

# Curriculum Vitae

**Patricia A. Herlihy Ph.D., RN**  
**Rocky Mountain Research**  
**Visiting Scholar at Boston College School of Nursing**

4143 Lotus Circle  
Ellicott City, MD 21043  
410-480-4933  
pherlihy@rockymountainresearch.us  
[www.rockymountainresearch.us](http://www.rockymountainresearch.us)

## **EDUCATION**

1968-1972	UNIVERSITY OF MICHIGAN BSN with liberal arts electives	Ann Arbor, MI
1976-1977	BOSTON COLLEGE MSN in Psychiatric Mental Health Nursing; Field Placement at Cambridge City Hospital, Cambridge MA; Specialty Child Psychiatry (NIH Grant)	Chestnut Hill, MA
1986-1996	BRANDEIS UNIVERSITY Ph.D. in Social Policy Planning and Administration – Florence Heller School: Dissertation on Integration of Employee Assistance and Work/Family Programs ( NIAAA Grant)	Waltham, MA

## **PROFESSIONAL EXPERIENCE**

2012 -	BOSTON COLLEGE Visiting Scholar at the Cornell School of Nursing - collaborating with Professor Ann Burgess on grants regarding military sexual trauma as well as other ventures in this area	
2006 – 2010	UNIVERSITY OF MICHIGAN Associate Researcher - acting in collaboration with Michigan's Industrial Labor Center as a Principal Investigator on the Longitudinal Study of Benefit Service Delivery Models under the supervision of Professor Emeritus Max Heirich , School of Sociology	
2000-	ROCKY MOUNTAIN RESEARCH Principal Investigator on 6 International studies examining Delivery System Benefit Models. Have collaborated with University of Michigan, EAPA, NORC, NIDA, ORCAS and others around various research ventures. In addition contracted with Fortune 500 companies such as Boeing, General Electric, IBM, Amtrak as well as other companies. Also consulted with External Vendors around the issues of Integration of various Benefit Service	

Delivery Models; Consultant work for Families and Work Institute, Boston College, Brandeis University. Currently working with University of Maryland in creating an EA Archive.

- 1993-2000            **BOSTON UNIVERSITY CENTER FOR WORK AND FAMILY**  
Principal Investigator for the National Survey of EAP and Work/Family Programs which was a three year study supported by the Work/Family Roundtable at Boston University and Union Carbide Grant.
- 1988 – 1993            **DIGITAL EQUIPMENT CORPORATION**  
Systems Manager for the Employee Assistance Program Data Collection System; Responsibilities included development and implementation of a national data collection system for 26 external vendors, as well as preparation of Analysis Reports for CEO and development of related EAP Programs.
- 1984-1987            **BOSTON UNIVERSITY SCHOOL OF NURSING**  
Associate Professor in Community Mental Health Nursing Program; Responsibilities included: Full course load; advisement of students; development of interdisciplinary Substance Abuse Program with School of Social Work and substance abuse research on an interdisciplinary team. Position included on-going development and supervision of Clinical Practicum Areas.
- 1981-1984            **BEDFORD VETERANS ADMINISTRATION HOSPITAL**  
Clinical consultant to Psychiatric Nurse Specialists – the particular area of focus of these consultation was around supervision of a PTSD Group Therapy Program.
- 1977-1984            **NEWTON CHILD GUIDANCE CLINIC**  
Psychiatric Nurse Clinician involved in individual, family and child therapy with specialization in adolescence. Developed and administered an Adolescent Substance Abuse Program. As well as development of an in-depth Family Therapy Program with One-Way Mirror and Peggy Papp “Chorus Team”
- 1976-1977            **LEONARD MORSE HOSPITAL**  
Evening Charge Nurse on newly initiated Mental Health Unit in a Community Hospital – Specialty Family Therapy
- 1972-1975            **MASSACHUSETTS GENERAL HOSPITAL**  
Staff nurse initially on a Cardiac Unit and then after 2 years moved to the inpatient psychiatric unit for a year and a half as a Staff Nurse.

## **PROFESSIONAL ORGANIZATIONS**

Alliance for Work/Life Professionals (Kanter Awards Reader)  
American Psychiatric Nurses Association (Conference Chair)  
Employee Assistance Professionals Association (PBRN Com)  
Employee Assistance Society of North America (Research Chair)  
Society for Human Resources (SHRM) - Consultant  
World@Work: Compensation and Benefits (Journal Reader)  
National Behavioral Consortium (Research Consultant)

## **RECOGNITIONS**

2013	Award at 10 year Anniversary for KTR - for initiating Research Arm for EASNA
2011 – 2013	Curriculum Planning Committee for EAPA International Conference
2010 - 2012	Kanter Awards - Reader for Best Work Family Research for the years 2010 - 2012.
2011 -	Co-Chair of EAPA Research Summit for 2012 EAPA Conference in Baltimore, MD and have remained a member of the Steering Committee (PBRN)
2011 - 2013	Board Member of PURSUITS – a regional psychotherapy group out of Boulder, Colorado
2010	Awarded Corporate Sponsorship for BIG Initiative out of George Washington University for in-kind donations of time for this major EAP movement throughout North America
2009 -	Board of Directors - Brief Screening Interview Group (BIG) out of Ensuring Solutions at George Washington University, Washington DC
2005-2010	Kanter Awards – Purdue University – Reader for their Annual Research Kanter Awards – Best International Research in the Work/Family Field
2004-2009	Member of Connecticut College Parent Annual Fund – Focus on STAYS Student Abroad Program

## **RECOGNITIONS** (Cont)

June 2006	Special Invitation to Trauma Conference in Washington DC
2005 – 2006	Co-Chair EASNA Institute – Toronto, Canada
2004-2007	Coordinator of Parents Annual Fund Connecticut College
2004 - 2005	Appointed Member of Strategic Planning Committee for EASNA
2003 - 2004	Chairperson of Colorado Colleges Parent Annual Fund
2004 - 2010	Reviewer for World@Work's Peer Review Journal
2003-2008	Reviewer for the International EASNA Journal on Workplace Behavioral Health
2003	Award from EAPA for Research Services for an International EAP and Work/Life Research Project Initiative
2000	Chairperson for the Women & Sports Day at Fanueil Hall, Boston
1999	Featured Article: Christian Science Monitor – Soccer Coach
1998	Reviewer for the EAPA Exchange Research Supplement
1997	Awarded the Peter Heller Scholarship at the Florence Heller Graduate School of Social Policy and Administration
1987	Chair of BU Search Committee for Department Chair Faculty Appointment
1986	Planning Committee Chair for Regional Conference on “Women and Alcohol: Preventing FAS
1985	Educational Development Chair for Boston University School of Nursing Faculty
1982	Chairperson for the ACPN National Conference on Variations in Family Style – Boston, MA
1981	Awarded Certification as Clinical Specialist in Adult Psychiatric Nursing; American Nurses Association – Recertification Awarded June 1986
1979	Appearance on WBZ-TV's Impact Program on Adolescent Suicide
1977	Awarded the National Institute for Mental Health Trainee Scholarship

## **RESEARCH**

National Behavioral Consortium Benchmarking Study (2013). Funded by the Employee Assistance Research Foundation. *Journal of Workplace Behavioral Health*. 28(4). 252 – 324.

SBIRT Surveillance Survey (in process) with George Washington's Ensuring Solutions Department.

Longitudinal Study of Integration of EAP, Work/Life and Wellness (2010). University of Michigan's Center for Healthy Workers. World@Work. World@Work Peer Review Journal, August.

EAP Purchaser's Guide ((2009). EASNA publication. 62 page Report out of KTR Research Committee (Chair 2003-2008) available at [www.easna.org](http://www.easna.org)

International Survey of EAP and Work/Life Vendors (2002). Funded by Work/Life Benefits; United Behavioral Health; Accor Services

National Survey of EAP and Work/Life Professional Survey (2001). Funded by Magellan Behavioral Health and Lifecare, Inc

National Survey of EAPs and Work/Family Programs (1994). Funded by the Boston University Center for Work and Family Roundtable (dissertation)

Dynamics of Alcoholism in Working Families (1985). Funded by NIAAA – Principal Investigator Bradley Googins Boston University, Boston, MA.

A Study of Morale Among Elderly Women in Suburban Community.(1977) Masters Thesis funded by NIMH Traineeship.

## **PUBLICATIONS**

Attridge, M; Cahill, T; Granberry, S and Herlihy, P. (2013). National Behavioral Consortium Study of External EAP Vendors: *Journal of Workplace Behavioral Health*. 28(4). Pp. 251-324.

Burgess, Ann, Slattery, Donna and Herlihy, Patricia (2013). Military Sexual Trauma: A Silent Syndrome. *Journal of Psychosocial Nursing*. Vol 51.2 Pp 21-26.

Herlihy, Patricia and Mickenburg, Judy. The BIG Story. ( 2013) *Journal of Employee Assistance*. Vol 43 #2. Pp. 8-11.

Herlihy, A. Patricia. (2011) SBIRT Reopens and EAP Debate. *Addiction Professionals*. March/April. Vol 9.(2).Pp 12 - 17

- Herlihy, A. Patricia. (2011). The Story of Integration. *Research Brief for EASNA's KTR Publications*. Available at [www.easna.org](http://www.easna.org)
- Goplerud, E. McPherson, T.L., Herlihy, P., & Sharar, D, September 2010). EAPs Invited to Join the BIG Initiative. *Employee Assistance Report*, 13(9).
- Zullo, Roland, Herlihy, Patricia and Heirich, Max. (2010) Longitudinal Lens to Examine Delivery Models of EAP, Work/Life and Wellness Programs. University of Michigan, Ann Arbor. Industrial Labor Relations Department. *World@Work*. (August).
- Attridge, Mark eds et all; (2009). Purchaser's Guide for procuring EAP Services. Publication out of KTR Research - Committee Chair 2004 – 2008. Report available at [www.easna.org](http://www.easna.org)
- Herlihy, Patricia. (2006). Guest Columnist for *Work/Family Connections* on the topic of Integration.
- Herlihy, Patricia., & Attridge, Mark. (2005). Research on the integration of employee assistance, work/life and wellness services: Past, present and future. *Journal of Workplace Behavioral Health*, 20(1/2), 67-93.
- Herlihy, Patricia, Attridge, Mark and Maiden, Paul, eds. (2005). *Integration of Employee Assistance, Work/Family and Wellness Programs*. New York: Haworth Publications
- Herlihy, Patricia. (2004). Assessing the Value of an EAP in an Integrated Program. *EAPA On-Line Exchange*. p.4.
- Herlihy, Patricia, Attridge, Mark and Turner, Sandra. (2002). The Integration of Employee Assistance and Work/Life Programs. *EAPA Exchange*. January/February 2002. pp 10-12.
- Herlihy, Patricia. (2002). Employee Assistance and Work/Life Core Technologies. *EAPA Exchange*. May/June. p10.
- Herlihy, Patricia. (2002) Integration of EAP and Work/Life – Research Update. *Behavioral Health Management*. September/October. p.40.
- Herlihy, Patricia. (2000). EAPs and Work/Family Programs: Different Paths – Same Purpose? *EAPA Exchange*. September/October. pp.24-26.
- Herlihy, Patricia. (2000). EAPS and Work/Family Programs: Friends or Foes? In Nan Van Den Berghe's *Emerging Trends for EAPs in the 21<sup>st</sup> Century*. Haworth Press, NY.
- Herlihy, Patricia and Davidson. (2000). Work/Life and Employee Assistance Programs: Collaboration or Consolidation. In Karol Rose's *Work/Life Effectiveness*. Kuba Communications.

## **PUBLICATIONS:** (Cont)

Davidson, Bruce and Herlihy, Patricia (1999). The EAP and Work-Family Connection in Jim Oher's *Employee Assistance Handbook* Wiley and Sons.

Herlihy, Patricia (1998). Employee Assistance and Work/Family Programs: A Natural Partnering. *The Alliance Newsletter*. Fall pp 1-3.

Herlihy, Patricia (1997). Employee Assistance Programs and Work/Family Programs; Obstacles or Opportunities for Organizational Integration. *Compensation and Benefits Management*. Spring. pp 22-30.

## **PRESENTATIONS**

Herlihy, Patricia. (2014). The Integration of EAP, Work Life and Wellness: Flavor of the Day or Here to Stay. 19<sup>th</sup> Annual EAPA Regional Conference. Glen Allen, VA.

Herlihy, P and Cahill, T. (2013). Current Trends in the Behavioral Health World. National Behavioral Consortium Meeting, Crystal City, VA.

Herlihy, Patricia. (2013). EAP, Work Life and Wellness Trends. Chestnut Global Partners. Bloomington, Illinois

Herlihy, Patricia and Mickenberg. (October, 2012). The BIG Story: A model for change. International EAP Conference, Baltimore, MD.

Herlihy, Patricia. (September, 2011) Public Policy Streams and Collaboration. National Behavioral Consortium (NBC) annual meeting in Vegas, NV.

Herlihy, Patricia; Tamburo, Melissa and Metzner, Jeffrey (September, 2011). Integration and the role of Work Family Services in FOH. Cheseapeake Chapter, MD.

Herlihy, Patricia, Heirich, Max, Mulhilvill, Michael, Legault, Francois, Hylton, Chris and Murrany, Ben. (May, 2010) United States versus Canadian Health Care. EASNA Annual Institute. Montreal, Canada.

Herlihy, Patricia. (June, 2009). Tools of the Trade for Practitioners, Researchers & Academics" CUFA Annual Presentation Seattle, WA

Herlihy, Patricia. (October, 2008) Longitudinal Study on Delivery Models of EAP, W/L and Wellness Services. EAPA, Atlanta. October

Herlihy, Patricia; Roman, Paul, Amaral, Tom; Attridge, Mark; Chalk, Mary Beth; Stephenson, Dianne. (2007) Interactive Panel between noted researchers and participants on the future of EAP Research. EASNA Institute: Atlanta, Georgia.

## **PRESENTATIONS** (cont)

Update on Integration of EAP, W/L and Wellness (2006) Longitudinal study in collaboration with the University of Michigan . EAPA Roundtable Nashville, October 2006

Research on Integration of EAP, Work/Life and Wellness Programs: Dublin, Ireland. EAP Institute: September 2005.

Ask the Researchers: Panel on the Future of Employee Assistance Research: San Francisco. EAPA Conference, November 2004

“Letting Go” Keynote at Colorado College Parent Weekend, Colorado Springs, CO, January 2004.

Vendors Voices: Current Trends and Future Directions of Integration of Services: San Antonio, TX - EASNA 15<sup>th</sup> Institute: April, 2003.

Poster Session on International Survey of EAP and Work/Life Vendors: Orlando, Florida – AWLP National Convention: February, 2003.

Unveiling of Data for the International Survey of EAP and Work/Life Vendors – Boston, MA 31<sup>st</sup> Annual EAP Conference: October, 2001.

The Future of EAP and Work/Life Programs. Quebec – EASNA 14<sup>th</sup> Institute: May, 2001.

Poster Session on the National Survey of EAP and Work/Life Professional Survey, San Francisco – AWLP National Convention: February, 2001.

EAP and Work/Life Committee Presentation. EAP National Conference - Vancouver: November, 2000.

EAP and Work/Life Task Force Presentation. EAPA National Convention. New York City: November, 2000.

Prevalence and Effectiveness of Integrated EAP and Work/Life Programs. Keynote Speaker – University of Chicago: September, 1998.

Future Trends and Directions for Dependent Care. Moderator of Panel at the National Conference for AWLP – Miami, Florida: February, 1998.

Employee Assistance and Work/Family Programs: The Integration Debate. EAPA National Convention – Baltimore, MD: November, 1997.

Employee Assistance and Work/Family Programs: An Exploration – Keynote Speaker at the Tri-State Work/Life Roundtable Meeting – Stamford, CT: September, 1997.



Integration and Differentiation of Employee Assistance and Work/Family Programs – Annual Vendor Meeting at Digital Equipment Corporation. Maynard, MA: October, 1995.

**PRESENTATIONS** (cont)

The Future Direction of the Work/Family Field – Moderator of Keynote Panel at the ACCCI Conference – Tempe, AZ: February, 1995.

Exploring Corporate Linkages between EAP and Work/Family Programs – National EAP Conference, Boston, MA: November, 1994.

The National Survey of EAP and Work/Family Programs. Annual Boston University Work/Family Roundtable Meeting, San Francisco, CA: October 1994.

Employee Assistance National Data Base Collection System. Presentation to Human Affairs International Headquarters – Salt Lake City, Utah: May, 1992.

Implementation of Employee Assistance Data Collection System. Presentation Performance Consultant Headquarters – St Louis, MI: February, 1991.

Overview of Psychiatric Problems – Presentation to Digital Equipment Corporations Occupational Health Nurses – Merrimack, NH: 1989.

Denial: Roadblock in Engaging Alcoholic Families: Boston City Hospital Community Health Nurses – Boston, MA: 1988.

Alcoholism: The Family Disease – An Interdisciplinary Research Project – Regional Conference of Advocates for Psychiatric Nursing – Mc Clean Hospital, Belmont, MA: 1988.

Communication Skills – Lecture to Nursing Staff at Medfield State Hospital – Medfield, MA: 1988.

Health Unit. Kindergarten Program at Pine Hill School – Sherborn, MA:1988.

Interacting with Alcoholic Families. Boston City Hospital Community Health Nurses – Boston, MA: 1988.

Families: Theory and Clinical Practice. Massachusetts Nurses Association. Marlboro, MA: 1987.

Dual Diagnosis in Adolescents. Charles River Hospital – Wellesley, MA: 1987.

Treating the Alcoholic Couple. Brighton Allston Mental Health Clinic, Brighton, MA: 1987.

## **PRESENTATIONS** (cont)

Women and Alcohol: Preventing FAS. Closing Speaker for all day conference sponsored they the Fetal Alcohol Education Program – Boston, MA: 1986.

Family Therapy – Practice and Intervention. Massachusetts Nurses Association Certification Review – Marlboro, MA: 1986.

Current Issues in Psychiatric Mental Health Nursing – Utilization of Soap Operas on Adult Inpatient Units. Beth Israel Hospital – Boston, MA: 1986.

Family: Practice and Intervention. Massachusetts Nurses Association Review – Boxboro, MA 1985.

The Sexually Abused Child – National Camping Association – Weston, MA: 1984.

Groups – How to start them – Keynote at all day conference at Edith Nourse Rogers Veterans Hospital – Bedford, MA: 1983.

Soap Operas – Implementation of a Creative Tool with a Difficult Population. University of Massachusetts Child Inpatient Unit – Worcester, MA: 1982.

Child Development Issues for the Homemaker. Homemakers’ Association, Newton, MA: 1981

The Implementation of a Primary Prevention Program in a Public Junior High School using the Soap Opera as a Therapeutic Tool. National Conference of Advocates for Psychiatric Nursing – NYC: 1981.

The Life Cycle and the School Nurse. Nine-month course offered to Public Health Nurses – Newton, MA: 1978-1979.

## **COMMUNITY ACTIVITIES**

2014 Chair of Health Fair – Taylor Community, Ellicott City, MD

2013 Participation in an Entrepreneurial Group in LA - “Making a Difference” supporting outlier projects to support community activities

2007 - Social Committee - Taylor Village for Seniors, Ellicott City, MD

2008 – 2013 Volunteer Consultant to Alzheimer’s Foundation with President Marsha Nelson – regarding Dissemination of Grief Manual and Measurement Issues

**COMMUNITY ACTIVITIES** (cont)

- 2004 - 2009 Member of Parent Annual Fund Committee Connecticut College
- 2003 – 2005 Parent Coordinator for Safe Rides at Boulder High School
- 2001 – 2004 Team Manager for Club Soccer team (Boulder Force)
- 2000 – 2004 Parent Annual Fund Board for Colorado College (Chairman)
- 2000 – 2005 Boulder High School Panther Club Board (Chairman of Athletic Awards)
- 1997- 2000 Gender Equity Committee Member for MIAAA
- 1996 - 1999 Boosters Board Member for Dover-Sherborn High School
- 1988 – 1999 – Soccer Coach/Board Member for Dover-Sherborn Youth Soccer Program
- 1996 – 1998 – Guidance Advisory Committee Member for Dover-Sherborn High School
- 1991-1993 – Chairperson for PTA Speaker Series – obtained Alfie Kohne and major journalists for NYT and Head Psychiatrist from McLeans Hospital.
- 1985-1987 – Fund Raising Committee Member at Wellesley Community Children’s Center
- 1984 – 1999 – Chair of Gourmet Cooking Group in Sherborn, MA.