Care Gap Alerts

Vanderbilt Experts on Health
Breast Cancer

(continued from page 1)

Who should be screened? When, and how often?

All women should be regularly screened for breast cancer. Traditionally, screening has been recommended to start at age 40 and continue annually. Some guidelines support screening that begins at a later age and occurs at less frequent intervals for women who **do not** have increased risk of breast cancer. The decision about screening should be shared between patient and provider.

Are there other preventive measures that can help reduce risk?

Healthy lifestyle choices reduce the risk of most cancers. Maintaining a healthy weight, engaging in regular exercise, adequate sleep, moderation of alcohol consumption, and making healthy food choices will all reduce risk of breast cancer. Breastfeeding also reduces the risk of breast cancer.



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 9 – 23 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 600

Or 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 off-site locations can receive a tool kit for participation.

For more information contact Health *Plus* at **615.343.8943** or health.plus@vanderbilt.edu.

Initial
Weigh-Ins
November
9 – 23



Live Tobacco- Free:

You can do it.
We can help.

By quitting — even for one day — you will be taking an important step toward a healthier life — one that can lead to reducing your cancer risk. It's a race for your health, and it starts today.

Quitting is hard, but you can increase your chances of success with help.

Learn more about tobacco cessation resources available from Health & Wellness at vanderbi.lt/syzni.



Picking the perfect pumpkin

When selecting a pumpkin for carving, choose a pumpkin with a flat bottom, sturdy stem, and a hollow sound when tapped. If you plan to cook with pumpkin, look for varieties that are labeled “pie pumpkins” or talk to a farmer at a farmers’ market. Pumpkins grown for cooking purposes have a much sweeter, more appetizing flavor than pumpkins intended for carving.



Melinda Mahoney RDN, LDN,
Health Educator,
Health *Plus*

Pumpkin: Fall’s Comfort Food

Fall is upon us, which heightens our need for rich delicious foods and beverages that create feelings of comfort, tradition, and warmth. The key to making healthy food choices through the fall and into the holidays is to find foods that meet our needs for comfort AND nourish our bodies.

This perfect balance can be found in foods made with pumpkin. Pumpkins are naturally low in calories, fat, and sodium, making them a healthy option to add to your eating plan. The combined nutrients found in pumpkin provide antioxidant benefits and may help improve eye health, boost immune function, and reduce the risk of heart disease and cancer. Fresh or canned pumpkin are equally good choices, but canned requires much less work.

As you gather with friends and family to carve pumpkins that showcase your personalities and interests, carry the fun and creativity into the kitchen. Branch out from original foods like pumpkin bread and pie and consider the possibilities! Foods with pumpkin can be served warm or cold, made into sweet or savory dishes, and enjoyed morning, noon, and night! For more recipes, go to vanderbi.it/pumpkin.



Eating-Well Recipe

Pumpkin Chili

- 2 Tbsp. olive oil
 - 1 chopped onion
 - 3 garlic cloves, minced
 - 1 red pepper, diced
 - 1 green pepper, diced
 - 1 (15 ounce) can tomato sauce*
 - 1 (14.5 ounce) can diced tomatoes*
 - 3 cups vegetable broth*
 - 1 (15 ounce) can pumpkin puree
 - 1/2 cup quinoa, uncooked
 - 2 Tbsp. chili powder
 - 2 tsp. cumin
 - 2 tsp. cinnamon
 - 1 (15 ounce) can black beans*
 - 1 (15 ounce) can Great Northern beans*
 - 1 (15 ounce) can kidney beans*
- * Choose reduced sodium varieties for canned items

1. In a large pot, sauté onion, peppers, and garlic in olive oil over medium-high heat until softened and begin to brown (*about 5 minutes*).
2. Stir in tomato sauce, diced tomatoes, broth, pumpkin puree, and quinoa. Add spices; simmer for about 20 to 30 minutes over low heat, stirring occasionally.
3. Add the rinsed and drained beans. Simmer for another 20 to 30 minutes.

Makes 8 servings.

Nutrition per serving:

310 calories, 6 g total fat (1 g saturated fat),
580 mg sodium, 51 g carbohydrate, 15 g fiber,
8.5 g total sugar (3 g added sugar), 16 g protein.

Recipe by Jamie Pope, MS, RD, LDN (with slight alterations)

“Over weeks and months... you will get addicted to the awesome taste of healthy food... and start wondering why you never did it earlier!”

– The Fitness Doc

HR Corner

Getting The Most Out of Your Benefits

Your Health, Your Way Begins With Open Enrollment

Make your elections for 2017 benefits during October 18 – 31, 2016.

At Vanderbilt University Medical Center, the needs of the patient come first — and that includes you and your family, as about 6% of our patients are also our employees. This Open Enrollment period, take a few moments to find out how the way you elect your benefits can serve up **your health, your way**. The choices you make during this time will stay with you for the rest of the year so it's important to make wise choices.

Open Enrollment, your annual opportunity to choose the benefits that best fit your needs and the needs of your family, begins at 8:00 a.m. October 18, and ends at 11:59 p.m. October 31, 2016. The benefits you elect will take effect on January 1, 2017, and last until December 31, 2017.

The following benefits are part of Open Enrollment:

- Health insurance, dental and vision insurance
- Accidental death & dismemberment (AD&D) insurance
- Health care flexible spending accounts, which reimburse out-of-pocket medical expenses for you and your dependents
- Dependent day care flexible spending accounts, which reimburse day care service expenses for your dependents

As always, you can make changes to the following benefits programs anytime, including:

- Life insurance, enhanced short-term disability, and long-term disability insurance
- Retirement plan contributions and investments
- Discounted pet, auto, and home insurance

Whether you choose to elect or waive benefits, log in to My VUMC Benefits.

All employees need to log in to My VUMC Benefits during Open Enrollment. If you are waiving benefits, you will still need to log in and indicate you are doing so. If you don't act before Open Enrollment for 2017 benefits closes, your elections for these programs will remain the same, but skipping enrollment could cost you. You'll save \$20 per month on your health plan premiums if you and your covered family members are committed to being tobacco-free, as long as you log in and reconfirm your status each year. It is important to indicate each year if your spouse has coverage through his/her employer. Remember, you will pay an additional \$100 per month in payroll premiums for spouses who have access to health coverage through an outside employer, but prefer the Vanderbilt University Medical

Center plan. The spousal fee also applies to employees who have **spouses who work for Vanderbilt University**.

So, what is new this year?

VUMC employees will see modest increases for the Aetna Plus and the Aetna Health Fund, while Aetna Select will reflect higher premiums where, due to increasing costs of claims in this plan, the employer/employee share is not equitable to the other plans. They will also see increases in Cigna dental payroll deduction. While the copay amounts will remain the same for the health plan, there will be an increase in out-of-network deductible costs.

For those employees who seek non-emergency care out-of-network, a prior authorization process will be in place for some services beginning January 2017. For a full list of services check **vumc-oe.com**. This is to ensure you are getting the appropriate care and the best value for your health plan coverage. Prior authorization can be obtained by calling the 1-800 number on the back of your Aetna ID card. Not following the prior authorization process will result with no out-of-pocket limit applying to that out-of-network claim.

Beginning in 2017, the Go for the Gold credit will be automatically added to your health plan account pretax and will be used to offset certain medical expenses. VUMC employees are still eligible for membership at the recreation center, but you cannot apply Go for the Gold credit toward membership fees.

The eligibility for same-sex domestic partners has changed for Vanderbilt University Medical Center benefit programs. In 2017, the following people will be eligible for benefit programs:

- Benefit-eligible employees
- Spouses (*same- or opposite sex*)
- Natural, step-, or adopted children up to age 26

Although Open Enrollment only occurs once a year, throughout the year you can make smart health care decisions to improve and sustain your health, as well as reduce your health care costs. Look for more information in the coming weeks about Open Enrollment for 2017 benefits.

upcoming events

October

- OCT 4** **Know Your Numbers**
11:00 a.m. to 1:00 p.m.
Kirkland Hall, Room 201
- OCT 5** **Boomers, Elders & More**
The Five Wishes
Noon to 1:00 p.m.
Light Hall, Room 412
- OCT 6** **Know Your Numbers**
1:30 p.m. to 4:00 p.m.
MCJCHV, Room 2104
- OCT 7** **Know Your Numbers & OHC Comes to You**
Late Night Cart
6:00 p.m. to 10:00 p.m.
VUH (6T, 8T, 9T)
- OCT 13** **Know Your Numbers**
11:00 a.m. to 1:00 p.m.
School of Nursing, Godchaux Hall, Room 115
- OCT 14** **Know Your Numbers**
10:00 a.m. to 2:00 p.m.
Sarratt Student Center, Room 220
- OCT 17** **Vandy Cooks**
Vegetarian Meals with Chef Lucius
Noon to 1:00 p.m.
Vanderbilt Recreation and Wellness Center
Demo Kitchen
- OCT 19** **Know Your Numbers & OHC Comes to You**
1:30 p.m. to 4:00 p.m.
Green Hills Office Building, Room 3001
- OCT 19** **Know Your Numbers**
Late Night Cart
6:00 p.m. to 10:00 p.m.
MCJCHV (5 A-B-C, 6 A-B-C)
- OCT 20** **Know Your Numbers**
11:00 a.m. to 1:00 p.m.
Sarratt Student Center, Room 331
- OCT 20** **Babies & You***
Choosing A Pediatrician
Steven Brunwasser, PhD, Psychologist
Noon to 1:00 p.m.
Light Hall, Room 411
- OCT 24** **Benefits Fair**
2:00 p.m. to 5:00 p.m.
One Hundred Oaks
- OCT 25** **Benefits Fair**
6:30 a.m. to 3:00 p.m.
3rd Floor Breezeway Between Light Hall & TVC
- OCT 31** **Vandy Walks**
Ghost Trees and Urban Legends
Presented by Steve Baskauf, Sr. Lecturer,
Department of Biological Sciences
Noon to 1:00 p.m.
Meet at Rand Hall Terrace

November

- NOV 3** **Know Your Numbers**
1:30 p.m. to 4:00 p.m.
MCJCHV, Room 2104
- NOV 4** **Know Your Numbers & OHC Comes to You**
Late Night Cart
6:00 p.m. to 10:00 p.m.
VUH (MCN 3, 5, 6, 7)
- NOV 16** **Boomers, Elders & More**
Caring for the Caregiver
Noon to 1:00 p.m.
Light Hall, Room 412
- NOV 17** **Babies & You***
Caring for Your Newborn
Noon to 1:00 p.m.
Light Hall, Room 411
- NOV 18** **Know Your Numbers & OHC Comes to You**
Williamson County
9:00 a.m. to 10:00 a.m.
2105 Edward Curd Lane,
3rd Floor Conference Room
- NOV 18** **Know Your Numbers**
Williamson County
10:30 a.m. to 11:30 a.m.
Vanderbilt Heart Clinic,
4323 Carothers Parkway, Suite 405
- NOV 18** **Vandy Cooks**
Freezer Meals or Make Ahead Meals
with Jessica Bennett
Noon to 1:00 p.m.
Vanderbilt Recreation and Wellness Center
Demo Kitchen

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.

*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.

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



Flu lapa looza

Flulapalooza® is a Vanderbilt University and Medical Center annual event, providing flu vaccination to faculty, staff, and students at no charge. Family members will not be included in this event.

This year's Flulapalooza® will be on Tuesday, October 11 from 6:00 a.m. to 6:00 p.m. Located in the tent between Light Hall and VA.

Snap Photos of What You're Taking

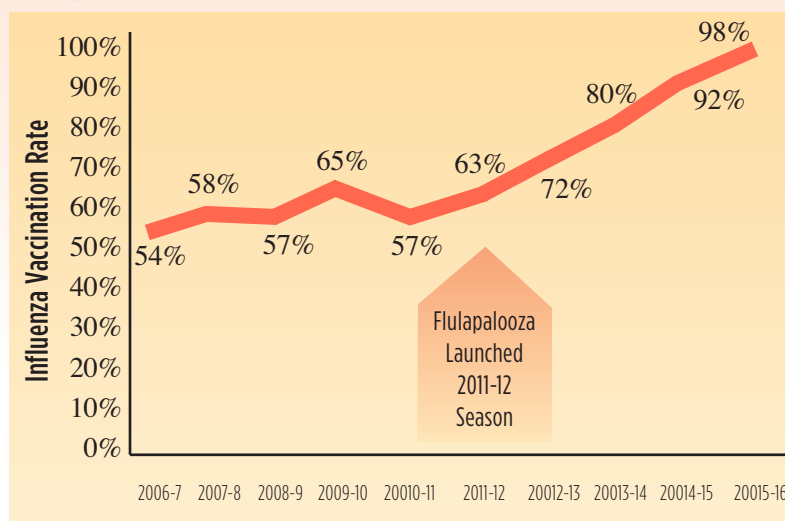
Keep pictures of current medications on your smart-phone in case you need to provide the information to a new healthcare provider or in emergencies. **Make sure you can see the prescriptions' names and dosages in the photo.**



The Healthy Pulse

FOR FACULTY AND STAFF AT VANDERBILT

Employee Influenza Vaccination Rates



The annual influenza vaccination rate among employees at Vanderbilt University Medical Center increased from 54% in 2006/2007 to 98% in 2015/2016. After Flulapalooza was launched, the increase was steep and consistent.

Health and Wellness Connection

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Willow Price-Black, Health & Wellness and
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