

Annual EAP
Research Issue

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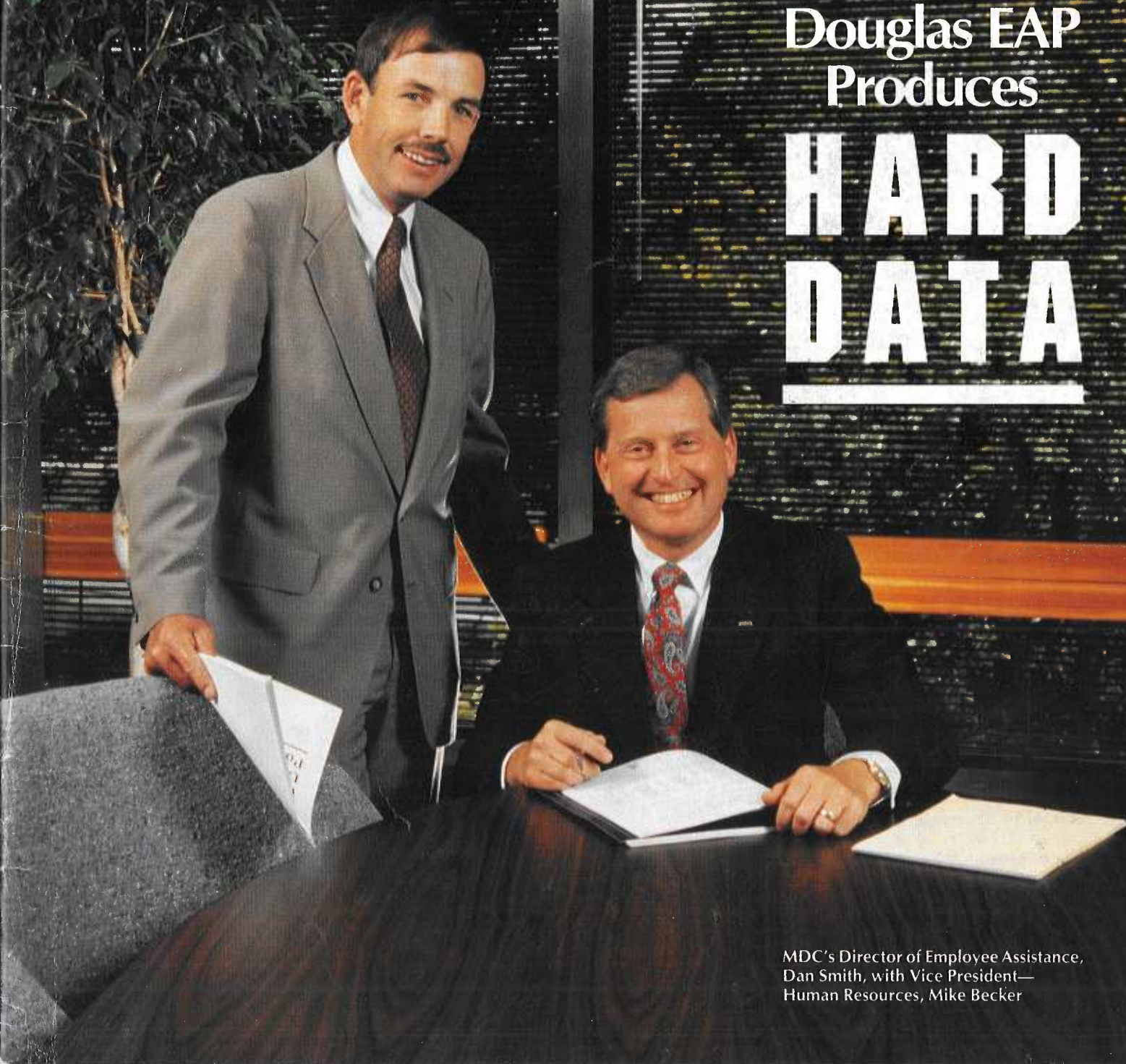
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PUBLISHED MONTHLY BY THE EMPLOYEE ASSISTANCE PROFESSIONALS ASSOCIATION



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The Many Capacities of Research

IN TWO OF THE LAST three years, the August issue of *THE ALMACAN* has featured research performed on behalf of the EAP field. This issue provides another installment of articles.

The reader might ask, "Exactly what is research and why is it important, since it appears to have little bearing on day-to-day practicing?" Research, in textbook terms, is a systematic investigation of preexisting information on a particular topic. It is subdivided into basic research (commonly called "research"), which aims to foster an understanding of a subject, usually for the sake of developing new knowledge; and applied research (commonly called "development"), which aims to achieve a particular goal, such as the development of a new product or improvement of an existing one. Applied research also includes the flip side of development, which is evaluation of an existing program. R&D, such as that performed by most major corporations, is a cross-hatch of both forms of research.

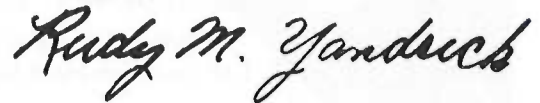
In their work, researchers can act in a variety of capacities. One role is that of *performance appraiser*. For example, the McDonnell Douglas Corporation's Financial Impact Study, our lead story, sought to objectively ascertain whether its EAP is properly performing its mission for the company.

As a *historian*, researcher Paul Steele explains how EAPs took hold in business and industry as an extension of a social movement, but have since evolved into an occupa-

tional and service profession.

Another role is that of *dispassionate observer and reporter*. The research teams of Trice & Sonnenstuhl and Erfurt & Foote look at the interplay between EAP practitioners and supervisors and render portrayals of this relationship. Bennett, Blum and Roman examine how alcoholism is perceived by residents of Georgia.

Researchers are also troubleshooters, thought provokers and change agents. They are the eyes, ears and conscience of a field or profession. In this role, they are at once a part of the field and astride of it. They provide a perspective on where we've been, a snapshot of where we are, and a sense of where we're going.



RUDY M. YANDRICK
EDITOR

SPECIAL NOTICE

The three official conference hotels for the 18th EAPA National Conference will be held for EAPA attendees only until September 29!! Afterward, EAPA's block of rooms will no longer be reserved. Members are urged to mail in the Housing Application Form on page 18 of the advance program as soon as possible!

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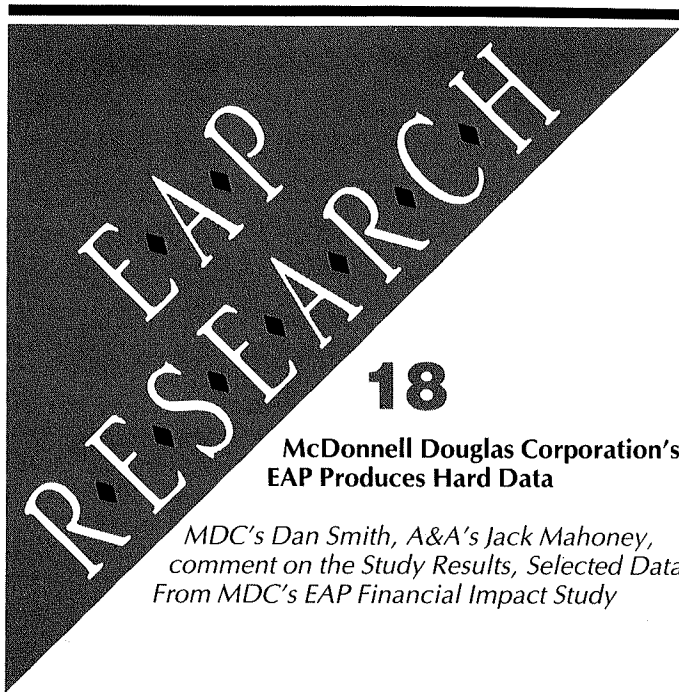
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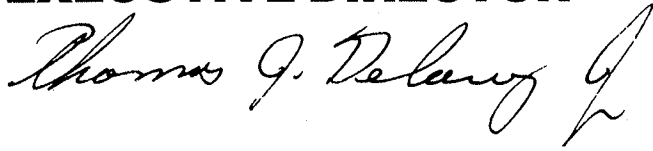
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FROM THE EXECUTIVE DIRECTOR



by Thomas J. Delaney, CEAP
EAPA Executive Director

The number of people covered by EAPs continues to expand. There was a steady increase in the number of EAPs as concerns about drug use have given rise to a sudden increase in EAPs in the last few years. At the same time, the "broad brush" gets wider, leading to the expectation that EAPs will address an increasing number of "societal problems."

Depending on your point of view, this has led to an "expansion" or a "thinning out" of the ability of EAP to address its core purpose. This issue features articles about several EAP research efforts. In order to accurately measure what changes are really taking place in the EAP field, we need to support the work of professionally trained researchers to measure and report on the changes in the field. In the meantime, however, changes take place rapidly and impact on the field sooner than can be reported on by current research. Current information-gathering techniques should make it possible to collect and analyze EAP activity faster, but meaningful data requires access to information and means to design and execute the research. While private groups and foundations can theoretically pay for some of this, realistically the government has to redirect its attention to EAPs and invest in large-scale data collection and analysis.

The concern about drug abuse had a major impact on the EAP field in the last year. The Drug-Free Workplace Act and regulations issued within the Defense and Transportation Departments have all promoted EAPs. This month, President Bush's "drug czar," Dr. William Bennett, is scheduled to present to Congress a national strategy about drug use. While I am hopeful that it will be a comprehensive strategy including EAPs and treatment, there has been an uneasy feeling growing in

Washington this summer that the administration's drug policy will just be a recirculation of the failed "Just Say No" philosophy of the past.

In the last few weeks, there has been increasing talk that "user accountability" is going to be the key theme for a drug strategy. Basically, this means that people who use illegal drugs will be denied government services and benefits.

No proposals have surfaced yet which would force the private sector to discriminate against drug users. However, I would not be surprised to see it surface in Dr. Bennett's strategy. There have been press reports which reason that an "all-out war" on drugs requires the involvement of all citizens and suggests that lack of personal involvement in the war effort will be seen as less than patriotic.

At first glance, it might seem that "user accountability" is taken right out of basic EAP theory, i.e. constructive confrontation. It seems to me that the key difference is the attitude toward the person who has deviated from ac-

ceptable behavior. In the case of an EAP, a person who is not able to satisfactorily do his or her job is provided a constructive opportunity to find out the cause of the unacceptable behavior and get assistance to change it. In user accountability, as the term seems to be used in Washington these days, the emphasis is on isolating and stigmatizing drug users with the avowed purpose of turning the wrath and furor of their friends and neighbors against them.

What about the bottom line? What if user accountability works and the country is able to turn back the onslaught of drugs which is increasingly being blamed for all of our national problems? I will leave the legal and ethical issues to others, but EAPs are long on experience in dealing with addictions and stigmatized health problems. This is what drug use is. We know from our earliest history that the best chance for dealing with these problems is to direct people to help, such as formal treatment, self-help, or a clear reaffirmation that a job requires

New Appointments

EAPA Board of Directors

Barbara Feuer
Chair, Legislative and Public Policy Committee



Barbara replaces Riley Regan as chair. She is director of the Association of Flight Attendants EAP, which provides human resource services to more than 26,000 members and their families on 15 airlines nationwide.

Barbara is listed in *Who's Who of American Women* and was chosen as an Outstanding Woman of America in 1983. Within EAPA, she has served as vice president and president of the Washington D.C. Chapter, and was chair of THE ALMACAN's Advisory Committee in 1984.

Employee Assistance Certification Commission

Terry Cowan
Commissioner



Terry replaces Dr. Paul Roman on the EACC. He is executive director of the Austin-based Workers Assistance Program of Texas, a position he has held for five of his 12 years with this statewide EAP firm.

Terry's work in the chemical dependency field spans more than 19 years, having been a consultant, writer, administrator, counselor and trainer. A member of TSEU/CSW Local Union 6186, Terry is a third-generation labor member.

Within EAPA, he was chair of THE ALMACAN's Advisory Committee from 1985-88.