February 2018 Newsletter
Table of Contents

• January Meeting Notes & Presentation Slides
• Council Member Spotlight: Tamika Kendrick & Leslie King
• Leadership Speaker Symposium
• Move More Challenge
• 2018 Waste Policy Information Sessions

The Employee Council is authorized by the President of Emory University as an organization through which employees of the University can participate responsibly and meaningfully in the governance of the University community.

Visit us at: http://www.employeecouncil.emory.edu/about/index.html
Employee Council Representatives Meeting
January 22, 2018, 11:30 am – 12:30 pm
School of Medicine, Classroom 110

*Topic: Health, Wellness, Movement, and Mindfulness II*

**Presenters:**
- **Dr. Laurence Sperling**, Professor of Medicine Cardiology
  Director of the Emory Heart Disease Prevention Center
- **Dr. Chad Ritenour**, Professor of Urology at the Emory University School of Medicine,
  Director of Men’s Health and Infertility Division, Vice Chair of Education and Faculty Affairs, Director of Emory Urology Residency Program, and Associate Chief Medical Officer at Emory University Hospital

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Health, Wellness, Mindfulness, and Movement

Laurence S. Sperling, M.D., FACC, FACP, FAHA, FASPC
Professor of Medicine (Cardiology)
Professor of Global Health
Director - Center for Heart Disease Prevention
Emory University
Immediate Past President, American Society for Preventive Cardiology
Chairman of ACC Cardiometabolic Working Group
Chairman of The U.S. National Cardiometabolic Alliance
Health, Wellness, Mindfulness, and Movement

- Brief Intro
- Health? Well-being?
- Optimal Health?
- Approaches to Health Promotion
- Discussion

Unique perspective on Health: From molecules/genes to Populations

Focus on Health and Well-being

“To thine own self be true……”

William Shakespeare
Health & Well-being

- Physical
- Emotional / Spiritual
- Environmental
- Family / Community / Societal
- Organizational

Focus on CV Population Health: The Health/Disease Continuum
JACC 2015;66:960-7

"We cannot be a strong nation unless we are a healthy nation…"

Franklin D. Roosevelt
Dedication of NIH Campus
Bethesda, MD
October, 1940
Our 2020 Impact Goal

“By 2020, to improve the cardiovascular health of all Americans by 20% while reducing deaths from cardiovascular diseases and stroke by 20%.”

CV Health Metric Definitions

<table>
<thead>
<tr>
<th>Metric</th>
<th>Poor Health</th>
<th>Intermediate Health</th>
<th>Optimal Health</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current Smoking - Adults</td>
<td>Yes</td>
<td>Former, &lt;12 months</td>
<td>Never or Quit &lt;12 months</td>
</tr>
<tr>
<td>Children 12-19 yo</td>
<td>calves</td>
<td>25-29.9</td>
<td>&lt;25</td>
</tr>
<tr>
<td>Body Mass Index - Adults</td>
<td>55% or more</td>
<td>25-29.9</td>
<td>&lt;25</td>
</tr>
<tr>
<td>Children 8-19 yo</td>
<td>calves</td>
<td>110-114 mg/dl</td>
<td>100-120 mg/dl</td>
</tr>
<tr>
<td>Physical Activity - Adults</td>
<td>None</td>
<td>110-114 mg/dl</td>
<td>100-120 mg/dl</td>
</tr>
<tr>
<td>Children 12-19 yo</td>
<td>None</td>
<td>110-114 mg/dl</td>
<td>100-120 mg/dl</td>
</tr>
<tr>
<td>Healthy Diet Score - Adults</td>
<td>0-1 Factors</td>
<td>2-4 Factors</td>
<td>5-8 Factors</td>
</tr>
<tr>
<td>Children 5-12</td>
<td>0-1 Factors</td>
<td>2-4 Factors</td>
<td>5-8 Factors</td>
</tr>
<tr>
<td>Total Cholesterol - Adults</td>
<td>≥200</td>
<td>200-239 or treated to goal</td>
<td>200</td>
</tr>
<tr>
<td>Children 8-19 yo</td>
<td>≥200</td>
<td>200-239 or treated to goal</td>
<td>200</td>
</tr>
<tr>
<td>Blood Pressure - Adults</td>
<td>120/80 or &lt;120</td>
<td>120/80 or &lt;120</td>
<td>120/80 or &lt;120</td>
</tr>
<tr>
<td>Children 8-10 yo</td>
<td>≥130</td>
<td>120/80 or &lt;120</td>
<td>120/80 or &lt;120</td>
</tr>
<tr>
<td>Fasting Glucose - Adults</td>
<td>≥126</td>
<td>100-126, or DM treated to goal</td>
<td>&lt;100</td>
</tr>
<tr>
<td>Children 12-18 yo</td>
<td>≥126</td>
<td>100-126, or DM treated to goal</td>
<td>&lt;100</td>
</tr>
</tbody>
</table>

Status of CV Health Across America

- 2009 BRFSS, > 350K self report
- 3.3% with ideal CV health (A):
  - 1.2% Oklahoma
  - 6.9% DC
- 9.9% with poor CV health (B: 0-2 metrics)
- Large disparities by age, gender, education, ethnicity

PREVALENCE OF METABOLIC SYNDROME / LIFETIME RISK FOR DIABETES IN U.S.

- NHANES III - metabolic syndrome
  - 24% men; 23.4% women
  - 42% > age 60
- Lifetime risk of diabetes (if born in 2000)
  - 32.8% men, 38.5% women
- Underscores need to control obesity epidemic/improve physical activity

INTERHEART study

- Predicts 2/3rds of MI's worldwide
  - Cigarette smoking
  - LDL/HDL ratio
- HTN
- DM
- Abdominal obesity
- Stress/depression
- Lack of daily fruits/vegetables
- Lack of daily exercise

Yusuf S., Lancet Sept. '04

Social Determinants of Health: Geomapping- “Hot spots”

- Health varies at a very LOCAL level

- National Health Index
  - Profile of Diabetes
Social Determinants of Health: Zip Code vs. Genetic Code?

- Health varies at a very LOCAL level
- Life expectancy in Atlanta

Socio-economic determinants of vascular disease (Food Deserts)- Presence of “L & MIC” in HIC
Mohamed Kelli, H. et al. ACC 2016
- Food desert: Locations with low food access and low income (USDA).
- 23.5 million U.S. residents live in food deserts.
- 1421 subjects residing in the Atlanta (MetaHealth, Pred Health studies)

Food deserts in the Atlanta metropolitan area (USDA map)

Health Risks Cost to Organizations?

<table>
<thead>
<tr>
<th>Risk Factor Employee</th>
<th>Additional Cost Per High Risk</th>
</tr>
</thead>
<tbody>
<tr>
<td>Smoking</td>
<td>$1,429/yr</td>
</tr>
<tr>
<td>Inactivity</td>
<td>$495/yr</td>
</tr>
<tr>
<td>Weight</td>
<td>$271/yr</td>
</tr>
<tr>
<td>High Stress</td>
<td>$586/yr</td>
</tr>
<tr>
<td>Hypertension</td>
<td>$148/yr</td>
</tr>
</tbody>
</table>

Journal of Occupational and Environmental Health, May 2020
Health Enhancement Research Organization 2001, 2002
Center for Health Promotion, The Center (2nd edition) Benefits for Having a Smoke-Free Workplace, Lansing, Michigan
Michigan Tobacco Control Program 2000
Organizational Costs

- Direct HC-related
- Absenteeism
- “Presenteeism”
  - underperformance

Problem with “Diets”

- Semantic confusion
  - “Diet” from Latin *diaeta*.....a way of life
- Fad Diets (U.S. News & WR)
  - >95% who lose wt gain it back
  - restriction/complexity predict failure


USDA Nutrition Guidelines – June 2011

- 7 Key Messages
  1. Enjoy food but eat less
  2. Avoid oversized portions
  3. half plate fruits/vegs
  4. Water over sugary drinks
  5. Fat free /low-fat milk
  6. Compare sodium in foods
  7. > half grains whole
Risks of sedentary behavior

- Physical activity Guidelines
  - 30 min 5X/ wk (150 min)
  - 10,080 min/ wk
- How many hours a day are we sitting...

The world we sit in

As a society we spend more time sitting than we perhaps ever have, a fact revealed by a comparison of labor-market trends in 1970 and 2000

Pedometer-Determined Physical Activity in Healthy Adults

- < 5000 steps/day: ‘sedentary lifestyle index’
- 5000-7499 steps/day: 'low active'
- 7500-9999: 'somewhat active'
- > or =10000 steps/day: 'active'
- > 12500 steps/day: 'highly active'


Work-Related Physical Activity among Cardiovascular Specialists

Introduction: current recommendations by the American Heart Association, the American College of Sports Medicine, and the US Surgeon General are minimum to maximal, moderate physical activity on 5 days each week.

The goal has been equated with 10,000 steps per day. This study examined work-related physical activity (WPA) among cardiovascular (CV) specialists.

Methods: All participants were from an academic tertiary center (N=139)

- Cardiopulmonary (CP) surgeons
- Cardiologists
- Internal Medicine
- Cardiac Cardiologists
- Nephrology
- Endocrinologists
- Surgical
- Other

Demographic Information

- Age
- Race
- Gender
- BMI
- Smoking
- Diabetes
- Hypertension
- NIH Stroke Scale
- HASBee score

Results: The average daily steps walked during work were 15,213.5 (513) and 12,037.9 steps/day in 903 participants. Cardiopulmonary surgeons had a significantly higher number of steps per day than the other groups. There were no statistically significant differences in the average number of steps/day between the groups.

Conclusions: More research is needed to investigate the impact of WPA on CV specialists. Cardiovascular surgeons were found to have a significantly higher number of steps per day. It is important to promote physical activity in the workplace to reduce the risk of CV disease.
Physical Inactivity: A Call to Arms (Japan)

10,000 Steps Daily

30 minutes most days

Establish Local Cultures of Health

- Students / fellows/ residents
- Staff and our team-based approach to care
- Former HeartWise Program
- Mr. Nic
- Wayland Moore

Population Health measures

- Impact of moving bell curve toward better health vs. individual & episodic HC
Making the healthy choice the easy choice.....
The Built Environment

Stepathlon CV Health Study

- International, low-cost, mass-participation e-health intervention
- Annual 100-day event 2012-2014
- 69K subjects; 92% LMIC
- Work-site based teams
  - E-messages
  - Team milestones- “race around the world…”
  - Interactive online chat
“In order to carry a positive action we must develop a positive vision”

Dalai Lama

**Mindfulness**

- Mindfulness & presence
- CBCT
- Peace is Every Step
- Silence (in the Age of Noise)  
  – Erling Kagge

**Cultivating Joy, Resilience & Grit**

(4 Key Psychological Assets)

- Interest- follow your heart
- Practice- with the goal of improvement
- Purpose- intention to contribute to well-being of others
- Hope-efforts will lead to improvement

Thomas Lee, Press Ganey Associates
Promoting and Maintaining the Health & Well-being of an Organization

- Understanding that human capital is valuable (ROI)
- Priority, commitment, leadership
- Cultural change (norms, walking the talk)
- Focus on teams, systems, and environmental engineering

Things don’t happen.........

Things do not happen.

Things are made to happen.

@JFK
@FocusedAction

"Great people want it to happen, smart people know what it would happen, then make it happen."

-Michael Jordan

Emory University

Herophilus, 315 BC
Physician to Alexander the Great

When health is absent
Wisdom cannot reveal itself,
Art cannot become manifest
Strength cannot fight,
Wealth becomes useless
and intelligence cannot be applied.
Tamika Kendrick

What is your job title? Communications Manager
What Department are you in? Emory Police Department
How long have you been at Emory? 5.5 Years

What is your role/what do you do? As manager of our dispatch center, I oversee the call taking and dispatching of the emergency calls on and around campus.

What is something interesting going on in your life right now? I am the president for one of the two 911 organizations in the state of Georgia. I have been the president of GA NENA since September.

Do you serve on any Employee Council committees or hold any positions? I am on the Wellness Committee

Leslie King

What is your job title? Assistant Editor
What Department are you in? Communications and Public Affairs
How long have you been at Emory? 10 years

What is your role/what do you do? Editing, proofreading, writing for Emory Report-Dooley Report-Emory News Center

What is something interesting going on in your life right now? I am working on my thesis to complete my master’s degree in Rhetoric and Composition

Do you serve on any Employee Council committees or hold any positions? Not at present. I serve on the diversity committee and the social activities committee in my department.
LEADERSHIP LESSONS ON AND OFF THE FIELD

Guest Speaker: Malcolm Mitchell
Location: Cox Hall Ballroom
Date: February 19, 2018
Time: 2:00 – 3:30 pm

As a professional football player, Super Bowl champion, and former University of Georgia star wide-receiver, Malcolm Mitchell has been an integral part of highly successful teams. He has worked with leaders who are able to select, motivate, develop and lead teams of high performers. In this session, Malcolm will share some of his insights on characteristics of great leaders, on and off the field, and the impact they have on their teams. The session will be a moderated question and answer session, moderated by Dr. Wanda J. Hayes, Senior Director of Learning & Organizational Development.

Sponsored by HR's Learning and Organizational Development, this session is open to alumni and current participants of the Manager Development Program, Supervisor Development Program, Essentials of Leadership at Emory, Aspiring Leaders at Emory, and Emerging Leaders at Emory. There is no cost to attend, but pre-registration is required. Register by February 14, 2018.

Malcolm Mitchell
New England Patriots Wide Receiver, Former University of Georgia Bulldog, and Founder & CEO of Read With Malcolm/Share the Magic Foundation
www.ReadwithMalcolm.com

Malcolm, a native of Valdosta, became one of the top ten all-time receivers during his playing career at the University of Georgia (UGA). He received the National Haier Achievement Award for his success beyond athletics and was the recipient of the Atlanta Sports Council Community Service Award, the Georgia Chapter of the National College Football Hall of Fame Jack Turner Award, and the UGA Student Athlete of the Year Award. While a student athlete, he was recognized as the National Captain of the Allstate Good Works Team for his visits to elementary schools to read to students and talk about literacy. He is the author of a children's book, The Magician's Hat, for which he received the Children's Author of the Year Award by the Georgia Writers Association. He also received the Promise Hero Award for his contributions to youth in America by the America's Promise Alliance. Malcolm graduated from UGA in 2015 with a degree in Communications. Today, Malcolm is a member of the New England Patriots, an avid reader, and reading mentor to elementary school students.
Move More Challenge

March 5 - April 29, 2018

- Increase your daily steps
- Join a team & have fun
- Use your favorite fitness tracker
- Earn points, win prizes & more!

The Move More Challenge is offered through Healthy Emory Connect. Join today, so you’ll be ready to sign up!

healthy.emory.edu/connect
WANT TO LEARN MORE ABOUT EMORY'S NEW WASTE POLICY?

Emory has a new waste policy with new equipment, signage, and labeling. What now? Come to our monthly information sessions hosted by Emory Campus Services - Emory Recycles and the Office of Sustainability Initiatives to get your questions answered!

GET ANSWERS FOR THESE QUESTIONS AND MORE:

- What is the new Emory waste policy and why do we have one?
- Where can I get information about questionable items to recycle or compost?
- What if I don’t know where to place an item or which bin to use?
- Why did Emory standardize equipment for landfill, composting, and recycling?
- Why do I have to service my own desk-side container?

WHERE:
Woodruff Library, Main Level Foyer

WHEN:
9 – 10 am, 1 – 2 pm, 3 - 4 pm
On the Following Dates:
February 15, 2018
March 15, 2018
April 19, 2018
May 17, 2018
June 21, 2018

CONTACT:
deena.keeler@emory.edu
emorysustainability@emory.edu

Waste Management Policy | Frequently Asked Questions