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Our Objectives

- Use quantitative, categorical information to:
 - compare faculty/employee assistance program (FEAP) clients to general employee population in our setting
 - compare presenting problems across different groups of employees
- Use qualitative information (case studies) to illustrate the reality behind the numbers



UVA Workplace Population

Approximately 13,000 faculty and staff

- Average age = 41
- 59% female
- 83% white
- 68% married
- 16% teaching faculty
- 6% management
- 12% HCP (not MDs)
- 23% technical
- 32% clerical/office
- 8% service/maintenance

Surrounded by 16,000 students!!

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FEAP at UVA

- Mandate
- History
- Organizational relationships
- Staff
- Current challenges
- Relationship to CSAP-funded Project

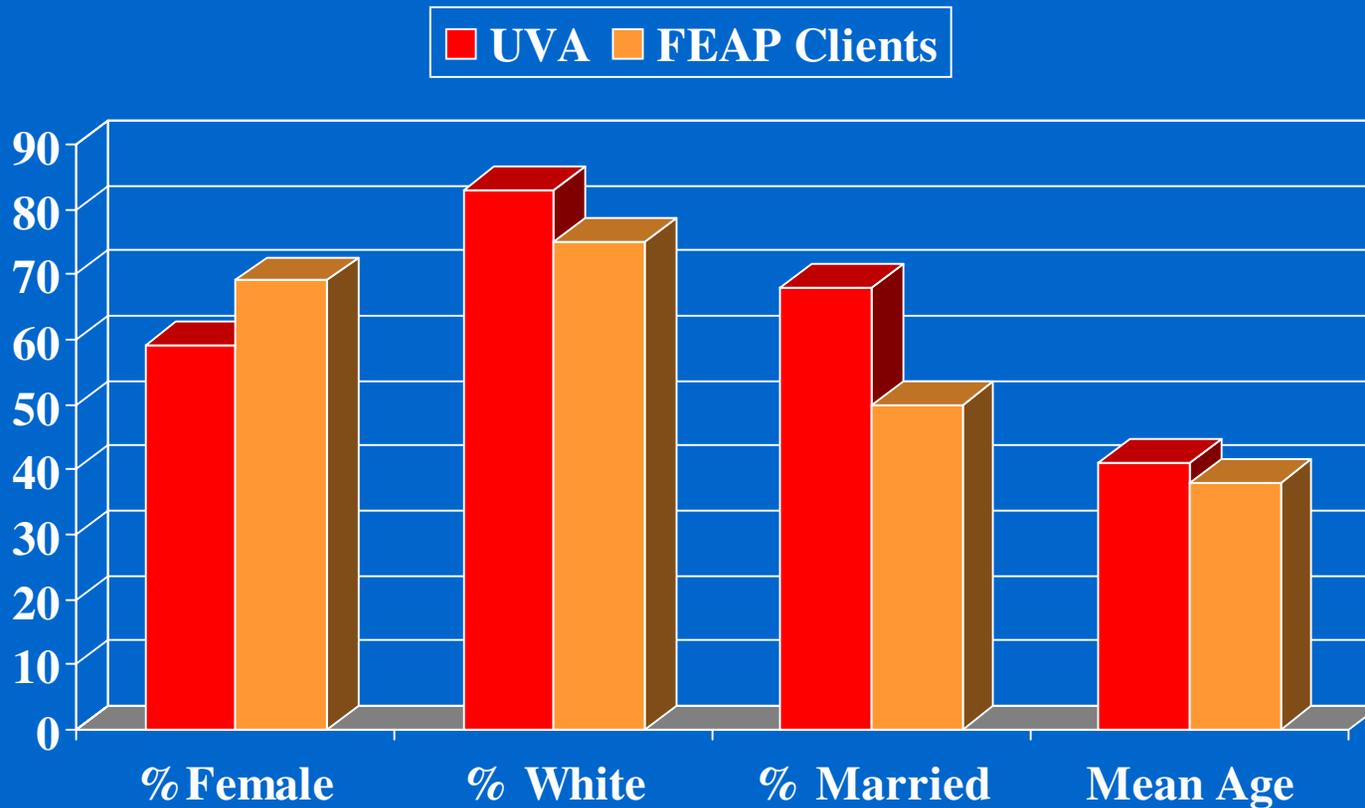


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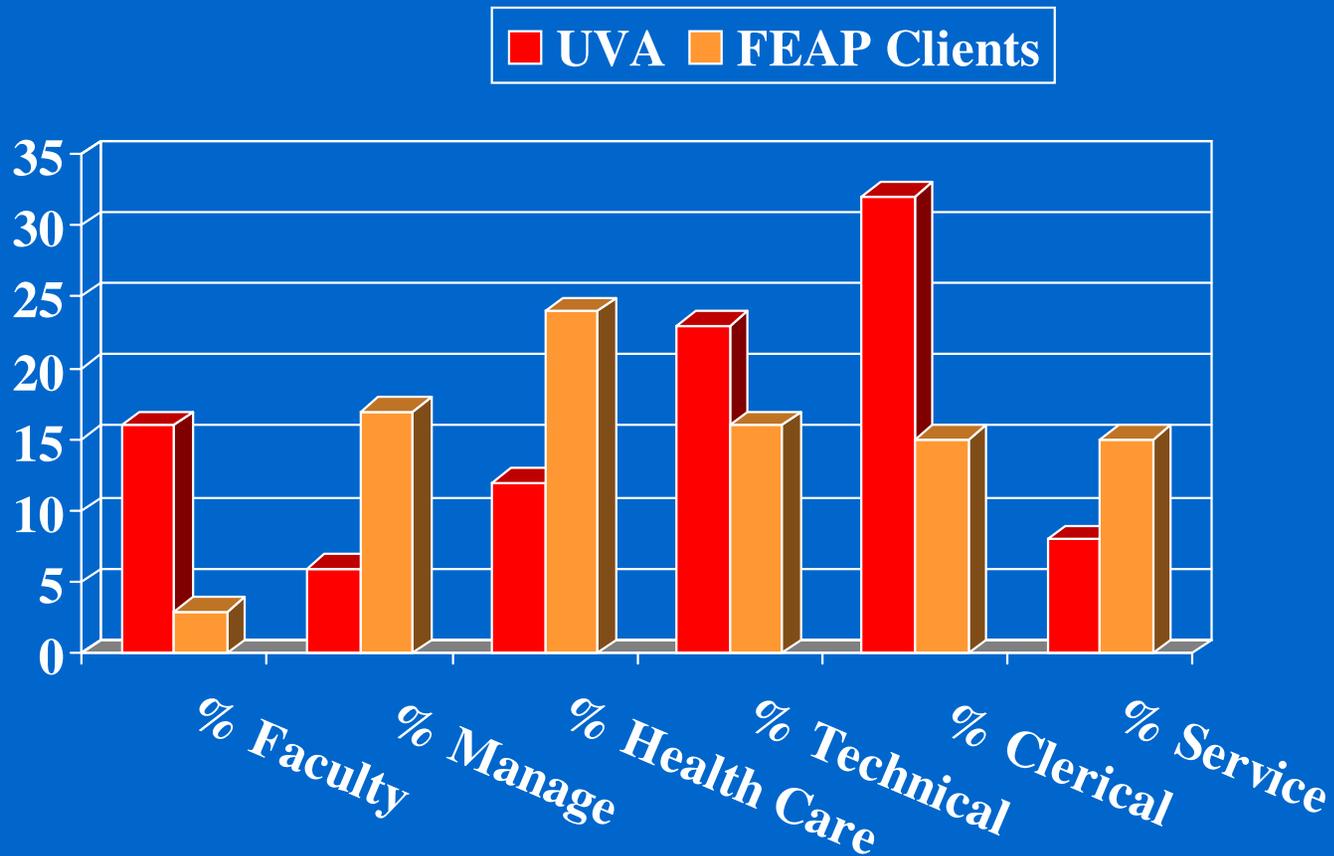
Data Collection Time Frame

YEAR	MONTHS	TOTAL	MO. AVE.
1995	6	167	27.8
1996	12	330	27.5
1997	12	332	27.7
1998	6	123	20.5
TOTAL	36	952	26.4

Demographic Comparison



Job Category Comparison



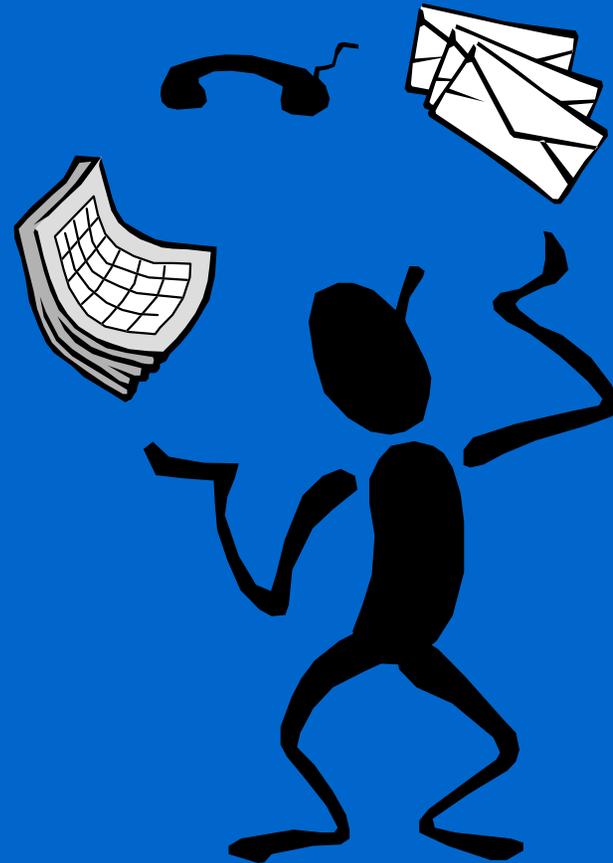
Overview of FEAP Clients

- Approximately 3% of UVA employees are FEAP clients each year.
- FEAP clients are more likely to be female, non-white and unmarried than UVA employees.
- FEAP clients are more likely to be managers, health care professionals and service personnel than UVA employees.
- Faculty are least likely to use FEAP.

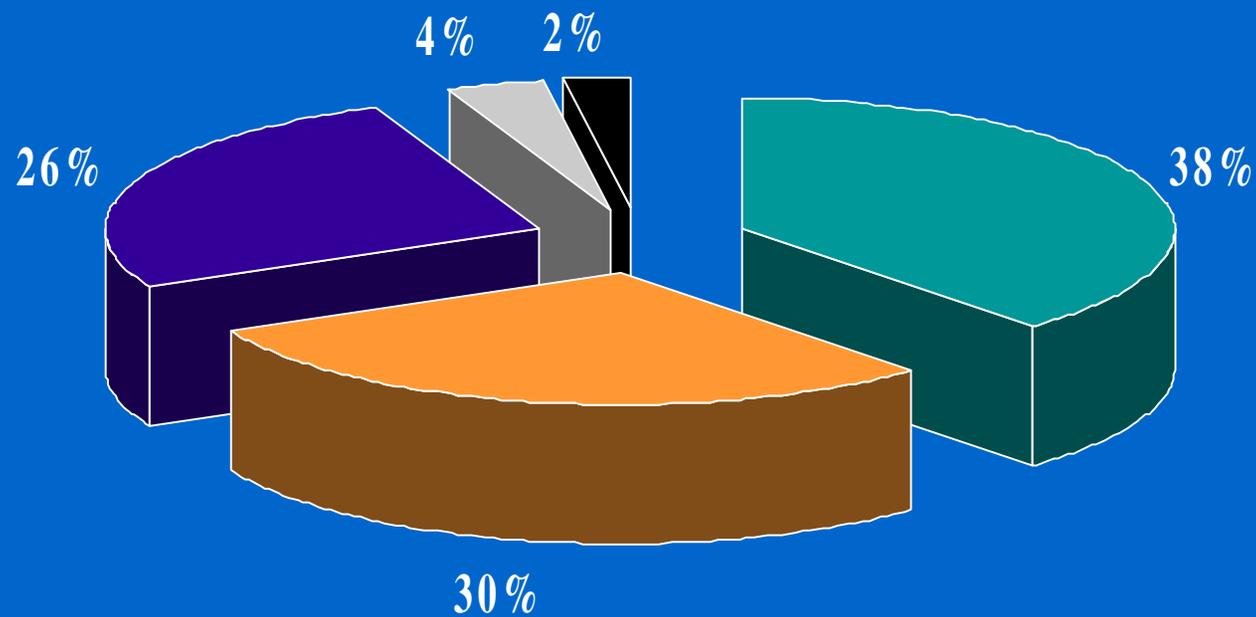
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Case Presentation

- Client
- Presenting problem
- Impact on work
- Referral source
- Recommendations
- Compliance
- Outcome
- Follow-up



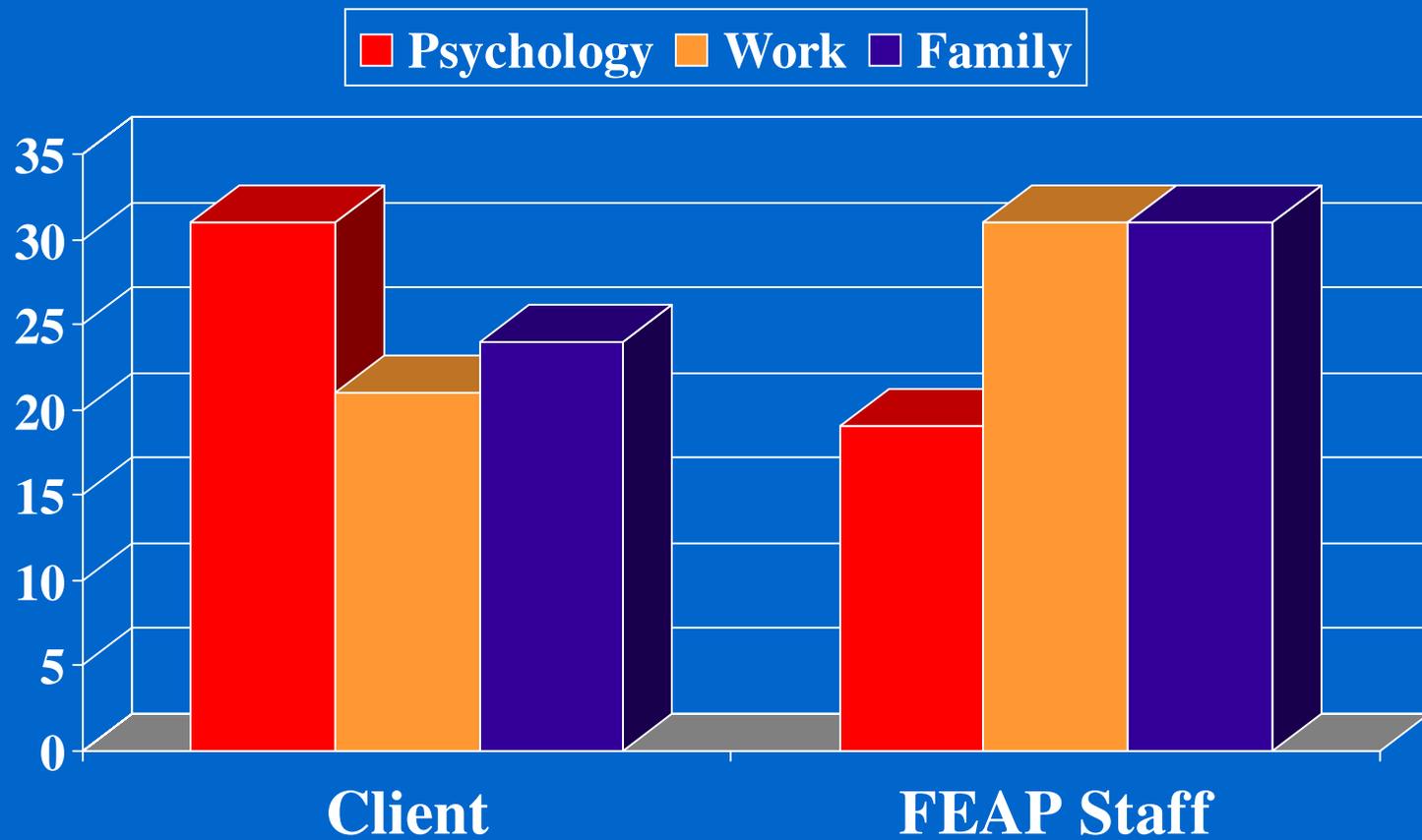
Overview of Presenting Problem



■ Psychological ■ Family ■ Work ■ Legal/Financial ■ Medical

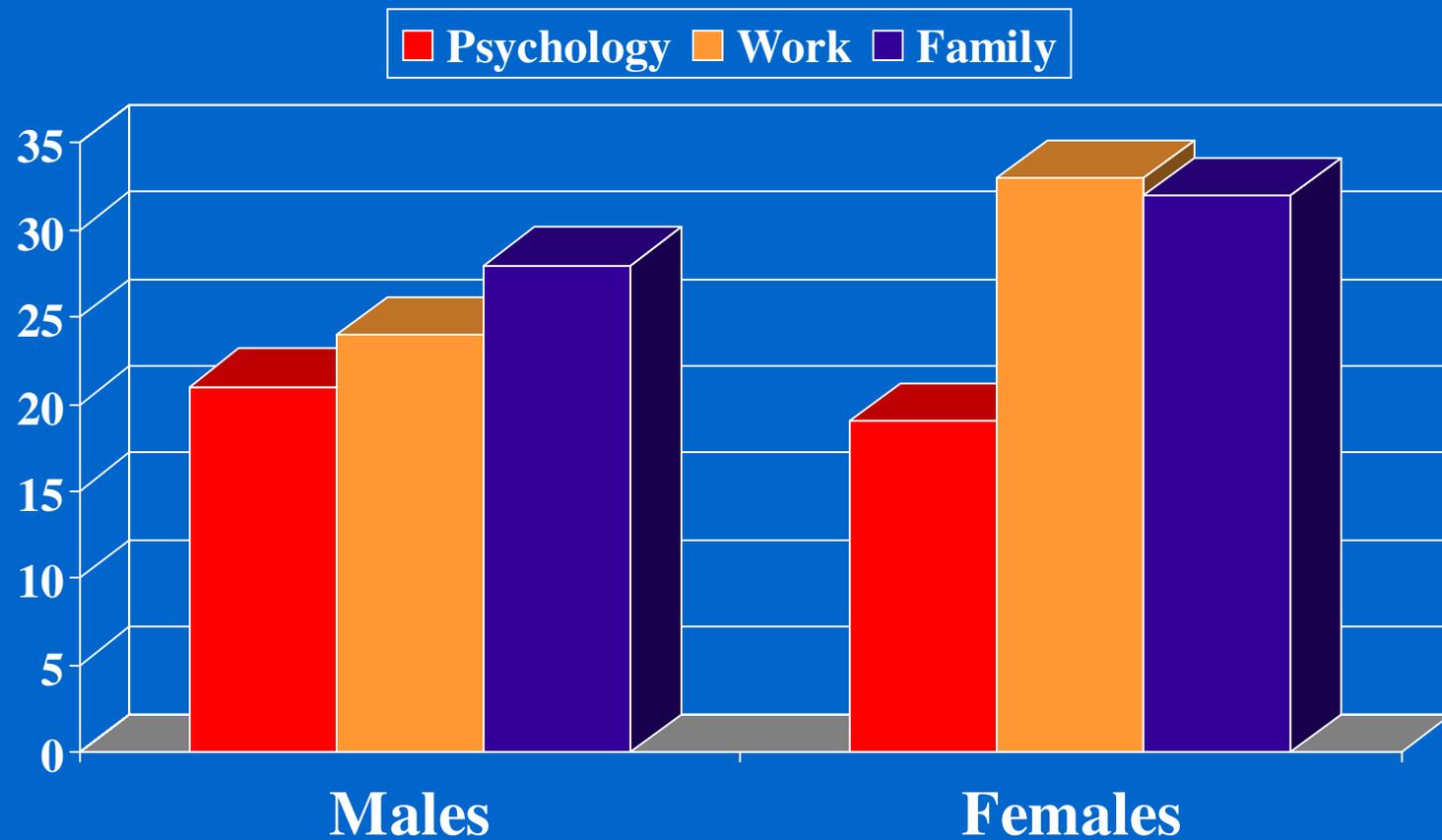
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Presenting Problems: Clients & FEAP Staff

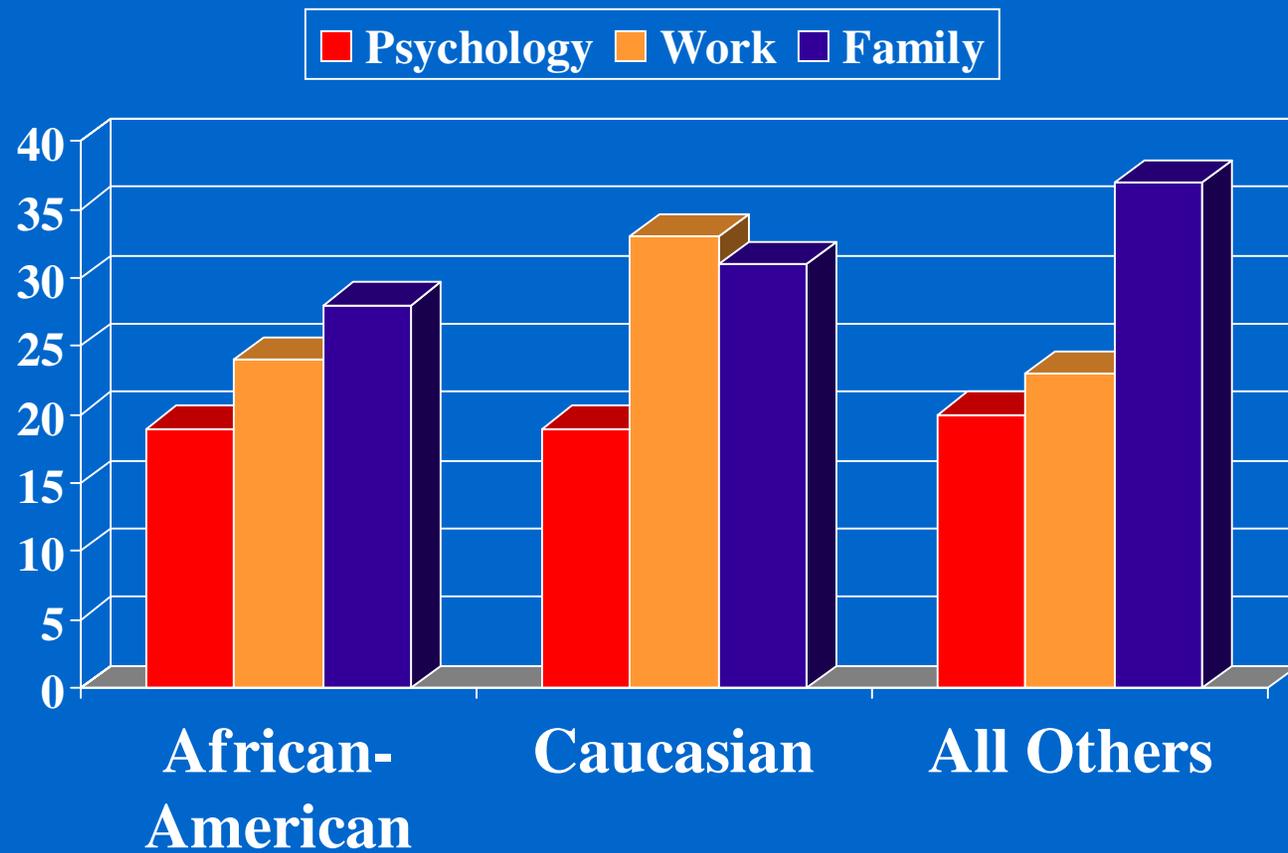


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Presenting Problems: Males and Females

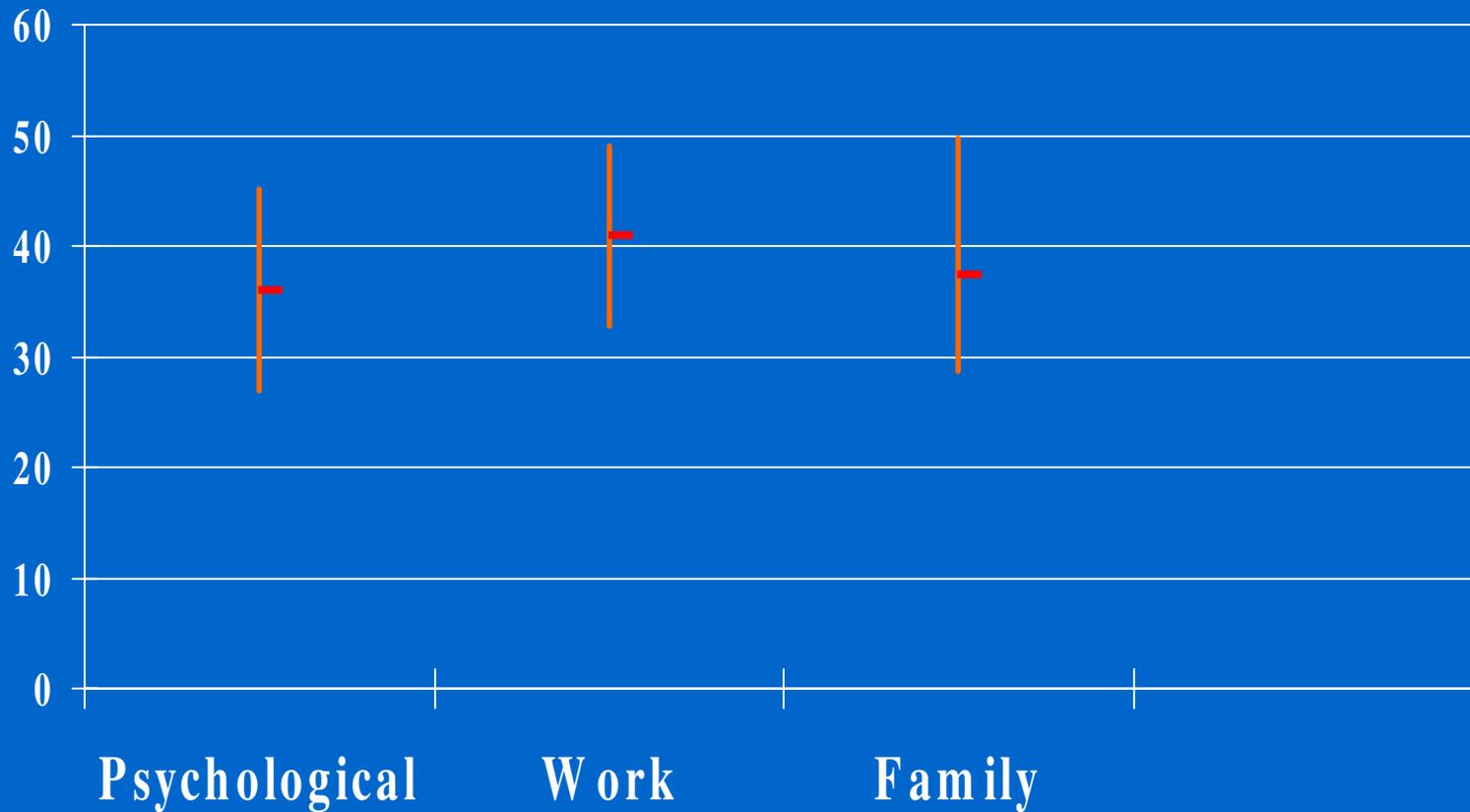


Presenting Problems by Ethnicity



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Presenting Problems by Average Age



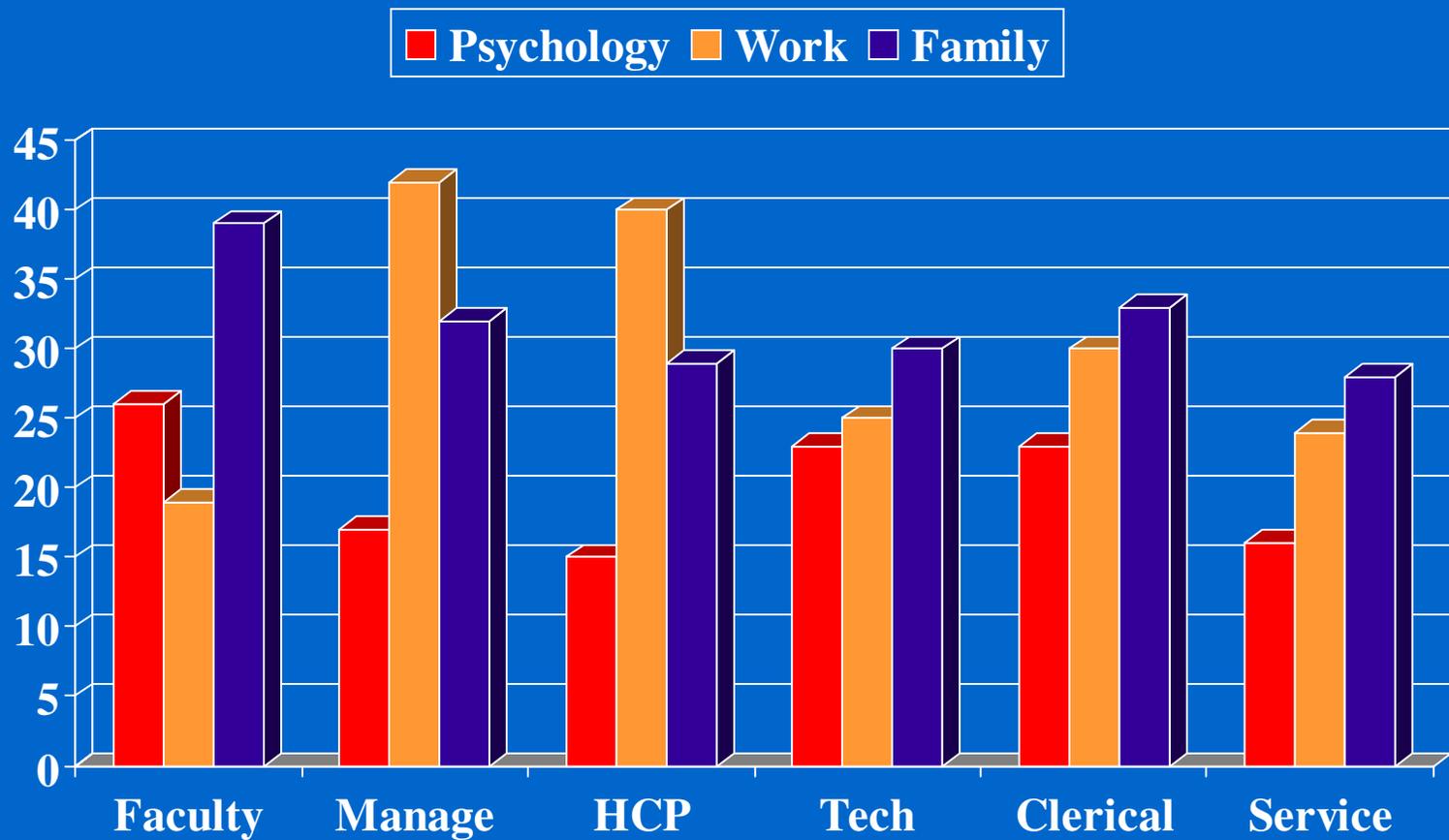
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Overview of Demographic Factors

- Clients are less likely than FEAP staff to identify problems as family or work.
- Females and Caucasians are more likely to identify work as the problem.
- Age, education, marital status do not differentiate presenting problems.

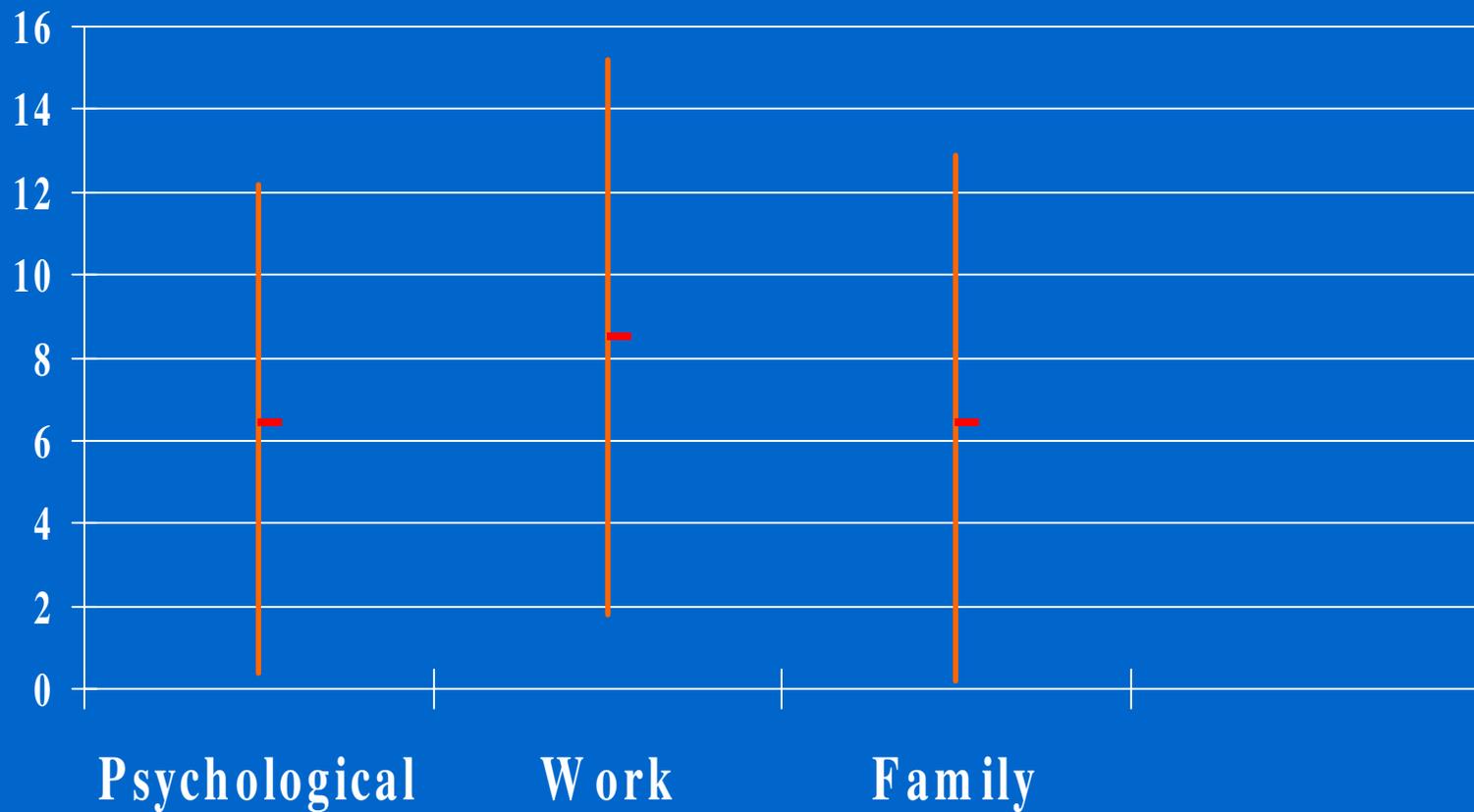


Presenting Problems by Job Category

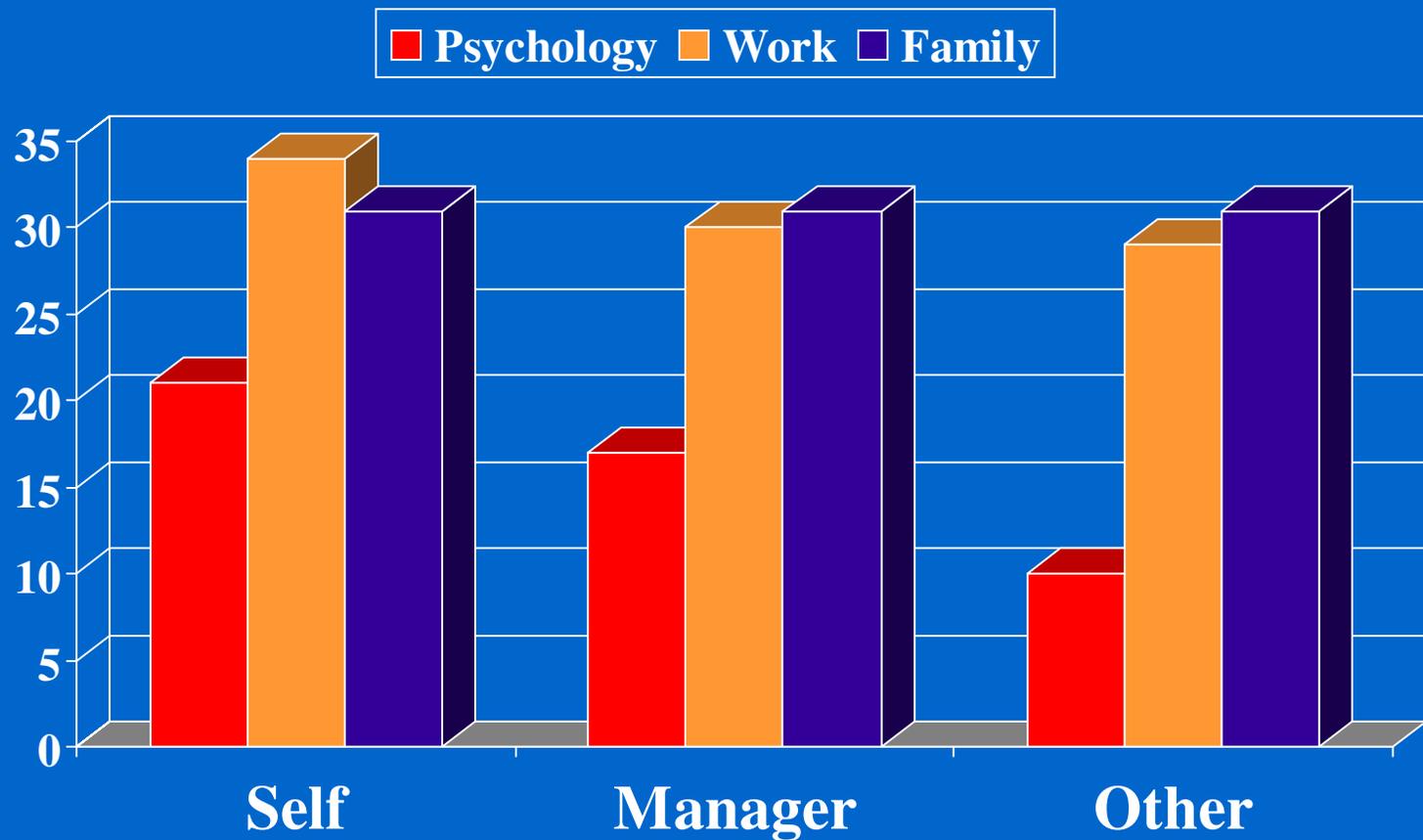


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Presenting Problems by Average Years at UVA

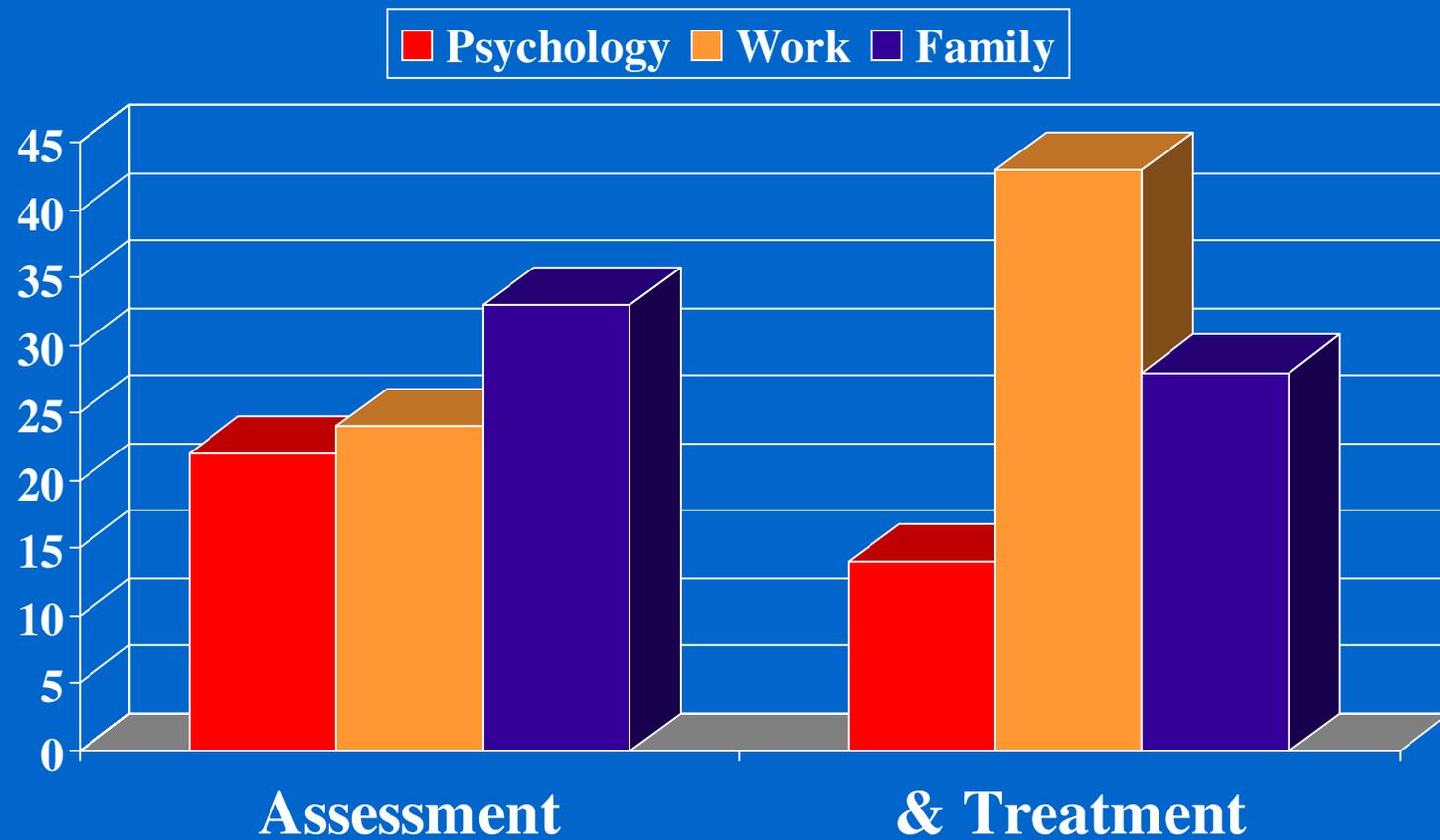


Presenting Problems by Referral Source



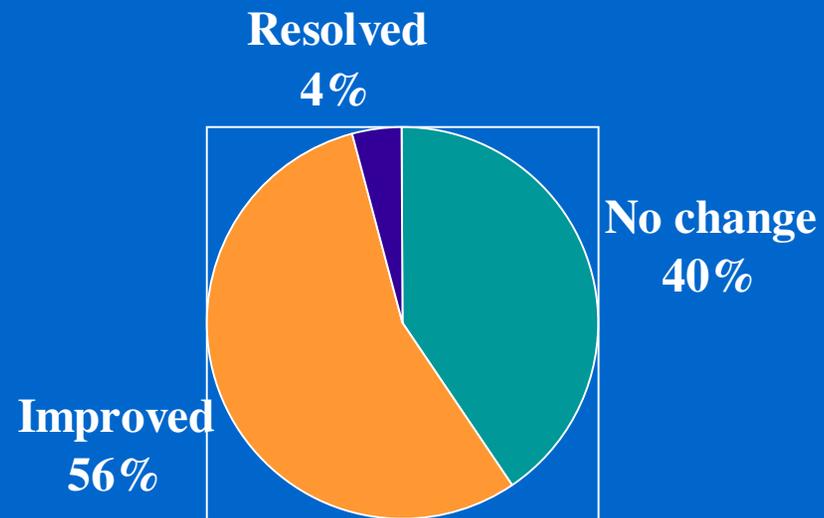
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Presenting Problems by Service Provided

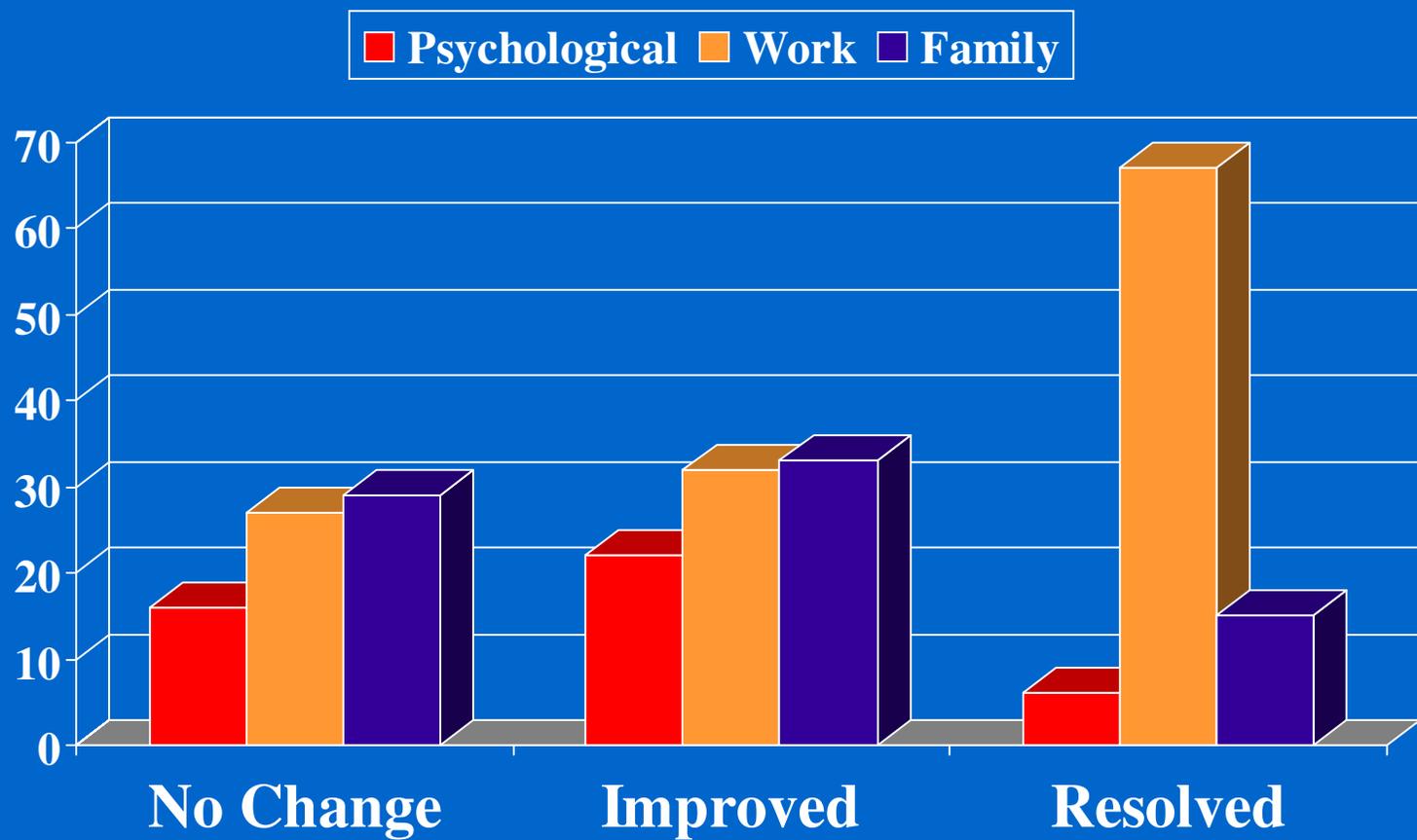


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Overview of Simplified Outcome



Presenting Problems by Outcome



Overview of Work & Treatment Factors

- Managers and HCPs are more likely to identify work as the problem.
- FEAP staff are more likely to offer treatment for work problems.
- FEAP staff are more likely to rate work problems as resolved.