

The Association for University and College Counseling Center Directors Annual Survey

Reporting period: September 1, 2009 through August 31, 2010

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The Association for University and College Counseling Center Directors (AUCCCD) is the international organization for counseling center directors comprised of universities and colleges from the United States, Canada, Europe, the Middle East, Asia, and Australia. The mission of AUCCCD is to assist directors in providing effective leadership and management of campus counseling centers. The organization promotes college student mental health awareness through research, dissemination of key campus mental health issues and trends, and related training and education, with special attention to issues of changing demographics including diversity and multiculturalism. In 2006, AUCCCD developed and administered the Annual Survey to its membership as a means to increase understanding of those factors critical to the functioning of college and university counseling centers.

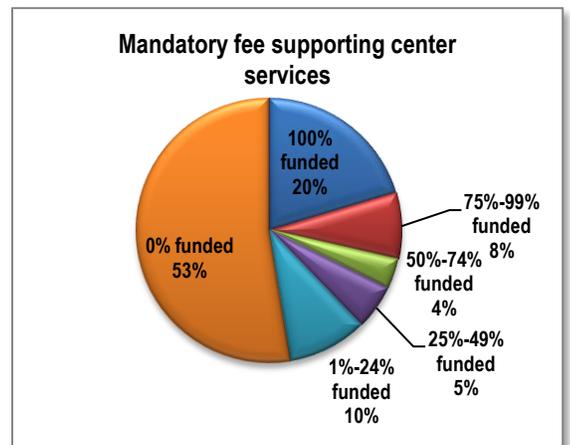
In the Fall of 2010 over 700 college and university counseling center directors were invited to respond to the Association for University and College Counseling Center Directors Annual Survey. The survey was administered via a secure internet interface. The reporting period for the 2009 Annual Survey is from September 1, 2009 through August 31, 2010. This monograph serves to provide a summary of data reported in the AUCCCD Annual Survey. Participating members also have access to the online reporting features of the survey including data filtering and export. A total of 424 Directors completed the 2010 survey.

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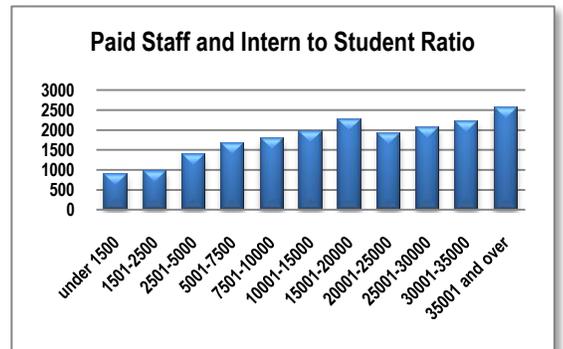
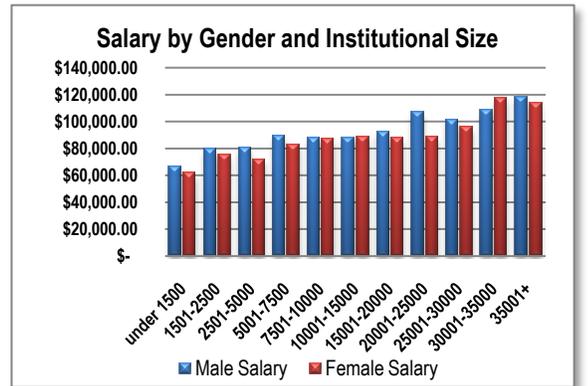
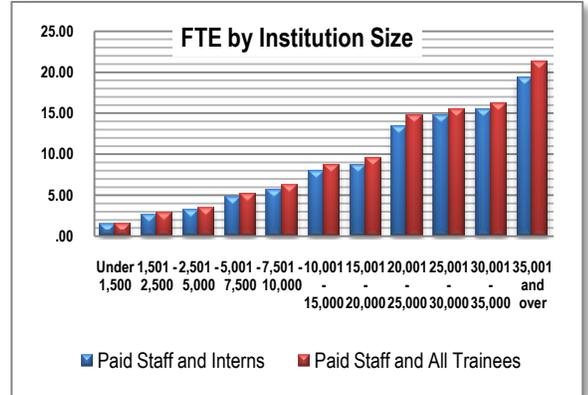
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Executive Summary

- A total of 424 counseling center directors completed the 2010 AUCCCD survey. This represents the highest number to ever complete the survey.
- The top three groups of directors when considering years of experience were 0-3 years (27%), 4-6 years (22%), and 15 years and above (21%).
- Fifteen percent (15%) of directors identified as being from non-white racial/ethnic backgrounds.
- The majority of directors were Female (58.4%) with the majority of female directors having less than 10 years of experience.
- Thirteen percent of directors identified as Gay, Lesbian, or Bisexual.
- More than 53% of the directors completing the survey were from institutions with less than 7,500 students.
- Twenty-six percent (26%) of directors were from religiously affiliated institutions.
- Fifty percent (50%) of directors were from public colleges or universities and 46% were from private colleges or universities.
- Two percent (2%) of directors were from Historically Black Colleges or Universities and 10% were from Hispanic Serving Institutions.
- Twenty-nine percent (29%) of directors reported that their centers were accredited by IACS (International Association of Counseling Services).
- Seven percent (7%) of counseling center directors reporting being from a “one-person counseling center.”
- Seventy-five percent (75%) of directors reported having a training program at their center.
- Twenty-four percent (24%) of directors reported that they were from centers that were administratively integrated with a health service.
- Directors reported that 24% of their staff identified as non-white, 70% identified as Female, 8% identified as GLBT, and 5% identified as having some form of diagnosed disability.
- Over 32% of directors reported that their center is at least 50% funded by a mandatory fee charged to all students to support counseling services.
- Three percent (3%) of directors reported that they college third party payments for counseling services.
- Eight percent (8%) of directors reported that their budgets decreased in the previous year, 46 % reported that their budgets stayed the same, and 44% reported that their budgets increased.
- Thirty-four percent (34%) of directors reported that they had a waitlist of clients waiting to receive ongoing treatment. The average number of weeks that the waitlist was in place was 14 weeks. The average maximum number of clients on the waitlist during the year was 28 clients.
- Forty-nine percent (49%) of directors reported having some form of session limits.
- One percent of directors reported having a lawsuit filed against their center in the past year.
- Twenty-nine percent (29%) of directors reported gaining professional clinical or psychiatric staff during the past year. -
- Nine percent reported losing professional clinical or psychiatric staff during the past year.
- The average percent of time spent by a full time, non-administrative counselor at a counseling center providing direct services (individual/group counseling, intakes, crisis intervention, and assessment) is 62% or 25 hours per week.

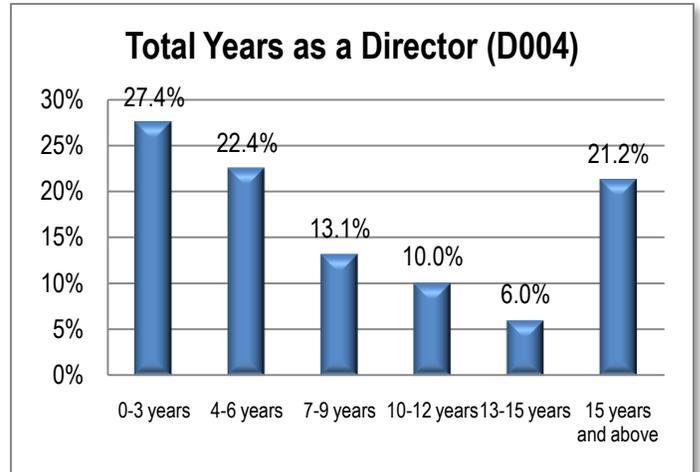


- The average number of Full Time Equivalent (FTE) mental health staff providing services in counseling centers was 8.2.
- Male director salaries were 9% higher than Female director salaries on average ($F(1,376) = 9.43, p = .002$).
- Male Directors with more than 10 years of experience as a director consistently had higher salaries than Female Directors with 10 or more years of experience. Female Directors with 7-9 years of experience had higher salaries than Male Directors (5% higher). The greatest percentage difference was for Male Directors with 4-6 years of experience - salaries were 19% greater than for Female Directors. Percentage differences for other years are as follows: 10-12 years -8%, 13-15 years – 11%, and 15 years and above – 11%.
- When considering institutional size, Male director salaries are higher than Female director salaries except for institutions sized between 10,000 and 15,000.
- The average paid mental health staff and intern to student ratio was 1 to 1,629.
- The average paid mental health staff to student ratio was 1 to 1,940.
- The average percent of students seeking counseling services is 11.4%.
- As could be assumed the percentage of students seeking services increased as institutional size decreased.
- The frequency of presenting concerns: Self injury – 9%; Depression – 38%; Anxiety – 40%; Substance abuse/dependence – 11%; Eating Disorders - 7%; Suicidal thoughts/behavior – 15%
- On average, 25% of clients were taking psychotropic medications.
- Less than one percent of students died from suicide (.6%).
- Fourteen percent (14%) of students were hospitalized or sent to an ER for assessment due to psychological reasons.
- Eleven percent (11%) of centers used telephone triage systems. At 48% of centers all counselors conducted full intake assessments. For 19% of centers, there was no pre-assessment completed, all clients were directly assigned to a therapist.
- Forty-five percent (45%) of centers generate a DSM-IV TR diagnosis on most clients.



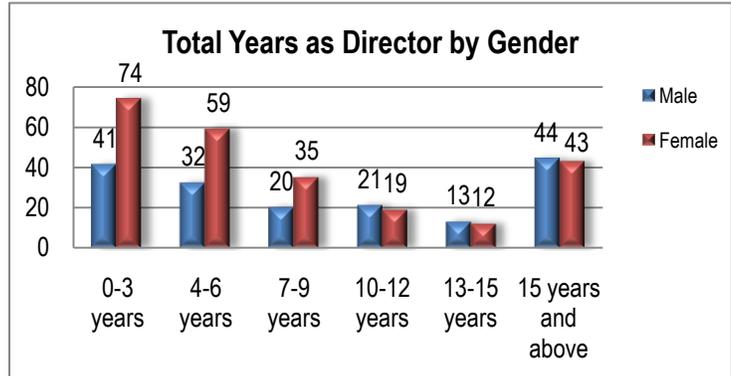
- Sixty-six percent (66%) of directors reported that Psychiatric services are offered on their campus.
- Twenty-six percent (26%) of directors reported that they provide mandatory treatment at their center with 53% reporting that they only provided mandatory assessment (no counseling) at their center.
- Seventy-seven percent (77%) of directors reported that they believed that the number of students with severe psychological problems on their campus has increased in the past year.
- Sixty-one percent (61%) of directors reported that they used electronic record keeping systems.
- One percent (1%) of directors reported that their centers offered online counseling.

Total Years as a Director (D004)		
	Freq.	Percent
0-3 years	115	27.4%
4-6 years	94	22.4%
7-9 years	55	13.1%
10-12 years	42	10.0%
13-15 years	25	6.0%
15 years and above	89	21.2%
Total	420	100.0%
Missing	4	0.9%
Total	424	



Director Racial/Ethnic Background (D005)		
	Freq.	Percent
Black/African American	29	6.9
American Indian/ Native American	1	0.2
Asian/Asian American	12	2.8
Latino/Latina	10	2.4
White/Caucasian	361	85.3
Multiracial	3	0.7
Other (Specify Below)	7	1.7
Total	423	100.0
System	1	0.2
Total	424	100.0

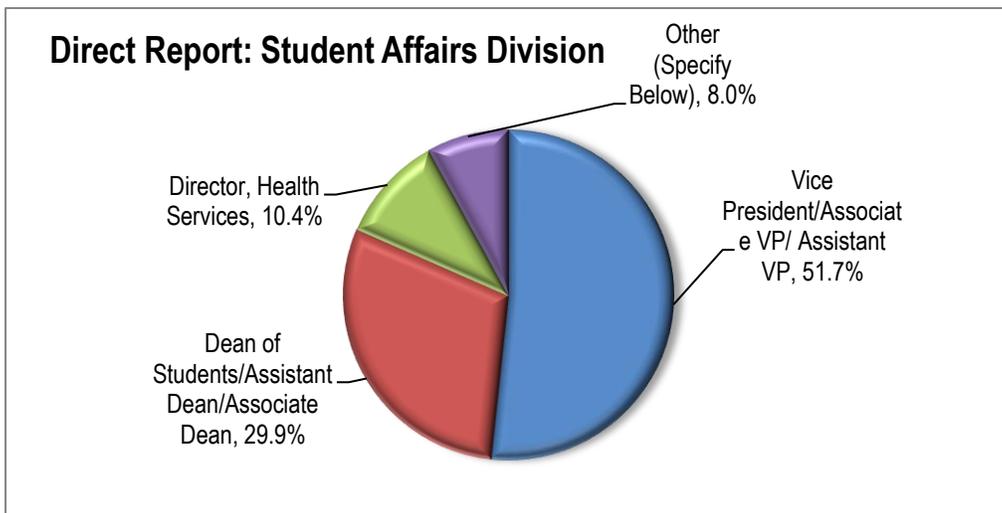
Director's Gender (D006)	Freq.	Percent
	Male	173	41.6%
Female	243	58.4%
Transgender	0	0.0%
Other	0	0.0%
Total	416	
Missing	8	1.9%
Total	424	



Director's Sexual Orientation (D007)	Freq.	Percent
	Gay man	23	5.5%
Lesbian	25	6.0%
Bisexual	6	1.4%
Heterosexual	361	87.0%
Total	415	100.0%
Missing	9	2.1%
Total	424	

Do you have a diagnosed & documented learning disability (MR008)		
	Freq.	Percent
Attention Deficit/Hyperactivity Disorder	15	3.54%
Deaf or Hard of Hearing	5	1.18%
Learning Disorder	5	1.18%
Mobility Impairment	1	0.24%
Neurological Disorder	1	0.24%
Physical/Health Related Disorder	4	0.94%
Psychological Disorder/Condition	5	1.18%
Visual Impairment	3	0.71%
Other (Please specify other disability)	3	0.71%
<p>Note: Percent representative of item compared to total sample. Percentages do not total 100% as directors could select more than one item.</p>		
Other: Lupus, Amputation		

Direct Report: Student Affairs Division (D009)		
	Frequency	Percent
Vice President/Associate VP/ Assistant VP	213	51.7%
Dean of Students/Assistant Dean/Associate Dean	123	29.9%
Director, Health Services	43	10.4%
Other (Specify Below)	33	8.0%
	412	100.0%
Missing	12	2.8%
Total	424	
Other: Dean of Wellness (4), Exec Dir Center for Health, VP/Dean of Students (2) , Dean for Student Academic Support and Advising, Director of student support services, Vice Chancellor, Director Student Services, Executive Director of Student Affairs and Services, Director, Student Achievement, Senior Director for Student Services, Assoc. Vice Chancellor/Chief Student Affairs Officer, VP of Mission & Ministry, Provost, Dean of Students/Associate VP, Health System, not Student or Academic Affairs, Academic Dean, Director of Student Services, Director, Health and Wellness, Dean, College of Arts and Sciences, Vice Chancellor Student Affairs and Enrollment Manag,, Career Center Director, Reported to both HS and VP for different items, Exec Director of combined health and counseling center, VP/Dean is same person, Senior Associate Dean of Students, Executive Director of Center for Health and Well-Being, Division Chief of University College, Director, Support Services		

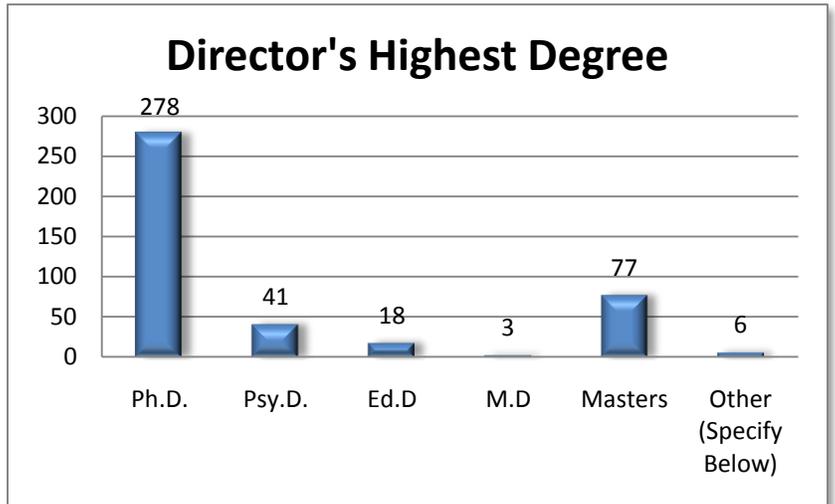


Direct Report: Academic Division (D010)			
	Freq.	Percent	Percent of total
Provost	25	24.0%	6.1%
Dean/Assistant Dean/Associate Dean	21	20.2%	5.1%
Vice President/Associate VP/ Assistant VP	46	44.2%	11.2%
Department Chairperson	7	6.7%	1.7%
Other (Specify Below)	6	5.8%	1.5%
Total	104	100.0%	25.2%
Missing	320	75.5%	
Total	424		

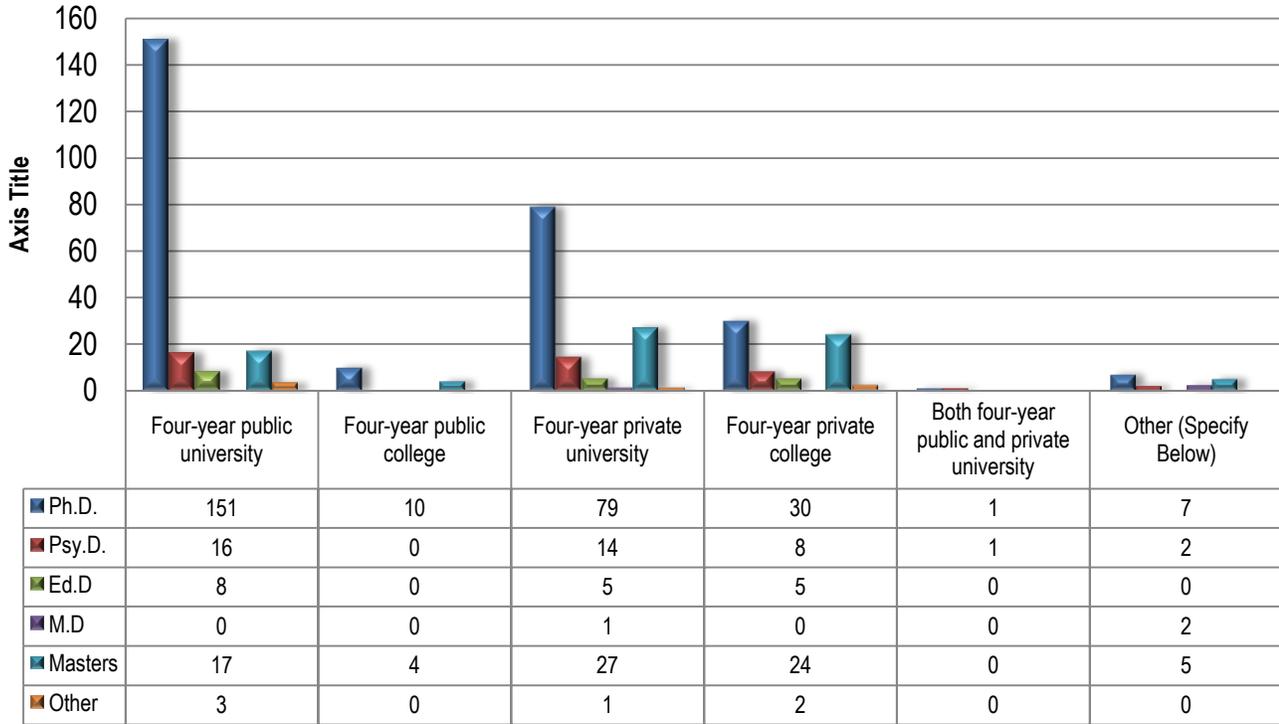
Vice Chancellor for Administration, Associate Provost, no direct report, but it would go through Deans office if there were a need., Enrollment & Student Services, Vice Provost, Student Support

Director's Highest Degree (D011)		
	Freq.	Percent
Ph.D.	278	65.7%
Psy.D.	41	9.7%
Ed.D	18	4.3%
M.D	3	0.7%
Masters	77	18.2%
Other (Specify Below)	6	1.4%
Total	423	100.0%
Missing	1	9.09%
Total	424	

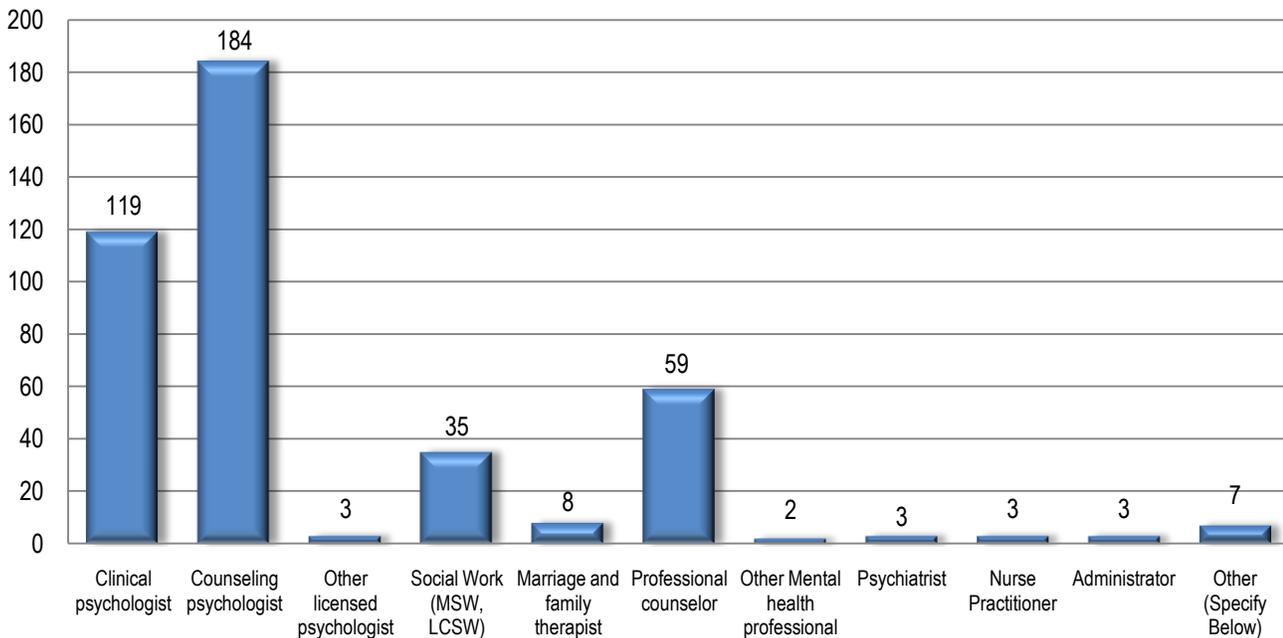
Other: D. Min, Ed.S., DSW



Director's Highest Degree x School Status



Director's Professional Identity



Director's Professional Identity (D012)		
	Freq.	Percent
Clinical psychologist	119	28.1%
Counseling psychologist	184	43.5%
Other licensed psychologist	3	0.7%
Social Work (MSW, LCSW)	35	8.3%
Marriage and family therapist	8	1.9%
Professional counselor	59	13.9%
Other Mental health professional	2	0.5%
Psychiatrist	3	0.7%
Nurse Practitioner	3	0.7%
Administrator	3	0.7%
Other (Specify Below)	7	1.7%
Total	423	100.0%
Missing	1	0.2%
Total	424	
Other: National Certified Counselor, RN & Professional Counselor, Psychologist, clinical/counseling psychologist, nationally certified school counselor, Social Work -D.S.W.		

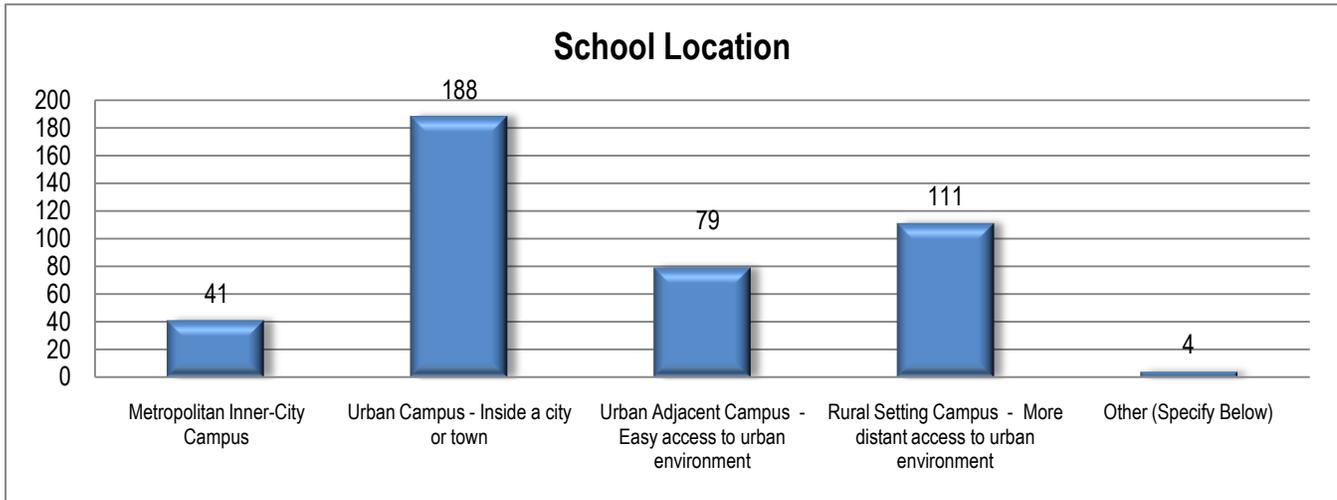
Professional organizations: (MR013)		
	Directors	Percent
NASPA	72	17.0%
ACPA	47	11.1%
Active Minds	50	11.8%
American College Counseling Association (ACCA)	86	20.3%
American Psychiatric Association (APA)	12	2.8%
Assoc. for the Coordination of Counseling Center Clinical Services (ACCCCS)	7	1.7%
American Medical Association (AMA)	0	0.0%
American Psychological Association (APA)	228	53.8%
American Psychological Association (APA) Division 17	83	19.6%
APPIC	33	7.8%
APPIC	17	4.0%
Commission for Counseling and Psychological Services (CCAPS)	24	5.7%
Center for Collegiate Mental Health (CCMH)	78	18.4%
Commission for Counseling and Psychological Services (CCAPS)	9	2.1%
Higher Education Mental Health Alliance	6	1.4%
International Association of Counseling Services	62	14.6%
Jed Foundation	55	13.0%
Other	235	55.4%
Other: MPA, EPA, National Register, ACA, AMHCA, ACES, Christian Association for Psychologist, ACA, OCCDHE, CAMFT,		

Are you Board Certified? (D014)	
This item tends to be misinterpreted by director as to include licensure.	Yes = 76
American Board of Professional Psychology (ABPP)	10
AANP	1
ABECSW	1
ABPN	1
ABPP	10
Academy of Certified Social Workers	1
ACSW	1
Am Bd of Examiners in Clinical Social Work---ABE	2
American Academy of Exerts in Traumatic Stress	1
American Board of Examiners in Clinical Social Work	1
American Board of Internal Medicine; American Board of Psychiatry and Neurology	1
American Board of Psychiatry and Neurology	1
American Psychotherapy Association	2
ANCC	1
ANCC - American Nurses Credentialing Center	2
APA	1
APA College of Professional Psychology	1
ASPBB	1
Board for Professional Counselors, Marriage & Family Therapists and Clinical Pastoral	1
Board of Psychologist in District of Columbia	1
Board of Psychology/California	1
But I am a licensed psychologist (State of PA)	1
COAMFTE	1
College of Alberta Psychologists	1
Counseling Psychology	1
Indiana Health Professions Bureau	1
Behavioral Medicine and Psychotherapy	1
LCSW	1
Licensed by the State of Florida	1
Louisiana State Board of Social Work Examiners (LSSWE), Licensed Professional Counselor	1
LPC	2
NBCC	5
ANA-PMHCNS-BC	1
NASW	1
national association of school psychologists	1
National Register of Health Service Providers in Psychology	1
National Registry of Certified Group Psychotherapists	1

NCC	1
NH Board of Mental Health Practice	1
NLPB, #192	1
NY state dept education	1
ny state license	1
OPA	1
PBWA	1
Psychology	1
Puerto Rico Board of Professional Counselors, National Board of Certified Counselors	1
Social Work	1
State of Ohio, Counselor and Social Worker Board, Marriage and Family Therapist Boar	1
Texas LPC Board	1

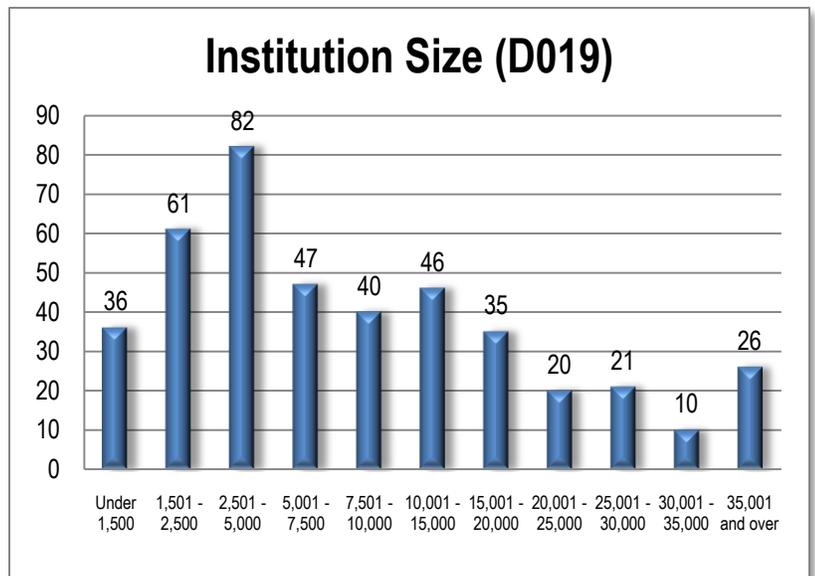
Director's Citizen Country (D016)		
	Freq.	Percent
United States	411	97.4%
Canada	4	0.9%
United Kingdom	2	0.5%
Australia	1	0.2%
Trinidad and Tobago	1	0.2%
Peru	1	0.2%
Sultanate of Oman	1	0.2%
Turkey	1	0.2%
Total	422	100.0%
Missing	2	0.5%
Total	424	100.0%

School Location (D017)		
	Freq.	Percent
Metropolitan Inner-City Campus	41	9.7%
Urban Campus - Inside a city or town	188	44.5%
Urban Adjacent Campus - Easy access to urban environment	79	18.7%
Rural Setting Campus - More distant access to urban environment	111	26.3%
Other (Specify Below)	4	0.9%
Total	422	100.0%
System	2	0.5%
Total	424	
Other (Specify Below)		
international	1	
Small Caribbean Island - No urb	1	

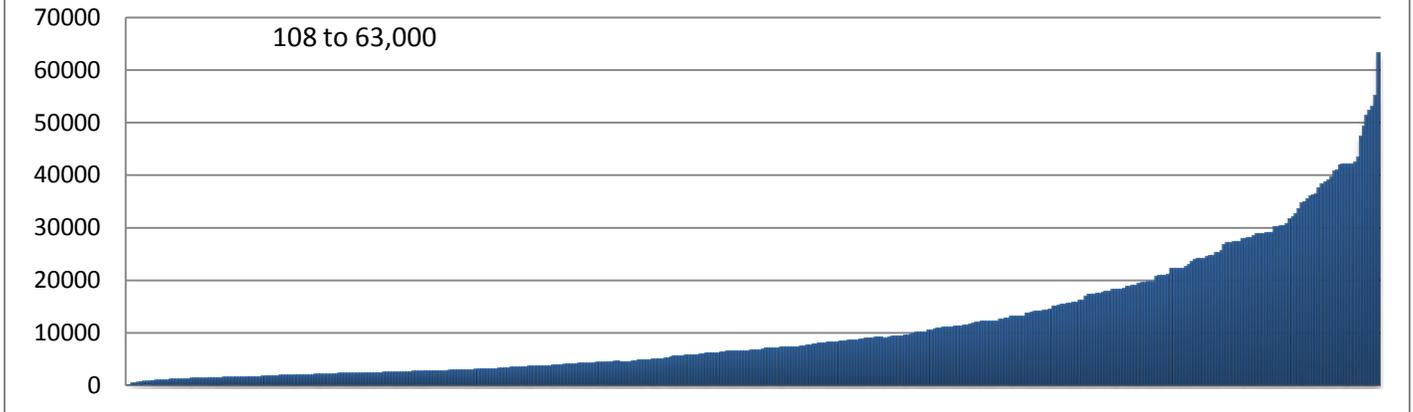


Is your school religiously affiliated?		
	Freq.	Percent
Yes	105	26.1
No	297	73.9
Total	402	100.0
Missing	22	5.2
Total	424	100.0

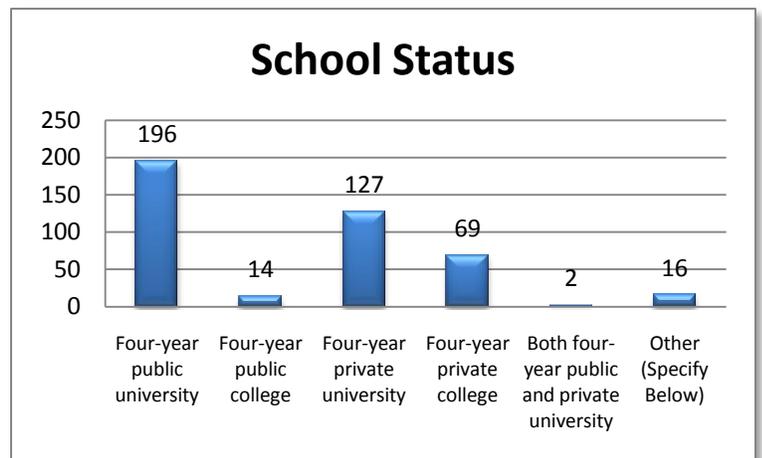
Institution Size (D019)		
	Freq.	Percent
Under 1,500	36	8.5
1,501 - 2,500	61	14.4
2,501 - 5,000	82	19.3
5,001 - 7,500	47	11.1
7,501 - 10,000	40	9.4
10,001 - 15,000	46	10.8
15,001 - 20,000	35	8.3
20,001 - 25,000	20	4.7
25,001 - 30,000	21	5.0
30,001 - 35,000	10	2.4
35,001 and over	26	6.1
Total	424	100.0



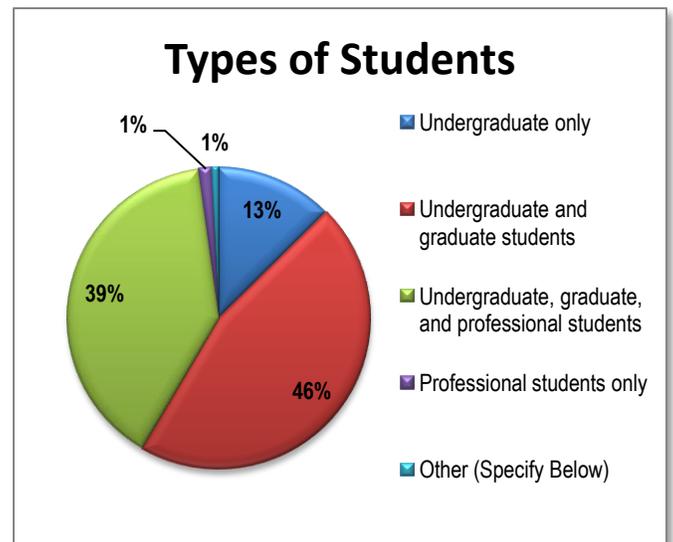
Size of University (NA020)



School Status (D021)		
	Frequency	Percent
Four-year public university	196	46.2
Four-year public college	14	3.3
Four-year private university	127	30.0
Four-year private college	69	16.3
Both four-year public and private university	2	.5
Other (Specify Below)	16	3.8
Total	424	100.0



Types of Students (D022)		
	Frequency	Percent
Undergraduate only	53	12.5
Undergraduate and graduate students	193	45.5
Undergraduate, graduate, and professional students	166	39.2
Professional students only	6	1.4
Other (Specify Below)	3	.7
Total	421	99.3
Missing	3	.7
Total	424	100.0
Other: Professional and Graduate students, The college has a small number of graduate programs but the counseling center does not serve them and I have not included them in this data. , Undergrad and apprentices.		



A historically black college or university? (D023)		
	Frequency	Percent
Yes	7	1.7
No	416	98.3
Total	423	100.0
System	1	.2
Total	424	100.0

Hispanic Serving Univ. (D024)		
Yes	41	9.7
No	373	88.0
Total	414	97.6
Missing	10	2.4
Total	424	100.0

University provides domestic partner benefits? D025		
	Frequency	Percent
Yes	228	53.8
No	179	42.2
Total	407	96.0
Missing	17	4.0
Total	424	100.0

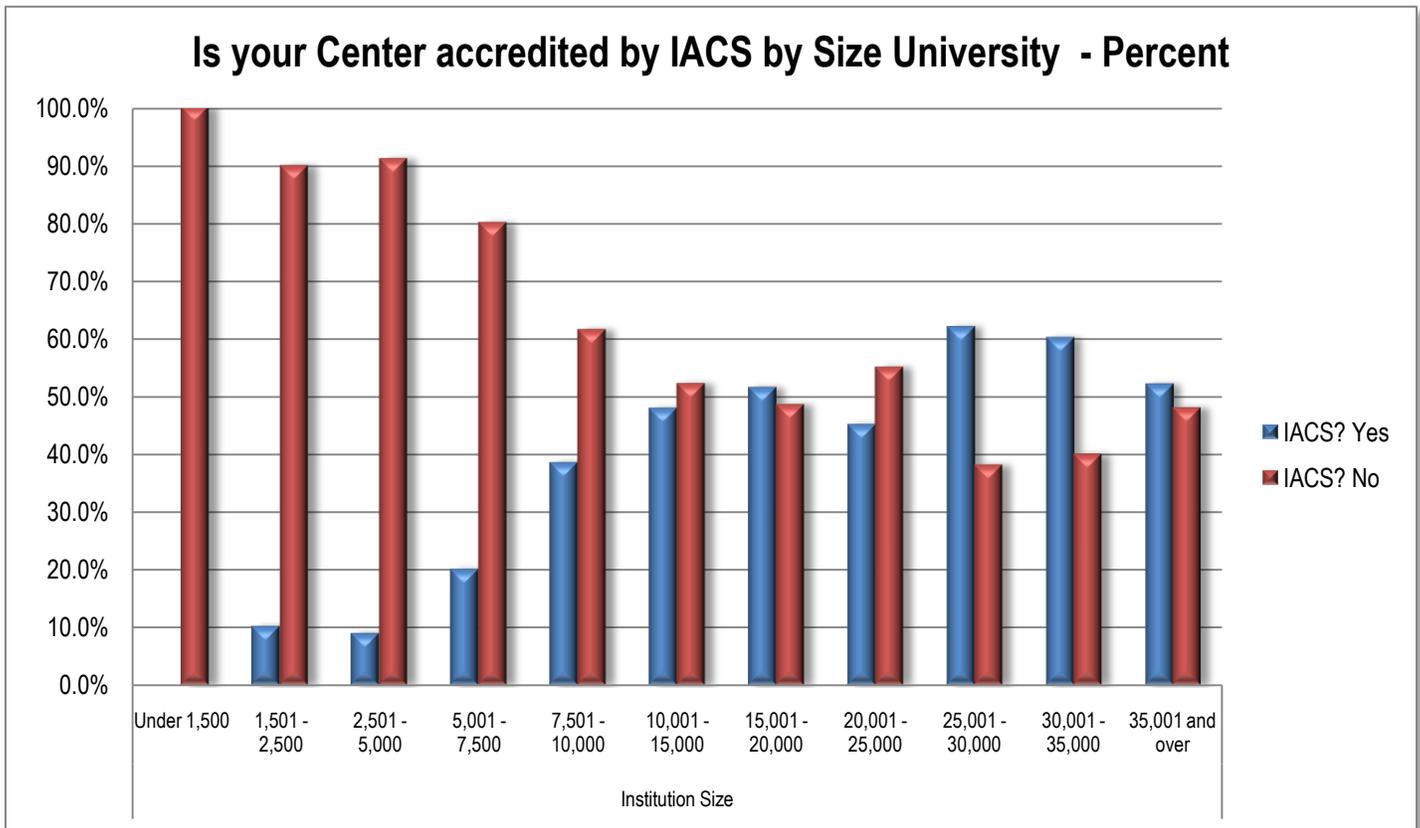
Sexual orientation-nondiscrimination policy (D026)		
	Frequency	Percent
Yes	346	81.6
No	67	15.8
Total	413	97.4
Missing	11	2.6
Total	424	100.0

Is your Center accredited by IACS? (D027)		
	Frequency	Percent
Yes	118	28.6
No	295	71.4
Total	413	100.0
Missing	11	2.6
Total	424	100.0

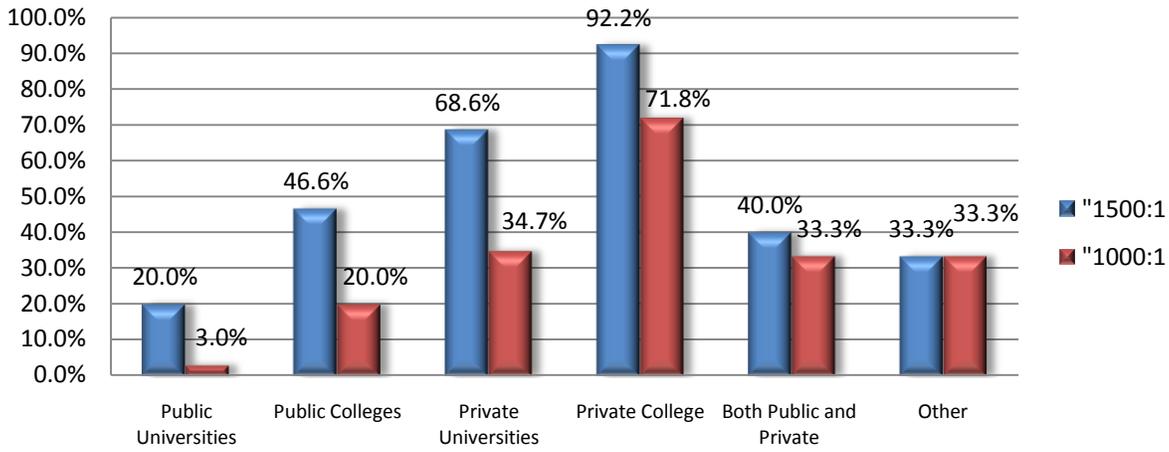
IACS ACCREDITATION	
Reason if Yes Frequency	<p>111 Quality Assurance / external validation / standard of practice / compliance with national standards'</p> <p>95 Enhance credibility / status on campus.'</p> <p>80 IACS aids in arguments for staff and other funding increases.'</p> <p>74 Valued / respected by administration / supervisor.'</p> <p>53 Evidence of commitment to international standards.'</p> <p>64 National recognition/prestige.'</p>
Reason if No Frequency	<p>38 Application in process - planning in upcoming years</p> <p>99 Cost</p> <p>23 Single Person Center</p> <p>58 Not enough time to complete'</p> <p>57 Not required / not interested / never applied'</p> <p>7 Brand new center'</p> <p>46 Lack of support by administration / no valued by administration'</p> <p>40 Not applying as do not see center as meeting minimum standards'</p> <p>89 Small center'</p> <p>23 Accredited by other agency'</p> <p>11 New Director, do not know about IACS'</p> <p>30 Don't see benefit to accreditation'</p> <p>21 Other (Specify Below)'</p> <p>If "No, not accredited by IACS", Reason:</p> <p>AAAHC Accredited</p> <p>Considering accreditation by other agency (for both counseling & health)</p> <p>Currently under consideration</p> <p>have joint accreditation through health center</p> <p>Have not gotten around to it yet but plan to in the future</p> <p>Historically, it was not seen as important. While I consider it important, we have not yet applied due to being busy.</p> <p>New Director - Making request for funding in new budget</p> <p>no good reason</p> <p>No longer meet record requirements since merged records with medical providers</p> <p>out sourced</p> <p>Perceived benefit does not outweigh the time and energy to complete; APA accreditation for internship takes enough time and energy</p> <p>Plan in seeking accreditation in next 5 years.</p> <p>Standards are designed for large, not small centers - would like to see separate standards for small centers</p> <p>student worker policy</p> <p>To operate the center effectively and efficiently we use 1-2 counselor education graduate students and 1 college work study student to answer the phone and schedule appointments. IACS does not allow this. Students are well trained and sign a confidentiality agreement. We have one office professional and she needs student assistance to operate the office. The center was IACS accredited in the past. We would likely pursue accreditation in the future if this practice was allowed.</p> <p>Too many other major reports and reviews including HIPAA compliance - hope to apply in future</p> <p>Would like to pursue but have not at this time.</p>

Is your Center accredited by IACS (D027) by Size University (D019)												
		Institution Size										
		Under 1,500	1,501 - 2,500	2,501 - 5,000	5,001 - 7,500	7,501 - 10,000	10,001 - 15,000	15,001 - 20,000	20,001 - 25,000	25,001 - 30,000	30,001 - 35,000	35,001 and over
IACS?	Yes	0	6	7	9	15	22	18	9	13	6	13
	No	35	53	71	36	24	24	17	11	8	4	12

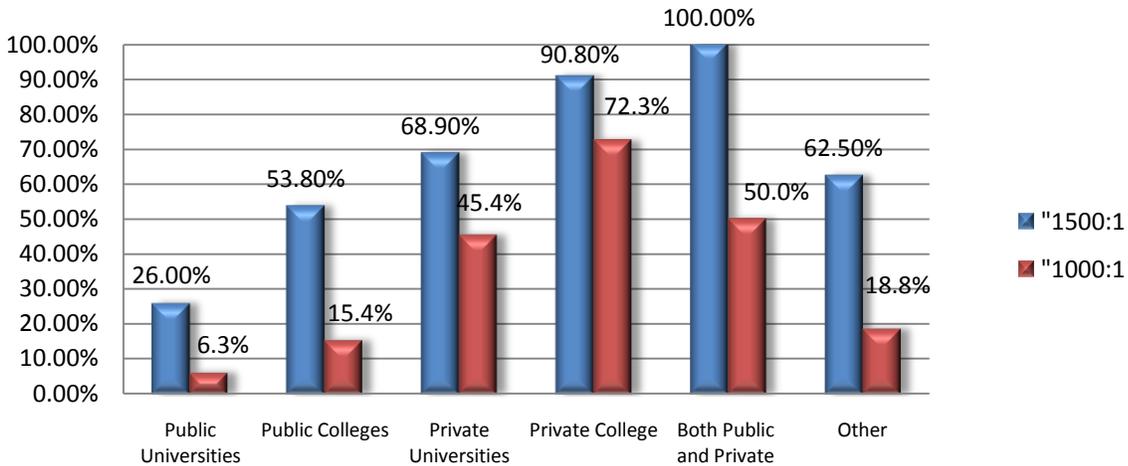
Is your Center accredited by IACS (D027) by Size University (D019) Percent												
		Institution Size										
		Under 1,500	1,501 - 2,500	2,501 - 5,000	5,001 - 7,500	7,501 - 10,000	10,001 - 15,000	15,001 - 20,000	20,001 - 25,000	25,001 - 30,000	30,001 - 35,000	35,001 and over
IACS?	Yes	0.0%	10.2%	9.0%	20.0%	38.5%	47.8%	51.4%	45.0%	61.9%	60.0%	52.0%
	No	100.0%	89.8%	91.0%	80.0%	61.5%	52.2%	48.6%	55.0%	38.1%	40.0%	48.0%



2009: IAC Ratio by School Status



2010: IAC Ratio by School Status



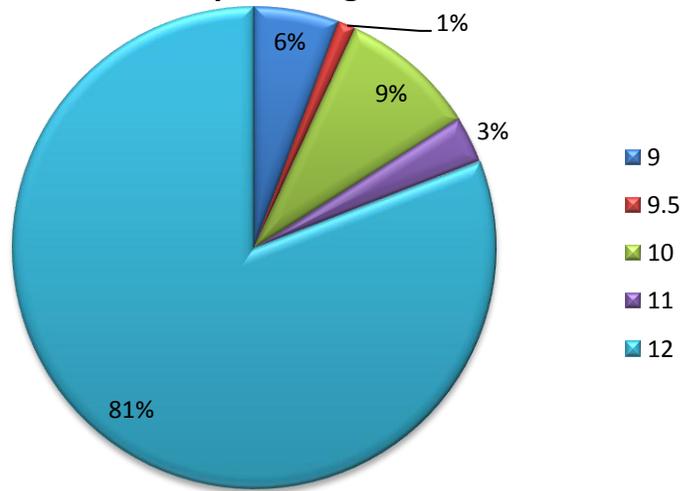
Do you consider your center a "One-person Counseling Center?" (D030)

	Frequency	Percent
Yes	29	6.8
No	390	92.0
Total	419	98.8
Missing	5	1.2
Total	424	100.0

How many months of the year is your center providing services? (NA031)

	Frequency	Percent
9.000	24	5.7
9.500	5	1.2
10.000	39	9.2
11.000	13	3.1
12.000	342	80.9
Total	423	100.0
Missing	1	.2
Total	424	100.0

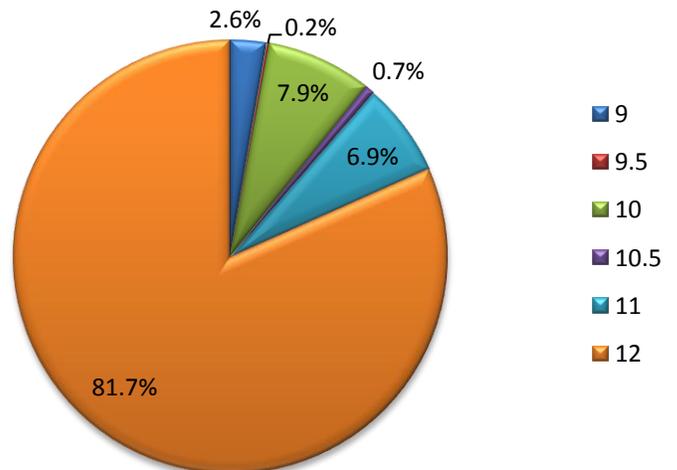
How many months of the year is your center providing services?



How many months of the year do you work? (D032)

	Frequency	Percent
9	11	2.6
9.5	1	.2
10	33	7.8
10.5	3	.7
11	29	6.8
12	343	80.9
Total	420	99.1
Missing	4	.9
Total	424	100.0

Number of months work each year



Do you have a training program? (D033)

	Freq.	Percent
Yes	316	75.1
No	105	24.9
Total	421	100.0
Missing	3	.7
Total	424	100.0

Have Trainee - Types and Statistics (NA034 to NA044)							
Descriptive Statistics							
	# With	Mean FTE	Minimum FTE	Maximum FTE	Sum of FTE	Std. Deviation	
Practicum FTE	184	1.97	0.20	20.00	362.82	2.03	
Pre-doctoral Psychology Intern FTE	140	2.71	0.20	15.00	379.27	1.62	
Post-doctoral Psychologist FTE	86	1.53	0.20	4.00	131.68	0.92	
Post-doctoral Psychiatric Resident FTE	26	0.68	0.10	3.00	17.62	0.72	
Social Work Intern FTE	72	1.07	0.30	3.50	76.98	0.67	
Counseling Intern FTE	54	1.36	0.20	5.00	73.66	1.11	
Marriage and Family Practicum/Internship FTE	8	0.95	0.20	1.90	7.60	0.49	
Clinical Graduate Assistant (Paid) FTE	39	1.98	0.38	22.50	77.40	3.56	
Masters Level Practicum/Internship FTE	72	1.51	0.20	5.00	109.02	1.14	
Other FTE:	28	0.00	5.00	25.45	0.91	1.32	
Total Trainee FTE					1236.96		

Other Trainee List (SA043)

.3 Masters level was a Pastoral Counseling student
.3 Pre-doc Counselor Education
.5 GA Position for whatever is needed (PR, office, outreach)
.5 Health Psychology Field Placement intern for Wellness outreach
1.2 psychology extern
2 Art Therapy Interns
2 graduate fellows
4 part time practicum students
Assessment Practicum
clinical psych extern (3rd or 4th year, pre internship .5 FTE
College Student Personnel Grad - 1.0
Educational Graduate Assistant
HKR and OT Co-op students
I am unsure of the difference between the social wk and counseling
Marriage and Family Post Graduate Extern
Non-clinical G.A. in Counseling Master's program (0.5 FTE)
Outreach Graduate Assistants
Peer Educators
post graduate fellow
post-master's trainee
Post-Masters MFT Intern (Paid)
post-MSW
Psychiatric Nurse
Psychiatry Fellow: 1; Post internship Masters level Counselors a
psychology extern
Social Work Fellow

Sum of Trainee Pre and Post Degree (SA045 to SA047)						
Descriptive Statistics						
	# Having Trainees	Mean	Minimum	Maximum	Sum	Std. Deviation
Sum of Pre-degree Trainee FTE	305	3.57	0.20	29.00	1090.35	3.55
Sum of Post-degree Trainee FTE	95	1.56	0.10	5.00	147.80	1.11
Total Sum of Trainee FTE	311	3.98	0.20	30.00	1238.65	3.82

If you have a psychology internship program is it APA accredited? (D048)		
	Frequency	Percent
Yes	89	41.8
No	124	58.2
Total	213	100.0
Missing	211	49.8
Total	424	100.0

Is your center administratively integrated within a health service? (D050)		
	Frequency	Percent
Yes	101	23.9
No	321	76.1
Total	422	100.0
Missing	2	.5
Total	424	100.0

Is your center located adjacent or near a student health service? (D051)		
	Frequency	Percent
Yes	259	62.1
No	158	37.9
Total	417	100.0
Missing	7	1.7
Total	424	100.0

My counseling center collaborates with Student Health Services (D052)		
	Frequency	Percent
Not at all	23	5.5
A little	66	15.8
A fair amount	179	42.8
Extensively	150	35.9
Total	418	100.0
Missing	6	1.4
Total	424	100.0

Cross of Integrated and Adjacent (D050 & D051)			
		Is your center administratively integrated within a health service?	
		Yes	No
		Count	Count
Is your center located adjacent or near a student health service?'	Yes	81	177
	No	14	143

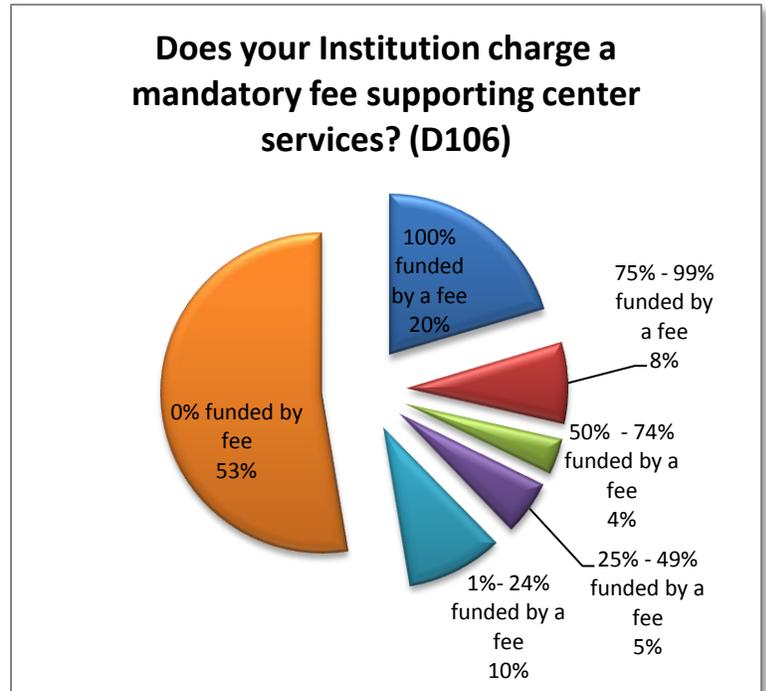
Cross of Integrated and Collaborate (D050 & D052)			
		Is your center administratively integrated within a health service?	
		Yes	No
		Count	Count
My counseling center collaborates with Student Health Services (D052)	Not at all	0	23
	A little	5	61
	A fair amount	26	153
	Extensively	66	82

Cross of Adjacent and Collaborate (D051 & D052)			
		Is your center located adjacent or near a student health service?'	
		Yes	No
		Count	Count
My counseling center collaborates with Student Health Services'	Not at all	2	21
	A little	32	34
	A fair amount	107	71
	Extensively	117	30

Cross of Adjacent, Administrative Integration, and Levels of Collaboration (D050 to D052)									
		Is your center located adjacent or near a student health service?							
		Yes				No			
		Is your center administratively integrated within a health service?				Is your center administratively integrated within a health service?			
		Yes		No		Yes		No	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
My counseling center collaborates with Student Health Services'	Not at all	0	0.0%	2	1.1%	0	0.0%	21	14.9%
	A little	2	2.5%	30	16.9%	3	21.4%	31	22.0%
	A fair amount	22	27.5%	85	48.0%	4	28.6%	67	47.5%
	Extensively	56	70.0%	60	33.9%	7	50.0%	22	15.6%

Staff Demographics (NA053 to NA067)								
Descriptive Statistics								
	N	Mean	Minimum	Maximum	Sum	Std. Deviation	Percent	
# Staff - Black/African American	293	.94	0	8	274	1.284	9.2%	
# Staff - American/Indian/Native American	222	.07	0	1	15	.252	0.5%	
# Staff - Asian/Asian American	266	.70	0	9	185	1.241	6.2%	
# Staff - Latino/Latina	255	.62	0	8	159	1.027	5.4%	
# Staff - White/Caucasian	406	5.55	0	40	2254	4.505	76.0%	
# Staff - Multiracial	198	.22	0	3	43	.492	1.4%	Total
# Staff - Other Race/Ethnicity	186	.20	0	8	37	.680	1.2%	2967
# Staff - Male	370	2.39	0	13	886	2.148	30.2%	
# Staff - Female	398	5.15	0	42	2048	4.443	69.8%	Total
# Staff - Transgender	194	.01	0	1	1	.072	0.0%	2935
# Staff - Gay	239	.49	0	5	116	.755	4.2%	
# Staff - Lesbian	250	.70	0	5	174	.894	6.4%	
# Staff - Bisexual	203	.19	0	2	39	.453	1.4%	Total
# Staff - Heterosexual	381	6.61	0	94	2520	7.207	92.2%	2733
# Staff - Diagnosed Disability	246	.56	0	8	138	.962	5.0%	

Does your Institution charge a mandatory fee supporting center services?		
	Frequency	Percent
100% funded by a fee	78	20.4
75% - 99% funded by a fee	31	8.1
50% - 74% funded by a fee	14	3.7
25% - 49% funded by a fee	21	5.5
1%- 24% funded by a fee	37	9.7
0% funded by fee	201	52.6
Total	382	100.0
Missing	42	9.9
Total	424	100.0



If yes, your Center <u>IS</u> supported by a mandatory fee, does the support come from (D0107)		
	Frequency	Percent
a fee for counseling services	12	6.3
a fee for student health services	104	54.5
a general student activities or student life fee	63	33.0
Other (Specify Below)	12	6.3
Total	191	100.0
Missing	233	55.0
Total	424	100.0
Other (Specify Below)		
fee for student health and student counseling services fee is labeled for "counseling and health services" general health fee judicial Mental Health and Counseling Fee, used to support both counseling, health education and prev. psychiatric fee student health insurance fee Student Health Fee includes a set dollar amount for Counseling. Students voted to augment Tuition We are a joint Counseling and Health service. Students pay one fee for both. We are supported 2 different fees - one for counseling services and one for health services Wellness Fee for counseling, health services, ATOD services, health prevention and recreati		

Do you collect third party payments for counseling? (D108)		
	Frequency	Percent
Yes	12	2.8
No	410	97.2
Total	422	100.0
Missing	2	.5
Total	424	100.0
\$ from 3rd Party	Count	
\$5,000.00	1	
\$10,000.00	2	
\$25,000.00	1	
\$44,000.00	1	
\$200,000.00	1	

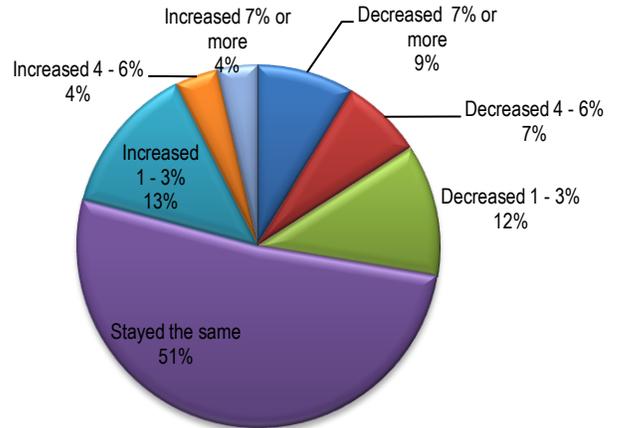
Has your center received funding from grants or contracts this past year? (D110)		
	Frequency	Percent
Yes	92	21.7
No	319	75.2
Total	411	96.9
Missing	13	3.1
Total	424	100.0

Amount	Frequency	Amount	Frequency	Amount	Frequency
\$1,000.00	3	\$15,000.00	3	\$78,000.00	1
\$1,200.00	1	\$16,000.00	1	\$80,000.00	1
\$1,500.00	3	\$16,500.00	1	\$84,000.00	1
\$2,000.00	7	\$19,000.00	1	\$85,000.00	1
\$2,250.00	1	\$20,000.00	1	\$91,000.00	1
\$2,255.00	1	\$22,000.00	1	\$99,000.00	1
\$2,500.00	2	\$25,000.00	3	\$100,000.00	11
\$3,000.00	1	\$30,000.00	2	\$120,000.00	1
\$3,500.00	1	\$31,000.00	1	\$131,000.00	1
\$4,000.00	2	\$45,000.00	1	\$150,000.00	1
\$5,000.00	8	\$48,000.00	1	\$173,000.00	1
\$6,000.00	1	\$50,000.00	1	\$300,000.00	1
\$8,000.00	4	\$55,000.00	1	\$305,000.00	1
\$10,000.00	7	\$60,000.00	1	\$600,000.00	1
\$11,000.00	1	\$63,000.00	1		
\$12,500.00	1	\$67,000.00	1		

What has been the status of your center's budget in the past year: Salaries (D112)

	Frequency	Percent
Decreased 7% or more	11	2.6
Decreased 4 - 6%	4	.9
Decreased 1 - 3%	19	4.5
Stayed the same	194	45.8
Increased 1 - 3%	161	38.0
Increased 4 - 6%	20	4.7
Increased 7% or more	9	2.1
Total	418	98.6
Missing	6	1.4
Total	424	100.0

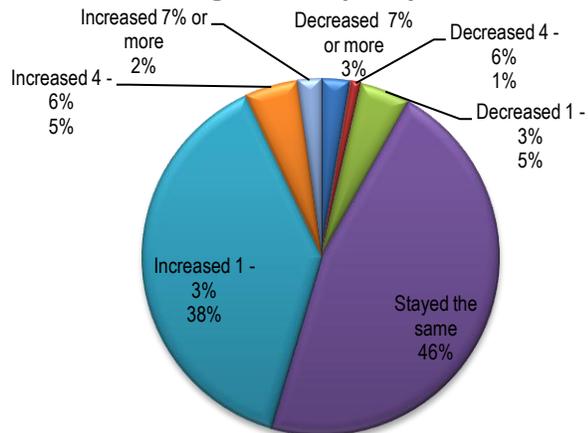
What has been the status of your center's budget in the past year: Operating Budget



What has been the status of your center's budget in the past year: Operating Budget (D113)

	Frequency	Percent
Decreased 7% or more	36	8.7
Decreased 4 - 6%	30	7.2
Decreased 1 - 3%	49	11.8
Stayed the same	214	51.4
Increased 1 - 3%	56	13.5
Increased 4 - 6%	16	3.8
Increased 7% or more	15	3.6
Total	416	100.0
Missing	8	1.9
Total	424	100.0

What has been the status of your center's budget in the past year: Salaries



Do you limit the number of counseling sessions allowed a client? (D114)		
	Frequency	Percent
Yes	69	16.3
Yes, flexible	139	32.8
No	212	50.0
Total	420	99.1
Missing	4	.9
Total	424	100.0

If limit the number of counseling sessions allowed a client, what is your session limit? (D115 D116)							
		If time limits what frame					
		Week	Month	Semester/ Quarter	Year	Per Degree	Other
		Count	Count	Count	Count	Count	Count
# Session Limit	4.000	0	0	0	1	0	0
	5.000	0	0	1	0	0	0
	6.000	0	0	8	2	0	0
	7.000	0	0	2	1	0	1
	8.000	0	0	13	15	0	1
	9.000	0	0	1	1	0	0
	10.000	1	0	3	24	2	3
	11.000	0	0	0	1	0	0
	12.000	1	0	6	44	4	6
	13.000	0	0	0	1	0	1
	14.000	0	0	0	2	0	1
	15.000	0	0	1	9	2	1
	16.000	0	0	0	5	2	0
	20.000	0	0	0	3	2	1
	30.000	0	0	0	0	1	0
45.000	0	0	0	0	1	0	

If time limits what frame: Other
"Brief and focused"
"short term" without
10 per calendar year with 20 as a degree cap
12/year w/ 24 max, rare exceptions
15 session limit per calendar year and a 30
2 years
9 month academic year
brief treatment, length decided be presentin
every other year
intake plus 8 free each academic year Aug-Au
limited number of sessions with after hours/
over course of their time at university
Per incident/case
per initiation of service
per issue
per occasion
Per round of counseling
unclear
Variable
Varies, flexible, short-term model

Do you have waitlist clients waiting to receive ongoing treatment? (D117)		
	Frequency	Percent
Yes	141	34.1%
No	272	65.9%
Total	413	100.0%
Missing	11	
Total	424	

Waitlist for how many weeks during the year (D118)					
Valid N	Mean	Median	Mode	Minimum	Maximum
142	14.099	10.000	4.000	2.000	52.000

Waitlist for how many weeks during the year				
		Valid N	Mean	Median
Institution Size	Under 1,500	6	14.333	14.500
	1,501 - 2,500	16	10.625	6.000
	2,501 - 5,000	19	15.737	12.000
	5,001 - 7,500	10	13.100	12.500
	7,501 - 10,000	21	12.190	8.000
	10,001 - 15,000	15	14.133	11.000
	15,001 - 20,000	19	14.579	10.000
	20,001 - 25,000	8	12.125	10.000
	25,001 - 30,000	10	17.600	13.500
	30,001 - 35,000	6	16.167	10.500
	35,001 and over	12	16.750	15.000

Waitlist for how many weeks during the year							
		Public			Private		
		Valid N	Mean	Median	Valid N	Mean	Median
Institution Size	Under 1,500	0	.	.	6	14.333	14.500
	1,501 - 2,500	1	6.000	6.000	15	10.933	6.000
	2,501 - 5,000	4	24.500	20.000	14	14.143	10.000
	5,001 - 7,500	5	11.800	10.000	5	14.400	16.000
	7,501 - 10,000	14	13.643	11.500	7	9.286	8.000
	10,001 - 15,000	10	14.100	14.000	5	14.200	11.000
	15,001 - 20,000	18	15.167	10.000	1	4.000	4.000
	20,001 - 25,000	7	9.571	10.000	1	30.000	30.000
	25,001 - 30,000	10	17.600	13.500	0	.	.
	30,001 - 35,000	5	13.400	5.000	1	30.000	30.000
	35,001 and over	12	16.750	15.000	0	.	.

What was the maximum number of clients on the waitlist during the year? (D119)

Valid N	Mean	Median	Mode	Minimum	Maximum
138	27.841	17.500	10.000	1.000	200.000

What was the maximum number of clients on the waitlist during the year?

		Valid N	Mean	Median
Institution Size	Under 1,500	6	13.167	11.000
	1,501 - 2,500	16	12.375	11.000
	2,501 - 5,000	17	15.353	10.000
	5,001 - 7,500	10	31.400	25.000
	7,501 - 10,000	20	32.050	24.500
	10,001 - 15,000	16	35.313	24.500
	15,001 - 20,000	19	32.000	25.000
	20,001 - 25,000	8	32.625	25.000
	25,001 - 30,000	9	40.000	15.000
	30,001 - 35,000	6	34.833	25.000
	35,001 and over	11	31.455	15.000

What was the maximum number of clients on the waitlist during the year?

		School Status					
		Public			Private		
		Valid N	Mean	Median	Valid N	Mean	Median
Institution Size	Under 1,500	0	.	.	6	13.167	11.000
	1,501 - 2,500	1	10.000	10.000	15	12.533	12.000
	2,501 - 5,000	3	17.333	10.000	13	15.692	10.000
	5,001 - 7,500	5	27.800	20.000	5	35.000	30.000
	7,501 - 10,000	13	40.923	28.000	7	15.571	14.000
	10,001 - 15,000	11	40.909	25.000	5	23.000	18.000
	15,001 - 20,000	18	33.000	30.000	1	14.000	14.000
	20,001 - 25,000	7	24.429	15.000	1	90.000	90.000
	25,001 - 30,000	9	40.000	15.000	0	.	.
	30,001 - 35,000	5	36.800	25.000	1	25.000	25.000
	35,001 and over	11	31.455	15.000	0	.	.

Mean Show Rate by Institutional Size - based on Formula "Session Provided/ (Sessions Provided + Sessions No Show + Sessions Cancelled + Sessions Rescheduled) (NA130) – Show rate based on percentage of in which the client showed when including no show, cancellation, and rescheduled sessions.											
Public Private or Other	Institution Size										
	Under 1,500	1,501 - 2,500	2,501 - 5,000	5,001 - 7,500	7,501 - 10,000	10,001 - 15,000	15,001 - 20,000	20,001 - 25,000	25,001 - 30,000	30,001 - 35,000	35,001 and over
Public	.	.843	.796	.767	.775	.775	.778	.807	.730	.785	.802
Private	.780	.818	.813	.810	.725	.803	.836	.855	.	.709	.
Other	.	.922	.889	.	.	.	.	.	.	.	.

Figured Individual Therapy Sessions Show Formulas (NA122 to NA129)						
Descriptive Statistics						
	N	Mean	Minimum	Maximum	Sum	Std. Deviation
How many sessions of individual therapy did you provide?	330	3555.14	3	30181	1173196	4141.6
How many sessions of individual therapy did client not show for?	259	458.72	3	11481	118808	799.2
How many sessions of individual therapy did client cancel?	234	333.62	1	5056	78068	455.4
How many sessions of individual therapy did client reschedule?	195	257.58	1	1701	50229	258.5
How many sessions of individual therapy did Counselor cancel or reschedule?	192	159.78	1	1157	30678	176.2
				Total	1,450,979	
Show Rate based on Formula "Session Provided/ (Session Provided + Sessions No Show)	259	88.3%	50.0%	99.5%		6.4%
Show Rate based on Formula "Session Provided/ (Session Provided + Sessions No Show + Sessions Cancelled)	259	88.3%	50.0%	99.5%		6.4%
Show Rate based on Formula "Session Provided/ (Session Provided + Sessions No Show + Sessions Cancelled + Sessions Rescheduled)	188	79.0%	39.1%	98.5%		8.0%
Show Rate based on Formula "Session Provided/ (Session Provided + Sessions No Show + Sessions Cancelled + Sessions Rescheduled + Therapist Cancelled or Rescheduled)	188	78.9%	39.1%	98.4%		8.1%

Director Calculated: Figured Individual Therapy Sessions Show Formulas (NA130 to NA137)

Descriptive Statistics						
	# Providing	Mean %	Minimum %	Maximum %	Sum	Std. Deviation %
Percentage of Sessions: Shown %	197	76.9	42.1	99.0	15158.1	8.7
Percentage of Sessions: No Show %	194	10.9	1.0	81.0	2118.0	7.3
Percentage of Sessions: Cancelled %	181	8.1	0.3	78.0	1474.9	7.4
Percentage of Sessions: Rescheduled %	158	7.7	0.0	70.0	1211.2	8.3
Percentage of Sessions: Clinician Cancelled/Rescheduled %	148	3.7	0.0	19.0	552.2	2.6
Percentage of Sessions: Other Non-attended Reason #1 %	22	7.9	0.0	80.0	173.2	19.3
Percentage of Sessions: Other Non-attended Reason						
adverse weather						
confirmation code not entered into system						
conflict in schedule						
Crisis on Campus						
holiday or sickness or exams						
not booked to begin with, % above is of scheduled apts						
not coded						
out of office						
schedule conflict						
sick						
unknown entry error						
we do not distinguish, for purposes of reporting, between cancellations, no shows, or re-scheduled appointments						
weather related						

Do you charge a fee for missed therapy sessions? (D139 & D139)		
	Frequency	Percent
Yes	58	14.2
No	351	85.8
Total	409	100.0
System	15	3.5
Total	424	100.0
Fee	Frequency	Percent
\$5.00	1	1.7
\$6.00	1	1.7
\$10.00	11	19.0
\$12.00	1	1.7
\$15.00	12	20.7
\$20.00	15	25.9
\$22.00	1	1.7
\$25.00	13	22.4
\$30.00	2	3.4
\$35.00	1	1.7
Total	58	100.0
Missing	366	86.3

Do you charge a fee for missed psychiatry sessions? (D141 D142)

	Frequency	Percent
Yes	78	22.5
No	269	77.5
Total	347	100.0
Missing	77	18.2
Total	424	100.0

Charge a fee for missed psychiatry sessions: How Much?

	Frequency	Percent
6.00	1	1.3
10.00	7	9.2
15.00	5	6.6
20.00	15	19.7
25.00	17	22.4
30.00	2	2.6
35.00	2	2.6
40.00	6	7.9
45.00	2	2.6
50.00	4	5.3
75.00	3	3.9
80.00	1	1.3
90.00	1	1.3
100.00	3	3.9
120.00	1	1.3
125.00	1	1.3
130.00	1	1.3
135.00	1	1.3
180.00	1	1.3
195.00	1	1.3
200.00	1	1.3
Total	76	100.0

Has there been a lawsuit against your Center in the past year?		
	Frequency	Percent
Yes	4	1.0
No	411	99.0
Total	415	100.0
Missing	9	2.1
Total	424	100.0
If yes, Comment		
A former medical student who failed his Board		
Against the Regents, not really against the C		
No comment		
Student complaint against staff psychiatrist.		

If you experienced a significant or interesting legal/ethical dilemma in the past year, please briefly describe. (Discuss resolution if applicable)(L145)
A mother who most likely was in preparation for a lawsuit against the college was requesting the medical records of her deceased son, who was a legal adult. We consulted our campus attorney who had the mother sign documentation that she was the legal representative. Upon receipt of that signed form, the attorney sent the record.
A parent complained that they were not notified that their daughter sought treatment after an assault. They demanded records. They eventually provided a release that was signed by daughter but we were unsure if she was coerced. After consulting with our lawyers, records were mailed to the student.
A student presented with the complaint that she had been sexually assaulted in a brutal manner, and possibly given a "date rape" drug. As the case proceeded, she then revealed that the person who assaulted her told her that she was "number 28" of his victims or of his sexual conquests. When she revealed that she had been "number 28" her therapist became concerned that the alleged assaulter could well victimize another student, and could possibly be prevented from doing so if his identity were known to University officials. The therapist asked the client for permission to reveal the perpetrator's name, or for the client to make a complaint. The University officials had some knowledge of the client's assault since she revealed that she had been assaulted when she sought a LOA from the University. The University did not know the perpetrator's name. The therapist was caught in a difficult dilemma between the confidentiality owed to the client and the potential for future sexual assaults by a perpetrator who had been violent to this client. Advice was sought from APA, the APA insurance carrier, the state board of Psychology Examiners investigator's office. The advice from each was conflicting. In the end the therapist
Client was engaged in internet pornography and was also involved in teacher education program. If the pornography involved children, would the therapist have had some obligation to report the concern about this student's potential involvement in student teaching?
Counseling Center was included in an OCR complaint made by the parent of a student who voluntarily came home from an off campus program and later requested to be placed on a medical leave of absence for the remainder of the semester. Student was not a current client of center but director was consulted about requirements for return from MLOA. OCR complaint is still under investigation with no resolution to date. All parties with any involvement in the student's MLOA request have been questioned by the attorneys. Student signed ROIs allowing all parties to discuss case with attorneys.
Director of Counseling Services accepted the position of Dean of Students. Counselor was in the process but not yet licensed. Due to conflict of interest, former Director of Counseling could not be clinical supervisor. School agreed to contract with local LMFT to supervise clinical issues until licensing process was complete.
Disagreement/miscommunication whether post-doctoral clinical supervision was being provided to an unlicensed staff member simply because they were unlicensed or for the purposes of documentation for licensure.
Female student having sex with "adult" male staff member. Addressed it by pushing for more training in the division for boundary issues.

Hearing the consulting psychiatrist give a talk that misrepresented the state of scientific knowledge about biologically based "mental illness" as well as the effective practice of psychotherapy and then being asked to agree with him publicly. I later was able to express my concerns to the health center director and to have a productive exchange.

I breached the confidentiality of a student who was currently in the hospital against her wishes and against the wishes of her treatment team in the hospital. The student had been making increasingly serious suicide attempts and I was very concerned that she would make another attempt upon discharge from the hospital. Her treating psychiatrist informed me that what I was doing was illegal after consulting with his licensing board. I informed the student (at the hospital) of my plans to contact her parents and I gave her the opportunity to provide consent to do this, which she refused. I contacted the parents who appeared quite relieved to hear from me. They were unable to come get their daughter at that moment (they lived almost 3,000 miles away)but made plans to pick her up in a month. Despite my repeated requests to be notified of the student's discharge from the hospital I was not notified and within 3 days of discharge the student made an even more severe suicide attempt. She is now at home with her parents in an intensive DBT program.

I was offering two or three "transitional" counseling services to recent graduates but was advised by the University attorney general to discontinue the practice, since graduates no longer pay fees, use service time dedicated to current students, and because of no clear malpractice coverage.

In relation to the question above, we are about to implement a no show fee beginning this month (January 2011). Psychiatry services are offered through the health center and there is a fee for a missed psychiatry appt.

Just more pressure from administration to provide information on students, particularly students of concern.

learning about a very complex situation in an academic program which affected students

legality of moving to digital signatures on computerized 'paperwork' such as intakes

Our server was hacked in the Spring. A worm was discovered and over 4,500 files were put at risk. After investigation no information was taken off the server.

Parent pressured student into signing a consent to release counseling records to parent. Center initially denied release request on basis that the coercion implied by the student to sign did not meet criteria for true informed consent. Student recanted story about being coerced by parent, asked that records be released which was done.

Starting a center from scratch, actually three, has been a wild experience. Had promised space reneged and have struggled w/ confidentiality issues as relocation has been to a "bullpen" or one stop student service area. Despite best efforts, and a move, one student was spotted in egress by her coach and a few athletes. Brought it up as a confidentiality violation at a directors' mtg. My file leader moved me to an even more remote part of the kingdom, moved some folks out, and stepped up efforts to get an "encapsulating wall" built that will create a suite for the center with its own entrance and exit.

Student had cursed out three different staff members on numerous occasions; insulted the G.A. in front of other clients in the waiting area; alluded to suicide without threatening; made frequent unnecessary crisis calls on weekends; called frequently and inappropriately; complained about the service repeatedly, but refused to utilize multiple referrals given to her; drained staff energy, time, and morale; acted inappropriately in waiting area; refused to leave office on several occasions after her session or meeting was over. After every therapeutic tactic/approach was exhausted and she crossed the line with disruptive behavior (did not occur in clinical session), judicial affairs was called and vp banned her from counseling center for one year. A very appropriate public service program for persons with her diagnosis was identified and we spoke to the program on her behalf. She refused to attend. That is the first time a client was banned from UCC for behavior directly related to UCC.

student of concern committee discussing a student with concerns of danger. No release, but student was seen and assessed at CAPS not to pose danger. A

Student taking substance supposedly legal in the community but against military regulations

Student who reported using heroin - ? able to give consent? What are the medical concerns?

The question of "readiness to return" is a difficult one and I still am not sure what the "best practice" is: Should such an evaluation be done by someone off-campus or in the Counseling Center? Is a letter from a provider sufficient? etc.

Trainee accused her male supervisor (a trainee) of sexual harassment. Office of Equity and Diversity wanted to see videotape since all supervision sessions of post-doctorate and interns are recorded. Accusation was found not to be true. Questions came up regarding who has right to the video. We have trainees sign a statement that clearly states that these tapes are not confidential and therefore Equity and Diversity were able to view tapes as long as no client information was revealed.

Treatment of a minor whose guardians were the alleged perpetrators of abuse. Consulted with our legal affairs office as it was not in the best interest of the client and would likely place the student in jeopardy to contact the guardians and request permission to treat the student. The center was advised to write a letter to the student prior to the required notification of guardians had to be enacted. The letter explained that the student would have to discontinue treatment without the consent of the guardian. The student in question was near their 18th birthday at which time they could resume counseling on their own accord.

two clients were seeing the same therapist. Therapist later found out they were roommates. One was referred to another therapist due to unforeseen conflict of interest.

Unclear how long to hold on to records in our state; it depended on the state's definition of our services. As our records contain a medical (ie, psychiatric) component by definition, we discovered we have to hold on to them for 20 years. (Had we been purely "counseling" services, we could have disposed of records after 7 years.)

we have placed staff in other units in the community to reach out to students. Directors of those units want the staff under FERPA rather stricter confidentiality. We are having many discussions about this and seeking to clarify what these staff ethical and legal obligation is to the students they treat.

While we are administratively separate, our counseling center participates in a EMR (PNC) with the university's health service. The health service director has attempted to remove the PNC firewall protecting psychotherapy notes and testing data citing the benefits of collaborative care and the reduction of liability risks. Issues of confidentiality, privacy rights and ethical practice should be considered at length and CC directors should protect and defend the patient's right to privacy. While HIPAA & HITECH allow for the exchange of basic information, viz., appointment dates, diagnoses and treatment recommendations between treating professionals, and most state laws compel us to release information when imminent danger is present, I believe CC directors should advocate for protecting CC /psychotherapy notes, test scores, etc., and keeping by EMR firewalls in place for the protection of the privacy rights of students ... and so that we can more fully discuss the merits and caveats of collaborative care with them. Collaborative care, with appropriately signed releases of information (rather than through Informed Consent), offers the most thoughtful and perhaps the most ethical way of protecting our students' rights.

How many paid staff positions have you gained/lost in the past (NA146 to NA166)

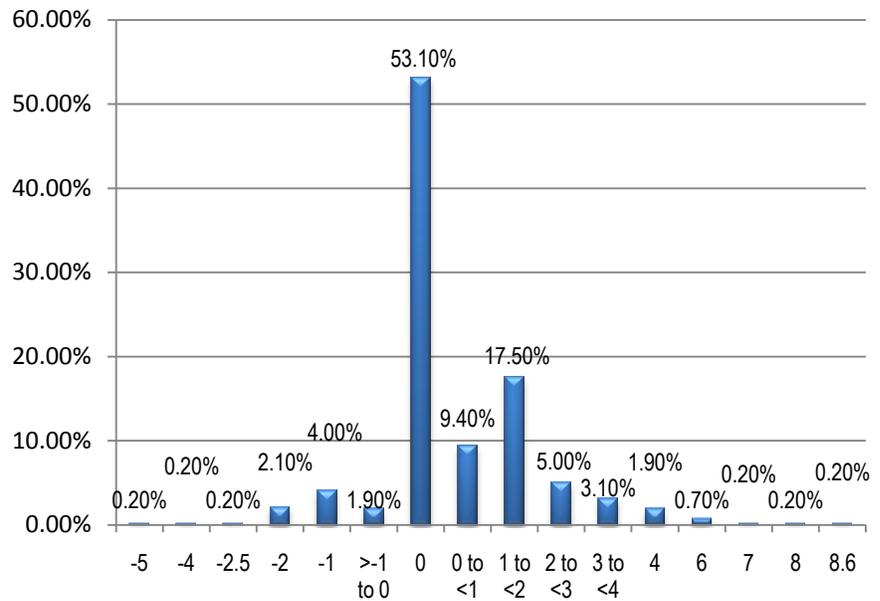
	Added Staff			Lost Staff		
	Mean	Total Count add	Percent Total	Mean	Total Count add	Percent Total
Professional Clinical	1.2	104	24.5%	1.2	29	6.8%
Psychiatric Nurse Practitioner	1.0	3	0.7%	0.6	2	0.5%
Psychiatrist	0.8	18	4.3%	0.8	4	0.9%
Psychiatric Resident	0.8	2	0.5%	3.0	1	0.2%
Professional Non-Clinical	1.0	9	2.1%	1.0	2	0.5%
Case Manager	1.1	20	4.7%	0.0	0	0.0%
Support	1.1	27	6.4%	0.9	10	2.4%
Intern	1.2	35	8.3%	1.3	9	2.1%
Post doc	1.3	17	4.0%	1.3	5	1.2%
Other	1.3	5	1.2%	2.0	2	0.5%

mean=of centers adding, # of staff added
 total=centers that added
 percent total=centers that added/total surveyed centers

Gained/Lost All Positions in past year FTE

	Frequency	Percent
-5	1	0.2%
-4	1	0.2%
-2.5	1	0.2%
-2	9	2.1%
-1	17	4.0%
>-1 to 0	8	1.9%
0	225	53.1%
0 to <1	40	9.4%
1 to <2	74	17.5%
2 to <3	21	5.0%
3 to <4	13	3.1%
4	8	1.9%
6	3	0.7%
7	1	0.2%
8.00	1	0.2%
8.6	1	0.2%

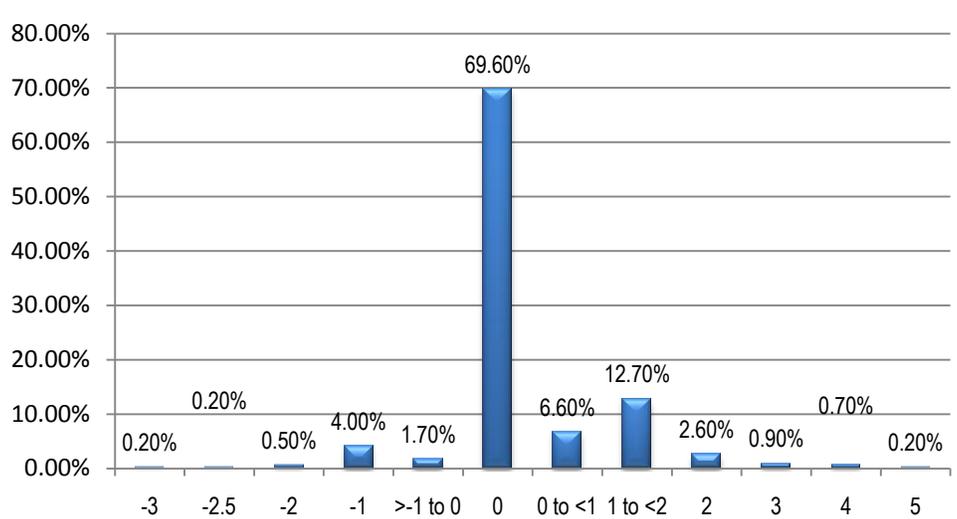
Gained/Lost All Positions in past year FTE



Gained/Lost Professional Clinical Positions in past year FTE

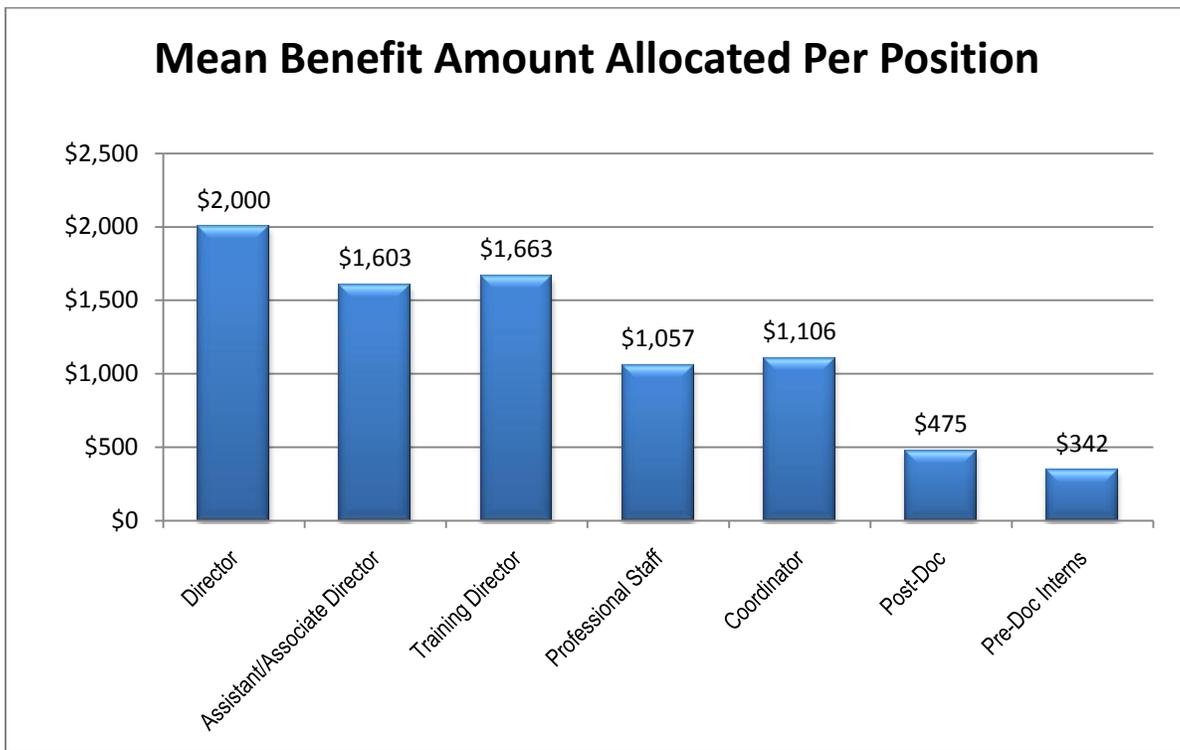
	Frequency	Percent
-3	1	0.2%
-2.5	1	0.2%
-2	2	0.5%
-1	17	4.0%
>-1 to 0	7	1.7%
0	295	69.6%
0 to <1	28	6.6%
1 to <2	54	12.7%
2	11	2.6%
3	4	0.9%
4	3	0.7%
5	1	0.2%

Gained/Lost Professional Clinical Positions in past year FTE



Do the following positions exist in the center? (MR167)		
	Total	Percent
Director	401	94.6%
Training Director	143	37.1%
Assistant/Associate Director	180	46.8%
Clinical Director	77	20.0%
Coordinator	127	33.0%
Professional Staff	337	87.5%
Psychiatrist	179	46.5%
Psychiatric Nurse Practitioner	35	9.1%
Psychiatric Resident	27	7.0%
Case Manager	50	13.0%
Predoctoral Interns	150	39.0%
Post Docs	77	20.0%
Clinical Graduate Assistant	83	21.6%
Others listed		
Practicum/Intern/Extern/Fellow		
Health Educator/Promotions/Wellness		
Support Staff/Office Manager		
Dietitian/Nutritionist		
AOD		
Disability Services Coordinator		
Non-clinical GA		
Outreach Coordinator		
Chair Person		
Senior Counselor (Manager Equivalent)		
Lead Therapist		
Accounting Assistant		
RN/LPN/Nurse Practitioner		
Referral Coordinator		
Intake Specialist		
Biofeedback Counselor		
Student Success Coordinator		
Tutoring Services Coordinator		

Indicate the amount of benefits allocated per position for a full-time equivalent (NA168 to NA181)				
	Mean	Max	Min	Count
Director	\$2,000	\$10,000	\$100	312
Assistant/Associate Director	\$1,603	\$5,000	\$300	140
Training Director	\$1,663	\$4,000	\$300	112
Professional Staff	\$1,057	\$4,500	\$100	258
Coordinator	\$1,106	\$3,000	\$200	96
Post-Doc	\$475	\$2,989	\$100	47
Pre-Doc Interns	\$342	\$1,250	\$50	137



Indicate the amount of benefits allocated per position for a full-time equivalent				
Position			Areas Applied	
	Mean Amount:		Count	Percent
Director		\$2,000		
	Professional Dues		185	59.3%
	License Fee		139	44.6%
	Malpractice Insurance		73	23.4%
	Travel/Conference Costs		303	97.1%
Assistant/Associate Director	Mean Amount:	\$1,603		
	Professional Dues		70	50.0%
	License Fee		49	35.0%
	Malpractice Insurance		26	18.6%
	Travel/Conference Costs		139	99.3%
Training Director	Mean Amount:	\$1,663		
	Professional Dues		52	46.4%
	License Fee		39	34.8%
	Malpractice Insurance		11	9.8%
	Travel/Conference Costs		108	96.4%
Professional Staff	Mean Amount:	\$1,057		
	Professional Dues		130	50.4%
	License Fee		105	40.7%
	Malpractice Insurance		50	19.4%
	Travel/Conference Costs		240	93.0%
Coordinator	Mean Amount:	\$1,106		
	Professional Dues		42	43.8%
	License Fee		31	32.3%
	Malpractice Insurance		10	10.4%
	Travel/Conference Costs		94	97.9%
Predoctoral Interns	Mean Amount:	\$342		
	Professional Dues		17	21.0%
	License Fee		4	4.9%
	Malpractice Insurance		4	4.9%
	Travel/Conference Costs		81	100.0%
Post Docs	Mean Amount:	\$475		
	Professional Dues		12	25.5%
	License Fee		9	19.1%
	Malpractice Insurance		6	12.8%
	Travel/Conference Costs		46	97.9%

Definition Used in PA182 to CS185
Direct Service (Individual/group counseling, intakes, assessment, crisis intervention, community based services)
Indirect Service (Supervision, RA/peer/clinical training, consultation, case conferences, case notes and outreach)
Administrative Service (Staff business meetings, committee work, center management, and professional development)
Other (Research, teaching, etc.)

These questions are asking about EXPECTATION and ACTUAL percent of time for work in each of these areas.
On average, during the last academic year, what percentage of time does a full time counseling contract to work and actually work in the following areas. (PA182 through CS185).

	N	Min	Max	Mean
Counselor expected percent: Direct Service	375	10.0%	100.0%	61.8%
Counselor expected percent: Indirect service	370	0.0%	70.0%	22.9%
Counselor expected percent: Administrative service	369	2.0%	45.0%	12.7%
Counselor expected percent: Other	186	0.0%	30.0%	6.4%
Counselor actual percent: Direct service	341	10.0%	100.0%	61.5%
Counselor actual percent: Indirect service	335	2.0%	70.0%	23.3%
Counselor actual percent: Administrative service	332	0.0%	45.0%	13.0%
Counselor actual percent: Other	162	0.0%	30.0%	6.5%
Director expected percent: Direct Service	371	0.0%	96.0%	33.8%
Director expected percent: Indirect service	374	2.0%	80.0%	23.3%
Director expected percent: Administrative service	378	1.0%	100.0%	39.4%
Director expected percent: Other	200	0.0%	50.0%	8.8%
Director actual percent: Direct service	365	0.0%	96.0%	37.2%
Director actual percent: Indirect service	365	2.0%	80.0%	22.6%
Director actual percent: Administrative service	369	2.0%	100.0%	36.8%
Director actual percent: Other	190	0.0%	55.0%	8.3%

Counselor actual percent: Direct service										
Institution Size										
under 1,500	1,501 - 2,500	2,501 - 5,000	5,001 - 7,500	7,501 - 10,000	10,001 - 15,000	15,001 - 20,000	20,001 - 25,000	25,001 - 30,000	30,001 - 35,000	35,001 and over
70.9%	69.0%	61.8%	58.9%	59.6%	60.5%	58.1%	58.2%	60.5%	55.0%	54.6%

Counselor actual percent: Direct service											
	Institution Size										
	under 1,500	1,501 - 2,500	2,501 - 5,000	5,001 - 7,500	7,501 - 10,000	10,001 - 15,000	15,001 - 20,000	20,001 - 25,000	25,001 - 30,000	30,001 - 35,000	35,001 and over
Four-year public university		70.00%	63.40%	60.10%	59.80%	59.40%	56.70%	56.90%	60.50%	53.30%	54.50%
Four-year public college	50.00%	75.00%		47.50%	60.00%	67.50%					
Four-year private university	64.40%	69.60%	62.20%	58.40%	60.00%	61.10%	77.50%	63.00%		70.00%	55.00%
Four-year private college	74.20%	67.40%	55.40%	64.00%	50.00%	61.70%					
Both four-year public and private university		80.00%	80.00%								
Other	82.50%	75.00%	70.00%	68.70%							

Director actual percent: Direct service											
	Institution Size										
	under 1,500	1,501 - 2,500	2,501 - 5,000	5,001 - 7,500	7,501 - 10,000	10,001 - 15,000	15,001 - 20,000	20,001 - 25,000	25,001 - 30,000	30,001 - 35,000	35,001 and over
	60.0%	52.8%	39.7%	32.4%	34.0%	31.8%	29.9%	24.6%	23.6%	25.0%	15.4%

Director actual percent: Direct service											
Institution Size											
	under 1,500	1,501 - 2,500	2,501 - 5,000	5,001 - 7,500	7,501 - 10,000	10,001 - 15,000	15,001 - 20,000	20,001 - 25,000	25,001 - 30,000	30,001 - 35,000	35,001 and over
Four-year public university		60.0%	32.8%	36.6%	35.9%	28.7%	30.7%	25.6%	23.6%	24.4%	16.4%
Four-year public college	50.0%	53.3%	80.0%	28.3%	60.0%	35.0%					
Four-year private university	60.1%	55.2%	42.4%	30.0%	28.2%	38.2%	20.0%	20.0%		30.0%	5.5%
Four-year private college	60.6%	49.9%	35.4%	15.0%	30.0%	33.3%					
Both four-year public and private university		40.0%	70.0%								
Other	60.0%	61.7%	42.0%	33.0%							

Mean Professional Paid Staff FTE by Institution Size and School Status - Entire Year SA213)											
Institutional Size											
	under 1,500	1,501 - 2,500	2,501 - 5,000	5,001 - 7,500	7,501 - 10,000	10,001 - 15,000	15,001 - 20,000	20,001 - 25,000	25,001 - 30,000	30,001 - 35,000	35,001 and over
Four-year public university	.	1.60	3.64	3.31	4.67	6.07	6.90	9.11	12.14	13.03	16.71
Four-year public college	.	1.68	2.17	4.30	3.06	5.06	.	.	.	.	.
Four-year private university	1.48	2.69	2.88	5.52	5.66	9.07	12.88	20.18	.	13.57	12.83
Four-year private college	1.51	2.72	2.95	5.19	7.20	7.00	.	.	.	.	.
Both four-year public and private university	.	2.60	1.90	.	.	.	.	.	.	.	.
Other	1.03	1.15	1.89	3.52	.	.	.	.	.	.	.

Mean Professional Paid Staff FTE by Institution Size and School Status - Academic Year (SA211)											
Institutional Size											
	under 1,500	1,501 - 2,500	2,501 - 5,000	5,001 - 7,500	7,501 - 10,000	10,001 - 15,000	15,001 - 20,000	20,001 - 25,000	25,001 - 30,000	30,001 - 35,000	35,001 and over
Four-year public university	.	1.60	3.80	3.72	5.13	6.79	7.30	9.60	12.65	13.67	17.48
Four-year public college	.	1.93	2.50	4.83	3.56	5.33	.	.	.	.	.
Four-year private university	1.66	3.16	3.31	6.14	6.17	9.40	13.71	21.10	.	13.57	15.00
Four-year private college	1.70	3.15	3.27	6.05	9.00	7.52	.	.	.	.	.
Both four-year public and private university	.	3.00	1.90	.	.	.	.	.	.	.	.
Other	1.22	1.28	1.96	3.85	.	.	.	.	.	.	.

Mean Professional Paid Staff (Entire Campus) FTE by Institution Size and School Status - Entire Year (SA215)											
Institutional Size											
	under 1,500	1,501 - 2,500	2,501 - 5,000	5,001 - 7,500	7,501 - 10,000	10,001 - 15,000	15,001 - 20,000	20,001 - 25,000	25,001 - 30,000	30,001 - 35,000	35,001 and over
Four-year public university	.	3.20	3.87	3.32	4.88	6.12	7.03	9.61	12.78	15.51	17.19
Four-year public college	.	2.21	2.67	4.30	3.06	5.72	.	.	.	.	.
Four-year private university	1.48	2.69	2.90	5.77	5.89	9.54	13.71	21.68	.	13.57	12.83
Four-year private college	1.51	2.72	2.95	5.19	7.20	7.00	.	.	.	.	.
Both four-year public and private university	.	2.60	1.90	.	.	.	.	.	.	.	.
Other	1.03	1.32	1.89	3.52	.	.	.	.	.	.	.

During the academic year, how many FTE mental health professionals are providing services in the Counseling Center, Include all paid staff and interns (Paid Staff and Interns FTE)							
Mean	Median	Mode	Minimum	Maximum	Valid	Missing	Total
8.2	6.0	3.0	0.5	48.0	343	42	385

Mean Professional Staff and Intern FTE by Institution Size and School Status - Academic Year (SA219)											
Institution Size											
	under 1,500	1,501 - 2,500	2,501 - 5,000	5,001 - 7,500	7,501 - 10,000	10,001 - 15,000	15,001 - 20,000	20,001 - 25,000	25,001 - 30,000	30,001 - 35,000	35,001 and over
Four-year public university	.	2.00	4.64	3.76	6.12	8.23	9.46	12.90	16.22	16.40	22.62
Four-year public college	.	2.27	2.50	5.83	4.96	6.07	.	.	.	.	.
Four-year private university	1.76	3.64	3.76	7.80	8.16	13.12	15.37	25.98	.	19.97	17.50
Four-year private college	1.70	3.45	3.47	6.45	11.00	9.18	.	.	.	.	.
Both four-year public and private university	.	3.00	1.90	.	.	.	.	.	.	.	.
Other	1.26	1.28	2.82	5.18	.	.	.	.	.	.	.

Mean Professional Staff and Intern FTE by Institution Size and School Status - Entire Year (SA221)											
Institution Size											
	under 1,500	1,501 - 2,500	2,501 - 5,000	5,001 - 7,500	7,501 - 10,000	10,001 - 15,000	15,001 - 20,000	20,001 - 25,000	25,001 - 30,000	30,001 - 35,000	35,001 and over
Four-year public university	.	2.00	4.46	3.35	5.63	7.45	9.01	12.23	15.46	15.71	21.75
Four-year public college	.	1.95	2.17	5.30	4.06	5.69	.	.	.	.	.
Four-year private university	1.58	3.06	3.28	7.12	7.47	12.79	14.54	25.00	.	19.90	15.33
Four-year private college	1.51	2.97	3.13	5.49	8.80	8.67	.	.	.	.	.
Both four-year public and private university	.	2.60	1.90	.	.	.	.	.	.	.	.
Other	1.06	1.15	2.69	4.58	.	.	.	.	.	.	.

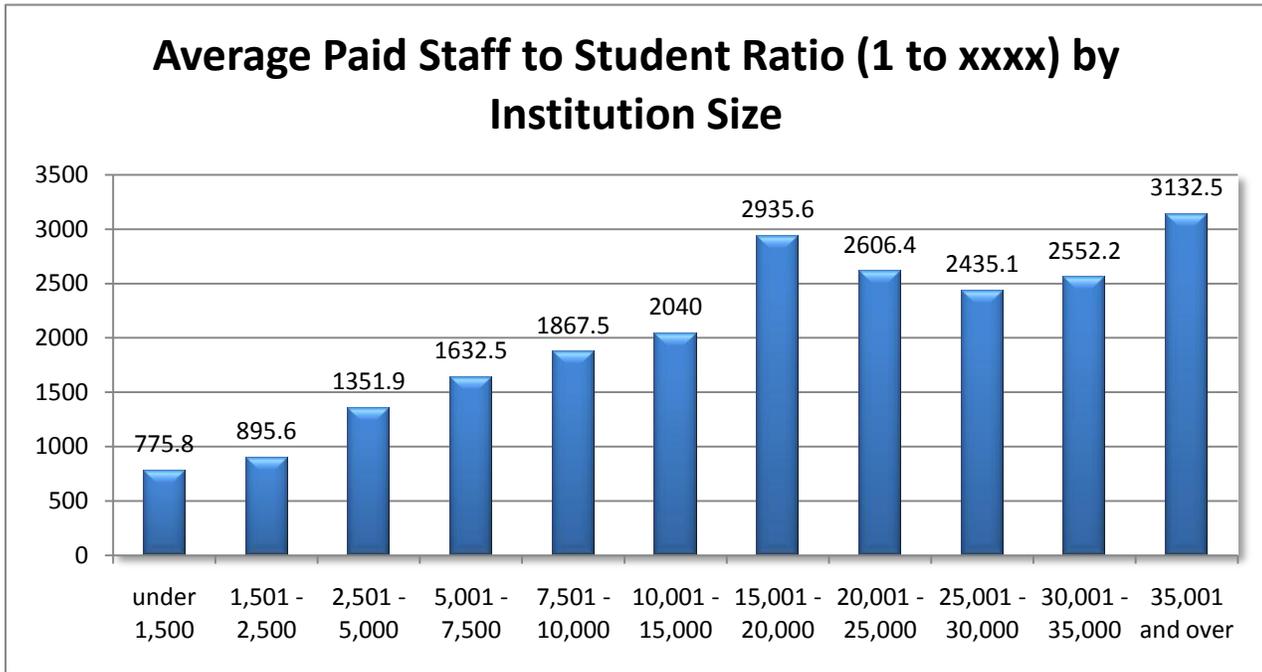
How many FTE Paid mental health professionals are providing services elsewhere on campus?		
	Freq.	Percent
>0-1 FTE	21	5.02%
1.1-3 FTE	17	4.18%
3.1-6 FTE	6	1.47%
6.1 and greater FTE	2	0.49%

Total Institution Paid FTE (Counseling Center and Other Campus Site FTE)		
	Freq.	Percent
0-1 FTE	31.00	8%
1.1-3 FTE	105.00	26%
3.1-6 FTE	127.00	31%
6.1-11 FTE	83.00	20%
11.1-16 FTE	32.00	8%
16.1 and greater FTE	29.00	7%
Total	407.00	100%
Missing	17.00	
Total	424.00	

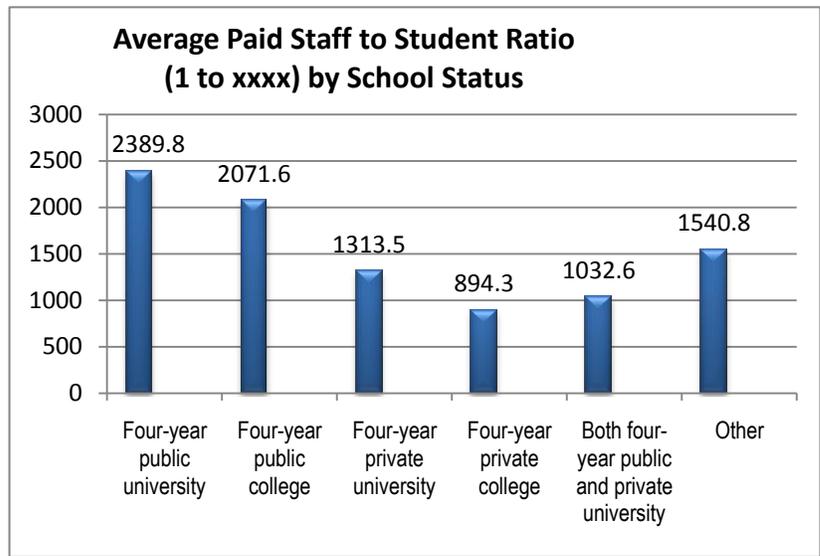
Total Number of Mental Health Professionals at Institution							
Mean	Median	Mode	Minimum	Maximum	Valid	Missing	Total
6.1	4.2	4.0	0.7	29.6	407	17	424

Paid Staff to Student Ratio (1 to xxxx)				
	Mean	Min	Max	Count
Paid Staff to Student Ratio (Full Year)	1940.1	81.0	17951.0	407.0
Paid Staff to Student Ratio (Academic Year)	1786.1	81.0	14953.0	407.0
Paid Staff and Intern to Student Ratio (Full Year)	1629.6	81.0	12005.0	407.0
Paid Staff and Intern to Student Ratio (Academic Year)	1486.9	81.0	9200.0	407.0
All campus MHP to Student Ratio (Full Year)	1870.1	81.0	15152.0	407.0

Average Paid Staff to Student Ratio (1 to xxxx) by Institution Size				
Institution Size	Mean	Max	Min	Count
under 1,500	775.8	1716	81	30
1,501 - 2,500	895.6	2836	229	59
2,501 - 5,000	1351.9	4300	184	80
5,001 - 7,500	1632.5	7178	550	44
7,501 - 10,000	1867.5	9200	568	39
10,001 - 15,000	2040.0	10000	800	46
15,001 - 20,000	2935.6	14953	1241	32
20,001 - 25,000	2606.4	5500	675	20
25,001 - 30,000	2435.1	4180	1324	21
30,001 - 35,000	2552.2	3245	1218	10
35,001 and over	3132.5	10500	1189	26



Average Paid Staff to Student Ratio (1 to xxxx) by School Status				
School Status	Mean	Max	Min	Count
Four-year public university	2389.8	14953	184	192
Four-year public college	2071.6	5135	609	13
Four-year private university	1313.5	10500	81	119
Four-year private college	894.3	2902	320	65
Both four-year public and private university	1032.6	1332	733	2
Other	1540.8	2500	363	16

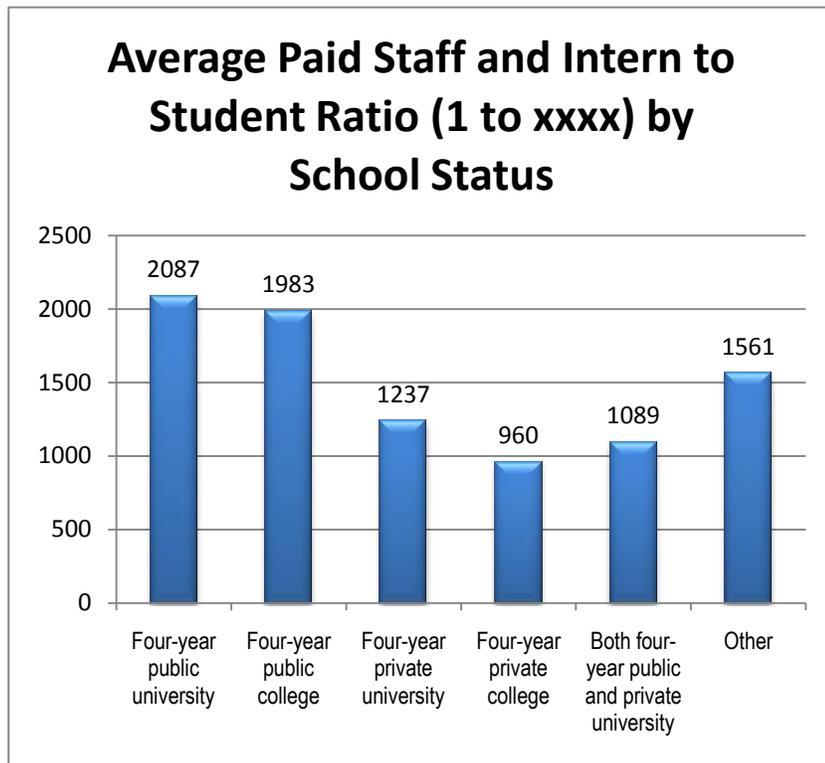


Average Paid Staff to Student Ratio (1 to xxxx) by Institution Size and School Status - Academic Year (NA212)											
	Institution Size										
	under 1,500	1,501 - 2,500	2,501 - 5,000	5,001 - 7,500	7,501 - 10,000	10,001 - 15,000	15,001 - 20,000	20,001 - 25,000	25,001 - 30,000	30,001 - 35,000	35,001 and over
Four-year public university	.	1250	1250	2079	2015	2221	3094	2875	2435	2551	2874
Four-year public college	.	1326	2625	1582	2528	2948	.	.	.	.	.
Four-year private university	732	885	1351	1179	1553	1408	1405	1531	.	2566	6235
Four-year private college	741	767	1143	853	839	1697	.	.	.	.	.
Both four-year public and private university	.	733	1332	.	.	.	.	.	.	.	.
Other	967	1726	1845	1806	.	.	.	.	.	.	.

Average Paid Staff to Student Ratio (1 to xxxx) by Institution Size and School Status - Entire Year (NA214)											
Institution Size											
	under 1,500	1,501 - 2,500	2,501 - 5,000	5,001 - 7,500	7,501 - 10,000	10,001 - 15,000	15,001 - 20,000	20,001 - 25,000	25,001 - 30,000	30,001 - 35,000	35,001 and over
Four-year public university	.	1250	1300	2263	2199	2502	3377	2973	2526	2734	2966
Four-year public college	.	1507	2730	1685	2941	3096	.	.	.	.	.
Four-year private university	844	1022	1535	1301	1689	1454	1488	1554	.	2566	6432
Four-year private college	833	918	1291	985	1049	1752	.	.	.	.	.
Both four-year public and private university	.	846	1332	.	.	.	.	.	.	.	.
Other	1156	1990	1935	2092	.	.	.	.	.	.	.

Average Paid Staff and Intern to Student Ratio (1 to xxxx) by Institution Size				
Institution Size	Mean	Max	Min	Count
under 1,500	880	2060	81	30
1,501 - 2,500	961	3405	252	59
2,501 - 5,000	1358	4300	116	80
5,001 - 7,500	1643	7178	537	44
7,501 - 10,000	1768	9200	437	39
10,001 - 15,000	1936	12005	564	46
15,001 - 20,000	2252	5000	927	32
20,001 - 25,000	1899	4400	720	20
25,001 - 30,000	2061	4044	1020	21
30,001 - 35,000	2212	3193	947	10
35,001 and over	2530	8400	1040	26

Average Paid Staff and Intern to Student Ratio (1 to xxxx) by School Status				
School Status	Mean	Max	Min	Count
Four-year public university	2087	12005	116	192
Four-year public college	1983	5135	700	13
Four-year private university	1237	8400	81	119
Four-year private college	960	2902	318	65
Both four-year public and private university	1089	1332	846	2
Other	1561	3001	412	16



Average Paid Staff and Intern to Student Ratio (1 to xxxx) by Institution Size and School Status - Entire Year (NA222)											
	Institution Size										
	under 1,500	1,501 - 2,500	2,501 - 5,000	5,001 - 7,500	7,501 - 10,000	10,001 - 15,000	15,001 - 20,000	20,001 - 25,000	25,001 - 30,000	30,001 - 35,000	35,001 and over
Four-year public university	.	1000	1194	2218	1954	2219	2346	2113	2061	2263	2308
Four-year public college	.	1108	2730	1532	2217	2883	.	.	.	.	.
Four-year private university	830	989	1383	1016	1370	1050	1345	1044	.	1750	5198
Four-year private college	833	820	1258	949	858	1500	.	.	.	.	.
Both four-year public and private university	.	846	1332	.	.	.	.	.	.	.	.
Other	1124	1990	1504	1953	.	.	.	.	.	.	.

Average Paid Staff and Intern to Student Ratio (1 to xxxx) by Institution Size and School Status - Academic Year (NA220)											
Institution Size											
	under 1,500	1,501 - 2,500	2,501 - 5,000	5,001 - 7,500	7,501 - 10,000	10,001 - 15,000	15,001 - 20,000	20,001 - 25,000	25,001 - 30,000	30,001 - 35,000	35,001 and over
Four-year public university	.	1000	1147	2042	1801	1808	2177	1997	1976	2109	2237
Four-year public college	.	993	2625	1446	1815	2750	.	.	.	.	.
Four-year private university	719	859	1209	938	1247	1024	1262	1022	.	1744	5053
Four-year private college	741	707	1111	821	686	1454	.	.	.	.	.
Both four-year public and private university	.	733	1332	.	.	.	.	.	.	.	.
Other	939	1726	1459	1647	.	.	.	.	.	.	.

All campus Paid MHP to Student Ratio (1 to xxxx) by Institution Size				
Institution Size	Mean	Max	Min	Count
under 1,500	890	2060	81	30
1,501 - 2,500	1018	3405	299	59
2,501 - 5,000	1447	4300	221	80
5,001 - 7,500	1771	7178	661	44
7,501 - 10,000	2014	9200	473	39
10,001 - 15,000	2160	12005	913	46
15,001 - 20,000	3044	15152	1269	32
20,001 - 25,000	2489	5543	767	20
25,001 - 30,000	2409	4180	1241	21
30,001 - 35,000	2295	3110	1218	10
35,001 and over	3154	10500	1288	26

All campus Paid MHP to Student Ratio (1 to xxxx) by School Status				
School Status	Mean	Max	Min	Count
Four-year public university	2464	15152	221	192
Four-year public college	1855	3081	685	13
Four-year private university	1409	10500	81	119
Four-year private college	1027	2902	385	65
Both four-year public and private university	1089	1332	846	2
Other	1712	3001	412	16

All Campus Paid MHP to Student Ratio (1 to xxxx) by Institution Size and School Status - Entire Year (NA216)											
	Institution Size										
	under 1,500	1,501 - 2,500	2,501 - 5,000	5,001 - 7,500	7,501 - 10,000	10,001 - 15,000	15,001 - 20,000	20,001 - 25,000	25,001 - 30,000	30,001 - 35,000	35,001 and over
Four-year public university	.	625	1270	2258	2163	2487	3214	2814	2409	2265	2881
Four-year public college	.	1279	1680	1685	2941	2412	.	.	.	.	.
Four-year private university	844	1022	1518	1254	1664	1341	1405	1188	.	2566	6432
Four-year private college	833	917	1291	985	1049	1752	.	.	.	.	.
Both four-year public and private university	.	846	1332	.	.	.	.	.	.	.	.
Other	1156	1887	1935	2092	.	.	.	.	.	.	.

Salary Data

Note: Traditionally, we have reported new director and staff salaries. We are not able to provide this data for the current survey due to the significant number of incorrect responses to the question as to the status of the person in the position as a “new hire.” Time constraints do not allow for contacting all members to clarify this data.

Average Salary	
Position	Mean
Director	\$82,294
Assistant/Associate Director	\$66,418
Clinical Director Salary if not listed as Assistant/Associate Director	\$63,574
Counselor with Ph.D./Psy.D. & experience	\$59,562
Counselor with new Ph.D./Psy.D.	\$53,883
Counselor with MA & experience	\$47,860
Counselor with New MA	\$45,911
Counselor with MSW & experience	\$54,581
Counselor with new MSW	\$38,375
Learning Skills Specialist	\$44,708
Psychiatrist	\$115,675
Case Manager	\$51,841
Psychiatric Nurse Practitioner	\$78,217

Staff Salary Data by Years in Position						
Position	<i>(note: empty rows have been deleted)</i>					
	Mean	Count	Median	Mode	Min.	Max.
Training Director (1-3 years in position)	\$68,757	424	\$63,500	\$63,000	\$50,000	\$129,000
Training Director (4-6 years in position)	\$72,207	424	\$68,000	\$65,000	\$49,000	\$105,000
Training Director (7-9 years in position)	\$65,027	424	\$69,000	\$27,000	\$27,000	\$77,700
Training Director (10-12 years in position)	\$69,549	424	\$69,450	\$45,000	\$45,000	\$112,656
Training Director (13-15 years in position)	\$71,734	424	\$72,840	\$44,300	\$44,300	\$94,260
Training Director (15 years and above in position)	\$89,800	424	\$87,186	\$52,000	\$52,000	\$130,000
Assistant or Associate Director (1-3 years in position)	\$66,647	424	\$64,000	\$55,000	\$39,864	\$115,000
Assistant or Associate Director (4-6 years in position)	\$66,230	424	\$65,000	\$65,000	\$20,000	\$100,000
Assistant or Associate Director (7-9 years in position)	\$67,420	424	\$66,964	\$50,000	\$45,000	\$95,000
Assistant or Associate Director (10-12 years in position)	\$72,474	424	\$69,500	\$40,000	\$40,000	\$148,000
Assistant or Associate Director (13-15 years in position)	\$71,535	424	\$72,501	\$54,100	\$54,100	\$81,577
Assistant or Associate Director (15 years and above in position)	\$80,799	424	\$81,068	\$100,000	\$55,000	\$100,936

Staff Salary Data by Years in Position (continued)		<i>(note: empty rows have been deleted)</i>				
Position	Mean	Count	Median	Mode	Min.	Max.
Counselor with Doctorate (1-3 years in position)	\$54,087	424	\$53,000	\$52,000	\$10,000	\$92,000
Counselor with Doctorate (4-6 years in position)	\$59,425	424	\$57,138	\$56,000	\$29,000	\$100,000
Counselor with Doctorate (7-9 years in position)	\$62,690	424	\$62,000	\$60,000	\$11,900	\$90,000
Counselor with Doctorate (10-12 years in position)	\$64,780	424	\$61,900	\$57,000	\$50,500	\$86,300
Counselor with Doctorate (13-15 years in position)	\$71,584	424	\$69,500	\$70,000	\$54,080	\$105,000
Counselor with Doctorate (15 years and above in position)	\$78,695	424	\$75,912	\$90,000	\$50,000	\$121,000
Counselor who is A.B.D. (1-3 years in position)	\$43,235	424	\$44,500	\$30,000	\$20,000	\$59,200
Counselor who is A.B.D. (4-6 years in position)	\$48,000	424	\$50,500	\$39,500	\$39,500	\$54,000
Counselor who is A.B.D. (7-9 years in position)	\$60,633	424	\$51,300	\$42,600	\$42,600	\$88,000
Counselor who is A.B.D. (10-12 years in position)	\$55,000	424	\$55,000	\$55,000	\$55,000	\$55,000
Counselor who is A.B.D. (13-15 years in position)	\$55,000	424	\$55,000	\$55,000	\$55,000	\$55,000
Counselor who is A.B.D. (15 years and above in position)	\$48,000	424	\$48,000	\$48,000	\$48,000	\$48,000
Counselor with MA (1-3 years in position)	\$44,935	424	\$44,455	\$45,000	\$10,000	\$92,000
Counselor with MA (4-6 years in position)	\$47,746	424	\$45,300	\$45,000	\$18,000	\$94,000
Counselor with MA (7-9 years in position)	\$51,619	424	\$51,000	\$45,000	\$30,409	\$96,000
Counselor with MA (10-12 years in position)	\$54,697	424	\$50,000	\$47,000	\$34,950	\$98,000
Counselor with MA (13-15 years in position)	\$62,414	424	\$56,600	\$55,000	\$43,000	\$105,000
Counselor with MA (15 years and above in position)	\$64,169	424	\$60,000	\$48,000	\$45,000	\$124,000
Counselor with MSW (1-3 years in position)	\$49,475	424	\$47,000	\$42,000	\$27,500	\$92,000
Counselor with MSW (4-6 years in position)	\$55,233	424	\$53,000	\$50,000	\$18,000	\$94,000
Counselor with MSW (7-9 years in position)	\$57,130	424	\$54,035	\$52,000	\$23,000	\$96,000
Counselor with MSW (10-12 years in position)	\$62,407	424	\$62,000	\$34,500	\$34,500	\$98,000
Counselor with MSW (13-15 years in position)	\$71,952	424	\$65,000	\$75,000	\$52,000	\$110,000
Counselor with MSW (15 years and above in position)	\$69,275	424	\$60,672	\$52,000	\$48,769	\$129,000
Psychiatrist/MD (annual salary) (1-3 years in position)	\$134,369	424	\$139,500	\$120,000	\$12,000	\$300,000
Psychiatrist/MD (annual salary) (4-6 years in position)	\$155,006	424	\$150,000	\$140,000	\$81,000	\$250,000
Psychiatrist/MD (annual salary) (7-9 years in position)	\$151,504	424	\$146,936	\$140,000	\$30,000	\$250,000
Psychiatrist/MD (annual salary) (10-12 years in position)	\$165,622	424	\$159,287	\$150,000	\$50,000	\$295,295
Psychiatrist/MD (annual salary) (13-15 years in position)	\$176,833	424	\$167,500	\$155,000	\$155,000	\$208,000
Psychiatrist/MD (annual salary) (15 years and above in position)	\$163,117	424	\$158,829	\$116,832	\$116,832	\$260,000
Psychiatrist/MD (hourly rate) (1-3 years in position)	\$142	424	\$125	\$150	\$76	\$325
Psychiatrist/MD (hourly rate) (4-6 years in position)	\$155	424	\$150	\$150	\$120	\$250
Psychiatrist/MD (hourly rate) (7-9 years in position)	\$139	424	\$140	\$150	\$63	\$300
Psychiatrist/MD (hourly rate) (10-12 years in position)	\$146	424	\$150	\$150	\$95	\$200
Psychiatrist/MD (hourly rate) (13-15 years in position)	\$146	424	\$140	\$100	\$100	\$200

Staff Salary Data by Years in Position (continued)						
<i>(note: empty rows have been deleted)</i>						
Position	Mean	Count	Median	Mode	Min.	Max.
Psychiatrist/MD (hourly rate) (15 years and above)	\$119	424	\$120	\$120	\$85	\$140
Learning Skills Specialist (1-3 years in position)	\$37,567	424	\$35,700	\$22,000	\$22,000	\$55,000
Learning Skills Specialist (4-6 years in position)	\$38,500	424	\$38,500	\$38,000	\$38,000	\$39,000
Learning Skills Specialist (13-15 years in position)	\$61,552	424	\$61,552	\$57,934	\$57,934	\$65,170
Learning Skills Specialist (15 years and above in position)	\$56,273	424	\$55,650	\$53,168	\$53,168	\$60,000
Psychiatric Residents (1-3 years in position)	\$30,000	424	\$30,000	\$10,000	\$10,000	\$50,000
Psychiatric Nurse Practitioner (1-3 years in position)	\$87,005	424	\$85,000	\$85,000	\$14,000	\$260,000
Psychiatric Nurse Practitioner (4-6 years in position)	\$66,969	424	\$73,156	\$30,000	\$30,000	\$85,000
Psychiatric Nurse Practitioner (7-9 years in position)	\$62,333	424	\$72,000	\$24,000	\$24,000	\$91,000
Case Manager (1-3 years in position)	\$48,564	424	\$47,500	\$42,000	\$36,050	\$86,000
Case Manager (7-9 years in position)	\$44,004	424	\$44,004	\$44,004	\$44,004	\$44,004
Case Manager (10-12 years in position)	\$55,201	424	\$51,902	\$45,000	\$45,000	\$72,000
Case Manager (15 years and above in position)	\$80,000	424	\$80,000	\$80,000	\$80,000	\$80,000
Interns	\$22,261	424	\$23,600	\$24,000	\$10,000	\$31,043
Post Docs	\$30,583	424	\$30,000	\$30,000	\$15,000	\$58,000

Staff Salary by Years of Experience and Institution Status								
Staff Position and Years of Experience	Public or Private							
	Public				Private			
	Mean	Cnt	Min.	Max.	Mean	Cnt	Min.	Max.
Training Director (1-3 years in position)	\$68,759	211	\$50,122	\$129,000	\$68,751	199	\$50,000	\$90,000
Training Director (4-6 years in position)	\$72,555	211	\$49,000	\$105,000	\$72,476	199	\$61,800	\$94,531
Training Director (7-9 years in position)	\$68,771	211	\$58,500	\$77,700	\$48,178	199	\$27,000	\$69,356
Training Director (10-12 years in position)	\$65,540	211	\$45,000	\$112,656	\$81,575	199	\$71,300	\$90,000
Training Director (13-15 years in position)	\$70,193	211	\$44,300	\$94,260	\$85,600	199	\$85,600	\$85,600
Training Director (15 years and above in position)	\$94,500	211	\$66,600	\$130,000	\$71,000	199	\$52,000	\$90,000
Assistant or Associate Director (1-3 years in position)	\$68,099	211	\$39,864	\$115,000	\$64,299	199	\$41,000	\$89,294
Assistant or Associate Director (4-6 years in position)	\$67,785	211	\$38,500	\$100,000	\$64,550	199	\$20,000	\$97,300
Assistant or Associate Director (7-9 years in position)	\$70,839	211	\$50,000	\$95,000	\$64,001	199	\$45,000	\$90,844
Assistant or Associate Director (10-12 years in position)	\$68,901	211	\$52,000	\$92,000	\$77,833	199	\$40,000	\$148,000
Assistant or Associate Director (13-15 years in position)	\$71,400	211	\$61,000	\$81,000	\$70,419	199	\$54,100	\$81,577
Assistant or Associate Director (15 years + in position)	\$80,778	211	\$55,000	\$100,936	\$80,865	199	\$70,449	\$91,858
Counselor with Doctorate (1-3 years in position)	\$53,606	211	\$10,000	\$92,000	\$54,719	199	\$11,900	\$80,000

Staff Salary by Years of Experience and Institution Status (continued)								
Staff Position and Years of Experience	Public or Private							
	Public				Private			
	Mean	Count	Min.	Max.	Mean	Cnt	Min.	Max.
Counselor with Doctorate (4-6 years in position)	\$58,987	211	\$30,000	\$95,000	\$60,406	199	\$29,000	\$100,000
Counselor with Doctorate (7-9 years in position)	\$63,863	211	\$48,600	\$86,000	\$60,933	199	\$11,900	\$90,000
Counselor with Doctorate (10-12 years in position)	\$64,696	211	\$50,500	\$85,000	\$65,930	199	\$55,000	\$86,300
Counselor with Doctorate (13-15 years in position)	\$71,509	211	\$54,080	\$105,000	\$72,000	199	\$64,000	\$91,000
Counselor with Doctorate (15 years + in position)	\$78,759	211	\$52,000	\$121,000	\$78,851	199	\$50,000	\$120,000
Counselor who is A.B.D. (1-3 years in position)	\$42,657	211	\$20,000	\$59,200	\$46,126	199	\$43,476	\$50,901
Counselor who is A.B.D. (4-6 years in position)	\$45,000	211	\$39,500	\$50,500	\$54,000	199	\$54,000	\$54,000
Counselor who is A.B.D. (7-9 years in position)	\$51,300	211	\$51,300	\$51,300	\$65,300	199	\$42,600	\$88,000
Counselor who is A.B.D. (10-12 years in position)	\$.	211	\$.	\$.	\$55,000	199	\$55,000	\$55,000
Counselor who is A.B.D. (13-15 years in position)	\$55,000	211	\$55,000	\$55,000	\$.	199	\$.	\$.
Counselor who is A.B.D. (15 years + in position)	\$48,000	211	\$48,000	\$48,000	\$.	199	\$.	\$.
Counselor with MA (1-3 years in position)	\$45,916	211	\$10,000	\$92,000	\$42,711	199	\$12,000	\$72,750
Counselor with MA (4-6 years in position)	\$49,327	211	\$33,000	\$94,000	\$46,545	199	\$18,000	\$73,250
Counselor with MA (7-9 years in position)	\$50,742	211	\$30,409	\$96,000	\$54,500	199	\$42,000	\$64,500
Counselor with MA (10-12 years in position)	\$51,222	211	\$34,950	\$98,000	\$60,158	199	\$46,000	\$92,248
Counselor with MA (13-15 years in position)	\$63,761	211	\$43,000	\$105,000	\$59,720	199	\$56,000	\$64,000
Counselor with MA (15 years + in position)	\$61,637	211	\$45,000	\$90,000	\$71,469	199	\$56,000	\$124,000
Counselor with MSW (1-3 years in position)	\$49,588	211	\$33,000	\$92,000	\$49,311	199	\$30,000	\$75,000
Counselor with MSW (4-6 years in position)	\$57,034	211	\$35,000	\$94,000	\$53,332	199	\$18,000	\$73,250
Counselor with MSW (7-9 years in position)	\$59,374	211	\$40,985	\$96,000	\$54,069	199	\$23,000	\$80,000
Counselor with MSW (10-12 years in position)	\$64,063	211	\$42,000	\$98,000	\$59,463	199	\$34,500	\$84,906
Counselor with MSW (13-15 years in position)	\$75,194	211	\$52,000	\$110,000	\$63,306	199	\$58,000	\$67,000
Counselor with MSW (15 years + in position)	\$66,136	211	\$52,000	\$90,000	\$73,984	199	\$48,769	\$129,000
Psychiatrist/MD (annual salary) (1-3 years in position)	\$144,124	211	\$30,000	\$300,000	\$119,246	199	\$12,000	\$200,000
Psychiatrist/MD (annual salary) (4-6 years in position)	\$154,630	211	\$81,000	\$250,000	\$156,060	199	\$138,000	\$175,000
Psychiatrist/MD (annual salary) (7-9 years in position)	\$156,360	211	\$30,000	\$250,000	\$138,150	199	\$132,000	\$145,600
Psychiatrist/MD (annual salary) (10-12 years in pos.)	\$174,310	211	\$150,000	\$222,265	\$158,383	199	\$50,000	\$295,295
Psychiatrist/MD (annual salary) (13-15 years in pos.)	\$.	211	\$.	\$.	\$161,250	199	\$155,000	\$167,500
Psychiatrist/MD (annual salary) (15 years + in pos.)	\$171,395	211	\$116,832	\$260,000	\$149,871	199	\$132,755	\$167,500

Staff Salary by Years of Experience and Institution Status (continued)								
Staff Position and Years of Experience	Public				Private			
	Mean	Count	Min.	Max.	Mean	Cnt	Min.	Max.
Psychiatrist/MD (hourly rate) (1-3 years in position)	\$131	211	\$76	\$215	\$156	199	\$100	\$325
Psychiatrist/MD (hourly rate) (4-6 years in position)	\$149	211	\$120	\$225	\$153	199	\$125	\$240
Psychiatrist/MD (hourly rate) (7-9 years in position)	\$137	211	\$63	\$300	\$141	199	\$85	\$175
Psychiatrist/MD (hourly rate) (10-12 years in position)	\$149	211	\$107	\$185	\$145	199	\$95	\$200
Psychiatrist/MD (hourly rate) (13-15 years in position)	\$200	211	\$200	\$200	\$143	199	\$130	\$160
Psychiatrist/MD (hourly rate) (15 years + in pos.)	\$115	211	\$85	\$125	\$127	199	\$120	\$140
Learning Skills Specialist (1-3 years in position)	\$37,567	211	\$22,000	\$55,000	\$.	199	\$.	\$.
Learning Skills Specialist (4-6 years in position)	\$38,500	211	\$38,000	\$39,000	\$.	199	\$.	\$.
Learning Skills Specialist (7-9 years in position)	\$.	211	\$.	\$.	\$.	199	\$.	\$.
Learning Skills Specialist (10-12 years in position)	\$.	211	\$.	\$.	\$.	199	\$.	\$.
Learning Skills Specialist (13-15 years in position)	\$65,170	211	\$65,170	\$65,170	\$.	199	\$.	\$.
Learning Skills Specialist (15 years + in pos.)	\$56,273	211	\$53,168	\$60,000	\$.	199	\$.	\$.
Psychiatric Residents (1-3 years in position)	\$10,000	211	\$10,000	\$10,000	\$50,000	199	\$50,000	\$50,000
Psychiatric Nurse Practitioner (1-3 years in pos.)	\$72,298	211	\$14,000	\$110,000	\$116,418	199	\$64,890	\$260,000
Psychiatric Nurse Practitioner (4-6 years in pos.)	\$66,969	211	\$30,000	\$85,000	\$.	199	\$.	\$.
Psychiatric Nurse Practitioner (7-9 years in pos.)	\$72,000	211	\$72,000	\$72,000	\$57,500	199	\$24,000	\$91,000
Psychiatric Nurse Practitioner (10-12 years in pos.)	\$.	211	\$.	\$.	\$.	199	\$.	\$.
Psychiatric Nurse Practitioner (13-15 years in pos.)	\$.	211	\$.	\$.	\$.	199	\$.	\$.
Psychiatric Nurse Practitioner (15 years + in pos.)	\$.	211	\$.	\$.	\$.	199	\$.	\$.
Case Manager (1-3 years in position)	\$48,655	211	\$36,050	\$86,000	\$48,061	199	\$43,000	\$51,084
Case Manager (4-6 years in position)	\$.	211	\$.	\$.	\$.	199	\$.	\$.
Case Manager (7-9 years in position)	\$44,004	211	\$44,004	\$44,004	\$.	199	\$.	\$.
Case Manager (10-12 years in position)	\$55,201	211	\$45,000	\$72,000	\$.	199	\$.	\$.
Case Manager (13-15 years in position)	\$.	211	\$.	\$.	\$.	199	\$.	\$.
Case Manager (15 years + in position)	\$80,000	211	\$80,000	\$80,000	\$.	199	\$.	\$.
Interns	\$22,327	211	\$10,000	\$31,043	\$22,006	199	\$10,300	\$27,200
Post Docs	\$30,397	211	\$15,000	\$42,000	\$30,912	199	\$20,000	\$58,000

Staff Salary by Years of Experience and Institution Size

NOTE EMPTY ROWS HAVE BEED DELETED	Institution Size										
	Under 1,500 (COUNT =36)	1,501 - 2,500 (COUNT =61)	2,501 - 5,000 (COUNT =82)	5,001 - 7,500 (COUNT =47)	7,501 - 10,000 (COUNT =40)	10,001 - 15,000 (COUNT =46)	15,001 - 20,000 (COUNT =35)	20,001 - 25,000 (COUNT =20)	25,001 - 30,000 (COUNT =21)	30,001 - 35,000 (COUNT =10)	35,001 and over (COUNT =26)
Staff Position and Years in Position	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean
Training Director (1-3 years in position)	\$.	\$57,000	\$69,333	\$65,000	\$68,210	\$69,363	\$68,625	\$63,750	\$72,300	\$74,074	\$73,452
Training Director (4-6 years in position)	\$.	\$.	\$.	\$71,565	\$63,000	\$70,858	\$72,900	\$66,178	\$64,312	\$.	\$94,133
Training Director (7-9 years in position)	\$.	\$27,000	\$.	\$.	\$.	\$69,356	\$63,000	\$68,000	\$74,410	\$.	\$67,779
Training Director (10-12 years in position)	\$.	\$90,000	\$.	\$.	\$79,250	\$60,881	\$46,000	\$72,000	\$65,672	\$65,000	\$112,656
Training Director (13-15 years in position)	\$.	\$.	\$.	\$.	\$72,750	\$49,650	\$.	\$75,300	\$70,679	\$94,260	\$78,500
Training Director (15 years and above in position)	\$.	\$.	\$.	\$52,000	\$.	\$90,000	\$130,000	\$74,300	\$.	\$105,360	\$88,893
Assistant or Associate Director (1-3 years in position)	\$.	\$58,055	\$57,900	\$61,671	\$68,333	\$65,046	\$70,587	\$69,800	\$72,172	\$65,915	\$83,348
Assistant or Associate Director (4-6 years in position)	\$52,250	\$56,900	\$64,375	\$53,917	\$64,897	\$65,333	\$64,000	\$80,951	\$70,827	\$98,304	\$.
Assistant or Associate Director (7-9 years in position)	\$.	\$45,000	\$54,886	\$65,369	\$61,750	\$77,667	\$.	\$60,000	\$80,636	\$77,872	\$76,039

Staff Salary by Years of Experience and Institution Size (Continued)

NOTE EMPTY ROWS HAVE BEED DELETED	Institution Size										
	Under 1,500 (COUNT =36)	1,501 - 2,500 (COUNT =61)	2,501 - 5,000 (COUNT =82)	5,001 - 7,500 (COUNT =47)	7,501 - 10,000 (COUNT =40)	10,001 - 15,000 (COUNT =46)	15,001 - 20,000 (COUNT =35)	20,001 - 25,000 (COUNT =20)	25,001 - 30,000 (COUNT =21)	30,001 - 35,000 (COUNT =10)	35,001 and over (COUNT =26)
Staff Position and Years in Position	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean
Assistant or Associate Director (10-12 years in position)	\$.	\$49,000	\$73,000	\$.	\$60,000	\$52,000	\$69,975	\$102,050	\$64,060	\$.	\$77,000
Assistant or Associate Director (13-15 years in position)	\$54,100	\$.	\$70,000	\$74,811	\$.	\$.	\$66,000	\$.	\$72,501	\$.	\$81,000
Assistant or Associate Director (15 years and above in position)	\$.	\$.	\$70,449	\$83,667	\$91,858	\$76,563	\$64,800	\$80,500	\$79,128	\$85,392	\$90,368
Counselor with Doctorate (1-3 years in position)	\$37,975	\$52,633	\$48,717	\$54,335	\$56,685	\$51,670	\$56,909	\$52,685	\$54,449	\$55,237	\$58,135
Counselor with Doctorate (4-6 years in position)	\$66,000	\$60,311	\$57,807	\$58,593	\$58,654	\$58,092	\$62,323	\$57,360	\$56,619	\$62,923	\$61,907
Counselor with Doctorate (7-9 years in position)	\$45,740	\$58,500	\$58,029	\$70,577	\$65,650	\$63,459	\$62,736	\$58,000	\$60,810	\$72,163	\$64,550
Counselor with Doctorate (10-12 years in position)	\$.	\$.	\$55,000	\$68,500	\$57,950	\$61,112	\$54,500	\$74,917	\$58,000	\$72,208	\$69,482
Counselor with Doctorate (13-15 years in position)	\$.	\$91,000	\$.	\$.	\$64,000	\$68,733	\$56,540	\$66,000	\$62,523	\$64,234	\$76,121
Counselor with Doctorate (15 years and above in position)	\$.	\$77,358	\$81,797	\$82,950	\$97,495	\$70,696	\$88,072	\$77,382	\$72,843	\$70,631	\$81,919
Counselor who is A.B.D. (1- 3 years in position)	\$50,901	\$44,000	\$31,738	\$.	\$43,000	\$34,992	\$46,667	\$.	\$47,815	\$42,000	\$42,150

Staff Salary by Years of Experience and Institution Size (Continued)

NOTE EMPTY ROWS HAVE BEEN DELETED	Institution Size										
	Under 1,500 (COUNT =36)	1,501 - 2,500 (COUNT =61)	2,501 - 5,000 (COUNT =82)	5,001 - 7,500 (COUNT =47)	7,501 - 10,000 (COUNT =40)	10,001 - 15,000 (COUNT =46)	15,001 - 20,000 (COUNT =35)	20,001 - 25,000 (COUNT =20)	25,001 - 30,000 (COUNT =21)	30,001 - 35,000 (COUNT =10)	35,001 and over (COUNT =26)
Staff Position and Years in Position	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean
Counselor who is A.B.D. (4-6 years in position)	\$.	\$.	\$39,500	\$54,000	\$.	\$.	\$.	\$.	\$.	\$50,500	\$.
Counselor who is A.B.D. (7-9 years in position)	\$.	\$88,000	\$42,600	\$.	\$.	\$.	\$.	\$.	\$.	\$51,300	\$.
Counselor who is A.B.D. (10-12 years in position)	\$.	\$.	\$.	\$.	\$.	\$55,000	\$.	\$.	\$.	\$.	\$.
Counselor who is A.B.D. (13-15 years in position)	\$.	\$.	\$.	\$.	\$55,000	\$.	\$.	\$.	\$.	\$.	\$.
Counselor who is A.B.D. (15 years and above in position)	\$.	\$.	\$48,000	\$.	\$.	\$.	\$.	\$.	\$.	\$.	\$.
Counselor with MA (1-3 years in position)	\$37,500	\$41,892	\$43,109	\$47,145	\$45,429	\$43,038	\$48,929	\$43,000	\$46,046	\$50,333	\$51,067
Counselor with MA (4-6 years in position)	\$37,000	\$44,547	\$45,749	\$43,220	\$48,500	\$45,740	\$49,034	\$40,000	\$49,750	\$55,000	\$58,559
Counselor with MA (7-9 years in position)	\$42,000	\$48,636	\$51,333	\$50,280	\$44,308	\$53,000	\$47,917	\$49,121	\$56,137	\$54,400	\$63,773
Counselor with MA (10-12 years in position)	\$46,000	\$76,454	\$50,800	\$59,198	\$42,475	\$38,750	\$48,650	\$45,140	\$.	\$.	\$64,129
Counselor with MA (13-15 years in position)	\$.	\$60,300	\$60,000	\$56,000	\$62,000	\$80,000	\$56,685	\$.	\$55,000	\$.	\$81,250
Counselor with MA (15 years and above in position)	\$.	\$61,800	\$75,292	\$65,550	\$60,313	\$67,500	\$53,460	\$60,000	\$53,622	\$71,752	\$61,087

Staff Salary by Years of Experience and Institution Size (Continued)

NOTE EMPTY ROWS HAVE BEEN DELETED	Institution Size										
	Under 1,500 (COUNT =36)	1,501 - 2,500 (COUNT =61)	2,501 - 5,000 (COUNT =82)	5,001 - 7,500 (COUNT =47)	7,501 - 10,000 (COUNT =40)	10,001 - 15,000 (COUNT =46)	15,001 - 20,000 (COUNT =35)	20,001 - 25,000 (COUNT =20)	25,001 - 30,000 (COUNT =21)	30,001 - 35,000 (COUNT =10)	35,001 and over (COUNT =26)
Staff Position and Years in Position	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean
Counselor with MSW (1-3 years in position)	\$42,000	\$40,079	\$51,000	\$55,193	\$50,750	\$46,684	\$53,000	\$55,217	\$46,000	\$48,000	\$53,380
Counselor with MSW (4-6 years in position)	\$.	\$48,900	\$54,798	\$.	\$58,110	\$59,000	\$47,250	\$60,447	\$51,650	\$64,000	\$59,245
Counselor with MSW (7-9 years in position)	\$.	\$47,000	\$52,242	\$80,000	\$54,481	\$62,993	\$52,538	\$52,400	\$51,963	\$.	\$67,924
Counselor with MSW (10-12 years in position)	\$41,250	\$77,348	\$.	\$60,873	\$.	\$59,550	\$48,500	\$70,459	\$54,746	\$90,708	\$68,794
Counselor with MSW (13-15 years in position)	\$.	\$.	\$58,000	\$.	\$.	\$75,000	\$.	\$.	\$57,275	\$67,000	\$79,487
Counselor with MSW (15 years and above in position)	\$94,000	\$.	\$88,885	\$52,000	\$57,000	\$58,775	\$55,120	\$72,500	\$73,500	\$64,050	\$73,603
Psychiatrist/MD (annual salary) (1-3 years in position)	\$12,000	\$139,250	\$138,333	\$237,500	\$21,600	\$126,333	\$148,000	\$144,619	\$114,500	\$152,500	\$156,800
Psychiatrist/MD (annual salary) (4-6 years in position)	\$.	\$.	\$208,000	\$175,000	\$.	\$151,000	\$127,250	\$158,579	\$146,392	\$.	\$183,667
Psychiatrist/MD (annual salary) (7-9 years in position)	\$.	\$.	\$.	\$.	\$.	\$124,150	\$157,340	\$152,000	\$.	\$.	\$166,089
Psychiatrist/MD (annual salary) (10-12 years in position)	\$.	\$.	\$150,000	\$237,648	\$.	\$50,000	\$176,133	\$145,000	\$.	\$150,000	\$166,429

Staff Salary by Years of Experience and Institution Size (Continued)

NOTE EMPTY ROWS HAVE BEED DELETED	Institution Size										
	Under 1,500 (COUNT =36)	1,501 - 2,500 (COUNT =61)	2,501 - 5,000 (COUNT =82)	5,001 - 7,500 (COUNT =47)	7,501 - 10,000 (COUNT =40)	10,001 - 15,000 (COUNT =46)	15,001 - 20,000 (COUNT =35)	20,001 - 25,000 (COUNT =20)	25,001 - 30,000 (COUNT =21)	30,001 - 35,000 (COUNT =10)	35,001 and over (COUNT =26)
Staff Position and Years in Position	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean
Learning Skills Specialist (15 years and above in position)	\$.	\$.	\$.	\$.	\$55,650	\$.	\$60,000	\$.	\$.	\$.	\$53,168
Psychiatric Residents (1-3 years in position)	\$.	\$.	\$.	\$.	\$.	\$50,000	\$.	\$.	\$.	\$.	\$10,000
Psychiatric Nurse Practitioner (1-3 years in position)	\$260,000	\$87,200	\$.	\$85,000	\$59,763	\$42,714	\$.	\$81,052	\$68,000	\$.	\$106,000
Psychiatric Nurse Practitioner (4-6 years in position)	\$.	\$.	\$.	\$.	\$.	\$30,000	\$.	\$73,156	\$85,000	\$.	\$73,344
Psychiatric Nurse Practitioner (7-9 years in position)	\$.	\$24,000	\$.	\$91,000	\$.	\$.	\$.	\$.	\$.	\$.	\$72,000
Case Manager (1-3 years in position)	\$.	\$.	\$43,500	\$47,695	\$36,050	\$48,000	\$49,875	\$40,000	\$48,825	\$46,521	\$53,451
Case Manager (7-9 years in position)	\$.	\$.	\$.	\$.	\$.	\$.	\$.	\$.	\$.	\$.	\$44,004
Case Manager (10-12 years in position)	\$.	\$.	\$.	\$.	\$.	\$.	\$.	\$45,000	\$.	\$56,800	\$59,502
Case Manager (15 years and above in position)	\$.	\$.	\$.	\$.	\$.	\$.	\$.	\$.	\$.	\$80,000	\$.
Interns	\$.	\$22,000	\$18,614	\$19,740	\$20,184	\$22,163	\$22,291	\$23,677	\$23,321	\$22,564	\$24,315
Post Docs	\$.	\$26,000	\$32,400	\$33,058	\$26,318	\$28,571	\$30,420	\$36,379	\$29,167	\$31,018	\$32,402

Staff Salary by Years of Experience and Institutional Size and Status (Public Colleges/Universities)											
NOTE: EMPTY ROWS HAVE BEEN DELETED	Public Colleges/Universities										
	Institution Size										
	Under 1,500 (COUNT =0)	1,501 - 2,500 (COUNT =5)	2,501 - 5,000 (COUNT =20)	5,001 - 7,500 (COUNT =24)	7,501 - 10,000 (COUNT =27)	10,001 - 15,000 (COUNT =32)	15,001 - 20,000 (COUNT =31)	20,001 - 25,000 (COUNT =16)	25,001 - 30,000 (COUNT =21)	30,001 - 35,000 (COUNT =9)	35,001 and over (COUNT =2)
Staff Position and Years of Experience	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean
Training Director (1-3 years in position)	\$.	\$.	\$90,000	\$.	\$66,333	\$62,189	\$67,578	\$63,750	\$72,300	\$66,111	\$73,452
Training Director (4-6 years in position)	\$.	\$.	\$.	\$.	\$58,500	\$72,670	\$72,900	\$67,356	\$64,312	\$.	\$94,000
Training Director (7-9 years in position)	\$.	\$.	\$.	\$.	\$.	\$.	\$63,000	\$68,000	\$74,410	\$.	\$67,779
Training Director (10-12 years in position)	\$.	\$.	\$.	\$.	\$77,500	\$58,797	\$46,000	\$60,000	\$65,672	\$65,000	\$112,656
Training Director (13-15 years in position)	\$.	\$.	\$.	\$.	\$72,750	\$49,650	\$.	\$65,000	\$70,679	\$94,260	\$78,500
Training Director (15 years and above in position)	\$.	\$.	\$.	\$.	\$.	\$.	\$130,000	\$74,300	\$.	\$105,360	\$88,893
Assistant or Associate Director (1-3 years in position)	\$.	\$52,000	\$59,313	\$57,350	\$66,000	\$59,707	\$69,097	\$67,900	\$72,172	\$65,915	\$82,753
Assistant or Associate Director (4-6 years in position)	\$.	\$.	\$100,000	\$44,167	\$.	\$65,500	\$64,000	\$64,228	\$70,827	\$98,304	\$.
Assistant or Associate Director (7-9 years in position)	\$.	\$.	\$50,000	\$.	\$61,750	\$88,000	\$.	\$60,000	\$80,636	\$77,872	\$73,784
Assistant or Associate Director (10-12 years in position)	\$.	\$.	\$.	\$.	\$60,000	\$52,000	\$71,967	\$74,150	\$64,060	\$.	\$77,000
Assistant or Associate Director (13-15 years in position)	\$.	\$.	\$70,000	\$61,000	\$.	\$.	\$.	\$.	\$72,501	\$.	\$81,000
Assistant or Associate Director (15 years and above in position)	\$.	\$.	\$.	\$100,000	\$.	\$71,875	\$64,800	\$80,500	\$79,128	\$85,392	\$90,368
Counselor with Doctorate (1-3 years in position)	\$.	\$.	\$43,250	\$49,099	\$54,376	\$49,704	\$56,537	\$50,156	\$54,449	\$53,516	\$58,592
Counselor with Doctorate (4-6 years in position)	\$.	\$.	\$59,502	\$52,000	\$54,542	\$56,625	\$63,080	\$57,075	\$56,619	\$60,404	\$61,822
Counselor with Doctorate (7-9 years in position)	\$.	\$.	\$.	\$67,201	\$67,300	\$64,517	\$60,830	\$56,000	\$60,810	\$71,550	\$64,564
Counselor with Doctorate (10-12 years in position)	\$.	\$.	\$52,000	\$72,000	\$58,000	\$62,310	\$54,500	\$69,226	\$58,000	\$68,415	\$69,498
Counselor with Doctorate (13-15 years in position)	\$.	\$.	\$.	\$.	\$.	\$69,600	\$56,540	\$.	\$62,523	\$64,234	\$76,121
Counselor with Doctorate (15 years and above in position)	\$.	\$.	\$.	\$77,267	\$108,777	\$73,543	\$88,072	\$75,343	\$72,843	\$67,789	\$81,919

Staff Salary by Years of Experience and Institutional Size and Status (Public Colleges/Universities) - Continued											
Staff Position and Years of Experience	Public Colleges/Universities										
	Institution Size										
	Under 1,500 (COUNT =0)	1,501 - 2,500 (COUNT =5)	2,501 - 5,000 (COUNT =20)	5,001 - 7,500 (COUNT =24)	7,501 - 10,000 (COUNT =27)	10,001 - 15,000 (COUNT =32)	15,001 - 20,000 (COUNT =31)	20,001 - 25,000 (COUNT =16)	25,001 - 30,000 (COUNT =21)	30,001 - 35,000 (COUNT =9)	35,001 and over (COUNT =2)
	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean
Counselor who is A.B.D. (1-3 years in position)	\$.	\$.	\$20,000	\$.	\$43,000	\$34,992	\$46,667	\$.	\$47,815	\$42,000	\$42,150
Counselor who is A.B.D. (4-6 years in position)	\$.	\$.	\$39,500	\$.	\$.	\$.	\$.	\$.	\$.	\$50,500	\$.
Counselor who is A.B.D. (7-9 years in position)	\$.	\$.	\$.	\$.	\$.	\$.	\$.	\$.	\$.	\$51,300	\$.
Counselor who is A.B.D. (13-15 years in position)	\$.	\$.	\$.	\$.	\$55,000	\$.	\$.	\$.	\$.	\$.	\$.
Counselor who is A.B.D. (15 years and above in position)	\$.	\$.	\$48,000	\$.	\$.	\$.	\$.	\$.	\$.	\$.	\$.
Counselor with MA (1-3 years in position)	\$.	\$35,000	\$46,164	\$39,261	\$48,000	\$42,935	\$48,929	\$43,000	\$46,046	\$50,333	\$52,258
Counselor with MA (4-6 years in position)	\$.	\$.	\$.	\$34,250	\$51,125	\$46,266	\$49,034	\$40,000	\$49,750	\$55,000	\$60,283
Counselor with MA (7-9 years in position)	\$.	\$30,409	\$45,000	\$45,467	\$44,308	\$53,000	\$47,917	\$49,121	\$56,137	\$54,400	\$63,773
Counselor with MA (10-12 years in position)	\$.	\$.	\$.	\$50,000	\$34,950	\$38,750	\$46,476	\$45,140	\$.	\$.	\$64,129
Counselor with MA (13-15 years in position)	\$.	\$.	\$.	\$.	\$.	\$80,000	\$56,685	\$.	\$55,000	\$.	\$81,250
Counselor with MA - (15 years and above in position)	\$.	\$.	\$61,000	\$70,900	\$59,975	\$67,500	\$53,460	\$60,000	\$53,622	\$71,752	\$61,087
Counselor with MSW 1-3 years in position)	\$.	\$35,000	\$62,000	\$50,200	\$51,833	\$43,958	\$42,000	\$53,695	\$46,000	\$48,000	\$54,120
Counselor with MSW (4-6 years in position)	\$.	\$.	\$80,000	\$.	\$58,110	\$.	\$47,250	\$60,619	\$51,650	\$.	\$62,494
Counselor with MSW (7-9 years in position)	\$.	\$.	\$.	\$.	\$56,067	\$62,993	\$54,050	\$44,800	\$51,963	\$.	\$71,388
Counselor with MSW (10-12 years in position)	\$.	\$.	\$.	\$62,000	\$.	\$65,000	\$46,250	\$70,459	\$54,746	\$90,708	\$69,684
Counselor with MSW (13-15 years in position)	\$.	\$.	\$.	\$.	\$.	\$75,000	\$.	\$.	\$57,275	\$.	\$82,400

Staff Salary by Years of Experience and Institutional Size and Status (Public Colleges/Universities) - Continued											
NOTE: EMPTY ROWS HAVE BEEN DELETED	Public Colleges/Universities										
	Institution Size										
	Under 1,500 (COUNT =0)	1,501 - 2,500 (COUNT =5)	2,501 - 5,000 (COUNT =20)	5,001 - 7,500 (COUNT =24)	7,501 - 10,000 (COUNT =27)	10,001 - 15,000 (COUNT =32)	15,001 - 20,000 (COUNT =31)	20,001 - 25,000 (COUNT =16)	25,001 - 30,000 (COUNT =21)	30,001 - 35,000 (COUNT =9)	35,001 and over (COUNT =2)
Staff Position and Years of Experience	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean
Counselor with MSW (15 years and above in position)	\$.	\$.	\$.	\$.	\$57,000	\$52,000	\$55,120	\$60,000	\$73,500	\$64,050	\$73,603
Psychiatrist/MD (annual salary) (1-3 years in position)	\$.	\$.	\$135,000	\$300,000	\$30,000	\$.	\$148,000	\$147,429	\$114,500	\$150,000	\$166,000
Psychiatrist/MD (annual salary) (4-6 years in position)	\$.	\$.	\$208,000	\$.	\$.	\$175,000	\$116,333	\$149,857	\$146,392	\$.	\$183,667
Psychiatrist/MD (annual salary) (7-9 years in position)	\$.	\$.	\$.	\$.	\$.	\$109,500	\$157,340	\$181,000	\$.	\$.	\$166,089
Psychiatrist/MD (annual salary) (10-12 years in position)	\$.	\$.	\$.	\$.	\$.	\$.	\$222,265	\$.	\$.	\$150,000	\$166,429
Psychiatrist/MD (annual salary) (15 years and above in position)	\$.	\$.	\$.	\$.	\$.	\$.	\$.	\$152,500	\$205,499	\$165,000	\$173,915
Psychiatrist/MD (hourly rate) (1-3 years in position)	\$.	\$120	\$144	\$168	\$128	\$122	\$147	\$120	\$109	\$105	\$158
Psychiatrist/MD (hourly rate) (4-6 years in position)	\$.	\$.	\$.	\$150	\$150	\$140	\$176	\$.	\$125	\$.	\$.
Psychiatrist/MD (hourly rate) (7-9 years in position)	\$.	\$.	\$.	\$135	\$300	\$82	\$78	\$.	\$.	\$.	\$150
Psychiatrist/MD (hourly rate) (10-12 years in position)	\$.	\$.	\$.	\$.	\$.	\$185	\$107	\$180	\$125	\$.	\$.
Psychiatrist/MD (hourly rate) (13-15 years in position)	\$.	\$.	\$200	\$.	\$.	\$.	\$.	\$.	\$.	\$.	\$.
Psychiatrist/MD (hourly rate) (15 years and above in position)	\$.	\$.	\$.	\$120	\$125	\$110	\$.	\$85	\$.	\$.	\$.
Learning Skills Specialist (1-3 years in position)	\$.	\$.	\$.	\$22,000	\$.	\$.	\$.	\$35,700	\$.	\$55,000	\$.
Learning Skills Specialist (4-6 years in position)	\$.	\$.	\$.	\$39,000	\$.	\$.	\$.	\$.	\$38,000	\$.	\$.

Staff Salary by Years of Experience and Institutional Size and Status (Public Colleges/Universities) - Continued											
NOTE: EMPTY ROWS HAVE BEEN DELETED	Public Colleges/Universities										
	Institution Size										
	Under 1,500 (Count =0)	1,501 - 2,500 (Count =5)	2,501 - 5,000 (Count =20)	5,001 - 7,500 (Count =24)	7,501 - 10,000 (Count =27)	10,001 - 15,000 (Count =32)	15,001 - 20,000 (Count =31)	20,001 - 25,000 (Count =16)	25,001 - 30,000 (Count =21)	30,001 - 35,000 (Count =9)	35,001 and over (Count =2)
Staff Position and Years of Experience	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean
Learning Skills Specialist (13-15 years in position)	\$.	\$.	\$.	\$.	\$.	\$.	\$.	\$.	\$.	\$.	\$65,170
Learning Skills Specialist (15 years and above in position)	\$.	\$.	\$.	\$.	\$55,650	\$.	\$60,000	\$.	\$.	\$.	\$53,168
Psychiatric Residents (1-3 years in position)	\$.	\$.	\$.	\$.	\$.	\$.	\$.	\$.	\$.	\$.	\$10,000
Psychiatric Nurse Practitioner (1-3 years in position)	\$.	\$.	\$.	\$85,000	\$57,200	\$42,714	\$.	\$79,078	\$68,000	\$.	\$106,000
Psychiatric Nurse Practitioner (4-6 years in position)	\$.	\$.	\$.	\$.	\$.	\$30,000	\$.	\$73,156	\$85,000	\$.	\$73,344
Psychiatric Nurse Practitioner (7-9 years in position)	\$.	\$.	\$.	\$.	\$.	\$.	\$.	\$.	\$.	\$.	\$72,000
Case Manager (1-3 years in position)	\$.	\$.	\$43,500	\$42,000	\$36,050	\$48,000	\$49,875	\$40,000	\$48,825	\$48,281	\$54,333
Case Manager (7-9 years in position)	\$.	\$.	\$.	\$.	\$.	\$.	\$.	\$.	\$.	\$.	\$44,004
Case Manager (10-12 years in position)	\$.	\$.	\$.	\$.	\$.	\$.	\$.	\$45,000	\$.	\$56,800	\$59,502
Case Manager (15 years and above in position)	\$.	\$.	\$.	\$.	\$.	\$.	\$.	\$.	\$.	\$80,000	\$.
Interns	\$.	\$.	\$18,667	\$18,000	\$18,300	\$20,617	\$22,135	\$23,677	\$23,321	\$22,325	\$24,200
Post Docs	\$.	\$24,000	\$30,000	\$.	\$23,750	\$30,000	\$31,150	\$42,000	\$29,167	\$31,357	\$32,402

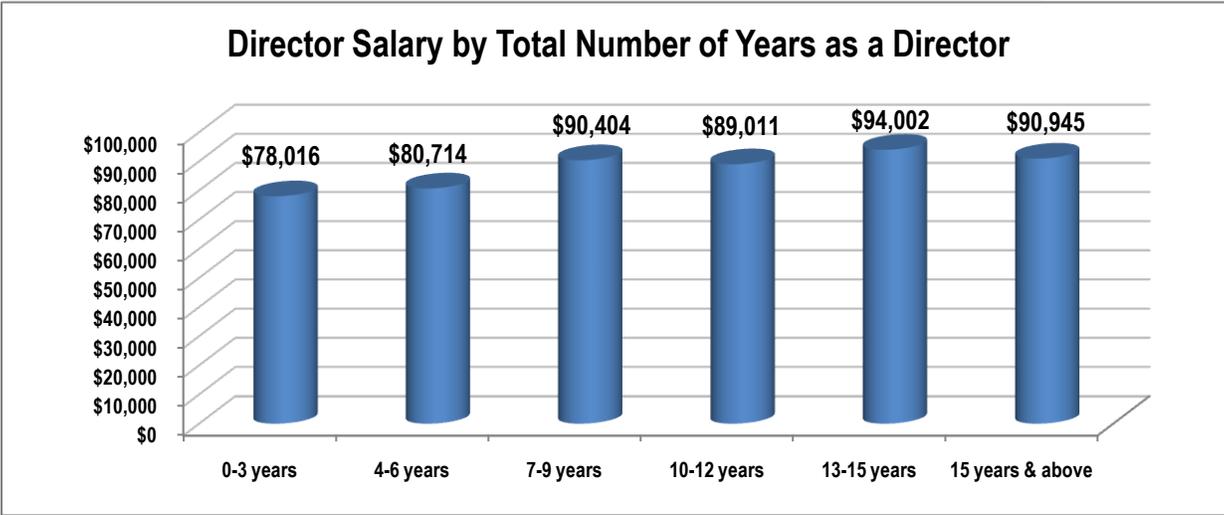
Staff Salary by Years of Experience and Institutional Size and Status (Private Colleges/Universities)											
NOTE: EMPTY ROWS HAVE BEEN DELETED	Private Colleges/Universities										
	Institution Size										
	Under 1,500 (Count =31)	1,501 - 2,500 (Count =53)	2,501 - 5,000 (Count =57)	5,001 - 7,500 (Count =20)	7,501 - 10,000 (Count =13)	10,001 - 15,000 (Count =14)	15,001 - 20,000 (Count =4)	20,001 - 25,000 (Count =4)	25,001 - 30,000 (Count =0)	30,001 - 35,000 (Count =1)	35,001 and over (Count =2)
Staff Position and Years of Experience	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean
Training Director (1-3 years in position)	\$.	\$57,000	\$59,000	\$65,000	\$71,024	\$74,743	\$77,000	\$.	.	\$90,000	\$.
Training Director (4-6 years in position)	\$.	\$.	\$.	\$75,500	\$67,500	\$61,800	\$.	\$65,000	.	\$.	\$94,531
Training Director (7-9 years in position)	\$.	\$27,000	\$.	\$.	\$.	\$69,356	\$.	\$.	.	\$.	\$.
Training Director (10-12 years in position)	\$.	\$90,000	\$.	\$.	\$81,000	\$71,300	\$.	\$84,000	.	\$.	\$.
Training Director (13-15 years in position)	\$.	\$.	\$.	\$.	\$.	\$.	\$.	\$85,600	.	\$.	\$.
Training Director (15 years and above in position)	\$.	\$.	\$.	\$52,000	\$.	\$90,000	\$.	\$.	.	\$.	\$.
Assistant or Associate Director (1-3 years in position)	\$.	\$59,064	\$57,248	\$63,400	\$73,000	\$74,655	\$84,000	\$75,500	.	\$.	\$89,294
Assistant or Associate Director (4-6 years in position)	\$52,250	\$56,900	\$47,750	\$63,667	\$64,897	\$65,000	\$.	\$92,100	.	\$.	\$.
Assistant or Associate Director (7-9 years in position)	\$.	\$45,000	\$56,107	\$65,369	\$.	\$72,500	\$.	\$.	.	\$.	\$79,422
Assistant or Associate Director (10-12 years in position)	\$.	\$49,000	\$73,000	\$.	\$.	\$.	\$64,000	\$116,000	.	\$.	\$.
Assistant or Associate Director (13-15 years in position)	\$54,100	\$.	\$.	\$80,789	\$.	\$.	\$66,000	\$.	.	\$.	\$.
Assistant or Associate Director (15 years and above in position)	\$.	\$.	\$70,449	\$75,500	\$91,858	\$85,940	\$.	\$.	.	\$.	\$.
Counselor with Doctorate (1-3 years in position)	\$37,975	\$52,633	\$48,791	\$58,076	\$59,918	\$56,093	\$61,000	\$58,375	.	\$69,000	\$49,000
Counselor with Doctorate (4-6 years in position)	\$.	\$60,311	\$56,838	\$61,126	\$62,766	\$60,783	\$54,000	\$58,500	.	\$73,000	\$63,360

Staff Salary by Years of Experience and Institutional Size and Status (Private Colleges/Universities) - Continued											
NOTE: EMPTY ROWS HAVE BEEN DELETED	Private Colleges/Universities										
	Institution Size										
	Under 1,500 (Count =31)	1,501 - 2,500 (Count =53)	2,501 - 5,000 (Count =57)	5,001 - 7,500 (Count =20)	7,501 - 10,000 (Count =13)	10,001 - 15,000 (Count =14)	15,001 - 20,000 (Count =4)	20,001 - 25,000 (Count =4)	25,001 - 30,000 (Count =0)	30,001 - 35,000 (Count =1)	35,001 and over (Count =2)
Staff Position and Years of Experience	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean
Counselor with Doctorate (7-9 years in position)	\$45,740	\$58,500	\$58,029	\$77,000	\$64,000	\$61,872	\$67,500	\$62,000	.	\$74,000	\$64,471
Counselor with Doctorate (10-12 years in position)	.\$	.\$	.\$	\$65,000	\$57,900	\$57,520	.\$	\$86,300	.	\$76,000	\$69,300
Counselor with Doctorate (13-15 years in position)	.\$	\$91,000	.\$	.\$	\$64,000	\$67,000	.\$	\$66,000	.	.\$.\$
Counselor with Doctorate (15 years and above in position)	.\$	\$82,000	\$81,797	\$100,000	\$80,572	\$67,280	.\$	\$83,500	.	\$82,000	.\$
Counselor who is A.B.D. (1-3 years in position)	\$50,901	\$44,000	\$43,476	.\$	.\$	.\$	.\$	.\$	.	.\$	.\$
Counselor who is A.B.D. (4-6 years in position)	.\$	.\$	.\$	\$54,000	.\$	.\$	.\$	.\$	.	.\$	.\$
Counselor who is A.B.D. (7-9 years in position)	.\$	\$88,000	\$42,600	.\$	.\$	.\$	.\$	.\$	.	.\$	.\$
Counselor who is A.B.D. (10-12 years in position)	.\$	.\$	.\$	.\$	.\$	\$55,000	.\$	.\$	.	.\$	.\$
Counselor with MA (1- 3 years in position)	\$37,500	\$43,369	\$41,907	\$52,333	\$30,000	\$45,000	.\$	.\$	.	.\$	\$39,158
Counselor with MA (4- 6 years in position)	\$37,000	\$48,600	\$45,749	\$49,200	\$38,000	\$41,000	.\$	.\$	.	.\$	\$54,250
Counselor with MA (7- 9 years in position)	\$42,000	\$57,750	\$54,500	\$57,500	.\$	.\$	.\$	.\$	.	.\$	.\$
Counselor with MA (10-12 years in position)	\$46,000	\$76,454	\$50,800	\$68,396	\$50,000	.\$	\$53,000	.\$	.	.\$	.\$
Counselor with MA (13-15 years in position)	.\$	\$60,300	\$60,000	\$56,000	\$62,000	.\$	.\$	.\$	.	.\$	.\$
Counselor with MA (15 years and above in position)	.\$	\$61,800	\$82,438	\$56,400	\$62,000	.\$	.\$	.\$	.	.\$	.\$
Counselor with MSW (1-3 years in position)	\$42,000	\$42,602	\$47,333	\$57,275	\$49,667	\$50,500	\$75,000	\$57,500	.	.\$	\$44,500
Counselor with MSW (4-6 years in position)	.\$	\$48,900	\$51,197	.\$	.\$	\$59,000	.\$	\$60,333	.	\$64,000	\$43,000

Staff Salary by Years of Experience and Institutional Size and Status (Private Colleges/Universities) - Continued											
NOTE: EMPTY ROWS HAVE BEEN DELETED	Private Colleges/Universities										
	Institution Size										
	Under 1,500 (Count =31)	1,501 - 2,500 (Count =53)	2,501 - 5,000 (Count =57)	5,001 - 7,500 (Count =20)	7,501 - 10,000 (Count =13)	10,001 - 15,000 (Count =14)	15,001 - 20,000 (Count =4)	20,001 - 25,000 (Count =4)	25,001 - 30,000 (Count =0)	30,001 - 35,000 (Count =1)	35,001 and over (Count =2)
Staff Position and Years of Experience	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean
Counselor with MSW (7-9 years in position)	\$.	\$47,000	\$52,242	\$80,000	\$49,725	\$.	\$48,000	\$60,000	.	\$.	\$54,070
Counselor with MSW (10-12 years in position)	\$41,250	\$77,348	\$.	\$58,619	\$.	\$54,100	\$53,000	\$.	.	\$.	\$66,125
Counselor with MSW (13-15 years in position)	\$.	\$.	\$58,000	\$.	\$.	\$.	\$.	\$.	.	\$67,000	\$64,919
Counselor with MSW (15 years and above in position)	\$94,000	\$.	\$88,885	\$52,000	\$.	\$61,033	\$.	\$85,000	.	\$.	\$.
Psychiatrist/MD (annual salary) (1-3 years in position)	\$12,000	\$139,250	\$.	\$175,000	\$13,200	\$126,333	\$.	\$139,000	.	\$155,000	\$120,000
Psychiatrist/MD (annual salary) (4-6 years in position)	\$.	\$.	\$.	\$175,000	\$.	\$139,000	\$160,000	\$167,300	.	\$.	\$.
Psychiatrist/MD (annual salary) (7-9 years in position)	\$.	\$.	\$.	\$.	\$.	\$138,800	\$.	\$137,500	.	\$.	\$.
Psychiatrist/MD (annual salary) (10-12 years in position)	\$.	\$.	\$150,000	\$237,648	\$.	\$50,000	\$130,000	\$145,000	.	\$.	\$.
Psychiatrist/MD (annual salary) (13-15 years in position)	\$.	\$.	\$.	\$.	\$.	\$.	\$.	\$161,250	.	\$.	\$.
Psychiatrist/MD (annual salary) (15 years and above in position)	\$.	\$.	\$.	\$.	\$.	\$150,550	\$.	\$167,500	.	\$148,000	\$132,755
Psychiatrist/MD (hourly rate) 1-3 years in position)	\$.	\$160	\$167	\$120	\$148	\$120	\$.	\$.	.	\$.	\$.
Psychiatrist/MD (hourly rate) (4-6 years in position)	\$.	\$147	\$155	\$140	\$150	\$183	\$135	\$.	.	\$.	\$.
Psychiatrist/MD (hourly rate) (7-9 years in position)	\$85	\$.	\$140	\$175	\$.	\$165	\$.	\$.	.	\$.	\$.
Psychiatrist/MD (hourly rate) (10-12 years in position)	\$.	\$131	\$151	\$200	\$.	\$.	\$.	\$.	.	\$.	\$.
Psychiatrist/MD (hourly rate) 13-15 years in position)	\$.	\$.	\$135	\$.	\$160	\$.	\$.	\$.	.	\$.	\$.

Staff Salary by Years of Experience and Institutional Size and Status (Private Colleges/Universities) - Continued											
NOTE: EMPTY ROWS HAVE BEEN DELETED	Private Colleges/Universities										
	Institution Size										
	Under 1,500 (Count =31)	1,501 - 2,500 (Count =53)	2,501 - 5,000 (Count =57)	5,001 - 7,500 (Count =20)	7,501 - 10,000 (Count =13)	10,001 - 15,000 (Count =14)	15,001 - 20,000 (Count =4)	20,001 - 25,000 (Count =4)	25,001 - 30,000 (Count =0)	30,001 - 35,000 (Count =1)	35,001 and over (Count =2)
Staff Position and Years of Experience	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean
Psychiatrist/MD (hourly rate) (15 years and above in position)	\$.	\$120	\$130	\$.	\$.	\$.	\$.	\$.	.	\$.	\$.
Psychiatric Residents (1-3 years in position)	\$.	\$.	\$.	\$.	\$.	\$50,000	\$.	\$.	.	\$.	\$.
Psychiatric Nurse Practitioner (1-3 years in position)	\$260,000	\$87,200	\$.	\$85,000	\$64,890	\$.	\$.	\$85,000	.	\$.	\$.
Psychiatric Nurse Practitioner (7-9 years in position)	\$.	\$24,000	\$.	\$91,000	\$.	\$.	\$.	\$.	.	\$.	\$.
Case Manager (1-3 years in position)	\$.	\$.	\$.	\$50,542	\$.	\$.	\$.	\$.	.	\$43,000	\$48,158
Interns	\$.	\$22,000	\$17,100	\$20,175	\$22,445	\$24,328	\$24,000	\$.	.	\$24,000	\$26,265
Post Docs	\$.	\$28,000	\$33,000	\$33,823	\$29,743	\$28,000	\$27,500	\$33,569	.	\$30,000	\$.

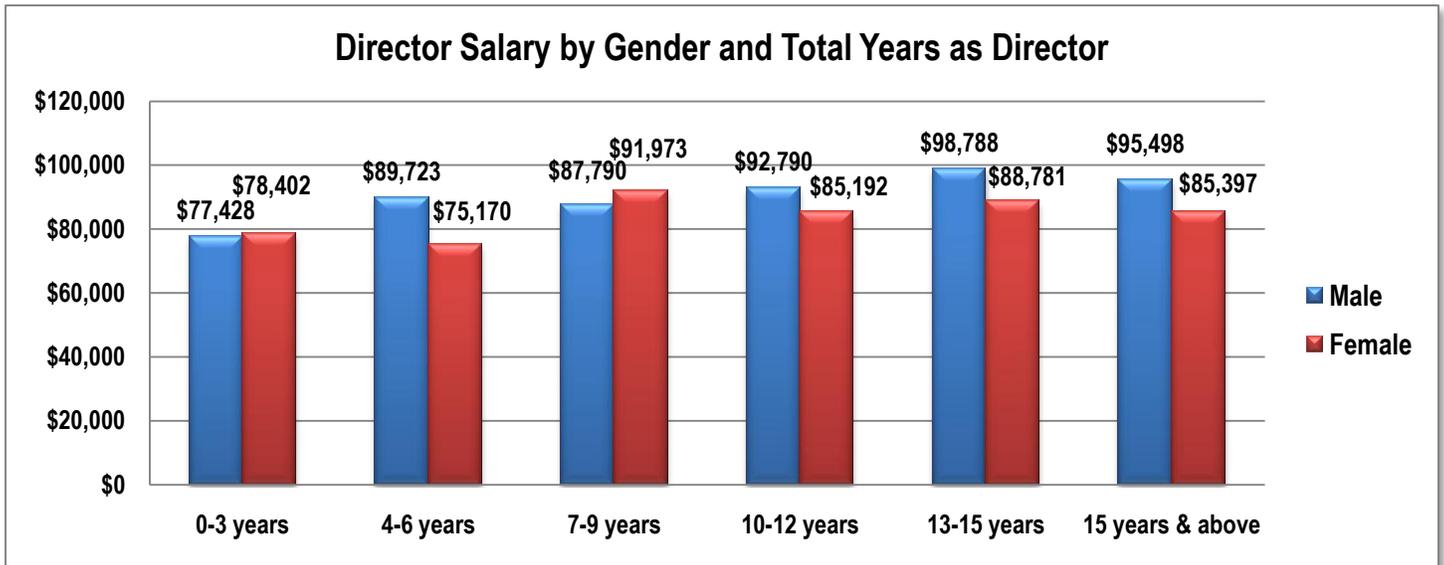
Director Salary by Total Number of Years as a Director						
Total Years as Director	Mean	Count	Median	Mode	Min.	Max.
0-3 years	\$78,016	115	\$73,000	\$60,000	\$40,000	\$150,000
4-6 years	\$80,714	94	\$80,000	\$80,000	\$38,000	\$129,000
7-9 years	\$90,404	55	\$90,000	\$80,000	\$47,500	\$140,000
10-12 years	\$89,011	42	\$87,500	\$90,000	\$47,880	\$134,000
13-15 years	\$94,002	25	\$93,000	\$106,000	\$52,000	\$140,000
15 years and above	\$90,945	89	\$86,000	\$72,000	\$49,000	\$204,000



Director Salary by Gender						
<i>(note: no director's identified as "transgender" or "other")</i>						
Director Gender	Mean	Count	Median	Mode	Min.	Max.
Male	\$89,274	173	\$86,995	\$72,000	\$38,500	\$204,000
Female	\$81,900	243	\$80,000	\$90,000	\$38,000	\$150,000

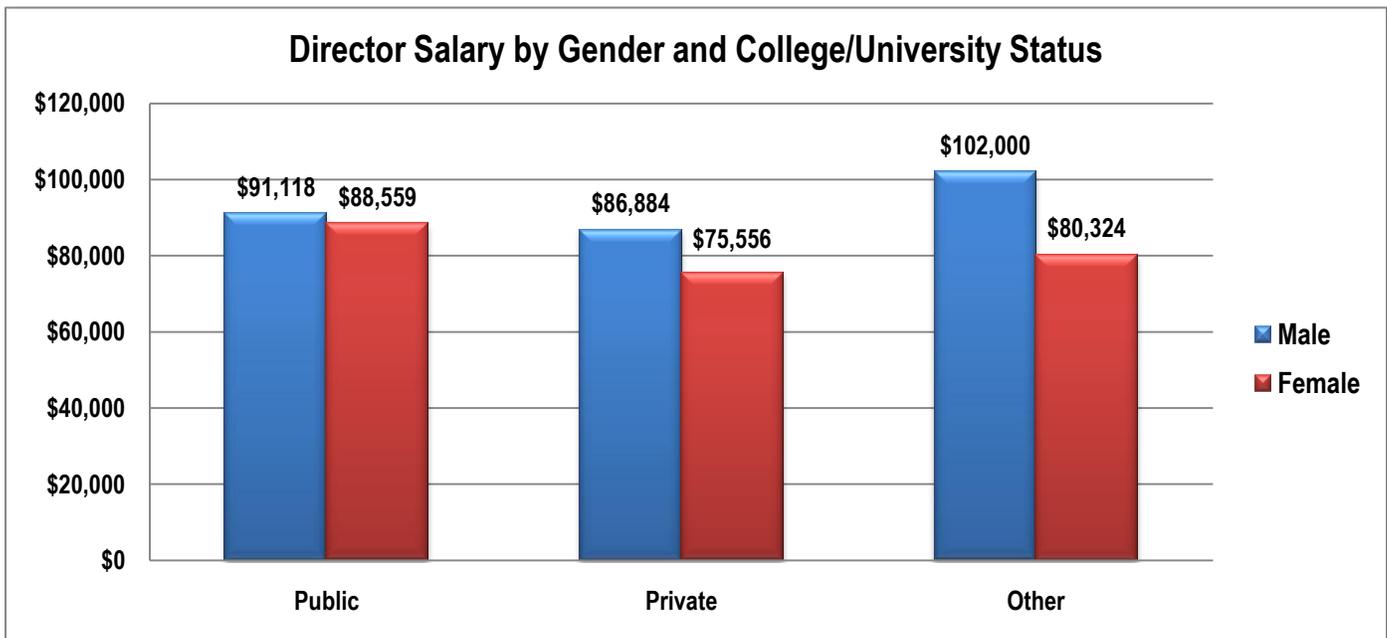
On average, Male Directors salaries are 9% greater than those of Female Directors. Difference in mean salaries for male versus female directors is statistically significant ($F(1, 376) = 9.43, p = .002$).

Director Salary by Gender and Total Years as Director												
Years as Director	Director Gender											
	Male						Female					
	Mean	Count	Median	Mode	Min.	Max.	Mean	Count	Median	Mode	Min.	Max.
0-3 years	\$77,428	41	\$72,297	\$60,000	\$40,000	\$121,000	\$78,402	74	\$75,000	\$57,000	\$40,000	\$150,000
4-6 years	\$89,723	32	\$87,500	\$80,000	\$38,500	\$129,000	\$75,170	59	\$73,750	\$60,000	\$38,000	\$119,000
7-9 years	\$87,790	20	\$82,750	\$56,000	\$56,000	\$125,000	\$91,973	35	\$93,250	\$82,500	\$47,500	\$140,000
10-12 years	\$92,790	21	\$89,000	\$72,000	\$72,000	\$134,000	\$85,192	19	\$84,638	\$90,000	\$47,880	\$133,000
13-15 years	\$98,788	13	\$95,700	\$62,000	\$62,000	\$139,000	\$88,781	12	\$92,776	\$106,000	\$52,000	\$140,000
15 years & above	\$95,498	44	\$97,350	\$49,000	\$49,000	\$204,000	\$85,397	43	\$80,000	\$80,000	\$50,000	\$146,300



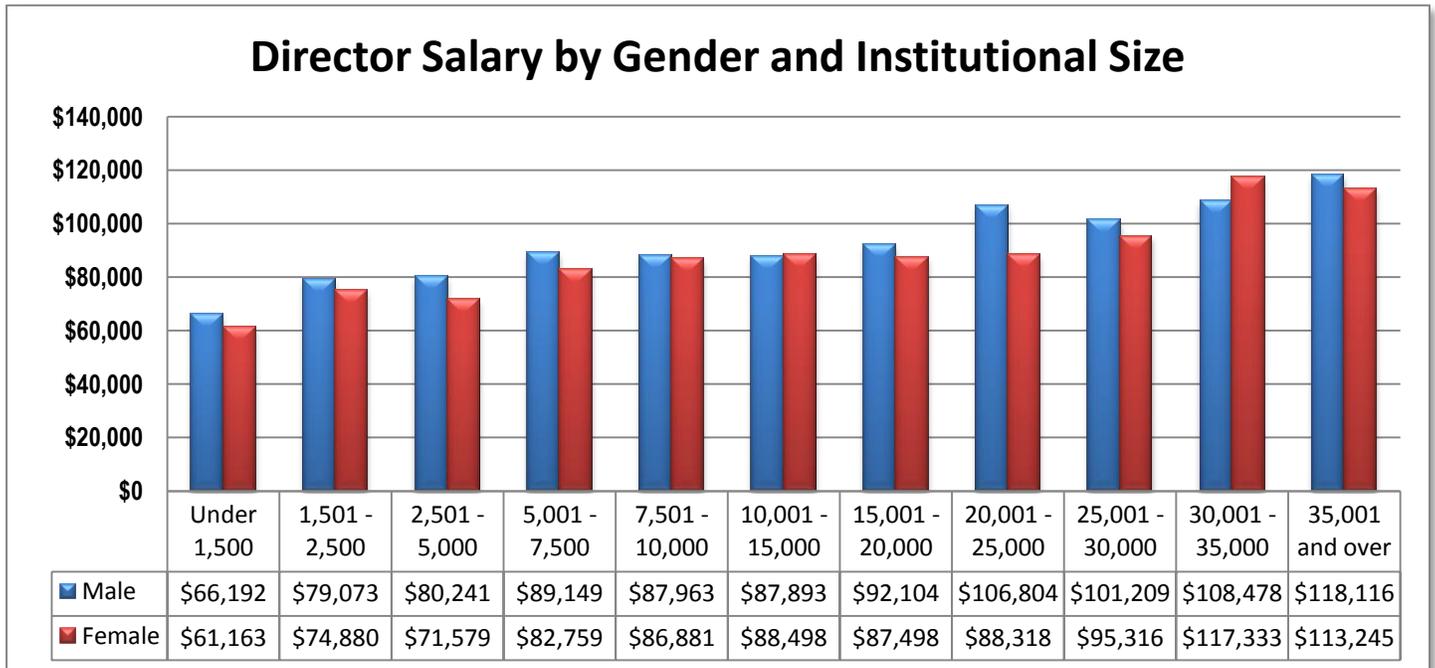
Male Directors with more than 10 years of experience as a director consistently had higher salaries than Female Directors with 10 or more years of experience. Female Directors with 7-9 years of experience had higher salaries than Male Directors (5% higher). The greatest percentage difference was for Male Directors with 4-6 years of experience - salaries were 19% greater than for Female Directors. Percentage differences for other years are as follows: 10-12 years - 8%, 13-15 years – 11%, and 15 years and above – 11%.

Director Salary by Gender and College/University Status (*Cells with COUNT =1 were deleted)												
College/ University Status	Director Gender											
	Male						Female					
	Mean	Count	Median	Mode	Min.	Max.	Mean	Count	Median	Mode	Min.	Max.
Public	\$91,118	96	\$87,000	\$72,000	\$46,500	\$139,000	\$88,559	111	\$88,000	\$90,000	\$40,000	\$148,000
Private	\$86,884	76	\$86,450	\$100,000	\$38,500	\$204,000	\$75,556	119	\$70,850	\$80,000	\$38,000	\$150,000
Other*							\$80,324	13	\$74,500	\$57,000	\$57,000	\$140,000



Male Directors consistently had higher salaries than Female Directors. The largest discrepancy was for colleges and universities classified as “other,” however this comparison is based on a sample size of one male and 13 female directors. Female Directors from private colleges/universities averaged salaries that were 15% less than their Male counterparts. Male Directors from public colleges/universities averaged 3% higher salaries than Female Directors.

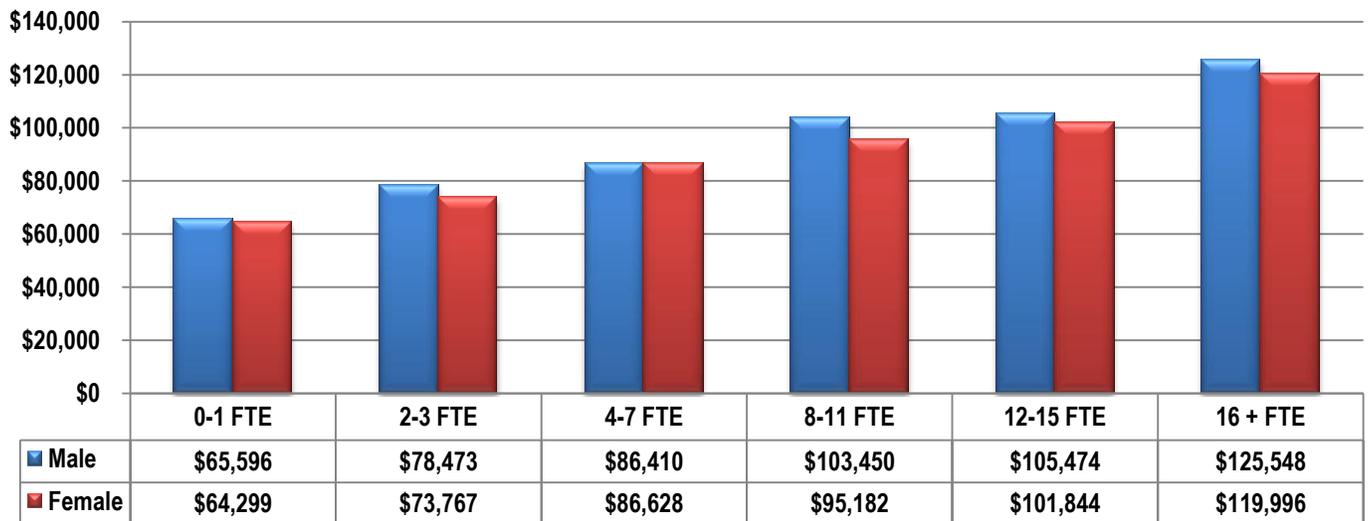
Director Salary by Gender and Institutional Size												
Institutional Size	Director Gender											
	Male						Female					
	Mean	Ct	Median	Mode	Min.	Max.	Mean	Ct	Median	Mode	Min.	Max.
Under 1,500	\$66,192	9	\$60,000	\$38,500	\$38,500	\$128,000	\$61,163	26	\$59,900	\$45,000	\$38,000	\$95,000
1,501-2,500	\$79,073	15	\$80,000	\$58,000	\$49,000	\$115,000	\$74,880	45	\$71,382	\$57,000	\$42,000	\$140,000
2,501-5,000	\$80,241	38	\$78,000	\$60,000	\$40,000	\$120,000	\$71,579	42	\$68,000	\$80,000	\$40,000	\$140,000
5,000 -7,500	\$89,149	16	\$84,915	\$100,000	\$63,000	\$119,000	\$82,759	31	\$78,000	\$85,000	\$55,000	\$150,000
7,501-10,000	\$87,963	14	\$88,000	\$70,250	\$70,250	\$130,000	\$86,881	26	\$85,656	\$72,000	\$53,000	\$133,900
10,001-15,000	\$87,893	20	\$84,250	\$65,000	\$65,000	\$134,000	\$88,498	24	\$90,000	\$70,000	\$60,000	\$109,500
15,001-20,000	\$92,104	20	\$89,133	\$59,000	\$59,000	\$129,000	\$87,498	14	\$84,500	\$60,525	\$60,525	\$109,000
20,001-25,000	\$106,804	12	\$106,500	\$112,000	\$63,852	\$204,000	\$88,318	8	\$92,900	\$69,642	\$69,642	\$106,000
25,001-30,000	\$101,209	14	\$96,900	\$92,000	\$72,000	\$127,830	\$95,316	7	\$88,000	\$82,773	\$82,773	\$119,000
30,001-35,000	\$108,478	7	\$104,798	\$98,100	\$98,100	\$125,000	\$117,333	3	\$116,000	\$100,000	\$100,000	\$136,000
35,001 +	\$118,116	8	\$126,463	\$88,000	\$88,000	\$139,000	\$113,245	17	\$110,000	\$110,000	\$85,000	\$148,000



Director Salary by Gender and Professional Staff FTE

Professional Staff FTE	Director Gender											
	Male						Female					
	Mean	Median	Mode	Min.	Maximum	N	Mean	Median	Mode	Minimum	Maximum	N
0-1 FTE	\$65,596	\$63,250	\$60,000	\$38,500	\$100,000	10	\$64,299	\$61,000	\$60,000	\$38,000	\$108,000	27
2-3 FTE	\$78,473	\$77,500	\$72,000	\$40,000	\$130,000	36	\$73,767	\$73,500	\$57,000	\$42,000	\$140,000	68
4-7 FTE	\$86,410	\$85,000	\$72,000	\$56,000	\$127,500	67	\$86,628	\$83,487	\$72,000	\$40,000	\$140,000	70
8-11 FTE	\$103,450	\$100,000	\$77,000	\$77,000	\$134,000	19	\$95,182	\$96,000	\$96,000	\$65,000	\$150,000	23
12-15 FTE	\$105,474	\$101,673	\$92,000	\$83,200	\$139,000	17	\$101,844	\$95,800	\$84,000	\$84,000	\$136,000	9
16 + FTE	\$125,548	\$121,000	\$98,100	\$98,100	\$204,000	11	\$119,996	\$116,850	\$110,000	\$86,000	\$148,000	10

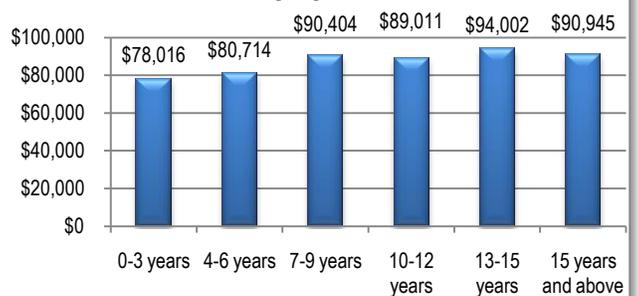
Director Salary by Gender and Professional Staff FTE



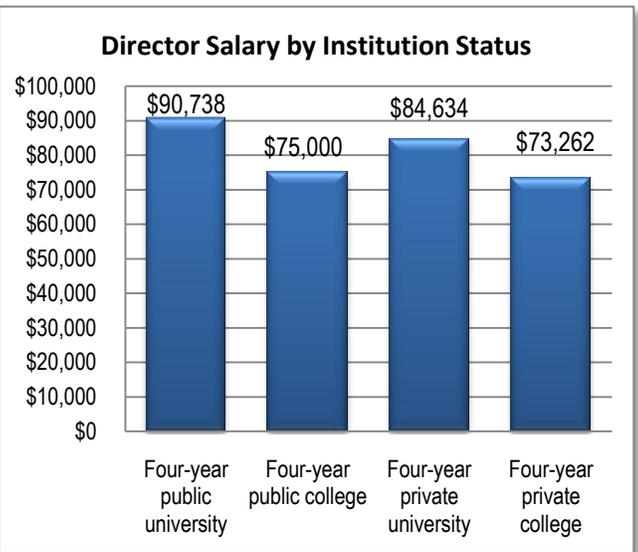
Director Salary by Total Years as Director

Total Yrs as Director	Mean	Cnt	Median	Mode	Min.	Max.
0-3 years	\$78,016	115	\$73,000	\$60,000	\$40,000	\$150,000
4-6 years	\$80,714	94	\$80,000	\$80,000	\$38,000	\$129,000
7-9 years	\$90,404	55	\$90,000	\$80,000	\$47,500	\$140,000
10-12 years	\$89,011	42	\$87,500	\$90,000	\$47,880	\$134,000
13-15 years	\$94,002	25	\$93,000	\$106,000	\$52,000	\$140,000
15 years and above	\$90,945	89	\$86,000	\$72,000	\$49,000	\$204,000

Director Salary by Institution Size



Director Salary by School Status						
School Status	Mean	Cnt.	Median	Mode	Min.	Max.
Four-year public university	\$90,738	196	\$89,567	\$90,000	\$40,000	\$148,000
Four-year public college	\$75,000	14	\$76,500	\$42,000	\$42,000	\$119,000
Four-year private university	\$84,634	127	\$84,000	\$100,000	\$38,000	\$204,000
Four-year private college	\$73,262	69	\$72,000	\$80,000	\$42,000	\$134,043
Both four-year public & private u.	\$81,750	2	(Note: Cells with n<3 are not shown)			
Other	\$78,192	16	\$74,000	\$57,000	\$57,000	\$140,000



Director Salary by FTE for Professional Staff (calendar year)						
FTE	Mean	Median	Mode	Min.	Max.	N
0-1 FTE	\$64,422	\$60,500	\$60,000	\$38,000	\$108,000	38
2-3 FTE	\$75,434	\$74,400	\$80,000	\$40,000	\$140,000	107
4-7 FTE	\$86,546	\$84,600	\$72,000	\$40,000	\$140,000	138
8-11 FTE	\$98,972	\$97,300	\$85,000	\$65,000	\$150,000	44
12-15 FTE	\$105,246	\$101,673	\$84,000	\$83,200	\$139,000	27
16 or more FTE	\$122,904	\$117,000	\$110,000	\$86,000	\$204,000	21

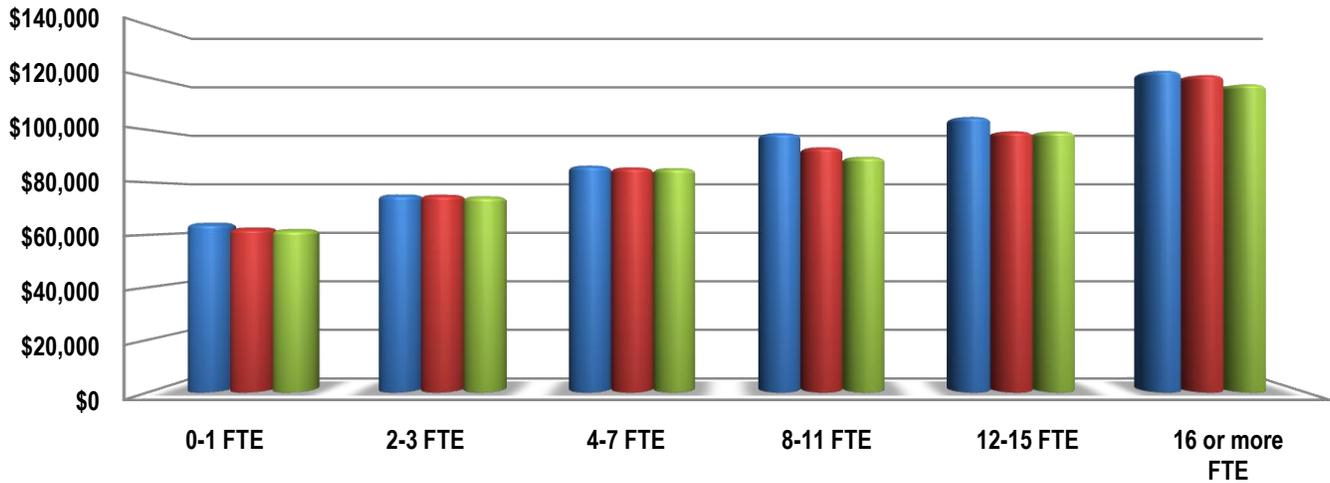
Director Salary by FTE Professional Staff and Psychology Interns (calendar year)						
FTE	Mean	Median	Mode	Minimum	Maximum	Valid N
0-1 FTE	\$62,570	\$60,000	\$60,000	\$38,000	\$100,000	36
2-3 FTE	\$75,351	\$74,000	\$80,000	\$40,000	\$140,000	101
4-7 FTE	\$85,857	\$82,500	\$72,000	\$40,000	\$140,000	127
8-11 FTE	\$93,562	\$90,000	\$90,000	\$69,642	\$150,000	39
12-15 FTE	\$99,674	\$98,200	\$84,000	\$65,000	\$129,000	42

Director Salary by FTE Professional Staff and All Paid Trainees (Psych, MA, Psychiatry, GA, etc. – calendar year)						
FTE	Mean	Median	Mode	Minimum	Maximum	Valid N
0-1 FTE	\$61,986	\$60,000	\$60,000	\$38,000	\$98,016	34
2-3 FTE	\$74,711	\$73,000	\$80,000	\$40,000	\$140,000	97
4-7 FTE	\$85,621	\$82,000	\$72,000	\$53,000	\$140,000	115
8-11 FTE	\$89,924	\$90,000	\$90,000	\$59,000	\$133,900	48
12-15 FTE	\$99,629	\$98,400	\$84,000	\$40,000	\$150,000	45
16 or more FTE	\$117,771	\$116,350	\$110,000	\$85,000	\$204,000	36

Director Salary by Total Years as Director and FTE Grouping Professional Staff and Interns												
FTE Grouping for Professional Staff and Interns - Calendar Year												
Total Years as Director	0-1 FTE		2-3 FTE		4-7 FTE		8-11 FTE		12-15 FTE		16 or more FTE	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
0-3 years	\$60,263	12	\$70,154	31	\$81,548	29	\$91,844	9	\$85,900	8	\$113,061	7
4-6 years	\$59,692	13	\$73,868	25	\$83,124	29	\$98,083	6	\$106,587	8	\$117,471	4
7-9 years	\$82,500	1	\$82,407	6	\$83,629	19	\$93,518	8	\$102,876	9	\$111,875	4
10-12 years	\$67,928	2	\$79,654	10	\$92,654	13	\$84,459	7	\$94,067	6	\$118,982	3
13-15 years	\$79,508	2	\$76,642	3	\$92,808	9	\$85,650	2	\$102,011	3	\$132,000	3
15 years and above	\$62,667	6	\$78,086	24	\$89,274	28	\$103,313	7	\$106,262	8	\$130,711	9

Director Salary by Total Years as Director and FTE Grouping Professional Staff and All Paid Trainees (Note: Cells with n=1 are not shown)												
Total Years as Director	FTE Grouping for Professional Staff and Paid Trainees - Calendar Year											
	0-1 FTE		2-3 FTE		4-7 FTE		8-11 FTE		12-15 FTE		16 or more FTE	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
0-3 years	\$60,263	12	\$69,617	28	\$82,462	29	\$79,085	7	\$89,169	13	\$113,061	7
4-6 years	\$57,364	11	\$73,766	27	\$84,170	27	\$90,813	8	\$106,000	5	\$113,226	7
7-9 years			\$77,488	5	\$85,419	19	\$91,393	8	\$101,588	10	\$111,875	4
10-12 years	\$67,928	2	\$79,654	10	\$89,227	11	\$90,468	9	\$95,167	3	\$105,975	6
13-15 years	\$79,508	2	\$76,642	3	\$92,325	7	\$90,075	4	\$102,011	3	\$132,000	3
15 years and above	\$62,667	6	\$77,185	22	\$87,803	22	\$94,216	12	\$107,882	11	\$130,711	9

Director Salary by FTE Groupings



	0-1 FTE	2-3 FTE	4-7 FTE	8-11 FTE	12-15 FTE	16 or more FTE
Professional Staff	\$64,422	\$75,434	\$86,546	\$98,972	\$105,246	\$122,904
Professional Staff and Interns	\$62,570	\$75,351	\$85,857	\$93,562	\$99,674	\$121,272
Professional Staff and All Paid Clinical	\$61,986	\$74,711	\$85,621	\$89,924	\$99,629	\$117,771

Director Salary by Institutional Size and School Status (* Cells with COUNT =1 were deleted)												
Institutional Size	School Status											
	Four-year public university		Four-year public college		Four-year private university		Four-year private college		Both four-year public and private university		Other (Specify Below)	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
Under 1,500*					\$67,275	11	\$59,443	18	.	0	\$72,550	5
1,501 - 2,500*			\$76,000	3	\$76,106	24	\$76,031	29			\$80,839	3
2,501 - 5,000*	\$79,680	18	\$55,000	2	\$74,819	40	\$73,365	16			\$81,800	5
5,001 - 7,500	\$74,150	20	\$87,000	4	\$96,224	18	\$108,600	2	.	0	\$77,055	3
7,501 - 10,000	\$82,966	26		0	\$96,346	12		0	.	0	.	0
10,001 - 15,000	\$86,340	29	\$85,500	3	\$96,094	11	\$98,000	3	.	0	.	0
15,001 - 20,000	\$89,742	31	.	0	\$96,350	4	.	0	.	0	.	0
20,001 - 25,000	\$90,575	16	.	0	\$134,750	4	.	0	.	0	.	0
25,001 - 30,000	\$98,917	21	.	0	.	0	.	0	.	0	.	0
30,001 - 35,000*	\$108,359	9	.	0			.	0	.	0	.	0
35,001 and over	\$115,475	24	.	0	\$107,963	2	.	0	.	0	.	0

Director Salary by Institutional Size and Status (* Rows with COUNT =1 were deleted)												
Institutional Size	Public Private or Other											
	Public						Private					
	Mean	N	Median	Mode	Min.	Max.	Mean	N	Median	Mode	Min.	Max.
Under 1,500	\$47,750	2	(Note: Cells with n<3 are not shown)				\$61,819	31	\$59,900	\$60,000	\$38,000	\$128,000
1,501 - 2,500	\$77,167	5	\$76,000	\$73,000	\$73,000	\$82,500	\$76,066	53	\$72,000	\$80,000	\$42,000	\$140,000
2,501 - 5,000	\$76,938	20	\$73,900	\$68,000	\$40,000	\$120,000	\$74,361	57	\$72,000	\$80,000	\$40,000	\$120,000
5,001 - 7,500	\$76,078	24	\$73,250	\$59,000	\$59,000	\$119,000	\$97,771	20	\$92,250	\$100,000	\$55,000	\$150,000
7,501 - 10,000	\$82,966	27	\$78,500	\$72,000	\$53,000	\$130,000	\$96,346	13	\$96,000	\$90,000	\$82,500	\$133,900
10,001 - 15,000	\$86,261	32	\$86,500	\$90,000	\$61,000	\$110,000	\$96,534	14	\$100,000	\$107,000	\$60,000	\$134,000
15,001 - 20,000	\$89,742	31	\$86,500	\$85,000	\$59,000	\$129,000	\$96,350	4	\$96,350	\$84,000	\$84,000	\$108,699
20,001 - 25,000	\$90,575	16	\$92,500	\$63,852	\$63,852	\$121,000	\$134,750	4	\$114,500	\$106,000	\$106,000	\$204,000
25,001 - 30,000	\$98,917	21	\$92,500	\$92,000	\$72,000	\$127,830	.	0	.	.	.	.
30,001 - 35,000*	\$108,359	9	\$104,798	\$98,100	\$98,100	\$125,000						
35,001 and over	\$115,475	24	\$114,947	\$110,000	\$85,000	\$148,000	\$107,963	2	(Note: Cells with n<3 are not shown)			

Director Salary by Race/Ethnicity (* Rows with COUNT =1 were deleted)						
Race/Ethnicity	Mean	Count	Median	Mode	Minimum	Maximum
Black/African American	\$89,962	29	\$90,000	\$85,000	\$46,000	\$140,000
American/Indian/Native American*						
Asian/Asian American	\$97,600	12	\$96,500	\$117,000	\$59,000	\$150,000
Latino/Latina	\$93,349	10	\$88,000	\$66,500	\$66,500	\$134,043
White/Caucasian	\$84,249	361	\$82,500	\$72,000	\$38,000	\$204,000
Multiracial	\$78,600	3	\$75,300	\$53,500	\$53,500	\$107,000
Other (Specify Below)	\$90,000	7	\$95,000	\$40,000	\$40,000	\$140,000

There was not a statistically significant difference between director's salaries for the various racial/ethnic groups. Please note that due to small cell sizes, subsequent breakouts of salary by race/ethnicity and other factors are not reported.

Director Salary by Sexual Orientation						
Sexual Orientation	Mean	Count	Median	Mode	Minimum	Maximum
Gay man	\$84,490	23	\$80,000	\$63,000	\$38,500	\$134,000
Lesbian	\$84,043	25	\$87,500	\$57,000	\$47,500	\$121,680
Bisexual	\$78,867	6	\$76,000	\$45,000	\$45,000	\$130,000
Heterosexual	\$85,744	361	\$84,329	\$90,000	\$38,000	\$204,000

There was not a statistically significant difference between director's salaries for the various sexual orientation groups. Please note that due to small cell sizes, subsequent breakouts of salary by sexual orientation and other factors are not reported.

Director Salary by Highest Earned Degree (*Rows with COUNT =1 were deleted)						
Highest Degree	Mean	Count	Median	Mode	Minimum	Maximum
Ph.D.	\$91,071	278	\$88,000	\$90,000	\$40,000	\$204,000
Psy.D.	\$82,492	41	\$75,750	\$72,000	\$45,000	\$150,000
Ed.D	\$92,323	18	\$90,000	\$72,000	\$63,000	\$134,043
M.D*		1				
Masters	\$62,965	77	\$60,263	\$60,000	\$38,000	\$106,000
Other (Specify Below)	\$64,559	6	\$65,427	\$42,000	\$42,000	\$78,500

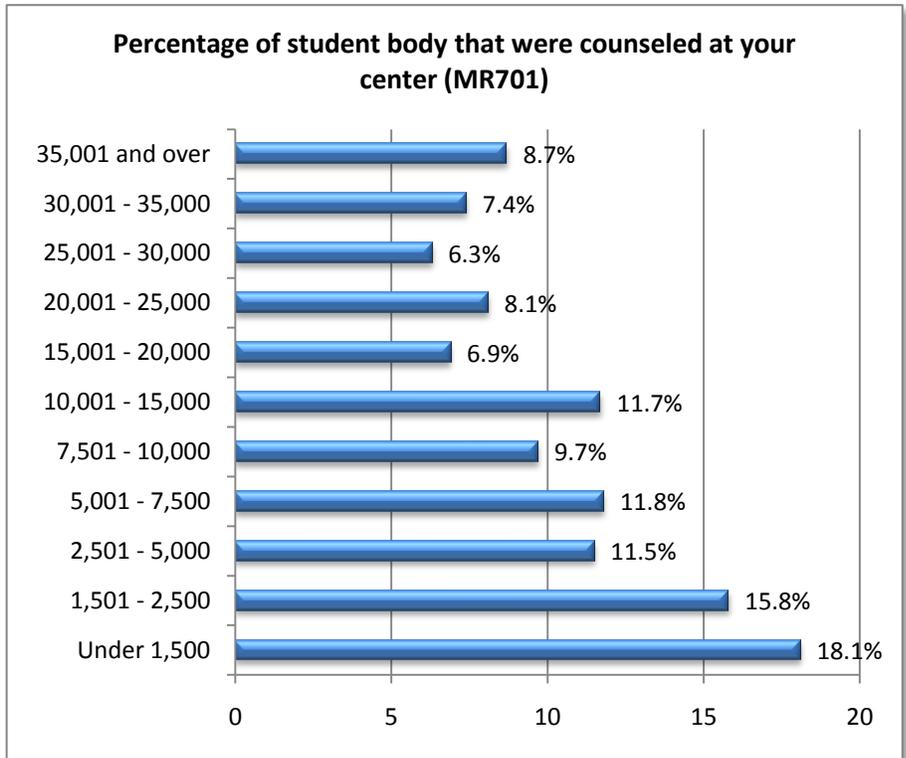
There was a statistically significant difference between director's salaries and highest degree, however post-hoc analyses could not be computed due to one group (MD) having an N of 1. Please note that due to small cell sizes, subsequent breakouts of salary by highest earned degree and other factors are not reported

Section four of this monograph covers a broad array of Counseling Center topics and points of interest, from client utilization rates and presenting concerns, to services offered and uses of this survey.

Staff providing courses for academic credit (MR700)						
	School Status					Totals
	Four-year public university	Four-year private university	Four-year private college	Both four-year public and private university	Other (Specify Below)	
Yes, Undergraduate-level course for credit	60	27	10	1	0	98
Yes, Graduate-level practicum course	31	9	4	0	0	44
Yes, Graduate-level content/theories course	33	13	4	0	0	50
No courses taught	108	85	56	1	15	265
Totals	232	134	74	2	15	457

Percent of students seeking counseling(MR701)	
Mean	11.40%
Median	9.00%
Mode	5.10%
Minimum	1.00%
Maximum	67.00%

Percentage of student body that were counseled at your center (MR701)		
Institution Size	Percentage	Cnt.
Under 1,500	18.1%	36
1,501 - 2,500	15.8%	61
2,501 - 5,000	11.5%	82
5,001 - 7,500	11.8%	47
7,501 - 10,000	9.7%	40
10,001 - 15,000	11.7%	46
15,001 - 20,000	6.9%	35
20,001 - 25,000	8.1%	20
25,001 - 30,000	6.3%	21
30,001 - 35,000	7.4%	10
35,001 and over	8.7%	26



Percentage of the student body that were counseled by institution size and status												
	School Status											
	Four-year public university		Four-year public college		Four-year private university		Four-year private college		Both four-year public and private university		Other (Specify Below)	
	Mean	Count	Mean	Count	Mean	Count	Mean	Count	Mean	Count	Mean	Count
Under 1,500	3.0	1	16.0	1	22.4	11	17.5	18	.	0	16.0	5
1,501 - 2,500	14.0	1	15.5	3	16.6	24	16.2	29	15.0	1	9.3	3
2,501 - 5,000	11.8	18	1.0	2	12.0	40	10.8	16	.	1	11.3	5
5,001 - 7,500	12.0	20	8.8	4	13.0	18	12.0	2	.	0	6.5	3
7,501 - 10,000	9.9	26	4.0	1	9.6	12	10.0	1	.	0	.	0
10,001 - 15,000	10.7	29	14.7	3	13.5	11	9.0	3	.	0	.	0
15,001 - 20,000	6.5	31	.	0	10.7	4	.	0	.	0	.	0
20,001 - 25,000	6.4	16	.	0	14.5	4	.	0	.	0	.	0
25,001 - 30,000	6.3	21	.	0	.	0	.	0	.	0	.	0
30,001 - 35,000	7.2	9	.	0	9.0	1	.	0	.	0	.	0
35,001 and over	7.9	24	.	0	28.0	2	.	0	.	0	.	0

Total number of sessions provided (MR704)			
What is the total number of sessions provided by your center. . .	. . .NOT including psychiatric medication management sessions?	. . .including psychiatric medication management?	What is the average number of sessions per client?
N	341	350	353
Mean	3663	4154	5.5
Median	2435	2547	5.0
Minimum	149	149	1.0
Maximum	28000	31784	20.0

Total sessions (including medication management) by institution size				
	Mean	Min.	Max.	Count
Under 1,500	879	264	3225	36
1,501 - 2,500	1574	149	3795	61
2,501 - 5,000	1562	346	3844	82
5,001 - 7,500	2649	428	8438	47
7,501 - 10,000	3010	550	10767	40
10,001 - 15,000	4981	615	11063	46
15,001 - 20,000	5574	2100	13612	35
20,001 - 25,000	9458	2044	30181	20
25,001 - 30,000	9903	3794	18000	21
30,001 - 35,000	8722	3214	20710	10
35,001 and up	11765	1222	31784	26

Total sessions (NOT including medication management) by institution size				
	Mean	Min.	Max.	Count
Under 1,500	862	264	2843	36
1,501 - 2,500	1501	149	3375	61
2,501 - 5,000	1487	346	3619	82
5,001 - 7,500	2454	428	7391	47
7,501 - 10,000	2805	540	9464	40
10,001 - 15,000	4566	615	10570	46
15,001 - 20,000	4822	2100	12977	35
20,001 - 25,000	6429	2044	18200	20
25,001 - 30,000	8930	3794	18000	21
30,001 - 35,000	7873	3214	17110	10
35,001 and over	10603	1222	28000	26

Average sessions per client by institution size				
	What is the average number of sessions per client?			
	Mean	Maximum	Minimum	Count
Under 1,500	5.2	10.0	3.0	36
1,501 - 2,500	5.9	20.0	1.0	61
2,501 - 5,000	5.7	12.0	1.0	82
5,001 - 7,500	5.4	9.0	3.0	47
7,501 - 10,000	5.6	15.0	2.0	40
10,001 - 15,000	5.5	12.0	2.0	46
15,001 - 20,000	5.1	9.0	1.0	35
20,001 - 25,000	5.4	8.0	3.0	20
25,001 - 30,000	5.4	8.0	3.0	21
30,001 - 35,000	4.6	8.0	3.0	10
35,001 and over	4.9	8.0	3.0	26

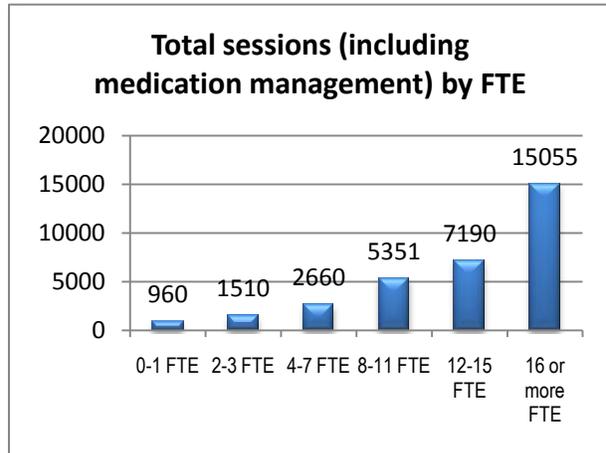
Average sessions per client by school status				
	What is the average number of sessions per client?			
	Mean	Maximum	Minimum	Count
Four-year public university	5.1	12.0	1.0	196
Four-year public college	4.8	12.0	2.0	14
Four-year private university	6.0	20.0	2.0	127
Four-year private college	5.5	10.0	1.0	69
Both four-year public and private university	4.0	4.0	4.0	2
Other (Specify Below)	5.4	11.0	3.0	16

Average sessions per client by institution size and status												
What is the average number of sessions per client?	School Status											
	Four-year public university		Four-year public college		Four-year private university		Four-year private college		Both four-year public and private university		Other (Specify Below)	
	Mean	Count	Mean	Count	Mean	Count	Mean	Count	Mean	Count	Mean	Count
Under 1,500	3.0	1	5.0	1	6.3	11	4.8	18	.	0	5.33	5
1,501 - 2,500	12.0	1	4.0	3	6.3	24	5.3	29	4.0	1	6.67	3
2,501 - 5,000	4.6	18	12.0	2	5.7	40	6.4	16	.	0	4.75	5
5,001 - 7,500	5.5	20	4.0	4	5.9	18	6.0	2	.	0	5.00	3
7,501 - 10,000	5.1	26	6.0	1	6.6	12	6.0	1	.	0	.	0
10,001 - 15,000	5.4	29	3.3	3	6.3	11	6.0	3	.	0	.	0
15,001 - 20,000	5.0	31	.	0	5.3	4	.	0	.	0	.	0
20,001 - 25,000	5.2	16	.	0	6.0	4	.	0	.	0	.	0
25,001 - 30,000	5.4	21	.	0	.	0	.	0	.	0	.	0
30,001 - 35,000	4.2	9	.	0	8.0	1	.	0	.	0	.	0
35,001 and over	4.9	24	.	0	5.5	2	.	0	.	0	.	0

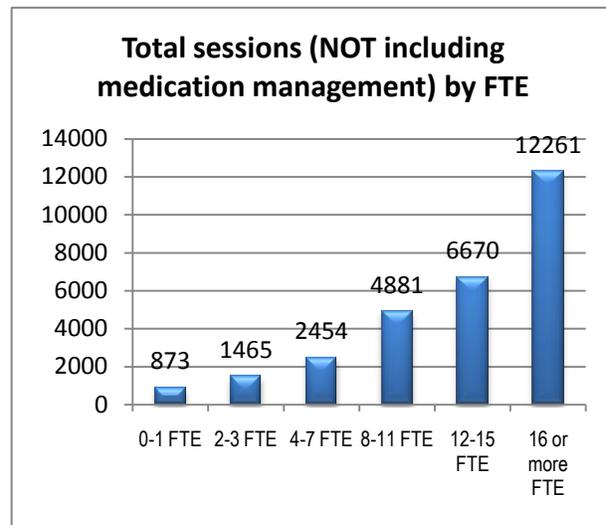
Total student group contacts		
N	Valid	237
	Missing	187
Mean		423.98
Median		145.00
Mode		10
Minimum		1
Maximum		4056
Sum		100483

Student group contacts by institution size and status												
Total group contacts did your center provide last year? (12 student attending one group = 12)?	School Status											
	Four-year public university		Four-year public college		Four-year private university		Four-year private college		Both four-year public and private university		Other (Specify Below)	
	Mean	Count	Mean	Count	Mean	Count	Mean	Count	Mean	Count	Mean	Count
Under 1,500	350	1	5	1	38	11	111	18	.	0	675	5
1,501 - 2,500	48	1	25	3	94	24	60	29	.	0	.	3
2,501 - 5,000	199	18	514	2	96	40	73	16	.	0	60	5
5,001 - 7,500	64	20	294	4	378	18	322	2	.	0	.	3
7,501 - 10,000	332	26	1001	1	269	12	9	1	.	0	.	0
10,001 - 15,000	192	29	313	3	302	11	161	3	.	0	.	0
15,001 - 20,000	547	31	.	0	106	4	.	0	.	0	.	0
20,001 - 25,000	631	16	.	0	676	4	.	0	.	0	.	0
25,001 - 30,000	1077	21	.	0	.	0	.	0	.	0	.	0
30,001 - 35,000	1264	9	.	0	3156	1	.	0	.	0	.	0
35,001 and over	1284	24	.	0	6	2	.	0	.	0	.	0

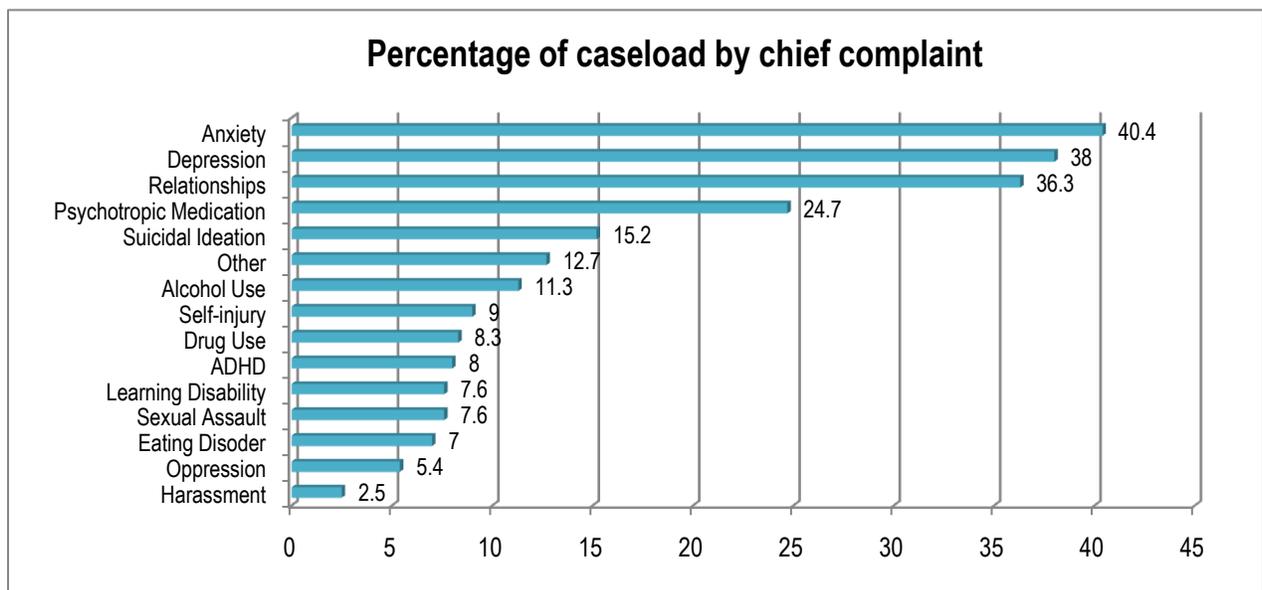
Total sessions (including medication management) by FTE (FTE Grouping for Professional Staff and Paid Trainees - Calendar Year)				
	Mean	Min	Max	Count
0-1 FTE	960	264	3000	44
2-3 FTE	1510	149	5657	106
4-7 FTE	2660	565	7849	125
8-11 FTE	5351	550	11900	55
12-15 FTE	7190	3092	11597	44
16 or more FTE	15055	6883	31784	34



Total sessions (NOT including medication management) by FTE (FTE Grouping for Professional Staff and Paid Trainees - Calendar Year)				
	Total number of sessions provided by your center (NOT including psychiatric medication management sessions).			
	Mean	Min	Max	Count
0-1 FTE	873	264	2670	44
2-3 FTE	1465	149	5657	106
4-7 FTE	2454	565	6650	125
8-11 FTE	4881	540	9000	55
12-15 FTE	6670	3085	11597	44
16 or more FTE	12261	5371	28000	34

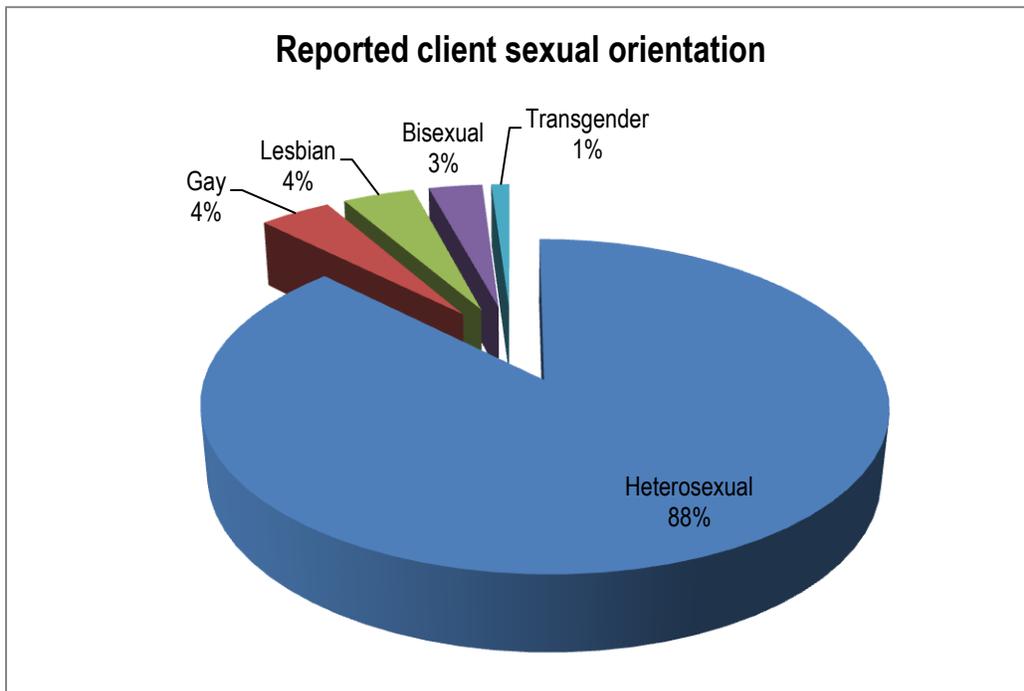
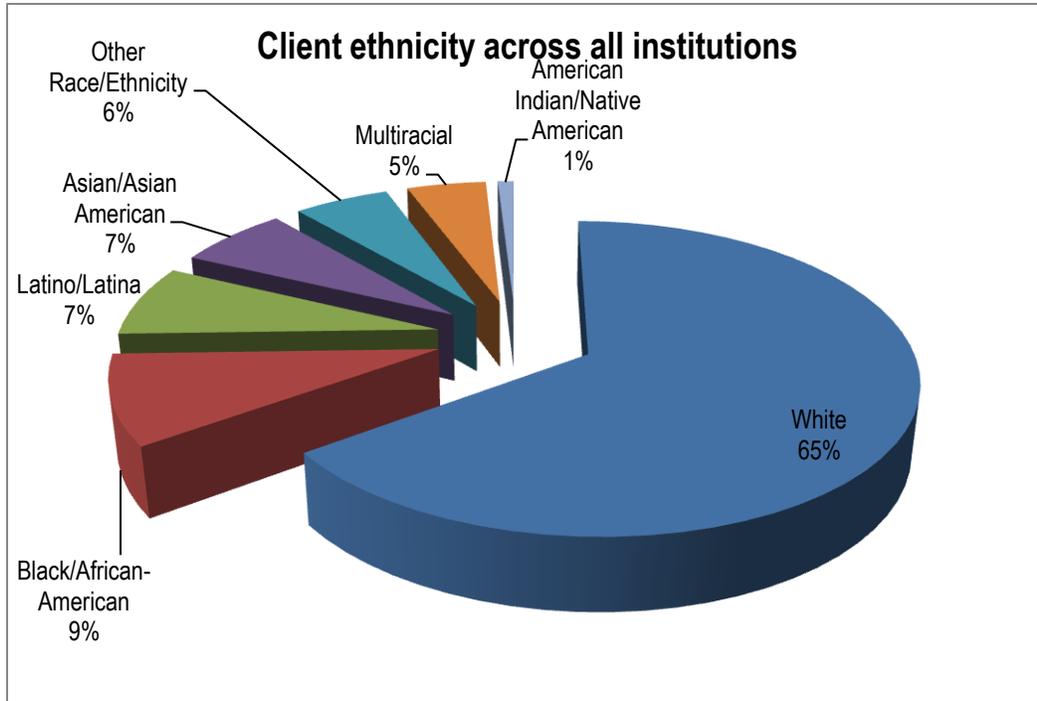


	N		Mean	Median	Mode	Min.	Max.	Sum
	Valid	Missing						
Percentage of client had extensive or significant prior treatment histories (e.g., hospitalized for psychiatric treatment)	222	202	13.7	10.0	10.0	0	80	3035
Percentage of client taking psychotropic medication	251	173	24.7	25.0	20.0	0	87	6199
Percentage of client engaging in self-injury	221	203	9.0	5.0	5.0	0	65	1992
Percentage of client with depression	268	156	38.0	35.0	40.0	1	98	10183
Percentage of client with a learning disability	181	243	7.6	5.0	1.0	0	70	1371
Percentage of client with ADD or ADHD	205	219	8.0	6.0	5.0	0	55	1647
Percentage of client with suicidal thoughts/behaviors	246	178	15.2	12.0	15.0	1	73	3740
Percentage of client with anxiety	267	157	40.4	40.0	40.0	1	98	10780
Percentage of client with substance abuse/dependence other than alcohol	201	223	8.3	5.0	5.0	0	80	1664
Percentage of client alcohol abuse/dependence	224	200	11.3	9.0	10.0	0	75	2538
Percentage of client dealing issues of oppression (racism, sexism, homophobia, etc.)	151	273	5.4	2.0	1.0	0	65	822
Percentage of client with eating disorders	238	186	7.0	5.0	5.0	0	45	1670
Percentage of client with relationship issues	247	177	36.3	33.0	20.0	1	90	8962
Percentage of client experience of sexual/physical assault/acquaintance rape	214	210	7.6	5.0	2.0	0	60	1629
Percentage of client experience of being "stalked"	141	283	2.5	1.0	1.0	0	37	347
Percentage of client Other	31	393	12.7	10.0	0.0	0	40	394



Frequency of student critical incidents								
What is the number of students who:	N		Mean	Median	Mode	Min.	Max.	Sum
	Valid	Missing						
Were placed on medical leave for psychological reasons	209	215	14.4	5.0	2	0	202	3016
Were hospitalized (or sent to an ER or other center for assessment for hospitalization) for psychological reasons	273	151	13.6	7.0	3	0	200	3723
Were students involuntarily hospitalized for psychological reasons? (not a count of the students but of the hospitalizations)	235	189	3.2	1.0	0	0	58	759
Were involuntarily hospitalized?	226	198	2.7	1.0	0	0	55	608
Attempted suicide	205	219	5.7	2.0	1	0	114	1168
Died by suicide	258	166	0.6	0.0	0	0	8	155
Died in an accident	212	212	1.0	0.0	0	0	10	220
Died by some other means	178	246	0.8	0.0	0	0	16	147

Client demographics								
What percentage of your Center's clients were:	N		Mean	Median	Mode	Minimum	Maximum	Sum
	Valid	Missing						
Black/African-American	288	136	10	6	5	0	98	2921
American Indian/Native American	227	197	1	1	1	0	12	239
Asian/Asian American	276	148	7	4	2	0	40	1799
Latino/Latina	278	146	8	5	5	0	96	2088
White	293	131	69	75	80	0	99	20288
Multiracial	222	202	5	3	2	0	90	1044
Other Race/Ethnicity	173	251	6	3	1	0	100	1076
Male	296	128	34	35	35	0	80	10194
Female	298	126	65	65	65	5	100	19308
What percentage of your Centers clients were Transgender	155	269	1	1	1	0	5	103
Gay	178	246	4	3	2	0	40	709
Lesbian	173	251	4	2	1	0	40	629
Bisexual	158	266	3	3	1	0	25	536
Heterosexual	179	245	84	87	85	1	99	15060
Diagnosed Disability (e.g., ADHD, Auditory impairment)	145	279	11	8	5	0	95	1660



Client demographics by institution size											
What percentage of your Centers clients were:	Institution Size										
	Under 1,500	1,501 - 2,500	2,501 - 5,000	5,001 - 7,500	7,501 - 10,000	10,001 - 15,000	15,001 - 20,000	20,001 - 25,000	25,001 - 30,000	30,001 - 35,000	35,001 and over
	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean
Black/African-American	11.2	7.3	8.5	9.2	16.0	13.3	10.8	9.8	7.7	6.3	8.6
American Indian/Native American	0.4	0.6	1.2	1.0	1.3	1.6	1.2	1.0	1.0	0.9	0.9
Asian/American	5.9	5.3	5.6	5.1	5.0	6.6	6.2	5.4	7.2	11.4	13.9
Latino/Latina	4.4	5.4	9.5	6.5	8.3	5.7	9.7	5.3	5.6	11.3	12.3
White	65.9	77.8	71.5	72.9	64.6	66.9	65.4	70.3	73.6	65.7	57.4
Multiracial	9.6	4.8	3.5	3.6	5.4	3.8	3.6	3.1	4.5	6.2	6.1
Other Race/Ethnicity	23.2	2.4	7.6	7.5	3.3	4.1	5.3	3.9	2.6	5.7	4.9
Male	28.6	31.5	32.6	35.1	34.5	36.6	36.3	40.8	37.3	35.9	37.7
Female	71.0	68.8	65.9	64.0	63.7	62.7	63.6	58.9	60.3	63.9	61.9
Transgender	0.2	0.6	0.9	0.6	0.4	1.1	0.7	0.7	0.5	0.8	0.7
Gay	5.0	5.1	3.6	2.7	5.5	3.2	3.1	4.2	3.3	3.2	4.0
Lesbian	4.6	6.3	3.4	2.6	4.1	2.9	2.8	3.7	2.3	3.2	1.8
Bisexual	3.4	4.2	3.3	2.7	4.4	3.4	2.8	3.3	2.1	3.6	2.9
Heterosexual	88.0	85.9	78.4	88.0	83.5	79.9	86.2	83.2	85.8	86.3	87.4
Diagnosed Disability (e.g., ADHD, Auditory Impairment)	11.7	12.8	13.1	7.9	7.5	9.9	15.8	6.8	8.0	6.7	30.5

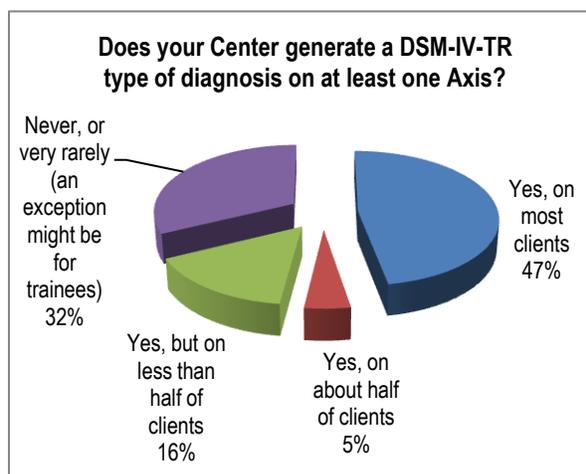
Pre-assessment types	
What type of pre-assessment is done before assigning a client to a counselor?	Sum
A telephone triage system	59
A computerized assessment/intake system	58
A specialized team of triage/intake counselors	33
All counselors conduct full intake assessments	256
No Pre-assessment (Direct assignment of client to ongoing therapist for therapy)	102
Other (Specify Below)	26
Others specified	
----- No choice available. Only one clinician -----	
All counselors do triage -----	
Telephone triage for attention problems only -----	
Assignment based on expertise upon completed intake -----	
May shift for a counselor with area of special expertise -----	
OQ45, etc. -----	
In person initial visit/triage -----	
Single counselor -----	
Only one -----	
Since we also provide academic and career counseling students meet with any counselor. If they present a personal counseling issues they are referred to the designated counselor for personal issues or crisis -----	
Initial meeting for MSE -----	
Also conduct 20 minute in-person triage before student is scheduled for full assessment -----	
In person triage - all counselors rotate -----	
Triage by all counselors, then assignment to self or to other counselor -----	
All counselors provide in person triage -----	
Walk in triage -----	
All counselors conduct brief initial assessments -----	
Initial consultation -----	
Right now, Aros gets them. -----	
In-person triage -----	
All counselors conduct triage intakes -----	
Face-to-face triage -----	
All staff rotate walk in hours for brief initial consultations -----	
In-person triage system -----	
All counselors conduct brief screening sessions prior to assignment. -----	
All do triage -----	

Operating Budget by institution size				
	What is your operating budget (The portion of your budget that is not allocated for salary and benefits)?			
	Mean	Min	Max	Count
Under 1,500	17988	0	83000	36
1,501 - 2,500	31595	1500	140000	61
2,501 - 5,000	25328	5	150000	82
5,001 - 7,500	29206	4000	170000	47
7,501 - 10,000	90501	7	1000000	40
10,001 - 15,000	96537	0	732000	46
15,001 - 20,000	108731	10000	640000	35
20,001 - 25,000	47069	15	200000	20
25,001 - 30,000	129997	12	1000000	21
30,001 - 35,000	124048	3	600000	10
35,001 and over	170553	7000	800000	26

Counseling center square footage				
	What is the total square footage of your counseling center (including the waiting room)?			
	Mean	Min	Max	Count
Under 1,500	661	55	2200	36
1,501 - 2,500	1993	80	15000	61
2,501 - 5,000	1951	55	7000	82
5,001 - 7,500	2361	800	6000	47
7,501 - 10,000	2850	970	6900	40
10,001 - 15,000	3432	1000	9589	46
15,001 - 20,000	5281	1600	10000	35
20,001 - 25,000	16361	2700	99000	20
25,001 - 30,000	11621	2000	55000	21
30,001 - 35,000	8660	4000	20000	10
35,001 and over	9350	1300	30000	26

Counseling center square footage (waiting room only)				
	What is the total square footage of your counseling center(s) waiting room only?			
	Mean	Minimum	Maximum	Count
Under 1,500	165	0	300	36
1,501 - 2,500	182	15	700	61
2,501 - 5,000	207	0	600	82
5,001 - 7,500	332	120	1100	47
7,501 - 10,000	399	100	2700	40
10,001 - 15,000	301	80	744	46
15,001 - 20,000	314	120	750	35
20,001 - 25,000	632	144	2000	20
25,001 - 30,000	464	86	2000	21
30,001 - 35,000	280	144	400	10
35,001 and over	587	157	1000	26

Does your Center generate a DSM-IV-TR type of diagnosis on at least one Axis?		
	Frequency	Percent
Yes, on most clients	192	45.3
Yes, on about half of clients	19	4.5
Yes, but on less than half of clients	64	15.1
Never, or very rarely (an exception might be for trainees)	131	30.9
Total	406	95.8



Percentage that diagnose by institution size									
		Does your Center generate a DSM-IV TR type of diagnosis on at least one Axis?							
		Yes, on most clients		Yes, on about half of clients		Yes, but on less than half of clients		Never, or very rarely (an exception might be for trainees)	
		Count	%	Count	%	Count	%	Count	%
Institution Size	Under 1,500	10	32%	0	0%	8	26%	13	42%
	1,501 - 2,500	25	43%	4	7%	9	16%	20	34%
	2,501 - 5,000	31	38%	5	6%	13	16%	32	40%
	5,001 - 7,500	26	58%	2	4%	6	13%	11	24%
	7,501 - 10,000	15	39%	3	8%	6	16%	14	37%
	10,001 - 15,000	21	47%	2	4%	5	11%	17	38%
	15,001 - 20,000	17	53%	1	3%	5	16%	9	28%
	20,001 - 25,000	13	68%	1	5%	2	11%	3	16%
	25,001 - 30,000	14	67%	1	5%	4	19%	2	10%
	30,001 - 35,000	4	40%	0	0%	4	40%	2	20%
35,001 and over	16	62%	0	0%	2	8%	8	31%	

Percentage that diagnose by Director's highest degree									
		Does your Center generate a DSM-IV TR type of diagnosis on at least one Axis?							
		Yes, on most clients		Yes, on about half of clients		Yes, but on less than half of clients		Never, or very rarely (an exception might be for trainees)	
		Count	%	Count	%	Count	%	Count	%
Ph.D.		136	50%	11	4%	39	14%	85	31%
Psy.D.		22	56%	1	3%	9	23%	7	18%
Ed.D		8	47%	2	12%	3	18%	4	24%
M.D		2	100%	0	0%	0	0%	0	0%
Masters		22	31%	4	6%	11	16%	33	47%
Other (Specify Below)		2	33%	1	17%	1	17%	2	33%

Percentage diagnose by Director's professional identity									
	Does your Center generate a DSM-IV TR type of diagnosis on at least one Axis?								
	Yes, on most clients		Yes, on about half of clients		Yes, but on less than half of clients		Never, or very rarely (an exception might be for trainees)		
	Count	%	Count	%	Count	%	Count	%	
Clinical psychologist	66	58%	6	5%	15	13%	26	23%	
Counseling psychologist	86	48%	7	4%	32	18%	54	30%	
Other licensed psychologist	0	0%	0	0%	1	33%	2	67%	
Social Work (MSW, LCSW)	12	38%	1	3%	6	19%	13	41%	
Marriage and family therapist	1	14%	0	0%	2	29%	4	57%	
Professional counselor	21	38%	2	4%	5	9%	28	50%	
Other Mental health professional	0	0%	0	0%	0	0%	1	100%	
Psychiatrist	2	100%	0	0%	0	0%	0	0%	
Nurse Practitioner	2	100%	0	0%	0	0%	0	0%	
Administrator	0	0%	0	0%	2	67%	1	33%	
Other (Specify Below)	2	29%	2	29%	1	14%	2	29%	

Student transport procedure by institution size								
Who usually transports students in need of psychiatric hospitalization to these facilities?		Campus Police	Psychiatric Staff	Counseling Center Staff	Other Personnel (e.g., Residence Life)	Family Member	Friend/Peers	Local EMS
Under 1,500	Count	9	0	8	7	11	13	23
	%	3%	0%	16%	14%	8%	10%	10%
1,501 - 2,500	Count	30	1	9	11	13	15	37
	%	11%	33%	18%	22%	10%	11%	15%
2,501 - 5,000	Count	43	1	10	14	27	22	55
	%	16%	33%	20%	27%	20%	16%	23%
5,001 - 7,500	Count	34	0	4	3	16	14	25
	%	13%	0%	8%	6%	12%	10%	10%
7,501 - 10,000	Count	24	0	5	1	11	13	21
	%	9%	0%	10%	2%	8%	10%	9%
10,001 - 15,000	Count	35	0	4	5	13	16	28
	%	13%	0%	8%	10%	10%	12%	12%
15,001 - 20,000	Count	25	0	1	1	10	9	13
	%	10%	0%	2%	2%	8%	7%	5%
20,001 - 25,000	Count	15	0	2	2	8	10	11
	%	6%	0%	4%	4%	6%	7%	5%
25,001 - 30,000	Count	16	1	3	5	11	9	11
	%	6%	33%	6%	10%	8%	7%	5%
30,001 - 35,000	Count	10	0	0	0	0	0	2
	%	4%	0%	0%	0%	0%	0%	1%
35,001 and over	Count	22	0	3	2	13	14	13
	%	8%	0%	6%	4%	10%	10%	5%

Psychiatric services available by institution size						
	Are psychiatric services available at your campus?					
	Yes, in the Counseling Center only	Yes, in the Student Health Center only	Yes, in both Counseling and Student Health Centers	Yes, in other places on campus	No, but we contract out for psychiatrists and pay fee	No access to psychiatrists except as a private referral
	Count	Count	Count	Count	Count	Count
Under 1,500	5	2	0	0	4	22
1,501 - 2,500	21	5	3	0	4	26
2,501 - 5,000	29	10	6	0	6	29
5,001 - 7,500	21	5	2	0	1	16
7,501 - 10,000	22	4	1	0	0	10
10,001 - 15,000	24	8	3	0	1	9
15,001 - 20,000	18	4	5	0	3	3
20,001 - 25,000	10	7	0	0	0	2
25,001 - 30,000	9	5	4	0	1	2
30,001 - 35,000	4	5	1	0	0	0
35,001 and over	14	8	3	0	1	0

Quality of relationship with psychiatric services by institution size					
	Terrible	Poor	Fair	Good	Excellent
	Count	Count	Count	Count	Count
Under 1,500	0	0	2	2	0
1,501 - 2,500	0	1	0	4	5
2,501 - 5,000	0	0	6	4	10
5,001 - 7,500	0	0	1	4	4
7,501 - 10,000	0	0	2	1	3
10,001 - 15,000	0	0	5	3	8
15,001 - 20,000	0	0	1	3	5
20,001 - 25,000	0	0	0	2	7
25,001 - 30,000	0	0	1	3	6
30,001 - 35,000	0	0	2	0	5
35,001 and over	0	0	1	6	8

Number of psychiatric hours available by institution size and status												
	School Status											
	Four-year public university		Four-year public college		Four-year private university		Four-year private college		Both four-year public and private university		Other (Specify Below)	
	Mean	Count	Mean	Count	Mean	Count	Mean	Count	Mean	Count	Mean	Count
Under 1,500	.	1	.	1	5.0	11	2.0	18	.	0	.	5
1,501 - 2,500	.	1	4.0	3	6.3	24	5.8	29	4.0	1	.	3
2,501 - 5,000	4.5	18	5.0	2	6.8	40	5.1	16	16.0	1	16.0	5
5,001 - 7,500	4.4	20	9.0	4	14.7	18	10.0	2	.	0	.	3
7,501 - 10,000	7.9	26	2.0	1	14.2	12	8.0	1	.	0	.	0
10,001 - 15,000	16.6	29	16.0	3	39.9	11	25.0	3	.	0	.	0
15,001 - 20,000	22.1	31	.	0	51.7	4	.	0	.	0	.	0
20,001 - 25,000	38.4	16	.	0	152.7	4	.	0	.	0	.	0
25,001 - 30,000	57.3	21	.	0	.	0	.	0	.	0	.	0
30,001 - 35,000	66.3	9	.	0	70.0	1	.	0	.	0	.	0
35,001 and over	80.7	24	.	0	120.0	2	.	0	.	0	.	0

Need for psychiatric services by institution size				
	How would you characterize the number of psychiatric hours that are available on your campus based on the role your center is expected to play on campus?			
	They are non-existent or inadequate	We definitely could use more hours based on our client's needs	We are about where we should be for this size campus	We have more psychiatric consulting hours than we need
	Count	Count	Count	Count
Under 1,500	12	2	5	0
1,501 - 2,500	14	15	14	0
2,501 - 5,000	15	30	18	2
5,001 - 7,500	9	17	10	0
7,501 - 10,000	10	15	9	0
10,001 - 15,000	5	27	10	0
15,001 - 20,000	4	16	11	0
20,001 - 25,000	1	13	3	0
25,001 - 30,000	3	16	2	0
30,001 - 35,000	0	9	1	0
35,001 and over	2	20	3	0

Increase in clients with severe problems		
Do you believe that the number of students with severe psychological problems on your campus has increased in the past year?	Yes	No
	Count	Count
Under 1,500	20	11
1,501 - 2,500	43	14
2,501 - 5,000	63	15
5,001 - 7,500	35	11
7,501 - 10,000	29	8
10,001 - 15,000	32	10
15,001 - 20,000	27	5
20,001 - 25,000	15	4
25,001 - 30,000	18	3
30,001 - 35,000	7	2
35,001 and over	18	7

Efforts to address increasing client severity			
If yes, what actions, if any, has your center taken to help handle this problem?		Count	%
Increased training for staff in working with difficult cases (in-service or external workshops)	No	201	47
	Yes	223	53
Increased training for staff in time-limited therapy to help manage case loads better	No	330	78
	Yes	94	22
Increased counseling staff	No	314	74
	Yes	110	26
Increased psychiatric consulting hours	No	335	79
	Yes	89	21
Increased part-time counselors during busy time of year	No	305	72
	Yes	119	28
Trained faculty and others on campus to help them make more appropriate and timely referrals	No	186	44
	Yes	238	56
Served on a Student Assistance Committee that includes varied campus personnel	No	176	42
	Yes	248	58
Offered psycho-educational assistance on a center webpage	No	228	54
	Yes	196	46
Provided psychologically oriented columns for the student newspaper	No	355	84
	Yes	69	16
Expanded external referral network	No	228	54
	Yes	196	46
Increased utilization of group counseling	No	269	63
	Yes	155	37
Increased utilization of adjunctive therapies (Stress and Wellness Clinics, Mindfulness classes, Biofeedback)	No	306	72
	Yes	118	28
None	No	421	93
	Yes	3	7
Other (Specify Below)	No	400	94
	Yes	24	6
Other Specify			
Added case manager			
Advocated for additional staff			
began working towards contracted on campus psychiatric services			
Campus committee on violence prevention			
campus ministry support			
case manager			
change clinical service delivery model to include session limits;			

Classroom presentations and other outreach type of activities
clinical case manager and social work intern
created a peer education program
created a referral rubric to assist with referrals out. Made one of the post doc's a part-time referral coordinator.
Dialectical Behavioral Therapy with Skills Groups
greater reliance on collegial consultation
Have requested funds for additional staff, but have not received them.
hired a part time clinical psychologist for difficult cases
Implemented triage system
Improved triage and access for first visit
Increased collaboration with Student Health for medication management/referral/ clinical tracking
Increased outreach and prevention programming on campus
Mental Health First Aid classes for faculty, staff, and students
Monitor and advocate for excellent student mental health insurance; maintain a fund from the VP to assist with rapid referral for emergent/specialized treatment
requested a case manager position
There may be a difference between people's perception of what constitutes significant psychological concerns. I wish this could be defined better so that we are all using the same criteria.
We work longer hours.

When you hospitalize a student for psychological reasons, do you believe it is legally permissible to notify the schools Chief Student Affairs Officer (or other appropriate administrator)?			
		Frequency	Percent
Valid	Yes	131	30.9
	No	265	62.5
	Total	396	93.4
Missing	System	28	6.6
Total		424	100.0

When you hospitalize a student for psychological reasons, do you believe it is legally permissible to notify parents or other significant relative(s) without client consent?			
		Frequency	Percent
Valid	Yes	144	34.0
	No	253	59.7
	Total	397	93.6
Missing	System	27	6.4
Total		424	100.0

If yes, you do believe it is legally permissible to notify parents or other significant relative when you hospitalize a student for psychological reasons, who handles notification?			
		Frequency	Percent
Valid	We do the notification no matter what the hospital does	62	14.6
	Only the hospital or clinic does the notification	42	9.9
	Other (Specify Below)	78	18.4
	Total	182	42.9
Missing	System	242	57.1
Total		424	100.0

If yes, you do believe it is legally permissible to notify parents or other significant relative when you hospitalize a student for psychological reasons, who handles notification? Specify	
	Frequency
All - us, hospital or dean, depending on the situation	2
Assoc Dean	1
Campus MAY notify regardless of what the hospital does	1
campus police or VP for Student Affairs notifies, if they are aware of hospitalization	1
case by case	4
chief student affairs	1
College Admin	1
Dean	12
Dean of Students and our staff	1
Dean of Students or Health Center	1
Dean or Residential Life	1
Depends	3
Either hospital or center (Notification required by VA state law)	2
Hospital 1st, then Dean	3
Parents are notified by parental consent only in both settings	1
Residence Life	6
Residence Life, Dean of Students	1
Student Affairs	5
the hospital notifies	1
TX Health & Safety Code 611, we notify law enforcement, AVPSA gets unnamed report	1

University	1
varies	2
VP for Student Life office	2
We have a good relationship with the hospital. they work hard to get permission ot involve	1
We notify but have student consent on waiver signed on health form	1
we notify when appropriate	1

Policy details by institution size								
Does your center have	written guidelines for notifying parents in high risk situations?		a written scope of practice? (clients issues, procedures, actions, and/or processes).		a policy that prohibits the prescription of ADHD/Stimulant medication?		a case manager position?	
	Yes	No	Yes	No	Yes	No	Yes	No
	Count	Count	Count	Count	Count	Count	Count	Count
Under 1,500	11	21	17	15	5	23	0	32
1,501 - 2,500	26	31	34	24	6	50	4	55
2,501 - 5,000	28	51	39	41	11	64	4	78
5,001 - 7,500	9	36	22	21	5	40	5	41
7,501 - 10,000	17	19	22	13	4	29	4	32
10,001 - 15,000	9	32	18	25	4	40	8	36
15,001 - 20,000	6	25	19	13	5	28	10	22
20,001 - 25,000	7	11	13	6	1	18	5	14
25,001 - 30,000	5	16	10	11	0	20	11	10
30,001 - 35,000	4	6	8	2	1	8	7	3
35,001 and over	5	21	19	7	3	21	16	10

Available services on campus by institution size										
Does this service exist on your campus?	Mental Health Screening Days				Targeted education programs for faculty, coaches, clergy, and student/resident advisors		Broad based, campus wide, public education		Educational programs and materials for parents and families	
	No		Yes		No	Yes	No	Yes	No	Yes
	Count	%	Count	%	Count	Count	Count	Count	Count	Count
Under 1,500	19	52.8%	17	47.2%	10	26	14	22	18	18
1,501 - 2,500	32	52.5%	29	47.5%	11	50	17	44	22	39
2,501 - 5,000	37	45.1%	45	54.9%	18	64	22	60	23	59
5,001 - 7,500	21	44.7%	26	55.3%	7	40	17	30	17	30
7,501 - 10,000	10	25.0%	30	75.0%	3	37	10	30	9	31
10,001 - 15,000	13	28.3%	33	71.7%	8	38	16	30	15	31
15,001 - 20,000	19	54.3%	16	45.7%	6	29	10	25	13	22
20,001 - 25,000	7	35.0%	13	65.0%	1	19	4	16	5	15
25,001 - 30,000	7	33.3%	14	66.7%	1	20	6	15	4	17
30,001 - 35,000	4	40.0%	6	60.0%	0	10	2	8	0	10
35,001 and over	11	42.3%	15	57.7%	0	26	7	19	4	22

Available services on campus by institution size (cont.)										
Does this service exist on your campus?	center is adequately staffed and trained.		On-site medical services		Stress reduction programs		Non-clinical student support network		Off-campus referral network	
	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes
	Count	Count	Count	Count	Count	Count	Count	Count	Count	Count
Under 1,500	9	27	20	16	8	28	24	12	9	27
1,501 - 2,500	9	52	14	47	16	45	33	28	11	50
2,501 - 5,000	12	70	18	64	25	57	54	28	13	69
5,001 - 7,500	7	40	13	34	17	30	30	17	9	38
7,501 - 10,000	7	33	7	33	9	31	26	14	4	36
10,001 - 15,000	10	36	11	35	8	38	24	22	11	35
15,001 - 20,000	9	26	7	28	2	33	21	14	7	28
20,001 - 25,000	1	19	1	19	3	17	7	13	6	14
25,001 - 30,000	6	15	4	17	2	19	12	9	3	18
30,001 - 35,000	1	9	0	10	1	9	4	6	0	10
35,001 and over	5	21	2	24	1	25	9	17	4	22

Available services on campus by institution size (cont.)												
Does this service exist on your campus?	Emergency services		Post-vention programs		Medical leave policies		On-line screenings		Ulifeline		University/ Divisional Student Concern Committee	
	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes
	Count	Count	Count	Count	Count	Count	Count	Count	Count	Count	Count	Count
Under 1,500	19	17	30	6	15	21	23	13	22	14	14	22
1,501 - 2,500	18	43	43	18	11	50	31	30	31	30	15	46
2,501 - 5,000	30	52	64	18	17	65	42	40	48	34	21	61
5,001 - 7,500	17	30	36	11	16	31	25	22	30	17	10	37
7,501 - 10,000	11	29	21	19	11	29	13	27	18	22	6	34
10,001 - 15,000	12	34	25	21	16	30	17	29	24	22	5	41
15,001 - 20,000	14	21	23	12	11	24	12	23	21	14	5	30
20,001 - 25,000	3	17	8	12	6	14	6	14	7	13	3	17
25,001 - 30,000	1	20	10	11	6	15	8	13	13	8	0	21
30,001 - 35,000	0	10	3	7	1	9	2	8	5	5	1	9
35,001 and over	3	23	8	18	5	21	8	18	12	14	2	24

Understanding counseling center issues by institution size												
Count	To what extent: Are you and the person you report to in agreement on how high risk cases should be handled?						To what extent: Does the administration at your institution understand counseling center issues?					
	(1) Not very often	(2)	(3) Some of the time	(4)	(5) Most of the time	N/A	(1) Not very often	(2)	(3) Some of the time	(4)	(5) Most of the time	N/A
Under 1,500	0	0	2	9	22	0	0	1	7	10	15	0
1,501 - 2,500	0	1	6	4	43	2	1	2	9	9	36	0
2,501 - 5,000	0	0	6	10	62	0	1	2	15	12	48	0
5,001 - 7,500	0	0	2	10	32	1	0	3	13	10	19	0
7,501 - 10,000	0	0	4	6	27	0	1	2	9	8	17	0
10,001 - 15,000	0	2	5	5	30	0	1	0	8	11	22	0
15,001 - 20,000	0	0	3	3	26	1	0	2	9	4	18	0
20,001 - 25,000	0	0	0	1	17	0	0	0	2	3	13	0
25,001 - 30,000	0	1	1	3	14	0	0	1	3	5	11	0
30,001 - 35,000	0	0	0	1	9	0	0	0	4	2	4	0
35,001 and over	0	0	0	1	23	1	0	0	3	3	20	0

Types of outcome assessments by institution size									
What kind of outcome assessment do you utilize?		General student evaluation forms		Pre and Post testing		Post therapy assessment of goal attainment		Other (Specify Below)	
		No	Yes	No	Yes	No	Yes	No	Yes
Under 1,500	Count	15	21	31	5	31	5	31	5
	%	41.7%	58.3%	86.1%	13.9%	86.1%	13.9%	86.1%	13.9%
1,501 - 2,500	Count	18	43	46	15	48	13	58	3
	%	29.5%	70.5%	75.4%	24.6%	78.7%	21.3%	95.1%	4.9%
2,501 - 5,000	Count	10	72	62	20	65	17	78	4
	%	12.2%	87.8%	75.6%	24.4%	79.3%	20.7%	95.1%	4.9%
5,001 - 7,500	Count	7	40	33	14	42	5	42	5
	%	14.9%	85.1%	70.2%	29.8%	89.4%	10.6%	89.4%	10.6%
7,501 - 10,000	Count	4	36	29	11	33	7	37	3
	%	10.0%	90.0%	72.5%	27.5%	82.5%	17.5%	92.5%	7.5%
10,001 - 15,000	Count	8	38	30	16	35	11	43	3
	%	17.4%	82.6%	65.2%	34.8%	76.1%	23.9%	93.5%	6.5%
15,001 - 20,000	Count	6	29	25	10	31	4	34	1
	%	17.1%	82.9%	71.4%	28.6%	88.6%	11.4%	97.1%	2.9%
20,001 - 25,000	Count	3	17	13	7	18	2	18	2
	%	15.0%	85.0%	65.0%	35.0%	90.0%	10.0%	90.0%	10.0%
25,001 - 30,000	Count	1	20	13	8	18	3	20	1
	%	4.8%	95.2%	61.9%	38.1%	85.7%	14.3%	95.2%	4.8%
30,001 - 35,000	Count	0	10	5	5	10	0	8	2
	%	0.0%	100.0%	50.0%	50.0%	100.0%	0.0%	80.0%	20.0%
35,001 and over	Count	4	22	19	7	22	4	23	3
	%	15.4%	84.6%	73.1%	26.9%	84.6%	15.4%	88.5%	11.5%

Does your Center's evaluation form include a question that asks students if counseling has helped with their academic performance?			
		Frequency	Percent
Valid	Yes	329	77.6
	No	55	13.0
	Total	384	90.6
Missing	System	40	9.4
Total		424	100.0

How do you contact clients for ongoing Counseling assignment beyond initial contact? Local home telephone/Fax			
		Frequency	Percent
Valid	No	306	72.2
	Yes	118	27.8
	Total	424	100.0

If yes, your Center's evaluation form includes a question that asks students if counseling has helped with their academic performance, what percentage responded positively?		
N	Valid	243
	Missing	181
Mean		64.7
Median		66.0
Mode		60.0
Minimum		1.0
Maximum		100.0
Sum		15716.0

How do you contact clients for ongoing Counseling assignment beyond initial contact? Cell Phone			
		Frequency	Percent
Valid	No	159	37.5
	Yes	265	62.5
	Total	424	100.0

How do you contact clients for ongoing Counseling assignment beyond initial contact? E-mail			
		Frequency	Percent
Valid	No	214	50.5
	Yes	210	49.5
	Total	424	100.0

How do you contact clients for ongoing Counseling assignment beyond initial contact? On-campus mail/US mail			
		Frequency	Percent
Valid	No	374	88.2
	Yes	50	11.8
	Total	424	100.0

How do you contact clients for ongoing Counseling assignment beyond initial contact? Appointment for on-going counseling arranged at the end of intake			
		Frequency	Percent
Valid	No	144	34.0
	Yes	280	66.0
	Total	424	100.0

Do you use electronic records and scheduling?			
		Frequency	Percent
Valid	Yes, for scheduling only	78	18.4
	Yes, for scheduling and recordkeeping	260	61.3
	No	70	16.5
	Total	408	96.2
Missing	System	16	3.8
Total		424	100.0

If you use Electronic records and scheduling which do you use?			
		n	%
Valid	Titanium Schedule	221	52.1
	Point and Click	28	6.6
	PyraMED	2	.5
	A custom application designed for our center	15	3.5
	Other (Specify Below)	45	10.6
	Total	311	73.3
Missing	System	113	26.7
Total		424	100.0

Record keeping type by institution size										
If you use Electronic records and scheduling which do you use?	Titanium Schedule		Point and Click		PyraMED		A custom application designed for our center		Other (Specify Below)	
	Count	%	Count	%	Count	%	Count	%	Count	%
	Under 1,500	9	69%	0	0%	0	0%	2	15%	2	15%
1,501 - 2,500	26	68%	0	0%	0	0%	3	8%	9	24%
2,501 - 5,000	33	69%	2	4%	0	0%	2	4%	11	23%
5,001 - 7,500	28	74%	2	5%	0	0%	4	11%	4	11%
7,501 - 10,000	26	81%	2	6%	1	3%	0	0%	3	9%
10,001 - 15,000	25	69%	6	17%	0	0%	1	3%	4	11%
15,001 - 20,000	24	75%	4	13%	0	0%	0	0%	4	13%
20,001 - 25,000	11	61%	3	17%	1	6%	0	0%	3	17%
25,001 - 30,000	17	81%	1	5%	0	0%	0	0%	3	14%
30,001 - 35,000	8	80%	2	20%	0	0%	0	0%	0	0%
35,001 and over	14	56%	6	24%	0	0%	3	12%	2	8%

What type of services do you offer on-line? Self-help pamphlets to be downloaded		
	Frequency	Percent
No	158	37.3
Yes	266	62.7
Total	424	100.0

What type of services do you offer on-line? Electronic support groups		
	Frequency	Percent
No	419	98.8
Yes	5	1.2
Total	424	100.0

What type of services do you offer on-line? On-line counseling		
	Frequency	Percent
No	419	98.8
Yes	5	1.2
Total	424	100.0

What type of services do you offer on-line? Chat rooms around specific themes for students		
	Frequency	Percent
No	420	99.1
Yes	4	.9
Total	424	100.0

What type of services do you offer on-line? Other (Specify Below)		
	Frequency	Percent
No	397	93.6
Yes	27	6.4
Total	424	100.0

Homepage hits by institution size		
Have Homepage If yes, how many homepage hits did you have last year?		Mean
Institution Size	Under 1,500	.
	1,501 - 2,500	1872
	2,501 - 5,000	3801
	5,001 - 7,500	15489
	7,501 - 10,000	24380
	10,001 - 15,000	35329
	15,001 - 20,000	170366
	20,001 - 25,000	73921
	25,001 - 30,000	35947
	30,001 - 35,000	41610
	35,001 and over	168296

How do you plan on using the results of this survey? For my own information		
	Frequency	Percent
No	51	12.0
Yes	373	88.0
Total	424	100.0

How do you plan on using the results of this survey? Distribute to staff		
	Frequency	Percent
No	206	48.6
Yes	218	51.4
Total	424	100.0

How do you plan on using the results of this survey? Share data at a staff meeting		
	Frequency	Percent
No	131	30.9
Yes	293	69.1
Total	424	100.0

How do you plan on using the results of this survey? Share with others on campus		
	Frequency	Percent
No	172	40.6
Yes	252	59.4
Total	424	100.0

How do you plan on using the results of this survey? Share data with my boss		
	Frequency	Percent
No	69	16.3
Yes	355	83.7
Total	424	100.0

How do you plan on using the results of this survey? Quote data for in-house or institutional reports		
	Frequency	Percent
No	164	38.7
Yes	260	61.3
Total	424	100.0

How do you plan on using the results of this survey? Use directory to contact other directors

	Frequency	Percent
No	289	68.2
Yes	135	31.8
Total	424	100.0

How do you plan on using the results of this survey? Use data to support a request for new resources

	Frequency	Percent
No	174	41.0
Yes	250	59.0
Total	424	100.0

How do you plan on using the results of this survey? Follow-up with another director who shared information in the survey

	Frequency	Percent
No	363	85.6
Yes	61	14.4
Total	424	100.0

How do you plan on using the results of this survey? Generate a new program which was stimulated by ideas shared in the survey

	Frequency	Percent
No	306	72.2
Yes	118	27.8
Total	424	100.0

How do you plan on using the results of this survey? Other (Specify Below)

	Frequency	Percent
No	421	99.3
Yes	3	.7
Total	424	100.0

Counseling Center staff with ancillary academic duties

IX. Trial Questions: Please indicate the number of staff with the following academic status:	Adjunct Faculty		Clinical Faculty		Faculty	
	Mean	Count	Mean	Count	Mean	Count
Under 1,500	0.3	36	0.1	36	0.3	36
1,501 - 2,500	5.5	61	0.3	61	6.5	61
2,501 - 5,000	5.6	82	1.0	82	6.9	82
5,001 - 7,500	1.5	47	0.0	47	1.1	47
7,501 - 10,000	1.7	40	0.9	40	2.5	40
10,001 - 15,000	1.6	46	0.4	46	1.0	46
15,001 - 20,000	1.9	35	1.1	35	1.8	35
20,001 - 25,000	1.5	20	0.0	20	0.1	20
25,001 - 30,000	3.6	21	0.1	21	1.2	21
30,001 - 35,000	2.2	10	2.6	10	0.5	10
35,001 and over	3.6	26	1.9	26	2.5	26

IX. Trial Questions: My center is currently involved with CCMH			Frequency	Percent
Valid	My center is currently involved with CCMH		93	21.9
	My center plans to be involved with CCMH		34	8.0
	My center may decide to be involved with CCMH		70	16.5
	My center does not plan to be involved with CCMH		36	8.5
	I do not know enough about CCMH to be able to say		148	34.9
	Total		381	89.9
Missing	System		43	10.1
Total			424	100.0

IX. Trial Questions: If involved with CCMH please indicate why			Frequency	Percent
Answered NO			347	81.8
"Good citizenship" within the counseling center profession. Interested in the research findings of the group			1	.2
1. To actively participate in the national research that is developing the profile/construct of college students' mental health 2. To utilize school and template data to advocate for necessary resources and build appropriate programs.			1	.2
A great opportunity to better understand our students, what is most helpful to them, and to help make a contribution to the field.			1	.2
Access and involvement in a large national database project that is vital to understand what we do locally and on the larger scale. Also, our involvement gives us some level of clout related to a program of mental health services offered by Student Health on our campus, which is not in our Division, and regardless of the fact that we try to cooperate every way possible, is in fact situational competing with us for resources.			1	.2
accurate data			1	.2
Allows ability to compare our university to others.			1	.2
Assist our campus health and wellness director who is conducting the survey on our campus.			1	.2
Because I wanted to contribute to more accurate reporting about college student psychological well-being.			1	.2
Believe that it will provide valuable information about both treatment of mental health issues on campus and in general.			1	.2
Benchmarking and comparison data very valuable to obtaining and maintaining resources and as information on best practices and standards at similar centers.			1	.2
Contribute data to study; access to data in study; use the measures involved for our own clinical purposes			1	.2
Contribute to the field. Allow comparison of our data with other centers.			1	.2
data sharing and comparison			1	.2
Development of the profession as a whole, Use data bank for benchmarking and other purposes related to fulfilling our mission.			1	.2
Early involvement. Committed to contributing to knowledge base about college student mental health.			1	.2

Exciting to be a part of only national research project of its kind!	1	.2
furthering the state of the art in college counseling. input into the SDS. some sense of benchmarking	1	.2
Good to contribute to the field. We benefit by getting good assessment tools for intake.	1	.2
Great data to help with assignment of resources, and benchmarking our student's behavior.	1	.2
great way to contribute to the professional literature, allows me to see how my students compare to the national sample, great information to provide university administrators.	1	.2
I believe creating a national database will help us to better represent the mental health needs of students, both locally and nationally.	1	.2
I believe in the importance of nationwide data sets and associated large-scale research projects, including local/national comparisons.	1	.2
I believe it's important.	1	.2
I started using Titanium in 2005. I was isolated in a university of 16 colleges with old timers who were not interested in innovation or technology. I wanted to contribute to the mental health needs of college students, but also to hear from other professionals who are doing this kind of work. I have learned a lot from the wonderful community I have met through CCMH, and they are always there for you. I also feel I have learned so much from the study, and from everyone inv	1	.2
I think small centers need to be represented. Easy way to participate in important research.	1	.2
I think this is very important for counseling centers to gather national data	1	.2
I think we are finally ready to get involved - hopefully in the next academic year.	1	.2
I've always believed in maintaining a local clinical data base, and it forms the heart of our annual report. It has helped me gain resources for the center, credible reports to others and often forms the basis for consultations of all sorts. Over the years as the media has activated senior administrators and legislators, I've become firmly convinced that we need a national data bank easily accessible to us and our organization so that we can speak for ourselves as experts.	1	.2
important information that will eventually provide valuable data to the field	1	.2
Intend to contribute to the Nat'l database and be able to use its data for benchmarking, to compare my center to others, and to demonstrate where my center compares with others. May use data to advocate for additional positions.	1	.2
Interested in comparing our student data with a national sample. We have just joined so we don't have comparative data yet.	1	.2
interested in outcome data and client specific data	1	.2
Interested in providing data to a detailed national database, hoping to gain from large scale research outcomes and data. The study is also compatible with Titanium which my center uses and likes.	1	.2
It is a good thing. We like to contribute to the overall data and to look how we compare to the rest of the counseling centers.	1	.2
It is a valuable project that will give us information about the status of college mental health in a way we have never had before.	1	.2
It will allow us to be at the forefront of the status of college mental health and service delivery, through its data collection. It is the most important development in our field which has occurred during my career. Period.	1	.2
national data available in real time	1	.2
national data to compare	1	.2
national database	1	.2
On the Board. Research and center utilization rates important for the profession.	1	.2

Opportunity for Research; Increased understanding of national mental health trends on college campuses	1	.2
Part of the national benchmarking study. Why would anyone not want to be a part of this research effort? Helps to know how our experience here compares with centers around the country.	1	.2
provides a research based / driven standardized intake process; baseline and portrait of student characteristics; timing was right for us to become involved n such an endeavor	1	.2
Research purposes, to help get data from a large group of university students so we can draw conclusions, better advocate for self, develop group of data to compare to NAPSA non clinical sample.	1	.2
Source of data comparisons.	1	.2
Support important and innovative collaboration that will enhance credibility/stature of counseling centers and counseling center work.	1	.2
The development of national level data is immensely valuable!	1	.2
The research coming from CCMH is the most exciting work to happen our area and I believe it will provide us with a wealth of information about our population that we have never had before and the opportunity to be a part is far too great to pass-up! I have already been able to learn much about our students just in comparison to the pilot study. I encourage everyone director I speak with to join!	1	.2
the research commitment is important to me	1	.2
Think it's a valuable way to discover what presenting issues are walking in our doors. It is helpful to know that we are not alone in feeling overwhelmed with the pathology and several staff members don't feel they were really trained for this type of work "back in the day" when Counseling Center really dealt with more developmental issues.	1	.2
This is important if we are to be the leaders in college student mental health. It is part of the reason I talked about "stature" of our organization. We need to be in the forefront and provide the data and research on college student mental health.	1	.2
To better understand the college population that seeks and receives Counseling Center services, to eventually compare our data with benchmark institutions, and to provide information about my Counseling Center to my staff and upper administration. Participation also contributes to the ongoing effort to refine, validate, and use the CCAPS and SDS.	1	.2
To contribute to the aggregation of data about counseling center clients.	1	.2
To enhance the scientific base of our work	1	.2
to generate statistical data using our Titanium system	1	.2
To have more thorough data that supports our work	1	.2
To have our student data included in national data on the trends of college and university mental health. the survey data will also help with future resource requests.	1	.2
To help generate accurate, comprehensive, and on-going research on the mental health characteristics and conditions of college students and to provide improved clinical tools and information.	1	.2
To learn more about the current issues in CCMH	1	.2
To obtain data about national trends	1	.2
To utilize CCAPS assessment and software for utilization and to compare our students with the national norms	1	.2
Understand college mental health issues, trends and eventually, evidence based interventions.	1	.2
use Titanium; like access to benchmarking data; want to contribute to research in the field	1	.2
Useful and excellent data for research purposes and reports	1	.2
Using Ti and I think it will give us good information about the general population of college students as well as how our student demographics compare to the national population.	1	.2

value to the profession.	1	.2
Very excited to be part of a national "real data" project that will provide the best information to date about our students.	1	.2
Want to contribute to the body of knowledge nationally on college counseling centers Want to be able to someday use the database for my own research, if Penn State ever gets around to allowing that	1	.2
Want to support national data-set even though we do not use Titanium.	1	.2
WE are associated through our Health Services	1	.2
We are in the process of purchasing and implementing Titanium and plan to utilize the CCAPS instrument in conjunction with what we're already doing. We believe this will enhance our services and bring us more in line with best practices.	1	.2
We believe that this affiliation could provide valuable information for counseling centers that could be used to help educate our campus community, help us plan to better serve students, and could be used to advocate for adequate resources.	1	.2
We nominated one of our staff members to be on the inaugural board for CCMH. We feel that the project would supply our CC with invaluable data about our clients and have national and benchmark data for comparison.	1	.2
We use their demographic form	1	.2
We utilize Titanium Schedule and want to contribute to our understanding of college students.	1	.2
Will be helpful to gain more information on who and why students use our services. Will be able to get comparison data as well as lend support to the research in the field.	1	.2
Wonderful data resource that allows us to review own clinical data, compare with others, etc.	1	.2
Total	424	100.0

IX. Trial Questions: If not involved with CMH please indicate why not		
	Frequency	Percent
	333	78.5
Am planning on it for next fiscal year	1	.2
cost	1	.2
Cost/Benefit	1	.2
Currently lack an efficient way for all clients to complete CCAPS electronically.	1	.2
Did not know about CMH.	1	.2
Did not know about it.	1	.2
Didn't know it existed. would not have membership monies to join at this time.	1	.2
Difficult to find time to look further into it	1	.2
Don't have time.	1	.2
Don't know about them.	1	.2
EMR may not be compatible, but we are definitely interested.	1	.2
Funds	1	.2
Had not considered it till now. The director and assistant director discussed this possibility after doing this survey. We plan to discuss it further.	1	.2
Have not attempted yet	1	.2
Have not gotten to it yet.	1	.2
Have not had the time to explore involvement; unsure an older adult student population's fit with CCMH	1	.2
Have not had time nor energy yet to do it.	1	.2
I am new to collegiate mental health and not yet informed of CCMH	1	.2
I have tried for two years to get Titanium installed to no avail.	1	.2
I really don't know enough about it and my time is so limited now, I don't know how I'd be able to get involved.	1	.2
I'm a new director and have yet to more fully look into CMH, hope/plan to in the summer.	1	.2
I'm a new director and not aware of them, though now I'll check them out!	1	.2
I'm not sure who they are	1	.2
In process of becoming involved with goal date of spring 2011	1	.2
incompatible data collection in the past PNC VS Titanium	1	.2
Instruments used to gather research data does not have interactivity with Point N Click	1	.2
IRB in process	1	.2
Lack of knowledge	2	.5
Lack of time for data collection	1	.2
Limited resources and time constraints.	1	.2
My own ignorance.	1	.2
My university is concerned with the information security and privacy/confidentiality issues.	1	.2
need IRB clearance and approval	1	.2
Need more information to make decision	1	.2

Need to know more about CMH	1	.2
never even heard of it - will check it out	1	.2
never heard of it	2	.5
Never heard of it.	1	.2
No current way to import Point and Click data	1	.2
No need.	1	.2
No time and resources.	1	.2
No time or resources to be involved.	1	.2
No time to spare.	1	.2
Not been considered at this counseling center.	1	.2
not compatible with point n click	1	.2
not enough information. do not currently use Titanium	1	.2
Not enough time to get involved	1	.2
Not enough time to explore this opportunity.	1	.2
Not familiar with the demands involved.	1	.2
Not familiar with it.	1	.2
Not in the loop about their work	1	.2
Not much knowledge about organization	1	.2
not on titanium	1	.2
Not supported by Point & Click	1	.2
Not yet using Titanium	1	.2
Other time demands	1	.2
Our assessment process is different from the one promoted by CCMH.	1	.2
Our Center has been involved with the data collection until this year when we began a move from Titanium to PyraMED due to merger with our health service. I understand that CCMH is working on ways that schools not o	1	.2
Press of clinical and administrative work leaves little time to reflect on research though I think it's crucial in the field!	1	.2
resources	1	.2
seems to be a dual relationship with Titanium vendor	1	.2
single person center	1	.2
Small center, limited time and resources	1	.2
The administrative time it would require.	1	.2
The cost	1	.2
The only reason is that we do not use Titanium software and it is impossible to share data.	1	.2
Time	1	.2
time and energy	1	.2
time and money constraints. Waiting for the kinks to be ironed out.	1	.2
Time and resources	1	.2
time constraints	1	.2
Time constraints	1	.2

Time limitations and uncertainty of how it would help.	1	.2
Time limitations.	1	.2
Time, scheduling.	1	.2
unaware of them	1	.2
Unsure of responsibilities/duties.	1	.2
We are using the demographic data set. Until this year we did not have web based intake capability in part due to security concerns from our IT people. Ongoing we have concerns that Titanium does not interface well	1	.2
We can't use Titanium	1	.2
We do not have electronic records	1	.2
We do not have the Titanium software system yet - but it's in the works	1	.2
We have bee with Titanium for just one year and want to work out the bugs before we move up.	1	.2
we have manual data entry and no system like titanium yet.	1	.2
We have pnc, rather than Titanium. Would love to be involved with CCMH.	1	.2
We just started using Titanium this year, and it seemed too soon to also do all the "legwork" to join CMH at the same time - too much too soon. But we plan to as soon as our staff get more comfortable using Titanium	1	.2
We use a different outcome measure than the study (BHM), took considerable amount of time/effort to get this established and do not want to change measures.	1	.2
We use Medicat and we are not sure if we can participate.	1	.2
we're pressed for time in getting basic work done.	1	.2
working on it	1	.2
Total	424	100.0

Mean frequency of client severity by institution size						
What percentage of your clients	would be classified as severe in the severity of their presenting and/or treatment concern(s) (e.g., severe mood disorders, post-traumatic stress, substance dependence, psychotic disorders, etc.).	would be classified as mild in the severity of their presenting and/or treatment concern(s) (e.g., adjustment disorder, V-code diagnoses, etc.)		do you refer out to external providers for clinical services		
	Mean	Count	Mean	Count	Mean	Count
Under 1,500	18.7	36	43.3	36	7.8	36
1,501 - 2,500	25.7	61	43.4	61	8.7	61
2,501 - 5,000	25.8	82	44.8	82	7.8	82
5,001 - 7,500	26.3	47	43.4	47	9.2	47
7,501 - 10,000	21.1	40	36.4	40	10.4	40
10,001 - 15,000	22.4	46	41.2	46	14.4	46
15,001 - 20,000	24.8	35	39.2	35	9.1	35
20,001 - 25,000	22.1	20	41.0	20	10.0	20
25,001 - 30,000	13.6	21	34.9	21	6.4	21
30,001 - 35,000	23.3	10	40.0	10	26.7	10
35,001 and over	24.7	26	40.0	26	13.7	26

Do you vary the preferred treatment modality based on client severity?			
		Frequency	Percent
Valid	Yes	131	30.9
	No	93	21.9
	Total	224	52.8
Missing	System	200	47.2
Total		424	100.0

If YES, please indicate the preferred modality for your severe in severity clients		
	Frequency	Percent
Answered NO	349	82.3
psychiatry referral; referral to outside provider if resources available and/or to senior clinical staff within the Center vs practicum trainee	1	.2
-Medication -CBT	1	.2
2x per week	1	.2
Approach varies based upon presenting concerns and counselor recommendation	1	.2
behavioral/cognitive therapy with medication. Sometimes IPT or other modalities.	1	.2
Case management services are provided to those students who receive long term treatment outside of the university for more severe pathology.	1	.2
Case management, crisis management, systems coordinated, integrated, Individualized MI, CBT, DBT, Attachment informed psychodynamic/analytic brief psychotherapy	1	.2
CBT	1	.2
cbt dbt	1	.2
CBT plus more case management and follow up.	1	.2
CBT, Behavior Management, Family-base intervention.	1	.2
CBT, DBT	1	.2
CBT.	1	.2
cognitive behavioral therapy	1	.2
Cognitive behavioral therapy	1	.2
Cognitive-Behavioral (ind), Structural (couple/fam)	1	.2
Comprehensive Suicide assessment followed by immediate crisis intervention	1	.2
crisis intervention and referral	1	.2
crisis intervention and referral to community resources when possible	1	.2
crisis management, psychopharmacology, referral for long term tx	1	.2
DBT	1	.2
DBT and CBT	1	.2
DBT-based approach, CBT	1	.2
DBT/cognitive behavioral	1	.2
Do more crisis management and case management, as well as symptom control therapy.	1	.2
EMDR for trauma Medications for mood disorders	1	.2
external referral for severe cases, we have excellent resources very close to campus	1	.2
For severe patients we offer a combination of psychiatry and psychotherapy often both individual and group. We have a DBT team that provides a program that combines all three modalities. We have an inpatient service that can house students for a few days as medication regimens are changed, after hospitalizations and other situations of concern.	1	.2
For severe presenting and/or treatment concerns we could use transtheoretical, psychodynamic, existential, cognitive behavioral or problem solving approaches.	1	.2
generally referral to health services	1	.2

Individual and psychiatric but if too severe, the student will be referred to an outside provider	1	.2
Individual and/or medication	1	.2
Individual Counseling & medication mgt	1	.2
Individual therapy at CAPS by more experienced clinicians; referrals out into the community where indicated; if appropriate, a group.	1	.2
Individual weekly + psychiatry (plus group, if appropriate)	1	.2
individual, medication and group	1	.2
Integrative	1	.2
Integrative, CBT, interpersonal	1	.2
intensive psychotherapy, case management, psychiatric medication and support	1	.2
Interpersonal, psychodynamic, relational, systems oriented, mindfulness, skill based	1	.2
It would depend upon the dx and the appropriate EST for that dx.	1	.2
Long term interpersonally-informed treatment	1	.2
Longer term work, sometimes with referral out to a psychiatrist. We don't have psychiatry on campus. OR complete referral out if we do have the resources the client needs.	1	.2
Longer term, multidisciplinary team approach	1	.2
May be seen multiple times per week.	1	.2
May increase the number of sessions per week. More likely to refer to a psychiatrist or to consult with their current psychiatrist. More likely that this counseling will be more of a supportive type.	1	.2
Medication and CBT	1	.2
medication evaluation and management in conjunction with individual counseling	1	.2
moderate term, coordinated with a process group, systems or interpersonal relations or other more comprehensive approach to therapy.	1	.2
more client contact, more directive, likely med referral, likely referral for more intensive treatment	1	.2
more directive	1	.2
More emotional regulation, more crisis plans, more behavioral plans and interventions, more "external" interventions (e.g. support group development, structured plans)	1	.2
outside referral, inpatient, short term leave for off campus treatment	1	.2
possible referral off-campus; combination of more extensive counseling services in combination with psychiatry services; referral to Disability Resource Center on campus for academic accommodations, if needed	1	.2
Problem solving, risk assessment, coping skills	1	.2
Provide crisis management and referral for ongoing services.	1	.2
psychotherapy and psychiatric treatment for severe	1	.2
Refer out to specialists in the community; see them longer than 6 - 8 sessions, which is what we strive for; refer for medical consultation; act as advocate on their behalf with the college.	1	.2
Refer to on-going off-campus treatment or, if not immediately possible, see psychiatrist and do case management until stable enough to follow through on long-term off-campus treatment referral.	1	.2
referral out	1	.2
referral to Applied Psychological Services	1	.2
Referral to External Providers	1	.2
Same as above	1	.2

seen more frequently	1	.2
Severe clients DBT	1	.2
Severe clients will be assessed for appropriateness for treatment at our Center and may be referred to the waitlist, considered for a referral to psychiatry, private practitioner or even an intensive outpatient facility. We also have groups that are designed for some of our more severe clinical issues so we would assess the appropriateness of a referral.	1	.2
severe=CBT + Meds	1	.2
Short-term integrative (dynamic, systems, CBT, etc.) individual with concomitant or follow-up group	1	.2
sometimes session limit extended	1	.2
stabilization and case management for referral	1	.2
The converse of the above for mild...	1	.2
varies	1	.2
We will often refer out more severe cases given our staff to student ratio of 1 to 3500 students	1	.2
Weekly to Bi-weekly sessions and referral to local mental health center for psychiatric evaluation and possible medication	1	.2
With more severe issues, we tend to utilize more structured and evidence-based practices and incorporate adjunctive treatments (e.g. psychiatric intervention, DBT group, consultation with psychiatric nurse).	1	.2
Total	424	100.0

What would be considered providing direct clinical services at your center?		
		Count
Entry to service (triage, phone triage, intake-however named)	Yes	326
	No	18
Individual counseling/psychotherapy	Yes	348
	No	0
Career Counseling	Yes	213
	No	85
Couples counseling	Yes	326
	No	11
Psychiatric contact	Yes	250
	No	56
Family counseling	Yes	227
	No	74
Case Management and Facilitating Referral	Yes	210
	No	103

Psychological assessment (while in the presence of the client).	Yes	288
	No	33
Psychological assessment (time spent outside of client contact).	Yes	100
	No	192
Group Counseling	Yes	312
	No	15
Structured groups	Yes	297
	No	30
Teaching a class	Yes	70
	No	236
Presentations	Yes	157
	No	166
Workshops	Yes	177
	No	151
Supervision provision	Yes	168
	No	148
Peer Supervision	Yes	78
	No	226
Providing training to trainees	Yes	113
	No	190
Consultation with faculty staff, parents and students about other student	Yes	202
	No	122
Consultation with staff and trainees	Yes	125
	No	192
Participation on Students of Concern/ Threat/Behavior Assessment teams	Yes	105
	No	210
Crisis intervention, campus wide emergency response, and post-vention	Yes	297
	No	43
Research	Yes	35
	No	272
Documentation (Intake write up, session notes, crisis documentation, etc.)	Yes	76
	No	243