

National Survey of Counseling Center Directors 2011

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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 assistance of the 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 also offers opportunities for advocacy and leadership, provides continuing education, facilitates communication within the profession, funds and disseminates research, and publicity 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 IACS 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.

IACS Website: www.iacinc.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. 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.

2011 SURVEY HIGHLIGHTS (N=228)

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

1. 58.6 % of directors and 69% of staff in the survey are women. In 1982, only 19% of directors were women.
2. The 228 centers surveyed represent 2.3 million students who are eligible for counseling services at their institutions. 165,000 of these students (10.6 %) sought counseling during the year for individual or group counseling, and the ratio of counselors to clients, on average, was 1 to 1,600 students with smaller schools having much better ratios. In addition 30% of the students in the surveyed schools were seen in other contexts (workshops, orientations, classroom presentations, etc.) (Items 1-3)
3. 33% of centers tend to place limits on the number of client counseling sessions allowed. 44% do not have a session limit policy but promote their centers as a short-term service and rely on counselors to make responsible judgments about how long a student can be seen. 23% tend to see students as long as necessary to resolve the presenting problems but will make external referrals when clinically advisable. The average number of sessions per student across all categories is 5.6. Based on earlier surveys this average tends to be approximately the same for time-limited counseling centers and for centers that do not have formally established limits. (Item 4)
4. 64% of the surveyed directors have access to on-campus psychiatric consultation. 22.5 psychiatric consultation hours per campus (2.1 per 1,000 students) are available (Items 5-6)
5. 15% of center clients are referred for psychiatric evaluation and 23% are on psychiatric medication. The latter is up from 20% in 2003, 17% in 2000, and 9% in 1994. In addition, 92% of directors believe that there is an increase in the number of students coming to campus who are already on psychiatric medication (up from 87.5 % in 2007). (Items 7-9)
6. 91% of directors report that the recent trend toward greater number of students with severe psychological problems continues to be true on their campuses. In addition, over the past five years, the following percentage of directors have noted increases in the following problems: (Items 10-11)

78%	Crises requiring immediate response.
77%	Psychiatric medication issues.
62%	Learning disabilities.
49%	Illicit drug use (Other than alcohol).

42%	Self-injury issues (e.g. Cutting to relieve anxiety).
42%	Alcohol abuse.
30%	Problems related to earlier sexual abuse.
25%	Career Planning issues
24%	Eating disorders
23%	Sexual assault concerns (On campus).

7. Directors report that 37.4% of their clients have severe psychological problems. 5.9% of these have impairment, so serious, that they cannot remain in school or can only do so with extensive psychological/psychiatric help, while 31.2% experience severe problems but can be treated successfully with available treatment modalities (Item 12).

8. Item 13 provides information on what centers are doing to address the increase of students with serious psychological problems. Percentage increases since previous year are noted.

- 76% served on interdisciplinary committees aimed at the early identification of troubled students (Up 17%).
- 74% increased the amount of time in training faculty and others to respond helpfully to students in trouble and to make appropriate referrals. (Up 15%).
- 61% increased training for staff in working with difficult cases. (Up 14%)
- 60% expanded external referral networks (Up 7%).
- 50% provided depression screening days for students.
- 41% worked with psychiatric/medical staff to make more use of psychotropic medication.
- 34% increased psychiatric consultation hours. (Up 6%).
- 26% provided more mandated suicide assessments.
- 19% increased training for staff in time limited therapy (up 2%).
- Other actions taken include hiring a full time case manager, referring off- campus more often, expanded crisis services, hiring a behavioral health consultant, on line mental health screening, hiring more full-time and part- time clinical staff, and providing campus suicide prevention gatekeeper training.

9. 97% of centers hospitalized an average of 9.4 students per school (2,000 students in all) for psychological reasons. This is more than triple the percentage of students hospitalized in 1994. The average number of hospitalizations per 1,000 students was 1.4 (Items 14-16).
10. Directors reported 87 student suicides in the past year. 20% of these were current or former center clients, 73% were males, 80% were undergraduates and only 21% of the suicides occurred on or near-campus. 86% were Caucasian, 7% were Asian or Pacific Islanders and 3% were African American. To the extent that it was known, 80% of the students were depressed, 46% had relationship problems, 17% had academic problems, 13% were on psychiatric medication, and 15% were known to have had previous psychiatric hospitalizations. Directors, however, did not know the previous psychiatric history of 65% of these students. In addition, 32% committed suicide by use of a firearm, 26% by hanging, 10% by ingesting toxic substances, 8% by jumping, and 26% by other methods. Also, 48% of the suicides occurred on a weekday (Mon-Thurs), 33% on weekends, and in 19% of the cases directors were uncertain of when the suicide occurred (Items 25-35).
11. Percentage of campuses that provide services thought to be essential for addressing suicidal behavior. (Item 38)
- 79% Targeted programs for faculty/coaches/advisors/resident assts.
 - 74% Stress education programs.
 - 74% On-campus referral networks.
 - 70% Medical leave policies.
 - 68% Emergency services.
 - 65% On-site medical services.
 - 57% On-site psychiatric services
 - 57% Depression screening days.
 - 57% Broad based campus –wide educational programs.
 - 55% Adequately staffed counseling centers.
 - 45% Education programs and materials for parents/families.
 - 33% Post-vention programs
12. 39 of the responding centers (18%) reported a total of 94 instances when it was necessary to give warning to a third party about a student who posed a specific danger to another person. In 43 % of these cases police were notified, 36% notified the potential victim and 21% indicated other, which included the Dean of Students, the campus community, guardians, residence life, child protection agencies, and the campus risk assessment team. (Item 39)
13. 68% of directors reported that because of recent tragedies that have occurred on college campuses due to emotionally disturbed students, they have come under increasing pressure to share concerns about troubled students who might pose a

risk to others even though the threat was not to a specific person. In responding to this pressure the following percentage of directors report that they would:

- Increase the level of therapy for students who pose a risk (10%).
- Refer these students to more appropriate settings (12%).
- Ask these students for permission to alert family, residence staff, or institutional administration about these concerns (50%).
- Handle such situations as they have in the past despite pressures (18%)
- Express concerns to student and notify others with or without consent. (10%).

Additional comments indicate that generally each situation would be handled on a case by case basis and would be handled in the best interests of the student and the community (Item 40).

14. 33% of directors report that there has been a marked increase in student to student violence on their campuses (Item 41).

15. 19% of counseling center clients from the surveyed schools were referred to external practitioners for more specialized or intensive treatment (Item 46).

16. Directors reported that they were involved with 147 cases of obsessive pursuit or stalking during the past year. They also noted that in 55 of these cases students were physically injured and 3 were killed by their pursuers. (Items 48-51))

17. Directors report increased professional staff time in the following areas (percentages follow)

- Campus consulting (71%).
- Individual personal counseling (69%).
- Case documentation (56%).
- Responding to concerned parents (54%).
- Group therapy (38%).
- Committee work (36%).
- Structured groups (25%).

18. A full time counselor whose primary responsibility is counseling, schedules, on average, 24 hours for one-on-one counseling, 5 hours for other direct services to students (group work, workshops, classroom talks etc.), and 11 hours for other tasks (staff meetings, supervision, clinical notes, contact with faculty/parents, staff development etc.) (Item 18).

19. Early in the Fall term it takes, on average, about 4 weeks before counselors schedules are filled. However, this is when the demands for student orientation activities, training residence life staff, setting up counseling groups, and orienting

interns and practicum students are high. Once schedules are full, 90% of directors report that they stay full for the Fall and Winter terms, except for hours that may be set aside for emergencies. (Items 19-20)

20. 46% of directors report that once schedules are filled wait lists begin to develop, and 88% of these report that it leads to concerns that some students may not be getting the help they need when they need it. In response to this concern directors (in the following percentages) have taken the following actions to avoid the problem or keep it at a manageable level.

- Non-critical clients are seen less frequently (82%).
- Staff take on an overload - reduce other commitments (73%)
- Make more use of external referrals (53%)
- Staff manage own case loads in ways to reduce problem (50%)
- No automatic weekly appointments. Each session scheduled as schedule permits (46%)
- More focus on brief therapy models (44%).

Other strategies include triage, hiring part-time staff, more group work, telephone Intake, and extended evening hours, but in spite of these efforts 24% of center continue to have a serious wait list problem. (Items 21-24).

21. 63% of counseling centers now ask former clients if their counseling experience helped them remain enrolled in their institutions and whether it helped with their academic performance. In spite of the fact that most students do not come to counseling centers for these specific reasons 56% indicated that it helped them remain in school and 61% stated that counseling helped better their academic performance. (Items 42-43).

22. 69% of directors reported that their job was more stressful than it was 5 years earlier. If only directors who had been in that position 5 years ago were queried, then the percentage would have been 80%. The reasons given included: time pressures (78%), increased administrative demands (74%), managing the increased pressures on center due to the increasing complexity of student problems (73%), budget issues (65%), and growing expectations on campus for counseling centers to reduce the possibility of tragic campus events (51%). Other contributors to director stress are included in the main body of the report. (Items 44-45)

23. Responding counseling centers reported a gain of 69.5 staff position in the past year and staff losses of 19. (Items 52-53)

24. 24% of centers accept mandated referrals from judicial boards or administrators for both assessment and counseling. 63% will do mandated assessments but not mandated counseling and 14% accept no mandated referrals. In terms of how

directors feel about mandated counseling, 20% are very much in favor of it, 24% are opposed, and 56% are ambivalent about it but believe that some students can be helped in this way. (Items 54-56)

25. 94% of centers maintain the right to refuse treatment to a student whose problems appears to be beyond the capability of the center to handle. However, 46% of responding directors report that they would not deny service in such cases if the student refused an outside referral and demanded to be seen at the center. 65% of these centers have a written policy that covers such cases (Up 13%) and 46% of the centers that do have such a policy have had the policy approved by the school's legal counsel (Up 7%). (Items 47-50).
26. For the centers that track this information, 11% of clients do not return for counseling following triage. (Item 60)
27. 50% of centers participated in Depression Screening Day, screened 9,500 students, and referred 2,500 (27%) for internal or external treatment. (Items 61-62)
28. 23% of centers participated in Anxiety Screening Day, screened 4,000 students and referred 1,080 (27%) for internal or external treatment. (Items 63-64)
29. 89% of directors believe that that higher administration has a growing awareness of the problems counseling centers are facing with the increased demand for services and the growing complexity of student problems.(Item 65)
30. When asked whether they believe that this awareness will lead to more resources for their counseling program: (Item 66)

47% said yes and it had already begun.
15% said yes but there has been no movement as yet in this direction.
28% said no, the desire is there but their school's resources are too limited.
7% said no, the resources are there but counseling in not a high priority
4% said, no because their centers already had the resources they need.
31. Directors reported that if they were to hire a full time psychiatrist for a 9 month appointment they would expect to pay \$94,000. For a 12 month appointment the expected pay would be \$118,000. These are average figures the range is wide. The average hourly rate they would expect to pay is \$134.00. (Items 67-68)
32. Check item 69 for director's salaries broken down by size of institution, number of FTE staff, and experience as director.

Demographic Data

Director's Gender:		
Male	41.4%	94
Female	58.6%	133

School Size:		
Under 2,500	23.7%	54
2,500 - 7,500	29.4%	67
7,500 - 15,000	23.2%	53
15,000 and over	23.7%	54

Racial/Ethnic Background:		
African American	3.9%	9
Hispanic American	2.2%	5
Native American	0%	0
White/Caucasian	88.6%	202
Asian American	3.1%	7
Other	2.2%	5

School Status:		
Private	53.3%	121
Public or State-Related	46.7%	106

Staff Member's Gender		
Female	68.83%	1018
Male	31.17%	461

Staff Member's Orientation		
Gay/Lesbian/Bisexual	11.13%	159
Heterosexual	88.87%	1269

Staff Member's Ethnicity		
African American	7.83%	130
Asian American	5.36%	89
Hispanic American	5%	83
Native American	1.63%	27
Other, please specify	12.28%	204
White/Caucasian	67.91%	1128

Total number of students eligible for counseling in the 228 schools represented in the survey: 2,274,500

				Under 2,500 n=54			Between 2,500 - 7,500 n=67			Between 7,500 - 15,000 n=53			Over 15,000 n=54			Total n=228		
				mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#
1a.) Total number of students eligible for counseling on your campus:																		
				1.6K	500 – 2.5K	85.5K	4.5K	1.5K – 7.5K	301K	10.7K	7.5K – 14.5K	569K	24.9K	14.5K – 44K	1319K	10K	500 – 44K	2274.5K
1b.) Total number of students who sought counseling during the past year for individual or group counseling:																		
				269	50 – 700	13.4K	425	100 – 1.2K	27.2K	933.7	300 – 2.3K	45.8K	1.5K	300 – 4.4K	79K	772.9	50 – 4.4K	165.4K
1c.) Percentage of student body that sought counseling last year																		
				17.8%	5 – 100%		9.5%	2.5 – 26%		8.9%	3 – 21.9%		6.3%	1.9 – 14.6%		10.6%	1.9 – 100%	
2a.) During the academic year, how many FTE mental health professionals provide services in the counseling center or elsewhere on campus. (Include all paid staff and interns but not unpaid trainees.)																		
				2.4	0 – 8	125	3.9	1 – 11	263	7.9	0 – 16	412	12.3	1 – 25	626	6.4	0 – 25	1.4K
2b.) Ratio of mental health professionals to students:																		
				1 : 804.5	1:188-1:2K		1 : 1.3K	1:444-1:3.5K		1 : 1.6K	1:536-1:5.5K		1 : 2.6K	1:971-1:16K		1 : 1.6K	1:187.5-1:16K	
3a.) Approximately how many students a year have contact with your staff apart from individual or group counseling? (This would include workshops, orientation programs, classroom presentations, etc.)																		
				489.2	0 – 1.5K	25K	1.5K	0 – 7K	94.4K	3K	200 – 11.5K	129.8K	5.1K	200 – 20K	242.6K	2.4K	0 – 20K	491.6K
3b.) Percentage of student body seen in other contexts during the year																		
				35.4%	0 – 100%		34%	0 – 100%		28.8%	2.1 – 100%		21.4%	0.9 – 100%		30.3%	0 – 100%	
4a.) Check the statement below that is most in line with your session limit policy:																		
We tend to limit (with some exceptions) the number of client counseling sessions allowed.					20.4%	11		28.4%	19		30.8%	16		53.8%	28		32.9%	74
We do not have a session limits but promote ourselves as a short term service and rely on clinicians to make responsible judgments about length of treatment.					46.3%	25		47.8%	32		48.1%	25		34.6%	18		44.4%	100
We see students as long as necessary to resolve the client issues but will make external referrals when deemed clinically advisable.					33.3%	18		23.9%	16		21.2%	11		11.5%	6		22.7%	51
4b.) What was your client session average last year?																		
				5.9	2 – 16		5.7	3 – 10		5.6	2 – 12		5.3	3 – 9		5.6	2 – 16	
5.) Are there on-campus psychiatric services available at your school?																		
Yes					33.3%	18		56.7%	38		83%	44		86.8%	46		64.3%	146
No					66.7%	36		43.3%	29		17%	9		13.2%	7		35.7%	81

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			mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#
6a.) Number of psychiatric consultation hours per week available:																	
			6.1	0 – 30	129	8.1	0 – 47	332	23.3	0 – 200	1K	43.1	6 – 180	1.9K	22.5	0 – 200	3.4K
6b.) Number of psychiatric consultation hours per 1000 students																	
			3.2	0 – 13.3		1.9	0 – 11.4		2.2	0 – 18.2		1.7	0.3 – 4.9		2.1	0 – 18.2	
7.) Do you believe that there has been an increase in the number of students arriving on our campuses that are already on psychiatric medication?																	
	Yes			96.3%	52		91%	61		90.6%	48		88.7%	47		91.6%	208
	No			3.7%	2		9%	6		9.4%	5		11.3%	6		8.4%	19
8.) Estimate what percentage of your center's clients are taking psychiatric medication:																	
			22.8%	5 – 70%		21.1%	1 – 70%		24.1%	6 – 50%		23.5%	10 – 60%		22.8%	1 – 70%	
9.) Approximately what percentage of your clients are referred for psychiatric evaluation?																	
			11.7%	0 – 30%		11.8%	1 – 38%		18.2%	2 – 40%		18.2%	5 – 50%		14.8%	0 – 50%	
10.) There has been a widely reported trend in recent years of an increase in students arriving at counseling centers with serious psychological problems. Has this been true at your center?																	
	Yes			90.2%	46		84.8%	56		96.2%	50		94.3%	50		91%	202
	No			9.8%	5		15.2%	10		3.8%	2		5.7%	3		9%	20
11. Compared to five years ago, what changes have you noticed in the number of clients with:																	
11a.) Severe psychological problems																	
	Increase			84.6%	44		75.8%	50		90.4%	47		90.7%	49		84.8%	190
	No Change			13.5%	7		24.2%	16		9.6%	5		9.3%	5		14.7%	33
	Decrease			1.9%	1		0%	0		0%	0		0%	0		0.4%	1
11b.) Sexual assault concerns (on campus)																	
	Increase			19.2%	10		15.2%	10		32.7%	17		26.4%	14		22.9%	51
	No Change			80.8%	42		80.3%	53		67.3%	35		71.7%	38		75.3%	168
	Decrease			0%	0		4.5%	3		0%	0		1.9%	1		1.8%	4
11c.) Problems related to earlier sexual abuse																	
	Increase			34.6%	18		31.8%	21		25%	13		29.6%	16		30.4%	68
	No Change			65.4%	34		68.2%	45		75%	39		66.7%	36		68.8%	154
	Decrease			0%	0		0%	0		0%	0		3.7%	2		0.9%	2

			Under 2,500 n=54			Between 2,500 - 7,500 n=67			Between 7,500 - 15,000 n=53			Over 15,000 n=54			Total n=228		
			mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#
11d.) Alcohol problems																	
	Increase			37.3%	19		39.4%	26		46.2%	24		45.3%	24		41.9%	93
	No Change			62.7%	32		57.6%	38		51.9%	27		52.8%	28		56.3%	125
	Decrease			0%	0		3%	2		1.9%	1		1.9%	1		1.8%	4
11e.) Other illicit drug use																	
	Increase			49%	25		48.5%	32		44.2%	23		52.8%	28		48.6%	108
	No Change			51%	26		50%	33		51.9%	27		43.4%	23		49.1%	109
	Decrease			0%	0		1.5%	1		3.8%	2		3.8%	2		2.3%	5
11f.) Learning disabilities																	
	Increase			64.7%	33		57.6%	38		68.6%	35		59.6%	31		62.3%	137
	No Change			35.3%	18		42.4%	28		31.4%	16		40.4%	21		37.7%	83
	Decrease			0%	0		0%	0		0%	0		0%	0		0%	0
11g.) Self-injury (e.g., cutting)																	
	Increase			46.2%	24		36.4%	24		36.5%	19		50.9%	27		42.2%	94
	No Change			46.2%	24		57.6%	38		63.5%	33		47.2%	25		53.8%	120
	Decrease			7.7%	4		6.1%	4		0%	0		1.9%	1		4%	9
11h.) Eating disorders																	
	Increase			27.5%	14		10.6%	7		32.7%	17		27.5%	14		23.6%	52
	No Change			64.7%	33		80.3%	53		61.5%	32		68.6%	35		69.5%	153
	Decrease			7.8%	4		9.1%	6		5.8%	3		3.9%	2		6.8%	15
11i.) Career planning issues																	
	Increase			26%	13		24.2%	15		25%	12		23.5%	12		24.6%	52
	No Change			72%	36		66.1%	41		62.5%	30		68.6%	35		67.3%	142
	Decrease			2%	1		9.7%	6		12.5%	6		7.8%	4		8.1%	17
11j.) Medication issues																	
	Increase			72%	36		72.3%	47		78.4%	40		84.3%	43		76.5%	166
	No Change			28%	14		27.7%	18		21.6%	11		15.7%	8		23.5%	51
	Decrease			0%	0		0%	0		0%	0		0%	0		0%	0

	Under 2,500 n=54			Between 2,500 - 7,500 n=67			Between 7,500 - 15,000 n=53			Over 15,000 n=54			Total n=228		
	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#
11k.) Crisis issues requiring immediate response															
Increase		67.3%	35		69.7%	46		78.8%	41		98.1%	53		78.1%	175
No Change		28.8%	15		30.3%	20		19.2%	10		1.9%	1		20.5%	46
Decrease		3.8%	2		0%	0		1.9%	1		0%	0		1.3%	3
12a.) What percentage of your clients would you say have impairment so severe that they are unable to remain in school or can only do so with on-going psychological/psychiatric assistance?															
	5.1%	0 – 25%		5.4%	0 – 25%		6.7%	1 – 20%		6.5%	1 – 45%		5.9%	0 – 45%	
12b.) What percentage of your clients have 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.															
	26.2%	2 – 97%		33.6%	0 – 95%		32.2%	5 – 89%		32.3%	1 – 95%		31.2%	0 – 97%	
12c.) Total percent of your clients that have severe problems															
	31.4%	3 – 100%		39.5%	1 – 100%		38.9%	6 – 100%		39.1%	2 – 100%		37.4%	1 – 100%	
13.) What actions has your center taken to help handle the increase in the number of students with more serious psychological problems? (check all that apply)															
Increased training for staff in working with difficult cases		50%	27		61.2%	41		67.9%	36		64.8%	35		61%	139
Increased training in time-limited therapy		9.3%	5		19.4%	13		17%	9		31.5%	17		19.3%	44
Increased psychiatric consultation hours		25.9%	14		35.8%	24		35.8%	19		38.9%	21		34.2%	78
Working with psychiatric/medical staff to make more use of psychotropic medication		35.2%	19		37.3%	25		49.1%	26		42.6%	23		40.8%	93
Increased training of faculty and others on campus to help make them respond in helpful ways to students in trouble and to make more appropriate referrals		81.5%	44		65.7%	44		69.8%	37		79.6%	43		73.7%	168
Served on interdisciplinary committee aimed at the early identification of troubled students		75.9%	41		73.1%	49		75.5%	40		81.5%	44		76.3%	174
Providing more mandated suicide assessments		18.5%	10		22.4%	15		32.1%	17		33.3%	18		26.3%	60
Providing depression screening days for students		44.4%	24		56.7%	38		49.1%	26		46.3%	25		49.6%	113
Expanded external referral network		59.3%	32		53.7%	36		64.2%	34		63%	34		59.6%	136
Other (please specify)		18.5%	10		10.4%	7		11.3%	6		27.8%	15		16.7%	38
14.) Has your center hospitalized a student for psychological reasons in the past year?															
Yes		90.7%	49		94%	63		98.1%	52		100%	52		95.6%	216
No		9.3%	5		6%	4		1.9%	1		0%	0		4.4%	10
15.) If yes, how many were hospitalized?															
	4	1 – 19	198	4.9	1 – 23	308	11.8	1 – 43	600	18	2 – 57	898	9.4	1 – 57	2K

			Under 2,500 n=54			Between 2,500 - 7,500 n=67			Between 7,500 - 15,000 n=53			Over 15,000 n=54			Total n=228		
			mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#
16.) Hospitalizations per 1000 students																	
			2.7	0.4 – 10		1.2	0.2 – 4.2		1.1	0.1 – 3.7		0.8	0.1 – 2.7		1.4	0.1 – 10	
Is the amount of time your staff is spending on the following activities increasing, decreasing, or staying the same?																	
17a.) Individual personal counseling																	
Increasing				80.8%	42		67.7%	44		63.5%	33		62.7%	32		68.6%	151
Staying the Same				15.4%	8		30.8%	20		34.6%	18		31.4%	16		28.2%	62
Decreasing				3.8%	2		1.5%	1		1.9%	1		5.9%	3		3.2%	7
17b.) Group therapy																	
Increasing				24%	12		18.8%	12		50%	26		64%	32		38%	82
Staying the Same				64%	32		64.1%	41		44.2%	23		28%	14		50.9%	110
Decreasing				12%	6		17.2%	11		5.8%	3		8%	4		11.1%	24
17c.) Structured groups																	
Increasing				10%	5		17.2%	11		31.4%	16		42.9%	21		24.8%	53
Staying the Same				74%	37		70.3%	45		60.8%	31		49%	24		64%	137
Decreasing				16%	8		12.5%	8		7.8%	4		8.2%	4		11.2%	24
17d.) Campus consulting																	
Increasing				72.5%	37		63.1%	41		71.2%	37		80.4%	41		71.2%	156
Staying the Same				25.5%	13		33.8%	22		26.9%	14		19.6%	10		26.9%	59
Decreasing				2%	1		3.1%	2		1.9%	1		0%	0		1.8%	4
17e.) Responding to parents																	
Increasing				54%	27		47.7%	31		57.7%	30		58%	29		53.9%	117
Staying the Same				46%	23		49.2%	32		40.4%	21		42%	21		44.7%	97
Decreasing				0%	0		3.1%	2		1.9%	1		0%	0		1.4%	3
17f.) Committee work																	
Increasing				41.2%	21		32.3%	21		42.3%	22		27.5%	14		35.6%	78
Staying the Same				49%	25		64.6%	42		44.2%	23		45.1%	23		51.6%	113
Decreasing				9.8%	5		3.1%	2		13.5%	7		27.5%	14		12.8%	28

			Under 2,500 n=54			Between 2,500 - 7,500 n=67			Between 7,500 - 15,000 n=53			Over 15,000 n=54			Total n=228		
			mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#
17g.) Case documentation																	
Increasing				59.6%	31		50.8%	33		57.7%	30		58%	29		56.2%	123
Staying the Same				40.4%	21		46.2%	30		40.4%	21		38%	19		41.6%	91
Decreasing				0%	0		3.1%	2		1.9%	1		4%	2		2.3%	5
18.) For a counselor who does not have other major responsibilities (Training Director, Clinical Director, etc.) and extrapolating to a 40 hour week:																	
How many hours per week are available (on average) on their schedules for providing one-on-one counseling to students			25.1	5 – 35	1.1K	25	15 – 32	1.6K	23.1	13 – 36	1.2K	21.6	10 – 30	1.1K	23.7	5 – 36	5K
How many hours are available for other direct services to students (group work, workshops, classroom talks, etc.)			4.1	0 – 10	183	4.6	1 – 10	289	5.3	0 – 10	270	5.2	0 – 12	249	4.8	0 – 12	991
How many hours per week are set aside for all other tasks (staff meetings, supervision, clinical notes, contact with faculty, parents, staff development, etc.)			9.3	4 – 19	419	10.2	2 – 20	640	10.9	1 – 29	558	13.2	5 – 28	646	10.9	1 – 29	2.3K
19.) Are your available counseling hours per week generally filled during the Fall and Winter terms, except for any hours that may be kept aside for emergencies?																	
Yes				83%	44		86.2%	56		92.5%	49		100%	51		90.1%	200
No				17%	9		13.8%	9		7.5%	4		0%	0		9.9%	22
20.) If yes to #19, how many weeks in the term does it take before the schedules are filled?																	
Fall Term			5	2 – 13		4.9	1 – 15		4.3	1 – 11		5	1 – 12		4.8	1 – 15	
Winter Term			3.8	0 – 13		3.6	0 – 10		3	0 – 10		3.4	0 – 10		3.5	0 – 13	
21.) If yes to #19, do you then typically develop a wait list?																	
Yes				34.9%	15		44.4%	24		47.9%	23		53.8%	28		45.7%	90
No				65.1%	28		55.6%	30		52.1%	25		46.2%	24		54.3%	107
22.) If yes to #21, is the wait list a matter of serious concern to you in that some students may not get the help they need when they need it?																	
Yes				86.7%	13		91.7%	22		100%	23		75.9%	22		87.9%	80
No				13.3%	2		8.3%	2		0%	0		24.1%	7		12.1%	11

	Under 2,500 n=54			Between 2,500 - 7,500 n=67			Between 7,500 - 15,000 n=53			Over 15,000 n=54			Total n=228		
	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#
23.) Whether or not you have a waiting list problem, how do you manage your resources to avoid the problem or keep it as a manageable level? (check all that apply)															
Hiring new counseling staff		7.4%	4		22.4%	15		15.1%	8		27.8%	15		18.4%	42
Part time staff are added during busy times		24.1%	13		19.4%	13		32.1%	17		40.7%	22		28.5%	65
Staff take on an overload at busy times and reduce other center involvements		68.5%	37		65.7%	44		79.2%	42		74.1%	40		71.5%	163
Staff are expected to manage case load so that no wait list develops		53.7%	29		56.7%	38		45.3%	24		40.7%	22		49.6%	113
Non-critical clients are seen less frequently		77.8%	42		76.1%	51		84.9%	45		90.7%	49		82%	187
No automatic weekly appointment. Students seen as schedule permits		38.9%	21		40.3%	27		49.1%	26		55.6%	30		45.6%	104
Assigning more students to group directly from intake/assessment		5.6%	3		14.9%	10		28.3%	15		37%	20		21.1%	48
Using telephone assessment/intake system		7.4%	4		10.4%	7		11.3%	6		18.5%	10		11.8%	27
Using an urgent care triage system		24.1%	13		13.4%	9		41.5%	22		64.8%	35		34.6%	79
Making more use of external referrals		40.7%	22		37.3%	25		62.3%	33		75.9%	41		53.1%	121
More focus on brief therapy models		33.3%	18		35.8%	24		60.4%	32		50%	27		44.3%	101
Extended evening hours		14.8%	8		6%	4		9.4%	5		11.1%	6		10.1%	23
Other (please specify)		14.8%	8		7.5%	5		9.4%	5		3.7%	2		8.8%	20
24.) In spite of these efforts, does your center continue to have serious wait list problems?															
Yes		7.8%	4		16.9%	11		34.6%	18		40%	20		24.3%	53
No		92.2%	47		83.1%	54		65.4%	34		60%	30		75.7%	165
25.) Have any students on your campus committed suicide in the past year?															
Yes		5.9%	3		12.5%	8		34.6%	18		66.7%	32		28.4%	61
No		94.1%	48		87.5%	56		65.4%	34		33.3%	16		71.6%	154
If you have had one or more student suicides in the past year, please fill this out to the extent that you are able to do so.															
Q26.) Center Client															
No		50%	2		50%	4		84%	21		86%	43		80.46%	70
Yes		50%	2		50%	4		16%	4		14%	7		19.54%	17
Q27.) Gender															
Female		25%	1		25%	2		39.13%	9		22.45%	11		27.38%	23
Male		75%	3		75%	6		60.87%	14		77.55%	38		72.62%	61

			Under 2,500 n=54			Between 2,500 - 7,500 n=67			Between 7,500 - 15,000 n=53			Over 15,000 n=54			Total n=228		
			mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#
Q28.) Status and Years of Study																	
	Undergrad 1			33.33%	1		28.57%	2		40%	6		12.5%	4		22.81%	13
	Undergrad 2			0%	0		14.29%	1		0%	0		21.88%	7		14.04%	8
	Undergrad 3			0%	0		42.86%	3		26.67%	4		15.62%	5		21.05%	12
	Undergrad 4			66.67%	2		14.29%	1		13.33%	2		25%	8		22.81%	13
	Undergrad 5+			0%	0		0%	0		6.67%	1		3.12%	1		3.51%	2
	Graduate			0%	0		0%	0		13.33%	2		21.88%	7		15.79%	9
Q29.) Method																	
	Firearm			33.33%	1		0%	0		42.86%	9		31.71%	13		31.94%	23
	Hanging			33.33%	1		28.57%	2		19.05%	4		24.39%	10		23.61%	17
	Jumping			0%	0		14.29%	1		0%	0		12.2%	5		8.33%	6
	Poison			0%	0		14.29%	1		9.52%	2		9.76%	4		9.72%	7
	Other			33.33%	1		42.86%	3		28.57%	6		21.95%	9		26.39%	19
Q30.) Location																	
	On Campus			33.33%	1		14.29%	1		8.7%	2		8.33%	4		9.88%	8
	Near Campus			0%	0		14.29%	1		13.04%	3		10.42%	5		11.11%	9
	Off Campus			66.67%	2		71.43%	5		78.26%	18		81.25%	39		79.01%	64
Q31.) Risk Factors																	
	Depression			100%	3		60%	3		87.5%	14		70%	21		75.93%	41
	Grades/Academic			0%	0		20%	1		18.75%	3		16.67%	5		16.67%	9
	Money/Finances			0%	0		40%	2		6.25%	1		10%	3		11.11%	6
	Legal Concerns			0%	0		20%	1		12.5%	2		10%	3		11.11%	6
	Health Issues			0%	0		0%	0		18.75%	3		6.67%	2		9.26%	5
	Relationship Issues			66.67%	2		40%	2		50%	8		43.33%	13		46.3%	25
Q32.) Ethnicity																	
	Asian/Pacific Islander			0%	0		14.29%	1		4.55%	1		8.11%	3		7.25%	5
	African American			0%	0		0%	0		4.55%	1		2.7%	1		2.9%	2
	Native American/Alaskan			0%	0		0%	0		0%	0		0%	0		0%	0
	White/Caucasian			100%	3		85.71%	6		77.27%	17		89.19%	33		85.51%	59
	Latino/Latina			0%	0		0%	0		13.64%	3		0%	0		4.35%	3
	Multi-Ethnic			0%	0		0%	0		0%	0		0%	0		0%	0
Q33.) Previous Attempts																	
	Yes			66.67%	2		42.86%	3		13.64%	3		9.09%	4		15.79%	12
	No			0%	0		14.29%	1		13.64%	3		11.36%	5		11.84%	9
	Don't Know			33.33%	1		42.86%	3		72.73%	16		79.55%	35		72.37%	55

			Under 2,500 n=54			Between 2,500 - 7,500 n=67			Between 7,500 - 15,000 n=53			Over 15,000 n=54			Total n=228		
			mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#
Q34.) On Psychiatric Medication																	
Yes				66.67%	2		28.57%	2		9.09%	2		9.3%	4		13.33%	10
No				0%	0		28.57%	2		18.18%	4		11.63%	5		14.67%	11
Don't Know				33.33%	1		42.86%	3		72.73%	16		79.07%	34		72%	54
Q35.) Prior Psychiatric Hospitalization																	
Yes				66.67%	2		42.86%	3		21.74%	5		4.44%	2		15.38%	12
No				33.33%	1		28.57%	2		21.74%	5		15.56%	7		19.23%	15
Don't Know				0%	0		28.57%	2		56.52%	13		80%	36		65.38%	51
36c.) Suicides occurred on																	
Weekday				100%	3		100%	5		55.56%	10		12.5%	2		47.62%	20
Weekend				0%	0		0%	0		27.78%	5		56.25%	9		33.33%	14
Unknown				0%	0		0%	0		16.67%	3		31.25%	5		19.05%	8
38.) Since suicide is reported to be the second leading cause of death among 20-24 year olds, certain services are though to be essential for addressing suicidal behavior on college campuses. Select the services that exist on your campus. (check all that apply)																	
Depression screening days				53.7%	29		55.2%	37		60.4%	32		55.6%	30		56.1%	128
Targeted education programs for faculty, coaches, clergy, and student/resident advisors				83.3%	45		74.6%	50		79.2%	42		79.6%	43		78.9%	180
Broad-based, campus-wide, public education				61.1%	33		55.2%	37		56.6%	30		55.6%	30		57%	130
Education programs and materials for parents and families				38.9%	21		38.8%	26		52.8%	28		50%	27		44.7%	102
Adequately staffed counseling center				57.4%	31		56.7%	38		64.2%	34		40.7%	22		54.8%	125
On-site psychiatric consultation				31.5%	17		50.7%	34		71.7%	38		74.1%	40		56.6%	129
On-site medical services				59.3%	32		59.7%	40		69.8%	37		74.1%	40		65.4%	149
Stress education programs				70.4%	38		67.2%	45		77.4%	41		81.5%	44		73.7%	168
Non-clinical referral network				35.2%	19		25.4%	17		43.4%	23		37%	20		34.6%	79
Off-campus referral network				74.1%	40		71.6%	48		77.4%	41		72.2%	39		73.7%	168
Emergency services				68.5%	37		58.2%	39		73.6%	39		75.9%	41		68.4%	156
Post-vention programs				22.2%	12		19.4%	13		43.4%	23		50%	27		32.9%	75
Medical leave policies				75.9%	41		71.6%	48		73.6%	39		59.3%	32		70.2%	160
39a.) Has your Center had to give warning during the past year to a third party about a student who posed a specific danger to another person?																	
Yes				7.5%	4		12.3%	8		21.2%	11		32%	16		17.7%	39
No				92.5%	49		87.7%	57		78.8%	41		68%	34		82.3%	181

			Under 2,500 n=54			Between 2,500 - 7,500 n=67			Between 7,500 - 15,000 n=53			Over 15,000 n=54			Total n=228		
			mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#
39b.) If yes, how many cases?																	
			2	1 – 3	8	1.4	1 – 2	10	3.5	1 – 12	38	2.4	1 – 10	38	2.5	1 – 12	94
39c.) Who was notified?																	
Police				0%	0		75%	6		100%	11		87.5%	14		79.5%	31
Potential victim				50%	2		62.5%	5		63.6%	7		75%	12		66.7%	26
Other (please specify)				75%	3		37.5%	3		54.5%	6		18.8%	3		38.5%	15
40a.) Given some of the tragedies that have occurred on college campuses in recent years due to emotionally disturbed students, have you been under more pressure to share your concerns about troubled students who might pose a risk to others although not to a specific person?																	
Yes				67.3%	35		63.1%	41		76.9%	40		67.3%	33		68.3%	149
No				32.7%	17		36.9%	24		23.1%	12		32.7%	16		31.7%	69
40b.) If yes to the above, how has your Center responded?																	
We are more sensitive to these issues and are more likely to increase the level of therapy for these individuals.				11.8%	4		12.2%	5		7.5%	3		9.1%	3		10.1%	15
We are more sensitive to these issues and more likely to refer these students to more appropriate settings.				8.8%	3		17.1%	7		12.5%	5		9.1%	3		12.2%	18
We are more likely to address our concerns with these students and ask their permission to alert family, residence staff, or higher level administration about our concerns.				55.9%	19		46.3%	19		45%	18		54.5%	18		50%	74
We are more likely to express our concerns to the student and alert others as indicated above without their permission.				5.9%	2		7.3%	3		12.5%	5		12.1%	4		9.5%	14
Our handling of such individuals has not changed.				17.6%	6		17.1%	7		22.5%	9		15.2%	5		18.2%	27
41.) Some Directors have noted a marked increase in violence involving students, ranging from assaults to murders. In your opinion, have incidents of violence among students on your campus:																	
Increased over the last five years				29.4%	15		21.9%	14		39.2%	20		43.8%	21		32.7%	70
Remained the same over the last five years				70.6%	36		76.6%	49		60.8%	31		54.2%	26		66.4%	142
Decreased over the last five years				0%	0		1.6%	1		0%	0		2.1%	1		0.9%	2
42.) Does your Center ask on an evaluation form if counseling has helped with a student's decision to remain enrolled in your institution?																	
Yes				58%	29		52.3%	34		66.7%	34		80%	40		63.4%	137
No				42%	21		47.7%	31		33.3%	17		20%	10		36.6%	79
42a.) If yes, what percentage responded positively?																	
			53.2%	7 – 95%		49.9%	5 – 90%		53.8%	3 – 100%		66%	5 – 98%		56.1%	3 – 100%	

			Under 2,500 n=54			Between 2,500 - 7,500 n=67			Between 7,500 - 15,000 n=53			Over 15,000 n=54			Total n=228		
			mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#
43.) Does your Center ask on evaluation forms if counseling has helped with the student's academic performance?																	
Yes				64%	32		60%	39		78.4%	40		89.6%	43		72%	154
No				36%	18		40%	26		21.6%	11		10.4%	5		28%	60
43a.) If yes, what percentage responded positively?																	
			56.8%	4 – 98%		61.7%	4 – 99%		61.3%	3 – 100%		64.4%	5 – 95%		61.3%	3 – 100%	
44.) How stressful is your job now as compared to five years ago?																	
More stressful				66%	33		62.5%	40		82.4%	42		68%	34		69.3%	149
Less stressful				6%	3		3.1%	2		0%	0		4%	2		3.3%	7
No change				20%	10		9.4%	6		7.8%	4		14%	7		12.6%	27
N/A (not a director five years ago)				8%	4		25%	16		9.8%	5		14%	7		14.9%	32
45.) Which of the following contribute to the stress of your position? (check all that apply)																	
Time pressures				77.8%	42		77.6%	52		77.4%	41		77.8%	42		77.6%	177
Staff morale				27.8%	15		46.3%	31		50.9%	27		55.6%	30		45.2%	103
Budget issues				51.9%	28		59.7%	40		77.4%	41		70.4%	38		64.5%	147
Fighting for adequate staff salaries				38.9%	21		47.8%	32		50.9%	27		50%	27		46.9%	107
Pressure from administration for more information about clients				33.3%	18		31.3%	21		24.5%	13		18.5%	10		27.2%	62
Increasing administrative demands of job				66.7%	36		73.1%	49		81.1%	43		75.9%	41		74.1%	169
Managing increased demand on staff time because of growing complexity of client problems				68.5%	37		68.7%	46		73.6%	39		81.5%	44		72.8%	166
Providing professional development opportunities for staff given budget limitations				38.9%	21		44.8%	30		28.3%	15		29.6%	16		36%	82
Growing expectations for Center to reduce the possibility of tragic campus events (shootings, multiple suicides, etc.)				51.9%	28		40.3%	27		58.5%	31		55.6%	30		50.9%	116
Liability issues				42.6%	23		38.8%	26		47.2%	25		44.4%	24		43%	98
Other (please specify)				16.7%	9		4.5%	3		13.2%	7		5.6%	3		9.6%	22
46.) What percentage of your clients are referred to external practitioners for more specialized or intensive treatment?																	
			9.3%	1 – 66%		7.3%	0 – 40%		10.2%	1 – 67%		11.6%	0 – 50%		9.5%	0 – 67%	
47.) Based on a 40 hour week, what are the client contact hour expectations for full-time counselors with no other primary assignment (e.g., training/clinical director, program coordinator, etc.). Enter client hours per week (scheduled hours; do not subtract cancellations)																	
			25.5	10 – 35		24.9	15 – 35		23.6	18 – 35		23.2	15 – 30		24.3	10 – 35	

			Under 2,500 n=54			Between 2,500 - 7,500 n=67			Between 7,500 - 15,000 n=53			Over 15,000 n=54			Total n=228		
			mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#
48.) Has your Center handled any obsessive pursuit or stalking cases in the past year?																	
Yes				26%	13		23.1%	15		35.3%	18		41.7%	20		30.8%	66
No				74%	37		76.9%	50		64.7%	33		58.3%	28		69.2%	148
49.) If yes to the above, approximately how many cases have you handled?																	
			1.3	1 – 3	17	1.6	1 – 3	23	2.5	1 – 5	43	3.8	1 – 12	64	2.4	1 – 12	147
50.) To your knowledge, how many persons on your campus were killed by an obsessive pursuer in the past year?																	
			0	0	0	0	0 – 1	1	0	0	0	0	0 – 1	2	0	0 – 1	3
51.) To your knowledge, how many persons on your campus were physically injured by an obsessive pursuer in the past year?																	
			0.2	0 – 3	8	0.4	0 – 11	23	0.3	0 – 3	11	0.4	0 – 3	13	0.3	0 – 11	55
52.) How many staff positions have you gained in the past year? (new positions, not replacements)																	
			0.1	0 – 1	4	0.2	0 – 1.5	12	0.3	0 – 2.5	16.5	0.8	0 – 4	37	0.3	0 – 4	69.5
53.) How many position have you lost in the past year? (positions not replaced)																	
			0.1	0 – 1	3	0.1	0 – 2	8	0.1	0 – 1	4	0.1	0 – 1	4	0.1	0 – 2	19
54.) Do you accept mandated referrals from a campus administrator on Judicial Board?																	
Yes, for assessment and counseling				30.6%	15		26.2%	17		19.2%	10		18%	9		23.6%	51
Yes, for assessment only (no mandatory counseling)				51%	25		60%	39		69.2%	36		70%	35		62.5%	135
No, we accept no mandated referrals				18.4%	9		13.8%	9		11.5%	6		12%	6		13.9%	30
55.) Apart from how mandated referrals are handled, how do you feel about it?																	
I am very much in favor of providing this service				16%	8		12.3%	8		19.2%	10		34%	17		19.8%	43
I'm ambivalent about it, but believe that some students can be helped this way				46%	23		61.5%	40		61.5%	32		54%	27		56.2%	122
I am opposed to mandatory counseling				38%	19		26.2%	17		19.2%	10		12%	6		24%	52
56.) Does your Center maintain the right to refuse treatment to a student whose problems appear to be beyond the capabilities of the center to handle?																	
Yes				92%	46		95.4%	62		96.1%	49		94%	47		94.4%	204
No				8%	4		4.6%	3		3.9%	2		6%	3		5.6%	12

			Under 2,500 n=54			Between 2,500 - 7,500 n=67			Between 7,500 - 15,000 n=53			Over 15,000 n=54			Total n=228		
			mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#
57.) If yes to the above, but what if a student refuses an outside referral because of inconvenience or expense, and believes it is his or her right to be seen at the center for however many sessions the center typically allows. Would you deny treatment to this student?																	
Yes				44.2%	19		58.1%	36		44.9%	22		65.9%	29		53.5%	106
No				55.8%	24		41.9%	26		55.1%	27		34.1%	15		46.5%	92
58.) If yes to the above, do you have a written policy that covers such cases?																	
Yes				52.6%	10		61.1%	22		65.2%	15		79.3%	23		65.4%	70
No				47.4%	9		38.9%	14		34.8%	8		20.7%	6		34.6%	37
59.) If you have such a policy has it been approved by the schools legal counsel?																	
Yes				60%	6		40.9%	9		50%	6		43.5%	10		46.3%	31
No				40%	4		59.1%	13		50%	6		56.5%	13		53.7%	36
60.) If you track this, what percentage of your clients do not show after triage?																	
			4.5%	1 – 15%	6	10.6%	0 – 26%	8	12%	1 – 25%	12	14%	6 – 50%	13	11.2%	0 – 50%	39
61.) Did your Center participate in Depressions Screening Day?																	
Yes				44.9%	22		53.1%	34		51.9%	27		50%	25		50.2%	108
No				55.1%	27		46.9%	30		48.1%	25		50%	25		49.8%	107
62a.) How many students did you screen?																	
			63.3	0 – 200	950	93.3	0 – 500	2.8K	121.7	0 – 400	2.8K	155.3	0 – 500	3K	109.2	0 – 500	9.5K
62b.) What percentage of students were referred for treatment (internal or external)?																	
			19.9%	0 – 75%		24.8%	1 – 85%		28.3%	1 – 90%		35.5%	5 – 95%		26.8%	0 – 95%	
63.) Did your Center participate in Anxiety Screening Day?																	
Yes				22.4%	11		20.6%	13		24.5%	12		25.5%	12		23.1%	48
No				77.6%	38		79.4%	50		75.5%	37		74.5%	35		76.9%	160
64a.) How many students did you screen?																	
			45	0 – 100	450	63.6	0 – 150	700	95	50 – 200	950	185	50 – 500	1.8K	96.3	0 – 500	4K
64b.) What percentage of the students were referred for treatment (internal or external)?																	
			15.4%	3 – 50%		23%	0 – 88%		41.1%	5 – 75%		29.4%	2 – 75%		26.7%	0 – 88%	

			Under 2,500 n=54			Between 2,500 - 7,500 n=67			Between 7,500 - 15,000 n=53			Over 15,000 n=54			Total n=228		
			mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#
65.) Do you believe that higher administration on your 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 your centers?																	
Yes				90%	45		83.1%	54		88.5%	46		95.9%	47		88.9%	192
No				10%	5		16.9%	11		11.5%	6		4.1%	2		11.1%	24
66.) If yes to the above, do you believe that this awareness will lead to more resources being directed to counseling centers?																	
Yes, it has already begun to happen on our campus				37.8%	17		54.7%	29		37%	17		55.3%	26		46.6%	89
Yes, but there has been no movement in this direction yet				15.6%	7		9.4%	5		17.4%	8		17%	8		14.7%	28
No, the desire is there but the schools resources are too limited				31.1%	14		26.4%	14		30.4%	14		25.5%	12		28.3%	54
No, the resources are there but counseling is not a high priority				6.7%	3		5.7%	3		13%	6		2.1%	1		6.8%	13
No, we have adequate resources				8.9%	4		3.8%	2		2.2%	1		0%	0		3.7%	7
67.) What salary do you expect you would have to pay for a full-time psychiatrist?																	
Nine month appointment			77.4K	16.5K – 120K		101.2K	6K – 201K		93.5K	10K – 150K		100K	12K – 200K		94.9K	6K – 201K	
Twelve month appointment			122.1K	80K – 150.5K		140.6K	19.5K – 200K		110K	14K – 220K		112.4K	11K – 250K		117.7K	11K – 250K	
No experience with this			92.5K	7K – 150K		61K	15K – 150K		99.5K	99.5K		150K	150K		99.6K	7K – 150K	
68.) What hourly rate do you pay part-time psychiatrists?																	
			146.9	100 – 200		141.2	30 – 250		136.1	87 – 190		104.9	48 – 225		134.7	30 – 250	
List Directors salary for the appropriate staff size and experience level category.																	
69a.) 1 FTE																	
Under 5 Years as Director			54.2K	38K – 80K		67.7K	55K – 100K		86K	68K – 110K					63.6K	38K – 110K	
5-10 Years as Director			67K	49K – 140K		76.2K	62K – 113K		120K	120K		117K	117K		77K	49K – 140K	
Over 10 Years as Director			58.4K	43K – 76K		81.3K	58K – 103K		127.3K	87K – 165K		86K	86K		79.2K	43K – 165K	
69b.) 2-3 FTE																	
Under 5 Years as Director			71K	71K		60.5K	35K – 140K		85K	71K – 111K					66.1K	35K – 140K	
5-10 Years as Director			68.8K	47K – 88K		66.9K	40K – 78K		121K	121K					71.4K	40K – 121K	
Over 10 Years as Director			77.1K	46K – 100K		73.4K	54K – 96K		126K	120K – 132K					80.2K	46K – 132K	

			Under 2,500 n=54			Between 2,500 - 7,500 n=67			Between 7,500 - 15,000 n=53			Over 15,000 n=54			Total n=228		
			mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#
69c.) 4-7 FTE																	
	Under 5 Years as Director					76.1K	65K – 92K		84K	60K – 112K		77.5K	75K – 80K		79.2K	60K – 112K	
	5-10 Years as Director		115K	115K		82.9K	56K – 120K		88.9K	71K – 123K		63K	63K		85K	56K – 123K	
	Over 10 Years as Director		112K	100K – 124K		89.4K	77K – 105K		98.6K	78K – 135K		83.8K	65K – 105K		94K	65K – 135K	
69d.) 8-11 FTE																	
	Under 5 Years as Director		69K	69K		81.7K	68K – 92K		91.8K	67K – 113K		86.5K	65K – 108K		86K	65K – 113K	
	5-10 Years as Director					88K	88K		102.5K	73K – 125K		96K	88K – 106K		97.6K	73K – 125K	
	Over 10 Years as Director					93K	93K		83.4K	10K – 136K		99.8K	85K – 128K		89.2K	10K – 136K	
69e.) 12-16 FTE																	
	Under 5 Years as Director					90K	90K		65K	15K – 115K		100.8K	90K – 115K		90.5K	15K – 115K	
	5-10 Years as Director					95K	95K		106K	85K – 127K		86K	11K – 116K		92.1K	11K – 127K	
	Over 10 Years as Director					110K	100K – 120K		146.5K	138K – 155K		101.2K	84K – 139K		110.2K	84K – 155K	
69f.) 17+ FTE																	
	Under 5 Years as Director					95K	95K		120K	120K		122.4K	107K – 140K		118.1K	95K – 140K	
	5-10 Years as Director					98K	98K		114.8K	11K – 220K		115K	115K		112K	11K – 220K	
	Over 10 Years as Director					120K	120K		140K	140K		128K	128K		129.3K	120K – 140K	

Alphabetical Listing of Directors

209 - Achter, John	171 - Cooper, Jacqueline	38 - Galvinhill, Paul
114 - Aho, Marie	213 - Cooper, Stewart	211 - Gerken, Stacey
94 - Alan, Siegel	223 - Corbin, Nancy	91 - Grayson, Paul
194 - Alexander, Bill	4 - Cornish, Peter	105 - Greiner, Doug
99 - Alishio, Kip	134 - Cox, Hap	212 - Grotgen, John
6 - Anderson, Laura	49 - Cox, Sandra	137 - Guerra, Olga
29 - Arce, Elsa	108 - Crawford, Brenda	170 - Hamilton, Joe
131 - Assing, Wayne	120 - Crossen, Jack	176 - Hammond, Laura
135 - Azar, Jim	10 - Danchise, Roger	7 - Hanlon, Marcia
102 - Backels, Kelsey	109 - D'Angelo, Mike	88 - Hannigan, Terence P.
204 - Baez, Thomas	225 - Dasey-Morales, Maureen	74 - Harper, Deb
214 - Balderrama, Sylvia	126 - Davant, Elizabeth	12 - Harrar, William
111 - Barnette, Vivian	18 - Davenport, Robin	158 - Hattauer, Edward
201 - Barr, Victor	60 - Deakin, Spencer	144 - Hawkins, Susan
180 - Beale, Charles	115 - Dellutri, Alexandra	122 - Heitzmann, Dennis
224 - Bellotte, Paul	165 - DiMino, John	207 - Henniges, Amy
83 - Birky, Ian	190 - DiNuzzo, Terry	128 - Hershsbell, Anne
203 - Blankenship, Lise	14 - Duarte, Melanie	157 - Herzbrun, Michael
37 - Booth, Ann	116 - Dunkle, John	183 - Hopkins, Nathaniel
133 - Bottone, Fran	177 - Dunn, Gary	66 - Houk, Suzanne
79 - Boyll, Suzanne	127 - Dunn-Steinke, Molly	215 - Hyman, Marea
218 - Brounk, Tom	47 - Dwyer, Matt	56 - Hynes, Robert
48 - Brown, Steve	93 - Edwards, Jon	152 - Irvin, ValaRay
98 - Brucesan, Gail	155 - Eggers, John	41 - Jabs, Carol
57 - Brunner, Jon	87 - Ellis, Diane	101 - Jordan, Augustus
166 - Bryant, Cynthia	145 - Evans, Katherine	142 - Jorgensen-Funk, Sandy
53 - Bucell, Michael	210 - Evashevski, Keith	11 - Kane, Abby
62 - Buhrow, Bill	188 - Everhart, Deborah	68 - Kazin, Bob
112 - Burns, Bill	35 - Ewing, Michael	30 - Kennedy, Sheila
161 - Busse, Wilma	82 - Falk, Stevie	124 - Kiefner, Vincent
202 - Cannici, James	163 - Fallon, Melissa	123 - King, Baron
206 - Carter, Leonard	100 - Farrell, Patricia	173 - Kirk, Mike
73 - Chew, Kenneth	226 - Ferden, Pat	184 - Kirkland-Gordon, Sharon
182 - Cochran, Sam	110 - Finkelstein, Jerry	216 - Koelliker, Marilyn
5 - Collins, Wanda	107 - Friedman-Lombardo, Jaclyn	179 - Kramer, Thomas
9 - Commerford, Mary	185 - Frizzell, Christine	228 - Lally, Anne
19 - Compliment, Brad	81 - Fuchs, Kathleen	80 - Larsen, Kristin
219 - Cook-Nobles, Robin		70 - Lastoria, Michael

50 - Lauterbach, Lisa	160 - O'Neill, Steve	113 - Sharma, Micky
130 - Lavin, Thomas	75 - Onestak, David	20 - Shegog, Deanice
149 - Liefeld, Julie	22 - Osachy, Lisa	150 - Simmons, Rosemary
1 - Linda, Bloom	181 - Palmateer, Jacaranda	200 - Smith, Ed
189 - Linneman, Harry	8 - Payne, June	71 - Smith, Martha
44 - Lovstuen, Brenda	96 - Payne, Molly	167 - Snodgrass, Gregory
21 - Lysne, Marit	42 - Peake, Jaklin	65 - Solbach, Robin
17 - Magnus, Keith	64 - Perez, Ruperto	153 - Sonnenberg, Judy
89 - Malloy, Leanne	220 - Perone, Julie	151 - Soutter, Cathey
85 - Manassah, Michele	154 - Peterson, Michael	43 - Spoltore, Janet
106 - Mancini, Franca	121 - Pittman, James	193 - Steibe-Pasalich, Susan
39 - Mann, Warrenetta	197 - Platt, Karen	136 - Stock, Susan
104 - March, Cynthia	141 - Poirier, Robert	15 - Stoddard, Reed
172 - Martin, Juanita	63 - Pollard, Jeff	52 - Strader, Scott
140 - Mason, Mary Jo	178 - Polychronis, Paul	118 - Taylor, Karen
2 - Matthews, Art	77 - Ponto, Patricia	69 - Taylor, Lynn
16 - McCool, Joan	187 - Portnoy, Robert	72 - Tennill, William
67 - McGowan, Jeanne	58 - Pritchett, Nikki	198 - Thomas, Barbara
13 - McGuinness, Thomas	51 - Quackenbush, Robert	119 - Thompson, Lenora
26 - McKinney, Rhonda	40 - Qualia, Linda	33 - Thompson, Mark
84 - McKinnies, Magi	159 - Raleigh, Mary	129 - Thygesen, Kylie
125 - McLean, Anita	25 - Rapaport, Ross	86 - Torresdal, Pam
36 - McNulty, Sharon	24 - Rayburn, Monroe	192 - Towle, David
169 - Medley, Shawna	175 - Reynaga-Abiko, Geneva	222 - Van Brunt, Brian
92 - Menzano, Silvestro	195 - Rhinehart, Leslie	27 - Walker, Jeanne
76 - Mond, Michael	138 - Richards, Jill	61 - Wallace, Cynthia
227 - Morse, Charles	221 - Ritchie, John	186 - Wallace, David
45 - Murray, Sean	174 - Rodolfa, Emil	205 - Weitzman, Lauren
97 - Nathan, Wendy	54 - Rosenthal, Cheryl	59 - Welch, Paul
164 - Nelson, Gena	3 - Rowlands, Steve	78 - Westergren-Amlicke, Amy
32 - Newmen, Patricia	156 - Ruthrauff, Terry	31 - Wheaton, Jan
103 - Newton, Dorian	199 - Sahgal, Anita	191 - Wilcox, Kim
217 - Nichols, Cassandra	117 - Schafer, Michael	132 - Winters, Micahel
95 - Nifakis, Debbie	55 - Schmidt, Jaeline	28 - Wofford, Joseph Rufus
168 - Nobleza, Deanna	162 - Schmitt, Darlene	46 - Woodruff, Holly
143 - Nunziato, Dina	146 - Schulte, Nancy	148 - Wyatt, Lisa
208 - Oakley, Danielle	34 - Schwaiger Willig, Patricia	90 - Zebrowski, Mike
196 - Oliver, Gloria	23 - Sellers, Jes James	
147 - Olson, Ellie	139 - Serra, Neuza	

Alphabetical Listing of Schools

- | | |
|---|---|
| <p>1 Embry-Riddle Aeronautical University
600 S. Clyde Morris Blvd
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| <p>2 A.T. Still University
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| <p>4 Albany College Of Pharmacy And
Health Sciences
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Albany, NY 12208
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| <p>5 American University
Counseling Center
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