

EAP ASSOCIATION

EXCHANGE

FEBRUARY 1991



VOL. 21 NO. 2

**St. Louis
will host the 1991
National Conference**

The Call for Papers is issued



**Program Committee Co-Chairs Greg DeLapp and
Mary Bernstein comment on program planning**

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EDITOR'S COMMENT

In the Shadow of the Gateway

SILHOUETTED against the evening horizon of St. Louis on this month's cover is the Gateway Arch. Its vault toward the heavens is a sight with which you will become very familiar in the months leading up to and including the 20th EAPA National Conference, scheduled for November 10-13 at the Adam's Mark hotel in St. Louis. This edition of the *Exchange* includes the first of our preconference coverage with the issuance of our Call for Papers.

PIONEERING. The Gateway to the West, by its very symbolism, is perhaps the best of all possible landmarks for this year's National Conference. The Program Committee, chaired by Greg DeLapp and Mary Bernstein (inset on the cover), is engaging us with a new workshop format that is built on the conference theme, "Restructuring for Quality." The Call for Papers, which runs on pages 14-20, is a departure from the formulaic calls for papers of prior years. Essentially, the Program Committee is pioneering by naming a workshop track and leaving as much latitude as possible for persons submitting proposals to infuse a creative element into their presentations. The Program Committee is also taking steps to assure that Quality will be predominant in both the content and delivery of the presen-

tations. For full commentary, please see the Bernstein/DeLapp article on page 14.

AIDS is the secondary theme of this issue. After the initial shock of a crisis like AIDS, we can easily become numbed to its devastating impact and erroneously believe that its spread has been checked. Guest author Bryan Lawton assures us that AIDS threatens to become pandemic and implores EAP professionals to be leaders in the workplace response to AIDS. An accompanying article describes the AIDS Education Program at the University of Minnesota and is followed by an extensive listing of resources for EAP professionals.

TECHNOLOGY gets put to a new test this month. On page 21 is the *Exchange's* first "FAXback Survey." (The name says it all.) Our first questionnaire, written by the chair of EAPA's Child & Family Subcommittee, Kathy Beauchesne, is on work & family issues. EAPA headquarters is stocked with extra rolls of fax paper, and we heartily encourage you to participate.

Rudy M. Yandrick

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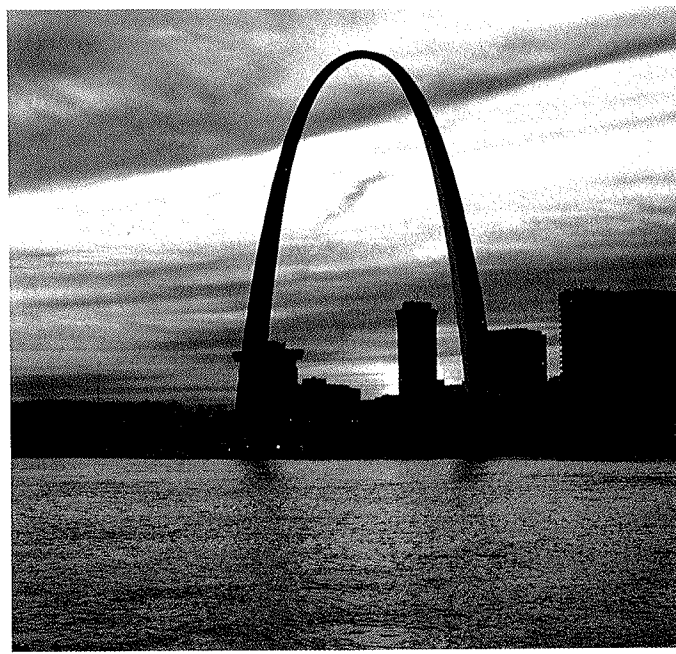
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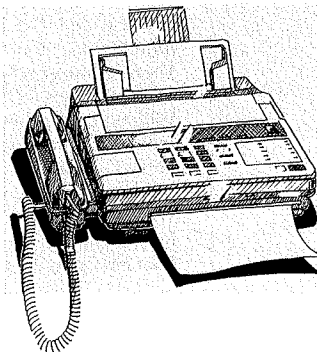
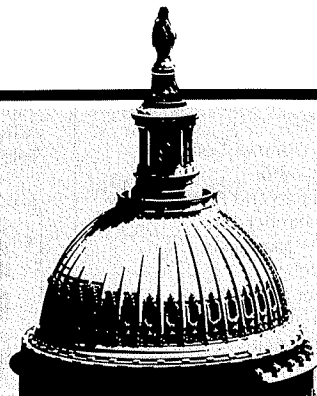
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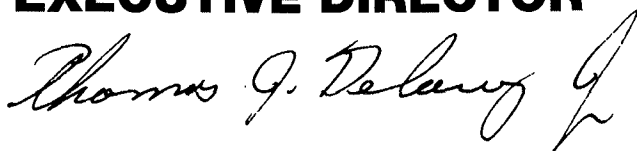
Legislative conference agenda is set



21 FAXback Survey

The Exchange introduces a survey instrument that will be featured each issue; this month's topic is work & family issues

FROM THE EXECUTIVE DIRECTOR



by Thomas J. Delaney, Jr., CEAP
EAPA Executive Director

At the time that I am writing this column, it has been less than three months since EAPA's successful 19th National Conference in New Orleans. It has been a very busy time for your office staff and I want to share with you the activities that have been undertaken. Although it is hard to know how an organization functions unless you have been personally involved, I hope that I can provide you with a sense of the workings and plans of your office staff. Sometimes, this is referred to as the "National Office staff," but I think that is a misnomer because the staff here in Arlington serves all parts of the association. From the early days of ALMACA through the current status of EAPA, this organization is one entity guided by many volunteers who serve a variety of roles, including the chapters, regions, committees and board of directors.

Even while we were at the conference in New Orleans, the procedures for developing the 1991 National Conference in St. Louis were gearing up. The St. Louis Chapter representatives already had many conversations with staff about organizing to host it. As soon as she returned from New Orleans, Associate Director Judith Evans conferred with the 1991 program co-chairs, Greg DeLapp and Mary Bernstein. At a meeting in December that Red Roe also participated in, they committed themselves to improving the program to account for the feedback from New Orleans. The full Program Committee met on January 11th and finalized the "Call for Papers," which is featured in this issue.

Last summer, I had agreed to provide staff with a training program to help them better handle inquiries to the office from members and others. A contract was signed with "The Leadership Edge" and its vice president, Donna Engelsol, has been guiding us through a program entitled "The Cus-

tomers." In addition to a three-hour orientation session in December, the program involves six weekly sessions of 90 minutes each. During the initial session, staff was asked to identify the services they provide. Interestingly, earlier in the same week I had provided a draft "strategic plan" to Paul Sherman and Bradley Googins in which I listed the services provided by the office. They were all included in the list developed by staff and are listed in the box below.

The development of a strategic plan for EAPA is part of the five goals which Dan Lanier announced for EAPA at the President's Luncheon in New Orleans. It will lead into identifying the ways that the office can serve the future needs of the office. The strategic planning effort is being cochaired by Paul Sherman and Brad Googins. They designed a questionnaire that the office sent to the Board in January.

There has been a lot of public policy effort in the office since October, and that will increase. In order to help facilitate communications in this area,

a newsletter was inaugurated which will be sent to chapters and be devoted exclusively to public policy. This will not replace the public policy coverage in the *Exchange*, which is steadily increasing, but will be aimed at quickly getting the word out to chapters and their public policy representatives on latest developments and needs in the public policy arena. Shortly after the New Orleans conference, Miriam Aaron from New York City was appointed chair of the Legislative & Public Policy Committee. She has had numerous conversations with me and our Capitol Hill consultants—the Legal Action Center—to plan activities for this year. The EAPA public policy agenda was sent out to the Board and printed in the *Exchange*. Staff is compiling your responses to that. They first annual EAPA Legislative Public Policy Conference is scheduled for Washington on March 12th and 13th. I hope that many of you will be able to join us. We renewed our contract with "LegiSlate," which is a computerized service that tracks congressional bills

MEMBERSHIP SERVICES

EEAPA's headquarters staff provides an array of membership services to EAPA members. Current and anticipated services include the following:

CURRENT

- 1) Conferences (national and district)
- 2) *EAPA Exchange*, the association's monthly membership magazine
- 3) Resource Center (formerly the Clearinghouse)
- 4) Pamphlets and booklets
- 5) Review of films/videos
- 6) Sale of mailing lists
- 7) Public policy
- 8) Press relations and other PR
- 9) Membership Directory
- 10) Exhibits at other conferences
- 11) Certification (CEAP program)

- 12) Comments in the *Federal Register*
- 13) Chapter officers training
- 14) Collection of chapter dues
- 15) PDH records
- 16) President's biennial report
- 17) International Clearinghouse
- 18) Coalitions with other groups
- 19) Ethics
- 20) Labor-management inquiries
- 21) Liability insurance

ANTICIPATED

- 1) Program accreditation
- 2) Training programs
- 3) More public policy
- 4) Publications package
- 6) Speakers bureau
- 7) "Trouble Alert" hotline
- 8) Education
- 9) EAP promotion