July 2012 Survey of EAP Staffing through IAEAPE

New / Increased Programs & Initiatives

- New hire Police Evaluations
- Smoking cessation program for groups or individuals - Certified Tobacco Training Specialist
- Department requested grief support groups
- Department presentations on stress or anger management
- Presentations at department retreats
- HR presented workshops i.e. Optimal Health and Performance
- HR Benefit Fairs
- New Faculty Orientation
- Physical Plant Department health fair
- Services for HR/Employee Relations Managers
The EAP was established in 1999 through funding from the Provost’s Office’s miscellaneous gifts and grants (MH G) account to provide professional and confidential help to UF employees with problems caused by workplace conflict, substance abuse, health & financial difficulties, relationship/family concerns, or other issues that affect work performance. The UFEAP in its current form was established in 2010 with E&G funding dollars.

The UFEAP services are available to all UF employees including faculty, staff, OPS and family members.

The demand for UF EAP services has steadily increased over the past several years. At the same time, resources to meet the demand have declined, largely as a result of budget cuts in the past few years and lack of initial funding of positions as recommended by the consultation team. The following tables and graphs summarize these trends over the past several years. This increase in demand for services has at times superseded our ability to meet individuals’ and some departmental needs in the timely manner which we strive for.

The UF EAP has had a 166.5% increase in service utilization over the last three years and Psychiatry Services has had a 202% increase in service utilization. In addition to our traditional UFEAP services, as a result of organizational changes, we have had to take on new roles and responsibilities in the university community.

I hope that the information above and following provides you with the essential justification for UFEAP’s optimal budget request.
University Wide Crisis and Urgent Care Services

- 24/7 after hour crisis counseling services provided by ProtoCa1 and UFEAP providers State wide
- Behavioral Consultation Team
- Crisis Response Team
- University Crisis Resource Network Team
- Substance Abuse Professional Assessment Services for drivers covered under DOT
- Psychiatric consultation and evaluation