Project #: M-50-663  
Center #: R6325-2A0  
Contract#: 5 R01 AA07192-03  
Prime #: 

Subprojects ?: N  
Main project #: 

Project unit: MGMT COLL  
Project director(s): BLUM T C  

Sponsor/division names: DHHS/PHS/NIH  
Sponsor/division codes: 108  

Award period: 890601 to 900531 (performance) 900831 (reports)  

Sponsor amount Contract value 194,540.00  
Funded 194,540.00  
Cost sharing amount 0.00  

Does subcontracting plan apply ?: N  

Title: WORKSITE PREVENTION OF ADM DISORDERS  

PROJECT ADMINISTRATION DATA  

OCA contact: Kathleen R. Ehlinger 894-4820  
Sponsor technical contact DONALD F. GOODWIN, PROJECT OFFICER  
(301)443-1677  
PREVENTION RESEARCH BRANCH  
NATL INST ON ALCOHOL ABUSE & ALCHISM  
ROCKVILLE, MD. 20857  

Sponsor issuing office EDWARD B. ELLIS, GRANT MGT SPECLST  
(301)443-4703  
GRANTS MANAGEMENT BRANCH/NIAAA  
5600 FISHERS LANE, RM 16-86  
ROCKVILLE, MD. 20857  

Security class (U,C,S,TS) : U  
Defense priority rating : N/A  
Equipment title vests with: Sponsor GIT  

Administrative comments -  
INITIATION. 3RD YEAR OF GRANT APPROVED FOR SUPPORT FOR 5 YEARS.
GEORGIA INSTITUTE OF TECHNOLOGY
OFFICE OF CONTRACT ADMINISTRATION

NOTICE OF PROJECT CLOSEOUT

Closeout Notice Date 06/07/90

Project No. M-50-663 Center No. R6325-2A0
Project Director BLUM T C School/Lab MGMT COLL
Sponsor DHHS/PHS/ADAMHA/ALCOHOL, DRUG ABUSE & MENTAL
Contract/Grant No. 5 R01 AA07192-03 Contract Entity GTRC
Prime Contract No.
Title WORKSITE PREVENTION OF ADM DISORDERS
Effective Completion Date 900531 (Performance) 900831 (Reports)

Closeout Actions Required: Y/N Submitted

Final Invoice or Copy of Final Invoice Y
Final Report of Inventions and/or Subcontracts N
Government Property Inventory & Related Certificate N
Classified Material Certificate N
Release and Assignment N
Other N

Comments CONTINUED BY M-50-602.

Subproject Under Main Project No.
Continues Project No. M-50-655

Distribution Required:

Project Director Y
Administrative Network Representative Y
GTRI Accounting/Grants and Contracts Y
Procurement/Supply Services Y
Research Property Management Y
Research Security Services N
Reports Coordinator (OCA) Y
GTRC Y
Project File Y
Other N

CONTINUED BY M-50-602.
The plans, objectives and specific aims for the next year of support are the same as those indicated in the original proposal. The human subjects protocols are the same as those when the application was competitively reviewed.

The goal of the research project is an improved scientific understanding of worksite human resource management for the prevention and early intervention of alcohol abuse, drug abuse and mental health (ADM) disorders among workers. In addition to testing hypotheses and constructing typologies derived from organizational theory, the proposed research will describe the variety of strategies related to ADM prevention and their configurations that exist in the workplace. The research will ascertain how human resource managers, who are variously involved in implementation decisions, interpret information from their internal and external environments with regard to ADM issues. We will examine which policies and programs are implemented, those which are not, those which are cancelled or changed, and the conditions under which they are perceived as effective relative to ADM prevention and intervention. A model that will guide the research is that managerial interpretation of ADM issues reflects the internal and external environment of organizations and affects the formal and informal strategies that exists, the use of those strategies and the eventual impact on ADM prevention and early intervention. In our future data collections we will be focusing on benefit changes that greatly influence access to treatment resources and on safety programs, in addition to EAPs, drug screening programs, and wellness programs.

We have completed the first wave of data collection in 297 randomly selected worksites in Georgia. The worksites represent the distribution of the population and worksite characteristics in the State. Fifty-two percent (N=155) of the worksites employ 250-500 employees, 27% (N=81) employ between 500 and 999 employees, and 21% (N=61) employ more than 1000 employees. Fifty-four percent are manufacturing firms and 46% are engaged in activities other than manufacturing. Fifty-one percent (N=150) of the worksites are located in the 18 county Atlanta SMSA, 19% (N=56) are located in metropolitan areas other than Atlanta, and 31% (N=91) are located in non-metropolitan areas. Descriptive statistics of much of the information we collected in our on-site interviews are included in the customized profile included in the appendix. These statistics, usually percent distributions, means or medians are reported for the organizational characteristics mentioned above, organizational size, industrial function, and metropolitan location. In addition, feedback reports to the respondent, separated by whether they are in the Atlanta area or non-Atlanta area, are included in the Appendix.
In addition to the above information on the 297 worksites, we have collected fairly detailed information on the employees assistance programs that exist in the 172 worksites that provide employee assistance services. The summary of this data is also included in the customized profile submitted in the appendix.

We have completed the data collection, coding, and data entry functions specified in the original proposal, and we are preparing for our next wave of data collection from these same worksites, as well as conducting preliminary analyses of the first wave of data collected.

We have added county and aggregated county data to the data files to facilitate the work specified in the minority supplement application. Thus, exploratory analyses have begun on the labor market implications for prevention and intervention activities vis a vis ADM issues. A preliminary analysis, using industrial sector codes suggest that this refinement of the labor market concept and measurement at the organizational level, with contextual demographic information, will provide a fruitful line of inquiry for the issues related to the project.