Dear Colleague:

The report on the survey of Counseling Center Directors by the Urban Counseling Task Force is enclosed. The usual format is followed:

1. Survey highlights
2. Summary of data broken down by urban and non-urban and large and small institutions
3. A directory alphabetized by director and by institution

I hope you find the survey data helpful and encourage you to return the enclosed evaluation form.

Sincerely,

Robert P. Gallagher, Director
University Counseling and Student Development Center

P.S. I did not collect enough humorous stories last year to put them together in any way but any new contributions would be appreciated. The request for stories can again be found on the back of the evaluation sheet.
Evaluation
1987 Counseling Center Survey

Please rate the following as to their value to you:

<table>
<thead>
<tr>
<th></th>
<th>Very Desirable</th>
<th>Not at all Desirable</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. The Survey Highlights</td>
<td>5</td>
<td>1</td>
</tr>
<tr>
<td>2. The Summary Data</td>
<td>5</td>
<td>1</td>
</tr>
<tr>
<td>3. The Counseling Center Directory</td>
<td>4</td>
<td>1</td>
</tr>
<tr>
<td>4. Comments:</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

5. Suggestions for future Surveys:

Please respond on the reverse side if you have a humorous story.

Return Evaluation form to:
Robert P. Gallagher
University of Pittsburgh
334 William Pitt Union
Pittsburgh, PA 15260
Dear Colleague:

I would like to put together a collection of stories from counselors and other student personnel workers for our mutual enjoyment. If something has happened to you, or a colleague, that gave you a good belly laugh, or if you have a good "Murphy's Law" story, a humbling or inspirational experience, or perhaps just your favorite joke, would you send it to me on this or another sheet.

Please let me know whether you would like to be quoted, or have the story reported anonymously. Also if necessary, please disguise your story adequately so that if published it could not possibly cause embarrassment to anyone.

Thanks for humoring me.

Bob Gallagher

Please return to: Robert P. Gallagher, University of Pittsburgh,
334 William Pitt Union, Pittsburgh, PA 15260
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IV. Directory of Participating Schools .......................... 15 - 21
Considering the combined urban, non-urban data it was noted that:

--17 centers (7%) charge students for counseling services, (up 5% from 1986). An increasing number also charge faculty (11%), alumni (14%), and the community (19%). Centers collecting 3rd party payments also increased to 11%. Data on centers that charge for other services are also included. (Items 1-3)

--for the 5th year in a row centers report substantially more gains than losses in staff positions. More than twice as many centers report gains (131) in new positions than those reporting losses (52). (Item's 4 & 5)

--48% of centers now have on-line computers and 83% have microcomputers. (up 6% and 12% from last year) Information on how the computers are utilized is provided. (Items 6 & 8 )

--18 mergers of counseling centers with mental health units of student health services were reported. 13 clinics merged under counseling centers, 3 under health services, and 2 did not report direction. (Item 11)

--In the past 2 years 23 counseling centers (10%) have lost responsibility for career counseling while only 10 centers (4%) have gained such responsibility. This is a shift from 1985's data which showed a greater tendency towards movement of career counseling into the counseling center. (Item 14)

--Special training programs for staff in past year have focused primarily on alcohol problems (75%), eating disorders (73%), other drug problems (57%) and legal issues (56%). (Item 15)

--166 centers have encountered clients in past year who inflict pain on themselves in order to reduce anxiety; and 25% of these centers see this problem as increasing in recent years. (Items 19 & 20)

--79% had to hospitalize a student for psychological reasons (up 15% from 1986), 71% had to notify a 3rd party about a potentially suicidal student (up 19%), and 28% gave Tarasoff type warnings when a 3rd party was at risk (up 11%). (Items 21-23)

--17% of centers were served with subpoenas and approximately 75% complied. Examples provided. (Items 27 & 28)

--6 centers reported suits filed against them in past year, and 15 centers reported past suits. No finding to date has been against a center, but 4 cases were settled out of court and 3 are pending. (Item 29-31)

--17% of directors had to confront a counselor or intern in the past year because of unethical practices and 4% had to terminate a counselor or intern because of such practices. Examples provided. (Items 33-35)
There were 50 centers where students sought counseling because of sexual exploitation or harassment by another therapist; 165 centers reported multiple cases of such harassment by faculty or supervisors, and 157 centers reported an average of 7 complaints each against other students. (Item 37)

92% of directors believe that most counselors on occasion become sexually attracted to a client. 95% of directors report that counselors rarely or never discuss this sexual attraction in case staffing, and 86% state that it is rarely or never discussed in supervisory sessions. A number of directors wrote in that this is a neglected topic of discussion in training programs. (Items 39-42)

Training directors in counseling centers are sometimes rewarded for assuming this responsibility through increased salary (23%), additional travel money (36%), and released time (44%). (Item 44)

16% of counseling centers have hired a new center director in the past year, at an average beginning salary of $39,200.

126 centers (51%) hired 156 new counselors in the past year. Experienced Ph.D.'s averaged $27,500 at the time of hire, while new doctorates averaged $25,400. (Other salaries are reported and breakdowns by sex and race are included. (Items 45-47)

28% have written criteria defining learning disability. A listing of these centers is provided. (Items 49 & 61)

31 centers have APA approved training programs and these centers report the least difficulty in filling available intern slots. (Items 51 & 52)

43 centers belong to the Association of Psychology Internship Centers (APIC) and 67% of these are satisfied with the new guidelines for selecting interns. A listing of the comments of those who are not satisfied is provided. (Item 54)

One thoughtful response to the question "what's APIC" was, "a tool for breaking up hard ground."

85% of centers provide counseling services for faculty and staff. About half of these feel that such services strengthen the political position of counseling centers on campus, help to create a healthier campus environment, and encourage more student referrals. (Item 55)

Examples of how centers increase faculty awareness of center, of innovative programs in the residence halls, and of ethical dilemma's faced by directors in past year are also included. (Items 57, 58, & 59)
1. Centers that charge a fee for counseling to:
   a. students 13 (92) 4 (42) 13 (112) 4 (32) 17 (72)
   b. faculty/staff 14 (112) 10 (131) 16 (172) 8 (88) 24 (112)
   c. alumni 18 (162) 7 (102) 14 (182) 11 (123) 23 (142)
   d. community 25 (272) 8 (142) 17 (192) 16 (222) 33 (192)

2. Centers that collect third party payments
   13 (88) 8 (142) 15 (162) 6 (78) 21 (112) up 6% since 1985

3. Centers that charge for the following services:
   a. structured groups 15 (101) 5 (62) 15 (132) 5 (42) 20 (83)
   b. interest tests 56 (401) 33 (373) 49 (452) 40 (352) 89 (382)
   c. personality tests 24 (182) 24 (273) 26 (242) 22 (202) 48 (212)
   d. use of SIGI or other computerized counseling system
      9 (88) 6 (88) 10 (112) 5 (52) 15 (81)
   e. consulting on-campus 13 (92) 1 (12) 9 (88) 5 (48) 14 (62)
   f. consulting off-campus 27 (225) 27 (352) 23 (244) 31 (312) 54 (262)
   g. workshops-campus 13 (92) 5 (62) 10 (92) 8 (102) 18 (82)
   h. workshops non-campus groups 41 (342) 27 (293) 27 (295) 41 (422) 68 (342)
   i. psychological assessment-police, industry, campus applicants, etc.
      33 (302) 23 (332) 30 (332) 26 (332) 56 (302)
   j. written materials 10 (82) 10 (122) 8 (88) 12 (112) 20 (92)
   k. learning skills 10 (82) 8 (102) 11 (112) 7 (72) 18 (82)

4. Centers that gained staff positions in past year:
   a. professional 33 (232) 23 (262) 28 (252) 28 (252) 56 (242)
   b. clerical 18 (132) 7 (82) 13 (112) 12 (112) 25 (112)
   c. grad assist. or half time intern 18 (132) 14 (172) 13 (122) 19 (172) 32 (142)
   d. full time intern 13 (102) 5 (62) 13 (132) 5 (52) 18 (82)

5. Centers that lost staff positions in past year:
   a. professional 10 (72) 17 (192) 12 (112) 15 (132) 27 (112)
   b. clerical 4 (32) 2 (22) 3 (32) 3 (32) 6 (32)
   c. grad assist. or half time intern 8 (62) 6 (72) 5 (52) 9 (82) 14 (62)
   d. full time intern 2 (12) 3 (42) 3 (32) 2 (22) 5 (22)

6. Centers that have an on line computer
   a. on-line computer 63 (472) 47 (552) 57 (552) 53 (482) 110 (482)
   b. microcomputer 129 (872) 72 (822) 103 (902) 98 (862) 201 (832)

7. Counselors have personal computers:
   a. yes, all 2 (12) 3 (32) 1 (12) 4 (32) 5 (22)
   b. yes, some 40 (272) 35 (392) 40 (352) 35 (302) 75 (312)
   c. no 106 (722) 58 (642) 74 (642) 90 (782) 164 (672)

8. Centers which use their computer for:
   a. word processing 128 (932) 75 (952) 105 (952) 95 (932) 209 (942)
   b. center statistics 111 (802) 64 (812) 92 (832) 83 (812) 175 (782)
   c. maintaining client files 32 (232) 27 (342) 28 (252) 31 (302) 59 (262)
   d. career counseling (SIGI etc.) 62 (452) 42 (532) 52 (472) 52 (512) 104 (472)
   e. center budget 47 (342) 24 (302) 39 (332) 32 (312) 71 (322)
   f. stress reduction training 7 (52) 6 (82) 7 (62) 6 (62) 13 (62)
   g. self help personal counseling 9 (72) 7 (92) 8 (72) 8 (82) 16 (72)
   h. aid to diagnosis 13 (92) 11 (142) 8 (72) 16 (162) 24 (112)
   i. skills training 11 (82) 4 (52) 9 (82) 6 (62) 15 (72)
   j. health education 17 (52) 7 (92) 8 (72) 6 (62) 14 (52)

SUMMARY DATA: URBAN VS NON-URBAN; LARGE VS SMALL
Raw Data Reported Outside Bracket (Adjusted Frequency Inside)

<table>
<thead>
<tr>
<th>COMMENTS</th>
<th>URBAN N=149</th>
<th>NON-URBAN N=91</th>
<th>LARGE N=116</th>
<th>SMALL N=116</th>
<th>TOTAL N=246*</th>
</tr>
</thead>
<tbody>
<tr>
<td>mean charge for students is $13.00, faculty $35.00, alumni $39.00, community $45.00.</td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Note: There is about a 5% increase in # of centers charging across all categories.</td>
<td></td>
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</tr>
<tr>
<td>*centers did not respond to all items so percentage discrepancies will be noted.</td>
<td></td>
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</tr>
</tbody>
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SUMMARY DATA: URBAN VS NON-URBAN; LARGE VS SMALL
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<td></td>
<td></td>
<td></td>
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<td></td>
</tr>
</tbody>
</table>
9. Relationship between Student Health Service and C.C.

<table>
<thead>
<tr>
<th></th>
<th>URBAN</th>
<th>NON-URBAN</th>
<th>LARGE</th>
<th>SMALL</th>
<th>TOTAL</th>
<th>COMMENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Admin. separate - both provide pers. couns.</td>
<td>35 (25%)</td>
<td>19 (22%)</td>
<td>40 (36%)</td>
<td>14 (13%)</td>
<td>54 (23%)</td>
<td></td>
</tr>
<tr>
<td>b. Admin. separate - SHS prov. all pers. couns.</td>
<td>0 (0%)</td>
<td>0 (0%)</td>
<td>0 (0%)</td>
<td>0 (0%)</td>
<td>0 (0%)</td>
<td></td>
</tr>
<tr>
<td>c. Admin. sep. CC provides all pers. couns.</td>
<td>84 (60%)</td>
<td>54 (74%)</td>
<td>55 (50%)</td>
<td>93 (85%)</td>
<td>148 (63%)</td>
<td></td>
</tr>
<tr>
<td>d. Admin. sep. -CC provide pers. couns. but part. subsidized by SHS</td>
<td>4 (3%)</td>
<td>5 (6%)</td>
<td>4 (4%)</td>
<td>5 (5%)</td>
<td>9 (4%)</td>
<td></td>
</tr>
<tr>
<td>e. CC director resp. for SHS</td>
<td>16 (11%)</td>
<td>5 (6%)</td>
<td>9 (8%)</td>
<td>12 (11%)</td>
<td>21 (9%)</td>
<td></td>
</tr>
<tr>
<td>f. CC reports to SHS director</td>
<td>7 (5%)</td>
<td>4 (5%)</td>
<td>8 (7%)</td>
<td>3 (3%)</td>
<td>11 (5%)</td>
<td></td>
</tr>
</tbody>
</table>

10. Merger of CC and SHS mental health units in past 2 years
- 13 (92%) 5 (62%) 9 (82%) 9 (83%) 18 (72%)

11. Direction of CC-SHS merger:
- CC under SHS 2 (17%) 1 (25%) 2 (25%) 1 (14%) 3 (19%)
- SHS counseling under CC 10 (83%) 3 (75%) 6 (75%) 6 (86%) 13 (81%)

12. Career Counseling is offered:
- Primarily in CC 65 (44%) 32 (35%) 52 (45%) 45 (39%) 97 (40%)
- Primarily in a separate career development or placement program 54 (37%) 37 (41%) 39 (34%) 52 (45%) 91 (37%)
- Shared equally between a. and b. 30 (21%) 28 (31%) 26 (23%) 32 (28%) 58 (24%)

13. In centers that offer career counseling, it is:
- Integrated with personal counseling 76 (63%) 53 (70%) 58 (62%) 71 (75%) 129 (64%)
- Provided by career specialist 10 (8%) 7 (9%) 11 (12%) 6 (6%) 17 (9%)
- Combination of a. and b. 36 (30%) 26 (28%) 28 (30%) 28 (30%) 56 (28%)

14. In past 2 years career counseling has:
- Moved out of CC or move is being considered 15 (11%) 8 (9%) 9 (8%) 14 (12%) 23 (10%)
- Moved into CC or move is being considered 6 (4%) 4 (5%) 2 (2%) 8 (7%) 10 (4%)
- No change 120 (86%) 80 (93%) 96 (90%) 104 (93%) 200 (84%)

15. In past 2 years staff received special training in:
- Eating disorders 168 (73%) 46 (20%) 46 (20%) 16 (7%)
- Alcohol problems 171 (75%) 46 (20%) 46 (20%) 12 (5%)
- Other drug problems 119 (57%) 66 (32%) 66 (32%) 23 (11%)
- Women's issues 99 (47%) 62 (30%) 62 (30%) 49 (23%)
- Men's issues 33 (17%) 93 (42%) 93 (42%) 65 (32%)
- Minority issues 99 (47%) 73 (35%) 73 (35%) 40 (19%)
- Crisis intervention 90 (43%) 61 (29%) 61 (29%) 57 (27%)
- Legal issues 124 (56%) 74 (33%) 74 (33%) 22 (10%)
- Developmental theory 65 (29%) 83 (41%) 83 (41%) 54 (27%)
- Psycho-Pharmacology 73 (32%) 95 (46%) 95 (46%) 37 (18%)
- Time-limited therapy 83 (36%) 84 (40%) 84 (40%) 93 (28%)

Counseling centers seem to be losing ground in this area. In 1985 this figure was 92%.
In 1985 this figure was 165%.

Staff has also received training in:
- a) Therapeutic approaches (cognitive-behavioral, hypnosis, guided imagery, etc.), b) Administration (supervision, organizational development, budgeting, time management), c) Particular problem areas (AIDS, homophobia, acquaintance rape, suicide, etc).

16. Center has specialists in the following:
- Eating disorders 92 (64%) 60 (67%) 82 (71%) 70 (32%) 152 (63%)
- Alcohol problems 77 (54%) 50 (56%) 61 (54%) 66 (60%) 127 (54%)
- Phobic disorders 32 (23%) 15 (17%) 27 (25%) 20 (19%) 67 (28%)
- Men's issues 79 (55%) 48 (53%) 65 (58%) 62 (57%) 127 (54%)
- Gay-Lesbian issues 31 (22%) 19 (22%) 26 (24%) 24 (22%) 50 (22%)
- Counseling centers seem to be losing ground in this area. In 1985 this figure was 92%.

Most support specialized training but expertise should be shared with rest of staff so that all can improve their skills.
18. Prevalence of following problems in center as compared to the previous year:

<table>
<thead>
<tr>
<th>Problem</th>
<th>Increased</th>
<th>Stayed the same</th>
<th>Decreased</th>
<th>No Cases</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. suicidal behavior</td>
<td>64 (26%)</td>
<td>153 (63%)</td>
<td>24 (10%)</td>
<td>2 (1%)</td>
</tr>
<tr>
<td>b. psychotic behavior</td>
<td>53 (22%)</td>
<td>156 (65%)</td>
<td>24 (10%)</td>
<td>8 (3%)</td>
</tr>
<tr>
<td>c. victims of rape or other violent crimes</td>
<td>63 (27%)</td>
<td>148 (63%)</td>
<td>9 (4%)</td>
<td>16 (7%)</td>
</tr>
<tr>
<td>d. severe depression</td>
<td>75 (33%)</td>
<td>157 (66%)</td>
<td>4 (2%)</td>
<td>3 (1%)</td>
</tr>
<tr>
<td>e. severe anxiety reaction</td>
<td>67 (28%)</td>
<td>164 (64%)</td>
<td>5 (2%)</td>
<td>2 (1%)</td>
</tr>
<tr>
<td>f. bulimia</td>
<td>57 (24%)</td>
<td>132 (55%)</td>
<td>36 (15%)</td>
<td>13 (5%)</td>
</tr>
<tr>
<td>g. anorexia</td>
<td>28 (12%)</td>
<td>134 (56%)</td>
<td>55 (23%)</td>
<td>21 (9%)</td>
</tr>
<tr>
<td>h. relationship crises</td>
<td>73 (30%)</td>
<td>166 (66%)</td>
<td>2 (1%)</td>
<td>0 (0%)</td>
</tr>
<tr>
<td>i. overall emergency visits</td>
<td>70 (29%)</td>
<td>146 (61%)</td>
<td>22 (9%)</td>
<td>1 (0.002%)</td>
</tr>
</tbody>
</table>

19. Centres that have encountered clients in past year who inflict pain on themselves as a way of reducing anxiety

<table>
<thead>
<tr>
<th>Category</th>
<th>Urban</th>
<th>Non-Urban</th>
<th>Large</th>
<th>Small</th>
<th>Total</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>19.1. still self-inflicted pain</td>
<td>101</td>
<td>65</td>
<td>84</td>
<td>82</td>
<td>166</td>
<td>Up 17% from last year. These centers average about 6 hospitalizations a year. Two centers hospitalize between 50 and 70 students a year</td>
</tr>
</tbody>
</table>

20. Problem of self-inflicted pain increasing in recent years

<table>
<thead>
<tr>
<th>Year</th>
<th>Urban</th>
<th>Non-Urban</th>
<th>Large</th>
<th>Small</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>20.1. self-inflicted pain</td>
<td>27</td>
<td>17</td>
<td>21</td>
<td>23</td>
<td>44</td>
</tr>
</tbody>
</table>

21. Centres that had to hospitalize a student for psychological reason in past year

<table>
<thead>
<tr>
<th>Category</th>
<th>Urban</th>
<th>Non-Urban</th>
<th>Large</th>
<th>Small</th>
<th>Total</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>21.1. still psychological reason</td>
<td>117</td>
<td>79</td>
<td>95</td>
<td>101</td>
<td>196</td>
<td>Up 17% from last year. These centers average about 6 hospitalizations a year. Two centers hospitalize between 50 and 70 students a year</td>
</tr>
</tbody>
</table>

22. Centres that had to notify 3rd party about suicidal student during past year

<table>
<thead>
<tr>
<th>Year</th>
<th>Urban</th>
<th>Non-Urban</th>
<th>Large</th>
<th>Small</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>22.1. still suicidal student</td>
<td>101</td>
<td>69</td>
<td>83</td>
<td>87</td>
<td>170</td>
</tr>
</tbody>
</table>

23. Centres that had to give warning during the year to a 3rd party about student who posed danger to another person

<table>
<thead>
<tr>
<th>Year</th>
<th>Urban</th>
<th>Non-Urban</th>
<th>Large</th>
<th>Small</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>23.1. still warning</td>
<td>44</td>
<td>25</td>
<td>37</td>
<td>32</td>
<td>69</td>
</tr>
</tbody>
</table>

24. Centres that assume the right to deny further treatment if client is not cooperative

<table>
<thead>
<tr>
<th>Category</th>
<th>Urban</th>
<th>Non-Urban</th>
<th>Large</th>
<th>Small</th>
<th>Total</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>24.1. still right to deny</td>
<td>125</td>
<td>77</td>
<td>101</td>
<td>101</td>
<td>202</td>
<td>Centres that have sought legal advice on this are told they may deny services in such cases if there is a written policy on it</td>
</tr>
</tbody>
</table>

25. Actual procedure in center on how decision to deny treatment is made:

<table>
<thead>
<tr>
<th>Category</th>
<th>Counselor Decides</th>
<th>Counselor consults w/ director</th>
<th>Counselor reviews decision in case staffing</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>25.1. still procedure</td>
<td>67 (31%)</td>
<td>127 (59%)</td>
<td>74 (34%)</td>
<td>22 (10%)</td>
</tr>
</tbody>
</table>

26. Directors preferred procedure for arriving at this decision

<table>
<thead>
<tr>
<th>Year</th>
<th>Urban</th>
<th>Non-Urban</th>
<th>Large</th>
<th>Small</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>26.1. still procedure</td>
<td>20 (9%)</td>
<td>91 (43%)</td>
<td>89 (42%)</td>
<td>15 (7%)</td>
<td></td>
</tr>
</tbody>
</table>
27. Centres where records or counselors have been subpoenaed in past year:

- URBAN: 30 (21%), 12 (13%), 29 (26%), 13 (11%), 42 (17%)
- NON-URBAN: 12 (13%)
- LARGE: 29 (26%)
- SMALL: 13 (11%)
- TOTAL: 42 (17%)

28. If subpoenaed, did the center comply?

<table>
<thead>
<tr>
<th>Type</th>
<th>URBAN</th>
<th>NON-URBAN</th>
<th>LARGE</th>
<th>SMALL</th>
<th>TOTAL</th>
<th>COMMENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. yes</td>
<td>6 (19%)</td>
<td>2 (18%)</td>
<td>5 (18%)</td>
<td>3 (25%)</td>
<td>8 (19%)</td>
<td></td>
</tr>
<tr>
<td>b. yes, but had clients permission</td>
<td>18 (58%)</td>
<td>4 (36%)</td>
<td>13 (46%)</td>
<td>9 (75%)</td>
<td>22 (52%)</td>
<td></td>
</tr>
<tr>
<td>c. yes, but only after court order received</td>
<td>10 (31%)</td>
<td>5 (45%)</td>
<td>12 (41%)</td>
<td>3 (25%)</td>
<td>15 (35%)</td>
<td></td>
</tr>
<tr>
<td>d. no, did not need to comply</td>
<td>7 (23%)</td>
<td>3 (25%)</td>
<td>7 (24%)</td>
<td>3 (25%)</td>
<td>10 (23%)</td>
<td></td>
</tr>
</tbody>
</table>

EXAMPLES OF SUBPOENAS

a. All records from past ten years involving rape were subpoenaed in a suit against the university. Names were deleted.

b. Clients defendants in assault cases (3), divorce proceedings (2), auto accidents (2).

c. Former client sued restaurant claiming psychological damage following food poisoning. The defense claimed she was emotionally troubled prior to the incident.

d. Director subpoenaed for testimony in suit against Hare-Krishna organization, with ex-client as plaintiff.

e. Clients attempted to substantiate damages caused by a firing, a rape by university employee, auto accidents, and assaults.

f. Coroner's office subpoenaed the records of a client who had committed suicide.

g. Records subpoenaed as part of a suit against center in a learning disabilities case.

h. Defense department clearances of clients (3).

i. Client suing university claiming rape by an employee. Subpoenaed counseling record.

j. 17 year old that reported sexual abuse by stepfather. Center informed child protection services. Records subpoenaed.

29. Suits against center in past year:

<table>
<thead>
<tr>
<th>URBAN</th>
<th>NON-URBAN</th>
<th>LARGE</th>
<th>SMALL</th>
<th>TOTAL</th>
<th>COMMENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>6 (4%)</td>
<td>0 (0%)</td>
<td>3 (3%)</td>
<td>3 (3%)</td>
<td>6 (2%)</td>
<td></td>
</tr>
</tbody>
</table>

NATURE OF SUIT

a. Staff member sued for not being hired as director of a sub-unit.

b. Suit initiated by intern against professional staff member for sexual harassment. Matter handled through university grievance procedure. Student was satisfied with resolution. Director was informed of charge and resolution. Was not involved in discipline or lack of it.

c. An age discrimination complaint was filed against the Director.

d. Sexual misconduct by a counselor.

e. Learning disabled student sued.

f. Ex-client sued counselor for alleged indiscretion.

30. Suit ever filed against center? Yes:

<table>
<thead>
<tr>
<th>URBAN</th>
<th>NON-URBAN</th>
<th>LARGE</th>
<th>SMALL</th>
<th>TOTAL</th>
<th>COMMENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>12 (8%)</td>
<td>3 (3%)</td>
<td>8 (7%)</td>
<td>7 (6%)</td>
<td>15 (6%)</td>
<td>See item 460 for examples of these suits</td>
</tr>
</tbody>
</table>

31. Legal costs of suit assumed by school:

<table>
<thead>
<tr>
<th>URBAN</th>
<th>NON-URBAN</th>
<th>LARGE</th>
<th>SMALL</th>
<th>TOTAL</th>
<th>COMMENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>10 (83%)</td>
<td>3 (100%)</td>
<td>8 (89%)</td>
<td>6 (86%)</td>
<td>14 (88%)</td>
<td></td>
</tr>
</tbody>
</table>

32. Outcome of suit:

<table>
<thead>
<tr>
<th>URBAN</th>
<th>NON-URBAN</th>
<th>LARGE</th>
<th>SMALL</th>
<th>TOTAL</th>
<th>COMMENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. against the center</td>
<td>0 (0%)</td>
<td>0 (0%)</td>
<td>0 (0%)</td>
<td>0 (0%)</td>
<td>0 (0%)</td>
</tr>
<tr>
<td>b. for the center</td>
<td>4 (36%)</td>
<td>2 (18%)</td>
<td>4 (50%)</td>
<td>2 (40%)</td>
<td>6 (46%)</td>
</tr>
<tr>
<td>c. settled out of court</td>
<td>4 (36%)</td>
<td>0 (0%)</td>
<td>2 (25%)</td>
<td>2 (40%)</td>
<td>4 (31%)</td>
</tr>
<tr>
<td>d. not yet decided</td>
<td>3 (27%)</td>
<td>0 (0%)</td>
<td>2 (25%)</td>
<td>1 (20%)</td>
<td>3 (23%)</td>
</tr>
</tbody>
</table>
33. Have had to confront counselor in past year about unethical practices:
   URBAN  |  NON-URBAN  |  LARGE  |  SMALL  |  TOTAL  |  COMMENTS
   28 (19%)  |  14 (16%)  |  22 (19%)  |  20 (17%)  |  42 (17%)  |  

34. Examples of unethical practices by counselors or interns which led to confrontation:
   a. Clients complained counselor was pushing religion
   b. Counselor handled case of student in crisis poorly. After determining client was possible threat to self, counselor allowed the student to return to dorm room alone. Student disappeared for 2 weeks
   c. Intern attempted to handle case beyond his capabilities.
   d. Counselor engaged in a lesbian relationship with client
   e. Counselor confronted lesbian and gay clients with "sinfulness" of their sexual preference
   f. Sexual and inappropriate emotional involvement with client
   g. Inappropriate authorship
   h. Counselor notified colleagues of false emergency situations
   i. Intern reported as intoxicated and breaching client confidentiality at party. Source of report investigated and found invalid
   j. Counselor engaged in inappropriate social activities with students
   k. Intern dating client seen by another staff member
   l. Administrators involved in psychotherapy with students but not trained in area
   m. Consultation in regard to a counseling situation could be heard by other clients
   n. Intern breached confidentiality by discussing cases at a social function

35. Directors who have fired a counselor or intern because of unethical practices in the past year:
   URBAN  |  NON-URBAN  |  LARGE  |  SMALL  |  TOTAL  |  COMMENTS
   7 (52%)  |  2 (22%)  |  4 (31%)  |  5 (42%)  |  9 (43%)  |  

36. Examples of unethical practices by counselors or interns which led to termination:
   a. Practicum student had not taken the prerequisite courses
   b. An adjunct counselor attempted to solicit student clients for his private practice
   c. Student reported counselor was sexually inappropriate. Counselor warned and placed on probation, but behavior continued.
   d. Student reported intern was a shoplifter—Intern resigned
   e. Counselor exhibiting psychotic behavior and making inappropriate decisions

37. Centers where students have sought help because of sexual exploitation or harassment in the past year:
   a. another therapist 33 (25%)  |  17 (20%)  |  33 (32%)  |  17 (16%)  |  50 (23%)  |  
   b. a faculty member or supervisor 92 (65%)  |  73 (81%)  |  82 (75%)  |  83 (73%)  |  165 (70%)  |  
   c. another student 86 (65%)  |  71 (82%)  |  75 (73%)  |  82 (76%)  |  157 (70%)  |  The average number of charges against faculty or students for harassment in the schools where this occurred is 7.

38. Centers where counselors have had to give testimony in past year when a charge of sexual harassment has been brought against:
   a. another therapist 4 (3%)  |  0 (0%)  |  2 (2%)  |  4 (2%)  |  
   b. a faculty member or supervisor 4 (3%)  |  5 (6%)  |  4 (4%)  |  9 (4%)  |  
   c. another student 3 (2%)  |  4 (4%)  |  4 (4%)  |  7 (3%)  |  

49. Newly hired: Mean Salary

<table>
<thead>
<tr>
<th></th>
<th>URBAN</th>
<th>NON-URBAN</th>
<th>LARGE</th>
<th>SMALL</th>
<th>TOTAL</th>
<th>COMMENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>$39,200</td>
<td>106 (96%)</td>
<td>108 (94%)</td>
<td>105 (91%)</td>
<td>105 (91%)</td>
<td>422 (92%)</td>
<td></td>
</tr>
<tr>
<td>$27,500</td>
<td>81 (912)</td>
<td>81 (912)</td>
<td>81 (912)</td>
<td>81 (912)</td>
<td>322 (922)</td>
<td></td>
</tr>
</tbody>
</table>

40. When sexual attraction to a client is present, the directors believe the counselor should:

a. refer the client to another therapist 31 (22%) 33 (37%) 26 (23%) 38 (34%) 64 (27%)
b. say nothing, but continue to work with the client 28 (20%) 18 (20%) 21 (19%) 25 (22%) 46 (19%) Clearly a wide divergence of opinion on this. Most feel that it all depends on the situation, intensity of the attraction, etc.
c. tell client of attraction but assure that it will not interfere with therapy 11 (8%) 4 (4%) 7 (6%) 8 (7%) 15 (6%) and d. other 92 (63%) 57 (44%) 73 (60%) 76 (60%) 149 (63%)

41. Have counselors on staff ever openly discussed sexual attraction toward client at case staffing:

a. yes, most 7 (53%) 5 (62%) 4 (42%) 8 (72%) 12 (52%) A number of directors felt that this is a neglected topic of discussion in most training programs.
b. yes, rarely 91 (62%) 46 (56%) 76 (62%) 61 (51%) 174 (58%)
c. no, never happened 78 (54%) 58 (64%) 58 (51%) 78 (68%) 162 (56%)

42. Have counselors under director's supervision ever talked about sexual attraction toward client:

a. yes, most 21 (14%) 13 (15%) 15 (13%) 19 (17%) 13 (24%)
b. yes, rarely 91 (62%) 46 (56%) 76 (62%) 61 (51%) 174 (58%)
c. no, never happened 35 (24%) 36 (40%) 23 (20%) 48 (42%) 71 (29%)

43. Center has intern training director 64 (44%) 35 (38%) 65 (58%) 34 (29%) 99 (41%)

44. Centers where the intern training director receives following benefits:

a. increased salary 24 (15%) 4 (13%) 20 (30%) 8 (28%) 28 (15%)
b. additional travel money 22 (14%) 14 (47%) 29 (44%) 7 (24%) 36 (20%)
c. released time 29 (19%) 15 (52%) 31 (48%) 13 (38%) 44 (24%)
d. other 1 (13%) 2 (8%) 2 (8%) 1 (4%) 3 (2%)

45. Centers that hired new director in past year 20 (14%) 19 (21%) 19 (16%) 20 (17%) 39 (16%)

46. Centers that hired counselor in past year 76 (51%) 50 (55%) 66 (57%) 60 (52%) 126 (51%)

47. Newly hired:

a. doctorate & experience 33 (44%) 12 (24%) 24 (37%) 21 (38%) 45 (35%)

48. Other characteristics of newly hired:

a. minority male 10 (12%) 51 (101%) 6 (82%) 9 (155%) 15 (112%) 26,400
b. minority female 21 (25%) 5 (101%) 18 (252%) 8 (132%) 26 (192%) 28,200
c. caucasian male 20 (24%) 15 (302%) 16 (222%) 19 (313%) 35 (262%) 24,600
d. caucasian female 33 (39%) 25 (502%) 32 (442%) 26 (428%) 58 (432%) 25,700

49. Directors who supplement income with the following:

a. teach on over-load basis 28 (20%) 19 (22%) 22 (20%) 25 (23%) 47 (20%)
b. private practice 82 (59%) 38 (44%) 59 (54%) 61 (56%) 120 (52%)
c. industrial evaluation 11 (8%) 3 (32%) 8 (72%) 6 (62%) 14 (62%)
d. psychological evaluation 12 (9%) 6 (72%) 8 (72%) 10 (92%) 18 (82%)
e. other 29 (21%) 26 (24%) 26 (24%) 29 (27%) 55 (24%)
50. Rates of directors in private practice compared to going rates in area:
   a. something above going rate
      URBAN  86 (102)  2 (52)  5 (92)  5 (82)  10 (82)
      NON-URBAN  48 (592)  26 (652)  31 (572)  43 (702)  74 (612)
   b. about the same
      URBAN  25 (312)  13 (332)  18 (332)  20 (332)  38 (312)
      NON-URBAN  57. Nature of services

51. Centers which have written criteria describing what is necessary for institution to consider a student learning disabled:
   URBAN  33 (245)  32 (372)  34 (322)  31 (282)  65 (282)
   NON-URBAN  56. Centers

52. Internship program at the centers:
   a. yes, APA approved  18 (128)  13 (142)  29 (262)  2 (28)  31 (133)
   b. yes, non-APA approved  64 (442)  29 (322)  41 (362)  52 (452)  93 (382)
   c. no  84 (442)  55 (602)  43 (382)  76 (662)  119 (492)

53. Difficulty in filling available openings in internship program:
   a. yes, still have not filled all openings  12 (152)  7 (182)  9 (132)  10 (212)  19 (152)
   b. yes, all slots filled but harder time filling them this year  16 (202)  7 (182)  16 (232)  7 (152)  23 (192)
   c. no particular difficulty  54 (662)  28 (722)  45 (642)  37 (792)  82 (662)

54. Does center belong to APIC:
   a. yes  26 (182)  17 (192)  36 (322)  76 (622)  43 (182)
   b. no  53 (372)  33 (372)  37 (332)  49 (432)  86 (362)
   c. what's APIC  65 (452)  45 (512)  38 (342)  72 (632)  110 (462)

55. APIC Centers which are satisfied with APIC guidelines for selecting interns:
   18 (692)  10 (622)  24 (692)  3 (752)  29 (672)

Concerns about new APIC Guidelines:
1. New guidelines implemented without sufficient notice.
2. Previous rule breakers of the system are not legitimized under new guidelines.
3. Time schedule is a problem for academic centers (2); and this will favor hospital settings over counseling centers.
4. Concerns about the early notification system (8) — should be deleted (3).
5. Establish a computerized preference system.
6. Guidelines are often unenforceable and lead to misuse.
7. Will actively lobby for an alternative which represents university sites exclusively.

56. Centers that provide counseling services for faculty and staff:
   121 (832)  82 (942)  91 (812)  112 (962)  203 (852)

57. Nature of services provided for faculty and staff:
   a. services provided informally as schedule permits  41 (332)  51 (662)  35 (382)  57 (562)  92 (452)
   b. formally identified programs with full admin, sanction  44 (362)  14 (182)  32 (352)  26 (352)  58 (282)
   c. programs established along lines of Employee Assistance Program  13 (112)  8 (102)  12 (132)  9 (92)  21 (102)
   d. separate funding established program  3 (22)  4 (52)  2 (22)  5 (52)  7 (32)
   e. 3rd party payments collected for services  9 (72)  3 (42)  7 (82)  5 (52)  12 (62)
   f. primarily referral program  58 (472)  49 (642)  42 (462)  65 (642)  107 (522)
### Urban vs. Non-Urban, Large vs. Small, Total vs. Comments

<table>
<thead>
<tr>
<th>Urban</th>
<th>Non-Urban</th>
<th>Large</th>
<th>Small</th>
<th>Total</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>g. services detract from ability to provide necessary services to students</td>
<td>10 (8%)</td>
<td>12 (16%)</td>
<td>11 (12%)</td>
<td>11 (11%)</td>
<td>22 (11%)</td>
</tr>
<tr>
<td>h. services strengthen political position on campus</td>
<td>59 (48%)</td>
<td>35 (45%)</td>
<td>42 (46%)</td>
<td>52 (51%)</td>
<td>94 (46%)</td>
</tr>
<tr>
<td>i. services help create healthier environment and benefits students</td>
<td>57 (46%)</td>
<td>39 (51%)</td>
<td>40 (43%)</td>
<td>56 (55%)</td>
<td>96 (47%)</td>
</tr>
<tr>
<td>j. faculty &amp; staff who utilize these services also tend to make more referrals</td>
<td>59 (48%)</td>
<td>43 (56%)</td>
<td>40 (43%)</td>
<td>62 (61%)</td>
<td>102 (50%)</td>
</tr>
</tbody>
</table>

58. Sampling of innovative programs for making faculty aware of counseling services. Enclosed numbers identify schools, see Directory.

- b. Retreats off campus for faculty presented by center (183)
- c. Workshop for faculty on learning disabled college student (12)
- d. Weekly articles in campus newspaper (121, 180)
- e. Each director or chair of a department is interviewed by counselor about their field. The interviews are videotaped and available to students (46)
- f. Established faculty referral network in which cooperating faculty receive referrals to describe their discipline to prospective majors (179)
- g. "Best Kept Secrets" series involves advisors from less known departments presenting programs weekly to students in the center (213)
- h. Sandwich seminars on counseling the college student for faculty and staff (129)
- i. "Radio Wellness" programs (72)
- j. Annual luncheon for academic advisors (213)
- k. Participate in new faculty orientation (93, 120, 177, 215)
- l. Survey faculty about counseling services (15)
- m. Brochure on how to deal with troubled students (19, 111, 119, 180)
- n. Annual report is distributed to all department chairs and deans (114)
- o. Faculty open house and newsletter (32, 113)

59. Sampling of innovative programs in working with Residence Halls

- a. Workshops for RA's on: listening and communication skills, drug and alcohol prevention, stress management, eating disorders, sexual harassment, and date rape (15, 20, 33, 83, 145, 238)
- b. Assign one liaison counselor to each residence hall (58, 75, 87, 132, 149)
- c. Week long fall retreat for RA's. Counselors offer a variety of workshops and emergency training techniques (178)
- d. Developed video vignettes of typical student problems which are utilized in RA training (72, 83)
- e. Pizza lunches for all RA's and counselors to keep lines of communication open (193)
- f. Counselors present workshops for students in the dorms (32, 118)

60. Examples of suits against counseling centers in past years:

- 1. Suits against directors by CC employees for:
  - a. sex discrimination—salary issue (2 cases)
  - b. age and race discrimination (2 cases)
  - c. work related grievances (2 cases)
  - d. counselor dismissed for failure to become licensed and claimed race and sex discrimination
  - e. suits on insufficient cause for firing (2 cases)
- 2. Learning disabled student sued center for failure to provide adequate services (2 cases)
- 3. Breaking suicidal students confidentiality
- 4. Not actively intervening to prevent a student from committing suicide (2 cases)
- 5. Improper commitment of a suicidal student (2 cases)
6. Sexual improprieties by counselor against clients (4 cases).
7. Small claims suit by client who felt he had not gotten his money's worth.
8. Paranoid schizophrenic individual posed a risk to others. Dismissed from housing. Sued for being deprived of his right to education.
10. Center psychologist asked to resign by President and Vice President because of way case was handled. Settled out of court.
11. Client sued for violation of his confidentiality when counselor warned his wife that he posed a threat to his life. Suit later dropped.
12. Involuntary removal of student from school. Student sued for lack of due process.
13. Intern sued counselor for sexual harassment.

61. Examples of ethical/legal dilemmas directors experienced in the past year
A. Externally Created Issues:
   1. Non-credentialed faculty, staff, and administrators entering into therapeutic relationships with students (3).
   2. Dean of students controlled counseling budget and consequently had access to confidential information (e.g., money paid for individual consultants to students).
   3. Suicidal students allowed back on campus against medical advice.
   4. Dean of students neglected to inform counselor when student was hospitalized for suicide attempt.
   5. Inadequate professional and clerical staff to meet legal and ethical responsibilities of counseling center.
   6. Administration says their "need to know" justifies requesting limited confidential information (3). Lack of compliance at one center makes them unpopular. Another center counters with workshops on ethical/legal issues.
   7. Issue of administration's desire for short-term therapy vs. the best needs of clients.

B. Issues Regarding Counselor or Intern Problems:
   1. Supervisor thought no harm was being done to clients, but counselor took no new clients for a time, and sought psychotherapy. Counselor is now fine.
   2. Lack of case notes by counselor.
3. Liability for master level counselors.
4. How to help a marginally competent therapist find a more suitable placement.
5. Counselor supervising and providing personal counseling for intern.
6. Counselor pushing religious preference on clients.
7. Counselor considered purchasing a house being sold by client. Led to extensive discussion about problems of dual relationship with counselor, client, and state ethic's committee (resolution not provided).
8. Counselor allowing client to become overly dependent on him.
10. Counselor referring clients to a partner in private practice.
11. Counselor referring excessively to private practitioners when services could be provided in center.
12. Inappropriate release of information in a case of suspected suicide. Led to clarification of when agency staff may or may not release information—especially during the time when university is closed and students are on break.
13. Problems around allowing poorly trained interns or interns with personality problems to continue in graduate program.

C. Issues Regarding Client Problems:
1. Ex-client makes statements to university officials about therapy which are not true, but will not sign a release form allowing us to respond.
2. Counseling wives of faculty who have become aware of husbands sexual relationships with students.
3. Problem with secretary's schedule book being too easily observable by other students.
4. 18 year old female client fearful of boyfriend's potentially violent behavior. We warned campus police and housing staff with clients written permission. Boyfriend did later threaten client with knife. She was able to get immediate response from campus police.
5. Clear homicidal threats (3). Uncertain about when there is clear and imminent danger (4).
6. Loss through theft of counseling session tapes.
8. Client threatened to beat someone up badly enough to hospitalize. Legal advice—no duty to warn.
9. Raped clients named assailants but would not allow counselor to inform anyone else. Clients confidentiality honored.
10. Clients who feared harming their children. Should warning be given if there is potential for child abuse? Other child abuse issues (4).
11. Psychotic student refused our request to see psychiatrist. We refused further treatment in our office.
12. Client placed into involuntary protective custody (concern, confidentiality).
13. Knowledge that client had handgun in hall (to violate confidentiality or not), client agreed to move it.
14. Client stated an intense desire to and fear of killing a parent. Conflict of several years duration. Did not inform parent. To do so would have alienated client.
15. Faculty member accused by client of sexual harassment. Contacted state agency about possible child abuse.
16. Acting out, borderline client wished to see and copy records. Allowed to review them only in presence of counselor.
17. Whether to see husband and wife separately or refer.
18. When to notify parents that son or daughter is in psychological difficulty (3).
19. Informed consent issues (3).

ALPHABETIZED LISTING OF PARTICIPANTS
(Directory Number Follows Name)

Anton, W. (195)
Archer, J. (160)
Atherley, R. (1157)
Aubuchon, J. (099)
Backner, B. (102)
Bakewell, A. (020)
Bali, W. (034)
Banka, R. (067)
Barclay, R. (037)
Barry, J. (038)
Bayne, R. (190)
Benner, H. (010)
Bishop, J. (158)
Bolland, H. (024)
Broedel, J. (201)
Brow, G. (039)
Brown, S. (089)
Brown, S. (161)
Brown, T. (145)
Brucker, A. (171)
Brunson, B. (115)
Bryant, C. (143)
Buceli, M. (047)
Buckley, M. (236)
Camnici, J. (139)
Carroll, B. (177)
Carroll, H. (170)
Carrooth, J. (219)
Cauley, K. (055)
Chaible, M. (072)
Chafe, E. (002)
Chandler, D. (107)
Chielz, L. (188)
Clark, A. (192)
Clementson, J. (090)
Coffman, J. (124)
Collins, B. (049)
Combs, C. (029)
Cook, T. (213)
Cooper, S. (210)
Copeland, P. (117)
Corazinni, J. (212)
Corrion, D. (031)
Cousins, T. (130)
Craig, D. (051)
Crago, C. (016)
Craw, D. (066)
Cren, B. (068)
Dachowski, M. (069)
Dallam, J. (231)
Danchias, R. (009)
Daniels, J. (159)
Dawson, R. (017)
Deakin, S. (044)
DePaau, M. (113)
Doyle, E. (087)
Drum, D. (200)
Easton, B. (216)
Ehrenwoth, J. (121)
Eide, L. (168)
Englebrecon, D. (226)
Evans, B. (184)
Everhart, D. (181)
Fitzje, O. (007)
Foreman, M. (154)
Foster, D. (187)
Frank, E. (229)
Free, J. (098)
Froiland, D. (120)
Gale, D. (182)
Gallagher, R. (189)
Garn, K. (134)
Gillingham, B. (095)
Godtene, G. (058)
Gordhamer, R. (138)
Grant, C. (167)
Gracia, J. (225)
Cross, R. (155)
Hadly, V. (123)
Haicansen, G. (100)
Hallahan, F. (108)
Hanek, M. (092)
Hanschis, J. (142)
Harman, R. (153)
Harris, H. (081)
Harris, P. (185)
Hatton, J. (019)
Hayward, M. (065)
Heikkinen, C. (206)
Heizmann, D. (097)
Henjam, J. (070)
Hersley, S. (075)
Hocking, T. (208)
Horikawa, N. (125)
Hotelling, K. (091)
Huebner, L. (112)
Huff, V. (147)
Hula, M. (215)
Hymoff, I. (197)
Jackson, R. (223)
Jansen, R. (053)
Jansen, R. (204)
Johnson, H. (004)
Johnson, M. (100)
Johnson, R. (064)
Jones, J. (175)
Jones, W. (048)
Jordan, D. (011)
Josh, B. (061)
June, L. (080)
Kanter, H. (172)
Karcher, U. (218)
Kings, B. (196)
Kirse, R. (237)
Kissinger, R. (128)
Knott, J. (240)
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Wales, E. (173)
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Waters, C. (119)
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<td>C.D. Stallworth, Jr.</td>
<td>Albany State College</td>
<td>504 College Dr.</td>
<td>Albany, NY</td>
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<td>002</td>
<td>Richard L. Chafey</td>
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<td>Robert J. Perkins</td>
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<td>004</td>
<td>Herman Johnson</td>
<td>Andrews University</td>
<td>Berrien Springs, MI 49104</td>
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<td>Dolores Reagin</td>
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<td>Don Sanz</td>
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<td>Obert Fittje</td>
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<td>Bradley University</td>
<td>1500 W. Bradley Ave.</td>
<td>Peoria, IL</td>
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<td>Ralph Dawson</td>
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<td>Arthur L. Bakewell</td>
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<td>Charleen Combs</td>
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<td>Jeff Pollard</td>
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<td>036</td>
<td>Bud Sanders</td>
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<td>038.</td>
<td>James F. Barry</td>
<td>Findlay College</td>
<td>190 Prospect</td>
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<td>040.</td>
<td>Daniel Montgomery</td>
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<td>Student Counseling</td>
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<td>Bronx, NY 10458</td>
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<td>043.</td>
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<td>201 South Grant Ave.</td>
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<td>Spencer F. Dankín</td>
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<td>Frank J. Schreiner</td>
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<td>064.</td>
<td>Vicki L. Johnson</td>
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<td>Dan W. Crews</td>
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<td>R. Richard Banks</td>
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<td>068.</td>
<td>Sr. Bernadine Cuccoo</td>
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<td>069.</td>
<td>Meg Dachowski</td>
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<td>070.</td>
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<td>071.</td>
<td>Donald W. Craig</td>
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<td>073.</td>
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115. Bradford I. Brunson  
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