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<td>26</td>
</tr>
</tbody>
</table>
Project Support

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 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

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.
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.

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 2006 survey includes data provided by directors from 367 counseling centers, representing institutions from numerous states and provinces.
2006 SURVEY HIGHLIGHTS (N=367)

More complete data by institutional size are provided with the survey summary data.

- 52.3% of directors are women. The ratio of women to men counselors is 2 to 1.
- 38 centers (10.4%) charge for personal counseling; down from a peak of 17.2% in 1996. (Item 1)
- 41.7% of centers are supported by mandatory fees. 22.6% comes from student health fees, 16.6% from a student life fee, and only 2.5% of these fees are specifically identified as a counseling center fee. (Item 3)
- The ratio of counselors to students is 1 to 1,697. Smaller schools have better ratios. (Item 4)
- The expected number of weekly client contact hours expected from a counselor with no other major responsibilities is 23. (Item 5)
- Career counseling is conducted primarily in a separate career development or placement office (67%), in the counseling center (22%) or shared equally (6.3%). Over the past 10 years responsibility for career counseling has been moved out of 20.4% of counseling centers, while only 1.1% of counseling centers have gained this responsibility. (Items 6 & 7)
- 24.3% of clients are seen for only one session. Directors report that 53% of these students get the help they want in this one session. (Item 8 & 9)
- There were 4 lawsuits against centers in the past year. Three were described. Two involved student suicides and one was for boundary violations. (Item 10)
- The primary administrative concerns of directors include the growing demand for services without a corresponding increase in resources (63%), administrative crises related to the handling of students with more serious psychological problems (55%), and the call for more accountability data (46%). Other concerns are listed. (Item 11)
- On average, counseling centers saw 9% of enrolled students last year. (Item 12)
- 58% of schools offer psychiatric services on campus, and provide 22 psychiatric consultation hours per week on average. The number of consultation hours per week per 1,000 students is 1.7. This means that on a campus of 10,000, there are, on average, 17 hours of psychiatric consultation available. (Items 13 & 14)
• 16.4% of center clients are referred for psychiatric evaluation (Up from 12% in 2004) and 25% of center clients are on psychiatric medication. The latter is up from 20% in 2003, 17% in 2000, and 9% in 1994. In addition 91.6% of directors believe that there is an increase in the number of student’s coming to campus who are already on psychiatric medication. (Items 15-17)

• 92% of directors believe that the number of students with severe psychological problems has increased in recent years. (Item 18)

• Directors report that 40% of their clients have severe psychological problems, 8% have impairment so serious that they cannot remain in school, or can only do so with extensive psychological/psychiatric help, while 32% experience severe problems but can be treated successfully with available treatment modalities. (Item 19)

• 92% of directors believe that the increase of students with more serious problems is a growing concern in their centers, 77% believe it is a growing concern for the administration, 67% for faculty and 81.5% for residence life staff. (Item 20)

• 30.5% of directors believe that incidents of violence against students have increased over the past 5 years. (Item 21)

• 466 cases of obsessive pursuit were reported, with 129 students being injured and 10 being killed by their pursuer (Items 22-25)

• When asked about other service provision concerns directors expressed greater concern in every category as compared to 2004. (Item 26)

<table>
<thead>
<tr>
<th>Service Area</th>
<th>2004</th>
<th>2006</th>
</tr>
</thead>
<tbody>
<tr>
<td>Increase in self injury reports</td>
<td>54.9%</td>
<td>66.8%</td>
</tr>
<tr>
<td>Need to find better referral sources for students needing long term care</td>
<td>54.3%</td>
<td>68.7%</td>
</tr>
<tr>
<td>Growing demand for services without needed increase in resources</td>
<td>53.7%</td>
<td>61.6%</td>
</tr>
<tr>
<td>Increased demand for crisis counseling</td>
<td>44.8%</td>
<td>55.9%</td>
</tr>
<tr>
<td>Responding to needs of learning disabled students</td>
<td>39.2%</td>
<td>44.4%</td>
</tr>
<tr>
<td>Increase in number of students with eating disorders</td>
<td>36.0%</td>
<td>37.9%</td>
</tr>
<tr>
<td>Increase in sexual assault cases</td>
<td>18.3%</td>
<td>22.6%</td>
</tr>
<tr>
<td>Increase in number of students reporting earlier sexual abuse</td>
<td>19.5%</td>
<td>22.9%</td>
</tr>
</tbody>
</table>

• 2,368 students were hospitalized for psychological reasons. (Item 28)

• Directors reported 142 student suicides in the past year. 14 of these were current or former counseling center clients, 71.4% were males, 76% were undergraduates, and most of the suicides (68%) occurred off-campus. 76% were Caucasian. 15% were Asian or Pacific Islanders and 6% were African American. To the extent that it was known 44% of the students were depressed, 24% had relationship problems, and 18% had academic problems. 32% were on psychiatric medication and 23% had a previous psychiatric hospitalization. 19% committed suicide by use of a firearm, 26% by hanging, 13% by ingesting toxic substances, 9% by jumping, and 33% by other methods. (Items 28-39).
Since the participating schools represent 3,717,000 students who are eligible for counseling services, the number of suicides per 100,000 students is 3.8. This is considerably lower than the 7.5:100,000 ratio that has been found for college students in past studies and the 15:100,000 ratio for same age individuals who are not in college. If this holds true in further studies, given the significant increase in students with more serious pathology, it suggests that the services made available for students in colleges and universities are having a very positive impact.

88.3% of directors reported an increased level of concern on campus about liability risks regarding student suicides. 40% of directors are in favor of mandating a certain number of counseling sessions for students who mention suicidal thoughts to anyone on campus, but only 4.4% favor sending such students to Judicial Boards for disposition. (Items 40,i,ii,iii)

51% of centers participated in depression screening days. (Up from 41.6% in 2004). 10,430 students were screened and 2,735 were referred for counseling. (Item 41)

16.6% of centers participated in Anxiety Screening Days. 3,280 students were screened and 617 were referred for treatment. (Item 42)

When clients are asked on evaluation forms, 53.6% report that counseling helped them to remain in school and 57.8% claim that it helped their academic performance. (Items 43 & 44)

37.3% of centers now collect student self-reports of learning outcomes such as “manage stress more effectively” or “able to focus better on studies.” 95.6% of directors believe that it is a good idea to collect this kind of information and 70.3% would like to see a standard learning outcomes list developed (using the listserv) that would make some comparative nationwide data available on this topic. (Items 45-47)

39.8% of directors accept mandatory referrals for both assessment and counseling. 47.4% accept mandated referrals for assessment purposes only and 12% accept no mandated referrals. (Item 48)

Apart from how centers handle mandatory referrals for counseling, 10.6% are in favor of providing this service, 68.1% are not crazy about it but believe some students can be helped in this way, and 20.2% are opposed to mandatory counseling. (Item 49)

For centers that accept mandatory counseling, policies on how this occurs on various campuses are described. (Item 50)

For centers that accept mandated referrals, 53% of directors would report the confirmation of the initial visit to the referring person, 41% would confirm that student has complied with the recommendation for treatment, and only 7% would provide a statement of student’s progress. (Item 51)
• 78.5% of participating center's counseling time is spent on personal counseling, 5.8% on career counseling, 7.9% on academic counseling, and 7.8% on other. (Item 52)

• 30.5% of directors carry a heavy case load in addition to their administrative duties, 41.4% carry a moderate case load, 22.9% carry a few clients and 4.9% see no clients. This differs significantly depending on the size of institution. (Item 53)

• 6.8% of directors report that their administrative responsibilities often interfere with their counseling effectiveness, and 44.7% believe that thoughts about administrative tasks occasionally intrudes on their ability to focus in counseling sessions. (Item 54)

• 39% of directors report that they have a relatively high stress job and 54.5% rate the job as moderately stressful. 53.7% state that the director's job is more stressful than it was 5 years ago. A list of various stressors is provided with time pressures (81%), work load (66.8%) and complexity of student problems (66.2%) being the highest ranked. (Items 55-57).

• 84.2% of directors believe that higher administration has a growing awareness of the problems centers are facing with the increased demand for services along with the growing complexity of student problems. 40.3% report that this awareness has already led to more resources for their counseling programs (up from 35% in 2004). (Items 58 & 59)

• See item 60 for salaries of new employees, item 61 for salaries of current employees based on years of service, and item 62 for director's salaries broken out by size of staff and years of service.
## 2006 Director's Survey Data

<table>
<thead>
<tr>
<th>Director's Gender</th>
<th>Director's Racial/Ethnic Identification</th>
<th>Staff Members' Gender/Orientation</th>
<th>Staff Members' Ethnicity</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>African American</td>
<td>Male</td>
<td>African American</td>
</tr>
<tr>
<td>Male</td>
<td>175</td>
<td>733</td>
<td>214</td>
</tr>
<tr>
<td>Female</td>
<td>192</td>
<td>1573</td>
<td>105</td>
</tr>
<tr>
<td></td>
<td>Hispanic American</td>
<td>Female</td>
<td>Hispanic American</td>
</tr>
<tr>
<td></td>
<td>9</td>
<td>19</td>
<td>105</td>
</tr>
<tr>
<td></td>
<td>Native American</td>
<td>0</td>
<td>Native American</td>
</tr>
<tr>
<td></td>
<td>0</td>
<td></td>
<td>16</td>
</tr>
<tr>
<td></td>
<td>White/Caucasian</td>
<td>328</td>
<td>White/Caucasian</td>
</tr>
<tr>
<td></td>
<td>89.4%</td>
<td>229</td>
<td>1719</td>
</tr>
<tr>
<td></td>
<td>Asian American</td>
<td>4</td>
<td>Asian American</td>
</tr>
<tr>
<td></td>
<td>1.1%</td>
<td>1953</td>
<td>136</td>
</tr>
<tr>
<td></td>
<td>Other</td>
<td>7</td>
<td>Other</td>
</tr>
<tr>
<td></td>
<td>1.9%</td>
<td>46</td>
<td>46</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Director's Highest Degree</th>
<th>Director's Professional Identity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Doctorate: Clinical/Counseling Psychology</td>
<td>Clinical Psychologist</td>
</tr>
<tr>
<td>243 66.2%</td>
<td>112 30.5%</td>
</tr>
<tr>
<td>Masters: Clinical/Counseling Psychology</td>
<td>Counseling Psychologist</td>
</tr>
<tr>
<td>23 6.3%</td>
<td>149 40.6%</td>
</tr>
<tr>
<td>Doctorate: Social Work</td>
<td>Psychiatrist</td>
</tr>
<tr>
<td>1 0.3%</td>
<td>2 0.5%</td>
</tr>
<tr>
<td>Masters: Social Work (MSW)</td>
<td>Mental Health Professional</td>
</tr>
<tr>
<td>25 6.8%</td>
<td>13 3.5%</td>
</tr>
<tr>
<td>Doctorate: Counseling/Counseling Education/Mental Health</td>
<td>Social Worker</td>
</tr>
<tr>
<td>37 10.1%</td>
<td>22 6%</td>
</tr>
<tr>
<td>Masters: Counseling/Counseling Education/Mental Health</td>
<td>Student Personnel Administrator</td>
</tr>
<tr>
<td>18 4.9%</td>
<td>3 0.8%</td>
</tr>
<tr>
<td>Doctorate: Student Personnel</td>
<td>Professional Counselor</td>
</tr>
<tr>
<td>2 0.5%</td>
<td>50 13.6%</td>
</tr>
<tr>
<td>Masters: Student Personnel</td>
<td>Other</td>
</tr>
<tr>
<td>0 0%</td>
<td>15 4.1%</td>
</tr>
<tr>
<td>M.D.</td>
<td>Other</td>
</tr>
<tr>
<td>3 0.8%</td>
<td>15 4.1%</td>
</tr>
</tbody>
</table>

Number of student eligible for services in the 367 schools represented in the survey: 3,717,000
### 1. Centers that charge a fee for personal counseling:

<table>
<thead>
<tr>
<th>School Size</th>
<th>n=94</th>
<th>n=103</th>
<th>n=82</th>
<th>n=88</th>
<th>Total</th>
<th>n=367</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>mean</td>
<td>range or %</td>
<td>#</td>
<td>mean</td>
<td>range or %</td>
<td>#</td>
</tr>
<tr>
<td>1.1%</td>
<td></td>
<td>2.9%</td>
<td>3</td>
<td>14.6%</td>
<td>25%</td>
<td>22</td>
</tr>
</tbody>
</table>

### 2. What is your annual income from these fees (rounded to the nearest $1000)

<table>
<thead>
<tr>
<th>School Size</th>
<th>n=94</th>
<th>n=103</th>
<th>n=82</th>
<th>n=88</th>
<th>Total</th>
<th>n=367</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>mean</td>
<td>range or %</td>
<td>#</td>
<td>mean</td>
<td>range or %</td>
<td>#</td>
</tr>
<tr>
<td>11K</td>
<td></td>
<td>0 - 28K</td>
<td>17K</td>
<td>8K - 28K</td>
<td>53K</td>
<td>0 - 330K</td>
</tr>
</tbody>
</table>

### 3. Is your Center supported by a mandatory fee?

<table>
<thead>
<tr>
<th></th>
<th>No</th>
<th>Yes, one that is specifically identified as being for the Counseling Center</th>
<th>Yes, through a Student Health fee</th>
<th>Yes, through a general student fee for all Student Affairs Services</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>69.1%</td>
<td>0</td>
<td>11.7%</td>
<td>18.1%</td>
</tr>
</tbody>
</table>

### 4. Ratio of mental health professionals to students:

<table>
<thead>
<tr>
<th>School Size</th>
<th>n=94</th>
<th>n=103</th>
<th>n=82</th>
<th>n=88</th>
<th>Total</th>
<th>n=367</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>mean</td>
<td>range or %</td>
<td>#</td>
<td>mean</td>
<td>range or %</td>
<td>#</td>
</tr>
<tr>
<td>1:250 - 1:429</td>
<td>1.250</td>
<td>1.429</td>
<td>1</td>
<td>1.350</td>
<td>1.119</td>
<td>1.119</td>
</tr>
<tr>
<td>1:870</td>
<td>1:250</td>
<td>89</td>
<td>1447</td>
<td>1600</td>
<td>1519</td>
<td>1911</td>
</tr>
<tr>
<td>1:200 - 1:2500</td>
<td>1:200</td>
<td>250</td>
<td>0</td>
<td>4667</td>
<td>85</td>
<td>2612</td>
</tr>
<tr>
<td>1:5000</td>
<td>1:5000</td>
<td>87</td>
<td>1:6000</td>
<td>87</td>
<td>1:18500</td>
<td>357</td>
</tr>
<tr>
<td>1:6000</td>
<td>1:6000</td>
<td>1:18500</td>
<td>1:6000</td>
<td>1:18500</td>
<td>357</td>
<td></td>
</tr>
</tbody>
</table>

### 5. Based on a 40 hour week, how many client contact hours a week would you EXPECT from a full-time counselor with no other responsibilities except individual counseling, attending staff meetings, paperwork, and necessary telephone or computer follow-up? This would include on-going clients, intakes, emergencies, etc. Assume all clients will show for appointments.

<table>
<thead>
<tr>
<th>School Size</th>
<th>n=94</th>
<th>n=103</th>
<th>n=82</th>
<th>n=88</th>
<th>Total</th>
<th>n=367</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>mean</td>
<td>range or %</td>
<td>#</td>
<td>mean</td>
<td>range or %</td>
<td>#</td>
</tr>
<tr>
<td>23.8</td>
<td></td>
<td>15 - 34</td>
<td>23.1</td>
<td>5 - 60</td>
<td>23.3</td>
<td>15 - 32</td>
</tr>
</tbody>
</table>

### 6. Where on your campus does career counseling take place?

<table>
<thead>
<tr>
<th>School Size</th>
<th>n=94</th>
<th>n=103</th>
<th>n=82</th>
<th>n=88</th>
<th>Total</th>
<th>n=367</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>mean</td>
<td>range or %</td>
<td>#</td>
<td>mean</td>
<td>range or %</td>
<td>#</td>
</tr>
<tr>
<td>28.7%</td>
<td></td>
<td>19.4%</td>
<td>24%</td>
<td>15.9%</td>
<td>23.9%</td>
<td>22.1%</td>
</tr>
<tr>
<td>68.1%</td>
<td></td>
<td>69.9%</td>
<td>72%</td>
<td>69.5%</td>
<td>60.2%</td>
<td></td>
</tr>
<tr>
<td>Shared equally between option 1 and option 2</td>
<td>0%</td>
<td>7.8%</td>
<td>8%</td>
<td>7.3%</td>
<td>6%</td>
<td></td>
</tr>
</tbody>
</table>

### 7. Over the past 10 years has the primary responsibility for career counseling:

<table>
<thead>
<tr>
<th>School Size</th>
<th>n=94</th>
<th>n=103</th>
<th>n=82</th>
<th>n=88</th>
<th>Total</th>
<th>n=367</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>mean</td>
<td>range or %</td>
<td>#</td>
<td>mean</td>
<td>range or %</td>
<td>#</td>
</tr>
<tr>
<td>18.1%</td>
<td></td>
<td>24.3%</td>
<td>25%</td>
<td>19.5%</td>
<td>19.3%</td>
<td></td>
</tr>
<tr>
<td>80.9%</td>
<td></td>
<td>73.8%</td>
<td>76%</td>
<td>80.5%</td>
<td>79.5%</td>
<td></td>
</tr>
</tbody>
</table>

### 8. If you track this data, what is the percentage of clients who are seen for only one session?

<table>
<thead>
<tr>
<th>School Size</th>
<th>n=94</th>
<th>n=103</th>
<th>n=82</th>
<th>n=88</th>
<th>Total</th>
<th>n=367</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>mean</td>
<td>range or %</td>
<td>#</td>
<td>mean</td>
<td>range or %</td>
<td>#</td>
</tr>
<tr>
<td>20.7%</td>
<td></td>
<td>0 - 70%</td>
<td>54%</td>
<td>22.7%</td>
<td>1 - 50%</td>
<td>46%</td>
</tr>
<tr>
<td>24.3%</td>
<td></td>
<td>0 - 75%</td>
<td>43%</td>
<td>28.6%</td>
<td>3 - 60%</td>
<td>54%</td>
</tr>
</tbody>
</table>

### 9. a) because they have gotten the help they wanted

<table>
<thead>
<tr>
<th>School Size</th>
<th>n=94</th>
<th>n=103</th>
<th>n=82</th>
<th>n=88</th>
<th>Total</th>
<th>n=367</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>mean</td>
<td>range or %</td>
<td>#</td>
<td>mean</td>
<td>range or %</td>
<td>#</td>
</tr>
<tr>
<td>53%</td>
<td></td>
<td>3 - 95%</td>
<td>44%</td>
<td>51.8%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### 9. b) for some other unknown reason

<table>
<thead>
<tr>
<th>School Size</th>
<th>n=94</th>
<th>n=103</th>
<th>n=82</th>
<th>n=88</th>
<th>Total</th>
<th>n=367</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>mean</td>
<td>range or %</td>
<td>#</td>
<td>mean</td>
<td>range or %</td>
<td>#</td>
</tr>
<tr>
<td>35.4%</td>
<td></td>
<td>3 - 80%</td>
<td>33%</td>
<td>39.7%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### 10. Number of centers that have been sued in the past year:

<table>
<thead>
<tr>
<th>School Size</th>
<th>n=94</th>
<th>n=103</th>
<th>n=82</th>
<th>n=88</th>
<th>Total</th>
<th>n=367</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>mean</td>
<td>range or %</td>
<td>#</td>
<td>mean</td>
<td>range or %</td>
<td>#</td>
</tr>
<tr>
<td>Yes</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<td>4</td>
</tr>
</tbody>
</table>
### School Size

<table>
<thead>
<tr>
<th>School Size</th>
<th>Under 2,500</th>
<th>Between 2,500 - 7,500</th>
<th>Between 7,500 - 15,000</th>
<th>Over 15,000</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>n=94</td>
<td>n=103</td>
<td>n=82</td>
<td>n=88</td>
<td>n=367</td>
</tr>
<tr>
<td>mean range or % #</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Increased paperwork</td>
<td>24.5% 24%</td>
<td>24.3% 23%</td>
<td>22.2% 18%</td>
<td>31.6% 28%</td>
<td>25.6% 94%</td>
</tr>
<tr>
<td>Need for more accountability data</td>
<td>59.4% 35%</td>
<td>50.5% 50%</td>
<td>41.2% 35%</td>
<td>54.6% 46%</td>
<td>48.3% 170%</td>
</tr>
<tr>
<td>Maintaining staff motivation</td>
<td>20.2% 13%</td>
<td>21.4% 12%</td>
<td>32.9% 27%</td>
<td>45.5% 41%</td>
<td>29.4% 108%</td>
</tr>
<tr>
<td>Boundary issues with administration</td>
<td>39.4% 37%</td>
<td>30.1% 31%</td>
<td>19.5% 16%</td>
<td>12.5% 11%</td>
<td>25.9% 95%</td>
</tr>
<tr>
<td>Administrative issues related to the handling of students with severe psychological problems</td>
<td>58.5% 95%</td>
<td>57.3% 56%</td>
<td>47.6% 39%</td>
<td>56.7% 49%</td>
<td>59% 202%</td>
</tr>
<tr>
<td>Waiting list problems</td>
<td>11.7% 7%</td>
<td>16.5% 13%</td>
<td>26.8% 23%</td>
<td>36.4% 33%</td>
<td>22.3% 65%</td>
</tr>
<tr>
<td>Inadequate technical support</td>
<td>14.5% 14%</td>
<td>22.3% 10%</td>
<td>12.5% 10%</td>
<td>25.9% 10%</td>
<td>21.3% 76%</td>
</tr>
<tr>
<td>Inadequate clerical support</td>
<td>33% 31%</td>
<td>27.2% 28%</td>
<td>20.7% 17%</td>
<td>17% 15%</td>
<td>24.8% 81%</td>
</tr>
<tr>
<td>A growing demand for services without an appropriate increase in resources</td>
<td>58.5% 55%</td>
<td>55.3% 57%</td>
<td>67.1% 55%</td>
<td>73.9% 68%</td>
<td>63.2% 232%</td>
</tr>
<tr>
<td>Other (please specify)</td>
<td>14.9% 14%</td>
<td>19.6% 20%</td>
<td>9.6% 6%</td>
<td>17% 13%</td>
<td>15.5% 57%</td>
</tr>
</tbody>
</table>

### 12c. Percent of student body that sought counseling last year

<p>| | | | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>67% 63%</td>
<td>51.5% 53%</td>
<td>29.3% 24%</td>
<td>15.9% 14%</td>
<td>42% 164%</td>
</tr>
<tr>
<td>Yes</td>
<td>33% 31%</td>
<td>48.5% 50%</td>
<td>70.7% 55%</td>
<td>84.1% 74%</td>
<td>58% 213%</td>
</tr>
</tbody>
</table>

### 14a) Number of psychiatric consultation hours available on campus per week:

<p>| | | | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>4.4 0 - 28</td>
<td>5.1 0 - 35</td>
<td>1.2 - 25.4 95</td>
<td>6.4 0.4-16.6</td>
<td>71</td>
</tr>
<tr>
<td>Yes</td>
<td>33% 31%</td>
<td>48.5% 50%</td>
<td>70.7% 55%</td>
<td>84.1% 74%</td>
<td>58% 213%</td>
</tr>
</tbody>
</table>

### 15) Estimate what percentage of your center's clients are taking psychiatric medicine:

<p>| | | | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>5.3% 4%</td>
<td>8.7% 7%</td>
<td>4.9% 4%</td>
<td>2.3% 2%</td>
<td>5.4% 20%</td>
</tr>
<tr>
<td>Yes</td>
<td>92.7% 86%</td>
<td>90.3% 89%</td>
<td>91.6% 87%</td>
<td>96.6% 82%</td>
<td>91.8% 335%</td>
</tr>
</tbody>
</table>

### 17) Approximately what percentage of your clients are referred for psychiatric evaluation:

<p>| | | | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>5.3% 5%</td>
<td>9.7% 10%</td>
<td>7.3% 6%</td>
<td>5.7% 4%</td>
<td>7.1% 26%</td>
</tr>
<tr>
<td>Yes</td>
<td>91.5% 85%</td>
<td>90.3% 89%</td>
<td>91.6% 87%</td>
<td>94.3% 83%</td>
<td>91.8% 335%</td>
</tr>
</tbody>
</table>

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 at our center.

Given these definitions, what percent of your clientele would you estimate fall into these categories?

### 19a. Level One severity

<p>| | | | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>No 12%</td>
<td>5.2% 4%</td>
<td>8.7% 7%</td>
<td>4.9% 4%</td>
<td>2.3% 2%</td>
<td>5.4% 20%</td>
</tr>
<tr>
<td>Yes 88%</td>
<td>92.7% 86%</td>
<td>90.3% 89%</td>
<td>91.6% 87%</td>
<td>96.6% 82%</td>
<td>91.8% 335%</td>
</tr>
</tbody>
</table>

### 19b. Level Two severity

<p>| | | | | | |</p>
<table>
<thead>
<tr>
<th></th>
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<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>5.3% 3%</td>
<td>9.7% 10%</td>
<td>7.3% 6%</td>
<td>5.7% 4%</td>
<td>7.1% 26%</td>
</tr>
<tr>
<td>Yes</td>
<td>91.5% 85%</td>
<td>90.3% 89%</td>
<td>91.6% 87%</td>
<td>94.3% 83%</td>
<td>91.8% 335%</td>
</tr>
</tbody>
</table>

### 19c. Total percent of your clients that have severe problems

<p>| | | | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>5.3% 4%</td>
<td>9.7% 10%</td>
<td>7.3% 6%</td>
<td>5.7% 4%</td>
<td>7.1% 26%</td>
</tr>
<tr>
<td>Yes</td>
<td>91.5% 85%</td>
<td>90.3% 89%</td>
<td>91.6% 87%</td>
<td>94.3% 83%</td>
<td>91.8% 335%</td>
</tr>
</tbody>
</table>
### School Size Breakdown

<table>
<thead>
<tr>
<th>School Size</th>
<th>n=367</th>
<th>n=367</th>
<th>n=367</th>
<th>n=367</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Total</td>
<td>Under 2,500</td>
<td>Between 2,500 - 7,500</td>
<td>Between 7,500 - 15,000</td>
</tr>
<tr>
<td>------------------------------</td>
<td>-------</td>
<td>-------------</td>
<td>-----------------------</td>
<td>------------------------</td>
</tr>
<tr>
<td></td>
<td></td>
<td>n=94</td>
<td>n=103</td>
<td>n=82</td>
</tr>
<tr>
<td>Mean range or % #</td>
<td></td>
<td>mean</td>
<td>range or %</td>
<td>mean</td>
</tr>
</tbody>
</table>

20.) Is the number of students with significant psychological problems a growing concern? (check all that apply)

<table>
<thead>
<tr>
<th></th>
<th></th>
<th>mean</th>
<th>range or %</th>
<th>mean</th>
<th>range or %</th>
</tr>
</thead>
<tbody>
<tr>
<td>At your Center?</td>
<td></td>
<td>69.4%</td>
<td>84</td>
<td>87.4%</td>
<td>90</td>
</tr>
<tr>
<td>With the Administration?</td>
<td></td>
<td>74.5%</td>
<td>69</td>
<td>69.9%</td>
<td>72</td>
</tr>
<tr>
<td>With Faculty?</td>
<td></td>
<td>70.2%</td>
<td>64</td>
<td>55.3%</td>
<td>57</td>
</tr>
<tr>
<td>With Residence Life Staff</td>
<td></td>
<td>78.7%</td>
<td>74</td>
<td>74.8%</td>
<td>77</td>
</tr>
</tbody>
</table>

21.) In your opinion, have incidents of violence among students on your campus?

<table>
<thead>
<tr>
<th></th>
<th></th>
<th>mean</th>
<th>range or %</th>
<th>mean</th>
<th>range or %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Increased over the last five years</td>
<td></td>
<td>25.5%</td>
<td>24</td>
<td>34%</td>
<td>39</td>
</tr>
<tr>
<td>Remained the same over the last five years</td>
<td></td>
<td>69.1%</td>
<td>64</td>
<td>61.2%</td>
<td>63</td>
</tr>
<tr>
<td>Decreased over the last five years</td>
<td></td>
<td>3.2%</td>
<td>3</td>
<td>3.9%</td>
<td>4</td>
</tr>
</tbody>
</table>

22.) Has your center handled any obsessive pursuit or stalking cases in the past year?

<table>
<thead>
<tr>
<th></th>
<th></th>
<th>mean</th>
<th>range or %</th>
<th>mean</th>
<th>range or %</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td></td>
<td>77.7%</td>
<td>73</td>
<td>54.4%</td>
<td>56</td>
</tr>
<tr>
<td>Yes</td>
<td></td>
<td>22.3%</td>
<td>21</td>
<td>42.7%</td>
<td>44</td>
</tr>
</tbody>
</table>

23.) If yes to #22, approximately how many cases have you handled?

<table>
<thead>
<tr>
<th></th>
<th></th>
<th>mean</th>
<th>range or %</th>
<th>mean</th>
<th>range or %</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td></td>
<td>2.5</td>
<td>0 - 10</td>
<td>52</td>
<td>2.4</td>
</tr>
<tr>
<td>Yes</td>
<td></td>
<td>2.8</td>
<td>1 - 10</td>
<td>114</td>
<td>4.2</td>
</tr>
</tbody>
</table>

24.) To your knowledge, how many persons on your campus were killed by an obsessive pursuer in the past year?

<table>
<thead>
<tr>
<th></th>
<th></th>
<th>mean</th>
<th>range or %</th>
<th>mean</th>
<th>range or %</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td></td>
<td>0.4</td>
<td>0 - 10</td>
<td>32</td>
<td>0.4</td>
</tr>
<tr>
<td>Yes</td>
<td></td>
<td>4</td>
<td>4</td>
<td>4</td>
<td>9</td>
</tr>
</tbody>
</table>

26.) What other service provision concerns does your Center have? (check all that apply)

<table>
<thead>
<tr>
<th></th>
<th></th>
<th>mean</th>
<th>range or %</th>
<th>mean</th>
<th>range or %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Increasing sexual assault cases</td>
<td></td>
<td>29.6%</td>
<td>23</td>
<td>17.5%</td>
<td>18</td>
</tr>
<tr>
<td>Increasing number of students reporting earlier sexual assault</td>
<td></td>
<td>25.7%</td>
<td>23</td>
<td>19.4%</td>
<td>20</td>
</tr>
<tr>
<td>Increasing in self-injury reports (cutting, hair pulling, burning, etc.)</td>
<td></td>
<td>66%</td>
<td>62</td>
<td>67%</td>
<td>69</td>
</tr>
<tr>
<td>Increasing in number of students with eating disorders</td>
<td></td>
<td>46.8%</td>
<td>44</td>
<td>29.1%</td>
<td>30</td>
</tr>
<tr>
<td>Increasing in crisis counseling</td>
<td></td>
<td>46.8%</td>
<td>44</td>
<td>55.3%</td>
<td>51</td>
</tr>
<tr>
<td>The need to find better referral resources for students who need long-term help</td>
<td></td>
<td>61.7%</td>
<td>58</td>
<td>68.9%</td>
<td>71</td>
</tr>
<tr>
<td>Responding to the needs of learning disabled students</td>
<td></td>
<td>50%</td>
<td>47</td>
<td>46.6%</td>
<td>48</td>
</tr>
<tr>
<td>A growing demand for services without an appropriate increase in resources</td>
<td></td>
<td>55.3%</td>
<td>52</td>
<td>58.3%</td>
<td>60</td>
</tr>
<tr>
<td>Please list any other critical issues that you are facing or anticipate facing in your center within the next few years:</td>
<td></td>
<td>11.7%</td>
<td>11</td>
<td>9.7%</td>
<td>10</td>
</tr>
</tbody>
</table>

27.) Has your center hospitalized a student for psychological reasons in the past year?

<table>
<thead>
<tr>
<th></th>
<th></th>
<th>mean</th>
<th>range or %</th>
<th>mean</th>
<th>range or %</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td></td>
<td>17%</td>
<td>13</td>
<td>16.7%</td>
<td>17</td>
</tr>
<tr>
<td>Yes</td>
<td></td>
<td>83%</td>
<td>73</td>
<td>89.3%</td>
<td>92</td>
</tr>
</tbody>
</table>

28.) If "Yes", how many were hospitalized?

<table>
<thead>
<tr>
<th></th>
<th></th>
<th>mean</th>
<th>range or %</th>
<th>mean</th>
<th>range or %</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td></td>
<td>3.6</td>
<td>0 - 22</td>
<td>29</td>
<td>5.2</td>
</tr>
<tr>
<td>Yes</td>
<td></td>
<td>1.1</td>
<td>0 - 3</td>
<td>27</td>
<td>1.7</td>
</tr>
</tbody>
</table>

29.) Have any students on your campus committed suicide in the past year?

<table>
<thead>
<tr>
<th></th>
<th></th>
<th>mean</th>
<th>range or %</th>
<th>mean</th>
<th>range or %</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td></td>
<td>92.6%</td>
<td>87</td>
<td>82.5%</td>
<td>85</td>
</tr>
<tr>
<td>Yes</td>
<td></td>
<td>7.4%</td>
<td>3</td>
<td>17.5%</td>
<td>18</td>
</tr>
</tbody>
</table>

30.) If "Yes", how many?

<table>
<thead>
<tr>
<th></th>
<th></th>
<th>mean</th>
<th>range or %</th>
<th>mean</th>
<th>range or %</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td></td>
<td>0.7</td>
<td>0 - 1</td>
<td>1.5</td>
<td>0 - 3</td>
</tr>
<tr>
<td>Yes</td>
<td></td>
<td>1.6</td>
<td>0 - 4</td>
<td>88</td>
<td>0 - 3</td>
</tr>
<tr>
<td>Race/Ethnicity</td>
<td>Under 2,500</td>
<td>Between 2,500 - 7,500</td>
<td>Between 7,500 - 15,000</td>
<td>Over 15,000</td>
<td>Total</td>
</tr>
<tr>
<td>-------------------------</td>
<td>-------------</td>
<td>-----------------------</td>
<td>------------------------</td>
<td>------------</td>
<td>-------</td>
</tr>
<tr>
<td>Asian/Pacific Islander</td>
<td>50%</td>
<td>8%</td>
<td>10%</td>
<td>17%</td>
<td>15%</td>
</tr>
<tr>
<td>Black</td>
<td>0%</td>
<td>17%</td>
<td>5%</td>
<td>3%</td>
<td>6%</td>
</tr>
<tr>
<td>Native American/Alaskan</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>White/Causasian</td>
<td>50%</td>
<td>71%</td>
<td>76%</td>
<td>79%</td>
<td>76%</td>
</tr>
<tr>
<td>Multi-Ethnic</td>
<td>0%</td>
<td>4%</td>
<td>10%</td>
<td>1%</td>
<td>3%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Risk Factors</th>
<th>Under 2,500</th>
<th>Between 2,500 - 7,500</th>
<th>Between 7,500 - 15,000</th>
<th>Over 15,000</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Depression</td>
<td>50%</td>
<td>44%</td>
<td>38%</td>
<td>47%</td>
<td>44%</td>
</tr>
<tr>
<td>Grades/Academics</td>
<td>13%</td>
<td>15%</td>
<td>13%</td>
<td>19%</td>
<td>18%</td>
</tr>
<tr>
<td>Money/Finances</td>
<td>0%</td>
<td>5%</td>
<td>16%</td>
<td>3%</td>
<td>6%</td>
</tr>
<tr>
<td>Legal Concerns</td>
<td>0%</td>
<td>3%</td>
<td>3%</td>
<td>4%</td>
<td>3%</td>
</tr>
<tr>
<td>Health Issues</td>
<td>0%</td>
<td>2%</td>
<td>3%</td>
<td>4%</td>
<td>4%</td>
</tr>
<tr>
<td>Relationship Issues</td>
<td>38%</td>
<td>35%</td>
<td>28%</td>
<td>31%</td>
<td>31%</td>
</tr>
<tr>
<td>School Size</td>
<td>Under 2,500</td>
<td>Between 2,500 - 7,500</td>
<td>Between 7,500 - 15,000</td>
<td>Over 15,000</td>
<td>Total</td>
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<td></td>
<td>mean</td>
<td>range or %</td>
<td>#</td>
<td>mean</td>
<td>range or %</td>
</tr>
<tr>
<td>Previous Attempts</td>
<td>3.25</td>
<td>1-9</td>
<td>13</td>
<td>4.78</td>
<td>0-41</td>
</tr>
<tr>
<td>On Psychiatric Medication</td>
<td>No</td>
<td>60%</td>
<td>3</td>
<td>62%</td>
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<tr>
<td></td>
<td>Yes</td>
<td>40%</td>
<td>2</td>
<td>38%</td>
<td>5</td>
</tr>
<tr>
<td>Prior Psychiatric Hospitalization</td>
<td>No</td>
<td>60%</td>
<td>3</td>
<td>92%</td>
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</tr>
<tr>
<td></td>
<td>Yes</td>
<td>40%</td>
<td>2</td>
<td>8%</td>
<td>1</td>
</tr>
<tr>
<td>40i.) Is there an increased level of concern on your campus about liability risks regarding suicidal students?</td>
<td>No</td>
<td>9.6%</td>
<td>9</td>
<td>15.5%</td>
<td>16</td>
</tr>
<tr>
<td></td>
<td>Yes</td>
<td>89.4%</td>
<td>84</td>
<td>83.5%</td>
<td>86</td>
</tr>
<tr>
<td>40ii.) Are you in favor of a policy mandating a certain number of counseling sessions for students who mention to anyone on campus that they are feeling suicidal?</td>
<td>No</td>
<td>50%</td>
<td>47</td>
<td>59.2%</td>
<td>61</td>
</tr>
<tr>
<td></td>
<td>Yes</td>
<td>48.9%</td>
<td>46</td>
<td>40.8%</td>
<td>36</td>
</tr>
<tr>
<td>40iii.) Some schools are sending students who have suicidal thoughts to the Campus Judicial Board for disposition. Are you in favor of such a policy?</td>
<td>No</td>
<td>92.8%</td>
<td>90</td>
<td>98.1%</td>
<td>96</td>
</tr>
<tr>
<td></td>
<td>Yes</td>
<td>4.3%</td>
<td>4</td>
<td>2.9%</td>
<td>3</td>
</tr>
<tr>
<td>41.) Did your Center participate in Depression Screening Day?</td>
<td>No</td>
<td>51.1%</td>
<td>45</td>
<td>55.3%</td>
<td>57</td>
</tr>
<tr>
<td></td>
<td>Yes</td>
<td>48.9%</td>
<td>43</td>
<td>44.7%</td>
<td>46</td>
</tr>
<tr>
<td>41a.) If &quot;Yes&quot;, how many students did you screen?</td>
<td>No</td>
<td>44.7</td>
<td>0-280</td>
<td>210</td>
<td>54.8</td>
</tr>
<tr>
<td></td>
<td>Yes</td>
<td>40.1%</td>
<td>35</td>
<td>48.5%</td>
<td>45</td>
</tr>
<tr>
<td>41b.) How many of the students were referred for treatment (internal or external)?</td>
<td>No</td>
<td>13.5</td>
<td>0-55</td>
<td>62</td>
<td>12.4</td>
</tr>
<tr>
<td></td>
<td>Yes</td>
<td>57.7%</td>
<td>58</td>
<td>81%</td>
<td>95</td>
</tr>
<tr>
<td>42.) Did your Center participate in Anxiety Screening Day?</td>
<td>No</td>
<td>77.7%</td>
<td>7</td>
<td>87.4%</td>
<td>90</td>
</tr>
<tr>
<td></td>
<td>Yes</td>
<td>20.2%</td>
<td>18</td>
<td>12.6%</td>
<td>13</td>
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<tr>
<td>42a.) If &quot;Yes&quot;, how many students did you screen?</td>
<td>No</td>
<td>41</td>
<td>0-220</td>
<td>82</td>
<td>53.3</td>
</tr>
<tr>
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<td>Yes</td>
<td>40.1%</td>
<td>35</td>
<td>48.5%</td>
<td>45</td>
</tr>
<tr>
<td>42b.) How many of the students were referred for treatment (internal or external)?</td>
<td>No</td>
<td>9.8</td>
<td>0-46</td>
<td>19</td>
<td>8.2</td>
</tr>
<tr>
<td></td>
<td>Yes</td>
<td>45.7%</td>
<td>43</td>
<td>55.3%</td>
<td>57</td>
</tr>
<tr>
<td>43a.) Does your Center's evaluation form include a question that asks students if counseling has helped with their decision to remain enrolled in your institution?</td>
<td>No</td>
<td>50.6%</td>
<td>41</td>
<td>42.7%</td>
<td>44</td>
</tr>
<tr>
<td></td>
<td>Yes</td>
<td>49.4%</td>
<td>42</td>
<td>57.3%</td>
<td>56</td>
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<tr>
<td>43b.) If &quot;Yes&quot;, what percentage responded positively?</td>
<td>No</td>
<td>50.4%</td>
<td>41</td>
<td>42.7%</td>
<td>44</td>
</tr>
<tr>
<td></td>
<td>Yes</td>
<td>49.6%</td>
<td>42</td>
<td>57.3%</td>
<td>56</td>
</tr>
<tr>
<td>School Size</td>
<td>Under 2,500</td>
<td>Between 2,500 - 7,500</td>
<td>Between 7,500 - 15,000</td>
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<td>Total</td>
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<td>#</td>
<td>mean</td>
<td>range or %</td>
</tr>
<tr>
<td>No</td>
<td>45.7%</td>
<td>43</td>
<td>34%</td>
<td>33</td>
<td>32.9%</td>
</tr>
<tr>
<td>Yes</td>
<td>48.9%</td>
<td>46</td>
<td>64.1%</td>
<td>66</td>
<td>64.6%</td>
</tr>
<tr>
<td></td>
<td>59.6%</td>
<td>30</td>
<td>54.3%</td>
<td>26</td>
<td>57.9%</td>
</tr>
<tr>
<td>44b.) If &quot;Yes&quot;, what percentage responded positively?</td>
<td>59.6%</td>
<td>30</td>
<td>54.3%</td>
<td>26</td>
<td>57.9%</td>
</tr>
<tr>
<td></td>
<td>50.</td>
<td>47.</td>
<td>48.</td>
<td>49.</td>
<td>50.</td>
</tr>
<tr>
<td>45.) On your evaluation form do you attempt to collect student self reports of learning outcomes achieved through counseling such as &quot;Manage stress more effectively&quot;, &quot; Able to focus better on studies&quot;, etc.?</td>
<td>64.9%</td>
<td>61</td>
<td>62.1%</td>
<td>64</td>
<td>54.9%</td>
</tr>
<tr>
<td></td>
<td>28.7%</td>
<td>27</td>
<td>36.9%</td>
<td>38</td>
<td>40.2%</td>
</tr>
<tr>
<td></td>
<td>93.6%</td>
<td>88</td>
<td>95.1%</td>
<td>95</td>
<td>95.1%</td>
</tr>
<tr>
<td>46.) Do you think it is a good idea to collect this kind of information?</td>
<td>2.1%</td>
<td>2</td>
<td>2.9%</td>
<td>3</td>
<td>2.4%</td>
</tr>
<tr>
<td></td>
<td>93.6%</td>
<td>88</td>
<td>95.1%</td>
<td>95</td>
<td>95.1%</td>
</tr>
<tr>
<td>47.) If &quot;Yes&quot; to the above, would you like to see a standard learning outcomes list developed (through the listserve) that would make some comparative nationwide data available on this topic?</td>
<td>70.2%</td>
<td>61</td>
<td>66.9%</td>
<td>71</td>
<td>73.2%</td>
</tr>
<tr>
<td></td>
<td>22.3%</td>
<td>21</td>
<td>26.2%</td>
<td>27</td>
<td>18.3%</td>
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<tr>
<td></td>
<td>10.6%</td>
<td>10</td>
<td>10.7%</td>
<td>11</td>
<td>12.2%</td>
</tr>
<tr>
<td>48.) Do you accept mandated referrals from a campus administrator or Judicial Board?</td>
<td>52.1%</td>
<td>43</td>
<td>38.8%</td>
<td>38</td>
<td>30.5%</td>
</tr>
<tr>
<td></td>
<td>37.2%</td>
<td>33</td>
<td>50.5%</td>
<td>52</td>
<td>57.3%</td>
</tr>
<tr>
<td></td>
<td>10.6%</td>
<td>10</td>
<td>10.7%</td>
<td>11</td>
<td>12.2%</td>
</tr>
<tr>
<td>49.) Apart from how your center handles mandated referrals for counseling, how do you feel about it?</td>
<td>76.6%</td>
<td>72</td>
<td>68.7%</td>
<td>70</td>
<td>61%</td>
</tr>
<tr>
<td></td>
<td>16%</td>
<td>15</td>
<td>22.3%</td>
<td>23</td>
<td>23.2%</td>
</tr>
</tbody>
</table>

Other (please specify):

| 50.) If you accept mandatory counseling, which of the following policies, if any, most closely describes your situation? | 17% | 16 | 24.3% | 25 | 18.3% | 15 | 20.5% | 18 | 20.2% | 74 |       |
| | 24.5% | 23 | 22.3% | 23 | 17.1% | 14 | 22.7% | 20 | 21.8% | 80 |       |
| | 11.7% | 11 | 6.8% | 7 | 6.1% | 5 | 3.4% | 3 | 7.1% | 26 |       |
| | 13.8% | 13 | 7.8% | 8 | 9.8% | 8 | 10.2% | 9 | 10.4% | 38 |       |
| | 8.5% | 8 | 4.9% | 5 | 11% | 9 | 4.5% | 4 | 7.1% | 26 |       |
| | 6.4% | 6 | 7.8% | 8 | 4.9% | 4 | 12.5% | 11 | 7.9% | 29 |       |
### School Size

<table>
<thead>
<tr>
<th>School Size</th>
<th>Under 2,500</th>
<th>Between 2,500 - 7,500</th>
<th>Between 7,500 - 15,000</th>
<th>Over 15,000</th>
<th>Total</th>
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<td>n=94</td>
<td>n=103</td>
<td>n=82</td>
<td>n=88</td>
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<td>mean range or % #</td>
<td>mean range or % #</td>
<td>mean range or % #</td>
<td>mean range or % #</td>
</tr>
</tbody>
</table>

#### 51.) Confirmation of initial visit
- Confirmation that the student has complied with the recommendation for treatment
- Statement of progress (i.e., student is making or not making good progress)
- No information provided

#### 52a.) Personal Counseling
- 80.1% 10 - 100%
- 79.3% 12 - 100%
- 78.6% 14 - 100%
- 75.5% 25 - 100%
- 78.5% 10 - 100%

#### 52b.) Career Counseling
- 4.5% 0 - 40%
- 5.6% 0 - 50%
- 7.5% 0 - 33%
- 7.4% 0 - 45%
- 5.8% 0 - 50%

#### 52c.) Academic Counseling
- 9.6% 0 - 90%
- 7.8% 0 - 74%
- 6.8% 0 - 50%
- 12.2% 0 - 67%
- 7.3% 7 - 100%

#### 53.) Do you see clients in addition to your administrative responsibilities?
- Yes, carry a heavy case load
- Yes, but only a moderate case load
- Yes, but carry only a few clients
- No

#### 54.) If you do see clients, have your administrative responsibilities interfered at all with your counseling effectiveness?
- Yes, I often find myself thinking about administrative tasks when I should be focusing on my client
- Yes, on occasion thoughts about administrative tasks intrude on my counseling
- No, I have been able to keep my head pretty clear of administrative issues when I am counseling

#### 55.) How would you define your job on a stress dimension?
- Relatively high stress job
- Moderately stressful
- Relatively low stress job

#### 56.) How stressful is your job now as compared to five years ago?
- More stressful
- Less stressful
- No change
- N/A (not a director five years ago)
<table>
<thead>
<tr>
<th>School Size</th>
<th>Under 2,500</th>
<th>Between 2,500 - 7,500</th>
<th>Between 7,500 - 15,000</th>
<th>Over 15,000</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>n=94</td>
<td>n=103</td>
<td>n=82</td>
<td>n=88</td>
<td>n=367</td>
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<tr>
<td></td>
<td>mean range or %</td>
<td>mean range or %</td>
<td>mean range or %</td>
<td>mean range or %</td>
<td>mean range or %</td>
</tr>
<tr>
<td>Time pressures</td>
<td>75.5% 71</td>
<td>83.5% 66</td>
<td>81.7% 67</td>
<td>81.6% 72</td>
<td>80.7% 296</td>
</tr>
<tr>
<td>Staff conflicts</td>
<td>19.1% 14</td>
<td>38.8% 40</td>
<td>43.9% 36</td>
<td>56.6% 50</td>
<td>39.2% 144</td>
</tr>
<tr>
<td>Budget issues</td>
<td>56.4% 53</td>
<td>64.1% 66</td>
<td>59.8% 41</td>
<td>70.5% 64</td>
<td>62.7% 230</td>
</tr>
<tr>
<td>Pressure from above</td>
<td>28.7% 27</td>
<td>26.2% 21</td>
<td>32.9% 27</td>
<td>29.5% 26</td>
<td>29.2% 107</td>
</tr>
<tr>
<td>Work load</td>
<td>64.9% 61</td>
<td>68.9% 71</td>
<td>58.5% 48</td>
<td>73.9% 63</td>
<td>66.8% 245</td>
</tr>
<tr>
<td>Uncertainty about the center's future</td>
<td>14.5% 11</td>
<td>7.8% 6</td>
<td>7.3% 6</td>
<td>11.4% 10</td>
<td>10.4% 38</td>
</tr>
<tr>
<td>The burden of responsibility</td>
<td>59.6% 56</td>
<td>60.2% 62</td>
<td>59.8% 49</td>
<td>48.9% 43</td>
<td>57.2% 210</td>
</tr>
<tr>
<td>Complexity of client problems</td>
<td>74.5% 70</td>
<td>67% 60</td>
<td>68.3% 56</td>
<td>54.5% 48</td>
<td>66.2% 243</td>
</tr>
<tr>
<td>Lack of direction from above</td>
<td>14.9% 12</td>
<td>15.5% 16</td>
<td>12.2% 10</td>
<td>11.4% 10</td>
<td>13.6% 50</td>
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<tr>
<td>Lack of staff appreciation for the complexity of the job</td>
<td>42.5% 40</td>
<td>44.7% 46</td>
<td>37.8% 33</td>
<td>47.7% 43</td>
<td>43.3% 169</td>
</tr>
<tr>
<td>Inadequate director's salary</td>
<td>50% 47</td>
<td>25.2% 26</td>
<td>24.4% 23</td>
<td>27.3% 24</td>
<td>31.9% 117</td>
</tr>
<tr>
<td>Inadequate money for staff increases</td>
<td>47.9% 45</td>
<td>54.4% 56</td>
<td>59.8% 49</td>
<td>64.8% 57</td>
<td>56.4% 207</td>
</tr>
<tr>
<td>Other (please specify)</td>
<td>17% 15</td>
<td>13.8% 14</td>
<td>17.1% 14</td>
<td>20.5% 13</td>
<td>16.9% 62</td>
</tr>
</tbody>
</table>

57.) Which of the following, if any, would you say are stressors in your role as director? (check all that apply)

58.) Do you believe that higher administration on your campus has a growing awareness of the problem centers are facing with the increased demand for service along with the growing complexity of problems students are bringing to our centers?

59.) If "Yes", to the above, do you believe that this awareness will lead to more resources being directed to counseling centers?

60a.) Director

60b.) Training Director

Listing or 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 psychiatrist was based on a limited number of hours, salary estimate was based on full schedule.)
<table>
<thead>
<tr>
<th>School Size</th>
<th>Mean Range or %</th>
<th>#</th>
<th>Mean Range or %</th>
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<td></td>
<td>n=88</td>
<td></td>
<td>n=367</td>
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<td></td>
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<tr>
<td>Minority Male</td>
<td>49.3K 44K 56K</td>
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<td>46.9K 45K 49K</td>
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<td>83.4K 42K 47K</td>
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<tr>
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<td>48.3K 43K 54K</td>
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<td>527500 47K 64K</td>
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</tr>
<tr>
<td>Minority Female</td>
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<td>47.8K 43K 50K</td>
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<td>45.7K 36K 50K</td>
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<td>38.8K 30K 50K</td>
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<td>39.7K 22K 62K</td>
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<td>53.8K 42K 42K</td>
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<td>50.1K 45K 54K</td>
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<tr>
<td>Minority Male</td>
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<td>54K 54K 54K</td>
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<td>53.3K 45K 61K</td>
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<td>36K 36K 36K</td>
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60c.) Counselor with Ph.D. and Experience

60d.) Counselor with new doctorate

60e.) Counselor who is A.B.D.

60f.) Counselor with MA and Experience

60g.) Counselor with new MA

60h.) Counselor with MSW and Experience

60i.) Counselor with new MSW
### 60j.) Counselor with BA

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### 60k.) Psychiatrist/MD (annual salary)

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### 60l.) Psychiatrist/MD (hourly rate)

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### 60m.) Pre-Doctoral Intern

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### 60n.) Post-Doctoral Intern

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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.

### 61a.) Director

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<tr>
<td><strong>Current Salary 1-3 years in position</strong></td>
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<tr>
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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.
<table>
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<td>70.9K 69K - 70K</td>
<td>62.7K 50K - 69K</td>
<td>66.7K 47K - 75K</td>
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<td>Current Salary 13-15 years in position</td>
<td>67K 50K - 62.5K</td>
<td>54.6K 6244 - 75K</td>
<td>75.7K 60.3K - 94K</td>
<td>66.1K 6244 - 94K</td>
<td>16</td>
</tr>
<tr>
<td>Current Salary 15 years and up</td>
<td>38K 38K - 38K</td>
<td>59.8K 53K - 69K</td>
<td>75K 49K - 95K</td>
<td>72.3K 50K - 104K</td>
<td>69.8K 38K - 104K</td>
</tr>
<tr>
<td>61d.) Counselor with Ph.D.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Current Salary 4-6 years in position</td>
<td>52K 40K - 67K</td>
<td>54.5K 45K - 75K</td>
<td>51.9K 42K - 66K</td>
<td>52.3K 41.4K - 76K</td>
<td>52.5K 40K - 76K</td>
</tr>
<tr>
<td>Current Salary 7-9 years in position</td>
<td>39K 39K - 39K</td>
<td>56.5K 47K - 80K</td>
<td>58.3K 45K - 84K</td>
<td>57.5K 44.5K - 81K</td>
<td>57.3K 39K - 84K</td>
</tr>
<tr>
<td>Current Salary 10-12 years in position</td>
<td>65K 65K - 65K</td>
<td>74K 61K - 85K</td>
<td>61.8K 42.5K</td>
<td>63.4K 45.9K - 80K</td>
<td>64.2K 42.5K - 27</td>
</tr>
<tr>
<td>Current Salary 15 years and up</td>
<td>65K 48K - 90K</td>
<td>65.5K 49.5K</td>
<td>64.3K 55K - 110K</td>
<td>64.8K 48K - 91K</td>
<td>67.3K 48K - 110K</td>
</tr>
<tr>
<td>61e.) Counselor who is A.B.D.</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Current Salary 1-3 years in position</td>
<td>31K 25K - 37K</td>
<td>43.4K 41.3K - 45K</td>
<td>30K 36K - 42K</td>
<td>40.3K 32K - 50K</td>
<td>38.4K 25K - 50K</td>
</tr>
<tr>
<td>Current Salary 4-6 years in position</td>
<td>47.9K 47.9K - 48K</td>
<td>46.7K 45.4K - 48K</td>
<td>47.5K 44K - 51K</td>
<td>47.5K 44K - 51K</td>
<td>2</td>
</tr>
<tr>
<td>Current Salary 7-9 years in position</td>
<td>40K 40K - 40K</td>
<td>52.5K</td>
<td>54K 54K - 54K</td>
<td>52.5K 54K - 54K</td>
<td>2</td>
</tr>
<tr>
<td>Current Salary 15 years and up</td>
<td>67.7K 51.5K - 90K</td>
<td>54K 54K - 54K</td>
<td>52.5K</td>
<td>53.3K 52.5K - 54K</td>
<td>2</td>
</tr>
<tr>
<td>61f.) Counselor with MA</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Current Salary 1-3 years in position</td>
<td>37.9K 25K - 54K</td>
<td>44.7K 29K - 68K</td>
<td>40.5K 32K - 52K</td>
<td>45.6K 34K - 62K</td>
<td>41.9K 25K - 68K</td>
</tr>
<tr>
<td>Current Salary 4-6 years in position</td>
<td>41.4K 33K - 50K</td>
<td>41.2K 31K - 60K</td>
<td>49K 33.7K - 86K</td>
<td>44.4K 33K - 70K</td>
<td>43.7K 31K - 86K</td>
</tr>
<tr>
<td>Current Salary 7-9 years in position</td>
<td>46.7K 32K - 82.4K</td>
<td>43.8K 40K - 53K</td>
<td>44.5K 37.5K - 58K</td>
<td>47K 38K - 54K</td>
<td>45.3K 32K - 82.4K</td>
</tr>
<tr>
<td>Current Salary 10-12 years in position</td>
<td>42.5K 35K - 50K</td>
<td>50.2K 32K - 63K</td>
<td>68.6K 40.1K - 97K</td>
<td>43.9K 40K - 47K</td>
<td>49.4K 32K - 97K</td>
</tr>
<tr>
<td>Current Salary 13-15 years in position</td>
<td>59.3K 48K - 70K</td>
<td>62.7K 41.6K - 79K</td>
<td>47.5K 38.5K - 71K</td>
<td>51.7K 38.5K - 79K</td>
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<tr>
<td>Current Salary 15 years and up</td>
<td>47.8K 28K - 70K</td>
<td>81K 47.5K</td>
<td>50K 41K - 111K</td>
<td>54.7K 37K - 96K</td>
<td>56K 28K - 111K</td>
</tr>
<tr>
<td></td>
<td>33</td>
<td>40</td>
<td>40</td>
<td>41</td>
<td>173</td>
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</table>
### 61g.) Counselor with MSW

<table>
<thead>
<tr>
<th>Salary Range</th>
<th>Mean (K)</th>
<th>Range (K)</th>
<th># of Observations</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-3 years</td>
<td>56.3K</td>
<td>30K - 93.6K</td>
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</tr>
<tr>
<td>7-9 years</td>
<td>46.7K</td>
<td>32K - 75K</td>
<td>1</td>
</tr>
<tr>
<td>10-12 years</td>
<td>51K</td>
<td>48K - 65K</td>
<td>2</td>
</tr>
<tr>
<td>13-15 years</td>
<td>51.3K</td>
<td>46.5K - 65K</td>
<td>2</td>
</tr>
<tr>
<td>15+ years</td>
<td>55.4K</td>
<td>49.6K - 65K</td>
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</tbody>
</table>

### 61h.) Counselor with BA

<table>
<thead>
<tr>
<th>Salary Range</th>
<th>Mean (K)</th>
<th>Range (K)</th>
<th># of Observations</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-3 years</td>
<td>44K</td>
<td>30K - 44K</td>
<td>1</td>
</tr>
<tr>
<td>7-9 years</td>
<td>126K</td>
<td>90K - 150K</td>
<td>4</td>
</tr>
<tr>
<td>10-12 years</td>
<td>111K</td>
<td>100K - 125K</td>
<td>1</td>
</tr>
<tr>
<td>13-15 years</td>
<td>141.5K</td>
<td>122K - 150K</td>
<td>1</td>
</tr>
<tr>
<td>15+ years</td>
<td>55K</td>
<td>55K - 65K</td>
<td>1</td>
</tr>
</tbody>
</table>

### 61i.) Psychiatrist/MD (annual salary)

<table>
<thead>
<tr>
<th>Salary Range</th>
<th>Mean (K)</th>
<th>Range (K)</th>
<th># of Observations</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-3 years</td>
<td>141.5K</td>
<td>122K - 150K</td>
<td>3</td>
</tr>
<tr>
<td>7-9 years</td>
<td>126.3K</td>
<td>100K - 150K</td>
<td>2</td>
</tr>
<tr>
<td>10-12 years</td>
<td>111K</td>
<td>100K - 125K</td>
<td>1</td>
</tr>
<tr>
<td>13-15 years</td>
<td>111K</td>
<td>100K - 125K</td>
<td>1</td>
</tr>
<tr>
<td>15+ years</td>
<td>111K</td>
<td>100K - 125K</td>
<td>1</td>
</tr>
</tbody>
</table>

### 61j.) Psychiatrist/MD (hourly rate)

<table>
<thead>
<tr>
<th>Salary Range</th>
<th>Mean (K)</th>
<th>Range (K)</th>
<th># of Observations</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-3 years</td>
<td>126.3K</td>
<td>90K - 150K</td>
<td>2</td>
</tr>
<tr>
<td>7-9 years</td>
<td>122.5K</td>
<td>100K - 125K</td>
<td>2</td>
</tr>
<tr>
<td>10-12 years</td>
<td>111K</td>
<td>95K - 125K</td>
<td>1</td>
</tr>
<tr>
<td>13-15 years</td>
<td>112K</td>
<td>105K - 125K</td>
<td>1</td>
</tr>
<tr>
<td>15+ years</td>
<td>100K</td>
<td>95K - 125K</td>
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</table>

### 61k.) Learning Skills Specialist

<table>
<thead>
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<th>Salary Range</th>
<th>Mean (K)</th>
<th>Range (K)</th>
<th># of Observations</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-3 years</td>
<td>38.8K</td>
<td>30K - 47.5K</td>
<td>2</td>
</tr>
<tr>
<td>7-9 years</td>
<td>47K</td>
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<tr>
<td>10-12 years</td>
<td>60K</td>
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<td>1</td>
</tr>
<tr>
<td>13-15 years</td>
<td>52K</td>
<td>52K - 52K</td>
<td>1</td>
</tr>
<tr>
<td>15+ years</td>
<td>46.6K</td>
<td>46.6K - 46.6K</td>
<td>1</td>
</tr>
</tbody>
</table>
List directors salary again for the appropriate staff size and experience level category. Staff size should be based on salaried individuals (i.e., do not include non-paid student help).

### 62a.) 1 FTE

<table>
<thead>
<tr>
<th>Experience</th>
<th>School Size</th>
<th>Under 2,500</th>
<th>Between 2,500 - 7,500</th>
<th>Between 7,500 - 15,000</th>
<th>Over 15,000</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>n=94</td>
<td>n=103</td>
<td>n=82</td>
<td>n=88</td>
<td>n=367</td>
<td></td>
</tr>
<tr>
<td></td>
<td>mean</td>
<td>range or %</td>
<td>#</td>
<td>mean</td>
<td>range or %</td>
<td>#</td>
</tr>
<tr>
<td>Under 5 years as director</td>
<td>43.4K</td>
<td>32K - 59K</td>
<td>13</td>
<td>51.3K</td>
<td>35K - 88K</td>
<td>6</td>
</tr>
<tr>
<td>5-10 years as director</td>
<td>51.3K</td>
<td>35K - 80K</td>
<td>12</td>
<td>73.8K</td>
<td>50K - 100K</td>
<td>3</td>
</tr>
<tr>
<td>Over 10 years as director</td>
<td>49.4K</td>
<td>37K - 75K</td>
<td>10</td>
<td>72K</td>
<td>72K - 72K</td>
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</table>

### 62b.) 2-3 FTE

<table>
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<tr>
<th>Experience</th>
<th>School Size</th>
<th>Under 2,500</th>
<th>Between 2,500 - 7,500</th>
<th>Between 7,500 - 15,000</th>
<th>Over 15,000</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
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<td>n=71</td>
<td>n=61</td>
<td>n=69</td>
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<td></td>
<td>mean</td>
<td>range or %</td>
<td>#</td>
<td>mean</td>
<td>range or %</td>
<td>#</td>
</tr>
<tr>
<td>Under 5 years as director</td>
<td>57.9K</td>
<td>41.1K - 13</td>
<td>13</td>
<td>64.6K</td>
<td>50K - 80K</td>
<td>17</td>
</tr>
<tr>
<td>5-10 years as director</td>
<td>66.1K</td>
<td>42K - 120K</td>
<td>11</td>
<td>61.7K</td>
<td>51K - 80K</td>
<td>11</td>
</tr>
<tr>
<td>Over 10 years as director</td>
<td>88.2K</td>
<td>42.5K - 90K</td>
<td>14</td>
<td>70.4K</td>
<td>50K - 100K</td>
<td>14</td>
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</table>

### 62c.) 4-7 FTE

<table>
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<th>School Size</th>
<th>Under 2,500</th>
<th>Between 2,500 - 7,500</th>
<th>Between 7,500 - 15,000</th>
<th>Over 15,000</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>n=93</td>
<td>n=102</td>
<td>n=85</td>
<td>n=89</td>
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<tr>
<td></td>
<td>mean</td>
<td>range or %</td>
<td>#</td>
<td>mean</td>
<td>range or %</td>
<td>#</td>
</tr>
<tr>
<td>Under 5 years as director</td>
<td>86.4K</td>
<td>52K - 130K</td>
<td>13</td>
<td>74.5K</td>
<td>56K - 125K</td>
<td>13</td>
</tr>
<tr>
<td>5-10 years as director</td>
<td>64K</td>
<td>64K - 64K</td>
<td>13</td>
<td>69.8K</td>
<td>51K - 90K</td>
<td>13</td>
</tr>
<tr>
<td>Over 10 years as director</td>
<td>85.3K</td>
<td>66K - 118K</td>
<td>13</td>
<td>81.7K</td>
<td>70K - 109K</td>
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### 62d.) 8-11 FTE

<table>
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<th>School Size</th>
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<th>Between 2,500 - 7,500</th>
<th>Between 7,500 - 15,000</th>
<th>Over 15,000</th>
<th>Total</th>
</tr>
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<td>mean</td>
<td>range or %</td>
<td>#</td>
<td>mean</td>
<td>range or %</td>
<td>#</td>
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<tr>
<td>Under 5 years as director</td>
<td>85.5K</td>
<td>83K - 92K</td>
<td>13</td>
<td>87.5K</td>
<td>83K - 92K</td>
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<tr>
<td>5-10 years as director</td>
<td>68K</td>
<td>68K - 68K</td>
<td>13</td>
<td>55K</td>
<td>55K - 55K</td>
<td>13</td>
</tr>
<tr>
<td>Over 10 years as director</td>
<td>75.5K</td>
<td>60K - 91K</td>
<td>13</td>
<td>88K</td>
<td>60K - 120K</td>
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### 62e.) 12-16 FTE

<table>
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<th>Between 2,500 - 7,500</th>
<th>Between 7,500 - 15,000</th>
<th>Over 15,000</th>
<th>Total</th>
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<td>range or %</td>
<td>#</td>
<td>mean</td>
<td>range or %</td>
<td>#</td>
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<tr>
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<td>87K - 87K</td>
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<td>80K - 80K</td>
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### 62f.) 17+ FTE

<table>
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<th>Between 2,500 - 7,500</th>
<th>Between 7,500 - 15,000</th>
<th>Over 15,000</th>
<th>Total</th>
</tr>
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<td>range or %</td>
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<td>mean</td>
<td>range or %</td>
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</tr>
<tr>
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<td>90K - 200K</td>
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<td>13</td>
<td>108.5K</td>
<td>83K - 111.9K</td>
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<td>School Number</td>
<td>Name</td>
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<td>Alishio, Kip</td>
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<td>Brown, Vincent</td>
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<td>Aros, Jesus/Jesse</td>
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<td>Bucell, Michael</td>
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<td>Assing, Wayne</td>
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<td>Buckingham, Jane</td>
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<td>Chandler, David</td>
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<td>Chapman, Ron</td>
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