

The Integration of Employee Assistance, Work/Life, and Wellness Services



**Mark Attridge • Patricia A. Herlihy
R. Paul Maiden • Editors**

The Integration Of Employee Assistance Work Life And Wellness Services

Michael Hoelscher



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The Integration of Employee Assistance, Work/Life, and Wellness Services Mark Attridge, Patricia A. Herlihy, R. Paul Maiden, 2006-02-01 From their roots in the occupational alcohol programs in the 1940s human services programs within organizations have grown exponentially However the seamless integration of each facet of those expanding programs into a cohesive whole has proven to be a major challenge This book presents a comprehensive cross section of experienced pro

The Integration of Employee Assistance, Work/life, and Wellness Services Mark Attridge, Patricia A. Herlihy, R. Paul Maiden, 2005 From their roots in the occupational alcohol programs in the 1940s human services programs within organizations have grown exponentially However the seamless integration of each facet of those expanding programs into a cohesive whole has proven to be a major challenge This book presents a comprehensive cross section of experienced professionals who discuss their efforts to fully integrate employee assistance work life and wellness services This in depth examination of concepts and practical application of integrated programs in sponsoring organizations provides practical strategies to make your own organization s human services more useful and therefore help employees be more productive The latest research is clearly presented with a wide ranging review of current program models in notable organizations that illustrates exactly what is most effective in the field of work based human services This book provides a beneficial perspective on the present state of employee assistance work life and wellness services in the workplace and then takes a detailed look at the economics of integration with a value benefit analysis Other chapters include program models at various organizations presented by the professionals fully involved in their implementation Integration strategies are carefully described for academic settings external service providers internal programs hybrid models and the public sector An in depth critical analysis of integration its effectiveness and its real value is presented along with a chapter on the future of the integration of work based human services programs The text is extensively referenced with helpful tables and diagrams to enhance clarity of ideas The Integration of Employee Assistance Work Life and Wellness Services examines the unique aspects of integrated programs at University of Arizona Johns Hopkins University University of California Berkeley Motorola Wells Fargo Ceridian Ernst and Young Fairview Hospital US House of Representatives State of Minnesota EAP Australia the United Kingdom and Europe This book is essential reading for all Human Relations Professionals particularly those connected with their EAP work life and wellness services as well as students in related fields

Establishing the Family-Friendly Campus Jaime Lester, Margaret Saltee, 2023-07-03 The impact of changing demographics in higher education and the importance of family friendly policies is well documented There is an urgent need to keep PhDs in the higher education sector to recruit talented scholars into academia and retain them over the course of their academic careers The key is instituting policies to enable all constituencies to balance work and personal responsibilities This book covers the range of issues faced by all generations in academe from PhD students to the sandwich generation those caring for children

and aging parents simultaneously through to older faculty and administrators It addresses the causes for women faculty with children leaving the academy at a disproportionately higher rate than men the conflicts women face between academic work and motherhood and the difficulties they encounter in reentering the academy after having left the professoriate In examining the need for family friendly policies this book documents the best practices currently in use at institutions across the United States Each chapter highlights practices and programs from a variety of institutions and institutional types that address the needs of a more inclusive family friendly campus and offers suggestions to others who are implementing similar change on their campuses These examples provide context so that readers no longer have to develop practices in isolation and without evidence of their effectiveness The editors suggest that the most successful campuses are those that utilize a work life systems framework to meet the needs of its employees They also point to future growth trends including expanding the focus from faculty and staff to incorporate all in the campus community This book offers guidance to department chairs deans faculty administrators and graduate students on setting a family friendly agenda and models for implementation Contributors include Emily Arms Kathleen Beauchesne Jill Bickett Sharon A Dannels Mariko Dawson Zare Karie Frasch Marc Goulden Jeni Hart Caryn Jung Jaime Lester Sharon A McDade Jean McLaughlin Mary Ann Mason Sharon Page Medrich Kate Quinn Margaret Sallee Randi Shapiro Angelica Stacy David L Swihart Gloria D Thomas Darci Thompson

Handbook of Occupational Health and Wellness Robert J. Gatchel, Izabela Z. Schultz, 2012-12-21 This book integrates the growing clinical research evidence related to the emerging transdisciplinary field of occupational health and wellness It includes a wide range of important topics ranging from current conceptual approaches to health and wellness in the workplace to common problems in the workplace such as presenteeism absenteeism common illnesses job related burnout to prevention and intervention methods It consists of five major parts Part I Introduction and Overviews provides an overview and critical evaluation of the emerging conceptual models that are currently driving the clinical research and practices in the field This serves as the initial platform to help better understand the subsequent topics to be discussed Part II Major Occupational Symptoms and Disorders exposes the reader to the types of critical occupational health risks that have been well documented as well as the financial and productivity losses associated with them In Part III Evaluation of Occupational Causes and Risks to Workers Health a comprehensive evaluation of these risks and causes of such occupational health threats is provided This leads to Part IV Prevention and Intervention Methods which delineates methods to prevent or intervene with these potential occupational health issues Part V Research Evaluation Diversity and Practice concludes the book with the review of epidemiological measurement diversity policy and practice issues with guidelines on changes that are needed to decrease the economic and health care impact of illnesses in the workplace and recommendations for future All chapters provide a balance among theoretical models current best practice guidelines and evidence based documentation of such models and guidelines The contributors were carefully selected for their unique knowledge as well as their ability to meaningfully

present this information in a comprehensive manner As such this Handbook is of great interest and use to health care and rehabilitation professionals management and human resource personnel researchers and academicians alike Employee Assistance Programs in Higher Education R Paul Maiden,Sally B Philips,2022-05-29 Understand the challenges faced by university based EAPs and the strategies to effectively meet needsand discover what works and what does not Academia is a diverse workplace unlike any other and subsequently employee assistance program EAP issues are unique Employee Assistance Programs in Higher Education focuses on the unique challenges of employee assistance service delivery in a university setting This handy resource discusses the evolution development and strategies in managing an EAP in academia while comparing the substantial differences in program application between academic settings and corporate settings Discussions include outsourcing support groups implementation of services and effective model frameworks Employee Assistance Programs in Higher Education explores in depth how the difference of being an academic institution influences the administration of an EAP Reducing costs assessing the value of an EAP faculty resistance to accessing EAPs organizational and interpersonal problems manager support groups to reduce stress developing soft skills and addressing the deaths of faculty staff and students are examined in detail This unique resource is extensively referenced and includes tables to clearly present data Topics in Employee Assistance Programs in Higher Education include the evolution of the IAEAPE university EAP response to traumas on campus enhancing faculty access university EAPs and outsourcing creating a specialized EAP program comparison between academic and corporate cultures case study of the University of Saskatchewan EAP and more Employee Assistance Programs in Higher Education is a comprehensive resource for academic administrators benefit plan managers university based EAP managers and directors EAP work life and wellness professionals members of International Association of Employee Assistance Professionals in Education Employee Assistance Professionals Association Employee Assistance Society of North America Association of Work Life Professionals Society for Human Resource Management Schools of Social Work educators in schools of social work psychology counseling education and business

Global Perspectives of Employee Assistance Programs R Paul Maiden,David Sharar,2017-10-02 Global Perspectives of Employee Assistance Programs is the first book of its kind to empirically address the Employee Assistance Program EAP concept and model in a diverse global context This book features a variety of studies which deal with the design delivery cultural adaptability evaluation and measurement of international employee assistance programs in a truly global variety of settings Contributors also evaluate the impact of EAP on expatriates the potential for an international well being assessment tool and the training of international EAP professionals This book was originally published as a special issue of the Journal of Workplace Behavioral Health Workplace Disaster Preparedness, Response, and Management R. Paul Maiden,Rich Paul,Christina Thompson,2013-05-13 Respond quickly and effectively to workplace trauma For years employee assistance programs have been providing critical incidence stress management services to employees who have been involved in or

witness to workplace fatalities and accidents that are likely to traumatize workers and affect quality of work and increase sick leave and health claims Workplace Disaster Preparedness Response and Management presents successful strategies for rapid response to episodes of workplace violence natural disasters and acts of terrorism that have become all too common occurrences in the workplace Workplace Disaster Preparedness Response and Management is a must read for professionals in the business of providing crisis response services and for employers responsible for planning and coordinating organizational responses to disasters This unique book presents first hand accounts from EAP program managers Critical Incident Stress Management CISM professionals and crisis managers on their trauma response techniques and from health professionals involved in the aftermath of Hurricane Katrina and the Sept 11 attacks on the World Trade Centers and the Pentagon Workplace Disaster Preparedness Response and Management examines similar and dissimilar experiences of EAP professionals in responding to large scale traumatic events using military models in trauma response managing trauma in the South African mining industry trauma response techniques in high risk work settings compassion fatigue among professional helpers how various types of industries handle critical incidents EAP responses to natural disasters repetitious violence in the workplace organizational crisis intervention and much more Workplace Disaster Preparedness Response and Management also includes Bern Beidel s first person account as EAP Director for the United States House of Representatives of the response to anthrax contamination in mailrooms and office buildings in the nation s capital

Encyclopedia of Human Services and Diversity Linwood H. Cousins, 2014-09-05 Encyclopedia of Human Services and Diversity is the first encyclopedia to reflect the changes in the mission of human services professionals as they face today s increasingly diverse service population Diversity encompasses a broad range of human differences including differences in ability and disability age education level ethnicity gender geographic origin religion sexual orientation socioeconomic class and values Understanding the needs and problems of Asian Americans Hispanic Americans the deaf the blind the LGBT community and many other groups demands an up to date and cutting edge reference This three volume encyclopedia provides human services students professors librarians and practitioners the reference information they need to meet the needs of an increasingly diverse population Features 600 signed entries are organized A to Z across three volumes Entries authored by key figures in the field conclude with cross references and further readings A Reader s Guide groups related articles within broad thematic areas such as aging community mental health family and child services substance abuse etc A detailed index the Reader s Guide and cross references combine for search and browse in the electronic version A helpful Resource Guide guides students to classic books journals and web sites and a glossary assists them with the terminology of the field Available in both print and electronic formats Encyclopedia of Human Services and Diversity is an ideal reference for students practitioners faculty and librarians

International Handbook of Work and Health Psychology Cary Cooper, James Campbell Quick, Marc J. Schabracq, 2015-04-27 Now in its third edition this authoritative handbook offers a comprehensive and up to

date survey of work and health psychology Updated edition of a highly successful handbook Focuses on the applied aspects of work and health psychology New chapters cover emerging themes in this rapidly growing field Prestigious team of editors and contributors *The SAGE Encyclopedia of Industrial and Organizational Psychology* Steven G. Rogelberg, 2016-09-27 The well received first edition of the Encyclopedia of Industrial and Organizational Psychology 2007 2 vols established itself in the academic library market as a landmark reference that presents a thorough overview of this cross disciplinary field for students researchers and professionals in the areas of psychology business management and human resources Nearly ten years later SAGE presents a thorough revision that both updates current entries and expands the overall coverage adding approximately 200 new articles expanding from two volumes to four Examining key themes and topics from within this dynamic and expanding field of psychology this work offers a truly cross cultural and global perspective **Human Resource Management in Today's Academic Library** Janice Simmons-Welburn, Beth McNeil, 2004-01-30 This book provides a comprehensive look at issues that shape the nature of Human Resources in academic libraries Libraries in varying academic environments have undergone tremendous change during the last two decades of the 20th century as they have sought redefinition as learning organizations As organizations they have experienced significant changes in the role and definition of professionalism along with challenges from such shifting workplace demographics as age and ethnicity and technological issues which have also had direct impact on the recruitment and retention of staff Much of the attention of human resources administrators in academic libraries has focused on an array of issues that mirrors concerns across campuses affirmative action and diversity the rights of employees with disabilities under the Americans with Disabilities Act the impact of the Family Medical Leave Act and other directives on employee benefits salary equity and a desire among employees for flexible work schedules *International Abstracts of Human Resources*, 2006 **AgCareers.com** **2023-2024 U.S. Ag & Food Career Guide** The AgCareers.com Team, 2023-09-05 Ag Food Career Guide The Agriculture Food Career Guide is a resource for students and young professionals across North America interested in careers within the industry The Guide provides branding recognition for ag and food organizations with internships and entry level roles a direct connection to students and young professionals interested in ag and food careers and educational content that engages and sustains readership <https://www.agcareers.com/ag-and-food-career-guide-2023-us> Financial Services and General Government Appropriations for 2014: Department of the Treasury FY 2014 budget justifications United States. Congress. House. Committee on Appropriations. Subcommittee on Financial Services and General Government, 2013 **Financial Services and General Government Appropriations for 2014** United States. Congress. House. Committee on Appropriations. Subcommittee on Financial Services and General Government, 2013 EMPLOYEE ASSISTANCE PROGRAMS: Wellness/Enhancement Programming (4th Ed.) Michael A. Richard, William G. Emener, William S. Hutchison, 2009 This landmark text discusses current issues and trends to help employee assistance and human resource

professionals do their jobs better and help people live happier more productive lives by providing them with the resources to deal with personal problems The current spiraling and escalating rate of change within the business and working world fueled by other events and phenomena since September 11 2001 were the impetus and driving force behind the initiative and development of this new fourth edition This book contains 43 chapters a total of 21 are from the first two editions eleven were written specifically for the third edition and eleven new chapters were exclusively written for this new fourth edition While savoring the still pertinent meaningful and relevant to today materials from the previous editions there are nine new updates written by an all star team of experts in their respective areas The topics include history and philosophy structure and organization client services and characteristics program planning and evaluation professional and paraprofessional training and development special issues selected examples and future directions An excellent textbook for college and university courses and preparation source this book is a must for professionals wanting to be up to date on employee assistance programming for students in graduate courses and seminars for college and university courses and in service training and continuing education programs *The Encyclopedia of Clinical Psychology, 5 Volume Set* Robin L. Cautin, Scott O. Lilienfeld, 2015-01-20 Recommended Undergraduates through faculty researchers professionals practitioners general readers Choice Includes well over 500 A Z entries of between 500 and 7 500 words in length covering the main topics key concepts and influential figures in the field of clinical psychology Serves as a comprehensive reference with emphasis on philosophical and historical issues cultural considerations and conflicts Offers a historiographical overview of the ways in which research influences practice Cites the best and most up to date scientific evidence for each topic encouraging readers to think critically 5 Volumes www.encyclopediaclinicalpsychology.com *HR Focus* ,2006 [Bibliographic Index](#) ,2007
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