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*Get the strategies to seamlessly integrate all your work-based human services*

# The Integration of Employee Assistance, Work/Life, and Wellness Services

### Edited by

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From its roots in the occupational alcohol programs in the 1940s, human services programs within organizations have grown exponentially. However, the seamless integration of each facet of those expanding programs into a cohesive whole has proven to be a major challenge. **The Integration of Employee Assistance, Work/Life, and Wellness Services** presents a comprehensive cross-section of experienced professionals who discuss their efforts to fully integrate employee assistance, work/life, and wellness services. This in-depth examination of concepts and practical application of integrated programs in sponsoring organizations provides practical strategies to make your own organization's human services more useful and therefore help employees be productive. The latest research is clearly presented, with a wide-ranging review of current program models in notable organizations that illustrates exactly what is most effective in the field of work-based human services.

**The Integration of Employee Assistance, Work/Life, and Wellness Services** provides a beneficial perspective on the present state of employee assistance, work/life and wellness services in the workplace, and then takes a detailed look at the economics of integration with a value-benefit analysis. Other chapters include program models at various organizations presented by the professionals fully involved in their implementation. Integration strategies are carefully described for academic settings; external service providers; internal programs; hybrid models; and the public sector. An in-depth critical analysis of integration, its effectiveness and real value is presented, along with a chapter on the future of the integration of work-based human services programs. The text is extensively referenced with helpful tables and diagrams to enhance clarity of ideas.

**The Integration of Employee Assistance, Work/Life, and Wellness Services** examines the unique aspects of integrated programs at:

- University of Arizona
- Johns Hopkins University
- University of California, Berkeley
- Motorola
- Wells Fargo
- Ceridian
- Ernst and Young
- Fairview Hospital
- US House of Representatives, State of Minnesota EAP
- Australia, the United Kingdom, and Europe

**The Integration of Employee Assistance, Work/Life, and Wellness Services** is essential reading for all Human Relations Professionals particularly those connected with their EAP, work/life, and wellness services, as well as students in related fields.

**Publication Date:** December 1, 2005.

**Available:** Available Fall 2005.

\$59.95 soft. ISBN-13: 978-0-7890-3063-4 / ISBN-10: 0-7890-3063-2.

\$79.95 hard. ISBN-13: 978-0-7890-3062-7 / ISBN-10: 0-7890-3062-4.

**Pages:** Approx. 479 pp. with Index.

**LC#:** not set

**Categories:** Chemical Dependency and Addictions Treatment; Social Work and Human Services

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(Published simultaneously as the Journal of Workplace Behavioral Health, Vol. 20, Nos. 1/2 and 3/4.) Please add this information in any published reviews.



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**About the Co-Editors**

**Mark Attridge, PhD**, is a consultant in the employee assistance field. Since 1994, he has conducted dozens of applied research studies using clinical, survey, and claims data for various Fortune 500 employers and health plans. He was Chair of the Research Committee for the Employee Assistance Professionals Association from 1999 to 2004 and has been on the advisory council for the Institute for Health and Productivity Management. He is a scientific reviewer for several scholarly journals and the National Registry of Effective Prevention Programs, Workplace Division, for the US government. Dr. Attridge has taught extensively at the University of Minnesota, the University of Wisconsin, and Augsburg College. He has presented in the areas of health, social psychology, and communication. Mark is also President of Attridge Studios—a family business in the fine arts and personal growth consulting.

**Patricia A. Herlihy, PhD, RN**, is a research analyst and CEO of Rocky Mountain Research in Boulder, Colorado. She is a Psychiatric Clinical Nurse Specialist with over 25 years of psychiatric experience. She has served as charge nurse on an inpatient adult psychiatric care unit, family therapist in an outpatient child guidance center; director of an adolescent substance abuse program; Assistant Professor in Boston University's graduate psychiatric nursing program; Systems Manager for Digital Equipment Corporations EAP; and Principal Investigator for three international studies on the topic of Integration of Services. Dr. Herlihy has presented extensively in North America on the topics of integration of EAP, work/life and wellness services, and has several publications on this topic. Currently she is on the Board of Employee Assistance Society of North America serving as their Research Chair.

**R. Paul Maiden, PhD, LCSW**, is Director of the School of Social Work at the University of Central Florida in Orlando and is a faculty member of the Public Affairs PhD program. He is the editor of the *Journal of Workplace Behavioral Health*. He has been in the EAP field since 1980 and has published, presented, trained, and consulted extensively in the United States and abroad. He is the recipient of a Senior Fulbright to Russia and is involved in curriculum development and training in employee assistance, workplace, and family and violence. Dr. Maiden is a principal of Behavioral Health Concepts, Ltd. He has consulted with a wide range of domestic and international organizations and employers in the public and private sectors in the development, administration, and evaluation of employee assistance and managed care programs, workplace policies, and educational programs on drug testing, family medical leave, HIV/AIDS, harassment, and disabilities, training and development of treatment providers in managed care, and organizational development and change.

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