

Vision Statement

The Faculty and Staff Assistance Program is a vital and visible provider of health and wellness services with a reputation for confidential and professional consultation and counseling.



Mission Statement

To provide the highest quality faculty and staff assistance services that promotes health and well being, while carrying out the UCSF mission in the context of a diverse and supportive work environment.

We are dedicated to prevention and early identification of personal and work-related problems. We provide counseling interventions and consultation services to both the individual and the organization.

Faculty and Staff Assistance Program
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Faculty and Staff Assistance Program

University of California
San Francisco



Confidential counseling and consultation services
that promote health and well being

Human Resources Department

FSAP
3333 California Street, Suite 293
San Francisco, California 94143
(415) 476-8279
<http://www.ucsfhr.ucsf.edu/assist>

Welcome! As a member of the UCSF Campus and Medical Center community, the Faculty and Staff Assistance Program (FSAP), invites you to use our confidential employee assistance program services.

FSAP services are provided at no cost to you. We are staffed by licensed professionals who provide confidential brief counseling to individuals, and consultation services to the Organization.

Individual Counseling Services

All of us have problems occasionally, personal, or work-related. Often we can resolve them on our own, but sometimes they persist and may affect our mental and physical health, well-being, work performance, or self-esteem.

FSAP provides assessment, counseling, and referral services for a broad range of personal, or work-related issues that include:

Personal

- Ψ Depression
- Ψ Substance abuse (alcohol or drugs)
- Ψ Anxiety
- Ψ Traumatic events
- Ψ Domestic violence
- Ψ Crisis situations
- Ψ Parenting issues
- Ψ Stress
- Ψ Coping with disabilities
- Ψ Partnership concerns
- Ψ Anger management problems
- Ψ Elder or dependent care
- Ψ Grief and loss

Work-related

- Ψ Problems with job performance
- Ψ Interpersonal conflict
- Ψ Competing professional and personal demands
- Ψ Organizational transitions
- Ψ Changes in roles and responsibilities
- Ψ Layoffs

Please call our professional counseling staff for assistance when you experience any of these, or other personal or work-related issues.

Organizational Counseling Services

In addition to individual counseling, FSAP provides consultation services to managers and supervisors of individuals, departments, and workgroups. Organizational counseling intervention (OCI) services are provided with a focus on organizational health.

OCI services are based on the principles of organizational psychology and behavior, and are designed to restore or enhance the functioning of employees in their jobs and strengthen the organization. Workgroups and departments that function cohesively, promote higher productivity, and organizational resilience.

Organizational Consultation

- Ψ Psychiatric symptoms or behavioral problems in the workplace
- Ψ Substance abuse
- Ψ Interpersonal and departmental conflict
- Ψ Employee or patient safety concerns
- Ψ Organizational transitions

Organization Counseling Interventions

- Ψ Stress management
- Ψ Critical incident debriefing
- Ψ Problematic communication
- Ψ Team building
- Ψ Informal conflict resolution

Managers and supervisors are encouraged to contact FSAP to explore how OCI services might benefit their workgroup or department.

You may also inform individual employees about, and refer them to FSAP for individual counseling services.

Frequently Asked Questions

Who is eligible to receive FSAP services?

FSAP services are offered to UCSF faculty and staff (including residents, fellows, and post-doctoral students).

How much do FSAP services cost?

All FSAP services are provided at no cost, as they are an employee benefit.

Can I be required to come to FSAP services or is the program voluntary?

All services at FSAP are provided on a strictly voluntary basis.

Are FSAP services confidential?

Your discussions with an FSAP counselor are confidential and will not become a part of your personnel file.

Who may request FSAP consultation services, and for what reasons?

Any management level faculty or staff (i.e. supervisor, MSO, department head, administrator) etc., may request FSAP consultation, in regard to any organizational concerns with a significant psychological or behavioral element (i.e. psychiatric symptoms, substance abuse, stress, transitions, safety, conflict, communication, grief) etc.

Who provides the counseling and consultation?

The FSAP team is comprised of licensed Psychologists and MFT's.

How do I contact FSAP and make an appointment?

Please call 415-476-8279 and we will schedule an appointment will for you as soon as possible.