

EMPLOYEE ASSISTANCE OFFICE (EAO) Annual Report Fiscal Year 2014-2015

The University of Wisconsin established the Employee Assistance Office (EAO) to assist faculty and staff with maintaining and enhancing both their professional and personal lives. We offer services to promote respectful and productive work environments as well as emotional well-being.

Activity

- Total number of new individual cases opened – 246
- Total number of individual follow-up contacts – 130
- Total Supervisory/Management Contacts – New 46, Follow-up 24
- Total number of Telephone Consults – Employee 68, Supervisor 74
- Total number of HR consults – Phone 76, Meeting 41
- Total number of groups – 22
- Number of group participants – 322

Demographics

Breakdown:

- 46% Academic Staff
- 11% Faculty
- 40% University Staff
- 1% Temporary Employee
- 1% Limited Appointee
- 1% Family Member

Top Four Concerns

- Conflict in the workplace – 20%
- Occupational/career-related concerns – 20%
- Marital/Relationship – 15%
- Employee Performance – 15%

Specific Examples of Concerns

Layoffs, Sexual Harassment, Elder Care, Marital/Relationships, Housing, Communication, Retirement, Policy Questions, Discipline Issues, Workplace Climate

EAO Presentations/Groups

EAO staff delivered 60 presentations on various topics to 946 attendees.

Topics:

- Communication and Collaboration
- Stress Management
- Managing Change: Beyond Survival
- EAO Orientation
- Fostering a Positive Work Environment
- Conflict Resolution
- Coaching for Difficult Conversations
- EAO staff also facilitated grief sessions

Specific Committee Involvement

- Anti-Bullying Curriculum (training subcommittee for Ad Hoc committee)
- Chancellor's Advisory Group Alcohol and Other Drugs
- Title IX (training subcommittee)
- End Violence on Campus EVOC (training subcommittee)
- UWell-University Wellness committee