

**EAP ASSOCIATION**

# EXCHANGE

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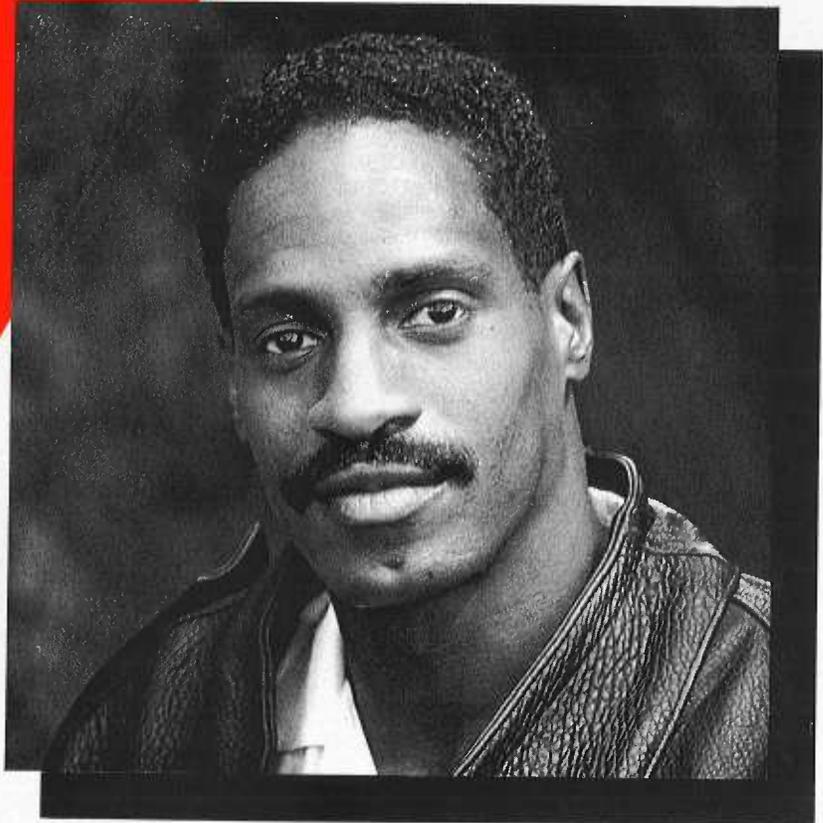
## Meeting in Massachusetts

**23rd Annual Conference Issue  
featuring—**

- **Federal and State Public Policy**
- **Latest News on DOT Regulations**
- **Managing Workplace Violence**

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About the cover: Senator Edward Kennedy (MA), a leading proponent of healthcare reform, recently met with EAPA President Sandra Turner and Chief Operating Officer Sylvia Straub. See story, page 44.

## PRESIDENT'S MESSAGE

**T**his month at the EAPA Annual Conference, member-approved changes to the structure and functioning of the Association will be inaugurated. EAPA has taken apart and examined its structures during these past two years in order to create something better, more resilient, and, most importantly, more responsive to its membership.

We know from organizational development principles that the structure of an organization influences its functionality. The new structure of this Association intends to support rational decisionmaking.

My thanks to Jim Oher, Chairperson, and other members of the Bylaws Committee: Richard Bollaert, Russ Binicki, Terry Cowan, Robert Dorris, Pat Patrick, James Roth, and Susan Swan-Grainger. Also thanks to Jon Christensen, Chairperson of the Transition Committee, along with members Carole Stevenson, Linda Sturdivant, Bob Challenger, Carol Irons, and EAPA Secretary Tamara Cagney for their unwavering commitment to propelling the implementation of the Bylaws changes.

This reconfiguration positions EAPA well for the sweeping waves of change that inevitably engulf our Association from time to time. The Board will be able to respond more swiftly and flexibly, giving voice to their constituencies as they manage emerging conditions. In addition, chapter officers, national committee chairpersons, and national Board members will have several opportunities for orientation and training during this Annual Conference so they can become familiar with their responsibilities to the Association.

This structural change delineated in the Bylaws also positions us well for the next iteration of EAPA. We surely are all aware that our arena of practice has grown more complex and diversified.

EA professionals in higher education, DOT-regulated industries, govern-

ment settings, medical facilities, DOE-regulated industries, etc., as well as EA program and managed behavioral healthcare firms, union member assistance programs, external program directors and staff, corporate EA managers and staff, EA program/worker's compensation programs and services, international work, and the list goes on—each group has unique client characteristics, cultural anomalies, specific operating guidelines, tailored methods of service delivery, and applicable program goals.

EA staff in these programs require specialized training, continuing education, peer networking opportunities, and ethics/values clarification at international, national, and local levels.

Together, these special groupings of EA professionals share many common standards, practitioner certification, legislation and public policy priorities, conference topics, computer programs, professional identity, etc. But do not let these common features overshadow the poignant need for alliance with members of one's special interest group.

Within the next two to three years, EAPA must face the diversity within this profession and choose to either accommodate these diverse EA constituencies or lose these groups to other professional membership organizations.

EAPA can emerge as a federation of EA professional specialty groups, each having representation on the Board of Directors, along with the Employee Assistance Certification Commission and the Accreditation Committee. In this manner, EAPA will acknowledge its diverse populations and retain their ranks through recognition of their special needs and the active application of customer service principles and techniques.

The traditional membership categories of internal, external, and labor no longer suffice as accurate descriptors of EA practitioners. We desperately need institutional research to learn more about our diverse membership.



The data gathered from such a process will provide the basis for greater specificity in describing membership categories, suggest logical groupings of such categories, and ultimately lead to a new paradigm for representing this membership on the Board of Directors.

*What do you think? What is your future vision for the structure and function of our Association? This is a good time to make your thoughts known to the new Board of Directors and local chapter officers. Speak to them at this Annual Conference or write to them c/o 2101 Wilson Boulevard, Arlington, Virginia 22201.*

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**For more information contact:  
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## Employee Assistance Program Coordinator

Kaiser Permanente is seeking qualified, diverse applicants for several EAP Coordinator positions in its Northern California Region. Positions will have responsibility at medical centers and hospitals for daily operations of broad EAP services and may also include responsibility for supervision of EAP counselors.

Candidates must have an advanced level of clinical and EAP experience. Clinical experience must include significant chemical dependency and trauma response work, crisis intervention, and brief psychotherapy; program experience must include training design and implementation.

Positions also require Master's in social work, psychology or related human services discipline; CA license (or eligible) in behavioral sciences; and 2-3 years' EAP experience. Internal model experience preferred.

We offer an excellent salary and benefits package. Send resume and salary history to: Regional Personnel/SJ038, PO Box 12916, Oakland, CA 94604-3021. We are an EEO/AA employer.

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DynCorp, a leader in providing Occupational Health Services, has a full-time position available for an Employee Assistance Counselor at our National Centers for Disease Control and Prevention (CDC) client facility in Atlanta, GA.

Primary responsibility is counseling employees within a culturally diverse workforce. Your qualifications should include a Bachelor's degree in a related field, eligibility or certification as a CEAP practitioner, and at least 1 year experience in work-based counseling. Proficiency in diversity issues, substance abuse and counseling on emotional problems required. Background in conflict mediation and stress management as well as practice in a diverse workforce preferred.

We are an employee-owned company, providing competitive compensation and benefits. If you are interested in pursuing this challenging opportunity, please mail your resume or curriculum vitae to: Dr. Gregg Kasting, DynCorp, CDC Occupational Health Clinic, Mailstop A-29, 1600 Clifton Road, Atlanta, GA 30333.

DynCorp is an Equal Opportunity Employer, M/F/D/V.

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