

# ALMACANews:

Published by: Association of Labor-Management Administrators and Consultants on Alcoholism, Peer Fossen, Editor

# ALMACANews THE ALBANY

Volume 5  
Issue 6  
—  
June  
1975

## ANNUAL MEETING PROGRAM BEING FIRMED UP; EXHIBITS MAY BE INCLUDED IN PLANS IF INTEREST WARRANTS

Summer is upon us, school is out, vacation is high on the list of priorities, and by the time we get everything back to normal working status, ALMACA's 1975 Annual Meeting will be just around the corner. The event is scheduled for **October 31-November 1** at the **Hyatt Regency Hotel** in **Atlanta, Georgia**, under the theme:

### "OCCUPATIONAL PROGRAMS: STRUGGLE FOR QUALITY"

Program development for the gathering is proceeding under the expert guidance of **Charles N. Landreth**, Chairman of the 1975 Annual Meeting. Composition of the program has been based on the responses to a membership survey conducted last Fall. Thus, the program will offer pertinent, up-to-date information geared to the preferences and "druthers" brought to the surface by membership polling. In addition to general meetings and plenary sessions, the program includes a series of workshops.

### WORKSHOPS

The following workshop topics and leaders have been selected by the program committee:

Topic	Coordinator
I. FUNDING	Jerry Becker
II. SELECTED PAPERS	Frank Huddleston
III. EVALUATION	Jerry Hallan
IV. COMMUNITY RESOURCES	Judy Arnold
V. LABOR	Bill Livingston
VI. CONSORTIA	Bob McGinn

In addition, plans are under way for including workshops on implementation of programs in state and federal governments.

### SELECTED PAPERS

Three outstanding papers related to occupational programming will be selected for presentation at the Annual Meeting. Any ALMACA member may submit a paper for consideration. The Program Committee will review all papers submitted and select three for presentation at the meeting. The following guidelines should be observed:

- (1) Only papers submitted by ALMACA members will be accepted.
- (2) Papers should be submitted to ALMACA, 300 Wendell Court-Suite 350, Atlanta, GA 30336.



ALMACA's Vice President, **Dr. Paul Sherman** (right), and Secretary/Treasurer **Rowland Austin** are all smiles as Paul turns over his corporation's \$1,000-membership check. Paul is Director—Special Programs, International Telephone and Telegraph Corporation.

- (3) Papers received after 5:00 p.m. on July 31st will not be considered.
- (4) Subject matter should be related to the field of occupational programming.
- (5) Papers will be judged on their contribution to the advancement of qualitative occupational programming.

### EXHIBITS

As the result of inquiries from the occupational program field, ALMACA's headquarters staff is currently investigating the feasibility of including an exhibit in the Annual Meeting plan. Exhibit space as well as professional exhibit services are available at commercially competitive rates. The main question to be resolved is whether there is sufficient interest among our members and others in the field to proceed with the exhibit plans. You can help us arrive at that answer. If you are interested in having a display at the Atlanta Hyatt Regency during our Annual Meeting, please let us know immediately so we can go ahead with the necessary arrangements to obtain the most economical space commitments and service rates. Please write us here at our home offices: **Suite 350, 300 Wendell Court, Atlanta, GA 30336**, or call **Jim Douglas** or **Peer Fossen** on (404) 696-4391.

## NEATI II SCHEDULED FOR ALBANY, SEPTEMBER 22-26

Judging by the success of last year's **Northeastern Employee Assistance Training Institute (NEATI)**, a 1975 repeat seems like a natural follow-through. The 1974 Institute was attended by some 80 participants from all segments of employment (see *ALMACAN*, Vol. 4, Issue 12, December, 1974).

This year's Institute (NEATI II) is scheduled to be held at the **Hyatt House Hotel, Albany, New York**, from **September 22 through 26**. Training will be provided for employee assistance/occupational alcoholism program administrators and coordinators, labor officials, community treatment resource personnel, industrial-medical staff, and new occupational program consultants. Emphasis will be placed on interrelation between all program components as a key to program success.

For further information contact Mr. **Daniel P. Forget**, Chairman, NEATI II Planning Committee, State Department of Mental Hygiene, Division on Alcoholism, 44 Holland Avenue, Albany, New York 12229, Phone: (518) 474-6422.

## DR. SHERMAN NAMED TO CHAP ADVISORY COMMITTEE; ORGANIZATION RELEASES PRELIMINARY SURVEY RESULTS

ALMACA's Vice President, **Dr. Paul Sherman** is among the thirteen members recently named to the Advisory Committee of the Corporate Headquarters Alcoholism Project by **John R. Butler**, Associate Commissioner, New York State Department of Mental Hygiene, Division of Alcoholism.

The Corporate Headquarters Alcoholism Project (CHAP) is a program of the New York State Department of Mental Hygiene and the Federal Government, offering consultation services to assist New York City-based national corporations to open new occupational alcoholism programs for their employees.

The thirteen committee members are:  
**Joel Bennett**, President, The New York Council on Alcoholism, Inc.-ACCEPT

(cont.)

# ALMACAN NEWS (cont.):

**Dr. LeClaire Bissell**, Chief, Smithers Alcoholism Treatment & Training Center, The Roosevelt Hospital  
**Thomas P. Carpenter**, Vice Chairman, Alcoholism Advisory Committee, New York State Department of Mental Hygiene  
**Msgr. Joseph A. Dunne**, Director, New York Police Department Alcoholism Program  
**Donald Kirsch**, President, The Wall Street Group, Inc.  
**Hon. Harry Kraf**, Acting Justice of the Supreme Court  
**Donald Magruder**, Director-Industrial Programs, New York City Affiliate, Inc.  
**Susan Zeckendorf Nicholson**, Rehabilitation and Vocational Counseling  
**Bertram A. Powers**, President, New York Typographical Union, Local 6  
**Walter Reichman**, Ed. D, Assistant Professor of Psychology, Bernard Baruch College, C.U.N.Y.; Research Director-Alcoholism & Career Development Project  
**Dr. Paul A. Sherman**, Director-Special Programs, International Telephone and Telephone Corp.; Vice President, ALMACA  
**Edward Small**, Alcoholism Program Coordinator, The Port Authority of New York and New Jersey  
**Ross Von Wiegand**, Director, Labor-Management Services, National Council on Alcoholism, Inc.

Donald Kirsch will serve as Chairman of the volunteer committee which was established to give guidance to the Project's staff and assist with the evaluation of the Project's progress.

Preliminary results of a recent survey conducted for CHAP by Greenleigh Associates, Inc., indicates that "approximately one-third of the nation's largest corporation with head-quarters in New York City offer some form of assistance to employees with alcohol-abuse related problems."

The survey was conducted among 212 corporations to determine their interest and involvement in occupational alcoholism programs.

Of the companies whose responses were selected for tabulation, 51 indicated that they deal with the problem of employee alcohol abuse. Of these, 55 percent include alcohol abuse as part of a program to assist employees with work related problems, 35 percent have programs specifically established to assist employees with alcohol abuse related problems, and 10 percent are currently in the process of establishing an alcoholism program.

Some trends noted during the survey are:

- Companies with programs tend to have them throughout their full corporate structure.
- Most companies tend to refer employees with alcohol related problems to treatment resources outside of the company.
- Most companies with programs indicate that they have a written policy statement about alcoholism.
- Programs are generally administered through either the medical or the personnel departments within the company.
- Companies with programs are most likely to have insurance coverage for the treatment of alcoholism.

CHAP stresses that the results are preliminary to a further in-depth study of existing programs which will reveal the scope and effectiveness of such efforts.

A CHAP tabulation of the preliminary results looks as follows:

Total companies contacted:	212
Number of responses received:	171
Responses used:	149*

## Companies Indicating Alcoholism Programs:

Companies with alcoholism as part of an overall employee service:	28	(55%)
Companies with a separate alcoholism program:	18	(35%)
Companies in process of program implementation:	5	(10%)
Total	51	
Companies indicating no program:	98	
Total	149	

\*22 responses were disqualified as not meeting the project's criteria.

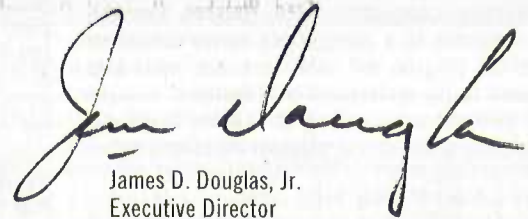
## STAFF COMMENTS

For a variety of reasons, ALMACA has never conducted an organized, aggressive membership campaign. The steady growth of the Association has occurred because ALMACA is the only national organization working to serve the best interests of administrators, consultants, and other professionals working in the field of occupational programs. We have grown to our present size through the process of members talking to prospective members, through the visibility of our annual meetings, and through the medium of our ALMACAN newsletter.

If we are to expand our present base of influence and leadership to its maximum potential, it is time to consider a specific plan for the attainment of this goal. Our Membership Committee, headed by **Pat Allen**, is at this time finishing work on such a plan. Pat's committee members are **Dr. Jack Clarno**, **Bill Combs**, and **Hugh Gallagher**.

I am sure that Pat or any of her committee would welcome your ideas on how to best approach the task of broadening our member base. As soon as the plan is completed, you will receive information on how it will work, through the ALMACAN and through direct mailings.

Meanwhile, "Every Member Get a Member!"



James D. Douglas, Jr.  
Executive Director

## EDITOR'S CORNER

This month's FEEDBACK column features two responses to **Pres Martin's** letter which appeared in the May issue of the ALMACAN.

Ever since I put together my first issue of the ALMACAN in October of last year, I have used every possible—and impossible—approach and ploy, short of offering cold cash, to elicit open responses and reactions from our readers. Until Pres Martin's letter appeared in print, the silence was deafening and the apathy overwhelming. It took Pres Martin's missive to turn the trick!

Our by-laws define the first of ALMACA's purposes as follows:

"To meet periodically and develop methods of communication so that experience and methodologies in programming can be shared, and programs improved."

The ALMACAN is very much a part of our members' "meeting ground" and all members are invited to participate.

The ALMACAN is an open forum.

The ALMACAN is not after a Pulitzer Prize or a Sigma Delta Chi Award.

When Pres Martin's letter came across my desk, I decided to run it unedited, hoping that it would create reaction from our members. I have not been disappointed!

The two responses in this issue's FEEDBACK column are also unedited. I believe rather firmly that this is in line with the spirit of free speech, and in keeping with ALMACA's purposes as expressed in our by-laws.

P.F.

# THE ALMACAN

Published Monthly by the Association of Labor and Management Administrators and Consultants on Alcoholism, a non-profit organization, 350 Park Plateau, 300 Wendell Court, Atlanta, Georgia 30036. Telephone (404) 696-4391.

A. J. Sullivan, President

P. A. Sherman, Ph. D Vice President

R. L. Austin, Secretary/Treasurer

J.D. Douglas Jr., Executive Director

P. Fossen, Associate Director

## CHAPTER ACTIVITY

A petition for chapter status, accompanied by a set of proposed by-laws, was filed in April by the following voting members in the greater Los Angeles Area:

**Gordon N. Anderson**  
**Weldon Butterworth**  
**Kathleen M. Dreher**  
**Leonard C. Dursthoff, Jr.**  
**Edwin P. Greb**  
**Jack W. Guest**

**Frank W. Huddleston**  
**Paul P. Sanchez**  
**Jack L. Sanow**  
**Lawrence Spencer**  
**William Duncan Thomas**  
**Dr. Joseph J. Zuska**

The Board of Directors has approved the petition, as well as the proposed by-laws, and we are happy to welcome the greater Los Angeles Chapter into our growing family of ALMACA chapters. According to its by-laws, the new chapter meets every last Wednesday of the month. For meeting information, contact **Weldon Butterworth** at the Alcoholism Council of Greater Los Angeles, 2001 Beverly Blvd., Los Angeles, CA 90057, Phone: (213) 413-4800.

\* \* \* \*

In a meeting on April 21, the Illinois Chapter of ALMACA elected the following officers:

**President:** **Fred Watcher**, Regional Occupational Program Consultant (Chicago)  
**Vice-President:** **Robert L. Kauffman**, Administrator, G. D. Searle Company  
**Secretary-Treasurer:** **Virginia Bresnahan**, R. N., Program Counselor, Quaker Oats Company

The chapter normally meets on the second Friday of every month. For meeting details, please contact Mr. **Ray Kelly**, Coordinator, Industrial Employee Alcoholism Programs, State of Illinois Department of Mental Health, Room 1900, 188 West Randolph Street, Chicago, Illinois 60601, Phone (312) 793-2907.

## DIVISION ACTIVITY

The responsibilities of alcoholism program administrators range far beyond the types of purely administrative functions that may be found in their job descriptions.

When they are operating in the best interests of their programs, administrators are wearing many hats.

As occasion permits, they are monitoring treatment processes and participating to some degree in treatment; at least to whatever extent they may qualify for by virtue of training and experience.



A series of training seminars were recently conducted by District 141 of the International Association of Machinist and Aerospace Workers (I.A.M.A.W.) under the aegis of the CALIFORNIA LABOR-MANAGEMENT PLAN FOR ALCOHOLISM PROGRAMS AND COORDINATORS. The training effort is part of a contract between the State of California and District 141-I.A.M.A.W. (See ALMACAN, Vol. 4, No. 10, October 1974.) The picture above, from the Los Angeles seminar, shows (from left): Harold Mammola, CALIFORNIA PLAN; Dr. Melvin Baron, California Alcoholism Foundation; Bill Livingston, CALIFORNIA PLAN; Romaine Edwards, California Alcoholism Foundation; John Sweeney, Grand Lodge Representative, I.A.M.A.W., Long Beach, California; Angelo Cefalo, Grand Lodge Representative, I.A.M.A.W., Washington, D.C.; and Bill Combs, CALIFORNIA PLAN.

To a very great extent, they are also participating in their program's advocacy, whether that advocacy be called marketing, public relations, sales, or whatever.

One problem which this participation in program advocacy may help solve is that of gaining access to the upper levels of management within organizations that have been selected as targets for affiliation with the treatment program.

An important goal of program advocacy is to marshal the support of community leaders and other persons of influence, as well as the chief movers and shakers in business, industry, or government. This is so whether the program is a for-profit enterprise, an individual company's program, a poverty program, or any other type of program working in any given environment for any identified purpose.

It is a fact of life that upper-management people will communicate most freely with their peers.

And it is well known throughout our profession that free and open communication between the program and the community constitutes the bridge over which troubled people can cross into treatment.

It is thus an essential function of program administrators to work with their peers in the community at large in the process of bridge-building.

**Jim Baxter**  
 Chairman, Administrators Division

## FEEDBACK

Dear Editor:

I would be interested in any information anyone may have pertaining to programs in hospitals.

**Mary H. Gallagher, OPC**  
 Jefferson County Committee on Alcoholism  
 104 Paddock Street  
 Watertown, New York 13601

Dear Editor,

My growing respect for the **ALMACAN** came to a screeching halt when I read the unnecessarily long, poorly written, vague, rambling letter from Preston Martin. My immediate reaction was one of disbelief. How could the same editor who puts together the rest of what I think is a well-prepared and highly informative newsletter allow the publication of this sophomoric letter? And devote 1/4 of the entire issue to it?

Is Martin's position in ALMACA such that the editor was blinded to the com-



Nearly 150 representatives of the petro-chemical industry met recently for a Seminar on Alcoholism at Lake Charles, Louisiana. Our President, "Sully" Sullivan, was among the keynote speakers at the Seminar which was sponsored by the Calcasieu Safety Council, a member of the National Safety Council. The seminar leaders are (from left): Dr. George Bishop, Chief of the Alcohol and Drug Abuse Section, Louisiana Department of Mental Health; Dr. John R. Drumwright, Assistant Medical Director, Phillips Petroleum Company; Mrs. Madelyn H. Wills, Executive Director, Calcasieu Area Safety Council; A. J. "Sully" Sullivan, Coordinator Special Health Services, Medical Department, Standard Oil Company of California; and Paul E. Biggs, Coordinator, Employee Rehabilitation, Phillips Petroleum Company.

pletely unprofessional tone of the letter?

Anyone who cannot state a point of view in 300 or 400 words should write a book and pay for its publication.

You should know that I hardly ever write letters to editors, but I just couldn't let this pass. Our organization cannot afford to have its publication read like a junior high school newspaper.

Otherwise, keep up the good work.

John J. McAleer  
665 Pine Court  
Lake Bluff, Ill. 60044

Dear Editor,

Preston Martin's letter to The ALMACAN stimulated some thinking on my part and supports some ideas I have had for some time. I agree with his statement that "programs about personal/behavioral problems must be a part of training for supervisors but must be separate and distinct in that context." Unfortunately such separate programs do not exist in most executive training programs or in colleges offering advanced degrees in business. At best the behavioral sciences deal with motivation to work, leadership and organizational theory. Until courses in personal-behavioral problems are introduced it will be the job of the OPC to introduce managers to the information. It is not an easy task and does make them more vulnerable to failure. Mr. Martin's letter motivated me to design such a course for Adelphi University's Masters in Management program and it has been greeted with enthusiasm by department officials.

I disagree with Mr. Martin's assertions that business has performance guidelines. My experience in consulting with business organizations is that their performance objectives and performance appraisals are as vague and unheeded as are job standards and job descriptions.

Mr. Martin states that supervisors must manage their subordinates whether it be in cooperative shared responsibility situations or authoritarian systems. However, he should recognize that the outcome of the supervision and the long run effects on the organization will differ under the two types of leadership. I maintain that a successful program will occur under participative leadership more often than under authoritarian supervision.

I think that Mr. Martin is pointing out the inadequacy of supervisory and managerial training today, but is warning OPCs against single handedly trying to alleviate these training deficits. Perhaps the management training concerns of OPCs will stimulate better courses where they should occur, in colleges and in executive training programs. Until this takes place I see no alternative but for OPCs to take on some of these training responsibilities. They will have to prepare themselves for this responsibility and perhaps obtain assistance in accomplishing their task.

Walter Reichman, Ed.D.  
Assistant Professor of Psychology  
Baruch College, C.U.N.Y.

## NEW MEMBERS

I = Individual; A = Associate; O = Organizational

Alco. and Drug Dependence Council St. Clair County (ADDCO) (O)—East St. Louis, IL  
Clayton E. (Buz) Ballard (I)—Asst. Dir./Couns., Center Hospital, Quinlan, TX  
John A. Bovey, Ph.D. (I)—Dallas, TX  
John Joseph Burke (I)—OPC, Alamance—Caswell MH Cntr., Burlington, NC  
Jack Callaghan (I)—Exec. Dir., Maine Township Council on Alco., Des Plaines, IL 60016  
F. C. Chandler, Jr. (A)—Technical Asst. (Project Information), PBTB, Atlanta, GA  
East Bay Automotive Machinists Lodge No. 1546 (O)—Oakland, CA  
James A. Galloway (I)—Community Developer, Red River Reg. Cncl. on Alco., Dallas, TX  
Forest Service Personnel Management (O)—Missoula, MT  
Richard H. Gannon (I)—Cons.—Alco. Prog., Kaiser Aluminum & Chemical Co., Pasadena, CA  
James T. Hamer (A)—Couns. on Alco., Schuyler County MH Cntr., Rushville, IL  
Shannon F. (Shan) Hamilton (A)—Comm. Svs. Coord., Comp. Care Corp., (CAREUNIT, St. Luke Hosp.) Pasadena, CA  
Nelson B. Hodgkins (I)—Dir., Indus. Couns. Service, Inc., Greensboro, NC  
Vern Donald Jacobs (I)—Dir., Emp. Assist. Prog., Elgin, Joliet & Eastern Railway Company, Matteson, IL  
Armour A. Jensen, Jr. (A)—Coronado, CA  
Ray Johnson (A)—Admin., Belmont Hills Psychiatric Cntr., Belmont, CA  
Gay Jurgens (I)—Dallas, TX  
Carole A. Keller (A)—Alco. Coord., Comm. MH Center of Fulton & McDonough Counties, Macomb, IL

Raymond V. Kenny (I)—Gen. Accountant/EAP, Union Camp Corp., Wayne, NJ  
Jack M. King (I)—Labor Rep. Project Spec., NJ ST Dept. of Hlth. Alco. Control, Belford, NJ  
Mary Louise Knievel (I)—Asst. Admin., EAP, Naval Material Command SA 53A—INSIGHT, Arlington, VA  
Webster C. Leyshon (A)—Biologist, Lab. Dev. Biol. & Anom, NIDR, Bethesda, MD  
Samuel Lipmon (I)—Occ. Alco. Coord., Alco. Ctr. of Prince Georges County, College Park, MD  
Ralph W. Littlefield (I)—Deputy Admin. & Manpower Officer, Commander, Military Sealift Command, Dept. of Navy, Washington, DC  
Douglas S. Lonon (A)—Director, Bus. & Ind. Programs, Group Counseling Services, Inc., Rockville, MD  
Richard L. McLaren (I)—Spec. Hlth. Svs. Ass't., Caterpillar Tractor Co., East Peoria, IL  
Corwin G. Mendenhall (I)—Mgt. Cons., Dallas, TX  
Herman Meyers (I)—Assoc. Dir./Labor Liaison Cons., NYC Affiliate, Inc., NCA  
Victor R. Munz (I)—Project Dir., Roy Littlejohn Assoc., Inc., Washington, DC  
Naval Surface Weapons Center (O)—Dahlgren Lab., Dahlgren, VA  
Hal Perkinson (I)—Ind. Cons.—Pub. Rel. Dir., Center Hosp., Dallas, TX  
Stephen B. Rybolt (A)—Alco. Consultant, Mechanicsville, IA  
Stanley Seiderman, L.C.S.W. (A)—Adm., MH Counseling Group, San Rafael, CA  
William James Sonnenstuhl (I)—Occ. Cons., State Alcohol Council, Oxford, CT  
Martha L. Spaulding (I)—Civilian Civil Rights Spec., U.S. Coast Guard 12th Dist., San Francisco, CA  
John Sweeney (I)—Grand Lodge Rep., Intl. Assn. of Machinists & Aerospace Workers AFL-CIO Torrance, CA  
The OZ. of Prevention/Industrial Alcoholism Films (A)—Southfield, MI  
Hal C. Tobey (I)—Spec. Hlth. Svs.—Cons., Caterpillar Tractor, Decatur, IL  
Dick Upchurch (I)—Director, Southwest Allied Youth, Inc., Dallas, TX  
Simon Algah White, Jr. (A)—Personnel Analyst—Emp. Rel., Benefits & Svs. Admin., City of Charlotte, Charlotte, NC  
Robert R. Whiton (I)—Vice Pres., Raleigh Hills Hosp., Newport Beach, CA

## ALMACAN DATE BOOK

SEPTEMBER  
14-19, 1975

**ADPA: Annual Meeting.** Palmer House, Chicago, Illinois. Occupational Programs Section sessions September 15, 17 and 18. For further information, contact ADPA, 1130 Seventeenth St. N.W., Washington D.C. 20036.

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SEPTEMBER  
22-26, 1975

**NORTHEASTERN EMPLOYEE ASSISTANCE TRAINING INSTITUTE (NEATI II).** Hyatt House Hotel, Albany, N.Y. For further information, contact: Mr. Daniel P. Forget, Chairman, NEATI II Planning Committee, State Department of Mental Hygiene, Division of Alcoholism, 44 Holland Avenue, Albany, N.Y. 12229, Phone: (518) 474-6422.

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OCTOBER 31-  
NOV. 1, 1975

**ALMACA: Annual Meeting,** Hyatt Regency Hotel, Atlanta, Georgia. See future issues of the ALMACAN for meeting and program details.

\* \* \*

NOVEMBER  
17-20, 1975

**Addiction Research Foundation: "INPUT '75"—First Canadian Conference on Occupational Alcoholism and Drug Abuse.** Holiday Inn/Skyline Complex, Ottawa, Canada. For further information, contact Mr. W.E. Bayes, Planning Committee, "INPUT '75" Humber College, P.O. Box 1900, Rexdale, Ontario, Canada M9W 5L7.

## ALMACANS ON THE MOVE

**Len L. Baltzer,** on retirement from U.S. Navy (ARC, Long Beach) appointed Program Director, Alcoholism Program, Pacific Hospital of Long Beach, P.O. Box 1268, Long Beach, California 90801, Phone (213) 595-1911, Ext. 2332.

\* \* \*

**Hugh Gallagher,** from Industrial Consultant, Carrier Clinic, Bell Meade, New Jersey, to OPC, Program Specialist, Alcoholism Control Program, New Jersey State Department of Health, Northern Region Office, 7 Glenwood Avenue, East Orange, New Jersey 07017, Phone (201) 673-9400, Ext. 225.