

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!

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April, May 2019

May is Mental Health Month

Small changes can make a big difference

This Mental Health Month (and every month!), Work/Life Connections-EAP encourages you to engage in activities that promote emotional wellness, reduce stress, and re-energize you. A few small changes can make a big difference. Here are suggestions to get you started:



Stay in the moment. Focusing on the past or worrying about the future keeps you from being in the present. Bring mindfulness activities into your day, such as those offered on the WLC-EAP website vumc.org/health-wellness/resource-articles/blog/mindfulness, or contact Health Plus to book a Mindful Break session at vumc.org/health-wellness/news/mindful-breaks.



Practice self-compassion. When dealing with painful experiences, treat yourself as you would treat a good friend.



Improve your connections. Invest in personal connections that are supportive and uplifting. Those are the ones deserving of your energy and time.



Set healthy boundaries and communicate them. When you feel anger or resentment or find yourself complaining a lot, you probably need to set a boundary. Pay attention, figure out what you need to do or say, then communicate it with confidence.

Employees and spouses in need of more support and guidance can contact WLC-EAP at 615.936.1327 to schedule a confidential and no-cost appointment with one of our licensed clinicians.

Passion at Work



*Lori Harris, BSN, RN-BC
Manager Inpatient Programs
Vanderbilt Behavioral Health*

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

I love being a member of a team that cares for a group of patients who have limited resources and advocacy. We have passionate and caring staff that I am proud to support and mentor. Our team and their contributions contribute toward reducing the stigma around mental health issues.

How do you focus on your personal well-being while still managing responsibilities at work?

I work with leaders who promote a positive work life balance. We communicate challenges, both personal and professional, and know how to leverage our available resources.

How do you encourage your team/peers/coworkers to find well-being?

We have established and promoted a culture that encourages questions, communication, and discussion, regardless of role. Our leadership works with staff to assist and support in providing outlets and opportunities to re-energize, whether it is a personal or professional matter. For events presenting challenges on the units, we hold formal and informal debriefings that are in addition to those led by our colleagues at Work/Life Connections-EAP.

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

We have several avenues for recognition. We recognize team members with Good Catch and Impact awards monthly within Vanderbilt Behavioral Health. We participate in recognition and awards during Nurses Week celebrations. Additionally, each unit recognizes individuals with staff spotlights during unit board and Nursing Staff Council. Daily, during operation huddles, we carve out time to recognize staff in real time with kudos, thank you cards, and informal in-person acknowledgments.

Work/Life Connections-EAP

The Counselor's Corner

Maggie Reynolds, LPC-MHSP, CEAP
Clinical Counselor
Work/Life Connections-EAP



Q: Dear Counselor,

I have been a little more stressed than normal lately, and I feel like I could use some extra support. However, I don't have anything that's actually wrong in my life. Would I be wasting your time if I took up an appointment that someone with real needs could have?

Barely Struggling

A: Barely Struggling,

This is a common misconception about counseling. "I'm not struggling enough" or "This will make a mountain out of a molehill" are frequent concerns. At Work/Life Connections, we believe quite the opposite. Given that employee assistance programs provide short-term support, EAPs can be best utilized when employees have minor life setbacks. Of course, we are available for the crises as well, but we encourage people to seek services as early as possible. Some examples of typical issues include mild-moderate anxiety, feeling blue, difficult life transitions (e.g., new baby, marriage, divorce, empty nest, and moving), grief, relationship issues, difficulty cutting back on alcohol, workplace conflict, and general stress.

We know that reaching out for help can often be the most difficult and intimidating part of the process. Here is a quick guide to schedule your first appointment:

- Call our front desk at 615.936.1327 to schedule your first appointment.
- Our administrative assistants will answer the phone or respond the same day between 8:00 a.m. and 5:00 p.m. to get you scheduled with one of our clinicians.
- The entire process is completely confidential, and your workplace will at no point be informed of your attendance unless you decide to tell them.
- For additional information about the process, see our website: vumc.org/health-wellness/work-life.

We look forward to meeting you!



Care Gap Alerts

Vanderbilt Experts on Health
Antibiotics



Erin Neal, PharmD, MMHC
Director, Medication Management
Vanderbilt Department of Population Health

When is it appropriate to take antibiotics?

Antibiotics are used to treat bacterial infections like strep throat, skin infections, or pneumonia. Your physician can help you determine whether your illness is caused by a viral or bacterial infection. Antibiotics do not work to treat viruses like the common cold, acute bronchitis, or a runny nose.

What are the recommended treatments for an illness caused by a viral infection?

Since antibiotics don't work for viral infections, you can talk to your doctor or pharmacist about ways to feel better. He or she can recommend medications available without a prescription to help relieve your symptoms. Stay hydrated and use a clean humidifier or cool mist vaporizer at night. A viral infection could last one to two weeks, and you should rest and allow your body some time to get better. Treating viruses with antibiotics will not help you and can cause unwanted side effects such as rash, nausea, mild to severe diarrhea, and potentially life-threatening allergic reactions. Taking antibiotics when you don't need them can also lead to antibiotic resistance.

What is antibiotic resistance and why should we care?

Antibiotic resistance is when bacteria no longer respond to the antibiotics used to kill them. Antibiotic resistance is a current national public health crisis. According to the Centers for Disease Control and Prevention at least two million people in the U.S. get infected with antibiotic-resistant bacteria and at least 23,000 people die as a result each year. Using antibiotics wisely will increase the

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Occupational Health Clinic **talk:**

Are You Really Allergic to Penicillin?

R. Duke Chenault, DNP, RN, ACNP-BC, FNP-C
Nurse Practitioner, Occupational Health Clinic

According to the CDC, about 10% of the U.S. adult population reports an allergy to penicillin, but only 1% of the population will test positive when allergy tested. Additionally, the CDC reports that 80% of those with true penicillin allergies will lose penicillin sensitivity after 10 years.

Having an accurate medication allergy list can decrease inappropriate use of broad-spectrum antibiotics, resultant drug resistant organisms, and related increased health care costs. Dr. Cosby Stone, Jr., MD, MPH, a post-doctoral Research Fellow in Allergy/Immunology at the Vanderbilt Asthma, Sinus, and Allergy Program (ASAP) clinic tells us, "The problem with an unexamined penicillin allergy is that it so often leads to avoiding the optimal antibiotics for a future infection. Using alternative antibiotics when a penicillin is the first line of treatment increases your risk for treatment failures, surgical infections, prolonged hospitalizations, catching a drug resistant infection, and, in some specific scenarios, death from an infection. We recommend that everyone with a penicillin allergy label consider testing to determine whether it's a true ongoing problem."

The ASAP clinic offers testing to determine if you really are still allergic to penicillin. Your primary care provider can ask you questions about the timing and symptoms you developed with your penicillin allergy to determine if further testing is appropriate. Additionally, Dr. Stone advises, "Current allergy guidelines suggest that low risk penicillin allergies can be challenged directly with a single dose of amoxicillin and then monitored. When an hour goes by without symptoms, you can remove that allergy label from the chart."

For more information, visit cdc.gov/antibiotic-use/community/pdfs/penicillin-fact-sheet.pdf.



Care Gap Alerts

Vanderbilt Experts on Health Antibiotics

(continued from page 2)

increase the likelihood that antibiotics will work for you and your family when needed.

How can I protect myself and my community from resistant antibiotics?

- Let your health care provider determine if an antibiotic is appropriate for you.
- When prescribed an antibiotic, take exactly as directed and finish the entire course.
- Do not save leftover antibiotics to use if you get sick later.
- Do not share your antibiotics with friends or family members.
- Dispose of antibiotics responsibly. For information, visit fda.gov/ForConsumers/ConsumerUpdates/ucm101653.htm.
- Try to prevent illness by washing your hands, covering your mouth when you cough, and staying up to date on your vaccinations.
- Read more about appropriate antibiotic use at cdc.gov/antibiotic-use/index.html.

VandySafe Mobile App

Vanderbilt University's public safety mobile app, **VandySafe** (previously SafeVU), is now LIVE! With the VandySafe app, users can:

- Contact VUPD via phone call or real-time chat.
- Trigger a mobile Bluetooth that shares your location instantly with VUPD.
- Initiate a "Virtual Walkhome" where VUPD can monitor your walk home, to the car, or to the office.
- Submit iReports and crime tips.
- View information about Vandy Vans.
- Access support resources, such as Facilities, EAP, and Project Safe.
- View emergency guides.
- Much more!

Download it today! Go to apparmor.com/clients/vanderbilt.edu.



Do You Have Plans?

Advance care planning empowers each of us to communicate our health care



preferences and values to our providers and loved ones. Referred to as advance directives, these documents are an opportunity to declare your health care wishes and to name an agent to speak for you if you cannot speak for yourself.

April 16 is National Healthcare Decisions Day. We invite you to join us in raising awareness about advance care planning and complete your directive. To learn more about advance directives for health care, visit bit.ly/DoYouHavePlans.

Save the date for National Walking Day

April 3, 2019



Take a stroll on April 3! Join Health *Plus* for a 20-minute walk around campus beginning at noon as we celebrate National Walking Day.

Starting location: MCN shuttle drop-off area next to the Round Wing.

The walk will merge with a group from VU as we head over to the Peabody campus before ending with a fun celebration at Library Lawn.

There will be guest speakers, refreshments, and door prizes for all walkers!



Fuel Your Fitness

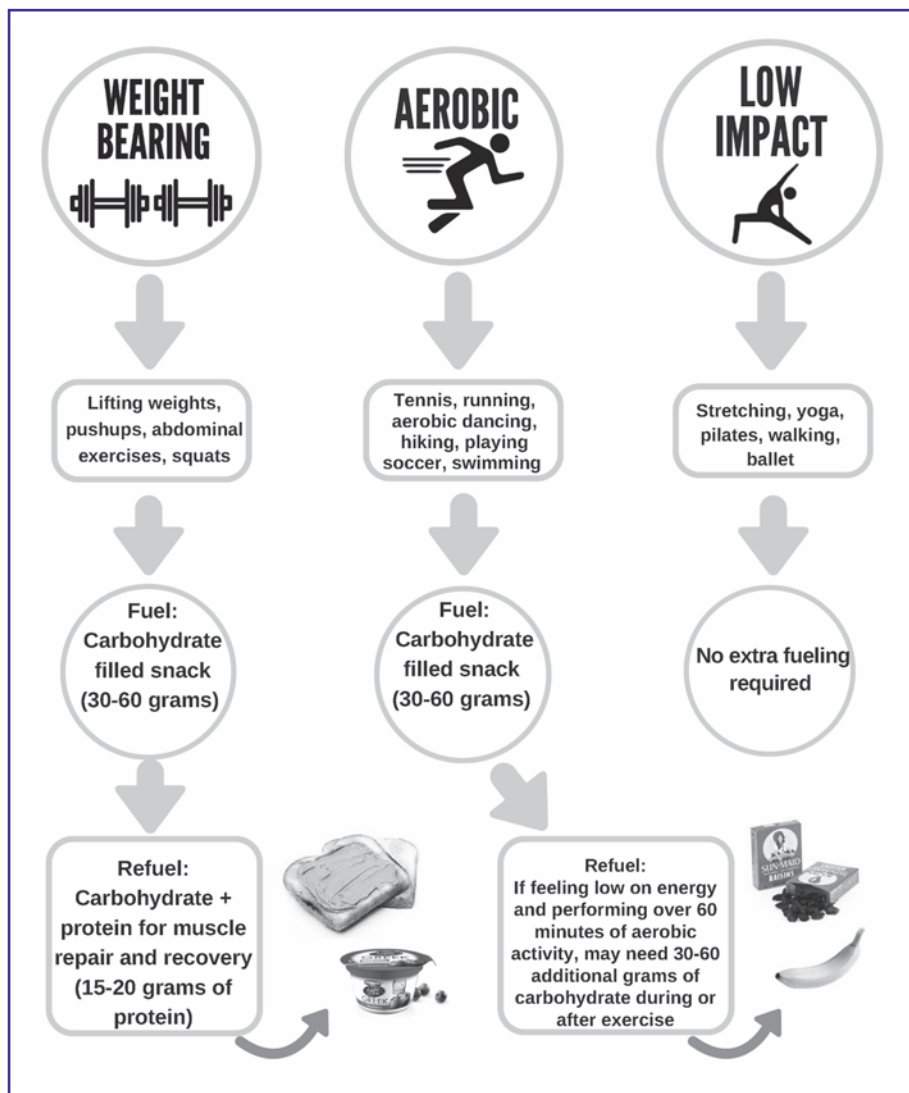
What and when you eat are important to the success of your workout. Follow these tips to effectively fuel your body for different types of exercise:

Weight Training: After strength-building exercises, protein is vital for muscle repair and recovery. Consume 20 to 25 grams of protein within an hour of your workout.

Examples include: reduced-fat chocolate milk, a turkey sandwich, or Greek yogurt.

Aerobic Exercises: Carbohydrates are the body's main source of fuel for aerobic workouts. Aim to eat 30 to 60 grams of carbs 1 to 2 hours before exercising. For aerobic activities longer than 1 hour, eat an additional 30 to 60 grams after. Examples include: oatmeal, a PB&J sandwich, or dried fruit.

Yoga, Stretching, and Other Low Impact Exercises: You do not need to eat extra food before or after these types of workouts. A healthy diet should provide enough fuel to help the muscles perform and recover.



No Bake Energy Bites

- 1 cup old fashioned oats
- ½ cup flaxseed meal (ground flaxseeds)
- 1 tablespoon chia seeds or hemp seeds
- ½ cup mini semi-sweet chocolate chips or chopped dried fruit
- ⅓ cup unsalted almond butter, peanut butter, or preferred nut butter
- 5 tablespoons maple syrup or honey

Optional spices: cinnamon, vanilla extract, salt to taste

Directions:

1. In a large mixing bowl, combine all ingredients by stirring or using your hands.
2. Line a baking sheet with parchment or freezer paper.
3. Using a spoon or ice cream scoop and your hands, create 12 evenly sized balls. Place on baking sheet.
4. Cover and refrigerate for at least one hour or overnight.
5. Enjoy immediately or wrap balls in plastic wrap or freezer paper and place in a freezer-safe bag to store.

Yield: 12 balls/servings. Per serving (varies slightly by ingredients): 208 calories
total fat 13g | saturated fat 2g | cholesterol 0mg
sodium 1mg | carbohydrates 21g | fiber 4g |
sugar 12g | added sugar 6g | protein 5g

Adapted from showmetheyummy.com

Babies & You

Health *Plus* offers Babies & You, a work-site prenatal health promotion program for Vanderbilt faculty/staff, spouses, or dependent children who become pregnant. The program encourages early and consistent prenatal care providing monthly educational opportunities including topics like breastfeeding, nutrition, coping with the discomforts of pregnancy, newborn care, stress, choosing a pediatrician, and more. Sessions are led by Vanderbilt experts: nurse midwives, pediatricians, lactation consultants, nurses, etc.

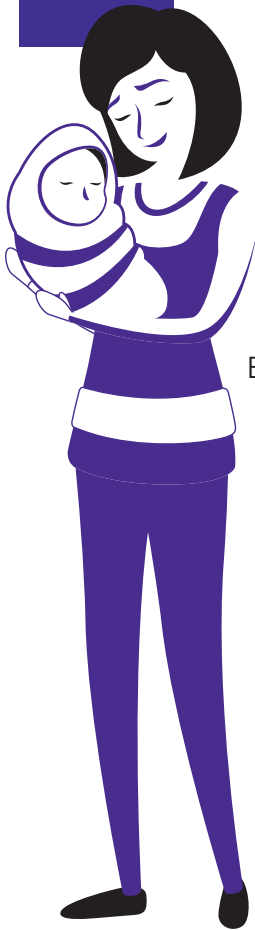
A \$50 incentive is offered to those registering in the first trimester, attending at least three of the monthly classes and providing documentation of prenatal visits.

To see upcoming classes, or enroll, go to vumc.org/health-wellness/news-resource-articles/babies-and-you.

Need a dog walker, house cleaner, baby sitter, tutor, or backup child or senior care?

Your Care.com benefit can help!

As a VUMC employee, you have free, unlimited access to Care.com, the largest online community for caregivers and helpers. Care.com offers a variety of services, including housekeeping, pet care, and senior care.



Backup care

VUMC employees receive up to 20 days per fiscal year of subsidized backup childcare at home or at local, vetted childcare centers. The cost for in-home care is \$13 per hour. The cost of backup care at a childcare center is \$25 per day per child.

Nanny finder

Employees can search for professional nannies and read reviews from other families. The Care.com HomePay service makes paying nanny taxes easy.

Household help

Employees also have access to hundreds of local service providers — from pet sitters, dog groomers, and dog walkers to house cleaners, house sitters, senior caregivers, and personal assistants — at prices to fit nearly every budget, and you are never charged an administration fee.



Get Started

1 Visit **vumc.care.com** to create an account and enroll.

2 Post a job, search for services, or reach out to local service providers.

3 Pay with ease through the online platform or the **Care@work** app.

upcoming events

VUMC Campus

APR 3 **National Walking Day**
20-minute walk will end at Library Lawn with refreshments, speakers, and prizes!
Noon to 12:45 p.m. | Starting location at MCN Round Wing

APR 4 **Healthier You Presentation**
Declutter and Destress | Noon to 12:45 p.m. | 8380B MCE

APR 5 **Know Your Numbers & OHC Comes to You Late Night Cart**
6:00 p.m. to 10:00 p.m. | VUH 10N, 10S, 11N, 11S, ED

APR 18 **Babies & You***
Postpartum Care
Noon to 1:00 p.m. | Light Hall, Room 419
Presented by Emily Duncan, RN, Obstetrics

APR 24 **Know Your Numbers: Hands On**
7:00 a.m. to 9:00 a.m., 11:00 a.m. to 1:00 p.m.,
3:00 p.m. to 5:00 p.m. | Langford Auditorium, Lobby

APR 25 **Know Your Numbers: Hands On**
7:00 a.m. to 9:00 a.m., 11:00 a.m. to 1:00 p.m.,
3:00 p.m. to 5:00 p.m. | Langford Auditorium, Lobby

MAY 1 **Know Your Numbers**
Vanderbilt Employee Health & Fitness Day
9:00 a.m. to 11:00 a.m. | Light Hall, North Lobby

MAY 1 **Vandy Walks: Vanderbilt Campus Walking Trails**
Noon to 1:00 p.m. | Meet at Vanderbilt Recreation & Wellness Center Entrance

MAY 2 **Healthier You Presentation**
5 Keys to an Energized Life | Noon to 12:45 p.m.
Light Hall, Room 208

MAY 3 **Know Your Numbers & OHC Comes to You Late Night Cart**
6:00 p.m. to 10:00 p.m. | VUH 6T, 7T, 8T, 9T

MAY 15 **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

MAY 16 **Babies & You***
Basics of Infant Safety at Home and in the Car
Noon to 1:00 p.m. | Light Hall, Room 419
Presented by Tara Huss, MD, University Pediatrics

MAY 29 **Know Your Numbers: Hands On**
7:00 a.m. to 9:00 a.m., 11:00 a.m. to 1:00 p.m.,
3:00 p.m. to 5:00 p.m. | Langford Auditorium, Lobby

MAY 30 **Know Your Numbers: Hands On**
7:00 a.m. to 9:00 a.m., 11:00 a.m. to 1:00 p.m.,
3:00 p.m. to 5:00 p.m. | Langford Auditorium, Lobby

Green Hills

APR 17 **Know Your Numbers & OHC Comes to You**
11:30 a.m. to 4:00 p.m. | Green Hills Office Building, Room 3001

*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 three monthly classes, and go to all prenatal provider appointments. For more information, class location, or to register online, visit vumc.org/health-wellness/healthplus.

Vanderbilt Children's Hospital

APR 4 **Know Your Numbers & OHC Comes to You Vanderbilt Children's Hospital**
1:30 p.m. to 4:00 p.m. | MCJCHV, Room 2104

APR 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

MAY 2 **Know Your Numbers & OHC Comes to You**
1:30 p.m. to 4:00 p.m. | MCJCHV, Room 2104

MAY 16 **Know Your Numbers: CAVE**
10:00 a.m. to 6:30 p.m. | MCJCHV, Children's Theatre

MAY 17 **Know Your Numbers: CAVE**
6:00 a.m. to 2:30 p.m. | MCJCHV, Children's Theatre

One Hundred Oaks

Every Thursday in April and May **OHC Comes to 100 Oaks**
8:00 a.m. to 11:30 a.m., One Hundred Oaks, VPEC 21100

APR 11 **Know Your Numbers**
11:00 a.m. to 1:00 p.m. | One Hundred Oaks, Room 26119

APR 23 **Know Your Numbers**
11:00 a.m. to 1:00 p.m. | One Hundred Oaks, Room 26103

MAY 9 **Know Your Numbers**
11:00 a.m. to 1:00 p.m. | One Hundred Oaks, Room 26119

MAY 28 **Know Your Numbers**
11:00 a.m. to 1:00 p.m. | One Hundred Oaks, Room 26103

Williamson County

APR 19 **Know Your Numbers & OHC Comes to You**
9:00 a.m. to 10:00 a.m. | Center for Women's Health OB/GYN,
2009 Mallory Lane, Cool Springs

APR 19 **Know Your Numbers & OHC Comes to You**
11:00 a.m. to Noon | Vanderbilt Rheumatology Clinic,
2001 Mallory Lane, Ste 100

MAY 17 **Know Your Numbers & OHC Comes to You**
9:00 a.m. to 10:00 a.m. | Vanderbilt Bone & Joint Clinic,
206 Bedford Way

MAY 17 **Know Your Numbers & OHC Comes to You**
10:30 a.m. to 11:30 a.m. | 2105 Edward Curd Lane, 3rd Floor
Conference Room

Additional Locations

APR 5 **Vandy Cooks Jewish Passover**
Noon to 1:00 p.m.
Vanderbilt Recreation and Wellness Center Demo Kitchen
Marissa Wertheimer, MS, RDN, LDN

MAY 1 **Vandy Cooks Community Supported Agriculture (CSA) Boxes**
5:00 p.m. to 6:00 p.m.
Vanderbilt Recreation and Wellness Center Demo Kitchen
John Compton

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



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Fuel Your Fitness

Your Care.com Benefit

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

“Challenges are what make life interesting, and overcoming them is what makes life meaningful.”

— Joshua Marine

Health and Wellness Connection

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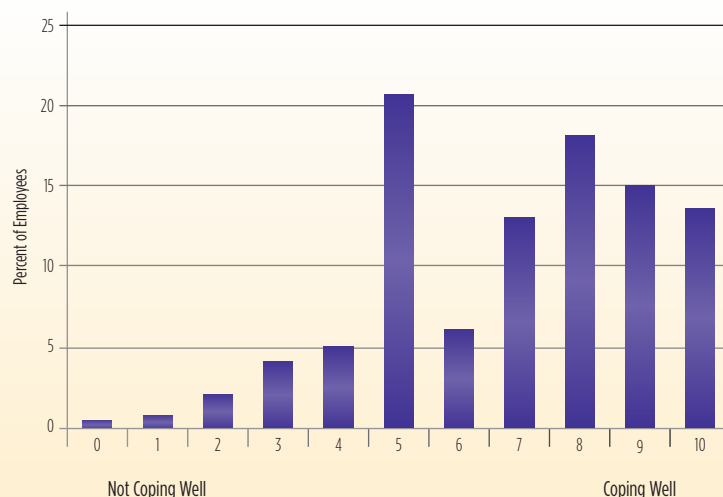
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Paula McGown, MSN, MAcc, CPA, Health & Wellness Administration

The Healthy Pulse

FOR FACULTY AND STAFF AT VANDERBILT

Employees' Ability to Cope with Stress in the Last Month



According to 2018 Go for the Gold data, when asked about their ability to cope with stress, the majority of faculty and staff report they are coping well! Work/Life Connections-EAP offers coaching and brief counseling to support employees as they improve coping strategies and develop skill sets to stay resilient when facing life's challenges. For more information, visit our website at vumc.org/health-wellness/work-life or call 615.936.1327 to schedule a confidential appointment for personalized support.