Osteoarthritis (OA) is the most common disability to develop as people age. Over the past 20 years, OA has been the fastest growing major health condition due to the aging population, the obesity epidemic, and sedentary lifestyles. OA affects an estimated 21 million Americans, and recent estimates suggest that the lifetime risk of symptomatic knee OA is 45%, with the risk increasing to 65% among those who are obese. Women are at higher risk of developing osteoarthritis than men, particularly after age 50. Fortunately, you can do several things to protect your joints.

Maintain an Optimal Weight
Being overweight or obese is a major risk factor for the development and progression of OA in both the knees and hands. And losing weight lowers your risk — each pound lost takes 3 to 4 pounds of stress off your joints. Anyone can lose weight; the secret is keeping it off. If you lose weight slowly, you are more likely to sustain the weight loss. Aim to lose 1 to 2 pounds a month and avoid yo-yo dieting. Recent studies confirm you must cut calories to lose weight, and increasing exercise while cutting calories is most effective. Use portion control to your advantage. One trick is to use dessert plates instead of dinner plates.

Exercise Regularly
Moderate physical activity (e.g., brisk walking) on most days is beneficial for all adults, including those with arthritis. Even a 10-minute session of moderate activity per week has benefits. Just start with realistic goals — like walking up one flight of stairs — and slowly work up to more vigorous activity for longer periods. Exercising is often easier with a buddy.

Protect Your Joints
Our recent studies have shown that joint injury is a potential risk factor for developing knee OA. Remember to stretch and warm up before starting any exercise. Try to avoid situations where you might fall and injure your joints. Strength training can help to protect your joints by strengthening the muscles and ligaments surrounding them. Swimming, walking in a pool, or aquatic exercise are all great low-impact ways to help your joints and muscles.

Remember to talk to a health professional before starting an exercise program.

Tips for Maintaining Joint Health
Submitted by C. Kent Kwok, MD; Director, University of Arizona Arthritis Center; Professor of Medicine and Medical Imaging; Chief, Division of Rheumatology

UA Life & Work Connections, Employee Wellness, has Registered Dietitian Nutritionists and a personal trainer available to assist you in achieving your health goals. Call 520-626-4760 for more information. www.lifework.arizona.edu/wws
November is National Family Caregivers Month

Interested in elder care resources as an employed caregiver? Email Caryn Jung, MS, at jungc@email.arizona.edu and visit lifework.arizona.edu/ec. Email Susan Pickering, Me.D., LPC, at pickerings@email.arizona.edu to request an appointment discussing the emotional side of caregiving or visit lifework.arizona.edu/ea/employee_assistance. We look forward to assisting you.

Walks with Campus Leaders

Check our website for Tuesday and Wednesday walks — a great way to meet colleagues and enjoy a short break!

Individual Employee Health Screenings

November 19, December 10

Registration required. Please register online at lifework.arizona.edu/wws/health_screenings_worksite_wellness.

This program is for employees eligible for full benefits. The screening includes blood pressure; total cholesterol and HDL; body composition; cardiac endurance step test; nutrition, fitness, and resilience consultation. If you are concerned about your risk for diabetes, you may also have the A1c diabetes screening for a $10 charge. This screening measures your long-term glucose levels (A1c). Neither blood test requires that you fast.

Department Screening

We will come to your department for groups of 12 or more, assess blood pressure, total cholesterol/HDL, and % body fat at your locations. Please call 626-4760 to schedule a department screening or for more information.

Maricopa County Employee Wellness

UA Life & Work Connections offers work/life and employee wellness programming every month at the Phoenix Biomedical Campus. Check lifework.arizona.edu/wws/phoenix_campus for the schedule. Contact Jodi Charvoz, Registered Dietitian Nutritionist and ACE Personal Trainer, to schedule a nutrition or fitness consultation at jcharvoz@email.arizona.edu.

Resistance Bands for Strength Classes

Mondays: Kiewit Auditorium, noon to 12:40 p.m.

Wednesdays: Student Union, Presidio Room (4th floor), noon to 12:40 p.m.

Wednesdays: University Services Building (USB 216), 12:30 p.m. to 1:00 p.m.

lifework.arizona.edu/wws/strength_training

Maintain, No Gain Holiday Challenge

Life & Work Connections is partnering with the YMCA of Southern Arizona to offer the 8-week holiday challenge. The goal is to maintain weight over the holiday season through once a month weight checks, support, and ideas to encourage healthy nutrition, physical activity, and stress-reduction. Participants who maintain or gain no more than 2 pounds over the holiday season qualify for the prize drawing on January 11, 2016. “Maintain, No Gain” weight check dates are: November 4 and December 2, 2015 and January 6, 2016.

Locations and times:
- Student Union, Copper Room (4th floor) from 9:00 a.m. to 11:00 a.m.
- Keating Room 109 from 9:00 a.m. to 11:00 a.m.
- UA Life & Work Connections office from 8:30 a.m. to 11:00 a.m.

Visit lifework.arizona.edu/wws/available_classes/weightchallenges.

Tai Chi for Health

Tai Chi is a mind/body activity known for its health benefits, including stress reduction, balance, and joint pain improvement. UA Life & Work Connections offers free Tai Chi for Health and Tai Chi for Energy classes. Registration is required. Check lifework.arizona.edu/wws/classes/taichi for the current class schedule.

Guided Potlucks

Here’s a new way to liven up your departmental meetings! For details, please check LWC’s website or email Christy at cwilson4@email.arizona.edu.

Consultations and Support

Free, voluntary, and confidential consultations, informal assessment, referral, or brief problem-solving support. Employees can be seen for any reason, including alcohol, substance abuse, stress management, parenting, relationship, depression, anxiety, and more.

Call 621-2493 to schedule with Susan Pickering, MEd, LPC, or Dave Swihart, MC, LPC.

Supervisor Consultation

Regarding individual and work group issues. Call for an appointment. 621-2493

Child Care and Family Resources

For information on the Child Care Voucher and Sick Child and Emergency/ Back-Up Care Programs, please call Kim Peters at 621-4365. Visit lifework.arizona.edu for forms, guidelines, and detailed information.

For a personalized phone or in-person consultation on lactation, changing table, infant/toddler, preschool, or school-age care resources, please call Caryn Jung, MS, at 621-9870.

Elder Care and Life Cycle Resources

Call Caryn Jung, MS, at 621-9870 to request a personalized phone or in-person consultation to discuss area and national elder care and family caregiving referrals.

Nutrition/Fitness Coaching

Call Nancy Rogers, MS, RDN, at 621-4601, or Jodi Charvoz, MEd, RDN, ACE, at 626-4760 for more information or to schedule an appointment.

Work/Life Integration

Learn about the University’s guide on flexible work arrangements, related workplace and workforce issues, and strategies for coordinating work/life matters, by calling Caryn Jung, MS, at 621-9870.

Wellness in Action

Stories can encourage, motivate, and keep us on track. We recognize UA faculty and staff who practice Wellness in Action — the positive choices we make for healthy living. Want to share your story? Email Christy Wilson, BS, RDN, at cwilson4@email.arizona.edu.
Jogging is very beneficial. It’s good for your legs and feet. It’s also very good for the ground. It makes it feel needed.

—Charles M. Schulz

‘Coupon’ to encourage exercise

The American Council on Exercise offers, for free, FitGift Coupons. You can download books of coupons to print or send individual coupons via email. The coupons are meant to inspire friends, family, or colleagues — whether it’s to include specific exercises in that day’s workout, indulge in a new healthful smoothie recipe, or try a new class. To download the coupons, go to Nov.HopeHealth.com/coupons.

Be a smart, skeptical, exercise-equipment shopper

Looking for a convenient way to get fit, and your interest is piqued by a new product on the market? According to the American Council on Exercise, be cautious of products that claim to burn extra calories with little effort, burn more calories than similar products, and/or provide suspicious testimonials. For unbiased exercise-equipment reviews, go to Nov.HopeHealth.com/exercise reviews.

Start a new Thanksgiving tradition: Run or walk a Turkey Trot

*Thanksgiving Day has become the most popular holiday for recreational distance running in the United States, according to Running USA.*

The number of finishers in Thanksgiving Day running races increased 118% in five years.

- 400,000 in 2008
- 870,000 in 2013

You don’t have to run. Walking is a perfectly acceptable pace for the event. To locate a Turkey Trot near you, go to Nov.HopeHealth.com/turkeytrot.

Sources: Running USA, Wall Street Journal

© HHI
The good physician treats the disease; the great physician treats the patient who has the disease.

— William Osler

Make your car road-ready by being prepared for any scenario

Every vehicle should have an emergency supply kit located in the trunk. Does yours? To learn what you should include in a kit, go to Nov.HopeHealth.com/carkit.

Be sure to check your kit every six months and replace items to keep the kit up to date.

Can’t remember when you replaced your toothbrush? Then, toss it.

Replace your toothbrush every two to three months or following a sickness. Researchers have found that thousands of microbes grow on toothbrush bristles and handles. Most are harmless, but others can cause cold and flu viruses, the herpes virus that causes cold sores, and bacteria that can cause infections. For more on dental health, go to Nov.HopeHealth.com/toothbrush.

The Whole You: PHYSICAL HEALTH

Doc talk: Make conversations with your healthcare provider count

Your health is important, actually critical, so make sure you have an open and honest relationship with your healthcare provider(s) and that you’re prepared before and during any medical appointments.

- Write a list of questions and concerns before your appointment.
- Think about bringing a close friend or family member with you as an extra set of ears.
- Take an updated list of your prescription medications with you.
- Tell your doctor how you feel, even if things seem unimportant or embarrassing.
- If you don’t understand what your provider says, ask questions until you do.
- Take notes, or ask a friend or family member to take notes for you.
- Ask for any handouts or printed materials that your provider may have about what he or she is going over.
- Find out the best way to contact your provider (by phone, email, etc.) if you have any questions or concerns after the appointment.
- Tap into other good sources of information, too, such as nurses and pharmacists.
- Ask for copies of test results and reports from scans and health-screening exams.

For more on how to best talk with your doctor, go to Nov.HopeHealth.com/doctalk.

Controlling diabetes could save you more than a few dollars

Type 2 diabetes diagnoses are on the rise. The cost of dealing with the disease can really add up. Take a look.

People with diagnosed diabetes, on average, have medical expenses about 2.3 times higher than if the individuals did not have diabetes.

The good news: You can make lifestyle changes to reduce or reverse many of the issues related to diabetes. Go to Nov.HopeHealth.com/diabetes to learn more.

Source: American Diabetes Association

A person with diagnosed Type 2 diabetes spends about $13,700 a year in medical costs.

$7,900 of that amount (more than 50%) is attributed to diabetes.

Be sure to check out Nov.HopeHealth.com for even more information, tools, and resources.
If you were going to die soon and had only one phone call you could make, who would you call and what would you say? And why are you waiting?

— Stephen Levine

Start a meal train for someone in need

Some Websites (often for free) provide access to online meal calendars to organize meal-making efforts for friends or family in need. These sites allow you to invite people to participate using email or Facebook and send out email reminders. Check out Nov.HopeHealth.com/meals.

Make sure older loved ones are eating... and eating right

In the United States, about 3.7 million older adults are malnourished. Malnutrition happens when someone doesn’t have enough food or doesn’t eat enough healthful foods. Health problems, medications, and low incomes can affect the amount and type of food that older adults eat. Regularly check the refrigerator and pantry to find out the amount and type of food your loved one has on hand. Also, visit during mealtimes so you can observe eating habits. For more on providing care to aging adults, go to Nov.HopeHealth.com/caregiving.

The WholeYou: Emotional/Mental Health

Match your mental-health needs with the right therapist

When you need mental-health help, finding the right provider is crucial. Several professions can provide mental-health services. Each title has its own training and area of expertise.

<table>
<thead>
<tr>
<th>Title</th>
<th>Degree/Certification</th>
<th>Services</th>
</tr>
</thead>
<tbody>
<tr>
<td>Psychiatrists</td>
<td>• Doctor of medicine (MD) or Doctor of osteopathy (DO)</td>
<td>• Conduct medical and psychiatric evaluations</td>
</tr>
<tr>
<td></td>
<td>• At least four additional years of specialized study and training in psychiatry</td>
<td>• Treat psychiatric disorders</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Provide psychotherapy</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Prescribe and monitor medications</td>
</tr>
<tr>
<td>Psychologists</td>
<td>Doctoral degree (PhD, PsyD, or EdD) in:</td>
<td>Provide psychological testing</td>
</tr>
<tr>
<td></td>
<td>• Clinical • Educational • Counseling • Research</td>
<td>Treat emotional and behavioral problems and mental disorders</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Provide various psychotherapeutic techniques</td>
</tr>
<tr>
<td>Social workers</td>
<td>Have either a:</td>
<td>Provide services based on their level of training and certification —</td>
</tr>
<tr>
<td></td>
<td>• Bachelor’s degree (BA, BS, or BSW)</td>
<td>• Bachelor’s: might provide case management, inpatient discharge, planning services, placement services, and various daily living needs services for individuals</td>
</tr>
<tr>
<td></td>
<td>• Master’s degree (MA, MS, MSW, or MSSW), or Doctoral degree (DSW or PhD)</td>
<td>• Master’s and doctoral: may assess and treat psychiatric illnesses</td>
</tr>
<tr>
<td>Licensed professional counselors</td>
<td>Master’s degree (MA or MS) in psychology, counseling, or other mental-health related fields</td>
<td>• Assess and diagnose conditions</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Provide individual, family, or group therapy</td>
</tr>
<tr>
<td>Peer specialists</td>
<td>Certification typically occurs on a state-by-state basis</td>
<td>Provide “have been there” perspective in individual, family, or group therapy</td>
</tr>
</tbody>
</table>

Passengers: You can help prevent distracted driving

According to the AAA Foundation for Traffic Safety, which looks at distracted driving, passengers are one of the most frequently reported causes of distraction.

Instead of being a distraction, promote protection and prevention. Whether you’re riding shotgun or in the backseat, you can do your part to keep a vehicle’s driver focused on the road.

• Read maps and road signs. • Answer a driver’s cell phone, if necessary.
• As a front-seat passenger, control ventilation, temperature, and background music. • Avoid arguments with the driver.

Source: End Distracted Driving

Be sure to check out Nov.HopeHealth.com for even more information, tools, and resources.
“Lots of people want to ride with you in the limo, but what you want is someone who will take the bus with you when the limo breaks down.” — Oprah Winfrey

Don’t get duped by the definition of due date

For a credit-card payment to be on time, the credit-card company must receive your payment on or before the due date and by the time stated on your bill. If the bill does not state a time, then your payment is on time if the credit-card company receives it by 5 p.m. on the due date. The 5 p.m. deadline is measured in the time zone in which the payment is received, which may not be your time zone. For other credit-card terminology, go to Nov.HopeHealth.com/ccterm.

Learn and try to apply the 50/30/20 rule

To follow this budgeting concept:
• 50% of your monthly income should go toward fixed expenses, such as housing and utilities
• 30% toward variable expenses, such as food, clothing, entertainment, and travel
• 20% toward savings and debt reduction

Crunch the numbers to determine what your financial figures should look like. For a budgeting worksheet, go to Nov.HopeHealth.com/budget.

Fiscal Fitness: Mind your money manners

Money doesn’t have to be a taboo topic, but you should follow some basic etiquette rules.

It’s fine to talk about financial issues in general, such as saving and investing strategies you’ve heard or read about, how the local real-estate market is doing, etc. Shy away from asking about or sharing specific personal financial figures with anyone other than those closest to you, such as a spouse and/or financial advisor/accountant. Some of these more sensitive areas include:
• How much money you or the other person makes
• How much was paid for big-ticket items, such as cars and homes
• How much money is in savings and retirement accounts

If someone asks about specific, personal money matters, firmly, but politely, say, “I only share personal financial information with my accountant and/or spouse/partner,” and change the subject.

Head into holiday shopping season with a plan and stick to it

Before trekking out to the mall or planting yourself in front of the computer for some cybershopping, figure out how much you can spend and still be financially fit.

Here’s a look at the averages that U.S. consumers thought they would spend during the last several years. Don’t shoot for the average or try to outdo it. The key is to ask, “How much can I reasonably afford?” Then, don’t go over that amount.

For money-smart shopping tips, go to Nov.HopeHealth.com/shopping.

![Average Amount Spent Holiday Shopping](chart)

Source: Statista

Be sure to check out Nov.HopeHealth.com for even more information, tools, and resources.
In autumn, don’t go to jewelers to see gold; go to the parks!
— Mehmet Murat ildan

Help yourself. Help others. Help defeat depression.

If you feel overwhelmed, depressed, or unable to do things you once enjoyed, it may be time to check into your emotional health. If you are concerned about yourself or someone you love, take a few minutes to complete an anonymous self-assessment at Nov.HopeHealth.com/depression.

Honor veterans

Veterans Day is Nov. 11. Saying thank you is only the start of how we can honor those who have fought for our country. There are many other ways you can support those who have protected us. For more information, go to Nov.HopeHealth.com/veterans.

Medical Editor: William Moyer, MD, MPH
Managing Editor: Jennifer Cronin
Medical Advisory Board: Victor J. Barry, DDS • Renee Belfor, RD
Patricia C. Buchsel, RN, MSN, FAAN • Kenneth Holtyn, MS
Reed Humphrey, PhD • Gary B. Kushner, SPHR, CBP
Patrick J.M. Murphy, PhD • Barbara O'Neill, CFP
Wallace Wilkins, PhD

The information in this publication is meant to complement the advice of your healthcare providers, not to replace it. Before making any major changes in your medications, diet, or exercise, talk to your doctor.

© 2015 by the Hope Heart Institute, Seattle, WA Institute Founder: Lester R. Sauvage, MD
Material may not be used without permission. To view or make comments on this publication, visit HopeHealth.com/comments.asp
For subscription information, or reprint permission, contact:
Hope Health, 5937 West Main Street
Kalamazoo, MI 49009
Phone: 269-343-0770 • E-mail: info@HopeHealth.com
Website: HopeHealth.com
Printed with soybean ink. Please recycle.

What’s Trending Now:

Germs like hand dryers more than paper towels

As we head into cold and flu season, here’s a news nugget you might want to know about: Air-blown hand dryers in public restrooms may spread more germs than paper towels, according to one study.

Researchers had volunteers with harmless bacteria on their hands use warm-air dryers, high-powered “jet-air” dryers, or paper towels to dry their hands. The investigators then measured airborne bacteria levels.

Bacteria levels in the air around jet-air dryers were 4.5 times higher than around warm-air dryers and 27 times higher than around paper towel dispensers. What’s more, the bacteria lasted longer in the air around hand dryers. Investigators collected 48% of the bacteria around hand dryers more than five minutes after use, and the bacteria could still be detected 15 minutes after use.

For more on proper hand washing, go to Nov.HopeHealth.com/handwashing.

Source: University of Leeds

 Quitting smoking snuffs out many health problems over time

The Great American Smokeout is Nov. 19. Smokers are encouraged to use the date to make a plan to quit, or to plan in advance and quit smoking that day. Here are the health benefits you can expect in just the first year.

• **20 minutes after quitting** — Your heart rate and blood pressure drop.
• **12 hours after quitting** — The carbon monoxide level in your blood drops to normal.
• **2 weeks to 3 months after quitting** — Your circulation improves and your lung function increases.
• **1 to 9 months after quitting** — Coughing and shortness of breath decrease; cilia (tiny hair-like structures that move mucus from lungs) start to function normally, increasing the ability to handle mucus, clean the lungs, and reduce infection risk.
• **1 year after quitting** — The extra risk of coronary heart disease is half that of a continuing smoker.

For more on quitting smoking, go to Nov.HopeHealth.com/smokefree.

Source: American Cancer Society
Thanksgiving Day is the 26th of this month. At this time of year, many people start to think more about what they should be grateful for in their lives. That's a good thing, but what about the other 11 months of the year? Shouldn’t we all be grateful every day?

Get in the habit of starting and ending each day by listing a few blessings you are fortunate to have in your life. Think big and small — from important relationships with other people to simple pleasures, such as having a full belly and a bed in which to sleep. When you focus on the positives in your life, you may improve your mood and appreciate life more.

Until next issue, reflect on everything you have to be thankful for and get in the habit of thinking about your blessings at least twice a day.