

UC San Diego Department Chair information sheet

The UC San Diego Faculty and Staff Assistance Program (FSAP) is your on-site employee assistance program serving all campus faculty/emeriti, staff/retirees, Post Docs and Visiting Scholars and their household members. We are located at TPC/South suite 406 and easily accessible by campus shuttle, bus, car or bike. We are open Monday – Friday, 8:00 AM – 4:30 PM by appointment only. Custom appointments available by request.

FSAP offers:

- 1:1 Management consultations
- New faculty support
- Stress reduction experiences
- Relational & communication skills building
- Substance abuse/dependency program referrals
- Caregiver support
- Crisis management
- Trauma and grief debriefing

Troubled employees do not leave their personal problems at home.....they bring them to work!

These problems may appear as tardiness, irritability, missed deadlines and appointments, accidents, and even diminished job interest.

The UC San Diego Faculty and Staff Assistance Program can help!

Call (858) 534-5523 or find us on Blink at go-fsap

Assistance from the UC San Diego FSAP results in:



Reduced medical benefit costs
Reduced turnover
Reduced workplace violence
Reduced absenteeism
Reduced lost-time accidents
Reduction in grievances



Improved morale & satisfaction
Improved leadership capacity
Increased workplace safety
Increased overall wellness and satisfaction of employee
Improved concentration efficiency & productivity

Top reasons for Department Chairs to call FSAP

- ✓ **MANAGEMENT CONSULTATIONS:** Professionals rise in the ranks through hard work, dedication and self-sacrifice, but may feel inexperienced in how to engage employees and lead with confidence. FSAP provides campus leaders confidential guidance on the “EQ” areas of leadership including performance management, boundary issues, unexpected deaths, or behavior concerns.
- ✓ **CRISIS MANAGEMENT and WORKPLACE VIOLENCE REDUCTION:** Troubled employees do show warning signs. FSAP, in conjunction with other campus authorities, can help to identify, reach out to and treat troubled employees before violence happens. If a crisis does occur, whether in the workplace or having an effect on the workplace, FSAP is there to hold professional debriefings that create a sense of cohesion, calm and control. Follow-up meetings, anniversary gatherings and individual care are always included.
- ✓ **NEW FACULTY ON-BOARDING:** Our welcoming counselors are knowledgeable about campus culture and understand the stress of a new position. Connecting with a caring provider increases commitment and career satisfaction, which can reduce isolation and negative health outcomes. FSAP counselors are completely confidential and not reported to insurance or academic personnel records.
- ✓ **INCREASED MORALE AND WORKPLACE HARMONY:** FSAP supports Chairs to ensure that their faculty and staff are cared for as individuals and as a team. Annual retreat facilitation, wellness incentives and customized presentations are offered free of charge to campus departments.
- ✓ **RELIABLE REFERRALS:** FSAP connects Chairs, and their faculty and staff, to appropriate services according to their needs. Clients are served in-house, or can be referred to local behavioral health providers, when preferred. FSAP’s professional counselors help faculty and staff better manage life’s ups and downs, and to use the “in-betweens” for building up personal reserves and coping skills so that everyone performs at their best.
- ✓ **REDUCED ACCIDENTS:** A faculty member or Post Doc suffering from stress-related symptoms may have trouble with concentration, sleep issues and physical functioning. This can be a dangerous combination in any environment, and may be even more dangerous on board research vessels, in experimental labs and when supporting students on their learning journeys. FSAP support reduces stress-related accidents and ensures that all employees are able to function at their optimal levels.