

EAP ASSOCIATION

# EXCHANGE

FEBRUARY 1992



VOL. 22 NO. 2

This fall, all roads lead  
to *Atlanta!*

Inside  
21st EAPA National  
Conference Call for Papers

**Michael L. Benjamin**

The *Exchange* interviews EAPA's  
new Chief Operating Officer



# EAPA's Subject Search Catalog

Updated for  
the 1990s

EAPA is keeping pace with an EAP profession on the move and has fine-tuned its popular Subject Search Catalog. The new listings, shown in the menu below, are consistent with the newly revised Content Areas that constitute the CEAP Scope of Practice. Subject searches consist of a collection of journal articles, book chapters, brochures, pamphlets, ect. which provide information in a given topic.

Here's how to order: Mark the boxes to the left of the titles you want. Make a check payable to "EAPA" for the total amount of your order, based on the prices shown to the right of each title. Mail the form with your check or purchase order to: EAPA, 4601 N. Fairfax Drive, Suite 1001, Arlington, VA 22203.

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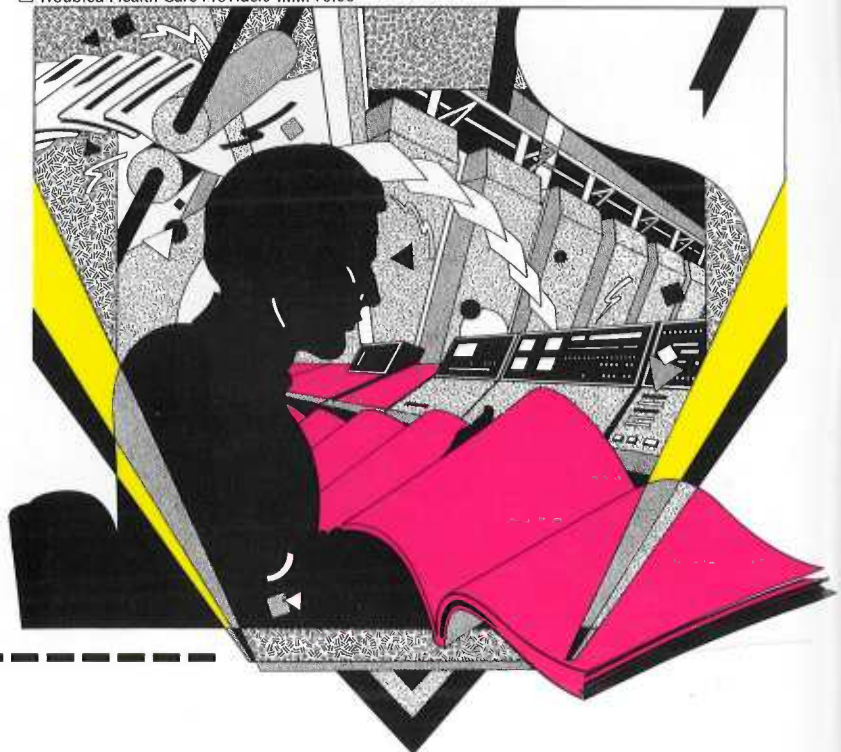
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## EDITOR'S COMMENT

**THE FEBRUARY ISSUE** of the *Exchange* each year is bursting with news about Employee Assistance Professionals Association, and this year it's doubly the case. First, we feature

a seven-page spread on the Call for Papers for the 21st EAPA National Conference Call for Papers. It's our first promotion for the National Conference, which is scheduled for October 30-November 3 in Atlanta, Georgia.

Program Committee cochairs Sandra Turner and Tamara Cagney are maintaining the momentum generated from last year's successful conference program. EAPA is staying on the vanguard of contemporary EAP practice. Is your program using innovative strategies that effectively serve work organizations and workers, providing care management as well as cost management, and looking to the innovative yet retaining what EAPs have always done best? We cordially invite you to respond to our Call for Papers. See page 18 for details!

**SECOND, MICHAEL L. BENJAMIN**, EAPA's new Chief Operating Officer, is in the saddle and has taken the reins at EAPA headquarters. He speaks to EAPA members for the first time in an exclusive interview. You'll be seeing a lot of him at EAPA's district conferences this spring, the

# A One-Two Punch

National Conference this fall, and other association events in-between. This interview provides you with an early acquaintance.

**JUST LIKE AT THE CINEMA**, we also have a double feature on topics about EAP practice: managed behavioral health care and EAP marketing. Our editorial coverage provides more than just a keyhole view of the action—it busts down the door and puts you on the playing field! Find out what's new on this pair of vital topics and, just as importantly, how they are interrelated!

**LAST BUT NOT LEAST**, be sure to acquaint yourself with the newcomers on EAPA's Board of Directors and the Employee Assistance Certification Commission found on pages 8 and 9. Like all Board members and commissioners, they work on behalf of EAPA members and CEAPs, and we urge you to keep current on who's who.

*Budy M. Yandrick*

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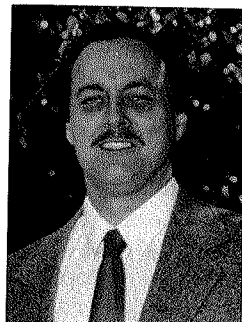
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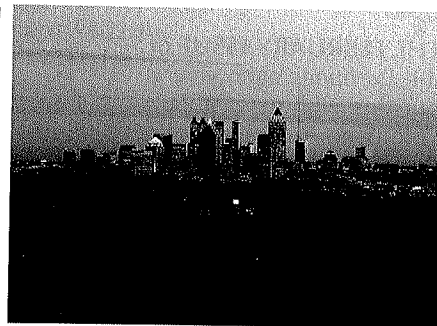
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**D&A on federal drug testing regs**

U.S. DEPARTMENT OF TRANSPORTATION

Listing below is the first of two matrices that explain details of federal drug-testing regulations and the six modes of Transportation. The next matrix, titled "Matrix on Department of Transportation drug-testing regulations," will appear in the March 1990, pgs. 10-11. Abstract Systems, for its assistance in identifying the regulations, and Donna R. Smith, Ph.D., Senior Analyst, Drug Enforcement and Compliance for the U.S. Department of Transportation, for details on their application by the six modes. EPA's Department of Transportation is helpful to internal EAPs subject to the regulations, as well as external EAP providers, which may contact with companies subject to differing sets of regulations and lack the time and resources to research the regulations.

On which the regulations may apply differently, in many cases, the application of the regulations to these types are the same. The Department of Transportation guidelines. There will be more variation among guidelines. The Exchange thanks two individuals in particular for their help in preparing this matrix: Jim O'Hair of Washington, Electronic Systems, for his assistance in identifying the regulations, and Donna R. Smith, Ph.D., Senior Analyst, Drug Enforcement and Compliance for the U.S. Department of Transportation, for details on their application by the six modes. EPA's Department of Transportation is helpful to internal EAPs subject to the regulations, as well as external EAP providers, which may contact with companies subject to differing sets of regulations and lack the time and resources to research the regulations.

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## FROM THE C.O.O.

# Benjamin Meets With Staff, Plans Ahead

**O**n January 13th, Michael L. Benjamin began his tenure as Chief Operating Officer of EAPA, replacing Tom Delaney. (Delaney's title had been Executive Director, but the new Bylaws approved during the 20th National Conference changed the title to Chief Operating Officer.) The *Exchange* interviewed Benjamin about his personal and professional background, his views about leadership, and what he brings to EAPA. His interview follows.

In future issues of the *Exchange*, a monthly column from Benjamin will run in this space.

**EXCHANGE:** *Since this is your first opportunity to introduce yourself to EAPA members, please share a little information with readers about your personal and professional backgrounds.*

**BENJAMIN:** From my perspective, my personal and professional backgrounds have prepared me to provide effective leadership to EAPA. Having had professional experiences in substance abuse, alcohol and mental health, as well as experience working in an association—the National Association of Counties, with my own consulting firm and in several positions at the National Institute of Mental Health (NIMH), I believe that I have a good grasp of the issues that are facing EAPA in the 90s. Thus, I am exceedingly pleased and challenged to have this opportunity to serve as the Chief Operating Officer for the association. More than any other position which I've had in the past, this one provides a "goodness of fit," and as such I look forward with enthusiasm to serving the membership.

I should mention, too, that my wife, Marva, is a psychiatric social worker. Because we have so many common professional interests, we have a very unique relationship. In the early 1980s we lived in the Pacific Northwest and

were executive directors of separate mental health centers, she in Vancouver, Washington, and I in Portland, Oregon. She is currently an assistant professor in the Department of Pediatrics at Georgetown University and is also director of the Minority Initiative for the NIMH-funded Child and Adolescent Service System Program (CASSP).

Our 14-year-old daughter, Michelle, is a high school freshman at Bishop O'Connell High School, about 5 minutes from EAPA's office, and is an accomplished swimmer. Her specialties are the 100- and 200-meter breaststrokes and her goal is the 1996 Summer Olympics in Atlanta.

We like living in the Nation's Capital and I've greatly enjoyed my professional work with the federal government and national associations.

**EXCHANGE:** *What are your beliefs about how an association executive should guide a staff and help to build consensus among members?*

**BENJAMIN:** In guiding staff and

building a consensus among members, it is important to articulate a shared vision, set goals and objectives, provide effective leadership, provide support, clarify roles, duties and responsibilities, and maintain a philosophy of excellence in providing quality services to the membership. The organizational goals and the goals of staff and membership as it relates to the organization should be the same. I believe that there should be respect and recognition of the contributions, competence, knowledge, ideas and experience of staff. Thus, it was important for me to get to know staff and to learn about their perspectives ASAP so that together we can start the process of building an even stronger and more effective association. In that connection I have begun the process of "listening" and "learning" from staff via individual hour-long sessions with each staff person. I think we have a committed staff in the national office who are willing to grow and expand their expertise to provide a better service to the EAPA membership. I think



Michael Benjamin frequently draws upon his family for personal strength. Shown with him are his wife, Marva (left), and daughter, Michelle.