



Faculty and Staff Assistance Program

Confidential guidance and support
by licensed professionals

607-255-2673 | www.fsap.cornell.edu



Sometimes life and work are stressful. We can help.

Most challenges that come our way we manage by ourselves, or with help from family, friends, and co-workers. Sometimes, though, solutions are hard to find, and we need another perspective.

FSAP's professional staff offers free and confidential guidance and support to benefits-eligible employees* and their partners to address issues that may be affecting their personal lives and/or job satisfaction or performance. These may include:

- Personal life challenges
- Family or relationship issues
- Alcohol and drug use
- Work-related concerns
- Adjusting to change or loss
- Mental health issues
- Conflict resolution

FSAP is part of Cornell's broad commitment to foster and support the mental health and well-being of the campus community.

Services include

FSAP services are designed to help Cornell employees manage struggles that come with life and work. Whether you have concerns about meeting the complex demands of daily living, making the most of an opportunity, working through an acute problem or stressor, or dealing with a complex mental health concern, our staff can help you get information, consider options, and obtain the services or care you need. FSAP provides:

- Personal consultation and needs assessment
- Short-term counseling
- Information about and referral to campus or community resources
- Consultation with supervisors, managers, and others who are concerned about an employee or workplace situation
- Community crisis support

Many people seek support from FSAP when

- A personal or work-related issue challenges your sense of well-being or job performance.
- You have concerns about someone you work with (e.g., a supervisor, co-worker, student, or other member of the Cornell community).
- Something in the work environment is creating stress, or harming the morale, productivity, job satisfaction, or relationships of a work group.
- An individual or work group experiences a crisis, or is affected by a community tragedy or loss.

Confidentiality

Confidentiality is the cornerstone of FSAP. All counseling and support is confidential.

- FSAP records are completely separate from all other university records. Information does not become part of your personnel file and the use of services will not affect your job security or future promotions.
- FSAP uses a secure electronic records system for further protection of records and to facilitate secure communication.
- No acknowledgement of your status as a client or information about you will be released to anyone without your written permission, except as authorized or required by law, or in our judgment as necessary to protect you or others from a serious threat to health or safety.

Meet Our Team



Wai-Kwong Wong, Ph.D.

Director

Wai was born in Hong Kong but grew up in New York City. He earned a PhD in Clinical Psychology at the University of Virginia. Professionally, he is interested in how our different identities affect our experience of ourselves and the world, as well as anxiety and OCD.



Thaddeus (Ted) Bates, LMSW

Counselor

Prior to joining the team at FSAP, Thaddeus worked with students at Cornell Health's Counseling and Psychological Services department. He has also previously worked at the Suicide Prevention & Crisis Service in Ithaca.



Casey Benson, LCSW

Counselor

As a trained trauma-sensitive yoga teacher, Casey enjoys incorporating mindfulness into sessions. Casey is interested in issues related to parenting, divorce and separation, anxiety, interpersonal relationships, and alcohol and other drug concerns.



Jasmine Jay, MFA

Lead Clinical Administrative Assistant

Jasmine Jay provides administrative support to all the FSAP clinicians and strives to create a welcoming and inclusive environment for all of FSAP's clients. Jasmine taught Creative Writing and and horror film courses at Cornell for two years before joining the FSAP.



Jason Stark, LCSW

Counselor

Jason brings experience addressing issues of sexual and domestic violence, anger management, substance use, and crisis intervention. He appreciates multidisciplinary teams and working with faculty and staff to further the health of the Cornell community.

* Benefits-eligible employees include: Cornell faculty, staff, postdocs, visiting scholars, retirees. Boyce Thompson Institute employees and postdocs qualify if eligible for Cornell benefits.



FSAP serves hundreds of employees each year.

Faculty

Cornell's faculty strive to manage the rigorous, often competing, professional expectations of this academic environment (teaching, research, grant-writing, and mentoring) while also managing lives outside the profession. There are experiences in nearly every faculty member's life that can be extraordinarily stressful, including expectations related to a new job, preparation for tenure, deadline pressures, denial of grants or loss of funding, demands at home, teaching a new course, or troubled relationships at work or home. The FSAP team recognizes the unique demands and stressors faculty members experience and are able to provide confidential guidance and support.

Staff

Cornell's staff represent a wide range of experience, knowledge, and essential contributions to the life of the university. With their talents, energies, and commitment, they serve Cornell's people, animals, facilities, infrastructure, and far-reaching mission. It is inevitable that everyone will experience times of stress due to work or personal concerns. Stresses may be related

to starting a new job, adjusting to change and uncertainty in the workplace, tension between employees and/or supervisors, issues with childcare or eldercare, financial pressures, etc.

We encourage Cornell staff members to call us before personal, family, or work problems disrupt your life, work relationships, or performance.

Postdocs

While at Cornell, postdoctoral associates or fellows are furthering their expertise in a specialty area. Similarly, postdocs are developing their professional identity and advancing their career. While there are many benefits of completing a postdoc, there also can be challenges such as: the pressure of establishing a "name" in science, the feeling of uncertainty about job outcomes, the working relationship with a supervisor, competition for grants, etc.

During times when challenges and stressors are complicated, chronic, or confusing, postdocs can benefit from the perspective and guidance from FSAP.

Retirees

Faculty and staff members who have retired from Cornell continue to be important members of the Cornell community. Many retired staff and faculty benefit from FSAP services. They consult on a wide range of issues including: anxiety, depression, bewilderment related to change in identity or lifestyle, new responsibilities for children or grandchildren, issues or opportunities requiring change or relocation, worries about finances or health problems, diminished independence with aging or need to take care of an ill spouse/partner, etc.

Talking over such issues with an FSAP staff member can provide a different perspective, introduce new strategies and resources, and even help you gain some peace of mind.

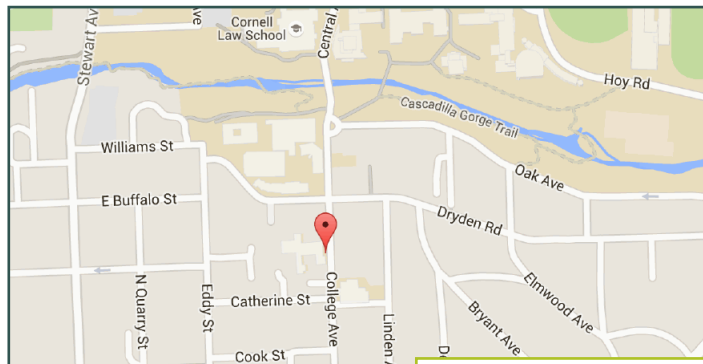
Additional information

If you want to learn more about FSAP before making a call, please visit our website: fsap.cornell.edu

Even if you're not ready to consult with FSAP directly, you may still benefit from the campus, local, and national resources listed on our site.

Location:

Our main office is located at 312 College Ave., Suite A
See fsap.cornell.edu for details and updates.



FSAP: 312 College Ave.

Hours:

Phone, Zoom, and in-person appointments

Monday-Friday 8:30 am-5:00 pm

24/7 phone consultation

for urgent matters: 607-255-2673

Faculty & Staff Assistance Program

312 College Avenue, Suite A

Ithaca, NY 14850

fsap.cornell.edu

fsap@cornell.edu