

A photograph of a city skyline at sunset. The sky is a mix of orange, yellow, and blue. Several tall buildings are visible, with the central one being the tallest and most prominent. The buildings have many lit windows, and some have distinctive architectural features like rounded tops. In the foreground, there are green trees and a bridge.

2026

IAEAP

ANNUAL CONFERENCE

Next-Gen EAP: Shaping the Future of Workforce Wellbeing
October 6–8, 2026
Hilton Norfolk The Main
Norfolk, Virginia

A photograph of lush green trees at night. The trees are illuminated by warm, yellow lights, creating a glowing effect. The background is dark, and the lights from the trees create a bokeh effect.



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WELCOME MESSAGE

Dear Colleagues and Friends,

On behalf of the IAEAPE Board Members, it is our pleasure to welcome you to the 2026 IAEAPE Annual Conference in Norfolk, Virginia.

This year's theme, "Next-Gen EAP: Shaping the Future of Workforce Wellbeing," reflects our collective commitment to advancing the Employee Assistance profession and preparing for the evolving needs of today's educational environments and workforce. As institutions continue to navigate change, Employee Assistance Professionals remain essential in supporting employee wellbeing, organizational resilience, student success, and healthy workplace cultures.

Over the next several days, you will have the opportunity to learn from industry leaders, engage in meaningful discussions, explore innovative practices, and build connections with colleagues from educational institutions across the country. Whether you are a seasoned practitioner or new to the field, we hope you leave this conference inspired, energized, and equipped with practical strategies to enhance your impact within your organization.

We extend our sincere gratitude to our presenters, exhibitors, sponsors, volunteers, committee members, and attendees. Your dedication to supporting the wellbeing of faculty, staff, students, and organizations is what makes this conference such a valuable and enriching experience.

As you participate in the educational sessions, networking opportunities, and special events, we encourage you to share ideas, strengthen professional relationships, and explore new approaches to meeting the challenges and opportunities facing our profession.

Thank you for joining us in Norfolk. We are honored to have you as part of the IAEAPE community and look forward to an engaging, educational, and memorable conference experience.

Warm regards,

The IAEAPE Board Members



Justin Henderson
President



Beth Danehy
President-Elect



Joe Orovecz
Treasurer



Ann Bassoni
Secretary

IAEAPE ANNUAL CONFERENCE- 2026



DAY 1

Tuesday, October 6

**BREAKFAST/REGISTRATION
(3RD FLOOR REGISTRATION & GRANBY ABC)**

07:00AM - 08:15AM

WELCOME/BRIEF ACTIVITY (GRANBY AB)

08:15AM - 08:30AM

KEYNOTE ADDRESS (GRANBY AB)

**Human-Centered Workplaces: Why Connection, Belonging, and Love
Are the Future of Wellbeing (1.5 CEUs)**

08:30AM - 10:00AM

SHERNITA ROCHELLE, JD- UNIVERSITY OF VIRGINIA

BREAK

10:00AM - 10:15AM

SESSION #1 (GRANBY AB)

**Two Clients, One Mission: Why the Future of EAP Requires More
Than Counseling (2.0 CEUs)**

10:15AM - 12:15PM

PAMELA MEREDITH HAMILTON, CEAP- UNIVERSITY OF VIRGINIA

LUNCH (GRANBY ABC)

12:15PM - 01:30PM

SESSION #2 (GRANBY AB)

**Beyond Referral: A Self-Care Integration Model for Enhancing EAP
Impact and Employee Resilience through Interactive Workshops
(2.0 CEUs)**

01:30PM - 03:30PM

MICKEY MONTEMAYOR, MSW, LCSW-S, CEAP- UT MD ANDERSON
ROSELYN GUILLORY, DPC, MA, LPC, CEAP- UT MD ANDERSON

CLOSING REMARKS

03:30PM - 03:35PM

**WELCOME RECEPTION (3RD FLOOR XCHG BREAK STATION)
FRAN DEATS DINNER/NEW MEMBERS (TBD)**

**05:30PM - 07:00PM
06:30PM - 08:30PM**

IAEAP ANNUAL CONFERENCE- 2026



DAY 2

Wednesday, October 7

BREAKFAST (GRANBY ABC)

07:00AM - 08:00AM

SESSION #3 (GRANBY AB)

Finding Safety Within: Applying Polyvagal Theory in Employee Assistance Settings (2.0 CEUs)

JANIE HOWSARE, MSW, LICSW, MPA, CEAP - WEST VIRGINIA UNIVERSITY
ALLISON HAYES, MSW, LICSW, CEAP - WEST VIRGINIA UNIVERSITY
HAYLEY CORRELL, MSW, LICSW, CEAP, SAP- WEST VIRGINIA UNIVERSITY

08:00AM - 10:00AM

BREAK

10:00AM - 10:15AM

SESSION #4 (GRANBY AB)

From Crisis Response to Culture Change: Building a Mutual Support Community of Practice in Employee Assistance (2.0 CEUs)

JANINE ROWE, PHD, LMHC, CEAP, SAP, UNIVERSITY OF ROCHESTER

10:15AM - 12:15PM

LUNCH (GRANBY ABC)

12:15PM - 01:30PM

IAEAP BUSINESS MEETING (GRANBY AB)

**BILL MERMIS AWARD
EAP EXCELLENCE AWARD**

01:30PM - 02:30PM

BREAK

02:30PM - 02:45PM

SESSION #5 (GRANBY AB)

AI and Ethics (1.5 CEUs)

JAMES W. KENDALL, LCSW, ACSW, QCSW, DIPLOMAT, CEAP

02:45PM - 04:15PM

CLOSING REMARKS

04:15PM - 04:20PM

BANQUET (SEE CONFERENCE RESOURCES PAGE)

06:00PM - 09:00PM

IAEAPe ANNUAL CONFERENCE- 2026



DAY 3

Thursday, October 8

BREAKFAST (GRANBY ABC)

07:00AM - 08:00AM

SESSION #6 (GRANBY AB)

Where Are We Going, Where Have We Been? Origin Stories and What's Next? (2.0 CEUs)

08:00AM - 10:00AM

LAURIE KOVENS, MA, MSW, LCSW, CEAP- DUKE UNIVERSITY / DUKE HEALTH
AIMEE MEPHAM, MFA- WAKE FOREST UNIVERSITY

BREAK

10:00AM - 10:15AM

SESSION #7 (GRANBY AB)

Next-Gen EAP: Redesigning Crisis Care for a Changing Workforce- PANEL DISCUSSION (1.0 CEU)

10:15AM - 11:15PM

ANN CORNELL, PSYD, CEAP- UNIVERSITY OF ROCHESTER MEDICAL CENTER
BETH DANEHY, MA, MS, LMFT, CCTP, CEAP- UNIVERSITY OF VIRGINIA
TAMI MAYES LONG, PHD, LPC, CEAP, BC-TMH, BCC- THE UNIVERSITY OF ALABAMA AT BIRMINGHAM
JANINE ROWE, PHD, MSED, LMHC, CASAC, SAP, CEAP- UNIVERSITY OF ROCHESTER MEDICAL CENTER

SESSION #8 (GRANBY AB)

Milestones: A Panel Discussion of IAEAPe Legacy Programs- PANEL DISCUSSION (1.0 CEU)

11:15PM - 12:15PM

DANIEL HUGHES, PHD, CEAP - MOUNT SINAI HEALTH SYSTEM
TBD

CLOSING REMARKS

BOX LUNCHES FOR DEPARTURE

12:15PM - 12:30PM

***This program is Approved by the National Association of Social Workers (Approval # 886503452-6453) for 15 continuing education contact hours.**

EACC has approved the 2026 IAEAPe Annual Conference for 14 PDHs.

All conference seminar activities will be held on the third floor in Granby A & B, with exhibitors located in Granby C.



IAEAPE CONFERENCE SESSIONS

DAY 1

Human-Centered Workplaces: Why Connection, Belonging, and Love Are the Future of Wellbeing

Shernita Rochelle, JD

In an era of burnout, complexity, and growing disconnection, sustainable organizational success requires cultures that prioritize human wellbeing, belonging, and authentic connection. This session explores love in the workplace as an evidence based practice of care, empathy, trust, compassion, and shared responsibility that strengthens both people and performance. Drawing from organizational psychology, neuroscience, and education, participants will examine how embedding wellbeing and human centered leadership into organizational culture can foster resilience, engagement, innovation, and collective thriving.

Two Clients, One Mission: Why the Future of EAP Requires More Than Counseling

Pamela Meredith Hamilton, CEAP

Employee Assistance Programs extend far beyond short term counseling and referral services. Today's EAP professionals must balance clinical expertise with organizational consultation, conflict navigation, crisis response, ethical decision making, workplace policy, and cultural awareness. This session explores the often unseen dimensions of EAP practice and the evolving competencies needed to effectively support both employees and organizations in increasingly complex workplaces.

Beyond Referral: A Self-Care Integration Model for Enhancing EAP Impact and Employee Resilience through Interactive Workshops

Mickey Montemayor, MSW, LCSW-S, CEAP | Roselyn Guillory, DPC, LPC, CEAP

Employee Assistance Programs are uniquely positioned to move beyond traditional referrals by integrating preventive, experiential approaches to employee well-being. This interactive session introduces an integrated self-care model that uses hands-on practices such as journaling, gardening, and mindfulness to support stress reduction, emotional regulation, and resilience. Participants will experience restorative activities firsthand while exploring practical strategies for integrating sustainable self-care into EAP and organizational wellness programming.



IAEAP CONFERENCE SESSIONS

DAY 2

Finding Safety Within: Applying Polyvagal Theory in Employee Assistance Settings

Janie Howsare, MSW, LICSW, MPA, CEAP | Allison Hayes, MSW, LGSW, CEAP | Hayley Correll, MSW, LICSW, CEAP, SAP

This interactive session explores the role of the autonomic nervous system in stress, emotional regulation, and recovery within employee assistance and brief counseling settings. Participants will gain a practical understanding of Polyvagal Theory and how nervous system states can influence workplace functioning, help seeking behaviors, and short term clinical outcomes.

From Crisis Response to Culture Change: Building a Mutual Support Community of Practice in Employee Assistance

Janine Rowe, PhD, LMHC, CEAP, SAP

As organizations navigate change, staffing challenges, and critical incidents, EAPs are increasingly positioned as strategic partners in workforce well-being and organizational resilience. This session explores the development and evaluation of a Mutual Support Community of Practice that uses trauma-informed peer support, shared learning, and a train-the-trainer approach to strengthen internal capacity. Participants will learn how the model increased confidence in facilitating debriefings, expanded mutual support practices, and contributed to meaningful culture change during organizational transition.

AI and Ethics

James W. Kendall, LCSW, ACSW, QCSW, Diplomat, CEAP

As artificial intelligence becomes increasingly integrated into behavioral healthcare and EAP practice, professionals must understand both its opportunities and ethical implications. This session explores current applications of AI, including documentation, screening, risk detection, and clinical decision support, while examining concerns related to privacy, informed consent, bias, confidentiality, competence, and accountability. Participants will consider relevant professional ethical standards and practical safeguards for using AI responsibly while protecting clients, practitioners, and organizations.



IAEAP CONFERENCE SESSIONS

DAY 3

Where Are We Going, Where Have We Been? Origin Stories and What's Next?

Laurie Kovens, MA, MSW, LCSW, CEAP | Aimee Mephram, MFA, Graduate Certificate in Narrative Medicine

As EAP practice evolves, understanding where the profession has been can help shape where it is going. This interactive workshop introduces Narrative Medicine as a reflective practice for strengthening professional identity, wellbeing, empathy, and communication. Through facilitated discussion, close reading, and reflective writing, participants will experience practical techniques that can support EAP professionals, clients, and the next generation of practitioners.

Next-Gen EAP: Redesigning Crisis Care for a Changing Workforce

Ann Cornell, PsyD, CEAP | Beth Danehy, MA, MS, LMFT, CCTP, CEAP | Tami Mayes Long, PhD, LPC, CEAP, BC-TMH, BCC | Janine Rowe, PhD, MEd, LMHC, CASAC, SAP, CEAP

As workforce needs and expectations continue to evolve, EAPs must rethink how crisis services are delivered. This panel brings together EAP professionals to discuss the changing landscape of crisis response, including increased expectations for immediate access, multiple pathways to care, culturally responsive support, and stronger organizational partnerships. Panelists will explore the unique needs of higher education and share perspectives on how Next Gen EAPs can provide timely, clinically sound, and relationship-centered crisis support.

Milestones: A panel discussion of IAEAP legacy programs

Daniel Hughes, PhD, CEAP

As many IAEAP programs celebrate milestone anniversaries, their longevity offers valuable insight into navigating decades of social, economic, and technological change. This panel discussion, facilitated by Dr. Hughes of Mount Sinai Health System, will bring together IAEAP program leaders and members to share key milestones, practice strategies, lessons learned, and perspectives on the evolution of EAP practice. Audience participation will be encouraged to help preserve and carry this collective knowledge forward to the next generation of EAP professionals.

MEET OUR PRESENTERS



Shernita Rochelle, JD

Associate Vice President, Talent Development
University of Virginia

Shernita Rochelle serves as Associate Vice President for Talent Development, leading initiatives that strengthen leadership, culture, and the faculty and staff experience across the university and health system. Her work focuses on creating human-centered workplaces that foster belonging, wellbeing, engagement, and performance through leadership and organizational development. Prior to UVA, she held senior human resources leadership roles at George Mason University and worked at William & Mary Law School, Georgetown University Law Center, and American University. She earned her B.A. from Boston College and J.D. from the University of Maine School of Law.



Pamela Meredith Hamilton, CEAP

University of Virginia

Pamela Meredith Hamilton is a Manager and Consultant with the University of Virginia's Faculty & Employee Assistance Program, specializing in marriage and family education, relationship coaching, mediation, and trauma-informed support. Drawing from clinical knowledge, lived experience, and years in community mental health, she brings a compassionate approach to understanding the impact of trauma, mental illness, and substance use on families and communities. She is also an author, speaker, Prepare-Enrich facilitator, and former radio host committed to encouraging, restoring, and empowering others.



Mickey Montemayor MSW, LCSW-S, CEAP

The University of Texas MD Anderson

Mickey is a licensed clinical social worker with more than 15 years of experience across hospitals, community and advocacy organizations, mental health technology, and private practice. As an EAP Specialist, she provides compassionate, judgment-free support to employees navigating work and life challenges. She is passionate about reducing mental health stigma and helping individuals thrive both personally and professionally.



Roselyn Guillory DPC, MA, LPC, CEAP

The University of Texas MD Anderson

Roselyn Guillory, Doctor of Professional Counseling, LPC, CEAP, is a clinical counseling and employee well-being professional with extensive experience in behavioral health. She serves as an Employee Assistance Program professional at MD Anderson Cancer Center and maintains a private counseling practice serving diverse populations. Passionate about mental health education and psychologically healthy communities, Roselyn is committed to equipping individuals and organizations with practical tools that promote resilience, emotional well-being, healthy relationships, and personal growth.



Janie Howsare MSW, LICSW, MPA, CEAP

West Virginia University

Janie L. Howsare, LICSW, MPA, CEAP, is an Associate Professor at the West Virginia University School of Medicine and Director of the WVU Faculty and Staff Assistance Program. With more than 30 years of experience in clinical social work, behavioral health administration, teaching, and supervision, her expertise includes trauma-informed care, employee and physician well-being, clinical supervision, and workplace mental health. She has presented nationally and is recognized for her leadership, interdisciplinary collaboration, and commitment to service excellence.



Allison Hayes MSW, LGSW, CEAP

West Virginia University

Allison Hayes, MSW, LGSW, CEAP, is a Behavioral Health Therapist with West Virginia University's Faculty Staff Assistance Program and a Certified Employee Assistance Professional. With nearly 20 years of experience in behavioral health, higher education, crisis intervention, and suicide prevention, her professional interests include organizational wellness, employee assistance programming, crisis response, behavioral intervention, and innovative approaches to care and outreach.



Hayley Correll MSW, LICSW, CEAP, SAP

West Virginia University

Hayley Correll, MSW, LICSW, CEAP, SAP, is a Behavioral Health Therapist with the West Virginia University Faculty Staff Assistance Program with more than seven years of experience in behavioral health. Her expertise includes employee assistance services, substance use treatment, trauma-informed care, couples counseling, mindfulness, and organizational support. She is also a Certified Trauma Professional with advanced training in Emotionally Focused Therapy.



Janine Rowe, PhD, LMHC, CEAP, SAP

University of Rochester

Janine Rowe, PhD, LMHC, CASAC, is Director of the UR Medicine Employee Assistance Program. Her work focuses on workplace mental health, trauma-informed care, and supporting organizations in high-stress environments. She specializes in critical incident response, developing mutual support models, and advancing initiatives that strengthen employee well-being and organizational resilience.



James W. Kendall, LCSW, ACSW, QCSW, CEAP

Vanderbilt University Medical Center

Jim Kendall, LCSW, CEAP, has served as Manager of Work/Life Connections EAP at Vanderbilt since 2000 and brings more than 45 years of clinical experience. He has been recognized for his work in Critical Incident Stress Management and is a Diplomate in Professional Coaching. Jim has also served IAEAPE in several leadership roles, including Secretary, President-Elect, President, and Membership Committee member.



Laurie Kovens, MA, MSW, LCSW, CEAP

Duke University|Duke Health

Laurie Kovens is a Senior EAP Counselor with Duke University and Duke Health's Personal Assistance Service and a Licensed Clinical Social Worker and Certified Employee Assistance Professional with more than 20 years of experience. With graduate degrees in social work and writing, her work integrates counseling, Narrative Health, and creative expression to support individual and organizational well-being. She also serves as adjunct faculty at Boston University School of Social Work.



Aimee Mephram, MFA

Wake Forest University

Aimee Mephram is Associate Director of the Humanities Institute at Wake Forest University, where she leads the Story, Health & Healing program and Noncredit Narrative Medicine Certificate Program. She also serves as a Part-Time Assistant Professor in Bioethics, Humanities, and Medicine. She holds an MFA in Creative Writing from Washington University in St. Louis and a Graduate Certificate in Narrative Medicine from Columbia University.



Ann Cornell, PsyD, CEAP

University of Rochester Medical Center

Ann Cornell, PsyD, CEAP, is Senior Director of Employer-Based Services and Faculty Practices and Associate Professor of Psychiatry at the University of Rochester Medical Center. She provides leadership across employee assistance, behavioral health, and faculty mental health services, with a focus on innovative approaches to employee and organizational well-being, healthcare collaboration, and demonstrating the value of employer-based services. Ann has been an active member of IAEAPE since 2019.



Beth Danehy, MA, MS, LMFT, CCTP, CEAP

University of Virginia

Beth Danehy is Director and FEAP Consultant at the University of Virginia and a Licensed Marriage and Family Therapist and Certified Employee Assistance Professional. Her experience includes employee assistance, organizational consultation, conflict resolution, mediation, communication coaching, and trauma-informed practice. Prior to joining FEAP in 2019, she directed the Employee Assistance Program at the University of Rochester. Beth currently serves as President-Elect of IAEAPE.



Tami Mayes Long, PhD, LPC, CEAP, BC-TMH

The University of Alabama at Birmingham

Tami Long, PhD, is Director of the UAB Employee Assistance and Counseling Center, providing strategic leadership for employee assistance services across UAB, UAB Medicine, VIVA Health, and community partners. With more than 20 years of counseling experience, she is an LPC-S, NCC, CEAP, and Board-Certified Coach. Her work integrates clinical counseling, health promotion, prevention, and organizational well-being to foster healthy and resilient workplaces.



Daniel Hughes, PhD, CEAP

Mount Sinai Health System

Dan is a New York State Licensed Clinical Social Worker and Certified Employee Assistance Professional with more than 40 years of experience in Employee Assistance. He serves as Director of the Mount Sinai Health System Employee Assistance Program and Associate Professor at the Mount Sinai School of Medicine. A nationally and internationally recognized presenter and published author, Dan has contributed extensively to the advancement of EAP practice through education, research, and professional leadership.



2026 CONFERENCE LINKS AND RESOURCES

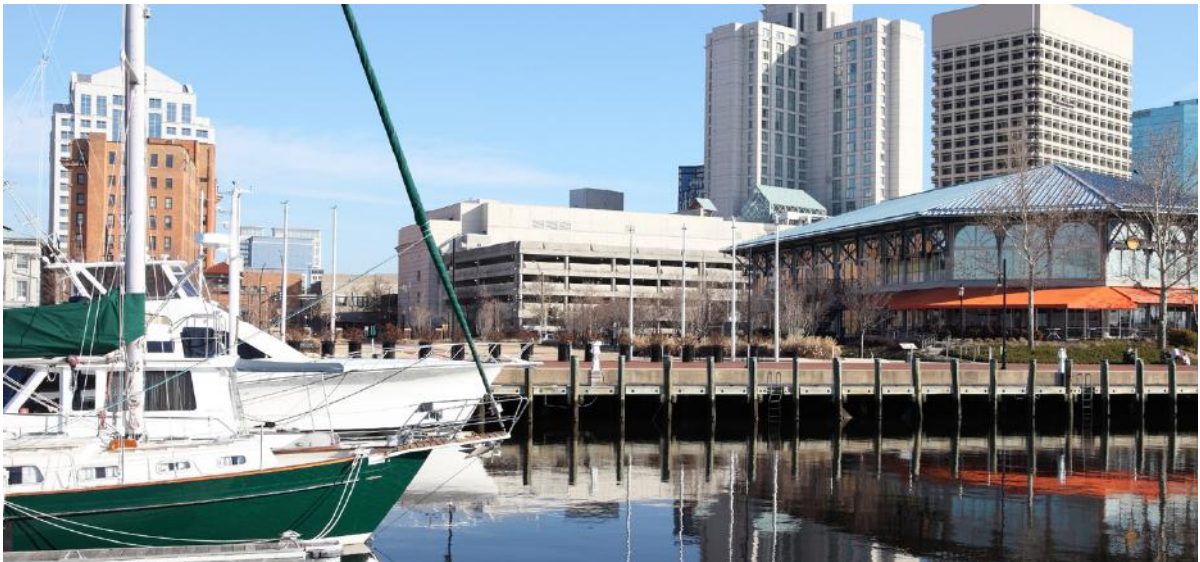
- [2026 IAEAPE Banquet Guest Fee](#)
- [2026 Conference Entertainment/Banquet Info \(Granby Theater\)](#)
- [2026 NASW CEUs Payment](#)
- [Norfolk Area Visitor Guide](#)
- [Conference Hotel Info \(Hilton Norfolk The Main\)](#)
- [Downtown Norfolk Dining](#)

2026

EXHIBITORS & SPONSORS

THANK YOU

On behalf of IAEAPE, we extend our sincere appreciation to our 2026 Annual Conference exhibitors and sponsors. Your partnership and support help make this conference possible and strengthen our ability to connect, learn, and advance Employee Assistance across academic and workforce settings. Thank you for investing in our professional community and for being an important part of this year's conference.





AIBERRY

“Smart. Mind. Care.

Aiberry® (pronounced “I” + “berry”) is an innovative and practical mental health assessment platform that uses cutting-edge AI technology to analyze user text, audio, and video cues during a short conversation to deliver a quantified risk score and other health insights in real time.”

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EXHIBITOR'S WEBSITE](#)



aiberry

HARTING EAP

“Harting EAP has provided trusted EAP software solutions since 1985. The newest enhancement to EAPro360®, myEAPconnect™, is now live. myEAPconnect is a secure online portal designed to offer your clients seamless access to the EAP, making it easier for them to engage and communicate with your staff. Created by EAP professionals, myEAPconnect is tailored to meet the specific needs of EAPs, ensuring a user-friendly experience for both clients and the EAP staff.”

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EXHIBITOR'S WEBSITE](#)



The FIRST Name in EAP Software.

EAP EXPERT

“EAP Expert provides software and technology solutions designed specifically for Employee Assistance Programs. With more than 25 years of experience in the EAP industry, EAP Expert offers an integrated platform supporting case management, intake, provider management, reporting and analytics, work-life services, and other essential EAP operations.

EAP Expert’s solutions help EAP professionals streamline service delivery, improve efficiency, and use data to strengthen program outcomes.”

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EXHIBITOR’S WEBSITE](#)



PAS WELLBEING MEDIA

“Our team is continually developing better ways to bring wellbeing content to work and life. We write, customize, and produce wellbeing media for EAPs, behavioral health organizations, and others involved in the delivery of health and wellness.

We would love to help your organization promote its brand, amplify its reach, and enhance the lives of those you serve.”

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EXHIBITOR'S WEBSITE](#)



PROTOCOL

“Protocall is a clinician-led behavioral health services provider that empowers community mental health organizations to offer customizable, 24/7 access to emotional support, crisis intervention, and stabilization. For more than 30 years, we have partnered with agencies to expand access, improve outcomes, and maintain high-quality care around the clock.

Trusted by more than 600 organizations, accredited by CARF and AAS, and serving as a national leader in 988 services, Protocall exceeds best practice standards for crisis response. With Protocall, you can deliver your community the right care at the right time.”

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EXHIBITOR'S WEBSITE](#)



protocall

LIFE EXPERT

“LifeExpert is a comprehensive work-life and well-being platform designed to help employees navigate everyday life challenges. Through convenient online access, LifeExpert provides resources and support for areas such as financial wellness, legal needs, caregiving, parenting, health and wellness, and work-life balance—helping employees find practical solutions when and where they need them.”

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EXHIBITOR'S WEBSITE](#)



SAVE THE DATE!
IAEAPE 2027 ANNUAL CONFERENCE
NEW ORLEANS, LOUISIANA
SEPTEMBER 21-23, 2027
HILTON NEW ORLEANS RIVERSIDE

MARK YOUR CALENDAR AND STAY TUNED FOR MORE INFORMATION!