Contents

Foreword	Walter B. Wriston	viii
Preface	Willis B. Goldbeck	xiii
Preface	Richard H. Egdahl and Diana Chapman Walsh	xv

I. Context and Issues

II.

1. Mental Distress as a Problem for Industry	
Kathleen Barrie, Beatrice Smirnow, Andrew	
Webber, Anne Kiefhaber, and Willis B. Goldbeck	3
2. Industry's Response: A Survey of Employee	
Assistance Programs	
Anne Kiefhaber and Willis B. Goldbeck	19
Program Models and Directions	
3. Case Studies in Mental Wellness Programming	
Beatrice Smirnow	29

.

4.	Some Guidelines for Employee Assistance Program Development Kathleen Barrie, Beatrice Smirnow, Andrew Webber, Anne Kiefhaber, Willis B. Goldbeck, and Sloan d'Autremont	58
5.	Labor and Employee Assistance Programs Leo Perlis	78
6.	Promoting an Employee Assistance Program in an HMO Michael C. Gerhardt	85
7.	A Rehabilitative Perspective on Personnel Paul L. Scher	94
8.	Profiting from the Nonprofits in Employee Assistance Richard R. Kilburg	104
9.	Ethics in Industrial Mental Health Programs Steven C. Nghrwold	112
III. Exp	periences with Staffing and Organization	
-		125
10.	periences with Staffing and Organization A Medical Model for Employee Assistance	
10. 11.	Deriences with Staffing and Organization A Medical Model for Employee Assistance Fern E. Asma The Staffing Requirements of Employee Assistance Programs	125
10. 11. 12.	 Decriences with Staffing and Organization A Medical Model for Employee Assistance Fern E. Asma The Staffing Requirements of Employee Assistance Programs John Dolan Qualifications for Counselors in Alcohol and Drug Programs 	125 130

Contents

vi

.

IV.	IV. Financial Considerations				
	15.	Insurance and Insurability for Mental Health Services Timothy J. Carr and Steven S. Sharfstein	151		
	16.	Trends in Corporate Mental Health Insurance Andrew Webber	158		
	17.	Compensating the Mentally Impaired Worker John D. Blum	179		
	18.	The Cost of Private-Practice Psychiatry under National Health Insurance Thomas G. McGuire	197		
	19.	Mental Wellness and the Cost of Health Care John E. Armer	213		
V.	Con	clusions			
	20.	Observations and Recommendations Willis B. Goldbeck and Andrew Webber	223		
Ap	pend	lix: Conference Participants Quoted	229		

.