



# 2018 CONFERENCE

*Evolving to Meet the Needs of Dynamic Workplaces*

---

Enhancing program and professional development for those who assist faculty, staff and families at higher educational institutions.



October 8-10, 2018 | Embassy Suites by Hilton  
Minneapolis Downtown

---

**MINNEAPOLIS,  
MINNESOTA**

---

Visit [www.iaeape.org](http://www.iaeape.org) for more information

# IAEAP CONFERENCE

Our conferences are comprised of a group of EAP professionals in education who gather to share their collective knowledge and gifts, learn, renew their energy, and have lots of fun! We welcome EAP professionals from all industries to join us for education and networking.

## VENDORS OPEN DAILY

Please take time to visit the conference vendors to learn more about what they may have to offer your program.

## BREAKFAST SERVED DAILY AT 7:30 AM

Complementary breakfast is served in the 2nd floor hotel restaurant for those staying with Embassy Suites (our host hotel).

**MONDAY OCTOBER 8**

*Registration Opens 8:15 AM*

### **9:00 AM - 9:30 AM WELCOME - PLYMOUTH BALLROOM A**

**Orlando Gonzalez, MEd, LMHC, CEAP**

*President, IAEAPE*

*Director, FSAP, University of Miami*

### **9:30 AM - 10:45 AM THE DANGERS OF PROBLEM GAMBLING & THE TRAUMA OF DUAL ADDICTION & CO-OCCURRING DISORDERS - PLYMOUTH BALLROOM A**

**John Von Eschen, MA, LMFT**

*Certified Problem Gambling Therapist*

This presentation will focus on problem gambling, dual addiction, how EMDR can be used to deal with the trauma of addiction, and the importance of treating dual addiction as a co-occurring disorder. Gambling is now in the DSM-V with other addictions. The emphasis will be on how dual addiction is similar to co-occurring disorders and possible treatment for such disorders. Funding for gambling treatment will be discussed.

### **11:00 AM - 12:15 PM STRADDLING THE FENCE: EAP AND STUDENT COUNSELING - PLYMOUTH BALLROOM A**

**Dario Silva, Ph.D.**

*Past-Director, Employee Assistance Program New Mexico State University IAEAPE - Emeritus*

Through an interactive discussion, this session will outline how providing EAP services for faculty/staff is distinct from student counseling services. However, some universities have created clinical positions that include both EAP and student counseling. An experiential action method will be utilized to demonstrate the challenges and potential pitfalls (e.g. confidentiality, role conflict, etc.) when working with faculty, staff and students. (Participation in any and all exercises will be voluntary). Dialogue will follow to describe some principles and guidelines to which counselors can refer to when negotiating the dual-role of EAP and student counselor. Finally, the session will end with an opportunity for networking and an evaluation of learning.

**MONDAY, OCTOBER 8**

*Registration Opens 8:15 am*

**12:15 PM - 1:15 PM LUNCH PROVIDED - SAPPHIRE ROOM**

**1:30 PM - 2:45 PM FUTURE OF EAP - KEYNOTE - PLYMOUTH BALLROOM A**

**Tamara Cagney, EdD, MA, BSN, MFT, CEAP, BCC**

*President, EAPA*

What is the future of the EAP? According to an Employee Benefits Advisor (EBA), employer demand for EAPs will continue to increase, but EAPs will need to adapt to changing needs. Technologically adept, outcomes based, and customizable workplace focused services may not look like traditional EAPs. Participants will explore how EAPs need to evolve to meet the realities of today's workforce. The presentation will include discussion of whether the current model of EA service delivery is sustainable and a review of the three issues identified by Chestnut Global will serve as our focus moving forward. These goals are to (1) Improve EAP utilization beyond its current benchmarks of 4-5%; (2) Increase coordination of care with non-EAP providers, and incorporate the EAP into corporate initiatives; and (3) Require EAP vendors to demonstrate EAP outcomes beyond utilization rates, demographic information, and process metrics.

**3:00 PM - 4:15 PM UNLEASHING WELL-BEING - PLYMOUTH BALLROOM A**

**Amy Rodquist-Kodet, MA, NBC-HWC**

*Professional Health Coach & Wellness Specialist, University of Kentucky*

This interactive presentation is filled with engaging writing prompts, compelling resources and tangible practices to increase well-being both personally and professionally. By the end of the session, the audience will have tangible tools to... (1) Improve well-being in 5 areas: Positivity, Engagement, Relationships, Meaning & Achievement without burning out (2) Grow resilience & align with your values when stress and fear crash around you (3) (Re)set and accomplish well-being goals & form habits that work with your brain (and don't overwhelm your life).

**5:30 PM - 6:30 PM WELCOMING SOCIAL HOUR - SAPPHIRE ROOM**

All attendees are invited to the Sapphire Room to socialize and enjoy light appetizers.

**7:00 PM FRAN DEATS MEMORIAL DINNER**

This dinner is for new IAEAPE members and first-time conference attendees. Location TBD. Dinner on your own for all others.

**TUESDAY, OCTOBER 9**

*Registration Opens 8:15 AM*

## **9:00 AM - 10:15 AM THE RESILIENT WORKPLACE - PLYMOUTH BALLROOM A**

**Maggie Moore, LISW**

*Director, UI Employee Assistance Program, University of Iowa*

For the past four years, the University of Iowa EAP has been focusing on our campus culture and how we can engage and support our faculty and staff across the life span. With many state budget cuts, a campus wide flood in 2008, and major changes in collective bargaining rights, our faculty and staff have faced a great deal of stress. Our UI EAP is seeing increasing numbers of users for counseling. Supervisory consultations are also up along with the acuity of the concerns. We started looking at how, from a population health perspective, we could provide additional support for our campus. Our EAP has already been helping our campus sleep well but was there something else we could do? When we started broadening the lens of how we could improve people's ability to deal with tough times, we landed on the topic of resilience and how there are many skills that people can learn in their everyday lives that will help develop grit and resiliency. In working with campus partners in health and well-being, the resiliency program was launched. Considering Gladwell, we hope that over time, a culture of resilience and well-being will be developed.

## **10:30 AM - 11:45 AM HYBRID EAP: BEST OF BOTH WORLDS - PLYMOUTH BALLROOM A**

**Sharon S. Saia, MSW, LISW-S**

*The Ohio State University*

**Mona Fitzer, M.Ed., LPCC**

*Director, Health Care and Education Divisions, IMPACT Solutions*

Learn what a Hybrid EAP is, combining both an internal EAP and external EAP vendor, to provide a wide range of EAP services to 60,000 employees, benefits - eligible dependents and household members. The role of collaboration by both the internal EAP, who is front facing to the Ohio State University community and our external EAP vendor, IMPACT Solutions. The partnership provides seamless EAP services via the EAP vendor who coordinates the network of counselors as well as referrals to the internal EAP. The combined team provides CISM, manager referrals, training, as well as clinical consultation. Resultant of this partnership, we can provide better service to our regional campuses as well. We will discuss the reporting of the EAP data done by IMPACT and the increase in EAP utilization as a result of this collaboration. Our current utilization is 10.4%.

**TUESDAY, OCTOBER 9**

*Registration Opens 8:15 AM*

**12:00 PM - 1:00 PM LUNCH PROVIDED - SAPPHIRE ROOM**

**1:00 PM - 2:15 PM RETIREMENT: RIGORS, REALITIES, REWARDS - PLYMOUTH BALLROOM A**

**Charlene G Gooch, PhD**

*Family Therapist, Faculty, Consultant*

*Past President, IAEAPE*

This interactive seminar will explore many of the questions people ask of themselves and others at various stages of planning for and negotiating through retirements. The goal is to increase our awareness of concepts to incorporate both in the counsel we give to our clients and to the paths we negotiate for our own futures as retirees (knowing it is never too early to begin the process). The seminar will include didactic input, discussion, and personal experiences shared from a career across the fields of employee assistance, family therapy, nursing, higher education, health care and lifestyle consultant, continuing education, and family caregiver.

**2:30 PM - 4:00 PM IAEAPE BUSINESS MEETING - PLYMOUTH BALLROOM A**

Only IAEAPE members are permitted to attend the annual business meeting.

**5:30 PM - 9:00 PM BANQUET**

Location TBA

**WEDNESDAY, OCTOBER 10**

*Registration Opens 8:15 AM*

**8:30 AM - 10:00 AM    EVOLVING TREATMENT PRACTICES TO ADDRESS THE OPIOID CRISIS - PLYMOUTH BALLROOM A**

**Ahmed Eid, MA, LADC**

*Addiction Program Manager, Hazelden Betty Ford Foundation*

**Laura Adams, MSW, LCSW**

*Outreach Manager, Hazelden Betty Ford Foundation*

Through this session, learn how medication-assisted treatment, along with other evidence-based treatment modalities, has improved treatment outcomes and saved lives. Understand how the opioid health crisis may be affecting your members and what it means for EAPs. Learn how members can work safely, effectively and productively while supporting their recovery with medications. Also, we will identify resources that are available to you and your members locally and nationally.

**10:15 AM - 11:30 AM    SERVICES FOR WORKING GROUPS IN UNIVERSITY SETTINGS - PLYMOUTH BALLROOM A**

**Morris Mosley, MSW, LCSW**

*University of Illinois Faculty Staff Assistance Services*

The EA field is in transition due, in part, to a belief that services that are duplicated should be outsourced. In truth, if ever there was a delivered service that could be outsourced, it is individual therapy, as we routinely refer clients to local professionals. Services to groups target both leadership and membership as clients, but empowering a group is not a typical skill of the HR professional. Employee Assistance Professionals have a unique skill set that addresses the needs of the individual in relation to the individual's most immediate environment, the work group. This workshop is as much about a new consideration for the field as it is about new services for the work place. Participants will gain insight into group theory as applied to work groups while exploring the developmental process of work groups and how this process is affected by systemic, structural and group dynamics. Practical group engagement strategies for developing groups, for rebuilding groups impacted by change, and for establishing collective problem solving routines for groups polarized by conflict, will also be featured.

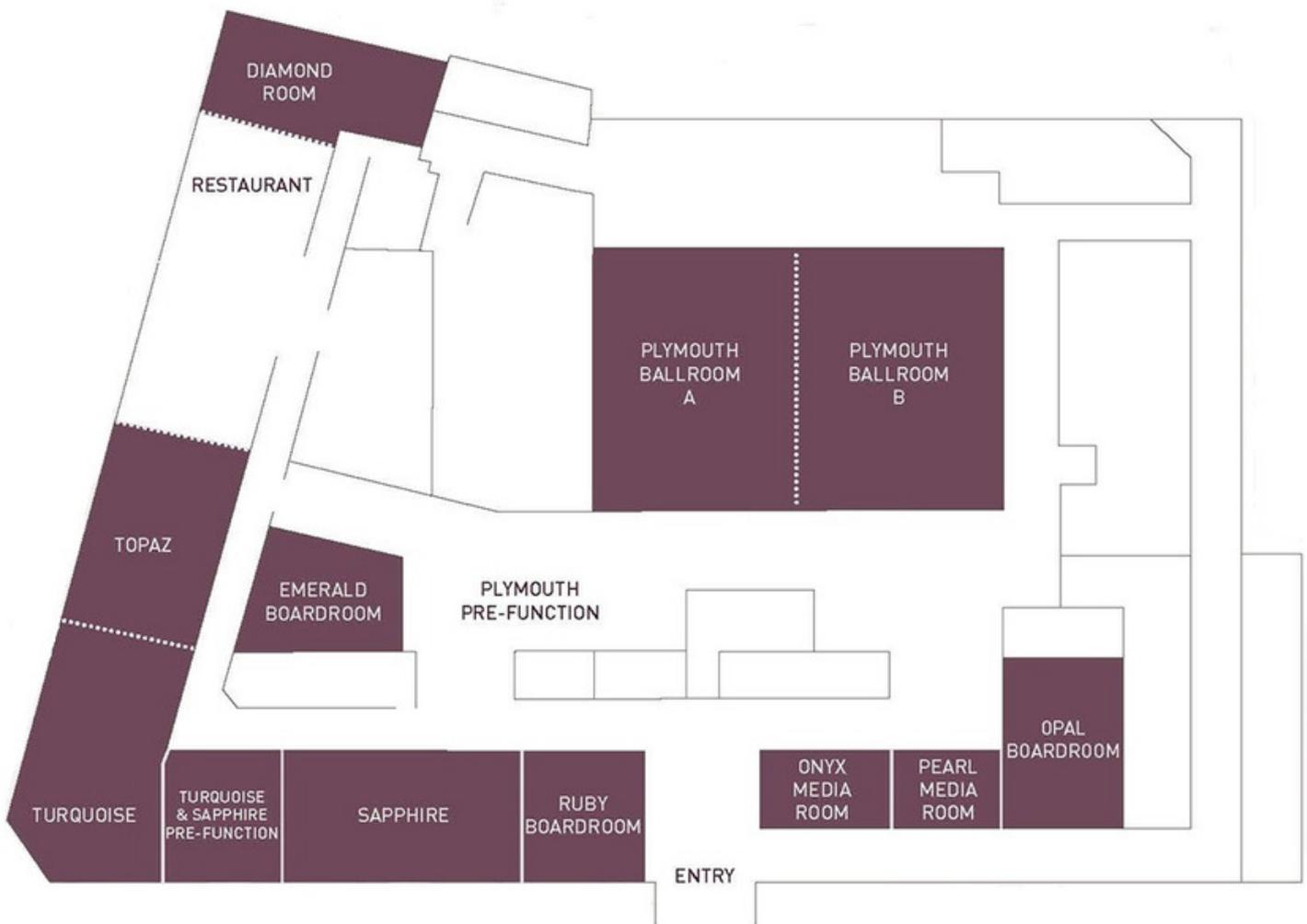
**11:30 AM - 12:00 PM    CLOSING REMARKS - PLYMOUTH BALLROOM A**

Closing remarks from Orlando Gonzalez - Goodbye till next year!



## 2ND FLOOR CONFERENCE CENTER FLOOR PLAN

International Association of Employee Assistance Professionals in Education (IAEAPE)  
2018 Annual Conference  
Embassy Suites by Hilton – Minneapolis Downtown



## CONFERENCE VENDORS



American Addiction Centers



**DELPHI**  
Behavioral Health Group®



**Harting** EAP™

*The FIRST Name in EAP Software.*



**IntroVentions**

*First Step In Prevention & Intervention In The Workplace*



TREATMENT PLACEMENT®  
**SPECIALISTS**

*AN INITIATIVE OF ACADIA HEALTHCARE*



**TAO**

Therapy Assistance Online