

[Work/Life Connections-EAP \(WLC\)](#) is the internal employee assistance program for VUMC. Our focus is to elevate the psychological resilience of the VUMC faculty and staff. We connect staff with resources when life is challenging. The service is confidential and records are not part of eStar or the personnel record.



Services for Individuals

Counseling and Assessment

Our [Solution-Focused Counseling](#) is a short-term psychological intervention that includes assessment of the problem, formulation of a plan for care, and a goal-directed approach to addressing the challenge, both personal and workplace related.

Performance Coaching

An intervention to improve job performance and address workplace issues, [performance coaching](#) helps a person gain greater competence and overcome barriers to productivity, communication, and other work-related activities.

Recovery Support

The [Recovery Support Service](#) of WLC assists Vanderbilt staff coping with addictions through identification, treatment, advocacy and monitoring.

Hardship Fund

Financial hardships are extremely stressful. Our [Faculty & Staff Hardship Fund](#) provides financial assistance to full-time Vanderbilt faculty and staff employed at VUMC for one year or longer, who are experiencing a temporary hardship due to a significant life event.

Sexual Harassment

The [SHARE Center](#) offers confidential counseling and consultation to VUMC employees and Allied Health students who have experienced or witnessed workplace sexual harassment.

Crisis Intervention

If you are dealing with a psychological crisis, please call Work/Life Connections-EAP at 615-936-1327. Identify that you are in crisis and one of the counselors will contact you to help determine the best course of action. In an emergency, dial 911 or go to the closest emergency room.

Workgroup Dynamic Services

Manager Consultation

Work/Life Connections-EAP offers [support and guidance to supervisors](#) concerning employees and difficult situations that involve employee stress and morale.

Critical Incident Stress Management (CISM)

[Critical Incident Stress Management](#) services for the Vanderbilt community are provided through Work/Life Connections-EAP when there are challenging cases or unexpected events that impact the psychological well-being of our faculty and staff.

Resilience Skill Training

WLC offers a number of [workshops](#) for departments to provide stress resilience skills, support faculty and staff in balancing their work and personal lives, and increase awareness of our programs and services.

Your Well-Being Navigator

Visit [Your Well-being Navigator](#), a one-stop website that links you with resources for all your well-being needs. Includes resources to support your physical health, mental health, social health, home life, and workspace.