Uncovering Eap

Drugs and the workplace just don't mix. Yes, most users of illicit drugs are employed adults and there's a high correlation between levels of stress, income and alcohol abuse amongst professional and managerial employees. But the risks associated with drug use and abuse in the workplace have been well defined. Addiction at Work enables you to understand the background and extent of the problem: the cost of drug abuse to your organization; the role your own organizational culture may have in encouraging drug misuse; the risks associated with dangerous or stressful jobs. There are also chapters to help you understand the symptoms of drug abuse and the potential risks associated with perfectly legal prescription or over-the-counter medicines. The right kind of drug policy can be a significant weapon to fight this problem. So Addiction at Work explores your responsibility as an employer and how to design, communicate and implement a policy that is appropriate for your organization. Finally, there are chapters on the tools and techniques open to your organization for tackling the problem head on; ways of addressing problem behaviours; the advantages and disadvantages of drug screening and the ethics associated with this practice; employee assistance programmes and specialist care and, finally, the employment law issues around drugs. Addiction at Work has been written by some of the world-authorities on drug use in the workplace. It is an essential reference for organizations seeking a way through the human, ethical and legal issues (and the risk they present to any employer) of a social problem that is increasingly impacting employees whatever
their work or the nature of their workplace.

Research Objective: Employee assistance programs (EAPs) are employer-sponsored interventions aimed at addressing a variety of issues that impact employee well-being and job performance. EAPs are designed to offer early intervention to mitigate problems experienced by employees and their spouses and dependents without requiring copayment. Despite the widespread offering of EAP services, there is little evidence in recent years describing the types of patients who utilize EAP services. It has been estimated that EAP services are benefits offered by tens of thousands of employers; however, estimates suggest only upwards of 6% of employees utilize these services. Researchers have urged that future research in the EAP field focus on identifying facilitators and barriers to EAP utilization and characteristics of EAP users. Compared to gender and age, race/ethnicity is a characteristic less commonly examined as a potential factor influencing EAP service use. This is likely because the study often lacks race/ethnicity data. The differential use of EAP services by race/ethnicity reported in the literature suggests that there may be a group that potentially benefits from these services, but is not obtaining them - due to inaccessibility, unawareness or negative perceptions of these services. Therefore, it is important to characterize employees who underutilize EAP services when they have access with little to no financial obstacles to utilize these services. Predictors of behavioral healthcare resource utilization are commonly studied; however, the receipt of EAP services has rarely been examined in recent years. A key research question yet to be answered is whether EAP services serve as a complement or a substitute for...
behavioral health services. Few studies have rigorously evaluated the effect of EAP use on subsequent behavioral healthcare utilization and the results are mixed. Further, the literature is inundated with evidence that there are lower rates of behavioral health treatment by minorities compared to Whites, and it is plausible that EAP services may serve as an entry point specifically for minorities who would not otherwise pursue behavioral health services. Understanding whether minorities have an alternative route to behavioral health treatment may be helpful in ameliorating behavioral health care disparities. In summary, the research objective of this dissertation was to evaluate if 1) race/ethnicity serves as a predictor of EAP service utilization, 2) individuals utilize EAP services as a complement or a substitute for behavioral health services and 3) whether that relationship differs by race/ethnicity. Study Design: An individual-level retrospective, cross-sectional analysis. The unit of observation was the person-year. Principal Findings: Among the sample of commercially-insured adults with access to both EAP services and behavioral health services through a managed behavioral health organization (n=1,364,539 person-years), the EAP service utilization rate was 2%. Most minorities were found to have statistically significantly lower EAP service utilization relative to Whites, after controlling for other variables in the model. EAP services were utilized as complements - rather than substitutes - of traditional behavioral health services. When examining the results stratified by race/ethnicity, this association is seen by each racial/ethnic group. Conclusions: The low EAP service utilization suggests stakeholders (e.g. employers, EAP vendors) should consider options to increase utilization. The study findings also suggest that, in a population of adults with
employer-sponsored insurance, there are racial/ethnic differences in EAP service utilization. Due to the similar rates of behavioral health disorders relative to Whites, it is unclear why minorities would utilize these services less often. The finding that EAP services were utilized as complements suggests that access to the EAP may have encouraged more employees to seek outpatient behavioral health services as EAPs are typically promoted to employees in a way designed to have a destigmatizing effect. This was found to be true among all racial/ethnic groups. Implications for Policy or Practice: A key challenge facing stakeholders is how to best encourage racial/ethnic minorities to utilize behavioral health services. Due to the overlapping nature of EAP services and behavioral health services, EAP services appear to be a valuable substitute for traditional behavioral health services.

English for Academic Purposes (EAP) has been increasingly researched in recent years. However, in this research the learner's voice is still not clearly evident. The current study investigates postgraduate students' perceptions of using EAP in studying for higher degrees in Wales and Syria. The study makes a contribution to the field by focusing on the learner's voice in two different contexts, where English is a native language or a foreign language. The students in the study were either home students in Syria or international students in Wales. The juxtaposition of two different contexts allowed for key points of comparison and contrast to be observed. The methodology employed in the research was that of a main and associated case study. A range of data were gathered from University Wales and University Syria through the two case studies. It was found that most University Wales interviewees, as
international students, perceived cultural context as an inseparable part of their concept of EAP. They were also aware that they were engaged with a number of overlapping cultures in their use of English. By contrast, the majority of University Syria interviewees, as home students, often perceived clear boundaries between EAP and the cultures surrounding it. It was also found that both groups of interviewees perceived particular features of teaching styles and resources as important elements in their use of EAP. The study findings are valuable in illustrating the similarities and differences of the students' perceptions of their use of EAP in two different contexts. They are also valuable in highlighting the students' identity as EAP learners, a pragmatic one in response to EAP and one that was evolving in response to the broad context of their studies. A central finding was the key role enacted by context in students' overall perception of EAP. Context highlighted the necessity of re-defining EAP, closely considering the different contexts in which it occurs.
experience, knowledge and insight of more than 20 years in the insurance and financial planning industry, to help you travel far and well in your chosen career path or even your personal life. Established in 1911, The Rotarian is the official magazine of Rotary International and is circulated worldwide. Each issue contains feature articles, columns, and departments about, or of interest to, Rotarians. Seventeen Nobel Prize winners and 19 Pulitzer Prize winners – from Mahatma Ghandi to Kurt Vonnegut Jr. – have written for the magazine. This edited book provides cutting edge contributions from an international array of prominent experts who discuss the relevance of pedagogical stylistics in relation to diverse contexts and areas, including empirical approaches, corpus stylistics, creative writing, literary-linguistic criticism, students as researchers, critical discourse, academic register, text-world pedagogy, cognitive stylistics, classroom discourse, language of literary texts, L1/L2 education, EFL learners, and multimodal stylistics. Intended as a follow-up to Watson and Zyngier (2007), this volume situates the reader by offering a broad assessment of how the field has developed during the past 15 years and where it stands now. By examining both contemporary research and future challenges, it should be regarded as essential reading for all teachers, researchers, scholars, and students interested in
understanding language and how to apply stylistics in educational settings. This book will be of interest to students and scholars working in stylistics, cognitive linguistics, language teaching, applied linguistics, literary studies, and materials development. Sonia Zyngier is Adjunct Professor at the Federal University of Rio de Janeiro, Brazil. Her relevant publications include Postscript: Pedagogical stylistics: Past and Future (Language and Literature, 2020), and Language, Discourse, Style: Selected works of John McH. Sinclair (2016). She has co-authored, Scientific Methods for the Humanities (2012), Scientific Approaches to Literature in Learning Environments (2016), and a chapter in Innovations in Language Learning and Teaching (2020). She is an English language coordinator for Fundacao CECIERJ, and co-edits the Linguistic Approaches to Literature series (John Benjamins). Greg Watson has published widely in linguistic stylistics, pedagogical stylistics, and language contact studies. He is a former Professor of English Language and Culture at the University of Eastern Finland, Adjunct Professor in Sociolinguistics at the University of Tampere, and Adjunct Professor in Applied Linguistics at the University of Oulu. His publications include Doin Mudrooroo. Elements of Style and Involvement in the Early Prose Fiction of Mudrooroo (1997), and The State of Stylistics (2008). He has also co-edited Finno-Ugric Language Contacts (2006), and
A Casebook for Second Language Teacher Education

This volume offers a series of actual dilemmas within language classrooms that are designed to promote reflection and discussion. It applies the case-based pedagogy often used in business and other fields to that of second language teacher education to encourage pre- and in-service teachers to grapple with the types of dilemmas and decisions teachers confront every day. Case-based pedagogy resists simple resolutions and easy answers; the activities that precede and follow each case are designed to stimulate analysis and discussion and allow users to draw on theoretical foundations while making critical practical connections. The cases represent a range of classroom contexts: K–12 ESL/sheltered English immersion, modern foreign language, and post-secondary EAP; private, charter, and public schools; and urban and suburban settings. The book is ideally suited to College/School of Education and MA TESOL courses but will also be useful in professional development workshops for all types of language teachers.

This book presents a comprehensive cross-section of experienced professionals who discuss their efforts to fully integrate employee assistance, work/life, and wellness services.
This edited volume brings together some of the most important scholarly perspectives on the structure and dynamics of the EU’s multi-layered relations with its Eastern neighbours within the Eastern Partnership (EaP) framework and beyond. In May 2019, the EU’s EaP – an ambitious and sophisticated policy framework, conjoining elements of cooperation and integration, with the EU’s six eastern neighbours, i.e. Ukraine, Belarus, Moldova, Georgia, Armenia and Azerbaijan – turned ten years. This anniversary, in conjunction with repeatedly voiced critique by scholars and policymakers alike regarding the framework’s effectiveness and utility, led the EU to submit the EaP to a fundamental auditing and revision. Structured around both enduring and emerging issues in the broader EU-Eastern neighbourhood framework, this book provides a retrospective analysis of key structural and relational challenges, unfolding regional dynamics, distinctive forms of bilateral/multilateral engagement, whilst also offering a critical perspective on the contested future relations between the EU and its Eastern neighbours. Looking backwards and providing a critical and thorough assessment of the first ten years of the EaP in practice, this book thinks forward and gauges its many potential future avenues. This comes at a crucial moment, as the EU and its six Eastern neighbours are in search of new and mutually acceptable forms of association.
EMPLOYEE ASSISTANCE PROGRAMS: Wellness/Enhancement Programming (4th Ed.)
Teaching Adult Immigrants with Limited Formal Education
Key Concepts in Second Language Acquisition

The Routledge Handbook of English for Academic Purposes provides an accessible, authoritative and comprehensive introduction to English for Academic Purposes (EAP), covering the main theories, concepts, contexts and applications of this fast growing area of applied linguistics. Forty-four chapters are organised into eight sections covering: Conceptions of EAP Contexts for EAP EAP and language skills Research perspectives Pedagogic genres Research genres Pedagogic contexts Managing learning Authored by specialists from around the world, each chapter focuses on a different area of EAP and provides a state-of-the-art review of the key ideas and concepts. Illustrative case studies are included wherever possible, setting out in an accessible way the pitfalls, challenges and opportunities of research or practice in that area. Suggestions for further reading are included with each chapter. The Routledge Handbook of English for Academic Purposes is an essential reference for advanced undergraduate and postgraduate students of EAP within English, Applied Linguistics and TESOL.

Adult migrants who received little or no formal education in their home countries face a unique set of challenges when attempting to learn the languages of their
new countries. Few adult migrants with limited or no literacy in their native languages successfully attain higher levels of literacy in their additional languages, even if they attain high levels of oral proficiency. This book, the result of a European- and United States-wide collaborative research project, aims to assist teachers working with adult migrants to address this attainment gap and help students reach the highest possible levels of literacy in their new languages. The chapters provide the latest research-informed evidence on the acquisition of linguistic competence and the development of reading in a new language by adults. The book concludes with a chapter that addresses the challenges and opportunities faced by this group of learners and their teachers, with specific instructional strategies that can be used. The book will be an invaluable resource for teachers, tutors and training providers, as well as volunteers, who work with adult migrants.
This book addresses the importance of human factors in optimizing the learning and training process. It reports on the latest research and best practices, and discusses key principles of behavioral and cognitive science, which are extremely relevant to the design of instructional content and new technologies to support mobile and multimedia learning, virtual training and web-based learning, among others, as well as performance measurements, social and adaptive learning and many other types of educational technology, with a special
emphasis on those important in the corporate, higher education, healthcare and military training contexts. Gathering contributions to the AHFE 2020 Virtual Conference on Human Factors in Training, Education, and Learning Sciences, held on July 16–20, 2020, the book offers a timely perspective on the role of human factors in education. It highlights important new approaches and ideas, and fosters new discussions on how to optimally design learning experiences.

The Future of Teaching English for Academic Purposes
Experiences with Community Action Projects
New Research in the Prevention of Alcohol and Other Drug Problems
Teaching Academic Writing and Reading
No. 15 EAP 2004, Brief for Appellant

English for Academic Purposes - Oxford Handbooks for Language Teachers
"Classroom Management Techniques offers a huge range of down-to-earth, practical techniques that will help teachers make the most of their teaching space and get students working in more focused ways. The book helps teachers anticipate and avoid problems in the classroom, allowing more time to be devoted to useful, meaningful activities."--Publisher.

Uncovering EAP explains the processes involved in teaching
academic writing and reading through concise theoretical overviews. These are complemented by an extensive range of practical activities and worksheets which teachers can put to immediate use in their classrooms. What does it mean to acquire a language? What is considered a 'second' language in multilingual settings? This practical and comprehensive guide provides an opportunity to consider these issues, providing easy access to concise definitions of key terms and concepts in the study of Second Language Acquisition.

Employee Assistance Program
Lessons from Latin America and the Caribbean on the Role of the Private Sector, Regulation, and Governance in the Power, Water, and Telecommunication Sectors
Pretreatment Dropout Among Persons Referred to Psychological Services from Employee Assistance Programs
Reflecting on the Language Classroom
At the Interface of Corpus and Discourse
Academic Writing
Access Free Uncovering Eap

Gives an up-to-date overview of the research into English for Academic Purposes and discusses key concepts. This open access book provides anthropological insights into the arduous yet rewarding journeys involved in selected TESOL teachers’ pedagogical transition to teaching English for Academic Purposes (EAP) at universities in Shanghai, the largest metropolitan area in China. Applying a unique combination of ethnography and phenomenology, the book offers innovative new perspectives on teacher education research. Drawing on the latest language education theory, it outlines a practitioner-friendly approach to EAP literacy. Teacher readers will especially benefit from the case studies presented here, which provide role models for teacher change in educational reform, as well as advice on their academic careers. In addition to addressing a timely and important research gap on EAP teachers in non-Western countries, the book is the ideal choice for readers interested in an update on English education in China. As our world becomes increasingly diverse and technologically-driven, the role and identities of teachers continues to change. Cases on Teacher Identity, Diversity, and Cognition in Higher Education seeks to address this change and provide an accurate depiction of the teaching profession today. This thought-provoking collection of cases covers a range of educational contexts from preschool teaching in Europe to higher education in Australia and North America, and draws on expert knowledge of these diverse contexts, centered on a common theme of teacher identity. This book can be used by teacher educators and trainee teachers, as well as those who have an interest in social research into teaching. Alcohol Problem Intervention in the Workplace Corpus, Culture, Discourse
Contemporary research into written academic discourse has become increasingly polarised between two approaches: corpus linguistics and discourse analysis. This volume presents a selection of recent work by experts in academic written discourse, and illustrates how corpus linguistics and discourse analysis can work as complementary approaches. The overall introduction sets the volume against the backdrop of current work in English for Academic Purposes, and introductions to the each section draw out connections between the chapters and put them into context. The contributors are experts in the field and they cover both novice and expert examples of EAP. The book ends with an afterword that provides an agenda-setting closing perspective on the future of EAP research. It will appeal to researchers and postgraduates in applied linguistics, corpus linguistics, discourse analysis and EAP. This Research Handbook advances entrepreneurship theory in new ways by integrating and contributing to contemporary theories of practice.
Leading theorists and entrepreneurship experts, who are part of the growing Entrepreneurship as Practice (EaP) research community, expertly propose methodologies, theories and empirical insights into the constitution and consequences of entrepreneuring practices. This volume presents the results of the international symposium Chunks in Corpus Linguistics and Cognitive Linguistics, held at the University of Erlangen-Nuremberg to honour John Sinclair's contribution to the development of linguistics in the second half of the twentieth century. The main theme of the book, highlighting important aspects of Sinclair's work, is the idiomatic character of language with a focus on chunks (in the sense of prefabricated items) as extended units of meaning. To pay tribute to Sinclair's enormous impact on research in this field, the volume contains two contributions which deal explicitly with his work, including material from unpublished manuscripts. Beyond that, the articles cover different aspects of chunks ranging from more theoretically-oriented to more applied papers, in which foreign language teaching and the computational application of the insights about the nature of language provided by corpus research play an important role. The volume demonstrates the wide applicability and relevance of the notion of chunks by bringing together
research from different fields of linguistics such as theoretical linguistics, psycholinguistics, computational linguistics and foreign language teaching, and thus provides an interdisciplinary view on the impact of idiomaticity in language.

**Classroom Management Techniques**

Proceedings of the AHFE 2020 Virtual Conference on Human Factors in Training, Education, and Learning Sciences, July 16-20, 2020, USA

Drug-Free Workplace Program Supervisor's Guide

Drug Abuse Curriculum for Employee Assistance Professionals

Uncovering Eap Digital Methodology Book Pack

Addiction at Work

*In recent years, awareness of the tremendous costs, both human and financial, associated with alcoholism has led to a dramatic increase in both scholarly and practical interest in the field. This book provides an up-to-date, thorough examination of the problem, the research and the possible solutions. It is directed toward both practitioners and researchers, providing a wide range of new data and new ideas that bear upon coping with alcohol problems in the workplace.*
As a result of current global and international forces, teaching English for academic purposes (EAP) is going through the most dynamic period in its rather short history. The internationalization of higher education, English further solidifying its role as the lingua franca every single day, and the increasing number of higher education institutions around the globe opting for instruction in the medium of English (EMI) are all contributing forces behind this book. The text disentangles the conflicting views and beliefs regarding the standards, provision and practices of EAP. Across its chapters, it closely looks at the world of EAP through the lenses of academic practice, learners, curriculum development, program implementation, and teaching and assessment practices. This book will guide all stakeholders of EAP settings to better understand ways in which research and teaching interact, and inform each other from a number of vital and relevant perspectives.

This book provides insights into infrastructure sector performance by focusing on the links between key indicators.
for utilities, and changes in ownership, regulatory agency governance, and corporate governance, among other dimensions. By linking inputs and outputs over the last 15 years, the analysis is able to uncover key determinants that have impacted performance and address why the effects of such dimensions resulted in significant changes in the performance of infrastructure service provision.

A Tribute to John Sinclair

A Practical Guide

The Rotarian

Current Trends & Future Issues

Pennsylvania Records and Briefs: Supreme Court of Pennsylvania

Theory, Research and Practice

A practical guide to the methodologies used in language teaching and learning research, providing expert advice and real-life examples from leading TESOL researchers. Research Methods in Language Teaching and Learning provides practical guidance on the primary research methods used in second language teaching, learning, and education.
Designed to support researchers and students in language education and learning, this highly accessible book covers a wide range of research methodologies in the context of actual practice to help readers fully understand the process of conducting research. Organized into three parts, the book covers qualitative studies, quantitative studies, and systematic reviews. Contributions by an international team of distinguished researchers and practitioners explain and demonstrate narrative inquiry, discourse analysis, ethnography, heuristic inquiry, mixed methods, experimental and quasi-experimental studies, and more. Each chapter presents an overview of a method of research, an in-depth description of the research framework or data analysis process, and a meta-analysis of choices made and challenges encountered. Offering invaluable insights and hands-on research knowledge to students and early-career practitioners alike, this book: Focuses on the research methods, techniques, tools, and practical aspects of performing research Provides firsthand narratives and case studies to explain the decisions researchers make Compares the relative strengths and weaknesses of different research methods Includes real-world
examples for each research method and framework to highlight the context of the study. Includes extensive references, further reading suggestions, and end-of-chapter review questions. Part of the Guides to Research Methods in Language and Linguistics series, Research Methods in Language Teaching and Learning is essential reading for students, educators, and researchers in all related fields, including TESOL, second language acquisition, English language teaching, and applied linguistics.

This landmark text discusses current issues and trends to help employee assistance and human resource professionals do their jobs better and help people live happier, more productive lives by providing them with the resources to deal with personal problems. The current spiraling and escalating rate of change within the business and working world, fueled by other events and phenomena since September 11, 2001, were the impetus and driving force behind the initiative and development of this new fourth edition. This book contains 43 chapters; a total of 21 are from the first two editions, eleven were written specifically for the third edition, and eleven new chapters were exclusively written for this new fourth edition. While
savoring the still pertinent, meaningful and relevant-to-today materials from the previous editions, there are nine new updates, written by an all-star team of experts in their respective areas. The topics include history and philosophy, structure and organization, client services and characteristics, program planning and evaluation, professional and paraprofessional training and development, special issues, selected examples and future directions. An excellent textbook for college and university courses and preparation source, this book is a must for professionals wanting to be up-to-date on employee assistance programming, for students in graduate courses and seminars, for college and university courses, and in-service training and continuing education programs. Identifies the critical issues and information needs of the field and to develop a training program which was responsive to the identified needs. Designed to assist employee assistance program (EAP) professionals in understanding and addressing employee drug abuse problems.

The EAP Solution

Whither ‘Eastern Partnership’?
Coordinator's Workshop : Coursebook
The Effect of Employee Assistance Programs (EAPs) on Behavioral Healthcare Utilization: The Role of Race/Ethnicity
The Phraseological View of Language
Transitioning from Teaching for General to Academic Purposes