**The Association for University and College Counseling Center Directors Annual Survey**

**Reporting period: September 1, 2010 through August 31, 2011**

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# About The AUCCCD Annual Survey and Report

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 2011 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 2010 Annual Survey is from September 1, 2010 through August 31, 2011. 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 417 Directors completed the 2011 survey.

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Executive Summary

- A total of 416 counseling center directors completed the 2011 AUCCCD survey. This represents a 54% completion rate.

- The top three groups of directors when considering years of experience were 0-3 years (26%), 4-6 years (23%), and 15 years and above (20%).

-Seventeen percent (17%) of directors identified as being from non-white racial/ethnic backgrounds.

- The majority of directors were Female (59%) with the majority of female directors having less than 10 years of experience.

- Fourteen percent (14%) 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-eight percent (28%) of directors were from religiously affiliated institutions.

- Forty Seven percent (47%) of directors were from public colleges or universities and forty-eight percent (48%) were from private colleges or universities.

- Two percent (3%) of directors were from Historically Black Colleges or Universities and 12% were from Hispanic Serving Institutions.

- Twenty-four percent (24%) 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.”

- Sixty-nine percent (69%) of directors reported having a training program at their center.

- Twenty-five percent (25%) of directors reported that they were from centers that were administratively integrated with a health service.

- Directors reported that 26% of their staff identified as non-white, 69% identified as female, 12% identified as GLBT, and 4% identified as having some form of diagnosed disability.

The trend for budgets of counseling centers to increase has continued with 52% of centers reporting and increase. Mandatory student fees supporting the counseling center were reported by 50% of center.

- Fifty-one percent (51%) of directors reported having some form of session limits.

- Less than one percent of directors reported having a lawsuit filed against their center in the past year.

- Thirty-nine percent (39%) of directors reported gaining professional clinical or psychiatric staff during the past year.

- Six percent (6%) 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 60% or 24hours per week.

-Counseling Center continue to gain staff member FTE at a much higher level than those losing staff (gained 5.1 staff for every 1 lost).

- The average paid mental health staff and intern to student ratio was 1 to 1,647.

- The average paid mental health staff to student ratio was 1 to 1,879.

- Staffing levels at private institutions tends to be greater than at public.

- Male director salaries were 10% higher than Female director salaries on average. The difference by gender is less substantial but still present at public universities and colleges. It seems to be independent of size of school.

- The average percent of students seeking counseling services is 10%.

- The percentage of students seeking services increased as institutional size decreased and also for private schools.

- The frequency of presenting concerns: Self injury – 9%; Depression – 37%; Anxiety – 41%; Alcohol abuse/dependence – 12%; Eating Disorders - 7%; Suicidal thoughts/behavior – 16%

- On average, 25% of clients were taking psychotropic medications.

- Seventy percent (70%) of directors reported that Psychiatric services are offered on their campus and 2/3 report that amount of psychiatric services are inadequate.

- Sixty-five percent (65%) of center provide diagnosis with forty-eight percent providing diagnosis on most of their clients.

- Eighty-five percent of directors reported that they used electronic record keeping systems. This is up from sixty nine percent (69%) utilization in the prior year. The majority (67%) use them for both scheduling and recordkeeping.

- One percent (1%) of directors reported that their centers offered online counseling.

- Utilization of counseling centers by diverse groups is generally at the level of the groups proportion of the campus student body. The significant deviation from this was with male students only making up 34% of clients but 44% of the student body.

Director Demographics

|  |  |  |
| --- | --- | --- |
| **Total Years as a Director (D004)** | | |
|  | Frequency | Percent |
| 0-3 years | 106 | 26.2% |
| 4-6 years | 95 | 23.5% |
| 7-9 years | 47 | 11.6% |
| 10-12 years | 48 | 11.9% |
| 13-15 years | 30 | 7.4% |
| 15 years and above | 79 | 19.5% |
| Total | 405 | 100.0% |

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| **Director Racial/Ethnic Background (D005)** | | |
|  | Frequency |  |
| Black/African American | 32 | 7.9% |
| Asian/Asian American | 15 | 3.7% |
| Latino/Latina | 10 | 2.5% |
| White/Caucasian | 333 | 82.6% |
| Multiracial | 10 | 2.5% |
| Other (Specify Below) | 3 | 0.7% |
| Total | 403 |  |
| Iranian/Middle East | 1 |  |
| Irish American | 1 |  |
| Peruvian | 1 |  |

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| --- | --- | --- |
| **Directors Gender (D006)** | | |
|  | Frequency | Percent |
| Male | 169 | 40.63% |
| Female | 247 | 59.38% |
| Transgender | 0 | 0.00% |
| Total | 416 |  |

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| **Female Director Percent: Collapsed School Status by Years as a director by School Status** | | | |  | | | | | | | |
|  | University | College | Other |
| 0-3 years | 56.2% | 74.1% | 50.0% |
| 4-6 years | 61.6% | 61.1% | 100.0% |
| 7-9 years | 57.6% | 91.7% | 50.0% |
| 10-12 years | 63.4% | 33.3% | 100.0% |
| 13-15 years | 50.0% | 88.9% | 100.0% |
| 15 years and above | 43.6% | 55.0% | 75.0% |
| Total | 55.9% | 68.5% | 72.2% |
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| **Directors Sexual Orientation (D007)** | | |
|  | Frequency | Percent | |
| Gay man | 21 | 5.24% | |
| Lesbian | 29 | 7.23% | |
| Bisexual | 7 | 1.75% | |
| Heterosexual | 344 | 85.79% | |
| Total | 401 |  | |

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| **Directors with Disability (MR008)** | |
| Attention Deficit/Hyperactivity Disorders | 14 |
| Deaf or Hard of Hearing | 5 |
| Learning Disorders | 6 |
| Mobility Impairments | 4 |
| Neurological Disorders | 1 |
| Physical/Health Related Disorders | 7 |
| Psychological Disorder/Condition | 2 |
| Visual Impairments | 2 |
| Other | 1 |
| Cancer Survivors | 1 |

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| **Directors Highest Degree (D009)** | | |
|  | Frequency | Percent |
| Ph.D. | 261 | 63.35% |
| Psy.D. | 43 | 10.44% |
| Ed.D | 15 | 3.64% |
| M.D | 3 | 0.73% |
| Masters | 87 | 21.12% |
| Other | 3 | 0.73% |
| Total | 412 |  |
| Ed.S | 1 |  |
| EdS | 1 |  |
| Ph.D. plus Psy.D. | 1 |  |

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| **Director's Professional Identity (D010)** | | |
|  | Frequency | Percent |
| Clinical psychologist | 115 | 27.78% |
| Counseling psychologist | 176 | 42.51% |
| Other licensed psychologist | 3 | 0.72% |
| Social Work (MSW, LCSW, D.S.W) | 39 | 9.42% |
| Marriage and family therapist | 7 | 1.69% |
| Professional counselor | 58 | 14.01% |
| Other Mental health professional | 1 | 0.24% |
| Psychiatrist | 2 | 0.48% |
| Nurse Practitioner | 1 | 0.24% |
| Administrator | 5 | 1.21% |
| Other | 7 | 1.69% |
| Total | 414 |  |
| Educational Psychologist | 1 |  |
| Health Service Psychologist | 1 |  |
| LMHC | 1 |  |
| Physician Assistant with Psychiatry subspecialty | 1 |  |
| Professional Clinical Counselor | 1 |  |
| Psychologist | 1 |  |

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| **Director's Licensure (D011)** | | |
|  | Frequency | Percent |
| Psychologist | 289 | 69.14% |
| Social Work (MSW, LCSW, D.S.W.) | 38 | 9.09% |
| Marriage and family therapist | 8 | 1.91% |
| Professional counselor | 61 | 14.59% |
| Other Mental health professional | 5 | 1.20% |
| Psychiatrist | 1 | 0.24% |
| Nurse Practitioner | 1 | 0.24% |
| Other | 15 | 3.59% |
| Total | 418 |  |
| approved by the GOV. | 1 |  |
| Licensed Professional Counselor and Limited Licensed Psychologist | 1 |  |
| Master's Limited (LLP) | 1 |  |
| No licensure | 2 |  |
| Physician Assistant | 1 |  |
| Psychiatrist and Internal Medicine | 1 |  |

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| **Direct Report: Student Affairs (D012)** | | |
|  | Frequency | Percent |
| Vice President/Associate VP/ Assistant VP | 209 | 51.60% |
| Dean of Students/Assistant Dean/Associate Dean | 123 | 30.37% |
| Director, Health Services | 55 | 13.58% |
| Other (Specify Below) | 18 | 4.44% |
| Total | 405 |  |
| Academic Division: Associate Dean, School of Professional Counseling | 1 |  |
| Assistant Provost for Student Affairs (who reports to the Provost, aka VP Instructional Svcs) | 1 |  |
| Associate VP for Student Affairs, under the VP for Academic and Student Affairs, after the Student Affairs division was subsumed into Academic Affairs | 1 |  |
| Career Center Director | 1 |  |
| Dean of Students/Associate VP for Student Life | 1 |  |
| Dean of Wellness | 1 |  |
| Director, Student Services who reports to the academic VP | 1 |  |
| Executive Director | 1 |  |
| Executive Director of Counseling Services and Health and Wellness Services | 1 |  |
| Executive Director of HSC Student Affairs | 1 |  |
| Executive Director of Student Health and Counseling | 1 |  |
| Executive Director, Center for Health | 1 |  |
| Senior Director of Health Services and Counseling | 1 |  |
| Senior Director, Medical & Counseling Clinic | 1 |  |
| Title III | 1 |  |
| Vice chancellor for academic affairs & community service | 1 |  |
| Vice Chancellor, Student Affairs | 1 |  |
| Vice President of Mission & Ministry | 1 |  |
| VP Stud Affairs and Dean of Students same person | 1 |  |

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| **Licensure Requirement (D014, D015, D016)** | |
|  | Percent |
| Are counseling center professional staff required to be licensed to practice in your center? Yes | 63.30% |
| Are counseling center professional staff expected to become licensed in order to continue practicing in your center? Yes | 94.20% |
| Does your center provide to new staff the supervision required for licensure of mental health professionals in your state? Yes | 88.80% |

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| **Professional Organizations (MR017)** | | |
| Professional Organizations: | Number Belonging | Percent Belonging |
| Administrators in Higher Education (NASPA) | 67 | 16.11% |
| ACPA | 38 | 9.13% |
| Professional Organizations: | 48 | 11.54% |
| American College Counseling Association (ACCA) | 83 | 19.95% |
| American Psychiatric Association (APA) | 12 | 2.88% |
| Assoc. for the Coordination of Counseling Center Clinical Services (ACCCCS) | 15 | 3.61% |
| American Medical Association (AMA) | 0 | 0.00% |
| American Mental Health Counselors Association (AMHCA) | 14 | 3.37% |
| American Psychological Association (APA) | 217 | 52.16% |
| American Psychological Association (APA) Division 17 | 71 | 17.07% |
| Association of Psychology Postdoctoral and Internship Centers (APPIC) | 34 | 8.17% |
| Association of Counseling Center Training Agencies (ACTA) | 30 | 7.21% |
| Commission for Counseling and Psychological Services (CCAPS) | 19 | 4.57% |
| Center for Collegiate Mental Health (CCMH) | 83 | 19.95% |
| Higher Education Mental Health Alliance | 4 | 0.96% |
| International Association of Counseling Services | 56 | 13.46% |
| Jed Foundation | 62 | 14.90% |
| Professional Organizations: Other | 189 | 45.43% |
| American College Health Association | 4 | 0.96% |
| ACA American Counseling Association | 4 | 0.96% |
| AACC | 1 | 0.24% |
| ICA | 1 | 0.24% |
| IMHCA | 1 | 0.24% |
| Association for Psychological Science | 1 | 0.24% |
| ACA American Counseling Association | 3 | 0.72% |
| State and regional Coubseling Organizations | 32 | 7.69% |
| Association of Counselor Educators and Supervisors (ACES) | 2 | 0.48% |
| American Group Psychotherapy Association | 1 | 0.24% |
| American Women in Psychology (AWP) | 1 | 0.24% |
| International Positive Psychology Association (IPPA | 1 | 0.24% |
| Asian American Psychological Assoc | 1 | 0.24% |
| APA Div 45 | 1 | 0.24% |
| ; OCCDHE | 1 | 0.24% |
| London Regional Psychological Association, ISSTS, EMDRIAal a | 1 | 0.24% |
| ISSTS | 1 | 0.24% |
| Canadian Psychological Association | 1 | 0.24% |
| EMDRIAal | 1 | 0.24% |
| Collaborative Family Healthcare Association | 1 | 0.24% |
| Houston Association of Black Psychologists | 1 | 0.24% |
| National Association of Social Workers | 2 | 0.48% |
| OCCDHE, CAPIC | 1 | 0.24% |
| New Jersey Psych. Assoc., NJ Assoc. Black Psych, Assoc. of Black Pscyho. | 1 | 0.24% |
| Div39APA | 1 | 0.24% |
| Div45APA | 1 | 0.24% |

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| **Board Certification (D018 to D019) - Are you Board Certified? Yes = 40 (9.9%)** | | | |
| **If yes, please name certification board (e.g. ASPBB)** | | | |
|  | American Board of Professional Psychology (ABPP) | 13 | 3.13% |
|  | American Board of Psychiatry and Neurology | 2 | 0.48% |
|  | American Board of Examiners in Clinical Social Work---ABE | 5 | 1.20% |
|  | Other | 21 | 5.05% |
| **If yes, please name certification board (e.g. ASPBB) List** | | | |
|  | AAMFT Approved Supervisor and Clinical member | 1 | 0.24% |
|  | American Psychotherapy Association | 1 | 0.24% |
|  | APA College of Professional Psychology | 1 | 0.24% |
|  | ASPPB | 1 | 0.24% |
|  | Board of Behavioral Science | 1 | 0.24% |
|  | licence professor board examiners | 1 | 0.24% |
|  | National Association of School Psychologists (NASP) | 1 | 0.24% |
|  | National Board Certified Counselor | 5 | 1.20% |
|  | National Board for Certified Counselors | 1 | 0.24% |
|  | National Board of Forensic Evaluators | 1 | 0.24% |
|  | National Commission on Certification for Physician Assistants | 1 | 0.24% |
|  | National Boaqrd for Certified Clinical Hypnotherapists | 1 | 0.24% |

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| --- | --- | --- | --- | --- | --- | --- |
| **Directors Citizenship Country (D020)** | | | | | | |
|  | | Frequency | | | Percent | |
| United States | | 406 | | | 97.83% | |
| Canada | | 4 | | | 0.96% | |
| United Kingdom | | 2 | | | 0.48% | |
| Trinidad and Tobago | | 1 | | | 0.24% | |
| Peru | | 1 | | | 0.24% | |
| Oman | | 1 | | | 0.24% | |
| **Female Director Percent: Collapsed School Status by Years as a director by School Status** | | | | | |
|  | University | | College | Other | |
| 0-3 years | 56.2% | | 74.1% | 50.0% | |
| 4-6 years | 61.6% | | 61.1% | 100.0% | |
| 7-9 years | 57.6% | | 91.7% | 50.0% | |
| 10-12 years | 63.4% | | 33.3% | 100.0% | |
| 13-15 years | 50.0% | | 88.9% | 100.0% | |
| 15 years and above | 43.6% | | 55.0% | 75.0% | |
| Total | 55.9% | | 68.5% | 72.2% | |

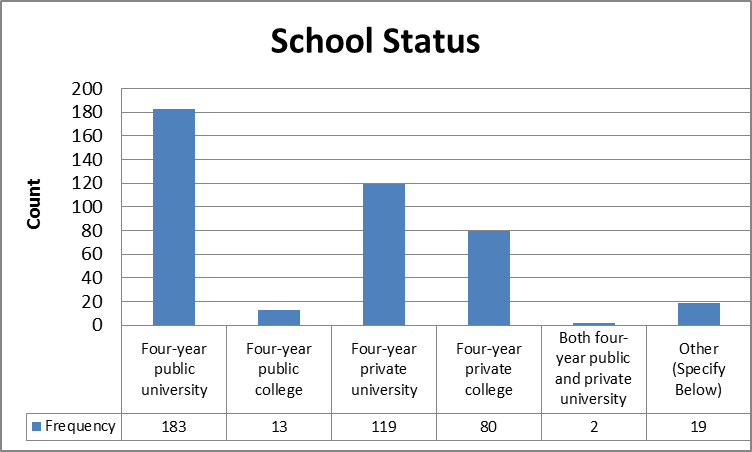


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| **Female Director Percent: Director's Gender by Years as a Director (D006 x D004) by School Status (NA025)** | | | | | |
| Four-year public university | Four-year public college | Four-year private university | Four-year private college | Both four-year public and private university | Other |
| 55.6% | 76.9% | 57.4% | 67.1% | 0.0% | 72.2% |

Institutional Demographics

|  |  |  |
| --- | --- | --- |
| **School Location (D021)** | | |
|  | Frequency | Percent |
| Metropolitan Inner-City Campus | 40 | 9.71% |
| Urban Campus - Inside a city or town | 190 | 46.12% |
| Urban Adjacent Campus - Easy access to urban environment | 80 | 19.42% |
| Rural Setting Campus - More distant access to urban environment | 101 | 24.51% |
| Caribbean Island | 1 | 0.24% |
| Total | 412 |  |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **School Size: Categories (D023)** | | | |  | | --- | |  | |  |  |  |  |  |
|  | Frequency | Percent |  |  |  |  |  |  |
| Under 1,500 | 36 | 8.67% |  |  |  |  |  |  |
| 1,501 - 2,500 | 60 | 14.46% |  |  |  |  |  |  |
| 2,501 - 5,000 | 81 | 19.52% |  |  |  |  |  |  |
| 5,001 - 7,500 | 41 | 9.88% |  |  |  |  |  |  |
| 7,501 - 10,000 | 43 | 10.36% |  |  |  |  |  |  |
| 10,001 - 15,000 | 42 | 10.12% |  |  |  |  |  |  |
| 15,001 - 20,000 | 26 | 6.27% |  |  |  |  |  |  |
| 20,001 - 25,000 | 27 | 6.51% |  |  |  |  |  |  |
| 25,001 - 30,000 | 23 | 5.54% |  |  |  |  |  |  |
| 30,001 - 35,000 | 13 | 3.13% |  |  |  |  |  |  |
| 35,001 and over | 23 | 5.54% |  |  |  |  |  |  |
| Total | 415 |  |  |  |  |  |  |  |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Types of Students (D026) | | | |  | | --- | |  | |  |  |  |  |  |
|  | Frequency | Percent |  |  |  |  |  |  |
| Undergraduate only | 53 | 12.83% |  |  |  |  |  |  |
| Undergraduate and graduate students | 181 | 43.83% |  |  |  |  |  |  |
| Undergraduate, graduate, and professional students | 168 | 40.68% |  |  |  |  |  |  |
| Professional students only | 7 | 1.69% |  |  |  |  |  |  |
| Other (Specify Below) | 4 | 0.97% |  |  |  |  |  |  |
| Total | 413 |  |  |  |  |  |  |  |
| U, G, & Seminary students | 1 | 0.24% |  |  |  |  |  |  |
| Undergraduate, apprentice, upgrading | 1 | 0.24% |  |  |  |  |  |  |
| Undergrad, Grad & High School | 1 | 0.24% |  |  |  |  |  |  |
| Undergrad, grad &teacher certification | 1 | 0.24% |  |  |  |  |  |  |

**Is your school religiously affiliated? (D022) Yes = 113 or 27.6%**

**Historically Black College or University? Yes = 9 or 2.2%**

**Hispanic Serving Institution? Yes = 50 or 12.4%**

Does your university provide domestic partner benefits? Yes = 245 or 61.6%

**Does your university include sexual orientation in its nondiscrimination statement? Yes = 343 or 86.2%**

**Do you consider your center a "One-person Counseling Center"? (D035) Yes = 27 or 6.6%**

IACS Accreditation

**Is your Center accredited by IACS? (D031) Yes = 100 or 24.3%**

|  |  |
| --- | --- |
| **Is your Center IACS Accredited Yes or No with reasons (MR032 MR033)** | |
|  | **Count** |
| **Quality Assurance / external validation / standard of practice / compliance with national standards** | **97** |
| **Enhance credibility / status on campus.** | **78** |
| **IACS aids in arguments for staff and other funding increases.** | **70** |
| **Valued / respected by administration / supervisor.** | **66** |
| **Evidence of commitment to international standards.** | **45** |
| **National recognition/prestige.** | **45** |
| **Other (Specify Below)** |  |
| **Application in process - planning in upcoming years** | **41** |
| **Cost** | **110** |
| **Single Person Center** | **15** |
| **Not enough time to complete** | **63** |
| **Not required / not interested / never applied** | **79** |
| **Brand new center** | **4** |
| **Lack of support by administration / no valued by administration** | **42** |
| **Not applying as do not see center as meeting minimum standards** | **44** |
| **Small center** | **91** |
| **Accredited by other agency** | **31** |
| **New Director, do not know about IACS** | **16** |
| **Don’t see benefit to accreditation** | **39** |
| **Other (Specify Below)** | **21** |
| **No, not accredited by IACS Other Specified** | **397** |
| anticipate resistance from staff and have chosen not to fight the battle at this time. | **1** |
| Application completed, awaiting site visit | **1** |
| awaiting site visit | **1** |
| Have withdrawn from IACS because of change in requirements inconsistent with our Center' philosophy | **1** |
| IACS does not understand the needs of small counseling centers | **1** |
| IACS prohibits use of student workers in centers. Berry College has a unique Student Work Opportunity program integral to its mission, so not employing student workers would defy the college culture. In addition to office workers, our peer educators provide high quality & critical outreach services, and if IACS includes them in their concerns, forget IACS. | **1** |
| Integrated health center &we allow access to CAPS electronic chart by medical staff - makes us not meet requirements at present time | **1** |
| Interested but have not had the time to devote to it. Hope to do so in coming years. May not meet requirements as of yet | **1** |
| Internship is APA accredited, administration sees IACS as redundant (I disagree) | **1** |
| It's in the 5 year plan | **1** |
| MA director | **1** |
| New Director - will apply in future | **1** |
| New Director. Previously at accredited center and will be reviewing with direct report to consider future application. | **1** |
| no psychologist on staff | **1** |
| Not a clinical psychologist | **1** |
| Overseas, but hope to apply in the future | **1** |
| Planning in upcoming years | **1** |
| Process and cost for Internship accreditation is deemed sufficient | **1** |
| The Counseling Center was at one time IACS accredited, however we currently use undergraduate (n=1) and graduate students (n=2) in Counselor Education to schedule client appointments. My understanding is that IACS continues to not support this practice. We cannot operate without this student assistance. Students are very well trained and fully understand confidentiality. | **1** |
| We were IACS accredited at one time, but budget cuts made it impossible to pay the annual fee. | **1** |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Is your Center accredited by IACS? (D031 by NA023) | | | | | | | | | | | |
|  |  | 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 |
| Count | Yes | 1 | 5 | 8 | 5 | 17 | 16 | 11 | 12 | 6 | 7 | 11 |
| No | 34 | 53 | 73 | 36 | 26 | 26 | 15 | 14 | 17 | 6 | 12 |
| Percent | Yes | 2.9% | 8.6% | 9.9% | 12.2% | 39.5% | 38.1% | 42.3% | 46.2% | 26.1% | 53.8% | 47.8% |
| No | 97.1% | 91.4% | 90.1% | 87.8% | 60.5% | 61.9% | 57.7% | 53.8% | 73.9% | 46.2% | 52.2% |
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CCMH Involvement

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| **The Center for Collegiate Mental Health (CCMH, formerly CSCMH) is a multi-disciplinary, member-driven, research center focused on providing accurate and up-to-date information about the mental health of today’s college students. (D034, LA036 & LA037)** | | | | | | | | | | | | | | |
|  | | | | | | | | | | | Frequency | | Percent | |
| My center is currently involved with CCMH | | | | | | | | | | | 107 | | 26.16% | |
| My center is plans to be involved with CCMH | | | | | | | | | | | 39 | | 9.54% | |
| My center may decide to be involved with CCMH | | | | | | | | | | | 110 | | 26.89% | |
| My center does not plan to be involved with CCMH | | | | | | | | | | | 39 | | 9.54% | |
| I do not know enough about CCMH to be able to say. | | | | | | | | | | | 114 | | 27.87% | |
| Total | | | | | | | | | | | 409 | |  | |
| **If involved with CCMH please indicate why?** | | | | | | | | | | |  | |  | |
| To get information on our students and be able to compare them to students across the country. To add the general knowledge base of students using university counseling centers. | | | | | | | | | | |  | |  | |
| 1) Help contribute to literature and knowledge of college mental health 2) Provide the center with data to compare our numbers to | | | | | | | | | | |  | |  | |
| ability contribute to, and benefit from, national data base keep up with national trends, standards | | | | | | | | | | |  | |  | |
| Allows us to participate in the most current, comprehensive, and coordinated research effort in our field. Ultimately the CMH research can inform our clinical population -- college students -- rather than relying on research from a general clinical population. Through NASPA project we were able to make benchmark comparisons with data gathered by Campus Labs (formerly Student Voice. Definitely gives us political collateral on campus CMH and Titanium are very affordable. | | | | | | | | | | |  | |  | |
| Appreciate the collection of data and ability to compare nationally. | | | | | | | | | | |  | |  | |
| Appreciate the work they do, value having data that is easily accessible, appreciate having the opportunity to have input into CCAPS development. | | | | | | | | | | |  | |  | |
| Assist with assessment of effectiveness of services. Assist with increasing knowledge about our clients compared to national students. | | | | | | | | | | |  | |  | |
| Because it is the best source of accurate information about the mental health of college students, and because it allows us to benchmark our activities for quality improvement purposes. | | | | | | | | | | |  | |  | |
| Belief in the mission and goals; ability to benefit from results | | | | | | | | | | |  | |  | |
| benchmarking | | | | | | | | | | |  | |  | |
| Benefit to the field in general. Way to compare local data with national data. | | | | | | | | | | |  | |  | |
| CCMH can provides an opportunity for research and dissemination of current information about college mental health, and what are the actual needs of college students. In turn, this data should serve as a powerful tool for advocacy for resources for our centers and for the important work that we do, both nationally and locally. | | | | | | | | | | |  | |  | |
| CCMH’s data collection is a one-of-a-kind resource for current information about college mental health. Its integration into our Titanium Systems allows easy collection of information on our clients and allows comparisons to be made to college counseling center clients across the country. Further, the collaboration of counseling centers and the potential to further research and treatment makes being a member of CCMH compelling. | | | | | | | | | | |  | |  | |
| Commitment to furthering research in the field; better understanding of student and student issues; contribution to data which could assist in advocating for student needs. | | | | | | | | | | |  | |  | |
| Comparative data, our profile....all helpful information. | | | | | | | | | | |  | |  | |
| Comparison data to similar schools to educate administration about mental health needs of our student body and national trends | | | | | | | | | | |  | |  | |
| Contribute to and benefit from national data, increase pool of information available re: our field/subspecialty within mental health/psychology, increased emphasis on data at our university | | | | | | | | | | |  | |  | |
| contribution to generalizable knowledge about our field. access to benchmark data for reporting and advocating for resources. | | | | | | | | | | |  | |  | |
| contribution to profession | | | | | | | | | | |  | |  | |
| Critical data and invaluable resource to which to contribute to the development of service need, scope, and breadth of specialty as college student mental health (a unique practice setting) | | | | | | | | | | |  | |  | |
| Data and Research | | | | | | | | | | |  | |  | |
| Desire to contribute to national research in this area. | | | | | | | | | | |  | |  | |
| ease of data sharing benefits | | | | | | | | | | |  | |  | |
| Feel that it's important to contribute to the database on college mental health. Can benefit from real-time information. Data from CMH has face value to administration and staff. Also, hope to contribute to strengthening CCAPS | | | | | | | | | | |  | |  | |
| For our students to be a part of the cohorts providing data on college mental health and the continued need for mental health services on university and college campuses. | | | | | | | | | | |  | |  | |
| For use of instruments and participation in data collection | | | | | | | | | | |  | |  | |
| Further the profession; Easy and cost effective; Rich source of data that can be used in Center operation; advocacy efforts | | | | | | | | | | |  | |  | |
| Get National Trends | | | | | | | | | | |  | |  | |
| Gives us more information about mental health issues affecting college students. | | | | | | | | | | |  | |  | |
| good information and resources | | | | | | | | | | |  | |  | |
| Good will. Contributing to national data that might benefit all college counseling centers by increasing available resources. It's good to compare are local data with the national data. | | | | | | | | | | |  | |  | |
| Great opportunity to collect national standardized data and to benchmark. | | | | | | | | | | |  | |  | |
| Great project and it is nice to contribute to the field of college mental health and to have the ability to compare to other sites. | | | | | | | | | | |  | |  | |
| I am assuming you mean CCMH. In that case, we are involved in order to support the comprehensive study of counseling clients and their needs nationwide, and also being involved in a standard dataset and standardized instruments that have strong validity and clinical assessment value. | | | | | | | | | | |  | |  | |
| I believe in the value of aggregating national data about counseling center clients, both to document trends in client characteristics and issues, and to serve as a reference point for individual centers. | | | | | | | | | | |  | |  | |
| I think accurate data collection is important in being able to speak to our value on a college campus and to staffing demands. | | | | | | | | | | |  | |  | |
| I think it's important to participate in a national database, and it provides important benchmark data. | | | | | | | | | | |  | |  | |
| Important to be part of national data gathering effort to gain better understanding of college mental health | | | | | | | | | | |  | |  | |
| Important to contribute to knowledge in the field; helps us to know whether we are meeting the needs of our students; use information as the basis of certain educational campaigns | | | | | | | | | | |  | |  | |
| Increase awareness of college mental health issues. | | | | | | | | | | |  | |  | |
| Intend to become involved to get access to CCAPS. | | | | | | | | | | |  | |  | |
| Interested in providing information for a national research project designed to improve our services and expand the knowledge about college student mental health and the treatment they receive. | | | | | | | | | | |  | |  | |
| Interested in understanding trends in mental illness and to see how our students compare to students nationally. | | | | | | | | | | |  | |  | |
| invaluable for in house assessment and comparison with other universities | | | | | | | | | | |  | |  | |
| It is a good organization, and we are a small center so we add to their numbers positively. | | | | | | | | | | |  | |  | |
| It is a great resource for comparative data. CCAPS gives us great data on individual clients. | | | | | | | | | | |  | |  | |
| It's a great opportunity to join a collegial organization of peers, combine a tremendous amount of client data, and learn more about our clients' needs. | | | | | | | | | | |  | |  | |
| It's important to gather aggregate data on students utilizing Counseling Centers and we want to participate. This data can be used to plan services and give information to administrators about how this institution's students compare with students nationwide. | | | | | | | | | | |  | |  | |
| National bench-marking data access. | | | | | | | | | | |  | |  | |
| Networking and data purposes. | | | | | | | | | | |  | |  | |
| Not yet involved | | | | | | | | | | |  | |  | |
| obtain data and contribute data | | | | | | | | | | |  | |  | |
| Opportunity to benchmark our experience nationally; invested in increasing the credibility of our data; opportunities for research | | | | | | | | | | |  | |  | |
| Opportunity to collect data in a rigorous but user-friendly fashion and compare with national norms. No longer have to report what Directors "think" but now have possibility for empirical data. | | | | | | | | | | |  | |  | |
| Opportunity to contribute to scholarship/ | | | | | | | | | | |  | |  | |
| opportunity to participate in a real-time study regarding mental health issues of our college students | | | | | | | | | | |  | |  | |
| Outcome assessments with multiple administrations Our Center data compared with national data Support CMH national reserach on university mental health CCAPS provides helpful client information during intake | | | | | | | | | | |  | |  | |
| Participate in CCAPS | | | | | | | | | | |  | |  | |
| Provide evidence for counseling service efficacy Provide data by my center that helps to develop better tools (CCAPS, SDS) Part of a national effort to improve counseling centers | | | | | | | | | | |  | |  | |
| Provides a standard way of obtaining real time critical college mental health data. | | | | | | | | | | |  | |  | |
| Provides valuable information about current MH trends of college students and provides comparisons between help seeking and non-help seeking students. | | | | | | | | | | |  | |  | |
| Research base is excellent. | | | | | | | | | | |  | |  | |
| share data | | | | | | | | | | |  | |  | |
| significant data | | | | | | | | | | |  | |  | |
| Since we use Titanium scheduling software, it is easy for us to participate in their research using our counseling center client data...was just a good fit for us. | | | | | | | | | | |  | |  | |
| SIU was involved from the very beginning. The staff felt it was a terrific avenue to collect more accurate data regarding the mental health of college students. Additionally, we felt it would be useful for us to compare the psychological functioning of SIU college students compared to other Universities. We were also looking for outcome data regarding client outcome measures regarding therapy efficacy. We were wanting benchmarking/comparison data to evaluate outcome data of our agency with other Univ Counseling Centers. Finally, we thought outcome data of our clients would help guide us in making decisions regarding professional development needs of our staff. One more - it is also helpful in accreditation process (APA internship program and IACS). Both accrediting bodies are looking for outcome data. | | | | | | | | | | |  | |  | |
| small budget | | | | | | | | | | |  | |  | |
| Support research on College Student Mental Health. Good data forms provided by CMH. Involvement keeps our center up to date on trends in data collection and intake procedures. | | | | | | | | | | |  | |  | |
| The opportunity to contribute to a database of relevant counseling center statistics | | | | | | | | | | |  | |  | |
| The research coming from CCMH is the most exciting work to happen to counseling centers in recent years and it will provide us with a wealth of information about our students that we have never had before. This opportunity is far too great to pass up! We have already learned much about our students and I encourage every director to to join CCMH! | | | | | | | | | | |  | |  | |
| The research coming out of the CCMH is fantastic, and I want to support it. I look forward to being able to use "filters" on the data to answer questions about our own Center in comparison to other similar Centers. | | | | | | | | | | |  | |  | |
| titanium | | | | | | | | | | |  | |  | |
| To actively support collaborative efforts to advance science around college student mental health issues. | | | | | | | | | | |  | |  | |
| To assist in the study of college mental health across the nation. To be able to compare our local data with national data. To measure outcome in a manner that is comparable to other centers | | | | | | | | | | |  | |  | |
| To be able to compare ourselves to other centers and to contribute to the national data set that is being built. | | | | | | | | | | |  | |  | |
| To both contribute to and benefit from the generation of data on college mental health clients | | | | | | | | | | |  | |  | |
| to compare our data with national trends. | | | | | | | | | | |  | |  | |
| To contribute to and tap the utility of national counseling center data. | | | | | | | | | | |  | |  | |
| To contribute to the field with direct benefit back to our center. | | | | | | | | | | |  | |  | |
| To help gather relevant information on college student mental health. | | | | | | | | | | |  | |  | |
| To help with critical( psychiatric cases | | | | | | | | | | |  | |  | |
| To provide data; hence, to participate in creating the psychological profile of the college/university student To receive data on the psychological profile of JWU students and all college students across the country from participating schools. | | | | | | | | | | |  | |  | |
| Understanding national benchmarks and makes comparisons with our Center services. Helps guide decisions about services and other possible changes to our Center. | | | | | | | | | | |  | |  | |
| Use Titanium. | | | | | | | | | | |  | |  | |
| Using Titanium & find the information provided helpful. | | | | | | | | | | |  | |  | |
| Using Titanium and want to be part of the research | | | | | | | | | | |  | |  | |
| Valuable information for our center and the field | | | | | | | | | | |  | |  | |
| Valuable to have a database of college counseling client characteristics. | | | | | | | | | | |  | |  | |
| Value the research efforts and want to contribute. | | | | | | | | | | |  | |  | |
| Want to be involved in promoting research to improve mental health services for students and like to have the comparison data. | | | | | | | | | | |  | |  | |
| Want to be part of a national, data-driven study and see if reasons students come to the counseling center are pretty much the same or differ by region. | | | | | | | | | | |  | |  | |
| Want to be part of important research. Want to use common data set and outcome measure. | | | | | | | | | | |  | |  | |
| Want to contribute to national data and want to know how we are aligned with other centers | | | | | | | | | | |  | |  | |
| Want to contribute to the body of data and get benchmarking data | | | | | | | | | | |  | |  | |
| Want to support national data set even though we do not use Titanium | | | | | | | | | | |  | |  | |
| We are involved through the use of Titanium & CCAPS. We see great value in contributing to the ongoing research so that we can best serve the mental health needs of our students. | | | | | | | | | | |  | |  | |
| We founded it and have fostered its growth an development | | | | | | | | | | |  | |  | |
| We plan to be, as it looks like a great organization, we believe it will help us improve our work, is not all that expensive, and furthers connections to other CCs. | | | | | | | | | | |  | |  | |
| We think its mission is important. | | | | | | | | | | |  | |  | |
| We use titanium and are invested in the CMH project. We have used the data from the project in multiple reports. It is very helpful. | | | | | | | | | | |  | |  | |
| We view this as a professional responsibility, | | | | | | | | | | |  | |  | |
| Will begin this coming semester. Sat through presentation at AUCCCD last October and had also been approached by the researchers several months prior, but did not take any action. Am now in the process of doing so. | | | | | | | | | | |  | |  | |
| **If not Involved Why?** | | | | | | | | | | |  | |  | |
| A few years ago we became involved in the National College Depression Partnership, and it involved the use of different screening measures. We did not want to have too much intake paperwork. We have ended our tenure in the NCDP and are interested in the CCMH. | | | | | | | | | | |  | |  | |
| Administrative and clinical demands excessive at this time | | | | | | | | | | |  | |  | |
| As Director of a small center, 75% of my time is devoted to clinical work. I do not have time outside of my administrative duties to be active in many professional organizations. | | | | | | | | | | |  | |  | |
| been too busy to consider it | | | | | | | | | | |  | |  | |
| Competing demands and time pressures have not enabled me to look into CMH satisfactorily yet. | | | | | | | | | | |  | |  | |
| Concerns about clinical screening instrument impact on students seeking counseling for the first time, and/or from different cultures. | | | | | | | | | | |  | |  | |
| Cost | | | | | | | | | | |  | |  | |
| Cost & time | | | | | | | | | | |  | |  | |
| Costs and increased intake time. | | | | | | | | | | |  | |  | |
| Currently involved with other agencies and participating in Healthy Minds. This is something we are looking into. | | | | | | | | | | |  | |  | |
| Currently looking into.New director. | | | | | | | | | | |  | |  | |
| Currently reviewing participation to determine if would be useful. | | | | | | | | | | |  | |  | |
| Demand from students for counseling has eaten up staff (including my) time to the point where we have not been able to get involved with this. | | | | | | | | | | |  | |  | |
| Did not have time for another project this fall. We are awaiting our site visit from IACS and hope that provides some support for new initiatives. | | | | | | | | | | |  | |  | |
| Didn't know about it. One person center. | | | | | | | | | | |  | |  | |
| Do not feel the need. Too time consuming. | | | | | | | | | | |  | |  | |
| Do not have time to be able to commit to being involved. | | | | | | | | | | |  | |  | |
| Do not know anything about it. | | | | | | | | | | |  | |  | |
| Do not know enough about it | | | | | | | | | | |  | |  | |
| Do you mean CCMH? Your question is not clear. | | | | | | | | | | |  | |  | |
| Don't have a response to this. | | | | | | | | | | |  | |  | |
| Don't have the data-collection mechanisms, i.e., electronic records | | | | | | | | | | |  | |  | |
| Don't know about it | | | | | | | | | | |  | |  | |
| Don't know about it. | | | | | | | | | | |  | |  | |
| Don't know anything about CMH | | | | | | | | | | |  | |  | |
| Don't know enough | | | | | | | | | | |  | |  | |
| Don't know enough about CMH. | | | | | | | | | | |  | |  | |
| don't know enough about it this is the first I’ve heard of it | | | | | | | | | | |  | |  | |
| Don't know enough about it. | | | | | | | | | | |  | |  | |
| don't know enough about it. Is it tied to Titanium? | | | | | | | | | | |  | |  | |
| don't understand enough about it or about security of data, if need to go through IRB here to be involved | | | | | | | | | | |  | |  | |
| Don't use Titanium, but are looking at a new EHR and would be interested in possible links then | | | | | | | | | | |  | |  | |
| EMR is Medicat, no longer using Titanium | | | | | | | | | | |  | |  | |
| Expense | | | | | | | | | | |  | |  | |
| Expense. | | | | | | | | | | |  | |  | |
| Fairly new center, not familiar with CCMH. | | | | | | | | | | |  | |  | |
| Funding | | | | | | | | | | |  | |  | |
| Funding Sources | | | | | | | | | | |  | |  | |
| Grossly understaffed for the past two years, but now in the process of hiring more staff. | | | | | | | | | | |  | |  | |
| Have not completed internal IRB process yet. | | | | | | | | | | |  | |  | |
| Have not had time to complete the logistics to enroll. | | | | | | | | | | |  | |  | |
| Have not had time to fully evaluate opportunity. | | | | | | | | | | |  | |  | |
| Have not investigated | | | | | | | | | | |  | |  | |
| Have not put the effort into it. | | | | | | | | | | |  | |  | |
| Have not reviewed information related to CCMH to make a decision about participation. | | | | | | | | | | |  | |  | |
| Have not wanted to commit the time and energy to collecting additional data. We are satisfied with our own data collection process. | | | | | | | | | | |  | |  | |
| Haven't gotten around to it yet. | | | | | | | | | | |  | |  | |
| Haven’t had sufficient times to make an informed choice. This would require some modifications of our data collection, and we haven't determined whether we will choose to make the change (currently satisfied with the length and content of the data we request of students). | | | | | | | | | | |  | |  | |
| Hasn’t necessarily had the time to look into it more thoroughly. | | | | | | | | | | |  | |  | |
| I am a new director and overwhelmed by all my duties. It is on my radar to become involved with in the future however. | | | | | | | | | | |  | |  | |
| I am new in this position and am just learning about all the resources from both a clinical and administrative perspective. I am implementing several changes to our Counseling Center's clinical service delivery model and over time would like to become more involved with organizations that focus specifically on college mental health. | | | | | | | | | | |  | |  | |
| I am not familiar with benefits, and have little information about this center. | | | | | | | | | | |  | |  | |
| I am not familiar with CMH. | | | | | | | | | | |  | |  | |
| I am the first Coordinator of the Counseling and Wellness Services, a newly established service within Student Affairs. Thus I have no knowledge of any associations, centers of research, or other member-driven entities related to college counseling centers. Up until this point, the University did not offer any counseling services to its student body. Anyone in need of mental health and wellness services, crisis intervention and support, or other related services was referred to an outside mental health agency or required to meet with Residence Life staff. | | | | | | | | | | |  | |  | |
| I believe CCMH interfaces with Titanium, but not Point N Click. | | | | | | | | | | |  | |  | |
| I do not know about it. | | | | | | | | | | |  | |  | |
| I do not know enough about CCMH to be able to say. | | | | | | | | | | |  | |  | |
| I do not know enough about it. | | | | | | | | | | |  | |  | |
| I don't know anything about it. But I just wrote it on my "to do" list to research. | | | | | | | | | | |  | |  | |
| I don't know enough about CMH. | | | | | | | | | | |  | |  | |
| I don't know enough about it and have not had the time to explore further | | | | | | | | | | |  | |  | |
| I have been asking for administrative approval for the past three years. Due to a past audit, our IT dept. has been resistant. However, we are taking steps to overcome this and I anticipate moving forward withing the year. | | | | | | | | | | |  | |  | |
| I have never been asked to be a member, and I wasn't aware that it was an option. | | | | | | | | | | |  | |  | |
| I have never heard of CMH before until the survey mentioned it. | | | | | | | | | | |  | |  | |
| I have no information about them and need to learn more. | | | | | | | | | | |  | |  | |
| I have not had a chance to learn about it. | | | | | | | | | | |  | |  | |
| I just started in August and haven't gotten to it yet! | | | | | | | | | | |  | |  | |
| I need to investigate the applicability to the manner in which department funtions. | | | | | | | | | | |  | |  | |
| I need to learn more about how to get involved, the benefits, and the amount of time necessary to be involved. | | | | | | | | | | |  | |  | |
| I need to learn more about it. | | | | | | | | | | |  | |  | |
| I was unaware of CMH prior to this survey. | | | | | | | | | | |  | |  | |
| Inadequate resources | | | | | | | | | | |  | |  | |
| Inadequate time | | | | | | | | | | |  | |  | |
| Insufficient staffing levels and lack of resources make it difficult to engage in activities outside of direct clinical services and some outreach activities. | | | | | | | | | | |  | |  | |
| It is in the works. | | | | | | | | | | |  | |  | |
| Just haven't prioritized | | | | | | | | | | |  | |  | |
| Just need to do the IRB approval process | | | | | | | | | | |  | |  | |
| Just returned as a Director after five year absence. I would like to but will need a year or so to do so, ( don't have Titanium yet) | | | | | | | | | | |  | |  | |
| Lack of easy interface with Point N Click software | | | | | | | | | | |  | |  | |
| Lack of familiarity with CMH, time. | | | | | | | | | | |  | |  | |
| Lack of funds | | | | | | | | | | |  | |  | |
| lack of info., and if it's what I'm thinking it is the cost was prohibitive | | | | | | | | | | |  | |  | |
| Lack of information and possibly cost. | | | | | | | | | | |  | |  | |
| Limitations on time and staff | | | | | | | | | | |  | |  | |
| limited staff time for additional involvements at present | | | | | | | | | | |  | |  | |
| Looking into it to find out the best approach at this time. | | | | | | | | | | |  | |  | |
| My responsibilities are already consuming. I am not paid to work over the summer and adding more tasks to my load is not something I seek out. | | | | | | | | | | |  | |  | |
| Need to learn more about it | | | | | | | | | | |  | |  | |
| Need to be better informed about its value and services. | | | | | | | | | | |  | |  | |
| Never heard of them | | | | | | | | | | |  | |  | |
| never though about | | | | | | | | | | |  | |  | |
| New center and still instituting the self-assessment and data collection processes. | | | | | | | | | | |  | |  | |
| new Director and not top priority for now, but will consider it for future | | | | | | | | | | |  | |  | |
| New director, don't know about it and the former director was not involved with CCMH | | | | | | | | | | |  | |  | |
| No reason. Previous director not involved - may not have known about it. | | | | | | | | | | |  | |  | |
| No time | | | | | | | | | | |  | |  | |
| No time available. | | | | | | | | | | |  | |  | |
| Not a priority to focus on CMH participation at this time - planning for more involvement in the future. | | | | | | | | | | |  | |  | |
| Not able to accept data from our software program (Point & Click) | | | | | | | | | | |  | |  | |
| Not aware of it. Have been involved with National College Depression Partnership for three years. | | | | | | | | | | |  | |  | |
| Not aware of this organization. | | | | | | | | | | |  | |  | |
| Not enough time to devote to participation | | | | | | | | | | |  | |  | |
| not enough time. | | | | | | | | | | |  | |  | |
| Not enough information and I have not pursued it. | | | | | | | | | | |  | |  | |
| Not familiar | | | | | | | | | | |  | |  | |
| Not familiar with it, would like to learn more | | | | | | | | | | |  | |  | |
| Not familiar with it. | | | | | | | | | | |  | |  | |
| Not had time to submit to IRB | | | | | | | | | | |  | |  | |
| Not interested | | | | | | | | | | |  | |  | |
| not sure how to get involved, not titanium user, uncertain about staff buy in | | | | | | | | | | |  | |  | |
| Not the software needed | | | | | | | | | | |  | |  | |
| Not using Titanium. | | | | | | | | | | |  | |  | |
| Not yet sure of the benefits | | | | | | | | | | |  | |  | |
| One man operation | | | | | | | | | | |  | |  | |
| One Person Center | | | | | | | | | | |  | |  | |
| Only recently began using Titanium | | | | | | | | | | |  | |  | |
| Our campus is considered a public arts conservatory and has a VERY limited scope. Must of the items collected by CCMH do not reflect our population. | | | | | | | | | | |  | |  | |
| Our Center made the decision to go with other assessment instruments. | | | | | | | | | | |  | |  | |
| Our CMH is extremely limited--supports only indigent population. While some students meet that criteria, CMH refers them to us. | | | | | | | | | | |  | |  | |
| Our current EMR system is Medicat and I believe Titanium is used by CCMH. | | | | | | | | | | |  | |  | |
| Plan to in the future. I am a new director, starting using the assessment tool but have not yet joined | | | | | | | | | | |  | |  | |
| Plan to just need to have time | | | | | | | | | | |  | |  | |
| Prefer to give own intake form rather than standardized intake they use; data entry would be harder | | | | | | | | | | |  | |  | |
| previously stated above: do not know about CMH | | | | | | | | | | |  | |  | |
| Recently began using Titanium and workload has prevented us from gearing up for this project. Hopefully to be done this summer. | | | | | | | | | | |  | |  | |
| Recently installed Titanium, and will connect through the surveys. | | | | | | | | | | |  | |  | |
| Resource limitations | | | | | | | | | | |  | |  | |
| Signed up, if this is Chris Brownson's project at UT Austin, but very hard being director, psychologist, and secretary for a new center with little to no collective institutional integration or concept yet about a UCC's role and value in the institutional culture, but I am WORKING IT. :) | | | | | | | | | | |  | |  | |
| Still evaluating benefits of membership. | | | | | | | | | | |  | |  | |
| Still learning about it. Under discussion with other University of California schools. | | | | | | | | | | |  | |  | |
| Struggling to meet client needs b/c we had been understaffed. Recently acquired new staff. Will reconsider options after this Academic Year | | | | | | | | | | |  | |  | |
| The cost | | | | | | | | | | |  | |  | |
| time | | | | | | | | | | |  | |  | |
| Time and cost | | | | | | | | | | |  | |  | |
| Time commitment | | | | | | | | | | |  | |  | |
| Time constraints. Yet, plan to be involved with in the upcoming year | | | | | | | | | | |  | |  | |
| Time factor. | | | | | | | | | | |  | |  | |
| Time. | | | | | | | | | | |  | |  | |
| To small | | | | | | | | | | |  | |  | |
| Too busy | | | | | | | | | | |  | |  | |
| Too little staff to support significant research activity. | | | | | | | | | | |  | |  | |
| Unaware of CMH | | | | | | | | | | |  | |  | |
| Unaware of the organization and benefits to us. | | | | | | | | | | |  | |  | |
| Uncertain about dual role relationships (or potential dual role relationships) with sponsoring institutions implementing Titanium and Titanium company. | | | | | | | | | | |  | |  | |
| University administrators are concerned about information security issues involved in sharing potentially confidential information. | | | | | | | | | | |  | |  | |
| unknown | | | | | | | | | | |  | |  | |
| Unsure of benefits, perceived extra time/work for staff, etc. | | | | | | | | | | |  | |  | |
| Use Medicat, not Titanium | | | | | | | | | | |  | |  | |
| Waiting for installation of Web component of Titanium | | | | | | | | | | |  | |  | |
| waiting for Point and Click to be connected to the CCAPs. | | | | | | | | | | |  | |  | |
| Waiting until the point where survey was carried on PnC. | | | | | | | | | | |  | |  | |
| Was a member at former institution and have not joined yet at current institution. | | | | | | | | | | |  | |  | |
| We are currently implementing Titanium now. By next academic year, we anticipate involvement with CMH. | | | | | | | | | | |  | |  | |
| We are in Canada; we do not use Titanium, and maybe I don't know enough about it | | | | | | | | | | |  | |  | |
| we are in the process of getting Titanium. At present, our stats are very limited. | | | | | | | | | | |  | |  | |
| We are not on Titanium. | | | | | | | | | | |  | |  | |
| We currently do not collect client data electronically via Titanium. Titanium is used for all data completed by counselors. | | | | | | | | | | |  | |  | |
| We do not use Titanium software. | | | | | | | | | | |  | |  | |
| We have been involved in development and implementation of the Behavioral Health Monitor and want to stay with that instrument. | | | | | | | | | | |  | |  | |
| We have been utilizing the OQ 45 for 16 years and have amassed a great deal of data related to this instrument. We are likely to continue to utilize this instrument as a measure of counseling outcome. | | | | | | | | | | |  | |  | |
| We have considered it but haven't actually taken time to look into it further because of a lack of time. Other things have taken priority. | | | | | | | | | | |  | |  | |
| We have just purchase Titanium and have not begun to implement the program yet. | | | | | | | | | | |  | |  | |
| We just started using Titanium and hope to get involved. | | | | | | | | | | |  | |  | |
| We used to be involved but don't have the time now and don't have the money for their tools. | | | | | | | | | | |  | |  | |
| We utilize the KPIRS system for gathering data and outcome information and are not open to moving to a different system, which if I understand correctly, is part of the CCMH process. | | | | | | | | | | |  | |  | |
| We've been a 2 person service provider - just hired a third staff-member and the Director will now have time to devote to this. | | | | | | | | | | |  | |  | |
| working on it | | | | | | | | | | |  | |  | |
| Would need additional human power to manage the program | | | | | | | | | | |  | |  | |
|  |  |  |  |  |  |  |  |  |  |  | |  | |  | |
|  |  |  |  |  |  |  |  |  |  |  | |  | |  | |

Budget Status and Third Party Payments

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  | |  |  |  | |  |  |  | |  |  | |  |  | |
| **How many months of the year … (NA039 & NA040)** | | | | | | | | | | | | | | | | |
|  | | | **...is your center providing services?** | | | | | | | | **... do you work?** | | | | | |
| **Months** | | | **Frequency** | | | | **Percent** | | | | **Frequency** | | | **Percent** | | |
| **8.0** | | | 1 | | | | 0.24% | | | | 0 | | | 0.00% | | |
| **8.5** | | | 1 | | | | 0.24% | | | | 0 | | | 0.00% | | |
| **9.0** | | | 34 | | | | 8.23% | | | | 15 | | | 3.62% | | |
| **9.5** | | | 2 | | | | 0.48% | | | | 2 | | | 0.48% | | |
| **10.0** | | | 33 | | | | 7.99% | | | | 33 | | | 7.97% | | |
| **10.5** | | |  | | | | 0.00% | | | | 2 | | | 0.48% | | |
| **11.0** | | | 18 | | | | 4.36% | | | | 28 | | | 6.76% | | |
| **11.5** | | |  | | | | 0.00% | | | | 1 | | | 0.24% | | |
| **12.0** | | | 324 | | | | 78.45% | | | | 333 | | | 80.43% | | |
| **Total** | | | 413 | | | |  | | | | 414 | | |  | | |

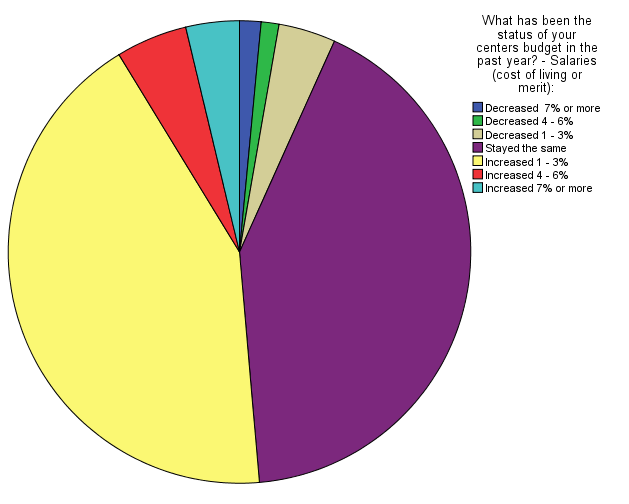
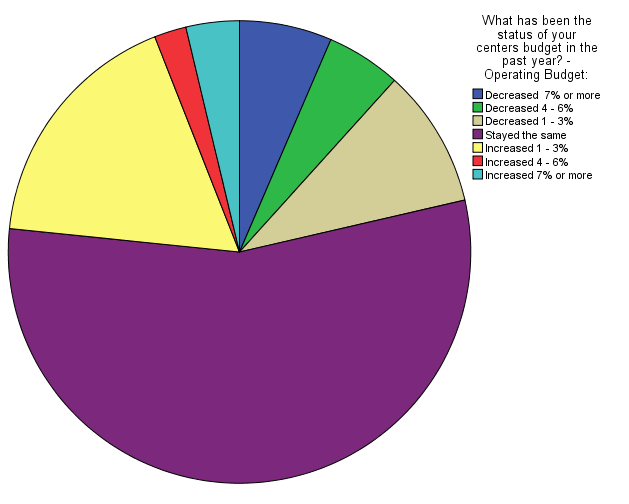
|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Budget (NA041 and NA042)** | | | | | |
|  | N | Mean | Minimum | Maximum | Std. Deviation |
| What is your Total Budget including salaries and benefits? | 323 | $714,546 | $383 | $5,291,107 | $827,933 |
| What is your operating budget (The portion of your budget that is not allocated for salary and benefits)? | 348 | $63,017 | $500 | $600,000 | $91,249 |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Budget (NA041 and NA042)** | | | | | |
|  | **N** | **Mean** | **Minimum** | **Maximum** | **Std. Deviation** |
| **What is your Total Budget including salaries and benefits?** | 323 | $714,546 | $383 | $5,291,107 | $827,933 |
| **What is your operating budget (The portion of your budget that is not allocated for salary and benefits)?** | 348 | $63,017 | $500 | $600,000 | $91,249 |

|  |  |  |
| --- | --- | --- |
| **Budget (NA041 and NA042)** | | |
| **School Size: Categories** | **What is your Total Budget including salaries and benefits?** | **What is your operating budget (The portion of your budget that is not allocated for salary and benefits)?** |
| **Under 1,500** | $152,706 | $21,177 |
| **1,501 - 2,500** | $279,576 | $25,035 |
| **2,501 - 5,000** | $314,946 | $39,885 |
| **5,001 - 7,500** | $366,388 | $26,837 |
| **7,501 - 10,000** | $602,786 | $80,002 |
| **10,001 - 15,000** | $738,714 | $69,195 |
| **15,001 - 20,000** | $886,301 | $83,693 |
| **20,001 - 25,000** | $1,309,631 | $117,196 |
| **25,001 - 30,000** | $1,488,253 | $119,878 |
| **30,001 - 35,000** | $1,553,393 | $101,402 |
| **35,001 and over** | $2,507,571 | $191,492 |

|  |  |
| --- | --- |
| **Budget Covers (MR043** |  |
|  | **Frequency** |
| Basic costs or running center (copying, printing, postage, purchase of consumables) | 381 |
| Staff Development (Attending conferences, training, professional development) | 362 |
| Books and Media | 350 |
| Presentation items and Supplies | 339 |
| Promotional Items/Advertising/Marketing | 329 |
| Phones | 301 |
| Software licenses and yearly costs (Titanium, PnC, Office, etc.) | 285 |
| Purchase of technology (computers, projectors, etc.) | 263 |
| Furniture | 253 |
| Staff memberships and dues | 245 |
| Cost of programming (QPR,... | 217 |
| Speakers and Event Costs | 216 |
| Purchase of equipment for student use (Biofeedback, Seasonal Affective Disorder lights) | 209 |
| Accreditation and Agency Licensure Fees (IACS, APA, APPIC) | 208 |
| Assessment and Testing Costs | 188 |
| Outside Contractor/Consultant Fees (Psychiatry if not under personnel) | 185 |
| Staff licensure costs | 153 |
| IT Costs | 150 |
| Staff liability Insurance | 93 |
| Paid Graduate Assistants | 48 |
| Stipends for practicum students | 42 |
| Rental/Charge for space for Counseling Center | 37 |
| **Other (Specify Below)** | 23 |
| A major chunk of 363000 is for disabled student services that was just assigned to the Center last year | 1 |
| Academic testing and other testing expenditures e.g. PROMETRIC proctor expenses, GED exams, ACT exams, and others | 1 |
| APA pre-doctoral intern stipends | 1 |
| campus wide Health & Wellness programming, campus wide staff trainings | 1 |
| Combined with student health so budget is for everything under the integrated student health center | 1 |
| Custodial Services | 1 |
| filtered water, candy and other supplies for waiting room, | 1 |
| Interns | 1 |
| My situation may be unlike other centers: half of my salary/benefits and a portion of our psychiatric consultant’s budget come from Graduate Medical Education. This is independent of my center's budget. The numbers aren't going to add up! | 1 |
| No separate budget - part of student health center budget | 1 |
| Overhead for Auxiliary Budget | 1 |
| Peer Health Educators | 1 |
| recruiting new staff costs | 1 |
| Some programming costs are included, but for major events (QPR, by stander programs) we use money from the Division. | 1 |
| Student Assistants (counseling graduate students paid hourly rate, not formal "graduate assistantship") | 1 |
| The CC does not have a separate budget. The Executive Director of University Health Services decides how the budget will be spent. | 1 |
| The Center includes counseling and health services. Therefore, a portion of the budget is for health supplies. | 1 |
| Undergraduate student assistants | 1 |
| We do not cover all our technology purchases. We receive some money from central student affairs budget to cover approximately 60% of these costs | 1 |
| work study/(undergraduate) student workers (= $1800; so operational budget w/o work study is $3450) | 1 |

|  | | Count |
| --- | --- | --- |
| What has been the status of your centers budget in the past year? - Salaries (cost of living or merit): | Decreased 7% or more | 6 |
| Decreased 4 - 6% | 5 |
| Decreased 1 - 3% | 16 |
| Stayed the same | 168 |
| Increased 1 - 3% | 171 |
| Increased 4 - 6% | 20 |
| Increased 7% or more | 15 |
| What has been the status of your centers budget in the past year? - Operating Budget: | Decreased 7% or more | 26 |
| Decreased 4 - 6% | 21 |
| Decreased 1 - 3% | 39 |
| Stayed the same | 222 |
| Increased 1 - 3% | 70 |
| Increased 4 - 6% | 9 |
| Increased 7% or more | 15 |

Prevention Programs – Suicide and AOD

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **If your center uses a suicide prevention protocol please indicate which best describes what you do (MR044)**  Bottom of Form | | | | |
|  | **Frequency** | | **Percent** | |
| QPR | 111 | | 29.13% | |
| Campus Connect | 30 | | 7.87% | |
| Mental Health First Aid | 18 | | 4.72% | |
| Ask Listen Refer | 16 | | 4.20% | |
| Applied Suicide Intervention Skills Training (ASSIST) | 13 | | 3.41% | |
| At-Risk for University and College Faculty (Kognito) | 22 | | 5.77% | |
| Mental Health First Aid | 10 | | 2.62% | |
| Collaborative Assessment and Management of Suicidality | 41 | | 10.76% | |
| Use a locally developed model. | 100 | | 26.25% | |
| Other (Specify Below) | 20 | | 5.25% | |
| Total | 381 | |  | |
| **Other (Specify Below**) |  | |  | |
| Assessment, intervention, hospital transports, referrals, mandated follow-up assessements, | 1 | |  | |
| Being developed | 1 | |  | |
| Campus connect216 | 1 | |  | |
| campus programming | 1 | |  | |
| Clinical interview | 1 | |  | |
| College Response online screening tool. | 1 | |  | |
| David Jobes Suicide Assessment | 1 | |  | |
| Decision Tree developed by our center | 1 | |  | |
| Developed In House | 1 | |  | |
| Illinois model - mandated counseling assessment for students identified to be at risk | 1 | |  | |
| Internal suicide prevention protocol that is managed by the University Critical Incident Response Team | 1 | |  | |
| Model from another school | 1 | |  | |
| Nothing formalized | 1 | |  | |
| One we developed based on Campus Connect, tailoring it to our campus. | 1 | |  | |
| own staff developed "Thousand Stars" Program. | 1 | |  | |
| Penn CAPS Liaison system | 1 | |  | |
| Risk factor model for suicide assessment and intervention. Sanchez H Professional Psychology 2001 | 1 | |  | |
| safeTALK; currently in training for use of QPR | 1 | |  | |
| We also participate with the AFSP Interactive Screening Program, although we have temporarily suspended that due to being short-staffed this year. | 1 | |  | |
| **If your center uses an Alcohol/AOD prevention program please indicate which best describes what you do “ check all that apply. (MR045)**  Bottom of Form | | | | | |
|  | | Frequency | | Percent | |
| AlcoholEDU for College | | 90 | | 21.95% | |
| MyStudentBody.com | | 25 | | 6.10% | |
| Alcohol Skills Training Program (ASTP). | | 7 | | 1.71% | |
| BASICS | | 123 | | 30.00% | |
| Choices | | 26 | | 6.34% | |
| eCheckup to go (ECHUG) | | 89 | | 21.71% | |
| Other (Specify Below) | | 50 | | 12.20% | |
| Other (Specify Below) | | 410 | |  | |
| 3rd Millennium Classrooms Alcohol-Wise | | 1 | |  | |
| a locally developed model that is based on motivational interviewing principals | | 1 | |  | |
| Alcohol 101 | | 3 | |  | |
| Alcohol 101 Plus | | 1 | |  | |
| Alcohol wise | | 3 | |  | |
| AOD is not part of the Counseling Center (reports to Conduct). Currently changing program (used to do Basics). | | 1 | |  | |
| ASSIST and locally developed model | | 1 | |  | |
| Audit in Titanium | | 1 | |  | |
| Blue Sky | | 1 | |  | |
| But BASICS is actually run out of our Health Center; I receive routine updates. | | 1 | |  | |
| College Alc | | 2 | |  | |
| Developed here | | 1 | |  | |
| DISMAC-locally developed model | | 1 | |  | |
| E-Toke | | 4 | |  | |
| E-Toke; mandated counseling assessment for students w/ alcohol/aod conduct violations; Decrease Your Risk Training (DYRT) for alcohol/aod conduct violations | | 1 | |  | |
| Educational workshop for first time offenders developed by Licensed Clinical Addiction Counselor then a referral to Counseling Services and recommendation for further treatment. | | 1 | |  | |
| face to face assessments, history taking, SASSI-3 | | 1 | |  | |
| In process for BASICS | | 1 | |  | |
| Judicial Educator | | 1 | |  | |
| Locally developed model in conjunction with Student Success and Campus Security | | 1 | |  | |
| managed by campus Prevention/Wellness | | 1 | |  | |
| Mindfulness-based Moderation groups; Relapse Prevention Groups; Individual Motivational Enhancement Therapy | | 1 | |  | |
| On Campus Talking About Alcohol (OCTAA) | | 1 | |  | |
| One we developed. | | 1 | |  | |
| Outside agency | | 1 | |  | |
| Penn Alcohol Module | | 1 | |  | |
| Purchasing either eChug or MystudentBody soon | | 1 | |  | |
| sapp | | 1 | |  | |
| SASSI Individual Counseling/Assessment and Referral | | 1 | |  | |
| Student Success | | 2 | |  | |
| Univ Health Svc's uses AlcoholEDU | | 1 | |  | |
| use campus connect | | 1 | |  | |

Square Footage of Center

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Square Footage of Counseling Center (NA046 & NA047)** | | | | | |
|  | N | Mean | Minimum | Maximum | Std. Deviation |
| What is the total square footage of your counseling center(s)? (including the waiting room) | 214 | 4,333.77 | 0.00 | 74,470.00 | 7,423.86 |
| What is the total square footage of your counseling center(s) waiting room only? | 207 | 302.93 | 0.00 | 1,500.00 | 240.33 |

|  |  |  |
| --- | --- | --- |
| **Square Footage of Counseling Center (NA046 & NA047)** | | |
|  | **Your counseling center(s)? (including the waiting room)** | **Your counseling center(s) waiting room only?** |
| Under 1,500 | 1,339.28 | 206.17 |
| 1,501 - 2,500 | 1,272.54 | 263.64 |
| 2,501 - 5,000 | 1,984.71 | 239.73 |
| 5,001 - 7,500 | 2,742.45 | 222.63 |
| 7,501 - 10,000 | 3,537.89 | 273.14 |
| 10,001 - 15,000 | 7,098.91 | 344.32 |
| 15,001 - 20,000 | 4,935.33 | 367.64 |
| 20,001 - 25,000 | 4,744.58 | 239.28 |
| 25,001 - 30,000 | 7,402.90 | 531.80 |
| 30,001 - 35,000 | 8,656.00 | 472.33 |
| 35,001 and over | 16,867.00 | 618.67 |

Training Program

**Do you have a training program? (D048) Yes = 284 or 69.3%**

**If you have a psychology internship program is it APA accredited? (D063) Yes = 86 or 20.6%.**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Trainee FTE (Na049 to NA062)** | | | | | | |
|  | N | Mean | Minimum | Maximum | Sum | Std. Deviation |
| FTE: Practicum | 160 | 2.07 | .20 | 25.00 | 330.68 | 2.46 |
| FTE: Pre-doctoral Psychology Intern | 133 | 2.73 | .15 | 6.00 | 362.58 | 1.29 |
| FTE: Post-doctoral Psychologist | 81 | 1.70 | .25 | 5.00 | 137.47 | 0.98 |
| FTE: Post-doctoral Psychiatric Resident | 21 | 0.68 | .10 | 2.00 | 14.25 | 0.65 |
| FTE: Social Work Intern | 60 | 1.04 | .40 | 2.00 | 62.69 | 0.52 |
| FTE: Counseling Intern | 43 | 1.08 | .25 | 2.75 | 46.55 | 0.59 |
| FTE: Marriage and Family Practicum/Internship | 7 | 0.59 | .20 | 1.00 | 4.10 | 0.30 |
| FTE: Clinical Graduate Assistant (Paid) | 40 | 1.56 | .20 | 5.00 | 62.55 | 1.21 |
| FTE: Masters Level Practicum/Internship | 68 | 1.75 | .15 | 24.00 | 119.07 | 2.94 |
| Other FTE: | 42 | 0.54 | 0.00 | 4.00 | 22.66 | 1.02 |
| Sum of Pre-degree Trainee FTE (NA049 + NA50+(NA053 to NA059) (Calculated) | 416 | 2.43 | 0.00 | 34.00 | 1010.88 | 3.53 |
| Sum of Post-degree Trainee FTE (NA051 + NA052) (Calculated) | 416 | 0.36 | 0.00 | 5.25 | 151.72 | 0.86 |
| Total Sum of Trainee FTE (NA049 to NA059) | 416 | 2.79 | 0.00 | 35.00 | 1162.60 | 3.85 |

Psychiatric Services

|  |  |  |
| --- | --- | --- |
| **Are psychiatric services available at your campus? (D064)** | | |
|  | Frequency | Percent |
| Yes, in the Counseling Center only | 153 | 37.05% |
| Yes, in the Student Health Center only | 66 | 15.98% |
| Yes, in both Counseling and Student Health Centers | 34 | 8.23% |
| Yes, in other places on campus | 4 | 0.97% |
| No, but we contract out for psychiatrists and pay fee | 15 | 3.63% |
| No access to psychiatrists except as a private referral | 112 | 27.12% |
| Other (Specify Below) | 29 | 7.02% |
|  | 413 |  |
| **Other** |  |  |
| "Psychiatric services" are provided by health center physicians for students who request or may benefit from evaluation for medications. HC will write scripts and provide follow-up care. |  |  |
| 2 nurse practitioners in health center provide basic psychiatric medication but required to refer out to psychiatrists for complicated/complex psych medications including attention deficit, bipolar disorder etc. |  |  |
| Affiliation with large nearby university |  |  |
| CAPS staff housed in Student Health |  |  |
| Currently seeking to employ a part time psychiatrist |  |  |
| Health Center ANPs offer some psychiatric services. None are PMHNPs, complex cases referred off campus (private referrals). |  |  |
| Housed in Health Services, reports to Counseling Center |  |  |
| in clinical psychology training clinic |  |  |
| integrated center- psychiatrists are on the CAPS staff, but we are all considered Student Health staff, as well |  |  |
| No psychiatrist, but we have a nurse practitioner in Health Services that does treat for moderate depression and anxiety. |  |  |
| Nurse Practitioner is available but only small formulary |  |  |
| Outside contracted health clinic offers psychotropic medicines prescribed by general practitioners; occasionally refer to psychiatrist at large health Center at our main campus; occasionally use community psychiatric providers |  |  |
| Present in fall, but lost them in the spring |  |  |
| Psychiatric services are available in the counseling center, the counseling center/mental health services is a department of the Student Health Center |  |  |
| Psychiatric staffs are part of the center, and also part of Medical Providers. They are administratively co-supervised by me and the Medical Director. |  |  |
| Psychiatry is In CAPS which is part of Student Health. We don't have a separate counseling center |  |  |
| Refer to psychiatrist at local community mental health center. Our nurse practitioners prescribe some psychiatric medications. |  |  |
| referral to publically funded psychiatrists off campus |  |  |
| SHC occasionally contracts to off-campus psychiatrist if needed |  |  |
| Some psychiatric meds prescribed by family practitioner and nurse practitioners at Student Health Center. |  |  |
| Students: contract out and pay fee; house staff - at Counseling Center and pay fee |  |  |
| We are currently searching for a very part-time psychiatrist. We have had one for two years, but lost her this fall. |  |  |
| We contract for psychiatric services with a provider who uses one of our offices 1/month for 8 hours |  |  |
| We contract out to have a psychiatrist on campus in our integrated health and counseling center. |  |  |
| We have a collaboration with an associated medical school for their psychiatric residents to provide services for free once per week, this is located in the local mental health center which is a block form campus, we also send some students for psychiatric services through the nurse practitioner who is director of health services and has a mental health emphasis |  |  |
| We have a contract for sliding scale and partial payment from CAPS with one psychiatrist (off campus) and we do the rest by local agency and private providers. |  |  |
| Yes in the counseling center and in the medical school's Dept. of Psychiatry |  |  |
| yes, in integrated counseling and health center |  |  |
| yes, in our integrated wellness center (health, counseling, health promotion) |  |  |

|  |  |  |
| --- | --- | --- |
| **If psychiatric services are located in the Health Center, what is the quality of the relationship between the counseling center and psychiatry? (D065)** | | |
|  | Frequency | Percent |
| Poor | 1 | 0.71% |
| Fair | 12 | 8.57% |
| Good | 50 | 35.71% |
| Excellent | 77 | 55.00% |
| Total | 140 |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **If psychiatric services are available at your campus what is the number of psychiatric hours per week? (NA066)** | | | | | | |
|  | 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) |
| Under 1,500 | 1 |  | 2 | 3 |  | 4 |
| 1,501 - 2,500 |  |  | 7 | 5 |  |  |
| 2,501 - 5,000 | 4 | 14 | 7 | 6 |  | 24 |
| 5,001 - 7,500 | 5 | 23 | 8 | 32 |  | 25 |
| 7,501 - 10,000 | 9 | 2 | 12 | 12 |  |  |
| 10,001 - 15,000 | 16 | 12 | 46 |  |  |  |
| 15,001 - 20,000 | 28 | 40 | 9 |  |  |  |
| 20,001 - 25,000 | 41 |  | 78 |  | 180 | 160 |
| 25,001 - 30,000 | 54 |  | 74 |  |  |  |
| 30,001 - 35,000 | 54 |  |  |  |  |  |
| 35,001 and over | 105 |  | 134 |  | 70 |  |

|  |  |  |
| --- | --- | --- |
| **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? (D067)** | | |
| They are nonexistent or inadequate. | 66 | 18.97% |
| We definitely could use more hours based on our client’s needs. | 170 | 48.85% |
| We are about where we should be for this size campus. | 112 | 32.18% |
|  | 348 |  |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **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? (D067)** | | | | |
|  |  | **They are nonexistent 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.** |
| **School Size:** | **Under 1,500** | 10 | 6 | 8 |
| **1,501 - 2,500** | 18 | 16 | 12 |
| **2,501 - 5,000** | 16 | 17 | 32 |
| **5,001 - 7,500** | 10 | 13 | 11 |
| **7,501 - 10,000** | 7 | 21 | 9 |
| **10,001 - 15,000** | 0 | 26 | 11 |
| **15,001 - 20,000** | 2 | 13 | 9 |
| **20,001 - 25,000** | 2 | 18 | 5 |
| **25,001 - 30,000** | 1 | 15 | 6 |
| **30,001 - 35,000** | 0 | 12 | 1 |
| **35,001 and over** | 0 | 12 | 8 |

Health Service Integration

|  |  |  |  |
| --- | --- | --- | --- |
| **Relationship with Student Health Center (D068 to D072)** | | | |
|  | Response | Frequency | Percentage |
| Is your center administratively integrated within a health service? | Yes | 105 | 25.36% |
| No | 309 | 74.64% |
| Is your center located adjacent or near a student health service? | Yes | 225 | 57.11% |
| No | 169 | 42.89% |
| Is your center located in a student health service building? | Yes | 142 | 35.15% |
| No | 262 | 64.85% |
| My counseling center collaborates with Student Health Services | Not at all | 16 | 3.90% |
| A little | 62 | 15.12% |
| A fair amount | 190 | 46.34% |
| Extensively | 142 | 34.63% |
| Are you the chief administrator over the health service? | Yes | 47 | 11.35% |
| No | 365 | 88.16% |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **My counseling center collaborates with Student Health Services (D072 by D06 to 71)** | | | | | |
|  |  | **Not at all** | **A little** | **A fair amount** | **Extensively** |
| **Is your center administratively integrated within a health service?** | **Yes** | 0 | 2 | 35 | 66 |
| **No** | 16 | 60 | 154 | 76 |
| **Is your center located adjacent or near a student health service?** | **Yes** | 1 | 31 | 107 | 85 |
| **No** | 14 | 31 | 78 | 44 |
| **Is your center located in a student health service building?** | **Yes** | 0 | 12 | 65 | 64 |
| **No** | 16 | 50 | 122 | 72 |

|  |  |  |  |
| --- | --- | --- | --- |
| **Counseling Center and SHS (D072, D073, D074)** | | | |
|  | | Count | Percentage |
| Are you the chief administrator over the health service? | Yes | 47 | 11.41% |
| No | 365 | 88.59% |
| Do you and you Student Health Services share an electronic medical records system? | Yes | 65 | 16.01% |
| No | 341 | 83.99% |
| Do you and you Student Health Services share access to your counseling records without needing additional informed consent? | Yes | 50 | 12.20% |
| Yes but only with Psychiatry | 26 | 6.34% |
| No | 334 | 81.46% |

On-call Expectations and Services

**Is your center expected to be on call 24/7? (D075) Yes = 258 or 62.47%**

**Are your expected to be on call 24/7? (D077) Yes = 243 or 60.60%**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Number of after-hours calls handled by … (D076 D078)** | | | | | | | | |
|  | | | **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** |
| Under 1,500 | Your center in a year? | Mean | 5 |  | 21 | 347 |  | 23 |
| Count | 2 | 0 | 8 | 22 | 0 | 4 |
| You as the Director in the past year? | Mean | 5 |  | 68 | 8 |  | 23 |
| Count | 2 | 0 | 8 | 22 | 0 | 4 |
| 1,501 - 2,500 | Your center in a year? | Mean | 20 | 6 | 24 | 27 |  |  |
| Count | 2 | 1 | 20 | 35 | 0 | 2 |
| You as the Director in the past year? | Mean | 20 | 6 | 12 | 31 |  | 2 |
| Count | 2 | 1 | 20 | 35 | 0 | 2 |
| 2,501 - 5,000 | Your center in a year? | Mean | 13 | 14 | 19 | 32 |  | 3 |
| Count | 13 | 4 | 39 | 19 | 0 | 6 |
| You as the Director in the past year? | Mean | 10 | 9 | 10 | 9 |  | 8 |
| Count | 13 | 4 | 39 | 19 | 0 | 6 |
| 5,001 - 7,500 | Your center in a year? | Mean | 8 | 7 | 17 | 25 |  | 8 |
| Count | 16 | 2 | 17 | 2 | 0 | 4 |
| You as the Director in the past year? | Mean | 7 | 5 | 6 | 5 |  | 2 |
| Count | 16 | 2 | 17 | 2 | 0 | 4 |
| 7,501 - 10,000 | Your center in a year? | Mean | 17 | 8 | 53 | 54 |  |  |
| Count | 26 | 2 | 13 | 2 | 0 | 0 |
| You as the Director in the past year? | Mean | 6 | 3 | 9 | 24 |  |  |
| Count | 26 | 2 | 13 | 2 | 0 | 0 |
| 10,001 - 15,000 | Your center in a year? | Mean | 25 |  | 63 |  |  |  |
| Count | 28 | 2 | 12 | 0 | 0 | 0 |
| You as the Director in the past year? | Mean | 9 | 2 | 13 |  |  |  |
| Count | 28 | 2 | 12 | 0 | 0 | 0 |
| 15,001 - 20,000 | Your center in a year? | Mean | 30 |  | 108 |  |  |  |
| Count | 22 | 2 | 2 | 0 | 0 | 0 |
| You as the Director in the past year? | Mean | 9 |  | 54 |  |  |  |
| Count | 22 | 2 | 2 | 0 | 0 | 0 |
| 20,001 - 25,000 | Your center in a year? | Mean | 55 |  | 134 |  | 140 | 150 |
| Count | 20 | 0 | 4 | 0 | 1 | 2 |
| You as the Director in the past year? | Mean | 8 |  | 21 |  |  | 101 |
| Count | 20 | 0 | 4 | 0 | 1 | 2 |
| 25,001 - 30,000 | Your center in a year? | Mean | 21 |  | 109 |  |  |  |
| Count | 21 | 0 | 2 | 0 | 0 | 0 |
| You as the Director in the past year? | Mean | 8 |  | 6 |  |  |  |
| Count | 21 | 0 | 2 | 0 | 0 | 0 |
| 30,001 - 35,000 | Your center in a year? | Mean | 91 |  |  |  |  |  |
| Count | 13 | 0 | 0 | 0 | 0 | 0 |
| You as the Director in the past year? | Mean | 6 |  |  |  |  |  |
| Count | 13 | 0 | 0 | 0 | 0 | 0 |
| 35,001 and over | Your center in a year? | Mean | 378 |  | 4527 |  |  |  |
| Count | 19 | 0 | 2 | 0 | 1 | 1 |
| You as the Director in the past year? | Mean | 11 |  | 100 |  | 5 |  |
| Count | 19 | 0 | 2 | 0 | 1 | 1 |

|  |  |  |
| --- | --- | --- |
| **If you have an outside provider who handles your On-call please indicate which best fits as a description: (D079)** | | |
|  | Frequency | Percent |
| Protocal | 26 | 22.81% |
| Local Emergency Room | 20 | 17.54% |
| Local mental health center | 15 | 13.16% |
| Local crisis center | 31 | 27.19% |
| Local provider group | 3 | 2.63% |
| Other | 19 | 16.67% |
|  | 114 |  |
| Other (Specify Below) |  |  |
| Campus Police | 2 |  |
| Consultant Psychologist | 1 |  |
| counseling center crisis line (HelpLine) staffed by student volunteers who are supervised by an employee | 1 |  |
| Health Center director triage calls and refers appropriate calls to me | 1 |  |
| Health Center Medical Staff | 1 |  |
| Just started with a local MH call system here in Kansas similar to Protocal but cheaper | 1 |  |
| Local mental health hospital | 1 |  |
| Nurse Response | 2 |  |
| Our Psychiatric Residents also provide additional on call coverage | 1 |  |
| Police | 1 |  |
| Practicum students provide on-call to Residence Life. They are paid by Res Life and supervised by the Counseling Center | 1 |  |
| Residence Life staff and Manhattan College Security | 1 |  |
| UNC HealthLink, a state-wide nurse triage program | 1 |  |
| University PD serves as after hour contact and then calls counselor | 1 |  |
| Was using local Crisis center but now in process of contracting with ProtoCall | 1 |  |
| we have a 24 hour health center and they initially deal with psychological concerns. | 1 |  |
| We have two on-call counselors on weekly rotation. Additionally, I have a contract with a local mental health center who provides mental health triage at a local hospital ED | 1 |  |

Staff Demographics

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Professional Staff Demographics (NA080 to NA094)** | | | | | | |
|  | Count | Mean | Minimum | Maximum | Sum | Total Percent |
| Black/African American | 417 | 1.07 | 0.00 | 7.00 | 291.08 | 10.07% |
| American/Indian/Native American | 417 | 0.11 | 0.00 | 8.00 | 21.00 | 0.73% |
| Asian/Asian American | 417 | 0.73 | 0.00 | 8.00 | 180.50 | 6.24% |
| Latino/Latina | 417 | 0.66 | 0.00 | 5.00 | 153.00 | 5.29% |
| White/Caucasian | 417 | 5.44 | 0.00 | 30.00 | 2153.50 | 74.49% |
| Multiracial | 417 | 0.30 | 0.00 | 3.00 | 53.00 | 1.83% |
| Other Race/Ethnicity | 417 | 0.25 | 0.00 | 4.00 | 42.00 | 1.45% |
| Male | 417 | 2.49 | 0.00 | 15.00 | 855.70 | 31.08% |
| Female | 417 | 5.01 | 0.00 | 30.00 | 1893.40 | 68.78% |
| Transgender | 417 | 0.03 | 0.00 | 1.00 | 4.00 | 0.15% |
| Gay | 417 | 0.53 | 0.00 | 4.00 | 112.00 | 4.35% |
| Lesbian | 417 | 0.72 | 0.00 | 4.00 | 154.00 | 5.98% |
| Bisexual | 417 | 0.23 | 0.00 | 3.00 | 37.70 | 1.46% |
| Heterosexual | 417 | 6.31 | 0.00 | 34.00 | 2270.40 | 88.21% |
| Diagnosed Disability | 417 | 0.54 | 0.00 | 3.00 | 123.83 | 4.28% |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **NEW HIRE: Professional Staff Demographics (NA096 to NA110)** | | | | | | |
|  | Count | Mean | Minimum | Maximum | Sum | Total Percent |
| Black/African American | 417 | 0.41 | 0.00 | 3.00 | 47.00 | 12.67% |
| American/Indian/Native American | 417 | 0.03 | 0.00 | 3.00 | 3.00 | 0.81% |
| Asian/Asian American | 417 | 0.29 | 0.00 | 2.00 | 32.00 | 8.63% |
| Latino/Latina | 417 | 0.18 | 0.00 | 2.00 | 18.00 | 4.85% |
| White/Caucasian | 417 | 1.26 | 0.00 | 7.00 | 250.00 | 67.39% |
| Multiracial | 417 | 0.14 | 0.00 | 2.00 | 13.00 | 3.50% |
| Other Race/Ethnicity | 417 | 0.09 | 0.00 | 1.00 | 8.00 | 2.16% |
| Male | 417 | 0.64 | 0.00 | 5.00 | 90.00 | 26.39% |
| Female | 417 | 1.32 | 0.00 | 9.00 | 258.00 | 75.66% |
| Transgender | 417 | 0.01 | 0.00 | 1.00 | 1.00 | 0.29% |
| Gay | 417 | 0.13 | 0.00 | 2.00 | 12.00 | 4.49% |
| Lesbian | 417 | 0.21 | 0.00 | 2.00 | 20.00 | 7.49% |
| Bisexual | 417 | 0.07 | 0.00 | 1.00 | 6.00 | 2.25% |
| Heterosexual | 417 | 1.32 | 0.00 | 7.00 | 229.00 | 85.77% |
| Diagnosed Disability | 417 | 0.14 | 0.00 | 3.00 | 14.00 | 3.77% |

Session Limits

| Do you limit the number of counseling sessions allowed a client? | | |
| --- | --- | --- |
| Yes | Yes, flexible | No |
| Count | Count | Count |
| 61 | 149 | 201 |

| **Session Limits (NA141 D142)** | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | | Metric for Limits: Week Month Semester/Quarter Year Per Degree | | | | | |
| Week | Month | Semester/Quarter | Year | Per Degree | Other (Specify Below) |
| Count | Count | Count | Count | Count | Count |
| If Yes, you DO limit the number of counseling sessions allowed a client, what is your session limit? (numeric) | 4 | 0 | 0 | 1 | 0 | 0 | 1 |
| 6 | 0 | 0 | 14 | 3 | 0 | 0 |
| 7 | 0 | 0 | 1 | 2 | 0 | 0 |
| 8 | 0 | 0 | 9 | 17 | 0 | 1 |
| 9 | 0 | 0 | 0 | 1 | 0 | 0 |
| 10 | 0 | 0 | 4 | 26 | 2 | 5 |
| 12 | 0 | 0 | 4 | 44 | 6 | 1 |
| 13 | 0 | 0 | 1 | 1 | 0 | 0 |
| 14 | 0 | 0 | 1 | 3 | 0 | 0 |
| 15 | 0 | 0 | 0 | 13 | 0 | 1 |
| 16 | 0 | 0 | 1 | 3 | 3 | 0 |
| 18 | 0 | 0 | 0 | 2 | 0 | 0 |
| 20 | 0 | 0 | 0 | 1 | 2 | 1 |
| 30 | 0 | 0 | 0 | 0 | 1 | 0 |
| 32 | 0 | 0 | 0 | 1 | 0 | 0 |
| 45 | 0 | 0 | 0 | 0 | 1 | 0 |
| 50 | 0 | 0 | 0 | 0 | 1 | 0 |

| **Group Statistics on Session Limits** | | | | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | Do you limit the number of counseling sessions allowed a client? | | N | | Mean | | | Std. Deviation | | Std. Error Mean | |
| What is the average number of sessions per client? | | No | | 161 | | 5.5025 | | | 1.80355 | | .14214 | |
| Yes; Yes flexible | | 173 | | 5.2613 | | | 1.75117 | | .13314 | |
| **Independent Samples Test of Difference between those with session limits and those without** | | | | | | | | | | | | | |
|  | | | Levene's Test for Equality of Variances | | | | t-test for Equality of Means | | | | | | |
| F | | Sig. | | t | Sig. (2-tailed) | | Mean Difference | | Std. Error Difference | |
|
| What is the average number of sessions per client? | Equal variances assumed | | .118 | | .731 | | 1.240 | .216 | | .24127 | | .19455 | |
| Equal variances not assumed | |  | |  | | 1.239 |  | | .216 | | .24127 | |

Waitlist

| **Do you have waitlist clients waiting to receive  ongoing treatment?** | | | | |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent |
| Valid | Yes | 129 | 30.9% |
| No | 278 | 66.7% |
| Total | 407 | 97.6 |
| Missing | System | 10 | 2.4 |
| Total | | 417 | 100.0 |

|  | Valid N | Mean | Median | Mode | Minimum | Maximum |
| --- | --- | --- | --- | --- | --- | --- |
| If so, How many weeks in the year does it occur? | 126 | 14.61 | 10.00 | 4.00 | 1.00 | 46.00 |

|  | Valid N | Mean | Median | Mode | Minimum | Maximum |
| --- | --- | --- | --- | --- | --- | --- |
| What was the maximum number of clients on the waitlist during the year? | 126 | 34 | 20 | 20 | 1 | 500 |

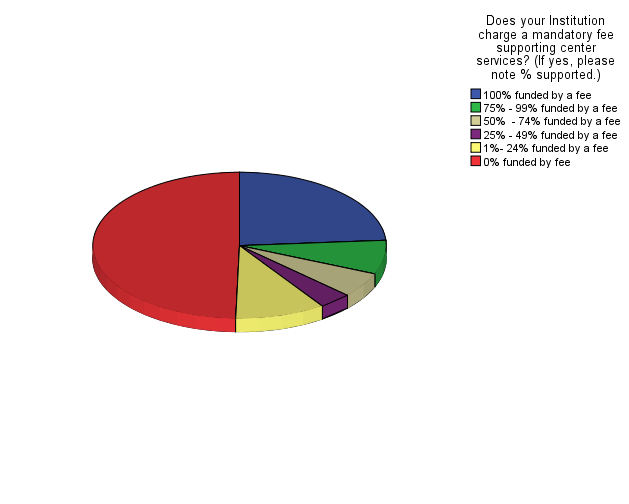
| **If you have a waitlist who retains responsibility for clients on the waitlist?** | | | | | |
| --- | --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | The triage person retain clinical responsibility for disposition of the client | 31 | 7.4 | 23.0 | 23.0 |
| A case manger is clinically responsible for disposition of the client | 5 | 1.2 | 3.7 | 26.7 |
| A staff team is clinically responsible for disposition of the client | 33 | 7.9 | 24.4 | 51.1 |
| A Clinical Director or other individual is clinically responsible for disposition of the client | 46 | 11.0 | 34.1 | 85.2 |
| Other (Specify Below) | 20 | 4.8 | 14.8 | 100.0 |
| Total | 135 | 32.4 | 100.0 |  |
| Missing | System | 282 | 67.6 |  |  |
| Total | | 417 | 100.0 |  |  |

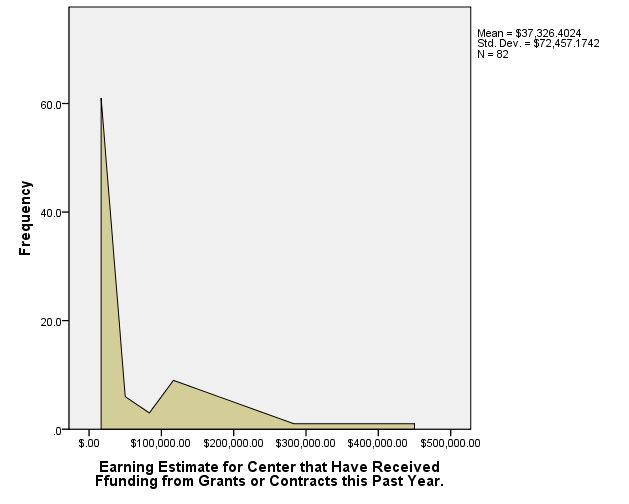
Fees (Session/University) & Other Services Charges



| **Number of Centers who Charge for Testing Services (MR131)** | | | | | |
| --- | --- | --- | --- | --- | --- |
| Testing Fee: Objective Personality | Testing Fee: Projective Personality | Testing Fee: Cognitive (e.g., WAIS) | Testing Fee: Achievement (e.g., Woodcock Johnson) | Testing Fee: Neuropsychological | Testing Fee: Career/Vocational Interest |
| Sum | Sum | Sum | Sum | Sum | Sum |
| 43 | 14 | 35 | 33 | 15 | 31 |

|  | | Public or Private | |
| --- | --- | --- | --- |
| Public | Private |
| Count | Count |
| Does your Institution charge a mandatory fee supporting center services? (If yes, please note % supported.) | 100% funded by a fee | 45 | 36 |
| 75% - 99% funded by a fee | 20 | 6 |
| 50% - 74% funded by a fee | 15 | 4 |
| 25% - 49% funded by a fee | 8 | 5 |
| 1%- 24% funded by a fee | 24 | 10 |
| 0% funded by fee | 66 | 104 |
| If yes, your Center IS supported by a mandatory fee, does the support come from: | a fee for counseling services | 15 | 3 |
| a fee for student health services | 64 | 32 |
| a general student activities or student life fee | 27 | 27 |
| fees are charged for testing students who are not clients of the Center (e.g., class assignments, etc.) | 0 | 0 |
| Other (Specify Below) | 8 | 7 |
| Do you collect third party payments for counseling? | Yes | 9 | 0 |
| No | 184 | 195 |
| Has your center received funding from grants or contracts this past year? | Yes | 47 | 37 |
| No | 143 | 152 |





| Do you collect third party payments for counseling? | If yes, you DO collect third party payments for counseling, estimate annual gross income: | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Yes | $.00 | $4,000.00 | $10,000.00 | $44,000.00 | $45,000.00 | $60,000.00 | $75,000.00 | $179,400.00 | $289,000.00 |
| Count | Count | Count | Count | Count | Count | Count | Count | Count | Count |
| 11 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |

Staffing – Positions, Gains/Losses and Benefits

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **How many paid staff positions have you gained/lost in the past year (NA172 to NA191)** | | | | | | | | |
|  | **Added Staff** | | |  |  | **Lost Staff** | | |
|  | **Mean** | **Total Count gain** | **Percent Total** |  |  | **Mean** | **Total Count lost** | **Percent Total** |
| Professional Clinical | 1.11 | 110 | 26.4% |  |  | 0.80 | 19 | 4.6% |
| Psychiatric Nurse Practitioner | 0.48 | 4 | 1.0% |  |  | 0.00 | 0 | 0.0% |
| Psychiatrist | 0.73 | 6 | 1.4% |  |  | 3.00 | 1 | 0.2% |
| Psychiatric Resident | 0.18 | 3 | 0.7% |  |  | 0.00 | 0 | 0.0% |
| Professional Non-Clinical | 1.10 | 5 | 1.2% |  |  | 1.00 | 2 | 0.5% |
| Case Manager | 0.97 | 15 | 3.6% |  |  | 0.50 | 3 | 0.7% |
| Support | 0.85 | 18 | 4.3% |  |  | 0.88 | 8 | 1.9% |
| Intern | 0.95 | 11 | 2.6% |  |  | 0.83 | 3 | 0.7% |
| Post doc | 1.12 | 17 | 4.1% |  |  | 1.00 | 3 | 0.7% |
| Other | 0.55 | 6 | 1.4% |  |  | 1.10 | 4 | 1.0% |
| mean=of centers gained/lost, # of staff added | |  |  |  |  |  |  |  |
| total=centers that gained/lost |  |  |  |  |  |  |  |  |
| percent total=centers that gained/total surveyed centers | | |  |  |  |  |  |  |

Gained/Lost All Positions in past year FTE

Frequency

Percent

-2.9

1

0.24%

>-2 to -1

19

4.57%

>-1 to 0

6

1.44%

0

251

60.34%

0 to <1

37

8.89%

1 to <2

69

16.59%

2 to <3

18

4.33%

3 to <4

8

1.92%

4 to <5

6

1.44%

6

1

0.24%

|  |  |  |  |
| --- | --- | --- | --- |
| **Gained/Lost Professional Clinical Positions in past year FTE** | | |  |
|  | **Frequency** | **Percent** |
| -1 | 12 | 2.9% |
| >-1 to 0 | 7 | 1.7% |
| 0 | 287 | 69.0% |
| 0 to <1 | 30 | 7.2% |
| 1 to <2 | 62 | 14.9% |
| 2 | 10 | 2.4% |
| 3 | 7 | 1.7% |
| 3.1 | 1 | 0.2% |

|  |  |  |
| --- | --- | --- |
| **Do the following positions exist in the center? (MR192)** | | |
|  | **Total** | **Percent** |
| Director | 393 | 94.2% |
| Training Director | 140 | 33.6% |
| Assistant/Associate Director | 178 | 42.7% |
| Clinical Director | 90 | 21.6% |
| Coordinator | 102 | 24.5% |
| Group Coordinator | 100 | 24.0% |
| Professional Staff | 331 | 79.4% |
| Psychiatrist | 148 | 35.5% |
| Psychiatric Nurse Practitioner | 30 | 7.2% |
| Psychiatric Resident | 29 | 7.0% |
| Case Manager | 52 | 12.5% |
| Pre-doctoral Interns | 140 | 33.6% |
| Post Docs | 78 | 18.7% |
| Clinical Graduate Assistant | 76 | 18.2% |
| Non-Clinical Graduate Assistant | 40 | 9.6% |
| Others listed |  |  |
| Practicum/Intern/Extern/Fellow |  |  |
| Health Educator/Promotions/Wellness |  |  |
| Support Staff/Office Manager |  |  |
| Dietitian/Nutritionist |  |  |
| AOD |  |  |
| Disability Services Coordinator |  |  |
| Outreach Coordinator |  |  |
| Chair Person |  |  |
| Senior Counselor (Manager Equivalent) |  |  |
| Lead Therapist |  |  |
| Accounting Assistant |  |  |
| Urgent Care Coordinator |  |  |
| RN/LPN/Nurse Practitioner |  |  |
| Referral Coordinator |  |  |
| Crisis Advocate |  |  |
| Psychometrist |  |  |
| Clinical Referral Coordinator |  |  |
| Exercise Physiologist |  |  |
| QI Coordinator |  |  |
| Referral Coordinator |  |  |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Indicate the amount of benefits allocated per position for a full-time equivalent (NA168 to NA181)** | | | | |
|  | **Mean** | **Max** | **Min** | **Count** |
| Director | $2,119 | $19,741 | $200 | 271 |
| Assistant/Associate Director | $1,639 | $6,200 | $300 | 120 |
| Training Director | $1,584 | $3,897 | $250 | 109 |
| Professional Staff | $1,211 | $20,000 | $150 | 236 |
| Coordinator | $1,080 | $3,860 | $100 | 78 |
| Post-Doc | $528 | $3,000 | $100 | 38 |
| Pre-Doc Interns | $401 | $1,800 | $100 | 69 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Indicate the amount of benefits allocated per position for a full-time equivalent** | | | | |
| **Position** |  | | **Areas Applied** | |
| Director | Mean Amount: | $2,119 | **Count** | **Percent** |
|  | Professional Dues | | 179 | 58.1% |
|  | License Fee |  | 138 | 44.8% |
|  | Malpractice Insurance | | 72 | 23.4% |
|  | Travel/Conference Costs | | 301 | 97.7% |
| Assistant/Associate Director | Mean Amount: | $1,639 |  |  |
|  | Professional Dues | | 65 | 48.9% |
|  | License Fee | | 46 | 34.6% |
|  | Malpractice Insurance | | 28 | 21.1% |
|  | Travel/Conference Costs | | 131 | 98.5% |
| Training Director | Mean Amount: | $1,584 |  |  |
|  | Professional Dues | | 58 | 47.9% |
|  | License Fee | | 41 | 33.9% |
|  | Malpractice Insurance | | 14 | 11.6% |
|  | Travel/Conference Costs | | 120 | 99.2% |
| Professional Staff | Mean Amount: | $1,211 |  |  |
|  | Professional Dues | | 121 | 48.0% |
|  | License Fee | | 102 | 40.5% |
|  | Malpractice Insurance | | 53 | 21.0% |
|  | Travel/Conference Costs | | 245 | 97.2% |
| Coordinator | Mean Amount: | $1,080 |  |  |
|  | Professional Dues | | 35 | 42.2% |
|  | License Fee | | 23 | 27.7% |
|  | Malpractice Insurance | | 13 | 15.7% |
|  | Travel/Conference Costs | | 81 | 97.6% |
| Predoctoral Interns | Mean Amount: | $528 |  |  |
|  | Professional Dues | | 9 | 12.2% |
|  | License Fee | | 6 | 8.1% |
|  | Malpractice Insurance | | 3 | 4.1% |
|  | Travel/Conference Costs | | 72 | 97.3% |
| Post Docs | Mean Amount: | $401 |  |  |
|  | Professional Dues | | 12 | 26.7 % |
|  | License Fee | | 6 | 13.3% |
|  | Malpractice Insurance | | 4 | 8.9% |
|  | Travel/Conference Costs | | 43 | 95.6% |

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| **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. (PA210 through PA213)** | | | | | | | |
|  |  | |  | |  | |  |
|  | **Min** | **Max** | | **Mean** | |
| Counselor expected percent: Direct Service | 25.0% | 95.0% | | 61.4% | |
| Counselor expected percent: Indirect service | 0.0% | 50.0% | | 22.5% | |
| Counselor expected percent: Administrative service | 0.0% | 50.0% | | 13.3% | |
| Counselor expected percent: Other | 0.0% | 30.0% | | 2.9% | |
|  |  |  | |  | |
| Counselor actual percent: Direct service | 25.0% | 95.0% | | 60.4% | |
| Counselor actual percent: Indirect service | 0.0% | 55.0% | | 23.2% | |
| Counselor actual percent: Administrative service | 0.0% | 50.0% | | 13.6% | |
| Counselor actual percent: Other | 0.0% | 25.0% | | 2.8% | |
| Director expected percent: Direct Service | 0.0% | 100.0% | | 33.1% | |
| Director expected percent: Indirect service | 0.0% | 60.0% | | 22.6% | |
| Director expected percent: Administrative service | 0.0% | 90.0% | | 40.3% | |
| Director expected percent: Other | 0.0% | 30.0% | | 4.1% | |
|  |  |  | |  | |
| Director actual percent: Direct service | 0.0% | 100.0% | | 37.2% | |
| Director actual percent: Indirect service | 2.0% | 60.0% | | 22.6% | |
| Director actual percent: Administrative service | 2.0% | 90.0% | | 38.8% | |
| Director actual percent: Other | 0.0% | 35.0% | | 3.7% | |

Workload (Direct Service and other activities)

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **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** |
| 65.9% | 65.7% | 62.2% | 59.0% | 56.8% | 58.6% | 56.2% | 57.8% | 58.0% | 57.0% | 59.5% |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **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** |  | 60.00 | 56.25 | 59.11 | 55.67 | 59.89 | 56.05 | 54.76 | 57.59 | 57.00 | 58.71 |
| **Four-year public college** |  | 70.00 | 63.75 |  | 62.50 |  | 50.00 |  |  |  |  |
| **Four-year private university** | 58.75 | 66.88 | 62.97 | 55.92 | 57.64 | 55.89 | 65.00 | 72.33 | 61.00 |  | 70.00 |
| **Four-year private college** | 67.67 | 65.00 | 62.31 | 67.50 | 57.50 |  |  |  |  |  |  |
| **Both four-year public and private university** |  |  |  |  |  |  |  | 51.00 |  |  | 60.00 |
| **Other** | 70.00 | 70.00 | 65.33 | 70.00 |  |  |  | 65.00 |  |  |  |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **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** |
| 57.0% | 50.0% | 39.2% | 39.6% | 30.1% | 26.6% | 24.5% | 21.7% | 19.9% | 16.7% | 12.3% |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **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** | 60.00 | 27.50 | 34.00 | 40.10 | 30.43 | 31.11 | 26.29 | 25.43 | 20.53 | 16.70 | 12.53 |
| **Four-year public college** |  | 55.00 | 27.50 | 15.00 | 47.50 | 25.00 | 15.00 |  |  |  |  |
| **Four-year private university** | 58.14 | 48.78 | 45.18 | 39.00 | 26.36 | 17.78 | 10.00 | 10.67 | 13.50 |  | 10.00 |
| **Four-year private college** | 53.24 | 52.19 | 30.94 | 30.00 | 30.00 |  |  |  |  |  |  |
| **Both four-year public and private university** |  |  |  |  |  |  |  | 5.00 |  |  | 10.00 |
| **Other** | 75.00 | 40.00 | 49.50 | 62.50 |  |  |  | 20.00 |  |  |  |

FTE

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Professional Staffing FTE for Academic and Entire Year NA214 NA230)** | | | | |
|  | Maximum | Minimum | Sum | Percent of Totsal |
| Academic Year FTE: Clinical Psychologist | 22.50 | .010 | 750.19 | 28.11% |
| Academic Year FTE: Counseling Psychologist | 34.00 | .200 | 822.55 | 30.82% |
| Academic Year FTE: Marriage and Family Therapist | 3.75 | .500 | 56.88 | 2.13% |
| Academic Year FTE: Professional Counselor | 9.00 | .150 | 448.90 | 16.82% |
| Academic Year FTE: Social Work (MSW, LCSW) | 26.00 | .200 | 369.94 | 13.86% |
| Academic Year FTE: Psychiatrist | 6.00 | .010 | 142.49 | 5.34% |
| Academic Year FTE: Psychiatric Nurse Practitioner | 5.00 | .016 | 30.33 | 1.14% |
| Academic Year FTE: Other mental health professional | 5.00 | .100 | 47.39 | 1.78% |
|  | Academic Year Total FTE |  | 2668.66 |  |
| Entire Year FTE: Clinical Psychologist | 22.50 | .100 | 661.44 | 28.14% |
| Entire Year FTE: Counseling Psychologist | 32.00 | .100 | 765.09 | 32.55% |
| Entire Year FTE: Marriage and Family Therapist | 3.75 | .250 | 43.87 | 1.87% |
| Entire Year FTE: Professional Counselor | 9.00 | .100 | 389.67 | 16.58% |
| Entire Year FTE: Social Work (MSW, LCSW) | 26.00 | .130 | 321.88 | 13.69% |
| Entire Year FTE: Psychiatrist | 5.50 | .001 | 115.63 | 4.92% |
| Entire Year FTE: Psychiatric Nurse Practitioner | 5.00 | .016 | 19.64 | 0.84% |
| Entire Year FTE: Other mental health professional | 2.00 | .100 | 33.42 | 1.42% |
|  | Entire Year Total FTE |  | 2350.63 | 100.00% |
| Entire Year paid professional staff NOT providing these services through your counseling center. | 15.00 | .050 | 82.37 | 3.50% |
| "0s" removed from the data. Therefore Minimum excludes "0s" | Entire Year Total Campus FTE | | 2433.00 |  |

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| --- | --- | --- | --- | --- |
| **Paid Trainee FTE for Academic and Entire Year (NA231 NA238)** | | | | |
|  | Maximum | Minimum | Sum |  |
| Academic Year FTE: Paid Pre-doctoral Psychology Interns | 6.00 | 0.40 | 342.18 | 56.60% |
| Academic Year FTE: Paid Post-doctoral Psychologist | 5.00 | 0.20 | 126.75 | 20.96% |
| Academic Year FTE: Paid Psychiatric Resident | 2.00 | 0.10 | 8.40 | 1.39% |
| Academic Year FTE: Paid Other paid mental health trainee | 18.75 | 0.40 | 127.26 | 21.05% |
| Academic Year FTE Total Trainee: | | | 604.59 |  |
| Entire Year FTE: Paid Pre-doctoral Psychology Interns | 6.00 | 0.40 | 304.08 | 58.14% |
| Entire Year FTE: Paid Post-doctoral Psychologist | 4.00 | 0.15 | 103.05 | 19.70% |
| Entire Year FTE: Paid Psychiatric Resident | 5.00 | 0.07 | 10.77 | 2.06% |
| Entire Year FTE: Paid Other paid mental health trainee | 18.75 | 0.25 | 105.14 | 20.10% |
| Entire Year FTE Total Trainee: | | | 523.04 |  |

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| --- | --- | --- | --- | --- | --- |
| **Total FTE Professional Staff and Paid Trainees for the Academic and Entire Year (NA239 to NA248)** | | | | | |
|  | Mean | Maximum | Minimum | Standard Deviation | Sum |
| Academic Year FTE: Paid Professional Staff Total | 6.68 | 57.00 | 0.00 | 6.46 | 2,679.56 |
| Entire Year FTE: Paid Professional Staff Total | 6.31 | 47.70 | 0.00 | 6.22 | 2,493.69 |
| Entire Year FTE: Paid Professional Staff + Outsides Professional Staff | 6.49 | 47.70 | 0.00 | 6.35 | 2,432.58 |
| Entire Year FTE: Paid Professional Trainee Total | 1.32 | 18.75 | 0.00 | 2.32 | 529.34 |
| Academic Year : Paid Professional trainees Total | 1.51 | 18.75 | 0.00 | 2.39 | 606.99 |
| Academic Year FTE: Paid Professional Staff and Trainees Total (NA239 & NA246) (Calculated) | 8.18 | 65.50 | 0.50 | 8.09 | 3,262.65 |
| Entire Year FTE: Paid Professional Trainee Total | 1.49 | 29.70 | 0.00 | 2.96 | 599.34 |
| Entire Year FTE: Paid Professional Staff and Trainees Total | 7.83 | 59.70 | 0.30 | 8.00 | 3,092.02 |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Academic Year FTE: Paid Professional Staff Total by School Size and Status (SA239 x NA23 x NA25)** | | | | | | | |
|  | | 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) |
| School Size | Under 1,500 | 3.000 |  | 2.375 | 1.789 |  | 1.667 |
| 1,501 - 2,500 | 3.000 | 2.100 | 3.207 | 2.799 |  | 1.500 |
| 2,501 - 5,000 | 2.877 | 3.700 | 3.315 | 3.616 |  | 2.458 |
| 5,001 - 7,500 | 3.853 | 4.500 | 4.646 | 6.500 |  | 4.000 |
| 7,501 - 10,000 | 5.358 | 3.780 | 6.525 | 8.215 |  |  |
| 10,001 - 15,000 | 6.608 | 4.150 | 10.814 |  |  |  |
| 15,001 - 20,000 | 8.384 | 10.000 | 9.455 |  |  |  |
| 20,001 - 25,000 | 9.809 |  | 16.433 |  | 31.000 | 6.000 |
| 25,001 - 30,000 | 12.010 |  | 16.000 |  |  |  |
| 30,001 - 35,000 | 14.034 |  |  |  |  |  |
| 35,001 and over | 21.952 |  | 35.250 |  | 18.430 | 0.000 |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Entire Year FTE: Paid Professional Staff Total by School Size and Status (SA241 x NA23 x NA25)** | | | | | | | |
|  | | 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) |
| School Size | Under 1,500 | 2.60 |  | 2.13 | 1.66 |  | 1.33 |
| 1,501 - 2,500 | 3.00 | 1.58 | 3.44 | 2.52 |  | 1.50 |
| 2,501 - 5,000 | 2.76 | 2.82 | 2.83 | 3.34 |  | 2.41 |
| 5,001 - 7,500 | 3.40 | 4.50 | 4.23 | 6.15 |  | 3.48 |
| 7,501 - 10,000 | 4.73 | 3.66 | 6.24 | 6.96 |  |  |
| 10,001 - 15,000 | 6.24 | 4.15 | 10.48 |  |  |  |
| 15,001 - 20,000 | 7.73 | 9.25 | 8.40 |  |  |  |
| 20,001 - 25,000 | 9.32 |  | 15.89 |  | 25.80 | 6.00 |
| 25,001 - 30,000 | 11.82 |  | 16.00 |  |  |  |
| 30,001 - 35,000 | 13.36 |  |  |  |  |  |
| 35,001 and over | 21.04 |  | 33.35 |  | 18.43 | 0.00 |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Entire Year FTE: Paid Professional Staff and Outsides Professional Staff by School Size and Status (SA243 x NA23 x NA25)** | | | | | | | |
|  | | 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) |
| **School Size** | Under 1,500 | 3.00 |  | 2.38 | 1.79 |  | 1.67 |
| 1,501 - 2,500 | 3.00 | 2.10 | 3.21 | 2.80 |  | 1.50 |
| 2,501 - 5,000 | 2.88 | 3.70 | 3.32 | 3.62 |  | 2.46 |
| 5,001 - 7,500 | 3.85 | 4.50 | 4.65 | 6.50 |  | 4.00 |
| 7,501 - 10,000 | 5.36 | 3.78 | 6.53 | 8.22 |  |  |
| 10,001 - 15,000 | 6.61 | 4.15 | 10.81 |  |  |  |
| 15,001 - 20,000 | 8.38 | 10.00 | 9.46 |  |  |  |
| 20,001 - 25,000 | 9.81 |  | 16.43 |  | 31.00 | 6.00 |
| 25,001 - 30,000 | 12.01 |  | 16.00 |  |  |  |
| 30,001 - 35,000 | 14.03 |  |  |  |  |  |
| 35,001 and over | 21.95 |  | 35.25 |  | 18.43 | 0.00 |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Academic Year FTE: Paid Trainee Total by School Size and Status (SA246 x NA23 x NA25)** | | | | | | | |
|  | | 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) |
| School Size | Under 1,500 | 0.00 |  | 0.13 | 0.19 |  | 0.00 |
| 1,501 - 2,500 | 6.00 | 0.00 | 0.19 | 0.66 |  | 0.50 |
| 2,501 - 5,000 | 0.36 | 0.00 | 0.42 | 0.13 |  | 0.63 |
| 5,001 - 7,500 | 0.21 | 1.00 | 1.09 | 0.00 |  | 0.50 |
| 7,501 - 10,000 | 0.96 | 0.70 | 2.03 | 0.50 |  |  |
| 10,001 - 15,000 | 1.22 | 1.05 | 3.62 |  |  |  |
| 15,001 - 20,000 | 2.41 | 5.00 | 0.00 |  |  |  |
| 20,001 - 25,000 | 3.55 |  | 3.38 |  | 2.00 | 2.50 |
| 25,001 - 30,000 | 2.83 |  | 3.20 |  |  |  |
| 30,001 - 35,000 | 4.31 |  |  |  |  |  |
| 35,001 and over | 5.49 |  | 6.00 |  | 5.90 | 2.00 |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Entire Year FTE: Paid Trainee Total by School Size and Status (SA245 x NA23 x NA25)** | | | | | | | |
|  | | 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) |
| School Size | Under 1,500 | 0.00 |  | 0.00 | 0.19 |  | 0.02 |
| 1,501 - 2,500 | 6.00 | 0.00 | 0.17 | 0.67 |  | 0.50 |
| 2,501 - 5,000 | 0.36 | 0.50 | 0.42 | 0.08 |  | 0.38 |
| 5,001 - 7,500 | 0.03 | 0.00 | 0.86 | 0.00 |  | 0.40 |
| 7,501 - 10,000 | 0.82 | 0.59 | 1.65 | 0.99 |  |  |
| 10,001 - 15,000 | 0.95 | 1.05 | 3.14 |  |  |  |
| 15,001 - 20,000 | 2.29 | 5.00 | 0.00 |  |  |  |
| 20,001 - 25,000 | 3.28 |  | 3.21 |  | 1.80 | 5.00 |
| 25,001 - 30,000 | 2.19 |  | 0.00 |  |  |  |
| 30,001 - 35,000 | 3.60 |  |  |  |  |  |
| 35,001 and over | 5.23 |  | 3.50 |  | 0.00 | 1.80 |
| **Academic Year FTE: Professional Staff + Paid Trainee Total by School Size and Status (SA247)** | | | | | | | |
|  | | 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) |
| School Size | Under 1,500 | 3.00 |  | 2.50 | 2.01 |  | 1.67 |
| 1,501 - 2,500 | 9.00 | 2.10 | 3.40 | 3.46 |  | 2.00 |
| 2,501 - 5,000 | 3.15 | 3.70 | 3.74 | 3.74 |  | 3.03 |
| 5,001 - 7,500 | 4.07 | 5.50 | 5.74 | 6.50 |  | 4.50 |
| 7,501 - 10,000 | 5.99 | 4.48 | 8.55 | 8.72 |  |  |
| 10,001 - 15,000 | 8.10 | 5.20 | 14.24 |  |  |  |
| 15,001 - 20,000 | 10.79 | 15.00 | 9.46 |  |  |  |
| 20,001 - 25,000 | 13.36 |  | 19.81 |  | 33.00 | 8.50 |
| 25,001 - 30,000 | 14.84 |  | 19.20 |  |  |  |
| 30,001 - 35,000 | 18.23 |  |  |  |  |  |
| 35,001 and over | 27.33 |  | 41.25 |  | 24.33 | 2.00 |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Entire Year FTE: Professional Staff + Paid Trainee Total by School 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) |
| School Size | Under 1,500 | 2.60 |  | 2.13 | 1.85 |  | 1.35 |
| 1,501 - 2,500 | 9.00 | 1.58 | 3.65 | 3.21 |  | 2.00 |
| 2,501 - 5,000 | 3.12 | 3.32 | 3.41 | 3.42 |  | 2.78 |
| 5,001 - 7,500 | 3.90 | 4.50 | 5.09 | 13.15 |  | 3.88 |
| 7,501 - 10,000 | 5.55 | 4.25 | 7.89 | 7.95 |  |  |
| 10,001 - 15,000 | 8.04 | 5.20 | 13.58 |  |  |  |
| 15,001 - 20,000 | 10.14 | 14.25 | 8.40 |  |  |  |
| 20,001 - 25,000 | 12.60 |  | 19.10 |  | 27.60 | 11.00 |
| 25,001 - 30,000 | 14.02 |  | 16.00 |  |  |  |
| 30,001 - 35,000 | 16.95 |  |  |  |  |  |
| 35,001 and over | 26.27 |  | 48.20 |  | 18.43 | 1.80 |

Staff to Student Ratios







|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Average Ratio of Number of Students at School to Practitioner FTE: Academic Year : Paid Professional Staff (NA240) by Sixe X 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) |
| Under 1,500 | 351 |  | 624 | 658 |  | 556 |
| 1,501 - 2,500 | 633 | 928 | 845 | 1,011 |  | 1,288 |
| 2,501 - 5,000 | 2,062 | 1,399 | 1,397 | 1,232 |  | 1,477 |
| 5,001 - 7,500 | 2,104 | 1,537 | 2,087 | 1,036 |  | 1,722 |
| 7,501 - 10,000 | 1,832 | 2,350 | 1,584 | 1,155 |  |  |
| 10,001 - 15,000 | 1,976 | 6,159 | 1,242 |  |  |  |
| 15,001 - 20,000 | 2,567 | 2,162 | 1,703 |  |  |  |
| 20,001 - 25,000 | 2,634 |  | 1,585 |  | 710 | 4,407 |
| 25,001 - 30,000 | 2,681 |  | 1,855 |  |  |  |
| 30,001 - 35,000 | 2,609 |  |  |  |  |  |
| 35,001 and over | 2,427 |  | 1,361 |  | 2,356 |  |



|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **IACS RATIO: Average Ratio of Number of Students at School to Practitioner FTE: Entire Year : Paid Professional Staff (NA242) by Sixe X 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) |
| Under 1,500 | 404.62 |  | 645.47 | 719.70 |  | 627.69 |
| 1,501 - 2,500 | 633.33 | 1233.54 | 887.39 | 1132.99 |  | 1287.50 |
| 2,501 - 5,000 | 2463.16 | 1805.66 | 1566.36 | 1411.39 |  | 1504.69 |
| 5,001 - 7,500 | 2370.98 | 1536.63 | 2425.06 | 1111.05 |  | 1934.37 |
| 7,501 - 10,000 | 2082.62 | 2447.56 | 1673.47 | 1308.60 |  |  |
| 10,001 - 15,000 | 2212.55 | 6158.88 | 1301.36 |  |  |  |
| 15,001 - 20,000 | 2720.18 | 2230.59 | 1870.32 |  |  |  |
| 20,001 - 25,000 | 2737.09 |  | 1702.80 |  | 852.71 | 4406.69 |
| 25,001 - 30,000 | 2726.64 |  | 1855.26 |  |  |  |
| 30,001 - 35,000 | 2788.37 |  |  |  |  |  |
| 35,001 and over | 2492.29 |  | 1493.29 |  | 2356.21 |  |













Staffing Changes (Increases/Decreases)

| **Staffing and service changes (MR522)** | | Count | % |
| --- | --- | --- | --- |
| Increased counseling staff | Yes | 122 | 29.3% |
| Added a Case Manager(s) | Yes | 46 | 11.0% |
| Added trainees providing clinical services | Yes | 75 | 18.0% |
| Increased training for staff in working with difficult cases (in-service or external workshops) | Yes | 138 | 33.1% |
| Increased training for staff in time-limited therapy to help manage caseloads better | Yes | 76 | 18.2% |
| Implemented a triage model or modified model if already present | Yes | 106 | 25.4% |
| Increased psychiatric consulting hours | Yes | 73 | 17.5% |
| Increased part-time counselors during busy time of year | Yes | 98 | 23.5% |
| Trained faculty and others on campus to help them make more appropriate and timely referrals | Yes | 202 | 48.4% |
| Served on a Student Assistance Committee that includes varied campus personnel | Yes | 199 | 47.7% |
| Offered psycho-educational assistance on a center webpage | Yes | 140 | 33.6% |
| Provided psychologically oriented columns for the student newspaper | Yes | 49 | 11.8% |
| Expanded external referral network | Yes | 177 | 42.4% |
| Increased utilization of group counseling | Yes | 138 | 33.1% |
| Increased utilization of adjunctive therapies (Stress and Wellness Clinics, Mindfulness classes, Biofeedback) | Yes | 96 | 23.0% |
| None | Yes | 11 | 2.6% |
| Other (Specify Below) | Yes | 13 | 3.1% |

Salary Data

| **Average Salary** | |
| --- | --- |
|  | Mean |
| Training Director Average Salary | $69,222 |
| Assistant Associate Director Average Salary | $70,228 |
| Clinical Director Average Salary | $69,935 |
| Counselor With Doctorate Average Salary | $61,860 |
| Counselor who is ABD Average Salary | $54,400 |
| Counselor with MA Average Salary | $49,878 |
| Counselor with MSW Average Salary | $53,467 |
| Psychiatrist/MD (average annual salary) | $140,371 |
| Psychiatrist/MD (average hourly salary) | $144 |
| Psychiatric Nurse Practitioner Average Salary | $69,950 |
| Psychiatric Residents Average Salary | $39,445 |
| Learning Skills Specialist Average Salary | $45,035 |
| Case Manager Average Salary | $52,098 |
| Substance Abuse Counselor/Addictions Specialist Average Salary | $50,533 |
| Other Average Salary | $47,721 |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Staff Salary Data by Years in Position** | | | | | | |
| *(note: empty rows have been deleted)* | | | | | | |
|  | Mean | N | Median | Mode | Min. | Max. |
| Training Director (less than 1 year) | $62,886 | 22 | $61,000 | $60,000 | $42,300 | $94,000 |
| Training Director (1-3 years in position) | $66,279 | 41 | $64,000 | $70,000 | $53,000 | $93,000 |
| Training Director (4-6 years in position) | $67,804 | 32 | $66,283 | $65,000 | $38,000 | $108,000 |
| Training Director (7-9 years in position) | $72,680 | 21 | $70,000 | $60,000 | $53,079 | $99,405 |
| Training Director (10-12 years in position) | $64,431 | 14 | $64,250 | $60,000 | $41,500 | $78,000 |
| Training Director (13-15 years in position) | $78,942 | 10 | $75,335 | $62,000 | $62,000 | $112,896 |
| Training Director (15 years and above) | $84,188 | 11 | $88,599 | $62,000 | $62,000 | $110,000 |
| Assistant or Assoc. Director (less than 1 year) | $68,913 | 39 | $70,000 | $70,000 | $40,000 | $92,160 |
| Assistant or Assoc. Dir (1-3 years in position) | $65,011 | 50 | $65,000 | $65,000 | $40,000 | $92,000 |
| Assistant or Assoc. Dir (4-6 years in position) | $69,895 | 46 | $68,028 | $68,000 | $41,000 | $97,794 |
| Assistant or Assoc. Dir (7-9 years in position) | $65,441 | 18 | $63,837 | $45,000 | $45,000 | $95,000 |
| Assistant or Assoc. Dir (10-12 years in position) | $64,402 | 11 | $66,500 | $37,000 | $37,000 | $93,342 |
| Assistant or Assoc. Dir (13-15 years in position) | $82,794 | 7 | $76,017 | $50,000 | $50,000 | $160,000 |
| Assistant or Assoc. Dir (15 years and above) | $81,119 | 24 | $81,120 | $50,000 | $50,000 | $123,937 |
| Clinical Director (less than 1 year) | $71,457 | 6 | $68,500 | $58,000 | $58,000 | $93,744 |
| Clinical Director (1-3 years in position) | $70,335 | 17 | $70,000 | $70,000 | $47,065 | $97,380 |
| Clinical Director (4-6 years in position) | $67,814 | 8 | $65,900 | $57,500 | $57,500 | $80,300 |
| Clinical Director (7-9 years in position) | $75,853 | 6 | $69,750 | $59,753 | $59,753 | $99,000 |
| Clinical Director (10-12 years in position) | $65,891 | 2 | $65,891 | $56,781 | $56,781 | $75,000 |
| Clinical Director (13-15 years in position) | $51,744 | 1 | $51,744 | $51,744 | $51,744 | $51,744 |
| Clinical Director (15 years and above) | $67,206 | 3 | $74,323 | $17,736 | $17,736 | $109,558 |
| Counselor with Doctorate (less than 1 year) | $56,991 | 121 | $55,000 | $50,000 | $35,000 | $124,000 |
| Counselor with Doctorate (1-3 years in position) | $56,629 | 111 | $55,000 | $55,000 | $41,000 | $102,000 |
| Counselor with Doctorate (4-6 years in position) | $64,468 | 111 | $58,000 | $55,000 | $40,000 | $520,000 |
| Counselor with Doctorate (7-9 years in position) | $63,812 | 48 | $60,764 | $64,000 | $21,468 | $90,683 |
| Counselor with Doctorate (10-12 years in position) | $66,485 | 42 | $63,000 | $63,000 | $45,841 | $100,000 |
| Counselor with Doctorate (13-15 years in position) | $72,080 | 24 | $71,375 | $68,000 | $39,140 | $104,122 |
| Counselor with Doctorate (15 years and above) | $76,251 | 62 | $72,535 | $67,000 | $48,000 | $140,000 |
| Counselor who is A.B.D. (less than 1 year) | $55,018 | 13 | $55,000 | $44,000 | $44,000 | $72,000 |
| Counselor who is A.B.D. (1-3 years in position) | $58,467 | 6 | $52,915 | $49,000 | $49,000 | $78,316 |
| Counselor who is A.B.D. (4-6 years in position) | $47,689 | 3 | $46,566 | $39,500 | $39,500 | $57,000 |
| Counselor who is A.B.D. (7-9 years in position) | $43,702 | 1 | $43,702 | $43,702 | $43,702 | $43,702 |
| Counselor who is A.B.D. (15 years and above) | $58,059 | 2 | $58,059 | $56,117 | $56,117 | $60,000 |
| Counselor with MA (less than 1 year) | $45,520 | 50 | $44,500 | $45,000 | $15,360 | $130,000 |
| Counselor with MA (1-3 years in position) | $44,714 | 49 | $45,000 | $32,000 | $25,000 | $70,000 |
| Counselor with MA (4-6 years in position) | $49,327 | 55 | $48,048 | $50,000 | $15,360 | $84,515 |
| Counselor with MA (7-9 years in position) | $53,451 | 22 | $53,673 | $75,000 | $38,000 | $75,000 |
| Counselor with MA (10-12 years in position) | $58,162 | 14 | $55,707 | $28,000 | $28,000 | $95,000 |
| Counselor with MA (13-15 years in position) | $57,844 | 12 | $57,263 | $50,000 | $46,050 | $74,152 |
| Counselor with MA (15 years and above) | $59,683 | 24 | $57,752 | $55,000 | $39,837 | $90,000 |
| Counselor with MSW (less than 1 year) | $45,774 | 27 | $45,000 | $45,000 | $26,600 | $68,000 |
| Counselor with MSW (1-3 years in position) | $49,584 | 41 | $48,000 | $45,000 | $30,000 | $80,875 |
| Counselor with MSW (4-6 years in position) | $53,683 | 53 | $51,833 | $50,000 | $36,000 | $90,000 |
| Counselor with MSW (7-9 years in position) | $53,525 | 26 | $53,626 | $73,000 | $38,000 | $73,000 |
| Counselor with MSW (10-12 years in position) | $57,376 | 20 | $59,450 | $52,000 | $25,000 | $80,000 |
| Counselor with MSW (13-15 years in position) | $60,768 | 8 | $61,200 | $50,000 | $50,000 | $74,000 |
| Counselor with MSW (15 years and above) | $65,980 | 19 | $63,708 | $78,000 | $30,000 | $95,000 |
| Psychiatrist/MD - Annual (less than 1 year) | $147,875 | 14 | $144,842 | $140,000 | $120,000 | $175,000 |
| Psychiatrist/MD - Annual (1-3 years in position) | $129,679 | 15 | $137,000 | $46,000 | $46,000 | $179,000 |
| Psychiatrist/MD - Annual (4-6 years in position) | $134,499 | 17 | $138,042 | $130,000 | $10,000 | $215,000 |
| Psychiatrist/MD - Annual (7-9 years in position) | $144,723 | 15 | $145,670 | $66,150 | $66,150 | $190,000 |
| Psychiatrist/MD - Annual (10-12 years in position) | $151,329 | 9 | $150,000 | $180,000 | $69,993 | $222,265 |
| Psychiatrist/MD - Annual (13-15 years in position) | $149,734 | 4 | $148,468 | $137,000 | $137,000 | $165,000 |
| Psychiatrist/MD - Annual (15 years and above) | $154,704 | 11 | $160,000 | $160,000 | $105,868 | $205,499 |
| Psychiatrist/MD - Hourly (less than 1 year) | $127 | 13 | $130 | $150 | $80 | $150 |
| Psychiatrist/MD - Hourly (1-3 years in position) | $145 | 38 | $128 | $125 | $90 | $325 |
| Psychiatrist/MD - Hourly (4-6 years in position) | $145 | 20 | $145 | $150 | $105 | $250 |
| Psychiatrist/MD - Hourly (7-9 years in position) | $152 | 12 | $140 | $150 | $90 | $300 |
| Psychiatrist/MD - Hourly (10-12 years in position) | $133 | 13 | $140 | $95 | $95 | $180 |
| Psychiatrist/MD - Hourly (13-15 years in position) | $127 | 7 | $115 | $200 | $55 | $200 |
| Psychiatrist/MD - Hourly (15 years and above) | $140 | 6 | $135 | $125 | $125 | $170 |
| Nurse Practitioner (less than 1 year) | $57,120 | 3 | $58,441 | $31,920 | $31,920 | $81,000 |
| Nurse Practitioner (1-3 years in position) | $83,255 | 7 | $71,733 | $18,000 | $18,000 | $260,000 |
| Nurse Practitioner (4-6 years in position) | $66,870 | 2 | $66,870 | $33,600 | $33,600 | $100,140 |
| Nurse Practitioner (7-9 years in position) | $38,343 | 5 | $35,200 | $25,000 | $25,000 | $51,516 |
| Nurse Practitioner (10-12 years in position) | $36,800 | 1 | $36,800 | $36,800 | $36,800 | $36,800 |
| Nurse Practitioner (13-15 years in position) | $57,800 | 3 | $60,000 | $38,400 | $38,400 | $75,000 |
| Nurse Practitioner (15 years and above) | $40,000 | 1 | $40,000 | $40,000 | $40,000 | $40,000 |
| Psychiatric Residents (less than 1 year) | $37,186 | 6 | $35,500 | $12,800 | $12,800 | $67,500 |
| Psychiatric Residents (1-3 years in position) | $53,000 | 1 | $53,000 | $53,000 | $53,000 | $53,000 |
| Learning Skills Specialist (less than 1 year) | $40,000 | 1 | $40,000 | $40,000 | $40,000 | $40,000 |
| Learning Skills Specialist (1-3 years in position) | $28,500 | 1 | $28,500 | $28,500 | $28,500 | $28,500 |
| Learning Skills Specialist (10-12 years in position) | $54,711 | 1 | $54,711 | $54,711 | $54,711 | $54,711 |
| Learning Skills Specialist (15 years and above) | $48,009 | 4 | $52,844 | $21,177 | $21,177 | $65,170 |
| Case Manager (less than 1 year) | $47,773 | 11 | $47,500 | $43,500 | $40,000 | $55,000 |
| Case Manager (1-3 years in position) | $50,917 | 19 | $47,000 | $45,000 | $36,000 | $86,000 |
| Case Manager (4-6 years in position) | $53,635 | 3 | $54,900 | $44,004 | $44,004 | $62,000 |
| Case Manager (7-9 years in position) | $60,502 | 2 | $60,502 | $47,004 | $47,004 | $74,000 |
| Case Manager (15 years and above) | $85,000 | 1 | $85,000 | $85,000 | $85,000 | $85,000 |
| Substance/Addictions Specialist (less than 1 year) | $49,163 | 7 | $48,640 | $30,000 | $30,000 | $66,000 |
| Substance/Addictions (1-3 years in position) | $46,171 | 6 | $49,425 | $10,000 | $10,000 | $66,700 |
| Substance/Addictions (4-6 years in position) | $43,002 | 8 | $43,000 | $44,000 | $24,000 | $70,000 |
| Substance/Addictions (7-9 years in position) | $54,150 | 4 | $53,400 | $44,000 | $44,000 | $65,798 |
| Substance/Addictions (10-12 years in position) | $68,000 | 1 | $68,000 | $68,000 | $68,000 | $68,000 |
| Substance/Addictions (13-15 years in position) | $64,250 | 2 | $64,250 | $56,000 | $56,000 | $72,500 |
| Substance/Addictions (15 years and above) | $54,595 | 4 | $55,270 | $42,840 | $42,840 | $65,000 |
| Pre-doctoral Psychology Intern | $23,079 | 94 | $23,660 | $25,000 | $10,000 | $38,510 |
| Post Docs | $32,304 | 61 | $32,000 | $32,000 | $15,000 | $64,000 |
| Graduate Students - Current Salary | $12,393 | 37 | $12,000 | $12,000 | $3,000 | $34,000 |

| **Staff Salary by Experience and Institution Status** | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Public or Private | | | | | | | |
| Public | | | | Private | | | |
| Mean | N | Min. | Max. | Mean | N | Min | Max. |
| Training Director (less than 1 year) | $65,161 | 15 | $42,736 | $94,000 | $57,846 | 6 | $42,300 | $75,000 |
| Training Director (1-3 years in position) | $64,161 | 24 | $53,146 | $78,000 | $69,254 | 14 | $53,682 | $93,000 |
| Training Director (4-6 years in position) | $71,363 | 20 | $49,000 | $108,000 | $62,678 | 11 | $38,000 | $89,955 |
| Training Director (7-9 years in position) | $75,219 | 15 | $53,079 | $99,405 | $66,200 | 5 | $60,000 | $77,000 |
| Training Director (10-12 years in position) | $61,698 | 10 | $41,500 | $74,000 | $69,017 | 3 | $62,000 | $75,000 |
| Training Director (13-15 years in position) | $82,288 | 6 | $62,000 | $112,896 | $73,923 | 4 | $62,000 | $83,691 |
| Training Director (15 years and above) | $83,559 | 7 | $65,467 | $110,000 | $83,000 | 3 | $62,000 | $95,000 |
| Assistant or Assoc. Dir (less than 1 year) | $69,252 | 17 | $40,000 | $81,000 | $67,109 | 20 | $46,000 | $87,300 |
| Assistant or Assoc. Dir (1-3 years in position) | $66,124 | 29 | $40,000 | $91,000 | $63,473 | 21 | $47,000 | $92,000 |
| Assistant or Assoc. Dir (4-6 years in position) | $69,330 | 22 | $41,000 | $97,794 | $71,643 | 20 | $45,000 | $91,800 |
| Assistant or Assoc. Dir (7-9 years in position) | $73,894 | 7 | $52,036 | $95,000 | $60,061 | 11 | $45,000 | $85,000 |
| Assistant or Assoc. Dir (10-12 years in position) | $69,642 | 6 | $52,215 | $93,342 | $58,114 | 5 | $37,000 | $75,000 |
| Assistant or Assoc. Dir (13-15 years in position) | $79,348 | 3 | $62,000 | $100,000 | $88,500 | 3 | $50,000 | $160,000 |
| Assistant or Assoc. Dir (15 years and above) | $81,886 | 15 | $50,000 | $123,937 | $78,743 | 8 | $50,000 | $95,642 |
| Clinical Director (less than 1 year) | $74,149 | 5 | $61,000 | $93,744 | $58,000 | 1 | $58,000 | $58,000 |
| Clinical Director (1-3 years in position) | $67,557 | 12 | $55,000 | $92,931 | $76,927 | 3 | $47,065 | $97,380 |
| Clinical Director (4-6 years in position) | $65,701 | 6 | $57,500 | $78,000 | $74,150 | 2 | $68,000 | $80,300 |
| Clinical Director (7-9 years in position) | $75,853 | 6 | $59,753 | $99,000 |  |  |  |  |
| Clinical Director (10-12 years in position) | $56,781 | 1 | $56,781 | $56,781 | $75,000 | 1 | $75,000 | $75,000 |
| Clinical Director (13-15 years in position) | $51,744 | 1 | $51,744 | $51,744 |  |  |  |  |
| Clinical Director (15 years and above) | $67,206 | 3 | $17,736 | $109,558 |  |  |  |  |
| Counselor with Doctorate (less than 1 year) | $55,666 | 64 | $42,180 | $76,000 | $57,925 | 49 | $35,000 | $124,000 |
| Counselor with Doctorate (1-3 years in position) | $54,971 | 66 | $41,000 | $78,000 | $59,000 | 40 | $42,000 | $102,000 |
| Counselor with Doctorate (4-6 years in position) | $65,161 | 78 | $41,900 | $520,000 | $63,157 | 31 | $40,000 | $102,000 |
| Counselor with Doctorate (7-9 years in position) | $64,592 | 36 | $38,000 | $90,683 | $61,473 | 12 | $21,468 | $89,000 |
| Counselor with Doctorate (10-12 years in position) | $65,444 | 28 | $45,841 | $91,000 | $69,741 | 12 | $54,232 | $100,000 |
| Counselor with Doctorate (13-15 years in position) | $72,225 | 21 | $39,140 | $104,122 | $71,067 | 3 | $68,000 | $73,450 |
| Counselor with Doctorate (15 years and above) | $75,745 | 44 | $49,622 | $108,000 | $77,628 | 17 | $48,000 | $140,000 |
| Counselor who is A.B.D. (less than 1 year) | $54,025 | 9 | $44,000 | $72,000 | $58,000 | 3 | $51,000 | $68,000 |
| Counselor who is A.B.D. (1-3 years in position) | $57,051 | 4 | $49,000 | $78,316 | $61,300 | 2 | $54,600 | $68,000 |
| Counselor who is A.B.D. (4-6 years in position) | $43,033 | 2 | $39,500 | $46,566 |  |  |  |  |
| Counselor who is A.B.D. (7-9 years in position) | $43,702 | 1 | $43,702 | $43,702 |  |  |  |  |
| Counselor who is A.B.D. (10-12 years in position) |  |  |  |  |  |  |  |  |
| Counselor who is A.B.D. (13-15 years in position) |  |  |  |  |  |  |  |  |
| Counselor who is A.B.D. (15 years and above) | $58,059 | 2 | $56,117 | $60,000 |  |  |  |  |
| Counselor with MA (less than 1 year) | $44,328 | 31 | $15,360 | $68,000 | $48,548 | 18 | $29,000 | $130,000 |
| Counselor with MA (1-3 years in position) | $47,586 | 27 | $37,000 | $68,000 | $42,058 | 20 | $25,000 | $70,000 |
| Counselor with MA (4-6 years in position) | $47,806 | 36 | $15,360 | $71,000 | $50,775 | 17 | $37,500 | $64,000 |
| Counselor with MA (7-9 years in position) | $53,255 | 15 | $38,557 | $75,000 | $53,870 | 7 | $38,000 | $64,987 |
| Counselor with MA (10-12 years in position) | $56,116 | 8 | $30,133 | $95,000 | $59,467 | 5 | $28,000 | $88,000 |
| Counselor with MA (13-15 years in position) | $59,384 | 6 | $48,398 | $74,152 | $56,304 | 6 | $46,050 | $67,000 |
| Counselor with MA (15 years and above) | $59,079 | 18 | $39,837 | $90,000 | $65,608 | 4 | $58,240 | $70,000 |
| Counselor with MSW (less than 1 year) | $43,769 | 16 | $35,000 | $57,000 | $46,956 | 9 | $26,600 | $68,000 |
| Counselor with MSW (1-3 years in position) | $48,764 | 20 | $35,000 | $78,000 | $48,840 | 20 | $30,000 | $76,500 |
| Counselor with MSW (4-6 years in position) | $51,681 | 28 | $42,000 | $86,000 | $56,323 | 23 | $36,000 | $90,000 |
| Counselor with MSW (7-9 years in position) | $56,610 | 15 | $40,615 | $73,000 | $49,549 | 10 | $38,000 | $60,000 |
| Counselor with MSW (10-12 years in position) | $60,075 | 11 | $51,719 | $80,000 | $53,088 | 8 | $25,000 | $70,000 |
| Counselor with MSW (13-15 years in position) | $61,024 | 6 | $50,000 | $74,000 | $60,000 | 2 | $53,000 | $67,000 |
| Counselor with MSW (15 years and above) | $69,962 | 10 | $51,000 | $95,000 | $61,288 | 8 | $30,000 | $94,800 |
| Psychiatrist/MD - Annual (less than 1 year) | $150,656 | 8 | $125,000 | $170,568 | $145,000 | 5 | $120,000 | $175,000 |
| Psychiatrist/MD - Annual (1-3 years in position) | $128,926 | 11 | $75,836 | $172,000 | $131,750 | 4 | $46,000 | $179,000 |
| Psychiatrist/MD - Annual (4-6 years in position) | $134,088 | 13 | $10,000 | $215,000 | $135,836 | 4 | $130,500 | $142,000 |
| Psychiatrist/MD - Annual (7-9 years in position) | $140,655 | 9 | $66,150 | $189,000 | $151,990 | 5 | $133,000 | $190,000 |
| Psychiatrist/MD - Annual (10-12 years in position) | $165,193 | 5 | $130,000 | $222,265 | $133,998 | 4 | $69,993 | $180,000 |
| Psychiatrist/MD - Annual (13-15 years in position) | $153,979 | 3 | $146,936 | $165,000 | $137,000 | 1 | $137,000 | $137,000 |
| Psychiatrist/MD - Annual (15 years and above) | $158,840 | 7 | $126,233 | $205,499 | $159,500 | 2 | $153,000 | $166,000 |
| Psychiatrist/MD - Hourly (less than 1 year) | $105 | 3 | $80 | $125 | $136 | 8 | $80 | $150 |
| Psychiatrist/MD - Hourly (1-3 years in position) | $138 | 13 | $90 | $200 | $154 | 22 | $90 | $325 |
| Psychiatrist/MD - Hourly (4-6 years in position) | $129 | 8 | $110 | $150 | $147 | 11 | $105 | $175 |
| Psychiatrist/MD - Hourly (7-9 years in position) | $163 | 6 | $90 | $300 | $142 | 6 | $100 | $190 |
| Psychiatrist/MD - Hourly (10-12 years in position) | $118 | 4 | $95 | $160 | $146 | 8 | $95 | $180 |
| Psychiatrist/MD - Hourly (13-15 years in position) | $100 | 1 | $100 | $100 | $131 | 6 | $55 | $200 |
| Psychiatrist/MD - Hourly (15 years and above) | $133 | 3 | $125 | $150 | $147 | 3 | $125 | $170 |
| Nurse Practitioner (less than 1 year) | $58,441 | 1 | $58,441 | $58,441 | $31,920 | 1 | $31,920 | $31,920 |
| Nurse Practitioner (1-3 years in position) | $23,400 | 2 | $18,000 | $28,800 | $112,747 | 4 | $32,000 | $260,000 |
| Nurse Practitioner (4-6 years in position) | $100,140 | 1 | $100,140 | $100,140 | $33,600 | 1 | $33,600 | $33,600 |
| Nurse Practitioner (7-9 years in position) | $27,500 | 2 | $25,000 | $30,000 | $42,600 | 2 | $35,200 | $50,000 |
| Nurse Practitioner (10-12 years in position) |  |  |  |  | $36,800 | 1 | $36,800 | $36,800 |
| Nurse Practitioner (13-15 years in position) | $75,000 | 1 | $75,000 | $75,000 | $49,200 | 2 | $38,400 | $60,000 |
| Nurse Practitioner (15 years and above) |  |  |  |  | $40,000 | 1 | $40,000 | $40,000 |
| Psychiatric Residents (less than 1 year) | $40,424 | 5 | $12,800 | $67,500 | $21,000 | 1 | $21,000 | $21,000 |
| Learning Skills Specialist (less than 1 year) | $40,000 | 1 | $40,000 | $40,000 |  |  |  |  |
| Learning Skills Specialist (1-3 years in position) | $28,500 | 1 | $28,500 | $28,500 |  |  |  |  |
| Learning Skills Specialist (10-12 years in position) |  |  |  |  | $54,711 | 1 | $54,711 | $54,711 |
| Learning Skills Specialist (15 years and above) | $48,009 | 4 | $21,177 | $65,170 |  |  |  |  |
| Case Manager (less than 1 year) | $47,773 | 11 | $40,000 | $55,000 |  |  |  |  |
| Case Manager (1-3 years in position) | $50,090 | 17 | $36,000 | $86,000 | $57,952 | 2 | $55,904 | $60,000 |
| Case Manager (4-6 years in position) |  |  |  |  | $54,900 | 1 | $54,900 | $54,900 |
| Case Manager (7-9 years in position) | $74,000 | 1 | $74,000 | $74,000 |  |  |  |  |
| Case Manager (15 years and above) | $85,000 | 1 | $85,000 | $85,000 |  |  |  |  |
| Substance/Addictions Specialist (less than 1 year) | $50,785 | 4 | $40,000 | $61,000 | $47,000 | 3 | $30,000 | $66,000 |
| Substance/Addictions Specialist (1-3 years in position) | $52,950 | 3 | $49,000 | $60,000 | $39,393 | 3 | $10,000 | $66,700 |
| Substance/Addictions Specialist (4-6 years in position) | $40,000 | 4 | $24,000 | $50,000 | $48,000 | 3 | $30,000 | $70,000 |
| Substance/Addictions Specialist (7-9 years in position) | $62,899 | 2 | $60,000 | $65,798 | $44,000 | 1 | $44,000 | $44,000 |
| Substance/Addictions Specialist (10-12 years in position) | $68,000 | 1 | $68,000 | $68,000 |  |  |  |  |
| Substance/Addictions Specialist (13-15 years in position) | $64,250 | 2 | $56,000 | $72,500 |  |  |  |  |
| Substance/Addictions Specialist (15 years and above) |  |  |  |  | $54,613 | 3 | $42,840 | $65,000 |
| Pre-doctoral Psychology Intern | $23,667 | 70 | $10,000 | $38,510 | $21,091 | 21 | $10,000 | $33,000 |
| Post Docs | $31,965 | 37 | $15,000 | $50,400 | $33,310 | 22 | $23,700 | $64,000 |
| Graduate Students | $12,025 | 30 | $3,000 | $26,645 | $13,950 | 6 | $3,200 | $34,000 |

| **Staff Salary by Years of Experience and Institution Size** | | | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | 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 |
| Training Director (less than 1 year) | $42,300 | $. | $46,500 | $. | $54,368 | $66,055 | $63,825 | $65,400 | $83,000 | $. | $53,689 |
| Training Director (1-3 years in position) | $53,146 | $63,640 | $56,841 | $67,900 | $67,609 | $60,784 | $57,339 | $70,699 | $71,440 | $64,875 | $70,173 |
| Training Director (4-6 years in position) | $53,000 | $48,333 | $63,600 | $76,000 | $62,450 | $67,991 | $69,035 | $71,717 | $71,831 | $. | $81,538 |
| Training Director (7-9 years in position) | $70,000 | $61,000 | $62,000 | $67,000 | $67,520 | $80,000 | $76,135 | $66,500 | $76,380 | $95,000 | $80,605 |
| Training Director (10-12 years in position) | $. | $62,000 | $75,000 | $. | $66,500 | $60,017 | $50,750 | $70,333 | $65,990 | $. | $74,000 |
| Training Director (13-15 years in position) | $. | $66,000 | $. | $. | $83,691 | $80,000 | $62,000 | $. | $70,670 | $92,199 | $84,460 |
| Training Director (15 years and above) | $. | $62,000 | $. | $. | $. | $91,690 | $67,000 | $92,042 | $65,467 | $88,599 | $92,160 |
| Assistant or Assoc. Dir (less than 1 year) | $. | $63,000 | $58,725 | $. | $76,950 | $64,768 | $72,000 | $73,367 | $67,000 | $81,000 | $75,058 |
| Assistant or Assoc. Dir (1-3 years in position) | $. | $56,690 | $61,668 | $54,667 | $75,000 | $63,202 | $70,824 | $73,365 | $71,039 | $56,800 | $72,188 |
| Assistant or Assoc. Dir (4-6 years in position) | $60,000 | $57,888 | $64,857 | $68,200 | $86,397 | $74,960 | $67,900 | $73,528 | $77,413 | $68,000 | $70,156 |
| Assistant or Assoc. Dir (7-9 years in position) | $. | $54,767 | $63,337 | $50,400 | $71,000 | $92,000 | $52,036 | $67,478 | $84,268 | $95,000 | $72,000 |
| Assistant or Assoc. Dir (10-12 years in position) | $. | $48,667 | $75,000 | $. | $66,500 | $70,500 | $52,215 | $69,571 | $62,000 | $. | $83,320 |
| Assistant or Assoc. Dir (13-15 years in position) | $. | $52,750 | $62,000 | $. | $. | $. | $. | $103,015 | $. | $. | $. |
| Assistant or Assoc. Dir (15 years and above) | $75,000 | $50,000 | $80,120 | $71,750 | $94,613 | $85,727 | $67,684 | $88,821 | $. | $81,680 | $93,299 |
| Clinical Director (less than 1 year) | $. | $. | $58,000 | $. | $. | $. | $61,000 | $67,000 | $70,000 | $. | $86,372 |
| Clinical Director (1-3 years in position) | $. | $. | $47,065 | $57,500 | $57,500 | $75,000 | $. | $82,168 | $75,340 | $81,466 | $71,668 |
| Clinical Director (4-6 years in position) | $. | $. | $. | $. | $. | $69,081 | $65,435 | $. | $. | $63,197 | $78,000 |
| Clinical Director (7-9 years in position) | $. | $. | $. | $. | $. | $63,377 | $. | $72,500 | $. | $95,000 | $80,432 |
| Clinical Director (10-12 years in position) | $. | $. | $75,000 | $. | $. | $56,781 | $. | $. | $. | $. | $. |
| Clinical Director (13-15 years in position) | $. | $. | $. | $. | $. | $51,744 | $. | $. | $. | $. | $. |
| Clinical Director (15 years and above) | $. | $. | $. | $. | $17,736 | $. | $. | $. | $109,558 | $74,323 | $. |
| Counselor with Doctorate (less than 1 year) | $45,244 | $59,968 | $65,909 | $55,050 | $59,915 | $53,400 | $55,835 | $56,822 | $55,431 | $53,500 | $56,254 |
| Counselor with Doctorate (1-3 years in position) | $64,333 | $57,373 | $59,000 | $56,580 | $56,189 | $55,180 | $50,312 | $61,760 | $56,246 | $53,137 | $55,836 |
| Counselor with Doctorate (4-6 years in position) | $40,000 | $61,000 | $62,742 | $59,411 | $62,976 | $56,543 | $61,488 | $60,233 | $63,101 | $124,763 | $58,960 |
| Counselor with Doctorate (7-9 years in position) | $46,673 | $. | $59,860 | $83,500 | $75,406 | $62,708 | $64,163 | $68,248 | $64,645 | $70,568 | $60,406 |
| Counselor with Doctorate (10-12 years in position) | $. | $70,000 | $. | $52,968 | $72,706 | $57,040 | $59,946 | $68,484 | $66,070 | $76,638 | $70,371 |
| Counselor with Doctorate (13-15 years in position) | $. | $. | $. | $86,500 | $73,218 | $65,468 | $63,584 | $77,950 | $72,041 | $76,229 | $74,589 |
| Counselor with Doctorate (15 years and above) | $84,000 | $75,365 | $67,425 | $104,167 | $79,329 | $70,494 | $80,071 | $76,421 | $74,146 | $70,784 | $76,636 |
| Counselor who is A.B.D. (less than 1 year) | $. | $68,000 | $. | $53,000 | $. | $. | $52,000 | $48,500 | $59,228 | $56,000 | $72,000 |
| Counselor who is A.B.D. (1-3 years in position) | $. | $68,000 | $. | $. | $78,316 | $54,600 | $49,000 | $. | $49,656 | $. | $51,230 |
| Counselor who is A.B.D. (4-6 years in position) | $. | $. | $39,500 | $. | $. | $. | $. | $57,000 | $46,566 | $. | $. |
| Counselor who is A.B.D. (7-9 years in position) | $. | $. | $. | $43,702 | $. | $. | $. | $. | $. | $. | $. |
| Counselor who is A.B.D. (15 years and above) | $. | $. | $. | $. | $60,000 | $. | $56,117 | $. | $. | $. | $. |
| Counselor with MA (less than 1 year) | $41,084 | $39,466 | $50,550 | $42,300 | $48,667 | $39,286 | $51,000 | $47,403 | $49,000 | $45,000 | $43,569 |
| Counselor with MA (1-3 years in position) | $33,325 | $39,468 | $41,581 | $47,280 | $54,598 | $46,256 | $44,850 | $50,250 | $59,500 | $46,592 | $45,268 |
| Counselor with MA (4-6 years in position) | $52,092 | $44,065 | $48,389 | $55,831 | $50,589 | $46,254 | $44,000 | $57,000 | $59,667 | $49,400 | $48,256 |
| Counselor with MA (7-9 years in position) | $. | $53,050 | $51,494 | $50,500 | $48,962 | $41,000 | $. | $56,676 | $59,743 | $. | $57,173 |
| Counselor with MA (10-12 years in position) | $28,000 | $. | $59,169 | $88,000 | $79,000 | $. | $40,567 | $68,000 | $56,126 | $. | $52,207 |
| Counselor with MA (13-15 years in position) | $48,025 | $50,000 | $. | $67,000 | $58,017 | $. | $52,113 | $. | $66,000 | $74,152 | $56,750 |
| Counselor with MA (15 years and above) | $. | $63,966 | $58,500 | $55,123 | $61,623 | $68,124 | $67,600 | $. | $51,125 | $. | $56,208 |
| Counselor with MSW (less than 1 year) | $. | $42,000 | $46,867 | $51,667 | $50,000 | $42,500 | $42,900 | $51,424 | $48,000 | $42,667 | $43,732 |
| Counselor with MSW (1-3 years in position) | $32,000 | $43,499 | $48,000 | $72,938 | $51,833 | $48,633 | $45,000 | $60,694 | $50,000 | $56,800 | $50,320 |
| Counselor with MSW (4-6 years in position) | $36,000 | $53,717 | $54,358 | $47,040 | $65,050 | $51,957 | $52,911 | $58,180 | $51,155 | $46,500 | $55,534 |
| Counselor with MSW (7-9 years in position) | $41,000 | $40,000 | $50,197 | $56,000 | $55,904 | $54,100 | $62,738 | $48,900 | $54,820 | $47,925 | $54,882 |
| Counselor with MSW (10-12 years in position) | $29,500 | $69,600 | $56,464 | $. | $63,000 | $57,391 | $67,976 | $65,800 | $57,180 | $. | $58,186 |
| Counselor with MSW (13-15 years in position) | $53,000 | $. | $. | $74,000 | $67,000 | $. | $50,000 | $60,000 | $52,000 | $. | $65,071 |
| Counselor with MSW (15 years and above) | $55,000 | $30,000 | $. | $53,500 | $60,500 | $75,150 | $65,000 | $72,616 | $57,275 | $86,500 | $73,136 |
| Psychiatrist/MD - Annual (less than 1 year) | $. | $140,000 | $140,000 | $. | $175,000 | $135,000 | $146,561 | $140,000 | $160,000 | $157,784 | $145,000 |
| Psychiatrist/MD - Annual (1-3 years in position) | $. | $. | $100,000 | $. | $120,667 | $165,000 | $134,512 | $159,000 | $149,500 | $90,418 | $125,663 |
| Psychiatrist/MD - Annual (4-6 years in position) | $. | $. | $. | $. | $130,500 | $74,921 | $130,000 | $137,500 | $148,350 | $143,000 | $146,521 |
| Psychiatrist/MD - Annual (7-9 years in position) | $. | $. | $. | $. | $. | $164,418 | $66,150 | $146,000 | $142,140 | $148,000 | $144,549 |
| Psychiatrist/MD - Annual (10-12 years in position) | $. | $. | $150,000 | $. | $. | $102,997 | $201,133 | $180,000 | $. | $. | $141,234 |
| Psychiatrist/MD - Annual (13-15 years in position) | $. | $. | $. | $. | $. | $. | $. | $137,000 | $. | $. | $153,979 |
| Psychiatrist/MD - Annual (15 years and above) | $. | $. | $. | $. | $. | $153,000 | $. | $165,500 | $165,866 | $160,000 | $145,203 |
| Psychiatrist/MD - Hourly (less than 1 year) | $150 | $105 | $150 | $123 | $. | $. | $138 | $110 | $. | $. | $80 |
| Psychiatrist/MD - Hourly (1-3 years in position) | $123 | $173 | $184 | $140 | $122 | $122 | $125 | $104 | $130 | $. | $110 |
| Psychiatrist/MD - Hourly (4-6 years in position) | $. | $140 | $161 | $. | $137 | $. | $. | $120 | $130 | $. | $. |
| Psychiatrist/MD - Hourly (7-9 years in position) | $. | $150 | $125 | $190 | $300 | $120 | $147 | $. | $. | $105 | $. |
| Psychiatrist/MD - Hourly (10-12 years in position) | $. | $123 | $143 | $142 | $. | $168 | $134 | $118 | $110 | $. | $. |
| Psychiatrist/MD - Hourly (13-15 years in position) | $. | $158 | $103 | $200 | $. | $100 | $. | $66 | $. | $. | $. |
| Psychiatrist/MD - Hourly (15 years and above) | $145 | $. | $125 | $. | $140 | $. | $. | $. | $. | $. | $150 |
| Nurse Practitioner (less than 1 year) | $. | $. | $. | $. | $31,920 | $. | $. | $81,000 | $58,441 | $. | $. |
| Nurse Practitioner (1-3 years in position) | $260,000 | $87,254 | $. | $18,000 | $51,867 | $. | $28,800 | $85,000 | $. | $. | $. |
| Nurse Practitioner (4-6 years in position) | $. | $. | $. | $. | $33,600 | $. | $100,140 | $. | $. | $. | $. |
| Nurse Practitioner (7-9 years in position) | $50,000 | $. | $. | $. | $35,200 | $27,500 | $. | $. | $. | $. | $51,516 |
| Nurse Practitioner (10-12 years in position) | $. | $. | $. | $. | $36,800 | $. | $. | $. | $. | $. | $. |
| Nurse Practitioner (13-15 years in position) | $60,000 | $. | $. | $. | $38,400 | $. | $. | $. | $. | $. | $75,000 |
| Nurse Practitioner (15 years and above) | $. | $. | $. | $. | $40,000 | $. | $. | $. | $. | $. | $. |
| Psychiatric Residents (less than 1 year) | $. | $. | $. | $. | $. | $21,000 | $32,767 | $. | $. | $53,818 | $50,000 |
| Psychiatric Residents (1-3 years in position) | $53,000 | $. | $. | $. | $. | $. | $. | $. | $. | $. | $. |
| Learning Skills Specialist (less than 1 year) | $. | $. | $. | $40,000 | $. | $. | $. | $. | $. | $. | $. |
| Learning Skills Specialist (1-3 years in position) | $. | $. | $. | $. | $. | $. | $. | $. | $. | $28,500 | $. |
| Learning Skills Specialist (10-12 years in position) | $. | $. | $54,711 | $. | $. | $. | $. | $. | $. | $. | $. |
| Learning Skills Specialist (15 years and above) | $. | $. | $. | $. | $21,177 | $. | $. | $. | $. | $. | $56,953 |
| Case Manager (less than 1 year) | $. | $. | $. | $. | $55,000 | $. | $45,500 | $51,500 | $43,500 | $45,000 | $47,000 |
| Case Manager (1-3 years in position) | $36,000 | $. | $60,000 | $. | $47,000 | $55,904 | $49,093 | $. | $43,000 | $51,575 | $53,844 |
| Case Manager (4-6 years in position) | $. | $. | $. | $. | $. | $. | $. | $62,000 | $54,900 | $. | $44,004 |
| Case Manager (7-9 years in position) | $. | $. | $. | $. | $. | $. | $. | $. | $. | $74,000 | $47,004 |
| Case Manager (15 years and above) | $. | $. | $. | $. | $. | $. | $. | $. | $. | $85,000 | $. |
| Substance/Addictions Specialist (< 1 year) | $30,000 | $45,000 | $. | $. | $53,500 | $66,000 | $44,320 | $. | $. | $. | $61,000 |
| Substance/Addictions (1-3 years in position) | $10,000 | $. | $54,089 | $. | $. | $49,000 | $. | $49,850 | $60,000 | $. | $. |
| Substance/Addictions (4-6 years in position) | $30,000 | $44,000 | $. | $41,008 | $48,000 | $44,000 | $. | $. | $. | $. | $. |
| Substance/Addictions (7-9 years in position) | $. | $44,000 | $. | $. | $. | $. | $. | $. | $. | $. | $57,533 |
| Substance/Addictions (10-12 years in position) | $. | $. | $. | $. | $. | $. | $. | $. | $68,000 | $. | $. |
| Substance/Addictions (13-15 years in position) | $. | $. | $. | $72,500 | $. | $. | $. | $. | $. | $. | $56,000 |
| Substance/Addictions (15 years and above) | $. | $. | $54,613 | $. | $. | $. | $. | $. | $. | $. | $54,540 |
| Pre-doctoral Psychology Intern | $. | $22,000 | $16,829 | $17,812 | $19,269 | $23,207 | $23,370 | $25,363 | $25,341 | $24,749 | $24,645 |
| Post Docs | $. | $29,500 | $37,880 | $25,900 | $29,041 | $32,234 | $33,967 | $31,078 | $33,833 | $36,531 | $31,175 |

| **Staff Salary by Years of Experience and Institution Size and Status (Public Colleges/Universities)** | | | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Public Colleges/Universities | | | | | | | | | | |
| 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 |
| Training Director (less than 1 year) | $. | $. | $. | $. | $54,368 | $72,000 | $63,825 | $67,000 | $83,000 | $. | $53,689 |
| Training Director (1-3 years in position) | $53,146 | $. | $. | $60,500 | $62,479 | $61,567 | $57,285 | $65,667 | $66,000 | $64,875 | $70,173 |
| Training Director (4-6 years in position) | $. | $. | $. | $66,000 | $49,000 | $63,500 | $69,035 | $74,836 | $71,831 | $. | $81,538 |
| Training Director (7-9 years in position) | $. | $. | $. | $. | $64,360 | $80,000 | $76,135 | $66,500 | $76,380 | $95,000 | $80,605 |
| Training Director (10-12 years in position) | $. | $. | $. | $. | $66,500 | $55,000 | $50,750 | $66,500 | $65,990 | $. | $74,000 |
| Training Director (13-15 years in position) | $. | $. | $. | $. | $. | $. | $62,000 | $. | $70,670 | $92,199 | $84,460 |
| Training Director (15 years and above) | $. | $. | $. | $. | $. | $89,880 | $67,000 | $92,042 | $65,467 | $88,599 | $. |
| Assistant or Assoc. Dir (less than 1 year) | $. | $. | $. | $. | $. | $58,375 | $72,000 | $73,120 | $67,000 | $81,000 | $71,637 |
| Assistant or Assoc. Dir (1-3 years in position) | $. | $. | $59,833 | $55,000 | $75,000 | $56,125 | $70,378 | $68,707 | $71,039 | $56,800 | $72,188 |
| Assistant or Assoc. Dir (4-6 years in position) | $. | $. | $58,000 | $62,333 | $97,794 | $50,000 | $67,900 | $76,042 | $76,484 | $68,000 | $67,409 |
| Assistant or Assoc. Dir (7-9 years in position) | $. | $. | $. | $. | $57,000 | $92,000 | $52,036 | $64,956 | $84,268 | $95,000 | $72,000 |
| Assistant or Assoc. Dir (10-12 years in position) | $. | $. | $. | $. | $66,500 | $70,500 | $52,215 | $. | $62,000 | $. | $83,320 |
| Assistant or Assoc. Dir (13-15 years in position) | $. | $. | $62,000 | $. | $. | $. | $. | $88,022 | $. | $. | $. |
| Assistant or Assoc. Dir (15 years and above) | $. | $. | $. | $. | $. | $86,484 | $67,684 | $82,000 | $. | $81,680 | $94,860 |
| Clinical Director (less than 1 year) | $. | $. | $. | $. | $. | $. | $61,000 | $67,000 | $70,000 | $. | $86,372 |
| Clinical Director (1-3 years in position) | $. | $. | $. | $57,500 | $57,500 | $75,000 | $. | $. | $67,993 | $81,466 | $69,384 |
| Clinical Director (4-6 years in position) | $. | $. | $. | $. | $. | $58,944 | $65,435 | $. | $. | $63,197 | $78,000 |
| Clinical Director (7-9 years in position) | $. | $. | $. | $. | $. | $63,377 | $. | $72,500 | $. | $95,000 | $80,432 |
| Clinical Director (10-12 years in position) | $. | $. | $. | $. | $. | $56,781 | $. | $. | $. | $. | $. |
| Clinical Director (13-15 years in position) | $. | $. | $. | $. | $. | $51,744 | $. | $. | $. | $. | $. |
| Clinical Director (15 years and above) | $. | $. | $. | $. | $17,736 | $. | $. | $. | $109,558 | $74,323 | $. |
| Counselor with Doctorate (less than 1 year) | $. | $. | $51,000 | $59,667 | $60,899 | $54,200 | $55,251 | $53,916 | $54,925 | $53,500 | $56,949 |
| Counselor with Doctorate (1-3 years in position) | $. | $. | $52,500 | $. | $54,263 | $52,962 | $49,374 | $60,233 | $55,557 | $53,137 | $56,248 |
| Counselor with Doctorate (4-6 years in position) | $. | $. | $55,003 | $59,143 | $60,325 | $56,560 | $60,037 | $57,594 | $62,801 | $124,763 | $59,417 |
| Counselor with Doctorate (7-9 years in position) | $. | $. | $. | $83,500 | $84,561 | $59,730 | $64,163 | $61,330 | $64,645 | $70,568 | $60,406 |
| Counselor with Doctorate (10-12 years in position) | $. | $. | $. | $52,968 | $70,333 | $56,209 | $59,946 | $61,517 | $63,000 | $76,638 | $72,129 |
| Counselor with Doctorate (13-15 years in position) | $. | $. | $. | $86,500 | $76,561 | $65,468 | $63,584 | $77,950 | $71,689 | $76,229 | $74,589 |
| Counselor with Doctorate (15 years and above) | $. | $. | $. | $86,250 | $84,460 | $67,722 | $80,071 | $73,224 | $72,981 | $70,784 | $76,636 |
| Counselor who is A.B.D. (less than 1 year) | $. | $. | $. | $. | $. | $. | $52,000 | $46,333 | $59,228 | $56,000 | $72,000 |
| Counselor who is A.B.D. (1-3 years in position) | $. | $. | $. | $. | $78,316 | $. | $49,000 | $. | $49,656 | $. | $51,230 |
| Counselor who is A.B.D. (4-6 years in position) | $. | $. | $39,500 | $. | $. | $. | $. | $. | $46,566 | $. | $. |
| Counselor who is A.B.D. (7-9 years in position) | $. | $. | $. | $43,702 | $. | $. | $. | $. | $. | $. | $. |
| Counselor who is A.B.D. (15 years and above) | $. | $. | $. | $. | $60,000 | $. | $56,117 | $. | $. | $. | $. |
| Counselor with MA (less than 1 year) | $. | $15,360 | $45,150 | $42,750 | $48,000 | $39,286 | $51,000 | $47,403 | $49,000 | $45,000 | $43,569 |
| Counselor with MA (1-3 years in position) | $. | $. | $42,600 | $46,500 | $47,696 | $46,256 | $44,850 | $50,250 | $59,500 | $46,592 | $45,268 |
| Counselor with MA (4-6 years in position) | $49,183 | $15,360 | $39,250 | $40,438 | $50,701 | $47,147 | $44,000 | $57,000 | $59,667 | $49,400 | $48,828 |
| Counselor with MA (7-9 years in position) | $. | $. | $. | $45,000 | $46,453 | $41,000 | $. | $57,901 | $59,743 | $. | $57,173 |
| Counselor with MA (10-12 years in position) | $. | $. | $. | $. | $95,000 | $. | $40,567 | $. | $56,126 | $. | $52,207 |
| Counselor with MA (13-15 years in position) | $. | $. | $. | $. | $53,646 | $. | $52,113 | $. | $66,000 | $74,152 | $56,750 |
| Counselor with MA (15 years and above) | $. | $. | $55,500 | $58,169 | $59,948 | $68,124 | $67,600 | $. | $51,125 | $. | $55,776 |
| Counselor with MSW (less than 1 year) | $. | $. | $46,000 | $47,500 | $. | $35,000 | $35,800 | $49,848 | $46,000 | $42,667 | $43,732 |
| Counselor with MSW (1-3 years in position) | $. | $35,000 | $42,000 | $. | $56,000 | $49,500 | $45,000 | $44,888 | $50,000 | $56,800 | $50,320 |
| Counselor with MSW (4-6 years in position) | $. | $. | $46,000 | $48,000 | $54,626 | $46,778 | $50,400 | $58,450 | $50,436 | $46,500 | $56,651 |
| Counselor with MSW (7-9 years in position) | $. | $. | $. | $. | $56,808 | $. | $62,738 | $44,800 | $54,820 | $47,925 | $56,851 |
| Counselor with MSW (10-12 years in position) | $. | $. | $. | $. | $. | $52,000 | $67,976 | $69,600 | $57,180 | $. | $58,186 |
| Counselor with MSW (13-15 years in position) | $. | $. | $. | $74,000 | $. | $. | $50,000 | $60,000 | $52,000 | $. | $65,071 |
| Counselor with MSW (15 years and above) | $. | $. | $. | $. | $51,000 | $. | $65,000 | $67,232 | $57,275 | $86,500 | $76,278 |
| Psychiatrist/MD - Annual (less than 1 year) | $. | $. | $. | $. | $. | $. | $146,561 | $. | $160,000 | $157,784 | $145,000 |
| Psychiatrist/MD - Annual (1-3 years in position) | $. | $. | $100,000 | $. | $. | $. | $134,512 | $159,000 | $149,500 | $90,418 | $125,663 |
| Psychiatrist/MD - Annual (4-6 years in position) | $. | $. | $. | $. | $. | $10,000 | $130,000 | $136,000 | $151,820 | $143,000 | $146,521 |
| Psychiatrist/MD - Annual (7-9 years in position) | $. | $. | $. | $. | $. | $189,000 | $66,150 | $. | $140,000 | $148,000 | $144,549 |
| Psychiatrist/MD - Annual (10-12 years in position) | $. | $. | $. | $. | $. | $. | $201,133 | $. | $. | $. | $141,234 |
| Psychiatrist/MD - Annual (13-15 years in position) | $. | $. | $. | $. | $. | $. | $. | $. | $. | $. | $153,979 |
| Psychiatrist/MD - Annual (15 years and above) | $. | $. | $. | $. | $. | $. | $. | $. | $165,866 | $160,000 | $155,037 |
| Psychiatrist/MD - Hourly (less than 1 year) | $. | $. | $. | $. | $. | $. | $125 | $110 | $. | $. | $80 |
| Psychiatrist/MD - Hourly (1-3 years in position) | $. | $. | $163 | $158 | $124 | $133 | $. | $90 | $130 | $. | $. |
| Psychiatrist/MD - Hourly (4-6 years in position) | $. | $. | $150 | $. | $125 | $. | $. | $120 | $130 | $. | $. |
| Psychiatrist/MD - Hourly (7-9 years in position) | $. | $. | $. | $. | $300 | $130 | $147 | $. | $. | $105 | $. |
| Psychiatrist/MD - Hourly (10-12 years in position) | $. | $. | $. | $. | $. | $. | $134 | $95 | $110 | $. | $. |
| Psychiatrist/MD - Hourly (13-15 years in position) | $. | $. | $. | $. | $. | $100 | $. | $. | $. | $. | $. |
| Psychiatrist/MD - Hourly (15 years and above) | $. | $. | $. | $. | $125 | $. | $. | $. | $. | $. | $150 |
| Nurse Practitioner (less than 1 year) | $. | $. | $. | $. | $. | $. | $. | $. | $58,441 | $. | $. |
| Nurse Practitioner (1-3 years in position) | $. | $. | $. | $18,000 | $. | $. | $28,800 | $. | $. | $. | $. |
| Nurse Practitioner (4-6 years in position) | $. | $. | $. | $. | $. | $. | $100,140 | $. | $. | $. | $. |
| Nurse Practitioner (7-9 years in position) | $. | $. | $. | $. | $. | $27,500 | $. | $. | $. | $. | $. |
| Nurse Practitioner (13-15 years in position) | $. | $. | $. | $. | $. | $. | $. | $. | $. | $. | $75,000 |
| Psychiatric Residents (less than 1 year) | $. | $. | $. | $. | $. | $. | $32,767 | $. | $. | $53,818 | $50,000 |
| Learning Skills Specialist (less than 1 year) | $. | $. | $. | $40,000 | $. | $. | $. | $. | $. | $. | $. |
| Learning Skills Specialist (1-3 years in position) | $. | $. | $. | $. | $. | $. | $. | $. | $. | $28,500 | $. |
| Learning Skills Specialist (15 years and above) | $. | $. | $. | $. | $21,177 | $. | $. | $. | $. | $. | $56,953 |
| Case Manager (less than 1 year) | $. | $. | $. | $. | $55,000 | $. | $45,500 | $51,500 | $43,500 | $45,000 | $47,000 |
| Case Manager (1-3 years in position) | $36,000 | $. | $. | $. | $47,000 | $. | $49,093 | $. | $43,000 | $51,575 | $53,844 |
| Case Manager (7-9 years in position) | $. | $. | $. | $. | $. | $. | $. | $. | $. | $74,000 | $. |
| Case Manager (15 years and above) | $. | $. | $. | $. | $. | $. | $. | $. | $. | $85,000 | $. |
| Substance/Addictions Specialist (< 1 year) | $. | $. | $. | $. | $53,500 | $. | $44,320 | $. | $. | $. | $61,000 |
| Substance/Addictions (1-3 years in position) | $. | $. | $. | $. | $. | $49,000 | $. | $49,850 | $60,000 | $. | $. |
| Substance/Addictions (4-6 years in position) | $. | $. | $. | $42,000 | $37,000 | $44,000 | $. | $. | $. | $. | $. |
| Substance/Addictions (7-9 years in position) | $. | $. | $. | $. | $. | $. | $. | $. | $. | $. | $62,899 |
| Substance/Addictions (10-12 years in position) | $. | $. | $. | $. | $. | $. | $. | $. | $68,000 | $. | $. |
| Substance/Addictions (13-15 years in position) | $. | $. | $. | $72,500 | $. | $. | $. | $. | $. | $. | $56,000 |
| Pre-doctoral Psychology Intern | $. | $. | $14,000 | $. | $18,800 | $22,285 | $23,370 | $25,393 | $24,703 | $24,749 | $24,360 |
| Post Docs | $. | $15,000 | $32,000 | $. | $25,650 | $33,059 | $33,967 | $31,750 | $33,000 | $36,531 | $31,175 |

| **Staff Salary by Years of Experience and Institution Size and Status (Private Colleges/Universities)** | | | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Private | | | | | | | | | | |
| 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 |
| Training Director (less than 1 year) | $42,300 | $. | $46,500 | $. | $. | $64,568 | $. | $. | $. | . | $. |
| Training Director (1-3 years in position) | $. | $63,640 | $56,841 | $66,333 | $83,000 | $60,000 | $57,500 | $84,947 | $79,600 | . | $. |
| Training Director (4-6 years in position) | $53,000 | $48,333 | $63,600 | $86,000 | $75,900 | $70,985 | $. | $. | $. | . | $. |
| Training Director (7-9 years in position) | $70,000 | $61,000 | $62,000 | $. | $77,000 | $. | $. | $. | $. | . | $. |
| Training Director (10-12 years in position) | $. | $62,000 | $75,000 | $. | $. | $70,050 | $. | $. | $. | . | $. |
| Training Director (13-15 years in position) | $. | $66,000 | $. | $. | $83,691 | $80,000 | $. | $. | $. | . | $. |
| Training Director (15 years and above) | $. | $62,000 | $. | $. | $. | $93,500 | $. | $. | $. | . | $. |
| Assistant or Assoc. Dir (less than 1 year) | $. | $63,000 | $58,725 | $. | $76,950 | $73,292 | $. | $72,902 | $. | . | $. |
| Assistant or Assoc. Dir (1-3 years in position) | $. | $56,690 | $62,454 | $54,500 | $. | $70,278 | $73,500 | $92,000 | $. | . | $. |
| Assistant or Assoc. Dir (4-6 years in position) | $60,000 | $57,888 | $70,500 | $77,000 | $75,000 | $81,200 | $. | $. | $78,805 | . | $90,000 |
| Assistant or Assoc. Dir (7-9 years in position) | $. | $54,767 | $63,337 | $50,400 | $85,000 | $. | $. | $70,000 | $. | . | $. |
| Assistant or Assoc. Dir (10-12 years in position) | $. | $48,667 | $75,000 | $. | $. | $. | $. | $69,571 | $. | . | $. |
| Assistant or Assoc. Dir (13-15 years in position) | $. | $52,750 | $. | $. | $. | $. | $. | $160,000 | $. | . | $. |
| Assistant or Assoc. Dir (15 years and above) | $75,000 | $50,000 | $80,120 | $71,750 | $94,613 | $82,698 | $. | $95,642 | $. | . | $. |
| Clinical Director (less than 1 year) | $. | $. | $58,000 | $. | $. | $. | $. | $. | $. | . | $. |
| Clinical Director (1-3 years in position) | $. | $. | $47,065 | $. | $. | $. | $. | $86,335 | $97,380 | . | $. |
| Clinical Director (4-6 years in position) | $. | $. | $. | $. | $. | $74,150 | $. | $. | $. | . | $. |
| Clinical Director (10-12 years in position) | $. | $. | $75,000 | $. | $. | $. | $. | $. | $. | . | $. |
| Counselor with Doctorate (less than 1 year) | $45,244 | $58,464 | $65,125 | $53,259 | $59,071 | $52,900 | $59,338 | $65,000 | $62,000 | . | $. |
| Counselor with Doctorate (1-3 years in position) | $62,500 | $57,110 | $61,600 | $56,580 | $58,501 | $57,676 | $55,000 | $70,979 | $61,065 | . | $. |
| Counselor with Doctorate (4-6 years in position) | $40,000 | $61,000 | $67,385 | $59,680 | $65,923 | $56,517 | $76,000 | $69,319 | $66,700 | . | $. |
| Counselor with Doctorate (7-9 years in position) | $46,673 | $. | $59,860 | $. | $61,675 | $65,090 | $. | $89,000 | $. | . | $. |
| Counselor with Doctorate (10-12 years in position) | $. | $70,000 | $. | $. | $74,486 | $57,871 | $. | $84,161 | $69,140 | . | $. |
| Counselor with Doctorate (13-15 years in position) | $. | $. | $. | $. | $69,875 | $. | $. | $. | $73,450 | . | $. |
| Counselor with Doctorate (15 years and above) | $84,000 | $75,365 | $65,498 | $140,000 | $66,500 | $72,573 | $. | $102,000 | $82,300 | . | $. |
| Counselor who is A.B.D. (less than 1 year) | $. | $68,000 | $. | $53,000 | $. | $. | $. | $. | $. | . | $. |
| Counselor who is A.B.D. (1-3 years in position) | $. | $68,000 | $. | $. | $. | $54,600 | $. | $. | $. | . | $. |
| Counselor with MA (less than 1 year) | $41,084 | $43,483 | $56,857 | $41,400 | $50,000 | $. | $. | $. | $. | . | $. |
| Counselor with MA (1-3 years in position) | $33,767 | $39,468 | $44,102 | $50,400 | $61,500 | $. | $. | $. | $. | . | $. |
| Counselor with MA (4-6 years in position) | $55,000 | $51,242 | $51,436 | $51,400 | $50,200 | $40,000 | $. | $. | $. | . | $. |
| Counselor with MA (7-9 years in position) | $. | $53,050 | $51,494 | $56,000 | $59,000 | $. | $. | $53,000 | $. | . | $. |
| Counselor with MA (10-12 years in position) | $28,000 | $. | $59,169 | $88,000 | $63,000 | $. | $. | $. | $. | . | $. |
| Counselor with MA (13-15 years in position) | $48,025 | $50,000 | $. | $67,000 | $62,388 | $. | $. | $. | $. | . | $. |
| Counselor with MA (15 years and above) | $. | $63,966 | $64,500 | $. | $70,000 | $. | $. | $. | $. | . | $. |
| Counselor with MSW (less than 1 year) | $. | $42,000 | $47,300 | $. | $50,000 | $50,000 | $50,000 | $. | $52,000 | . | $. |
| Counselor with MSW (1-3 years in position) | $32,000 | $44,713 | $49,500 | $65,000 | $49,750 | $48,200 | $. | $76,500 | $. | . | $. |
| Counselor with MSW (4-6 years in position) | $36,000 | $53,717 | $56,029 | $43,200 | $72,000 | $55,064 | $55,421 | $59,500 | $55,470 | . | $. |
| Counselor with MSW (7-9 years in position) | $41,000 | $40,000 | $50,197 | $56,000 | $55,000 | $54,100 | $. | $53,000 | $. | . | $. |
| Counselor with MSW (10-12 years in position) | $29,500 | $69,600 | $56,464 | $. | $63,000 | $60,087 | $. | $. | $. | . | $. |
| Counselor with MSW (13-15 years in position) | $53,000 | $. | $. | $. | $67,000 | $. | $. | $. | $. | . | $. |
| Counselor with MSW (15 years and above) | $55,000 | $30,000 | $. | $53,500 | $70,000 | $75,150 | $. | $78,000 | $. | . | $. |
| Psychiatrist/MD - Annual (less than 1 year) | $. | $140,000 | $. | $. | $175,000 | $135,000 | $. | $140,000 | $. | . | $. |
| Psychiatrist/MD - Annual (1-3 years in position) | $. | $. | $. | $. | $120,667 | $165,000 | $. | $. | $. | . | $. |
| Psychiatrist/MD - Annual (4-6 years in position) | $. | $. | $. | $. | $130,500 | $139,842 | $. | $142,000 | $131,000 | . | $. |
| Psychiatrist/MD - Annual (7-9 years in position) | $. | $. | $. | $. | $. | $156,223 | $. | $147,000 | $144,280 | . | $. |
| Psychiatrist/MD - Annual (10-12 years in position) | $. | $. | $150,000 | $. | $. | $102,997 | $. | $180,000 | $. | . | $. |
| Psychiatrist/MD - Annual (13-15 years in position) | $. | $. | $. | $. | $. | $. | $. | $137,000 | $. | . | $. |
| Psychiatrist/MD - Annual (15 years and above) | $. | $. | $. | $. | $. | $153,000 | $. | $166,000 | $. | . | $. |
| Psychiatrist/MD - Hourly (less than 1 year) | $150 | $105 | $150 | $138 | $. | $. | $150 | $. | $. | . | $. |
| Psychiatrist/MD - Hourly (1-3 years in position) | $123 | $173 | $192 | $120 | $121 | $100 | $125 | $118 | $. | . | $. |
| Psychiatrist/MD - Hourly (4-6 years in position) | $. | $140 | $148 | $. | $155 | $. | $. | $. | $. | . | $. |
| Psychiatrist/MD - Hourly (7-9 years in position) | $. | $150 | $125 | $190 | $. | $110 | $. | $. | $. | . | $. |
| Psychiatrist/MD - Hourly (10-12 years in position) | $. | $123 | $143 | $165 | $. | $168 | $. | $140 | $. | . | $. |
| Psychiatrist/MD - Hourly (13-15 years in position) | $. | $158 | $103 | $200 | $. | $. | $. | $66 | $. | . | $. |
| Psychiatrist/MD - Hourly (15 years and above) | $145 | $. | $125 | $. | $170 | $. | $. | $. | $. | . | $. |
| Nurse Practitioner (less than 1 year) | $. | $. | $. | $. | $31,920 | $. | $. | $. | $. | . | $. |
| Nurse Practitioner (1-3 years in position) | $260,000 | $87,254 | $. | $. | $51,867 | $. | $. | $. | $. | . | $. |
| Nurse Practitioner (4-6 years in position) | $. | $. | $. | $. | $33,600 | $. | $. | $. | $. | . | $. |
| Nurse Practitioner (7-9 years in position) | $50,000 | $. | $. | $. | $35,200 | $. | $. | $. | $. | . | $. |
| Nurse Practitioner (10-12 years in position) | $. | $. | $. | $. | $36,800 | $. | $. | $. | $. | . | $. |
| Nurse Practitioner (13-15 years in position) | $60,000 | $. | $. | $. | $38,400 | $. | $. | $. | $. | . | $. |
| Nurse Practitioner (15 years and above) | $. | $. | $. | $. | $40,000 | $. | $. | $. | $. | . | $. |
| Psychiatric Residents (less than 1 year) | $. | $. | $. | $. | $. | $21,000 | $. | $. | $. | . | $. |
| Learning Skills Specialist (10-12 years in position) | $. | $. | $54,711 | $. | $. | $. | $. | $. | $. | . | $. |
| Case Manager (1-3 years in position) | $. | $. | $60,000 | $. | $. | $55,904 | $. | $. | $. | . | $. |
| Case Manager (4-6 years in position) | $. | $. | $. | $. | $. | $. | $. | $. | $54,900 | . | $. |
| Substance/Addictions Specialist (less than 1 year) | $30,000 | $45,000 | $. | $. | $. | $66,000 | $. | $. | $. | . | $. |
| Substance/Addictions Specialist (1-3 years in position) | $10,000 | $. | $54,089 | $. | $. | $. | $. | $. | $. | . | $. |
| Substance/Addictions Specialist (4-6 years in position) | $30,000 | $44,000 | $. | $. | $70,000 | $. | $. | $. | $. | . | $. |
| Substance/Addictions Specialist (7-9 years in position) | $. | $44,000 | $. | $. | $. | $. | $. | $. | $. | . | $. |
| Substance/Addictions Specialist (15 years and above) | $. | $. | $54,613 | $. | $. | $. | $. | $. | $. | . | $. |
| Pre-doctoral Psychology Intern | $. | $22,000 | $14,933 | $17,812 | $19,855 | $24,130 | $. | $24,970 | $33,000 | . | $29,000 |
| Post Docs | $. | $39,000 | $39,350 | $25,900 | $32,432 | $31,683 | $. | $30,945 | $38,000 | . | $. |



|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Director Salary by Gender** | | | | | | | |
| Directors Gender | | Mean | Valid N | Median | Mode | Minimum | Maximum |
|  | Male | $91,740 | 153 | $90,900 | $75,000 | $30,000 | $225,000 |
| Female | $82,962 | 217 | $80,000 | $70,000 | $38,000 | $150,000 |
| Transgender | . | 0 | . | . | . | . |
| Other | . | 0 | . | . | . | . |

Without controlling for any variables, Mean Male Director average salaries are 10% greater than Female.

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| **Director’s Salary by Gender and Total Years as Director** | | | | | | | | | | | | | |
| Total Years as a Director | | Male | | | | | | Female | | | | | |
| Director Salary | | | | | | Director Salary | | | | | |
| Mean | N | Median | Mode | Min | Max | Mean | N | Median | Mode | Min | Max |
|  | 0-3 years | $81,008 | 35 | $75,600 | $68,000 | $30,000 | $117,000 | $78,028 | 51 | $75,000 | $80,000 | $50,000 | $140,000 |
| 4-6 years | $91,400 | 33 | $92,500 | $95,000 | $38,400 | $165,240 | $80,487 | 54 | $75,850 | $75,000 | $38,000 | $149,000 |
| 7-9 years | $91,660 | 16 | $93,980 | $71,000 | $63,000 | $117,000 | $84,885 | 29 | $86,539 | $70,000 | $46,000 | $117,000 |
| 10-12 years | $92,920 | 17 | $90,900 | $75,000 | $62,852 | $130,000 | $89,186 | 28 | $86,102 | $83,000 | $49,819 | $145,000 |
| 13-15 years | $98,404 | 11 | $90,420 | $75,000 | $75,000 | $139,000 | $75,728 | 15 | $77,000 | $63,000 | $39,000 | $104,000 |
| 15 years + | $99,063 | 37 | $98,100 | $99,000 | $30,000 | $225,000 | $90,923 | 34 | $86,000 | $86,000 | $49,000 | $146,300 |

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| **Director’s Salary by Gender and School Status** | | | | | | | | | | | | | |
| School Status | | Male | | | | | | Female | | | | | |
| Director Salary | | | | | | Director Salary | | | | | |
| Mean | N | Median | Mode | Min | Max | Mean | N | Median | Mode | Min | Max |
|  | Public College or Univ. | $94,239 | 80 | $91,500 | $68,000 | $30,000 | $165,240 | $91,113 | 93 | $90,000 | $90,000 | $40,000 | $149,000 |
| Private College or Univ. | $87,473 | 68 | $87,500 | $104,000 | $30,000 | $225,000 | $75,943 | 110 | $72,500 | $62,000 | $38,000 | $150,000 |
| Other School Status | $109,800 | 5 | $100,000 | $87,000 | $87,000 | $135,000 | $83,966 | 14 | $78,500 | $57,000 | $57,000 | $140,000 |

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| **Director’s Salary by Gender and Institution Size** | | | | | | | | | | | | | |
| School Size | | Male | | | | | | Female | | | | | |
| Director Salary | | | | | | Director Salary | | | | | |
| Mean | N | Median | Mode | Min | Max | Mean | N | Median | Mode | Min | Max |
|  | Under 1,500 | $69,969 | 12 | $67,500 | $30,000 | $30,000 | $132,000 | $64,699 | 21 | $63,000 | $39,000 | $39,000 | $105,000 |
| 1,501 - 2,500 | $77,740 | 15 | $78,000 | $100,000 | $38,400 | $111,000 | $72,825 | 42 | $70,000 | $70,000 | $38,000 | $145,000 |
| 2,501 - 5,000 | $80,120 | 29 | $81,200 | $64,000 | $40,000 | $117,000 | $74,816 | 43 | $72,500 | $75,000 | $40,000 | $140,000 |
| 5,001 - 7,500 | $86,496 | 10 | $83,500 | $67,000 | $67,000 | $117,000 | $77,951 | 20 | $77,500 | $77,500 | $55,000 | $96,700 |
| 7,501 - 10,000 | $93,495 | 12 | $94,150 | $75,000 | $71,000 | $140,000 | $95,194 | 25 | $93,000 | $104,000 | $65,556 | $150,000 |
| 10,001 - 15,000 | $96,844 | 21 | $90,420 | $87,000 | $68,000 | $150,000 | $89,123 | 17 | $86,400 | $70,000 | $64,000 | $110,000 |
| 15,001 - 20,000 | $88,266 | 13 | $91,000 | $96,000 | $66,900 | $110,000 | $90,012 | 11 | $93,400 | $60,525 | $60,525 | $110,000 |
| 20,001 - 25,000 | $113,160 | 15 | $111,000 | $135,000 | $62,852 | $225,000 | $95,227 | 11 | $98,292 | $108,000 | $70,000 | $113,000 |
| 25,001 - 30,000 | $104,027 | 13 | $100,000 | $100,000 | $75,254 | $144,200 | $92,983 | 9 | $92,000 | $71,700 | $71,700 | $119,000 |
| 30,001 - 35,000 | $108,796 | 7 | $107,600 | $93,374 | $93,374 | $125,000 | $104,180 | 3 | $110,000 | $86,539 | $86,539 | $116,000 |
| 35,001 and over | $128,328 | 5 | $132,000 | $96,900 | $96,900 | $165,240 | $115,167 | 15 | $113,000 | $130,000 | $85,000 | $149,000 |

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| **Director’s Salary by Gender and Race/Ethnicity** | | | | | | | | | | | | | |
| Director Racial/Ethnic Background | | Male | | | | | | Female | | | | | |
| Director Salary | | | | | | Director Salary | | | | | |
| Mean | N | Median | Mode | Min | Max | Mean | N | Median | Mode | Min | Max |
|  | Black/African American | $87,219 | 4 | $89,187 | $74,500 | $74,500 | $96,000 | $90,608 | 25 | $91,000 | $90,000 | $41,900 | $145,000 |
| Amer. Ind/ Native Am. | . | 0 | . | . | . | . | . | 0 | . | . | . | . |
| Asian/Asian American | $102,509 | 5 | $104,000 | $88,000 | $88,000 | $117,543 | $94,510 | 8 | $83,500 | $60,000 | $60,000 | $140,000 |
| Latino/Latina | $98,533 | 3 | $88,000 | $75,600 | $75,600 | $132,000 | $86,224 | 6 | $85,000 | $80,000 | $39,000 | $127,000 |
| White/Caucasian | $91,640 | 134 | $90,710 | $75,000 | $30,000 | $225,000 | $80,486 | 162 | $79,000 | $70,000 | $38,000 | $149,000 |
| Multiracial | $80,220 | 2 | $80,220 | $73,440 | $73,440 | $87,000 | $82,938 | 8 | $84,500 | $55,000 | $55,000 | $110,000 |
| Other (Specify Below) | . | 1 | . | . | . | . | . | 2 | $85,000 | $65,000 | $65,000 | $105,000 |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Director’s Salary by Gender and FTE** | | | | | | | | | | | | | |
| **FTE** | | Male | | | | | | Female | | | | | |
| Director Salary | | | | | | Director Salary | | | | | |
| Mean | N | Median | Mode | Min | Max | Mean | N | Median | Mode | Min | Max |
|  | 0-1 FTE | $66,548 | 13 | $66,500 | $30,000 | $30,000 | $105,000 | $60,746 | 22 | $58,250 | $39,000 | $39,000 | $100,000 |
| 2-3 FTE | $80,776 | 40 | $76,000 | $64,000 | $40,000 | $140,000 | $73,393 | 64 | $71,672 | $63,000 | $43,000 | $140,000 |
| 4-7 FTE | $87,990 | 41 | $85,000 | $75,000 | $56,000 | $117,000 | $85,499 | 58 | $80,000 | $90,000 | $55,000 | $145,000 |
| 8-11 | $102,266 | 27 | $99,960 | $87,000 | $78,000 | $140,000 | $96,165 | 27 | $96,000 | $70,000 | $70,000 | $137,247 |
| 12-15 | $109,924 | 15 | $109,200 | $115,000 | $83,000 | $150,000 | $109,788 | 8 | $104,812 | $86,539 | $86,539 | $150,000 |
| 16 + | $130,112 | 10 | $119,900 | $96,900 | $96,900 | $225,000 | $112,174 | 16 | $108,773 | $85,000 | $85,000 | $149,000 |

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| --- | --- | --- | --- | --- | --- | --- | --- |
| **Director’s Salary by Total Years as Director** | | | | | | | |
| Total Years as a Director | | Mean | Valid N | Median | Mode | Minimum | Maximum |
|  | 0-3 years | $79,241 | 86 | $75,300 | $70,000 | $30,000 | $140,000 |
| 4-6 years | $84,626 | 87 | $83,240 | $75,000 | $38,000 | $165,240 |
| 7-9 years | $87,294 | 45 | $88,000 | $71,000 | $46,000 | $117,000 |
| 10-12 years | $90,596 | 45 | $89,204 | $83,000 | $49,819 | $145,000 |
| 13-15 years | $85,322 | 26 | $88,350 | $63,000 | $39,000 | $139,000 |
| 15 years and above | $95,165 | 71 | $93,000 | $86,000 | $30,000 | $225,000 |

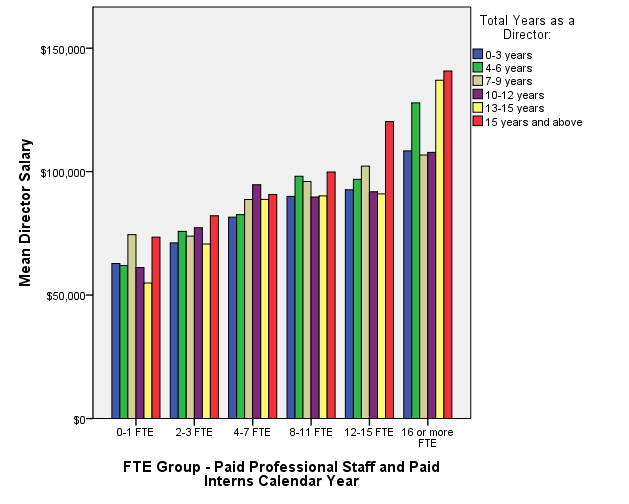
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Director’s Salary by School Status** | | | | | | | |
| School Status | | Mean | Valid N | Median | Mode | Minimum | Maximum |
|  | Four-year public university | $93,239 | 163 | $91,000 | $75,000 | $30,000 | $165,240 |
| Four-year public college | $81,468 | 10 | $76,700 | $55,000 | $55,000 | $115,277 |
| Four-year private university | $85,137 | 104 | $83,620 | $65,000 | $38,000 | $225,000 |
| Four-year private college | $73,617 | 74 | $70,000 | $62,000 | $30,000 | $145,000 |
| Both four-year public and private university | $133,500 | 2 | $133,500 | $132,000 | $132,000 | $135,000 |
| Other (Specify Below) | $85,736 | 17 | $81,000 | $100,000 | $57,000 | $140,000 |

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| --- | --- | --- | --- | --- | --- | --- | --- |
| **Director’s Salary by Paid Professional Staff FTE (calendar year)** | | | | | | | |
| FTE | | Mean | Valid N | Median | Mode | Minimum | Maximum |
|  | 0-1 FTE | $62,901 | 35 | $61,000 | $61,000 | $30,000 | $105,000 |
| 2-3 FTE | $76,233 | 104 | $73,176 | $70,000 | $40,000 | $140,000 |
| 4-7 FTE | $86,530 | 99 | $83,262 | $75,000 | $55,000 | $145,000 |
| 8-11 FTE | $99,216 | 54 | $98,000 | $93,000 | $70,000 | $140,000 |
| 12-15 FTE | $109,877 | 23 | $106,623 | $97,000 | $83,000 | $150,000 |
| 16 or more FTE | $119,074 | 26 | $111,500 | $85,000 | $85,000 | $225,000 |

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| --- | --- | --- | --- | --- | --- | --- | --- |
| **Director’s Salary by Paid Professional Staff and Interns (calendar year)** | | | | | | | |
| FTE | | Mean | Valid N | Median | Mode | Minimum | Maximum |
|  | 0-1 FTE | $. | 0 | $. | $. | $. | $. |
| 2-3 FTE | $85,500 | 2 | $85,500 | $75,000 | $75,000 | $96,000 |
| 4-7 FTE | $87,260 | 19 | $83,000 | $83,000 | $72,000 | $109,000 |
| 8-11 FTE | $93,840 | 19 | $90,000 | $90,000 | $73,440 | $137,247 |
| 12-15 FTE | $103,093 | 28 | $99,500 | $110,000 | $70,000 | $140,000 |
| 16 or more FTE | $119,401 | 28 | $116,000 | $113,000 | $86,000 | $165,240 |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Director’s Salary by Total Years as Director and Paid Professional Staff FTE (Calendar Yr)** | | | | | | | | | | | | | |
| Years as Director | | 0-1 FTE | | 2-3 FTE | | 4-7 FTE | | 8-11 FTE | | 12-15 FTE | | 16 or more FTE | |
| Director Salary | | Director Salary | | Director Salary | | Director Salary | | Director Salary | | Director Salary | |
| Mean | N | Mean | N | Mean | N | Mean | N | Mean | N | Mean | N |
|  | 0-3 years | $62,616 | 9 | $71,941 | 32 | $83,479 | 25 | $96,857 | 7 | $101,667 | 3 | $100,110 | 4 |
| 4-6 years | $64,001 | 16 | $75,768 | 19 | $82,953 | 21 | $100,974 | 10 | $106,145 | 8 | $125,422 | 6 |
| 7-9 years | $73,000 | 2 | $73,866 | 15 | $88,912 | 11 | $95,883 | 8 | $106,166 | 4 | $101,000 | 2 |
| 10-12 years | $61,178 | 2 | $77,822 | 10 | $90,875 | 13 | $93,525 | 8 | $99,072 | 2 | $108,067 | 8 |
| 13-15 years | $50,863 | 2 | $69,411 | 6 | $88,586 | 11 | $90,455 | 4 | $139,000 | 1 | $135,000 | 1 |
| 15 years and above | $67,333 | 3 | $85,371 | 21 | $89,093 | 18 | $109,441 | 14 | $117,333 | 3 | $148,280 | 5 |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Director’s Salary by Paid Staff and Intern FTE and Total Years as a Director** | | | | | | | | | | | | |
| Years as Director | 0-1 FTE | | 2-3 FTE | | 4-7 FTE | | 8-11 FTE | | 12-15 FTE | | 16 or more FTE | |
| Director Salary | | Director Salary | | Director Salary | | Director Salary | | Director Salary | | Director Salary | |
| Mean | N | Mean | N | Mean | N | Mean | N | Mean | N | Mean | N |
| 0-3 years | $62,616 | 9 | $71,941 | 32 | $83,479 | 25 | $96,857 | 7 | $101,667 | 3 | $100,110 | 4 |
| 4-6 years | $64,001 | 16 | $75,768 | 19 | $82,953 | 21 | $100,974 | 10 | $106,145 | 8 | $125,422 | 6 |
| 7-9 years | $73,000 | 2 | $73,866 | 15 | $88,912 | 11 | $95,883 | 8 | $106,166 | 4 | $101,000 | 2 |
| 10-12 years | $61,178 | 2 | $77,822 | 10 | $90,875 | 13 | $93,525 | 8 | $99,072 | 2 | $108,067 | 8 |
| 13-15 years | $50,863 | 2 | $69,411 | 6 | $88,586 | 11 | $90,455 | 4 | $139,000 | 1 | $135,000 | 1 |
| 15 years and above | $67,333 | 3 | $85,371 | 21 | $89,093 | 18 | $109,441 | 14 | $117,333 | 3 | $148,280 | 5 |



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| --- | --- | --- | --- | --- | --- | --- | --- |
| **Director’s Salary by Institution Status and Institution Size** | | | | | | | |
| Institution Size | | Public College or University | | Private College or University | | Other School Status | |
| Director Salary | | Director Salary | | Director Salary | |
| Mean | Valid N | Mean | Valid N | Mean | Valid N |
|  | Under 1,500 | $51,816 | 2 | $66,210 | 27 | $76,750 | 4 |
| 1,501 - 2,500 | $71,500 | 2 | $73,334 | 53 | $97,500 | 2 |
| 2,501 - 5,000 | $71,773 | 15 | $77,347 | 52 | $88,380 | 5 |
| 5,001 - 7,500 | $75,084 | 12 | $85,383 | 14 | $81,904 | 4 |
| 7,501 - 10,000 | $90,898 | 25 | $102,445 | 12 | . | 0 |
| 10,001 - 15,000 | $88,377 | 26 | $104,252 | 12 | . | 0 |
| 15,001 - 20,000 | $88,208 | 22 | $98,500 | 2 | . | 0 |
| 20,001 - 25,000 | $99,784 | 19 | $132,002 | 4 | $107,000 | 3 |
| 25,001 - 30,000 | $99,220 | 20 | $102,400 | 2 | . | 0 |
| 30,001 - 35,000 | $107,411 | 10 | . | 0 | . | 0 |
| 35,001 and over | $117,744 | 19 | $. | 0 | . | 1 |

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| --- | --- | --- | --- | --- | --- | --- | --- |
| **Director’s Salary by Race/Ethnicity** | | | | | | | |
| Race/Ethnicity | | Mean | Valid N | Median | Mode | Minimum | Maximum |
|  | Black/African American | $90,141 | 29 | $91,000 | $90,000 | $41,900 | $145,000 |
| American/Indian/Native Am. | . | 0 | . | . | . | . |
| Asian/Asian American | $97,586 | 13 | $97,000 | $60,000 | $60,000 | $140,000 |
| Latino/Latina | $90,327 | 9 | $88,000 | $80,000 | $39,000 | $132,000 |
| White/Caucasian | $85,535 | 296 | $83,000 | $75,000 | $30,000 | $225,000 |
| Multiracial | $82,394 | 10 | $82,000 | $55,000 | $55,000 | $110,000 |
| Other (Specify Below) | $86,967 | 3 | $90,900 | $65,000 | $65,000 | $105,000 |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Director’s Salary by Sexual Orientation** | | | | | | | | | | | | | | |
|  | | | Mean | | Valid N | | Median | | Mode | | Minimum | | Maximum | |
|  | | Gay man | $79,043 | | 20 | | $74,220 | | $30,000 | | $30,000 | | $115,000 | |
| Lesbian | $83,276 | | 26 | | $79,500 | | $70,000 | | $47,500 | | $113,000 | |
| Bisexual | $76,212 | | 6 | | $77,750 | | $41,900 | | $41,900 | | $103,000 | |
| Heterosexual | $87,158 | | 309 | | $86,000 | | $100,000 | | $30,000 | | $165,240 | |
|  | |  |  | |  | |  | |  | |  | |  | |
|  | |  |  | |  | |  | |  | |  | |  | |
| **Director’s Salary by Highest Degree Earned** | | | | | | | | | | | | | | |
| Highest Degree Earned | | | | Mean | | Valid N | | Median | | Mode | | Minimum | | Maximum |
|  | Ph.D. | | | $92,960 | | 235 | | $90,900 | | $75,000 | | $30,000 | | $225,000 |
| Psy.D. | | | $85,343 | | 40 | | $80,500 | | $85,000 | | $59,000 | | $150,000 |
| Ed.D | | | $101,122 | | 12 | | $98,000 | | $98,000 | | $74,000 | | $135,000 |
| M.D | | | $107,782 | | 3 | | $140,000 | | $39,145 | | $39,145 | | $144,200 |
| Masters | | | $65,548 | | 75 | | $63,000 | | $68,000 | | $30,000 | | $104,000 |
| Other (Specify Below) | | | $52,000 | | 3 | | $43,000 | | $38,000 | | $38,000 | | $75,000 |

Utilization and Show Rates

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **How many sessions of individual therapy... (NA148 to NA152)** | | | | | | |
|  | Missing | Mean | Minimum | Maximum | Sum | Standard Deviation |
| ...did you provide? | 97 | 3,658 | 20 | 29,983 | 1,170,405 | 4,215 |
| ...did client not show for? | 186 | 427 | 0 | 2,786 | 98,550 | 408 |
| ... did client cancel? | 207 | 306 | 0 | 1,840 | 64,255 | 305 |
| ...did client reschedule? | 238 | 268 | 0 | 2,228 | 47,968 | 282 |
| ...did counselors cancel or reschedule? | 234 | 167 | 0 | 1,304 | 30,482 | 187 |
|  |  |  | 0 = very small centers sessions=20 | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Calculated Show Rate based on Formula … (153 to 155)** | | | | | | |
|  | Missing | # in Calculations | Mean | Min. | Max. | Standard Deviation |
| .."Session Provided/ (Session Provided + Sessions No Show) = NA148 / (NA148 + NA149) | 186 | 231 | .89 | .70 | 1.00 | .05 |
| ... "Session Provided/ (Session Provided + Sessions No Show + Sessions Cancelled + Sessions Rescheduled) = NA148 / (NA148 + NA149 + NA150 + NA151) | 238 | 179 | .78 | .53 | 1.00 | .07 |
| ... "Session Provided/ (Session Provided + Sessions No Show + Sessions Cancelled + Sessions Rescheduled + Therapist = NA148 / (NA148 + NA149 + NA150 + NA151 + NA152) | 245 | 172 | .75 | .51 | 1.00 | .07 |
| 1.0 = very small centers sessions=20 | | | | | | |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Individual Sessions Data by Size (NA148 to NA155)** | | | | | | | | | |
|  | | How many sessions of individual therapy did you provide? | How many sessions of individual therapy did client not show for? | How many sessions of individual therapy did client cancel? | How many sessions of individual therapy did client reschedule? | How many sessions of individual therapy did counselors cancel or reschedule? | Calculated Show Rate based on Formula "Session Provided/ (Session Provided + Sessions No Show) = NA148 / (NA148 + NA149) | Calculated Show Rate based on Formula "Session Provided/ (Session Provided + Sessions No Show + Sessions Cancelled + Sessions Rescheduled) = NA148 / (NA148 + NA149 + NA150 + NA151) | Calculated Show Rate based on Formula "Session Provided/ (Session Provided + Sessions No Show + Sessions Cancelled + Sessions Rescheduled + Therapist = NA148 / (NA148 + NA149 + NA150 + NA151 + NA152) |
| Mean | Mean | Mean | Mean | Mean | Mean | Mean | Mean |
| Size | Under 1,500 | 897 | 123 | 65 | 28 | 18 | .87 | .78 | .76 |
| 1,501 - 2,500 | 1625 | 192 | 107 | 73 | 52 | .90 | .82 | .80 |
| 2,501 - 5,000 | 1679 | 202 | 151 | 130 | 65 | .90 | .80 | .78 |
| 5,001 - 7,500 | 1960 | 255 | 166 | 170 | 102 | .88 | .77 | .74 |
| 7,501 - 10,000 | 3028 | 333 | 250 | 191 | 162 | .88 | .77 | .75 |
| 10,001 - 15,000 | 4964 | 495 | 354 | 308 | 187 | .89 | .76 | .74 |
| 15,001 - 20,000 | 4285 | 561 | 528 | 413 | 253 | .87 | .75 | .72 |
| 20,001 - 25,000 | 6122 | 763 | 450 | 336 | 263 | .87 | .74 | .71 |
| 25,001 - 30,000 | 7929 | 858 | 646 | 551 | 357 | .88 | .75 | .72 |
| 30,001 - 35,000 | 7405 | 922 | 651 | 557 | 334 | .89 | .78 | .75 |
| 35,001 and over | 10823 | 1178 | 879 | 831 | 425 | .89 | .78 | .74 |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Individual Sessions Data by School Status (NA148 to NA155)** | | | | | | | | | |
|  | | How many sessions of individual therapy did you provide? | How many sessions of individual therapy did client not show for? | How many sessions of individual therapy did client cancel? | How many sessions of individual therapy did client reschedule? | How many sessions of individual therapy did counselors cancel or reschedule? | Calculated Show Rate based on Formula "Session Provided/ (Session Provided + Sessions No Show) = NA148 / (NA148 + NA149) | Calculated Show Rate based on Formula "Session Provided/ (Session Provided + Sessions No Show + Sessions Cancelled + Sessions Rescheduled) = NA148 / (NA148 + NA149 + NA150 + NA151) | Calculated Show Rate based on Formula "Session Provided/ (Session Provided + Sessions No Show + Sessions Cancelled + Sessions Rescheduled + Therapist = NA148 / (NA148 + NA149 + NA150 + NA151 + NA152) |
| Mean | Mean | Mean | Mean | Mean | Mean | Mean | Mean |
| School Status | Four-year public university | 4752 | 588 | 399 | 373 | 232 | .88 | .76 | .73 |
| Four-year public college | 1930 | 320 | 252 | 247 | 114 | .86 | .74 | .71 |
| Four-year private university | 3692 | 327 | 263 | 192 | 134 | .91 | .80 | .78 |
| Four-year private college | 1513 | 183 | 115 | 82 | 58 | .89 | .80 | .78 |
| Both four-year public and private university | 14344 | 1052 | 1199 | 728 | 508 | .93 | .76 | .73 |
| Other (Specify Below) | 1666 | 182 | 136 | 91 | 58 | .90 | .78 | .76 |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Director Calculated: Percentage of appointment in your center are… (NA156 to NA162)** | | | | | | | |
|  | Count | Missing | # Providing Data | Mean | Min. | Max. | Standard Deviation |
| Shown % | 417 | 254 | 163 | 77.46 | 54.00 | 94.00 | 7.56 |
| No Show % | 417 | 238 | 179 | 10.42 | 1.00 | 45.00 | 4.37 |
| Cancelled % | 417 | 262 | 155 | 7.51 | 1.00 | 67.00 | 6.57 |
| Rescheduled % | 417 | 284 | 133 | 6.90 | 1.00 | 31.90 | 4.53 |
| Clinician Cancelled or Rescheduled % | 417 | 288 | 129 | 3.87 | 0.00 | 16.20 | 2.66 |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Average Director Calculated: Percentage of appointments in your center are… (NA156 to NA160) by Size** | | | | | | |
|  | | Shown % | No Show % | Cancelled % | Rescheduled % | Clinician Cancelled or Rescheduled % |
| School Size: Categories | Under 1,500 | 82.27 | 11.22 | 6.28 | 7.61 | 2.38 |
| 1,501 - 2,500 | 82.17 | 9.20 | 6.25 | 5.85 | 3.42 |
| 2,501 - 5,000 | 77.16 | 9.48 | 6.96 | 6.83 | 3.66 |
| 5,001 - 7,500 | 77.65 | 11.63 | 10.59 | 7.11 | 3.72 |
| 7,501 - 10,000 | 74.42 | 9.60 | 7.38 | 6.75 | 4.77 |
| 10,001 - 15,000 | 75.31 | 10.37 | 6.71 | 7.04 | 3.96 |
| 15,001 - 20,000 | 72.15 | 11.33 | 7.32 | 6.98 | 4.13 |
| 20,001 - 25,000 | 80.36 | 10.52 | 7.16 | 5.12 | 3.36 |
| 25,001 - 30,000 | 73.46 | 10.26 | 7.03 | 6.86 | 4.02 |
| 30,001 - 35,000 | 73.81 | 9.40 | 5.87 | 7.39 | 4.05 |
| 35,001 and over | 80.02 | 12.81 | 11.31 | 8.71 | 4.12 |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Average Director Calculated: Percentage of appointments in your center … (NA156 to NA160) by Size** | | | | | | |
|  | | Shown % | No Show % | Cancelled % | Rescheduled % | Clinician Cancelled or Rescheduled % |
| School Status | Four-year public university | 75.58 | 11.30 | 7.52 | 7.36 | 4.14 |
| Four-year public college | 69.75 | 13.63 | 5.28 | 6.75 | 5.00 |
| Four-year private university | 79.45 | 9.04 | 9.03 | 6.27 | 4.17 |
| Four-year private college | 80.63 | 10.18 | 6.31 | 5.15 | 2.73 |
| Both four-year public and private university | 80.00 | 6.50 | 8.00 | 6.00 | 4.00 |
| Other (Specify Below) | 79.36 | 7.84 | 6.41 | 11.78 | 2.62 |

No-show Fees (including psychiatry)



|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Do you charge a fee for missed therapy sessions? Yes = 56. If yes, How much? (NA165 and NA166)** | | | | |  |  |  |  | | --- | --- | --- | --- | | **Do you charge a fee for missed Psychiatry sessions? Yes = 72. If yes, How much? (D167 NA168)** | | | | |  | Frequency | % Who Charge | % of All Centers | | $6.00 | 1 | 1.6% | 0.24% | | $10.00 | 4 | 6.3% | 0.96% | | $15.00 | 5 | 7.8% | 1.20% | | $20.00 | 11 | 17.2% | 2.64% | | $25.00 | 16 | 25.0% | 3.84% | | $28.00 | 1 | 1.6% | 0.24% | | $30.00 | 3 | 4.7% | 0.72% | | $35.00 | 1 | 1.6% | 0.24% | | $37.50 | 1 | 1.6% | 0.24% | | $40.00 | 1 | 1.6% | 0.24% | | $50.00 | 5 | 7.8% | 1.20% | | $55.00 | 1 | 1.6% | 0.24% | | $65.00 | 1 | 1.6% | 0.24% | | $75.00 | 3 | 4.7% | 0.72% | | $85.00 | 1 | 1.6% | 0.24% | | $90.00 | 2 | 3.1% | 0.48% | | $100.00 | 2 | 3.1% | 0.48% | | $105.00 | 1 | 1.6% | 0.24% | | $120.00 | 1 | 1.6% | 0.24% | | $125.00 | 1 | 1.6% | 0.24% | | $130.00 | 1 | 1.6% | 0.24% | | $150.00 | 1 | 1.6% | 0.24% | | Total | 64 |  |  | |
|  | Frequency | % Who Charge | % of All Centers |
| $5.00 | 1 | 1.82% | 0.24% |
| $6.00 | 1 | 1.82% | 0.24% |
| $10.00 | 6 | 10.91% | 1.44% |
| $12.00 | 1 | 1.82% | 0.24% |
| $15.00 | 11 | 20.00% | 2.64% |
| $20.00 | 14 | 25.45% | 3.36% |
| $22.00 | 1 | 1.82% | 0.24% |
| $25.00 | 16 | 29.09% | 3.84% |
| $30.00 | 2 | 3.64% | 0.48% |
| $35.00 | 1 | 1.82% | 0.24% |
| $40.00 | 1 | 1.82% | 0.24% |
| Total | 55 |  |  |

Lawsuit and Legal/Ethical Issues

|  |
| --- |
| **Lawsuit Information in the past year? Yes = 5 (D169 LA170)** |
| Items removed from public Version |

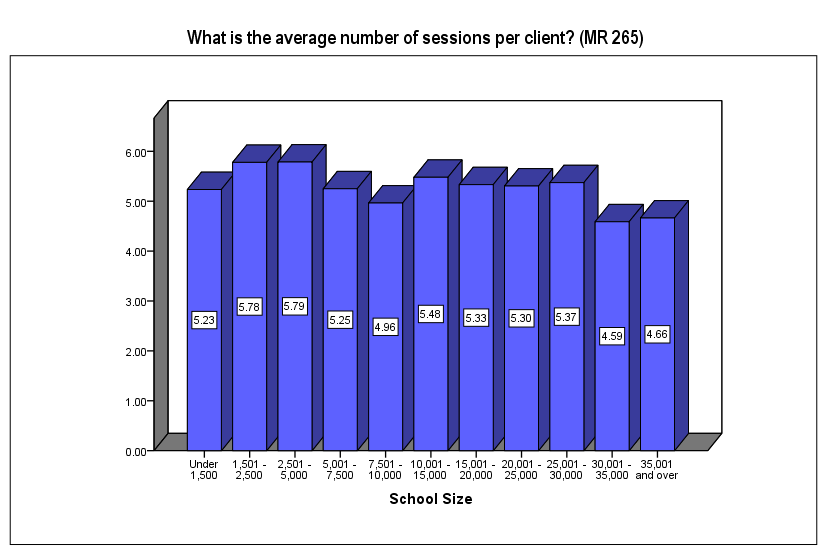
|  |
| --- |
| **If you experienced a significant or interesting legal/ethical dilemma in the past year, please briefly describe. (Discuss resolution if applicable) (D171 LA172)** |
| Items removed from public Version |

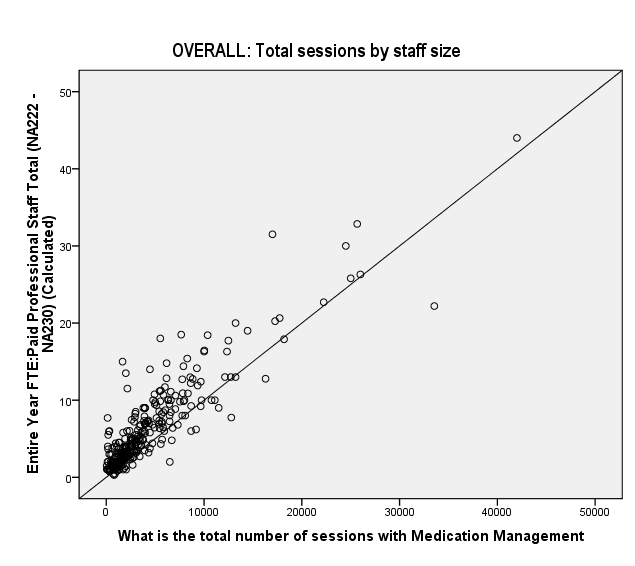
Total Services Hours/Contacts, Average Sessions Per Client

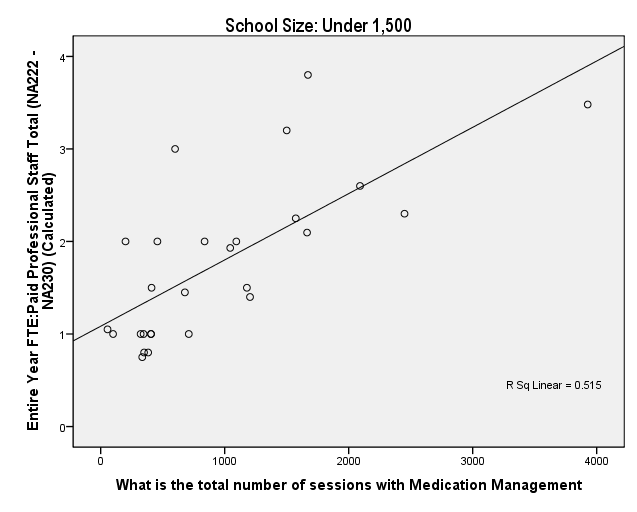
| **Does the staff of your counseling center assume responsibility for providing courses for academic credit? (MR361)** | Count  "*Yes*" | % |
| --- | --- | --- |
| Undergraduate-level course for credit | 72 | 30.3% |
| Graduate-level practicum course | 27 | 12.6% |
| Graduate-level content/theories course | 33 | 14.8% |
| No | 259 | 80.7% |

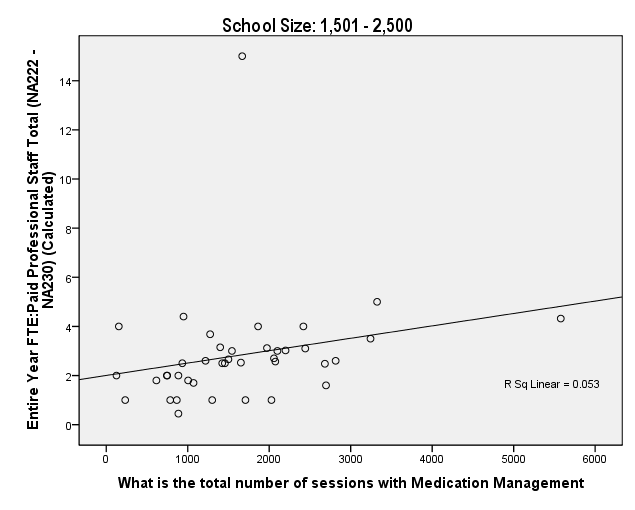
| **How MANY students did you serve this past year? (MR362)** | | Mean | Median |
| --- | --- | --- | --- |
| School Size | Under 1,500 | 177 | 155 |
| 1,501 - 2,500 | 323 | 296 |
| 2,501 - 5,000 | 375 | 310 |
| 5,001 - 7,500 | 589 | 521 |
| 7,501 - 10,000 | 737 | 695 |
| 10,001 - 15,000 | 1113 | 1026 |
| 15,001 - 20,000 | 1348 | 1181 |
| 20,001 - 25,000 | 1306 | 1208 |
| 25,001 - 30,000 | 1718 | 1474 |
| 30,001 - 35,000 | 2382 | 1484 |
| 35,001 and over | 3382 | 3021 |

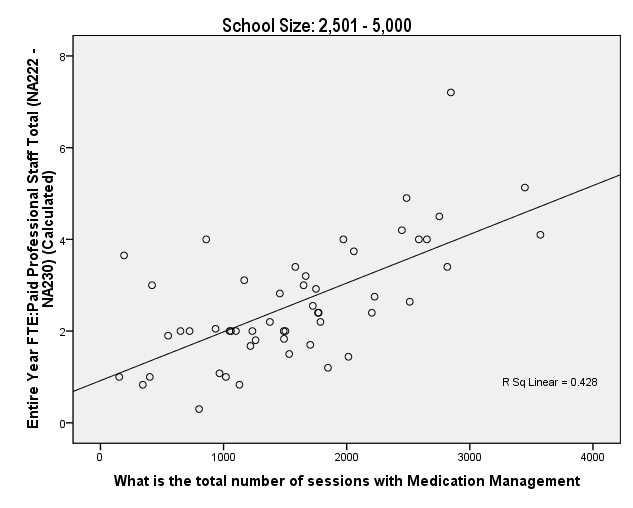
| **What is the total number of sessions? (MR 363-364)** | | **W/O Medication Management** | | **W/ Medication Management** | |
| --- | --- | --- | --- | --- | --- |
| Mean | Median | Mean | Median |
| School Size: | Under 1,500 | 882 | 550 | 912 | 600 |
| 1,501 - 2,500 | 1673 | 1606 | 1642 | 1500 |
| 2,501 - 5,000 | 1782 | 1602 | 1617 | 1533 |
| 5,001 - 7,500 | 2041 | 1898 | 2396 | 2118 |
| 7,501 - 10,000 | 3122 | 2851 | 3030 | 2953 |
| 10,001 - 15,000 | 5111 | 4937 | 5539 | 5140 |
| 15,001 - 20,000 | 5159 | 4802 | 5555 | 5438 |
| 20,001 - 25,000 | 6588 | 5369 | 7003 | 5688 |
| 25,001 - 30,000 | 7221 | 7111 | 9397 | 7819 |
| 30,001 - 35,000 | 7979 | 5848 | 8697 | 6000 |
| 35,001 and over | 12880 | 12359 | 17440 | 14449 |

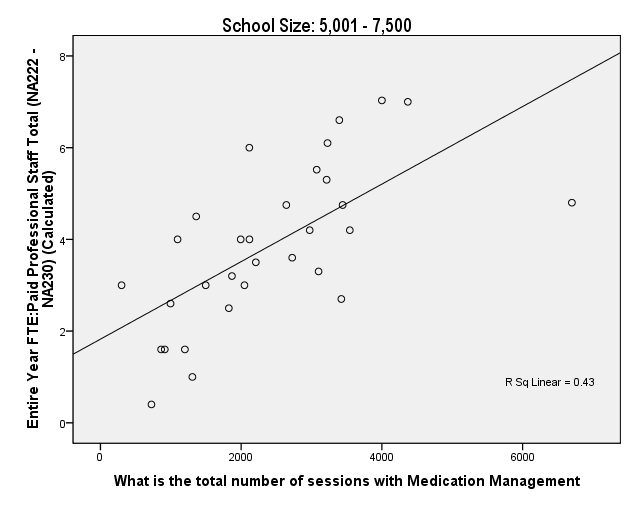


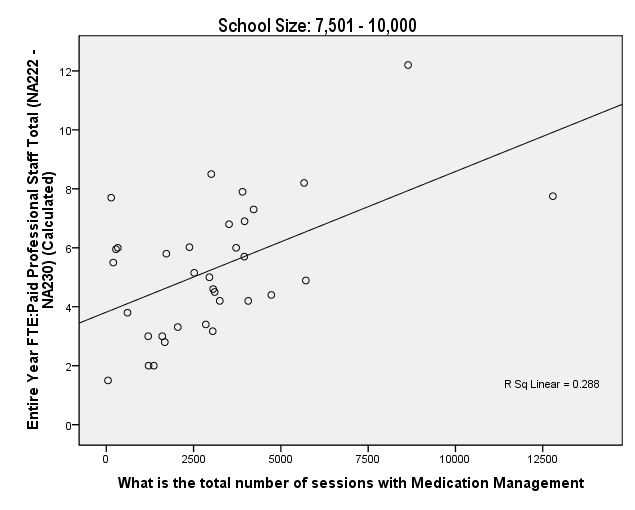


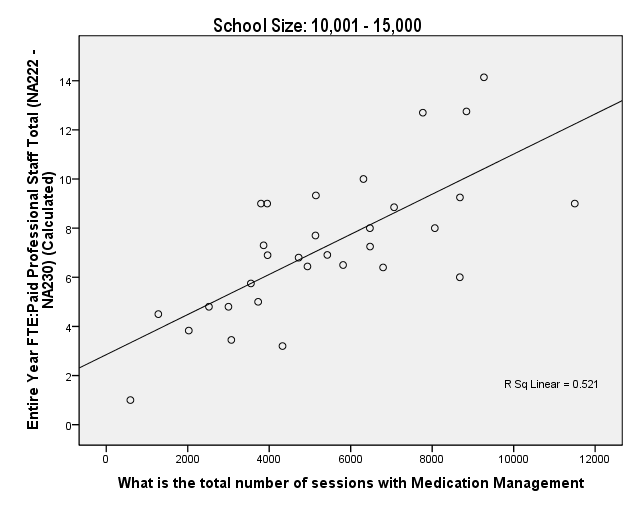


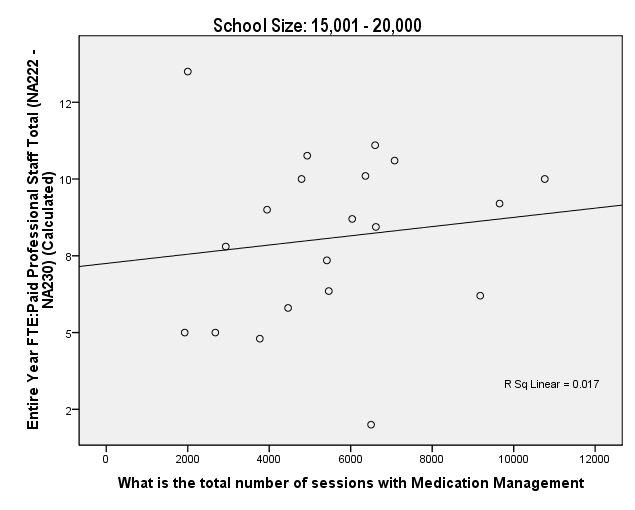


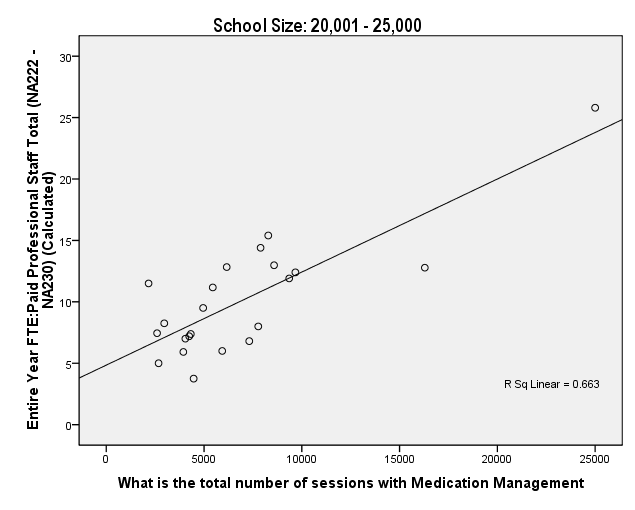


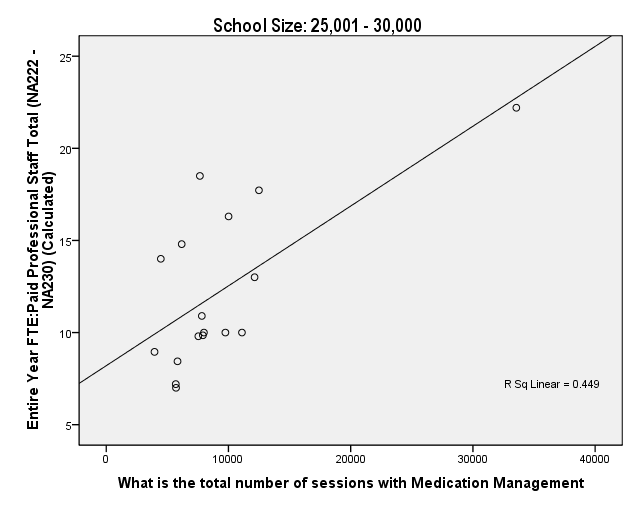


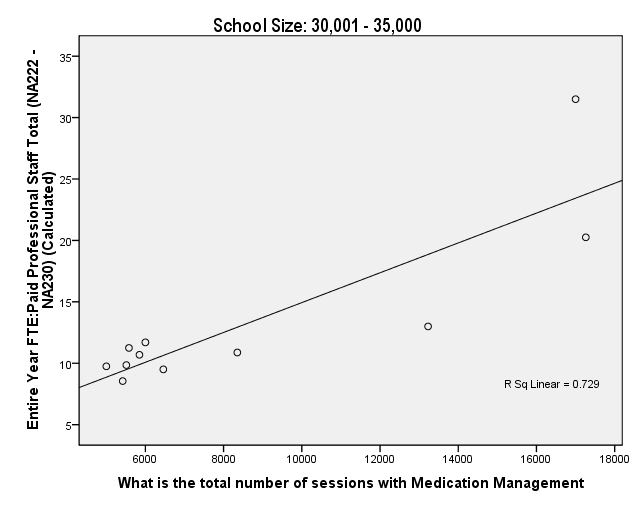


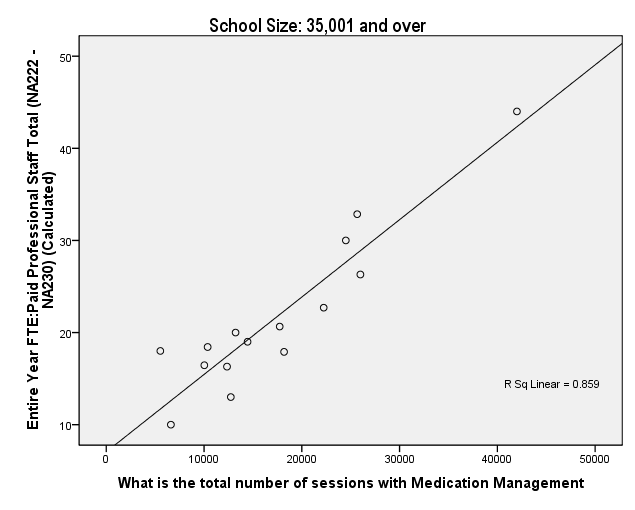












Groups

| **How many student group contacts did your center provide last year? 12 student attending one group = 12 (MR367)** | | Count | Mean | Median |
| --- | --- | --- | --- | --- |
| School Size: | Under 1,500 | 36 | 88 | 8 |
| 1,501 - 2,500 | 60 | 120 | 15 |
| 2,501 - 5,000 | 81 | 161 | 16 |
| 5,001 - 7,500 | 41 | 116 | 12 |
| 7,501 - 10,000 | 43 | 209 | 50 |
| 10,001 - 15,000 | 42 | 173 | 88 |
| 15,001 - 20,000 | 26 | 529 | 378 |
| 20,001 - 25,000 | 27 | 524 | 202 |
| 25,001 - 30,000 | 23 | 984 | 570 |
| 30,001 - 35,000 | 13 | 801 | 460 |
| 35,001 and over | 23 | 2340 | 2254 |

| **Percentage of non-psychiatry sessions provided by group (NA374)** | | Mean | Median |
| --- | --- | --- | --- |
| School Size: | Under 1,500 | 9.82 | 2.85 |
| 1,501 - 2,500 | 8.96 | 2.47 |
| 2,501 - 5,000 | 9.60 | 3.38 |
| 5,001 - 7,500 | 4.47 | 1.61 |
| 7,501 - 10,000 | 6.09 | 4.06 |
| 10,001 - 15,000 | 4.58 | 4.62 |
| 15,001 - 20,000 | 9.05 | 9.01 |
| 20,001 - 25,000 | 7.19 | 4.95 |
| 25,001 - 30,000 | 12.38 | 8.73 |
| 30,001 - 35,000 | 9.15 | 8.20 |
| 35,001 and over | 13.61 | 16.39 |

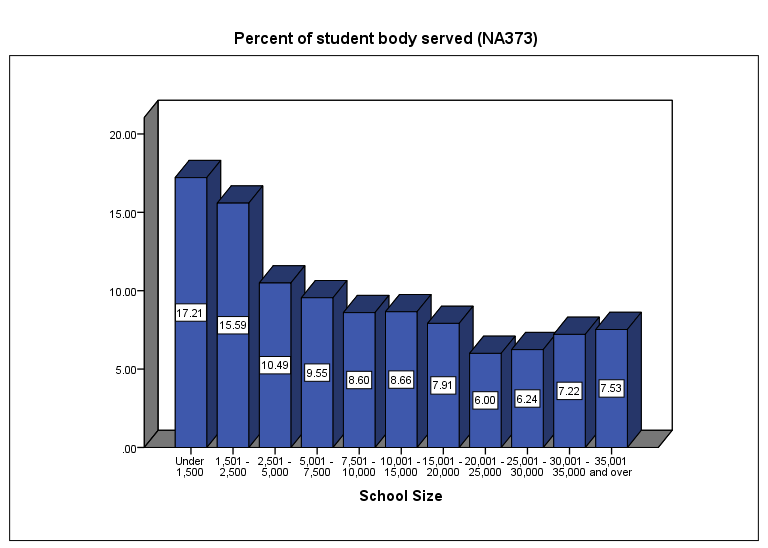
| **Issue-based Groups (MR368)** | | Count | % |
| --- | --- | --- | --- |
| ADHD group | Yes | 15 | 3.6% |
| Anger management group | Yes | 24 | 5.8% |
| Anxiety group | Yes | 109 | 26.1% |
| AOD group | Yes | 60 | 14.4% |
| Autism Spectrum group | Yes | 19 | 4.6% |
| Bipolar group | Yes | 9 | 2.2% |
| Body Image group | Yes | 69 | 16.5% |
| Couples group | Yes | 15 | 3.6% |
| Depression group | Yes | 61 | 14.6% |
| Eating Disorders group | Yes | 64 | 15.3% |
| Family discord group | Yes | 27 | 6.5% |
| Grief and bereavement group | Yes | 101 | 24.2% |
| LD group | Yes | 2 | .5% |
| Self-Esteem group | Yes | 56 | 13.4% |
| Shyness group | Yes | 33 | 7.9% |
| Trauma group | Yes | 47 | 11.3% |
| **Intervention-based Groups(MR369)** | | Count | % |
| Adult Children of Alcoholics/Addicts group | Yes | 16 | 3.8% |
| Anger management group | Yes | 24 | 5.8% |
| CBT group | Yes | 29 | 7.0% |
| DBT group | Yes | 36 | 8.6% |
| General Therapy | Yes | 130 | 31.2% |
| Motivational Interviewing group | Yes | 24 | 5.8% |
| Stress management group | Yes | 118 | 28.3% |
| **Target Audience Group(MR370)** | | Count | % |
| Adult Children of Alcoholics/Addicts group | Yes | 17 | 4.1% |
| Academic probation group | Yes | 15 | 3.6% |
| Couples group | Yes | 13 | 3.1% |
| Dissertation Completion group | Yes | 28 | 6.7% |
| First Generation College Students group | Yes | 15 | 3.6% |
| Graduate support group | Yes | 48 | 11.5% |
| International student group | Yes | 46 | 11.0% |
| Interpersonal process group | Yes | 98 | 23.5% |
| Latino/a support group | Yes | 8 | 1.9% |
| LGBT group | Yes | 81 | 19.4% |
| Men of Color group | Yes | 7 | 1.7% |
| Mens group | Yes | 47 | 11.3% |
| Nontraditional-Aged group | Yes | 15 | 3.6% |
| Student as parent group | Yes | 7 | 1.7% |
| Transition to college/homesickness group | Yes | 26 | 6.2% |
| Veterans support group | Yes | 10 | 2.4% |
| Women of Color group | Yes | 30 | 7.2% |
| Womens group | Yes | 78 | 18.7% |
| **Other Groups (MR371)** | | | | | |
| Alcohol Education Workshop | | | | | |
| Academic Support group | | | | | |
| Aspergers Group | | | | | |
| Assertiveness Communication | | | | | |
| Finals Preparation Memory Workshop Speed Reading | | | | | |
| Managing Living Ups and Downs of Life - Cinema therapy | | | | | |
| Chronic illnesses | | | | | |
| Co-Ed Personal Growth | | | | | |
| Coming out group | | | | | |
| Early Recovery Support group | | | | | |
| First year students of color group. | | | | | |
| Former Foster Youth Group | | | | | |
| Freshmen Men & Women Group | | | | | |
| Asian American support group | | | | | |
| General relationship group | | | | | |
| Support group for Partners of Deployed Soldiers | | | | | |
| Biofeedback group | | | | | |
| Women's Bible Study Group | | | | | |
| Happiness Group | | | | | |
| Injured athletes group | | | | | |
| Interpersonal process groups | | | | | |
| Meditation Group | | | | | |
| Mind-Body Group | | | | | |
| Mindful eating | | | | | |
| Survivors of Sexual Assault | | | | | |
| Mindfulness Women under 25 Women over 25 | | | | | |
| Non-traditional aged students | | | | | |
| Overcoming Procrastination workshop (4 sessions) | | | | | |
| Peers Educating Peers. | | | | | |
| Positive Psychology | | | | | |
| Parenting while a college student & QPR 42 | | | | | |
| Soul Collage- internal work from creating own cards | | | | | |
| Students who have returned from the mission field. | | | | | |
| Support for Student Leaders, and ACT Group | | | | | |
|  | | | | | |

What is Direct Service, Services Offered and Presenting Concerns

|  |  |  |
| --- | --- | --- |
| **What would be considered providing direct clinical services at your center? Please answer for each item whether or not your center provides the service. If you provided this service would it be considered providing direct clinical services? (Check all that apply) (MR372)** | | |
|  | **Count** | **%** |
| Individual counseling/psychotherapy | 385 | 100.00% |
| Couples counseling | 337 | 87.53% |
| Entry to service (triage, phone triage, intake-however named) | 326 | 84.68% |
| Group Counseling | 326 | 84.68% |
| Crisis intervention, campus wide emergency response, and postvention | 290 | 75.32% |
| Psychological assessment (while in the presence of the client). | 269 | 69.87% |
| Structured groups | 261 | 67.79% |
| Psychiatric contact | 213 | 55.32% |
| Family counseling | 208 | 54.03% |
| Consultation with faculty staff, parents and students about other students. | 182 | 47.27% |
| Career Counseling | 177 | 45.97% |
| Case Management and Facilitating Referral | 169 | 43.90% |
| Supervision provision | 142 | 36.88% |
| Workshops | 116 | 30.13% |
| Presentations | 99 | 25.71% |
| Consultation with staff and trainees. | 77 | 20.00% |
| Psychological assessment (time spent outside of client contact). | 74 | 19.22% |
| Providing training to trainees | 65 | 16.88% |
| Participation on Students of Concern/ Threat/Behavior Assessment teams | 65 | 16.88% |
| Documentation (Intake write up, session notes, crisis documentation, etc.) | 51 | 13.25% |
| Teaching a class | 40 | 10.39% |
| Peer Supervision | 35 | 9.09% |
| Research | 10 | 2.60% |

|  |  |  |  |
| --- | --- | --- | --- |
| **ACROSS TIME: What would be considered providing direct clinical services at your center? Please answer for each item whether or not your center provides the service. If you provided this service would it be considered providing direct clinical services? (Check all that apply) (MR372) Yes %** | | | |
|  | **Direct Service** | **Direct Clinical Services** | **Direct Clinical Services** |
|  | 2009 Question | 2010 Question | 2010 Question |
| Individual counseling/psychotherapy | 100.0% | 100.0% | 100.00% |
| Couples counseling | 95.0% | 96.7% | 88.00% |
| Entry to service (triage, phone triage, intake-however named) | 95.1% | 94.8% | 85.00% |
| Group Counseling | 95.6% | 95.4% | 85.00% |
| Crisis intervention, campus wide emergency response, and postvention | 87.5% | 87.4% | 75.00% |
| Psychological assessment (while in the presence of the client). | 88.4% | 89.7% | 70.00% |
| Structured groups | 92.1% | 90.8% | 68.00% |
| Psychiatric contact | 71.3% | 81.7% | 55.00% |
| Family counseling | 76.1% | 75.4% | 54.00% |
| Consultation with faculty staff, parents and students about other students. | 59.4% | 62.3% | 47.00% |
| Career Counseling | 58.1% | 71.5% | 46.00% |
| Case Management and Facilitating Referral | 65.9% | 67.1% | 44.00% |
| Supervision provision | 51.2% | 53.2% | 37.00% |
| Workshops | 50.5% | 54.0% | 30.00% |
| Presentations | 42.4% | 48.6% | 26.00% |
| Consultation with staff and trainees. | 36.8% | 39.4% | 20.00% |
| Psychological assessment (time spent outside of client contact). | 25.3% | 34.2% | 19.00% |
| Providing training to trainees | 31.2% | 37.3% | 17.00% |
| Participation on Students of Concern/ Threat/Behavior Assessment teams: | 25.4% | 33.3% | 17.00% |
| Documentation (Intake write up, session notes, crisis documentation, etc.) | 21.3% | 23.8% | 13.00% |
| Teaching a class | 17.7% | 22.9% | 10.00% |
| Peer Supervision | 17.7% | 25.7% | 9.00% |
| Research | 6.3% | 11.4% | 3.00% |

| **Percent of student body served (NA373)** | | Count | Mean | Median |
| --- | --- | --- | --- | --- |
| School Size: | Under 1,500 | 36 | 17.21 | 15.71 |
| 1,501 - 2,500 | 60 | 15.59 | 15.47 |
| 2,501 - 5,000 | 81 | 10.49 | 8.04 |
| 5,001 - 7,500 | 41 | 9.55 | 7.45 |
| 7,501 - 10,000 | 43 | 8.60 | 7.98 |
| 10,001 - 15,000 | 42 | 8.66 | 7.54 |
| 15,001 - 20,000 | 26 | 7.91 | 6.09 |
| 20,001 - 25,000 | 27 | 6.00 | 5.23 |
| 25,001 - 30,000 | 23 | 6.24 | 5.48 |
| 30,001 - 35,000 | 13 | 7.22 | 4.87 |
| 35,001 and over | 23 | 7.53 | 6.42 |





| **Percentage of clients with the following presentations: (NA375-NA389)** | School Size | | | | | |
| --- | --- | --- | --- | --- | --- | --- |
| Under 1,500 | 1,501 - 2,500 | 2,501 - 5,000 | 5,001 - 7,500 | 7,501 - 10,000 | 10,001 - 15,000 |
| Mean | Mean | Mean | Mean | Mean | Mean |
| Extensive or significant prior treatment histories (e.g., hospitalized for psychiatric treatment) | 16.38 | 14.55 | 11.04 | 10.86 | 12.74 | 10.42 |
| Taking psychotropic medication | 21.55 | 23.84 | 22.90 | 25.09 | 23.33 | 26.70 |
| Engaging in self-injury | 6.03 | 9.06 | 7.29 | 8.06 | 7.97 | 11.29 |
| Depression | 31.37 | 36.26 | 34.46 | 37.86 | 37.05 | 37.43 |
| Learning disability | 14.68 | 10.56 | 7.33 | 5.41 | 5.81 | 6.61 |
| ADHD | 12.01 | 8.35 | 8.58 | 7.26 | 8.97 | 6.79 |
| Suicidal thoughts/behaviors | 11.43 | 14.16 | 11.93 | 15.61 | 17.78 | 16.65 |
| Anxiety | 32.33 | 42.46 | 39.87 | 37.16 | 39.08 | 40.11 |
| Substance abuse/dependence other than alcohol | 7.00 | 6.92 | 6.16 | 7.49 | 8.32 | 5.11 |
| Alcohol abuse/dependence | 10.70 | 10.16 | 10.15 | 7.50 | 11.33 | 8.31 |
| Oppression (racism, sexism, homophobia, etc.) | 3.71 | 4.00 | 5.85 | 3.45 | 2.56 | 4.69 |
| Eating disorders | 5.09 | 5.74 | 6.38 | 7.59 | 5.93 | 5.99 |
| Relationship issues | 28.80 | 42.23 | 34.01 | 35.26 | 31.01 | 29.76 |
| Sexual/physical assault/acquaintance rape | 5.00 | 6.58 | 7.69 | 9.33 | 6.06 | 5.97 |
| Being "stalked" | 1.23 | 1.07 | 1.54 | 2.75 | .86 | 2.86 |

| **Percentage of clients with the following presentations: (NA375-NA389)** | School Size | | | | |
| --- | --- | --- | --- | --- | --- |
| 15,001 - 20,000 | 20,001 - 25,000 | 25,001 - 30,000 | 30,001 - 35,000 | 35,001+ |
| Mean | Mean | Mean | Mean | Mean |
| Extensive or significant prior treatment histories  (e.g., hospitalized for psychiatric treatment) | 15.72 | 21.78 | 11.05 | 8.57 | 12.69 |
| Taking psychotropic medication | 28.35 | 33.33 | 27.34 | 26.77 | 24.68 |
| Engaging in self-injury | 10.50 | 11.17 | 14.76 | 14.51 | 7.59 |
| Depression | 37.03 | 47.71 | 38.57 | 41.32 | 39.33 |
| Learning disability | 5.79 | 10.53 | 4.26 | 4.30 | 5.36 |
| ADHD | 5.67 | 14.62 | 7.31 | 6.20 | 6.54 |
| Suicidal thoughts/behaviors | 16.88 | 23.76 | 22.85 | 21.69 | 17.09 |
| Anxiety | 42.44 | 53.20 | 40.11 | 48.51 | 45.86 |
| Substance abuse/dependence other than alcohol | 7.65 | 19.91 | 7.78 | 4.02 | 6.12 |
| Alcohol abuse/dependence | 10.82 | 19.18 | 10.22 | 10.90 | 14.60 |
| Oppression (racism, sexism, homophobia, etc.) | 3.37 | 7.56 | 6.39 | 2.88 | 6.25 |
| Eating disorders | 6.49 | 10.76 | 6.38 | 8.49 | 12.88 |
| Relationship issues | 35.95 | 41.13 | 30.34 | 52.81 | 40.43 |
| Sexual/physical assault/acquaintance rape | 9.23 | 7.23 | 10.86 | 8.94 | 6.36 |
| Being "stalked" | 3.05 | 9.41 | 4.67 | 2.07 | 1.00 |





| **What is the number of students who: (NA391-NA406)** | School Size: Categories | | | | | |
| --- | --- | --- | --- | --- | --- | --- |
| Under 1,500 | 1,501 - 2,500 | 2,501 - 5,000 | 5,001 - 7,500 | 7,501 - 10,000 | 10,001 - 15,000 |
| Mean | Mean | Mean | Mean | Mean | Mean |
| Were placed on medical leave for psychological reasons - Total Students at Your School | 5 | 11 | 12 | 5 | 34 | 29 |
| Were placed on medical leave for psychological reasons - Center Clients | 4 | 11 | 6 | 5 | 32 | 9 |
| Were hospitalized (or sent to an ER or other center for assessment for hospitalization) for psychological reasons - Total Students at Your School | 4 | 7 | 9 | 8 | 19 | 27 |
| Were hospitalized (or sent to an ER or other center for assessment for hospitalization) for psychological reasons - Center Clients | 3 | 5 | 6 | 5 | 11 | 17 |
| Involuntarily hospitalized for psychological reasons? (not a count of the students but of the hospitalizations) - Total Students at Your School | 1 | 1 | 2 | 2 | 2 | 7 |
| Involuntarily hospitalized for psychological reasons? (not a count of the students but of the hospitalizations) - Center Clients | 1 | 2 | 1 | 3 | 2 | 4 |
| Involuntarily hospitalized? - Total Students at Your School | 1 | 2 | 1 | 1 | 2 | 5 |
| Involuntarily hospitalized? - Center Clients | 1 | 2 | 1 | 1 | 2 | 4 |
| Attempted suicide - Total Students at Your School | 2 | 2 | 2 | 2 | 7 | 13 |
| Attempted suicide - Center Clients | 1 | 1 | 4 | 1 | 4 | 12 |
| Died by suicide - Total Students at Your School | 0 | 0 | 1 | 0 | 1 | 1 |
| Died by suicide - Center Clients | 0 | 1 | 0 | 0 | 0 | 0 |
| Died in an accident - Total Students at Your School | 0 | 0 | 0 | 1 | 1 | 1 |
| Died in an accident - Center Clients | 0 | 1 | 0 | 0 | 0 | 0 |
| Died by some other means - Total Students at Your School | 0 | 0 | 0 | 1 | 1 | 1 |
| Died by some other means - Center Clients | 0 | 1 | 0 | 0 | 0 | 0 |

| **What is the number of students who: (NA391-NA406)** | School Size: Categories | | | | |
| --- | --- | --- | --- | --- | --- |
| 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 |
| Were placed on medical leave for psychological reasons - Total Students at Your School | 39 | 55 | 104 | 1 | 81 |
| Were placed on medical leave for psychological reasons - Center Clients | 25 | 38 | 11 | 8 | 49 |
| Were hospitalized (or sent to an ER or other center for assessment for hospitalization) for psychological reasons - Total Students at Your School | 14 | 36 | 38 | 29 | 50 |
| Were hospitalized (or sent to an ER or other center for assessment for hospitalization) for psychological reasons - Center Clients | 17 | 24 | 16 | 18 | 33 |
| Involuntarily hospitalized for psychological reasons? (not a count of the students but of the hospitalizations) - Total Students at Your School | 11 | 7 | 2 | 23 | 22 |
| Involuntarily hospitalized for psychological reasons? (not a count of the students but of the hospitalizations) - Center Clients | 10 | 7 | 1 | 7 | 14 |
| Involuntarily hospitalized? - Total Students at Your School | 9 | 7 | 2 | 23 | 5 |
| Involuntarily hospitalized? - Center Clients | 12 | 6 | 1 | 5 | 11 |
| Attempted suicide - Total Students at Your School | 13 | 17 | 5 | . | 64 |
| Attempted suicide - Center Clients | 6 | 8 | 3 | 8 | 9 |
| Died by suicide - Total Students at Your School | 1 | 1 | 2 | 2 | 3 |
| Died by suicide - Center Clients | 0 | 0 | 0 | 1 | 1 |
| Died in an accident - Total Students at Your School | 3 | 5 | 3 | 3 | 5 |
| Died in an accident - Center Clients | 0 | 0 | 0 | 5 | 0 |
| Died by some other means - Total Students at Your School | 1 | 3 | 4 | 2 | 7 |
| Died by some other means - Center Clients | 0 | 1 | 1 | 3 | 3 |

Client Demographics and Percent Student Body

| **Percent of students served (NA425-NA450)** | Mean |
| --- | --- |
| Black/African-American - Percent of your centers clients? | 9.94 |
| Black/African-American - Percent of your Student Body? | 9.97 |
| American Indian/Native American - Percent of your centers clients? | .72 |
| American Indian/Native American - Percent of your Student Body? | .86 |
| Asian/Asian American - Percent of your centers clients? | 5.80 |
| Asian/Asian American - Percent of your Student Body? | 6.90 |
| Latino/Latina - Percent of your centers clients? | 8.20 |
| Latino/Latina - Percent of your Student Body? | 8.84 |
| White - Percent of your centers clients? | 70.00 |
| White - Percent of your Student Body? | 69.01 |
| Multiracial - Percent of your centers clients? | 4.08 |
| Multiracial - Percent of your Student Body? | 3.53 |
| Other Race/Ethnicity - Percent of your centers clients? | 3.55 |
| Other Race/Ethnicity - Percent of your Student Body? | 5.47 |

| **Percent of students served (NA453-NA462)** | Mean |
| --- | --- |
| Male - Percent of your centers clients? | 33.86 |
| Male - Percent of your Student Body? | 43.99 |
| Female - Percent of your centers clients? | 65.43 |
| Female - Percent of your Student Body? | 55.51 |
| Transgender - Percent of your centers clients? | .50 |
| Transgender - Percent of your Student Body? | .77 |

| **Percent of students served (NA465-NA478)** | Mean |
| --- | --- |
| Gay - Percent of your centers clients? | 3.70 |
| Gay - Percent of your Student Body? | 6.93 |
| Lesbian - Percent of your centers clients? | 2.94 |
| Lesbian - Percent of your Student Body? | 6.27 |
| Bisexual - Percent of your centers clients? | 3.03 |
| Bisexual - Percent of your Student Body? | 1.90 |
| Heterosexual - Percent of your centers clients? | 84.41 |
| Heterosexual - Percent of your Student Body? | 87.85 |

| **Percent of students served (NA481-NA482)** | **Mean** |
| --- | --- |
| Diagnosed Disability - Percent of your centers clients? | 12.40 |
| Diagnosed Disability - Percent of your Student Body? | 11.83 |

| **Percent of students served (NA485-NA494)** | **Mean** |
| --- | --- |
| International Student - Percent of your centers clients? | 5.79 |
| International Student - Percent of your Student Body? | 7.55 |
| Student Athlete - Percent of your centers clients? | 10.32 |
| Student Athlete - Percent of your Student Body? | 18.50 |
| Greek Affiliated - Percent of your centers clients? | 7.50 |
| Greek Affiliated - Percent of your Student Body? | 10.83 |

Underserved Populations and Steps Taken

|  |  |  |  |
| --- | --- | --- | --- |
| **Do you consider this an underserved population? (NA425 - D451)** | | Count | Column N % |
| Black/African-American? | Yes | 128 | 47.8 |
| No | 140 | 52.2 |
| American Indian/Native American | Yes | 79 | 34.5 |
| No | 150 | 65.5 |
| Asian/Asian American | Yes | 99 | 39.8 |
| No | 150 | 60.2 |
| Latino/Latina | Yes | 106 | 44.2 |
| No | 134 | 55.8 |
| White | Yes | 4 | 1.6 |
| No | 246 | 98.4 |
| Multiracial | Yes | 53 | 29.9 |
| No | 124 | 70.1 |
| Other Race/Ethnicity | Yes | 16 | 18.4 |
| No | 71 | 81.6 |

|  |  |  |  |
| --- | --- | --- | --- |
| **Do you consider this an underserved population? (NA453 - D495)** | | Count | % |
| Male | Yes | 134 | 51.3 |
| No | 127 | 48.7 |
| Female | Yes | 5 | 1.9 |
| No | 252 | 98.1 |
| Transgender | Yes | 59 | 42.4 |
| No | 80 | 57.6 |
| Gay | Yes | 83 | 57.6 |
| No | 61 | 42.4 |
| Lesbian | Yes | 73 | 55.3 |
| No | 59 | 44.7 |
| Bisexual | Yes | 54 | 48.6 |
| No | 57 | 51.4 |
| Heterosexual | Yes | 2 | 1.4 |
| No | 142 | 98.6 |
| Diagnosed Disability | Yes | 27 | 23.9 |
| No | 86 | 76.1 |
| International Student | Yes | 98 | 56.3 |
| No | 76 | 43.7 |
| Student Athlete | Yes | 41 | 38.0 |
| No | 67 | 62.0 |
| Greek Affiliated | Yes | 12 | 19.0 |
| No | 51 | 81.0 |

| **Black/African-American - Steps Taken (LA428)** |
| --- |
| "Targeted" UCC Services brochures, collaborative multicultural outreach that includes working closely with relevant campus partners |
| A member of our senior staff serves as liaison to the cultural office serving Black/African American students. The liaison assists in training student staff and acts as the link to clinical services. |
| A new staff member to reach out to70.9 this population |
| Annual program focused on Black/African-American mental health. |
| Attempt to get involved with EOF program. |
| Building relationships with African American staff members - done naturally and casually. Openly discussing during the intake and/or counseling sessions the reality that racial tension may exist for the client in seeing a therapist of a different color and mentioning that it will be so helpful to discuss this openly so it does not get in the way of the client's success, and mentioning the importance of the client educating the therapist on relevant issues of African American culture where about which the therapist may be ignorant. It is the director's belief that this open manner of discussing the potential for racial tension and cross-cultural naivete has helped to create a safe place to deal with such issues and has led to counseling center staff being considered white allies with regard help-seeking African American females in particular. |
| Close connection with the Black Student Union. |
| Collaborating with multi-cultural affairs to do preventative programming and education |
| Collaboration with the Office of Multi-cultural student Affairs |
| Connection with student groups |
| Continue to participate in as many African American Association campus events and do outreach presentations to increase visibility of our staff and services. |
| Couselor designated to collaborate with multicultural center. |
| Create a more welcoming environment in the Counseling Center |
| Developing a liaison with the campus programs that serve these students and offer outreach programs to student clubs. |
| Did hire an African American therapist, but otherwise not much at present. Too overwhelmed by the majority who request services. |
| Diversity team that has liaison with the campus Black Cultural Center; we do numerous and varied outreaches. |
| Establishing special programs in collaboration with the Black Cultural Center |
| Formal and informal partnering with the multicultural center |
| Getting involved on all 3 campuses with outreach and service awareness |
| Group aimed at African American Men and collaboration with African American student center on campus |
| groups. outreach |
| Health coaching at Intercultural Affairs Center and Athletic Department. More group facilitation, consultation, and groups for multicultural organizations and students of color. |
| Hired African American Counselor |
| Hired two people in the past year to specifically focus on outreach to students of color in addition to their clinical work. |
| Improve outreach through multi-cultural affairs office |
| In the last year we did focus groups and solicited feedback from this group (and others) about how to better serve this population. |
| In the process of developing relationships with student organizations for students of color. |
| Increasaed involvement with multicultural student affairs programming; speaking to groups;consultations with multicultural faculty/staff |
| Increased work with Multi-Cultural center, staff member advising Black Men Emeging |
| Increasing outreach through presentations and introductions to minority group organizations. Will be attempting to hire staff from minority population this year |
| Informal meetings with center staff; outreach to staff who work with AA students re: referrals |
| Interact closely with Office of Multicultural Concerns and have a liaison to them |
| Involvement with intercultural center and culturally focused groups; consult with black sorority; attend culturally focused events |
| Let's talk |
| Let's Talk and liaison |
| Let's Talk program, reaching out to student organizations |
| Liaison to Student and Cultural Engagement. Recruitment of more diverse staff. |
| Meetings with Black cultural Center advisors, outreach program offerings |
| More collaboration with Multicultural Affairs and Black Student Union. |
| more visibility with multi-cultural center |
| Multicultural training |
| No specific steps at this time - general outreach to all students. |
| Not enough. We are trying to make the Counseling Center more welcoming to them |
| Ongoing liaison relationships with student organizations and professional offices/resources with this population as a primary target group. |
| Outreach activities with the Multicultural Center; offered Men of Color groups in the past; special diversity projects each year |
| Outreach and co-programming with this group's student retention and outreach groups |
| Outreach and support to multicultural and African-American issues and committees, student groups, programs. Staff counselors have leadership in committee for faculty-staff of African descent, and their events e.g. Black History Month activities. |
| Outreach at orientation and to clubs. |
| outreach programs in conjunction with the inter-cultural center on campus |
| Outreach to primary minority recruitment program and participation in culturally identified events |
| Partner with multicultural student affairs, continue to provide groups and outreach sessions to AA students |
| peer education outreach |
| Peer mentor program for first year students of color. |
| Production of print materials promoting Counseling Services as a department that embraces diversity |
| Running a "Women of Color" group. |
| Selective outreach and developmental programming; active relationships/liaisons with campus life centers and student organizations. |
| special enrichment programs, embedded counselor in the program with drop in hours, new summer program for high school students who may come to art school with counseling, art and academic enrichment |
| Special programming to African American students via our center's multicultural specialist |
| specialize student support network training |
| staff liaison relationships with Multicultural Student Center |
| Staff member as contact/liaison to Black Student Alliance |
| Strengthen our outreach to the units and organizations serving this population. |
| Student Life Dept. has developed a multi-cultural center and a director Of Multicultural Students which will help identify students in need of counseling services |
| Talk to HEOP, attend diversity meetings |
| Targeted outreach programming |
| The counseling center staff has developed a REACH Committee to offer outreach programming to traditionally under-represented students and to raise awareness of support services to those students who historically are reluctant to seek counseling. |
| This answer will apply to all of the groups. The center is involved with multicultural training of all student leaders during orientation and we are able to talk about the counseling center's focus on diversity and inclusivity. One assistant director advises a men's group that is primarily made up of African-American men and the same assistant director teaches a first year experience course on multicultural competency through which he talks about the counseling center. Our College is involved with the Posse Foundation, and many of the advisors invite us to come to their meetings to talk about the center. |
| We are doing outreach programming in the halls to address all underserved populations |
| We are engaged in a search and hope to hire an ethnic minority person. |
| We are offering a support group and doing some strategic marketing (open house)to this population. We are also creating liaison relationships with our Black/African American student organizations. |
| We do not keep statistics in this way: we look at "underrepresented minorities" (African Americans, Hispanics, Native Americans) as a group. We do not have access to data pertaining to house staff so just considering enrolled students, 13% of the student body may be considered underrepresented; 10% of our clientele may be described in this way. I am in discussions with the multicultural advisor regarding referrals. |
| We engage in relationship-based consultation efforts, whereby we routinely spend time with the African-American student community at the Black Cultural Center, developing relationships and indirectly providing service. |
| We have a liaison to our Black Student Cultural Center |
| While a higher percentage of our clients are African American than the campus percentage, this group is still in need of more solid connections to our services. We have taken steps through alliances with Academic Retention Services and the Black Culture Center to get our message out in a stronger way. |
| work closely with programs under the umbrella of Vice President for Institutional Diversity |
| work with office of multicultural affairs to broaden outreach |
| Working more closely with the Multicultural Center |
| working through RA's |
| working with mutcultual office |
| working with OMA, designed group for women of color; hired counselor of color |
| Working with student groups and the ALANA center. |
| working with the African American student group and International student group to engage students. |
| Working with the Office of Diversity Education |

| **American Indian/Native-American - Steps Taken (LA432)** |
| --- |
| We are creating liaison relationships with our AI/NA student organizations. |
| "Targeted" UCC Services brochures, collaborative multicultural outreach that includes working closely with relevant campus partners |
| A member of our senior staff serves as liaison to the cultural office serving Native American students. |
| A new staff member to reach out to special populations |
| Connections with Multicultural Student group. Continued outreach. |
| Continue to participate in as many Native American Association campus events and do outreach presentations to increase visibility of our staff and services. |
| Ditto |
| groups. outreach |
| Have a SAMHSA grant which will assist with increased outreach to NA students as well as specific brochure for NA students |
| Hired two people in the past year to specifically focus on outreach to students of color (one of whom is African-American) in addition to their clinical work. |
| Increasing outreach through presentations and introductions to minority group organizations. Will be attempting to hire staff from minority population this year |
| Let's Talk and liaison |
| Liaison to American Indian Student Support Services Department; offer workshops |
| Meetings and consultation with American Indian Center staff and groups at their center |
| No aware of population on campus |
| none |
| None at present. |
| None at this time; due in part to our ongoing issues with wait lists. |
| One of our counselors serves on a committee in the Office of Diversity and Minority Affairs which provides services to the Native American students and works with them to put on a Native American Heritage Day festival every year. |
| One of our staff members is the liaison to our Native American academic and social groups and attends meetings regularly. We have a Native American therapist on staff as well (who is currently on leave). The percentage above reflects the 10/11 year. This year the number is 1.3 |
| Outreach and co-programming with this group's student retention and outreach groups |
| outreach programs in conjunction with the inter-cultural center on campus |
| Outreach to center for diversity on campus, group for "bridging worlds", outreach to student groups |
| Peer mentor program. |
| Production of print materials promoting Counseling Services as a department that embraces diversity |
| same as above |
| Same as above |
| Same as for other students of color. |
| staff liaison relationships with Multicultural Student Center |
| Strengthen our outreach to the units and organizations serving this population. |
| Talks/discussion groups at American Indian Student Services facility. |
| Targeted outreach |
| This group is so small on our campus and is very hard to identify or reach. We continue to promote and demonstrate a solid multicultural stance and an openness to serve. We are consistently seeking applicants of diversity when we have staff openings. |
| Trying to work out a connection to this group. They are a recently increasing population on our campus |
| We are doing outreach programming in the halls to address all underserved populations |
| We are engaged in a search and hope to hire an ethnic minority person. |
| We are unaware if there are currently any Native Americans attending school year. |
| We engage in relationship-based consultation efforts, whereby we routinely spend time with this student community at the Native American Educational and Cultural Center, developing relationships and indirectly providing service. |
| We have a liaison to our Native American Cultural Center |
| Work with multiculural center and student support offices. Attend functions put on by those students |
| working with mutl-cultural office |

| **Asian/ Asian-American - Steps Taken (LA436)** |
| --- |
|  |
| A member of our senior staff serves as liaison to the cultural office serving Asian/Pacific-American students. |
| Above, and trying to link with stakeholders in Business School and ISSO as well as CR and SL campuses |
| Asian International population underserved; recruiting for 1/2 time, Mandarin speaking clinician; Int'l student support group; collaboration with international student services and intercultural center |
| Collaboration with International Programs Office. |
| Collaboration with International Student Affairs. |
| Connections with key academic units |
| consult with International Student Services; presence at orientations; discussion with referral sources |
| Continue to participate in as many Asian American Association campus events and do outreach presentations to increase visibility of our staff and services. |
| Coordinating works w/ the director of Intern'l Programs. |
| get referrals from health service |
| groups. outreach |
| hired Asian American intern |
| Increased involvement with Department of Multicultural Student Affairs |
| Increasing outreach through presentations and introductions to minority group organizations. Will be attempting to hire staff from minority population this year |
| Let's talk and liaison |
| Meeting with Pacific Asian Student organization, provide additional professional development training, hire staff member with expertise in Asian American issues |
| More collaboration with ESL program through consultation and outreach |
| New Asian staff member doing special outreach to international students |
| New staff member for special population |
| New staff psychologist is A/A, new half time psychiatrist is A/A |
| none |
| One staff counselor is assigned to International Student committee. We provide a session about Counseling Center services at International Student Orientation in Fall and Spring. |
| Ongoing liaison relationships with student organizations and professional offices/resources with this population as a primary target group. |
| orientation program to international students. |
| Our Associate Dean is also a counselor and meets regularly with international students and often uses her counseling skills without engaging in actual therapy. It is our belief that this builds a bridge in case therapy is ever needed. Welcome clients from diverse backgrounds and discusses cross-cultural experiences in our bios. |
| Outreach |
| Outreach and co-programming with this group's student retention and outreach groups |
| Outreach efforts (meetings and consultation) with staff of Asian Student Services Center; creation of poster advertising services with culturally sensitive content |
| Outreach efforts at the English Language Institute and other social gatherings and presentations and, hopefully positive comments made by students who have received services. |
| Outreach in the dorms and the clubs |
| Outreach Liaison with Asian American Association Group |
| Outreach to student groups |
| Particularly international students- see the above remarks, as well particularly focused on reaching out to this group and have made multiple efforts to offer support groups and workships that are more easily accessible to this population. |
| Production of print materials promoting Counseling Services as a department that embraces diversity |
| recruited and hired two Asian staff members |
| Researching what the best approach actually should be |
| Same |
| same as above |
| selected a pre doctoral student of asian decent and bilingual who is outreaching |
| Selective outreach and developmental programming; active relationships/liaisons with campus life centers and student organizations. |
| specialized student support network training |
| staff liaison relationships with Multicultural Student Center |
| Strengthen our outreach to the units and organizations serving this population. |
| uncertain |
| Utilizing orientation and other presentation welcoming and focus on seeing the CC as "normal."10 |
| We are creating liaison relationships with our Asian/Asian American student organizations. |
| We are doing outreach programming in the halls to address all underserved populations |
| We are engaged in a search and hope to hire an ethnic minority person. |
| We have a FTE multicultural specialist whose role is to work specifically to increase access to tx for Asian students |
| We have lost traction with this group. |
| We hired an Asian-American pre-doc intern. |
| working through International student services |
| Working with Korean Student Advisor |
| working with multicultural office |
| workshops with our international students |

| **Latino/Latina - Steps Taken (LA440)** |
| --- |
| A member of our senior staff serves as liaison to the cultural office serving Latino/Latina students. |
| Affiliation with university CAMP program |
| Conduct counseling and outreach in Spanish. |
| continued work with Multi-Cultural Center |
| connections with related student organizations, marketing, liaisons with connected staff/faculty |
| consult with International Student Services; presence at orientations; discussion with referral sources |
| Consultation with El Centro de la Raza director and staff. Planning is underway to develop an outreach/liaison function to this community. Trying to identify early intervention strategies for freshmen/women. |
| Continue to participate in as many Latin American Association campus events and do outreach presentations to increase visibility of our staff and services. |
| Create a more welcoming environment in the Counseling Center |
| Ditto, plus involvement with Centro Victoria and MEChA |
| groups. outreach |
| Hired two people in the past year to specifically focus on outreach to students of color (one of whom is as Spanish-speaking Latina) in addition to their clinical work. |
| Increased involvement with Department of Multicultural Student Affairs |
| Increasing outreach through presentations and introductions to minority group organizations. Will be attempting to hire staff from minority population this year |
| Let's talk and liaison |
| Let’s talk site a Latino studies program |
| Liaison to Student and Cultural Engagement. Create bi-lingual website. Outreach to student groups. |
| Meetings with the staff of the Latino/a Center and offerings of outreach program. Providing a test anxiety group to students of that center |
| More programming, publicity, speaking to Latina groups |
| new staff member for special populations |
| Ongoing liaison relationships with student organizations and professional offices/resources with this population as a primary target group. |
| Our Associate Dean is also a counselor and meets regularly with international students and often uses her counseling skills without engaging in actual therapy. It is our belief that this builds a bridge in case therapy is ever needed. Welcome clients from diverse backgrounds and discusses cross-cultural experiences in our bios. |
| Our number are the best we have ever had in this group. |
| Our percentages are close to those of our University population, but this group also needs a closer connection to us and our services. We maintain a working relationship with our Social Justice colleagues in Student Affairs and our Multicultural Office. We also seek diversity when we are recruiting for positions in our Center. |
| Outreach and co-programming with this group's student retention and outreach groups |
| Outreach Liaison with Hispanic Association |
| Outreach to encourage help-seeking behaviors. Normalizing therapy within Hispanic culture. |
| Outreach to Hispanic and Mexican American students, hired staff member with expertise in working with Mex/Amer/Hispanic/Latino/a students and is bilingual |
| Outreach to Hispanic student organizations; offering a Latino(a) identity group/workshop series, Hispanic student workers, hire Hispanic clinical staff |
| outreach to multicultural sororities and fraternities |
| Outreach with Multicultural Center; participation with the Latino/a Student Organization |
| Outrrach to Latino Groups, sorority, Latino focused group offered |
| Peer mentor program. |
| Production of print materials promoting Counseling Services as a department that embraces diversity |
| Providing targeted outreach in the Center for Student diversity, providing services in Spanish as needed, not enough |
| Reach out to our Latin American Group on campus. |
| Recent inquiry on UCCCD List Serve regarding steps other centers have taken. |
| Same |
| same as above |
| see above |
| Selective outreach and developmental programming; active relationships/liaisons with campus life centers and student organizations. |
| staff liaison relationships with Multicultural Student Center |
| Strengthen our outreach to the units and organizations serving this population. |
| Talk to HEOP, attend diversity meetings |
| The counseling center staff has developed a REACH Committee to offer outreach programming to traditionally under-represented students and to raise awareness of support services to those students who historically are reluctant to seek counseling. |
| The staff has engaged Latino students through out-of-center activities like our, Meet and Greet, speaking w/ specific sport teams they are highly represented on. |
| These numbers and percentages have been increasing since hiring an Hispanic social worker about 5 years ago. As part of SAMHSA grant we plan to offer QPR in surrounding community with a Spanish Speaking QPR trainer from our staff. |
| Uncertain |
| We are also creating liaison relationships with our Latino/Latina student organizations. |
| We are doing outreach programming in the halls to address all underserved populations |
| We are engaged in a search and hope to hire an ethnic minority person. |
| We are working at getting translations of some of our materials on our website into Spanish to at least get some of our information more user friendly to these students. We do not have any spanish-speaking clinical staff. |
| We do our best to have a bilingual therapist on staff, but do not have this at present. We try to attend Latino events and, after looking at these numbers, I plan to assign a staff member to be a liaison to the Latino student group. |
| We engage in relationship-based consultation efforts, whereby we routinely spend time with the Latino/Latina student community at the Latino Cultural Center, developing relationships and indirectly providing service. |
| We have a liaison in the Multicultural Student Affairs office which serves this office. |
| We need to do more. |
| Work with Multicultural Student Affairs |
| working with multicultural offices |
| Working with multi-cultural affairs to collaborate on educational and outreach programs. |
| working with office of multicultural student success to increase outreach to first year students of color |

| **White - Steps Taken (LA444)** |
| --- |
| See above, trying to get admin clearance to hire a female counselor/psychologist since this is South TX and most of our White students are females and not too keen uniformly on working w/ a one handed Chicano psychologist who is (gasp) a Democrat too. |
| white males have lowest retention rate--special training for working with men; white identity dev. workshops; |

| **Multiracial - Steps Taken (LA448)** |
| --- |
| Continued outreach. |
| Do not know the percent of Biracial students at university |
| Health coaching at Intercultural Affairs Center and Athletic Department. More group facilitation, consultation, and groups for multicultural organizations and students of color. |
| Outreach |
| Outreach and collaboration with student groups |
| outreach and support of cultural and ethnic diversity events, programs |
| outreach programs in conjunction with the intercultural center on campus |
| same |
| same as above |
| See above |
| see above Increasing outreach through presentations and introductions to minority group organizations. Will be attempting to hire staff from minority population this year |
| Selective outreach and developmental programming; active relationships/liaisons with campus life centers and student organizations. |
| staff liaison relationships with Multicultural Student Center |
| Strengthen our outreach to the units and organizations serving this population. |
| Unknown |
| We are creating liaison relationships with our Multiracial student organizations and considering satellite offices across campus. |
| We are doing outreach programming in the halls to address all underserved populations |
| We are engaged in a search and hope to hire an ethnic minority person. |
| We do not collect 'multiracial' for clients |
| We do not have statistics on multiracial percent of our student body. |
| working with all on campus offices |

| **Other Race/Ethnicity - Steps Taken (LA452)** |
| --- |
| Arab / Middle Eastern students. |
| consult with International Student Services; presence at orientations; discussion with referral sources |
| middle eastern -word of mouth very effective |
| same as above |
| see above Increasing outreach through presentations and introductions to minority group organizations. Will be attempting to hire staff from minority population this year |
| Special interest group social activities and workshops offered throughout the year. Also a special support group offered when enough students are available. |
| We do not have statistics on "Other" percent of our student body. |
| We haven't. It's hard to know how to reach out to "other" as they are a very diverse group and may overlap with other racial groups. |

| **Males - Steps Taken (LA456)** |
| --- |
| Attempting to hire more male staff. |
| Attempting to secure funding to hire more counselors. |
| Attempting to utilize peer health educators to promote services offered |
| Better liaison relationship with Athletics Department and student groups where high percentage of participants are male. |
| Building referral networks with fraternities, athletics. |
| connections with related student organizations, marketing, liaisons with connected staff/faculty |
| Continued outreach. Specific steps with athletics. |
| dedicated men's group |
| Develop and distribute brochures covering "Mental Health Concerns for Men." |
| Educating faculty and staff about differences between the signs of males and females with depression. |
| Educating the campus community to increase referrals and msle student's awareness |
| General de-stigmatization of mental health services |
| Have been working on this group for several years. This is the best we have ever had. |
| Have tried to form a men's group for a few years but have failed so far to populate it. |
| Hired additional male staff member |
| Hired male intern; searching for (preferably) male clinician to fill new position |
| improve relationship with coaches |
| Increasing outreach through presentations and introductions to minority group organizations. Will be attempting to hire staff from minority population this year |
| Let's talk |
| Liaison with Athletics and Engineering |
| Lots of outreach to athletics and Greeks |
| male trainee recruitment; specialized training for staff; reach out to athletics, ROTC, fraternities |
| males are already over privileged we don't need to take steps to reach out to them |
| men's group |
| Men's group |
| men's group / parenting workshops, other outreach |
| men's groups, tailored marketing |
| Men's Therapy Group |
| More focus on workshop activities for this population. |
| More programs for male students, reaching out to individual students because we are a small campus. |
| No specific plans at this time |
| No steps taken at this time except attempts to work with our extensive athletic program. |
| None as of yet. |
| None at this time. |
| Nothing at this time due to our on going issue of wait list. |
| Nothing at this time. |
| Now that I see the different % between student body and client numbers, I realize this may be an under-served population. I'm not sure what steps we'll take. |
| Offer an men's group, strengthened our partnership with Athletics (e.g. all student athletes were required to attend the suicide prevention speaker), targeted outreach to male-dominated academic programs |
| Offer relevant therapy/outreach and be as welcoming as possible. |
| Outreach |
| Outreach activities to fraternities, male sports teams, |
| Outreach and co-programming through Athletics, the Residence Halls, and the Fraternities. Targeted outreach for schools/divisions with disproportionately high numbers of male students (e.g., Engineering). |
| Outreach focused, business school outreach, Hiring more men - staff Trainees |
| Outreach initiatives. |
| outreach to athletics, developing a group intervention this year |
| outreach to male athletic coaches; workshops for male athletes |
| Outreach, marketing and collaboration with student groups |
| Plan to offer a men's group, review applications for male trainees (staff are female). |
| Programming that targets male population. We have a Men's therapy group and a GBITQQAA Men's Discussion Group |
| Selective outreach and developmental programming; active relationships/liaisons with campus life centers and student organizations. |
| speaker for Mental Health Awareness Week was male Iraq war vet we hand out mini-footballs with center logo to mostly male groups we offer a workshop for students who have a problem with severe procrastination we have our brochures displayed prominently outside of fitness centers we have sports magazines in reception area |
| Special efforts to present counseling in a variety of formats and messages, including ways that will not lead to stigma for males. |
| Special training for staff, recruiting male staff members, offer men's group. |
| Starting a men's group and a counselor from the counseling center is working with our Gender and Sexuality Resource Center to develop a men against violence program |
| Strategically recruited male interns for 2011-2012 who had special interest and experience in men's issues for the following year. |
| targeted outreach activities |
| Targeted Outreach to general student body, targeted outreach to fraternities and first year students, themed housing. |
| The counseling center staff has developed a REACH Committee to offer outreach programming to traditionally under-represented students and to raise awareness of support services to those students who historically are reluctant to seek counseling. |
| This is an issue worth considering at AUCCCD and other orgs --- men continue to be underserved or unwilling to seek the tx they need |
| trainings for counselors on how to engage men in therapy |
| Trying to advertise and offer more male focused treatment |
| Trying to offer more male focused outreach programs |
| Utilize another customer friendly location on campus. Utilize male peer educators to reduce the stigma of counseling for men |
| Various programs targeted toward men our campus. |
| We are a women's college. |
| We are doing outreach and education |
| We are doing outreach programming in the halls to address all underserved populations |
| We have 3 male therapists on staff. We try to have a diversity of groups and workshops that will appeal to/apply to men. |
| We have created a shared position with Prevention and Wellness to focus on outreach and counseling to male and LGBT students. |
| We have tried to reach out to male students via a men's group which has been marginally successful. We are currently looking at other ways to connect with male students on campus, such as presentations to fraternities, and partnering with Athletics regarding alcohol and substance abuse education, as well as generally promoting services to the campus at large and increasing Center visibility. |
| We hired two male professional staff to better reach men. |
| We now have a male clinical psychologist and male post-doc in the center (half the clinicians) |
| We're not really doing anything to reach men as a group. |
| Work with athletics, especially men's basketball and football teams |
| working with male sport team |
| Would like to hire a male clinician, at least part-time. This was attempted, unsuccessfully, in the previous search for a new hire. |

| **Females - Steps Taken (LA460)** |
| --- |
| Because our resources are so limited, in one sense I believe all subgroups are underserved. Our staff ratio is 1 male and 2.5 females. |
| groups. outreach |
| out reach |
| Power is a big issue for women in South Texas, our forced rape and domestic/dating violence stats in Victoria County almost double national rates. Those are the reported ones, and not even what is not reported... |
| We are a women's college |

| **Transgender - Steps Taken (LA464)** |
| --- |
| .1% of clients identified as Trans last year, but 2.7% of students had no response to the gender question and I would hypothesize that many of these folks were questioning their gender identity. We actually see a fair number of students who are in transition or questioning their gender identity. The % identifying as trans this year is .7%. The university does not track this number. |
| Anecdotally, it is an underserved population; there were no stats last year to prove it. Still, we hired a counselor to program towards and work with glbtq students. |
| At this time we are not taking time to reach out to this group. Due to the climate (catholic institution) I think this would have to be carefully done. |
| don't know |
| Don’t' have the data on transgendered student population. |
| Gathering data on what we can do. Right now, feminine looking/acting gay males are being stalked and assaulted at differential rates, so we are trying to affirm our supportiveness. This is much more complex socially here, very taboo. Still. |
| Good connection with GLBT group. Did outreach to GLBT. |
| groups. outreach |
| Have an ongoing group "Inside Out" which is facilitated by lesbian-identified staff counselor who also works on Safe Zone and Pride Alliance, and raises awareness on campus. Our SAMHSA grant is focusing on GLBT as a high risk group. |
| I work with the campus Gender and Sexuality Resource Center to develop and present a safe Space work shop to train faculty staff and students to be allies to Trans students. I attend our GSA events. |
| Increasing outreach through presentations and introductions to minority group organizations. Will be attempting to hire staff from minority population this year |
| It is actually less than one, but I don't think the program can accept decimals. We worked with one person last year, and as far as I know from surveys, we only have one person on campus who identifies as transgendered. It is very hard to get an accurate count, especially since so many students are in the process of defining themselves along the continuum of sexuality. |
| Let's Talk, outreach to the LBGTQ Center |
| Most counselors have taken Safe Zone training this summer, one more to take it in the fall. Active outreach to LGBT student group on campus. |
| No university data, but we have started asking this question on our intake data to get a better sense of our clientele. |
| Offer Pride group for LGBT students Network with Queer Center on campus Focus some of our suicide prevention efforts on this population Director of CC served on gender-inclusive housing task force |
| Ongoing liaison relationships with student organizations and professional offices/resources with this population as a primary target group. |
| outreach and advocacy for Gay/Straight Alliance, GLBT Initiatives groups on campus |
| Outreach to GLBTQ student organization to build relationships with students and help develop a "safe" reputation. |
| outreach to LGBTQ |
| Provide gender variance services and developed group for this next year. |
| Providing group for LGBTQ spectrum students; providing culturally sensistive service in individual therapy |
| Public information campaigns, other outreach |
| Safe zone advertising Non-gender unisex bathrooms Task force representation for LGBTQ concerns |
| see below |
| Specialized training for staff |
| specialized training; intro. topic to the campus; form support services |
| Support group. let's talk, liaison |
| Support Trans Events |
| The Counseling Center provides a Rainbow Walk-in Service for students who identify as LGBTQ, in which students can consult with a counselor who is lesbian/gay or speak with a member of the counseling staff who is a gay ally without an appointment between the hours of 3 to 4 p.m. daily. The Center has sponsored continuing education sessions on transgender students to the staff, strengthened our liaison relationship with the Office of LGBT Equity, and attended functions/forums sponsored by transgendered students. |
| Unknown population. |
| We are doing outreach programming in the halls to address all underserved populations |
| We engage in relationship-based consultation efforts, whereby we routinely spend time with the GLBTQ student community at the Queer Resource Center, developing relationships and indirectly providing service. |
| we have a GLBT support group |
| We have a well-attended transgender therapy group |
| We have close working relationships with LGBT Center (it's part of our department). |
| We have offered groups for transgender students; Safe-Zone trainings; co-sponsor an annual conference with the Office of Institutional Diversity that deals with Advocacy and GLBTQ issues. Transgender presenters and students have participated each year. |
| Work with GLBTQ Center |
| Work with LGBTQ center |
| working to build relationship with LGBTQA student services office |
| Working with student organizations. |
| Working with University to form SAFE Zones |

| **Gay - Steps Taken (LA468)** |
| --- |
| Advocacy for GLBT students in campus policy and practice discussions. |
| As we are able to hire staff, recruit staff to serve this population |
| Because of our Catholic status, we suspect that students may be reluctant to identify as "gay" on our paperwork. At the same time, the non-heterosexual populations are probably underserved by us and by the campus. We are participating in "safe zone" training on campus to help sensitize the campus and make the environment more sensitive and supportive. |
| Center participates in SafeSpace training, has liaison to GSA committee. |
| Completing Safe Zone program |
| Counseling staff involvement on University Diversity Action Committee. Recent hiring of staff member with an interest in LGBTQ issues. Increased contact with LGBT group on campus. |
| Developed Safe Zone Program |
| Did outreach to GLBT. |
| don't know |
| GBITQQAA Men's Discussion Group |
| GLBTQII support group, outreach programs, gay pride events, Nat'l coming out day observance, hire GLBTQQ identified trainees |
| groups. outreach |
| Hard to say. We have a LGBT discussion group and the students that come to this group are not tracked in our statistics. |
| Hired a counselor to program towards and work with glbtq students (same as above) |
| I work with the Diversity and Equality group, a student run group, to provide opportunities for social outings and education and support for GBLTQ students |
| LGBTQ support group Faculty and staff training |
| Liaison LGBT Center |
| Liaison with the campus gender and sexuality resource center and student gay-straight alliance |
| Maintain close LGBTQ office ties. |
| Offer Pride group for LGBT students Network with Queer Center on campus Focus some of our suicide prevention efforts on LGBT population |
| Offering an LGBTQ group this year. Presentations to the GLBTQ organization on campus. CC staff providing Safe Zone training. |
| Ongoing liaison relationships with student organizations and professional offices/resources with this population as a primary target group. |
| outreach |
| outreach and advocacy for Gay/Straight Alliance, GLBT Initiatives groups on campus |
| Outreach to GLBTQ staff, faculty, student organizations to build trust, programs, etc. |
| outreach to LGBTQ |
| outreach, targeted intervention and collaboration with student groups |
| partnering with lgbt office on educational events |
| Production of print materials promoting Counseling Services as a department that embraces diversity |
| Providing group for LGBTQ spectrum students; providing culturally sensistive service in individual therapy |
| Public information campaigns, other outreach |
| Running GLBTQQI group. |
| same as above |
| same as question above |
| See above for transgender. |
| see above Increasing outreach through presentations and introductions to minority group organizations. Will be attempting to hire staff from minority population this year |
| see below |
| Selective outreach and developmental programming; active relationships/liaisons with campus life centers and student organizations. |
| Started a GLBT support group that meets weekly. |
| support group and safe zones programming, out staff |
| Support group. let's talk, liaison |
| The Counseling Center provides a Rainbow Walk-in Hour Service for students who identify as LGBTQ, in which students can consult with a gay/lesbian counselor or a member of the staff who is a gay ally without an appointment between the hours of 3 to 4 p.m. daily. Have an ongoing relationship with the Office of LGBT Equity; attend campus forums sponsored by gay students, and provide continuing education sessions for staff. |
| The Inside Out group offered at The Counseling Center; numerous outreaches and attendance at GLBT student committees/groups, outreach local Pride Alliance and off-campus services for Gay and Lesbian Youth to strengthen networks. New SAMHSA grant focuses on GLBT as a high risk group |
| There is no statistics on the percentage of gay students in our student body. Despite this, we take efforts to increase utilization by our gay students by serving as an advisor on the only organization on campus which is focused on LGBTQ professional student issues and ensuring that resources for LGBTQ are on our Student Counseling Services website as well as making sure in all presentation we use non-exclusionary language when discussing our services to couples. |
| There is some reticence but we see many glbtq students ... of which many simply identify as sexual. |
| Unknown population. |
| We are doing outreach programming in the halls to address all underserved populations |
| We engage in relationship-based consultation efforts, whereby we routinely spend time with the GLBTQ student community at the Queer Resource Center, developing relationships and indirectly providing service. |
| We had 2 gay staff members last year and over the years have been actively reaching out to the Gay Students Organization. |
| we have a GLBT support group |
| We have been reaching out to our GLBT group and working with them on a poster campaign about being supportive of friends who may be in the process of identifying themselves at members of the GLBTQ community. |
| We have successful GLB group |
| We partner with the LBGTQ Center on outreach, support and clinical issues |
| Work with campus Alliance groups and campus Diversity Concerns Committee |
| Work with GLBT Center |
| Working with our GLBT program to increase awareness and programming |
| Working with support group on campus and individual outreach |
| Working with University to form SAFE Zones |

| **Lesbian - Steps Taken (LA472)** |
| --- |
| As we are able to hire staff, recruit staff to serve this population |
| co-sponsoring LBTQ group (for women) |
| Completing Safe Zone program |
| Developed Safe Zone Program |
| Did outreach to GLBT group. |
| don't know |
| groups. outreach |
| Hired a counselor to program towards and work with glbtq students |
| Increasing outreach through presentations and introductions to minority group organizations. Will be attempting to hire staff from minority population this year |
| LGBTQ support group Faculty and staff training |
| Liaison LGBT Center |
| Liaison with the campus gender and sexuality resource center and student gay-straight alliance |
| Offer Pride group for LGBT students Network with Queer Center on campus Focus some of our suicide prevention efforts on LGBT population |
| Offer relevant therapy/outreach and be as welcoming as possible. |
| Offering an LGBTQ group this year. Presentations to the GLBTQ organization on campus. CC staff providing Safe Zone training. |
| Offering LGBTQ group experiences; engaging in/sponsoring sexual orientation, gender orientation education programs |
| Ongoing liaison relationships with student organizations and professional offices/resources with this population as a primary target group. |
| outreach |
| outreach and advocacy for Gay/Straight Alliance, GLBT Initiatives groups on campus |
| outreach to LGBTQ |
| Production of print materials promoting Counseling Services as a department that embraces diversity |
| Providing group for LGBTQ spectrum students; providing culturally sensitive service in individual therapy |
| Public information campaigns, other outreach |
| Running GLBTQQI group |
| Same |
| same as above |
| Same as above |
| Same as above. |
| Same as above. Our campus is not gay-friendly as a whole. Working on that by supporting alliances and stating that we are a safe zone. |
| same as question above |
| see above |
| see below |
| Selective outreach and developmental programming; active relationships/liaisons with campus life centers and student organizations. |
| Started a GLBT support group that meets weekly. |
| support group and safe zones programming, out staff |
| Support group. let's talk, liaison |
| There is some reticence but we see many glbtqi students ... of which many simply identify as sexual. |
| This is even more isolated, with no identifiers here, though we know there are students with this as a primary orientation |
| Unknown population. |
| We are doing outreach programming in the halls to address all underserved populations |
| We engage in relationship-based consultation efforts, whereby we routinely spend time with the GLBTQ student community at the Queer Resource Center, developing relationships and indirectly providing service. |
| We had 2 gay staff members last year and over the years have been actively reaching out to the Gay Students Organization. |
| we have a GLBT support group |
| We have active individual and group therapy with GLB community |
| We maintain very close working relationships with our LGBTQ Center |
| We partner with the LBGTQ Center on outreach, support and clinical issues |
| Work with campus Alliance groups and campus Diversity Concerns Committee |
| Work with GLBTQ Center |
| Working with University to form SAFE Zones |

| **Bisexual - Steps Taken (LA42876)** |
| --- |
| Completing Safe Zone program |
| Continue to be available to talk to groups on campus regarding sexual identity, bullying, & being true to yourself. |
| don't know |
| groups. outreach |
| Increasing outreach through presentations and introductions to minority group organizations. Will be attempting to hire staff from minority population this year |
| involvement with gender and sexuality center to increase awareness; focus in training |
| LGBTQ support group Faculty and staff training |
| Liaison with the campus gender and sexuality resource center and student gay-straight alliance |
| Many of our students identify as bisexual |
| Offer Pride group for LGBT students Network with Queer Center on campus Focus some of our suicide prevention efforts on LGBT population |
| Offering an LGBTQ group this year. Presentations to the GLBTQ organization on campus. CC staff providing Safe Zone training. |
| Ongoing liaison relationships with student organizations and professional offices/resources with this population as a primary target group. |
| outreach and advocacy for Gay/Straight Alliance, GLBT Initiatives groups on campus |
| Providing group for LGBTQ spectrum students; providing culturally sensitive service in individual therapy |
| Public information campaigns, other outreach |
| Running GLBTQQI group |
| Same |
| same as above |
| same as above with outreach, and offering groups, and SAMHSA grant |
| Same as above. |
| same as question above |
| see above |
| See whole three areas above here prn. |
| Selective outreach and developmental programming; active relationships/liaisons with campus life centers and student organizations. |
| started a GLBT weekly support group. |
| support group and safe zones programming, out staff |
| Support group. let's talk, liaison |
| support of GLBT programming, support groups, new initiatives committee member, allied training |
| There is some reticence but we see many glbtq students ... of which many simply identify as sexual. |
| Unknown population. |
| We are doing outreach programming in the halls to address all underserved populations |
| We engage in relationship-based consultation efforts, whereby we routinely spend time with the GLBTQ student community at the Queer Resource Center, developing relationships and indirectly providing service. |
| We had 2 gay staff members last year and over the years have been actively reaching out to the Gay Students Organization. |
| we have a GLBT support group |
| We have good participation of GLB students in individual and group therapy |
| We partner with the LBGTQ Center on outreach, support and clinical issues |
| Work with GLBTQ Center |
| Working with University to form SAFE Zones |

| **Heterosexual - Steps Taken (LA480)** |
| --- |
| don't know |
| marketing and publicizing our services |
| Not in isolation of other psychosocial identity components.... |
| We don't ask students about sexual orientation, but Ithaca College has a national reputation for being LGBT friendly. Most of our client demographics match the student population, except for gender (where F outnumbers M in requesting appointments). |

| **Diagnosed Disability - Steps Taken (LA484)** |
| --- |
| attendance on diversity committee, consultation with disabilities director, |
| don't know |
| Increasing outreach through presentations and introductions to minority group organizations. Will be attempting to hire staff from minority population this year |
| It is a difficult number to speculate when the students do not come to service or do not identify on pre admit forms |
| No data |
| outreach to Disability Resource Center |
| Production of print materials promoting Counseling Services as a department that embraces diversity |
| Public information campaigns, other outreach |
| staff liaison relationships with Disability Services office, serve on ADA Compliance Committee |
| Strong relationship with Disability Center |
| Students self identify so this isn't a question asked in our demographics |
| We are doing outreach programming in the halls and with the Academic Support Center to address all underserved populations |
| We collaborate closely with the Disability Services office. |
| We provide counseling and disability services out of the Counseling Center/ Disability services office. |
| We work closely with the disabilities services office. |
| working more closely with disability services |
| working to build more rapport with a newly enhanced office of students with disabilities |
| Working with Disabilities office, and several faculty to set up a weekly workshop for students with attention and learning problems. Will be co-facilitated as a structured group-- |

| **International Students - Steps Taken (LA488)** |
| --- |
| staff member is assigned to international students group/Committee and we offer special session at their Orientation |
| "Targeted" UCC Services brochures, collaborative multicultural outreach that includes working closely with relevant campus partners |
| Attempt to have informational/support groups for adjustment; work with international division staff to develop programs for orientation; print materials for distribution in welcome packets, offer class room presentations |
| Became part of the International Student orientation, provides brochures, as well as workshops on acculturation, navigating the US educational system, etc. |
| Building referral networks with international student advisors, minority organizations. |
| Collaborate with Academic Support Services and set up referrals when necessary. |
| Collaboration with International Student Affairs. |
| Collaboration. with International Programs Office |
| conduct orientation sessions for international students. |
| consult with International Student Services; presence at orientations; discussion with referral sources |
| Continued work and collaboration with the Office of OISS |
| Do outreach to international students. |
| Greater participation in international student orientation |
| Have extensive collaboration with International Office to increase awareness |
| Increased contact with Office of International Education |
| Increased outreach efforts and consultation with International student programs. Hosted Friday afternoon tea at least once per semester for international students. |
| Increasing outreach through presentations and introductions to minority group organizations. Will be attempting to hire staff from minority population this year |
| International student support group participate in international student orientation |
| Let's talk and liaison |
| liaison to international office. outreach to students |
| More involved with International Programs and attending more international program on campus |
| Multicultural and international outreach efforts |
| Nothing in particular. |
| Offering a weekly international student coffee hour with the international programs office. A member of the Counseling Services staff attends this outreach activity to build relationships with international students. |
| offering support group for Int students |
| Offering workshop the following year on introducing our services and addressing challenges of acculturation during new International Student Orientation |
| offering workshops on cultural adjustment, lunch hour meet and greet with staff, |
| One of our counselors serves as liaison to international students and staff serving them |
| Ongoing liaison relationships with student organizations and professional offices/resources with this population as a primary target group. |
| Orientation sessions with international student's office |
| Our Associate Dean is also a counselor and meets regularly with international students and often uses her counseling skills without engaging in actual therapy. It is our belief that this builds a bridge in case therapy is ever needed. Welcome clients from diverse backgrounds and discuss cross-cultural experiences in our bios. |
| outreach |
| Outreach efforts at the English Language Institute and other social gatherings and presentations and, hopefully positive comments made by students who have received services. |
| Outreach Liaison with International Office Group |
| outreach to culture clubs |
| outreach to international services |
| Potentially creating a satellite office in Office of International Education and increasing cultural competency of our counselors through professional development opportunities. |
| Presentations, group |
| Provide outreach to International Student House; increased communication with Office of Global Studies |
| Public information campaigns, other outreach; participate in international student orientation, other specialized programming |
| same as above |
| Satellite and Outreach to Office |
| see above |
| See comment above for Asian Americans. |
| See presence increases on all 3 campuses, links with Business, Nursing, and COE, and CAS, but also focusing on undocumented/under documented int'l students. Which is opening up far bigger than F-1 visa, J-1, etc...? |
| seeking staff w/ int'l background/skills |
| Selective outreach and developmental programming; active relationships/liaisons with campus life centers and student organizations. |
| Serve as a liaison with International Education Services, provide presentations during orientation, outreach sessions for international students, offer an international support group, offer English Conversation groups. |
| Specialized student support network training |
| Staff is trying ti reach out |
| staff liaison relationships with International Student Center |
| Strong relationship with international Office |
| We are doing outreach programming in the halls to address all underserved populations |
| We have a senior staff liaison to our International office. We are working to better explain the difference between student fees that support counseling and health insurance that is not required for our services. |
| We have built a relationship with the coordinator for international students. |
| we have positive working relationship with international student services office. |
| We just recently started seeing students that are part of the IELI program (for international students). |
| We speak at International Student Orientation and have a good working relationship with International Affairs. |
| We work with our Gender and Diversity Center's programming |
| We've notice a significant increase in the number of Chinese student attending this university as well as accessing Counseling Center services. It's starting to be an issue. |
| Work with international services |
| Working more closely with the International Education staff. |
| Working w/ the director of International Programs. |
| Working with International Education office to set up a workshop each semester to introduce the American concept of counseling, clear up misperceptions, and understand their expectations and their perceptions. |
| Working with the international advisor to inform her small group of international students of our services. Will present at international orientation. |

| **Student Athletes - Steps Taken (LA492)** |
| --- |
| Athletic department contracts with an outside firm of psychologists for sports psychology and mental health interventions for athletes |
| Athletic department has their own counseling program |
| Building referral networks with coaches. |
| Continue to work with the AD to utilize the center as a helpful resource. |
| display brochures prominently outside and within fitness center meet with coaches to orient to service each year |
| don't have student athletic teams/organizations |
| Good relationships with athletic director and coaches; referral system in place; psychoeducation events for athletes on mental health topics |
| Health coaching offered at Athletic Department and more consultations and interventions with coaches and teams. |
| Hiring a psychologist with sports psychology expertise. |
| Increased consulting roles with athletic trainers and coaches. |
| Increased contact with coaches and teams |
| none, usually referred by the coaches |
| Offer relevant therapy/outreach and be as welcoming as possible. |
| Ongoing liaison relationships with student organizations and professional offices/resources with this population as a primary target group. |
| orientation meetings for athletes, consultation with trainers, athletic staff attending sporting events, |
| outreach and consultation with coaches and athletic department |
| Outreach to Athletic Dept., including intervening with drug/alcohol violators and QPR training |
| Outreach to athletics |
| Participation on "Personal Best" committee through Athletics. |
| Recent partnership forged with Athletics department around alcohol and substance abuse education and intervention. Counseling staff will be key in administering program using MyPlaybook. We are hopeful that this partnership will grow and help to facilitate an increase in the number of athletes served by the Center. |
| same as above |
| Selective outreach and developmental programming; active relationships/liaisons with campus life centers and student organizations. |
| significant outreach to athletics, esp. men |
| Starting specialized sports psychology team to serve athletes |
| The Department of Athletics has many of its own programs for student development, including a special relationship with a local psychologist. |
| We are doing outreach programming in the halls to address all underserved populations |
| We are working closely with Athletic Department to ensure close collaboration around student-athletes. We also sit on a committee on health and wellness within the Athletic Department. |
| We have done outreach to athletics and coaches, though this remains tough to "break through". |
| We have made special efforts to support Athletic programs when student deaths have occurred. This is a very hard area to impact since Athletics has its own psychologists and tends to use alternate services. |
| Work with Coach and Student affairs to reduce stigma of counseling |
| Working w/ head coaches and AD when asked, and asking to do more. |
| Working with coaches and athletic department to offer MH information training. |
| Workshop series designed for student athletes |

| **Greek Affiliated - Steps Taken (LA496)** |
| --- |
| Building referral networks with Greek advisors and leaders. |
| Data is not taken on Greek affiliation. |
| don't have Greek life on campus |
| don't know |
| Peer Health education workshops designed to get greek's involved with student health and safety issues |
| same as above |
| Selective outreach and developmental programming; active relationships/liaisons with campus life centers and student organizations. |
| we don't have Greek life at our campus. |
| We offer presentations to the Greek community, meet regularly with the dean in charge of greek life, and the director served on a trustee committee devoted to reviewing Greek life. |
| We participate in two programming series within Student Affairs, Greek Growth Series and Academic Skills Series and market toward this group, as well as other groups (athletes, etc.). |
| work with Greek life coordinator to develop programming |

Triage Systems, DSM Diagnosis, and High-risk Transports

| **Triage systems (MR515)** | | Count |
| --- | --- | --- |
| A telephone triage system | Yes | 52 |
| A computerized assessment/intake system | Yes | 65 |
| A specialized team of triage/intake counselors | Yes | 38 |
| All counselors conduct full intake assessments | Yes | 234 |
| No Pre-assessment (Direct assignment of client to ongoing therapist for therapy) | Yes | 94 |

| **Does your center generate a DSM-IVTR diagnosis (MR516)** | | |
| --- | --- | --- |
|  | Count | % |
| Yes, on most clients | 181 | 48.14% |
| Yes, on about half of clients | 18 | 4.79% |
| Yes, but on less than half of clients | 46 | 12.23% |
| Never, or very rarely (an exception might be for trainees) | 131 | 34.84% |

| **Transportation methods (MR517)** | | Count | % |
| --- | --- | --- | --- |
| Campus police | Yes | 237 | 56.8% |
| Psychiatric staff | Yes | 1 | .2% |
| Counseling Center staff | Yes | 39 | 9.4% |
| Other campus administrative personnel (e.g., Resident Hall Director) | Yes | 56 | 13.4% |
| Family members | Yes | 123 | 29.5% |
| Friends (roommate, classmate, etc.) | Yes | 126 | 30.2% |
| Local EMS | Yes | 197 | 47.2% |



| **Managing high risk students(D523-D529)** | | | **Count** | **%** |
| --- | --- | --- | --- | --- |
| When you hospitalize a student for psychological reasons, do you believe it is legally permissible to notify: a. The schools Chief Student Affairs Officer (or other appropriate administrator) | | Yes | 104 | 24.9% |
| No | 266 | 63.8% |
| 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? | | Yes | 138 | 33.1% |
| No | 233 | 55.9% |
| Who notifies parents | We do the notification no matter what the hospital does | | 39 | 9.4% |
| Only the hospital or clinic does the notification | | 21 | 5.0% |
| Chief Student Affairs Officer or related office | | 33 | 7.9% |
| Dean of Students (If not Chief Student Affairs Officer) | | 54 | 12.9% |
| Residence Life | | 9 | 2.2% |
| Other (Specify Below) | | 19 | 4.6% |
| Who else notifies parents | Case by Case, sometimes parents are not contacted | | 1 | .2% |
| Case Manager | | 1 | .2% |
| Dean on Duty or Res Life Staff or Counseling Center staff. whoever is responsible for transporting | | 1 | .2% |
| Depends on the circumstances, we prefer that another professional do this, but in some cases we do it. | | 1 | .2% |
| depends on the situation and the age of the student | | 1 | .2% |
| Depends who is providing service to the student during the crisis. Could be counseling. Could be residence life. | | 1 | .2% |
| Either we do or Dean of Students or Residence Life, depending upon the situation | | 1 | .2% |
| I don't know that we have ever actually done this without consent. Usually, they will provide us with another person who can assist. | | 1 | .2% |
| It depends | | 1 | .2% |
| It depends. All of the above are options. | | 1 | .2% |
| may be us, the hospital or the DOS | | 1 | .2% |
| On a case by case basis, we ensure the notification of parents, etc., when clinically beneficial and when it has not been done by some other relevant entity. | | 1 | .2% |
| Residence Life staff if a Resident Student and Dean of Students if not a residential student | | 1 | .2% |
| Sometimes us and sometimes the hospital | | 1 | .2% |
| This depends, and is decided on a case by case basis. | | 1 | .2% |
| Varies by case | | 1 | .2% |
| We do not do such notifications as policy but significant others will be notified in certain situations, if determined to be in student's best interest. | | 1 | .2% |
| We notify unless we believe it would be damaging to the student | | 1 | .2% |
| Generally Yes | | 282 | 67.6% |
| When a student is a suicidal risk but appropriate for treatment in your center (as opposed to hospitalization or referral to an outside agency) would you seek the students permission to inform family members or others who might be in a position to provide | | Generally No | 69 | 16.5% |
| Other (Specify Below) | 27 | 6.5% |
| Not very successful | 3 | .7% |
| If yes, how successful have you or your staff been in obtaining clients permission? | | Successful some of the time | 119 | 28.5% |
| Successful most of the time | 197 | 47.2% |
| Yes | 292 | 70.0% |
| In cases where clients are not of legal age in your State (i.e., do not have rights of privilege) and are a suicidal risk (but not appropriate for hospitalization) and will not give you permission to notify family (in your state) is it legally permissible | | No | 47 | 11.3% |
| Yes, in all cases | 65 | 15.6% |
| In such cases would you notify parents? | | Generally yes, unless in my judgment this would be harmful to the client | 219 | 52.5% |
| Generally no, except in very unusual circumstances | 58 | 13.9% |

Guidelines and Policies

| **(MR530-MR535)** | | **Count** | **%** |
| --- | --- | --- | --- |
| Does your center have written guidelines for notifying parents in high risk situations? | Yes | 121 | 29.0% |
| No | 239 | 57.3% |
| Does your center have a written scope of practice? (Documents that defines the clients issues, procedures, actions, and processes that are within the range for service provision provided by a center.). | Yes | 226 | 54.2% |
| No | 146 | 35.0% |
| Does your center have a policy that prohibits the prescription of ADHD/Stimulant medication? | Yes | 54 | 12.9% |
| No | 292 | 70.0% |
| Does your school have a case manager position? | Yes | 86 | 20.6% |
| No | 293 | 70.3% |
| If yes, is it located in the counseling center? | Yes | 47 | 11.3% |
| No | 56 | 13.4% |
| If not counseling center where located? Dean of Students | Yes | 31 | 7.4% |
| If not counseling center where located? Student Life or Student Affairs | Yes | 13 | 3.1% |
| If not counseling center where located? Chief Student Affairs/Life Officer for the College or University (If not Dean of Students) | Yes | 2 | .5% |
| If not counseling center where located? Judicial Affairs | Yes | 2 | .5% |
| If not counseling center where located? Student Health | Yes | 7 | 1.7% |
| If not counseling center where located? Other (Specify Below) | Yes | 4 | 1.0% |

| **(MR536-MR537)** | | **Count** | **%** |
| --- | --- | --- | --- |
| Are you and the person you report to in agreement on how high risk cases should be handled? | (1) Not very often | 1 | .2% |
| (2) | 5 | 1.2% |
| (3) Some of the time | 24 | 5.8% |
| (4) | 74 | 17.7% |
| (5) Most of the time | 274 | 65.7% |
| N/A | 2 | .5% |
| Does the administration at your institution understand counseling center issues? | (1) Not very often | 5 | 1.2% |
| (2) | 12 | 2.9% |
| (3) Some of the time | 62 | 14.9% |
| (4) | 112 | 26.9% |
| (5) Most of the time | 189 | 45.3% |
| N/A | 0 | .0% |

Records (Including Electronic) and Outcome Assessment



| **Outcome assessment methods (MR539-MR540)** | | Count | % |
| --- | --- | --- | --- |
| General student evaluation forms | Yes | 334 | 80.1% |
| Pre and Post testing | Yes | 141 | 33.8% |
| Post therapy assessment of goal attainment | Yes | 75 | 18.0% |
| Other Outcomes Measured | Yes | 34 | 8.2% |
| Does your Centers evaluation form include a question that asks students if counseling has helped with their academic performance? | Yes | 306 | 73.4% |
| No | 68 | 16.3% |

| **If yes, your Centers evaluation form includes a question that asks students if counseling has helped with their academic performance, what percentage responded positively? (NA541)** | |
| --- | --- |
| N | 230 |
| Mean | 66.88 |
| Median | 70.00 |

| **Contact Methods (MR542)** | | Count | % |
| --- | --- | --- | --- |
| On-campus mail/US mail | Yes | 57 | 13.7% |
| Local home telephone/Fax | Yes | 116 | 27.8% |
| Cell Phone | Yes | 266 | 63.8% |
| E-mail | Yes | 226 | 54.2% |
| Appointment for on-going counseling arranged at the end of intake | Yes | 279 | 66.9% |

| **Use of Computers (MR543)** | | Count | % |
| --- | --- | --- | --- |
| Scheduling | Yes | 373 | 89.4% |
| Billing | Yes | 55 | 13.2% |
| Maintaining client case notes | Yes | 322 | 77.2% |
| Program to output clinician's caseloads and turnover | Yes | 162 | 38.8% |
| Database on services/activities | Yes | 267 | 64.0% |
| Electronic mail | Yes | 347 | 83.2% |
| On-line services | Yes | 203 | 48.7% |
| Other (Specify Below) | Yes | 14 | 3.4% |

| **Use of electronic records (MR544-MR545)** | | Count | % |
| --- | --- | --- | --- |
| Do you use electronic records and scheduling? | Yes, for scheduling only | 57 | 13.7% |
| Yes, for scheduling and recordkeeping | 279 | 66.9% |
| No | 62 | 14.9% |
| If you use Electronic records and scheduling which do you use? | Titanium Schedule | 232 | 55.6% |
| Point and Click | 31 | 7.4% |
| PyraMED | 2 | .5% |
| Medicat | 15 | 3.6% |
| Clockworks | 0 | .0% |
| Outlook | 16 | 3.8% |
| Therascibe | 1 | .2% |
| A custom application designed for our center | 13 | 3.1% |
| Other (Specify Below) | 25 | 6.0% |

| **Online services offered (MR546)** | | Count | % |
| --- | --- | --- | --- |
| Mental health screenings | Yes | 248 | 59.5% |
| Self-help pamphlets to be downloaded | Yes | 261 | 62.6% |
| Electronic support groups | Yes | 6 | 1.4% |
| On-line counseling | Yes | 2 | .5% |
| Chat rooms around specific themes for students | Yes | 2 | .5% |
| Other | Yes | 23 | 5.5% |

| **Counseling Center webpage? (MR547)** | | Count | % |
| --- | --- | --- | --- |
| Do you have a Counseling Center Home Page? | Yes | 383 | 91.8% |
| No | 15 | 3.6% |

| **If yes, how many homepage hits did you have last year? (MR548)** | | Mean |
| --- | --- | --- |
| School Size | Under 1,500 | 1500 |
| 1,501 - 2,500 | 1088 |
| 2,501 - 5,000 | 2714 |
| 5,001 - 7,500 | 4456 |
| 7,501 - 10,000 | 8679 |
| 10,001 - 15,000 | 15006 |
| 15,001 - 20,000 | 533893 |
| 20,001 - 25,000 | 24466 |
| 25,001 - 30,000 | 14642 |
| 30,001 - 35,000 | 34328 |
| 35,001 and over | 2066795 |

| **How will you use survey information (MR549)** | | Count | % |
| --- | --- | --- | --- |
| For my own information | Yes | 369 | 88.5% |
| Distribute to staff | Yes | 220 | 52.8% |
| Share data at a staff meeting | Yes | 297 | 71.2% |
| Share with others on campus | Yes | 241 | 57.8% |
| Share data with my boss | Yes | 351 | 84.2% |
| Quote data in professional writing | Yes | 85 | 20.4% |
| Quote data for in-house or institutional reports | Yes | 241 | 57.8% |
| Use directory to contact other directors | Yes | 108 | 25.9% |
| Use data to support a request for new resources | Yes | 235 | 56.4% |
| Follow-up with another director who shared information in the survey | Yes | 48 | 11.5% |
| Generate a new program which was stimulated by ideas shared in the survey | Yes | 121 | 29.0% |
| Other (Specify Below) | Yes | 3 | .7% |
|  |  |  |  |

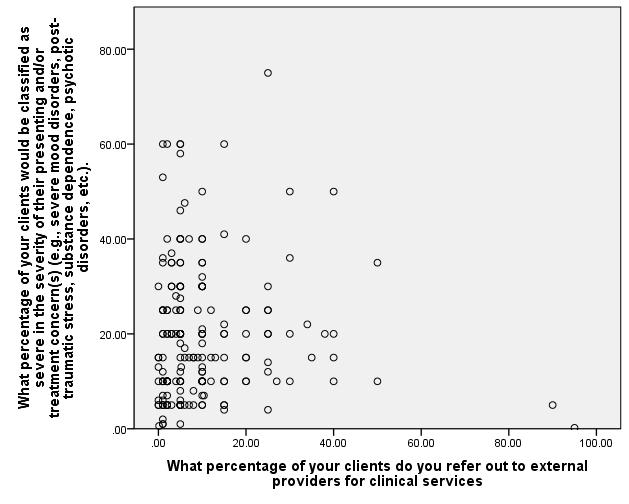
Client Severity

|  |  |  |
| --- | --- | --- |
| **What percentage of your client would be classified as….in the severity of their presenting and/or treatment concern(s) (NA554 NA555)** | | |
|  | Severe (e.g., severe mood disorders, post-traumatic stress, substance dependence, psychotic disorders, etc.). | Mild (s) (e.g., adjustment disorder, V-code diagnoses, etc.) |
| Mean | 20.39 | 42.75 |
| Median | 18.00 | 40.00 |
| Mode | 10.00 | 50.00 |
| Maximum | 75.00 | 95.00 |
| Minimum | .20 | .20 |
| Standard Deviation | 14.52 | 23.63 |
| Percentile 05 | 5.00 | 8.00 |
| Percentile 25 | 10.00 | 25.00 |
| Percentile 75 | 30.00 | 60.00 |
| Percentile 95 | 50.00 | 85.00 |
| Percentile 99 | 60.00 | 95.00 |

|  | | Count | % |
| --- | --- | --- | --- |
| **Do you vary the preferred treatment modality based on client severity?(D556)** | Yes | 190 | 45.6% |
| No | 101 | 24.2% |

| **What percentage of your clients do you refer out to external providers for clinical services (D559)** | | |
| --- | --- | --- |
| N |  | 235 |
| Mean | | 10.7 |
| Median | | 5.0 |
|  | |  |





Outreach

|  |  |  |  |
| --- | --- | --- | --- |
| **Outreach Initiatives (MR560)** | | | |
|  | | Count | % |
| We consult with faculty and staff | Yes | 375 | 89.90% |
| We are involved in suicide prevention | Yes | 311 | 74.60% |
| We are involved in mental health stigma reduction efforts | Yes | 262 | 62.80% |
| We are involved in sexual assault prevention | Yes | 256 | 61.40% |
| We do a lot of presentations | Yes | 226 | 54.20% |
| We are involved in AOD prevention | Yes | 206 | 49.40% |
| I do these activities in conjunction with another office | Yes | 198 | 47.50% |
| We are involved in violence prevention | Yes | 170 | 40.80% |
| We do a few presentations | Yes | 156 | 37.40% |
| I do these activities in conjunction with a campus coalition | Yes | 131 | 31.40% |
| We utilize population level interventions. | Yes | 106 | 25.40% |
| We see this area as advertising | Yes | 103 | 24.70% |
| We utilize environmental management based interventions. | Yes | 86 | 20.60% |
| We don't do outreach | Yes | 6 | 1.40% |
|  | |  |  |
| **A recent SAMSHA meeting encouraged a move into a common model for all prevention efforts based on the success of the environmental management and population level interventions in dealing with alcohol issues. Is your school using these models for prevention? (D562)** | Yes | 82 | 19.70% |