

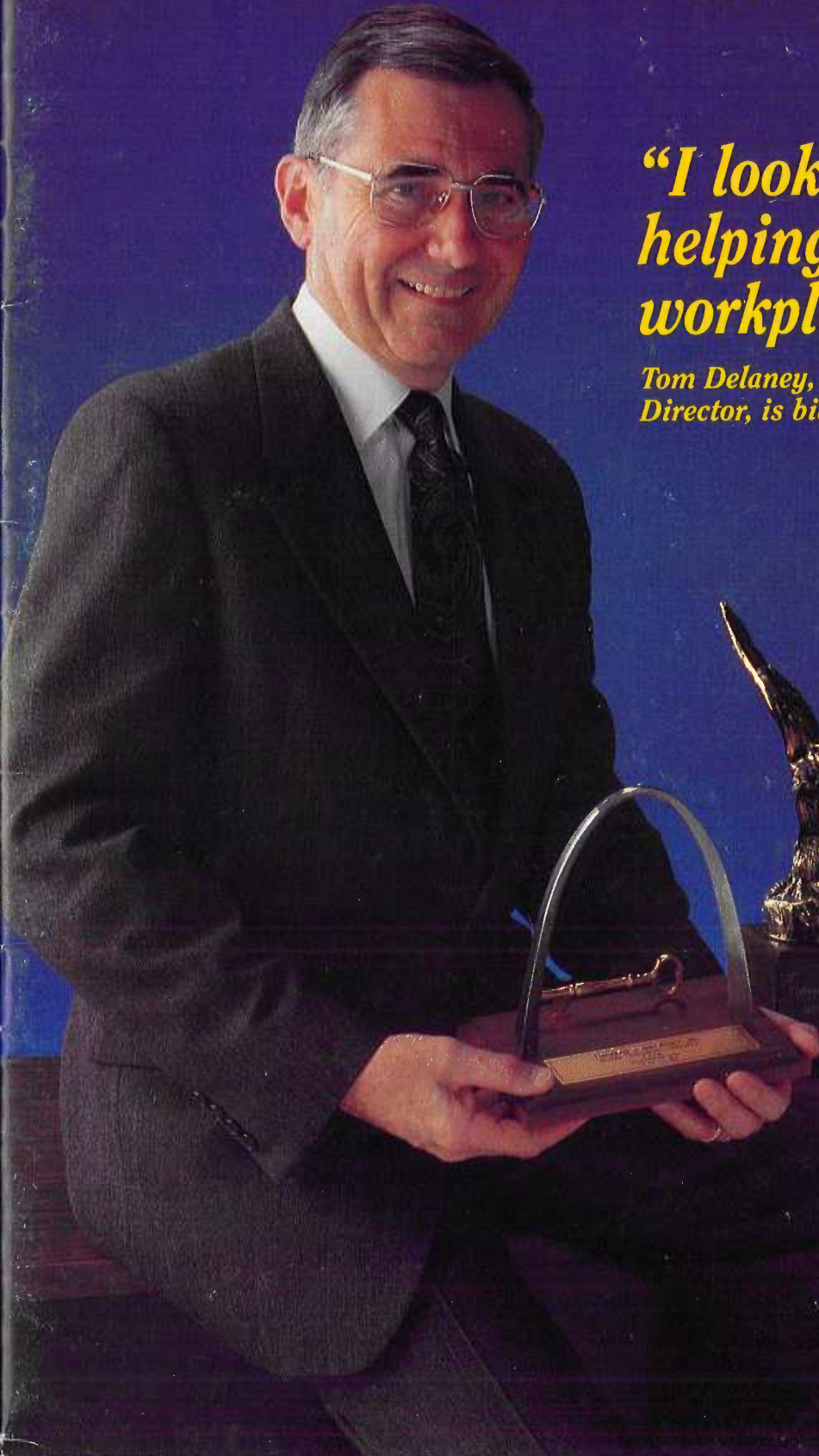
# EAP ASSOCIATION EXCHANGE

DECEMBER 1991

VOL. 21 NO. 12

*“I look forward to  
helping EAPs serve the  
workplaces of the future”*

*Tom Delaney, departing as EAPA Executive  
Director, is bidding no goodbyes to his colleagues*





## EDITOR'S COMMENT

# No Goodbyes

**THIS MONTH**, a pillar of the EAP field completes his extended term of service to ALMACA/EAPA. The gent shown on our cover is Tom Delaney, who has served for over a decade as EAPA Executive Director and will now pass his torch on to another. (At press deadline, the individual selected for the position by the Board of Directors was not announced.) On the cover, Tom proudly displays wares he was given at EAPA's 20th National Conference in St. Louis last month. He is holding a plaque given to him by the EAPA headquarter staff. The eagle trophy is from the association's labor members. The largest plaque was given in appreciation on behalf of the entire membership.

An exclusive interview with Tom, the person chiefly responsible for ALMACA/EAPA's steady, reliable growth, begins on page 6 of this issue. Tom chose to dwell only briefly on the EAP's field's past in favor of foreseen challenges and opportunities. His remarks provide insightful views on how EAPA today is at the fulcrum of continuums related to (1) the field's development and (2) the association's provision of service.

**SEVEN PAGES** of coverage recap the 20th National Conference, held November 10-13 in St. Louis. The crown jewel of this memorable event was the education program, which conferees consistently accorded high marks. In our coverage, the *Exchange* captures the highlights—the awards winners, the special events, the members newly appointed

to EAPA's Board, Dr. Juran's keynote address, and the camaraderie—that made our 1991 conference the

EAP event of the year.

Related to the National Conference, President Dan Lanier made a handful of appointments to EAPA's Board of Directors, and additional personnel changes have been made on the EACC. The *Exchange* will introduce you to the new faces in the January issue.

**EAPA's 1991-92 PUBLIC POLICY AGENDA**, a product of the Legislative & Public Policy (L&PP) Committee chaired by Miriam Aaron, appears in the Public Policy section. Our five pages of coverage also provide details of EAPA's 2nd annual L&PP Conference, planned for January 30-31, 1992 in Washington, DC. It's your best opportunity of the year to get a quick course on where EAP-related public policy is headed, as well as what EAPA's role is. Best of all, it's an opportunity to *influence* the direction of EAPA's public policy. Public policy, in many respects, is the sum total of all the EAP field's hopes and aspirations. Participation is both a privilege and responsibility, and we hope as many people as possible can make it to the Nation's Capital.

*Rudy M. Yandrick*

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Paul W. Heck, M.Ed., CEAP; Donald W. Magruder, CEAP;  
Linda Tally
- EAPA-101-B "EAP AS CARE MANAGER" - PART II  
Paul W. Heck, M.Ed., CEAP; Donald W. Magruder, CEAP;  
Linda Tally
- EAPA-102 "MENTAL HEALTH ADDICTION AND AFTER CARE"  
Charla Rasmussen-Scarborough, MS, CEAP;  
Jacqueline Harrigan, CEAP
- EAPA-103-A "SUCCESSFUL COCAINE TREATMENT -  
FACT OR FICTION" - PART I  
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- EAPA-103-B "SUCCESSFUL COCAINE TREATMENT -  
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- EAPA-106 "A DYNAMIC APPROACH TO MARKETING EAPs TO  
SMALL BUSINESSES" - Susan A. Berger, Ed.D.;  
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- EAPA-107-A "MANAGING PROVIDERS SERVICE" - PART I  
Dorothy B. North, CEAP; Charla Parker, MAP, CEAP
- EAPA-107-B "MANAGING PROVIDERS SERVICE" - PART II  
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- EAPA-108-A "RECOGNIZING AND TREATING FOOD ADDICTED  
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COSTS" - Harold D. Holder, Ph.D.
- EAPA-110 "CORPORATE RESTRUCTURING"  
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- EAPA-111-A "MANAGING EAPs FOR QUALITY" - PART I  
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- EAPA-112 "INNOVATION IN JOINT LABOR-MANAGEMENT  
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- EAPA-113-A "SEXUAL TRAUMA: MISDIAGNOSED & OVER  
HOSPITALIZED" - PART I Jeanne Rigaud, MS, NCADC
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Norman Hoffman, Ph.D.

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- EAPA-117 "CO-DEPENDENCY AND THE PROBLEMS IT CAUSES  
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Lawrence Wagoner
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- EAPA-128 "PARTNERSHIP FOR COST EFFECTIVE MENTAL HEALTH  
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- EAPA-130 "DISCUSSION OF THE U.S. POST OFFICE DRUG SCREENING PROJECT" - Jacques Normand, Ph.D.
- EAPA-131 "CULTURAL DIVERSITY" - Celina Pagani-Tousignant
- EAPA-132-A "BENEFIT DESIGN - ITS IMPACT ON THE EXTERNAL EAP" - PART I Greer M. Kabb, CD, MA, CEAP; Linda Havlin
- EAPA-132-B "BENEFIT DESIGN - ITS IMPACT ON THE EXTERNAL EAP" - PART II Greer M. Kabb, CD, MA, CEAP; Linda Havlin
- EAPA-133-A "SELF HELP GROUPS" - PART I Nancy Carlson, NCSAC, II
- EAPA-133-B "SELF HELP GROUPS" - PART II Nancy Carlson, NCSAC, II
- EAPA-134-A "HOW TREATMENT PROVIDERS CAN WORK EFFECTIVELY WITH MANAGED CARE" - PART I Monica E. Oss; May Welch
- EAPA-134-B "HOW TREATMENT PROVIDERS CAN WORK EFFECTIVELY WITH MANAGED CARE" - PART II Monica E. Oss; May Welch
- EAPA-135-A "A DISCUSSION OF THE CORE TECHNOLOGIES OF EAP AND WELLNESS" - PART I John C. Erfurt; Andrea Foote, Ph.D.; Betty Reddy
- EAPA-135-B "A DISCUSSION OF THE CORE TECHNOLOGIES OF EAP AND WELLNESS" - PART II John C. Erfurt; Andrea Foote, Ph.D.; Betty Reddy
- EAPA-136-A "DRUG SCREENING AND COMPULSORY REFERRALS" - PART I Sue Curtin, MS, CEAP; Robert R. Ramsey; Dr. Chris Taylor
- EAPA-136-B "DRUG SCREENING AND COMPULSORY REFERRALS" - PART II Sue Curtin, MS, CEAP; Robert R. Ramsey; Dr. Chris Taylor

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- EAPA-137 "LINKING NEW DEVELOPMENTS IN HUMAN RESOURCES WITH EAPs: LIFE CYCLE PLANNING" - Victor Barocas
- EAPA-138-A "IMPROVING QUALITY FOR EAP CHANGE AND GROWTH"-PART I Arthur J. McLaughlin; John M. Marurer, Jr.; Bonnie J. Rack-Wildner, William J. Shanahan, Ph.D., CEAP
- EAPA-138-B "IMPROVING QUALITY FOR EAP CHANGE AND GROWTH"-PART II Arthur J. McLaughlin; John M. Marurer, Jr.; Bonnie J. Rack-Wildner, William J. Shanahan, Ph.D., CEAP
- EAPA-139 "DIAGNOSTIC & TREATMENT STRATEGIES FOR BORDERLINE PERSONALITY DISORDER" - Michael Langley, Ph.D.
- EAPA-140 "EAP AND BENEFITS" - William Filstead, Ph.D.; Will Turner
- EAPA-141 "AMERICAN WITH DISABILITIES ACT" - Brian Lawton, Ph.D., CEAP
- EAPA-142-A "MANAGING FOR QUALITY - BEHAVIORAL HEALTH PURCHASERS PERSPECTIVE" - PART I Edward Stetzer; Gail Rosselot, RNC, MPH; James M. Oher, CEAP
- EAPA-142-B "MANAGING FOR QUALITY - BEHAVIORAL HEALTH PURCHASERS PERSPECTIVE" - PART II Edward Stetzer; Gail Rosselot, RNC, MPH; James M. Oher, CEAP
- EAPA-143 "CULTURAL DIVERSITY AND COMMUNITY RELATIONS" Dr. Mabel Tinjacá
- EAPA-144-A "INNOVATIONS IN CD TREATMENT" - PART I Jeffrey Smith, M.D.; Martha A. Morrison, M.D.; Michael Ratcliff
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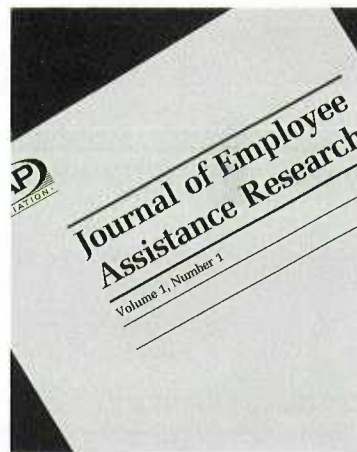
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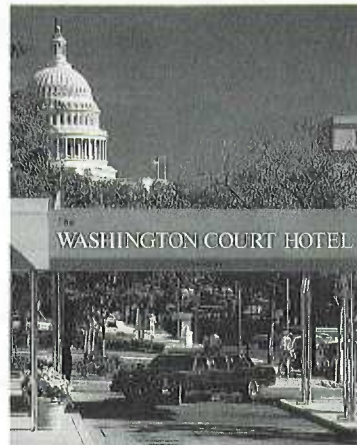
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