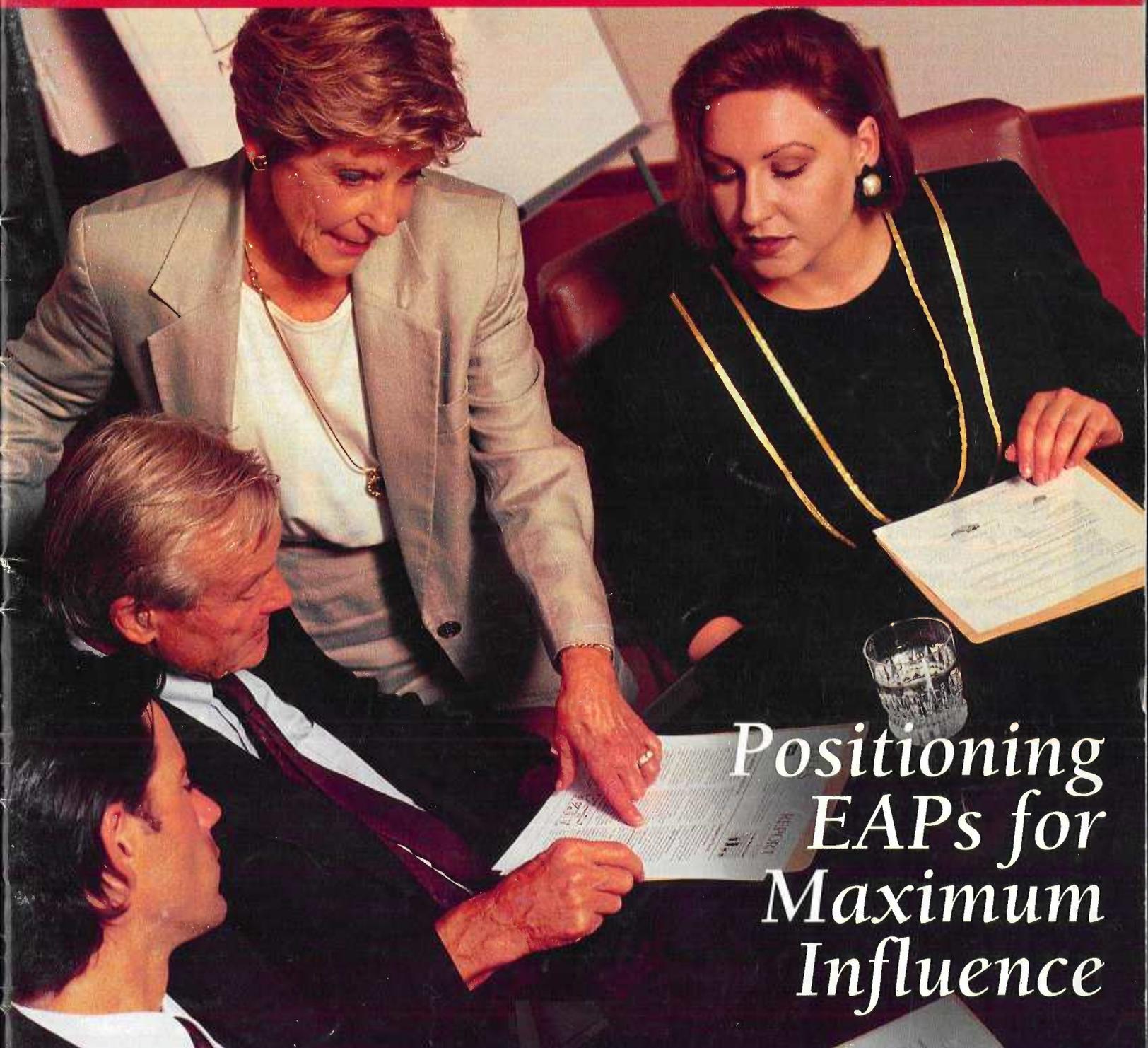


# *Journal of* **Employee Assistance**

The magazine of the Employee Assistance Professionals Association

VOL. 1 NO. 1 • 2ND QUARTER 2003



*Positioning  
EAPs for  
Maximum  
Influence*

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## Focus

### Positioning EAPs for Maximum Influence

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The rise of managed care, the trend toward outsourcing services, and growing confusion over what constitutes an employee assistance program have resulted in many EAPs being viewed as commodities. How can EA professionals reposition their programs within work organizations and attain greater influence with their organizational and individual clients? Four current and former EA professionals and an organization design consultant address these questions and share their success stories.

Developing an EAP Strategy

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Setting a Two-Year Plan

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Understanding the Essence of Employee Assistance

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Building Partnerships in the Workplace

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Serving a Strategic Role

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## Features

### Suicide and Male Workers

by Douglas G. Jacobs, M.D.

Men commit four of every five suicides, frequently in the context of a business or work failure. EA professionals are in an ideal position to assess for suicide risk.

### Spotlighting Sexual Abuse

by Kevin J. Becker, Psy.D.

As allegations of past sex abuses continue to confront the Catholic Church, workers with histories of sex abuse may notice long-buried emotions beginning to resurface

### Coping With Military Deployments

by Michael Cipressi and Dan Lafferty

The war in Iraq and the rebuilding effort have challenged work organizations in unexpected ways, requiring EAPs to be sensitive to employers' needs and employees' emotions and circumstances.

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#### Fatigue Management: A Literature Review

Insights into fatigue management have emerged only recently, and little time has been devoted to practical program implications. A review of five key studies and an original case study provide guidelines and recommendations for EA professionals who want to add fatigue management to their programs.

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# The Times They Are A-Changin'

by John Maynard, Ph.D., CEAP

**T**he words Bob Dylan sang so many years ago ring even more true today. The times are changing, the world is shrinking, and the employee assistance profession is becoming ever more complex.

To thrive in this complex and changing environment, we need the right information at the right time. We need to hear the opinions and predictions of thought leaders in our own profession and in related professions. We need to know about research in our field, innovations that are proving themselves in other countries and cultures, and developments that may affect our own workplaces and careers.

With this inaugural issue, we are launching the *Journal of Employee Assistance* to meet these needs. The *Journal* is new, but it comes from a distinguished family tree. Our association's first publication was the *ALMACAN*, which began as a newsletter about alcohol-related public policy. In 1985, the *ALMACAN* evolved from a newsletter into a magazine; four years later, in 1989, it became the *EAPA Exchange*. Now, the *Exchange* has been retired to make way for the *Journal* and its new sister publication, the *Exchange On-Line*.

If you haven't yet seen the *Exchange On-Line*, check out the first issue now on the EAPA Web site ([www.eap-association.org](http://www.eap-association.org)). And be sure to tell your colleagues about it, even if they're not members of EAPA, because the first issue is accessible to everyone (future issues will be fully accessible only to members and partially accessible to non-members). Each issue of the *Exchange On-Line*

will feature several brief articles, a selected audio clip, links to additional resources for further information, and other features not possible in a printed publication. Its interactive members' forum allows readers to comment on articles and the issues raised by them and participate in a dialogue with other readers.

The *Exchange On-Line* will facilitate the sharing of information among colleagues around the world in a format suited to the World Wide Web. The *Journal of Employee Assistance*, meanwhile, will provide a more in-depth look at the challenges and opportunities confronting the EA profession. Each issue of the *Journal* will examine a particular topic of importance to the profession. In this first issue, we focus on how to position EAPs to wield more influence by providing greater value within work organizations.

Each issue of the *Journal* also will include a research paper that has been through a rigorous peer review process coordinated by EAPA's Research Subcommittee. The research paper in this issue reviews the literature on fatigue management programs and takes a fresh look at the impact of fatigue on shift workers and their families. Feature articles in this inaugural issue examine suicide (especially among men) and its effect on the workplace, the potential workplace ramifications of the sex abuse scandal unfolding within the Catholic Church, and the impact of the war in Iraq on employers, employees, and families.

As you read this issue, you may think of perspectives that are not discussed in the articles or you may dis-

agree with the arguments the authors make. In either case, we invite you to comment through our "Letters" department. Please forward your letter to any member of the EAPA Communications Advisory Subcommittee.

Yes, the times they are a-changin', and we are changing right along with them. On behalf of the Communications Advisory Subcommittee, welcome to the *Journal of Employee Assistance*. ■



John Maynard, Ph.D., CEAP

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