

EAP ASSOCIATION

EXCHANGE

FEBRUARY 1995

VOL. 25 NO. 2

Things Are Changing

You Can Make A Difference.

**5th Annual
EAPA
Public Policy
Conference**

**Washington
D.C.**



AFTER SUBSTANCE ABUSE – How EAPs Can Help

EAPA and EACC Welcome More Than 400 New CEAPs

A total of 400 employee assistance practitioners passed the certification examination given in December 1994 and earned or renewed their title of Certified Employee Assistance Professional (CEAP). EAPA and the Employee Assistance Certification Commission (EACC) congratulate these new CEAPs for their dedication to the EA profession. They join more than 4,000 other CEAPs who are the vanguard of excellence and innovation in the workplace.

LAST NAME	FIRST NAME	CITY	STATE	LAST NAME	FIRST NAME	CITY	STATE
ABRAMS	CAROL	FT HOOD	TX	FERGESSON	BARBARA J	LAWTON	OK
ADAMS	ALESIA B	BIRMINGHAM	AL	FERRIS	PATRICIA A	CALGARY	CANADA
ANDELIN	STERLING D	IDAHO FALLS	ID	FISHER	BARBARA	STONE MOUNTAIN	GA
ANDERSON	JOYCE	PASADENA	MD	FITZCHETTE	DIANE	VESTAL	NY
ANDERSON	KARIN	FRESNO	CA	FITZPATRICK	JOHN E	BAYVILLE	NJ
APKARIAN	WILSON H	SAN ANTONIO	TX	FLAMM	ROSEANNE	BETTENDORF	IA
ARCENEUX	BARBARA	SAVANNAH	GA	FLEETWOOD	MELODY P	LA JOLLA	CA
ARIAS	MARJORIE		PANAMA	FOLKES	DAVID P	EVANSTON	IL
ARMILLEI	RAYMOND J	ABINGDON	MD	FONKE	SHARON	LAKE JACKSON	TX
ARONOW	REBECCA E	AUSTIN	TX	FOYE	LINDA E K	KAILUA	HI
AVANT	KELLY M	ST LOUIS	MO	FRANKLIN	ROBERT J	INDIANAPOLIS	IN
AVISHAI	IRIS	RIDGEFIELD PARK	NJ	FRATTA	DAVID G	ST LOUIS	MO
BAIN	JULIA A	ALBUQUERQUE	NM	FULLER	ANNE E	SALISBURY	NC
BARTH	JOHN	DUBUQUE	IA	FULLER	VICKI D	JEFFERSON CITY	MO
BASILE	JUDITH	ASTORIA	NY	FURTADO	EDMUND R	ALBUQUERQUE	NM
BAUM	STACEY	WASHINGTON	DC	GARTLAND	VICTORIA	PHOENIX	AZ
BAUSS	CHRISTOPHER	LONG BEACH	CA	GLADIEUX	PATRICK	OREGON	OH
BENNETT	DURRETT M	LEXINGTON	KY	GODFREY	IVAN	NEW YORK	NY
BERKE	MONTY	SEATTLE	WA	GOODWIN	GWENDOLYN	MEMPHIS	TN
BERRYHILL	MAURICE J	FAYETTEVILLE	NC	GORDON	JUDY A	BARCO	NC
BODIE	ALBERT	CHESTERTON	IN	GRANDE	CAROL V	JACKSONVILLE	FL
BOLT	ELIZABETH	CONROE	TX	GREENWOOD	THERESA	CINCINNATI	OH
BONNER	TORRENE	FRESNO	CA	GRINDLE	GRETCHEN	ALEXANDRIA	VA
BOOTH	PAULA N	DURHAM	NH	GUEHRING	LINDA	GLENVIEW	IL
BOWLING	CYNTHIA	CINCINNATI	OH	GUTHRIE	BRIAN	CALGARY	CANADA
BOYD	HERBERT, JR.	RICHMOND	VA	HAILES	CAROL	VICTORIA	TX
BOYER	ALAN D	RANCHO SANTO MARG	CA	HALE	JOSEPH	CLEMMONS	NC
BRADY	ALISTER	ATLANTA	GA	HALL	JOHN	MEMPHIS	TN
BRESWICK	KEITH	ASHLAND	OR	HALL	WILLIAM T	RALEIGH	NC
BRETT	THOMAS E	GASTONIA	NC	HARRIS	JACK A	SAN ANTONIO	TX
BREWER	BROOKE L	ROMULUS	NY	HARRIS SMITH	BEATRICE	DETROIT	MI
BRIDGES	WAYNETTE	LAS CRUCES	NM	HARTMANN	EILEEN	MAHWAH	NJ
BROFFMAN	THOMAS	NORTH PROVIDENCE	RI	HASELL	MARK	PITTSBURGH	PA
BROWN	LAWRENCE	THOUSAND OAKS	CA	HAWKINS	CLIFFORD	ALEXANDRIA	VA
BROWN NUSSBAUM	JUDI	WOODLAND HILLS	CA	HENKEL	ROBERT J	RACINE	WI
BROWNSHELTON	MICHELL	RAMONA	CA	HERBY	MARTHA A	APO AE	FR
BULL	THOMAS G	ROCHESTER	NY	HERREID	SUSAN J	AFTON	MN
BUNCH	CHARLES L	LOUISVILLE	KY	HEWITT	MICHELLE	BIGLERVILLE	PA
BURKE	JOHN	WARREN	OH	HICKS	SIERRA	FORT WAYNE	IN
BUTLER	JUTTA H	ANNAPOLIS	MD	HODGES	THOMAS F	AUGUSTA	GA
CAMPBELL	ROBERT R	ROANOKE	VA	HOOKS	KRISTEN L	HOUSTON	TX
CARDWELL	TED	SASKATOON	SK	HOPKINS	THOMAS D	SHREWSBURY	MA
CARPINELLI	JOHN L	TROUTVILLE	VA	HORTON	CLINTON G	BURLINGTON	NC
CASEY	LINDA L	TAUNTON	MA	HORTON	PRISCILLA F	HARRISONBURG	VA
CHAFFEE	ELIZABETH	ARLINGTON	VA	HOWARD	ANTHONY E	HAVELOCK	NC
CHARETTE	GISELLE L	BRISTOL	CT	HOYT	TERRANCE B	WEST ALLIS	WI
CHEATWOOD	WILLIAM L	CASTOR	LA	HUFF	AURELIA	CHARLOTTE	NC
CHRISTMAN	KARL	COLONIAL HEIGHTS	VA	HUMPHREY	CAROL	DANVILLE	CA
CLARK	ROBERT	NEW YORK	NY	HUNT	AGNES C	HACKETTSTOWN	NJ
CLARKE	JUDITH H	WAKEFIELD	RI	HUNTER	DAVID	CHARLESTON	IL
CLARKE	MARTHA M	FT MCMURRAY	CA	IGARASHI	HEIDI A	IDAHO FALLS	ID
CLAYCOMB	MARK	PACIFICA	CA	INGRAM	LILI C	JONESBORO	GA
CLIFFORD	MARVIN W	NEW ORLEANS	LA	IVEY	STANDRA N	MIAMI	FL
COBLE	MARGARET	OMAHA	NE	JAMES	CHERYL A	OLYMPIA	WA
COHA	LORETTA M	GLENDALE	CA	JEAN	WILLIAM D	MEMPHIS	TN
COHEN	CYNTHIA W	ADAMS CENTER	NY	JENSEN	ELIDA L	SOUTH RIVER	NJ
COHEN	DANIEL E	LOMBARD	IL	JOHNSON	ALBERT	MILLINGTON	TN
COLE	LAWRENCE F	APOPKA	FL	JOHNSON	CHARLES L	TACOMA	WA
COLES	DAVID	HOUSTON	TX	JOHNSON	DIANE	MINNEAPOLIS	MN
COLLINS	MICHAEL C	DUBUQUE	IA	JOHNSON	GARY B	DAVENPORT	IA
COLLINS	MICHAEL J	CLARKSVILLE	TN	JOHNSON	OLIVER	DECATUR	GA
COVEY	SUSAN L	SEATTLE	WA	JONES	HOSIE	WEST PALM BEACH	FL
CRATCHA	DANIEL	PAINSEVILLE	OH	KELLEY	ANDREIA	BRONX	NY
CRAWFORD	BRENDA	ALBANY	GA	KENDRICK	JERELINE	FAIRFIELD	CA
CRAWFORD	ROY G	DALLAS	PA	KEY	RONALD L	SHREVEPORT	LA
CROWELL	HENRY H	MONMOUTH BEACH	NJ	KIMBLE	SCOTT L	ELGIN	IL
CUNNINGHAM	RALPH	MCKENZIE	TN	KING	FRANCIS X	BROOKLYN	NY
CURRAN	NICKI	SANTA ANA	CA	KLEIN	CATHERINE	GREENFIELD	WI
DAMON	PAUL H	COLORADO SPRINGS	CO	KNISELY	ROGER A	LEBANON	PA
DAVIDOFF	GAIL	PHILADELPHIA	PA	KOEPF	MARGARET F	TRUMBULL	CT
DAVIS	CHARLES R	ROANOKE	VA	KOLES	CANDICE	RARITAN	NJ
DAVIS	LANCE B	BEVERLY HILLS	MI	KOPPA MCCLURG	SUSAN	HARTFORD	WI
DAVIS	MEREDY	OLYMPIA	WA	KRAJCIR	STEPHEN	FAIRBANKS	AK
DAVIS	SALLY	LAS VEGAS	NV	KREAGER	KATHY	KALAMAZOO	MI
DECOSTA	DORIS M		BERMUDA	KROMPHARDT	ROGER	DAVENPORT	IA
DEHORN	THOMAS	GRANGER	IN	KRONQUIST	MARY P	EAST LANSING	MI
DEMBSEY	MARGE	TROY	MI	KRUPKA	LEWIS F	SCHNECTADY	NY
DEMETRAK	EDWARD J	WEST BLOOMFIELD	MI	KUIPER	JERRY	SHELDON	IA
DESNOYERS	MONIQUE	MONTREAL	PQ	LAMBERT	MARY K	HARRISBURG	PA
DISHER	CAROL	MARGATE	FL	LAMP	CATHY L	NASHVILLE	TN
DONAHUE	KATHLEEN	NORTH RIVERSIDE	IL	LAUSTSEN	MAUREEN	WAUWATOSA	WI
DOUGLAS	SHARON J	NASHVILLE	TN	LEACH	CHARLES S	LOUISVILLE	KY
DOYLE	JUDITH	SCHAUMBURG	IL	LEACH	FAY	LOUISVILLE	KY
DOYLE-LOVE	DIANE	PITTSBURGH	PA	LEE	SUNNY R	BEAUMONT	TX
DRECHSLER	GEORGE S	ROCHESTER	NY	LEFEBVRE	ERIKA L	AYLMER	CANADA
DREWNICKY	DOUGLAS L	PUEBLO	CO	LEMING	BARBARA	DUNEDIN	FL
DROBINSKI	DIANE	HAMPTON	NJ	LENNEN	SUSAN E	SAN DIEGO	CA
DUNCAN	PAULA K	ELIZABETHTOWN	KY	LESHIN	MIMI	SEA CLIFF	NY
DURANT	ANGELA C	FT MCCELLAN	AL	LEVENTHAL	LYNN M	EVERGREEN	CO
DYRENFORTH	ROBERT H	CINCINNATI	OH	LEWIS	WENDY E	NEW YORK	NY
EBEL	ALLEN R	EAU CLAIRE	WI	LIFP	BEVERLY	HEMPSTEAD	NY
EBERT	MARIA	AUGSBERG	GERMANY	LIPKINT	FELICE R	LAS VEGAS	NV
EKSTROM	JUDITH L	EDINA	MN	LOMBARDI	MICHELE	BALDWIN	NY
ENGEMOEN	BARBARA	LAKewood	CO	LONG	SUSAN A	MINNEAPOLIS	MN
ENNIS	DIANE M	BREWERTON	NY	LONGIE	JOHN J	ELK RIVER	MN
ESCOBEDO	CRISTINA	SAN ANTONIO	TX	LONGMIRE	MARTEY E	COLUMBIA	MD
EYSTER	CRAIG	DEERFIELD BEACH	FL	LOPEZ	EMILY M	REDINGTON SHORES	FL
FAHEY	ADRIAN	HUNTSVILLE	AL	LOPEZ	RAMIRO	WAYNESVILLE	MO
FAILLA	RICHARD	AMARILLO	TX	LUNDQUIST	JERILYN	HIXSON	TN
FELD	SHEVA L	CORTE MADERA	CA	LUNDY	JAMES WILLARD	FORT RICHARDSON	AK
FERDINANDSEN	MARK A	NEWTON	NC	MAILLE	GEORGE D	ALBANY	NY

continued on inside back cover

TABLE OF CONTENTS

FEATURES

- 6** THE USE OF SELF-EFFICACY TRAINING
by Michael E. Dusoe, MSW, and Robert H. Boswell, MA
- 10** EAP SUPPORT OF RECOVERY FROM SUBSTANCE ABUSE
by Donald L. Oberg, Ph.D., and Marshal Levine, M.D., M.P.H.
- 13** MEET THE 1995 EAPA COMMITTEE CHAIRS
- 15** INTERVIEW: HOW EA PROFESSIONALS CAN HELP CHILDREN TRAPPED IN THE CHAINS OF ALCOHOLISM
by Kay Springer



About the cover: EA Professionals will come to Washington, D.C. for the Fifth Annual EAPA Public Policy Conference, March 19-21. Make sure your voice is heard by key legislators. You can make a difference! Illustration by Kevin Chadwick.

DEPARTMENTS

- 2** PRESIDENT'S MESSAGE
ACCOUNTABILITY, RESPECT, AND COMMUNICATION IN 1995
- 4** FROM THE COO
NEW STAFF MEMBERS WILL STRENGTHEN FINANCIAL REPORTING AND EFFICIENCY
- 5** FINANCE COMMITTEE REPORT
1995 GOALS SET
- 5** INDEX TO ADVERTISERS
- 17** FROM THE EDITOR
- 19** CERTIFICATION UPDATE
- 20** REGIONS AND CHAPTERS
- 21** CONFERENCES & WORKSHOPS
- 22** PUBLIC POLICY
YOU CAN MAKE A DIFFERENCE: ATTEND EAPA'S 5TH ANNUAL PUBLIC POLICY CONFERENCE
- 24** DOT RULES UPDATE
- 25** ON THE LABOR FRONT
LABOR PROFESSIONALS BRING BENEFICIAL CHANGES TO ENTIRE COMMUNITY
- 26** INFOTRACKS
- 27** PUBLIC POLICY CONFERENCE REGISTRATION FORMS

PRESIDENT'S MESSAGE

Accountability, Respect, and Communication in 1995

by George E Cobbs, Jr., EAPA President

Now that we have enjoyed a great Annual Conference in Boston and have 1995 well underway, it is time to get back to the basics of the Association.

The real basics of EAPA, or any organization, are:

- To respond to the needs of the Association members;
- To interact with other professionals in our environment;
- To make certain that information disseminated about our Association and profession is accurate and clearly defined;
- To continually bring forth to the Association cutting edge information concerning our members and our profession.

Upon leaving Boston, I could feel the positive mood of the members. I could also feel the need to return to these Association basics. And I knew that we needed to get focused on the real purpose of employee assistance—to help workers who have problems that affect them in the workplace.

An Open Administration

EAPA members should be able to put their energies into employee assistance as a result of the new changes made in the Association structure. With the restructuring of the Board passed last January, followed by a period of transition that is still ongoing, the

newly elected Board of Directors finds a much more accountable structure than ever before. This Board is very committed to listening more attentively to the members and working together. (See Board Principles in box.)

In addition to the commitment to listen more attentively, this Executive Committee will work hard to be an open administration. Through this recent reorganization, we have created an Association structure that provides strength and order and fairness for our members.

A key component of this new structure will be clear lines of communication between members and the Board; the Board and the Executive Committee; the Executive Committee and the Chief Operating Officer; and the COO, the staff, and the Board.

Another goal of this Administration is to convey a feeling of mutual respect for one another. We recognize that as your elected leaders, you expect us to set an example by treating each other with mutual respect. I think we are doing that and will continue to do so. It's our job as EA professionals and it's our duty as EAPA members.

I encourage everyone to become familiar with the recommended channels of communication with the Association, and particularly with the new responsibilities for members of the Board as well as those chairpersons who formerly were part of the Board.

To assist you in that process, we have provided more information on page 15.

We Need Your Voice in Washington

In the past, the federal government has had a significant influence on the employee assistance profession. Once again, the federal government is poised for change, and there has never been a more important time for EA professionals to come to Washington, D.C. to make their voices heard.

The Fifth Annual Public Policy Conference is scheduled to take place on March 19-21, 1995. I urge every chapter, every union, and every major EA corporation to send at least one representative to this conference so that the needs and concerns of the employee assistance industry may be heard by our national leaders.

EAPA's leadership has been sought increasingly by the federal government, particularly in the past year. Our influence in the employee assistance field has been sought by the White House and key legislators. As Republicans and Democrats gather to decide how federal funds will be allocated for the next year, we need strong support from EAPA members, and there will be no substitute for your presence. You can make the difference in leading the employee assistance profession into the next century.

Working with the EACC

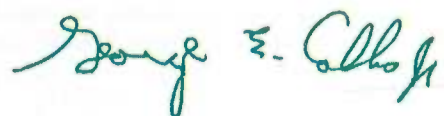
By the time this article is delivered to you, I will have already attended the EACC meeting in Washington. Because of concerns that were stressed at the recent convention concerning EACC action, I plan to participate in these meetings as much as possible.

Before closing, I would like to pay further tribute to a major contributor to the employee assistance field. Harrison Trice recently passed away and I want to acknowledge that this great visionary was a friend of mine and EAPA's. Harrison Trice will be missed by his many, many friends and colleagues. ☐

EAPA Board Members' Guiding Principles

As an EAPA Board member, I:

- Attend all Board meetings, arrive on time, and stay for the full scheduled meeting;
- Prepare for each meeting by reading the agenda and Board book/packet;
- Keep my discussion focused on the issue at hand and limit my comments to a reasonable time;
- Do what I say I am going to do;
- Understand the basics of parliamentary procedure;
- Get along with other Board members by being flexible and practicing the art of compromise;
- Listen to the comments of other Board members;
- Do not judge issues prematurely. I listen to the discussion, participate in the discussion, incorporate feedback from members, weigh each issue, and never announce before a meeting or discussion how I will vote;
- Focus on the ultimate mission of EAPA, the greatest good, and the needs of those whom it serves rather than those of a special interest group;
- Always respect the needs of the group who elected me to the benefit of the organization as a whole.



Gay, Lesbian, Bisexual Clients? Choose PRIDE.

In extensive outcome studies conducted by researchers from Yale University and the University of Pennsylvania, lesbian and gay patients treated at the **Pride Institute** re-enter society with a greater likelihood for long-term sobriety than lesbian and gay patients treated in mainstream programs.

Founded eight years and 3,000 graduates ago, **Pride Institute** is the nation's first and only JCAHO accredited alcohol and drug treatment center devoted exclusively to lesbian, gay and bisexual patients. In addition to our 12-step based program, **Pride Institute** patients heal from shame/low self-esteem, HIV/Aids related stress and grief and self-destructive behavior.

Pride Institute now also offers a psychiatric program to treat:

- Depression
- Sexual addiction/compulsivity
- Survivors of abuse
- Eating disorders

Pride Institute patients leave ready to live a healthy, productive lifestyle.

PRIDE INSTITUTE
at SOLUTIONS

For information, please call
1-800-54-PRIDE
1-800-DIAL GAY

Pride Institute offers competitively priced managed care and corporate rates.

EAPA'S BOARD OF DIRECTORS AND STAFF

EXECUTIVE OFFICERS

George E. Cobbs	President
Gregory P. De Lapp	Vice President
Carole A. Stevenson	Secretary
Linda L. Sturdivant	Treasurer
Donald W. Magruder	President-Elect
Sandra Turner	Immediate Past President
Sylvia A. Straub	Ex Officio Member

REGIONAL REPRESENTATIVES

Dennis J. Riley	Eastern Region
Dottie Blum	Mid-Atlantic Region
John M. Hooks	Mid-West Region
Jon R. Christensen	North Central Region
Deborah Marsala	Pacific Region
Jack Freckman	Southern Region
Charles L. Durban	Southwest Region
Roslyn M. Heise	Western Region
Aron Shah	Canadian Region
Sally Lipscomb	International Region

DIRECTORS

Ying Gee	Diversity
Ted Mapes	Labor
Richard G. Wall	Internal Programs
Jayne Kiel	External Programs
Walter Reichman	Chairperson
	Employee Assistance Certification Commission

EAPA EXCHANGE

Kay Springer Editor

Published by:

EAPA, Inc.
2101 Wilson Blvd., Suite 500
Arlington, VA 22201
(703) 522-6272
Fax (703) 522-4585

To advertise in the *Exchange*, contact:

Kay Springer
(703) 522-6272
Fax (703) 522-1260

The Exchange welcomes the opportunity to review member submissions for publication, and to retain and use them as appropriate. The Exchange reserves the right to edit or decline submissions as necessary. Published articles by members do not necessarily reflect Association philosophy or policy.

© 1995 by Employee Assistance Professional Association, Inc. Reproductions without written permission is expressly prohibited. Publication of signed articles does not constitute endorsement of personal views of authors.

MANAGEMENT TRAINING FOR
EMPLOYEE ASSISTANCE PROGRAMS

EPISODES IN EAP!

© MCMLXXXIII MOTIVISION, LTD.

VIDEO WITH TRAINING GUIDE
Supplement "The Dryden File II"

• VIGNETTES FOCUS
SUPERVISORS ON WORK
PERFORMANCE.

- MULTIPLE WORK SETTINGS.
- BREVITY WITH SUBSTANCE.

14:45 Min. Previews \$25 US
\$395 US plus Shipping

ALSO ASK FOR COURTESY PREVIEW OF
"EAP-AT YOUR SERVICE!" TO ENCOURAGE
SELF-REFERRALS. 8 MINUTES

Classic on Video Tape.

THE DRYDEN FILE II

© MCMLXXXVIII MOTIVISION, LTD.

HELP SUPERVISORS MANAGE
PERFORMANCE PROBLEMS.

Turns wasted time
into positive action.
"... telling scenes"
"... best I've seen"

24 Min. Previews \$25 US
\$495 US plus Shipping

Call (914) 684-0110
MOTIVISION, LTD.

2 Beechwood Road
Hartsdale, NY 10530-1622
FAX (914-684-0431)