



# HEALTH & WELLNESS

VANDERBILT FACULTY & STAFF

The Occupational Health Clinic

Health Plus  
Work/Life Connections - EAP

# Connection

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

Vol. 38 • NO. 3 • Medical Center Edition  
June, July 2018

Vanderbilt Experts on Health

## The Emergency Department: To Go or Not To Go?



**Tyler W. Barrett, MD, MSCI, FACEP, FHRS**  
Associate Professor of Emergency Medicine; Medical Director, Emergency Department

## I Have a Smart Device and I'm Not Afraid to Use It... for My Well-being!

Oh, technology! Sometimes we love it. Sometimes we hate it. You have to admit, though, it can make things more convenient, and that can include tending to your well-being!

Need an example of how Vanderbilt is leveraging technology to help you achieve well-being? Look no further than this story of Brad Awalt, manager of Health Plus, and what he calls his "Millennial Moment!"

One day, Brad had to get across campus quickly for a meeting. He hopped on a yellow bike you may have seen around campus provided by Vanderbilt and the dockless bike share company, ofo. With a simple phone app, he rented the bike and made his meeting on time! To try it yourself, just visit [vanderbilt.edu/futurevu/ofobikes.php](http://vanderbilt.edu/futurevu/ofobikes.php).



Brad wanted to check his blood pressure after the meeting (it must have been stressful ☺), so he went to a Higi machine and got his readings, which are also uploaded to the Health & Wellness Information Portal where he can track his readings over time. His readings were also automatically applied to help him complete Step 2 of Go for the Gold. For info on Higi, visit [vumc.org/health-wellness/resource-articles-blog/check-weight-and-blood-pressure-higi-campus-and-across-country](http://vumc.org/health-wellness/resource-articles-blog/check-weight-and-blood-pressure-higi-campus-and-across-country).



Brad was wearing his fitness device on his wrist as he traveled across campus. He had it synced up with the Start! Physical Activity Program inside the Health Plus Health Guide, so he was automatically logging his physical activity and working his way toward a possible raffle prize! To learn about Start!, visit [vumc.org/health-wellness/news-resource-articles/start-physical-activity-program](http://vumc.org/health-wellness/news-resource-articles/start-physical-activity-program).

Brad had a few minutes before his next meeting, so he decided to sit on a bench under a magnolia tree and use his phone to do Step 1 of Go for the Gold, the Compass Health Assessment. A few taps of his finger and he was well on his way to identifying his personal health risks and how he could reduce those risks. To get started on the Compass Health Assessment yourself, visit [vumc.org/health-wellness/healthplus/go-for-the-gold/step1](http://vumc.org/health-wellness/healthplus/go-for-the-gold/step1).

Brad's story is just one example of how you can use your smart device at Vanderbilt to improve your well-being. We encourage you to try these out yourself!

### In what medical situations should someone go to the emergency department (ED)?

Certain conditions and symptoms should encourage an individual to seek care in the ED. Those conditions include signs of a heart attack, stroke, severe allergic reaction or severe infection. The early diagnosis and treatment of those conditions can be life-saving. Symptoms include sudden chest discomfort, shortness of breath, sudden severe headache, sudden changes in vision, difficulty speaking or understanding others' speech, numbness or weakness in arms or legs, or difficulty walking.

### What are some alternative options to the ED? In what cases is it appropriate to use these options instead of visiting the ED?

Patients are always encouraged to contact/visit their primary care physician (PCP) if they feel sick, have concerns about their symptoms, or need advice on whether to go to the ED. Urgent care and walk-in clinics are other alternative treatment venues. Walk-in and urgent care clinics are great options for treating the common cold, urinary tract infections, ankle sprains, insect bites, poison ivy, and other minor allergic reactions. Symptoms that have been ongoing for weeks or months typically are best first

(continued on page 3)

## Work/Life Connections-EAP

### The Counselor's Corner

Janet McCutchen, LPC, CEAP  
Licensed Professional Counselor  
Work/Life Connections-EAP



#### Q: Dear Counselor,

I'm worried that I am forgetting a lot of details lately. I'm in my 60s. Is it possible that I might have a serious problem, like Alzheimer's? Should I be worried? What can I do to reduce my risk?

*Mind Matters*

#### A: Dear Mind Matters,

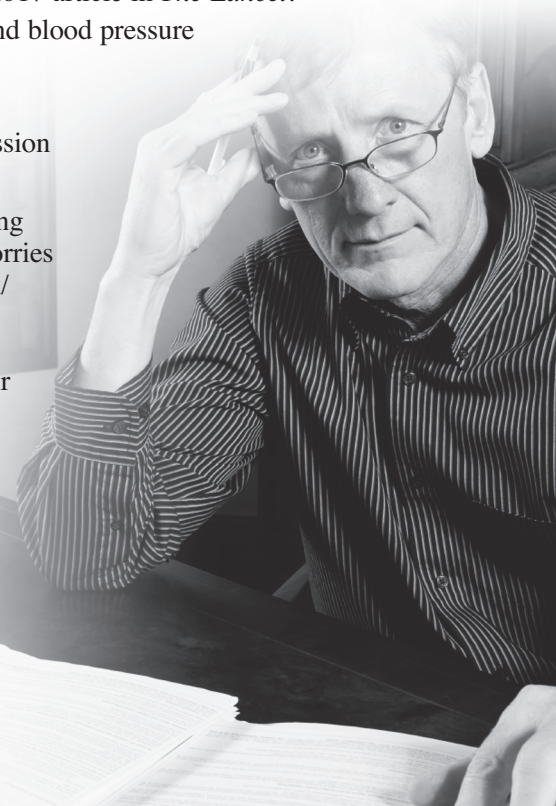
While the most common symptom of Alzheimer's disease is memory loss, especially for recently learned information, mild memory changes are experienced by everyone during the process of aging. This is part of why the disease remains difficult for even experts to diagnose and treat. Alzheimer's is a type of dementia that disrupts daily life due to a slow decline in memory, thinking and behavior. The best thing is to discuss your concerns with your primary care provider and to learn more about what you are experiencing.

Studies of dementia patients suggest that maintaining mental and emotional well-being are ways to potentially reduce risk factors for dementia in older adults. Further, there is ample evidence that chronic feelings of loneliness and sadness contribute to a lowered sense of overall well-being at any stage of the life cycle. The following were among the key recommendations for maintaining brain health, according to a 2017 article in *The Lancet*:

- Maintain a healthy weight and blood pressure
- Eliminate smoking
- Exercise regularly
- Address symptoms of depression and social isolation

If you need assistance with finding resources for addressing your worries or your mood, Vanderbilt's Work/Life Connections-EAP offers assessment and brief support for staff, physicians, faculty and their spouses. Play an active role in maintaining your own healthy brain, and reach out, if needed. Appointments can be scheduled by calling **615.936.1327**.

Sources: *Center for Disease Control National Center for Chronic Disease Prevention and Health Promotion, September, 2017; The Lancet, Vol. 390, No. 10113, Published: July 19, 2017*



## Passion at Work



Amy Owen Nieberding, PhD  
Director, Workforce Performance Excellence,  
Human Resources

#### How do you engage and build community with your coworkers?

When I joined VUMC Human Resources in 2016, there was already a strong focus on community building. My assimilation process has been accelerated by taking part in the traditions and group activities within HR. These days I continue to find new connections with my coworkers, who share a common passion for our mission here at the Medical Center.

#### How do you recognize others on your team?

I had the good fortune early in my tenure to have direct experience with VUMC recognition practices. Susie Lyons, a member of our Workforce Performance Excellence team, manages many of our recognition programs. Recognition resources include: Employee Celebration Events, Elevate Awards, Service Awards, Thank-You Cards and the Recognition Library.

#### What strategies do you use to effectively communicate with your team?

I try to find the right balance between structured and unstructured communications and this is still evolving. Our basic communications include 1:1 meetings and monthly team meetings. I also try to share timely information from the Senior HR Leadership team meetings. Daily check-ins (rounding) are vital to keeping communication flowing and having agility in our work practices.

#### How do you encourage your team to find well-being?

We are a diverse team, each with unique skills and experience. However, our focus this past year has been to ensure that we are cross-trained on all key programs. We can then fill in for one another to allow flexibility and time away to pursue development or other renewal activities.

(continued from page 1)

evaluated at your PCP's office or in an urgent care clinic.

### What's the benefit of going somewhere besides the ED for care?

Walk-in clinics typically have shorter wait times and less expensive care than the ED, and many can perform a wide range of diagnostic testing including laboratory studies (e.g. flu swabs, rapid strep tests, urine tests, and basic blood work), EKGs, and x-rays. Vanderbilt Health OnCall also provides care to a patient in their home or office and does not require any transportation when one feels sick. Urgent care and walk-in clinics can refer a patient to the ED if the provider identifies a condition that requires more intensive evaluation.

### What are health care options Vanderbilt offers that could be used besides the ED?

Vanderbilt has multiple health care options available including the Vanderbilt Health Walk-In Clinics, the Vanderbilt Health Clinics at Walgreens, Occupational Health, Vanderbilt Children's After-Hours Clinics, and Vanderbilt Health OnCall. The Vanderbilt Sports Medicine After-Hours Clinic in Franklin is another option for orthopedic injuries and complaints. Of course, we always recommend that patients contact their PCP first if they are having a non-life-threatening complaint. Their PCP may be able to see them urgently and either treat the patient or refer them to the most appropriate escalation of care.

---

To find convenient, non-emergent health care options near you, visit [vhan.com/quickcare](http://vhan.com/quickcare).

---

## Occupational Health Clinic **talk:**

# Don't Forget to Take Care of Your Brain!

**Jee Yoon Kim, MSN, APRN, ANP-BC**  
Nurse Practitioner, Occupational Health Clinic



According to the U.S. Centers for Disease Control and Prevention, 1 in 9 Americans aged 45 and older are experiencing subjective cognitive decline, which is defined as self-reported memory problems that have been getting worse over the past year. The greatest risk factor for cognitive decline is aging, but cognitive decline is not inevitable. "Maintaining cognitive health can be optimized by keeping the brain agile, engaged and healthy. It is never too late to begin engaging in healthy habits for preventing cognitive changes that can come over time," said Daniel Claassen, MD, Associate Professor of Neurology at Vanderbilt University Medical Center. A healthy brain is essential for our everyday life as well as our health. Here are 6 things you can do to retain a healthy brain.



**1. Increase brain activity:** Challenge and activate your brain with exercises like reading, drawing, or playing jigsaw puzzles or Sudoku. Like your muscles, you need to use your brain to keep it in shape!

**2. Increase physical activity:** Engage in regular exercise. Cardiovascular exercise increases blood flow to the brain and encourages the development of new brain cells.

**3. Keep your heart healthy:** The American Heart Association and American Stroke Association announce that risk factors for cardiovascular disease and stroke — obesity, smoking, high blood pressure, high cholesterol and diabetes — negatively impact your cognitive health. Take care of your heart, and your brain just might follow!

**4. Stay connected with others:** Pursue social activities that are meaningful to you, or simply share activities with friends and family. Social engagement enhances your brain and mental health.

**5. Eat a healthy and balanced diet:** A Mediterranean style diet that emphasizes fruits, vegetables, fish, whole grains, olive oil and nuts supports brain health.

**6. Prioritize your sleep:** Adults are recommended to have 7 to 9 hours of sleep according to the National Sleep Foundation. Sleep has a restorative function and your brain consolidates memory during deep sleep.

Sources: [healthybrains.org/pillars](http://healthybrains.org/pillars), [alz.org/brain-health/10\\_ways-to-love-your-brain.asp](http://alz.org/brain-health/10_ways-to-love-your-brain.asp)

Incentive for Health Plan!

Get Your Health Score!

The

# EARN + LEARN = POWER

Up to \$240!

Know Your Health Risk!

of Go for the Gold!



The first 2 steps of Vanderbilt's award-winning, 3-step Go for the Gold program are now available. Get started now to learn important information about your health, earn up to a \$240 Health Plan incentive (for eligible faculty and staff), and harness the power of Go for the Gold!

<b>Step 1</b>	Compass Health Assessment
<b>Step 2</b>	Wellness Actions Log
<b>Step 3</b>	Coming Soon!

**We heard your feedback and changes have been made to improve user experience!**

For information on Go for the Gold and to log in to your Health Plus Health Guide to get started, visit [vanderbi.lt/gftg](http://vanderbi.lt/gftg).

Have questions? Contact Health Plus at 615.343.8943, or email [health.plus@vanderbilt.edu](mailto:health.plus@vanderbilt.edu).

## The Commodore Community Comes Together for National Walking Day!

At this joint event for VUMC and VU, 250 faculty and staff joined together to walk on April 4! Teams throughout the Commodore community both on campus and off-site bonded during this fun-filled event! We would like to send a special thank you to our leaders who walked and spoke to attendees:

- Traci Nordberg, VUMC Chief Human Resource Officer
- Eric Kopstain, VU Vice Chancellor for Administration

We would also like to give a big shout-out to Mr. C for providing encouragement to all our walkers!





# How to Start a Freezer Club (and why you should)

Tight budget? Want to eat healthy meals at home regularly? Limited time during the week? The answer may be starting a freezer club.

## What is a freezer club?

A freezer club is a small group of friends (anywhere from 2 to 8 people) who commit to cooking freezer-friendly meals for one another each month.

## Why start a freezer club?

1. Save money by meal planning and buying in bulk.
2. Save time by planning your shopping trip to cut down on extra stops at the store during the week.
3. Have healthy meals always on hand by committing as a group to creating healthy, well-balanced meals.

## How does it work?

1. Create a meal plan in advance or gather with friends once a month to plan.
2. Everyone cooks their assigned meal on their own time, making sure to prepare the agreed upon number of servings. If there are 4 people in your group, you each prepare 4 times the recipe!
3. Label each meal with directions for reheating. Freeze until it's time to swap!
4. Swap once a month at your next gathering or arrange separate delivery times.

Get started with the freezable recipe below!

Adapted from [thrivinghomeblog.com/2014/02/how-to-start-a-freezer-club](http://thrivinghomeblog.com/2014/02/how-to-start-a-freezer-club)

## Skinny Refried Bean & Chicken Enchiladas

- 1 lb. boneless, skinless chicken breast, cooked and shredded • Salt and pepper, to taste
- 1 (15 oz.) can refried black beans\* • 1 cup shredded 2% Mexican blend cheese
- 12 medium corn tortillas • 1 (28 oz.) can red enchilada sauce

\*choose low sodium or no-salt-added when available



To garnish: onions, avocado, tomato, cilantro

1. Spread  $\frac{3}{4}$  cup of enchilada sauce on the bottom of a 9x13 inch baking pan. Spread 2 tablespoons of refried beans in a tortilla, then top with a few tablespoons of shredded chicken and 1 tablespoon cheese. Roll tortillas up and place seam side down in pan.
2. Repeat with remaining tortillas. Next pour remaining enchilada sauce over the top of the enchiladas and sprinkle with cheese. Freeze for later.
3. To reheat: Thaw overnight. Cover pan with foil and bake enchiladas for 25 to 30 minutes at 400° F. Remove from oven and serve hot.

**Makes 6 servings.** Per serving: Calories: 362, Total Fat: 10g, Saturated Fat: 3g, Cholesterol: 84mg, Sodium: 895mg, Carbohydrate 35g, Fiber: 7g, Total Sugar: 3g, Added Sugar: 0g, Protein: 35g

Adapted from Ambitious Kitchen: [ambitiouskitchen.com/skinny-refried-bean-chicken-enchiladas-with-homemade-enchilada-sauce](http://ambitiouskitchen.com/skinny-refried-bean-chicken-enchiladas-with-homemade-enchilada-sauce)

THE NASHVILLE  
FARMERS' MARKET  
AT THE  
VANDERBILT UNIVERSITY  
MEDICAL CENTER

## Farmers' Market Returns

The Vanderbilt Farmers' Market returns to campus this June and will be held every Thursday through October 25. Stop by the Medical Center plaza during our new hours of 1:30 – 5:00 p.m. Shop for:

- Local fruits and vegetables
- Dairy products such as goat cheese, milk and yogurt
- Grass-fed beef and free-range chicken
- Honey, flowers and more!

For more information, visit [vanderbi.lt/farmersmkt](http://vanderbi.lt/farmersmkt).

TASTE

ENJOY THE  
TASTE OF  
EATING RIGHT

## TASTE Challenge

Enjoy the taste of eating right through a 10-week experience of preparing delicious food, saving money, and minimizing your time in the kitchen. Last year, more than 1,200 people took part in the online challenge and gained practical information to move their nutrition status to the next level. This year's content will provide more practical tips and delicious recipes. You don't want to miss out! Visit [vanderbi.lt/taste](http://vanderbi.lt/taste) for more information.

# Short-term Disability Checklist

During your career at VUMC, circumstances may arise which require prolonged or intermittent absence from work due to medical reasons, such as the birth of a child. Short-term disability insurance provides income replacement if you are unable to work for an extended period due to an approved medical condition. These benefits may continue for up to 24 weeks.\*\* After one year of service, if you are eligible, you are automatically enrolled in enhanced short-term disability buy-up coverage. This coverage pays 66.7 percent of your covered base salary. You can opt out of full coverage and receive base-only coverage, which pays 66.7 percent of your wages on the first \$24,000 of your annual base salary. For both the base and the full plans, there is a two-week waiting period. You can use flexPTO or grandfathered sick during the two-week waiting period. Below is a short-term disability checklist to guide you through the filing process.

### Before you start short-term disability leave:

- Complete a VUMC Medical Leave Request.
- Let your department manager know the date your leave will begin.
- Consider how you would like to use your flexPTO and/or grandfathered sick time.\*
- If approved, your short-term disability payments will begin after 14 calendar days. You cannot be paid by VUMC (flexPTO, grandfathered sick, and/or parental leave) and Unum (short-term disability) at the same time.
- Send an email to your manager and to [benefits.vumc@vanderbilt.edu](mailto:benefits.vumc@vanderbilt.edu) outlining how you will use your flexPTO, grandfathered sick and short-term disability. This will ensure a smooth transition.
- For information on Parental Leave see [hr.mc.vanderbilt.edu/benefits/parental-leave.php](http://hr.mc.vanderbilt.edu/benefits/parental-leave.php).  
*\* Residents should contact the GME office for information regarding their paid time off programs. Fellows should consult their manual.*



### To start your short-term disability claim:

- Call Unum at 800.836.6900.



### Once you begin short-term disability leave:

- You will move to unpaid status with VUMC. If your leave begins in one month and ends the next month, you will pay your benefit premiums through direct billing. Learn more about direct billing and get your direct bill guide at [hr.mc.vanderbilt.edu/benefits/leave.php](http://hr.mc.vanderbilt.edu/benefits/leave.php).

### While you are on leave:

- Let your manager know the date you plan to return to work.
- Get in touch with your manager if you need to extend your short-term disability leave.



### When you're ready to return to work:

- Get a release to return to work from your doctor.
- Let your manager know the definite date you will return to work.
- Call or email your Unum representative to let them know the date you will return to work.



### Have questions or need help?

Contact [benefits.vumc@vanderbilt.edu](mailto:benefits.vumc@vanderbilt.edu)

See [hr.mc.vanderbilt.edu/benefits/short-term-disability.php](http://hr.mc.vanderbilt.edu/benefits/short-term-disability.php) for a full overview of the short-term disability benefit.

\*\* You can enroll in STD as soon as you are hired, but VUMC will not share the cost until after one year of service.

# upcoming events

## June

- JUN 1** **Know Your Numbers & OHC Comes to You**  
*Late Night Cart*  
6:00 p.m. to 10:00 p.m.  
MCJCHV ED, Radiology
- JUN 7** **Know Your Numbers & OHC Comes to You**  
1:30 p.m. to 4:00 p.m.  
MCJCHV, Room 2104
- JUN 14** **Know Your Numbers**  
11:00 a.m. to 1:00 p.m.  
One Hundred Oaks, Room 26103
- JUN 15** **Know Your Numbers & OHC Comes to You**  
*Williamson County*  
9:00 a.m. to 10:00 a.m.  
Cool Springs Urology Clinic, 2009 Mallory Lane
- JUN 15** **Know Your Numbers & OHC Comes to You**  
*Williamson County*  
10:30 a.m. to 11:30 a.m.  
VMG Oncology Clinic, 324 Cool Springs Blvd.
- JUN 15** **Vandy Cooks**  
Noon to 1:00 p.m.  
VRWC Demo Kitchen  
Presented by Jenny Beth Kroplin, Dairy Industry
- JUN 20** **Know Your Numbers & OHC Comes to You**  
2:00 p.m. to 4:00 p.m.  
Green Hills Office Building, Room 3001
- JUN 20** **Know Your Numbers & OHC Comes to You**  
*Late Night Cart*  
6:00 p.m. to 10:00 p.m.  
VUH 6N, 6S, 7N, 7S
- JUN 21** **Babies & You\***  
*Postpartum Care*  
Noon to 1:00 p.m.  
Light Hall, Room 419  
Presented by Carol Huber, RN, BS, IBCLC, Lactation Consultant, NICU
- JUN 28** **Know Your Numbers**  
11:00 a.m. to 1:00 p.m.  
One Hundred Oaks, Room 26103

## July

- JUL 5** **Know Your Numbers & OHC Comes to You**  
1:30 p.m. to 4:00 p.m.  
MCJCHV, Room 2104
- JUL 6** **Know Your Numbers & OHC Comes to You**  
*Late Night Cart*  
6:00 p.m. to 10:00 p.m.  
VUH 8N, 8S, 9N, 9S
- JUL 11** **Vandy Cooks**  
Noon to 1:00 p.m.  
VRWC Demo Kitchen  
Presented by Karman Meyer, TN Beef Industry Council
- JUL 12** **Know Your Numbers**  
11:00 a.m. to 1:00 p.m.  
One Hundred Oaks, Room 26103
- JUL 18** **Know Your Numbers & OHC Comes to You**  
*Late Night Cart*  
6:00 p.m. to 10:00 p.m.  
MCJCHV 3 OR, 4
- JUL 19** **Babies & You\***  
*Caring for Your Newborn*  
Noon to 1:00 p.m.  
Location TBD — contact Health Plus at 615.343.8943 closer to event date  
Presented by Sunny Bell, MD, and Sarah Parker, MD, University Pediatrics
- JUL 20** **Know Your Numbers & OHC Comes to You**  
*Williamson County*  
9:00 a.m. to 10:00 a.m.  
Brentwood Primary Care, 343 Franklin Rd.
- JUL 20** **Know Your Numbers & OHC Comes to You**  
*Williamson County*  
10:30 a.m. to 11:30 a.m.  
2105 Edward Curd Lane, 3rd Floor Conference Room
- JUL 24** **Know Your Numbers**  
11:00 a.m. to 1:00 p.m.  
One Hundred Oaks, Room 26103

Every Thursday in June and July: **OHC Comes to 100 Oaks**  
8:00 a.m. to 11:30 a.m., VPEC 21100

Check out our Wellcasts featuring conversations with Vanderbilt experts on interesting health & wellness topics at [vumc.org/health-wellness/news?cat=154](http://vumc.org/health-wellness/news?cat=154).

\*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 [vumc.org/health-wellness/healthplus](http://vumc.org/health-wellness/healthplus).

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



**In This Issue:**

**I Have a Smart Device and I'm Not Afraid to Use It... for My Well-being!**

*Care Gap Alerts* with Tyler W. Barrett, MD, MSCI, FACEP, FHRS

*Passion at Work* with Amy Owen Nieberding, PhD

**Don't Forget to Take Care of Your Brain!**

**Earn + Learn = The Power of Go for the Gold**

**How to Start a Freezer Club (And Why You Should)**

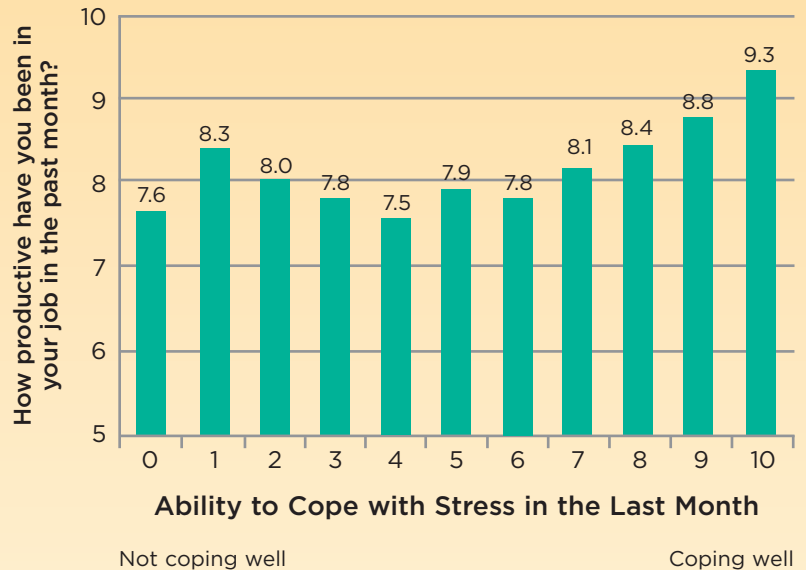
**Short-term Disability Checklist**

Have a topic you want to see covered? Email us at [health.wellness@vanderbilt.edu](mailto:health.wellness@vanderbilt.edu).

# The Healthy Pulse

FOR FACULTY AND STAFF AT VANDERBILT

## Coping with Stress is Associated with Increased Productivity



You can't always tell a book from its cover. According to 2017 Go for the Gold data, even productive people can also have challenges coping with stress. Coaching and brief counseling not only help us cope with life stress but can also impact our productivity at work. If you are having difficulty with work or life stressors, call Work/Life Connections-EAP for a confidential appointment at 615.936.1327 or visit [vumc.org/health-wellness/work-life](http://vumc.org/health-wellness/work-life).

**Health and Wellness Connection**

Newsletter Editor:

Andrew Haag, MBA, Faculty/Staff Health & Wellness

Contact [andrew.haag@vumc.org](mailto:andrew.haag@vumc.org) or 615.936.3735.

**Health and Wellness Director:** Mary Yarbrough, MD, MPH

**Department Managers:**

Lori Rolando, MD, MPH, The Occupational Health Clinic

Brad Awalt, MS, ACSM, Health Plus

Jim Kendall, LCSW, ACSW, CEAP, Work/Life Connections-EAP

Paula McGown, MSN, MAcc, CPA, Health & Wellness Administration