

DRAFT

Provost Employee Communication Council
Meeting Minutes
May 12, 2009 - Zehmer Hall

Those in attendance: Melody Palmer, Anne Zook, Darlene Branch, Susan Chisholm, Susan Pott, Art Grocholski, Iva Gillet, Barbara Graves, Rob Schuett, Zeke Crater, Jocelyn Olsen, Kristen Hilliard, Peggy Ehrenberg, Jean Varner, Laura Sprung, Beth Reinhard, and John Teahan.

OPEN SESSION

Faculty and Employee Assistance Program (FEAP)

Brenda Wilson, FEAP Consultant and Eldercare Specialist, was our guest speaker and gave us an overview of the services FEAP provides to U.Va. faculty, staff and their respective family members. The FEAP has been providing comprehensive, onsite employee assistance services to employees and their families since its inception in 1991. What began as an EAP for the University of Virginia in Charlottesville, Virginia, has expanded to include all of UVA plus many of the area employers as well. Their mission is to assist organizations to maximize employee productivity and to help employees identify and resolve personal concerns that may affect job performance. They offer individualized, confidential assessments based on clinically-sound standards, brief counseling and appropriate community referrals as necessary. FEAP also provides consultation to supervisors and managers to assist in addressing employee/team challenges.

Elder Caregiving Program

An area where the FEAP program is growing is in addressing eldercare concerns and how stress of eldercare giving impacts faculty and staff work performance. There is an Eldercare Specialist available to meet with the employee and/or family member about their specific concerns and can provide concrete resource information, help with problem solving, develop some long-term care plans or just talk things over. Whether your elders are local or long distance, FEAP can help. If you have a general question about Eldercare, you can submit a request through <http://www.healthsystem.virginia.edu/internet/feap/eldercare/eldercareinformationrequest.cfm>

Legal Access Plan

The Legal Access Plan can provide faculty and staff a free 30-minute consultation with an attorney. It is required that you first either meet with a FEAP member, or call FEAP with your legal concern. Once the need is determined, FEAP will help you get in touch with the Legal Access Plan (national program of attorneys). They, in turn, locate an attorney in the area. After your consultation and, if you choose to stay with the referring attorney, a 25% discount is given on subsequent legal fees.

Financial Concerns

An additional level of support offered by FEAP is financial counseling. There is currently an EAP consultant on staff who is working on her CFP credential and available for budget counseling and consultation on other financial concerns.

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FEAP is located at 1224 Jefferson Park Avenue, seventh floor, and free parking is available. Office hours are 8:00 a.m. to 5:00 p.m., Monday through Friday. Often this service is approved by managers as work time or, if not appropriate office leave, can be used as sick leave. Appointments can also be scheduled during lunch hours.

One to three counseling sessions are usually the parameter of FEAP services. This is a short term program but, should additional services be needed, referrals can be given to area therapists who participate in the Southern Health network.

Family members are also eligible for FEAP services and are encouraged to contact them directly.

CLOSED SESSION

March minutes approved.

PECC Membership Renewal

Provost Employee Communication Council members with expiring terms are to hold elections prior to our next meeting, June 9. Names of those who will be new members need to be submitted to Ann Zook prior to the next meeting.

Meeting was adjourned.