



# FACULTY ASSISTANCE PROGRAM

May 2009  
Special Issue

## *Tired, Stressed and Worried? Use Your FAP Benefit to Regain Perspective*

Stress can distort your perspective and affect your ability to move forward. FAP professionals are attuned to the challenges you face, and can help you develop realistic strategies that fit your personal value system.



**FAP Hotline:  
(813) 871-1293  
Available  
Around the  
Clock**

We know it's tough out there right now. Financial stress and uncertainty, piled onto the enormous pressures you face as a faculty member, can add up to some major burdens. Under such circumstances, it can be difficult to see clearly what your next move should be.

Wood & Associates, the Tampa-based provider of your confidential Faculty Assistance Program, would like to remind you about the many ways FAP can help.

### **You don't have to fly solo.**

Call us sooner, rather than later, when your life starts to go off-balance. It can happen to anyone.

Even the most highly educated professionals and their families can experience unexpected turbulence. No amount of education or years of helping others can prepare you for some of those situations.

The professionals at FAP are skilled at listening. We can offer you a calm and competent voice when you need it most. We can talk you through a mid-course correction or point you to resources—financial counselors or community resources, for instance—who will help you get back on track.

### **FAP offers resources for the financially stressed.**

When your budget is already stretched thin, reduced hours, the loss of a family member's

paycheck, an interest rate hike or an unexpected expense can cause enormous stress.

FAP has expanded its network of resources to help USF College of Medicine faculty and their families cope with financial challenges. Counselors and other financial experts can assist you with debt management, creditor issues, tax difficulties, looming foreclosure, and long-term financial planning. These confidential resources are just a phone call away.

### **We provide a safe place for discussing personal, family, and on-the-job challenges.**

Sometimes all you need is to let off steam about your workload, a colleague, or a family member. Maybe you are concerned about changes in your department, or are carrying an extra burden because of staff cutbacks.

Other times you may be



faced with issues that challenge your sense of competence and coping ability. The professionals you will meet at FAP are ready to listen and guide you toward solutions that fit within your value system.

### **Uncertain times require extra resilience. We can help you develop it.**

Uncertainty can distract you from your goals or cause you to withdraw from others. Yet it's genuine human contact that can increase your ability to cope with sudden and unexpected change. As part of your personal support system, FAP professionals can help you sort through complex challenges and regain clarity in your focus. We can help you learn stress management techniques, develop resilience that will help you overcome personal and professional setbacks, and guide you to resources that can help you achieve your career goals.

## FAP: A Free Resource for Faculty

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### We care about your wellbeing.

“Most people, at some point in their lives, experience a major life stress,” says Gary L. Wood, Psy.D. “It might be a financial setback, marital difficulty, separation or divorce, the death or illness of a close family member, drug or alcohol dependency, or a crisis with a child or adolescent.

Sometimes there are multiple sources of stress. Some people have a remarkable ability to manage major life stress on their own. Yet it can be a sign of resourcefulness, not weakness, to ask for help. When problems grow beyond your ability to deal with them, allow the people of FAP to serve you. We can help you work through emotional, physical, social or work issues

in a healthy way.”

### Take the first step.

Nearly everyone finds it difficult to begin talking about a problem. Most problems are not easy to define and have been around long enough to have become complicated. Making the first contact by calling your FAP can be a major step in resolving a challenging problem. Remember, the people you talk to will be warm, sympathetic,

### Your conversations with us are private. Period.

You are entitled to the FAP benefit along with your employment at the USF College of Medicine. The program is administered separately, however, and no records of individual FAP usage are reported back to anyone at USF.



### Your Faculty Assistance Program: A Caring, Confidential Resource

We care about your wellbeing on and off the job. Your Faculty Assistance Program (FAP), administered by the professionals at Wood & Associates, is a confidential resource you can rely on, 24/7, when you need an assist during times of change, stress or crisis. This service is a faculty benefit. We're also a resource for helping you grow personally and professionally.

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### FAP: Frequently Asked Questions

**How do I know it's confidential?** Your contact with the FAP is confidential as provided within the parameters of professional ethics and statutes.

**Who can use the program?** The services of the Faculty Assistance Program are available to you and any family member eligible for insurance benefits whether or not they are currently covered under your policy.

**What does it cost?** By arrangement with the College of Medicine, the first three visits by you and/or each of your family members to your FAP are free of charge. Additional contacts may be covered by your medical insurance plan. If testing is recommended, the costs may be at your own expense or may be covered by your medical insurance. If you are referred to other resources, charges may apply.

**How can I learn if FAP can help me?** Call us at **(813) 871-1293**.

### Areas That Your FAP Can Help Resolve

Financial challenges including credit, debt, foreclosure, money management, cash flow and tax issues.

Financial planning and budgeting

Career and professional development

Communication

Alcohol/drug use/abuse of a personal or family nature.

Problems that can be resolved by counseling or therapy:

- Marital problems
- Troubled children/adolescents
- Distress, anxiety, depression, other emotional concerns
- Anger management

Problems that are typically resolved by the courts:

- Divorce, child support
- Property/lease suits
- Court orders
- Imprisonment

Other areas of concern:

- Care for aged/infirm
- Local social services
- Learning disabilities
- Battered spouse
- Vocational/aptitude testing
- Immigration
- Sex counseling

Crisis situations such as rape, assault, robbery, suicide or other life-threatening trauma.