

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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June, July 2019

Enjoy the 'Fruits' of Summer!

Summer has so much to offer our well-being, from warm sunny days inviting us to be active outdoors to seasonal fruits and vegetables fresh from the farmers' markets! Whether you are taking advantage of community activities in Nashville's amazing parks, biking our beautiful greenways, or enjoying local produce at your cookout, Health & Wellness wishes you a happy and healthy summer!



Farmers' Market Returns

The Vanderbilt Farmers' Market returns to campus this June and will be held every Thursday through October 31. Stop by the Medical Center plaza between the hours of 1:30 p.m. to 5:00 p.m. to 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.



Care Gap Alerts

Vanderbilt Experts on Health
Well-Child Visits



Jennifer K. Green, MD, MPH, Assistant Professor, Internal Medicine and Pediatrics; Assistant Program Director, Internal Medicine-Pediatrics Residency Program

Why are well-child visits important?

Well-child visits are scheduled periodically from the newborn stage until adolescence. These visits are a time for you and your provider to discuss your child's growth and development. You'll have an opportunity to build a relationship between your family and the provider, along with time to discuss questions you may have. Discussions about prevention are also included with each well visit, including vaccinations, safety, and nutrition.

How do you address vaccine hesitancy at well-child visits?

There is great evidence that immunizations are safe and effective. For parents with questions about vaccines, providers should always be open to addressing these concerns. For parents who have concerns about vaccines, I also encourage them to research the data about the diseases that we are trying to prevent so that we can make informed decisions together as a team.

What are some other key health issues addressed during well-child visits?

With each well-child visit, you will get to see your child's growth (weight, height) and discuss your child's development (motor, speech/language). Vision and hearing screening, along

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Work/Life Connections-EAP

The Counselor's Corner

Jim Kendall, LCSW, CEAP

Manager, Work/Life Connections-EAP



Passion at Work



James C. Jackson, PsyD
Research Associate Professor of
Medicine; Director of Long Term
Outcomes; Critical Illness, Brain
Dysfunction, and Survivorship Center
(CIBS); Allergy, Pulmonary, and Critical
Care Medicine

How do you engage and build community with your coworkers?

We engage in relationships with each other with much intentionality. We celebrate birthdays and, honestly, any achievements, big or small. Alternatively, walk with each other during hard seasons. We spend time together outside of work on a regular basis (I'm excited to go rock climbing later this week).

What actions do you take to make a difference for your team and our patients?

I try hard to cultivate leadership skills and the "servant leader" model. I try, however imperfectly, to embrace what is helpful for our team. As it relates to our patients, I always try to listen as I want to make sure that I understand the nature of their challenges so we can properly design research that addresses their most pressing concerns.

What is the most fulfilling aspect of your work?

I love getting to know the patients we work with in our research programs — seeing the difference our research makes in their lives is deeply meaningful. On a different note, seeing younger colleagues and trainees grow and develop, both as people and as professionals, is hugely rewarding.

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

I rely on my family, my friends, and my faith, and I try to be deliberate about finding balance. My wife and I like to bike through the hills and winding roads of rural Williamson County and this provides a lot of peace and respite.

Q: Dear Counselor,

We have a new staff member joining our team. I remember how hard it was for me when I came into a new workplace. Can you suggest ways we can reduce the stress for our new employee and the best ways to make them feel welcome?

Welcome Wagon

A: Dear WW,

A welcoming strategy is an important part of any onboarding process. This is a great discussion for your whole team. Start by asking them what they would have liked when they started their jobs. Here are a few more ideas:

1. **Create a reference guide.** There are so many people to meet in the first week, it would help to have some photos, names, job titles, phone numbers, emails, and other appropriate information about coworkers, supervisors, and leaders.
2. **Take your new employee out to lunch** on the first day; check on them periodically, as well.
3. **Designate a volunteer peer mentor** to be a contact for questions about the culture, the processes, and the unwritten dos and don'ts.
4. **Get to know your new coworker.** Ask what they like to do, and what might help them to get acclimated.
5. **Provide a personal tour of the department and campus.** Share your pride about your workplace.
6. **Remember that building relationships is a process.** It doesn't happen in the first day or week. Schedule a weekly time to meet for coffee, tea, or lunch throughout the first month.

For more information, call Work/Life Connections-EAP at 615.936.1327.



Occupational Health Clinic **talk:** Use Your Head: What You Need to Know About Concussions in Children this Summer

Shaina Farfel, MSN, APRN, FNP-C
Nurse Practitioner, Occupational Health Clinic



Concussions can happen any time of year, not just during football season. Summer, when kids are outdoors and carefree, is an important time to be attentive about your child's safety. Summertime activities such as biking, swimming, and pre-season practices can increase a child's risk for concussions. Here are tips to help prevent, identify, and treat concussions.

What's all the fuss about? Concussions are a type of head injury that result from a traumatic blow or whiplash of the head. The American Academy of Pediatrics estimates 1.1 to 1.9 million children are diagnosed with recreational concussions yearly.

Know the signs. Common symptoms of concussion may include: memory loss, confusion, headache, dizziness, or difficulty concentrating. Remember, not all children show the same symptoms and brain injuries aren't visible, so symptoms aren't always obvious.

When in doubt, sit them out. Dr. William Nobis, neurologist at VUMC, recommends that "if you suspect a concussion, it's important to immediately stop sports and seek medical attention as soon as possible. Prompt treatment of concussions can decrease the risk of prolonged recovery."

Protection is paramount. Your child should wear properly fitted protective equipment such as a helmet or headgear.

Rules for a reason. Knowing how to play a sport safely and following the rules of a game will help prevent concussions.

Education is key. The more a child knows about concussions, the greater the likelihood that they will report an injury when it occurs.

Don't forfeit fun this summer. Use your head and follow these tips to protect your child's brain.



Reference: American Academy of Pediatrics (2018). Sports Related Concussion in Children and Adolescents. Pediatrics 142(6). doi: <https://doi.org/10.1542/peds.2018-3074>

Care Gap Alerts

Vanderbilt Experts on Health Well-Child Visits

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with screening for anemia and lead, are also included at certain ages.

How should parents prepare to make the most out of well-child visits?

Before a well-child visit, write down your questions and concerns so that you can discuss them with the provider — frequently, parents have concerns about behavioral issues, sleep issues, potty training, or how children are eating. Also, bring a list of your child's medicines to the visit.

What are some good resources at Vanderbilt for parents who want to learn more about well-child visits?

Healthychildren.org is sponsored by the American Academy of Pediatrics and includes a schedule of well-child visits along with information about being a parent from before pregnancy to young adulthood.

Keep learning to keep your wits about you

Listen well to others, whether in a meeting or just conversing. Try doing things differently — study your work system to learn how you might be more efficient and creative. Read up on your trade or to advance your training. New ideas build knowledge, the key to good work and personal fulfillment. And learning activities may be a factor in delaying dementia, although more research is needed.

Incentive for Health Plan!

Get Your Health Score!

The

EARN + LEARN = POWER

Up to \$240!

Know Your Health Risks!

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!

| | |
|---------------|---------------------------|
| Step 1 | Compass Health Assessment |
| Step 2 | Wellness Actions Log |
| Step 3 | Coming Soon! |

For information on Go for the Gold and to log in to your Health *Plus* Health Guide to get started, visit vanderbi.lt/gftg.

Have questions? Contact Health *Plus* at **615.343.8943**, or email health.plus@vanderbilt.edu.

The Commodore Community Comes Together for National Walking Day!

Over 150 Medical Center faculty and staff enjoyed the sunshine, exercise, and comradery at this joint VU and VUMC event on April 3! Teams throughout the Commodore community 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, Chief Human Resource Officer
- Dr. Paul Sternberg, Chief Medical Officer, Vanderbilt Medical Group

We would also like to give a big shout-out to Champ, Mr. C, and Jack the Police Dog for providing encouragement to all our walkers!



Lean Mean Plant Protein

Did you know plants can be high in protein? Yes, plants! And summer, with all its bounty from the earth, is a great time to incorporate plant protein into your meals. Enjoy the health benefits of plants while getting all the protein your body needs this summer!



PLANT PROTEIN

BENEFITS

- **Low saturated fat** content helps to support heart health.
- **High fiber** content helps lower cholesterol levels.
- **Contributes important minerals** such as calcium, potassium, and iron that are commonly missing from our diets.

HOW TO INCLUDE IT IN YOUR DIET

- **Nuts** can be used as **salad toppings**, added to **oatmeal** or overnight oats, and added to **breads & other baked goods**.
- **Legumes** can be used to make **bean salads** or added into **baked goods** such as breads and even pizza crusts!
- **Soy milk** can be used in **smoothies** and as a **milk substitute** in a number of things from mashed potatoes to cereal.

PLANT PROTEIN SOURCES



Nuts

- almonds
- walnuts
- pecans
- cashews
- pistachios



Soy

- soy beans
- tofu
- soy milk
- tempeh



Legumes

- beans
- peas
- chickpeas
- lentils
- peanuts

Crispy Oven-Baked Falafels

1 onion • 3 cups cooked chickpeas (2 15-ounce cans, drained) • 1 cup fresh parsley • 1 cup fresh cilantro • 2 to 3 garlic cloves • 1 tbsp cumin • 2 tbsp flour • 1 tbsp olive oil + extra for baking • salt to taste

Preheat oven to 480°F.

In a food processor, blend the onion until chopped. Add the rest of the ingredients, leaving out the flour and olive oil. Blend again until smooth.

Add the flour and olive oil, and blend again.

With your hands, form the patties, and space them out evenly on a baking pan sprayed with cooking spray.

Spray or brush each patty with olive oil to ensure they turn out brown and crispy.

Bake for 15 to 20 minutes, carefully flipping halfway.

Makes 12 to 15 falafels. Per serving: Calories: 75, Total Fat: 2g, Protein: 3g, Carbohydrate: 12g, Fiber: 3g, Sugar: 0g, Cholesterol: 0mg, Sodium: 83mg

Adapted from myfoodandhappiness.com.

TASTE

ENJOY THE
TASTE OF
EATING RIGHT

TASTE Challenge

Join us for the 5th annual TASTE challenge and gain practical knowledge to take your current nutrition status to the next level. Last year, more than 1,100 people took part in the 10-week online challenge and this year's topics, recipes, and helpful tips are all new! You don't want to miss out! Visit vanderbi.lt/taste for more information.

New Lactation Rooms Scheduling Tool

VUMC nursing mothers have access to more than 20 lactation rooms across the Medical Center campus. Employees can now reserve a lactation room in advance via a free self-scheduling tool! The scheduler allows mothers to see real-time room availability and to reserve a VUMC lactation room from their desk or while on the go.

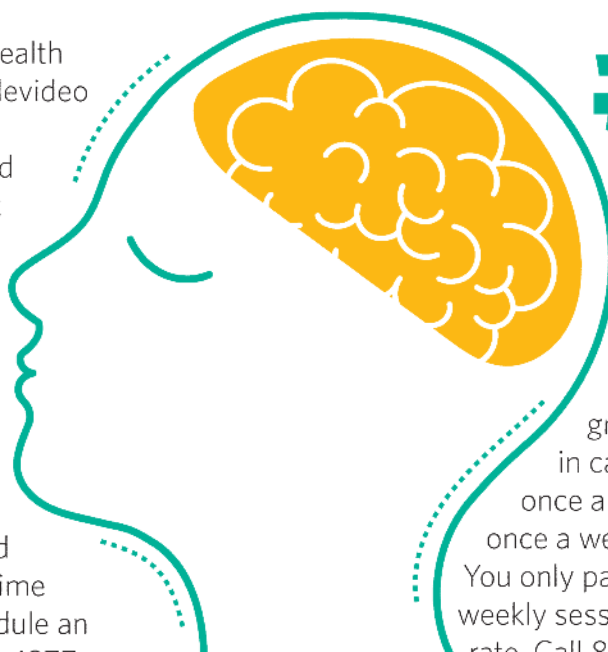
To access the scheduler, visit <https://vumclactationrooms.as.me/schedule.php>.

4 Things You Didn't Know About Your Behavioral Health Benefits!

These behavioral health services help you better care for your mind, body and spirit.

#1 You now have access to a Behavior Health Navigator to offer support, guidance and education if you or a loved one are diagnosed with bipolar disorder or schizophrenia spectrum disorders. The navigator can point you and your family in the right direction for needed treatment or services and help navigate obstacles you may face. Schedule a free session by calling 615.322.5996 or emailing emma.finan@vumc.org. Appointments are available Wednesdays, 1 p.m. – 5 p.m. at the Osher Center for Integrative Medicine.

#2 The VUMC health plan offers televideo counseling services through Aetna and Arcadian Telepsychiatry at the Tier 1 rate. You can meet with a licensed, professional behavioral health specialist at your convenience via your computer or mobile device. Televideo counseling services can help reduce travel time and costs and reduce waiting time for appointments. To schedule an appointment, call 866.535.4977.



#3 Aetna has also teamed with AbleTo to offer VUMC health plan members an 8-week program that combines counseling and coaching to help members tackle life changes, such as postpartum depression, grief and loss, or a change in caregiver status. You meet once a week with a therapist and once a week with a behavior coach. You only pay one copay for both weekly sessions charged at the Tier 1 rate. Call 855.773.2354 to schedule a consultation.

#4 If you are enrolled in the VUMC health plan, you have multiple options for traditional behavioral health care. For 2019, the health plan has added more than 6,000 behavioral health care providers and facilities nationwide to the Tier 1: VUMC/VHAN affiliates network — including Vanderbilt Psychiatric Hospital, Rogers Behavioral Health and Natchez Trace Youth Academy. To find a Tier 1 provider or facility near you, log in to [aetna.com](https://www.aetna.com) and click on Find Care. Then scroll down the page and click on Behavioral Health.

upcoming events

VUMC Campus

JUN 7

Vandy Cooks

Eating Right for a Good Night's Sleep

Noon to 1:00 p.m.

Vanderbilt Recreation and Wellness Center Demo Kitchen
Karman Meyer, RD

JUN 7

Healthier You Presentation

Mindfulness for Stress Reduction

Noon to 12:45 p.m. | 214 Light Hall

JUN 12

Vandy Walks

Annals & Perennials in Bloom

Noon to 1:00 p.m. | Meet at Rand Hall Terrace

JUN 19

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 20

Babies & You*

Breastfeeding: A Positive Choice

Carol Huber, RN, BS, IBCLC, Lactation Consultant, NICU
Noon to 1:00 p.m. | 208 Light Hall

JUL 5

Know Your Numbers & OHC Comes to You

Late Night Cart

6:00 p.m. to 10:00 p.m. | VUH 8N, 8S, 9N, and 9S

JUL 11

Healthier You Presentation

Foods for a Healthy Gut

Noon to 12:45 p.m. | 208 Light Hall

JUL 12

Vandy Cooks

Enjoying Beef in the Mediterranean Diet

Noon to 1:00 p.m.

Vanderbilt Recreation and Wellness Center Demo Kitchen
Karman Meyer, RD

JUL 18

Babies & You*

Caring for your Newborn

Sunny Bell, MD, and Sarah Parker, MD, University
Pediatrics

Noon to 1:00 p.m. | 411 Light Hall

Vanderbilt Children's Hospital

JUN 6

Know Your Numbers & OHC Comes to You

Vanderbilt Children's Hospital

1:30 p.m. to 4:00 p.m. | MCJCHV, Room 2104

JUN 7

Know Your Numbers & OHC Comes to You

Late Night Cart

6:00 p.m. to 10:00 p.m. | MCJCHV ED, Radiology

JUL 17

Know Your Numbers & OHC Comes to You

Late Night Cart

6:00 p.m. to 10:00 p.m. | MCJCHV, and MCJCHV 3 OR

One Hundred Oaks

Every Thursday in June and July
(except Independence Day)

OHC Comes to 100 Oaks

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

One Hundred Oaks, VPEC 21100

JUN 11

Know Your Numbers

11:00 a.m. to 1:00 p.m. | One Hundred Oaks,
Room 26102-26104

JUN 27

Know Your Numbers

11:00 a.m. to 1:00 p.m. | One Hundred Oaks, Room 26103

JUL 11

Know Your Numbers

11:00 a.m. to 1:00 p.m. | One Hundred Oaks, Room 26119

JUL 21

Know Your Numbers

11:00 a.m. to 1:00 p.m. | One Hundred Oaks, Room 26103

Green Hills

JUL 17

Know Your Numbers & OHC Comes to You

2:00 p.m. to 4:00 p.m. | Green Hills Office Building,
Room 3001

Williamson County

JUN 21

Know Your Numbers & OHC Comes to You

9:00 a.m. to 10:00 a.m. | Cool Springs Urology,
2009 Mallory Ln

JUN 21

Know Your Numbers & OHC Comes to You

11:00 a.m. to Noon | VMG Oncology Clinic,
324 Cool Springs Blvd

JUL 19

Know Your Numbers & OHC Comes to You

9:00 a.m. to 10:00 a.m. | Brentwood Primary Care,
343 Franklin Rd., Ste. 101

JUL 19

Know Your Numbers & OHC Comes to You

11:00 a.m. to Noon | 2105 Edward Curd Lane,
3rd Floor Conference Room

*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.

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

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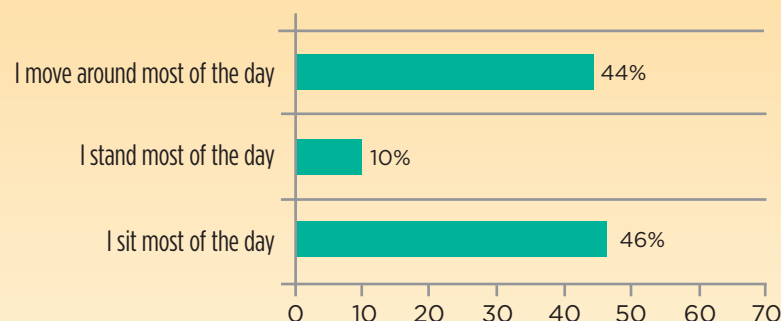
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Paula McGown, MSN, MAcc, CPA, Health & Wellness Administration

The Healthy Pulse

FOR FACULTY AND STAFF AT VANDERBILT

Take a Stand for Health!



Looking for ways to reduce your sitting time? Vanderbilt Health & Wellness offers a variety of programs that can help you become more active at work.

Try one of the **walking routes** during your break. Routes are available for different worksite locations on and off campus.

Browse through our library of **online workouts**. Many are designed to be done right in your office or at your desk!

Participate in the **Start! Physical Activity Program** to track your steps or active minutes and be entered in quarterly prize drawings.

Get up every 30 minutes and stretch or move around for a couple of minutes. Set your Outlook calendar to remind yourself to get up and move.

Stand for 10 minutes, with a couple of minutes of purposeful move. Then sit for 30 minutes and repeat throughout the day.