

**History of the
Employee Assistance Quarterly/
Journal of Workplace Behavioral Health**

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The first issue of the *Employee Assistance Quarterly* was described as follows:

“The *Employee Assistance Quarterly* will publish scholarly and research papers on work-based alcoholism programs and the employee assistance movement. All organized efforts by employers, employee organizations, and service providers designed for early intervention into alcohol, drug abuse, and mental health problems that impair work performance by employed persons are considered to be a part of the employee assistance movement. Research regarding the incidence or prevalence of personal organizational problems that cause alcohol, drug, or mental health problems among employed persons will be considered for publication. Finally, research and studies regarding the prevention of alcohol, drug, and mental health problems among employed persons will be considered for publication.” (Keith McClellan, 2003)

In 1983, Bill Cohen asked Keith McClellan to edit the journal he had just purchased from the National Council on Alcoholism. Mr. Cohen wanted to rename the *Labor-Management Alcoholism Journal* and asked Keith for a suggestion. Keith suggested the *Employee Assistance Quarterly* which was a precursor to the creation of the Employee Assistance Society of North America (EASNA). Keith anticipated that what was being called employee assistance programs (EAPs) would surely change. He also felt the topic of “employee assistance” was much broader than EAP and that the new journal should encompass the entire range of efforts contributing to the social/health needs of working people. Keith understood the multiple challenges shepherding an interdisciplinary journal to being successful. It meant overcoming traditional departmental partisanship at colleges and universities that make acquiring quality journal articles difficult. However, it also made the journal more interesting to a wider audience and demonstrated the flexibility to evolve and adapt in a rapidly changing world.

The first issue of the *Employee Assistance Quarterly* targeted the people recovering from problems with alcohol use and misuse to emphasize the importance of that constituency as a significant audience for the journal. An interview with Sue Windows, daughter of Dr. Bob Smith, a co-founder of Alcoholics Anonymous, was highlighted in the first issue. There were also multiple reviews of the Alcoholics Anonymous’ “Big Book” to provide different perspectives on the cornerstone of the recovery movement in America, at that time.

Later issues of the *Employee Assistance Quarterly* broadened the scope of the journal. Over time, articles were published of interest to personnel managers, occupational social workers, psychologists, labor leaders, wellness professionals, behavioral health specialists, and policy analysts confronted with workplace challenges. This marketing strategy had its risks. It meant that no academic department or research specialty fully embraced all audiences addressed in the journal. So students, faculty, and libraries who subscribed to the *Employee Assistance Quarterly* confronted the question of which academic discipline was most appropriate for categorizing it. It

also meant controversial issues like business ethics, managed care, elder care, gender bias, and homophobia could be addressed by faculty wishing to publish in the journal.

In 1989, the Georgia Institute of Technology recognized and honored Keith McClellan for his distinguished contributions to research in Employee Assistance and vision for the *Employee Assistance Quarterly*. Keith McClellan remained the editor of the *Employee Assistance Quarterly* until 2003.

During its first 20 years, the *Employee Assistance Quarterly* greatly contributed to a deeper understanding of both the value of work-based health, counseling, and personnel support services, and to the policy issues that influence those services. At a time when human resources were being undervalued and personnel managers downsized so that personnel services could be outsourced and de-emphasized, it was important that the *Employee Assistance Quarterly* continued to encourage work-based social science research. It was more important than ever to probe the underpinnings of the organizational environment, including employee benefits, training, safety, and worker-employer rights and responsibilities, to determine what is best for all stakeholders in society and not just corporate executives or investors.

In 2003, Paul Maiden Ph.D became the new Editor in Chief of the *Employee Assistance Quarterly*. During his tenure he worked diligently to promote the proliferation and dissemination of a vast amount of empirical knowledge that strengthened the development of quality EAPs workplace initiatives. He was an outstanding leader across the fields of EAP, behavioral health, work environments, and working families. In 2005, he led the journal through a major transition as the initial publisher, Haworth Press, sold the journal to Taylor & Francis and the *Employee Assistance Quarterly* (1985-2005), was renamed as the *Journal of Workplace Behavioral Health*. Along with this new name, came an updated Aims statement, yet one that continued to maintain the importance of supporting rigorous EA-related and workplace behavioral health research in a peer-reviewed journal.

In 2010, the EASNA Institute marked the 25th anniversary of the journal. The anniversary celebrated this peer-reviewed scholarly journal singularly focused on employee assistance research and practice. A presentation in Quebec in 2010 highlighted the evolution of EAP best practices as demonstrated by the many seminal articles published in the EAQ/JWBH over its' 25-year publication history. Over 90 issues containing approximately 545 articles written by nearly 1000 authors from around the world were noted as being published in the journal. Issues related to Employee Assistance such as: work/life, behavioral health management and coaching continued to be presented in these issues. In addition, over 10 books were published from journal articles and special issues during this time. Book topics ranged from unions, evaluation of EAPs, integration of EAP, work/life and wellness, and EAPs in higher education.

In 2014, Jodi Jacobson Frey Ph.D at the University of Maryland and Beverly Younger Ph.D. at the University of Southern California became the new editors of the *Journal of Workplace Behavioral Health*. Both had been long term members of EASNA and on the editorial board of the journal. To this day, Paul Maiden, Ph.D. remains an active member of the journal's Editorial Board.

EASNA continued its long-term relationship with the journal with an active subscription for all of its members. Each year the president of EASNA was invited to write a letter that was published in the journal. In 2015, Ms. Anschion Maiden, the long-term journal editorial office

administrator, stepped down, and Ms. Amanda Mosby from the University of Maryland stepped in to support the journal in this important role.

In 2016, Drs. Frey and Younger worked with the Editorial Board to modify the Journal's Aims statement that was created in 2005 as a way to update the Journal while maintaining its roots and emphasis on Employee Assistance. The current Aims statement reads:

The Journal of Workplace Behavioral Health (JWBH), a refereed scholarly global journal, is an essential guide to best practices and research supporting a variety of professionals, whose work is focused on the intersection of the holistic well-being of employees, family members, and work environments implementing innovative practices. The Journal is a vital resource of current workplace-focused practices that support employers, labor organizations and researchers, by addressing employees' work-related stress, behavioral health and well-being, family problems, interpersonal conflict, legal difficulties, grief and loss, and a variety of organizational issues impacting workplace environments.

With a significant number of international submissions from scholars and practitioners, the *Journal of Workplace Behavioral Health's* articles report on the advances of workplace-focused applications including policies, programs, and clinical interventions promoting well-being and behavioral health in areas including, but not limited to:

- Employee assistance programs (EAPs)
- Employee well-being
- Behavioral health
- Behavior risk
- Wellness
- Work/life
- Workplace stress
- Workplace Conflict, crisis and trauma

As is clear, the Journal welcomes a broad array of organizational development and leadership topics aimed at supporting the overall wellness and behavioral health of the workforce and their employers. Concise but informative, thorough but practical, the journal is a one-of-a-kind resource for staying current on advances in workplace behavioral health, employee assistance, and emerging innovative practices.

In 2018, Dr. Younger stepped down as Co-Editor-in-Chief, and Dr. Darcy Siebert from Rutgers University joined the leadership team. Since that time, the journal has maintained a good relationship with EASNA as an active subscriber and supporter of EA-focused research. The Journal publishes four issues a year and is a truly global publication with submissions coming from all over the world. It has retained its special place for EA-focused research and broader workplace behavioral health.

Appendix

Current Journal of Workplace Behavioral Health Editorial Board (updated April 2020)

Co-Editors-in-Chief

- Jodi Jacobson Frey, University of Maryland, Baltimore
- Darcy Siebert, Rutgers University (ret.)

Editorial Board

- Mark Attridge, Attridge Consulting, Inc.
- Pratyush Banerjee, T.A. Pai Management Institute
- Soo-Chan (Jeffrey) Choi, School of Social Work, Yonsei University
- Paul R. Clavelle, Clavelle Consulting Services
- Rick Csiernik, School of Social Work, King's University College at the University of Western Ontario
- Eric Goplerud, Faith Alliance for Climate Solutions
- Patricia Herlihy, Rocky Mountain Research
- Karen Hopkins, University of Maryland
- Daniel Hughes, Mount Sinai Medical Center
- Harry Hunter, University of Southern California
- Kaoru Ichikawa, JEAP Peacemind, Inc., International EAP Research Institute, APEAR
- Kimberly Jinnett, Center for Workforce Health and Performance
- Andrea Kirk-Brown, Peninsula Campus, Monash University
- Chris Knoepke, University of Colorado
- Paul A. Kurzman, Hunter College
- R. Paul Maiden, University of Southern California
- Dale A. Masi, Masi Research Consultants, Inc.
- Bernard McCann, EAP Consultant and Trainer
- Tracy McPherson, NORC at the University of Chicago
- Michàlle Mor Barak, University of Southern California
- Karen Osilla, RAND Corporation
- John Pompe, Caterpillar, Inc.
- Paul M. Roman, University of Georgia
- David A. Sharar, Chestnut Global Partners
- Carl Siebert, Boise State University
- Chet Taranowski, Dominican University
- Lourens Terblanche, University of Pretoria
- Sandra Turner, Ernst & Young LLP (ret.)
- Paul Jongmin Woo, Mental Fitness Institute/Korea Employee Assistance Professionals Association
- Beverly Younger, University of Southern California