

HEALTH & WELLNESS

VANDERBILT FACULTY & STAFF

Connection

The Occupational Health Clinic

Health Plus
Work/Life Connections - EAP

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

Vol. 38 • NO. 5 • Medical Center Edition
October, November 2018

EARN

Up to \$240!

+

LEARN

About Your Health Risks!

=

POWER

of Go for the Gold!

Complete Go for the Gold by October 31

Go Here

vanderbi.lt/gftg



Click Here

Health Plus Health Guide

I am an Employee



Complete 3 Steps



Step 1

Compass Health Assessment

\$120



Step 2

Wellness Actions Log

\$60



Step 3

Game Plan For Your Health Video

\$60

Need Help?

Contact Health Plus | 615.343.8943 | vanderbi.lt/healthplus

Visit the Health Plus Office Mon - Fri 7:30 a.m. to 5:30 p.m. in VRWC

Go for the Gold wellness credits of up to \$240/year (amount based on Go for the Gold level achieved) earned by Medical Center employees will be applied to your Health Plan Account to help offset deductible and coinsurance costs. The wellness credit is available to faculty and staff paying for Vanderbilt Health Plan benefits in 2019.

By completing the Gold level by October 31, you will also be eligible for the Platinum Benefit, which offers partial reimbursement on Vanderbilt Recreation and Wellness Center membership fees.

Care Gap Alerts

Vanderbilt Experts on Health

Breast Cancer



Vandana Abramson, MD
Associate Professor of Medicine

How common is breast cancer?

Breast cancer is the most common cancer in women with 250,000 new cases expected to be diagnosed in the U.S. alone this year.

What are the risk factors for breast cancer?

Being female and increasing age are the most important risk factors for developing breast cancer. Only about 30% of those who are diagnosed with breast cancer have a known family history of the disease.

There are several factors that slightly increase the risk of breast cancer such as a previous abnormal breast biopsy, long-term use of hormone replacement therapy, radiation exposure, first pregnancy after age 30, no pregnancies, starting menses early and entering menopause late, inactivity and obesity.

How all of these interact with one another and which of these is important for any one person is still not clearly understood.

Why are mammograms important?

Mammograms can identify breast cancer at an earlier stage and thus improve the chances for

(continued on page 3)

Work/Life Connections-EAP

The Counselor's Corner

Chad A. Buck, PhD, MHSP
Clinical Psychologist



Q: Dear Counselor,

Someone is posting pictures of my 15-year-old daughter on social media with mean comments about her appearance. Other people have started to join in with more upsetting comments. My daughter seems very depressed, and I am worried about her safety. What can I do?

Anti-Social Media

A: Dear ASM,

I'm glad your daughter felt like she could talk to you. According to the National Crime Prevention Council, only about 11% of adolescents and children who are cyberbullied will tell their parents. Estimates suggest that 21% of children ages 12 to 18 have experienced bullying through use of technology, such as smartphones and apps.

The primary concerns to address are your daughter's safety and emotional well-being. Convey unconditional support and listen to what she has to say. If she is reluctant to talk about how she is feeling or thinking, your daughter may benefit from speaking with a family friend, a guidance counselor or a mental health professional.

After safety is established, take screenshots of harmful posts to document what has been happening and contact the social media service sites.

Cyberbullying violates the Terms of Service of all legitimate websites and apps, and providers should remove accounts regardless of whether your daughter can identify the person or persons harassing her or not. In Tennessee, schools that receive federal funding are required by federal law to address bullying based on discrimination. Most private schools may have their own policies about cyberbullying. If physical threats or illegal behavior are involved, then report the messages to the police.

October is National Bullying Prevention Month. For more information on causes, prevention and responding to bullying, visit stopbullying.gov. Vanderbilt employees and their spouses in need of support and guidance can contact WLC-EAP at **615.936.1327** to set up a confidential appointment with a licensed mental health clinician.



Passion at Work



Jerry Jones, MPA, AEMT
Vanderbilt LifeFlight
Manager, Public Affairs

How do you bond and build community with your team?

We celebrate accomplishments and share any kudos received with the staff at each monthly case conference and staff meeting. Because our team is spread out across all of Tennessee, it's challenging to see each other regularly. Staff meetings are a nice time to catch up.

In a dynamic workplace like VUMC, how do you keep your team informed?

It's one of our biggest challenges. LifeFlight has more than 200 employees across the state working various shifts. Both air and ground transport directors send out a weekly message to staff that includes updates, introduces new staff members, safety-related issues and progress updates. The program aviation manager sends a monthly email regarding pilot, mechanic and aircraft updates. A weekly report is sent that reflects the previous week's outreach and public relations efforts.

What do you do to celebrate the accomplishments of others?

When a new flight crew member hits the milestone of 100 flights, they are awarded a nice shadowbox that has a photo and patches in it recognizing them. We also do a special presentation for any flight crew member that hits 1,000 flights. We recognize our paramedics with a special lapel pin when they enter our paramedic career ladder.

What is the greatest joy you get out of your work?

It's helping other people achieve their goals and being able to give back to our community.

Occupational Health Clinic **talk:**

Singling Out the Facts About Shingles

Tancia Haynes, MSN, APRN, AGPCNP-BC
Nurse Practitioner, Occupational Health Clinic



Shingles, also known as herpes zoster, is a viral infection that presents as a rash, which is often painful. The CDC reports that shingles affects 1 in 3 adults in their lifetime, and there are about 1 million cases reported each year. The condition presents in individuals after they have been exposed to the chickenpox virus, either through active infection or vaccination. The chickenpox virus lies dormant in the body until it reactivates, but it is not known what causes the virus to do so.

The shingles rash has a distinct appearance as it typically follows a nerve root, which has a linear pattern, and the rash is most often only on one side of body. It is often a painful condition, but in some, it only causes minor symptoms of itching and/or tingling. The condition can be more serious if the rash presents near the eye(s), as this could affect vision.

If you were to develop a rash that you believed was shingles, you should report to a clinic for evaluation as soon as possible. Treatment of shingles consists of antivirals and pain control. It is advised to begin treatment for shingles quickly, as shingles could lead to a condition called postherpetic neuralgia, which could result in a lengthy period of pain.

To avoid developing shingles, there is a new vaccine available. Dr. Bill Schaffner, Professor of Preventive Medicine and Infectious Disease, states, "Its trade name is called Shingrix. Although the first vaccine that we used for a long time was good, this one is even better, and the CDC actually says it's preferred." It is recommended for individuals over age 50 who are not immunocompromised. It is a series of two injections that can be given through your primary care provider's office. Consult with your provider to see if the vaccine would be recommended for you.



Care Gap Alerts

Vanderbilt Experts on Health
Breast Cancer

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a cure or improve the likelihood that a less aggressive treatment regimen will be necessary.


What can be done to lower one's risk of developing breast cancer?

Of the modifiable risk factors for breast cancer, exercise is probably the most important. Moderate exercise such as brisk walking 4 times per week for 30 to 45 minutes can reduce the risk of developing breast cancer by 20 to 30%, depending on the subgroup of women. Although the degree of benefit varies, several studies have showed that limiting fat in the diet, limiting alcohol intake, and eating adequate amounts of fruits and vegetables can affect breast cancer risk as well.



*"If you fell down yesterday
stand up today."*

— H.G. Wells



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 7 – 21 at:

- Health *Plus* offices, 7:30 a.m. to 5:30 p.m., 2700 Children's Way
- Occupational Health Clinic, 7:00 a.m. to 6:00 p.m., Medical Arts Building, Suite 640

View the full schedule for additional weigh-in locations and details at vanderbi.it/hts.

Hold the Stuffing Comes To You

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

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



**Initial Weigh-Ins
November 7 – 21**

Faculty & Staff Health and Wellness Utilizes Vanderbilt Expertise and Research for You!

Did you know Vanderbilt Health and Wellness uses the knowledge and research of faculty with expertise in health to develop programs to improve the health outcomes of faculty and staff?

Vanderbilt's outstanding expert resources are used to create programs such as Go for the Gold's Health Risk Assessment, Wellness Actions Log and Game Plan for Your Health video. From weight management programs to Wellcast interviews on timely wellness topics, Health and Wellness integrates Vanderbilt expertise and research in its programs and services.

Health and Wellness also utilizes resources from Vanderbilt centers and institutes to evaluate the effectiveness of their programs and services. One such program is the Diabetes Prevention Program, which again received a Certificate of Full Recognition this year (see article to the right).

For more information on how Health and Wellness implements Vanderbilt expertise and research for your benefit, visit vumc.org/health-wellness.

Breast Cancer Awareness Expo

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

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

Diabetes Prevention Program Receives CDC Recognition

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

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

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

For more information about the Diabetes Prevention Program, call Health *Plus* at **615.343.8943** or go to vumc.org/health-wellness/resource-articles-blog/diabetes-prevention-program.



Happy Well-o-ween!

Tips to stay healthy and safe for the holiday

Halloween will be here soon! With just a little planning, you can ensure the entire family has fun while maintaining their well-being, thus turning this fun holiday into Well-o-ween!

Eat a healthy meal before trick-or-treating. Be sure to include vegetables, whole grains and a protein on their plates. If kids are feeling full when they head out for the night, they'll be less likely to overindulge after collecting their candy!

Dress in easily visible costumes. Even if you set out for trick-or-treating during daylight, it is likely to be dark by the time you are home. Dressing in light colored costumes with reflective details will ensure motorists can spot your little goblins! Light-up accessories, such as blinking light necklaces, are fun for kids and easy to see, too!

Celebrate with some exercise. Plan to walk from house to house and neighborhood to neighborhood instead of driving the kids around. Encourage kids to wear pedometers or another activity tracker for a friendly competition of who worked the hardest for their treats!

Consider handing out healthier treats. Part of your night will likely include receiving trick-or-treaters at home. Do them a healthy favor by handing out kid-friendly favorites such as animal crackers, mini granola bars, fruit leathers or a trail mix that includes whole grain cereals. Try the recipe below for a healthier treat!

Keep only their favorite sweets and hide them away. Enjoying hard-earned treats in moderation is just fine, so help kids limit their sweets by picking out only their favorite



candies to save for later! The least favorite candies can be donated to a food pantry. Try storing their favorite candies in the freezer to help ensure they (and you!) enjoy no more than 1–2 pieces per day!

Chocolate Peanut Butter Popcorn

• ½ cup popcorn kernels • 2 tbsp canola oil • ¼ cup peanut butter • ¾ cup chocolate chips

Directions:

In medium-large skillet, heat canola oil on medium heat.

After a few minutes, place a few popcorn kernels into the oil. Once they pop, the oil is warm enough.

Place the rest of the popcorn kernels into the skillet and place a lid on top. As the popcorn is popping, be sure to gently shake the skillet to ensure that the popcorn gets popped. Once the popcorn is done, pour it onto a baking sheet.

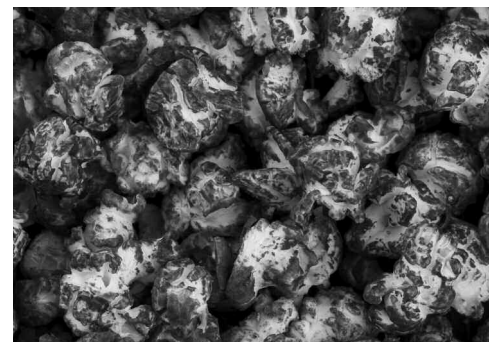
Place the chocolate chips into a microwave safe dish and microwave until melted, stirring every 20 seconds. Once melted, drizzle over-top the popcorn.

Repeat the same process with the peanut butter.

Enjoy!

Makes 8 to 10 cups. Per serving: 200 calories | 4g protein | 10g total fat | >1g saturated fat
| 0mg cholesterol | 18g carbohydrate | 12g sugar | 2g fiber | 35mg sodium

Source: thealmondeater.com





TAKE TIME FOR A BENEFITS CHECKUP

As we approach Open Enrollment, now is a good time to take a look at your current benefits plans to make sure they still meet your family's needs. Below are a few questions to ask yourself during your benefits check-up. To review your current benefits, log in to My VUMC Benefits using your VUnetID and password. My VUMC Benefits has a new interface and is now mobile-friendly.



DO I HAVE NEW MEDICAL NEEDS THAT REQUIRE ME TO CHANGE HEALTH PLANS?

VUMC offers three health plan options: Plus, Select and HealthFund. The health plans differ in how much you will pay for premiums, coinsurance, deductibles, as well as the limits to how much you will pay out-of-pocket. You can compare health plans at hr.vumc.org/benefits/medical.

SHOULD I CHANGE THE AMOUNT I CONTRIBUTE TO MY FLEXIBLE SPENDING ACCOUNTS (FSA)?

Flexible spending accounts (FSAs) let you pay for many of your out-of-pocket health or day care expenses with tax-free dollars. The maximum amount you can contribute to a health care FSA is \$2,650 per year. The maximum you can contribute to a dependent day care FSA is \$5,000 per year. FSA funds do not carry over from year to year. If you participate in a FSA during one plan year, and you want to continue the FSA for the next plan year, you will need to elect a FSA during Open Enrollment. You must use ALL of your FSA funds during the plan year or you lose the unused contributions. You have until March 15 of the following calendar year to use your FSA funds. To learn more, visit hr.vumc.org/benefits/fsa.



AM I MAKING THE MOST OF MY 403(B) RETIREMENT CONTRIBUTIONS?



Once you meet the eligibility requirements, you are automatically enrolled in the VUMC 403(b) retirement plan at a mandatory contribution rate of 3 percent of your annual salary (6.47 percent for VMG faculty). VUMC matches this contribution dollar-for-dollar up to 3 percent. VUMC will also match voluntary contributions above the mandatory contribution as long as you contribute at least 2 percent voluntary (Total matching tops out at 5 percent). To change your contributions, visit netbenefits.com/VUMC.

DO I HAVE ENOUGH LIFE INSURANCE?



VUMC provides basic life insurance coverage for fully benefits-eligible employees of one times their annual salary. Beginning with this year's Open Enrollment, you can purchase supplemental coverage of up to eight times your salary, with a maximum of \$1 million. Also for 2019, you can elect coverage for your spouse in \$10,000 increments up to \$250,000 and coverage for your child in \$5,000 increments up to \$15,000. Note: coverage for your spouse and child are no longer part of your basic life insurance package. If you do not elect coverage for your spouse and/or child, they will not have coverage.

OPEN ENROLLMENT BEGINS AT 8 A.M. OCT. 16 AND ENDS AT 11:59 P.M. OCT. 31. THE BENEFITS YOU ELECT WILL TAKE EFFECT ON JAN. 1, 2019.

FOR MORE DETAILS ABOUT OPEN ENROLLMENT, VISIT VUMC-OE.COM

upcoming events

October

- OCT 4** **Breast Cancer Awareness Expo**
11:00 a.m. to 1:00 p.m.
Light Hall, North Lobby
- OCT 4** **Know Your Numbers & OHC Comes to You**
1:30 p.m. to 4:00 p.m.
MCJCHV, Room 2104
- OCT 5** **Know Your Numbers & OHC Comes to You**
Late Night Cart
6:00 p.m. to 10:00 p.m.
VUH (3, 4N, 4S, 5N, 5S)
- OCT 10** **Vandy Cooks**
Vegetarian
Noon to 1:00 p.m.
Vanderbilt Recreation and Wellness Center Demo Kitchen
- OCT 11** **Know Your Numbers**
11:00 a.m. to 1:00 p.m.
One Hundred Oaks, Room 26103
- OCT 17** **Know Your Numbers & OHC Comes to You**
Late Night Cart
6:00 p.m. to 10:00 p.m.
MCJCHV (7 A-B-C, 8 A-B-C)
- OCT 18** **Babies & You**
Caring for Your Family Means Caring for Yourself
Noon to 1:00 p.m.
Presented by Rosette Chakkalakal, MD
Internal Medicine, Health *Plus*
Light Hall, Room 415
- OCT 19** **Know Your Numbers & OHC Comes to You**
Williamson County
9:00 a.m. to 10:00 a.m.
Cool Springs Urology Clinic, 2009 Mallory Ln
- OCT 19** **Know Your Numbers & OHC Comes to You**
Williamson County
10:30 a.m. to 11:30 a.m.
Vanderbilt Rheumatology Clinic, 2001 Mallory Ln

November

- NOV 1** **Know Your Numbers & OHC Comes to You**
1:30 p.m. to 4:00 p.m.
MCJCHV, Room 2104
- NOV 2** **Know Your Numbers & OHC Comes to You**
Late Night Cart
6:00 p.m. to 10:00 p.m.
VUH (6N, 6S, 7N, 7S)
- NOV 7** **Hold the Stuffing Kickoff Expo**
10:00 a.m. to 2:00 p.m.
Light Hall, North Lobby
- NOV 8** **Hold the Stuffing**
11:00 a.m. to 1:00 p.m.
One Hundred Oaks, Room 26103
- NOV 9** **Vandy Cooks**
Healthy Tailgate
Noon to 1:00 p.m.
Vanderbilt Recreation and Wellness Center Demo Kitchen
- NOV 14** **Know Your Numbers & OHC Comes to You**
Late Night Cart
6:00 p.m. to 10:00 p.m.
VUH (8N, 8S, 9N, 9S, MCE-OR)
- NOV 15** **Babies & You**
Breastfeeding: A Positive Choice
Noon to 1:00 p.m.
Presented by Carol Huber, RN, BS, IBCLC
Lactation Consultant, NICU
Light Hall, Room 411
- NOV 16** **Know Your Numbers & OHC Comes to You**
Williamson County
9:00 a.m. to 10:00 a.m.
2105 Edward Curd Ln, 3rd Floor Conference Room
- NOV 16** **Know Your Numbers & OHC Comes to You**
Williamson County
10:30 a.m. to 11:30 a.m.
Vanderbilt Heart Franklin, 4323 Carothers Pkwy, Suite 405

Express Care Clinic Available for Faculty and Staff

Not feeling well at work? There's a convenient health care option right here on the Vanderbilt campus dedicated to quickly serving faculty and staff!

Faculty/Staff Express Care, provided by the Occupational Health Clinic, is a benefit for Vanderbilt faculty and staff where you can walk in with your Vanderbilt ID to be seen for a variety of minor acute illnesses. The clinic is open weekdays from 7:30 a.m. to 4:00 p.m. in Suite 112 of the Medical Arts Building.

For more information, visit vumc.org/health-wellness/occupational-health/express-care.

Express Care is not a substitute for a primary care provider. We encourage all Vanderbilt employees to have their own primary care provider to provide preventive and ongoing care.

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

OHC Comes to 100 Oaks

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

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



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Take Time for a Benefits Checkup

Express Care Clinic Available for
Faculty and Staff

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

*“Set your goals high, and don’t
stop til you get there.”*

— Bo Jackson

Health and Wellness Connection

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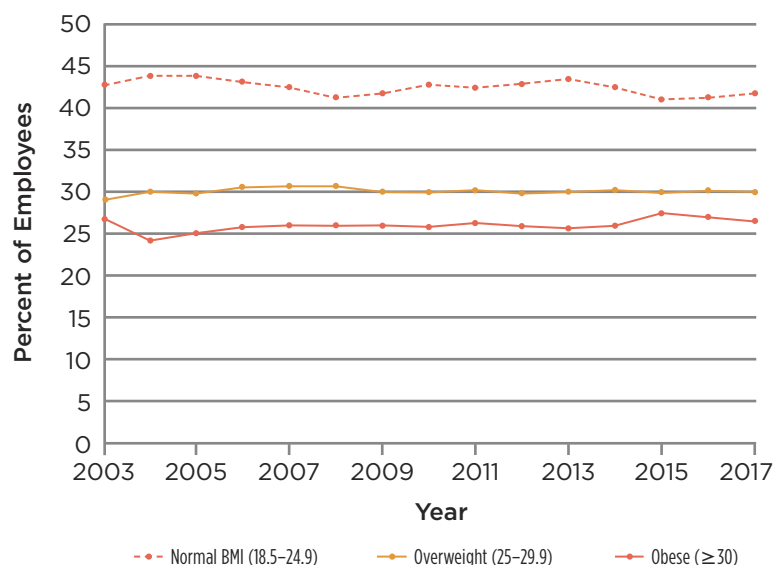
Jim Kendall, LCSW, ACSW, CEAP, Work/Life Connections-EAP

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

The Healthy Pulse

FOR FACULTY AND STAFF AT VANDERBILT

Percent of Vanderbilt Employees by Body Mass Index (BMI) Category



Over the past 15 years, the rate of obesity has remained relatively constant for the Vanderbilt employee population. During this same period, it has steadily increased for both the U.S. and Tennessee.

Obesity increases the risk for many diseases and conditions including coronary heart disease, high blood pressure and type 2 diabetes. If you wish to lower your BMI or remain at a healthier weight, the *Healthier You* program can help. This program is a personalized weight management benefit offered jointly by the Occupational Health Clinic, Health Plus and Work/Life Connections-EAP. The goal is to support Vanderbilt faculty and staff in getting to a healthier weight and reducing health risks.

To learn more about this program, visit vumc.org/health-wellness/news-resource-articles/vanderbilt-healthier-you.