



Journal of Employee Assistance Research

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Journal of Employee Assistance Research

Editorial Policy Statement

The Journal of Employee Assistance Research is the research journal of the Employee Assistance Professionals Association, Inc. (EAPA). EAPA does not, however, direct the contents of the Journal. Decisions on what to publish are the responsibility of the Editor and the Editorial Board. It is EAPA's intent that the Journal be at the center of a growing body of knowledge that will enhance the effectiveness of EAP work, define its appropriate boundaries, and contribute to its direction.

The purpose of the Journal of Employee Assistance Research is to publish reports of empirical studies, research review articles, and theoretical papers on employee assistance program (EAP) activity and on activities that directly impact EAP's. The Journal provides an outlet for research manuscripts that are explicitly directed toward issues relating to the structure or functioning of EAPs. "Employee assistance" is broadly defined to include the range of phenomena associated with behavior disorders and personal troubles that may affect the welfare of employees and workplaces.

The goal of the Journal of Employee Assistance Research is not EAP promotion; therefore, its contents are not necessarily directed toward immediate research utilization or application. Critical data-based analyses challenging any aspect of EAP structure or function are welcome, provided that such analyses meet the Journal's standards for publication. Originality in theoretical or methodological application is encouraged in all submissions. All manuscripts are expected to be grounded in theory and linked in an acceptable manner to empirical evidence. Accepted manuscripts are required to meet high standards of methodological and theoretical rigor. The Journal adheres to procedures assuring blind review of manuscripts.

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Authors' Biographical Information

JOHN A. BALLWEG [co-author, "Single Mothers and Fathers in the U.S. Military"] is a Professor and Extension Specialist with Sociology at Virginia Polytechnic Institute and State University. His research involves studies of military personnel in a changing environment and the extent to which practices and policies of civilian work organizations compare to and differ from those of the military. His published works on the topic have appeared in *Armed Forces and Society*, *Public Health Reports*, *Sociological Spectrum*, and *Military Medicine*.

JULIAN BARLING [author, "Work and Family: In Search of the Missing Links"] received his Ph.D. from the University of the Witwatersrand, South Africa in 1979, where he was subsequently Professor and head of the Division of Industrial Psychology. After spending a year on sabbatical leave in the Department of Psychology, State University of New York at Stony Brook, he joined the Department of Psychology at Queen's University, Kingston Ontario. He is the author of numerous journal articles and books including *Work, Stress and Family Functioning* (1990, Wiley) and *The Union and its Members: A Psychological Approach*, which is to be published by Oxford University Press (New York) in May 1992. Dr. Barling previously served as the Chairman of the Advisory Council on Occupational Health and Safety to the Ontario Minister of Labour from 1989 to 1991.

STEVEN R.H. BEACH [co-author, "Work, Family, and Health: The Expanding Role of EAP Professionals"] is Associate Professor of Psychology at the University of Georgia. He was awarded his Ph.D. at the University of Stony Brook in Stony Brook, New York. Dr. Beach's current research interests include marriage and marital therapy and depression in marriage.

NATHAN BENNETT [co-author, "Application of Performance Tests to Identify Workplace Drug Users: A Panacea or a Familiar Set of Problems?"] received his Ph.D. from the Georgia Institute of Technology and is currently an assistant professor of management at Louisiana State University. He has served as research track chair for the EAPA annual meeting and as a consultant to the National Institute on Drug Abuse. His current research centers on a NIDA-funded study to examine small business efforts to address employee drug and alcohol abuse problems in their workplaces.

A. ELYSSA BLANTON [co-author, "Application of Performance Tests to Identify Workplace Drug Users: A Panacea or a Familiar Set of Problems?"] is a Ph.D. student in the Department of Management at Louisiana State University. Her research interests include the strategic management of human resource issues.

TERRY C. BLUM [co-author, "Workplace Drug Testing Programs: A Review of Research and a Survey of Worksites"] is a Professor of Organizational Behavior in the School of Management at the Georgia Institute of Technology. She completed her Ph.D. at Columbia University. Dr. Blum's current research focuses on patterns of human resource practices related to contemporary social problems.

DAIL L. FIELDS [co-author, "Workplace Drug Testing Programs: A Review of Research and a Survey of Worksites"] is a Ph.D. candidate in Organizational Behavior at the Georgia Institute of Technology. He received his B.A. from Johns Hopkins University. He is interested in the effects of organizational context on employee satisfaction and well-being, how integration of personnel/human resource strategies and practices affects organizational performance, and the effects of jobs on the health of employees.

JAMES S. HOUSE [co-author, "Social Stratification, Health, and Well-Being Over the Life Course"] is Director of the Survey Research Center and Professor of Sociology at the University of Michigan. He obtained his Ph.D. in Social Psychology from Michigan and previously was on faculty in Sociology at Duke University. He has been involved for two decades in research and writing on the relation of social stress and social support to physical and mental health. His current research focuses on the role of psychosocial factors (including social stress and social support) in the maintenance of health and effective functioning over the life course, including the reciprocal relationship between health and paid work or other productive activity. Currently he is examining variations in socioeconomic differentials in health and effective functioning over the life course, and the role of a broad range of psychosocial factors in producing those differences.

ROLAND E. KIDWELL, JR. [co-author, "Application of Performance Tests to Identify Workplace Drug Users: A Panacea or a Familiar Set of Problems?"] is a Ph.D. student in the Department of Management at Louisiana State University. His research interests include factors that are associated with employee withholding of effort on the job, electronic surveillance of employees, and human resource management.

LI LI [co-author, "Single Mothers and Fathers in the Military"] is a Research Scientist with the School of Medicine at Wright State University. She received her Ph.D. in Sociology from Virginia Polytechnic Institute. Her research interests involve evaluation of substance abuse and disability issues. Published works on the topic have appeared in *Sociology and Social Research*, *Forum International*, and *International Journal of Sociology and the Family* as well as a monograph titled *Health Status and Stress Among Military Women*, in which the changing role of women in the U.S. military is examined.

JACK K. MARTIN [author, "Market Employment, Perceived Overload, and the Performance of Women with Families in Non-Working Settings," and co-author, "Work, Family, and Health: The Expanding Role of EAP Professionals"] is the Director of the Survey Research Center at the Institute of Behavioral Research and Adjunct Associate Professor of Sociology at the University of Georgia. He earned his Ph.D. at the University of Utah. Dr. Martin's current research projects examine issues of job satisfaction as well as workplace factors that are related to the development of alcohol abuse.

STUART H. MILNE [co-author, "Workplace Drug Testing Programs: A Review of Research and a Survey of Worksites"] is a Ph.D. candidate in Organizational Behavior at the Georgia Institute of Technology. He received his B.A. and M.S. from Wayne State University. His research interests focus on individual and organization level factors influencing adoption, implementation and utilization of health related human resource practices in organizations. Such practices as employee assistance programs, drug testing programs, health care benefits and health care cost containment strategies are of particular interest.

WILLIAM J. SONNENSTUHL [co-author, "Truth and Fiction in Occupational Stories: The Case of the Troubled Supervisor"] is Assistant Professor of Organizational Behavior at the New York State School of Industrial and Labor Relations at Cornell University. He is also associate director of the R. Brinkley Smithers Institute for Alcohol-Related Workplace Studies. He received his Ph.D. in Sociology from New York University and previously served on the faculty of Rutgers University. His research has centered on the qualitative aspects of the management of deviance in work settings.

CHESTER S. SPELL [co-author, "Workplace Drug Testing: A Review of Research and a Survey of Worksites"] is a Doctoral student in Organizational Behavior at the Georgia Institute of Technology. He received his B.I.E. from the Georgia Institute of Technology. He is interested in

the interaction of socio-cultural factors, organizational characteristics such as worksite technology, and human resource practices.

HARRISON M. TRICE [co-author, "Truth and Fiction in Occupational Stories: The Case of the Troubled Supervisor"] is an Emeritus Professor at Cornell University's School of Industrial and Labor Relations. Since receiving his Ph.D. from the University of Wisconsin, he has pursued a particular interest in the concept of cultures and the behavior of organizations. Professor Trice is an internationally recognized authority on Employee Assistance Programs. He is co-author of the classic *Spirits and Demons at Work*, and recently, of *The Cultures of Work Organizations*. His newest book is *Occupational Subcultures in the Workplace*.

RICHARD W. WILSNACK [author, "Unwanted Statuses and Women's Drinking"] is a Professor in the Department of Neuroscience at the University of North Dakota School of Medicine, where he lectures on medical sociology, medical ethics, and social policies concerning drug use and terminal care. With his wife Sharon Wilsnack he co-directs an ongoing national longitudinal study of women's drinking behavior. Current foci of this research include effects on women's drinking behavior from chronic distress, gendered occupations, drinking partnerships, childhood sexual abuse, aging, and long-term changes in drinking culture.

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From the Editor

We're back! The afterglow of the excellent set of contributions in the first issue tended to dim our vision of the work necessary to get together the next issues. We are continuing to learn the many "ins and outs" of producing a scholarly journal, as well as defining and creating the appropriate niche for employee assistance research within the fields of organizational, clinical, and psychosocial scholarship.

The manuscripts in this issue cover a wide range of research, first focusing on the linkages between work, family and health, and then providing comprehensive discussions of two approaches to job performance problems, drug testing and performance testing. A very important paper on supervisory attitudes toward dealing with troubled subordinates is followed by an analysis of the impact of different family configurations in military life.

EAPA members could perform an easy but extremely valuable service for both the journal and EAPA through contacting their local public library or the library at local junior colleges, colleges, or universities. Talk to the library acquisitions officer, and urge that a subscription to the *Journal of Employee Assistance Research* be obtained. Subscriptions can be entered through Kathy Young at EAPA headquarters. For a developing profession that is increasingly involved in formal certification, it is certain that a library subscription to this publication would be put to good use.

We continue to invite your comments about the journal, either in the form of Letters to the Editor regarding specific articles (with such letters intended by their authors to be considered for publica-

tion), or submitting suggestions of topics on which we might be seeking manuscripts. Feedback about any aspect of the journal is welcome.

This issue contains our second book review. We are moving toward an expansion of this "department" and would like to hear from readers who would like to have the experience of reviewing a scholarly book that bears upon EAP practice. If you are interested, please indicate the topics in which you hold the greatest expertise, and we in turn will try to create appropriate matches.

We continue to be grateful to our authors, Editorial Board, corporate and EAPA chapter sponsors, national EAPA officers, and national EAPA staff for working with us in making this publication a continuing reality.

We dedicate this issue to the memory of two individuals who died during the last year. From very different bases, both contributed vastly and unselfishly to the betterment of their fellow human beings. Frank Rudd, EAP Director at Litton Industries, was an employee assistance professional *par excellence* who was also sensitive and supportive of employee assistance research. Dorothea C. Leighton, M. D., a teacher of mine at Cornell and Emeritus Professor of Public Health at the University of North Carolina at Chapel Hill at the time of her death, was a pioneer in a vital sector of psychiatric "action research" that established the direct linkage between social forces and psychiatric disorder among individuals and communities.

PAUL M. ROMAN
Institute for Behavioral Research
University of Georgia