COUNSELING CENTER SURVEY

AND DIRECTORY

1989
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
Evaluation

1989 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>4 3 2 1</td>
</tr>
<tr>
<td>2. The Summary Data</td>
<td>5</td>
<td>4 3 2 1</td>
</tr>
<tr>
<td>3. The Counseling Center Directory</td>
<td>5</td>
<td>4 3 2 1</td>
</tr>
<tr>
<td>4. Comments:</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

5. Suggestions for future Surveys:

Return Evaluation form to:

Robert P. Gallagher
University of Pittsburgh
334 William Pitt Union
Pittsburgh, PA 15260
## TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>I. Survey Highlights</td>
<td>1</td>
</tr>
<tr>
<td>II. Summary Data</td>
<td>3</td>
</tr>
<tr>
<td>III. Participants</td>
<td>17</td>
</tr>
<tr>
<td>IV. Directory of Participating Schools</td>
<td>19</td>
</tr>
</tbody>
</table>
Considering the combined urban/non-urban data it was noted that:

- More centers (6.4%) are charging students for counseling than in 1988 (4%). However, fewer are charging faculty (6.0% in '89 vs 10% in '88) and alumni (7.2% in '89 vs 20% in 1988). (Item 1)

- 167 centers (67.6%) have problems referring students out because of inadequate finances or insurance coverage. Large schools (74.8%) seem to be experiencing the most difficulty. (Item 5)

- 42 centers (27%) are supported by a mandatory fee - up 6% from last year. Of these more than half have better than 75% of their budgets covered by this fee. (Item 6)

- 73 centers gained a professional staff position over the past year while 29 centers lost a position. Gains outnumbered losses for all other positions as well. This is the seventh year in a row that gains outnumbered losses. (Items 9 & 10)

- The average ratio of counselors to students among centers is 1:1651. The widest gap is seen in large schools where the ratio is 1:2269. (Item 12)

- Nine mergers of counseling centers with the mental health units of student health services were reported. In all but one of these cases the Student Health Unit was moved under the counseling center. (Items 13 & 14)

- Special training programs for staff in the past 2 years have focused primarily on drug and alcohol problems (71.3%), eating disorders (54.3%) and minority issues (45.3%). (Item 17)

- There continues to be a wide divergence of opinion among directors about whether it is appropriate to let a referral source know that a student has scheduled an appointment without getting a consent form signed. (Items 18, 19)

- 87.0% of centers had to hospitalize a student for psychological reasons (up 8% from 1987), 70% had to notify a 3rd party about a potentially suicidal student (down 1%) and 23.5% gave Tarasoff type warnings when a 3rd party was at risk (down 4.5%). (Items 20, 21, 22)
47 centers had records subpoenaed in the past year and 78.7% found it necessary to comply. (Item 24) Suggestions from directors who have received subpoenas are listed under item 57.

6 centers had suits filed against them in past year. Examples are provided (Item 28).

20 centers (8.1%) had to terminate or discipline a counselor or intern for unethical practices. Examples provided. (Item 33)

138 schools have Employee Assistance Programs. 22 of the EAPs are administered by the counseling center while 56 others use the counseling center for some other role. (Item 36, 37, 38)

118 centers (47.8%) have waiting lists during busy terms. Suggestions for coping with problems are listed. (Item 39, 40)

208 (82%) of centers require no typing of casenotes. (Item 43)

84 (34%) of centers allow counselors to use offices for private practice in off hours. (Item 44)

14.6% of centers report seeing more cases of anorexia this past year (up 2.6% from 1988) while 36% report seeing an increase in bulimia (up 15% from 1988). (Items 47, 48)

195 centers (78.6%) are reporting a definite increase in the number of clients reporting sexual abuse as a child. (Item 49)

56 centers (22.6%) have noticed an increase in the number of students dealing with love addiction type problems. (Item 52) (See item 54 for a list of helpful books and articles for dealing with this problem.)

Most directors hired last year were caucasian males and their salaries were significantly higher than other groups. Most new psychologists, counselors, and MSW's hired were caucasian females. Their salaries tended to be lower than other groups. (Item 55)

Ethical or legal dilemma's encountered are listed under item 56.
### SUMMARY DATA: URBAN VS NON-URBAN; LARGE VS SMALL

Raw Data Reported Outside Brackets (Percentages of those who responded inside)

<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><strong>1. Centers that charge a fee for counseling to:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>a. students</td>
<td>11( 8.1%)</td>
<td>5( 4.4%)</td>
<td>13( 9.9%)</td>
<td>3( 2.5%)</td>
<td>16( 6.4%)</td>
<td>$2,000-$100,000</td>
</tr>
<tr>
<td>b. faculty/staff</td>
<td>9( 6.6%)</td>
<td>6( 5.3%)</td>
<td>11( 8.4%)</td>
<td>4( 3.4%)</td>
<td>15( 6.0%)</td>
<td>$200-$30,000</td>
</tr>
<tr>
<td>c. alumni</td>
<td>14(10.3%)</td>
<td>4( 3.5%)</td>
<td>9( 6.9%)</td>
<td>9( 7.6%)</td>
<td>18( 7.2%)</td>
<td>$250-$85,000</td>
</tr>
</tbody>
</table>

| **2. Centers that charge a fee for the following services:** |       |           |       |       |       |          |
| a. structured groups | 7( 5.1%)  | 3( 2.7%)  | 9( 6.9%)  | 1( 0.8%) | 10( 4.0%) | $100-$10,000 |
| b. interest tests   | 35(25.7%) | 27(23.9%) | 43(32.8%) | 19(16.1%) | 62(24.9%) | $50-$4000 |
| c. personality tests| 19(14.0%) | 18(15.9%) | 22(16.8%) | 15(12.7%) | 37(14.8%) | $80-$14,000 |
| d. campus wide testing program | 13(10.3%) | 18(15.9%) | 20(15.3%) | 11(10.2%) | 31(12.1%) | $100-$25,000 |
| e. workshops        | 6( 7.4%)  | 7( 6.2%)  | 11( 8.4%) | 2( 1.7%) | 13( 5.2%) | $400-$5,000 |
| f. computerized counseling system | 4( 2.9%)  | 4( 3.5%)  | 5( 3.8%)  | 3( 2.5%) | 8( 3.2%)  | $200-$500 |
| g. departmental counseling | 3( 2.2%)  | 1( 0.9%)  | 3( 2.3%)  | 1( 0.8%) | 4( 1.6%)  | $300-$450 |
| h. psychological assessment (campus police, campus applicants, etc.) | 6( 3.8%)  | 10( 6.7%) | 11( 6.4%) | 5( 2.9%) | 16( 6.4%) | $90-$15,000 |

| **3. Centers that charge for the following community services:** |       |           |       |       |       |          |
| a. Personal counseling | 13( 9.6%) | 8( 7.1%)  | 11( 8.4%) | 10( 8.5%) | 21( 8.5%) | $50-$58,000 |
| b. career counseling  | 27(19.9%) | 10( 8.8%) | 19(14.5%) | 18(15.2%) | 37(14.9%) | $30-$35,000 |
| c. psychological assessment | 16(11.8%) | 15(13.3%) | 15(11.4%) | 16(13.6%) | 31(12.5%) | $100-$20,000 |
| d. consulting        | 13( 9.6%) | 7( 6.2%)  | 7( 5.3%)  | 13(11.0%) | 20( 8.1%) | $200-$2000 |
| e. workshops         | 10( 7.4%) | 8( 7.1%)  | 7( 5.3%)  | 11( 9.3%) | 18( 7.2%) | $400-$2000 |
| f. structured groups | 7( 5.1%)  | 7( 6.2%)  | 7( 5.3%)  | 7( 5.9%) | 14( 5.6%) | $300-$20,000 |

One program earned $30,000 for managing an EAP program at a local hospital. One earned $13,000 for national testing and one earned $5,000 for administering CLEP tests.

<table>
<thead>
<tr>
<th><strong>4. Budget allocations for the following services over past two years:</strong></th>
<th>Increase</th>
<th>Decrease</th>
<th>No</th>
<th>Not Applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Personal counseling</td>
<td>81(32.8%)</td>
<td>26(10.5%)</td>
<td>135(54.7%)</td>
<td>5( 2.0%)</td>
</tr>
<tr>
<td>b. career counseling</td>
<td>74(30.0%)</td>
<td>22( 8.9%)</td>
<td>111(44.9%)</td>
<td>38(15.4%)</td>
</tr>
<tr>
<td>c. learning skills program</td>
<td>62(25.1%)</td>
<td>14( 5.7%)</td>
<td>101(40.9%)</td>
<td>68(27.5%)</td>
</tr>
<tr>
<td>d. minority skills program</td>
<td>69(27.9%)</td>
<td>7( 2.8%)</td>
<td>88(35.6%)</td>
<td>81(32.8%)</td>
</tr>
<tr>
<td>e. women's programs</td>
<td>36(14.6%)</td>
<td>8( 3.2%)</td>
<td>116(47.0%)</td>
<td>85(34.3%)</td>
</tr>
<tr>
<td>f. consulting services for athletes</td>
<td>34(13.8%)</td>
<td>8( 3.2%)</td>
<td>96(38.9%)</td>
<td>105(42.5%)</td>
</tr>
<tr>
<td>g. disabled students' services</td>
<td>54(21.9%)</td>
<td>8( 3.2%)</td>
<td>102(41.8%)</td>
<td>80(32.4%)</td>
</tr>
</tbody>
</table>
5. Center that have problems referring students out because of inadequate finances or insurance coverage:

<table>
<thead>
<tr>
<th>Location</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Urban</td>
<td>93(68.4%)</td>
</tr>
<tr>
<td>Non-Urban</td>
<td>41(31.3%)</td>
</tr>
</tbody>
</table>

Centers send students to community mental health clinics, clinical training programs or reduced fee private practitioner. Other require all students to have mental health coverage or are working in this direction.

6. Centers supported by a mandatory student fee:

<table>
<thead>
<tr>
<th>Center Type</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Urban</td>
<td>42(30.9%)</td>
</tr>
<tr>
<td>Non-Urban</td>
<td>14(10.3%)</td>
</tr>
</tbody>
</table>

Over half of these centers have more than 75% of their budgets covered by the mandatory fee.

7. Operating budgets of centers:

<table>
<thead>
<tr>
<th>Change Type</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Urban</td>
<td>10(7.4%)</td>
</tr>
<tr>
<td>Non-Urban</td>
<td>46(33.8%)</td>
</tr>
<tr>
<td>Total</td>
<td>56(41.2%)</td>
</tr>
</tbody>
</table>

While staff size is increased (see below) more than half the centers are losing ground with their operating budgets.

8. Travel budgets of centers:

<table>
<thead>
<tr>
<th>Change Type</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Urban</td>
<td>10(7.4%)</td>
</tr>
<tr>
<td>Non-Urban</td>
<td>24(17.6%)</td>
</tr>
<tr>
<td>Total</td>
<td>34(25.0%)</td>
</tr>
</tbody>
</table>

9. Centers that have gained staff positions in the past year:

<table>
<thead>
<tr>
<th>Position Type</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Urban</td>
<td>38(27.9%)</td>
</tr>
<tr>
<td>Non-Urban</td>
<td>16(11.8%)</td>
</tr>
<tr>
<td>Total</td>
<td>54(39.7%)</td>
</tr>
</tbody>
</table>

For the past seven year centers have gained more positions than lost in every category.

10. Centers that have lost staff positions in past year:

<table>
<thead>
<tr>
<th>Position Type</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Urban</td>
<td>12(8.8%)</td>
</tr>
<tr>
<td>Non-Urban</td>
<td>1(0.7%)</td>
</tr>
<tr>
<td>Total</td>
<td>13(9.7%)</td>
</tr>
</tbody>
</table>

For the past seven year centers have gained more positions than lost in every category.
11. Centers that have programs supported by external grants:

<table>
<thead>
<tr>
<th>URBAN</th>
<th>NON-URBAN</th>
<th>LARGE</th>
<th>SMALL</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>26(19.1%)</td>
<td>22(19.5%)</td>
<td>28(21.4%)</td>
<td>20(16.9%)</td>
<td>48(19.3%)</td>
</tr>
</tbody>
</table>

Example of programs supported by external grants and source of funding.
(school ID # follows each example)

1) Child and Adolescent program supported by State Grant(40)
2) Grant from Housing(206)
3) Grant from Residence Halls and Medical School in return for special liason(214)
4) Disable student grant supported by Government(168,105)
5) Alcohol and drug abuse prevention and education supported by FIPSE(16,22,39,47,57,77,94,95,96, 112,117,118,149,151,172,185, 191,229, 239)
6) Health education focus on AIDS and STDS supported by state dept. of health(99)
7) Career development counseling supported by VEA(129)
8) Wellness education supported by FIPSE(68,175)
9) Peace Corp recruiter supported by Fed. Grant(159)
10) Upward Bound supported by Fed. Government(160)
11) Career lab support by JTPA Grant(91)
12) Research on computer based needs assessment supported by State Lottery and Grant(19)
13) Sexual assault crisis and safety education program supported by state office of criminal justice(85)

12. Average ratio of counselors to students at centers:

<table>
<thead>
<tr>
<th>URBAN</th>
<th>NON-URBAN</th>
<th>LARGE</th>
<th>SMALL</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>1:1756</td>
<td>1:1518</td>
<td>1:2269</td>
<td>1:1063</td>
<td>1:1651</td>
</tr>
</tbody>
</table>

13. Merger of CC and SHS mental health units in past 2 years:

<table>
<thead>
<tr>
<th>URBAN</th>
<th>NON-URBAN</th>
<th>LARGE</th>
<th>SMALL</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>6(4.4%)</td>
<td>3(2.6%)</td>
<td>6(4.6%)</td>
<td>3(2.5%)</td>
<td>9(3.6%)</td>
</tr>
</tbody>
</table>

14. Direction of CC-SHS merger:

a. CC under SHS
   - 1(16.6%) 0(0.0%) 0(0.0%) 1(33.3%) 1(11.1%)

b. SHS under CC
   - 5(83.3%) 2(66.6%) 5(83.3%) 2(66.6%) 7(77.7%)

Not all centers reported the directions of the mergers.
15. Career counseling is done:
   a. primarily in counseling center
   b. primarily in separate career development or placement program
   c. shared equally between a and b

16. In centers that offer career counseling, it is:
   a. integrated with personal counseling
   b. provided by career specialist
   c. a combination of a and b

17. In past two years staff received special training in:

   Reporting Total Data Only
<table>
<thead>
<tr>
<th>Yes</th>
<th>Not But Could Use</th>
<th>But Not Necessary</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. career counseling</td>
<td>66(26.7%)</td>
<td>42(17.0%)</td>
</tr>
<tr>
<td>b. eating disorders</td>
<td>139(54.3%)</td>
<td>56(22.7%)</td>
</tr>
<tr>
<td>c. drug and alcohol problems</td>
<td>176(71.3%)</td>
<td>39(15.8%)</td>
</tr>
<tr>
<td>d. women's issues</td>
<td>79(32.0%)</td>
<td>79(32.0%)</td>
</tr>
<tr>
<td>e. men's issues</td>
<td>31(12.6%)</td>
<td>123(49.8%)</td>
</tr>
<tr>
<td>f. minority issues</td>
<td>112(45.3%)</td>
<td>83(33.6%)</td>
</tr>
<tr>
<td>g. crisis intervention</td>
<td>92(37.2%)</td>
<td>64(25.9%)</td>
</tr>
<tr>
<td>h. legal issues</td>
<td>117(4.7%)</td>
<td>82(33.2%)</td>
</tr>
<tr>
<td>i. development theory</td>
<td>71(32.1%)</td>
<td>80(36.2%)</td>
</tr>
<tr>
<td>j. psycho-pharmacology</td>
<td>91(36.8%)</td>
<td>84(34.0%)</td>
</tr>
<tr>
<td>k. time-limited therapy</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Centers also offer workshops on AIDS, ACOA, suicide, sexual abuse, research, date rape, etc.

18. Counseling centers typically do not let a referral source know if a student has arrived without consent. Directors believe this stance is:

   a. very appropriate—protects client confidentiality
   b. overly rigid—creates animosity in referral source
   c. other
19. A trusted campus official - very worried about a student she referred - wants to know if the student has arrived. Director would inform her if:

a. no appointment has been scheduled, so student is not yet a client
b. an appointment has been scheduled, but is several days away
c. an appointment has been kept, but the student will not be back for a week or two

Comments indicate considerable diversity of opinion. Some feel very strongly that it is unethical to provide this information to referral sources without clients permission. Some feel it is an imposition to even ask clients' permission and just say no whenever such requests arrive. Others feel that sharing this information hurts no one and that the good will created encourages further referrals so more students are helped. Several state that when students are asked if they mind, they invariably so no, so this seems to be more of a problem for us than for the clients. Since there are such divergent views, giving students the option on an intake sheet would probably solve most of our problems on this issue.

20. Centers that have hospitalized students for psychological reasons during 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>119(87.5%)</td>
<td>97(85.8%)</td>
<td>117(89.3%)</td>
<td>99(83.9%)</td>
<td>216(87.0%)</td>
<td>Centers averaged one or two hospitalizations. One school hospitalized 31 students.</td>
</tr>
</tbody>
</table>

21. Centers that notified 3rd party about potentially suicidal student during 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>93(68.4%)</td>
<td>80(70.8%)</td>
<td>90(68.7%)</td>
<td>83(70.3%)</td>
<td>173(69.0%)</td>
<td>Most centers(70%) gave only one warning. One center gave 10 such warning</td>
</tr>
</tbody>
</table>

22. Centers that had to give warning to a third party about a student who posed danger to another person

<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>35(25.7%)</td>
<td>23(20.4%)</td>
<td>30(22.9%)</td>
<td>28(23.7%)</td>
<td>58(23.5%)</td>
<td></td>
</tr>
</tbody>
</table>

23. When dealing with a potentially dangerous client, directors believe it is more of a legal risk to:

a. give warning to the threatened person
b. not give warning to the threatened person
c. both are legally risky

<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>2(1.5%)</td>
<td>2(1.8%)</td>
<td>3(2.3%)</td>
<td>1(0.8%)</td>
<td>4(1.6%)</td>
<td></td>
</tr>
<tr>
<td>80(58.8%)</td>
<td>58(51.3%)</td>
<td>61(46.6%)</td>
<td>77(65.3%)</td>
<td>138(55.9%)</td>
<td></td>
</tr>
<tr>
<td>46(33.8%)</td>
<td>50(44.2%)</td>
<td>61(46.6%)</td>
<td>35(29.7%)</td>
<td>96(38.7%)</td>
<td></td>
</tr>
</tbody>
</table>
### Example of Subpoenas:

1. ROTC officer raped student (cadet). Records subpoenaed for use in court
2. Sexual assault case
3. Student applying for disability pension wanted to prove that he was psychologically disabled
4. Student self-disclosed sexually fondling an 8 yr old and 12 yr old girl
   Reported to MSSA who reported to police - we consulted
5. Divorce cases
6. Evaluation in family custody/abuse assault
7. Law suit between university and former athletic director regarding the administration of an athletic drug testing and treatment program
8. Rape case
9. Insurance case for head injury
10. Child custody cases
11. Blanket request of all records
12. Records subpoenaed in personal injury cases
13. Director subpoenaed to testify about alcohol programs on campus and alcoholism
14. Toxic shock case against Johnson and Johnson
28. Suits against center in past year

<table>
<thead>
<tr>
<th></th>
<th>URBAN</th>
<th>NON-URBAN</th>
<th>LARGE</th>
<th>SMALL</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>4 (2.9%)</td>
<td>2 (1.8%)</td>
<td>3 (2.3%)</td>
<td>3 (2.5%)</td>
<td>6 (2.4%)</td>
</tr>
</tbody>
</table>

**Nature of suits**

1. A student sued the college because counseling services would not support her request to break her room contract and move off campus.
2. Student claiming misdiagnosis re. "learning disability"
3. Dual relationship
4. Affirmative Action would not sign off on a male employee because of some sexist hearsay.
5. Unprofessional conduct by a staff member - settled out of court
6. Breach of confidentiality - has been dropped.

29. Centers which have ever been sued

<table>
<thead>
<tr>
<th></th>
<th>URBAN</th>
<th>NON-URBAN</th>
<th>LARGE</th>
<th>SMALL</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>13 (9.6%)</td>
<td>7 (6.2%)</td>
<td>10 (7.6%)</td>
<td>10 (8.5%)</td>
<td>20 (8.1%)</td>
</tr>
</tbody>
</table>

30. Legal costs of suit assumed by school

<table>
<thead>
<tr>
<th></th>
<th>URBAN</th>
<th>NON-URBAN</th>
<th>LARGE</th>
<th>SMALL</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>12 (92.3%)</td>
<td>7 (100.00%)</td>
<td>10 (100.0%)</td>
<td>9 (90.0%)</td>
<td>19 (95.0%)</td>
</tr>
</tbody>
</table>

31. Outcome of suit

<table>
<thead>
<tr>
<th></th>
<th>URBAN</th>
<th>NON-URBAN</th>
<th>LARGE</th>
<th>SMALL</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. against the center</td>
<td>0 (0.0%)</td>
<td>0 (0.0%)</td>
<td>0 (0.0%)</td>
<td>0 (0.0%)</td>
<td>0 (0.0%)</td>
</tr>
<tr>
<td>b. for the center</td>
<td>5 (41.6%)</td>
<td>3 (42.8%)</td>
<td>4 (40.0%)</td>
<td>4 (44.4%)</td>
<td>8 (44.4%)</td>
</tr>
<tr>
<td>c. settled out of court</td>
<td>5 (41.6%)</td>
<td>2 (28.5%)</td>
<td>5 (50.0%)</td>
<td>2 (22.2%)</td>
<td>7 (38.9%)</td>
</tr>
<tr>
<td>d. not yet decided</td>
<td>2 (16.7%)</td>
<td>1 (14.3%)</td>
<td>1 (10.0%)</td>
<td>2 (22.2%)</td>
<td>3 (16.7%)</td>
</tr>
</tbody>
</table>

32. Advice based on experience with law suits

1. Keep good records and take valium before you go to court
2. Follow ethical guidelines
3. Keep parties informed when making decisions that may backfire.
4. Keep constant contact with attorney
5. It helps to have a good risk management policy
6. Get your own malpractice insurance

33. Have disciplined or terminated a counselor or intern in past year due to unethical practices

<table>
<thead>
<tr>
<th></th>
<th>URBAN</th>
<th>NON-URBAN</th>
<th>LARGE</th>
<th>SMALL</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>9 (6.6%)</td>
<td>11 (9.7%)</td>
<td>13 (9.9%)</td>
<td>7 (5.9%)</td>
<td>20 (8.1%)</td>
</tr>
</tbody>
</table>

**Example of unethical practices by counselors or interns which led to confrontation**

1. Complaints about a counselor pushing Jesus in counseling sessions - Cautioned only
2. Fabrication of facts on travel destination and misuse of state money
3. Unlicensed psychologist advertised in yellow pages
4. Had to discipline for conflict of interest
5. Crossing boundary between client and friend
6. Misrepresentations regarding travel time and performing profit making activities during clinic hours
7. Reprimand for sexual harassment
8. Inappropriate sexual behavior with student client
9. Left the job and abandoned case - said he was terminated
10. Intern was reported to have made sexually inappropriate remarks to grad. students he was teaching elsewhere in the university.
11. Complaint about sexual involvement of male counselor with female student occurring 5 yrs ago - counselor retired
12. Counselor was chronically late, unavailable for crisis/emergency walk-ins, on phone with private clients, did not keep case notes.
13. Supervisor wanted to do therapy with interns
14. Dual role - intern gave money to client to pay telephone bill

<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>91(66.9%)</td>
<td>68(60.2%)</td>
<td>88(67.2%)</td>
<td>71(60.2%)</td>
<td>159(64.1%)</td>
<td>a. insured only by a school policy that covers all employees</td>
</tr>
<tr>
<td>25(18.4%)</td>
<td>21(18.6%)</td>
<td>18(13.7%)</td>
<td>28(23.7%)</td>
<td>46(18.6%)</td>
<td>b. provided by school through separate malpractice coverage for counselors</td>
</tr>
<tr>
<td>19(14.0%)</td>
<td>21(18.6%)</td>
<td>23(17.6%)</td>
<td>17(14.4%)</td>
<td>40(16.2%)</td>
<td>c. counselors must provide own coverage</td>
</tr>
</tbody>
</table>

35. Evaluation of professional staff

<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>77(56.6%)</td>
<td>66(58.4%)</td>
<td>82(62.6%)</td>
<td>61(51.7%)</td>
<td>143(57.9%)</td>
<td>a. formally evaluated on established criteria, and shared with directors supervisor</td>
</tr>
<tr>
<td>24(17.6%)</td>
<td>16(14.2%)</td>
<td>28(21.4%)</td>
<td>12(10.2%)</td>
<td>40(16.1%)</td>
<td>b. formally eval. on established criteria but shared only with staff member</td>
</tr>
<tr>
<td>26(19.1%)</td>
<td>20(17.7%)</td>
<td>15(11.5%)</td>
<td>31(26.3%)</td>
<td>46(18.6%)</td>
<td>c. informal evaluation - but progress reviewed on regular basis</td>
</tr>
<tr>
<td>4(2.9%)</td>
<td>4(3.5%)</td>
<td>2(1.5%)</td>
<td>6(5.1%)</td>
<td>8(3.2%)</td>
<td>d. team goals reviewed by entire staff - no individual evaluation except if problems arise</td>
</tr>
</tbody>
</table>

Option "a" is up about 6% since last asked. The other option have dropped slightly.
36. Campuses with Employee Assistance Program

<table>
<thead>
<tr>
<th></th>
<th>URBAN</th>
<th>NON-URBAN</th>
<th>LARGE</th>
<th>SMALL</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>36. Campuses with Employee Assistance Program</td>
<td>73 (53.7%)</td>
<td>65 (57.5%)</td>
<td>83 (63.4%)</td>
<td>55 (46.6%)</td>
<td>138 (55.9%)</td>
</tr>
</tbody>
</table>

37. If EAP, who administers?

<table>
<thead>
<tr>
<th></th>
<th>URBAN</th>
<th>NON-URBAN</th>
<th>LARGE</th>
<th>SMALL</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. The Counseling Center</td>
<td>10 (13.7%)</td>
<td>12 (18.5%)</td>
<td>16 (19.3%)</td>
<td>6 (10.7%)</td>
<td>22 (15.9%)</td>
</tr>
<tr>
<td>b. Personnel or Human Resources</td>
<td>44 (60.3%)</td>
<td>40 (63.5%)</td>
<td>44 (53.0%)</td>
<td>40 (71.4%)</td>
<td>84 (60.1%)</td>
</tr>
<tr>
<td>c. School of Social Work</td>
<td>1 (1.4%)</td>
<td>0 (0.0%)</td>
<td>1 (1.2%)</td>
<td>0 (0.0%)</td>
<td>1 (1.2%)</td>
</tr>
<tr>
<td>d. Other</td>
<td>18 (24.6%)</td>
<td>13 (20.6%)</td>
<td>22 (26.5%)</td>
<td>9 (16.1%)</td>
<td>31 (22.5%)</td>
</tr>
</tbody>
</table>

38. If EAP is not administered by CC, do you have any role?

<table>
<thead>
<tr>
<th></th>
<th>URBAN</th>
<th>NON-URBAN</th>
<th>LARGE</th>
<th>SMALL</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. yes, on advisory board</td>
<td>12 (19.3%)</td>
<td>4 (7.2%)</td>
<td>13 (19.4%)</td>
<td>3 (6.0%)</td>
<td>16 (13.7%)</td>
</tr>
<tr>
<td>b. yes, as consultant</td>
<td>9 (14.5%)</td>
<td>16 (29.1%)</td>
<td>12 (17.9%)</td>
<td>13 (26.0%)</td>
<td>25 (21.4%)</td>
</tr>
<tr>
<td>c. yes, other</td>
<td>5 (8.1%)</td>
<td>10 (18.2%)</td>
<td>7 (10.4%)</td>
<td>8 (16.0%)</td>
<td>15 (12.8%)</td>
</tr>
<tr>
<td>d. no</td>
<td>36 (58.1%)</td>
<td>25 (45.5%)</td>
<td>35 (52.2%)</td>
<td>26 (52.0%)</td>
<td>61 (52.1%)</td>
</tr>
</tbody>
</table>

39. Centers with waiting list problems during busy terms

<table>
<thead>
<tr>
<th></th>
<th>URBAN</th>
<th>NON-URBAN</th>
<th>LARGE</th>
<th>SMALL</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>39. Centers with waiting list problems during busy terms</td>
<td>63 (46.3%)</td>
<td>55 (48.7%)</td>
<td>80 (61.1%)</td>
<td>38 (32.2%)</td>
<td>118 (47.8%)</td>
</tr>
</tbody>
</table>

40. Steps taken to cope with waiting list:

<table>
<thead>
<tr>
<th></th>
<th>URBAN</th>
<th>NON-URBAN</th>
<th>LARGE</th>
<th>SMALL</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. increase number of referrals to outside agencies or practitioners</td>
<td>50 (79.3%)</td>
<td>34 (61.8%)</td>
<td>59 (73.7%)</td>
<td>25 (59.5%)</td>
<td>84 (67.2%)</td>
</tr>
<tr>
<td>b. established limit on number of counseling sessions</td>
<td>42 (66.6%)</td>
<td>26 (47.2%)</td>
<td>43 (53.7%)</td>
<td>25 (59.5%)</td>
<td>68 (54.4%)</td>
</tr>
<tr>
<td>c. increased counselors case loads</td>
<td>51 (80.9%)</td>
<td>37 (67.3%)</td>
<td>50 (62.5%)</td>
<td>38 (88.1%)</td>
<td>88 (70.4%)</td>
</tr>
<tr>
<td>d. no session limits but expect each counselor to open up hours each week</td>
<td>16 (25.4%)</td>
<td>17 (28.9%)</td>
<td>20 (25.0%)</td>
<td>13 (28.1%)</td>
<td>33 (26.4%)</td>
</tr>
<tr>
<td>e. charge fee after limited number of hours</td>
<td>2 (2.2%)</td>
<td>1 (1.8%)</td>
<td>3 (3.1%)</td>
<td>0 (0.0%)</td>
<td>3 (2.4%)</td>
</tr>
<tr>
<td>f. hire part time help</td>
<td>14 (20.2%)</td>
<td>20 (36.3%)</td>
<td>16 (20.0%)</td>
<td>18 (39.8%)</td>
<td>34 (27.2%)</td>
</tr>
<tr>
<td>g. establish intake system</td>
<td>14 (20.2%)</td>
<td>12 (19.8%)</td>
<td>18 (21.5%)</td>
<td>8 (20.3%)</td>
<td>26 (20.8%)</td>
</tr>
<tr>
<td>h. eliminate intake system</td>
<td>1 (1.5%)</td>
<td>0 (0.0%)</td>
<td>0 (0.0%)</td>
<td>1 (2.5%)</td>
<td>1 (0.4%)</td>
</tr>
<tr>
<td>i. telephone interviews with people on waiting list</td>
<td>6 (9.5%)</td>
<td>6 (10.9%)</td>
<td>8 (10.0%)</td>
<td>4 (11.4%)</td>
<td>12 (9.6%)</td>
</tr>
</tbody>
</table>

41. Students at center seen for one or more intake interviews before being assigned to a counselor

<table>
<thead>
<tr>
<th></th>
<th>URBAN</th>
<th>NON-URBAN</th>
<th>LARGE</th>
<th>SMALL</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. yes, in all cases</td>
<td>49 (36.0%)</td>
<td>35 (31.0%)</td>
<td>60 (45.8%)</td>
<td>24 (20.3%)</td>
<td>84 (34.0%)</td>
</tr>
<tr>
<td>b. yes, but only when a waiting list develops</td>
<td>7 (5.1%)</td>
<td>3 (2.7%)</td>
<td>5 (3.8%)</td>
<td>5 (4.2%)</td>
<td>10 (4.0%)</td>
</tr>
<tr>
<td>c. no</td>
<td>78 (57.4%)</td>
<td>73 (64.6%)</td>
<td>63 (48.1%)</td>
<td>88 (74.6%)</td>
<td>151 (60.8%)</td>
</tr>
</tbody>
</table>
42. Directors' feelings about intake system:

<table>
<thead>
<tr>
<th>Option</th>
<th>URBAN</th>
<th>NON-URBAN</th>
<th>LARGE</th>
<th>SMALL</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. efficient - cuts down on waiting list</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. inefficient - gets in the way of counseling and adds to waiting list</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c. helps identify people who need immediate treatment</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d. helps assign client to appropriate staff person</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e. bureaucratic - students need to jump another hurdle</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

43. Center's policy on typing case notes:

<table>
<thead>
<tr>
<th>Option</th>
<th>URBAN</th>
<th>NON-URBAN</th>
<th>LARGE</th>
<th>SMALL</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. all case notes are typed</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. summary only typed</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c. no typing required - only if summary sent out of center</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

44. Centers that allow counselors to use offices off-hours for private practice

<table>
<thead>
<tr>
<th>URBAN</th>
<th>NON-URBAN</th>
<th>LARGE</th>
<th>SMALL</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

45. Time spent on crisis counseling in recent years

<table>
<thead>
<tr>
<th>Option</th>
<th>URBAN</th>
<th>NON-URBAN</th>
<th>LARGE</th>
<th>SMALL</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. a significant increase</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. a significant decrease</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c. stayed the same</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

46. Any change in recent year in ave. number of hours for personal counseling

<table>
<thead>
<tr>
<th>Option</th>
<th>URBAN</th>
<th>NON-URBAN</th>
<th>LARGE</th>
<th>SMALL</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. yes, significant increase</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. yes, a significant decrease</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c. no, stayed about the same</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

47. Any change, relative to recent years, in number of clients with anorexia

<table>
<thead>
<tr>
<th>Option</th>
<th>URBAN</th>
<th>NON-URBAN</th>
<th>LARGE</th>
<th>SMALL</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. more</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. about the same</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c. less</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
48. Any change, relative to recent years, in numbers of bulimic clients

<table>
<thead>
<tr>
<th></th>
<th>URBAN</th>
<th>NON-URBAN</th>
<th>LARGE</th>
<th>SMALL</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. more</td>
<td>41(30.1%)</td>
<td>48(42.5%)</td>
<td>41(31.3%)</td>
<td>48(40.7%)</td>
<td>89(36.0%)</td>
</tr>
<tr>
<td>b. about the same</td>
<td>79(58.1%)</td>
<td>44(38.9%)</td>
<td>69(52.7%)</td>
<td>55(46.6%)</td>
<td>124(50.0%)</td>
</tr>
<tr>
<td>c. less</td>
<td>15(11.0%)</td>
<td>19(16.8%)</td>
<td>19(14.5%)</td>
<td>14(11.9%)</td>
<td>33(13.3%)</td>
</tr>
</tbody>
</table>

49. Any change in recent years, in numbers of clients reporting sexual abuse as a child

<table>
<thead>
<tr>
<th></th>
<th>URBAN</th>
<th>NON-URBAN</th>
<th>LARGE</th>
<th>SMALL</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. a definite increase</td>
<td>103(75.7%)</td>
<td>91(80.5%)</td>
<td>104(79.4%)</td>
<td>91(77.1%)</td>
<td>195(78.6%)</td>
</tr>
<tr>
<td>b. about the same</td>
<td>32(23.5%)</td>
<td>18(15.9%)</td>
<td>25(19.1%)</td>
<td>24(20.3%)</td>
<td>49(19.7%)</td>
</tr>
<tr>
<td>c. a definite decrease</td>
<td>0( 0.0%)</td>
<td>2( 1.8%)</td>
<td>0( 0.0%)</td>
<td>2( 1.7%)</td>
<td>2( 0.8%)</td>
</tr>
</tbody>
</table>

50. Centers where students have sought help because of sexual exploitation or harassment in past year by

<table>
<thead>
<tr>
<th></th>
<th>URBAN</th>
<th>NON-URBAN</th>
<th>LARGE</th>
<th>SMALL</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. another therapist</td>
<td>27(19.9%)</td>
<td>25(22.1%)</td>
<td>36(27.5%)</td>
<td>16(13.6%)</td>
<td>52(20.9%)</td>
</tr>
<tr>
<td>b. a faculty member or supervisor</td>
<td>73(53.7%)</td>
<td>70(61.9%)</td>
<td>80(61.1%)</td>
<td>63(53.4%)</td>
<td>143(57.7%)</td>
</tr>
<tr>
<td>c. another student</td>
<td>85(62.5%)</td>
<td>81(71.7%)</td>
<td>84(64.1%)</td>
<td>82(69.5%)</td>
<td>166(66.9%)</td>
</tr>
</tbody>
</table>

51. Centers where counselors gave testimony in past year when a charge of sexual harassment was brought against

<table>
<thead>
<tr>
<th></th>
<th>URBAN</th>
<th>NON-URBAN</th>
<th>LARGE</th>
<th>SMALL</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. another therapist</td>
<td>4( 2.9%)</td>
<td>3( 2.7%)</td>
<td>6( 4.6%)</td>
<td>2( 1.7%)</td>
<td>7( 3.2%)</td>
</tr>
<tr>
<td>b. a faculty member</td>
<td>2( 1.5%)</td>
<td>3( 2.7%)</td>
<td>3( 2.3%)</td>
<td>2( 1.7%)</td>
<td>5( 2.0%)</td>
</tr>
<tr>
<td>c. another student</td>
<td>2( 1.5%)</td>
<td>1( 0.9%)</td>
<td>2( 1.5%)</td>
<td>1( 0.8%)</td>
<td>3( 1.2%)</td>
</tr>
</tbody>
</table>

52. Any change, in recent years, in numbers of students dealing with "love addiction" type problems

<table>
<thead>
<tr>
<th></th>
<th>URBAN</th>
<th>NON-URBAN</th>
<th>LARGE</th>
<th>SMALL</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. a definite increase</td>
<td>29(21.3%)</td>
<td>27(23.9%)</td>
<td>34(26.0%)</td>
<td>21(17.8%)</td>
<td>56(22.6%)</td>
</tr>
<tr>
<td>b. about the same</td>
<td>85(62.5%)</td>
<td>75(66.4%)</td>
<td>84(64.1%)</td>
<td>77(65.3%)</td>
<td>161(64.9%)</td>
</tr>
<tr>
<td>c. a definite decrease</td>
<td>0( 0.0%)</td>
<td>0( 0.0%)</td>
<td>0( 0.0%)</td>
<td>0( 0.0%)</td>
<td>0( 0.0%)</td>
</tr>
</tbody>
</table>

53. Directors with expertise working with "love addiction" problems

<table>
<thead>
<tr>
<th></th>
<th>URBAN</th>
<th>NON-URBAN</th>
<th>LARGE</th>
<th>SMALL</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>11( 8.1%)</td>
<td>12(10.6%)</td>
<td>15(11.5%)</td>
<td>7( 5.9%)</td>
<td>22( 8.8%)</td>
</tr>
</tbody>
</table>
54. Books and articles which have been found to be helpful when working with "love addition" problems:

1. **Women Who Love Too Much** - by Robin Norwood
2. **Men Who Hate Women and the Women Who Love Them**
3. **Styles Of Loving** - by Laswell
4. **Out of the Shadows** - by Patrick Carnes, Ph.D.
5. **Co-dependency literature**
6. **Love and Addition** - by S. Peele
7. **Breaking your Addiction to a Person** - by H. M. Halpern
8. Literature on erotomania and obsessive disorders

55. Average salary of new hires, by category, in center during past year:
(Reporting total data only) (Number of hires in brackets)

<table>
<thead>
<tr>
<th>Administrative</th>
<th>Minority Male</th>
<th>Minority Female</th>
<th>Caucasian Male</th>
<th>Caucasian Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Director</td>
<td>0</td>
<td>44,041 (3)</td>
<td>49,758 (12)</td>
<td>38,471 (7)</td>
</tr>
<tr>
<td>b. Training Director</td>
<td>0</td>
<td>47,000 (1)</td>
<td>36,000 (4)</td>
<td>40,000 (1)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Counseling Staff</th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>c. Ph.D. plus experience</td>
<td>33,500 (4)</td>
<td>35,005 (8)</td>
<td>33,918 (13)</td>
<td>31,299 (13)</td>
</tr>
<tr>
<td>d. new Ph.D.</td>
<td>30,125 (4)</td>
<td>30,381 (14)</td>
<td>29,013 (14)</td>
<td>28,832 (34)</td>
</tr>
<tr>
<td>e. A.B.D.</td>
<td>32,600 (2)</td>
<td>26,000 (1)</td>
<td>25,557 (7)</td>
<td>24,661 (9)</td>
</tr>
<tr>
<td>f. master's counseling</td>
<td>20,080 (5)</td>
<td>19,520 (5)</td>
<td>27,512 (11)</td>
<td>23,826 (16)</td>
</tr>
<tr>
<td>g. MSW</td>
<td>27,000 (1)</td>
<td>0</td>
<td>21,000 (1)</td>
<td>24,672 (5)</td>
</tr>
</tbody>
</table>

56. Ethical or legal dilemmas that occurred during past 2 years.

1. A client's parent seeking employment with the center who was also a friend of the director. Did not hire.
2. When it is okay to refer to self - finding good referral sources.
3. Child sexual abuse case with 19 year old male student. MSSH was involved and over reacted - client became defensive.
4. Student informed counselor that she was stock piling psychotropic medication.
5. Hiring internal staff when the center has external applicants.
6. Request for information from a school official regarding the nature of our contact with a student who had committed suicide.
7. Client signed release of information for CIA and Peace Corps. We refused release on grounds that it was not collected for psychological evaluation purposes.
8. Housing staff wanted to know about students attendance and status in counseling. We refused because no release signed.
9. Have attempted to address the legal issues inherent in responding to a client with AIDS.
10. Competency of minority post-doctoral intern. Post-doctoral site was changed within the department from working with clients to research.

11. Admissions committee wanted consultation on mental health of applicant; CC refused and discussed section 504 of rehab.act.

12. Contacting parents and/or administration regarding suicidal gestures against the student wishes.

13. Right of dean of students to be informed of "at risk" students.

14. Academic dean wanted information about client he referred. I wrote to APA Ethics office and received a letter describing confidentiality which I forwarded to the dean who stopped asking for information.

15. Intern with poor counseling skills that did not improve with supervision/training.

16. Counselor seeing student in his class as a client.

17. Violation of confidential records at the counseling center by secretary.

18. Defining a "need to know" hierarchy with staff in regards to AIDS clients.

19. Client wanted release of information to Big Brothers. Even though he insisted on release we did not feel it was in his best interest.

20. Whether to provide service to a student in need who is technically "not eligible" (part time student)

21. Can a counselor with a severe eating disorder serve in a counseling role.

22. Grievance from part-time psychiatrist whose 1 year contract I chose not to renew.

23. Whether or not to require informed consent signatures for all client.

24. Referrals to staff members who also have private practices.

25. Termination of clients who are no longer enrolled as students.

57. Advice from directors who have received subpoenas

1. Keep detailed records of all counseling sessions and phone call (2 schools). The more complete the record file, the less anxiety a counselor feels in responding to a court action. (See Division 17 newsletter for article on keeping good records.)

2. Keep records as brief as clinically justifiable (7 schools), and use coding devices that can be interpreted only by counselor (1 school).

3. Describe behavior rather than writing labels or diagnoses (5), also limit interpretive speculation (3).

4. Don't expect university legal counsel to understand privileged communication.

5. We are advised from university counsel to document clients' condition, circumstances, behavior, and counselors response.

6. Keep desk notes that are not subject to subpoenas rather than an "official" file.

7. Avoid mention of extramarital relations when divorce/custody proceedings are pending.

8. Have presentation for staff on subpoenas, legal issues and dispositions by a qualified attorney.
9. Have a written policy on how long records are kept and the manner by which they are disposed.

10. Routine supervision of counselor case notes by director.
<table>
<thead>
<tr>
<th>Name</th>
<th>Directory Number</th>
<th>Name</th>
<th>Directory Number</th>
<th>Name</th>
<th>Directory Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Allen, R.</td>
<td>152</td>
<td>Cooper, S.</td>
<td>207</td>
<td>Hestand, P.</td>
<td>006</td>
</tr>
<tr>
<td>Archer, J.</td>
<td>158</td>
<td>Copeland, P.</td>
<td>115</td>
<td>Hinkler, L.</td>
<td>033</td>
</tr>
<tr>
<td>Atkins, P.</td>
<td>131</td>
<td>Corazzini, J.</td>
<td>209</td>
<td>Hoffman, J.</td>
<td>202</td>
</tr>
<tr>
<td>Aubuchon, J.</td>
<td>102</td>
<td>Corroossi, D.</td>
<td>040</td>
<td>Hocking, T.</td>
<td>205</td>
</tr>
<tr>
<td>Awakuni, G.</td>
<td>151</td>
<td>Corington, J.</td>
<td>087</td>
<td>Holland, T.</td>
<td>060</td>
</tr>
<tr>
<td>Backner, B.</td>
<td>105</td>
<td>Crego, C.</td>
<td>019</td>
<td>Horikawa, H.</td>
<td>136</td>
</tr>
<tr>
<td>Bakewell, A.</td>
<td>022</td>
<td>Cross, D.</td>
<td>183</td>
<td>Hotelling, K.</td>
<td>095</td>
</tr>
<tr>
<td>Ball, W.</td>
<td>043</td>
<td>Curoe, B.</td>
<td>076</td>
<td>Hoyt, A.</td>
<td>013</td>
</tr>
<tr>
<td>Banks, R.</td>
<td>075</td>
<td>Danchise, R.</td>
<td>007</td>
<td>Hula, H.</td>
<td>212</td>
</tr>
<tr>
<td>Barclay, R.</td>
<td>047</td>
<td>Davidshofer, C.</td>
<td>035</td>
<td>Hur, W.</td>
<td>034</td>
</tr>
<tr>
<td>Barker, A.</td>
<td>008</td>
<td>DePalma, D.</td>
<td>053</td>
<td>Irvine, J.</td>
<td>174</td>
</tr>
<tr>
<td>Bayne, R.</td>
<td>110</td>
<td>Doyle, J.</td>
<td>077</td>
<td>Jackson, V.</td>
<td>066</td>
</tr>
<tr>
<td>Becker, C.</td>
<td>185</td>
<td>Easton, R.</td>
<td>214</td>
<td>Jansen, R.</td>
<td>204</td>
</tr>
<tr>
<td>Belliveau, A.</td>
<td>072</td>
<td>Ehrenworth, J.</td>
<td>120</td>
<td>John, K.</td>
<td>051</td>
</tr>
<tr>
<td>Bertsch, D.</td>
<td>026</td>
<td>Evans, J.</td>
<td>005</td>
<td>Johnson, H.</td>
<td>004</td>
</tr>
<tr>
<td>Birky, I.</td>
<td>073</td>
<td>Feist, J.</td>
<td>037</td>
<td>Johnson, M.</td>
<td>109</td>
</tr>
<tr>
<td>Bishop, J.</td>
<td>157</td>
<td>Flynn, C.</td>
<td>078</td>
<td>Johnston, P.</td>
<td>164</td>
</tr>
<tr>
<td>Blackburn, L.</td>
<td>027</td>
<td>Frank, E.</td>
<td>090</td>
<td>Jones, J.</td>
<td>176</td>
</tr>
<tr>
<td>Blankenship, J.</td>
<td>001</td>
<td>Free, J.</td>
<td>101</td>
<td>Jones, J.</td>
<td>049</td>
</tr>
<tr>
<td>Bolland, H.</td>
<td>029</td>
<td>Freeman, S.</td>
<td>171</td>
<td>Jones, W.</td>
<td>055</td>
</tr>
<tr>
<td>Bradshaw, R.</td>
<td>121</td>
<td>Foreman, H.</td>
<td>155</td>
<td>Jordan, V.</td>
<td>165</td>
</tr>
<tr>
<td>Brian, T.</td>
<td>198</td>
<td>Friedman, S.</td>
<td>058</td>
<td>June, L.</td>
<td>085</td>
</tr>
<tr>
<td>Brodel, J.</td>
<td>200</td>
<td>Gale, D.</td>
<td>128</td>
<td>Kanishige, E.</td>
<td>159</td>
</tr>
<tr>
<td>Brown, R.</td>
<td>092</td>
<td>Gallagher, R.</td>
<td>190</td>
<td>Kemmerling, R.</td>
<td>020</td>
</tr>
<tr>
<td>Brown, T.</td>
<td>148</td>
<td>Garri, K.</td>
<td>135</td>
<td>King, B.</td>
<td>195</td>
</tr>
<tr>
<td>Brummels, L.</td>
<td>215</td>
<td>Geller, M.</td>
<td>103</td>
<td>Krans, F.</td>
<td>048</td>
</tr>
<tr>
<td>Campbell, A.</td>
<td>054</td>
<td>Gellert, J.</td>
<td>119</td>
<td>Kurtz, R.</td>
<td>030</td>
</tr>
<tr>
<td>Cannici, J.</td>
<td>140</td>
<td>Getsinger S.</td>
<td>206</td>
<td>Kuskie, M.</td>
<td>010</td>
</tr>
<tr>
<td>Carr, B.</td>
<td>179</td>
<td>Cordhamer, R.</td>
<td>139</td>
<td>Lacher, M.</td>
<td>208</td>
</tr>
<tr>
<td>Carroll, H.</td>
<td>172</td>
<td>Gordon, M.</td>
<td>083</td>
<td>Larsen, R.</td>
<td>070</td>
</tr>
<tr>
<td>Chafey, R.</td>
<td>002</td>
<td>Grant, C.</td>
<td>167</td>
<td>Lindbloom, L.</td>
<td>023</td>
</tr>
<tr>
<td>Chandler, D.</td>
<td>108</td>
<td>Grayson, P.</td>
<td>133</td>
<td>Lockwood, A.</td>
<td>192</td>
</tr>
<tr>
<td>Chislett, L.</td>
<td>188</td>
<td>Hammond, B.</td>
<td>213</td>
<td>Lovitt, S.</td>
<td>116</td>
</tr>
<tr>
<td>Clack, R.</td>
<td>199</td>
<td>Hank, M.</td>
<td>098</td>
<td>MacMillan, R.</td>
<td>045</td>
</tr>
<tr>
<td>Clementson, J.</td>
<td>094</td>
<td>Harman, R.</td>
<td>154</td>
<td>Maloy, C.</td>
<td>142</td>
</tr>
<tr>
<td>Coffman, J.</td>
<td>122</td>
<td>Hattauer, E.</td>
<td>014</td>
<td>Mailerle, P.</td>
<td>063</td>
</tr>
<tr>
<td>Collins, B.</td>
<td>056</td>
<td>Hatton, J.</td>
<td>021</td>
<td>Margolis, G.</td>
<td>086</td>
</tr>
<tr>
<td>Combs, C.</td>
<td>038</td>
<td>Hanesche, J.</td>
<td>146</td>
<td>Martin, G.</td>
<td>093</td>
</tr>
<tr>
<td>Conner, H.</td>
<td>147</td>
<td>Hayward, H.</td>
<td>174</td>
<td>May, R.</td>
<td>187</td>
</tr>
<tr>
<td>Cook, T.</td>
<td>210</td>
<td>Hensley, S.</td>
<td>080</td>
<td>McCullough, L.</td>
<td>065</td>
</tr>
</tbody>
</table>
ALPHABETIZED LISTING OF PARTICIPANTS
(Directory Number Follows Name)

Roy, H. (193) Stoll, J. (114)
Sanders, B. (046) Stremba, B. (191)
Schilling-Smet, R. (203) Sullivan, C. (011)
Schmidt, D. (175) Summers, L. (031)
Schowengerdt, G. (178) Tereznakis, M. (025)
Schreiner, F. (071) Terrell, D. (137)
Schubert, M. (211) Thompson, L. (100)
Scott, J. (138) Toth, M. (032)
Seals, T. (163) Tryon, G. (050)
Sell, J. (123) Utz, P. (186)
Sewa, S. (016) Van House, C. (096)
Shapiro, T. (062) Walker, L. (168)
Simono, R. (184) Watt, K. (117)
Slager, J. (084) Weldon, F. (180)
Slavin, J. (145) Wenz, B. (018)
Slayden, P. (150) Westman, J. (104)
Smith, D. (009) Williams, J. (201)
Snodgrass, G. (124) Williams, V. (181)
Schoenberg, M. (082) Winters, J. (012)
Southwick, R. (216) Woodruff, J. (107)
Stewart, R. (149) Yamada, K. (015)

Late Entries:
Bingham, R. (234) McKinstry, D. (244)
Blevens, J. (226) Morrill, W. (246)
Craig, D. (232) Oakland, R. (225)
Deakin, S. (229) Oling, J. (236)
DePauw, M. (238) Richardson, T. (233)
Fornal, S. (240) Thomas, S. (237)
Henjun, J. (231) Walker, J. (227)
Lichtenberg, J. (243) Waters, C. (239)
McGinnness, S. (228)
| 001 | Jearl L. Blankenship | Alfred State College Counseling Center  
Alfred, NY 14802  
(607) 587-4500 |
| 002 | Rich Chahey | Allegheny College  
Counseling Center Box 17  
Meadville, PA 16335  
(814) 724-4368 |
| 003 | Robert J. Perkins | Alma College  
Center for Counseling, Planning, and Placement  
Alma, MI 48801  
(517) 463-7225 |
| 004 | Herman J. Johnson | Andrews University  
173 Bell Hall  
Berrien Springs, MI 49104  
(616) 972-3770 |
| 005 | Joan M. Evans | Antioch College  
795 Livemore Street  
Yellow Springs, OH 45387  
(513) 767-7331 |
| 006 | Phil Hestand | Arkansas State University  
Box 1210  
State University, AR 72467  
(501) 972-2038 |
| 007 | Roger Danchise | Bentley College  
175 Forest Street  
Waltham, MA 02154-4705  
(617) 891-2274 |
| 008 | Anita Barker | Berea College  
CPO 2310  
Berea, KY 40404  
(606) 986-9341 |
| 009 | David John Smith | Boston College  
Chestnut Hill, MA 02167  
(617) 552-3310 |
| 010 | Marlene Rueke | Bradley University  
Center for Wellness and Counseling  
Peoria, IL 6161  
(309) 677-2408 |
| 011 | Clyde F. Sullivan | Brigham Young University  
169 SWEK  
Provo, UT 84602  
(801) 378-6291 |
| 012 | John Winters | Bryant College  
450 Douglas Pike  
Smithfield, RI 02917  
(401) 232-6045 |
| 013 | Arlyne E. Hoyt | Bucknell University Psychological Services, Bucknell University  
Lewisburg, PA 17837  
(717) 524-1060 |
| 014 | Edward A. Hattauer | Buffalo State College  
1300 Elmwood Avenue  
Buffalo, NY 14222  
(716) 878-4436 |
| 015 | Kerry Yamada | Cal Poly, S.L.O.  
Counseling Services, Cal Poly  
San Luis Obispo, CA 93407  
(805) 756-2511 |
| 016 | Steve Sewa | California State University,  
Fresno  
Fresno, CA 93740  
(209) 294-2372 |
| 017 | Jane Parnes | California State University,  
Fullerton  
Student Health & Counseling Center  
Fullerton, CA 92634  
(714) 573-2800 |
| 018 | Betty J. Wens | California State University,  
Hayward  
Warren Hall 408  
Hayward, CA 94542  
(415) 881-3761 |
| 019 | Clyde A. Grego | California State University,  
Long Beach  
226 S.A Building  
Long Beach, CA 90840  
(213) 985-4001 |
| 020 | Robert G. Kemmerling | California State University,  
Northerigde  
Adm. 141 - 18111 Nordhoff St.  
Northridge, CA 91360  
(818) 994-2366 |
| 021 | John M. Hatton | California State University,  
San Bernardino  
5500 University Parkway  
San Bernardino, CA 92407  
(714) 880-5040 |
| 022 | Arthur Bakwell | California University of Pennsylvania  
Box 84  
Eagle Lake, PA 15419  
(412) 938-4191 |
| 023 | Lois Lindblom | Carleton College  
One N. College Street  
Northfield, MN 55057  
(508) 663-4080 |
| 024 | Lorrie E. Rabin | Carnegie Mellon University  
Counseling & Student Development Center  
Morewood Gardens, E Tower  
Pittsburgh, PA 15213  
(412) 268-3922 |
| 025 | Michael Tezaoka | Central Connecticut  
State University  
University Counseling Services  
New Britain, CT 06050  
(203) 827-7653 |
| 026 | Donald Bertsch | Central Michigan University  
102 Foust Hall  
Mt. Pleasant, MI 48859  
(517) 774-3381 |
| 027 | Lucy Blackburn | Central Missouri State University  
100 Humphreys Building  
Warrensburg, MO 64093  
(660) 429-4060 |
| 028 | Rosalind Morgan | Chicago State University  
95th Street at King Drive  
Chicago, IL 60626  
(312) 995-2383 |
| 029 | Herbert R. Bolland | Clarion University  
Dept. of Counseling Services  
148 Egbert Hall  
Clarion, PA 16214  
(814) 226-2255 |
| 030 | Robert Kurtz | Cleveland State University  
E. 24th at Euclid  
245 B. U. Center  
Cleveland, OH 44115  
(216) 687-2277 |
| 031 | Linden D. Summers, Jr. | Colgate University  
Conant House  
Hamilton, NY 13346  
(315) 824-1000 |
| 032 | Matthew A. Toth | College of the Holy Cross  
Counseling Center and Career Planning  
Worcester, MA 01610  
(508) 793-3363 |
| 033 | Louise O. Hiniker | College of St. Catherine  
2004 Randolph St.  
St. Paul, MN 55105  
(612) 690-6537 |
| 034 | Wayne M. Hurr | The College of St. Rose  
433 Western Avenue  
Albany, NY 12203  
(518) 454-5200 |
| 035 | Charles O. Davidson | Colorado State University  
Counseling Center  
C-36 Clark Building  
Fort Collins, CO 80523  
(303) 491-6053 |
| 036 | Anthony F. Philip | Columbia University  
Box 2466, Central Hall Room  
New York, NY 10027  
(212) 854-2468 |
<table>
<thead>
<tr>
<th>No.</th>
<th>Name</th>
<th>Institution</th>
<th>Address</th>
<th>Phone or City</th>
</tr>
</thead>
<tbody>
<tr>
<td>073</td>
<td>Ian Birky</td>
<td>Lehigh University</td>
<td>P.O. Box 264</td>
<td>(215) 758-5280</td>
</tr>
<tr>
<td>076</td>
<td>Bernadine Guroe</td>
<td>Loras College</td>
<td>1450 Alta Vista Street</td>
<td>(319) 588-7134</td>
</tr>
<tr>
<td>079</td>
<td>Margaret Ross</td>
<td>Marietta College</td>
<td>Box 25, Marietta College</td>
<td>(614) 374-4651</td>
</tr>
<tr>
<td>082</td>
<td>Mark Schoenberg</td>
<td>Memorial University</td>
<td>T-3019</td>
<td>(709) 737-8837</td>
</tr>
<tr>
<td>085</td>
<td>Lee N. June</td>
<td>Michigan State University</td>
<td>207 Student Services</td>
<td>(517) 355-2870</td>
</tr>
<tr>
<td>088</td>
<td>John O'Connell</td>
<td>Montana State University</td>
<td>Counseling &amp; Psychological Services</td>
<td>(406) 994-4531</td>
</tr>
<tr>
<td>091</td>
<td>Position Open</td>
<td>New Mexico State University</td>
<td>Box 3755 NMSU</td>
<td>(505) 646-2731</td>
</tr>
<tr>
<td>094</td>
<td>Judith Clementson</td>
<td>Northeastern University</td>
<td>Counseling &amp; Testing Center</td>
<td>(617) 437-2142</td>
</tr>
<tr>
<td>097</td>
<td>John A. Panella</td>
<td>Caron Newman</td>
<td>Jefferson City, TN 37760</td>
<td>(615) 475-9061</td>
</tr>
<tr>
<td>100</td>
<td>Lenora H. Thompson</td>
<td>Old Dominion University</td>
<td>Crittenton Hall</td>
<td>(804) 683-4401</td>
</tr>
<tr>
<td>103</td>
<td>Marvin H. Geller</td>
<td>Princeton University</td>
<td>Counseling Center</td>
<td>(609) 452-3285</td>
</tr>
<tr>
<td>106</td>
<td>Thomas E. Pustell</td>
<td>Rhode Island College</td>
<td>Providence, RI 02908</td>
<td>(401) 458-8094</td>
</tr>
<tr>
<td>107</td>
<td>Jim Woodruff</td>
<td>Roger Williams College</td>
<td>Center for Counseling</td>
<td>(401) 253-1040</td>
</tr>
<tr>
<td>108</td>
<td>Howard Hayward</td>
<td>Lewis University</td>
<td>Counseling &amp; Placement</td>
<td>(815) 838-0500</td>
</tr>
<tr>
<td>109</td>
<td>J. Michael Doyle</td>
<td>Loyola Marymount University</td>
<td>7101 West 80th Street</td>
<td>(213) 642-2886</td>
</tr>
<tr>
<td>110</td>
<td>Stephen Bemisley</td>
<td>Marshall University</td>
<td>Student Development Center</td>
<td>(304) 696-3111</td>
</tr>
<tr>
<td>111</td>
<td>Michael Gordon</td>
<td>Mercy College</td>
<td>Dobbs Ferry, NY 10522</td>
<td>(914) 693-4500</td>
</tr>
<tr>
<td>112</td>
<td>Gary Margeolle</td>
<td>Middleburg College</td>
<td>Carr Hall</td>
<td>(802) 388-3711</td>
</tr>
<tr>
<td>113</td>
<td>David Skeen</td>
<td>Muskingum College</td>
<td>New Concor, OH 43762</td>
<td>(614) 826-8141</td>
</tr>
<tr>
<td>114</td>
<td>Ronnie Brown</td>
<td>North Adams State College</td>
<td>Office of Counseling Services</td>
<td>(613) 664-4511</td>
</tr>
<tr>
<td>115</td>
<td>Kathy Hotelling</td>
<td>Northern Illinois University</td>
<td>Counseling &amp; Student Development Center</td>
<td>DeKalb, IL 60115</td>
</tr>
<tr>
<td>116</td>
<td>Michael Hanek</td>
<td>Ohio University</td>
<td>Counseling &amp; Psychological Services</td>
<td>3rd Floor, Hudson Health Center</td>
</tr>
<tr>
<td>117</td>
<td>John Free</td>
<td>Pepperdine University</td>
<td>Malibu, CA 90263</td>
<td>(213) 456-4210</td>
</tr>
<tr>
<td>118</td>
<td>James W. Westman</td>
<td>Purdue University</td>
<td>Psychological Services Center</td>
<td>(317) 494-6995</td>
</tr>
<tr>
<td>119</td>
<td>David Chandler</td>
<td>Rutgers College</td>
<td>Counseling Center</td>
<td>(201) 932-7864</td>
</tr>
</tbody>
</table>
145. Jonathan Slavin  
Tufts University  
Counseling Center  
Medford, MA 02155  
(617) 381-3360

146. Janet H. Hansche  
Tulane University  
Counseling & Testing Center  
New Orleans, LA 70118  
(504) 865-5761

147. Harold F. Conner  
Wentworth Institute of Technology  
550 Huntington Avenue  
Boston, MA 02115  
(617) 442-9010

148. Thomas O. Brown  
University of Akron  
Counseling & Testing Center  
Akron, OH 44325  
(216) 375-7082

149. Robert Stewart  
University of Alaska, Anchorage  
3211 Providence Drive  
Anchorage, AK 99507  
(901) 786-1570

150. Preston H. Slayden  
University of Arkansas  
at Little Rock  
2801 South University Ave.  
Little Rock, AR 72204  
(501) 569-3185

151. Position Open  
University of California - Irvine  
Counseling Center  
Irvine, CA 92217  
(714) 856-6457

152. Richard Allen  
University of California  
at Santa Cruz  
Santa Cruz, CA 95064  
(408) 429-2895

153. Ernie Neas  
University of Central Arkansas  
Bernard Hall  
Conway, AR 72032  
(501) 450-3138

154. Robert Harman  
University of Central Florida  
Counseling Center  
P.O. Box 25000  
Orlando, FL 32765  
(407) 275-2811

155. Milton E. Foreman  
University of Cincinnati  
Psychological Services Center  
315 Dyer Hall, ML 34  
Cincinnati, OH 45221  
(513) 556-0648

156. Steven D. Mueller  
University of Dayton  
300 College Park  
The Counseling Center  
Dayton, OH 45469  
(513) 229-3141

157. John B. Bishop  
University of Delaware  
Center for Counseling and Student Development  
Newark, DE 19716  
(302) 451-8107

158. James Archer, Jr.  
University of Florida  
Psychological & Vocational  
Counseling Center  
311 Little Hall  
Gainesville, FL 32611  
(904) 203-1990

159. Edward Kaneshige  
University of Hawaii  
2440 Campus Road  
Honolulu, HI 96822  
(808) 948-7600

160. Gerald E. Osborne  
University of Houston  
Counseling & Testing Service  
Houston, TX 77204-3242  
(713) 749-1736

161. Andy Smith  
University of Houston  
Clear Lake  
2700 Bay Area Boulevard  
Houston, TX 77058  
(717) 446-2215

162. Jim Morris  
University of Idaho  
UCG 309, Univ. of Idaho  
Moscow, ID 83843  
(208) 883-6176

163. Tom Seals  
University of Illinois  
at Urbana - Champaign  
212 Fred A. Turner Student Services Building  
610 E. John Street  
Champaign, IL 61820  
(217) 331-3701

164. Paul J. Johnston  
University of Illinois  
at Chicago  
P.O. Box 4388/MC 333  
Chicago, IL 60680  
(312) 996-3887

165. Valerie B. Jordan  
University of LaVerne  
1950 Third Street  
LaVerne, CA 91750  
(714) 593-3511

166. Michael Neuler  
University of Louisville  
2207 South Brook  
Counseling Center  
Louisville, KY 40292  
(502) 588-6585

167. Charles G. Grant  
University of Maine  
101 Fernald Hall  
Orono, ME 04469  
(207) 581-1392

168. Lillary J. Walker  
University of Manitoba  
474 University Centre  
Winnipeg, Manitoba  
Canada R3T 3M2  
(204) 474-8592

169. Michael Mond  
University of Maryland, Baltimore County  
Counseling Center  
Room 201 MP  
Baltimore, MD 21228  
(301) 455-2472

170. Sally Freeman  
University of Massachusetts, Amherst  
Center for Counseling and Development  
123 Berkshire House  
Amherst, MA 01003  
(413) 545-0233

171. Haloyon H. Carroll  
University of Massachusetts, Boston  
Director of Mental Health,  
Health Service  
Boston, MA 02125  
(617) 929-7170

172. Arthur Brucker  
University of Miami  
P.O. Box 261886  
Coral Gables, FL 33124  
(305) 284-5511

173. John S. Irvine  
University of Minnesota, Morris  
Behmler Hall  
Morris, MN 56267  
(612) 589-2211

174. Debra J. Schmidt  
University of Minnesota,  
Wacona  
1000 University Drive, SW  
Wacona, MN 56093  
(507) 835-1000

175. Jean K. Jones  
University of Mississippi  
300 Lyceum Building  
University, MS 38677  
(601) 232-7021

176. Bob McGrath  
University of Missouri, Columbia  
220 Parker Hall  
(314) 882-6601

177. George Schouwen gerdt  
University of Missouri, Rolla  
106 Rolla Building  
Rolla, MO 65401  
(314) 341-2211

178. Bob Carr  
University of Missouri,  
St. Louis  
Counseling Service  
8001 Natural Bridge Road  
St. Louis, MO 63121  
(314) 553-5711

179. Fred Weldon  
University of Montana  
Counseling Center  
Missoula, MT 59812  
(406) 243-4711

180. Vernon Williams  
University of Nebraska  
200 Administration  
Lincoln, NE 68588-0499  
(402) 472-3461

23.
| 182. | K. B. Rao  
University of Nevada, Reno  
Reno, NV 89557  
(702) 784-4177 |
|---|---|
| 183. | David M. J. Cross  
University of New Hampshire Counseling Center  
Schofield House  
Durham, NH 03824  
(603) 862-2090 |
| 184. | R. B. (Sam) Simon  
University of North Carolina, Charlotte  
Counseling Center  
Charlotte, NC 28223  
(704) 574-2105 |
| 185. | G. J. Becker  
University of North Dakota Counseling Center  
Box 8112, University Station  
Grand Forks, ND 58202  
(701) 777-2127 |
| 186. | Patrick Utz  
University of Notre Dame Counseling Center  
Notre Dame, IN 46556  
(219) 239-7336 |
| 187. | Ron May  
University of Oregon  
1590 E. 13th  
Eugene, OR 97405  
(503) 686-3227 |
| 188. | Line Chiaklett  
University of Ottawa Counseling Service  
35 Copernicus Street  
Ottawa, Ontario  
Canada K1N 6N5  
(613) 564-3327 |
| 189. | Steven D. Mullinix  
University of Pennsylvania  
361 Locust Walk  
Philadelphia, PA 19104-6222  
(215) 898-7021 |
| 190. | Robert P. Gallagher  
University of Pittsburgh  
334 William Pitt Union  
Pittsburgh, PA 15260  
(412) 648-7930 |
| 191. | Bob Stremba  
University of Puget Sound Counseling Center  
Tacoma, WA 98406  
(206) 756-3372 |
| 192. | Anne Lockwood  
University of St. Thomas  
1117 W. Main  
Houston, TX 77006  
(713) 522-7911 |
| 193. | Michiel Roy  
Universite de Sherbrooke  
Centre de Services aux Etudiants  
2500 Boul. Universite Sherbrooke que  
Canada J1K 2B1  
(819) 821-7666 |
| 194. | Donald A. Swanson  
University of South Carolina  
202 H. Wm. Close Building  
Columbia, SC 29208  
(803) 777-5223 |
| 195. | Bradford King  
University of Southern California  
University Park  
Los Angeles, CA 90089-0051  
(213) 743-7979 |
| 196. | Marsha Provost  
University of Tennessee, Chattanooga  
229 University Center  
Chattanooga, TN 37403  
(613) 755-4438 |
| 197. | Richard L. Nash  
University of Tennessee, Knoxville  
900 Vol. Boulevard  
Knoxville, TN 37996-4250  
(615) 974-2196 |
| 198. | Tom Brian  
University of Tulsa  
Alexander Health Center  
600 S. College  
Tulsa, OK 74104-3189  
(918) 631-2200 |
| 199. | R. James Clack  
University of West Virginia  
204 University Way  
Charlestowne, WV 22903  
(804) 394-3751 |
| 200. | John W. Broedel  
University of Washington  
401 Schmitz PB-05  
1400 NE Campus Parkway  
Seattle, WA 98195  
(206) 563-1240 |
| 201. | J. L. Williams  
University of Waterloo  
Counseling Services, N.H. 2080  
Waterloo, Ontario  
Canada N2L 3G1  
(519) 885-1211 |
| 202. | John C. Hoffman  
University of Windsor  
Dean of Student Affairs  
Windsor, Ontario  
Canada N9B 3P4  
(519) 253-4232 |
| 203. | Rae Schilling-Smets  
University of Wisconsin, Eau Claire  
UEMC Counseling & Testing  
Eau Claire, WI 54702-4004  
(715) 834-7059 |
| 204. | Richard Jansen  
University of Wisconsin, Green Bay  
Counseling & Health Services, GS 1400  
2420 Nicolet Drive  
Green Bay, WI 54311-7001  
(414) 465-2363 |
| 205. | Thomas K. Hocking  
University of Wisconsin, Oshkosh  
Dempsey Hall 201  
Oshkosh, WI 54901  
(414) 267-2061 |
| 206. | S. H. Getersinger  
University of Wisconsin, Stevens Point  
Delzell Hall  
Stevens Point, WI 54481  
(715) 346-3553 |
| 207. | Stewart E. Cooper  
Valparaiso University  
Student Counseling & Development Center  
Valparaiso, IN 46383  
(219) 464-5002 |
| 208. | Maury Lacher  
Vassar College  
Counseling Service  
Poughkeepsie, NY 12601  
(914) 437-5700 |
| 209. | John G. Coscarelli  
Virginia Commonwealth University  
913 W. Franklin Street  
Richmond, VA 23213  
(804) 367-1647 |
| 210. | Tom Cook  
Virginia Tech  
152 Henderson Hall  
Blacksburg, VA 24061  
(703) 231-6557 |
| 211. | Marianne Schubert  
Wake Forest University  
P.G. 7385 Reynolds Station  
Winston-Salem, NC 27109  
(919) 761-5273 |
| 212. | Harold Hula  
Washburn University  
1700 College  
Topeka, KS 66621  
(913) 295-6419 |
| 213. | Barbara Hammond  
Washington State University  
300 Ad Annex  
Pullman, WA 99164-4130  
(509) 335-4511 |
| 214. | Robert Easton  
Washington University  
In St. Louis  
Box 1053 Washington Univ.  
One Brookings Drive  
St. Louis, MO 63130  
(314) 889-5980 |
| 215. | Lin Brumels  
Wayne State College  
Wayne, NE 68787  
(402) 375-2200 |
| 216. | Richard Southwick  
Weber State College  
Counseling Center MC 1402  
Ogden, UT 84408  
(801) 626-6406 |
| 217. | John Ritchie  
Western Carolina University  
Counseling & Psychological Services - Scott Bldg.  
Cullowhee, NC 28723  
(704) 227-7469 |
<table>
<thead>
<tr>
<th>No.</th>
<th>Name</th>
<th>Institution</th>
<th>Address</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>218</td>
<td>George Kane</td>
<td>West Chester University</td>
<td>West Chester, PA 19383 (215) 436-2301</td>
<td></td>
</tr>
<tr>
<td>219</td>
<td>Richard H. Greer</td>
<td>Western Kentucky University</td>
<td>408 Tate Page Hall Bowling Green, KY 42101</td>
<td>(502) 745-3159</td>
</tr>
<tr>
<td>220</td>
<td>Norman Kiracofe</td>
<td>Western Michigan University</td>
<td>Student Services Bldg. 2510 Kalamazoo, MI 49008</td>
<td>(616) 387-1850</td>
</tr>
<tr>
<td>221</td>
<td>Position Open</td>
<td>Westminster College</td>
<td>New Wilmington, PA 16171 (412) 966-7339</td>
<td></td>
</tr>
<tr>
<td>222</td>
<td>Darold Engebretson</td>
<td>Wright State University</td>
<td>F. A. White Center Dayton, OH 45435 (513) 873-3407</td>
<td></td>
</tr>
<tr>
<td>223</td>
<td>C. Docey</td>
<td>Xavier University</td>
<td>Sycamore House, Xavier Dr. Cincinnati, OH 45207</td>
<td>(513) 745-3531</td>
</tr>
<tr>
<td>224</td>
<td>George Letchworth</td>
<td>Youngstown State University</td>
<td>Youngstown, OH 44555 (216) 742-3056</td>
<td></td>
</tr>
<tr>
<td>225</td>
<td>Rom Oakland</td>
<td>Austin Peay State University</td>
<td>Box 4397 APSU Counseling and Testing</td>
<td>(615) 648-6161</td>
</tr>
<tr>
<td>226</td>
<td>J. Keith Blewens</td>
<td>Baylor University</td>
<td>Box 7060 Waco, TX 76798 (817) 755-2461</td>
<td></td>
</tr>
<tr>
<td>227</td>
<td>Jeanne M. Walker</td>
<td>Chapman College</td>
<td>333 N. Glassell Avenue Orange, CA 92666</td>
<td>(714) 997-6778</td>
</tr>
<tr>
<td>228</td>
<td>Susan McGinness</td>
<td>Ft. Lewis College</td>
<td>260 Noble Hall Durango, CO (303) 247-7212</td>
<td></td>
</tr>
<tr>
<td>229</td>
<td>Spencer Deakin</td>
<td>Frostburg State University</td>
<td>Pullee Hall 109 Frostburg, MD 21532 (301) 689-4234</td>
<td></td>
</tr>
<tr>
<td>230</td>
<td>Kathleen Peoples</td>
<td>Gallaudet University</td>
<td>University Counseling Center - Ely Center</td>
<td></td>
</tr>
<tr>
<td>231</td>
<td>Jeanne Henjum</td>
<td>Macalester College</td>
<td>1600 Grand Avenue St. Paul, MN 55106 (612) 696-6199</td>
<td></td>
</tr>
<tr>
<td>232</td>
<td>Donald H. Craig</td>
<td>Mankato State University</td>
<td>MSU Box 4 Mankato, MN 56002 (507) 389-1455</td>
<td></td>
</tr>
<tr>
<td>233</td>
<td>Ted Richardson</td>
<td>Marquette University</td>
<td>1324 W. Wisconsin Avenue Milwaukee, WI 53233</td>
<td>(414) 288-7172</td>
</tr>
<tr>
<td>234</td>
<td>Rosie Phillips Bingham</td>
<td>Memphis State University</td>
<td>111 Scates Hall Memphis, TN 38152 (901) 896-2124</td>
<td></td>
</tr>
<tr>
<td>235</td>
<td>Helen Deneselya</td>
<td>Mount Union College</td>
<td>1972 Clark Avenue Alliance, OH 44601 (216) 823-2485</td>
<td></td>
</tr>
<tr>
<td>236</td>
<td>Julie Oling</td>
<td>North Georgia College</td>
<td>Barnes Hall, Room 210 Dahlonega, GA 30533</td>
<td>(404) 864-1819</td>
</tr>
<tr>
<td>237</td>
<td>Susan Williams</td>
<td>Potsdam College of the</td>
<td>State University of New York Room 216, Sisson Hall Potsdam, NY 13676 (315) 267-2330</td>
<td></td>
</tr>
<tr>
<td>238</td>
<td>Mary E. DePauw</td>
<td>Saint Mary’s College</td>
<td>165 LeMans Hall Notre Dame, IN 46556 (219) 284-4565</td>
<td></td>
</tr>
<tr>
<td>239</td>
<td>Catherine Waters</td>
<td>Seton Hall University</td>
<td>2nd Floor S. Orange Avenue S. Orange, NJ 07079</td>
<td>(201) 761-9500</td>
</tr>
<tr>
<td>240</td>
<td>Stan Fornal</td>
<td>Syracuse University</td>
<td>311 Waverly Avenue Syracuse, NY 13244 (315) 443-4715</td>
<td></td>
</tr>
<tr>
<td>241</td>
<td>Bill Connor</td>
<td>University of Alaska, Fairbanks</td>
<td>Center for Health &amp; Counseling Fairbanks, AK 99775-0440</td>
<td></td>
</tr>
<tr>
<td>242</td>
<td>Judy Mack</td>
<td>University of California, Davis</td>
<td>North Hall Counseling Center Davis, CA 95616</td>
<td>(916) 732-0871</td>
</tr>
<tr>
<td>243</td>
<td>James W. Lichtenberg</td>
<td>University of Kansas University</td>
<td>Counseling Center 116 Bailey Hall Lawrence, KS 66045</td>
<td>(913) 384-3931</td>
</tr>
<tr>
<td>244</td>
<td>Diane McKinstry</td>
<td>University of North Carolina</td>
<td>601 S. College Road Wilmington, NC 28403 (919) 395-3280</td>
<td></td>
</tr>
<tr>
<td>245</td>
<td>William R. Wayne</td>
<td>University of Oklahoma</td>
<td>731 Elm Avenue N-325 Norman, OK 73019 (405) 325-2911</td>
<td></td>
</tr>
<tr>
<td>246</td>
<td>Wes Morrill</td>
<td>University of Utah</td>
<td>450 ESS Salt Lake City, UT 84112 (801) 581-6826</td>
<td></td>
</tr>
<tr>
<td>247</td>
<td>Don Nance</td>
<td>Wichita State University</td>
<td>Counseling Center Wichita, KS 67208-1595 (310) 689-3440</td>
<td></td>
</tr>
</tbody>
</table>

*225 - 227 are late entries*