

**NATIONAL SURVEY OF
COUNSELING CENTER DIRECTORS
2005**

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**The Association of University and College Counseling Center Directors
(AUCCCD)**

The American College Counseling Association (ACCA)

Publisher: The International Association of Counseling Services, Inc.

Monograph Series Number 80

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Project Support

The publisher of this monograph is the International Association of Counseling Services (IACS). As the accrediting agency for counseling centers in a wide variety of settings, the primary objective for the Association is the maintenance of quality service delivery. The basic purposes of the Association are to encourage and aid counseling centers and agencies to meet high professional standards, to inform the public about those that are competent and reliable, and to foster communication among the centers and agencies.

This project could not be accomplished without the financial support of the Provost's office at the University of Pittsburgh, the space provided by the School of Education's Department of Administrative and Policy Studies and the web page assistance of its Technical Support Office. Funding has also been generously provided by AUCCCD and ACCA, our two sponsoring associations.

The Association of University and College Counseling Center Directors (AUCCCD) is a non-profit organization whose primary purpose is to promote the institutional and practice needs and interests of university and college counseling centers. Membership consists of counseling center directors from varied institutions across the country.

The American College Counseling Association (ACCA) actively promotes ethical professional counselor practice and training in higher education settings, ACCA offers opportunities for advocacy and leadership, provides continuing education, facilitates communication within the profession, funds and disseminates research, and publicly recognizes meritorious contributions to the profession.

ACCA WEBSITE: www.collegecounseling.org

Overview

The National Survey of Counseling Center Directors has been conducted since 1981 and includes data provided by the administrative heads of college and university counseling centers in the United States and Canada. It began as a project of the Urban Task Force of the Association of University College Counseling Center Directors, and is now a joint endeavor of AUCCCD, ACCA and the International Association of Counseling Services.

The survey attempts to stay abreast of current trends in counseling centers and to provide counseling center directors with ready access to the opinions and solutions of colleagues to problems and challenges in the field. The areas addressed cover a range of concerns including budget trends, current concerns, innovative programming, and a number of other administrative, ethical and clinical issues.

Responses to certain items are coded, allowing opportunity for directors to contact colleagues for further information on programs or initiatives that they have undertaken. A directory of all participants is provided to assist with these, and other, networking opportunities.

The 2005 survey includes data provided by directors from 366 counseling centers, representing institutions from numerous states and provinces.

2005 SURVEY HIGHLIGHTS (N=366)

More complete data by institutional size are provided with the survey summary data. Also see Appendices A, B, & C for summary text data.

- 40 centers (10.9 %) charge for personal counseling; down from a peak of 17.2%. Most of these (79%) begin charging only after a number of free sessions. The mean fee charged is \$19 (\$25 when third party payments are collected) and the mean annual income is \$27,332 (\$51,958 when there are 3rd party payers). Only 5 centers reported collecting from 3rd parties. (Items 1-4).
- 42.8% of centers are fully or partially supported by mandatory fees. 18.6% bring money into center through other methods. Income generating ideas are shared in Appendix A (Items 5& 6)
- 78.4 % had salary increases. 12.6 % had raises over 3% which is up from 8.2% in 2004. 29.2% reported increases in “other costs” budget. (Up from 19.5% in 2003) (Item 8)
- Across all centers, 110 new staff positions were created in 2005 and 42 positions were lost. (9&10)
- Types of paid benefits for staff are reported. (Item 11)
- Counselors spend 58.2% of their time providing direct service to students. Full-time counselors with no other primary assignments are expected to have 22.8 client hrs. per week (Items 12&13)
- The percentage of clients who do not return for a second visit is approximately the same whether they have been triaged (17.8%) or non-triaged (17%). (Items 17 &19)
- The ratio of counselors to students is 1 to 1,698; smaller schools have better ratios. (Item 20)
- 46.6% limit the no. of client sessions. (Up 6.3% from 2004) The average number of client sessions is 5.6. The average for centers with no session limit is 5.8 (Item 21)
- There were 6 lawsuits against centers in 2004. The suits involved a boundary violation, two former staff members sued after being dismissed, a charge of inappropriate hospitalization (unfounded), and a charge of ineffective treatment prior to a student’s suicide. (Item 22)
- Administrative concerns of directors are reported under item 23.
- 9% of all students sought counseling last year. (Range 1-61%). (Item 24)
- 58.5% of schools offer psychiatric services on campus (Up 4.5% since 2004) and provide 23.8 psychiatric consultations per week on average. The number of consultation hours per week per 1,000 students is 4.0. Up from 2.1 in 2004. (Items 25-27)

- 17.1 % of center clients are referred for psychiatric evaluation (Up from 12 % in 2004) and 25.1% of center clients are on psychiatric medication. The latter is up from 20% in 2003, 17% in 2000, and 9% in 1994. (Items 28 & 30)
- 95 % of directors report an increase in students coming to counseling who are already on psychiatric medication (Up from 92% in 2004). (Item 29)
- 80% of directors believe they have need of more psychiatric consulting hours. (Item 31)
- 90.3 % of directors believe that in recent years there has been an increase in the number of center clients with severe psychological problems (Item 32)
- Directors report that 42.8% of their clients have severe psychological problems, 8.5% have impairment so serious that they cannot remain in school, or can only do so with extensive psychological/psychiatric help, while 34.5% experience severe problems but can be treated successfully with available treatment modalities. (Item 33)
- 96% of directors believe that the increase of students with more serious problems is a growing concern in their centers, 78% believe it is a growing concern for the administration, 69% for faculty and 88.5% for Residence Life Staff. (Item 34)
- Initiatives to respond to the increase in more serious problems are listed under item 35.
- 375 cases of obsessive pursuit were reported, with 92 students being injured and 4 being killed by their pursuer. (Items 36-38)
- 2,462 students were hospitalized for psychological reasons. Up from 2,210 last year. (Item 39)
- When a depressed client with suicidal ideation, but who does not meet criteria for involuntary hospitalization, insists that you not involve family, only 4.3 % of directors would do so, 68.8% would not, and 27% said that they would need more information before deciding. See item #41 for full scenario.
- Most colleges provide a variety of services to reduce the risk of suicide including counseling centers, medical services, stress reduction workshops, emergency services, and off-campus referral networks. Less than 50% of directors, however, report that schools provide adequate campus wide public education about suicide, programs and materials for parents, student support networks, and post-vention programs. (See item 42 for more detailed information)
- Directors reported 154 student suicides in the past year. 27 of these were current or former counseling center clients, 75% were males, 83% were undergraduates, and most of the suicides (61%) occurred off-campus. 81% were Caucasian, 11% were Asian or Pacific Islanders and 1.6 % were African American. To the extent that it was known, 45% of the students were depressed and 27% had relationship problems, 32% were known to have made previous attempts, 39% were on psychiatric medication and 20% had a previous psychiatric hospitalization. 26% committed suicide by use of a firearm, 21% by hanging, 14% by ingesting toxic substances, 13% by jumping, and 26% by other methods. (Items 43-50).

- When asked about other service provision concerns directors expressed greater concern in every category as compared to 2004. (Item 51)

	<u>2004</u>	<u>2005</u>
Increase in self injury reports	54.9%	68.7%
Need to find better referral sources for students needing long term care	54.3%	67.0%
Growing demand for services without needed increase in resources	53.7%	59.4%
Increased demand for crisis counseling	44.8%	50.6%
Responding to needs of learning disabled students	39.2%	45.6%
Increase in number of students with eating disorders	36.0%	39.2%
Increase in sexual assault cases	18.3%	24.6%
Increase in number of students reporting earlier sexual abuse.	19.5%	23.4%

- 48.7% of centers participated in Depression Screening Days. (Up from 41.6% in 2004) 9,416 students were screened and 3,484 were referred for counseling. (Items 52-53)
- 21% of centers participated in Anxiety Screening Days. 2,481 students were screened and 991 were referred for treatment. (Items 54-55)
- 71% of centers use general student evaluation forms to assess client outcomes. 15.6% use pre-and post-testing and 16.5% use a post-therapy assessment of goal attainment. See Appendix C for other assessment strategies. (Item 56)
- When clients are asked on evaluation forms 54.6% report that counseling helped them to remain in school and 60% claim that it helped their academic performance. (Items 57-58)
- 85.2% of directors believe that higher administration has a growing awareness of the increased demand for counseling services and the greater complexity of the problems students bring to counseling centers. 39.2% of directors (up from 35%) believe that this has already led to an increase in resources for their centers and 20.4% (up from 15%) believe that new resources will be forthcoming. (Items 59-60)
- See item 61 for salaries of new employees, item 62 for salaries of current employees based on years of service, and item 63 for director's salaries broken down by size of staff and years of service.

2005 Director's Survey Data

Director's Gender

Male	172	47.4%
Female	191	52.6%

Director's Racial/Ethnic Identification

African American	18	4.9%
Hispanic American	7	1.9%
Native American	1	0.3%
White/Caucasian	331	90.9%
Asian American	4	1.1%
Other	3	0.8%

Staff Members Gender/Orientation

Male	773	34.0%
Female	1,503	66.0%
Gay/Lesbian/Bisexual	232	10.5%
Heterosexual	1,969	89.5%

Staff Members Ethnicity

African American	190	8.5%
Asian American	124	5.5%
Hispanic American	109	4.8%
Native American	15	0.7%
White/Caucasian	1,775	79.0%
Other	35	1.6%

Director's Highest Degree

Doctorate - Clinical/Counseling Psychology	234	64.5%
Masters - Clinical/Counseling Psychology	22	6.1%
Doctorate - Social Work	1	0.3%
Masters - Social Work (MSW)	28	7.7%
Doctorate - Counseling / Counseling Education / Mental Health	36	9.9%
Masters - Counseling / Counseling Education / Mental Health	22	6.1%
Doctorate - Student Personnel	1	0.3%
Masters - Student Personnel	2	0.6%
M.D.	2	0.6%
Other (please specify)	15	4.1%
363		

Director's Professional Identity

Clinical Psychologist	97	26.9%
Counseling Psychologist	158	43.9%
Psychiatrist	1	0.3%
Mental Health Professional	19	5.3%
Social Worker	22	6.1%
Student Personnel Administrator	2	0.6%
Professional Counselor	40	11.1%
Other (please specify)	21	5.8%
360		

Other doctorates include: School Psychology, Education, Ministry, Human Development and I/O Psychology and Administration/Counseling.

Other masters including: Public Health, Nursing (CRNP), Marriage, Family, and Special Education and Certificate of Advanced Graduate Study (3)

	SCHOOL SIZE												Total		
	Under 2,500			Between 2,500 - 7,500			Between 7,500 - 15,000			Over 15,000					mean
	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#
I04.) School Size															
		28.4%	103		25.9%	94		19.0%	69		26.7%	97			363
I05.) School Status															
Private		92.2%	95		57.0%	53		36.8%	25		9.2%	9		50.3%	182
Public or State Related		7.8%	8		43.0%	40		63.2%	43		90.8%	89		49.7%	180
			103			93			68			98			362
Q01.) Centers that charge a fee for personal counseling:															
Yes		1.0%	1		5.3%	5		11.4%	8		26.3%	26		10.9%	40
No		99.0%	102		94.7%	89		88.6%	62		73.7%	73		89.1%	326
			103			94			70			99			366
Q02.) When Centers start charging fees for personal counseling:															
From the first session			0		20.0%	1		12.5%	1		25.0%	7		21.4%	9
After a certain number of sessions		100.0%	1		80.0%	4		87.5%	7		75.0%	21		78.6%	33
			1			5			8			28			42
Q03.)Centers that collect third party payments for personal counseling:															
Yes			0			0		14.3%	2		8.8%	3		6.8%	5
No		100.0%	14		100.0%	12		85.7%	12		91.2%	31		93.2%	69
			14			12			14			34			74
Q03.) Centers that collect 3rd party payments charge, on average, \$25 per session (range 10 - 60) and earn \$52K annually (range 2 - 161K)															
Q04.) Centers that charge for counseling but do not collect 3rd party payments charge \$19.50 per session (range 4 - 55), and earn \$27K annually (range 1 - 100K)															
Q05.) Centers supported by a mandatory fee:															
Yes, fully		10.8%	11		13.0%	12		16.2%	11		26.5%	26		16.7%	60
Yes, partially		12.8%	13		23.9%	22		41.2%	28		31.6%	31		26.1%	94
No		76.5%	78		63.0%	58		42.6%	29		41.8%	41		57.2%	206
			102			92			68			98			360
Q06A.) Centers employing innovative ideas to earn income for the Center:															
No		92.0%	92		92.2%	83		79.1%	53		62.2%	61		81.4%	289
Yes		8.0%	8		7.8%	7		20.9%	14		37.8%	37		18.6%	66
			100			90			67			98			355

	Under 2,500			Between 2,500 - 7,500			SCHOOL SIZE Between 7,500 - 15,000			Over 15,000			Total			
	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#	
Q06B.) Centers employing innovative ideas to earn income for the Center:																
	If yes - how much was earned last year?	2,863	(300 - 11.5k)	8	7,596	(300 - 27.5k)	6	31,627	(1.5k - 225k)	13	42,206	(500 - 200k)	33	31,207	(300 - 225k)	60
	See Appendix A for programs earning \$10,000 or more															
Q07.) Centers that provide a national testing service:																
	Yes		8.7%	9		17.0%	16		24.6%	17		30.6%	30		19.8%	72
	No		91.3%	94		83.0%	78		75.4%	52		69.4%	68		80.2%	292
				103			94			69			98			364
Q08.) Budget issues in the past year:																
Q8A.) Salaries (cost of living or merit):																
	Decreased		5.8%	6		2.1%	2		1.4%	1		3.0%	3		3.3%	12
	Stayed the same		21.4%	22		14.9%	14		22.9%	16		15.2%	15		18.3%	67
	Increased 1-3%		61.2%	63		71.3%	67		68.6%	48		63.6%	63		65.8%	241
	Increased 4-6%		7.8%	8		9.6%	9		5.7%	4		17.2%	17		10.4%	38
	Increased 7% or more		3.9%	4		2.1%	2		1.4%	1		1.0%	1		2.2%	8
				103			94			70			99			366
Q8B.) Other costs budget:																
	Increased		23.5%	24		23.3%	21		34.3%	24		37.1%	36		29.2%	105
	Remained the same		57.8%	59		64.4%	58		57.1%	40		51.5%	50		57.7%	207
	Decreased		18.6%	19		12.2%	11		8.6%	6		11.3%	11		13.1%	47
				102			90			70			97			359
Q09.) Number of staff positions gained in the past year: (A new position, not a replacement)																
		0.8	(0.5 - 1.5)	18	0.8	(0.5 - 1)	26	1.1	(0.5 - 3.5)	25	1.2	(0.5 - 4)	41	1	(0.5 - 4)	110
Q10.) Number of staff positions lost in the past year: (Positions not replaced)																
		1.4	(0.5 - 6.5)	10	1.4	(0.5 - 2.5)	7	1.1	(0.5 - 2)	10	1.5	(0.5 - 5)	15	1.3	(0.5 - 6.5)	42

	Under 2,500			Between 2,500 - 7,500			SCHOOL SIZE Between 7,500 - 15,000			Over 15,000			Total		
	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#
Q11A.) Listing of existing positions and their covered benefits in Centers:															
A.) Director															
Position Exists			100			92			68			97			357
Professional Dues			71			57			30			35			193
License Fee			46			29			21			16			112
Malpractice Insurance			54			35			20			30			139
Conference Costs			79			87			57			88			311
B.) Training Director															
Position Exists			5			13			21			68			107
Professional Dues			2			3			10			19			34
License Fee			2			3			8			11			24
Malpractice Insurance			5			5			5			22			37
Conference Costs			3			10			17			56			86
C.) Assistant Director															
Position Exists			20			34			28			52			134
Professional Dues			9			16			9			15			49
License Fee			5			8			7			10			30
Malpractice Insurance			11			14			5			16			46
Conference Costs			12			27			20			39			98
D.) Clinical Director															
Position Exists			2			4			6			37			49
Professional Dues			2			1			3			9			15
License Fee			1			0			2			5			8
Malpractice Insurance			1			3			2			9			15
Conference Costs			2			4			6			25			37
E.) Coordinator															
Position Exists			1			6			13			38			58
Professional Dues			1			2			7			6			16
License Fee			1			0			3			5			9
Malpractice Insurance			0			0			3			10			13
Conference Costs			1			5			11			27			44
F.) Professional Staff															
Position Exists			61			81			61			98			301
Professional Dues			31			30			18			21			100
License Fee			22			19			13			16			70
Malpractice Insurance			33			27			16			30			106
Conference Costs			42			73			46			67			228
G.) Pre-Doctoral Intern															
Position Exists			14			20			22			61			117
Professional Dues			0			0			2			1			3
License Fee			0			0			1			2			3
Malpractice Insurance			3			3			4			15			25
Conference Costs			4			7			12			33			56
H.) Post-Doctoral Intern															
Position Exists			7			15			13			25			60
Professional Dues			0			1			1			2			4
License Fee			0			1			1			0			2
Malpractice Insurance			1			4			6			9			20
Conference Costs			2			9			10			11			32

	SCHOOL SIZE														
	Under 2,500			Between 2,500 - 7,500			Between 7,500 - 15,000			Over 15,000			Total		
	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#
Q11B.) Amount of money provided for staff to attend professional conferences. (Note, the mean amount for directors in the Total column is reduced because it includes a large number of small schools where no money or very little is provided for professional development. Training directors and Clinical directors tend not to exist at these schools.)															
A.) Director	853	(0 - 2.5k)	73	1053.4	(50 - 5k)	73	1309.1	(230 - 5k)	58	1485.6	(300 - 4k)	80	1175.8	(0 - 5k)	284
B.) Training Director	933	(800 - 1k)	3	1188.9	(300 - 2k)	9	1126.5	(200 - 3k)	17	1262.5	(400 - 2.5k)	56	1215.9	(200 - 3k)	85
C.) Assistant Director	807	(75 - 2k)	17	897.9	(200 - 2k)	24	934.8	(350 - 3k)	23	1122.5	(250 - 2k)	40	977.6	(75 - 3k)	104
D.) Clinical Director	1,500	(1k - 2k)	2	1150	(1k - 1.25k)	3	758.3	(100 - 2k)	6	1185.7	(400 - 2.5k)	28	1133.3	(100 - 2.5k)	39
E.) Coordinator				616.7	(200 - 1.5k)	6	663.6	(300 - 1.2k)	11	915	(250 - 2k)	30	818.1	(200 - 2k)	47
F.) Professional Staff	552	(0 - 2k)	44	741	(50 - 2k)	67	836.2	(0 - 5k)	54	818.9	(65 - 2k)	75	752.1	(0 - 5k)	240
G.) Pre-Doctoral Intern	138	(0 - 250)	4	400	(0 - 1.5k)	8	169.4	(0 - .5k)	18	349.4	(50 - 1.1k)	41	297.5	(0 - 1.5k)	71
H.) Post-Doctoral Intern	225	(200 - 250)	2	491.7	(100 - 1k)	6	802.3	(75 - 5k)	11	378.3	(0 - 1k)	15	526.5	(0 - 5k)	34
Q12.) During the Fall and Spring terms, the percentage of time that a full time counselor spends on the following areas: (Please have your total equal 100%)															
Q12A.) Direct Service (Individual/group counseling, intakes, assessment, crisis intervention, student workshops or outreach)	59.1%	(6 - 92)	101	61.9%	(5 - 85)	92	57.3%	(6 - 75)	70	54.4%	(5 - 75)	99	58.2%	(5 - 92)	362
Q12B.) Indirect Service (Supervision, RA/peer/clinical training, consultation, case conferences, case notes and other outreach)	20.1%	(2 - 60)	101	19.6%	(3 - 50)	92	23.8%	(2 - 40)	70	23.2%	(2 - 50)	98	21.5%	(2 - 60)	361
Q12C.) Administrative Services (Staff business meetings, committee work, Center management, and professional development)	15.0%	(1 - 45)	99	13.4%	(1 - 40)	90	12.9%	(1 - 40)	70	15.0%	(1 - 74)	97	14.2%	(1 - 74)	356
Q12D.) Other (Research, teaching, etc.)	8.9%	(1 - 33)	57	8.2%	(1 - 25)	44	7.3%	(1 - 22)	33	8.0%	(1 - 30)	67	8.2%	(1 - 33)	201
Q13.) Based on a 40 hour week, these are the client contact hour expectations for full-time counselors with no other primary assignment (e.g., training/clinical director, program coordinator, etc.). Scheduled hours - without subtracting for cancellations.															
	23	(10 - 34)	83	24.1	(15 - 40)	89	22.7	(4 - 30)	68	21.6	(4 - 30)	95	22.8	(4 - 40)	335
Q17.) Percentage of triaged clients who do not return for next session with assigned counselor:															
	36.5%	(3.03 - 100)	9	18.0%	(1.4 - 70)	6	14.4%	(2 - 32)	10	12.4%	(2 - 70.6)	25	17.8%	(1.4 - 100)	50
Q19.) Percentage of non-triaged clients who do not return for a second visit:															
	15.2%	(1 - 100)	44	12.8%	(1 - 50)	32	27.0%	(1.6 - 88.6)	19	18.7%	(2.6 - 95)	18	17.0%	(1 - 100)	113
Q20) The ratio of mental health professionals on campus to students:															
	1 : 873	(188 - 2.5k)	103	1 : 1,575	(491 - 6.8k)	91	1 : 2,222	(606 - 18.9k)	70	1 : 2305	(450 - 10.7k)	98	1 : 1698	(188 - 18.8k)	361

		SCHOOL SIZE														
		Under 2,500			Between 2,500 - 7,500			Between 7,500 - 15,000			Over 15,000			Total		
		mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#
Q21A.)The statements most in line with Center's policies about session limits:																
	We tend to limit (with some exceptions) the number of client counseling sessions allowed.		29.6%	29		41.8%	38		48.5%	33		67.4%	64		46.6%	164
	We tend not to place any limits (with some exceptions) on the number of sessions clients may have.		70.4%	69		58.2%	53		51.5%	35		32.6%	31		53.4%	188
				98			91			68			95			352
Q21B.)The statements most in line with Center's policies about average session limits:																
	We tend to limit (with some exceptions) the number of client counseling sessions allowed. What was your client session average last year?	5.8	(2.7 - 11)	26	6.3	(3 - 30)	35	5.1	(2 - 10)	27	5.4	(2.54 - 15)	59	5.6	(2 - 30)	147
	We tend not to place any limits (with some exceptions) on the number of sessions clients may have. Client session average last year?	6.1	(2.5 - 30)	56	5.7	(2.5 - 12)	42	5.7	(3 - 12)	28	5.4	(2.5 - 12)	25	5.8	(2.5 - 30)	151
				82			77			55			84			298
Q22.) Centers that had a lawsuit filed against them in the past year?																
	Yes			0			0		2.9%	2		4.0%	4		1.6%	6
	No			103			94		97.1%	68		96.0%	95		98.4%	360
				103			94			70			99			366
	See Appendix B for more details															
Q23.) Some particular administrative concerns that Center's have (check all that apply):																
	Increased paperwork		25.7%	26		29.0%	27		15.7%	11		37.8%	37		27.9%	101
	Need for more accountability data		35.6%	36		36.6%	34		41.4%	29		52.0%	51		41.4%	150
	Maintaining staff motivation		21.8%	22		23.7%	22		38.6%	27		42.9%	42		31.2%	113
	Difficulty finding minority candidates to fill open positions		22.8%	23		38.7%	36		47.1%	33		54.1%	53		40.1%	145
	Boundary issues with administration		49.5%	50		26.9%	25		11.4%	8		12.2%	12		26.2%	95
	Administrative issues related to the handling of students with severe psychological problems		72.3%	73		60.2%	56		52.9%	37		46.9%	46		58.6%	212
	Waiting list problems		14.9%	15		21.5%	20		24.3%	17		31.6%	31		22.9%	83
	Inadequate technical support		22.8%	23		23.7%	22		27.1%	19		27.6%	27		25.1%	91
	Finding appropriate referral sources for students needing long term help		65.3%	66		60.2%	56		57.1%	40		66.3%	65		62.7%	227
	A growing demand for services without an appropriate increase in resources		58.4%	59		64.5%	60		75.7%	53		70.4%	69		66.6%	241
	Other (please specify)		16.8%	17		18.3%	17		8.6%	6		14.3%	14		14.9%	54
				n = 101			n = 93			n = 70			n = 98			n = 362
Q24) Percentage of student body that sought counseling last year:																
		13.7%	(2.5 - 61.5)	94	8.8%	(1.3 - 31.7)	86	6.8%	(2.4 - 29.2)	64	6.0%	(2.2 - 25)	92	9.0%	(1.3 - 61.5)	336

		Under 2,500			Between 2,500 - 7,500			SCHOOL SIZE Between 7,500 - 15,000			Over 15,000			Total		
		mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#
Q25.) Centers that have psychiatric services available on campus?																
	Yes, in the Counseling Center only		24.3%	25		37.6%	35		45.7%	32		36.7%	36		35.2%	128
	Yes, in the Student Health Center only		2.9%	3		8.6%	8		17.1%	12		27.6%	27		13.7%	50
	Yes, in both Counseling and Student Health Centers		2.9%	3		4.3%	4		7.1%	5		17.4%	17		8.0%	29
	Yes, at other places on campus			0		1.1%	1		1.4%	1		4.1%	4		1.6%	6
	No, but we contract out for psychiatrists and pay fee		6.8%	7		5.4%	5		7.1%	5		3.1%	3		5.5%	20
	No access to psychiatrists except as a private referral		63.1%	65		43.0%	40		21.4%	15		11.2%	11		36.0%	131
				103			93			70			98			364
Q26.) For Centers with psychiatric services, the number of psychiatric consultation hours available per week during the academic year:																
		12.6	(0.5 - 150)	35	9.3	(0.75 - 120)	51	21.1	(0.5 - 216)	49	39.6	(1 - 161)	80	23.8	(0.5 - 216)	215
Q27) Psychiatric hours per 1000 students per week:																
		6.6	(0.652 - 63.6)	33	2.2	(0.11 - 23.08)	50	5.6	(0.006 - 85.7)	50	3.1	(0.006 - 69)	81	4	(0.006 - 85.7)	214
Q28.) The estimated percentage of Center's clients who take psychiatric medication:																
		24.8%	(4 - 65)	99	24.3%	(2 - 70)	87	26.1%	(7 - 65)	65	25.4%	(5 - 52)	94	25.1%	(2 - 70)	345
Q29.) Centers that believe there has been an increase in recent years in the number of Center clients that have taken psychiatric medication before arriving at the Center:																
	Yes		91.1%	92		94.4%	85		98.5%	66		96.9%	95		94.9%	338
	No		8.9%	9		5.6%	5		1.5%	1		3.1%	3		5.1%	18
				101			90			67			98			356
Q30.) The approximate percentage of clients who are referred for psychiatric evaluation:																
		15.4%	(2 - 53)	98	15.2%	(2 - 60)	85	18.4%	(1 - 55)	64	19.7%	(5 - 52)	93	17.1%	(1 - 60)	340
Q31.) Feelings reported about the number of psychiatric hours that are available on campus in relation to the roles Centers are expected to play on campus:																
	They are nonexistent or woefully inadequate		53.5%	53		38.5%	35		24.6%	17		15.3%	15		33.6%	120
	We definitely could use more hours based on our clients' needs		21.2%	21		40.7%	37		59.4%	41		68.4%	67		46.5%	166
	We are about where we should be for this size campus		25.2%	25		19.8%	18		15.9%	11		16.3%	16		19.6%	70
	We have many more psychiatric consulting hours than we need			0		1.1%	1			0			0		0.3%	1
				99			91			69			98			357
Q32.) Centers that believe the number of students with severe psychological problems on campus has increased in recent years:																
	Yes		88.0%	88		86.8%	79		95.7%	66		91.9%	91		90.3%	324
	No		12.0%	12		13.2%	12		4.3%	3		8.1%	8		9.7%	35
				100			91			69			99			359

	SCHOOL SIZE												Total #
	Under 2,500			Between 2,500 - 7,500			Between 7,500 - 15,000			Over 15,000			
	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#	
Q33.) There appears to be two levels of client problem severity.													
- Level One: Those students whose impairment is such that they are unable to remain in school or can only do so with on-going psychological/psychiatric assistance.													
- Level Two: Those students who experience periods of severe distress (depression, anxiety, panic attacks, suicidal ideation, etc.) but can be treated successfully within the time limits and available treatment modalities existing at your centers.													
Given these definitions, what percent of your clientele would you estimate fall into these categories?													
	Q33A.) Level One severity	8.5%	96	8.1%	83	8.7%	66	8.7%	95	8.5%		340	
	Q33B.) Level Two severity	30.3%	98	35.2%	82	34.9%	66	38.0%	95	34.5%		341	
	Q33C.) Total percent of your clients that have severe problems (A+B)	38.6%	98	42.7%	83	43.5%	66	46.7%	95	42.8%		342	
Q34.) Centers that report the number of students with significant psychological problems is a growing concern:													
	at your Center?	96.8%	92	94.2%	81	94.3%	66	98.0%	96	96.0%		335	
	with the administration?	75.8%	72	80.2%	69	80.0%	56	75.5%	74	77.7%		271	
	with faculty?	72.6%	69	67.4%	58	65.7%	46	70.4%	69	69.3%		242	
	with residence life staff?	87.4%	83	87.2%	75	88.6%	62	90.8%	89	88.5%		309	
		n = 95		n = 86		n = 70		n = 98		n = 349			
Q35.) Actions which Centers have taken to help handle this problem (check all that apply):													
	Increased training for staff in working with difficult cases (in - service or external workshops)	61.3%	57	60.0%	51	59.4%	41	61.2%	60	60.6%		209	
	Increased training for staff in time-limited therapy to help manage case loads better	9.7%	9	15.3%	13	21.7%	15	25.5%	25	18.0%		62	
	Increased counseling staff	15.1%	14	23.5%	20	39.1%	27	39.8%	39	29.0%		100	
	Increased psychiatric counseling hours	15.1%	14	27.1%	23	33.3%	23	50.0%	49	31.6%		109	
	Increased part-time counselors during busy time of year	9.7%	9	14.1%	12	23.2%	16	39.8%	39	22.0%		76	
	Trained faculty and others on campus to help them respond well to students in trouble and to make more appropriate referrals	72.0%	67	54.1%	46	60.9%	42	63.3%	62	62.9%		217	
	Served on a Student Assistance Committee that includes varied campus personnel	30.1%	28	30.6%	26	34.8%	24	40.8%	40	34.2%		118	
	Offered psycho-educational assistance on a Center web page	52.7%	49	49.4%	42	68.1%	47	66.3%	65	58.8%		203	
	Provided psychologically oriented columns for the student newspaper	26.9%	25	31.8%	27	23.2%	16	25.5%	25	27.0%		93	
	Expanded external referral network	54.8%	51	35.3%	30	49.3%	34	56.1%	55	49.3%		170	
	Other (please specify)	15.1%	14	16.5%	14	15.9%	11	13.3%	13	15.1%		52	
		n = 93		n = 85		n = 69		n = 98		n = 345			
Q36.) Number of obsessive pursuit or stalking cases in the past year:													
			59		77		61		178			375	
Q37.) The number of persons on your campus killed by an obsessive pursuer in the past year:													
							3		1			4	

SCHOOL SIZE																					
Under 2,500				Between 2,500 - 7,500				Between 7,500 - 15,000				Over 15,000				Total					
mean		range or %		#	mean		range or %		#	mean		range or %		#	mean		range or %		#		
Q38.) The number of persons on your campus that were physically injured by an obsessive pursuer in the past year:																					
				16					26					25					25	92	
Q39A.) Centers that have hospitalized a student for psychological reasons in the past year:																					
	Yes		85.0%	85			88.6%	78			90.9%	60			99.0%	98			90.9%	321	
	No		15.0%	15			11.4%	10			9.1%	6			1.0%	1			9.1%	32	
				100				88				66				99				353	
Q39B.) The number of students hospitalized for psychological reasons in the past year:																					
		4.5	(1 - 36)	81		5.6	(1 - 35)	75		8.5	(1 - 35)	57		13.7	(1 - 100)	87		8.2	(1 - 100)	300	
				total = 363				total = 423				total = 487				total = 1189				total # hospitalized = 2462	
Q41.) Imagine this scenario. You have established a strong therapeutic bond with a student you are counseling. The trust that has been established has helped the student through several severe crises and she is doing well academically and making good progress toward graduation. The client becomes seriously depressed and there is some suicidal ideation. You talk to the student about a voluntary hospitalization to help stabilize the situation but the student is not ready to do this. After consultation with your campus psychiatrist, you both agree that there is not enough critical evidence to support a court ordered hospitalization at this time. The student signs a 'no self-harm' contract with you and you believe you can help the student through the crisis, but are ready to hospitalize her involuntarily if the situation worsens. Daily contact is maintained. You speak with the student about getting parents involved, but she vehemently insists that you not inform them. The student believes that this will only add to her pressure at this time, holds you to the initial promise of confidentiality, and promises again not to harm herself. In this scenario, Centers that would notify parents without the student's permission?																					
	Yes		8.3%	3		6.5%	2			3.9%	1			0			4.3%	6			
	No		69.4%	25		64.5%	20			80.8%	21			64.6%	31			68.8%	97		
	Not enough information to answer		22.2%	8		29.0%	9			15.4%	4			35.4%	17			27.0%	38		
				36				31				26				48				141	
Q42.) Since suicide is reported to be the second leading cause of death among 20-24 year olds, certain services are thought to be essential for addressing suicidal behavior on college campuses. The following services are offered on campuses (check all that apply):																					
	Screening days		55.1%	54		51.6%	47			68.1%	47			59.4%	57			57.9%	205		
	Targeted education programs for faculty, coaches, clergy, and student/resident advisors		80.6%	79		72.5%	66			71.0%	49			79.2%	76			76.3%	270		
	Broad based, campus wide, public education		46.9%	46		42.9%	39			47.8%	33			52.1%	50			47.5%	168		
	Education programs and materials for parents and families		40.8%	40		34.1%	31			44.9%	31			51.0%	49			42.7%	151		
	On-site counseling Center, adequately staffed and trained		92.9%	91		90.1%	82			89.9%	62			92.7%	89			91.5%	324		
	On-site medical services		63.3%	62		73.6%	67			84.1%	58			87.5%	84			76.6%	271		
	Stress reduction programs		73.5%	72		73.6%	67			79.7%	55			92.7%	89			79.9%	283		
	Non-clinical student support network		40.8%	40		33.0%	30			33.3%	23			44.8%	43			38.4%	136		
	Off-campus referral network		82.7%	81		73.6%	67			73.9%	51			80.2%	77			78.0%	276		
	Emergency services		74.5%	73		73.6%	67			85.5%	59			85.4%	82			79.4%	281		
	Post-vention programs		35.7%	35		28.6%	26			44.9%	31			54.2%	52			40.7%	144		
	Medical leave policies		86.7%	85		80.2%	73			78.3%	54			79.2%	76			81.4%	288		
				n = 98				n = 91				n = 69				n = 96				n = 354	

	Under 2,500			Between 2,500 - 7,500			SCHOOL SIZE Between 7,500 - 15,000			Over 15,000			Total		
	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#
Q43.) Students on campus that died by suicide in the past year:															
The number of suicides:	1.1	(1 - 2)	9	1.1	(1 - 2)	24	1.2	(1 - 2)	25	1.9	(1 - 5)	96	1.6	(1 - 5)	154
		n =	8		n =	21		n =	20		n =	50		n =	99
Q44.) Center Client															
Yes		11.1%	1		10.7%	3		25.0%	6		17.7%	17		17.2%	27
No		88.9%	8		89.3%	25		75.0%	18		82.3%	79		82.8%	130
			9			28			24			96			157
Q45.) Gender															
Female		33.3%	3		33.3%	8		21.7%	5		23.6%	21		25.5%	37
Male		66.7%	6		66.7%	16		78.3%	18		76.4%	68		74.5%	108
			9			24			23			89			145
Q46.) Status and Years of Study															
Undergrad 1		33.3%	3		15.0%	3		9.5%	2		19.3%	11		17.8%	19
Undergrad 2					45.0%	9		14.3%	3		15.8%	9		19.6%	21
Undergrad 3		22.2%	2		30.0%	6		19.1%	4		21.1%	12		22.4%	24
Undergrad 4		22.2%	2		5.0%	1		9.5%	2		22.8%	13		16.8%	18
Undergrad 5					5.0%	1		9.5%	2		1.8%	1		3.7%	4
Undergrad 6								4.8%	1		1.8%	1		1.9%	2
Grad 1		22.2%	2					23.8%	5		7.0%	4		10.3%	11
Grad 2								9.5%	2		7.0%	4		5.6%	6
Grad 3											1.8%	1		0.9%	1
Grad 5											1.8%	1		0.9%	1
			9			20			21			57			107
Q47.) Method															
Firearm		22.2%	2		23.8%	5		33.3%	8		24.3%	18		25.8%	33
Hanging		11.1%	1		33.3%	7		25.0%	6		17.6%	13		21.1%	27
Jumping		11.1%	1		14.3%	3		4.2%	1		16.2%	12		13.3%	17
Poison					4.8%	1		20.8%	5		16.2%	12		14.1%	18
Other		55.6%	5		23.8%	5		16.7%	4		25.7%	19		25.8%	33
			9			21			24			74			128
Q48.) Location															
On Campus					21.7%	5		21.7%	5		25.6%	21		22.6%	31
Near Campus		22.2%	2		4.3%	1		26.1%	6		15.8%	13		16.1%	22
Off Campus		77.8%	7		73.9%	17		52.2%	12		58.5%	48		61.3%	84
			9			23			23			82			137
Q49.) Ethnicity															
Asian / Pacific Islander		22.2%	2		4.3%	1		8.7%	2		12.5%	9		11.0%	14
Black		11.1%	1					4.3%	1					1.6%	2
Native American / Alaska								4.3%	1					0.8%	1
White / Caucasian		66.7%	6		87.0%	20		73.9%	17		83.3%	60		81.1%	103
Multi-Ethnic			0		8.7%	2		8.7%	2		4.2%	3		5.5%	7
			9			23			23			72			127
Q50A-F.) Risk Factors															
Depression		46.7%	7		40.7%	11		44.0%	11		46.1%	41		44.9%	70
Grades/Academics					18.5%	5		8.0%	2		15.7%	14		13.5%	21
Money/Finances		6.7%	1		3.7%	1		8.0%	2		3.4%	3		4.5%	7
Legal Concerns		13.3%	2								5.6%	5		4.5%	7
Health Issues					3.7%	1		12.0%	3		5.6%	5		5.8%	9
Relationship issues		33.3%	5		33.3%	9		28.0%	7		23.6%	21		26.9%	42
			15			27			25			89			156
Q50G.) Previous Attempts															
	0	(0)	3	0.82	(0 - 3)	17	0.33	(0 - 2)	9	0.58	(0 - 3)	19	0.7	(0 - 3)	48

	Under 2,500			Between 2,500 - 7,500			SCHOOL SIZE Between 7,500 - 15,000			Over 15,000			Total		
	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#
Q50H.) On Psychiatric Medication															
Yes		33.3%	2		33.3%	6		38.5%	5		43.2%	16		39.2%	29
No		66.7%	4		66.7%	12		61.5%	8		56.8%	21		60.8%	45
			6			18			13			37			74
Q50I.) Prior Psychiatric Hospitalization															
Yes		20.0%	1		11.1%	2		18.2%	2		25.7%	9		20.3%	14
No		80.0%	4		88.9%	16		81.8%	9		74.3%	26		79.7%	55
			5			18			11			35			69
Q51.) Other service provision concerns that Center's have:															
Increase in sexual assault cases		21.3%	20		18.6%	16		30.4%	21		29.0%	27		24.6%	84
Increase in number of students reporting earlier sexual abuse		23.4%	22		19.8%	17		30.4%	21		21.5%	20		23.4%	80
Increase in self-injury reports (cutting, hair pulling, burning, etc.)		72.3%	68		72.1%	62		68.1%	47		62.4%	58		68.7%	235
Increase in number of students with eating disorders		45.7%	43		41.9%	36		33.3%	23		34.4%	32		39.2%	134
Increased crisis counseling		40.4%	38		43.0%	37		58.0%	40		62.4%	58		50.6%	173
The need to find better referral sources for students who need long-term help		66.0%	62		61.6%	53		68.1%	47		72.0%	67		67.0%	229
A growing demand for services without an appropriate increase in resources		54.3%	51		55.8%	48		71.0%	49		59.1%	55		59.4%	203
Responding to the needs of learning disabled students		55.3%	52		41.9%	36		40.6%	28		43.0%	40		45.6%	156
Please list any other critical issues that you are facing or anticipate facing in your Center within the next few years:		13.8%	13		11.6%	10		10.1%	7		18.3%	17		13.7%	47
			n = 94			n = 86			n = 69			n = 93			n = 342
Q52.) Centers that participate in Depression Screening Day?															
Yes		42.3%	41		45.0%	41		60.3%	41		50.5%	49		48.7%	172
No		57.7%	56		55.0%	50		39.7%	27		49.5%	48		51.3%	181
			97			91			68			97			353
Q53A.) The number of students that Centers screen															
	40.7	(2 - 248)	37	61.7	(8 - 320)	36	76.8	(3 - 412)	40	62.4	(1 - 201)	42	60.7	(1 - 412)	155
		total = 1505			total = 2220			total = 3070			total = 2621			total # screened = 9416	
Q53B.) The percentage of students that were referred for treatment (internal or external):															
	32.6%	(2 - 85)	33	32.5%	(5 - 91)	32	40.2%	(1 - 90)	36	41.4%	(2 - 100)	39	37.0%	(1 - 100)	140
		total = 490			total = 722			total = 1234			total = 1085			total # referred = 3484	
Q54.) Centers that participate in Anxiety Screening Day:															
Yes		23.2%	22		15.6%	14		25.0%	17		21.1%	20		21.0%	73
No		76.8%	73		84.4%	76		75.0%	51		79.0%	75		79.0%	275
			95			90			68			95			348

	SCHOOL SIZE														
	Under 2,500			Between 2,500 - 7,500			Between 7,500 - 15,000			Over 15,000			Total		
	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#
Q55A.) The number of students that were screened:	42.6	(0 - 248)	24	49.9	(0 - 164)	12	44.4	(5 - 130)	16	31.8	(0 - 89)	16	41.8	(0 - 248)	68
			total = 1023			total = 599			total = 710			total = 509			total # screened = 2841
Q55B.) Percentage of students that were referred for treatment (internal or external):	34.9%	(1 - 85)	19	29.1%	(1 - 98)	10	43.0%	(1 - 100)	15	30.2%	(1 - 90)	14	34.9%	(1 - 100)	58
			total = 357			total = 175			total = 305			total = 154			total # referred = 991
Q56.) Types of outcomes assessments that Centers utilize:															
General student evaluation forms	85.3%		64	87.2%		68	88.5%		54	87.8%		79	87.2%		265
Pre and post testing	12.0%		9	25.6%		20	21.3%		13	27.8%		25	22.0%		67
Post therapy assessment of goal attainment	17.3%		13	20.5%		16	16.4%		10	14.4%		13	17.1%		52
Other (please specify)	16.0%		12	10.3%		8	14.8%		9	22.2%		20	16.1%		49
			n = 75			n = 78			n = 61			n = 90			n = 304
See Appendix C for more details															
Q57A.) Centers with evaluation forms that include a question that asks the student if counseling has helped with their decision to remain enrolled in the institution?															
Yes	58.0%		47	56.2%		50	74.6%		47	69.5%		66	64.0%		210
No	42.0%		34	43.8%		39	25.4%		16	30.5%		29	36.0%		118
			81			89			63			95			328
Q57B.) The percentage with a positive response:	53.9%	(10 - 100)	38	51.9%	(2 - 100)	39	59.8%	(1 - 95)	41	53.0%	(4 - 100)	54	54.6%	(1 - 100)	172
Q58A.) Centers whose evaluation forms include a question that asks students if counseling has helped with their academic performance:															
Yes	52.6%		41	65.1%		56	70.0%		42	75.3%		70	65.9%		209
No	47.4%		37	34.9%		30	30.0%		18	24.7%		23	34.1%		108
			78			86			60			93			317
Q58B.) The percentage with positive responses:	54.8%	(5 - 100)	32	60.5%	(5 - 100)	41	59.3%	(15 - 95)	38	62.3%	(13 - 100)	63	59.9%	(5 - 100)	174
Q59.) Centers that believe that the higher administration on campus has a growing awareness of the problems Centers are facing with the increased demand for service along with the growing complexity of problems students are bringing to the Centers:															
Yes	85.1%		80	83.0%		73	86.8%		59	86.2%		81	85.2%		293
No	14.9%		14	17.1%		15	13.2%		9	13.8%		13	14.8%		51
			94			88			68			94			344
Q60.) Centers that believe that this awareness will lead to more resources being directed to Counseling Centers:															
Yes, it has already begun to happen on our campus	26.7%		23	36.8%		28	50.0%		31	45.9%		39	39.2%		121
Yes, but there has been no movement in this direction yet	17.4%		15	22.4%		17	25.8%		16	17.6%		15	20.4%		63
No, the desire is there but the school's resources are too limited	37.2%		32	25.0%		19	21.0%		13	28.2%		24	28.5%		88
No, the resources are there but counseling is not a high priority	8.1%		7	5.3%		4	3.2%		2	5.9%		5	5.8%		18
No, we do not have adequate resources	10.5%		9	10.5%		8			0	2.4%		2	6.1%		19
			86			76			62			85			309

	SCHOOL SIZE																
	Under 2,500				Between 2,500 - 7,500				Between 7,500 - 15,000				Over 15,000			Total	
	mean	range or %	#	#	mean	range or %	#	#	mean	range or %	#	mean	range or %	#	mean	range or %	#
Q61.) Listing of salary information for Centers that hired one or more professional staff members in the past year;. If more than one staff member was hired within a category, the salary of the most recent hire was listed. (Responses were prorated to a 12 month schedule and rounded to the nearest \$500. If psychiatrists annual salary was based on a limited number of hours, salary estimate was based on full schedule.)																	
Q61A.) Director																	
Minority Male								67,000	(67000)	1					67,000	(67000)	1
Minority Female																	
Caucasian Male	62,500	(35k - 110k)	6	82,357	(50.5k - 150k)	7	68,125	(60k - 80k)	4	99,667	(80k - 114k)	3	76,150	(35k - 150k)	20		
Caucasian Female	51,740	(36k - 76k)	5	49,500	(35k - 64k)	2	65,375	(41k - 80k)	4	80,867	(54.3k - 95k)	6	64,965	(35k - 95k)	17		
			11			9				9				9			38
Q61B.) Training Director																	
Minority Male								61,500	(61500)	1					61,500	(61500)	1
Minority Female																	
Caucasian Male				80,000	(80000)	1								80,000	(80000)	1	
Caucasian Female	65,000	(65000)	1											65,000	(65000)	1	
			1			1				1			0				3
Q61C.) Counselor with Ph.D. and experience																	
Minority Male								40,000	(40000)	1	51,000	(50k - 52k)	2	47,333	(40k - 52k)	3	
Minority Female				40,000	(1 - 60k)	3	45,500	(41k - 50k)	2	50,100	(40k - 63k)	10	47,467	(1 - 63k)	15		
Caucasian Male	50,000	(50000)	1	60,600	(45k - 75k)	5	51,400	(45k - 60k)	4	50,700	(41.5k - 64k)	5	54,140	(41.5k - 75k)	15		
Caucasian Female	49,000	(45k - 53k)	2	56,500	(52.5k - 62k)	3	51,400	(46k - 62k)	5	44,157	(40 - 55k)	13	47,763	(40 - 62k)	23		
			3			11				12				30			56
Q61D.) Counselor with new doctorate																	
Minority Male				53,000	(50k - 56k)	2					46,000	(43k - 48.5k)	5	48,000	(43k - 56k)	7	
Minority Female				48,000	(45k - 51k)	2	29,000	(1 - 52k)	3	42,656	(55 - 55k)	10	40,637	(1 - 55k)	15		
Caucasian Male	40,000	(40000)	1	56,500	(41k - 72k)	2	45,560	(33.3k - 57k)	5	48,000	(43k - 52k)	6	47,771	(33.3k - 72k)	14		
Caucasian Female	49,250	(48k - 50.5k)	2	42,000	(40k - 44k)	5	43,464	(1 - 59k)	14	46,068	(40k - 55.5k)	13	44,585	(1 - 59k)	34		
			3			11			22				34				70
Q61E.) Counselor who is A.B.D.																	
Minority Male											42,000	(42000)	1	42,000	(42000)	1	
Minority Female							43,500	(40k - 50k)	4	31,000	(21k - 41k)	2	39,333	(21k - 50k)	6		
Caucasian Male							45,000	(45000)	1	34,000	(32k - 36k)	2	37,667	(32k - 45k)	3		
Caucasian Female	34,000	(34000)	1	48,750	(48750)	1				34,750	(32k - 36k)	4	36,958	(32k - 48750)	6		
			1			1			5			9					16
Q61F.) Counselor with M.A. and experience																	
Minority Male	52,000	(52000)	1								44,500	(36k - 53k)	2	47,000	(36k - 53k)	3	
Minority Female											53,090	(45k - 61.3k)	3	53,090	(45k - 61.3k)	3	
Caucasian Male	43,600	(43.2k - 44k)	2	40,000	(40000)	1	42,833	(33k - 50.5k)	3	54,240	(53k - 55.5k)	2	45,523	(33k - 55.5k)	8		
Caucasian Female	35,834	(1 - 60k)	6	39,744	(30k - 50.7k)	9	36,900	(33.5k - 43.2k)	3	38,000	(1 - 56k)	6	37,975	(1 - 60k)	24		
			9			10			6			13					38
Q61G.) Counselor with new M.A.																	
Minority Male																	
Minority Female				44,000	(44000)	1					1	(1)	1	22,001	(1 - 44k)	2	
Caucasian Male				32,500	(30k - 35k)	2					0			32,500	(30k - 35k)	2	
Caucasian Female	33,250	(30k - 36.5k)	2	31,500	(29k - 34k)	2					0			32,375	(29k - 36.5k)	4	
			2			5			0				1				8
Q61H.) Counselor with MSW and experience																	
Minority Male				37,000	(37000)	1					50,000	(50000)	1	43,500	(37k - 50k)	2	
Minority Female							55,000	(55000)	1	55,000	(55000)	1	55,000	(55k - 55k)	2		
Caucasian Male	37,000	(30k - 44k)	2	74,000	(74000)	1	50,000	(50000)	1	0				49,500	(30k - 74k)	4	
Caucasian Female	43,380	(37.5k - 50k)	3	39,758	(50 - 52k)	6					68,000	(68000)	1	43,669	(50 - 68k)	10	
			5			8			2				3				18

	Under 2,500			Between 2,500 - 7,500			SCHOOL SIZE Between 7,500 - 15,000			Over 15,000			Total		
	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#
Q61I.) Counselor with new MSW															
Minority Male															
Minority Female															
Caucasian Male							45,500	(45500)	1	6,000	(6000)	1	25,750	(6k - 45.5k)	2
Caucasian Female				44,000	(44000)	1	37,000	(37000)	1	34,750	(34k - 35.5k)	2	37,625	(34k - 44k)	4
			0			1			2			3			6
Q61J.) Counselor with B.A															
Minority Male															
Minority Female										45,000	(45000)	1	45,000	(45000)	1
Caucasian Male															
Caucasian Female	36,000	(36000)	1										36,000	(36000)	1
			1			0			0			1			2
Q61K.) Psychiatrist/MD (annual salary)															
Minority Male										119,500	(102k - 140k)	4	119,500	(102k - 140k)	4
Minority Female										90,000	(90000)	1	90,000	(90000)	1
Caucasian Male				130,000	(130000)	1	135,000	(120k - 150k)	2	106,167	(75k - 125k)	3	119,750	(75k - 150k)	6
Caucasian Female										129,250	(118.5k - 140k)	2	129,250	(118.5k-140k)	2
			0			1			2			10			13
Q61L.) Psychiatrist/MD (hourly rate)															
Minority Male										80	(60 - 100)	3	80	(60 - 100)	3
Minority Female							93	(85 - 100)	2	90	(90)	1	92	(85 - 100)	3
Caucasian Male	150	(150)	1				85	(85)	1	0			118	(85 - 150)	2
Caucasian Female	150	(150 - 150)	2	140	(110 - 170)	3	125	(125 - 125)	1	100	(100 - 100)	2	131	(100 - 170)	8
			3			3			4			6			16
Q61M.) Pre-doctoral intern															
Minority Male							9,500	(3k - 16k)	2	21,266	(17.25k - 25k)	12	19,585	(3k - 25k)	14
Minority Female				12,400	(4.8k - 20k)	2	11,750	(5k - 18.5k)	2	21,413	(16k - 33k)	10	18,745	(4.8k - 33k)	14
Caucasian Male				11,500	(4.8k - 18.2k)	2				20,722	(17.3k - 29.5k)	19	19,843	(4800 - 29500)	21
Caucasian Female				17,900	(17.5k - 18.3k)	2	12,333	(5k - 16k)	3	19,835	(15 - 29500)	23	18,893	(15 - 29500)	28
			0			6			7			64			77
Q61N.) Post-doctoral intern															
Minority Male										32,000	(32000)	1	32,000	(32000)	1
Minority Female	20,000	(20000)	1	28,000	(24k - 32k)	2	32,000	(30k - 34k)	2	29,833	(27k - 32.5k)	3	28,688	(20k - 34k)	8
Caucasian Male	20,500	(13k - 28k)	2	20,000	(20k - 20k)	2	22,750	(18.5k - 27k)	2	33,470	(32.5k - 34.4k)	2	24,180	(13k - 34440)	8
Caucasian Female	24,000	(24000)	1	26,500	(24k - 30k)	4	26,117	(18.5k - 33.6k)	6	28,291	(20.1k - 39k)	11	27,177	(18.5k - 39k)	22
			4			8			10			17			39
Q61O.) Other															
Minority Male										23,660	(23660)	1	23,660	(23660)	1
Minority Female										23,660	(23660)	1	23,660	(23660)	1
Caucasian Male	37,250	(10k - 64.5k)	2	36,750	(22.5k - 51k)	2				0			37,000	(10k - 64500)	4
Caucasian Female	18,500	(2k - 35k)	2							58,000	(58000)	1	31,667	(2k - 58k)	3
			4			2			0			3			9

	SCHOOL SIZE														
	Under 2,500			Between 2,500 - 7,500			Between 7,500 - 15,000			Over 15,000			Total		
	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#
Q62.) Current positions based on a 12 month salary, what Centers pay the following professional staff: Salary was listed for one representative staff member for each "years in position" category. Items were omitted when there were no staff members in a given category. Responses were prorated to full time and 12 month appointments.															
Q62A.) Director															
1-3 Years in Position	48,717	(23.5k - 90k)	17	69,841	(35k - 150k)	21	73,148	(41k - 150k)	17	77,776	(54.2k - 103k)	27	68,760	(23.5k-150k)	82
4-6 Years in Position	56,634	(7.9k - 110k)	27	59,455	(41k - 80.5k)	19	66,432	(45k - 86k)	18	81,317	(55k - 107k)	21	65,438	(35k - 110k)	85
7-9 Years in Position	58,741	(35k - 80k)	11	70,785	(52k - 90k)	9	74,833	(63k - 85k)	6	84,600	(64k - 105k)	10	71,617	(35k - 105k)	36
10-12 Years in Position	56,984	(45k - 70k)	8	71,080	(42k - 105k)	5	76,067	(70.5k-84.7k)	3	85,022	(74k - 97k)	3	68,134	(42k - 105k)	19
12-15 Years in Position	64,276	(36k - 82.4k)	16	78,100	(55k - 120k)	23	87,171	(55k - 130k)	17	94,463	(52k - 141.5k)	27	82,616	(36k - 82.4k)	83
15+ Years in Position	64,276	(36k - 82.4k)	16	78,100	(55k - 120k)	23	87,171	(55k - 130k)	17	94,463	(52k - 141.5k)	27	82,616	(36k - 82.4k)	83
Q62B.) Training Director															
1-3 Years in Position	48,000	(48k - 48k)	1	65,307	(49.9k - 80k)	5	62,167	(57k - 67.5k)	3	57,375	(44k - 74k)	18	59,029	(44k - 80k)	27
4-6 Years in Position	54,750	(49.5k - 60k)	2	56,667	(45k - 63k)	3	50,457	(46k - 55k)	7	56,716	(50k - 62k)	12	54,721	(45k - 63k)	24
7-9 Years in Position							58,898	(54.6k - 63k)	3	60,433	(56.8k - 67k)	6	59,921	(54694 - 67k)	9
10-12 Years in Position				60,000	(60000)	1	60,000	(60000)	1	64,796	(59k - 75.4k)	3	62,878	(59k - 75388)	5
12-15 Years in Position							71,315	(62k - 75k)	5	74,628	(61.5k - 87k)	6	73,122	(61.5k - 87k)	11
15+ Years in Position				43,800	(43800)	1	64,000	(41k - 85k)	4	72,505	(55k - 100k)	17	69,654	(41k - 100k)	22
Q62C.) Assistant or Associate Director															
1-3 Years in Position	37,767	(23k - 49k)	9	47,988	(50 - 69.6k)	14	55,500	(45k - 65k)	9	58,638	(42k - 85k)	23	51,998	(50 - 85k)	55
4-6 Years in Position	53,667	(33k - 65k)	3	52,632	(38830 - 75k)	10	47,400	(43k - 56k)	5	55,894	(49k - 70k)	9	52,866	(33k - 75k)	27
7-9 Years in Position	52,693	(40k - 74.5k)	7	85,190	(75379 - 95k)	2	91,733	(48.2k - 150k)	3	65,312	(45k - 89.3k)	11	66,646	(40k - 150k)	23
10-12 Years in Position	46,333	(38k - 51k)	3	53,875	(50k - 60k)	4	61,167	(47k - 75k)	3	70,760	(58.6k - 102.6k)	6	60,160	(38k - 102573)	16
12-15 Years in Position	45,000	(45000)	1	63,900	(63.8k - 64k)	2	61,000	(50k - 72k)	3	64,110	(39k - 79k)	7	61,890	(38970 - 79k)	13
15+ Years in Position				54,039	(45k - 59.2k)	4	74,572	(55.8k - 10k0)	8	73,484	(50k - 99.1)	14	70,827	(45k - 10k0)	26
Q62D.) Counselor with Ph.D.															
1-3 Years in Position	48,985	(37.5k - 69k)	13	49,411	(38k - 62k)	26	47,369	(36k - 62k)	30	47,426	(37.5k - 65k)	64	47,953	(36k - 69k)	133
4-6 Years in Position	50,932	(45k - 56223)	7	55,430	(47k - 84k)	12	52,893	(38.9k - 100k)	20	51,516	(35.5k - 80.9k)	48	52,325	(35.5k - 100k)	87
7-9 Years in Position				61,470	(42k - 84k)	4	54,709	(45.4k - 60k)	7	56,276	(44.8k - 85.5k)	35	56,489	(42k - 85.5k)	46
10-12 Years in Position	80,000	(80000)	1	57,900	(48k - 70k)	4	57,365	(45k - 81k)	9	55,798	(65 - 80k)	20	59,082	(42k - 81k)	34
12-15 Years in Position	60,000	(60000)	1	57,033	(50k - 63.5k)	3	56,522	(56 - 90k)	7	62,919	(45k - 90k)	26	61,153	(56 - 90k)	37
15+ Years in Position				77,467	(45k - 121k)	6	62,735	(42k - 83.2k)	14	66,481	(47.5k - 100k)	27	66,768	(42k - 121k)	47
Q62E.) Counselor who is A.B.D.															
1-3 Years in Position	25,000	(25k - 25k)	1	40,328	(31.9k - 48.8k)	2	41,100	(35k - 45k)	5	39,550	(21k - 50k)	8	39,222	(21k - 50k)	16
4-6 Years in Position	30,000	(30000)	1				46,500	(46500)	1				38,250	(30k - 46.5k)	2
7-9 Years in Position							45,000	(45000)	1	83,000	(83000)	1	64,000	(45k - 83k)	2
10-12 Years in Position							50,000	(50000)	1				50,000	(50000)	1
Q62F.) Counselor with M.A.															
1-3 Years in Position	37,071	(27k - 52k)	9	38,510	(27k - 53.5k)	20	40,783	(33k - 51k)	6	40,939	(28k - 61.3k)	13	39,182	(27k - 61.3k)	48
4-6 Years in Position	39,100	(28k - 55.2k)	7	38,789	(30k - 45k)	9	37,943	(33k - 50k)	7	40,165	(27k - 60.6k)	12	39,154	(27k - 60.6k)	35
7-9 Years in Position	47,375	(16.8k - 78k)	2	40,808	(33.9k - 48k)	6	46,443	(38k - 55k)	7	49,757	(36.8k - 65k)	10	46,491	(16750 - 78k)	25
10-12 Years in Position	42,150	(34k - 60k)	4	47,470	(38.8k - 61k)	5	45,000	(40k - 50k)	3	50,731	(37.1k - 72.7k)	10	47,648	(34k - 72.7k)	22
12-15 Years in Position	46,625	(39.5k - 60k)	4	54,528	(51k - 62k)	4	51,410	(40k - 76.4k)	5	60,602	(33k - 88.1k)	6	53,962	(33k - 88.1k)	19
15+ Years in Position	35,050	(3.8k - 55k)	6	45,610	(31.7k - 74k)	11	41,375	(33k - 50k)	8	68,540	(30k - 545k)	18	52,947	(3.8k - 545k)	43
Q62G.) Counselor with MSW															
4-6 Years in Position	45,750	(35k - 53k)	4	40,817	(35k - 45k)	6	46,600	(36k - 65k)	6	43,239	(32k - 55k)	12	43,799	(32k - 65k)	28
7-9 Years in Position	44,000	(17k - 71k)	2	49,622	(43k - 61.9k)	6	50,500	(46k - 55k)	2	53,341	(41.2k - 67k)	11	51,118	(17k - 71k)	21
10-12 Years in Position				44,750	(42k - 48k)	4	47,000	(47000)	1	52,386	(40k - 67k)	8	49,622	(40k - 67k)	13
12-15 Years in Position				44,000	(44000)	1	51,667	(42k - 60k)	3	51,595	(42.8k - 61k)	3	50,541	(42k - 61k)	7
15+ Years in Position	40,000	(40000)	1	49,000	(38k - 60k)	2	37,513	(53 - 55k)	4	55,256	(16k - 81k)	16	50,963	(53 - 81k)	23

	Under 2,500			Between 2,500 - 7,500			SCHOOL SIZE Between 7,500 - 15,000			Over 15,000			Total		
	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#
Q62H.) Counselor with B.A.															
1-3 Years in Position	36,000	(36000)	1							45,917	(45917)	1	40,959	(36k - 45.9k)	2
4-6 Years in Position										47,667	(47667)	1	47,667	(47667)	1
10-12 Years in Position										60,300	(60300)	1	60,300	(60300)	1
Q62I.) Psychiatrist/MD (annual salary)															
1-3 Years in Position	64,500	(64500)	1	130,000	(130000)	1				111,500	(75k - 140k)	11	109,308	(64.5k - 140k)	13
4-6 Years in Position							135,000	(135000)	1	113,500	(92k - 122k)	4	117,800	(92k - 135k)	5
7-9 Years in Position										106,000	(42k - 130k)	4	106,000	(42k - 130k)	4
10-12 Years in Position										121,296	(103k - 140k)	7	106,697	(103k - 140k)	7
12-15 Years in Position										121,000	(102k - 140k)	2	121,296	(102k - 140k)	2
15+ Years in Position										129,926	(125k - 136k)	4	129,926	(125k - 136k)	4
Q62J.) Psychiatrist/MD (hourly rate)															
1-3 Years in Position	102.8	(86 - 125)	4	133.2	(100 - 170)	11	110.6	(50 - 150)	11	99	(78 - 127.5)	12	112.6	(50 - 170)	38
4-6 Years in Position	137.5	(125 - 150)	4	120.7	(100 - 150)	7	112.7	(100 - 138)	3	92	(60 - 120)	5	115.4	(60 - 150)	19
7-9 Years in Position	125	(125)	1	119.7	(104 - 135)	3	128.3	(85 - 175)	3	120.7	(60 - 212)	3	123.1	(60 - 212)	10
10-12 Years in Position				140	(140)	1	125	(125)	1				132.5	(125 - 140)	2
12-15 Years in Position							155	(155)	1	80	(80)	1	117.5	(80 - 155)	2
15+ Years in Position	95	(90 - 100)	2	100	(100)	1	124.5	(112 - 146)	4	92.7	(60 - 156)	5	104.3	(60 - 156)	12
Q62K.) Learning Skills Specialist															
1-3 Years in Position	36,000	(36000)	1	44,000	(44000)	1				35,421	(32k - 38.8k)	2	37,710	(32k - 44k)	4
4-6 Years in Position				37,000	(30k - 44k)	2	39,535	(39535)	1	34,790	(34790)	1	37,081	(30k - 44k)	4
7-9 Years in Position										45,858	(40.8k - 50.9k)	2	45,858	(40.8k - 50.9k)	2
10-12 Years in Position				59,000	(59000)	1				46,901	(46901)	1	52,951	(46.9k1 - 59k)	2
12-15 Years in Position							50,000	(50000)	1				50,000	(50000)	1
15+ Years in Position				45,000	(45000)	1				38,000	(38000)	1	41,500	(38k - 45k)	2
Q62L.) Other															
1-3 Years in Position	15,000	(2k - 28k)	2	41,091	(17k - 62k)	7	30,450	(30450)	1	31,977	(100 - 58k)	7	33,643	(100 - 62k)	17
4-6 Years in Position	7,500	(7500)	1	55	(55)	1	75,000	(75000)	1	43,816	(29.5k - 61.6k)	3	35,667	(55 - 75k)	6
7-9 Years in Position							8,000	(8000)	1				8,000	(8000)	1
10-12 Years in Position				54,000	(54000)	1				46,051	(46051)	1	50,026	(46k - 54k)	2

SCHOOL SIZE

	Under 2,500			Between 2,500 - 7,500			Between 7,500 - 15,000			Over 15,000			Total		
	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#
Q63.) Director's salary are listed again in the appropriate staff size and experience level category. Staff size is based only on salaried individuals (i.e., does not include non-paid student help).															
Q63A.) 1 FTE															
Under 5 years as director	50,337	(30.9k - 92k)	17	48,400	(35k - 60k)	4	59,750	(41k - 74k)	4				51,533	(30.9k - 92k)	25
5-10 years as director	51,613	(35k - 69.3k)	10	51,200	(50.4k - 52k)	2							51,544	(35k - 69.3k)	12
Over 10 years as director	57,106	(36k - 110k)	13	48,000	(48000)	1	60,000	(60000)	1	91,500	(84k - 97k)	4	64,020	(36k - 110k)	19
			40			7			5			4			56
Q63B.) 2-3 FTE															
Under 5 years as director	52,213	(35k - 79k)	14	56,463	(41k - 71k)	16	58,667	(55k - 65k)	3	61,000	(61000)	1	55,041	(35k - 79k)	34
5-10 years as director	53,020	(40k - 80k)	10	57,143	(70 - 90k)	8	69,667	(61k - 85k)	3				56,969	(70 - 90k)	21
Over 10 years as director	63,592	(71 - 84k)	14	68,158	(55k - 98k)	9	85,000	(60k - 110k)	2	73,500	(69k - 78k)	2	67,434	(71 - 110k)	27
			38			33			8			3			82
Q63C.) 4-7 FTE															
Under 5 years as director	81,333	(76k - 90k)	3	69,900	(37k - 139k)	12	69,158	(63.9k - 80k)	15	67,646	(54.2k - 80k)	10	69,916	(37k - 139k)	40
5-10 years as director	70,750	(61k - 77k)	4	74,055	(60k - 83k)	9	62,598	(80 - 85k)	11	79,985	(55.6k - 105k)	9	71,453	(80 - 105k)	33
Over 10 years as director	70,500	(59k - 82k)	4	76,024	(60k - 106k)	18	83,056	(55k - 130k)	9	68,297	(82 - 100k)	7	75,685	(82 - 130k)	38
			11			39			35			26			111
Q63D.) 8-11 FTE															
Under 5 years as director	57,000	(57000)	1	150,000	(150000)	1	77,100	(70k - 81k)	4	75,727	(55k - 93k)	11	79,318	(55k - 150k)	17
5-10 years as director							78,000	(73k - 86k)	3	84,591	(67k - 103k)	8	82,794	(67k - 103k)	11
Over 10 years as director				97,500	(90k - 105k)	2	86,427	(59k - 105k)	6	181,833	(74.5k - 935k)	9	138,239	(59k - 935k)	17
			1			3			13			28			45
Q63E.) 12-16 FTE															
Under 5 years as director				82,000	(82000)	1				82,167	(63k - 107k)	12	82,154	(63k - 107k)	13
5-10 years as director										78,500	(77k - 80k)	2	78,500	(77k - 80k)	2
Over 10 years as director							125,000	(125000)	1	81,721	(66k - 90k)	5	88,934	(66k - 125k)	6
			0			1			1			19			21
Q63F.) 17+ FTE															
Under 5 years as director							90,000	(90k - 90k)	1	90,000	(75k - 101k)	3	90,000	(75k - 101k)	4
5-10 years as director										97,500	(95k - 103k)	4	97,500	(95k - 103k)	4
Over 10 years as director				102,165	(84.3k - 120k)	2	105,667	(73k - 150k)	3	99,702	(120 - 141.5k)	13	100,970	(120 - 150k)	18
			0			2			4			20			26

APPENDIX A

Description of programs that earned an income over \$10,000 for Centers: (Question 6A)

Center ID numbers are listed on left for networking purposes. See directory to identify Centers.

- 11 Test Preparation Classes
- 12 Two Grants One for staff & operating budget for our sexual assault program - direct services and outreach/education. One for Plains Truth Project - funding for marketing of social norms messages regarding safer/responsible alcohol use to correct misperception
- 15 We have a computer based testing program that was implemented in March, 2003.
- 19 Charge for psychiatric appointments: \$80 - initial evaluation \$40 - follow-up appointment
- 56 Counseling services are free to full-time undergrads. Any other students have to pay \$50 per semester regardless of number of sessions. We only had two students this year who paid the \$50 fee.
- 64 Teach courses for the Psychology Department Offer computer based testing (GRE, TOEFL, etc.)
- 71 We charge \$300 for LD eval and \$150 for ADHD eval. Also, charge \$125 to each of 165 students in a master student class.
- 76 Career Counseling, MAT and CLEP Testing
- 78 Charging for Psychiatric Care
- 121 National and international testing program-paper-pencil and computer-based testing for ETS and other testing agencies.
- 136 3 different grants - contract services to academic departments
- 155 Training Family Practice Residents (\$15,000) - Placement of intern in external sites (\$19,000) - Psycho-educational assessment revenue (\$10,000)
- 157 We do mandated substance abuse assessments for Judicial Affairs. Money partly supports a substance abuse specialist on our staff.
- 160 The testing center is under the umbrella of the counseling center. Fees collected for administration of the CLEP, MAT, ACT-R, and professional certification tests administered individually in our center are deposited in an account as discretionary funds
- 161 I supervise a grant, Partnership for a Healthy Mississippi on Campus, funded through the State of Mississippi's tobacco settlement money.grant provides monies for hiring a student on campus coordinator and providing tobacco cessation and education a
- 164 Thrive program (Stress Mgt)for staff, and training of Resident Heads over 1 week
- 172 Grant for walk-in services from insurance company.
- 181 We charge \$10 for no-shows or late cancellations - to foster a sense of responsibility and commitment.
- 182 Sale of Brochures produced by staff. Next year we plan to charge for no-shows and will use the money for professional travel
- 186 charge for psychiatric services -- \$25,500 Service contracts w/ various constituencies (intercollegiate athletics, police services, human resources) -- \$14,500 Dialogues on Race course -- \$7500
- 191 ACT CBT contract
- 223 We charge \$25.00 for a no show appointment.
- 235 Depression Program funded by friend of University.

- 251 We charge for ADHD testing and Career Testing. Career Testing is \$50.00. ADHD Testing Prescreening is \$50.00. ADHD Testing is \$125.00
- 253 We have contracted with two campus units to provide on-site counseling for their populations. We have begun a career assessment and counseling program for campus staff, that is funded by campus Human Resources.
- 261 Academic instruction 10,000 - Residence hall Contracts 40,000 - Medical School Contract 60,000
- 268 We charge after the initial Assessment-\$10.00 ind.tx \$5.00 grp session; \$20.00 meds eval; \$10.00 Med. follow-up; if no shows-charged for that session -(must notify in advance). Fees appear on University fee bill under Health Service O.V. If a student choose
- 271 We receive part of the mandatory health and counseling fee (\$202,000/year) plus earn revenue from services (counseling and testing - \$64,000/year) plus we have contracts with several departments on campus (e.g., residence life - total contracts \$41,000.
- 274 We do some consulting, we do LD and ADD testing.
- 276 Computer Based Test Center - National Testing - Placement Testing
- 289 We began working with the local court system to offer a referral program for students charged with alcohol and drug offenses. There is a fee for the program and we have raised money this way. We have also received donations from the University Parents A
- 291 Contract with Athletic Dept for two half-time positions to provide specialized services to male and female intercollegiate athletes.
- 293 We have obtained a federally-funded grant (\$500,000) which will enable us to treat chronically suicidal students for one year each. This will greatly help the center, pay for additional staff, and reduce our waitlist, but it's not income directly generate
- 312 We charge \$35 per session after the 12th session, or for p/t students who did not pay the health fee. Also we charge students mandated for substance abuse interventions.
- 314 Athletic alumni peer mentoring, plus tradition psychotherapy for athletes and workshops to the athletes
- 328 Since 1999, receiving income via a contract with Prometric (formerly Sylvan).
- 336 1) We received a 2-year violence prevention grant through department of justice (\$200,000) 2) We charge a fee for alcohol classes and individual assessments administered to students cited for underage drinking (\$23,000) 2) We charge fees for educational
- 353 This is an alcohol education program. Students sanctioned for an alcohol violation are referred to a 2-session assessment and group and are charged \$50, of which we receive about \$33.
- 354 Our insurance program is mandatory for all students (no waivers). All full-time grad and undergrad students have the insurance. Counseling visits beyond #8 cost \$30. The student has a \$10 copay and the balance (\$20) is deducted from the insurance capital.
- 356 Learning Disability Testing, ADHD Testing
- 363 Psychological and Psycho-educational Assessments for Community Clients (part of intern training)

APPENDIX B

Circumstances that have led to a lawsuit being filed against Centers: (Question 22A)

- Boundary violation
- Disgruntled former staff member who resigned on short notice and then sued for benefits stating she was terminated by the negative environment. (pending)
- One of our counselors was involved in hospitalizing a student who later sued the university. The University won the case and none of the charges were founded.
- Plaintiff alleging that treatment provided by clinical counselor was harmful, ineffective, and inappropriate within context of diagnosis.
- Suicide. Parents suing based on wrongful death claim.
- "We discovered that the nurse practitioner was not eligible to be supervised by a psychiatrist in our setting--she was certified as a gerontological NP. I was instructed by the university's legal counsel to terminate her employment. This former employer is suing the legal counselor, me, and the psychiatrist. We are being represented by the State Attorney General's office

APPENDIX C

Examples of outcome assessments that Centers utilize: (Question 56)

- 5 and 10 session and then at conclusion of therapy
- A sampling of students complete a pre-post test; all students receive GAF scores pre and post
- BHQ (2)
- Client satisfaction form at last session
- Client satisfaction; self-report of improvement
- Client survey sent only to clients seen
- Counselor ratings of client progress
- Discussion at termination
- GAF pre and post
- GPA and enrollment
- Intake assessment
- Intake satisfaction
- Learning Outcomes
- Locally developed instrument K-CAT
- Miller et al ORS
- None but getting ready for Scott Miloler's approach for every session; training in August 2005
- OQ (2)
- OQ 30 and OQ 45
- OQ 45 (8)
- ORS and SRS
- Outcome questionnaire
- Periodic studies of department processes and student outcomes.
- POAMS system
- Prep/Prog Satisfaction questions included in survey by Dean of Students office
- Satisfaction survey (4)
- Self assessment form on going testing
- SLO evaluation
- Survey of general student population
- Symptom checklist administered at each contact
- Track retention & GPA
- We have an instrument that we created. It includes GAS plus satisfaction measures plus solicits feedback on various aspects of the services received.

ALPHABETIZED LISTING OF PARTICIPANTS 2005

(School # Precedes Name)

77	Abbruzzese, John	173	Caruso, Michele
336	Achter, John	205	Chandler, David
130	Alberts, Kristin	28	Chapman, Ron
157	Alishio, Kip	8	Chase, Patricia
194	Anderson, Craig	204	Chrenka, Rosalyn
348	Andre, Mary B.	197	Christian, Carole
339	Anton, Bill	11	Christiansen, Martha
48	Arce, Elsa	279	Cochran, Sam
50	Armstrong, Kipp	225	Coffman, Janet
27	Assing, Wayne	134	Colee, Amanda
237	Atkins, Pam	32	Coles, Kallie
72	Aylmer, Bob	191	Collins, Mary Beth
201	Azar, Jim	17	Commerford, Mary
344	Balderrama, Sylvia R.	263	Compliment, Brad
82	Barclay, Rosalyn	51	Contreras, Raquel
26	Barlow, Martha	343	Cooper, Stewart
187	Barlow, Cathleen	358	Corbin, Nancy
316	Barr, Victor	155	Cornish, Peter
219	Bassi, Terri	271	Cornish, Jenny
217	Behen, Joseph	248	Cosimano, Anne
189	Benthien, Jean	164	Coventry, Robin Kj
245	Berkich, Carla	53	Cox, Hap
39	Betsworth, Deborah	80	Cox, Sandra
270	Bishop, John	278	Cox, Linda
346	Bishop, Lisa	305	Cox, James
366	Blaisch, Ilene	61	Crace, Kelly
359	Bokoles, Jerry	40	Cross, Keith
281	Bolin-Reece, Mary	294	Cross, David
161	Booth, Janis	222	Daine, Michael
100	Bowers, Mack	56	Daisley, Winifred
112	Bowman, Glen	20	Danchise, Roger
143	Boyd, Michael	109	Daniel, Robin
284	Boyd, Vivian	64	Davidshofer, Charles
241	Bradley, Kathy	292	Davidson, Jamie
255	Brandt, Susan	96	Dawes, Stephen
327	Brian, Tom J.	95	Deakin, Spencer
190	Brock, Kathy	86	Dehart, Linda
354	Brounck, Thomas	16	Dellutri, Alexandra
78	Brown, Steve	224	Denino, David
282	Brown, Vincent	98	Depalma, Diane
244	Bryant, Cynthia	115	Dewey, Phyllis
84	Bucell, Michael	243	Dimino, John
216	Buckingham, Jane	203	Dore, Patricia
231	Burns, Bill	133	Dougherty, Andrea
308	Campbell, Jim	232	Dovan, Hieu
340	Cannici, James	79	Dowling, Suzanne
36	Carlson, Cathy	21	Droz, Elizabeth

320	Drum, David	242	Hinga, Gilbert
148	Duncan, Pamela	107	Holton, Janice
298	Edgerly, John	125	Horton, Connie
70	Eells, Gregory	352	Horton, Jane
147	Ellis, Diane	177	Hotelling, Kathy
71	Erskine, Charlene	363	Howlett, Beth
295	Everhart, Deborah	321	Huerta, Deborah
57	Ewing, Michael	333	Hutchinson, Gail
208	Ewing, Michael	88	Hynes, Robert
319	Farr, Kenneth	207	Hynes, Jean
151	Farrell-Mclaughlin, Patricia	4	Ingram-Wallace, Brenda
42	Feldt, Tina	361	Jacks, Richard
259	Fellerath, John	104	Jones, William
365	Ferden, Pat	254	Jonsson, Julie
266	Festa, Dan	275	Kahn, Alfred
90	Fields, Anika	287	Kahn, Malcolm
97	Finegan, James	22	Kane, Abby
169	Fisher, Anne	193	Kaufman, Robin
351	Fisher, Bonnie	111	Kazin, Bob
154	Flanagan, Cherrisse	142	Kerrigan, John
149	Foldeak, Max	181	Kessler, Bonnie
38	Franklin, Mike	258	Keyes, Lee
110	Fratantaro, Stephanie	220	King, Andrew
63	Fred, Stultz	314	King, Bradford
202	Freeman, Mark	118	Kisber, Susie
165	Friedman-Lombardo, Jaclyn	347	Klink, Charles
285	Frizzell, Christine	324	Kobos, Joseph
138	Fuchs, Kathleen	192	Kolligian, John
267	Galvinhill, Paul	7	Kondrot, Jacquie
235	Garni, Ken	45	Kopf, Don
174	Gaynor, Peggy	49	Kornbluh, Rebecca
286	Gilleylen, Carl	250	Krylowicz, Brian
153	Glore, Susan	73	Lanfear, Jeffrey
198	Graesser, Pamela	195	Lavin, Tom
119	Gray, Kristen	247	Lee, Randolph
172	Grayson, Paul	277	Lees, Robert
228	Greiner, Doug	152	Leitzel, Jacklyn
176	Gunn, Chris	209	Lester, Joan
312	Haber, Russell	337	Lester, Kathleen
325	Hainstock, Brian	236	Levine, Heidi
330	Hamilton, Kathy	309	Leviness, Peter
353	Hammond, Barbara	317	Levy, Jennifer
129	Harper, Deborah	334	Link, Gretchen
175	Hattauer, Edward	9	Lipson, Abigail
218	Hawkins, Susan	31	Locher, Linda
182	Heaton, Jeanne	265	Lochner, Bruce
186	Heitzmann, Dennis	364	Loers, Deborah
156	Henderson, Jeffrey	93	Loizzo, Joseph
230	Herzbrun, Michael	280	Long, Larry
105	High, Susan	69	Lovstuen, Brenda
227	Hill, Curtis	249	Lundberg, Kurt

323	Macdonald, Ida	300	Osburn, Monica
341	Macek, John F.	108	Palombi, Barbara
18	Maguire, Anastasia M	306	Pamerleau, Gayle
55	March, Cindy	261	Parham, Thomas
19	Marsh, Jim	158	Patterson, Charlene
307	Marshall, Donn	15	Payne, June
146	Martin, Gary	60	Peterson, Michael
257	Martin, Juanita	113	Petiprin, Gary
304	Martin, Donald	338	Petrillo, Martin
206	Mason, Mary Jo	30	Phillips, Bill
101	Matthews, David	94	Phillips, Paula
188	Mayhew, Steve	126	Phillips-Moore, Kristi
139	Mcclure, Barbara	293	Pistorello, Jacqueline
335	Mcgrath, Bob	168	Platt, Susan
24	Mcguinness, Thomas	6	Pollard, Norm
313	Mckay, Katherine	332	Pollard, Jeff
44	Mckinney, Rhonda	52	Polychronis, Paul
141	Mckinnies, Magi	10	Pool, Cleave
59	Mcleod, Maryann	291	Portnoy, Robert
196	Mcmahon, Roberta	234	Price, Neal
145	Mcmurdock, Linda	253	Prince, Jeffrey
58	Mcnulty, Sharon	276	Pulakos, Joan
87	Mednick, David	83	Quackenbush, Dr. Robert L
213	Metcalf, William	2	Ramirez, Deborah
239	Meyer, Bruce	355	Rangel, Dianna
342	Meyer, Roger	43	Rapaport, Ross
349	Miller, Robert	124	Rardin, David
256	Mitchell, Sharon	41	Rayburn, Monroe
296	Mitchell, Barbara	89	Reilly, Dawn
288	Morris, Kathy	33	Reinhardt, Brian
3	Morris-Billings, Mary	114	Renna, M. Suzanne
162	Much, Kari	272	Resnick, Jaquelyn
269	Mueller, Steve	238	Rice, Mark
120	Murphy, Nancy	212	Richards, Sheri
67	Murray, Rachel	127	Rini, Richard
252	Murray, Robert	357	Ritchie, John
362	Nance, Don	171	Robin, Tracy
47	Nanna, Glenda	315	Rockett, Geraldine
76	Nelson, John	262	Rodolfa, Emil
85	Nelson, Bruce	135	Roma, Frank
136	Newton, Fred	132	Ropar, John
210	Nicholls, Greg	180	Ross, Charles
23	Nicholson, James	360	Ross, Julie
35	Niland, Eileen	13	Rothmeier, Rosemarie
166	Nino, Rebecca	221	Routbort, Julia
14	Nolan, James	251	Rovaris, Jillandra C.
75	O'hare, Marianne	1	Rowlands, Steve
233	O'neill, Steve	215	Roy, Nance
91	Olliff, Kenton	12	Russell, Vern
5	Olson, Rex	167	Salter, Lee
131	Onestak, David	122	Sanford, Jennifer

350	Schubert, Marianne	74	Tracy, Davis
200	Scott, Kathleen	37	Valley, Cynthia
268	Seader, Sissy (Ellen)	170	Van Brunt, Brian
226	Settle, Karen	25	Vickio, Craig
185	Shadick, Richard	144	Vincent, Drayton
106	Sheridan, Maureen	99	Wade, Arnold
289	Showalter, Marc	283	Wagar, Barbara
140	Shuford, Susan	199	Wagner, Joyce
163	Siegel, Alan	297	Wagner-Adams, Carol
229	Smith, Charles E.	274	Waldman, Ken
246	Snodgrass, Greg	46	Walker, Jeanne
301	Socall, Dan	81	Walker, Jen
103	Solbach, Robin	260	Weiner, Carole
299	Spano, David	329	Weinman, Todd
68	Spoltore, Janet	328	Weitzman, Lauren
117	Sprinkle, Steve	102	Wells, Marolyn
223	St. John, Judy	290	Welt, Kenneth
318	Stanczak, Ph.D., Elizabeth	211	Welton, Lynne
178	Stanger, Thomas	121	Wessel, Thomas
264	Steel, Catherine	345	Whitney, Joan
303	Steibe-Pasalich, Susan	137	Wiggum, Candice
128	Stockton, Nancy	326	Wilkinson, Judith
92	Stoops, Melinda	29	Williams, Wendy E.
62	T, Jan	159	Williams, Donald
116	Taylor, Lynn B.	310	Willis, Lisa
184	Taylor, Ellen	65	Winesett, Mitzi
322	Terrell, Sherri	214	Wolfe, Larry
123	Thomas, Nancy	34	Wolthuis, Randall
240	Thomas, Sue	179	Wood, Elizabeth
311	Thomas, Barbara	331	Wood, Ph.D., Carol
54	Thompson, Mark	273	Wyatt, Lisa
183	Thompson, Lenora	356	Yura, Catherine
160	Tipps, Jane	150	Zebrowski, Mike
302	Towle, David	66	Zeilenga, Terri

ALPHABETIZED LISTING OF SCHOOLS WITH SCHOOL NUMBERS

1	<p>Abilene Christian University ACU box 28083 Steve Rowlands 325 674-2626 325 674-6496 fax rowlandss@acu.edu</p>	8	<p>Alma College 614 Superior Alma, Mi 48801 Patricia Chase 989 463-7225 989 463-7353 fax chase@alma.edu</p>
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