



The Association for University and College Counseling Center Directors Annual Survey

Reporting period: September 1, 2012 through August 31, 2013

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The AUCCCD Annual Survey and Report Overview

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 November, 2013 all current members of the Association for University and College Counseling Center Directors were invited to participate in the Annual Survey. The survey was administered to 762 verified director email accounts via a secure internet interface. The reporting period for the 2013 Annual Survey varies among directors, reflecting variations in organization specific annual reporting periods. All participants had reporting periods ranging from July 1, 2012 through June 30, 2013 to September 1, 2012 through August 31, 2013. This monograph serves to provide a summary of data trends 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 380 Directors completed the 2013 survey, representing a 50% response rate.

To create broad utility and make available a wide scope of information, narrative explanations were limited. Please direct all questions, comments, and clarifications to the AUCCCD Survey Coordinator at:

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Acknowledgments and Participating Institutions

This report is the amalgamation of efforts put forth by countless individuals. On behalf of AUCCCD, the Survey Research Team thanks the 4,727,287 students served by the institutions represented in this survey and the 344,418 students who demonstrated the resolution to utilize 1,894,299 clinical mental health service hours during the 2012-2013 academic year. Additionally, we thank the tireless efforts of the 2,917 clinical staff members, 2,280 trainees, and hundreds of support staff captured in this survey. Effective collegiate mental health service delivery would not be possible without the on-going support of the many Provosts, Vice Presidents, Vice Chancellors, Executive Directors, and Deans. We thank you as well. Finally, we want to extend a deep appreciation to all the counseling center directors who took time out of their incredibly complex schedules to participate; this survey, ultimately, is for your students, counseling center, and campus. The following institutions of higher education represent each participating director:

Abilene Christian University	Butler University	College of Charleston
Adelphi University	Cabrini College	College of Mount St. Joseph
American University	California Lutheran University	College of Southern Nevada
Appalachian State University	California State Polytechnic University, Pomona	College of St. Benedict|St. Johns University
Arizona State University	California State University Fullerton	College of St. Elizabeth
Auburn University	California State University Long Beach	College of Staten Island
Aurora University	California State University Monterey Bay	College of William & Mary
Azusa Pacific University	California State University Monterey Bay	Colorado State University
Baldwin Wallace University	Calvin College	Columbia College
Baylor University	Carnegie Mellon University	Columbus College of Art and Design
Bellarmino University	Carson-Newman	Concordia University - Canada
Bemidji State University	Central Michigan University	Concordia University Irvine
Bentley University	Central Washington University	Connecticut College
Berry College	Centre College	Cornell College
Bethune-Cookman University	Chapman University	Cornell University
Binghamton University	Christopher Newport University	Cornish College of the Arts
Biola University	City Colleges of Chicago	Creighton University
Birmingham Southern College	Clayton State University	Culver-Stockton College
Boise State University	Cleveland State University	Davidson College
Boston College	Colgate University	Defiance College
Bowdoin College	College at Brockport, SUNY	DePaul University
Brigham Young University		Dickinson College
Bucknell University		

East Carolina University	Hanover College	Maryland Institute College of Art
East Central University	Harper College	Marymount Manhattan College
East Stroudsburg University	Heartland Community College	Marymount University
East Tennessee State University	Hiram College	Massachusetts College of Art & Design
Eastern Kentucky University	Hope College	McNeese State University
Eastern Mennonite University	Husson University	Meharry Medical College
Eastern Michigan University	Illinois College	Metropolitan state College of Denver
Eastern Washington University	Illinois State University	Miami University
Eckerd College	Illinois Wesleyan University	Michigan State University
Edgewood College	Immaculata University	Middlebury College
Elizabeth City State University	Indiana State University	Mills College
Elmhurst College	Indiana University	Milwaukee School of Engineering
Emerson College	Indiana University of Pennsylvania	Misericordia University
Fairmont State University & Pierpont C&TC	Indiana University Purdue University Indianapolis	Mississippi State University
Florida Atlantic University	Iona College	Missouri State University
Florida Gulf Coast University	Ithaca College	Missouri University of Science and Technology
Florida State University	Johnson & Wales University	Molloy College
Fort Lewis College	Kansas State University	Monmouth University
Framingham State University	Kean University	Montclair State University
Franklin and Marshall College	Lake Forest College	Moody Bible Institute
Frostburg State University	LaSalle University	Morgan State University
Furman University	Lawrence University	Mount Saint Mary College
Gardner-Webb University	Lehigh University	Murray State University
Georgia Institute of Technology	Lenoir-Rhyne University	New College of Florida
Georgia Southern University	Lindsey Wilson College	New Jersey City University
Georgian Court University	Longwood University	Norfolk State University
Grambling State University	Loyola Marymount University	North Carolina A & T State University
Grand Valley State University	Loyola University Maryland	Raleigh
Green Mountain College	Luther College	North Carolina State University - Raleigh
Grinnell College	Manhattan College	North Dakota state University
Guilford College	Marian University	Northeastern Illinois University
Hamilton College	Marist College	
Hampshire College	Marquette University	

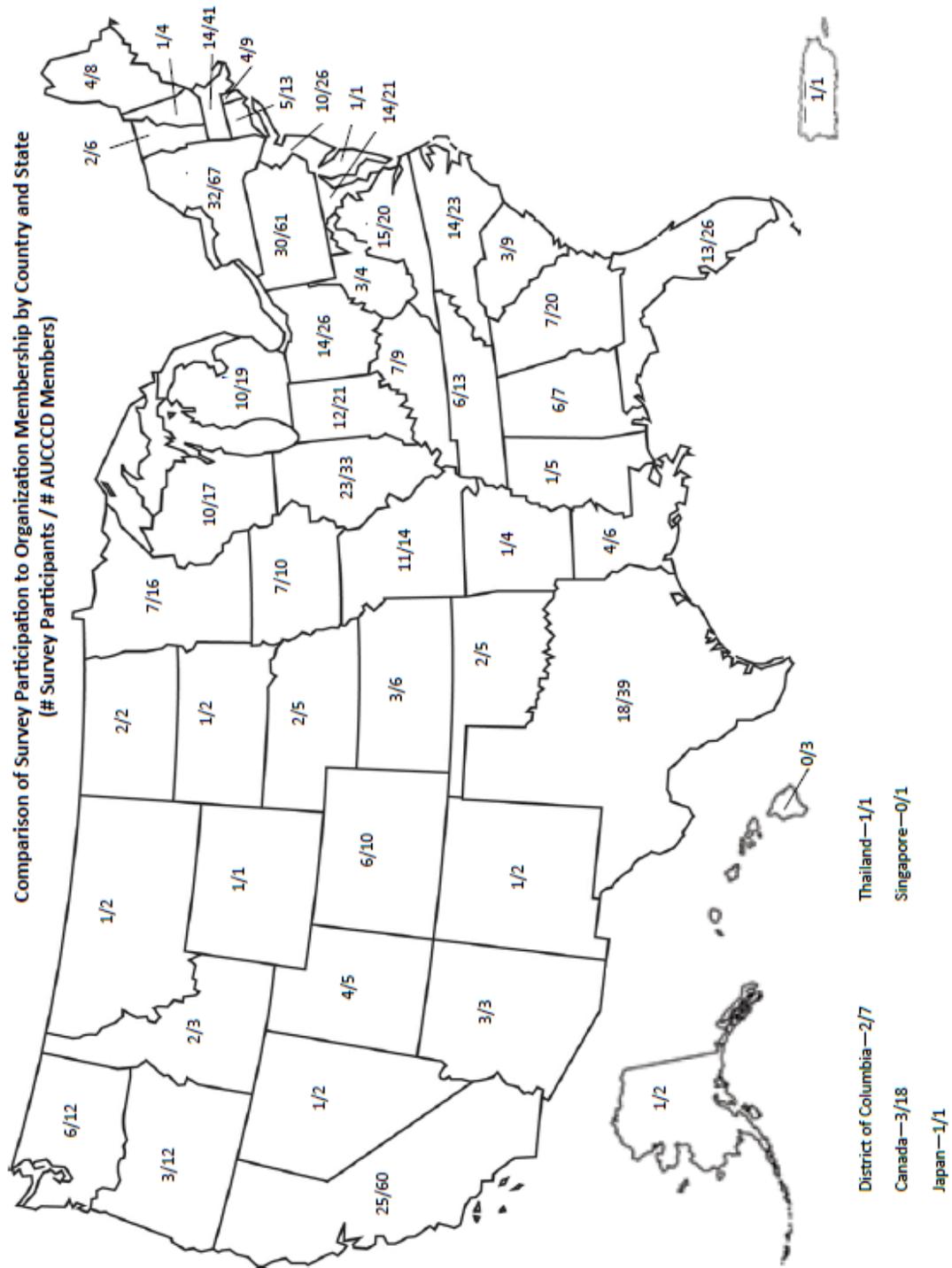
Northern Arizona University	Rensselaer Polytechnic Institute	Shippensburg University
Northern Illinois University	Rhode Island College	Simpson College
Northwest Missouri State University	Rivier College	Sonoma State University
Northwestern University	Roanoke College	Southern Connecticut State University
Notre Dame College	Robert Morris University	Southern Illinois University
Notre Dame de Namur University	Roberts Wesleyan College	Southern Methodist University
Nova Southeastern University	Rochester Institute of Technology	Southern Oregon University
Oakland University	Rockhurst University	Southern Polytechnic State University
Oakwood University	Roger Williams University	Southern University and A&M College
Ohio University	Roosevelt University	Southwestern University
Old Dominion University	Rush University	Spalding University
Oregon State University - Cascades	Rutgers - The State University of NJ - Camden	Springfield College
Oregon Institute of Technology	Rutgers University - Newark	St. Cloud State University
Oswego State University	Sacred Heart University	St. Edwards University
Pace University - NY	Sacred Heart University	St. Georges University
Pace University, Westchester Campuses	Saint Francis University	St. Johns University
Penn State University	Saint Joseph's University	St. Mary's College of Maryland
Pennsylvania College of Technology	Saint Peters College	St. Mary's University
Pennsylvania State University - Brandywine	Salem College	St. Norbert College
Pepperdine University	Salem State University	St. Olaf College
Philadelphia University	Salisbury University	State University of New York at New Paltz
Pittsburg State University	Salus University	State University of New York, Downstate Medical Center
Princeton University	Sam Houston State University	Stetson University
Providence College	Samford University	Stevenson University
Purdue University	San Diego State University	Suffolk University
Queens College, CUNY	San Jose State University	SUNY Cortland
Quincy University	Santa Monica Community College	Susquehanna University
Radford University	Santa Rosa Junior College	Swarthmore College
Randolph-Macon College	Savannah College of Art and Design	Syracuse University
Regis University	School of the Art Institute of Chicago	Tarleton State University
	Shenandoah University	

Tarrant County College, Trinity River Campus	University of California, Riverside	University of North Carolina School of the Arts
Texas A&M University	University of Central Arkansas	University of North Florida
Texas Christian University	University of Central Florida	University of Northern Iowa
Texas State University - San Marcos	University of Central Missouri	University of Notre Dame
The California Maritime Academy	University of Cincinnati	University of Oklahoma Health Sciences Center
The Catholic University of America	University of Colorado	University of Pennsylvania
The Culinary Institute of America	University of Dayton	University of Puerto Rico
The Ohio State University	University of Delaware	University of Puerto Rico at Cayey
The University of North Carolina - Charlotte	University of Denver	University of Puget Sound
The University of Texas at Dallas	University of Evansville	University of Richmond
The University of Texas at Tyler	University of Houston	University of Rochester
The University of Tokyo	University of Houston - Clear Lake	University of Saint Joseph
Thomas Jefferson University	University of Idaho	University of San Diego
Truman State University	University of Illinois at Urbana-Champaign	University of San Francisco
Tufts University	University of Indianapolis	University of South Carolina
U. S. Coast Guard Academy	University of Iowa	University of South Dakota
Union College	University of Kentucky	University of South Florida - St. Petersburg
Unity College	University of Maine	University of St. Thomas
Universidad de Puerto Rico	University of Mary Washington	University of Tennessee - Chattanooga
University at Buffalo	University of Maryland	University of Tennessee Knoxville
University of Akron	University of Massachusetts, Dartmouth	University of Texas at Austin
University of Alabama	University of Miami	University of Texas Health Science Center
University of Alabama-Huntsville	University of Michigan	University of the Sciences in Philadelphia (USP)
University of Alaska Fairbanks	University of Minnesota	University of Utah
University of Arizona	University of Missouri - Columbia	University of Victoria
University of Arkansas at Little Rock	University of Missouri-Kansas City	University of Virginia
University of California - Santa Cruz	University of Missouri-St. Louis	University of West Florida
University of California, Los Angeles	University of Montana	University of Wisconsin - Eau Claire
	University of Nebraska-Lincoln	
	University of New Mexico	
	University of New Orleans	

University of Wisconsin - Milwaukee	Villanova University	Western Illinois University
University of Wisconsin-Madison	Vincennes University	Western Michigan University
University of Wisconsin-River Falls	Virginia State University	Western New England University
University of Wisconsin-Stout	Virginia Tech University	Western Washington University
University of Wyoming	Wake Forest University	Westmont College
Upper Iowa University	Washington College	Wheaton College
Utah State University	Washington State University	Wheeling Jesuit University
Utica College	Washington University in Saint Louis	Wichita State University
Valdosta State University	Wayne State University	Widener University
Valley Forge Military Academy and College	Weber State University	Winona State University
Valparaiso University	Webster University of Thailand	Worcester Polytechnic Institute
Vanderbilt University	Wellesley College	Wright State University
Vassar College	West Virginia University	Yeshiva University
	Western Carolina University	York College of Pennsylvania

The Survey Team also extends a special thank you to Ellie Olson, Ph.D., Director of Counseling Services at Simpson College, for her impeccable attention to detail and substantial editorial work on this current iteration of survey items.

Participants by Country and State



Executive Summary

A total of 380 counseling center directors completed the 2013 AUCCCD survey. This represents a 50.0% return rate from AUCCCD’s international counseling center directors’ membership.

The top three groups of directors when considering years of experience were 0-3 years (26.8%), 15 years and above (20.4%), and 4-6 years (19.4%). This represents a similar distribution to 2012.

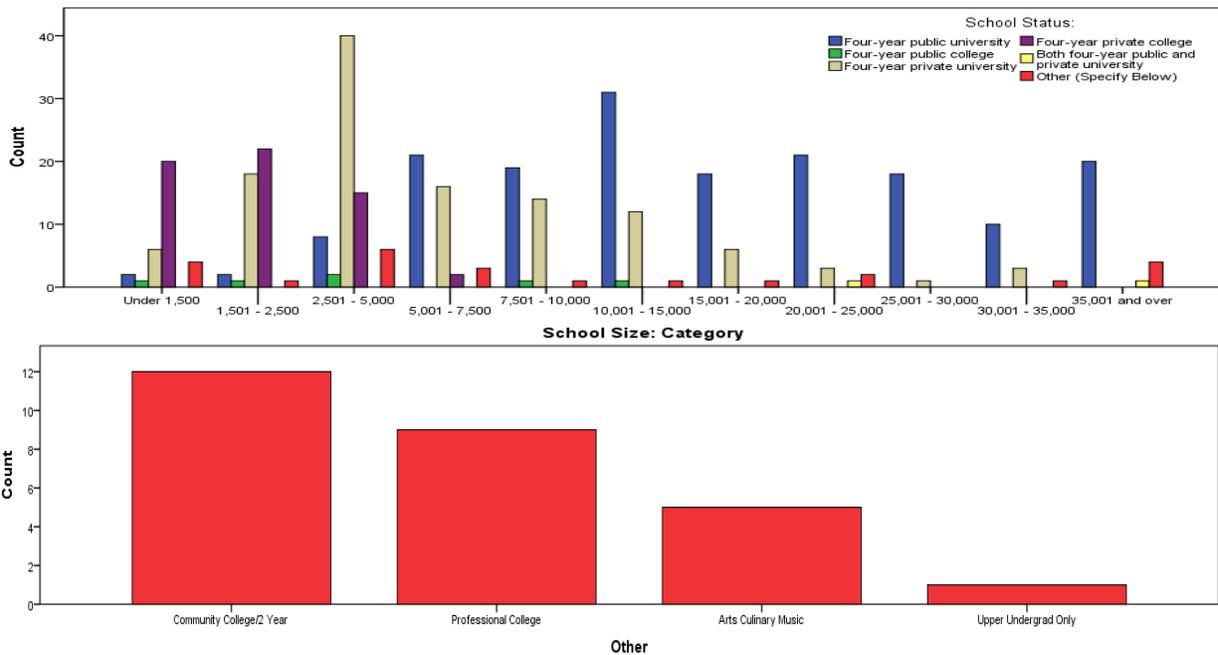
Sixteen percent (16.1%) of directors identified as non-white, nearly unchanged from 2012.

Female directors as a majority (60.6%) continues to increase, up from 56% in 2012.

Twelve percent (12.4%) of directors identified as Gay, Lesbian, or Bisexual, identical to 2012

Sixty-three percent (63.6%) of directors reported their highest degree as a Ph.D., 20.6% a Master’s degree, 11.2% a Psy.D., 2.9% an Ed.D., .5% a M.D. Seventy percent were a licensed psychologists.

Public and private institutions were equally represented (47% respectively), with an additional 6% representing community colleges, professionals schools, and schools of art and design. The 12 participating Community Colleges represent a notable increase from 5 in 2012.



Three percent (2.6%) of directors were from Historically Black Colleges or Universities and 11.5% were from Hispanic Serving Institutions (down 2% from 2012).

Twenty-nine percent (29%) of directors reported that their centers were accredited by IACS (International Association of Counseling Services), up from 24% in 2011.

Seventy-five percent (75%) of directors reported having a training program at their center, up from 71% in 2012.

Twenty-five percent (25%) of directors reported that their centers were administratively integrated with a health service, unchanged from 2012

More than half (55 %) of directors report directly to a VP for student Affairs and another 25% report to the Dean of Students.

Seventy percent (65% in 2012) reported their staff are required to be licensed, and 96% reported they are required to become licensed to continue practicing in their center, up from 89% in 2012.

Counseling center directors represent membership in 30 additional national organizations, most prevalent in the American Psychological Association, Center for Collegiate Mental Health, American College Counseling Association, and Student Affairs Administrators in Higher Education (NASPA).

Counseling center salary budgets continue to increase (59%), up from 51% in 2012, while many others have remained unchanged (35%).

One percent (1%) of directors reported having a lawsuit filed against their center in the past year (n=4).

Thirty percent (30%) of directors reported gaining professional clinical or psychiatric staff during the past year and another 67.5% remained the same.

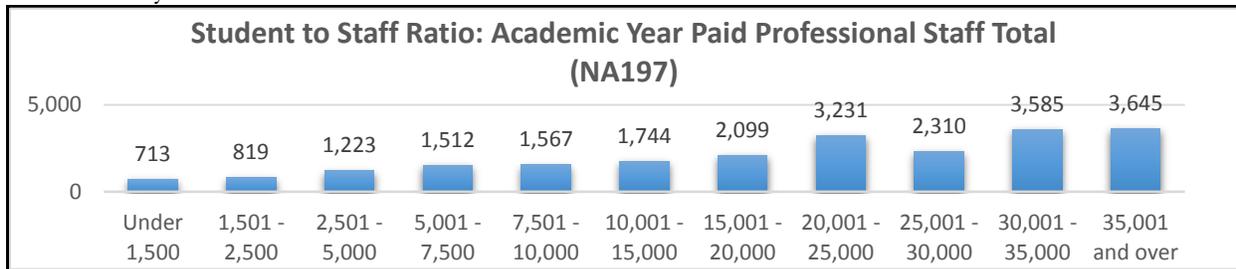
Three percent (2.5%) reported losing professional clinical or psychiatric staff during the past year.

Counseling Centers continue to gain staff member FTE at a much higher level than those losing staff (gained 5.7 staff for every 1 lost).

While current clinical staff identified as 6% Latina/Latino and 6% Asian/Asian American, new hires identified as 11% Latina/Latino and 8% Asian/Asian American. Seventy-two percent (72%) of new hires were female, compared to 62% among the current staff.

Counseling center directors spend an average of 34.4% of their time providing direct clinical service, down from 42% in 2012.

The average student to paid clinical staff ratio reveals a consistent and inverse relationship to total student body size.



Salary comparisons continue to be most influenced by school size and a pervasive gender gap. Larger schools pay higher salaries than smaller institutions. Men are paid more on average than women.

Ten percent (10%) of centers charged a fee for personal counseling, up from 5% in 2012. Three percent (3.2%) collected third-party payments for services, unchanged from 2012.

Thirteen percent (13.4%) of counseling center directors also serve as chief administrator over health services, unchanged from 2012.

Anxiety continues to be the most predominant presenting concern among college students (46.2%; up from 41.6% in 2012), followed by depression (39.3%, up from 36.4% in 2012), and relationship problems (35.8%, unchanged from 2012). Other common concerns are suicidal ideation (17.9%, up from 16.1% in 2012), alcohol abuse (9.9%, down from 11% in 2012), and sexual assault (7.4%, down from 9.2% in 2012).

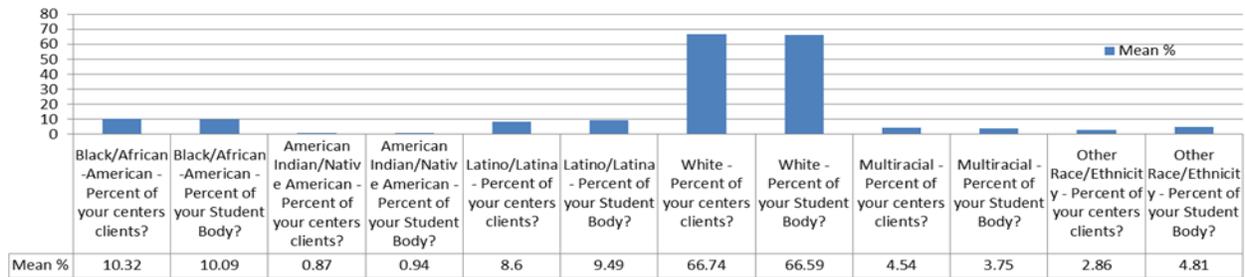
On average, 25% of clients were taking psychotropic medications, unchanged from 2012.

Sixty-four percent (64.4%) of directors reported that psychiatric services are offered on their campus, up from 60% in 2012.

Some form of tele-psychology was offered by 5.5% of counseling centers, up from .3% in 2012.

Utilization of counseling centers by diverse groups is generally proportionate to the general student body as it was in 2012 and 2011. The significant deviation continues to be with male students, only making up 33.5% of clients but comprise 44.5% of the student body.

Client Representation by Student Body Representation



Among students reporting if Counseling Services helped with their academic performance, 69% responded positively.

Fifty-three (53.4%) of directors indicated their center would continue to use the DSM diagnostic model. Another 15.2% indicated they have transitioned or are transitioning to the ICD model.

On average, transportation time to psychiatric hospitalization is 17 minutes (23 metro; 16 urban; 14 adjacent urban; 22 rural).

Director Demographics

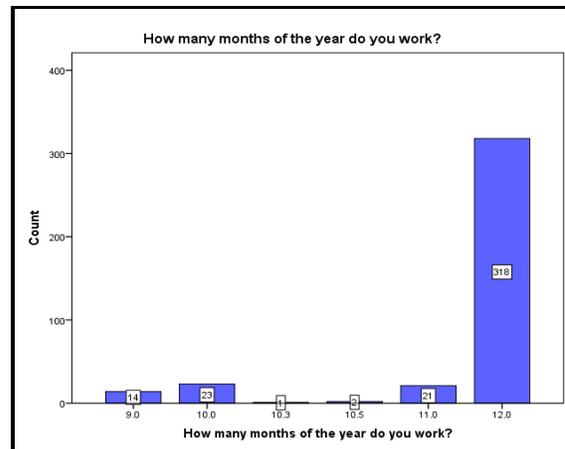
Total Years as a Director (D004)		
	Frequency	Percent
0-3 years	101	26.8%
4-6 years	73	19.4%
7-9 years	59	15.6%
10-12 years	39	10.3%
13-15 years	28	7.4%
15 years and above	77	20.4%
Total	377	100.0%



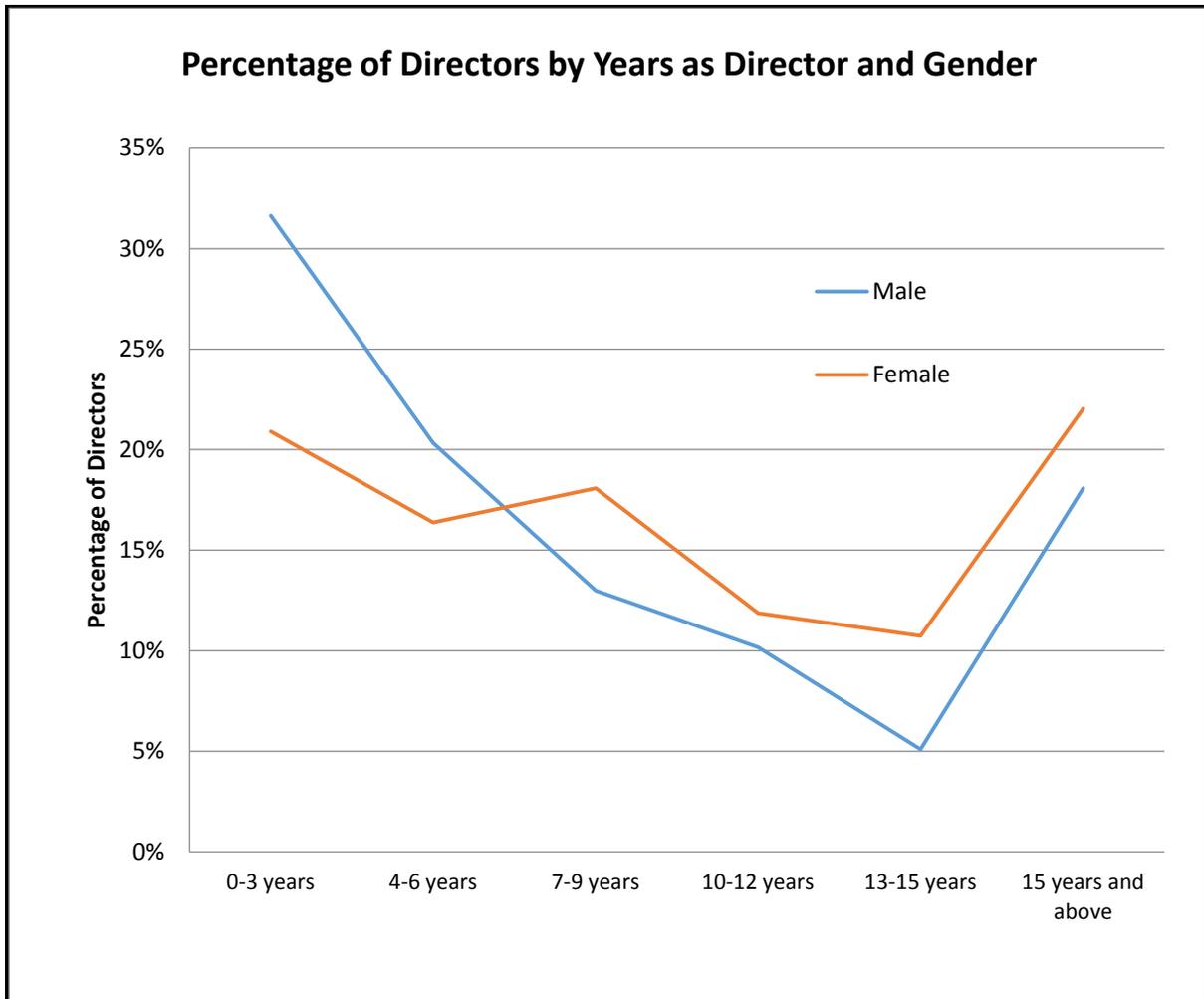
Director Racial/Ethnic Background (D005)		
	Frequency	Percent
Black/African American	25	6.7%
Asian/Asian American	19	5.1%
Latino/Latina	10	2.7%
White/Caucasian	313	83.9%
Multiracial	3	0.8%
Other (Specify Below)	3	0.8%
Total	373	

Directors Gender (D006)		
	Frequency	Percent
Male	148	39.4%
Female	228	60.6%
Transgender	0	0.0%
Total	376	

Directors Sexual Orientation (D007)		
	Frequency	Percent
Gay man	16	4.4%
Lesbian	22	6.1%
Bisexual	7	1.9%
Heterosexual	317	87.6%
Total	362	



Percentage of Directors by Years as Director and Gender (D004 x D006)						
Total Years as a Director:	Male	Female	Transgender	Male	Female	Transgender
	Count	Count	Count	Percent	Percent	Percent
0-3 years	56	37	0	31.6%	20.9%	0.00%
4-6 years	36	29	0	20.3%	16.4%	0.00%
7-9 years	23	32	0	13.0%	18.1%	0.00%
10-12 years	18	21	0	10.2%	11.9%	0.00%
13-15 years	9	19	0	5.1%	10.7%	0.00%
15 years and above	32	39	0	18.1%	22.0%	0.00%
Totals	174	177		351		



Female Director Percent: Collapsed School Status by Years as a Director by School Status

	University	College	Other
0-3 years	46.5%	53.5%	0.0%
4-6 years	68.5%	31.5%	0.0%
7-9 years	57.6%	42.4%	0.0%
10-12 years	53.8%	46.2%	0.0%
13-15 years	59.3%	40.7%	0.0%
15 years and above	57.1%	42.9%	0.0%

Directors Sexual Orientation (D007)

	Frequency	Percent
Gay man	16	4.4%
Lesbian	22	6.1%
Bisexual	7	1.9%
Heterosexual	317	87.6%
Total	362	

Directors with Disability (MR008)

Attention Deficit/Hyperactivity Disorders	11
Deaf or Hard of Hearing	3
Learning Disorders	3
Mobility Impairments	1
Neurological Disorders	0
Physical/Health Related Disorders	5
Psychological Disorder/Condition	1
Visual Impairments	2
Other	0

Directors Highest Degree (D009)

	Frequency	Percent
Ph.D.	238	63.6%
Psy.D.	42	11.2%
Ed.D	11	2.9%
M.D	2	0.5%
Masters	77	20.6%

Other	4	1.1%
Total	374	
D.S.W	1	
DPA	1	
Ed.S.	1	

Director's Professional Identity (D010)		
	Frequency	Percent
Clinical psychologist	101	26.65%
Counseling psychologist	162	42.74%
Other licensed psychologist	1	0.26%
Social Work (MSW, LCSW, D.S.W)	32	8.44%
Marriage and family therapist	9	2.37%
Professional counselor	54	14.25%
Other Mental health professional	1	0.26%
Psychiatrist	2	0.53%
Nursing	1	0.26%
Administrator	5	1.32%
Other (Specify Below)	11	2.90%
	Total	379
AVP Student Services	1	
clinical counselor	1	
Counselor Educator	1	
Licensed Professional Clinical Counselor- Supervisor	1	
Professional Clinical Counselor	1	

Director's Licensure (D011)		
	Frequency	Percent
Psychologist	261	69.6%
Social Work (MSW, LCSW, D.S.W.)	32	8.5%
Marriage and family therapist	9	2.4%
Professional counselor	61	16.3%
Other Mental health professional	2	0.5%
Psychiatrist	2	0.5%
Nursing	1	0.3%
Other (Specify Below)	7	1.9%
Total	375	
Both MFT and Professional Counselor	1	

Licensed Professional Clinical Counselor- Supervisor	1
Psychologist and Psychiatric Clinical Nurse Specialist	1
Psychologist and School Psychologist	1

Direct Report: Student Affairs (D012)		
	Frequency	Percent
Vice President/Associate VP/ Assistant VP	204	54.84%
Dean of Students/Assistant Dean/Associate Dean	93	25.14%
Director, Health Services	37	10.00%
Other (Specify Below)	38	10.27%
Total	370	
Associate Administrative Vice President	1	
Associate Dean of Wellness	1	
Associate Director, Division of Student Success	1	
Associate Provost	1	
Associate Vice Chancellor- Student Affairs	1	
Combined Academic and Student Affairs	1	
Commandant	1	
Dean of Student Success and Academic Advising	1	
Dean of Students who is interim VP of Student Enrollment and Student Affairs	1	
Dean of the clinical psychology graduate school	1	
Dean of Wellness	1	
Director of Enrollment Management and Student Success	1	
Director of Health and Counseling	1	
Director of Residential Life	1	
Director of Student Achievement	1	
Director of Student Affairs	1	
Executive Director (MBA) of Campus Health Services	1	
Executive Director of Health and Counseling	1	
Executive Director of integrated counseling and health center	1	
Executive Director of Medical & Counseling Clinic	1	
Executive Director of Parton Health and Wellness Center (Integrated Health Services, Counseling and Sports Medicine)	1	
Executive Director, Health and Counseling Center	1	
Executive Director, Student Health and Counseling Services	1	
Executive Director, Wellness	1	
Provost	1	
Same person: Dean of Students and VP Student Affairs	2	

Senior Director of Health and Wellness	1
Senior Vice President of Academic Affairs	1
The AVP (of Student Affairs Division) reports to the Provost. The SACL Division exists as a component of Educational Affairs (under the Provost). We still maintain a Student Affairs identity, so I answered this question this way.	1
Vice Chancellor	1
Vice Chancellor / Dean of Students	1
Vice Chancellor of Student Affairs	1
Vice Chancellor for Student Affairs, and Program Director for Title III	1
Vice Provost	1
Vice Provost for Student Experience & Engagement	1

Direct Report: Academic Division: (D012-D013)		
	Frequency	Percent
Provost	19	15.2%
Dean/Assistant Dean/Associate Dean	25	20.0%
Vice President/Associate VP/ Assistant VP	63	50.4%
Department Chairperson	6	4.8%
Other	12	9.6%
Total	125	
Associate Provost	1	
Medical School, Department of Psychiatry	1	
Our Associate Vice-Chancellor for Student Affairs reports directly to the Chancellor	1	
Student Affairs	3	
Student Life	1	
Vice Chancellor for Finance and Administration	1	

Licensure Requirement (D014, D015, D016)		
	Yes	Percent
Are counseling center professional staff required to be licensed to practice in your center? Yes	265	70.40%
Are counseling center professional staff expected to become licensed in order to continue practicing in your center? Yes	350	96.40%
Does your center provide to new staff the supervision required for licensure of mental health professionals in your state? Yes	310	84.9%

Professional Organizations (MR017)		
Professional Organizations:	Number Belonging	Percent Belonging
Student Affairs Administrators in Higher Education (NASPA)	73	19.00%
ACPA	36	9.30%
Active Minds	52	13.50%
American College Counseling Association (ACCA)	77	20.40%
American Psychiatric Association (APA)	6	1.60%
Assoc. for the Coordination of Counseling Center Clinical Services (ACCCCS)	19	5.00%
American Medical Association (AMA)	0	0.00%
American Mental Health Counselors Association (AMHCA)	9	2.40%
American Psychological Association (APA)	197	52.10%
American Psychological Association (APA) Division 17	55	14.60%
Association of Psychology Postdoctoral and Internship Centers (APPIC)	38	10.10%
Association of Counseling Center Training Agencies (ACTA)	36	9.50%
Commission for Counseling and Psychological Services (CCAPS)	29	7.70%
Center for Collegiate Mental Health (CCMH)	105	27.80%
Higher Education Mental Health Alliance	3	80.00%
International Association of Counseling Services	65	17.20%
Jed Foundation	60	15.90%
Other (Specify Below)	180	47.60%
AAMFT, NAMP	1	
AGPA, CPA, NCGPS	1	
American Academy of Child & Adolescent Psychiatry	1	
American Association of marriage and Family Therapist	2	
American Association of Sexuality Educators, Counselors, and Therapists	1	
American College Health Association (ACHA)	3	
American Counseling Association	3	
APA Division 45, APA. Division 35	1	
American Counseling Association, Oklahoma Counseling Association	1	
American Group Psychotherapy Association, New York State Psychological Association, Hudson Valley Psychological Association,	1	
APA Division 44, 54, ACHA	1	
Association of Black Psychologists	1	
Division 39 (Psychoanalysis) Division 45 (Ethnic Minority Issues) of APA	1	
EPA, MPA, AGPA	1	
Iowa Psychological Association	1	
National Association of Social Workers	1	
New Jersey College Counseling Association, American Psychotherapy Association	1	
OCCDHE Organization of Counseling Center Directors in Higher Education (California)	2	
Pennsylvania Psychological Association, Lehigh Valley Psychological Association	1	
SCCCP. Georgia College Counseling Association, American Nurses Association	1	
Texas Counseling Association, Texas College Counselors Association, National Academic Advisors Association	1	

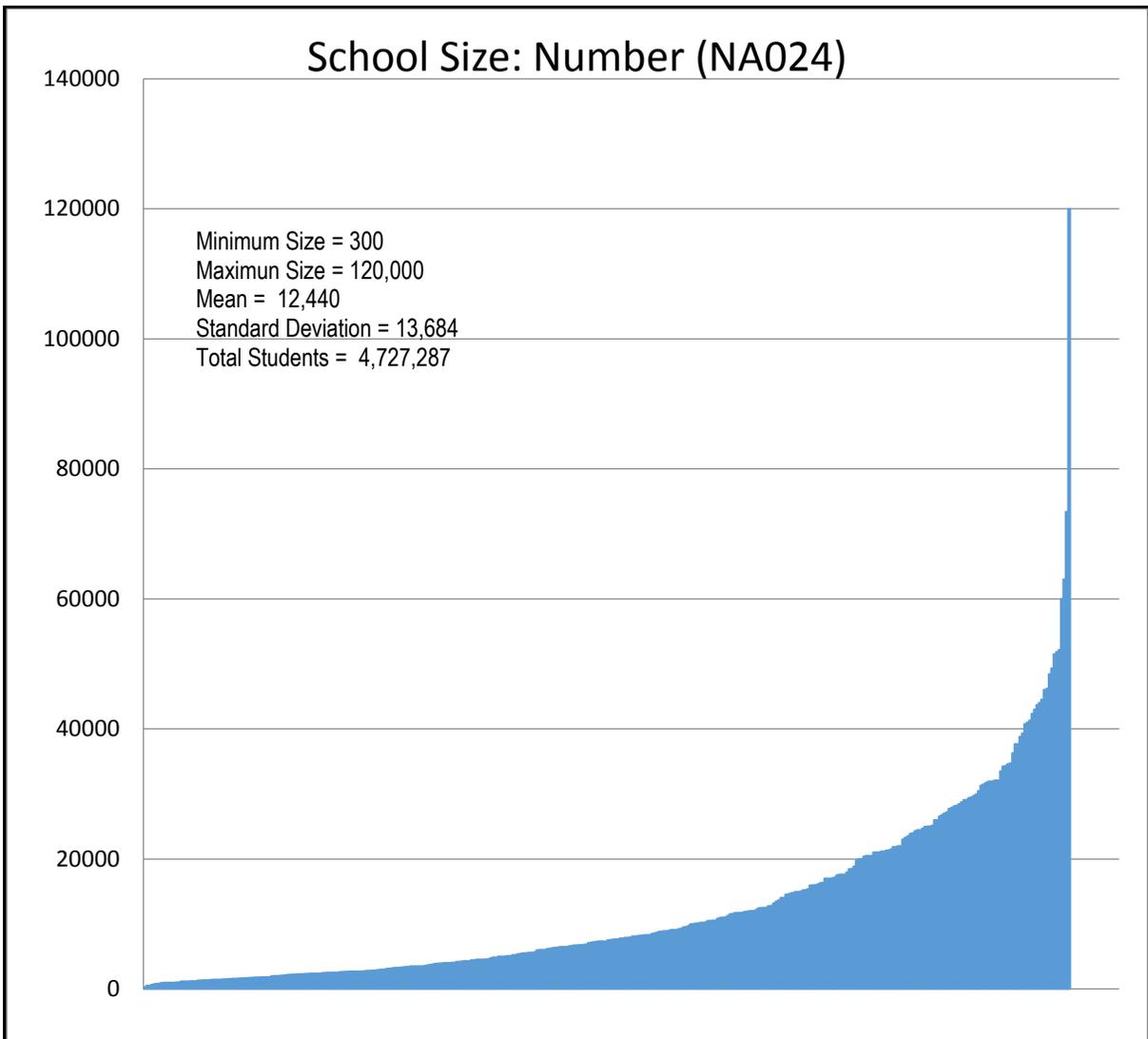
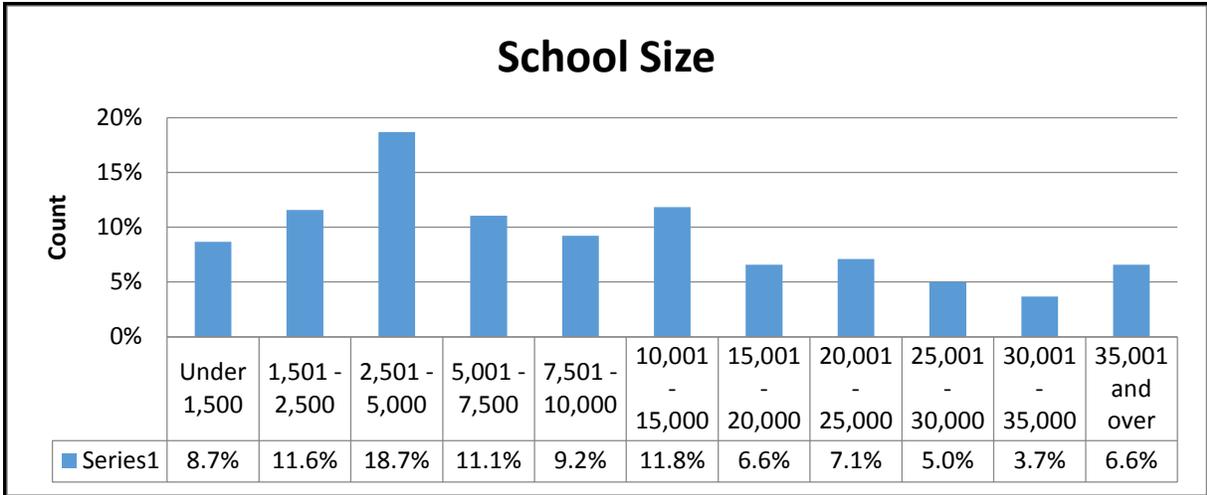
Board Certification (D018 to D019)		
Are you Board Certified? Yes = 38 (10.0%)		
If yes, please name certification board (e.g. ASPBB)		
American Board of Professional Psychology (ABPP)	15	4.0%
American Board of Psychiatry and Neurology	3	0.7%
American Board of Examiners in Clinical Social Work---ABE	7	1.8%
National Board of Certified Counselors (NBCC)	10	2.5%
Other	15	4.00%
If yes, please name certification board (e.g. ASPBB) List		
AAMFT Clinical Fellow; National Certified Counselor	1	
American Board of Certified Social Workers	1	
American Board of Psychiatry and Neurology And American Board of Internal Medicine	1	
American Psychotherapy Association	1	
APA College of Professional Psychology - Certificate of Proficiency in Treatment of Substance Use Disorders	1	
Board of Behavioral Science	1	
California Board of Behavioral Sciences	1	
Certified Consultant, AASP	1	
College of Psychologists of Ontario	1	
NBCC International Board of Christian Counselors - IBCC	1	

Directors Citizenship Country: (D020)	Count
United States	368
Canada	2
United Kingdom	1
Trinidad and Tobago	1
Japan	1
Austria	1
Ireland	1
Puerto Rico	1
Republic of Singapore	1

Institutional Demographics

School Location (D021)		
	Frequency	Percent
Metropolitan Inner-City Campus	30	7.6%
Urban Campus - Inside a city or town	189	47.8%
Urban Adjacent Campus - Easy access to urban environment	75	19.0%
Rural Setting Campus - More distant access to urban environment	95	24.1%
Caribbean Island	1	.3%
Small Caribbean Island	1	.3%
Small town, not rural or urban	1	.3%
Suburban	1	.3%
Suburban campus	1	.3%
Town size= @ 63,000, not sure if that qualifies with urban, with much rural space outside of it.	1	.3%

School Size: Categories (D023)		
	Frequency	Percent
Under 1,500	33	8.7%
1,501 - 2,500	44	11.6%
2,501 - 5,000	71	18.7%
5,001 - 7,500	42	11.1%
7,501 - 10,000	35	9.2%
10,001 - 15,000	45	11.8%
15,001 - 20,000	25	6.6%
20,001 - 25,000	27	7.1%
25,001 - 30,000	19	5.0%
30,001 - 35,000	14	3.7%
35,001 and over	25	6.6%
Total	380	



School Status (D025)		
	Frequency	Valid Percent
Four-year public university	170	44.7%
Four-year public college	6	1.6%
Four-year private university	119	31.3%
Four-year private college	59	15.5%
Both four-year public and private university	2	0.5%
Other (Specify Below)	24	6.3%
Total	380	
Public	176	46.6%
Private	178	47.1%
Other	24	6.3%
Total	378	
University	283	74.5%
College	66	17.4%
Professional School	12	3.2%
Upper Undergrad Only	1	0.3%
Arts/Culinary/Music	5	1.3%
Community College	12	3.2%
Other (Specify Below)	1	0.3%
	380	

Types of Students (D026)		
	Frequency	Percent
Undergraduate only	45	11.9%
Undergraduate and graduate students	161	42.5%
Undergraduate, graduate, and professional students	163	43.0%
Professional students only	5	1.3%
Other (Specify Below)	5	1.3%
Total	379	
High School, Undergraduate and Graduate.	1	
Professional student with a few undergraduate programs (12-15%)	1	
Undergraduate and adult continuing education certificate students	1	
Undergraduate and Adult Ed	1	
Undergraduate, graduate and teacher certification - post baccalaureate degree	1	

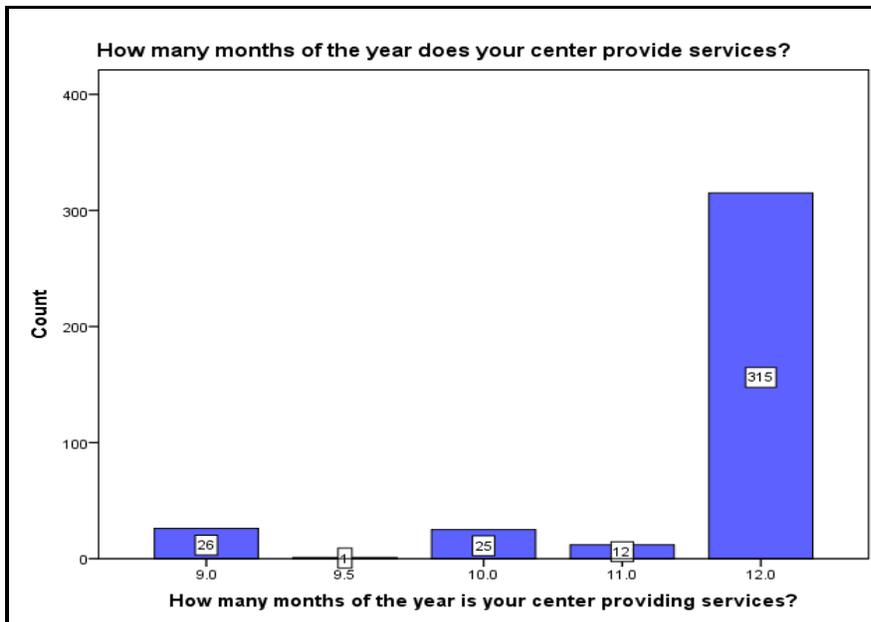
Historically Black College or University? Yes = 11 or 2.6%

Hispanic Serving Institution? Yes = 44 or 11.5%

Does your university provide domestic partner benefits? Yes = 235 or 61.8%

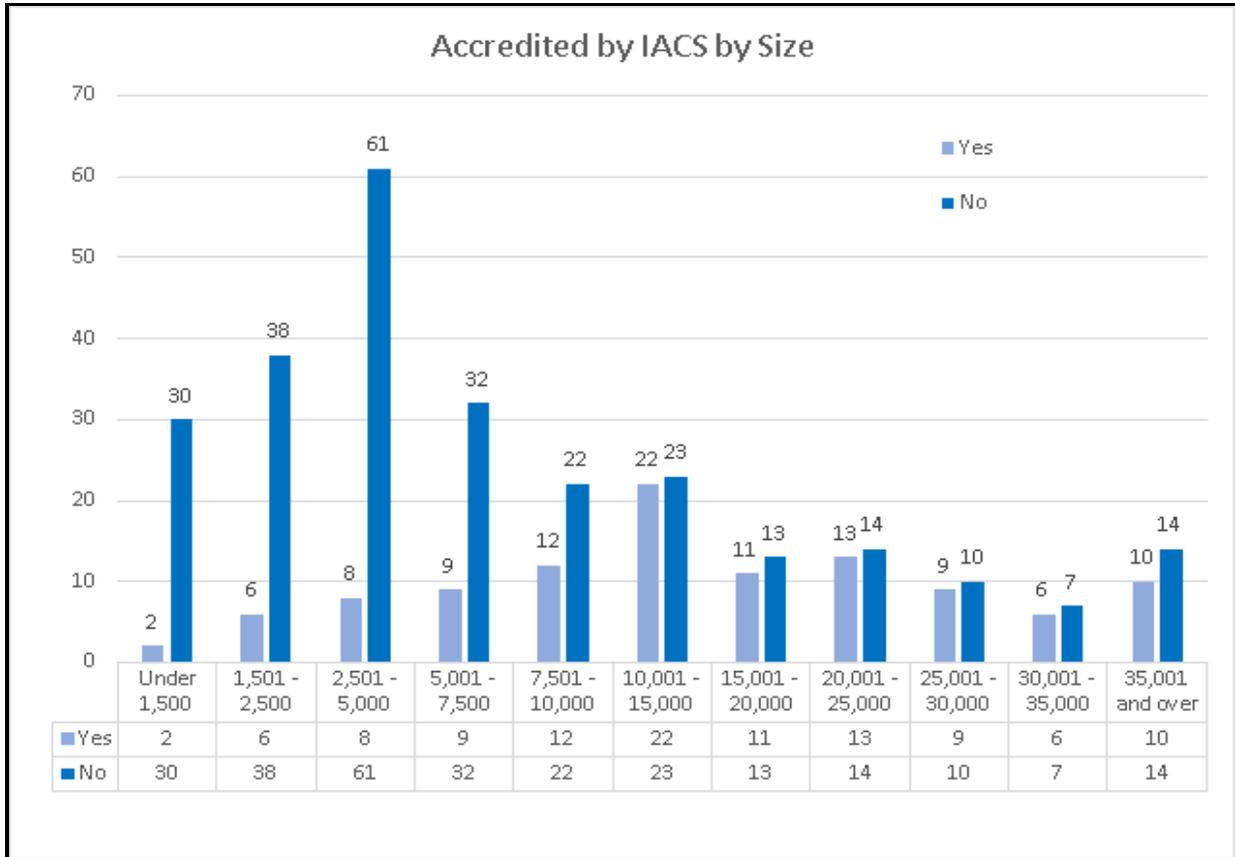
Does your university include sexual orientation in its nondiscrimination statement? Yes = 323 or 89.8%

What percentage of your student body live on-campus?		What percentage of your student body is enrolled in undergraduate coursework?	Is your college or university a Carnegie Classification institution?	
School Size	Mean (44.58)	Mean (80.04)	Yes (104)	No (218)
Under 1,500	71.33	85.89	3	25
1,501 - 2,500	71.76	93.13	4	32
2,501 - 5,000	52.47	76.97	11	52
5,001 - 7,500	46.28	78.94	11	25
7,501 - 10,000	36.80	77.74	10	20
10,001 - 15,000	33.17	73.60	18	18
15,001 - 20,000	25.37	76.66	11	10
20,001 - 25,000	21.59	79.37	12	12
25,001 - 30,000	31.31	74.24	10	7
30,001 - 35,000	14.11	75.47	5	5
35,001 and over	20.36	78.78	9	12



IACS Accreditation

Is your Center accredited by IACS? Yes = 108 or 29.0%



Prevention Programs – Suicide and AOD

If your center uses a suicide prevention protocol, please indicate which best describes what you do (MR033)		
	Frequency	Percent
QPR	120	31.6%
Campus Connect	30	7.9%
Mental Health First Aid	142	37.1%
Ask Listen Refer	30	7.9%
Applied Suicide Intervention Skills Training (ASSIST)	29	7.6%
At-Risk for University and College Faculty (Kognito)	21	5.5%
Collaborative Assessment and Management of Suicidality	19	5.0%
Use a locally developed model.	92	24.2%
Other (Specify Below)	20	5.3%
Total		
Other (Specify Below)		
Assessing & Managing Suicide Risk: Core Competencies for University & College Mental Health Professionals	1	
Decision-Making Tree designed by our center	1	
emotional-CPR	1	
Interactive Screening Protocol	1	
ISP online anonymous suicide prevention program	1	
JED	1	
Jed Foundation & American Association of Suicidology templates	1	
Mandated Assessment of Risk of Suicide and Self Harm (MARSSH)	1	
Marsh Protocol and Shea's model	1	
Multicultural Suicide Prevention Kit	1	
Notice and Respond	1	
Self-designed	2	
PQR-9, CSSRS	1	
Sources of Strength	1	
SSN, CONNECT	1	
Student Support Network	1	
U of Minnesota specific program	1	

If your center uses an Alcohol/AOD prevention program please indicate which best describes what you do, check all that apply. (MR045)

	Frequency	Percent
AlcoholEDU for College	104	27.15%
MyStudentBody.com	17	4.44%
Alcohol Skills Training Program (ASTP).	5	1.31%
BASICS	113	29.50%
Choices	29	7.57%
eCheckup to go (ECHUG)	88	22.98%
Other (Specify Below)	27	7.05%
	Other (Specify Below)	383
6-session group developed by the counseling center	1	
80 Proof	1	
Administered by Res. Life	1	
Alcohol screenings and education	1	
Alcohol Wise	3	
AUDIT-C plus ASSIST & BI: Alcohol, Smoking, Substance Involvement Screening Test & Brief Motivational Intervention	1	
BACZONE	1	
Campus Clarity	2	
campus-specific	1	
College Alcohol	1	
College Drinkers check-up	1	
Judicial Educator Alcohol Module	1	
Local model	5	
Marijuana 101, Alcohol Wise	1	
College uses AlcoholEdu w/all new students but Center is not in charge of this, & BASICS is being implemented w/conduct cases related to alcohol -Center will be in consulting role only	1	
Our college Program	1	
Panther Initiative (Required AOD and Rape Prevention program for all new students)	1	
Peer Education, Alcohol Savvy, Alcohol Awareness Week	1	
Prime for Life	2	
Student Success (administered through Dean of Student Affairs Office)	1	
This is done by the AOD and alcohol educator, in a separate office.	1	
TIPS	1	
USE NIDA's Rethinking Drinking booklet in a peer education/group format	1	

Training Programs

Do you have a training program? (D048) Yes = 283 or 74.5%

If you have a psychology internship program is it APA accredited? (D063) Yes = 78 or 20.5%.

Trainee FTE (NA037 -SA50)						
	N	Mean	Minimum	Maximum	Sum	Std. Deviation
Practicum FTE:	164	2.13	0.20	25.00	349.17	2.60
Pre-doctoral Psychology Intern FTE:	122	2.80	0.15	10.00	341.49	1.40
Post-doctoral Psychologist FTE:	73	1.67	0.37	4.00	121.84	0.82
Post-doctoral Psychiatric Resident FTE:	18	0.60	0.10	1.50	10.85	0.41
Social Work Intern FTE:	46	1.32	0.20	8.00	60.85	1.19
Counseling Intern FTE:	60	1.68	0.25	16.00	100.63	2.06
Marriage and Family Practicum/Internship FTE:	12	1.11	0.28	3.00	13.28	0.82
Clinical Graduate Assistant (Paid) FTE:	38	1.44	0.25	5.00	54.58	1.09
Masters Level Practicum/Internship FTE:	59	1.99	0.50	16.00	117.19	2.49
Other FTE:	20	1.56	0.10	7.50	31.15	1.77
Sum of Prior to Doctoral Internship Trainee FTE:	249	.20	65.00	726.85	2.92	4.90
Sum of Doctoral Internship Trainee FTE:	122	.15	10.00	341.49	2.80	1.40
Sum of Post-degree Trainee FTE	80	.25	4.40	132.69	1.66	.88
Total Sum of Trainee FTE	272	.25	75.00	1201.03	4.42	5.65

Psychiatric Services

Are psychiatric services available at your campus? (D053)		
	Frequency	Percent
Yes, in the Counseling Center only	151	39.84%
Yes, in the Student Health Center only	63	16.62%
Yes, in both Counseling and Student Health Centers	29	7.65%
Yes, in other places on campus	1	0.26%
No, but we contract out for psychiatrists and pay fee	17	4.49%
No access to psychiatrists except as a private referral	94	24.80%
Other (Specify Below)	24	6.33%
	379	
Other		
A Nurse Practitioner in Student Health treats some mental health issues.		
Can refer to PA in the Health Center, but for MD level care must refer off campus.		
Counselors consult with a Psychiatric Nurse Practitioner monthly		
Department of Psychiatry And Behavioral Sciences		
Integrated counseling and health center		
located in student health center, employed and supervised by Counseling Center		
No access to psychiatrists except as private referral but we have 2 full-time nurse practitioners who prescribe psychoactive medications		
Our health center is staffed by nurse practitioners who are able to prescribe.		
Primarily in the counseling center but also a satellite site in one of the graduate programs.		
Students access psychiatric services off-campus (not at the Student Health Center) through their Student Health Plan or private insurance.		
Students can see physicians in the health services and students have access to free psychiatric service through a collaboration with the Northeast Ohio Medical College. Psychiatric residents specifically for UA students can be seen in the local behavioral health center located 3 blocks from the counseling center.		
Students needing psychiatric services are referred to insurance preferred provider list or sliding-scale agencies.		
Unofficial collaborative relationship		
We are a fully integrated center		
We are an integrated center, so there is no distinction between health and counseling centers. We employ a psychiatrist in the Wellness Center, most closely affiliated with counseling, but we also have our NPs do some psychiatric medications.		
we are an integrated counseling and health center		
We connected with a local psychiatry group and 2 psychiatrists come to campus and meet with students in the Student Counseling Center; however, students are responsible for the fee.		
We contract out for psychiatrists but students are responsible for the fee		

We don't yet have a psychiatrist and are looking into contracting one out. In interim, students mainly access psychiatrists through referrals, and we have our medical director oversee basic psychiatric medications on campus
We have a consulting psychiatrist. Counseling refers and prepares a report, psychiatrist does assessment, and collaboration ensues.
We have a sliding scale contractual arrangement with one psychiatrist in the area (and partial fee paid by us). Rest is private referral.
We offer prescriptions for psychotropic meds through our NP and rotating doctors, but none are psychiatrists.
What is "psychiatric service"? Our Health center provides meds. No Psychiatrist, but this is surely a "psychiatric service." Perhaps re-word the item that follows?
Yes, in our integrated health and counseling center

If psychiatric services are located in the Health Center, what is the quality of the relationship between the counseling center and psychiatry? (D052)		
	Frequency	Percent
Poor	1	0.71%
Fair	13	9.29%
Good	41	29.29%
Excellent	76	54.29%
Total	140	

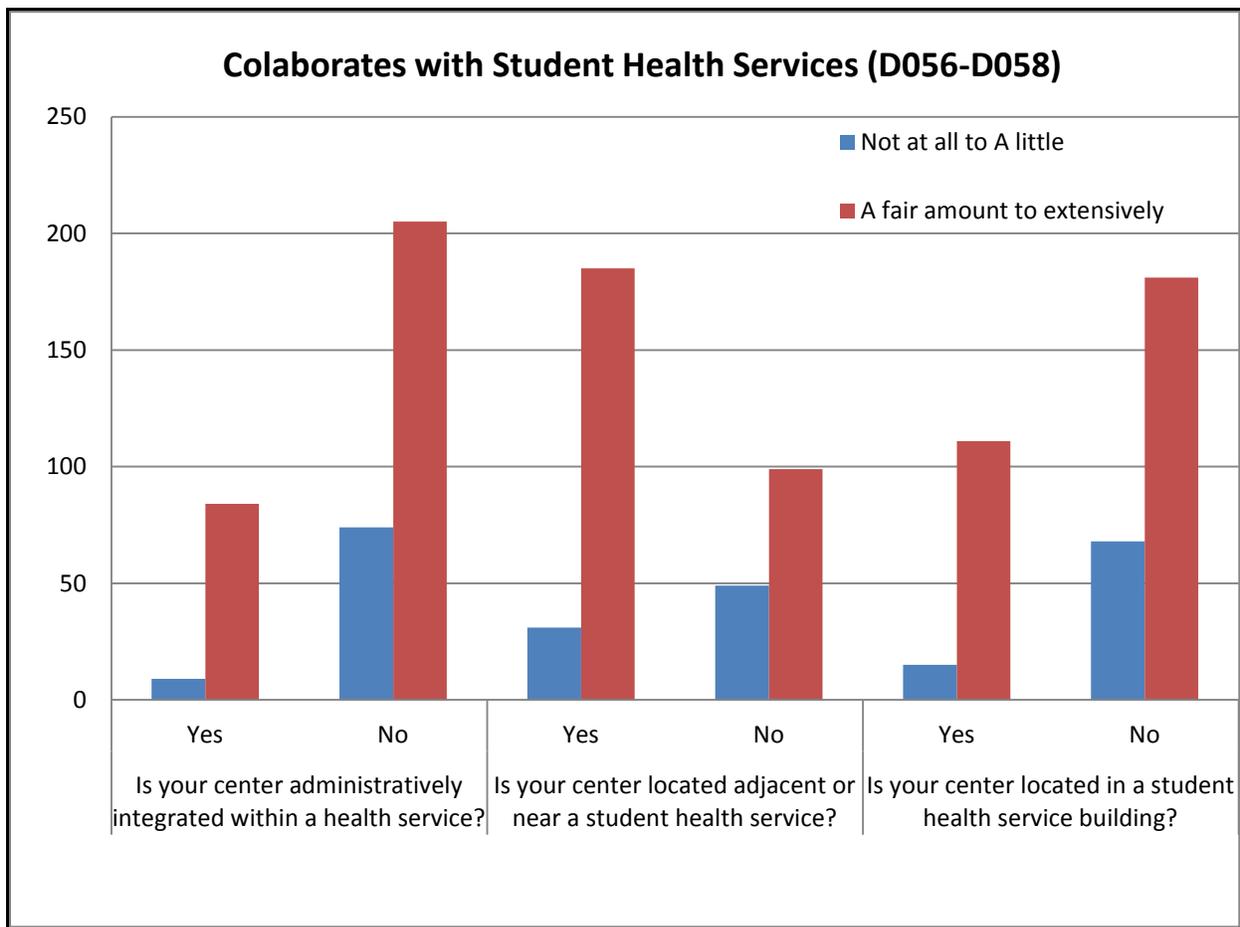
If psychiatric services are available at your campus what is the number of psychiatric hours per week? (NA054)						
School Status:						
	Four-year public university	Four-year public college	Four-year private university	Four-year private college	Both four-year public and private university	Other (Specify Below)
Under 1,500				5.7		2.0
1,501 - 2,500		6.0	8.3	5.8		
2,501 - 5,000	12.5	4.5	7.7	11.8		27.3
5,001 - 7,500	7.1		12.3	7.5		25.0
7,501 - 10,000	7.1	2.3	18.7			1.0
10,001 - 15,000	16.3	24.0	43.4			4.0
15,001 - 20,000	32.1		54.7			12.0
20,001 - 25,000	40.2		72.7		176.0	4.0
25,001 - 30,000	90.9					
30,001 - 35,000	58.1		41.0			
35,001 and over	98.8				60.0	

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? (D055 X D023)

Institution Size	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.	We have more psychiatric consulting hours than we need.
Under 1,500	11	2	6	0
1,501 - 2,500	11	9	11	0
2,501 - 5,000	10	24	19	0
5,001 - 7,500	5	18	14	0
7,501 - 10,000	6	16	10	1
10,001 - 15,000	4	21	15	0
15,001 - 20,000	4	9	12	0
20,001 - 25,000	1	13	11	0
25,001 - 30,000	1	13	4	0
30,001 - 35,000	1	7	5	1
35,001 and over	1	14	6	0

Health Services Integration

Relationship with Student Health Center (D056 to D060)			
	Response	Frequency	Percentage
Is your center administratively integrated within a health service?	Yes	93	24.5%
	No	282	74.2%
Is your center located adjacent or near a student health service?	Yes	217	57.1%
	No	150	39.5%
Is your center located in a student health service building?	Yes	126	33.2%
	No	152	40.0%
My counseling center collaborates with Student Health Services	Not at all	16	4.2%
	A little	67	17.6%
	A fair amount	181	47.6%
	Extensively	112	29.5%
Are you the chief administrator over the health service?	Yes	51	13.4%
	No	325	85.5%



Are you the chief administrator over the health service? (D060, D061, D062)		Count		Percent	
		Yes	No	Yes	No
Do you and your Student Health Services share an electronic medical records system?	Yes	11	52	2.9%	13.9%
	No	40	272	10.7%	72.5%
Do you and your Student Health Services share access to your counseling records without needing additional informed consent?	Yes	10	42	2.7%	11.3%
	<i>Yes but only with Psychiatry</i>	4	28	1.1%	7.5%
	No	37	250	10.0%	67.4%

Staff Demographics

	Mean	Minimum	Maximum	Sum	Total Percent
Black/African American	0.95	0.00	7.00	260.00	7.7%
American/Indian/Native American	0.06	0.00	2.00	13.00	0.4%
Asian/Asian American	0.82	0.00	12.00	204.00	6.0%
Latino/Latina	0.80	0.00	17.00	197.38	5.9%
White/Caucasian	6.01	0.00	35.00	2138.10	63.4%
Multiracial	0.27	0.00	2.00	50.00	1.5%
Other Race/Ethnicity	0.18	0.00	2.00	30.00	0.9%
Male	2.49	0.00	15.00	835.10	24.8%
Female	5.67	0.00	40.00	2074.23	61.5%
Transgender	0.05	0.00	7.00	8.00	0.2%
Gay	0.46	0.00	4.00	96.00	2.8%
Lesbian	0.77	0.00	11.00	177.00	5.2%
Bisexual	0.26	0.00	5.00	47.60	1.4%
Heterosexual	7.03	0.00	48.00	2377.68	70.5%
Diagnosed Disability	0.55	0.00	5.00	119.00	3.5%

NEW HIRE: Professional Staff Demographics (NA096 to NA110)

	Mean	Minimum	Maximum	Sum	Total Percent
Black/African American	0.24	0.00	2.00	28.00	7.24%
American Indian/Native American	0.06	0.00	2.00	6.00	1.55%
Asian/Asian American	0.27	0.00	2.00	32.00	8.27%
Latino/Latina	0.35	0.00	4.00	43.50	11.24%
White/Caucasian	1.30	0.00	8.00	257.38	66.51%
Multiracial	0.10	0.00	1.00	11.00	2.84%
Other Race/Ethnicity	0.10	0.00	2.00	10.00	2.58%
Male	0.65	0.00	5.00	93.50	24.16%
Female	1.39	0.00	9.00	277.88	71.80%
Transgender	0.00	0.00	0.00	0.00	0.00%
Gay	0.17	0.00	2.00	18.00	4.65%
Lesbian	0.21	0.00	2.00	23.00	5.94%
Bisexual	0.08	0.00	1.00	8.00	2.07%
Heterosexual	1.35	0.00	11.00	246.38	63.66%
Diagnosed Disability	0.11	0.00	2.00	12.00	3.10%

Fees (Session/Testing/University) & Other Services Charges

Provide Services and Do You Charge (MR094 to D113)								
Does your center charge Center Charges:	Center Provides	Center Charges			Amount Charged (Na563 to NA581) Reported in 2012 AUCCD Monograph			
	Frequency	Yes	No	No Service	N charge	Minimum	Maximum	Mean
Personal counseling to all students	375	38	336	0	20	\$4	\$60	\$16.60
Personal counseling fee after certain number of sessions	38	32	332	4	21	\$1	\$50	\$14.52
Couples Counseling	320	38	297	42	24	\$4	\$75	\$17.54
Family Therapy	69	8	139	224	7	\$10	\$75	\$21.43
Psychiatry	193	68	165	138	16	\$6	\$90	\$35.38
Career counseling to students	110	9	144	144	4	\$10	\$15	\$13.00
Career testing to students	72	20	101	245	8	\$10	\$100	\$41.25
Therapy groups	278	19	293	63	13	\$2	\$50	\$11.85
Structured groups	246	17	282	72	8	\$4	\$20	\$8.13
Psychological testing and assessment	153	45	144	176	15	\$15	\$150	\$79.00
ADHD testing and assessment	87	45	69	252	24	\$15	\$150	#####
Learning Disabilities testing and	52	34	54	278	16	\$35	\$150	#####
Teaching (Staff member does not	62	9	92	263	0			
Consultation	359	11	357	6	0			
Workshops	340	13	345	14	2	\$90	\$100	\$95.00
Biofeedback	81	9	105	250	4	\$7	\$35	\$16.75
Yoga	47	4	69	290	1	\$1	\$1	\$1.00
Mindfulness Groups/Training	198	9	213	145				
Motivational Interviewing Groups	53	9	91	263	Above was not ask in 2013 survey			
AOD Prevention	181	na	na	na	but was includes as a convenience			
Sexual Assault prevention	186	na	na	na				
Sexual assault advocacy	163	na	na	na				
Study skills workshops	89	na	na	na				
Individual study skills counseling	100	na	na	na				

Fees, Third Party Payments and Grants (D114, D1115, D116, D118 x D025)				
		Public or Private		
		Public	Private	Other
Does your Institution charge a mandatory fee supporting center services? (If yes, please note % supported.)	100% funded by a fee	38	26	10
	75% - 99% funded by a fee	32	6	1
	50% - 74% funded by a fee	16	6	1
	25% - 49% funded by a fee	8	2	0
	1% - 24% funded by a fee	7	12	1
	0% funded by fee	69	107	8
If yes, your Center IS supported by a mandatory fee, does the support come from:	a fee for counseling services	6	4	3
	a fee for student health services	58	21	4
	a general student activities or student life fee	38	29	5
	fees are charged for testing students who are not clients of the Center (e.g., class assignments, etc.)	0	1	0
	Other (Specify Below)	4	7	0
Do you collect third party payments for counseling?	Yes	10	2	0
	No	165	175	24
Has your center received funding from grants or contracts this past year?	Yes	56	32	8
	No	120	146	16

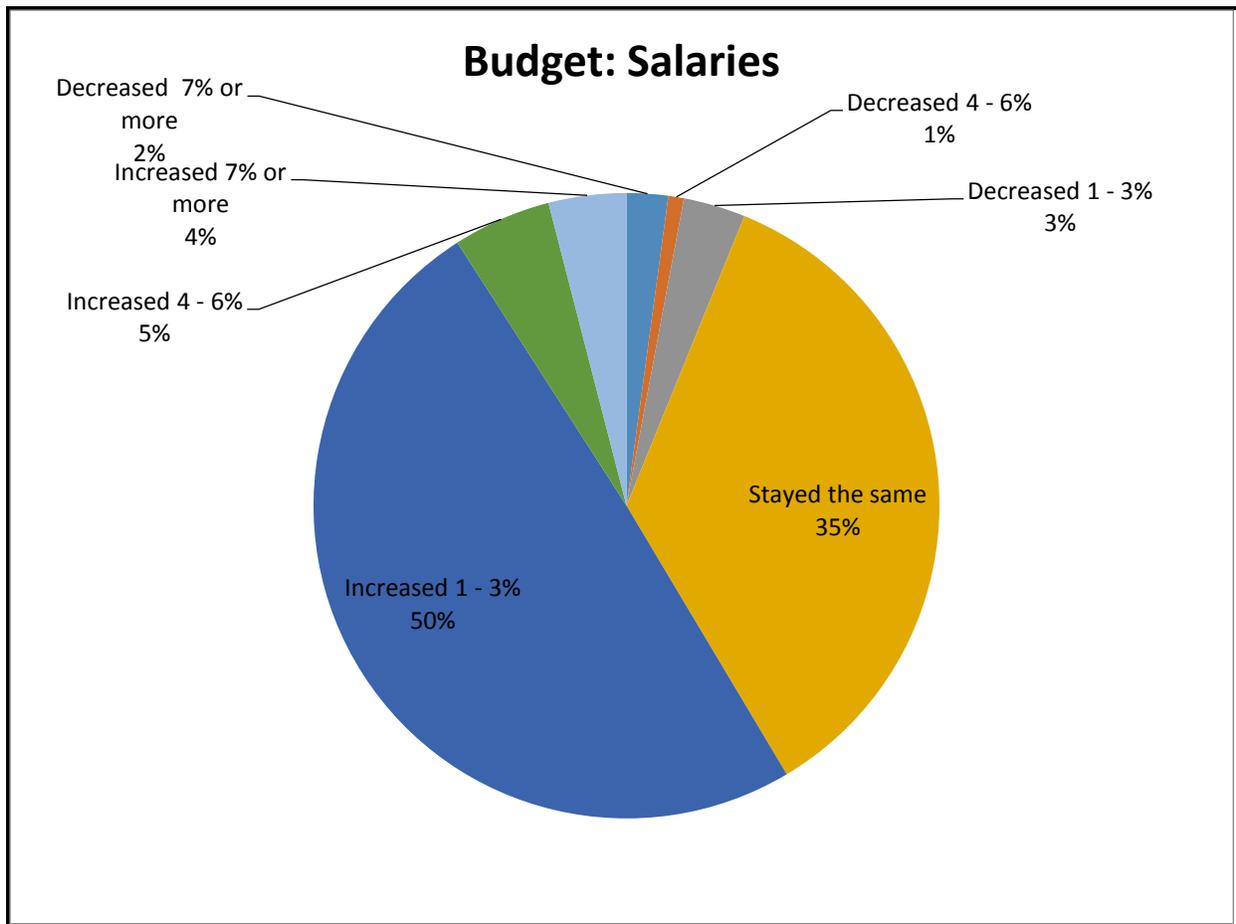
If yes, your center HAS received funding from grants or contracts this past year, estimate earnings: (NA119)			
#	Grant Amount	Total	
1	\$77	\$77	
1	\$1,000	\$1,000	
3	\$1,500	\$4,500	
6	\$2,000	\$12,000	
3	\$2,500	\$7,500	
3	\$3,000	\$9,000	
1	\$4,500	\$4,500	
2	\$5,000	\$10,000	
1	\$6,500	\$6,500	
2	\$7,000	\$14,000	
1	\$7,500	\$7,500	
1	\$8,000	\$8,000	
7	\$10,000	\$70,000	
1	\$11,000	\$11,000	
1	\$12,000	\$12,000	

1	\$13,000	\$13,000
1	\$15,000	\$15,000
1	\$15,500	\$15,500
1	\$17,000	\$17,000
1	\$20,000	\$20,000
3	\$25,000	\$75,000
2	\$27,000	\$54,000
1	\$33,000	\$33,000
1	\$33,333	\$33,333
2	\$35,000	\$70,000
1	\$42,500	\$42,500
1	\$60,000	\$60,000
1	\$65,800	\$65,800
3	\$80,000	\$240,000
1	\$83,000	\$83,000
1	\$85,000	\$85,000
1	\$90,000	\$90,000
1	\$99,999	\$99,999
5	\$100,000	\$500,000
1	\$102,000	\$102,000
1	\$133,000	\$133,000
1	\$136,000	\$136,000
1	\$140,000	\$140,000
1	\$150,000	\$150,000
1	\$175,000	\$175,000
1	\$179,000	\$179,000
1	\$180,000	\$180,000
1	\$189,000	\$189,000
1	\$200,000	\$200,000
1	\$230,000	\$230,000
1	\$240,000	\$240,000
1	\$300,000	\$300,000
1	\$307,000	\$307,000
1	\$370,264	\$370,264
Total Grants and Contracts		\$4,820,973

Budget

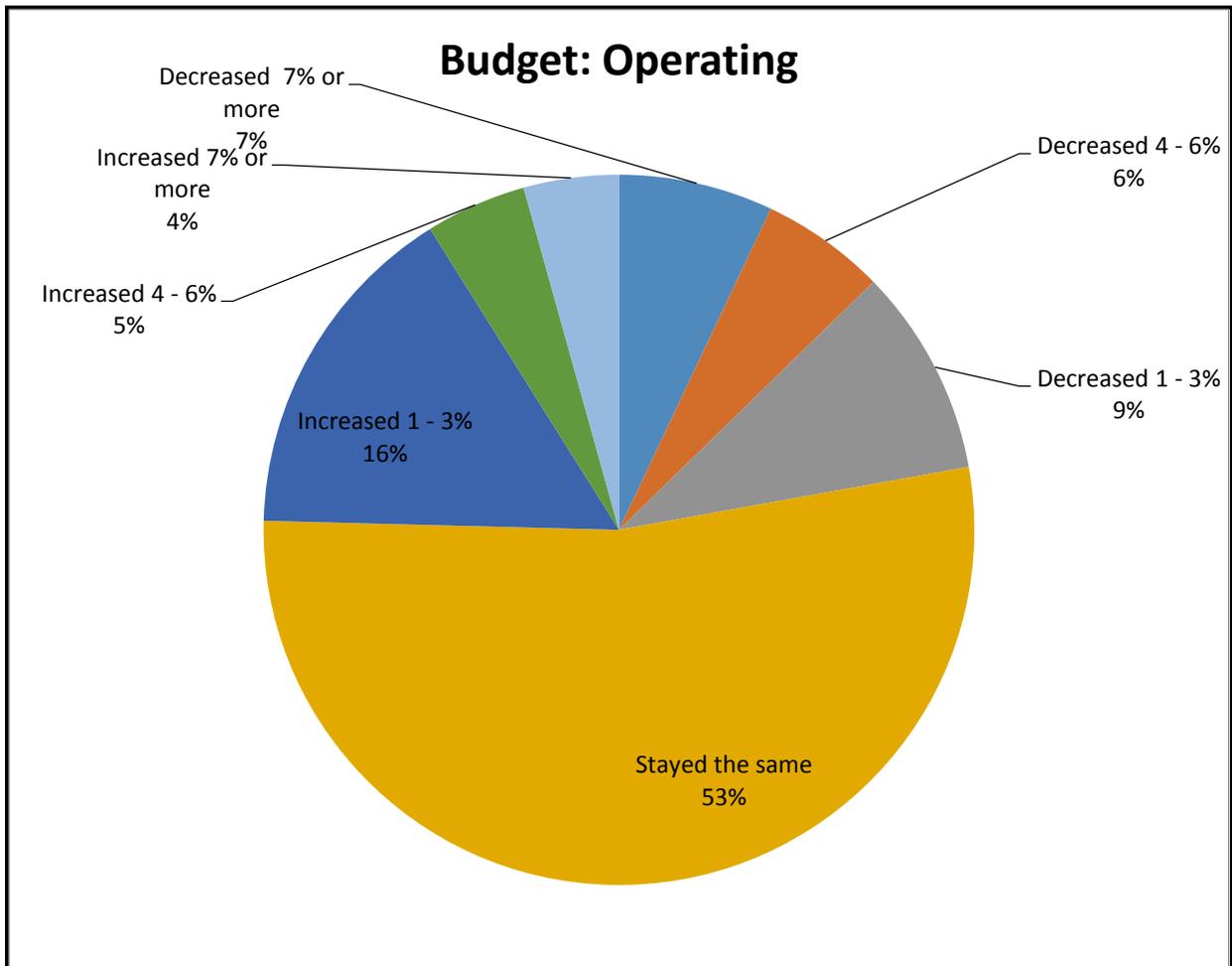
What has been the status of your center's budget in the past year: Salaries (D120)

	Frequency	Percent
Decreased 7% or more	8	2.1%
Decreased 4 - 6%	3	0.8%
Decreased 1 - 3%	12	3.2%
Stayed the same	132	35.3%
Increased 1 - 3%	185	49.5%
Increased 4 - 6%	19	5.1%
Increased 7% or more	15	4.0%
Total	374	100.0%



What has been the status of your center's budget in the past year: Operating Budget (D121)

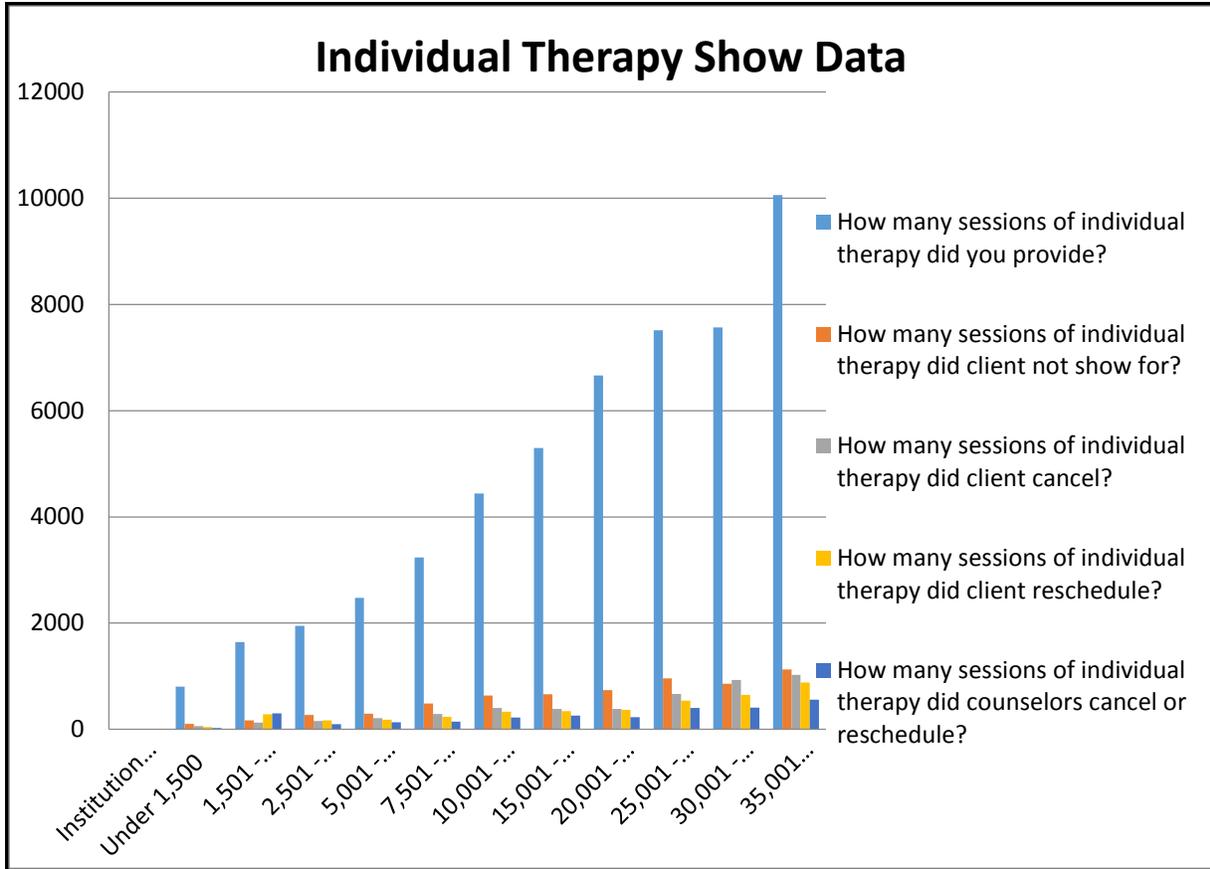
	Frequency	Percent
Decreased 7% or more	26	7.0%
Decreased 4 - 6%	21	5.7%
Decreased 1 - 3%	35	9.5%
Stayed the same	197	53.2%
Increased 1 - 3%	58	15.7%
Increased 4 - 6%	17	4.6%
Increased 7% or more	16	4.3%
Total	370	



Show Rates and No-show fees

How many sessions of individual therapy... (NA122 to NA126)							
	#	Mean	Minimum	Maximum	Standard Deviation	Sum	Overall %
...did you provide?	329	3,899	6	26,858	4,063	1,282,760	79.4%
...did client not show for?	267	499	0	3,269	513	133,170	8.2%
... did client cancel?	248	347	0	3,423	391	86,085	5.3%
...did client reschedule?	224	302	0	3,862	404	67,600	4.2%
...did counselors cancel or reschedule?	221	210	0	4,835	372	46,365	2.9%
0 = very small centers sessions=6						1,615,980	

Individual Therapy Show Data (NA122 to NA126)					
	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?
Institution Size	Mean	Mean	Mean	Mean	Mean
Under 1,500	807	106	62	44	29
1,501 - 2,500	1645	173	131	281	304
2,501 - 5,000	1947	271	157	172	96
5,001 - 7,500	2479	298	210	181	133
7,501 - 10,000	3240	490	290	237	146
10,001 - 15,000	4440	636	401	333	225
15,001 - 20,000	5300	658	388	344	258
20,001 - 25,000	6663	738	384	367	231
25,001 - 30,000	7514	963	667	540	403
30,001 - 35,000	7566	861	930	648	411
35,001 and over	10060	1128	1024	881	562



Calculated Show Rate based on Formula ... (NA127 to NA129) Survey Team did the math					
	N	Mean	Minimum	Max.	Standard Deviation
...Session Provided/ (Session Provided + Sessions No Show) = NA148 / (NA148 + NA149)	265	88.1%	50.0%	99.5%	5.8%
...Session Provided/ (Session Provided + Sessions No Show + Sessions Cancelled + Sessions Rescheduled) = NA148 / (NA148 + NA149 + NA150 + NA151)	219	76.6%	45.5%	99.0%	7.5%
...Session Provided/ (Session Provided + Sessions No Show + Sessions Cancelled + Sessions Rescheduled + Therapist = NA148 / (NA148 + NA149 + NA150 + NA151 + NA152)	206	74.1%	45.0%	98.8%	7.7%

Calculated Show Rate based on Formula ...By Size Institution (NA127 to NA129)			
Survey Team did the math			
Institution Size	Calculated Show Rate based on Formula "Session Provided/ (Session Provided + Sessions No Show)	Calculated Show Rate based on Formula "Session Provided/ (Session Provided + Sessions No Show + Sessions Cancelled + Sessions Rescheduled)	Calculated Show Rate based on Formula "Session Provided/ (Session Provided + Sessions No Show + Sessions Cancelled + Sessions Rescheduled + Therapist)
Under 1,500	85.7%	74.2%	74.0%
1,501 - 2,500	90.8%	80.8%	78.4%
2,501 - 5,000	88.0%	76.8%	74.5%
5,001 - 7,500	88.3%	76.7%	74.2%
7,501 - 10,000	87.4%	76.5%	74.2%
10,001 - 15,000	87.4%	75.3%	72.1%
15,001 - 20,000	87.0%	75.1%	71.8%
20,001 - 25,000	88.4%	76.4%	73.3%
25,001 - 30,000	89.0%	77.7%	75.2%
30,001 - 35,000	89.4%	76.1%	73.0%
35,001 and over	89.5%	78.1%	75.9%

Director Calculated Show Information (NA130-NA134)					
School Size	Percentage of appointment in your center are: - Shown %	Percentage of appointment in your center are: - No Show %	Percentage of appointment in your center are: - Cancelled %	Percentage of appointment in your center are: - Rescheduled %	Percentage of appointment in your center are: - Clinician Cancelled or Rescheduled %
Under 1,500	75.15	11.76	6.85	6.06	3.56
1,501 - 2,500	80.86	8.61	6.38	9.36	3.87
2,501 - 5,000	76.34	9.70	7.59	7.74	6.05
5,001 - 7,500	75.87	10.83	6.63	7.61	7.20
7,501 - 10,000	74.47	9.52	7.24	5.30	3.95
10,001 - 15,000	73.35	10.31	6.25	6.36	3.54
15,001 - 20,000	74.60	10.57	5.94	5.32	4.09
20,001 -	78.19	10.66	7.33	6.95	4.70

Do you charge a fee for missed **Therapy sessions? (NA140) Yes = 62 or 17.4%**

		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
School Status	Four-year public university			\$25.00	\$16.67	\$15.00	\$13.57	\$18.40	\$19.38	\$18.33	\$21.67	\$23.89
	Four-year public college			\$35.00			\$25.00					
	Four-year private university	\$15.00		\$20.00		\$22.50	\$20.00	\$25.00			\$25.00	
	Four-year private college	\$10.00	\$20.00	\$20.00								
	Both four-year public and private university								\$20.00			\$15.00
	Other (Specify Below)											
School Status	Public			\$30.00	\$16.67	\$15.00	\$15.00	\$18.40	\$19.38	\$18.33	\$21.67	\$23.89
	Private	\$12.50	\$20.00	\$20.00		\$22.50	\$20.00	\$25.00			\$25.00	
	Other								\$20.00			\$15.00
Other	Community College/2 Year											
	Professional College											
	Upper Undergrad Only											
	Other											
	Arts Culinary Music	\$10.00										

Do you charge a fee for missed **Psychiatry sessions? (NA141) Yes = 75 or 26.2%**

		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
School Status	Four-year public university			\$25.00	\$16.67	\$15.00	\$13.57	\$18.40	\$19.38	\$18.33	\$21.67	\$23.89
	Four-year public college			\$35.00			\$25.00					
	Four-year private university	\$15.00		\$20.00		\$22.50	\$20.00	\$25.00			\$25.00	
	Four-year private college	\$10.00	\$20.00	\$20.00								
	Both four-year public and private university								\$20.00			\$15.00

Lawsuits/Legal/Ethical Dilemma

The legal and ethical dilemma section of the 2013 AUCCCD Survey Monograph has been removed from the Public version. This section may be accessed in the Private version located on the members-only portion of the organization webpage.

Staffing – Positions, Gains/Losses and Benefits

How many paid staff positions have you gained/lost in the past year (NA146 to NA165)						
	Added Staff			Lost Staff		
	Mean	Total Count gain	Percent Total	Mean	Total Count lost	Percent Total
Professional Clinical	1.35	122.42	23.95%	1.14	17.10	3.95%
Psychiatric Nurse Practitioner	1.00	5.00	1.32%	0.00	0.00	0.00%
Psychiatrist	0.58	4.05	1.84%	1.00	2.00	0.53%
Psychiatric Resident	0.18	0.55	0.79%	0.00	0.00	0.00%
Professional Non-Clinical	1.18	8.25	1.84%	1.00	3.00	0.79%
Case Manager	0.80	10.4	3.42%	1.00	1.00	0.26%
Support	0.96	14.46	3.95%	0.92	13.00	1.57%
Intern	4.71*	66.00*	3.68%	1.86	13.00	1.84%
Post doc	1.06	19.00	4.74%	0.90	4.50	1.32%
Other	1.63	13.00	2.11%	1.33	4.00	0.79%
mean=of centers gained/lost, # of staff added						
total=centers that gained/lost						
percent total=centers that gained/total surveyed centers						
* One center had a very large hiring of interns this year skewing these results higher						

Gained/Lost All Positions in past year FTE		
	Frequency	Percent
>=7	5	1.32%
4 to <7	6	1.58%
3 to <4	5	1.32%
2 to <3	16	4.21%
1 to <2	65	17.11%
0 to <1	24	6.32%
0	235	61.84%
>-1 to 0	4	1.05%
-2 to >-1	15	3.95%
>=-2	5	1.32%

Gained/Lost Professional Clinical Positions in past year FTE (NA172, NA182)		
	Frequency	Percent
5	2	0.53%
<5 to 3	4	1.05%
<3 to 2	14	3.68%
<2 to 1	71	18.68%
<1 to 0	23	6.05%
0	272	71.58%
-1 to <0	3	0.79%
-3 to <-1	7	1.84%

Do the following positions exist in the center? (MR166)		
	Total	Percent
Director	364	95.79%
Training Director	151	39.74%
Assistant/Associate Director	189	49.74%
Clinical Director	81	21.32%
Coordinator	99	26.05%
Group Coordinator	99	26.05%
Professional Staff	302	79.47%
Psychiatrist	140	36.84%
Psychiatric Nurse Practitioner	42	11.05%
Psychiatric Resident	24	6.32%
Case Manager	61	16.05%
Clinical Graduate Assistant	88	23.16%
Non-Clinical Graduate Assistant	48	12.63%
Pre-Doctoral Interns	121	31.84%
Post-Docs	70	18.42%
Others listed		
Practicum/Intern/Extern/Fellow		
Health Educator/Promotions/Wellness		
Support Staff/Office Manager		
Dietitian/Nutritionist		
AOD		
IT Support Specialist		
Accessibility/Disability Services Coordinator		
Outreach Coordinator		
Grant Coordinator		
Clinical GA Coordinator		
Practicum Coordinator		

Crisis Counselor/Coordinator
Employment/Career Advisors
Cultural Diversity Liaison
Sexual Assault Program Coordinator
Clinical Referral Coordinator
Coordinator of Multicultural Counseling
Student-Athlete Services Coordinator/Provider
Military Services Coordinator
Psychiatric Physician Assistant
Triage Therapist

Definition Used in PA167 to PA170

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.)

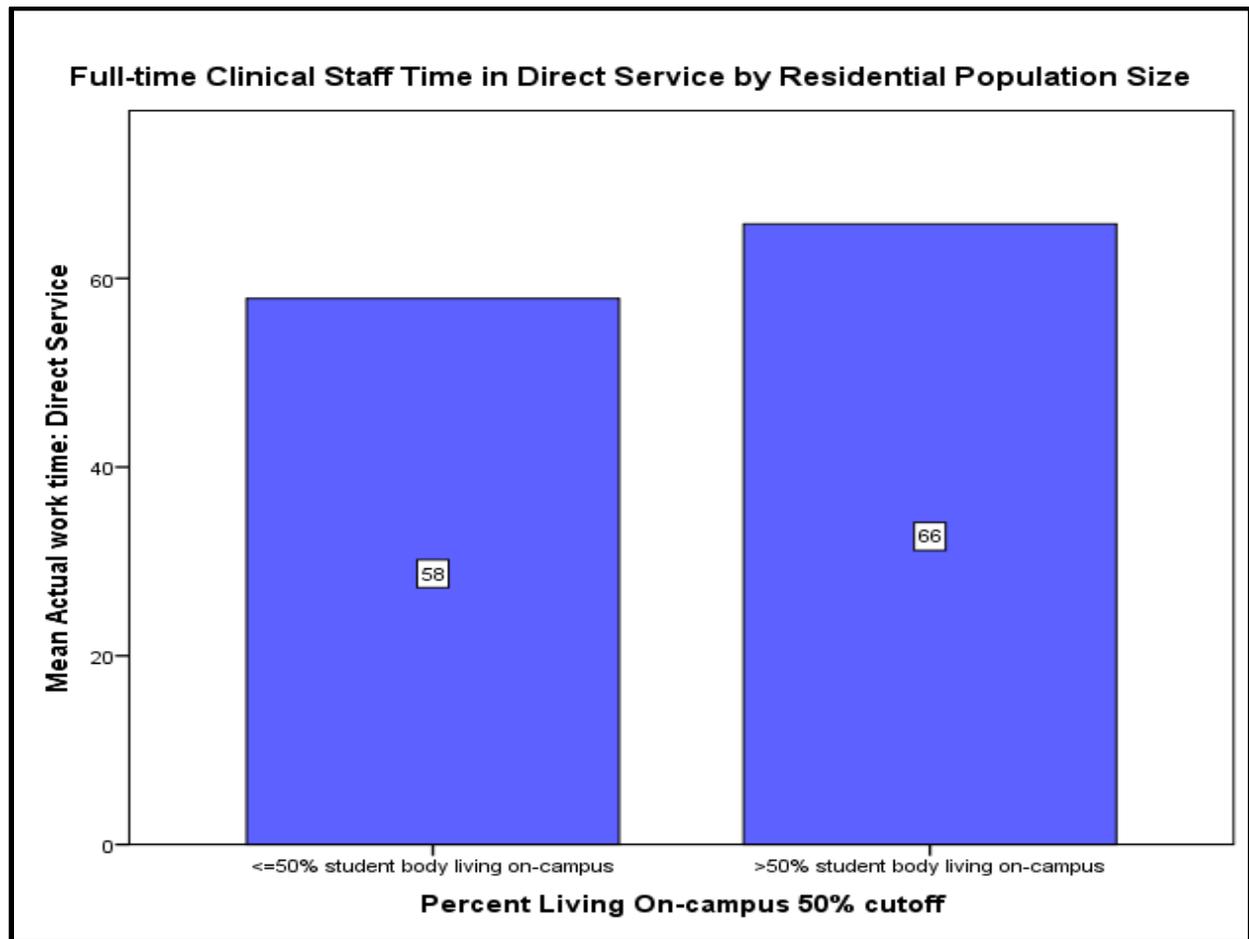
These questions are asking about EXPECTATION and ACTUAL percent of time for work in each of these areas.

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 with no other significant duties? (PA167 through PA170)

	Min	Max	Mean
Counselor expected percent: Direct Service	10.0%	95.0%	61.2%
Counselor expected percent: Indirect service	0.0%	60.0%	22.6%
Counselor expected percent: Administrative service	0.0%	40.0%	13.3%
Counselor expected percent: Other	0.0%	70.0%	3.0%
Counselor actual percent: Direct service	0.0%	95.0%	60.1%
Counselor actual percent: Indirect service	0.0%	68.0%	23.3%
Counselor actual percent: Administrative service	0.0%	70.0%	13.5%
Counselor actual percent: Other	0.0%	70.0%	3.1%
Director expected percent: Direct Service	0.0%	95.0%	30.9%
Director expected percent: Indirect service	0.0%	70.0%	21.9%
Director expected percent: Administrative service	3.0%	100.0%	43.1%
Director expected percent: Other	0.0%	70.0%	4.1%
Director actual percent: Direct service	0.0%	90.0%	34.4%
Director actual percent: Indirect service	0.0%	70.0%	21.9%
Director actual percent: Administrative service	2.0%	100.0%	40.1%
Director actual percent: Other	0.0%	70.0%	3.6%

Workload (Direct Service and other activities)

Counselor actual percent: Direct service (PA168_1)										
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
62.14	66.14	60.19	63.24	60.86	56.09	61.36	51.36	60.71	53.18	57.62



Counselor actual percent: Direct service (PA168_1)											
	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	46.00	63.59	61.93	53.55	59.71	50.39	60.71	51.14	57.35
Four-year public college	40.00		60.00		60.00	60.00					
Four-year private university	48.75	69.67	61.10	59.94	58.18	60.40	67.00	59.33		55.67	
Four-year private college	69.23	64.60	64.82	75.00							
Both four-year public and private university								45.00			60.00
Other	56.67	50.00	59.17	75.00	75.00	65.00				60.00	58.33

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
	57.04	51.13	40.98	32.31	30.04	32.43	27.05	17.86	22.63	19.91	8.85

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	62.50	35.00	49.00	24.18	30.73	32.77	26.76	19.89	22.63	18.86	8.65
Four-year public college	40.00		10.00		55.00	50.00					
Four-year private university	47.50	58.56	39.59	35.80	28.50	30.36	28.00	10.00		17.33	
Four-year private college	61.88	46.85	41.67	42.50							
Both public and private											10.00
Other	50.00	50.00	42.83	65.00	10.00	30.00	5.00		35.00		10.00

FTE – Staff Sizes

Professional Staffing FTE for Academic and Entire Year (NA171-NA187)				
	Maximum	Minimum	Sum	Percent of Total
Academic Year FTE: Clinical Psychologist	22.00	0.10	711.61	26.97%
Academic Year FTE: Counseling Psychologist	17.00	0.50	793.96	30.09%
Academic Year FTE: Marriage and Family Therapist	5.00	0.10	58.64	2.22%
Academic Year FTE: Professional Counselor	10.00	0.20	498.89	18.91%
Academic Year FTE: Social Work (MSW, LCSW)	12.00	0.20	358.98	13.60%
Academic Year FTE: Psychiatrist	6.00	0.01	126.04	4.78%
Academic Year FTE: Psychiatric Nurse Practitioner	2.40	0.08	35.28	1.34%
Academic Year FTE: Other mental health professional	2.50	0.00	55.36	2.10%
	Academic Year Total FTE		2638.74	
Entire Year FTE: Clinical Psychologist	21.90	0.10	694.17	27.50%
Entire Year FTE: Counseling Psychologist	17.00	0.50	766.88	30.38%
Entire Year FTE: Marriage and Family Therapist	4.00	0.08	54.90	2.17%
Entire Year FTE: Professional Counselor	10.00	0.05	467.58	18.52%
Entire Year FTE: Social Work (MSW, LCSW)	9.65	0.10	334.00	13.23%
Entire Year FTE: Psychiatrist	5.90	0.00	122.08	4.84%
Entire Year FTE: Psychiatric Nurse Practitioner	2.40	0.08	30.99	1.23%
Entire Year FTE: Other mental health professional	2.50	0.20	53.93	2.14%
	Entire Year Total FTE		2524.51	
Entire Year paid professional staff NOT providing these services through your counseling center.	15.00	0.10	85.10	
<i>"0s" removed from the data. Therefore Minimum excludes "0s"</i>	Entire Year Total Campus FTE		2609.61	

Paid Trainee FTE for Academic and Entire Year (NA188-NA195)				
	Maximum	Minimum	Sum	Percent
Academic Year FTE: Paid Pre-doctoral Psychology Interns	46.00	0.15	362.75	61.24%
Academic Year FTE: Paid Post-doctoral Psychologist	4.00	0.20	119.35	20.15%
Academic Year FTE: Paid Psychiatric Resident	2.00	0.10	10.65	1.80%
Academic Year FTE: Paid Other paid mental health trainee	7.00	0.33	99.62	16.82%
Academic Year FTE Total Trainee:			592.37	
Entire Year FTE: Paid Pre-doctoral Psychology Interns	46.00	0.15	359.74	61.84%
Entire Year FTE: Paid Post-doctoral Psychologist	4.00	0.20	115.50	19.85%
Entire Year FTE: Paid Psychiatric Resident	1.20	0.10	8.60	1.48%
Entire Year FTE: Paid Other paid mental health trainee	7.00	0.30	97.93	16.83%
Entire Year FTE Total Trainee:			581.77	

Total FTE Professional Staff and Trainees for the Academic and Entire Year (NA171 to NA195)					
	Mean	Max	Min	Standard Deviation	Sum
Academic Year FTE: Paid Professional Staff Total	7.21	48.00	0.49	6.17	2638.74
Entire Year FTE: Paid Professional Staff Total	6.90	47.30	0.49	5.97	2524.51
Entire Year FTE: Paid Professional Staff + Outsides Professional Staff	7.13	47.30	0.49	6.27	2609.61
Academic Year FTE: Paid Professional Trainee Total	3.33	46.00	0.33	3.14	592.37
Entire Year FTE: Paid Professional Trainees Total	3.27	46.00	0.30	3.09	581.77
Academic Year FTE: Paid Professional Staff and Trainees Total (NA239 & NA246) (Calculated)	8.83	55.00	0.49	7.99	3231.11
Entire Year FTE: Paid Professional Staff + Paid Professional Trainees Total	8.49	54.00	0.49	7.87	3106.28
Academic Year FTE: Paid Professional Staff + All Paid & Unpaid Trainees Total	10.32	84.00	0.49	9.43	3838.99

**Academic Year FTE: Paid Professional Staff Total by School Size and Status
(SA196 x NA23 x NA25)**

		School Status					Other (Specify Below)
		Four-year public university	Four-year public college	Four-year private university	Four-year private college	Both four- year public and private university	
School Size	Under 1,500	2.50	2.00	1.69	1.92		1.62
	1,501 - 2,500	2.50	4.65	2.96	3.43		1.00
	2,501 - 5,000	3.59	3.27	4.16	3.39		2.10
	5,001 - 7,500	4.70		5.49	6.10		3.20
	7,501 - 10,000	5.10	3.56	8.22			7.00
	10,001 - 15,000	6.85	10.15	10.49			6.00
	15,001 - 20,000	8.88		12.04			8.00
	20,001 - 25,000	11.50		16.60		32.00	1.60
	25,001 - 30,000	13.22					
	30,001 - 35,000	13.87		16.26			2.00
	35,001 and over	20.39				20.00	8.00

**Entire Year FTE: Paid Professional Staff Total by School Size and Status
(SA198 x NA23 x NA25)**

		School Status					Other (Specify Below)
		Four-year public university	Four-year public college	Four-year private university	Four-year private college	Both four- year public and private university	
School Size	Under 1,500	2.50	2.00	1.63	1.85		1.57
	1,501 - 2,500	2.50	4.40	2.69	3.14		1.00
	2,501 - 5,000	3.49	3.27	3.82	3.24		2.10
	5,001 - 7,500	4.49		5.31	5.80		3.20
	7,501 - 10,000	4.82	3.26	7.65			7.00
	10,001 - 15,000	6.41	10.15	10.03			6.00
	15,001 - 20,000	8.69		11.83			7.00
	20,001 - 25,000	11.29		16.23		26.70	1.28
	25,001 - 30,000	12.71					
	30,001 - 35,000	13.08		15.93			2.00
	35,001 and over	19.85				20.00	7.75

Entire Year FTE: Paid Professional Staff + Outside Professionals Total by School Size and Status (SA200 x NA23 x NA25)

School Size	School Status					
	Four-year public university	Four-year public college	Four-year private university	Four-year private college	Both four-year public and private university	Other (Specify Below)
Under 1,500	2.50	2.00	1.63	1.91		1.57
1,501 - 2,500	2.50	4.40	2.69	3.14		1.00
2,501 - 5,000	3.49	3.27	3.82	3.24		2.10
5,001 - 7,500	4.73		5.48	5.80		3.20
7,501 - 10,000	4.82	3.26	8.82			7.00
10,001 - 15,000	6.48	10.15	11.40			6.00
15,001 - 20,000	8.71		11.83			7.00
20,001 - 25,000	11.77		16.23		26.70	1.28
25,001 - 30,000	12.91					
30,001 - 35,000	14.33		15.93			2.00
35,001 and over	20.51				23.00	7.75

Academic Year FTE: Paid Trainee Total by School Size and Status (SA202 x NA23 x NA25)

School Size	School Status					
	Four-year public university	Four-year public college	Four-year private university	Four-year private college	Both four-year public and private university	Other (Specify Below)
Under 1,500			.50	.75		
1,501 - 2,500			1.00	2.25		
2,501 - 5,000	.88	4.00	1.62	3.50		1.67
5,001 - 7,500	1.50		2.71	.50		
7,501 - 10,000	2.21	1.50	2.59			
10,001 - 15,000	2.61		3.70			1.00
15,001 - 20,000	3.02		3.10			
20,001 - 25,000	3.67		3.75		2.00	.75
25,001 - 30,000	3.34					
30,001 - 35,000	4.67		6.07			2.00
35,001 and over	5.21				4.00	46.00

**Entire Year FTE: Paid Trainee Total by School Size and Status
(SA203 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)
Under 1,500			.50	.75		
1,501 - 2,500			1.00	1.97		
2,501 - 5,000	.88	4.00	1.53	3.10		1.67
5,001 - 7,500	1.50		2.71	.50		
7,501 - 10,000	1.95	1.20	2.39			
10,001 - 15,000	2.51		3.52			1.00
15,001 - 20,000	2.98		3.10			
20,001 - 25,000	3.62		3.75		2.00	.70
25,001 - 30,000	3.63					
30,001 - 35,000	4.39		5.82			1.40
35,001 and over	5.37				4.00	46.00

Academic Year FTE: Professional Staff + Paid Trainee Total by School Size and Status (SA204 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)
Under 1,500	2.50	2.00	1.77	2.01		1.62
1,501 - 2,500	2.50	4.65	3.02	3.84		1.00
2,501 - 5,000	3.84	5.27	4.84	3.89		2.93
5,001 - 7,500	4.84		7.02	6.35		3.20
7,501 - 10,000	6.21	5.06	10.40			7.00
10,001 - 15,000	8.32	10.15	13.57			7.00
15,001 - 20,000	10.84		14.11			8.00
20,001 - 25,000	14.64		19.10		34.00	2.35
25,001 - 30,000	15.77					
30,001 - 35,000	18.54		22.33			4.00
35,001 and over	25.08				24.00	19.50

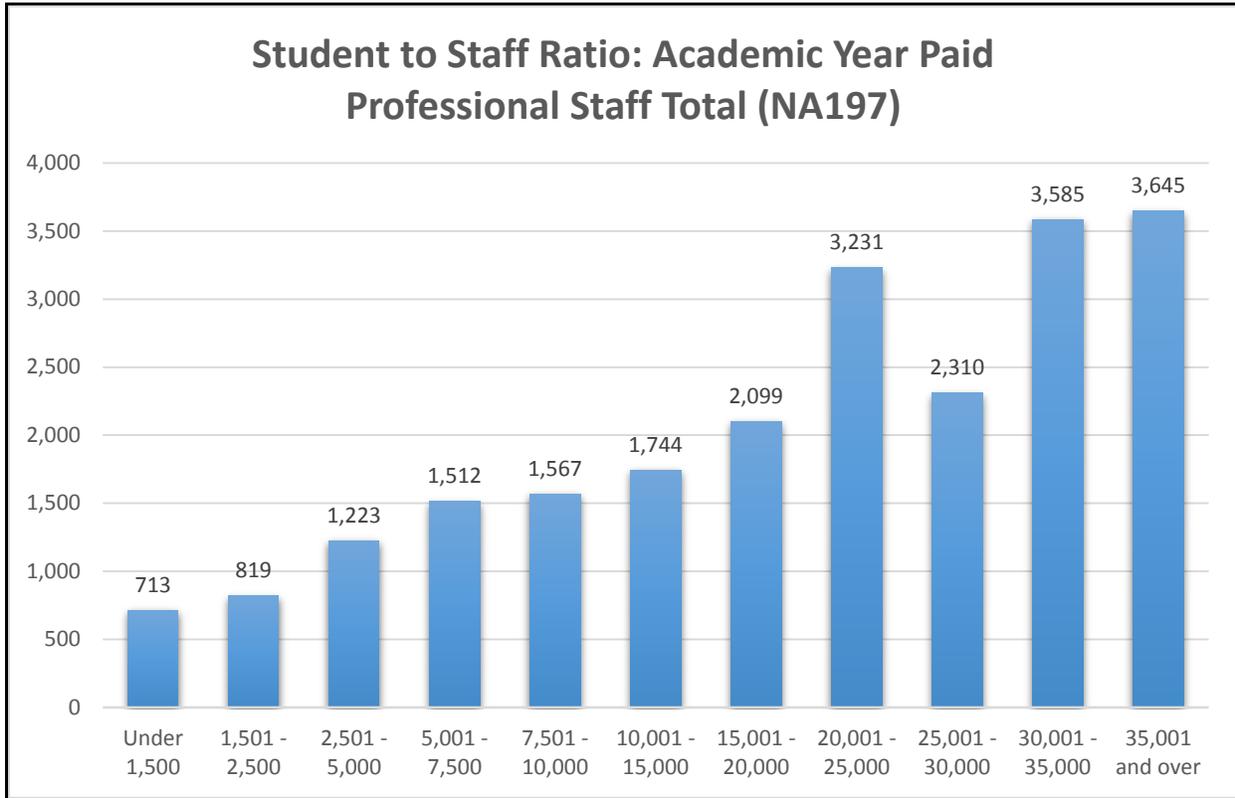
		School Status					Other (Specify Below)
		Four-year public university	Four-year public college	Four-year private university	Four-year private college	Both four- year public and private university	
School Size	Under 1,500	2.50	2.00	1.72	1.94		1.57
	1,501 - 2,500	2.50	4.40	2.75	3.50		1.00
	2,501 - 5,000	3.74	5.27	4.46	3.68		2.93
	5,001 - 7,500	4.63		6.83	6.05		3.20
	7,501 - 10,000	5.79	4.46	9.67			7.00
	10,001 - 15,000	7.84	10.15	12.96			7.00
	15,001 - 20,000	10.62		13.89			7.00
	20,001 - 25,000	14.39		18.73		28.70	1.98
	25,001 - 30,000	15.48					
	30,001 - 35,000	17.47		21.75			3.40
	35,001 and over	24.68				24.00	19.25

		School Status					Other (Specify Below)
		Four-year public university	Four-year public college	Four-year private university	Four-year private college	Both four- year public and private university	
School Size	Under 1,500	2.50	2.00	1.77	2.01		1.62
	1,501 - 2,500	2.50	4.65	3.15	4.07		1.00
	2,501 - 5,000	3.86	5.77	5.16	4.17		3.43
	5,001 - 7,500	4.97		7.64	6.35		3.20
	7,501 - 10,000	6.79	6.56	11.39			9.00
	10,001 - 15,000	8.73	10.15	15.72			8.00
	15,001 - 20,000	11.57		15.11			8.00
	20,001 - 25,000	16.60		20.63		34.00	3.10
	25,001 - 30,000	17.60					
	30,001 - 35,000	20.99		26.33			4.00
	35,001 and over	28.40				28.00	22.25

Staff to Student Ratios

Student to Staff Ratio (NA197, NA199, NA201, NA205, NA207)								
	Mean	Min	Max	Percentile 05	Percentile 25	Percentile 75	Percentile 95	Percentile 99
Academic Year : Paid Professional Staff Total	1772.32	221.43	25000.00	414.75	915.04	2108.95	3566.75	12818.77
IACS Entire Year: Paid Professional Staff Total	1862.08	250.00	25000.00	466.35	982.16	2170.83	3702.50	15159.68
Entire Year Total Campus Professionals	1832.11	250.00	25000.00	451.35	940.21	2130.61	3632.50	15159.68
Academic Year : Paid Professional Staff and Trainees	1455.51	155.00	12565.33	391.12	777.08	1795.61	3005.29	8293.33
Entire Year : Paid Professional Staff and Trainees	1534.57	200.00	12565.33	419.46	805.73	1891.97	3119.82	10367.42

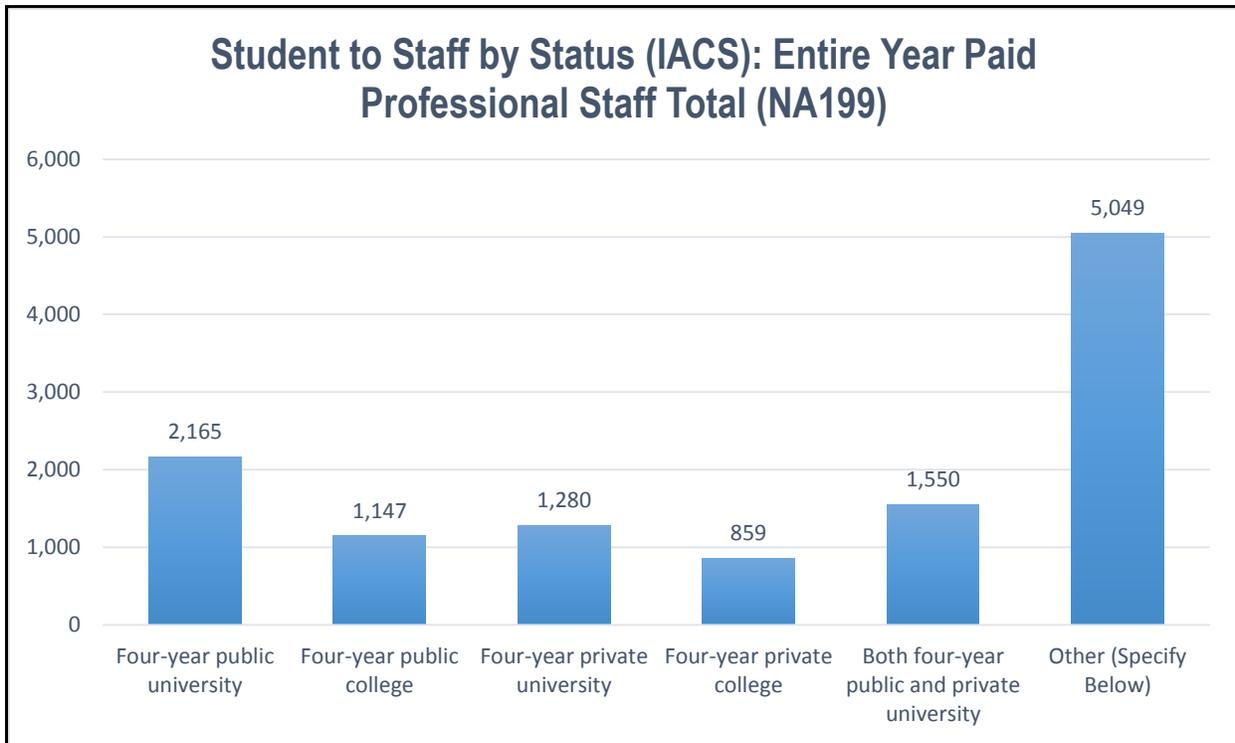
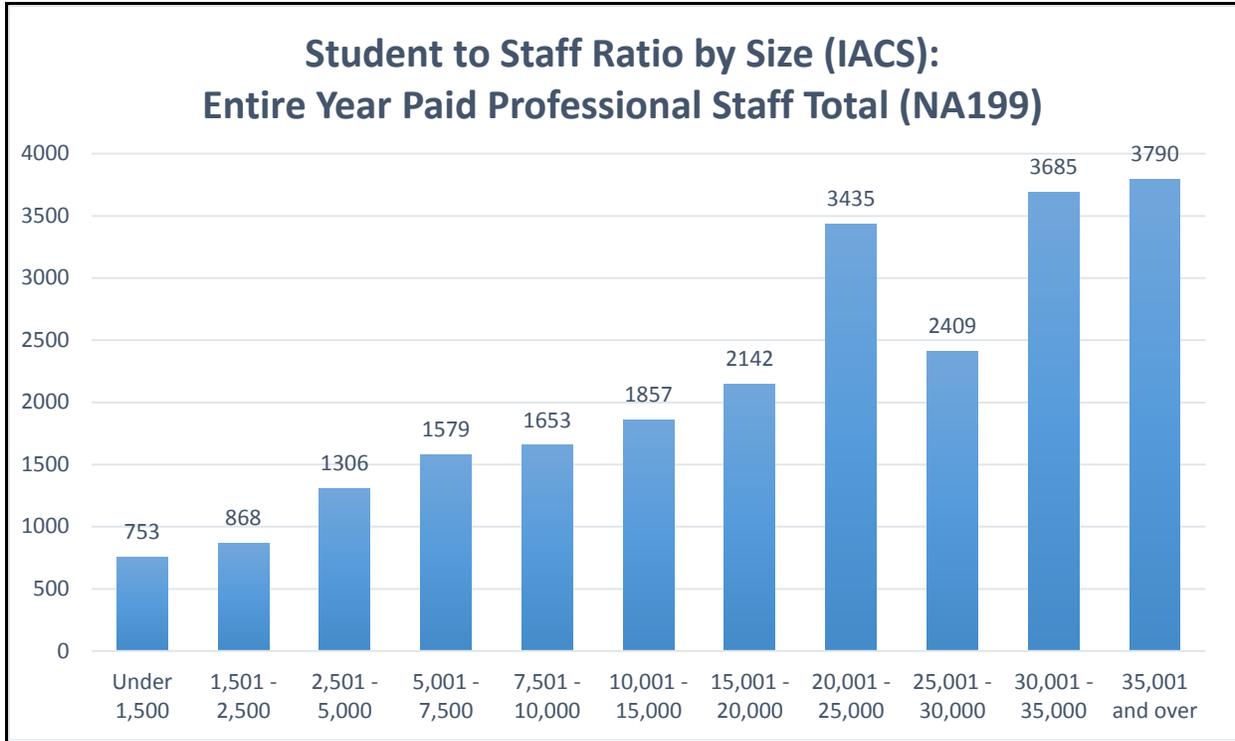
Student to Staff Ratio by Size: Academic Year Paid Professional Staff Total (NA197)								
	Mean	Minimum	Maximum	Percentile 05	Percentile 25	Percentile 75	Percentile 95	Percentile 99
Institution Size Under 1,500	713.4	250.0	1910.2	300.0	391.0	1000.0	1450.0	1910.2
1,501 - 2,500	819.3	221.4	2400.0	372.3	473.8	1078.5	1738.0	2400.0
2,501 - 5,000	1222.6	411.8	5000.0	464.5	771.4	1400.0	2373.0	5000.0
5,001 - 7,500	1511.9	484.1	3650.0	759.8	1040.8	1767.3	2682.9	3650.0
7,501 - 10,000	1566.9	410.5	4294.0	849.7	1157.9	1761.0	2491.3	4294.0
10,001 - 15,000	1743.9	512.5	3357.0	1035.6	1330.6	2032.7	2750.0	3357.0
15,001 - 20,000	2098.9	1011.1	5000.0	1013.3	1349.0	2744.9	3505.0	5000.0
20,001 - 25,000	3230.6	660.3	25000.0	820.3	1510.4	2875.0	10909.1	25000.0
25,001 - 30,000	2309.5	1219.5	3375.0	1219.5	1857.1	2769.3	3375.0	3375.0
30,001 - 35,000	3585.1	1116.7	16000.0	1116.7	2168.8	3111.7	16000.0	16000.0
35,001 and over	3645.2	854.2	13333.3	1517.2	2093.2	3494.2	12565.3	13333.3



Student to Staff Ratio by Size and Status : Academic Year Paid Professional Staff Total (NA197)

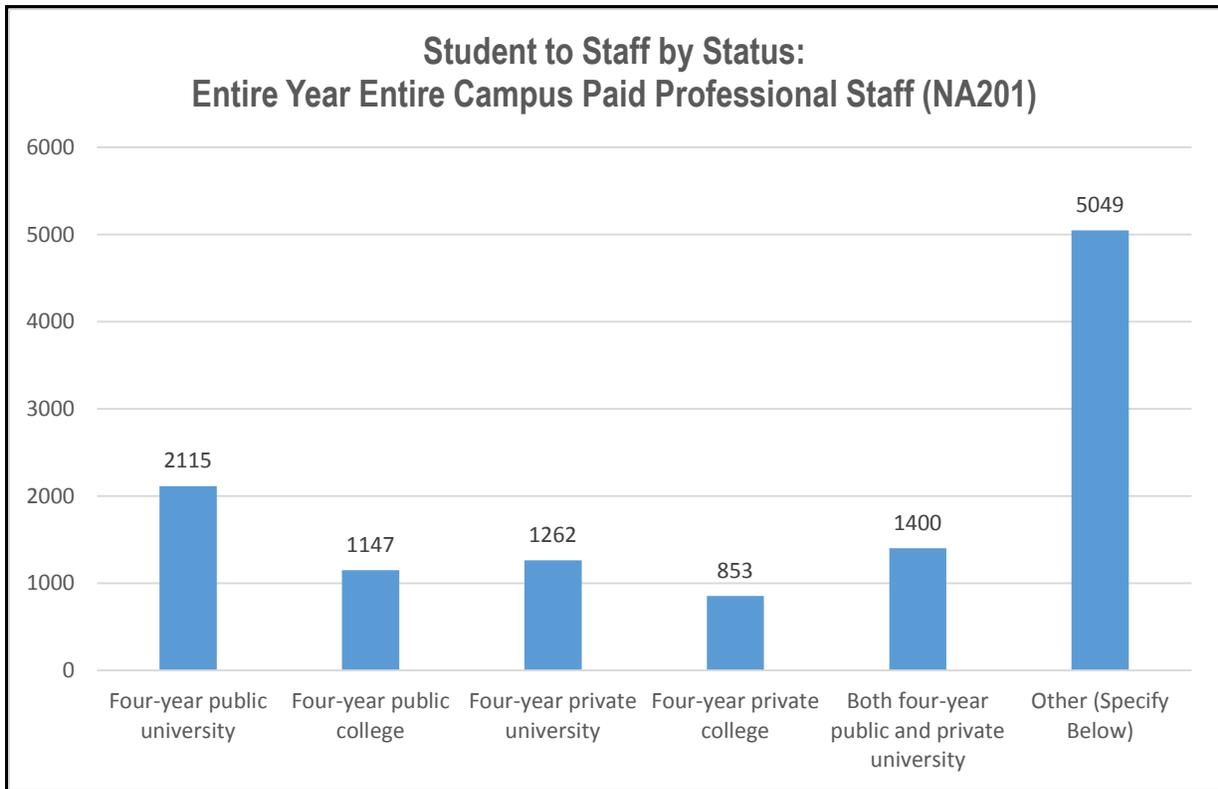
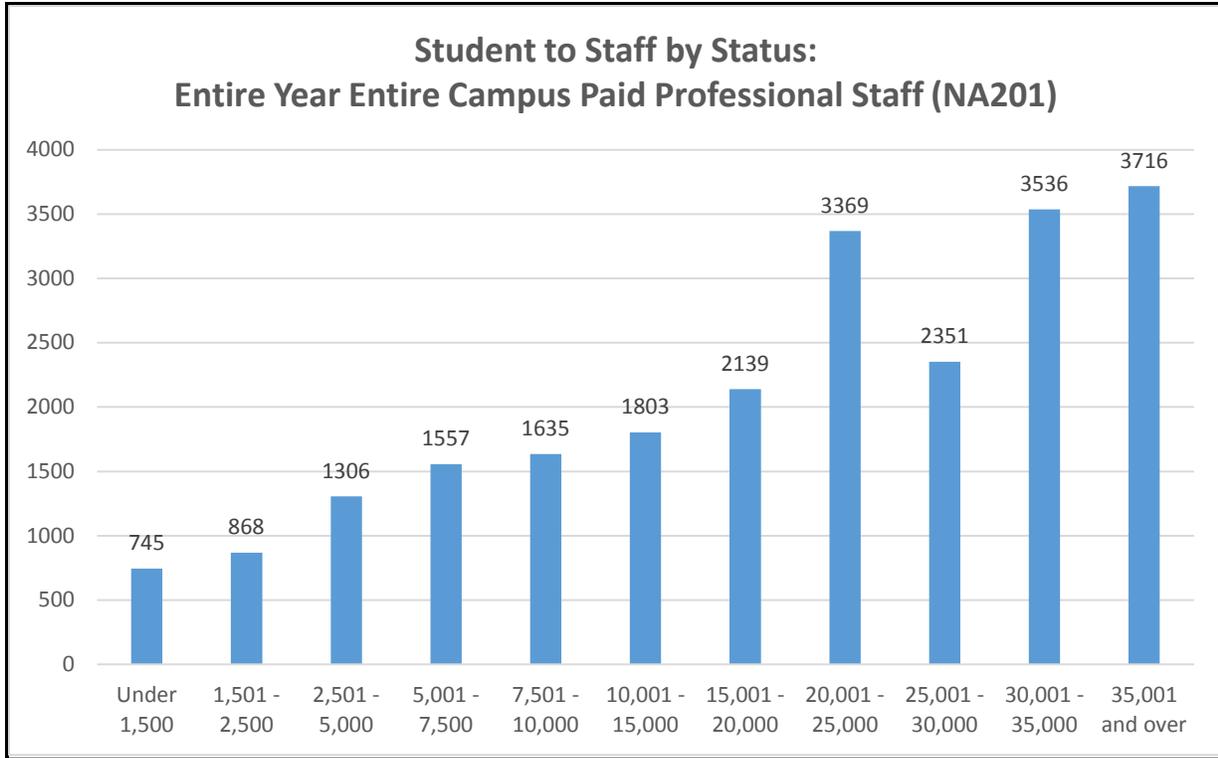
Institution Size	School Status					
	Four-year public university	Four-year public college	Four-year private university	Four-year private college	Both four-year public and private university	Other (Specify Below)
Under 1,500	650.00	500.00	812.10	690.49		748.13
1,501 - 2,500	1025.00	384.52	901.48	715.19		1738.00
2,501 - 5,000	1417.19	1051.13	1124.84	1050.09		2074.29
5,001 - 7,500	1588.62		1333.52	1058.27		2229.13
7,501 - 10,000	1824.00	2491.29	1174.54			1114.29
10,001 - 15,000	1944.24	1154.98	1277.21			1922.33
15,001 - 20,000	2320.90		1484.58			2011.88
20,001 - 25,000	2180.28		1623.32		660.34	17954.55
25,001 - 30,000	2309.55					
30,001 - 35,000	2539.94		2930.60			16000.00
35,001 and over	2753.92				2309.20	8435.38

Student to Staff Ratio by Size (IACS) : Entire Year Paid Professional Staff Total (NA199)									
		Mean	Minimum	Maximum	Percentile 05	Percentile 25	Percentile 75	Percentile 95	Percentile 99
Institution Size	Under 1,500	753.3	250.0	1910.2	325.0	391.0	1000.0	1812.5	1910.2
	1,501 - 2,500	868.4	268.2	2400.0	379.5	523.0	1100.0	1738.0	2400.0
	2,501 - 5,000	1306.3	447.5	5000.0	512.8	834.1	1454.5	2895.9	5000.0
	5,001 - 7,500	1579.2	484.1	3650.0	759.8	1056.5	2133.3	2682.9	3650.0
	7,501 - 10,000	1653.0	426.2	4294.0	849.7	1350.8	1873.7	2720.6	4294.0
	10,001 - 15,000	1857.5	512.5	3682.0	1059.3	1451.4	2105.9	3140.0	3682.0
	15,001 - 20,000	2142.2	1011.1	5000.0	1013.3	1416.9	2744.9	3505.0	5000.0
	20,001 - 25,000	3434.9	791.4	25000.0	820.3	1629.7	2875.0	15483.9	25000.0
	25,001 - 30,000	2409.3	1303.9	3600.0	1303.9	1857.1	2893.1	3600.0	3600.0
	30,001 - 35,000	3684.6	1155.2	16000.0	1155.2	2369.5	3111.7	16000.0	16000.0
	35,001 and over	3790.5	866.8	15000.0	1517.2	2120.0	3987.3	12565.3	15000.0



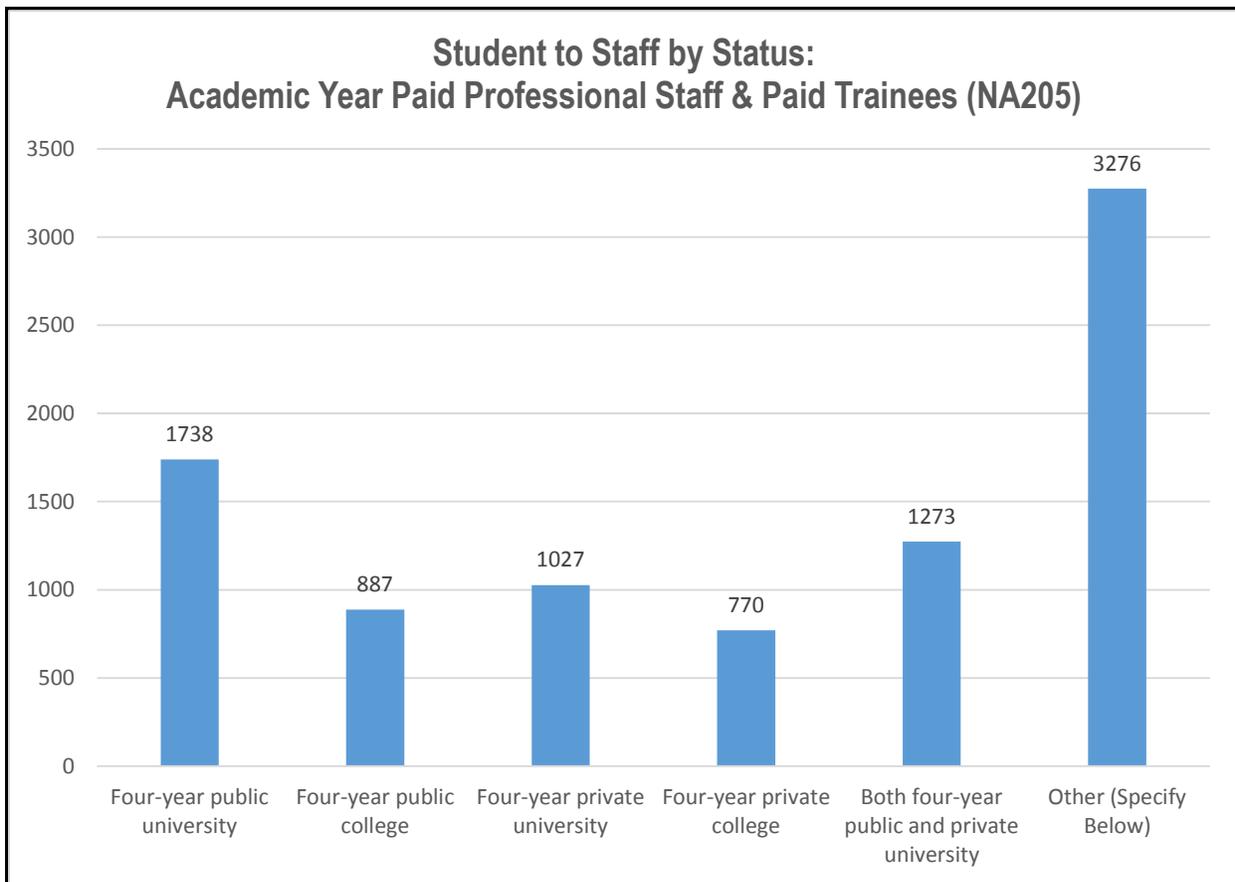
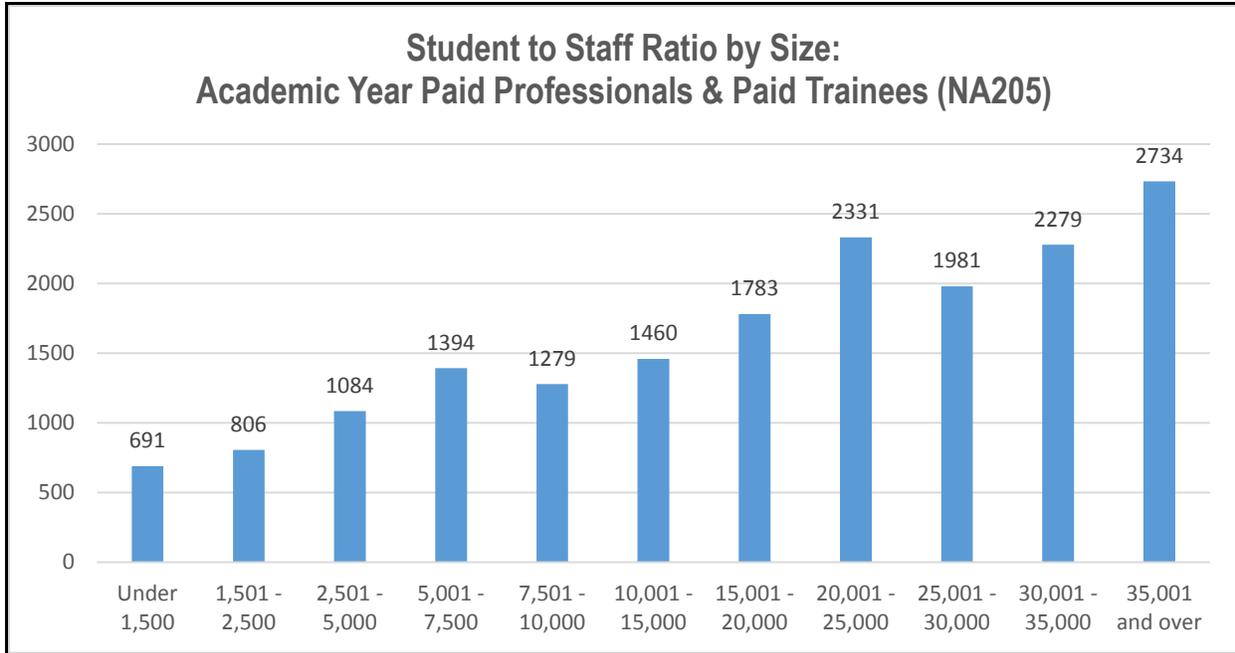
Student to Staff Ratio by Size and Status (IACS): Entire Year Paid Professional Staff Total (NA199)						
School Status						
Institution Size	Four-year public university		Four-year private university	Four-year private college	Both four-year public and private university	Other (Specify Below)
	Mean	Minimum	Maximum	Percentile 05	Percentile 25	Percentile 75
Under 1,500	650.00	500.00	892.75	727.86		766.88
1,501 - 2,500	1025.00	406.36	950.15	772.42		1738.00
2,501 - 5,000	1545.83	1051.13	1226.91	1109.35		2074.29
5,001 - 7,500	1673.48		1385.36	1164.24		2229.13
7,501 - 10,000	1903.81	2720.55	1264.96			1114.29
10,001 - 15,000	2078.38	1154.98	1358.29			1922.33
15,001 - 20,000	2353.33		1517.73			2299.29
20,001 - 25,000	2212.78		1666.02		791.42	20241.94
25,001 - 30,000	2409.27					
30,001 - 35,000	2675.45		2943.44			16000.00
35,001 and over	2852.23				2309.20	8852.05

Student to Staff Ratio by Size (IACS) : Entire Year Total Campus Paid Professional Staff Total (NA201)								
Institution Size	Mean	Minimum	Maximum	Percentile 05	Percentile 25	Percentile 75	Percentile 95	Percentile 99
	Under 1,500	744.6	250.0	1910.2	260.0	387.3	1000.0	1812.5
1,501 - 2,500	867.8	268.2	2400.0	379.5	523.0	1100.0	1738.0	2400.0
2,501 - 5,000	1306.3	447.5	5000.0	512.8	834.1	1454.5	2895.9	5000.0
5,001 - 7,500	1557.1	484.1	3650.0	663.6	1000.0	2133.3	2682.9	3650.0
7,501 - 10,000	1635.5	324.1	4294.0	426.2	1350.8	1873.7	2720.6	4294.0
10,001 - 15,000	1802.6	512.5	3357.0	916.1	1367.5	2105.9	2750.0	3357.0
15,001 - 20,000	2139.4	1011.1	5000.0	1013.3	1416.9	2744.9	3505.0	5000.0
20,001 - 25,000	3369.2	791.4	25000.0	820.3	1510.4	2547.6	15483.9	25000.0
25,001 - 30,000	2351.0	1303.9	3600.0	1303.9	1857.1	2811.6	3600.0	3600.0
30,001 - 35,000	3536.1	1155.2	16000.0	1155.2	2018.4	2962.8	16000.0	16000.0
35,001 and over	3716.3	866.8	15000.0	1424.1	2015.6	3725.8	12565.3	15000.0



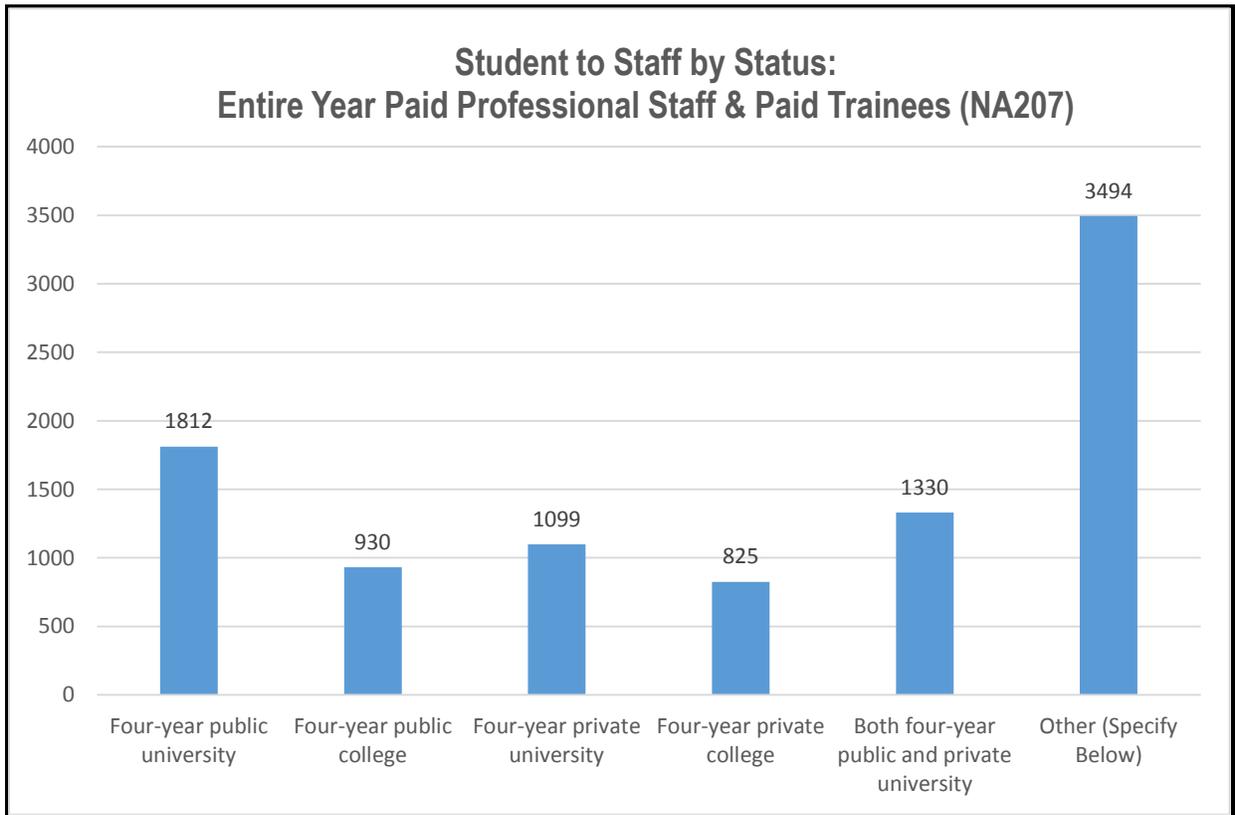
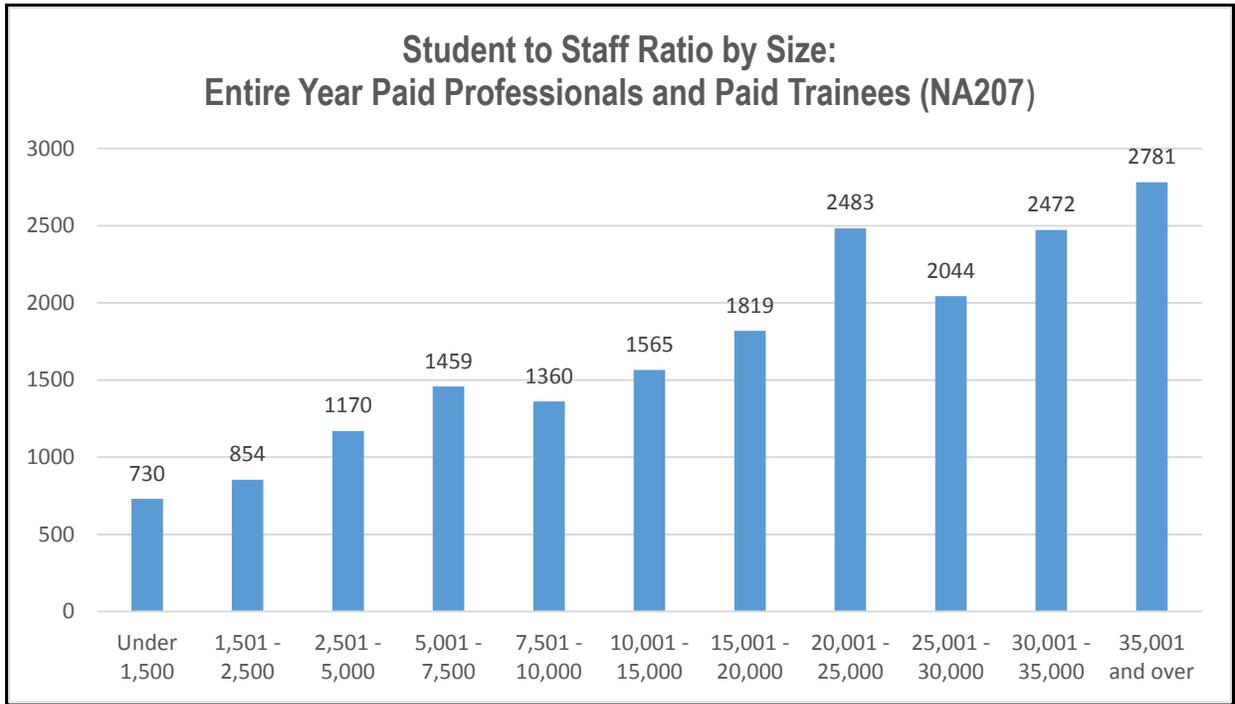
Student to Staff Ratio by Size (IACS) : Academic Year Paid Professional Staff & Paid Trainees (NA205)									
Institution Size	Mean	Minimum	Maximum	Percentile	Percentile	Percentile	Percentile	Percentile	
				05	25	75	95	99	
Under 1,500	690.7	250.0	1910.2	300.0	391.0	986.0	1450.0	1910.2	
1,501 - 2,500	806.3	155.0	2400.0	305.0	461.4	1078.5	1738.0	2400.0	
2,501 - 5,000	1084.4	297.4	5000.0	419.3	627.8	1270.2	2289.0	5000.0	
5,001 - 7,500	1394.5	484.1	3650.0	569.8	1000.0	1675.0	2682.9	3650.0	
7,501 - 10,000	1279.1	354.5	2862.7	579.5	912.8	1580.0	2123.3	2862.7	
10,001 - 15,000	1460.1	419.7	3357.0	728.6	1045.5	1768.9	2454.7	3357.0	
15,001 - 20,000	1782.7	781.3	3333.3	807.2	1197.6	2367.3	3082.3	3333.3	
20,001 - 25,000	2331.1	621.5	12500.0	646.3	1243.8	2444.8	8888.9	12500.0	
25,001 - 30,000	1980.5	924.7	3017.3	924.7	1563.0	2454.5	3017.3	3017.3	
30,001 - 35,000	2279.2	930.6	8000.0	930.6	1489.4	2254.3	8000.0	8000.0	
35,001 and over	2734.0	749.5	12565.3	1222.2	1671.9	2716.5	5375.0	12565.3	

Student to Staff Ratio by Size and Status: Entire Year Entire Campus Paid Professional Staff (NA201)						
Institution Size	School Status					
	Four-year public university	Four-year public college	Four-year private university	Four-year private college	Both four-year public and private university	Other (Specify Below)
Under 1,500	650.00	500.00	892.75	712.57		766.88
1,501 - 2,500	1025.00	406.36	950.15	771.24		1738.00
2,501 - 5,000	1545.83	1051.13	1226.91	1109.35		2074.29
5,001 - 7,500	1647.81		1361.26	1164.24		2229.13
7,501 - 10,000	1903.81	2720.55	1220.57			1114.29
10,001 - 15,000	2037.47	1154.98	1259.32			1922.33
15,001 - 20,000	2349.34		1517.73			2299.29
20,001 - 25,000	2128.37		1666.02		791.42	20241.94
25,001 - 30,000	2351.05					
30,001 - 35,000	2467.49		2943.44			16000.00
35,001 and over	2774.63				2008.00	8852.05



Student to Staff Ratio by Size and Status: Academic Year Paid Professional Staff & Paid Trainees (NA205)						
School Status						
Institution Size	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	650.00	500.00	746.49	673.45		748.13
1,501 - 2,500	1025.00	384.52	897.17	692.94		1738.00
2,501 - 5,000	1213.24	765.42	1014.05	975.55		1740.24
5,001 - 7,500	1546.77		1088.56	990.63		2229.13
7,501 - 10,000	1536.11	1752.77	899.42			1114.29
10,001 - 15,000	1656.76	1154.98	978.08			1647.71
15,001 - 20,000	1931.47		1322.79			2011.88
20,001 - 25,000	1727.92		1548.05		621.50	10694.44
25,001 - 30,000	1980.53					
30,001 - 35,000	1854.72		1787.24			8000.00
35,001 and over	2191.78				1924.33	5647.50

Student to Staff Ratio by Size (IACS) : Entire Year Paid Professional Staff & Paid Trainees (NA207)								
Institution Size	Mean	Minimum	Maximum	Percentile 05	Percentile 25	Percentile 75	Percentile 95	Percentile 99
	Under 1,500	730.5	250.0	1910.2	325.0	391.0	986.0	1812.5
1,501 - 2,500	854.4	200.0	2400.0	305.0	507.9	1100.0	1738.0	2400.0
2,501 - 5,000	1169.9	297.4	5000.0	444.2	700.0	1379.7	2895.9	5000.0
5,001 - 7,500	1458.7	484.1	3650.0	569.8	1000.0	2000.0	2682.9	3650.0
7,501 - 10,000	1360.4	366.2	2862.7	604.1	989.6	1580.0	2123.3	2862.7
10,001 - 15,000	1564.6	419.7	3682.0	745.4	1065.4	1909.8	3140.0	3682.0
15,001 - 20,000	1819.4	781.3	3333.3	807.2	1224.6	2367.3	3082.3	3333.3
20,001 - 25,000	2483.4	646.3	12500.0	736.3	1243.8	2444.8	12307.7	12500.0
25,001 - 30,000	2044.5	972.4	3377.2	972.4	1430.6	2571.4	3377.2	3377.2
30,001 - 35,000	2472.2	957.1	9411.8	957.1	1629.1	2472.8	9411.8	9411.8
35,001 and over	2781.0	760.4	12565.3	1222.2	1723.9	2849.2	5375.0	12565.3



Student to Staff Ratio by Size and Status: Entire Year Paid Professional Staff & Paid Trainees (NA207)						
School Status						
Institution Size	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	650.00	500.00	827.14	710.82		766.88
1,501 - 2,500	1025.00	406.36	943.68	750.18		1738.00
2,501 - 5,000	1341.88	765.42	1114.88	1046.81		1740.24
5,001 - 7,500	1631.63		1135.52	1073.78		2229.13
7,501 - 10,000	1618.37	1988.57	973.73			1114.29
10,001 - 15,000	1778.06	1154.98	1058.30			1647.71
15,001 - 20,000	1954.79		1355.95			2299.29
20,001 - 25,000	1749.81		1587.74		736.27	12403.85
25,001 - 30,000	2044.46					
30,001 - 35,000	1974.47		1817.91			9411.76
35,001 and over	2248.45				1924.33	5657.61

Salary

Director:

Sample Size (n)	335
Minimum	\$38,000
Maximum	\$170,000
Mean	\$89,279
Median	\$87,000

Director Salary by School Size	Director Salary	
	n	Mean
Under 1,500	33	\$65,601
1,501 - 2,500	44	\$76,430
2,501 - 5,000	71	\$81,751
5,001 - 7,500	41	\$83,439
7,501 - 10,000	35	\$96,556
10,001 - 15,000	45	\$90,045
15,001 - 20,000	25	\$102,389
20,001 - 25,000	27	\$100,822
25,001 - 30,000	19	\$106,321
30,001 - 35,000	14	\$106,968
35,001 and over	24	\$116,318

School Size	Public, Private, Both, or Other							
	Public		Private		Both		Other	
	Director Salary		Director Salary		Director Salary		Director Salary	
	Count	Mean	Count	Mean	Count	Mean	Count	Mean
Under 1,500	3	93333	26	61315	0	.	4	73588
1,501 - 2,500	3	67571	40	76218	0	.	1	
2,501 - 5,000	10	73342	55	83546	0	.	6	76895
5,001 - 7,500	20	79051	18	89832	0	.	3	74875
7,501 - 10,000	20	85584	14	113327	0	.	1	
10,001 - 15,000	32	87214	12	102024	0	.	1	
15,001 - 20,000	18	94137	6	128917	0	.	1	
20,001 - 25,000	21	97874	3	103167	1		2	101750
25,001 - 30,000	18	106321	1	.	0	.	0	.
30,001 - 35,000	10	109503	3	96530	0	.	1	
35,001 and over	19	117760	0	.	1		4	93000

Years as a Director:	Public, Private, Both, or Other							
	Public		Private		Both		Other	
	Director Salary		Director Salary		Director Salary		Director Salary	
	Count	Mean	Count	Mean	Count	Mean	Count	Mean
0-3 years	56	86935	37	79639	0	.	8	72127
4-6 years	36	90973	29	76953	0	.	8	91417
7-9 years	22	104059	32	89400	0	.	4	80250
10-12 years	18	98963	21	86606	0	.	0	.
13-15 years	8	97637	19	83131	0	.	0	.
15 years and above	32	98689	39	92665	2	141000	4	92275

Years as a Director:	Directors Gender:			
	Male		Female	
	Director Salary		Director Salary	
	Count	Mean	Count	Mean
0-3 years	27	91401	74	80359
4-6 years	28	89196	45	82015
7-9 years	22	104379	36	87579
10-12 years	18	95061	21	89892
13-15 years	12	94541	15	81525
15 years and above	40	99455	36	93110

	Directors Gender:									
	Male					Female				
	Director Salary					Director Salary				
	N	Mean	Median	Minimum	Maximum	N	Mean	Median	Minimum	Maximum
Public	63	\$96,878	\$93,000	\$56,200	\$169,040	91	\$91,833	\$91,000	\$42,000	\$150,000
Private	66	\$94,194	\$93,250	\$50,000	\$170,000	91	\$78,227	\$78,000	\$38,000	\$140,000
Other	5	\$89,000	\$85,000	\$74,000	\$107,000	15	\$81,758	\$78,000	\$52,000	\$118,000

Director Salary by Gender and Institution Size										
Directors Gender:										
Male						Female				
Director Salary						Director Salary				
	N	Mean	Median	Min	Max	N	Mean	Median	Min	Max
Under 1,500	8	\$74,500	\$69,000	\$50,000	\$135,000	23	\$62,506	\$60,000	\$38,000	\$94,763
1,501 - 2,500	13	\$84,873	\$74,659	\$50,000	\$143,000	24	\$71,856	\$72,500	\$42,000	\$110,000
2,501 - 5,000	30	\$86,503	\$85,072	\$50,100	\$156,360	33	\$77,651	\$78,000	\$42,000	\$140,000
5,001 - 7,500	8	\$87,875	\$85,700	\$65,000	\$120,600	25	\$81,957	\$78,500	\$60,000	\$120,000
7,501 - 10,000	11	\$100,655	\$102,000	\$75,000	\$170,000	22	\$94,506	\$89,275	\$60,000	\$140,000
10,001 - 15,000	18	\$88,078	\$89,890	\$56,200	\$108,000	23	\$91,585	\$87,094	\$65,920	\$118,000
15,001 - 20,000	15	\$108,461	\$102,000	\$76,700	\$170,000	7	\$89,376	\$95,000	\$67,000	\$101,029
20,001 - 25,000	11	\$110,728	\$106,000	\$68,171	\$145,000	13	\$92,441	\$90,000	\$75,958	\$113,000
25,001 - 30,000	10	\$110,929	\$109,736	\$90,820	\$137,000	6	\$98,641	\$94,500	\$85,848	\$118,000
30,001 - 35,000	4	\$115,250	\$114,000	\$108,000	\$125,000	8	\$102,827	\$108,520	\$80,835	\$118,000
35,001 and over	8	\$117,732	\$115,004	\$79,000	\$169,040	13	\$115,448	\$111,891	\$94,000	\$150,000

Directors Gender:										
Male						Female				
Director Salary						Director Salary				
	N	Mean	Median	Min	Max	N	Mean	Median	Min	Max
Black/AfrAmer	1	\$80,000	\$80,000	\$80,000	\$80,000	18	\$92,486	\$91,650	\$52,000	\$131,000
Amer/indian	0	.	.	.	.	0	.	.	.	.
Asian/Amer	5	\$114,909	\$118,000	\$65,000	\$170,000	10	\$95,012	\$93,882	\$70,000	\$134,000
Latino/Latina	4	\$105,308	\$105,000	\$68,232	\$143,000	6	\$90,845	\$88,000	\$68,000	\$110,000

White	126	\$95,011	\$93,000	\$50,000	\$170,000	154	\$82,293	\$82,148	\$38,000	\$150,000
Multiracial	0	.	.	.	.	3	\$86,404	\$93,500	\$47,712	\$118,000
Other	0	.	.	.	.	3	\$122,000	\$116,000	\$110,000	\$140,000

Staff Salary by Years in Position					
	N	Mean	Median	Min	Max
Director Salary	335	\$89,279	\$87,000	\$38,000	\$170,000
Training Director - Current Salary (less than one year)	25	\$68,791	\$65,000	\$56,000	\$100,000
Training Director - Current Salary (1-3 years in position)	31	\$68,254	\$69,000	\$51,000	\$86,300
Training Director - Current Salary (4-6 years in position)	34	\$71,197	\$69,862	\$49,000	\$94,488
Training Director - Current Salary (7-9 years in position)	21	\$77,611	\$75,000	\$44,150	\$111,000
Training Director - Current Salary (10-12 years in position)	13	\$79,110	\$77,000	\$60,000	\$99,500
Training Director - Current Salary (13-15 years in position)	8	\$72,353	\$71,952	\$60,000	\$85,000
Training Director - Current Salary (16+ years)	10	\$84,012	\$84,428	\$45,671	\$110,000
Assistant/Associate Director - (<1 year)	43	\$68,209	\$66,940	\$46,000	\$120,000
Assistant/Associate Director - (1-3 years)	53	\$71,381	\$70,000	\$44,241	\$103,092
Assistant or Associate Director - (4-6 years)	29	\$72,654	\$70,000	\$53,000	\$98,420
Assistant or Associate Director - (7-9 years)	23	\$69,681	\$71,214	\$10,000	\$90,000
Assistant or Associate Director - (10-12 years)	12	\$70,122	\$75,700	\$49,000	\$86,375
Assistant or Associate Director - (13-15 years)	7	\$80,741	\$84,090	\$62,073	\$95,999
Assistant or Associate Director - (16+ years)	15	\$85,239	\$84,500	\$62,000	\$104,436
Clinical Director - (<1 year)	11	\$69,036	\$70,000	\$50,000	\$79,100
Clinical Director - (1-3 years)	12	\$73,173	\$70,810	\$60,000	\$102,000
Clinical Director - (4-6 years)	15	\$79,859	\$74,984	\$59,385	\$121,416
Clinical Director - (7-9 years)	4	\$72,914	\$75,502	\$63,650	\$77,000
Clinical Director - (10-12 years)	3	\$73,555	\$72,000	\$68,666	\$80,000
Clinical Director - (13-15 years)	2	\$82,466	\$82,466	\$79,932	\$85,000
Clinical Director - (16+ years)	4	\$80,569	\$81,638	\$69,000	\$90,000
Counselor with Doctorate - Current Salary (<1 year)	110	\$57,010	\$55,500	\$26,000	\$105,000
Counselor with Doctorate - (1-3 years in position)	127	\$58,136	\$57,120	\$42,000	\$90,000
Counselor with Doctorate - (4-6 years in position)	103	\$61,504	\$59,900	\$43,000	\$108,852
Counselor with Doctorate - (7-9 years in position)	48	\$66,492	\$65,000	\$52,547	\$88,000
Counselor with Doctorate - (10-12 years in position)	38	\$72,454	\$72,000	\$56,000	\$103,092
Counselor with Doctorate - (13-15 years in position)	22	\$74,023	\$74,540	\$46,000	\$110,885
Counselor with Doctorate - (16+ years)	52	\$82,355	\$80,050	\$59,996	\$128,700
Counselor who is A.B.D. - (less than one year in position)	11	\$52,238	\$52,000	\$43,620	\$60,000
Counselor who is A.B.D. - (1-3 years in position)	7	\$51,643	\$52,000	\$42,000	\$62,000
Counselor who is A.B.D. - (4-6 years in position)	2	\$60,304	\$60,304	\$56,608	\$64,000

Counselor who is A.B.D. - (7-9 years in position)	0	.	.	.	.
Counselor who is A.B.D. - (10-12 years in position)	0	.	.	.	.
Counselor who is A.B.D. - (13-15 years in position)	0	.	.	.	.
Counselor who is A.B.D. - (16 years and above in position)	0	.	.	.	.
Counselor with MA - (less than one year in position)	48	\$46,620	\$46,500	\$15,600	\$75,000
Counselor with MA - (1-3 years in position)	63	\$46,567	\$46,000	\$32,000	\$69,000
Counselor with MA - (4-6 years in position)	53	\$49,297	\$47,000	\$34,000	\$75,000
Counselor with MA - (7-9 years in position)	25	\$52,660	\$53,560	\$38,500	\$64,100
Counselor with MA - (10-12 years in position)	19	\$57,692	\$56,634	\$46,500	\$84,303
Counselor with MA - (13-15 years in position)	18	\$57,291	\$56,894	\$42,850	\$80,000
Counselor with MA - (16 years and above in position)	25	\$69,095	\$64,955	\$51,322	\$132,000
Counselor with MSW - (less than one year in position)	42	\$52,058	\$50,000	\$35,000	\$95,000
Counselor with MSW - (1-3 years in position)	42	\$51,647	\$48,550	\$34,560	\$82,000
Counselor with MSW - (4-6 years in position)	28	\$53,975	\$53,522	\$37,485	\$86,000
Counselor with MSW - (7-9 years in position)	17	\$60,419	\$58,708	\$42,000	\$77,821
Counselor with MSW - (10-12 years in position)	19	\$56,663	\$57,000	\$38,000	\$85,000
Counselor with MSW - (13-15 years in position)	10	\$57,074	\$55,748	\$44,400	\$70,000
Counselor with MSW - (16 years and above in position)	21	\$71,386	\$63,000	\$55,000	\$137,800
Psychiatrist/MD (annual salary) - (<1 year)	7	\$163,143	\$145,000	\$92,000	\$320,000
Psychiatrist/MD (annual salary) - (1-3 years in position)	16	\$139,091	\$142,500	\$12,000	\$228,000
Psychiatrist/MD (annual salary) - (4-6 years in position)	11	\$151,390	\$157,000	\$73,624	\$180,000
Psychiatrist/MD (annual salary) - (7-9 years in position)	9	\$118,571	\$133,522	\$43,500	\$159,836
Psychiatrist/MD (annual salary) - (10-12 years in position)	9	\$165,248	\$164,376	\$145,000	\$195,000
Psychiatrist/MD (annual salary) - (13-15 years in position)	6	\$152,803	\$153,288	\$10,000	\$280,000
Psychiatrist/MD (annual salary) - (16+ years)	11	\$156,795	\$157,000	\$130,142	\$185,000
Psychiatrist/MD (hourly rate) - (<1 year)	18	\$151.7	\$150.0	\$62.5	\$225.0
Psychiatrist/MD (hourly rate) - (1-3 years in position)	25	\$142	\$150	\$44	\$225
Psychiatrist/MD (hourly rate) - (4-6 years in position)	22	\$142	\$150	\$97	\$180
Psychiatrist/MD (hourly rate) - (7-9 years in position)	13	\$150.43	\$150.00	\$95.00	\$200.00
Psychiatrist/MD (hourly rate) - (10-12 years in position)	8	\$164	\$139	\$95	\$255
Psychiatrist/MD (hourly rate) - (13-15 years in position)	8	\$141	\$150	\$95	\$180
Psychiatrist/MD (hourly rate) - (16+ years)	9	\$139	\$150	\$70	\$200
Psychiatric Nurse Practitioner - (<1 year)	7	\$75,857	\$80,000	\$45,000	\$95,000
Psychiatric Nurse Practitioner - (1-3 years in position)	3	\$92,333	\$85,000	\$61,998	\$130,000
Psychiatric Nurse Practitioner - (4-6 years in position)	3	\$87,500	\$88,000	\$85,000	\$89,500
Psychiatric Nurse Practitioner - (7-9 years in position)	4	\$65,936	\$66,872	\$30,000	\$100,000
Psychiatric Nurse Practitioner - (10-12 years in position)	4	\$82,500	\$85,000	\$10,000	\$150,000
Psychiatric Nurse Practitioner - (13-15 years in position)	0	.	.	.	.
Psychiatric Nurse Practitioner - (16+ years)	0	.	.	.	.

Psychiatric Residents - (less than one year in position)	4	\$33,664	\$33,800	\$10,000	\$57,055
Psychiatric Residents - (1-3 years in position)	1	\$55,163	\$55,163	\$55,163	\$55,163
Psychiatric Residents - (4-6 years in position)	0	.	.	.	.
Psychiatric Residents - (7-9 years in position)	0	.	.	.	.
Psychiatric Residents - (10-12 years in position)	0	.	.	.	.
Psychiatric Residents - (13-15 years in position)	0	.	.	.	.
Psychiatric Residents - (16 years and above in position)	0	.	.	.	.
Learning Skills Specialist - (less than one year in position)	0	.	.	.	.
Learning Skills Specialist - (1-3 years in position)	2	\$40,592	\$40,592	\$28,000	\$53,184
Learning Skills Specialist - (4-6 years in position)	2	\$52,186	\$52,186	\$40,531	\$63,840
Learning Skills Specialist - (7-9 years in position)	0	.	.	.	.
Learning Skills Specialist - (10-12 years in position)	1	\$57,033	\$57,033	\$57,033	\$57,033
Learning Skills Specialist - (13-15 years in position)	0	.	.	.	.
Learning Skills Specialist - (16+ years)	0	.	.	.	.
Case Manager - (less than one year in position)	17	\$54,993	\$54,810	\$35,000	\$69,040
Case Manager - (1-3 years in position)	19	\$54,910	\$52,596	\$43,500	\$74,520
Case Manager - (4-6 years in position)	4	\$53,500	\$56,000	\$30,000	\$72,000
Case Manager - (7-9 years in position)	1	\$69,000	\$69,000	\$69,000	\$69,000
Case Manager - (10-12 years in position)	0	.	.	.	.
Case Manager - (13-15 years in position)	0	.	.	.	.
Case Manager - (16 years and above in position)	1	\$49,181	\$49,181	\$49,181	\$49,181
Addictions Specialist - Current Salary (<1 year)	6	\$49,742	\$51,400	\$35,100	\$60,000
Addictions Specialist (1-3 years in position)	7	\$55,587	\$57,848	\$38,760	\$84,000
Addictions Specialist (4-6 years in position)	5	\$60,455	\$53,040	\$44,737	\$98,000
Addictions Specialist (7-9 years in position)	2	\$59,665	\$59,665	\$56,660	\$62,670
Addictions Specialist (10-12 years in position)	0	.	.	.	.
Addictions Specialist (13-15 years in position)	1	\$62,000	\$62,000	\$62,000	\$62,000
Addictions Specialist (16 years and above in position)	3	\$66,028	\$64,500	\$63,024	\$70,560
Pre-doctoral Psychology Intern - Current Salary	87	\$24,108	\$24,500	\$10,000	\$35,000
Post Docs - Current Salary	63	\$32,888	\$32,000	\$18,000	\$61,718
Graduate Students - Current Salary	45	\$15,251	\$13,875	\$3,000	\$44,445
Other - Current Salary (less than one year in position)	11	\$40,538	\$40,000	\$16,800	\$62,616
Other - Current Salary (1-3 years in position)	7	\$36,804	\$28,200	\$22,739	\$65,000
Other - Current Salary (4-6 years in position)	7	\$48,710	\$45,000	\$39,670	\$64,000
Other - Current Salary (7-9 years in position)	3	\$50,293	\$49,500	\$48,312	\$53,066
Other - Current Salary (10-12 years in position)	0	.	.	.	.
Other - Current Salary (13-15 years in position)	0	.	.	.	.
Other - Current Salary (16 years and above in position)	0	.	.	.	.

	Public or Private by Years in Position							
	Public				Private			
	N	Mean	Min	Max	N	Mean	Min	Max
Director Salary	155	\$93,772	\$42,000	\$169,040	158	\$84,940	\$38,000	\$170,000
Training Director – (<1 year)	15	\$72,318	\$56,000	\$100,000	9	\$63,612	\$56,000	\$70,000
Training Director - (1-3 years)	19	\$68,789	\$51,000	\$86,300	11	\$66,445	\$52,000	\$81,000
Training Director - (4-6 years)	19	\$68,536	\$49,000	\$90,194	14	\$75,753	\$56,000	\$94,488
Training Director - (7-9 years)	14	\$77,977	\$54,142	\$111,000	7	\$76,879	\$44,150	\$110,000
Training Director - (10-12 years)	8	\$84,135	\$68,000	\$99,500	5	\$71,070	\$60,000	\$77,000
Training Director - (13-15 years)	7	\$70,546	\$60,000	\$85,000	1	\$85,000	\$85,000	\$85,000
Training Director - (16+ years)	4	\$90,428	\$77,441	\$110,000	4	\$83,089	\$63,500	\$103,000
Assist/Assoc Director – (<1 year)	27	\$69,015	\$49,000	\$96,000	13	\$67,508	\$46,000	\$120,000
Assist/Assoc Director - (1-3 years)	30	\$73,819	\$44,241	\$103,092	22	\$67,574	\$54,000	\$84,000
Assist/Assoc Director - (4-6 years)	15	\$72,606	\$53,000	\$96,600	14	\$72,705	\$54,759	\$98,420
Assist/Assoc Director - (7-9 years)	10	\$70,502	\$57,985	\$89,300	11	\$67,647	\$10,000	\$90,000
Assist/Assoc Director - (10-12 years)	7	\$68,323	\$50,000	\$86,375	5	\$72,640	\$49,000	\$82,800
Assist/Assoc Director - (13-15 years)	3	\$91,000	\$85,000	\$95,999	4	\$73,048	\$62,073	\$84,090
Assist/Assoc Director - (16+ years)	7	\$83,656	\$62,000	\$104,436	8	\$86,625	\$75,000	\$103,576
Clinical Director - (<1 year)	9	\$70,242	\$50,000	\$79,100	2	\$63,610	\$57,220	\$70,000
Clinical Director - (1-3 years)	8	\$69,734	\$60,000	\$81,000	4	\$80,050	\$65,000	\$102,000
Clinical Director - (4-6 years)	12	\$77,589	\$59,385	\$111,000	3	\$88,939	\$62,400	\$121,416
Clinical Director - (7-9 years)	3	\$71,883	\$63,650	\$77,000	1	\$76,005	\$76,005	\$76,005
Clinical Director - (10-12 years)	3	\$73,555	\$68,666	\$80,000	0	.	.	.
Clinical Director - (13-15 years)	2	\$82,466	\$79,932	\$85,000	0	.	.	.
Clinical Director - (16+ years)	2	\$79,500	\$69,000	\$90,000	2	\$81,638	\$75,817	\$87,460
Counselor with Doc - (<1 year)	63	\$55,874	\$38,000	\$80,000	38	\$57,851	\$26,000	\$105,000
Counselor with Doc - (1-3 years)	69	\$56,772	\$42,000	\$82,000	52	\$59,841	\$42,000	\$90,000
Counselor with Doc - (4-6 years)	65	\$60,671	\$45,000	\$85,000	33	\$63,619	\$46,000	\$108,852
Counselor with Doc - (7-9 years)	31	\$66,236	\$52,547	\$88,000	15	\$66,155	\$57,000	\$75,000
Counselor with Doc - (10-12 years)	29	\$71,822	\$56,000	\$103,092	8	\$73,300	\$61,500	\$85,000
Counselor with Doc - (13-15 years)	15	\$72,867	\$46,000	\$110,885	5	\$76,619	\$58,000	\$92,000
Counselor with Doc - (16+ years)	38	\$80,973	\$59,996	\$112,896	13	\$85,656	\$62,090	\$128,700
Counselor A.B.D. - (<1 year)	6	\$51,437	\$43,620	\$60,000	4	\$52,500	\$50,000	\$55,000
Counselor A.B.D. - (1-3 years)	4	\$50,250	\$42,000	\$62,000	3	\$53,500	\$47,000	\$58,500
Counselor A.B.D. - (4-6 years)	2	\$60,304	\$56,608	\$64,000	0	.	.	.
Counselor A.B.D. - (7-9 years)	0	.	.	.	0	.	.	.
Counselor A.B.D. - (10-12 years)	0	.	.	.	0	.	.	.
Counselor A.B.D. - (13-15 years)	0	.	.	.	0	.	.	.
Counselor A.B.D. - (16+ years)	0	.	.	.	0	.	.	.

Counselor with MA - (<1 year)	33	\$47,700	\$29,000	\$75,000	12	\$44,805	\$15,600	\$60,000
Counselor with MA - (1-3 years)	37	\$46,528	\$35,762	\$60,000	25	\$46,543	\$32,000	\$69,000
Counselor with MA - (4-6 years)	34	\$52,226	\$38,000	\$75,000	14	\$44,206	\$34,000	\$62,000
Counselor with MA - (7-9 years)	23	\$52,383	\$38,500	\$64,100	2	\$55,856	\$50,107	\$61,604
Counselor with MA - (10-12 years)	10	\$54,548	\$46,500	\$63,000	9	\$61,184	\$47,000	\$84,303
Counselor with MA - (13-15 years)	13	\$57,283	\$43,200	\$80,000	4	\$60,925	\$52,368	\$69,333
Counselor with MA - (16+ years)	17	\$65,579	\$51,322	\$96,000	7	\$78,934	\$55,000	\$132,000
Counselor with MSW - (<1 year)	24	\$52,045	\$39,158	\$69,040	16	\$51,132	\$35,000	\$95,000
Counselor with MSW - (1-3 years)	27	\$50,481	\$34,560	\$82,000	14	\$53,442	\$40,000	\$81,751
Counselor with MSW - (4-6 years)	17	\$53,754	\$37,485	\$86,000	10	\$53,549	\$43,864	\$60,000
Counselor with MSW - (7-9 years)	8	\$60,580	\$55,167	\$75,000	8	\$59,312	\$42,000	\$77,821
Counselor with MSW - (10-12 years)	9	\$57,740	\$38,000	\$85,000	10	\$55,693	\$38,000	\$65,165
Counselor with MSW - (13-15 years)	3	\$59,632	\$55,897	\$65,000	6	\$53,641	\$44,400	\$68,850
Counselor with MSW - (16+ years)	17	\$69,218	\$55,000	\$124,076	3	\$84,267	\$55,000	\$137,800
Psychiatrist/MD (<1 year)	6	\$167,000	\$92,000	\$320,000	1	\$140,000	\$140,000	\$140,000
Psychiatrist/MD - (1-3 years)	14	\$145,886	\$12,000	\$228,000	2	\$91,530	\$43,059	\$140,000
Psychiatrist/MD - (4-6 years)	6	\$156,286	\$147,000	\$165,000	4	\$148,150	\$73,624	\$180,000
Psychiatrist/MD - (7-9 years)	7	\$125,342	\$55,000	\$159,836	2	\$94,875	\$43,500	\$146,250
Psychiatrist/MD - (10-12 years)	5	\$167,152	\$152,000	\$180,818	3	\$168,824	\$155,350	\$195,000
Psychiatrist/MD - (13-15 years)	2	\$153,288	\$142,200	\$164,376	4	\$152,560	\$10,000	\$280,000
Psychiatrist/MD - (16+ years)	7	\$155,608	\$130,142	\$172,000	2	\$150,050	\$143,100	\$157,000
Psychiatrist/MD (hourly) - (<1 year)	10	\$161	\$63	\$225	8	\$140	\$100	\$200
Psychiatrist/MD (hourly) - (1-3 years)	10	\$136	\$44	\$225	13	\$150	\$80	\$200
Psychiatrist/MD (hourly) - (4-6 years)	12	\$133	\$97	\$156	9	\$149	\$100	\$180
Psychiatrist/MD (hourly) - (7-9 years)	5	\$130	\$118	\$150	8	\$163	\$95	\$200
Psychiatrist/MD (hourly) - (10-12 years)	2	\$130	\$110	\$150	5	\$160	\$95	\$255
Psychiatrist/MD (hourly) - (13-15 years)	2	\$98	\$95	\$101	6	\$156	\$150	\$180
Psychiatrist/MD (hourly) - (16+ years)	4	\$138	\$83	\$200	4	\$136	\$70	\$180
Psychiatric NP - (<1 year)	6	\$80,167	\$45,000	\$95,000	1	\$50,000	\$50,000	\$50,000
Psychiatric NP - (1-3 years)	1	\$61,998	\$61,998	\$61,998	1	\$130,000	\$130,000	\$130,000
Psychiatric NP - (4-6 years)	1	\$85,000	\$85,000	\$85,000	1	\$89,500	\$89,500	\$89,500
Psychiatric NP - (7-9 years)	2	\$65,000	\$30,000	\$100,000	1	\$50,000	\$50,000	\$50,000
Psychiatric NP - (10-12 years)	1	\$85,000	\$85,000	\$85,000	3	\$81,667	\$10,000	\$150,000
Psychiatric NP - (13-15 years)	0	.	.	.	0	.	.	.
Psychiatric NP - (16+ years)	0	.	.	.	0	.	.	.
Psychiatric Residents - (<1 year)	4	\$33,664	\$10,000	\$57,055	0	.	.	.

Psychiatric Residents - (1-3 years)	0	.	.	.	1	\$55,163	\$55,163	\$55,163
Psychiatric Residents - (4-6 years)	0	.	.	.	0	.	.	.
Psychiatric Residents - (7-9 years)	0	.	.	.	0	.	.	.
Psychiatric Residents - (10-12 years)	0	.	.	.	0	.	.	.
Psychiatric Residents - (13-15 years)	0	.	.	.	0	.	.	.
Psychiatric Residents - (16+ years)	0	.	.	.	0	.	.	.
Learning Skills Specialist - (<1 year)	0	.	.	.	0	.	.	.
Learning Skills Specialist - (1-3 years)	1	\$53,184	\$53,184	\$53,184	0	.	.	.
Learning Skills Specialist - (4-6 years)	1	\$63,840	\$63,840	\$63,840	1	\$40,531	\$40,531	\$40,531
Learning Skills Specialist - (7-9 years)	0	.	.	.	0	.	.	.
Learning Skills Specialist - (10-12 years)	0	.	.	.	1	\$57,034	\$57,034	\$57,034
Learning Skills Specialist - (13-15 years)	0	.	.	.	0	.	.	.
Learning Skills Specialist - (16+ years)	0	.	.	.	0	.	.	.
Case Manager - (<1 year)	15	\$55,759	\$35,000	\$69,040	2	\$49,250	\$44,000	\$54,500
Case Manager - (1-3 years)	13	\$51,920	\$43,500	\$63,960	5	\$63,146	\$47,430	\$74,520
Case Manager - (4-6 years)	3	\$61,333	\$49,000	\$72,000	0	.	.	.
Case Manager - (7-9 years)	1	\$69,000	\$69,000	\$69,000	0	.	.	.
Case Manager - (10-12 years)	0	.	.	.	0	.	.	.
Case Manager - (13-15 years)	0	.	.	.	0	.	.	.
Case Manager - (16+ years)	1	\$49,181	\$49,181	\$49,181	0	.	.	.
Addictions Specialist - (<1 year)	6	\$49,742	\$35,100	\$60,000	0	.	.	.
Addictions Specialist (1-3 years)	4	\$50,959	\$38,760	\$64,557	3	\$61,758	\$43,427	\$84,000
Addictions Specialist (4-6 years)	5	\$60,455	\$44,737	\$98,000	0	.	.	.
Addictions Specialist (7-9 years)	1	\$62,670	\$62,670	\$62,670	0	.	.	.
Addictions Specialist (10-12 years)	0	.	.	.	0	.	.	.
Addictions Specialist (13-15 years)	1	\$62,000	\$62,000	\$62,000	0	.	.	.
Addictions Specialist (16+ years)	1	\$64,500	\$64,500	\$64,500	1	\$70,560	\$70,560	\$70,560
Pre-doctoral Psychology Intern	61	\$24,786	\$10,000	\$34,000	24	\$22,646	\$10,000	\$35,000
Post Docs	31	\$32,439	\$18,000	\$61,718	27	\$33,642	\$22,000	\$61,615
Graduate Students	33	\$16,297	\$3,000	\$44,445	10	\$13,115	\$3,600	\$37,000
Other - Current Salary (<1 year)	9	\$37,033	\$16,800	\$48,000	2	\$56,308	\$50,000	\$62,616
Other - Current Salary (1-3 years)	5	\$41,402	\$22,739	\$65,000	2	\$25,309	\$24,618	\$26,000
Other - Current Salary (4-6 years)	2	\$50,500	\$45,000	\$56,000	5	\$47,994	\$39,670	\$64,000

Other - Current Salary (7-9 years)	3	\$50,293	\$48,312	\$53,066	0	.	.	.
Other - Current Salary (10-12 years)	0	.	.	.	0	.	.	.
Other - Current Salary (13-15 years)	0	.	.	.	0	.	.	.
Other - Current Salary (16+ years)	0	.	.	.	0	.	.	.

Years of experience	Staff Salary by Years of Experience and 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
Director Salary	\$65,601	\$76,430	\$81,751	\$83,439	\$96,556	\$90,045	\$102,389	\$100,822	\$106,321	\$106,968	\$116,318
Training Dir <1	.	\$62,833	\$63,375	\$64,012	\$66,000	\$63,667	.	\$77,047	\$79,500	\$67,000	\$67,497
Training Dir 1-3	.	\$59,203	\$64,333	\$83,500	\$74,468	\$63,024	\$54,139	\$71,667	\$71,033	\$76,044	\$69,452
Training Dir 4-6	\$79,000	.	\$67,000	\$57,636	\$72,829	\$67,309	\$74,117	\$75,369	\$68,500	\$74,675	\$76,298
Training Dir 7-9	.	\$87,000	\$59,717	\$75,000	\$83,714	\$77,139	.	\$75,457	\$80,000	.	\$84,522
Training Dir 10-12	\$60,000	.	\$75,000	.	.	\$74,313	\$85,564	.	\$74,878	.	\$84,784
Training Dir 13-15	\$79,000	\$65,500	\$66,000	.	\$65,920	\$72,904	\$85,000
Training Dir 16+	.	\$103,000	.	\$63,500	\$80,000	\$45,671	\$85,856	\$83,000	\$77,441	\$91,269	\$105,191
Assist/Assoc Dir <1	.	\$53,556	\$63,629	\$63,786	\$79,207	\$66,677	\$60,000	\$62,667	\$75,388	\$79,134	\$74,500
Assist/Assoc Dir 1-3	\$50,000	\$63,472	\$67,731	\$64,102	\$69,000	\$71,721	\$81,917	\$73,589	\$81,165	\$76,606	\$69,200
Assist/Assoc Dir 4-6	.	\$75,722	\$65,827	\$53,000	\$69,000	\$63,700	\$82,010	\$72,141	\$76,567	.	\$72,900
Assist/Assoc Dir 7-9	.	\$75,000	\$61,567	\$80,607	\$72,500	\$69,931	\$73,167	.	\$79,150	\$10,000	\$75,848
Assist/Assoc Dir 10-12	.	\$76,400	\$81,400	\$58,000	\$68,810	\$56,000	.	\$68,268	\$86,375	.	\$80,000
Assis/Asso Dir 13-15	.	.	\$68,536	\$84,090	.	\$92,000	\$71,027	.	.	.	\$90,500
Assist/Assoc Dir 16+	.	.	\$82,874	\$85,979	\$89,098	\$73,250	\$89,370	\$75,000	\$77,441	\$89,000	\$93,995
Clinical Dir <1	.	.	\$57,220	\$50,000	\$70,000	\$70,000	.	\$74,259	.	\$65,822	\$74,420
Clinical Dir 1-3	.	\$73,200	\$65,000	.	.	\$63,824	.	\$81,000	\$72,945	\$79,248	\$69,888
Clinical Dir 4-6	.	\$62,400	\$63,000	.	\$63,000	\$83,000	\$90,400	.	\$76,220	\$72,047	\$93,233
Clinical Dir 7-9	\$76,005	\$77,000	.	\$69,325
Clinical Dir 10-12	\$68,666	.	.	\$72,000	.	\$80,000

Clinical Dir 13-15	.	.	.	.	.	.	.	\$79,932	.	.	\$85,000
Clinical Dir 16+	.	.	.	.	.	.	\$78,230	.	\$75,817	\$90,000	
Counselor w/ Doc <1	\$51,500	\$53,375	\$56,538	\$57,513	\$63,962	\$56,071	\$57,386	\$56,762	\$53,852	\$55,820	\$59,407
Counselor w/ Doc 1-3	\$51,707	\$62,983	\$60,785	\$58,386	\$57,497	\$55,564	\$56,082	\$59,084	\$56,955	\$59,606	\$58,365
Counselor w/ Doc 4-6	\$58,000	\$62,047	\$65,868	\$57,341	\$60,846	\$55,952	\$65,400	\$61,639	\$60,178	\$63,181	\$62,274
Counselor w/ Doc 7-9	.	\$75,000	\$64,871	\$61,500	\$63,985	\$66,506	\$73,560	\$63,783	\$65,713	\$69,463	\$68,213
Counselor w/ Doc 10-12	.	\$65,000	\$85,000	\$69,500	\$65,101	\$65,285	\$75,293	\$71,184	\$72,000	\$89,184	\$72,056
Counselor w/ Doc 13-15	.	.	\$79,500	\$67,500	\$58,000	\$52,400	\$77,865	.	.	\$91,491	\$72,405
Counselor w/ Doc 16+	.	\$62,090	\$95,358	\$77,500	\$86,640	\$80,077	\$90,982	\$77,493	\$82,204	\$78,967	\$83,304
Counselor ABD <1	.	.	\$51,124	.	.	.	\$50,000	\$53,000	\$58,000	\$45,000	\$60,000
Counselor ABD 1-3	.	.	\$55,000	\$58,500	.	\$46,000	.	.	\$52,000	.	\$52,000
Counselor ABD 4-6	.	.	.	.	.	.	.	.	.	.	\$60,304
Counselor ABD 7-9	.	.	.	.	.	.	.	.	.	.	.
Counselor ABD 10-12	.	.	.	.	.	.	.	.	.	.	.
Counselor ABD 13-15	.	.	.	.	.	.	.	.	.	.	.
Counselor ABD 16+	.	.	.	.	.	.	.	.	.	.	.
Counselor MA <1	\$51,000	\$37,400	\$43,437	\$41,176	\$48,333	\$45,433	\$56,333	\$49,500	\$45,886	\$55,000	\$53,152
Counselor MA 1-3	\$36,625	\$44,250	\$46,553	\$47,243	\$50,495	\$46,158	\$47,157	\$42,984	\$46,833	\$51,600	\$49,385
Counselor MA 4-6	\$43,000	\$44,191	\$41,400	\$45,300	\$51,600	\$46,444	\$62,455	\$52,250	\$55,535	\$55,452	\$51,604
Counselor MA 7-9	\$38,500	\$50,107	\$62,302	\$54,314	\$54,655	\$49,051	\$43,750	\$49,872	\$58,015	.	\$53,679

Counselor MA 10-12	.	\$57,039	\$72,942	\$51,567	\$50,000	.	\$51,239	\$55,354	\$59,675	.	\$56,967
Counselor MA 13-15	.	.	\$52,368	\$56,774	\$57,221	\$50,836	\$80,000	\$53,286	.	.	\$59,560
Counselor MA 13-15	.	\$74,943	\$84,255	\$68,357	\$61,267	\$61,718	\$77,692	\$65,000	\$60,000	\$77,652	\$62,229
Counselor MSW <1	\$52,400	\$49,739	\$48,125	\$55,706	\$63,172	\$52,008	\$64,000	\$50,420	\$46,000	\$51,333	\$51,009
Counselor MSW 1-3	.	\$51,856	\$51,656	\$47,534	\$48,750	\$49,572	\$62,126	\$52,350	\$52,142	\$45,447	\$53,873
Counselor MSW 4-6	.	\$49,500	\$60,000	\$54,500	\$60,000	\$55,433	\$47,664	\$52,462	\$52,022	\$50,747	\$57,472
Counselor MSW 7-9	\$44,000	\$77,821	\$56,237	\$65,000	\$58,000	.	\$64,480	\$68,000	\$59,310	\$57,000	\$58,354
Counselor MSW 10-12	\$38,000	.	\$65,165	\$63,434	\$50,000	\$52,897	\$85,000	\$54,825	\$57,000	\$49,856	\$58,415
Counselor MSW 13-15	.	\$55,000	\$49,999	\$45,000	.	.	\$63,425	\$61,500	\$55,897	.	\$65,000
Counselor MSW 16+	\$60,000	\$55,000	\$137,800	\$58,464	\$65,000	.	\$73,000	\$61,667	\$63,041	\$124,076	\$67,606
Psychiatrist/MD <1	.	.	.	.	.	.	\$140,000	\$150,000	\$320,000	\$145,000	\$118,500
Psychiatrist/MD 1-3	.	.	\$140,000	.	.	\$140,000	\$156,673	\$120,000	\$167,500	\$91,030	\$143,677
Psychiatrist/MD 4-6	.	.	.	.	\$179,000	\$104,300	.	\$154,896	\$156,000	.	\$161,000
Psychiatrist/MD 7-9	.	.	.	\$43,500	.	\$100,625	\$133,522	\$146,418	\$94,000	.	\$151,017
Psychiatrist/MD 10-12	.	.	.	.	.	\$168,084	\$156,121	\$145,000	.	\$195,000	\$163,735
Psychiatrist/MD 13-15	.	.	\$10,000	\$180,000	\$280,000	.	.	\$140,240	\$142,200	.	\$164,376
Psychiatrist/MD 16	.	.	.	.	.	\$164,500	\$143,100	\$185,000	\$147,700	.	\$153,323
Psychiatrist/MD Hourly <1	.	.	\$158	\$167	\$140	\$128	\$200	\$175	\$165	.	\$63
Psychiatrist/MD 1-3	.	\$132	\$163	\$104	\$145	\$160	\$156	.	.	.	\$80

Psychiatric Residents 16+	.	.	.	.	.	.	.	.	.	.	.	.
Learning Skills Specialist <1	.	.	.	.	.	.	.	.	.	.	.	.
Learning Skills Specialist 1-3	.	.	.	\$28,000	.	.	.	.	.	\$53,184	.	.
Learning Skills Specialist 4-6	.	.	.	.	.	.	.	.	.	\$52,186	.	.
Learning Skills Specialist 7-9	.	.	.	.	.	.	.	.	.	.	.	.
Learning Skills Specialist 10-12	.	\$57,034	.	.	.	.	.	.	.	.	.	.
Learning Skills Specialist 13-15	.	.	.	.	.	.	.	.	.	.	.	.
Learning Skills Specialist 16+	.	.	.	.	.	.	.	.	.	.	.	.
Case Manager <1	.	.	.	.	\$55,000	\$53,208	\$56,000	\$49,275	\$61,000	\$47,100	\$62,462	.
Case Manager 1-3	.	.	.	\$52,780	.	\$54,868	\$66,507	.	\$50,190	\$57,344	\$51,589	.
Case Manager 4-6	\$30,000	.	.	.	.	.	.	.	\$63,000	.	\$60,500	.
Case Manager 7-9	.	.	.	.	.	.	.	.	.	.	\$69,000	.
Case Manager 10-12	.	.	.	.	.	.	.	.	.	.	.	.
Case Manager 13-15	.	.	.	.	.	.	.	.	.	.	.	.
Case Manager 16+	.	.	.	.	.	.	.	.	.	.	\$49,181	.
Addictions Specialist <1	.	.	.	.	.	\$45,983	.	\$56,500	\$47,500	.	.	.
Addictions Specialist 1-3	.	.	\$50,638	.	.	\$50,259	\$84,000	\$38,760	.	.	\$64,557	.
Addictions Specialist 4-6	.	.	.	\$50,425	\$98,000	\$44,737	\$53,040	.	.	.	\$56,072	.

Addictions Specialist 7-9	.	.	.	\$56,660	.	\$62,670	.	.	.	.	.
Addictions Specialist 10-12	.	.	.	.	.	.	.	.	.	.	.
Addictions Specialist 13-15	.	.	.	\$62,000	.	.	.	.	.	.	.
Addictions Specialist 16+	.	.	\$70,560	.	.	\$64,500	.	.	.	.	\$63,024
Pre-doctoral Intern	.	\$19,036	\$58,350	\$20,877	\$21,222	\$23,337	\$24,395	\$26,197	\$26,688	\$25,161	\$26,033
Post Docs	\$40,000	\$29,000	\$33,962	\$34,607	\$31,765	\$35,174	\$32,448	\$34,151	\$32,237	\$28,871	\$81,726
Graduate Students	.	.	\$7,900	\$12,900	\$6,000	\$10,399	\$17,786	\$15,844	\$16,600	\$21,750	\$22,370
Other <1	.	.	\$50,000	.	\$29,933	\$43,750	\$62,616	\$39,000	\$39,000	.	.
Other 1-3	.	\$26,000	.	\$24,618	\$35,000	\$22,739	.	\$65,000	.	.	\$42,136
Other 4-6	.	\$45,000	\$45,650	\$54,500	.	\$56,000	.	.	.	\$39,670	.
Other 7-9	.	.	.	.	.	\$48,906	.	\$53,066	.	.	.
Other 10-12	.	.	.	.	.	.	.	.	.	.	.
Other 13-15	.	.	.	.	.	.	.	.	.	.	.
Other 16+	.	.	.	.	.	.	.	.	.	.	.

Years of experience	PUBLIC SCHOOLS ONLY Staff Salary by Years of Experience and 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
Director Salary	\$93,333	\$67,571	\$73,342	\$79,051	\$85,584	\$87,214	\$94,137	\$97,874	\$106,321	\$109,503	\$117,760
Training Dir <1	\$70,000	\$63,667	.	\$77,047	\$79,500	.	\$67,497
Training Dir 1-3	.	.	.	\$86,000	\$73,936	\$60,742	\$54,139	\$68,500	\$71,033	\$80,650	\$69,452
Training Dir 4-6	.	.	.	\$51,000	\$66,000	\$59,859	\$71,575	\$71,892	\$68,500	\$67,013	\$76,298
Training Dir 7-9	\$54,142	\$77,139	.	\$75,457	\$80,000	.	\$84,522
Training Dir 10-12	\$99,405	.	\$74,878	.	\$84,784
Training Dir 13-15	\$73,000	\$65,500	\$66,000	.	\$65,920	\$72,904	\$85,000
Training Dir 16+	\$83,000	\$77,441	\$91,269	\$110,000

Assist/Assoc Dir <1	.	\$55,000	\$68,000	\$59,000	\$65,609	\$63,839	\$60,000	\$62,667	\$75,388	\$91,269	\$79,000
Assist/Assoc Dir 1-3	\$50,000	.	.	\$62,120	\$65,000	\$70,967	\$81,875	\$73,634	\$81,165	\$81,064	\$69,200
Assist/Assoc Dir 4-6	.	.	.	\$53,000	\$62,000	.	\$75,973	\$76,000	\$76,567	.	\$72,900
Assist/Assoc Dir 7-9	.	.	.	.	.	\$64,846	\$73,167	.	\$79,150	.	\$70,500
Assist/Assoc Dir 10-12	.	.	.	\$50,000	\$68,810	\$56,000	.	\$68,268	\$86,375	.	\$80,000
Assis/Asso Dir 13-15	.	.	.	.	.	\$92,000	.	.	.	.	\$90,500
Assist/Assoc Dir 16+	.	.	.	.	.	\$62,000	\$75,165	.	\$77,441	\$89,000	\$93,995
Clinical Dir <1	.	.	.	\$50,000	.	\$70,000	.	\$74,259	.	\$65,822	\$74,420
Clinical Dir 1-3	.	.	.	.	.	\$63,824	.	\$60,000	\$72,945	\$78,497	\$69,888
Clinical Dir 4-6	.	.	\$63,000	.	\$63,000	.	\$59,385	.	\$76,220	\$72,047	\$93,233
Clinical Dir 7-9	.	.	.	.	.	.	.	.	\$77,000	.	\$69,325
Clinical Dir 10-12	.	.	.	.	.	\$68,666	.	.	\$72,000	.	\$80,000
Clinical Dir 13-15	.	.	.	.	.	.	.	\$79,932	.	.	\$85,000
Clinical Dir 16+	.	.	.	.	.	.	\$69,000	.	.	.	\$90,000
Counselor w/ Doc <1	.	\$60,000	\$57,400	\$54,333	\$60,500	\$54,545	\$54,957	\$54,569	\$53,852	\$55,113	\$60,160
Counselor w/ Doc 1-3	.	.	.	\$55,250	\$54,638	\$54,867	\$53,857	\$58,924	\$56,955	\$60,102	\$58,683
Counselor w/ Doc 4-6	\$85,000	.	\$57,000	\$48,000	\$58,365	\$54,508	\$63,238	\$61,773	\$60,178	\$62,781	\$62,612
Counselor w/ Doc 7-9	.	.	\$62,754	\$61,500	\$62,933	\$68,849	\$84,000	\$62,729	\$65,713	\$58,390	\$68,213
Counselor w/ Doc 10-12	.	.	.	\$69,500	\$57,000	\$60,903	\$75,293	\$71,184	\$72,000	\$95,868	\$72,056
Counselor w/ Doc 13-15	.	.	.	\$67,500	.	\$52,400	\$80,000	.	.	\$91,982	\$73,654
Counselor w/ Doc 16+	.	.	.	\$77,500	\$89,082	\$74,633	\$89,008	\$76,946	\$82,204	\$73,022	\$83,304
Counselor ABD <1	.	.	\$47,810	.	.	.	\$50,000	.	\$58,000	\$45,000	\$60,000

Counselor ABD 1-3	.	.	.	.	.	\$45,000	.	.	\$52,000	.	\$52,000
Counselor ABD 4-6	.	.	.	.	.	.	.	.	.	.	\$60,304
Counselor ABD 7-9	.	.	.	.	.	.	.	.	.	.	.
Counselor ABD 10-12	.	.	.	.	.	.	.	.	.	.	.
Counselor ABD 13-15	.	.	.	.	.	.	.	.	.	.	.
Counselor ABD 16+	.	.	.	.	.	.	.	.	.	.	.
Counselor MA <1	.	.	\$46,810	\$41,000	\$45,500	\$44,362	\$56,333	\$49,500	\$45,886	\$55,000	\$53,152
Counselor MA 1-3	.	.	\$52,416	\$43,100	\$48,454	\$43,302	\$47,157	\$42,984	\$46,833	\$51,600	\$49,495
Counselor MA 4-6	.	.	.	\$48,733	\$49,000	\$47,027	\$65,696	\$52,250	\$55,535	\$55,452	\$52,925
Counselor MA 7-9	\$38,500	.	\$63,000	\$54,314	\$54,655	\$49,051	\$43,750	\$49,872	\$58,015	.	\$53,679
Counselor MA 10-12	.	.	.	\$51,567	.	.	\$49,500	\$55,031	\$59,675	.	\$56,967
Counselor MA 13-15	.	.	.	\$50,494	\$49,664	\$54,828	\$80,000	\$53,286	.	.	\$59,560
Counselor MA 13-15	.	.	.	\$68,357	\$61,900	\$61,718	\$77,692	\$65,000	\$60,000	\$77,652	\$62,229
Counselor MSW <1	.	\$50,000	\$58,000	\$51,934	\$47,258	\$53,847	\$64,000	\$49,700	\$46,000	\$55,000	\$51,009
Counselor MSW 1-3	.	.	.	\$45,165	\$48,750	\$50,000	\$42,500	\$48,500	\$52,142	.	\$53,873
Counselor MSW 4-6	.	.	.	\$54,000	.	.	\$45,000	\$50,078	\$52,022	\$57,630	\$57,472
Counselor MSW 7-9	.	.	.	.	\$58,000	.	\$75,000	.	\$59,310	\$57,000	\$58,354
Counselor MSW 10-12	.	.	.	.	.	\$38,000	\$85,000	\$47,585	\$57,000	.	\$58,415
Counselor MSW 13-15	.	.	.	.	.	.	\$58,000	.	\$55,897	.	\$65,000

Counselor MSW 16+	.	.	.	\$58,464	\$65,000	.	\$73,000	\$61,667	\$63,041	\$124,076	\$67,207
Psychiatrist/MD <1	.	.	.	.	.	.	.	\$150,000	\$320,000	\$145,000	\$118,500
Psychiatrist/MD 1-3	.	.	.	.	.	\$140,000	\$156,673	\$120,000	\$167,500	\$139,000	\$143,677
Psychiatrist/MD 4-6	.	.	.	.	.	.	.	\$151,858	\$156,000	.	\$161,000
Psychiatrist/MD 7-9	.	.	.	.	.	\$55,000	\$133,522	\$146,418	\$94,000	.	\$151,017
Psychiatrist/MD 10-12	.	.	.	.	.	\$180,818	.	.	.	.	\$163,735
Psychiatrist/MD 13-15	.	.	.	.	.	.	.	.	\$142,200	.	\$164,376
Psychiatrist/MD 16	.	.	.	.	.	\$172,000	.	.	\$147,700	.	\$153,911
Psychiatrist/MD Hourly <1	.	.	\$225	\$185	\$90	\$155	\$200	\$175	\$165	.	\$63
Psychiatrist/MD 1-3	.	.	.	\$108	\$143	.	\$158	.	.	.	\$80
Psychiatrist/MD 4-6	.	.	.	\$152	\$120	\$125	\$140	\$97	\$135	\$150	\$120
Psychiatrist/MD 7-9	.	.	.	\$150	\$125	\$125	.	\$118	\$130	.	.
Psychiatrist/MD 10-12	.	.	.	.	.	.	\$150	.	.	\$110	.
Psychiatrist/MD 13-15	.	.	.	.	.	\$95	.	\$101	.	.	.
Psychiatrist/MD 16+	.	.	.	.	\$135	\$83	\$200	.	.	.	.
Psychiatric NP <1	.	.	.	\$95,000	.	.	\$94,000	\$79,000	.	.	\$67,000
Psychiatric NP 1-3	.	.	.	.	.	.	.	.	\$61,998	.	.
Psychiatric NP 4-6	.	.	.	.	.	.	.	\$85,000	.	.	.
Psychiatric NP 7-9	.	.	.	.	.	\$30,000	.	.	\$100,000	.	.

Case Manager <1	.	.	.	.	\$55,000	\$52,777	\$68,000	\$49,275	\$61,000	\$47,100	\$62,462
Case Manager 1-3	.	.	.	.	.	\$48,174	\$53,000	.	\$50,190	\$57,344	\$51,422
Case Manager 4-6	.	.	.	.	.	.	.	.	\$63,000	.	\$60,500
Case Manager 7-9	.	.	.	.	.	.	.	.	.	.	\$69,000
Case Manager 10-12	.	.	.	.	.	.	.	.	.	.	.
Case Manager 13-15	.	.	.	.	.	.	.	.	.	.	.
Case Manager 16+	.	.	.	.	.	.	.	.	.	.	\$49,181
Addictions Specialist <1	.	.	.	.	.	\$45,983	.	\$56,500	\$47,500	.	.
Addictions Specialist 1-3	.	.	.	.	.	\$50,259	.	\$38,760	.	.	\$64,557
Addictions Specialist 4-6	.	.	.	\$50,425	\$98,000	\$44,737	\$53,040	.	.	.	\$56,072
Addictions Specialist 7-9	.	.	.	.	.	\$62,670	.	.	.	.	.
Addictions Specialist 10-12	.	.	.	.	.	.	.	.	.	.	.
Addictions Specialist 13-15	.	.	.	\$62,000	.	.	.	.	.	.	.
Addictions Specialist 16+	.	.	.	.	.	\$64,500	.	.	.	.	.
Pre-doctoral Intern	.	.	.	\$18,000	\$17,550	\$23,483	\$24,255	\$26,067	\$26,688	\$24,368	\$26,033
Post Docs	.	.	\$29,000	\$40,000	\$28,000	\$45,859	\$35,140	\$32,442	\$32,237	\$27,661	\$81,726
Graduate Students	.	.	\$13,000	.	\$6,000	\$11,261	\$19,450	\$15,818	\$16,600	.	\$24,069
Other <1	.	.	.	.	\$29,933	\$43,750	.	\$39,000	\$39,000	.	.
Other 1-3	.	.	.	.	\$35,000	\$22,739	.	\$65,000	.	.	\$42,136
Other 4-6	.	\$45,000	.	.	.	\$56,000	.	.	.	.	.
Other 7-9	.	.	.	.	.	\$48,906	.	\$53,066	.	.	.

Other 10-12	.	.	.	.	.	.	.	.	.	.	.
Other 13-15	.	.	.	.	.	.	.	.	.	.	.
Other 16+	.	.	.	.	.	.	.	.	.	.	.

Years of experience	PRIVATE SCHOOLS ONLY Staff Salary by Years of Experience and 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
Director Salary	\$61,315	\$76,218	\$83,546	\$89,832	\$113,327	\$102,024	\$128,917	\$103,167	.	\$96,530	.
Training Dir <1	.	\$62,833	\$63,667	\$64,012	\$62,000	.	.	.	.	\$67,000	.
Training Dir 1-3	.	\$59,203	\$64,333	\$81,000	\$75,000	\$68,728	.	.	.	\$66,831	.
Training Dir 4-6	\$79,000	.	\$67,000	\$60,954	\$94,488	\$74,759	\$81,744	\$84,060	.	\$90,000	.
Training Dir 7-9	.	\$87,000	\$59,717	\$75,000	\$98,500	.	.	.	.	.	.
Training Dir 10-12	\$60,000	.	\$75,000	.	.	\$74,313	\$71,722	.	.	.	.
Training Dir 13-15	\$85,000	.	.	.	.	.	.
Training Dir 16+	.	\$103,000	.	\$63,500	\$80,000	.	\$85,856	.	.	.	.
Assist/Assoc Dir <1	.	\$52,834	\$60,480	\$68,167	\$120,000	\$78,029	.	.	.	\$67,000	.
Assist/Assoc Dir 1-3	.	\$63,472	\$67,731	\$65,092	\$71,000	\$77,000	\$82,000	\$65,000	.	\$58,776	.
Assist/Assoc Dir 4-6	.	\$75,722	\$65,827	.	\$72,500	\$63,700	\$94,085	\$70,211	.	.	.
Assist/Assoc Dir 7-9	.	\$75,000	\$61,567	\$80,607	\$78,000	\$80,100	.	.	.	\$10,000	.
Assist/Assoc Dir 10-12	.	\$76,400	\$81,400	\$62,000	.	.	.	.	.	.	.
Assis/Asso Dir 13-15	.	.	\$68,536	\$84,090	.	.	\$71,027	.	.	.	.
Assist/Assoc Dir 16+	.	.	\$82,874	\$85,979	\$89,098	\$84,500	\$103,576	\$75,000	.	.	.
Clinical Dir <1	.	.	\$57,220	.	\$70,000	.	.	.	.	.	.
Clinical Dir 1-3	.	\$73,200	\$65,000	.	.	.	.	\$102,000	.	\$80,000	.
Clinical Dir 4-6	.	\$62,400	.	.	.	\$83,000	\$121,416	.	.	.	.
Clinical Dir 7-9	\$76,005	.	.	.

Clinical Dir 10-12	.	.	.	.	.	.	.	.	.	.	.	.	.
Clinical Dir 13-15	.	.	.	.	.	.	.	.	.	.	.	.	.
Clinical Dir 16+	.	.	.	.	.	.	\$87,460	.	.	\$75,817	.	.	.
Counselor w/ Doc <1	\$45,000	\$52,429	\$55,429	\$59,093	\$65,117	\$61,667	\$62,244	\$50,000	.	\$55,000	.	.	.
Counselor w/ Doc 1-3	\$51,560	\$62,695	\$60,785	\$59,600	\$60,356	\$56,608	\$63,501	\$59,977	.	\$56,980	.	.	.
Counselor w/ Doc 4-6	\$46,000	\$62,047	\$66,977	\$62,012	\$63,555	\$59,800	\$70,263	\$60,856	.	\$59,970	.	.	.
Counselor w/ Doc 7-9	.	\$75,000	\$65,400	.	\$65,037	\$65,100	\$63,120	.	.	\$72,000	.	.	.
Counselor w/ Doc 10-12	.	\$65,000	\$85,000	.	\$73,202	\$69,667	.	.	.	\$81,000	.	.	.
Counselor w/ Doc 13-15	.	.	\$79,500	.	\$58,000	.	\$76,798	.	.	\$92,000	.	.	.
Counselor w/ Doc 16+	.	\$62,090	\$95,358	.	\$81,756	\$83,706	\$93,943	\$81,870	.	\$81,368	.	.	.
Counselor ABD <1	.	.	\$53,333	.	.	.	.	\$50,000	.	.	.	.	.
Counselor ABD 1-3	.	.	\$55,000	\$58,500	.	\$47,000	.	.	.	.	.	.	.
Counselor ABD 4-6	.	.	.	.	.	.	.	.	.	.	.	.	.
Counselor ABD 7-9	.	.	.	.	.	.	.	.	.	.	.	.	.
Counselor ABD 10-12	.	.	.	.	.	.	.	.	.	.	.	.	.
Counselor ABD 13-15	.	.	.	.	.	.	.	.	.	.	.	.	.
Counselor ABD 16+	.	.	.	.	.	.	.	.	.	.	.	.	.
Counselor MA <1	\$51,000	\$37,400	\$38,500	\$47,057	\$54,000	\$54,000	.	.	.	.	.	.	.
Counselor MA 1-3	\$36,625	\$44,250	\$46,102	\$55,528	\$60,700	\$69,000	.	.	.	.	.	.	.
Counselor MA 4-6	\$44,000	\$44,191	\$40,000	\$35,000	\$62,000	.	\$52,734	.	.	.	.	.	.

Counselor MA 7-9	.	\$50,107	\$61,604	.	.	.	.	.	.	.	.
Counselor MA 10-12	.	\$57,039	\$72,942	.	\$50,000	.	\$54,718	\$56,000	.	.	.
Counselor MA 13-15	.	.	\$52,368	\$69,333	\$61,000	.	.	.	.	.	.
Counselor MA 16+	.	\$74,943	\$84,255	.	.	.	.	.	.	.	.
Counselor MSW <1	\$52,400	\$49,608	\$46,714	.	\$95,000	\$49,250	.	\$47,000	.	\$49,500	.
Counselor MSW 1-3	.	\$51,856	\$51,656	\$57,011	.	\$47,430	\$81,751	\$51,450	.	\$45,447	.
Counselor MSW 4-6	.	\$49,500	\$60,000	\$56,000	\$60,000	\$55,433	\$50,327	.	.	\$43,864	.
Counselor MSW 7-9	\$44,000	\$77,821	\$56,237	\$65,000	.	.	\$53,961	.	.	.	.
Counselor MSW 10-12	\$38,000	.	\$65,165	\$63,434	\$50,000	\$57,862	.	\$58,445	.	\$49,856	.
Counselor MSW 13-15	.	\$55,000	\$49,999	\$45,000	.	.	\$68,850	\$53,000	.	.	.
Counselor MSW 16+	\$60,000	\$55,000	\$137,800	.	.	.	.	.	.	.	.
Psychiatrist/MD <1	.	.	.	.	.	.	\$140,000	.	.	.	.
Psychiatrist/MD 1-3	.	.	\$140,000	.	.	.	.	.	.	\$43,059	.
Psychiatrist/MD 4-6	.	.	.	.	\$179,000	\$73,624	.	\$160,974	.	.	.
Psychiatrist/MD 7-9	.	.	.	\$43,500	.	\$146,250	.	.	.	.	.
Psychiatrist/MD 10-12	.	.	.	.	.	\$155,350	\$156,121	.	.	\$195,000	.
Psychiatrist/MD 13-15	.	.	\$10,000	\$180,000	\$280,000	.	.	\$140,240	.	.	.
Psychiatrist/MD 16+	.	.	.	.	.	\$157,000	\$143,100	.	.	.	.
Psychiatrist/MD Hourly <1	.	.	\$141	\$130	\$165	\$100	.	.	.	.	.

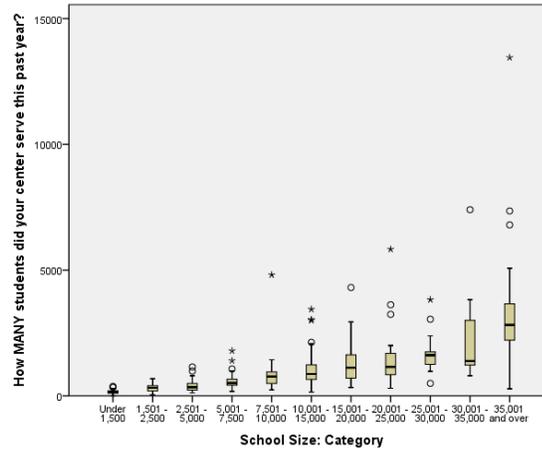
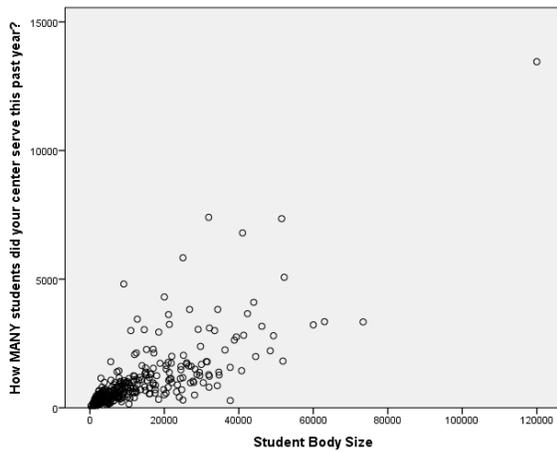
Psychiatric Residents 13-15	.	.	.	.	.	.	.	.	.	.	.	.
Psychiatric Residents 16+	.	.	.	.	.	.	.	.	.	.	.	.
Learning Skills Specialist <1	.	.	.	.	.	.	.	.	.	.	.	.
Learning Skills Specialist 1-3	.	.	.	.	.	.	.	.	.	.	.	.
Learning Skills Specialist 4-6	.	.	.	.	.	.	.	.	\$40,531	.	.	.
Learning Skills Specialist 7-9	.	.	.	.	.	.	.	.	.	.	.	.
Learning Skills Specialist 10-12	.	\$57,034	.	.	.	.	.	.	.	.	.	.
Learning Skills Specialist 13-15	.	.	.	.	.	.	.	.	.	.	.	.
Learning Skills Specialist 16+	.	.	.	.	.	.	.	.	.	.	.	.
Case Manager <1	.	.	.	.	.	\$54,500	\$44,000	.	.	.	.	.
Case Manager 1-3	.	.	.	\$52,780	.	\$58,215	\$73,260	.	.	.	.	.
Case Manager 4-6	.	.	.	.	.	.	.	.	.	.	.	.
Case Manager 7-9	.	.	.	.	.	.	.	.	.	.	.	.
Case Manager 10-12	.	.	.	.	.	.	.	.	.	.	.	.
Case Manager 13-15	.	.	.	.	.	.	.	.	.	.	.	.
Case Manager 16+	.	.	.	.	.	.	.	.	.	.	.	.
Addictions Specialist <1	.	.	.	.	.	.	.	.	.	.	.	.
Addictions Specialist 1-3	.	.	\$50,638	.	.	.	\$84,000	.	.	.	.	.

Addictions Specialist 4-6	.	.	.	.	.	.	.	.	.	.	.
Addictions Specialist 7-9	.	.	.	.	.	.	.	.	.	.	.
Addictions Specialist 10-12	.	.	.	.	.	.	.	.	.	.	.
Addictions Specialist 13-15	.	.	.	.	.	.	.	.	.	.	.
Addictions Specialist 16+	.	.	\$70,560	.	.	.	.	.	.	.	.
Pre-doctoral Intern	.	\$19,036	\$68,188	\$21,836	\$24,160	\$23,200	\$24,816	\$27,500	.	\$26,746	.
Post Docs	\$40,000	\$29,000	\$36,436	\$33,259	\$33,271	\$30,900	\$28,411	\$41,000	.	\$40,000	.
Graduate Students	.	.	\$6,200	\$12,900	.	.	\$13,625	\$16,000	.	\$21,750	.
Other <1	.	.	\$50,000	.	.	.	\$62,616	.	.	.	.
Other 1-3	.	\$26,000	.	\$24,618	.	.	.	.	.	.	.
Other 4-6	.	.	\$45,650	\$54,500	.	.	.	.	.	\$39,670	.
Other 7-9	.	.	.	.	.	.	.	.	.	.	.
Other 10-12	.	.	.	.	.	.	.	.	.	.	.
Other 13-15	.	.	.	.	.	.	.	.	.	.	.
Other 16+	.	.	.	.	.	.	.	.	.	.	.

Student : Staff Ratio in 10 th percentile	Years as a Director:					
	0-3 years	4-6 years	7-9 years	10-12 years	13-15 years	15+ years
	Mean Salary	Mean Salary	Mean Salary	Mean Salary	Mean Salary	Mean Salary
1 (1-558) students/staff	\$83,650	\$81,029	\$79,817	\$75,225	.	\$113,316
2 (559-833) student/staff	\$80,612	\$77,550	\$68,405	\$101,410	\$94,154	\$89,397
3 (834-1042) students/staff	\$73,183	\$84,450	\$125,272	\$98,000	\$83,093	\$96,867
4 (1043-1237) students/staff	\$84,889	\$70,000	\$91,125	\$53,350	\$88,500	\$89,120
5 (1238-1514) students/staff	\$110,600	\$85,643	\$96,286	\$95,912	\$70,000	\$95,203
6 (1515-1750) students/staff	\$76,910	\$90,746	\$103,591	\$108,000	\$83,944	\$84,032
7 (1751-2013) students/staff	\$80,654	\$98,000	\$89,080	\$105,500	\$93,274	\$102,969
8 (2014-2348) students/staff	\$83,444	\$80,066	\$99,906	\$92,542	\$98,500	\$101,250
9 (2349-3033) students/staff	\$92,177	\$93,226	\$94,688	\$99,253	\$63,667	\$116,943
10 (3034+) students/staff	\$84,457	\$94,517	\$97,922	\$68,171	\$113,000	\$90,531

Utilization Rates

Utilization Rates Overview					
	N	Minimum	Maximum	Sum	Mean
How many students did your center serve this past year?	344	7	13452	340018	988.42
What is the total number of sessions (NOT including medication management)	344	12	31000	1471267	4276.94
What is the total number of sessions (including medication management)	343	13	32000	1585039	4621.10
What is the average number of sessions per client?	318	1	18	1781	5.60
What is the median number of sessions?	150	1	18	762	5.09
How many student group contacts did your center provide last year? Leave blank if you did not conduct any groups. (12 student attending one group = 12)	221	1	5246	119321.60	539.92
Percent of student body served?	344	.74	52.86	3508.54	10.20

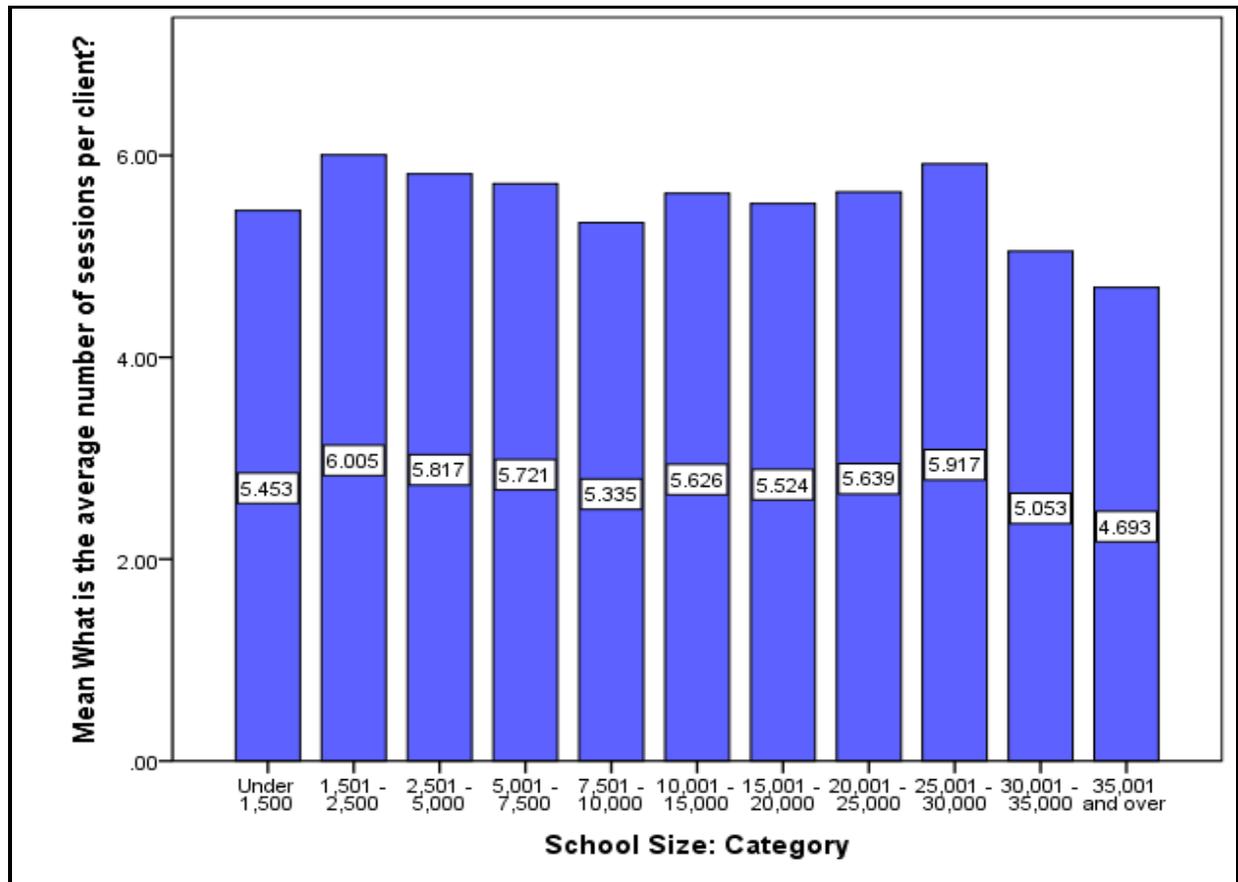


Number of students served by school size				
Schools Size	Mean	Median	Minimum	Maximum
Under 1,500	168	151	7	376
1,501 - 2,500	316	323	42	680
2,501 - 5,000	389	345	121	1150
5,001 - 7,500	592	513	177	1792
7,501 - 10,000	854	770	237	4811
10,001 - 15,000	1102	870	150	3444
15,001 - 20,000	1332	1119	328	4307
20,001 - 25,000	1529	1153	300	5830
25,001 - 30,000	1681	1616	496	3823
30,001 - 35,000	2209	1386	800	7402
35,001 and over	3622	2818	280	13452

Total number of sessions provided by school size				
School Size	What is the total number of sessions (NOT including medication management)		What is the total number of sessions (including medication management)	
	Mean	Median	Mean	Median
Under 1,500	841	763	848	763
1,501 - 2,500	1718	1692	1789	1692
2,501 - 5,000	2071	1855	2167	1895
5,001 - 7,500	2538	2468	2632	2545
7,501 - 10,000	3572	3115	3670	3217
10,001 - 15,000	4876	4619	5596	4779
15,001 - 20,000	6145	5088	6542	5392
20,001 - 25,000	6948	5111	7760	5612
25,001 - 30,000	7530	6654	8633	7433
30,001 - 35,000	9143	7251	9588	7251
35,001 and over	12207	10351	13200	11277

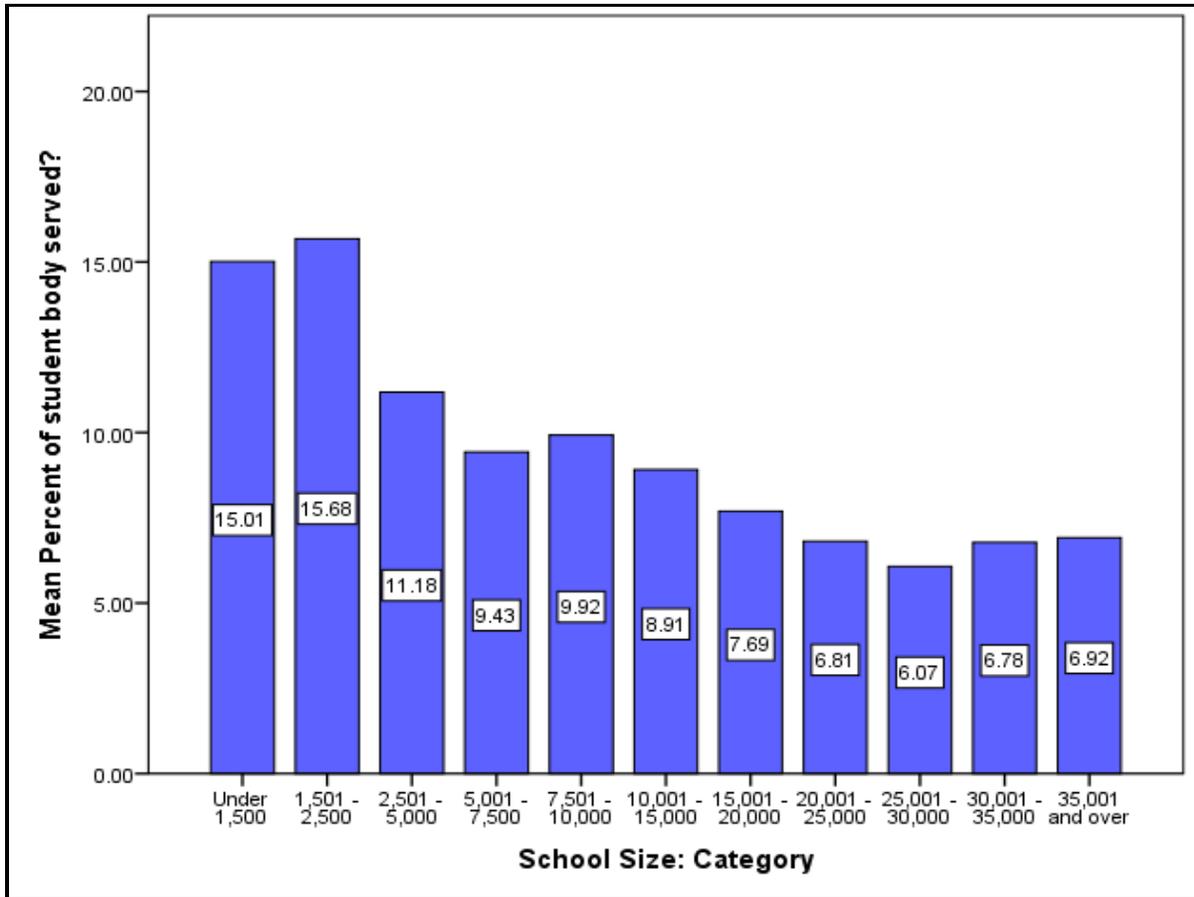
**Number of group contacts by school size
(12 student attending one group = 12)**

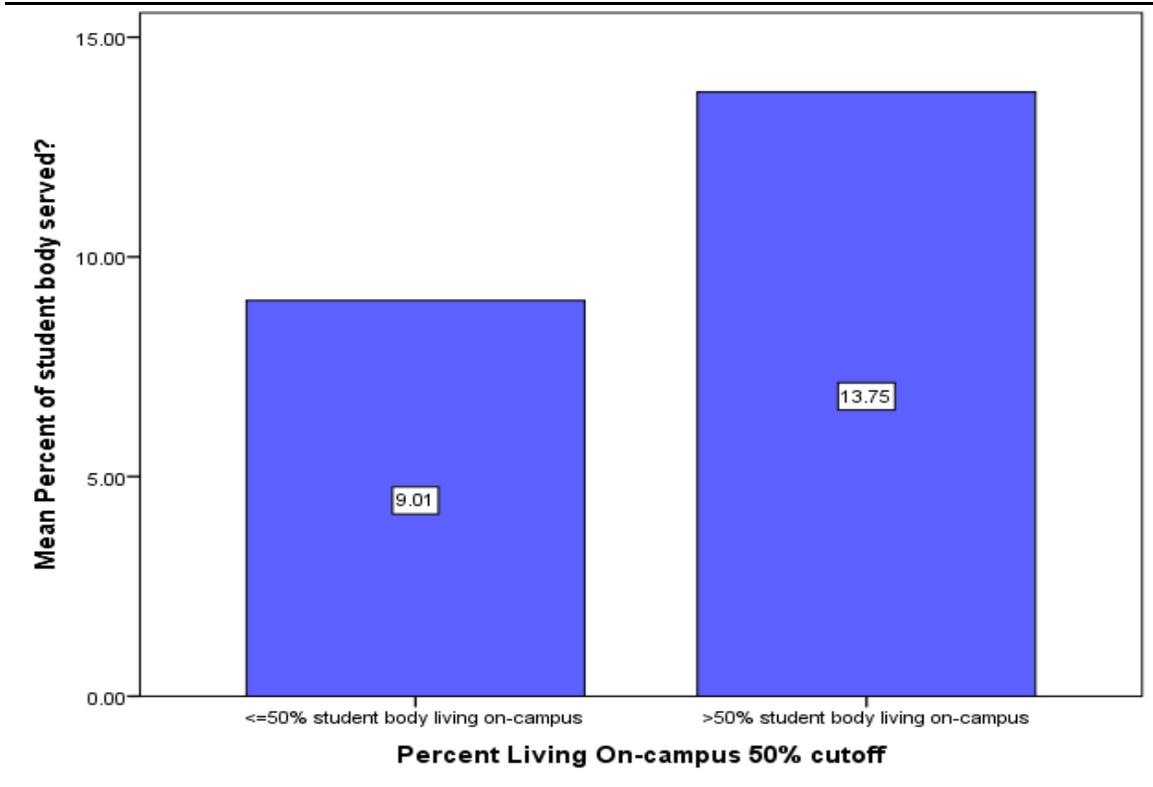
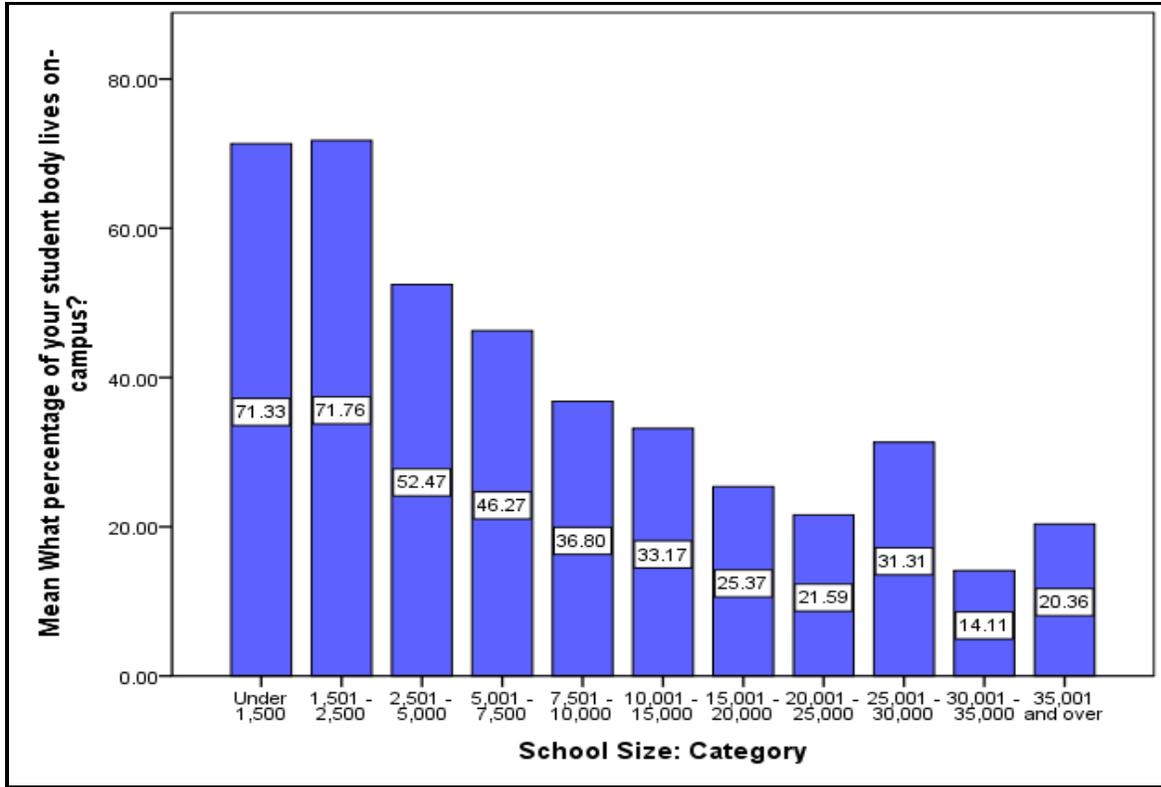
	Mean	Median	Minimum	Maximum
Under 1,500	179	26	2	561
1,501 - 2,500	138	44	4	686
2,501 - 5,000	93	34	1	1064
5,001 - 7,500	448	150	8	3952
7,501 - 10,000	287	165	1	1983
10,001 - 15,000	379	239	4	1491
15,001 - 20,000	881	473	22	4090
20,001 - 25,000	760	594	128	2452
25,001 - 30,000	1109	742	20	5246
30,001 - 35,000	739	549	134	2053
35,001 and over	1705	1373	20	4598

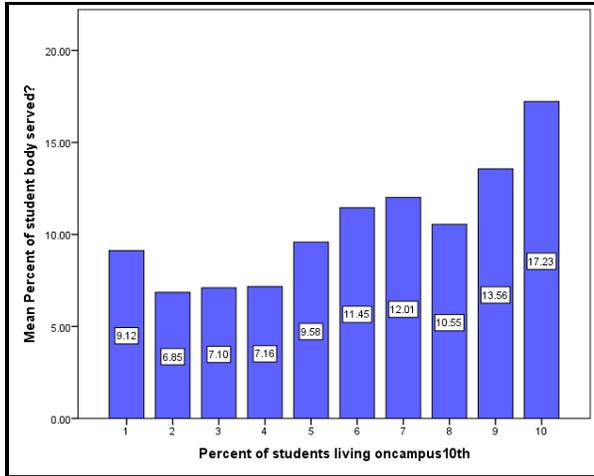


Percent of student body served by school size

	N	Mean	Median	Minimum	Maximum
Under 1,500	27	15.01	13.43	1.40	25.97
1,501 - 2,500	40	15.68	16.50	2.63	27.20
2,501 - 5,000	67	11.18	9.86	2.64	38.69
5,001 - 7,500	38	9.43	8.13	3.22	31.95
7,501 - 10,000	33	9.92	8.64	2.79	52.86
10,001 - 15,000	40	8.91	7.72	1.43	27.27
15,001 - 20,000	24	7.69	6.93	1.78	21.54
20,001 - 25,000	24	6.81	5.20	1.20	23.32
25,001 - 30,000	17	6.07	5.63	1.76	14.28
30,001 - 35,000	13	6.78	4.04	2.50	23.20
35,001 and over	21	6.92	6.19	.74	16.58

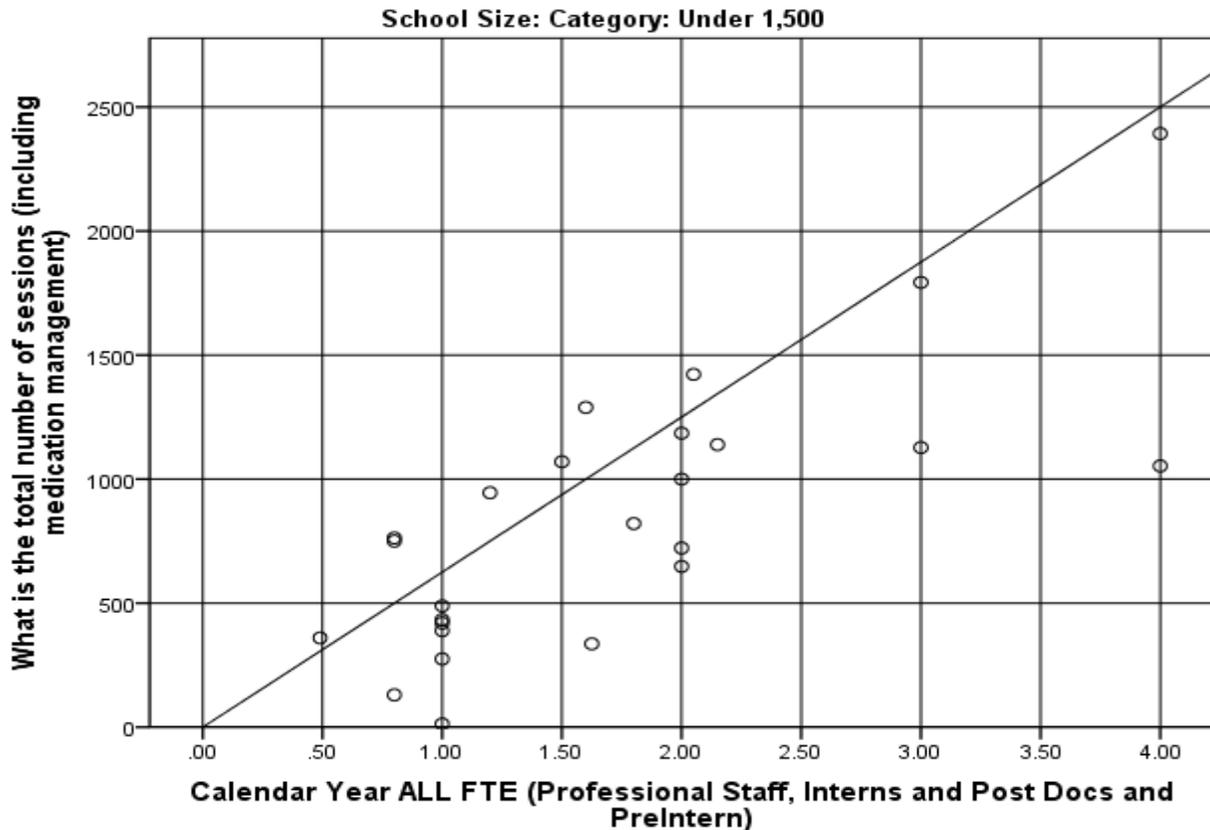


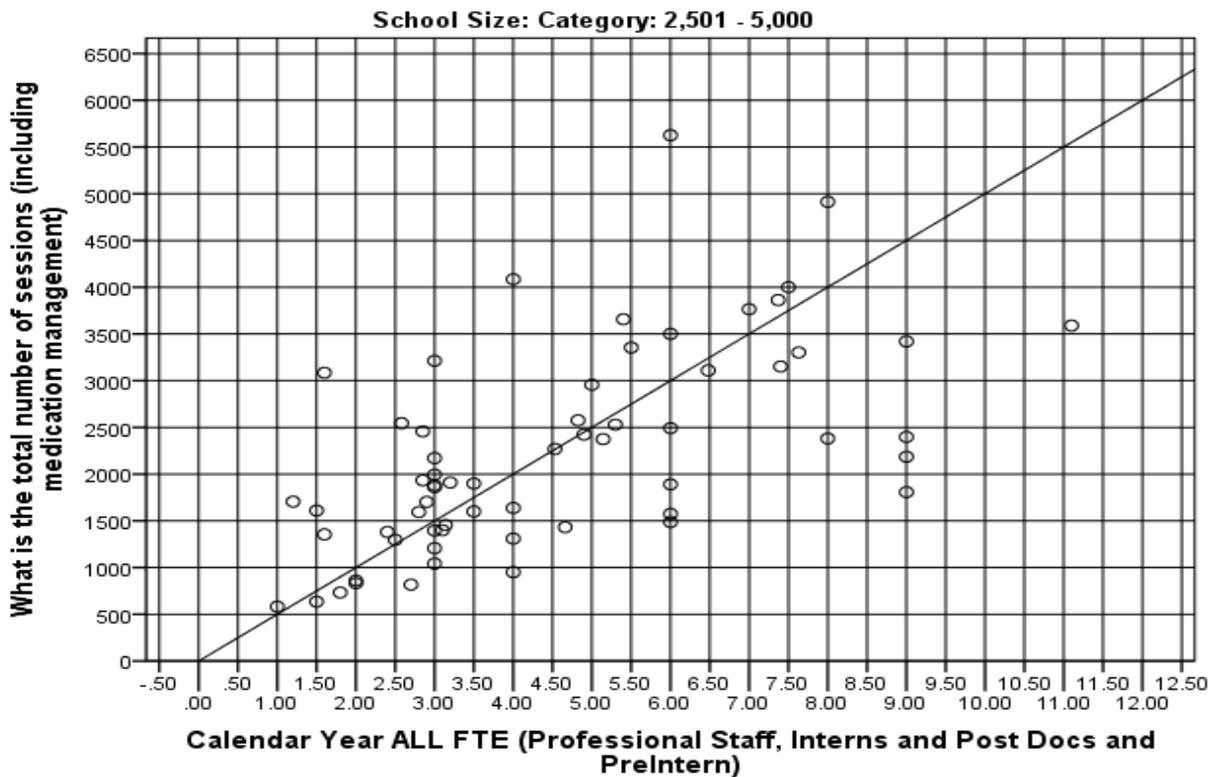
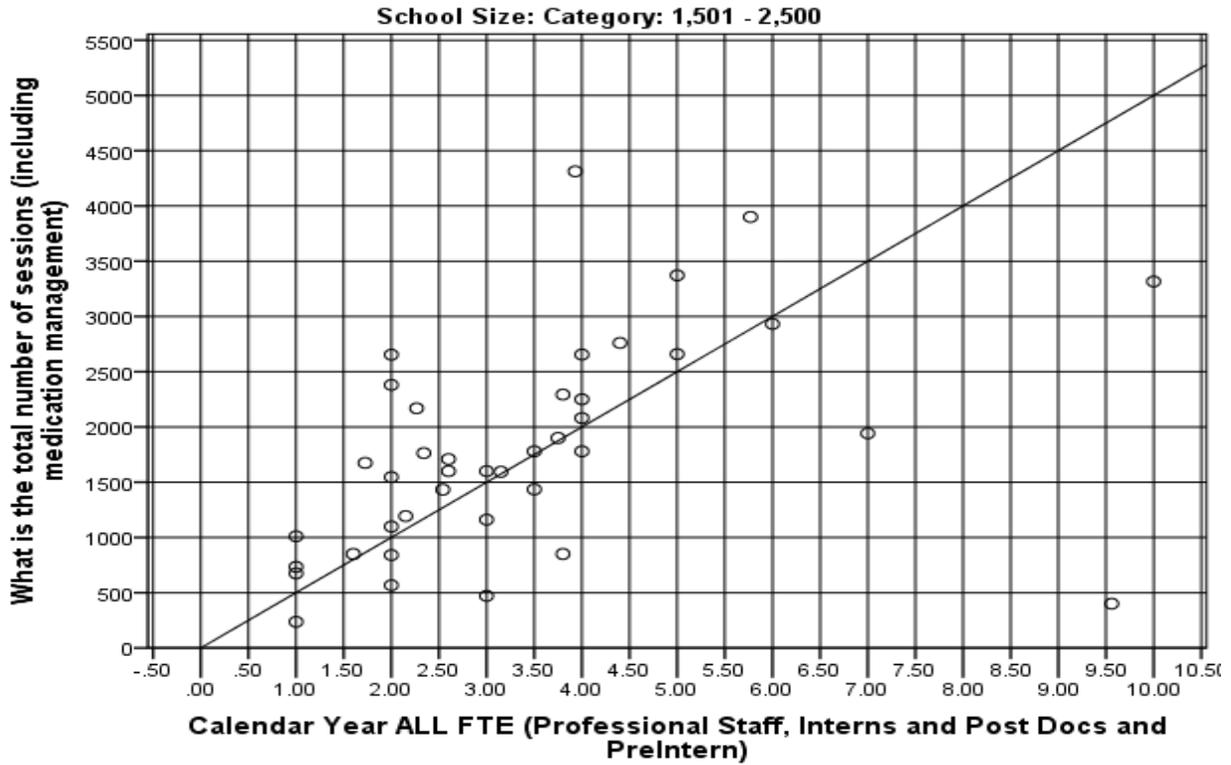


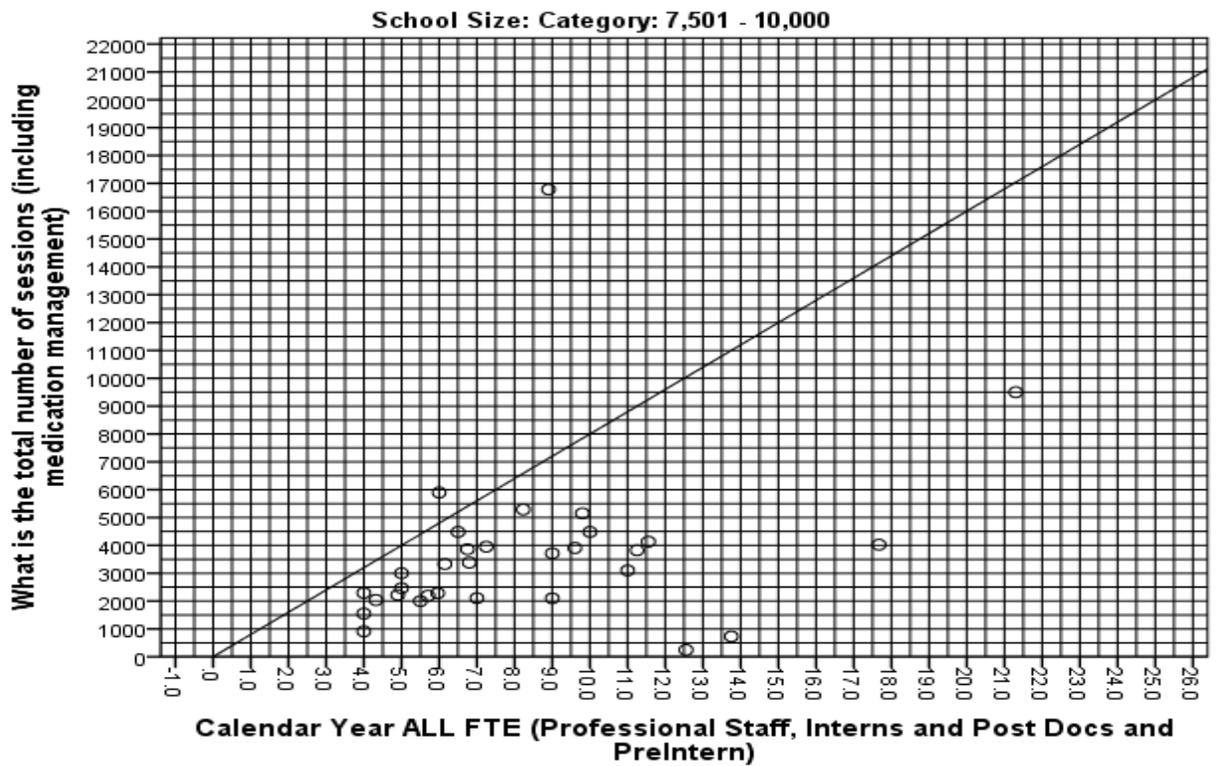
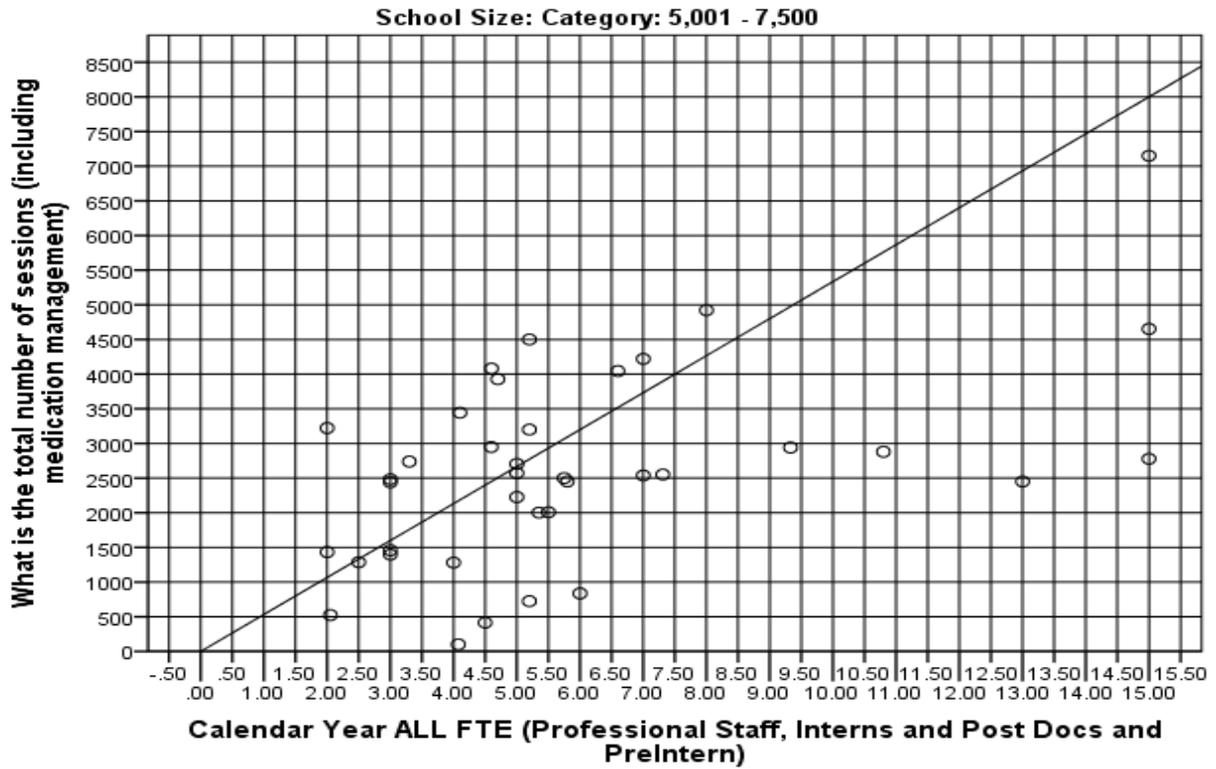


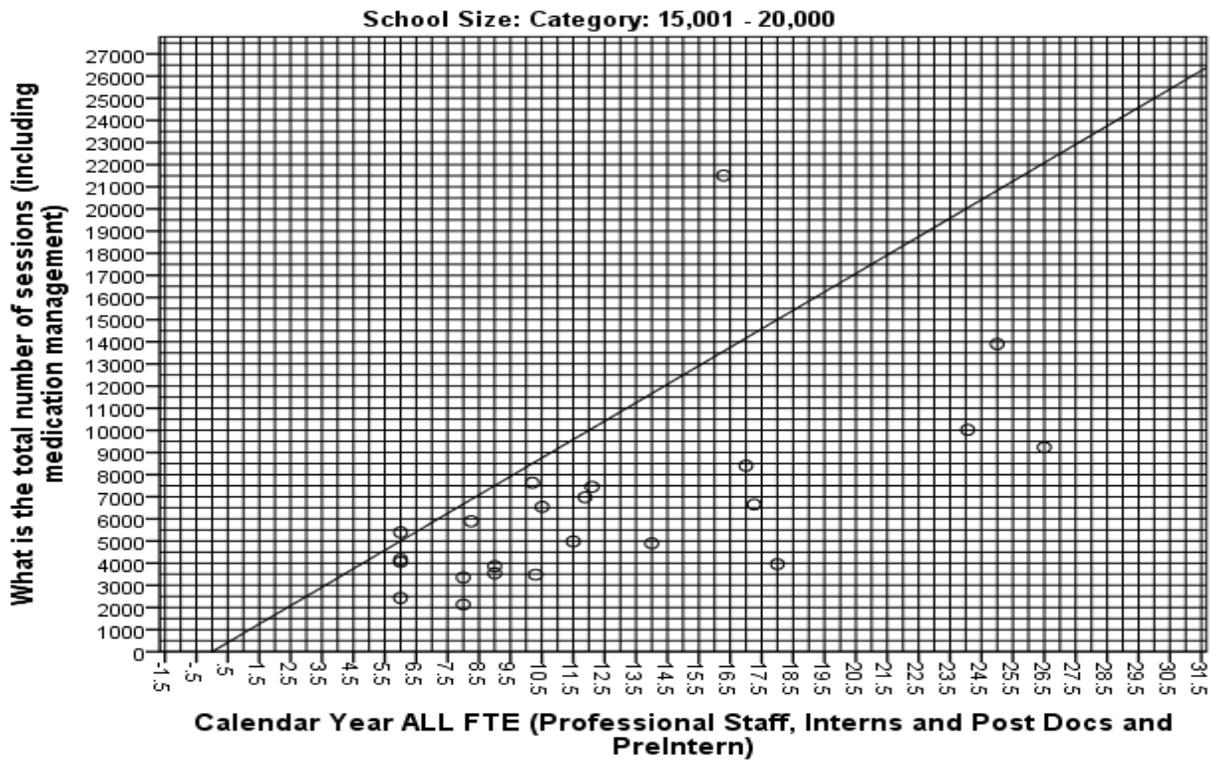
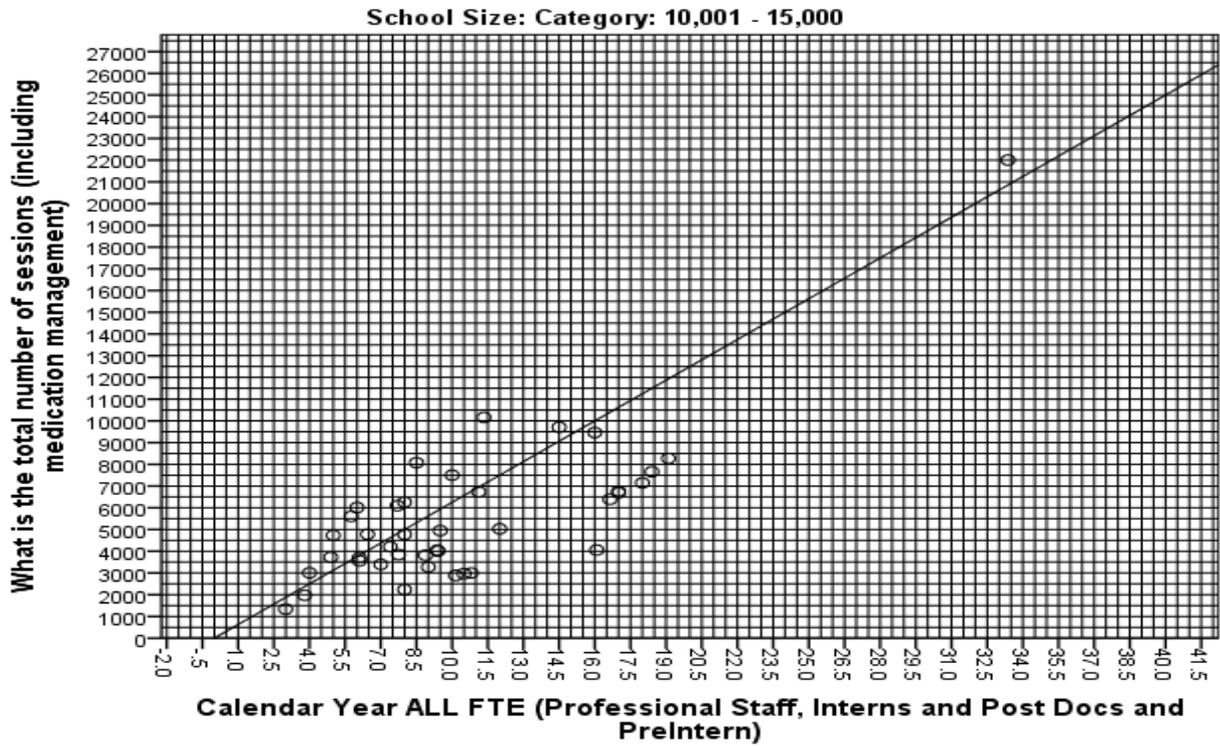
Percentile Category	Percentage of students living on-campus
1	0 – 9.9%
2	10 – 17.1%
3	17.2 – 24.9%
4	25.0 – 29.9%
5	30.0 – 37.9%
6	38.0 – 46.9%
7	47.0 – 59.9%
8	60.0 – 79.9%
9	80.0 – 89.9%
10	90.0 – 100%

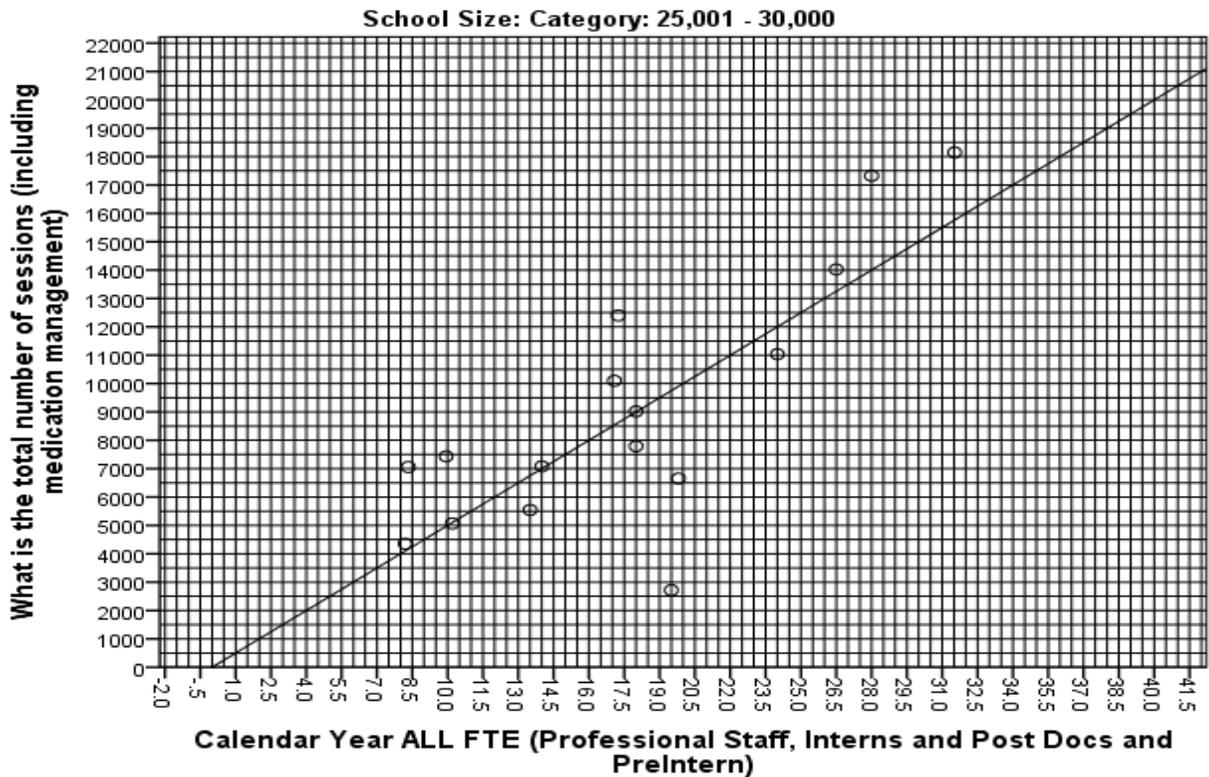
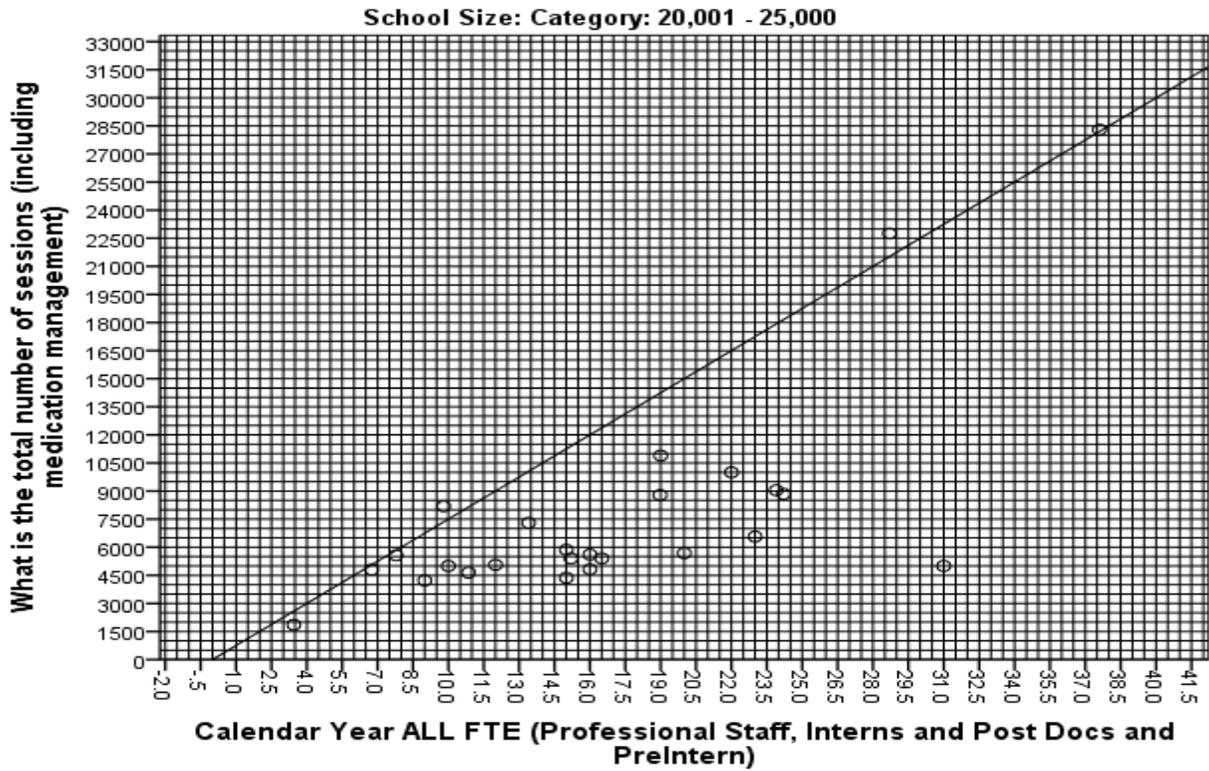
The following scatterplots offer a quick comparison of service delivery rates to other similar counseling centers, based on the staff and institution size. The bottom axis represents staff size, including all levels of trainees. First, identify the specific chart that represents your institution size category. Then, follow your FTE up to the line of best fit and the point of intersection with the horizontal axis. This intersection identifies your estimated average number of total clinical sessions provided within a given calendar year. The plots represent actual counseling center totals.

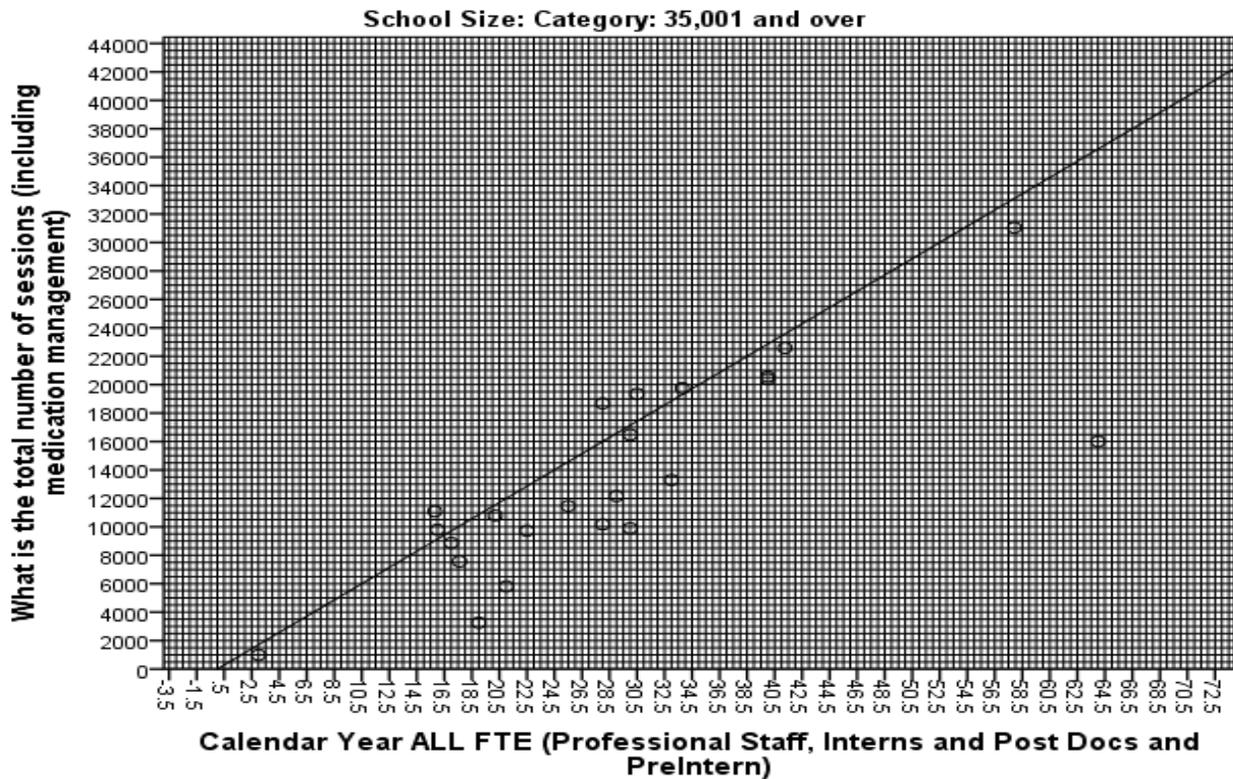
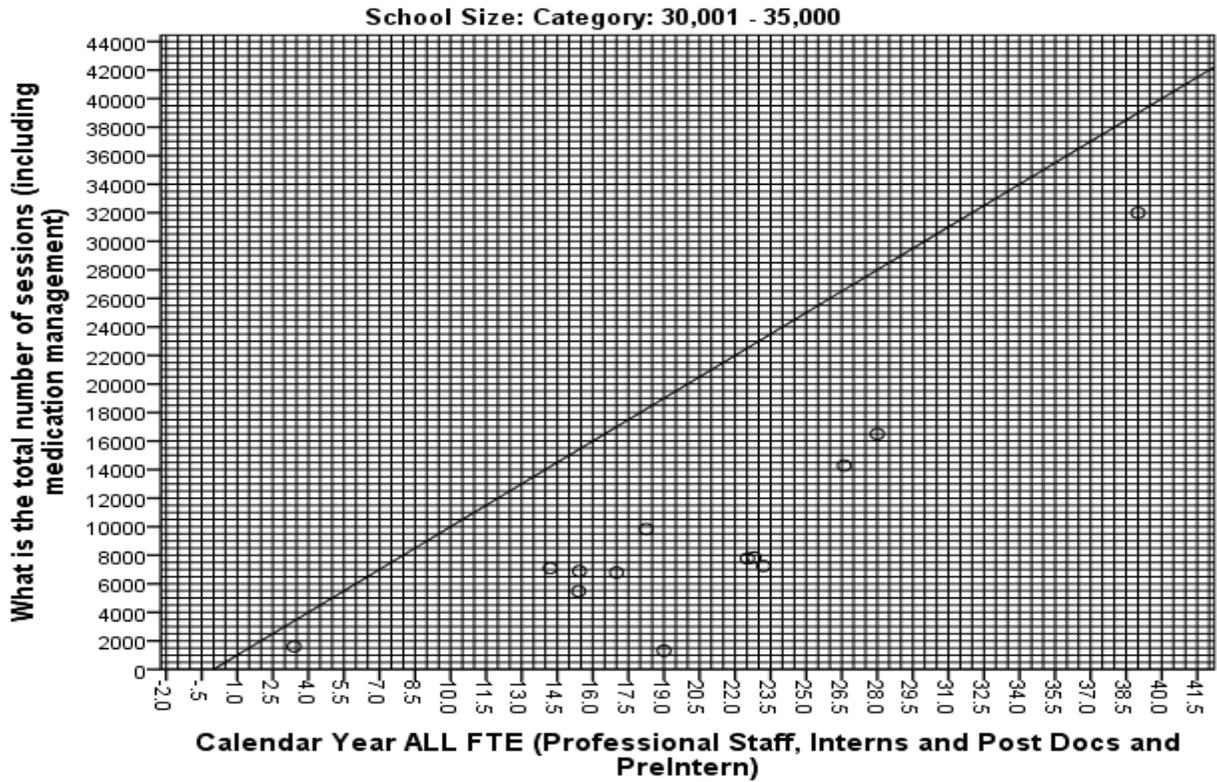




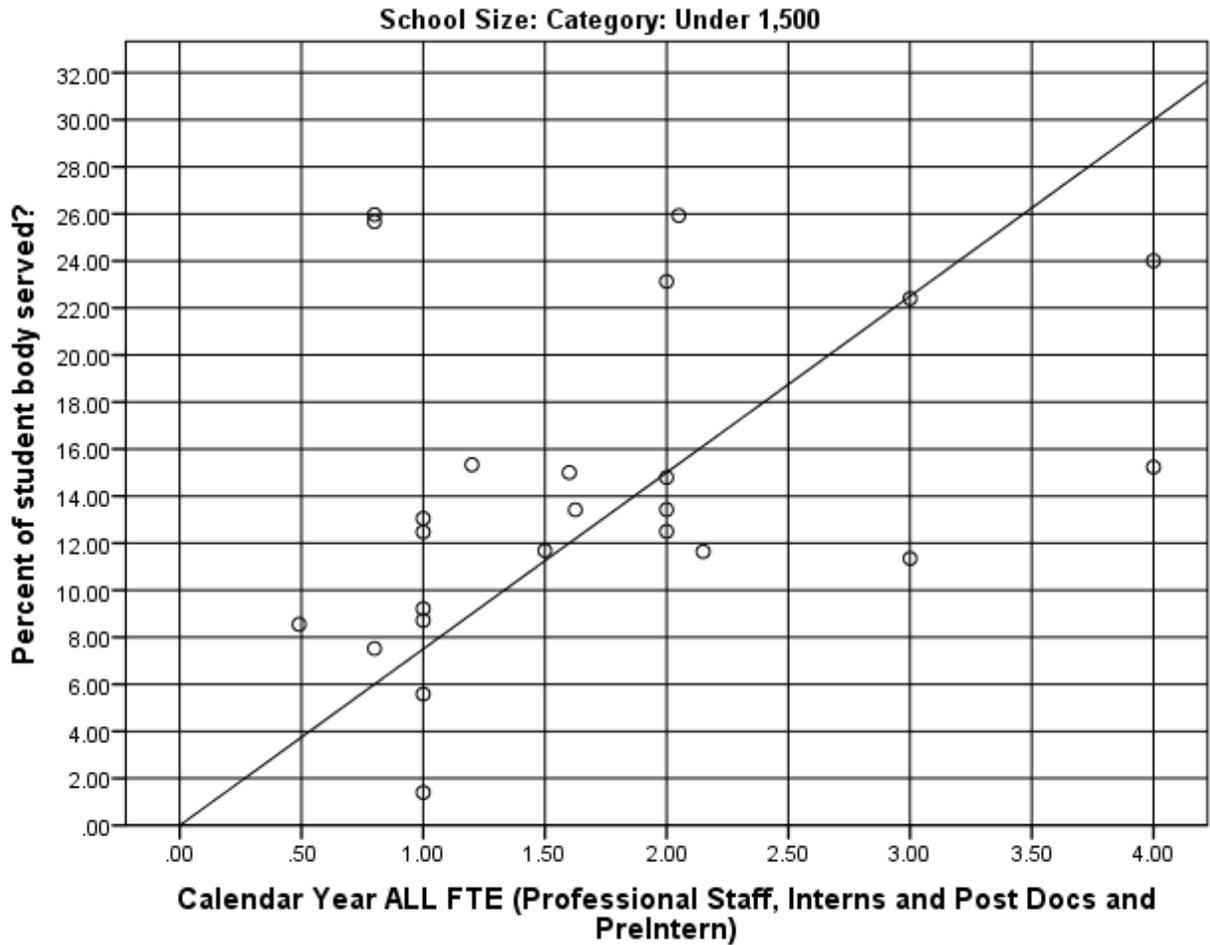


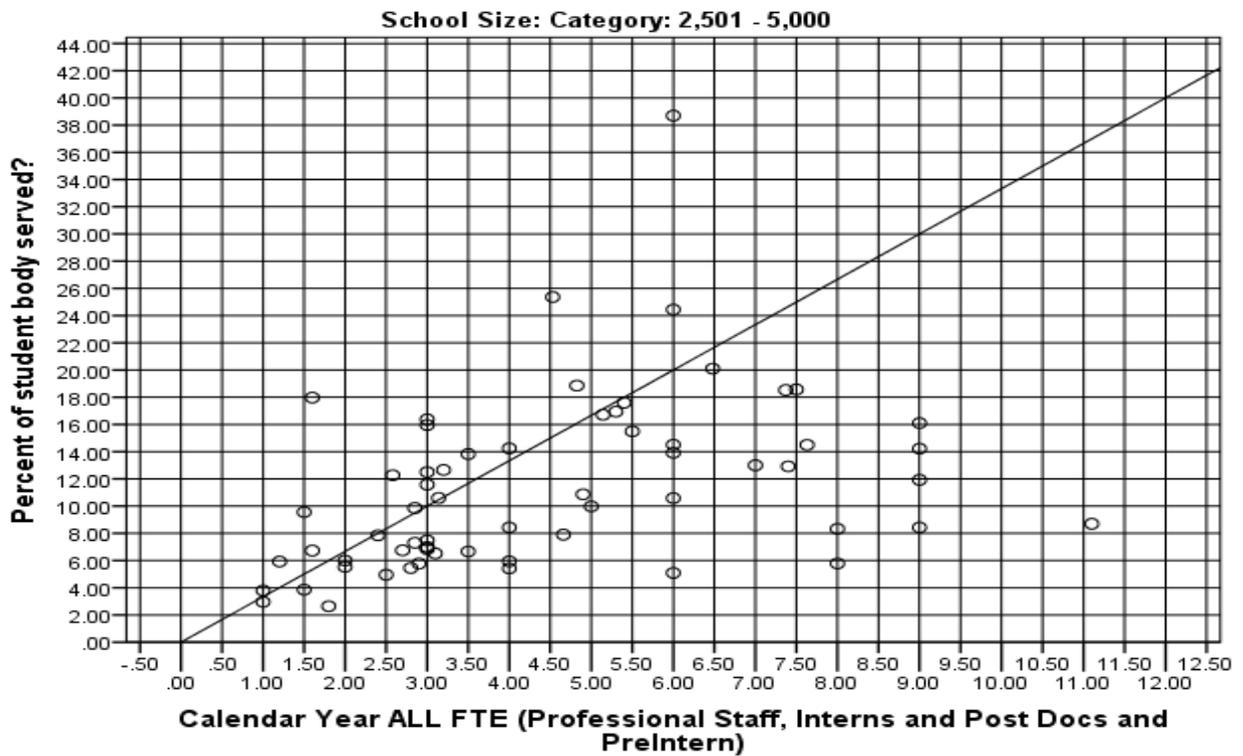
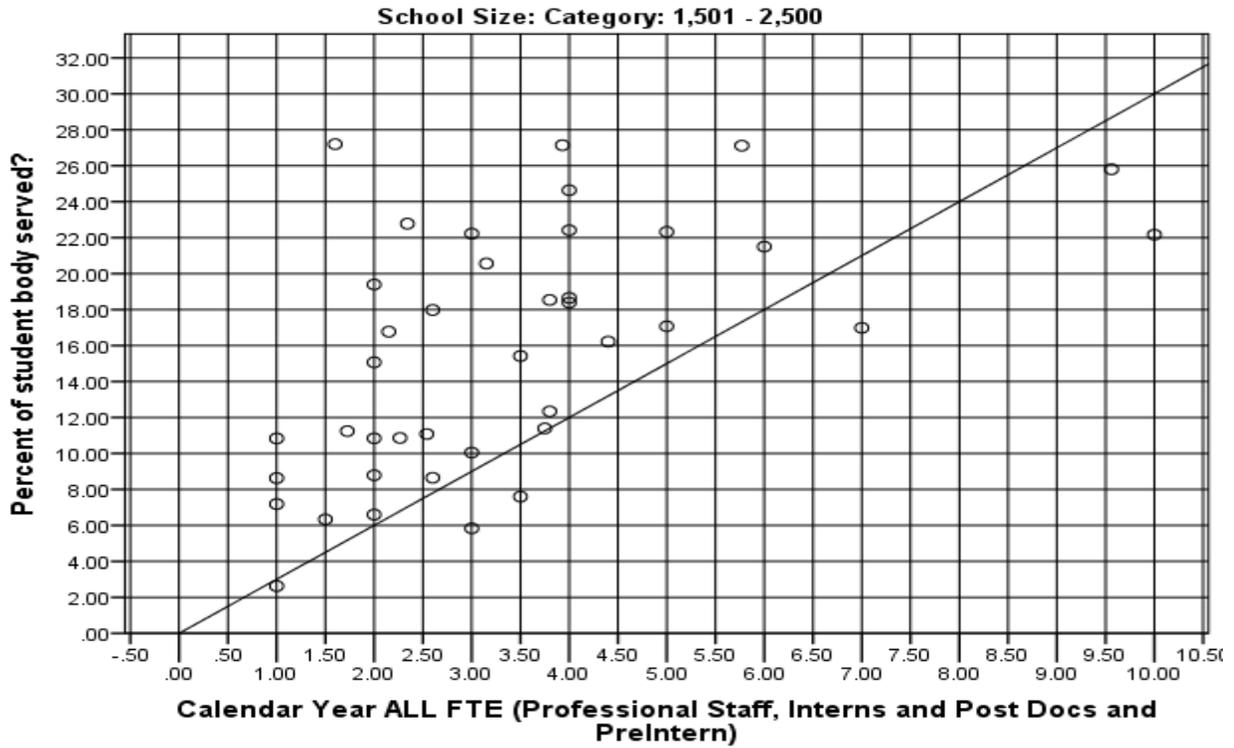


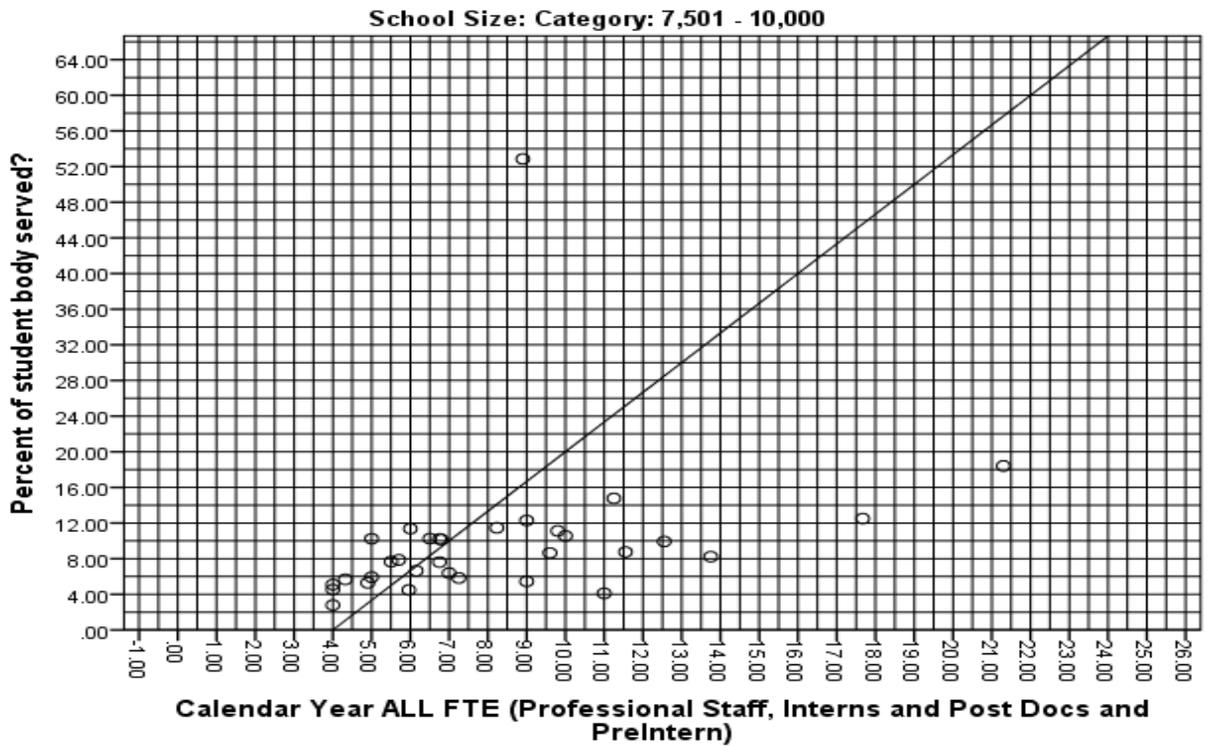
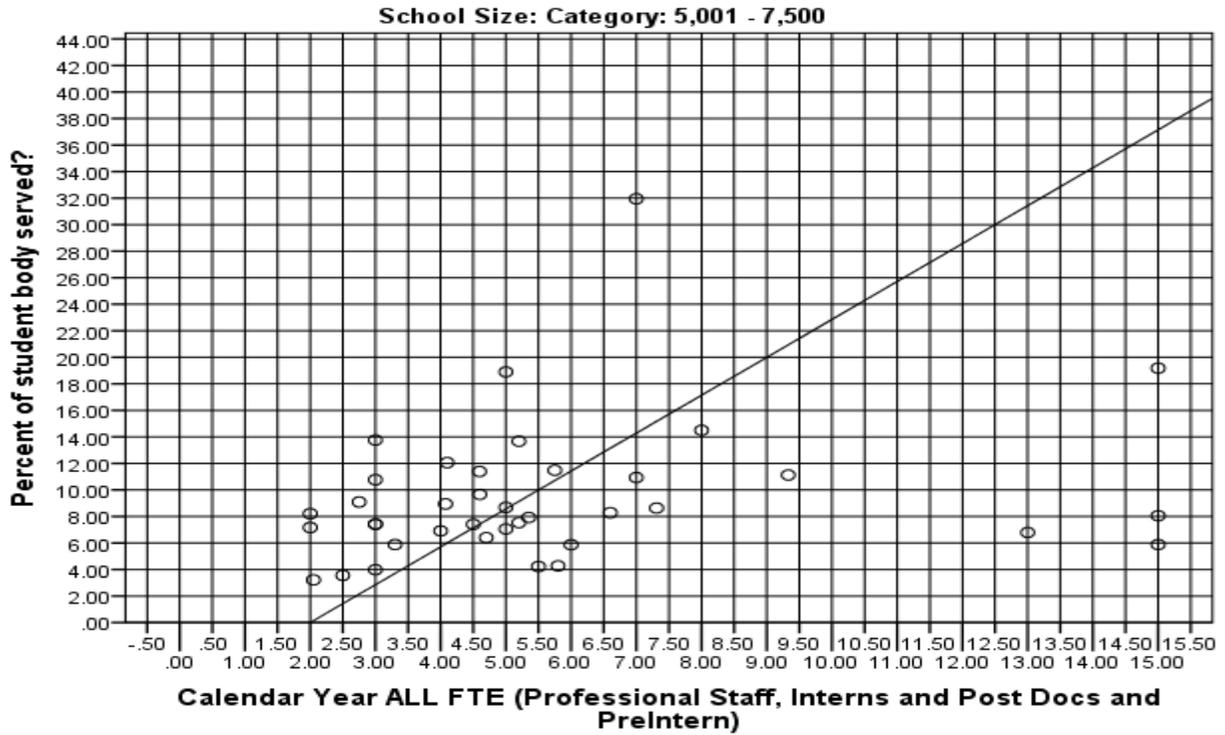


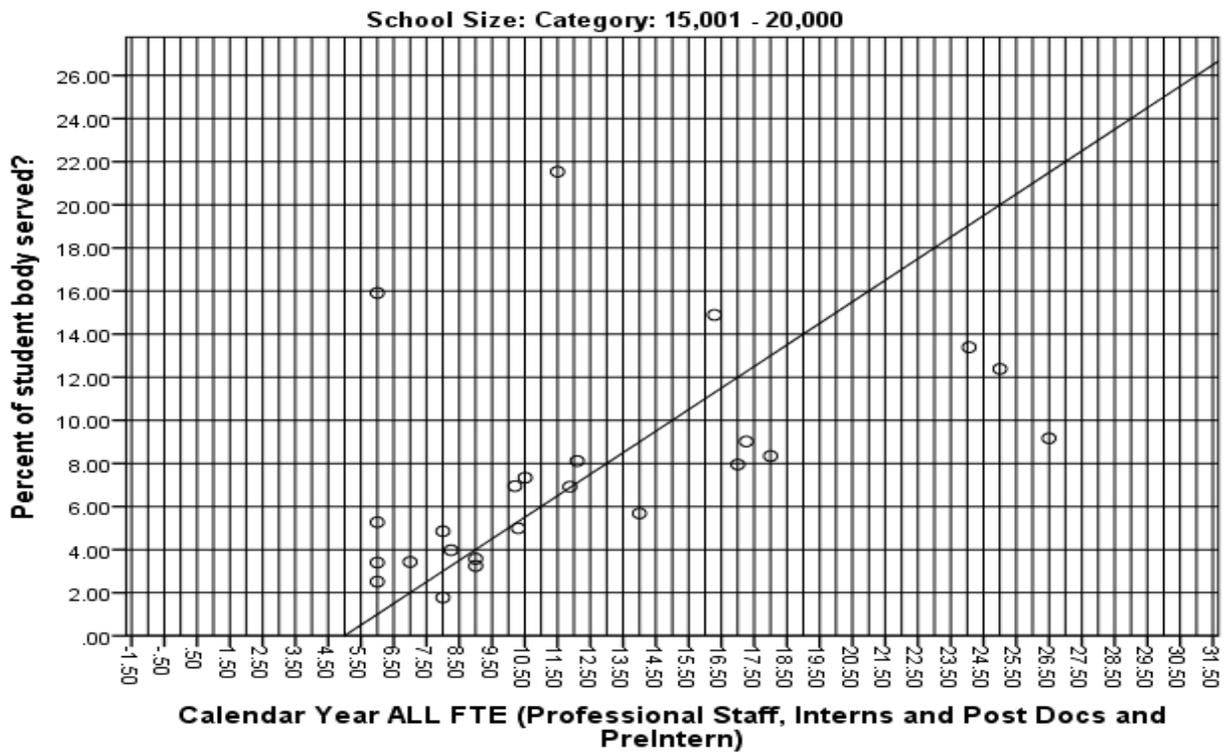
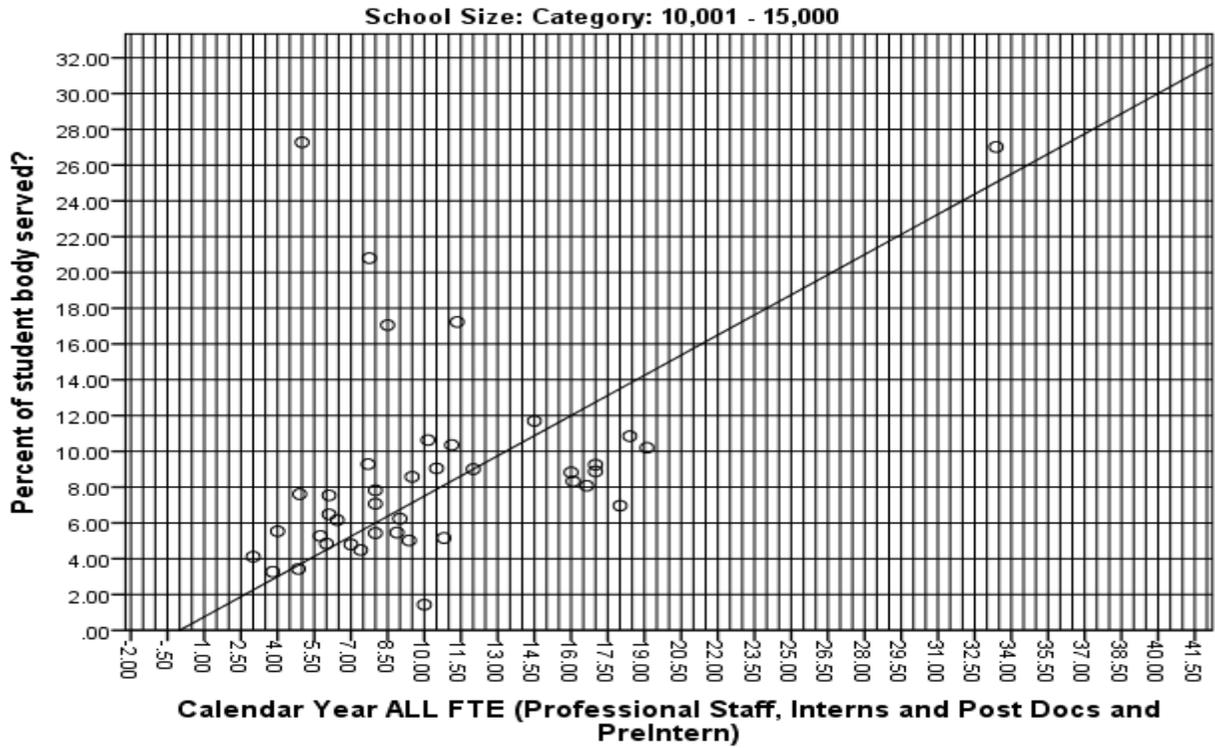


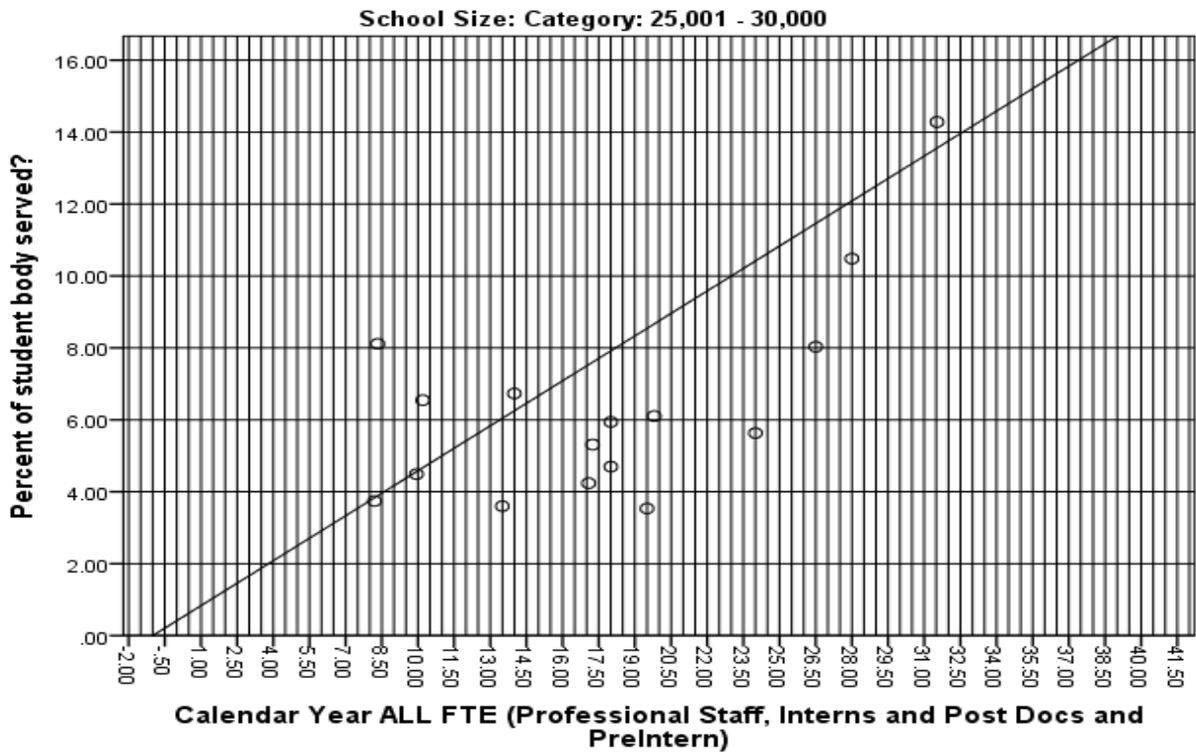
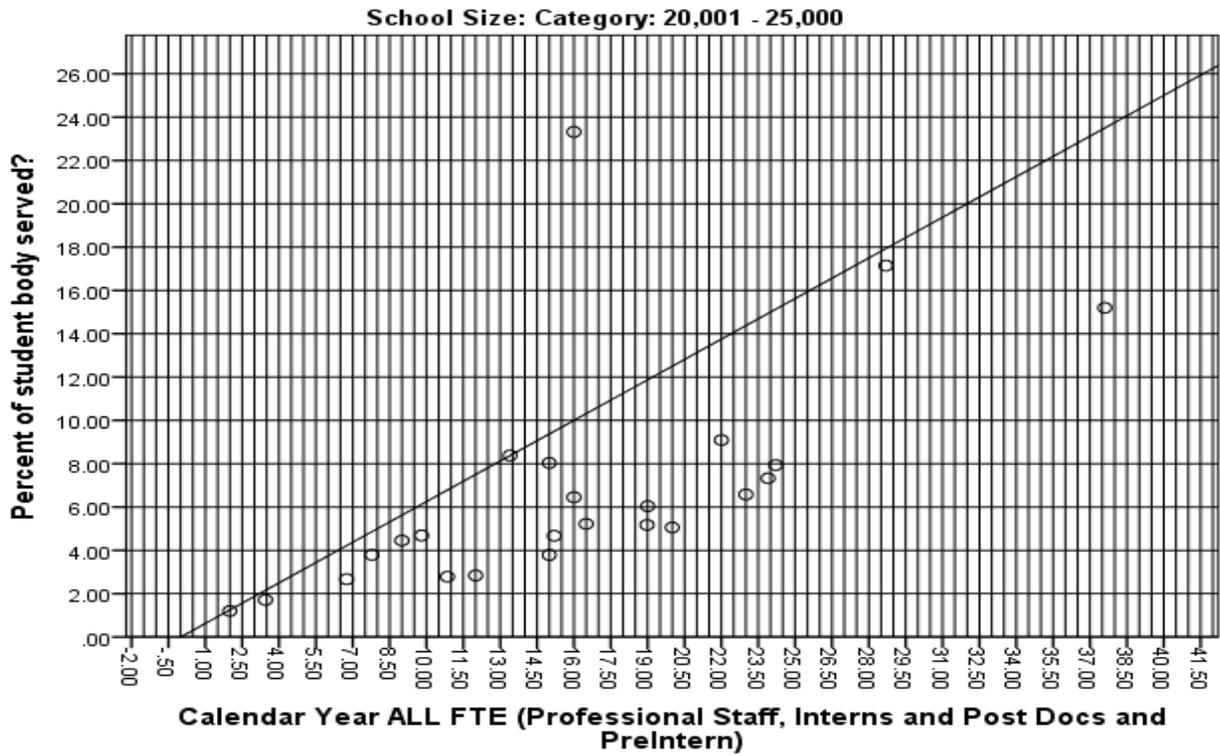
Similar to the previous section, the following scatterplots offer a quick comparison of student body service delivery rates to other similar counseling centers, based on staff and institution size. The bottom axis represents staff size, including all levels of trainees. First, identify the specific chart that represents your institution size category. Then, follow your FTE up to the line of best fit and the point of intersection with the horizontal axis. This intersection identifies your estimated percent of student body served within a given calendar year. The plots represent actual counseling center totals.

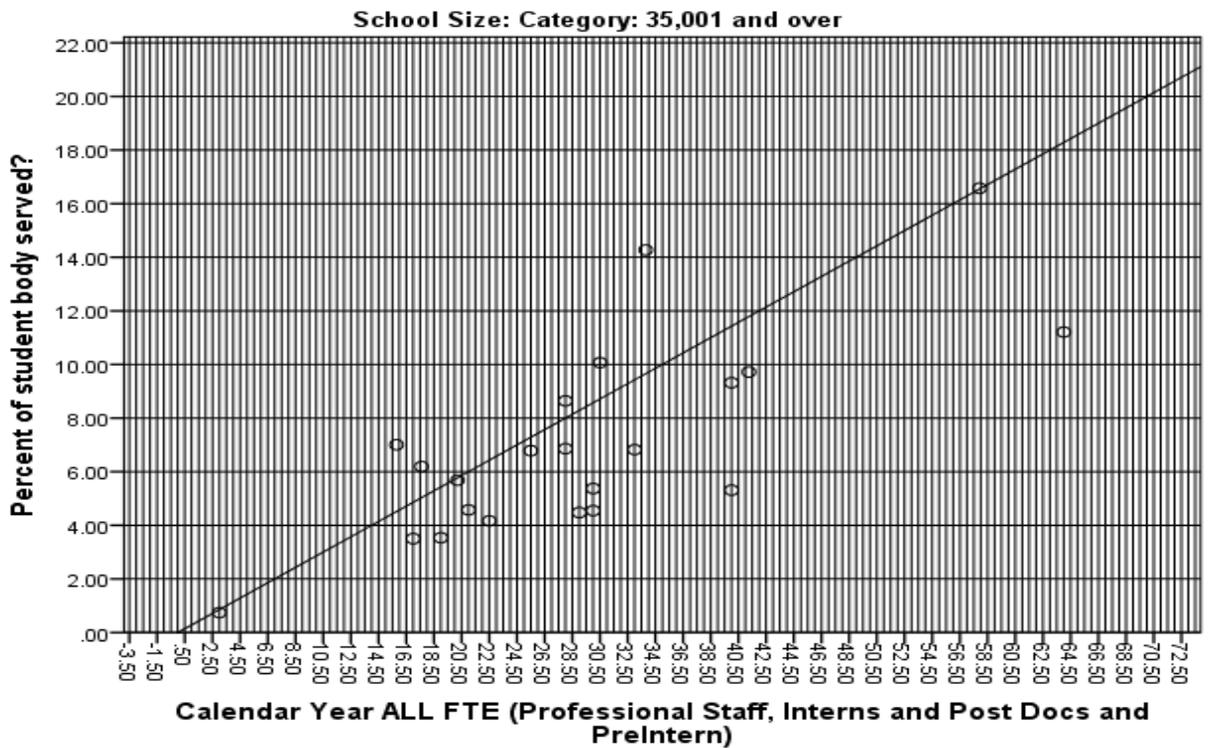
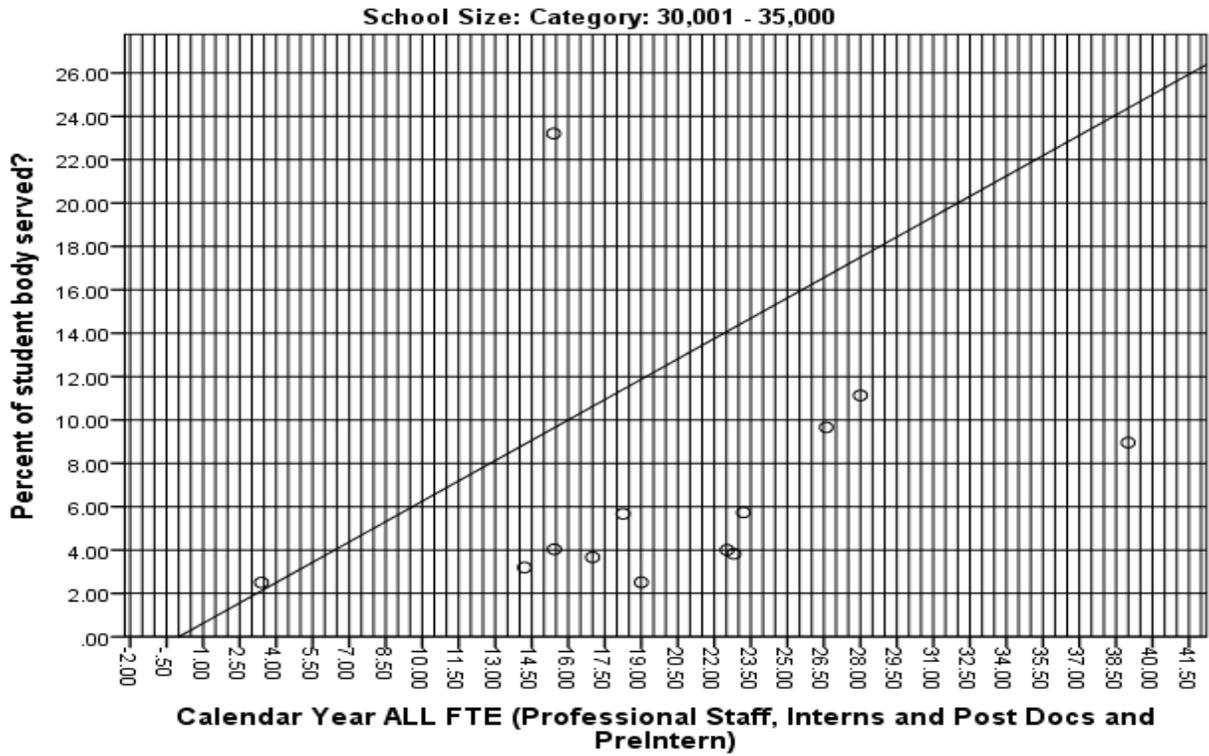












Presenting Concerns

Percent of Counseling Center Students with Presenting Concern			
	Mean %	Median %	Mode %
Anxiety	46.19	45.50	40.00
Depression	39.30	38.00	30.00
Relationship issues	35.33	30.55	20.00
Psychotropic medication	25.00	25.00	25.00
Suicidal thoughts/behaviors	17.86	15.00	10.00
Extensive treatment history	13.56	9.00	10.00
Alcohol abuse	11.01	9.00	10.00
Self-injury	10.42	7.50	5.00
ADHD	8.33	6.50	10.00
Drug abuse	7.67	5.00	5.00
Learning disability	7.47	4.90	1.00
Eating disorders	7.38	5.00	5.00
Sexual/physical assault/acquaintance rape	7.35	5.00	2.00
Oppression	5.1	3.0	1.00
Being "stalked"	1.9	1.0	1.00

Percent of Counseling Center Students with Presenting Concern by School Size												
		School Size: Category										
		Under 1,500	1,501 - 2,500	2,501 - 5,000	5,001 - 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 Totals		Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean
Anxiety	46.19	39.95	49.02	48.43	45.41	44.80	48.09	43.80	40.08	45.01	47.69	50.14
Depression	39.30	35.05	43.07	40.02	34.55	35.38	41.92	38.88	38.56	39.58	41.96	43.43
Relationship issues	35.33	33.79	34.25	37.70	34.74	32.35	34.48	44.49	31.31	34.14	44.13	32.69
Psychotropic medication	25.0	22.9	29.0	26.5	24.1	21.9	19.7	25.9	21.9	33.1	30.2	22.9
Suicidal thoughts/behaviors	17.86	16.28	18.48	17.17	13.64	20.08	15.36	19.41	16.51	21.70	24.46	23.42
Extensive treatment history	13.56	11.33	12.30	13.96	15.39	13.80	7.55	12.58	19.21	16.51	14.23	15.28
Alcohol abuse	11.01	12.94	11.58	11.88	8.63	10.99	7.75	8.00	7.97	12.98	23.33	10.06

Self-injury	10.42	8.16	10.72	9.15	8.55	11.16	8.52	15.75	8.75	15.09	17.70	10.37
ADHD	8.33	13.00	8.95	8.73	6.83	8.61	7.49	6.23	6.26	7.20	9.60	7.51
Drug abuse	7.67	10.36	5.22	7.54	7.68	10.24	7.53	6.33	5.24	6.76	14.33	6.38
Learning disability	7.47	11.91	9.96	7.72	7.39	9.78	5.67	4.25	5.11	2.71	7.43	6.20
Eating disorders	7.38	6.47	5.64	7.35	5.23	5.52	4.92	7.58	7.27	6.38	11.96	17.72
Sexual/physical assault/acquaintance rape	7.35	10.20	9.20	6.33	4.49	6.01	7.91	6.76	8.75	7.01	4.25	8.47
Oppression	5.1	8.6	5.7	4.7	5.2	3.2	3.4	3.1	4.2	4.5	5.4	7.0
Being "stalked"	1.9	2.5	.6	1.7	1.0	1.4	4.0	1.0	1.8	2.3	1.5	2.0

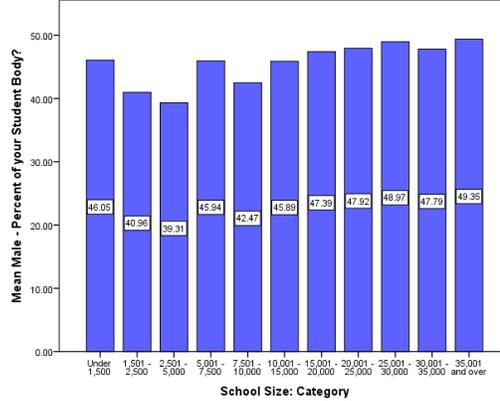
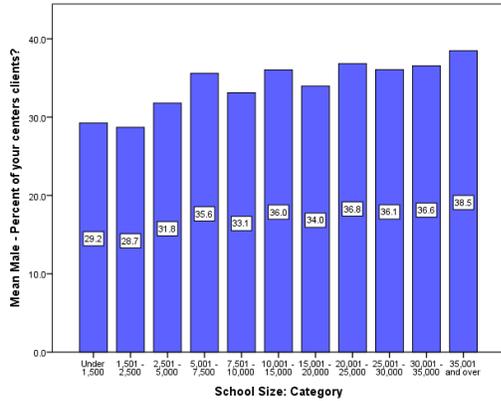
Frequency of Critical Incident by School Size											
	School Size: Category										
	Under 1,500	1,501 - 2,500	2,501 - 5,000	5,001 - 7,500	7,501 - 10,000	10,001 - 15,000	15,001 - 20,000	20,001 - 25,000	25,001 - 30,000	30,001 - 35,000	35,001 and over
	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean
Were placed on medical leave for psychological reasons -											
Total Students at Your School	5	10	9	9	20	26	56	74	43	103	49
Center Clients	4	9	5	4	11	15	16	71	43	98	33
Were hospitalized for psychological reasons -											
Total Students at Your School	5	6	8	10	13	17	36	36	37	45	50
Center Clients	4	5	7	5	9	13	17	23	14	18	26

Involuntarily hospitalized for psychological reasons? -											
Total Students at Your School	2	2	2	3	4	8	13	14	17	9	23
Center Clients	2	1	1	2	3	6	7	14	4	5	12
What was the number of students who were involuntarily hospitalized?											
- Total											
Students at Your School	1	2	2	1	4	4	6	20	14	6	15
Center Clients	1	1	1	1	3	3	5	20	2	4	7
Attempted suicide - Total											
Students at Your School	2	2	1	2	7	10	5	15	8	.	31
Center Clients	1	1	1	1	4	4	2	13	7	.	6
Died by suicide - Total											
Students at Your School	0	0	0	1	0	1	1	1	2	1	2
Center Clients	0	0	0	0	0	0	0	0	0	0	0
Died in an accident -											
Total Students at Your School	0	0	0	1	1	1	3	3	4	6	4
Center Clients	0	0	0	0	0	0	2	0	0	0	0
Died by some other means -											
Total Students at Your School	0	0	0	1	1	1	1	0	1	4	5
Center Clients	0	0	0	0	0	0	1	0	0	0	2

Percentage Served by Demographics and Underrepresented Populations

Percent of students served by race/ethnicity	Mean %
Black/African-American - Percent of your centers clients?	10.32
Black/African-American - Percent of your Student Body?	10.09
American Indian/Native American - Percent of your centers clients?	.87
American Indian/Native American - Percent of your Student Body?	.94
Latino/Latina - Percent of your centers clients?	8.60
Latino/Latina - Percent of your Student Body?	9.49
Asian/Asian American – Percent of your centers clients?	5.80
Asian/Asian American – Percent of your Student Body?	6.37
White - Percent of your centers clients?	66.74
White - Percent of your Student Body?	66.59
Multiracial - Percent of your centers clients?	4.54
Multiracial - Percent of your Student Body?	3.75
Other Race/Ethnicity - Percent of your centers clients?	2.86
Other Race/Ethnicity - Percent of your Student Body?	4.81

Percent of students served by sex	Mean %
Male - Percent of your centers clients?	33.50
Male - Percent of your Student Body?	44.54
Female - Percent of your centers clients?	65.30
Female - Percent of your Student Body?	55.12
Transgender - Percent of your centers clients?	.62
Transgender - Percent of your Student Body?	.60



Percent of students served by sexual orientation		Mean
Gay - Percent of your centers clients?		3.50
Gay - Percent of your Student Body?		8.00
Lesbian - Percent of your centers clients?		3.02
Lesbian - Percent of your Student Body?		9.00
Bisexual - Percent of your centers clients?		4.00
Bisexual - Percent of your Student Body?		6.00
Heterosexual – Percent of yours centers clients?		81.50
Heterosexual – Percent of yours Student Body?		87.00

Percent of students served by disability status		Mean
Diagnosed Disability - Percent of your centers clients?		10.42
Diagnosed Disability - Percent of your Student Body?		8.10

Percent of students served by involvement		Mean
International Student - Percent of your centers clients?		4.80
International Student - Percent of your Student Body?		6.94
Student Athlete - Percent of your centers clients?		10.30
Student Athlete - Percent of your Student Body?		15.75
Greek Affiliated - Percent of your centers clients?		10.10
Greek Affiliated - Percent of your Student Body?		14.70

Do you consider this an underserved population?		Count	Column N %
Black/African-American	Yes	129	49.0%
	No	134	51.0%
American Indian/Native American	Yes	75	32.6%
	No	155	67.4%
Asian/Asian American	Yes	95	39.4%
	No	146	60.6%
Latino/Latina	Yes	110	46.6%
	No	126	53.4%
White	Yes	5	2.0%
	No	248	98.0%
Multiracial	Yes	65	33.2%
	No	131	66.8%
Other Race/Ethnicity	Yes	15	15.6%
	No	81	84.4%

Black/African-American – What steps is your center taking to reach out to this group?
A staff psychologist serves as a liaison; we also offer identity-related groups and provide outreach for our multicultural center.
Among our African American clients there is a significant gender disparity (i.e., many more women clients than men clients). We have a special outreach to a program within our Multicultural Student Success office -- 'men of color initiative.' Counseling Services does an outreach and mentor training for this group.
Appointed a staff clinician as liaison to black student union group on campus
Attempt to collaborate with Black Collegians program
Began a counselor in residence with the Office of Multicultural Affairs
Black empowerment group, staff member co-advisor to AASA
Black Male Group
Co-leading groups with Multicultural Student Development Office
Co-sponsor a transition to college program for first year students of color.
Coaching
Collaborate with Center for Diversity and Social Justice
Collaborating with RA's to hold town hall meetings about the experiences these students have had with racism serving on a student affairs diversity committee to promote programs that give voice to students across the spectrum of diversity offering workshops on topics such as interracial dating issues encouraging students to attend town hall meetings regarding the new college mission statement and asking for the inclusion of valuing diversity as central to the mission creating and implementing a diversity segment of new student orientation

Collaboration with Intercultural Center staff - outreach programming, consultation.
Collaboration with Multi-cultural services; Multi-cultural open-house.
Collaboration with offices that interact with first gen low income students of color.
Continuing to partner with our Intercultural Affairs Office. Focus groups with African American students regarding use of our services.
Coordinator of Multicultural Services contacts with departments (below as well); staff participation in diversity programming, etc.
Counseling Center Brochure targeted to this population; active collaboration with Center for Ethnic Student Affairs
Create wellness programs that address issues specific to this population. I try to be visible at events that other offices on campus host to engage this population.
Created "Essence of Ebony" discussion group
Currently advocating for a multicultural affairs position in our division
Diversity outreach team, able to hire African American staff
Outreach programs through multi-cultural affairs office
Embedded counselor in the academic enrichment program that supports many African American students. Having interns attend students of color SGA group.
Establish connections through Center for Black Studies and other services that work with primarily African American students. Drop in times across campus. Liaison relationships.
Focus on increasing diversity in new hires. Reaching out to student groups.
Have a liaison to this group; offer groups to this population; offer programs and presentations; reach out to offices directly serving this population.
Improving our visibility, attending campus events, connecting with fac/staff who are members of minority groups in order to discuss our services and approach.
Increased outreach with the African American Cultural Center
Let's Talk outreach program
Let's Talk program, Agents of Change leadership program
Liaison and outreach activities.
Liaison is assigned to all student affairs and academic divisions which provide support for minority students. Counselors have strong relationships with these departments and the students.
Liaison relationships with offices serving this population
Liaison to Black Student Union and Multicultural Student Union. Focus Groups. Let's Talk. Behavioral Health. Attendance at events sponsored by this group. Focusing searches on skilled providers who also identify as African-American. Students of Color Support Group.
Liaison to Black/African American Cultural Center
Liaison to the Africana center being more visible, spending more time in center.
Liaison with HEOP. Also, a higher percentage of counseling clients identify as "multiracial" than are represented in the student body; some of them would be considered Black.
Liaison with Multicultural Student Center
Marketing, making center waiting room more welcome, re: magazines, etc.

Meet with group at the beginning of the year
More outreach, emails, programs and discussion lunches on race, culture and other "isms"
Multicultural counselor is networking with diverse organizations.
Multicultural outreach campus wide conducted by the Outreach Coordinator
Ongoing liaison work with Diversity Advocacy office and visibility at events that draw this population. Recruitment efforts to further diversify staff.
Our Diversity Coordinator has a very good relationship with these students. They tend to go to him first for relationships/ distress. He and I have talked about when to refer on to me.
Our front desk receptionist is a woman of color and we have hired a staff psychologist who is a woman of color.
Outreach and programs for the Center for Black Culture and presence at events sponsored by the organization
Outreach and collaboration with Campus Cultural Centers, Student advocacy groups, student gov't. student affairs Dept.
Outreach to campus organizations and student clubs as well as staff and faculty of color.
Outreach to EOP/collaborative programming/ Peer Educators
Outreach, hiring and maintaining a diverse staff, direct collaboration with programs/departments that serve specific populations.
Participation in multicultural brunch to welcome new students of color to campus and introduce the services of the Counseling Center. Participation in town hall meetings to address needs of multicultural students.
Prevention programming, student leadership training in wellness skills working with retention and outreach student groups
Provide daily walk-in hour for students of color Provide weekly support group for Black women students Provide outreach, workshops to various student organizations (Black Student Union; African Student Union, fraternities, sororities) Maintain consultation relationships with campus agencies that target this group
publicity through cultural groups
Relationship with multi-cultural student services and outreach to their specific student ethnic groups.
Seeing them and keeping appointments even if inconvenient
Special outreach programs
Staff attend events and functions sponsored by students groups and organizations connected with our Black/African-American Students (e.g. Sisters of the Round Table, Brothers, etc.)
Support Groups for female students of color called "My Sister My Self" Annual program called "More than We can Bear" which focuses on the mental health needs of Black/African-American students.
Targeted outreach
Targeted promotion to this specific group
Trying to outreach coaches and athletic teams
Visit with multicultural life - bring brochures/consult
Walk-in hours
We are actively involved with the OMP office
We are developing relationships with the Multicultural and Diversity and Inclusion office.

We are in the planning stages to take more appropriate action (such as reaching out to Black student groups) next year.
We do a lot of outreach with departments on campus that tend to serve African-American students.
We do not have enough staff to appoint a specific counseling center liaison for student group activities and representation. We try to develop outreach programs for minority populations and attend as many student group activities as possible in efforts to broaden preventative outreach as well as increase awareness of our center. This situation and our strategies for addressing under-served populations applies to all minority sections I knew percentages of and identified as under-served.
We have a sustainable liaison relationship with ALANA Student Services that includes dyad relationships with staff, student of concerns consults, and outreach programs to student groups.
We have an ongoing liaison relationship with the Black Cultural Center, connecting with students, faculty and staff via our presence and involvement in activities there.
We have begun offering mindfulness based workshops and programs to our students of color and in particular to African-American students. We offered a yoga/meditation program specifically to women of color.
We have begun special office hours and other outreach efforts in the African American Student Affairs Department.
We haven't done anything specific
We hired an African-American counselor.
We work closely with EOF (Educational Opportunity Fund) students who are historically more minorities and encourage participation in groups and counseling.
We work with student groups who specifically target this student population, as well as the Center for Student Diversity which is designated to support these students.
Working with BSA, hiring student workers who are African-American to work in the counseling center has helped this significantly, making presence to sports/organizations that have significant numbers of African American students involved.
Work closely with Office of Multicultural Student Affairs, speaking at orientation, co-sponsoring programs, getting students referred scheduled for an appointments immediately.
Working more closely with the Office of Diversity Education.
Working with diversity officer in our division.
Working with HEOP to refer
Working with Office of Multicultural Affairs to provide onsite consulting and referrals.
Working with other departments (multicultural services, faculty, res life) to increase awareness and accessibility and take as many barriers down as possible.
Working with Student Affairs to put programming in place.

American Indian/Native-American - Steps taken
Co-leading groups with Multicultural Student Development
Collaboration with Intercultural Center staff - outreach programming, consultation.
Counseling Center Brochure targeted to this population; active collaboration with Center for Ethnic Student Affairs
Create wellness programs that address issues specific to this population. I try to be visible at events that other offices on campus host to engage this population.
Developing consultative partnerships with American Indian Student Support Services
General openness to difference and diversity in the ways in which we publicly present ourselves
Let's Talk program, Agents of Change leadership program
Liaison is assigned to all student affairs and academic divisions which provide support for minority students.
Counselors have strong relationships with these departments and the students.
Liaison to Native American Cultural Center
Liaison to Native American groups and Multicultural Student Union. Focus Groups. Let's Talk. Behavioral Health. Attendance at events sponsored by this group. Focusing searches on skilled providers who also identify as Native-American. Students of Color Support Group.
Liaison with Multicultural Student Center
Liaison with offices serving this population
Multicultural outreach campus wide conducted by the Outreach Coordinator
Ongoing liaison work with Diversity Advocacy office and visibility at events that draw this population. Recruitment efforts to further diversify staff.
Outreach, hiring and maintaining a diverse staff, direct collaboration with programs/departments that serve specific populations.
Plan to collaborate with the Office of Intercultural Services to increase the identification of this target group and extend services.
Prevention programming, student leadership training in wellness skills working with retention and outreach student groups
Provide daily walk-in hour service Provide workshops/presentations for student organizations
Same approach as used for other student groups and organizations associated with our students of color.
Specific outreach programs and a mentoring program
Specific outreach to Native cultural center
Supported the hiring an indigenous counsellor
Targeted promotion to this specific group
The Director of our Student Advocacy Resource Center, who is American Indian doing Native American groups. She is also doing considerable outreach to the campus community.
They have become a target group of our current GLS suicide prevention grant
Trainings to staff, waiting room more welcoming
Transition to college program.
We do not have any students who actively identify as Native American.

We have an identified multicultural counselor who provides services 2 hours/week in the Native American Cultural Center on campus.
We have an ongoing relationship-based consultation liaison relationship with the Native American Education & Cultural Center, connecting with students, faculty and staff via our presence and involvement in activities there.
We participate in activities hosted at the Native American Student Center such as their Friday lunches.
Working on an initiative with the Indigenous American group on campus.
Working with Office of Multicultural Affairs to provide onsite consulting and referrals.

Asian/Asian-American - Steps taken
Again, partnering with Intercultural Affairs. We have a new staff who identifies with this group and who has been active in reaching out to the intercultural students. I do believe these efforts will begin paying off during the 2013-2014 year.
Co-leading groups with Multicultural Student Development Office
Contact campus clubs and support groups
Counseling Center Brochure targeted to this population; active collaboration with Center for Ethnic Student Affairs
Create wellness programs that address issues specific to this population. I try to be visible at events that other offices on campus host to engage this population.
Cultural groups advertising
Hired an Asian psychologist who is doing outreach to that population.
Hired Asian psychologist and interns
Increase staff diversity with new hires. Reach out to Asian/Asian American student groups
Learning language(s), outreach informally
Let's Talk program, Agents of Change leadership program
Liaison - specialist counselor and outreach activities
Liaison is assigned to all student affairs and academic divisions which provide support for minority students. Counselors have strong relationships with these departments and the students. Counselors and staff at our agency have also had in-service training so we can learn how to pronounce Chinese names and say basic phrases of greeting.
Liaison to Asian-American groups Union Multicultural Student Union. Focus Groups. Let's Talk. Behavioral Health. Attendance at events sponsored by this group. Focusing searches on skilled providers who also identify as Asian-American. Students of Color Support Group.
Liaison to Asian/Pacific-American Cultural Center
Liaison with Multicultural Student Center
Liaison with offices serving this population
Major project for us. We have done focus groups, established relationships with Asian culture groups and collaborated on programming. We have increased our % of Asian and Asian/American clients by 2.5% over three years.
More outreach in conjunction with International Center. Figures have increased significantly.
More outreach targeting Asian American groups and clubs on campus.

More outreach this year with our international programs office. This year we have placed a special tab on our webpage for international students.
Multicultural counselor is networking with diverse organizations.
Multicultural outreach campus wide conducted by the Outreach Coordinator
Ongoing liaison work with Diversity Advocacy office and visibility at events that draw this population. Recruitment efforts to further diversify staff.
Outreach and collaboration with Campus Cultural Centers, Student advocacy groups, student gov't. student affairs Department
Outreach to organizations, FYE courses.
Outreach, consultation
Outreach, hiring and maintaining a diverse staff, direct collaboration with programs/departments that serve specific populations.
Partnerships with International Student and Faculty Office and with Asian American Resource Center
Prevention programming, student leadership training in wellness skills working with retention and outreach student groups
Provide daily walk-in hour for students of color Provide weekly support group for international students Offer conservation program for non-native English speakers Provide consultation/outreach services to student organizations that specifically designed for this group
Psychoeducational workshops offered specifically for international students. Special presentation for their orientation program.
Reach out to international office.
Speak at international student orientation
Targeted promotion to this specific group
Transition to college program.
We are actively involved with the International Students Office
We are contacting every Asian student group on campus to make a short presentation on our services.
We are in the planning stages to boost overall outreach efforts and to focus on international student (high percentage Asian) outreach in the coming year.
We have attempted in the past to work with the International Student Office, however, most students we see are not referred by that office. We have plans to facilitate a "Transitioning Hour" seminar at the beginning of the new semester.
We provide workshops and trainings aimed at international students who are primarily Asian
We work with student groups who specifically target this student population, as well as the Center for Student Diversity which is designated to support these students.
Working more closely with International affairs office
Working more closely with the Diversity Education Office
Working with International student services and the English learning center re: our services, doing outreach to both of these areas.

Latino/Latina - Steps taken
Created "Hermanas United" support group - Hired Spanish-speaking therapist - Outreach with Latino fraternity
A staff member has been assigned to be a liaison to the Latino/Hispanic student community. Her role will be to increase the knowledge of our office services for this target population.
Another area that we have improved significantly and numbers are rising.
Because of where we are located, and where our students come from, we have a high population of Latino/Latina students for whom English is their second language or Spanish is their language of choice. We have been working to find a clinician who is able to conduct therapy in Spanish in order to create a more comfortable/accessible environment.
Co-leading groups with Multicultural Student Development Office
Collaboration with offices that interact with first gen low income students of color.
Counseling Center Brochure targeted to this population; active collaboration with Center for Ethnic Student Affairs
Create wellness programs that address issues specific to this population. I try to be visible at events that other offices on campus host to engage this population.
Created liaison relationship with Hispanic Resource Center and providing programming for their students.
Attempting to hire counselor who are fluent in Spanish.
Cultural groups advertising
Developing consultative relationships with relevant departments
Director is Spanish-speaking and has extensive overseas experience in Hispanic countries. He can provide counseling services in Spanish if/when needed
Embedding a counselor in the academic enrichment program that serves many of these clients. Having interns attend students of color student group.
Have a liaison to this group; offer groups to this population; offer programs and presentations; reach out to offices directly serving this population.
Just recently hired a bi-lingual therapist
Latina counselor and collaborative programming with the Advisor to Latina students.
Let's Talk program, Agents of Change leadership program, Latina women's group
Liaison - outreach activities
Liaison is assigned to all student affairs and academic divisions which provide support for minority students.
Counselors have strong relationships with these departments and the students.
Liaison to El Centro
Liaison to MeCha and Multicultural Student Union. Focus Groups. Let's Talk. Behavioral Health. Attendance at events sponsored by this group. Focusing searches on skilled providers who also identify as Latin@. Students of Color Support Group.
Liaison with HEOP. Also, a higher percentage of counseling clients identify as "multiracial" than are represented in the student body; some of them would be considered Latino.
Liaison with Multicultural Student Center
Liaison with offices serving this population
Marketing, waiting room more welcoming.

Multicultural counselor is networking with diverse organizations.
Multicultural outreach campus wide conducted by the Outreach Coordinator
Ongoing liaison work with Diversity Advocacy office and visibility at events that draw this population. Recruitment efforts to further diversify staff. One staff member serves as advisor to Latino male student organization.
Our campus is working on an initiative to recruit more students from this population, this is a campus-wide initiative.
Outreach and collaboration with Campus Cultural Centers, Student advocacy groups, student gov't. student affairs Department
Outreach presentations; social marketing; liaison relationships with relevant student groups and campus resource centers
Outreach to student clubs, campus organizations, and faculty/staff of color.
Outreach, hiring and maintaining a diverse staff, direct collaboration with programs/departments that serve specific populations.
Partnering with Latino Resource Center, training related to working with undocumented students presentation, consultation,
Prevention programming, student leadership training in wellness skills working with retention and outreach student groups
Provide daily walk-in hour for students of color Provide consultation/outreach services to student organizations that specifically designed for this group
Reach out to Latino/Latina student groups on campus
Recently awarded a staff position to target and reach out to this student population.
See above. We also have a staff psychologist who speaks Spanish.
Student Affairs partnerships with multicultural student success office
Supporting Hispanic Student association supporting students of Caribbean heritage association
Targeted promotion to this specific group
The Coordinator for Minority Outreach was encouraged to reach out to students via different Latino/Latina organizations and was also asked to collaborate with the Director for Multicultural Affairs about different programming options.
The percentage of Latino/Latina clients has increased from 1.8 to 4.75% this past year. We are pleased with the increase in representation. We are particularly encouraged given the total student body percentages.
Transition to college program.
Trying to work with the La Hispanidad to raise the awareness of the Wellness Center-Counseling
We are actively involved with the OMP Office
We have an identified multicultural counselor who provides services 2 hours/week in the Inclusion and Multicultural Center across campus.
We have an ongoing relationship-based consultation liaison relationship with the Latino Cultural Center, connecting with students, faculty and staff via our presence and involvement in activities there.
We have not had any initiatives in this area. Definitely need to do so.

We regularly participate with Department of Multicultural Affairs in programming for all of the student groups listed.

We are one of the main sponsors for an event called "Mosaic Mixer" at the beginning of the fall semester.

We work closely with the College Assistant Migrant Program, providing outreaches to their students and have a liaison with their program.

We work with student groups who specifically target this student population, as well as the Center for Student Diversity which is designated to support these students.

Working with Access and Diversity

Working with Student Affairs.

White - Steps taken

All of our students are underserved to some extent. Many of our "white" students are from lower SES backgrounds, many are first generation college.

Mostly focused on reaching men and those with visible and invisible numeric minorities.

Multicultural outreach campus wide conducted by the Outreach Coordinator

outreach, presentation, consultation

Multiracial - Steps taken

Again targeting FYE courses, reaching out to students. I also have a child who is multiracial and students see me with her, which appears to make this population more comfortable with me.

Again, this is an area we have not begun working in yet. Will need to do so.

Co-leading groups with Multicultural Student Development Office

Create wellness programs that address issues specific to this population. I try to be visible at events that other offices on campus host to engage this population.

Developing consultative relationships with relevant departments

Groups and psycho-educational workshops

Let's Talk program, Agents of Change leadership program

Liaison is assigned to all student affairs and academic divisions which provide support for minority students.

Counselors have strong relationships with these departments and the students.

Liaison with Multicultural Student Center

Liaison with offices serving this population

Many of these students are served by the cultural centers already noted

Multicultural outreach campus wide conducted by the Outreach Coordinator

Need to give this greater focus.

Provide daily walk-in hour for students of color Provide consultation/outreach services to student organizations that specifically designed for this group

Transition to college program.

We are actively involved with our campus OMP program

We outreach to all who identify as minority, this group would be included

We work with student groups who specifically target this student population, as well as the Center for Student Diversity which is designated to support these students.

Other Race/Ethnicity - Steps taken

Multicultural outreach campus wide conducted by the Outreach Coordinator

We work in various ways to make our environment and interactions with our community such that it is clear we welcome and respect diversity and difference, and honor each individual for who they are.

We work with student groups who specifically target this student population, as well as the Center for Student Diversity which is designated to support these students.

Males - Steps taken

Additional men's groups and target outreach to fraternities, athletics and STEM colleges

Advertise more heavily in business school. consult with business school advisors

Attempting to hire additional male counselors of color

Attempting to hire more male staff to increase outreach across campus.

Co-leading men's groups with the Campus Ministries

Collaboration with athletics and veteran's affairs

Continue to target predominately male groups. The majority of our students are STEM so getting males into the Center in greater numbers will always be a challenge.

Doing outreach to fraternities and athletics

Efforts are being made to acquire an additional counselor that specializes in the male population so outreach efforts and programming efforts can be tailored to this group.

Established a task force for men's issues

Increased slightly over previous year. Ran men's group, also started more co-ed groups. Working to develop collaboration with Athletics to offer "Mindfulness" and "In the Zone" workshops for male and female athletes.

Let's Talk and Behavioral Health

Male focused outreach

Men's group, veteran's initiatives, suicide prevention poster campaign targeting men

Men's Health peer health promotion campaign, outreach.

More efforts to engage typical male groups, e.g. fraternity

More male pictures, etc. in outreach, added a male graduate intern for the next year

More outreach, Groups.

More staff training, partnerships with Student Affairs on engagement of male students

Need to devote more attention to this.

Networking with athletic coaches

Offer workshop programming of interest to males to introduce Center.

Offering a men's only group, continuing to work with athletic department, and reaching out to the fraternities on campus for outreach activities. Also developing further liaisons with Student veterans group on campus.

Outreach efforts through office of Greek Communities
Outreach Consultation with student groups, Fraternities, other service groups and residence life staff
Outreach presentations focused on issues males face and how they deal with them, as well as describing the benefits of counseling in general. Brochures targeting males/male issues in high traffic areas of Student Health Building.
Outreach presentations; social marketing; liaison relationships with relevant student groups
Outreach to STEM departments
Outreach, hiring and maintaining a diverse staff, direct collaboration with programs/departments that serve specific populations.
Outreaches and men's groups
Overall outreach activities and attempts to de-stigmatize counseling through outreach/education as well.
Presentations to males at orientation camp
Provide men's therapy group (process group), outreach efforts with men's groups on campus.
Reaching out to coaches and fraternities
Seeking new staff with "men's issues" interest/expertise
Special outreach programs/groups targeted at males
Staff have been involved in outreach programming with different male groups on campus.
Strengthen connections to male dominated colleges, e.g. Engineering
Targeted invitation to complete mental health screenings to fraternity members
Targeted promotion to this specific group
The college has a male initiative right now to better understand how to retain male students.
There is a working group looking at men's issues throughout the university.
This continues to be a challenge for us.
Training RA's, faculty, and staff about the different ways depression and other mental health problems manifest in males rather than the way is presents in females.
We are in the planning stages to increase outreach geared toward men next year. We are considering a men's health awareness month for November next year.
We are working with a male counselor who volunteers, and have a graduate student who is male who will help next year.
We hired a male therapist (our first) and have begun targeted outreach to male students.
We look to make connections with fraternities, athletic teams. This year hired a staff member with expertise in sport psychology.
We offer Men's Group each semester, increased hours of our male professional staff, increased outreach & training facilitated by male professional staff, and increased the training of male students in Mental Health First Aid and ASSIST.
We offered a men's therapy group
We try to work with athletics and with the fraternities to encourage male students to get involved in programs and to consider counseling. We frequently partner with these groups.

Work to create a welcoming environment to men, including choices in artwork, magazines etc. Frame our interventions in practical terms. Do outreach to fraternities. One counselor on our staff also does the BASICS interventions for alcohol, which is a majority male population.
Work with athletics, talk with coaches of our male sports. Talk with athletic trainers since they have good relationships with our athletes. Making our presence known in courses, with RA's and using examples of males in therapy. We also have a male intern which helps.
Working to connect more with athletics and Greek populations. Engaging in outreach and providing incentives for participation in outreach that is attractive to men as well as women.
Working with fraternities. Identifying stress reduction activities that men might like.

Females - Steps taken

Create wellness programs that address issues specific to this population. I try to be visible at events that other offices on campus host to engage this population. It should be noted the ration of male to female student at Penn State University Brandywine is 60% male and 40% female.

Transgender - Steps Taken

We have a sustainable liaison relationship with student and employee LGBTQA organizations, and we work closely with Residence Life staff to connect with identified Transgender students

Active collaboration with LBGT Resource Center

Although the university does not ask about Transgender status on any official forms, we know anecdotally of several more transgender students on campus. Some of our efforts to reach out and support them have involved developing a trans-specific version of our GLB-101 training as a part of our safe-space program. We have also made efforts to actively participate in discussions pertaining to university wide policy and procedure in order to encourage the development of a more trans-friendly environment.

Counseling services by a counselor who is specially trained in this area

Educational presentations to campus L

Excellent liaison with campus Gender Equity and Diversity group

Following guidelines of university committee

Have established close alliance with LGBT Center on campus and have counselor on site there a couple hours a week.

LGBTQ Support group. Letters written for hormone therapy. Attendance at events.

Liaison with LGBT Resources Center

Living Out Loud Coming Out group

Maintaining close connection with the LGBT Resource Center on campus; co-sponsoring workshops on Transgender issues through the Safe Zone program on campus.

Multicultural outreach campus wide conducted by the Outreach Coordinator

No clear numbers but we have extensive outreach to LGBTQ center, with emphasis on transgender issue; a dedicated therapist and we offer a specific group and extensive outreach and education on campus and to medical and counseling staff
No way of identifying Transgender students.
Not currently as we have no students who identify as transgendered.
Offer support group and discussions and Ally/Safe Zone program.
Offering an LGBTQ group
Outreach to affinity group that addresses LGBT issues. Advocacy within realm of health care provided to students.
Outreach to student groups and faculty/staff.
Outreach. A group for transgendered students in winter term. Formed a committee to discuss issues related to trans students (i.e. address lack of gender neutral bathrooms on campus)
Partnering with transgender specialist in health services, and GLBTQ coordinator on campus for awareness and training.
Provide a support group for trans students
Provide Rainbow Walk-in Hour
Providing staff training to help staff understand the dynamics related to being Transgender, resources, and the best practice ways to serve this population.
Psycho-educational workshops
Staff training and development on these issues; ongoing liaison work and presentations to PRIDE student organization.
Supporting and being involved in campus LGBTQ advocacy
Targeted promotion to this specific group
Transgender healthcare committee; liaison to GLBTQQA Resource Center
Transgender therapy group, partnerships with LGBT Resource Center, Training regarding working with Transgender students, Recently established a community network for providers working with transgender youth.
We are uncertain how many students identify as transgender on this campus.
We have developed a good relationship with our LGBTQ office, offered programs on sexual identity, included transgendered issues in our presentations.
We have established a working group to improve health care for transgender individuals. We also consult regularly with the LGBTQQA resource and support department on campus
We have no data that tells us if this is an underserved population or not. We do not ask question regarding orientation unless the client brings it up. More LGBT clients are coming to the center, but I have not kept data on how they identify themselves. See below for more information.
We have partnered with services in the community to ensure that students have applicable resources. Also have been involved with Safe Zone training. We include info on LGBTQ services in our outreaches.
We ran a year-long transgender support group - via one of our interns who is transgendered.

We sponsor the PRISM support group on campus, have I Am Safe Zone and other GLBTQ symbols displayed on webpage, in waiting area, and in some counselor offices. We have participated in the first PRIDE walk as well as diversity initiatives campus wide.

We work collaboratively with our health service to provide treatment. It is unclear how many trans people we serve.

While it is not known the exact number of trans students, the VP of Student Affairs initiated staff training for all offices within the Division of Student Affairs, including having transgender individuals come and speak with all of our teams, including the counseling center staff.

Gay - Steps Taken

A counselor in the Center has talked with individual clients and is trying to encourage them to start a GLBTQ group. This is a difficult area on my campus, as I feel no administrator has 'openly' spoken up for these students.

Additional office hours in the GLBT center

Again I do not keep data on how students identify themselves. Clients' privacy is of utmost importance. We are very small and the Catholic tradition at times can make life tricky for those who do not fit the traditional mold. I and other staff are encouraging students to form support groups and formal organization across campus. I have been looking into how to become Safe Zone trained so that this would be part of what I share with faculty/staff and res life when I do work shops across campus. Opening up doors and avenues for communication has been and will continue to be on my individual work plan so that students with ANY difference can find a safe place on campus to grow and develop.

As an urban institution, we have a large number of LGBT students who perceive the university as a safe place. Counseling Center staff have a close working relationship with the Office of LGBT student services.

Attending student organization meetings, offering groups, topical seminars and workshops to address sexual orientation and identity concerns, sexuality, myths and stereotypes. This year, will seek co-partnering with student organization in sponsoring movies that address some of these issues.

Beginning to connect with relatively new student group.

Close relationship with LGBTQ program on campus

Co-sponsor programs with PRIDE, student organization for GLBTQQA students on campus, have membership in SAFE ZONE trainings

Collaboration with On campus Diversity Center

Considering offering a group or collaborating with LBGT organization on campus

Counseling Center Brochure targeted to this population; active collaboration with LBGT Resource Center

Create wellness programs that address issues specific to this population. I try to be visible at events that other offices on campus host to engage this population.

Currently advocating to collaborate to provide Safe Zone training to faculty and staff

Excellent liaison with campus Gender Equity and Diversity group

LGBTQ Support group. Liaison to office.

Liaison to GLBTQQA Resource Center

Liaison with LGBT Resources Center

Liaison with LGBTQ Resource Center and consistent involvement of staff with activities.
Living Out Loud Coming Out Group
Multicultural outreach campus wide conducted by the Outreach Coordinator
Offer support group and discussion sand Ally/Safe Zone program.
Offering LGBTQ group and liaison with Queer Resource Center
Outreach group this year. Has increased numbers. Safe space training.
Outreach to Campus Club
Outreach, training and collaborative programming.
Partnership with LGBT office - outreach programming
Partnerships with LGBT Resource Center and LGBT student groups, CSDC staff members participate in Ally Training
Plus 2.3% who identify as "questioning."
Provide Rainbow Walk-in Hour program Offer weekly Lesbian, Bisexual, Queer or Questioning Support Group
Provide consultation/outreach services to student organizations that specifically designed for this group Maintain consultation relationship with LGBTQ Equity Office
Safe zone training has been completed by all clinical staff. Safe zone stickers on our Counseling Center door and the Director's, Assistant Director's and staff psychologist's office doors
Safe Zone training for many staff; ongoing liaison work with PRIDE organization; openly lesbian director.
Staff act as advisors to the GLBT resource center and a GLBT student organization.
started a safe zone program
Supporting and being involved in campus LGBTQ advocacy
Targeted promotion to this specific group
The above total is for gay, lesbian, and bisexual individuals. The college does not collect this data
The Director took the lead in arranging a cultural events program on "Spiritual Quests of Gay Religious Leaders" that was well-attended and well-received by the campus GLBT organization.
We continue to reach out to our LGBTQ students to offer services. The University doesn't capture this information.
We currently have no students who identify as gay in therapy; however, we make sure to have events targeting this community and are also responsible for our Safe Zone.
We do not ask for sexual orientation in our demographics so do not have this information. We do see many LGBT students and are viewed by the LGBT Resource Center and the LGBT Student Group as a safe place to come for help.
We do not collect this data due to the religious orientation of our institution and intrusive nature of parents. We recognize that some students have not yet come out to their families and we do not want this information in their clinical files. We do provide outreach to LGBTQ students. See Above
WE have a staff member who serves on the LBGBT committee and participates in Safe Zone training. We do mention LGBTQ services in all of our outreach.
We have liaisons with other departments and student organizations. Offer group.

We offer a coming out group and all have participated in ally training and are listed as such. Outreach and workshops for PRIDE
We only analyze the data as LGBTQ at this point
We participate in a LGBA organization
We recently started attending the school LGBTQ club during their weekly meetings.
We sponsor the PRISM support group on campus, have I Am Safe Zone and other GLBTQ symbols displayed on webpage, in waiting area, and in some counselor offices. We have participated in the first PRIDE walk as well as diversity initiatives campus wide. We also offer same-sex couples counseling.
We try to utilize language in our programs that encourage participation by everyone and often specifically make reference to gay and transgendered students to minimize stigma.
We work with student groups who specifically target this student population, as well as the Center for Student Diversity which is designated to support these students.
Yearlong group looking at spirituality and LGBT concerns with an intern who was lesbian and also had a master's degree in divinity along with her social work degree.

Lesbian - Steps Taken
Beginning to connect with relatively new student group.
Collaboration with On campus Diversity Center
Counseling Center Brochure targeted to this population; active collaboration with LBGT Resource Center
Excellent liaison with campus Gender Equity and Diversity group
I would repeat what I stated above.
LGBTQ Resource Center liaisons and involvement in activities.
LGBTQ Support Group. Liaison to office.
Liaison to GLBTQQA Resource Center
Liaison with LGBT Resources Center
Living Out Loud Coming Out Group
Multicultural outreach campus wide conducted by the Outreach Coordinator
Multicultural/diversity and Safe Zone training
Offer support group and discussion sand Ally/Safe Zone program.
Offering LGBTQ group, liaison with Queer Resource Center
Partnerships with LGBT Resource Center and LGBT student groups, CSDC staff members participate in Ally Training
Provide Rainbow Walk-in Hour program Offer weekly Lesbian, Bisexual, Queer or Questioning Support Group
Provide consultation/outreach services to student organizations that specifically designed for this group Maintain consultation relationship with LGBTQ Equity Office
Safe Zone training for many staff; ongoing liaison work with PRIDE organization; openly lesbian director.
Same as gay student

See above- we don't break this down. The answer for GAY is our percentage. We think of our students as sexually diverse. Only know the number for trans because this is self-report under "gender"

Staff act as advisors to the GLBT resource center and a GLBT student organization

started a safe zone program

Supporting and being involved in campus LGBTQ advocacy

Targeted promotion to this specific group

We communicate that counselors are available to work with all students and in our programs clearly make reference to all populations.

We continue to reach out to our LGBTQ students to offer services. The University doesn't capture this information.

We currently have no students who identify as gay in therapy; however, we make sure to have events targeting this community and are also responsible for our Safe Zone.

We do not gather that data.

We have a staff member who serves on the LBGBT committee and participates in Safe Zone training. We do mention LGBTQ services in all of our outreach.

We have liaisons with other departments and student organizations. Offer group.

We recently started attending the school LGBTQ club during their weekly meetings.

We sponsor the PRISM support group on campus, have I Am Safe Zone and other GLBTQ symbols displayed on webpage, in waiting area, and in some counselor offices. We have participated in the first PRIDE walk as well as diversity initiatives campus wide. We also offer same-sex couples counseling.

We work with student groups who specifically target this student population, as well as the Center for Student Diversity which is designated to support these students.

Bisexual - Steps Taken

Again, involvement with LGBTQ Resource Center and activities related.

Beginning to connect with relatively new student group.

Counseling Center Brochure targeted to this population; active collaboration with LBGT Resource Center

Excellent liaison with campus Gender Equity and Diversity group

LGBTQ Support Group. Liaison to office.

Liaison to GLBTQQA Resource Center

Liaison with LGBT Resources Center

Living Out Loud Coming Out Group

Multicultural outreach campus wide conducted by the Outreach Coordinator

Offer support group and Ally/Safe Zone program.

Outreach and programming, signs that center is a safe place

Partnerships with LGBT Resource Center and LGBT student groups, CSDC staff members participate in Ally Training

Provide Rainbow Walk-in Hour program Offer weekly Lesbian, Bisexual, Queer or Questioning Support Group
Provide consultation/outreach services to student organizations that specifically designed for this group Maintain consultation relationship with LBTQ Equity Office
Safe Zone training for many staff; ongoing liaison work with PRIDE organization; openly lesbian director.
Staff act as advisors to the GLBT resource center and a GLBT student organization
started a safe zone program
Supporting and being involved in campus LGBTQ advocacy
Targeted promotion to this specific group
We continue to reach out to our LGBTQ students to offer services. The University doesn't capture this information.
We currently have no students who identify as gay in therapy; however, we make sure to have events targeting this community and are also responsible for our Safe Zone.
We have a staff member who serves on the LBGBT committee and participates in Safe Zone training. We do mention LGBTQ services in all of our outreach.
We have liaisons with other departments and student organizations. Offer group.
We recently started attending the school LGBTQ club during their weekly meetings.
We sponsor the PRISM support group on campus, have I Am Safe Zone and other GLBTQ symbols displayed on webpage, in waiting area, and in some counselor offices. We have participated in the first PRIDE walk as well as diversity initiatives campus wide.
We work with student groups who specifically target this student population, as well as the Center for Student Diversity which is designated to support these students.

Heterosexual - Steps Taken
Created LGBTQ group Created Bisexual support group and two workshops
See above. I do not keep this data either.
The data for this didn't show up in my report (not sure why not) but we continue to work closely with the disability services office to offer services. The University doesn't capture this information for reporting.
We do not gather that data.

Diagnosed Disability - Steps Taken
A student with a diagnosed disability would unlikely be admitted to our academy
Accessible services and strong working relationship with McBurney Disability Center. Hired disability specialist focused primarily on executive functioning deficits.
Active collaboration with Center for Disability Services
Actively collaborate with campus disability support services office
Bolstered Special Needs Services which is run via the counseling center
Close collaboration with Disability Resource Center
Coordination of services with the Disability Resource Center, particularly around testing for ADHD/LD

Create wellness programs that address issues specific to this population. I try to be visible at events that other offices on campus host to engage this population.
Director reached out to Director of Academic Services (and ADA coordinator) to develop closer collaboration in supporting students. She attributed the difficulty referring students to the fact that students often have to wait two weeks for an initial appointment. She presses the administration to give us more staff.
Disabilities has just come under our supervision so we are doing better here with linkages although this is probably a population that needs continuing outreach
Liaison with Center for Students with Disabilities
Students with Disabilities Program outreach
The data for this didn't show up in my report (not sure why not) but we continue to work closely with the disability services office to offer services. The University doesn't capture this information for reporting.
The Director of CAPS is also Director of DRC, this is aiding in awareness of both departments.
This is an underserved population at our university and estimates of disability numbers come from those registered with Disability Resource Center. This number is likely much higher than 4% Listed. Partnering with Disability Resource Center to reduce stigma of mental health and disability issues on campus
We do not gather this data about disability. We work closely with the Student Access Center on campus on mutual clients.
We do not have access to data on this.
We have a sustainable liaison relationship with Disability Support Services
We have been intentional about partnering with the office of Students with Disabilities to raise awareness of counseling services for these students.
We have placed a question on our intake form about LD issues and invited students to sign a release so we can coordinate with the Center for Students with Disabilities.
We work closely with all of the student groups and offices designated to serve and support these students
We work closely with our Disability Assistant director who refers to us.
We work collaboratively with Disability Resources office.

International Students - Steps Taken

(Note: Student body percentage only includes individuals registered through International Office. Individual graduate programs maintain their own numbers for international students who entered through their program).
Collaborating with Director of International Programs to offer topical seminars on acculturation, support groups, and matching U.S. citizens (students) as mentors with weekly discussion topics in an open group format.
Actively work with International Studies Office with outreach and with informal interactions with international students
Attending orientation sessions and developing relationships with personnel and student leaders in this area.
CAPS works with our International Center and we have increased our Outreach. This is proving to be successful.
Collaborating with International Student Development Office
collaborative programing with International office on campus
Connecting Across Cultures Group

Connection with multicultural coordinator, and hiring of new international staff member (Iceland).
Consultation work with international student office. Developed special brochure for international students. Attend and present at orientation workshops.
Continue providing outreach to the International Programs office to raise awareness of services for these students.
Continued outreach with International student office, sponsoring Friday teas, hiring staff who were born in other countries then the USA.
Counseling Center Brochure targeted to this population; active collaboration with International Center
Creating a liaison position to international student office and identified an internship position as specializing in work with Asian international students
Diversity team efforts
Group meeting with international students
Have a commissioned a Task Force from the counseling center to explore this issue and make recommendations on how the utilization of services by international students can be increased.
Hired international psychologist
Hiring international specialist; increased programming through Office for International Students and Scholars
Hiring post doc fellows to provide consultation. Doing bi-monthly outreach sessions in the international office.
Liaison to International Programs office
Liaison to International Student Services. Focus Groups. Let's Talk. Behavioral Health. Attendance at events sponsored by this group. Focusing searches on skilled providers who also identify as International. International Support Group.
Liaison with International Office
Liaison with International Student Center
Liaisons with OIS
More outreach and connection with International Studies department
Multicultural outreach campus wide conducted by the Outreach Coordinator
Networking with international student office on campus
Offering programs at international student orientation, offering counseling services at student health services where international students may be more comfortable, offer more outreach at housing where international student numbers are in higher proportionate numbers.
Our Japanese counselor works closely with the office of International Studies to provide outreach activities
Outreach and collaboration with Campus Cultural Centers, Student advocacy groups, student gov't. student affairs department
Outreach and workshops collaboratively with our International student services office
Outreach to international student groups
Outreach to international students and staff
Outreach, hiring and maintaining a diverse staff, direct collaboration with programs/departments that serve specific populations.
Present at orientation session for this group of students

Presentation, workshops, and consultation
Provide orientation to new international students
Provide two weekly international student support groups Conduct outreach via International Student Services
Reach out to international student center, graduate life center
The center has increased its outreach activities specifically tailored to international students
Therapist who are international and work with advisor to international students.
There have been some major administrative changes in this area that will make it possible to reach these students more effectively. We have two bilingual English-Spanish therapists. One of these therapists does a session for Spanish speaking only parents at Orientation. We participate in International Student Orientation and have a strategy session planned with the new Executive director in this area.
This refers to international students. We have developed a liaison relationship and educational programs about what counseling is, how it works, etc.
Various programs with International Programs office.
Very little...need to do more.
We conduct outreach with this group by volunteering at Welcome week, presenting as part of their orientation, and attending International week functions.
We have a liaison with International Student Center. We do programming for the center.
We have a working relationship with International Programs
We have established an International Student Support group with weekly meetings.
We tend to see International students from most countries except South Korea, where the language barrier is most problematic. We have started to make presentations in their ESL writing class and work with their faculty advisor to reach this group.
We will be doing research on best practices for engaging and maintaining international students in counseling, as well as enhancing outreach efforts, beginning from Orientation.
We work closely with the International Student Center and are working with them to develop an online workshop for helping International Students adjust to K-State.
We work with student groups who specifically target this student population, as well as the Center for Student Diversity and International Studies Office, which are designated to support these students.
Work with International Programs Office to have all new international student visit counseling center for introduction to services and to meet the staff during orientation. Conduct weekly Coffee Hour that is attended by staff member and participate in College wide committee to address international student issues.
Working with Int'l house on campus and English Learning Center
Working with International Student Services
Workshops and program in collaboration with the International Center, specific outreach including programs during Orientation, targeted information on website
Workshops and trainings aimed at international students

Student Athletes - Steps Taken

As noted earlier, collaborating with Athletic department to create "Mindfulness" and "In the Zone" trainings/workshops for athletes. Also visiting campus departments (including Athletic Dept.) to educate on referrals, consultations, and workshop offerings that we hope will increase partnerships and referrals.
Collaboration with department of athletics
Collaboration with the athletics department
Collaborations with Athletics
Create wellness programs that address issues specific to this population. I try to be visible at events that other offices on campus host to engage this population.
Dedicated psychologist for student athletes - used to be part of our center; now housed in Athletics and reports directly to Athletics
Designated counselor is working with coaches and athletic staff.
Developing relationships with coaches and new Athletic Director. Working with Athletics on other events, such as eating disorder awareness week.
Did specific outreach to all coaches (individual meetings with each coach) and meeting with the whole athletic department professional staff to educate about services, specifically in the area of substance abuse.
Do not have an athletics program at Rush
Have been speaking with athletic teams and coaches. Also going to sporting events along with visiting training rooms during high traffic time with students to establish rapport.
Joined the athletic department on a grant
Liaison to Athletic Department
Offer services to student athletes specifically. Have 2 therapist who also do performance enhancement
Outreach to athletics department, student athletes and coaches.
Outreach to students and staff
Programs to athletes on performance issues;; programs to coaches
specific outreach to athletic teams
Strong relationships with coaches, attend all home games. Try to open door for programming but AD has been here 50 years, hopefully retiring this year, as door has not been open.
Talks with coaches
The athletic department is slowly beginning to see the Counseling Center as a useful tool. It is a SLOW process, but each year I offer to assist the AD with a training or a specific team that is struggling to get me face in front of the students and coaches.
We are working with Athletics to better educate about our services, address stigma for both coaches and athletes.
We did not gather that data last year but will be gathering it in FY2014. We receive many referrals from the athletic department and are developing connections through our performance enhancement/biofeedback clinic.
We have a strong consultative relationship with Athletics Department
We have tried inroads related to mental health first aid training in particular. No much success in light of Athletics having their own psychological staff, although not therapy focused, and their isolated culture.
We work closely with the Athletic Department

Greek Affiliated - Steps Taken

Collaboration with Greek organizations

Currently the Counseling Center is utilized as the mandated tool for judicial. This does not always put our office in the best light for those affiliated with Greek affairs. This coming year we are working with the leaders to (hopefully) change the way the center is viewed.

Designated counselor is working with Greek life.

Do not have fraternities or sororities at Rush

Included Greek organizations within a grant initiative

Not applicable.

We have made connections with the fraternity and sorority presidents. Assist in training the recruitment counselors for the sororities. Provided acquaintance rape prevention workshops for new members of fraternities.

We have placed a counselor in the Sports Medicine Clinic once a week to help meet student athletes. This has gone very well as both students and coaches are coming for assistance.

Policies and Procedures

Does your school have a case manager position?		Count
Does your school have a case manager position?	Yes	100
	No	211
If yes, is it located in the counseling center?	Yes	54
	No	57
If not counseling center where located? Dean of Students		33
If not counseling center where located? Student Life or Student Affairs		10
If not counseling center where located? Chief Student Affairs/Life Officer for the College or University (If not Dean of Students)		3
If not counseling center where located? Judicial Affairs		2
If not counseling center where located? Student Health		5
If not counseling center where located? Other (Specify Below)		7
Academic affairs		1
EVP/ President Office		1
housing		1
Office of community standards		1
Shared between counseling and dean of students		1
VP for Student Affairs		1
We have 2 case managers in the Counseling Center and 3 Case Managers in the Dean of Students Office (2 of them are in our building, however & serve us)		1

Outcome Measures			
		Count	%
Does your centers evaluation form include a question that asks students if counseling has helped with their academic performance?	Yes	270	74.6
	No	92	25.4
If yes, your centers evaluation form includes a question that asks students if counseling has helped with their academic performance, what percentage responded positively?			68.95

New policies and practices shared?

Counseling Center Policy on The Use of Social Media. The emergence of various types of social media including Facebook, Twitter, YouTube and others can present complex dilemmas and challenges where dual and multiple relationships are concerned. Personal postings through these media forms can have an unintentional damaging impact on the therapeutic alliance and can contribute to boundary violations. The growing and changing advances in technological software are fascinating but are not programmed to filter out the ethical nuances that emerge in usage with mental health professionals. Note that we are accountable for the repercussions if any of these result in communication that contributes to violations in our ethical standards. Additionally, engaging in Facebook activities while on the job is not acceptable.

Adherence to the NY State SAFE ACT, which involves reporting via portal to the county mental health commissioner the name of any client who poses a danger to self or others. The client may lose the right to hold a gun license for 5 years and/or have a current gun license revoked. Clinical staff engaged in thoughtful discussions benchmarked using other mental health facilities and their practices.

APS Funding Request for Additional Professional Staff Member (1) Student mental health needs continue to rise nationally. Greater public awareness of mental disorders. More students diagnosed and treated at earlier ages (enabling more to get into selective private universities). Diminishing stigma about seeking mental health services

Increasing overall stress along with less-well-developed resiliency & interpersonal skills (2) The complexity and seriousness of the mental health concerns also seems to be increasing

CAPS has had a waiting list 3 of the past 4 years, and it appears to be getting worse

In Fall, 2012 the waiting list started Sept 27; in Spring, 2013 the waiting list started Jan. 29

The last person was not off it until the week of final exams

177 of the 608 students who came to CAPS in 2012-13 spent time on the waiting list

17 students on the waiting list decided not to seek services at all Waiting lists are particularly discouraging to young adults who have gotten up the courage to ask for help (and are often still ambivalent)

These waiting lists developed despite having:

6 full-time CAPS professionals, and 2 part-time clinicians helping about 16 hours per week

The number of appointments that were crises has significantly increased over the past 5 years

The number of students who need to be seen more than 10 times per year has significantly increased (3) We expect this demand to continue to grow for the near future

Small, highly selective, private, residential colleges tend to have the highest MH utilization rates

The top 50 national liberal arts colleges see an average of 20% of their student body for counseling each year

CAPS is currently seeing 15.5% of our student population (608 of a total of 3,924 students)

Thus CAPS could be facing a 25% growth in number of clients over the next several years!

Healthy Minds Study (U. of Michigan) – conducted on our campus in Spring 2013 – reported the following results: 38.6% of our students thought they needed mental health help in past 12 months; 24.3% have had a previous diagnosis of a mental disorder; 23.3% said they have received therapy or counseling for mental health reasons in the past 12 months; 16.4% of students took prescribed psychiatric medications in the past 12 months; 12.2% said they were currently taking psychiatric medication; 20.7% of our students currently meet screening criteria for either depression or an anxiety disorder; 12.9% meet screening criteria for depression; 13.3% meet

Innovative or Novel Functions Performed by Counseling Centers

CAPS instituted a bystander intervention effort involving multiple stakeholders across the campus

Developed a domestic violence prevention and awareness program called "Love Shouldn't Hurt." This is a two week program that involves dozens of classroom talks, two formal programs open to the campus community and thousands of giveaways and informational literature. Each year, the number of faculty requesting class presentations increases.

Developing Counseling Center liaisons to the academic Colleges. These positions would provide consultation, emergency intervention, training, workshops, and behavioral contract meetings in collaboration with academic advisors and faculty.

Expressive Arts Therapy

For the first time, we are offering a "Veteran's Discussion Group" in conjunction with our on-campus Military Resource Center. The group "Provides student veterans an avenue to discuss their reintegration to civilian/academic life in a confidential avenue. The topics in the group will focus on issues such as identity, barriers on campus, resources on campus, and the promotion of social support among veterans." While a psychologist leads the "discussion group" it is held in the MRC, to help it feel safer for veterans, who often distrust psychological services. Further, by calling it a "discussion" group, as opposed to "support" or "therapy" group, the stigma is further lessened. Students who have attended it this year have found it to be incredibly helpful, and have suggested that we run an additional group in the spring for family members of returning veterans.

Implement a BASICS two session intervention for mandated judicial offenders who screen positive for high risk drinking.

Much involvement in Parent Orientation - assistance in helping parents move beyond the "helicopter parent" stance.

Survey and provide groups for students living in residence

This past semester we started a radio show in conjunction with our communications school, and we broadcast five shows. Students ran the audio programs at the studio and student journalists were given assignments related to mental health topics. They interviewed students and were, in turn, interviewed about their findings while on-air. Feedback from students has been good. In addition, we have heard from members of the Bangor community who have listened in and found the programming helpful. We intend to continue.

We had a doctoral student run an animal assisted therapy program for one semester with 15 students. These students met multiple times a week with a therapy trained dog. The students completed a C-CAPS pre and post each session with dog and then all the students participated in a qualitative exit interview to explore benefits of participating in the study. The study was both program design and evaluation oriented. The results have been analyzed now and the data will soon be available. Overall the results seem to reflect lowered anxiety for students participating in the study.

We have a world class ADHD/LD assessment center and our supervising psychologist, Brian Sullivan, has produced several publications on detecting malingering. Some of the research we've generated here in our clinic has been included in a six-volume compendium of neuropsychology, published last month, alongside such luminaries as Wilder Penfield and Antonio Damasio. Here's a link to the Table of Contents – very interesting stuff on brain-behavior relationships, popular media, litigation, neuro-imaging, psychiatric treatment, etc.

<http://www.uk.sagepub.com/books/Book235277?q=9780857022677&pageTitle=productsSearch#tabview=toc>

We have established a DBT program and have intensively trained 7 staff.

We implemented a Behavioral Health Program on our primary care floor (we are a fully integrated center). When medical providers believe the student is experiencing any sort of mental health concern, they ask about it and then a counselor is invited into the patient room. Our utilization rates for males, students of color, and international students in this service are higher than in our traditional services. Research that those who complete suicide visit primary care clinics within 6 weeks of completion was a motivation for this service. The fact that many cultural groups are more comfortable addressing psychological concerns as somatic complaints was another factor.

We made a flyer advertising our services that shows our outcome data from the previous year (from the OQ-45).

Will e-mail

Do you provide telepsychology provision of clinical services?	Count
Yes	14
No	348
Land line and in state only.	1
Limited primarily to clinical interviews post medical leave and study abroad or during vacations or time home.	1
On call phone, emergency support and consultation for study abroad	1
Online counseling and disability services	1
Only for students studying abroad who are already clients of the center.	1
Skype consults (rarely) with students studying abroad.	1
Utilize VSee to satellite campus	1
We are developing a program now and hope to implement a pilot by May 2014.	1
We are in the process of exploring this for our 2 other campuses.	1
We have developed the infrastructure for this new service specifically for students attending a satellite campus approx 5 hours south of our main campus. Telepsychology would be done over Lync, a secure videoconferencing application available to all university students. We will utilize the same fee structure as on-site counseling. While the infrastructure is in place, to date we have not yet delivered any telepsychology/distance services.	1
We have used telephone, email, Skype	1
We house a telehealth equipment from the VA for remote psychiatry services for veterans	1
We offer it for students at our satellite campuses, but no students have taken advantage of the opportunity in the 18 months that I have been director.	1

Crisis Hotline Availability		Count
Is there an active crisis hotline available in your community that students can use?	Yes	318
	No	44
Is there an active crisis hotline available provided by your campus that students can use?	Yes	135
	No	224

Has your center transitioned away from the DSM-V to the ICD-9/ICD-10?	Count	Percent
No. We do not use either	112	31.5%
No. We will continue to use the DSM	190	53.4%
Yes. We are beginning the transition	49	13.8%
Yes. We made the transition and are now using the ICD-9/ICD-10	5	1.4%

