Overview

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  • Emory Work-Life Resource Center
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  • Faculty Staff Assistance Program
Emory University

- 2010: 15% of survey respondents reported adult/elder care responsibilities. Fifty-five percent of faculty and staff were concerned about balancing work and adult/elder care responsibilities in the next 1-3 years.

- 2010: 25% of employee caregivers have seriously considered leaving Emory or taking a long-term leave of absence due to difficulties related to care of an older family member, disabled or chronically-ill adult family member.

- National Council on Aging estimates that between 30 percent and 40 percent of all employees will assist their elderly parents in 2020, compared with 12 percent today.
Charge/Goal

• 2010 university-endorsed working group
• Team of experts from within and outside of Emory
• Led by the Emory WorkLife Resource Center
• Met monthly for approximately one year
• Charge: Explore the feasibility of enhancing employer-sponsored support to caregivers at Emory.

Goal of The Emory Caregiver Support Program:
Enhance resource and program support of employees responsible for the care of an aging, sick or chronically ill adult family member.
Program Details

1. Utilizes a Stages of Caregiving framework
2. Contains local and national reach
3. Respects the diversity of caregiving
4. Revised family-friendly work policies at the university
5. Offers centralized web-based and in-person resources
6. Promotes behavioral mental health and wellness
7. Provides education and guidance
8. Focuses on creating a flexible work environment
Enhancements – Emory WorkLife

Emory WorkLife Resource Center

• Increased centralization of resources
• Improved user experience of website
• Collaboration with FSAP to expand support and education to employee caregivers and their families
• Increasing manager awareness and support
• Close collaboration with Benefits and FSAP
• Increasing outreach and consultation to support a more flexible workplace.
Enhancements – Leave Policies

Family-Friendly Work Policies

Clarified and Expanded FMLA
• Language has been clarified and is in better alignment with the language used in the federal definitions included in FMLA
• Expanded to include the care of in-laws (including SSDP and in-loco-parentis) and adult children
• Encourage the use of intermittent leave as a viable option

Expanded Sick Leave
• Expanded to include the care of in-laws (including SSDP and in-loco-parentis) and adult children
• Expanded to include the stated family members regardless of if they reside outside of the employee’s home
• Impact on Personal Leave – now able to use accrued sick leave to receive paid time off for the care of in-laws and adult children
Enhancements – FSAP

Faculty Staff Assistance Program

- Increased promotion of behavioral mental health and wellness services for employee caregivers and eligible family members
  - Short-term Individual, Couples & Family Counseling
  - Phone Consultation Services
  - Psychiatric Consultation
  - Individual Fitness and Nutrition Coaching
  - Group Wellness Programs
  - External Referrals
  - 24-hour on-call assistance
Collaboration with EWLRC to expand support and education to employee caregivers and their families
  • Caregiver Workshop Series
  • Grief and Loss Support Group

Increased collaboration with the Emory Alzheimer’s Disease Research Center
  • Memory Screenings for Wellness/Health Fairs
  • Education for FSAP Clinical Staff to be better prepared to provide support to caregivers and their families
Questions

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