

The Association for University and College Counseling Center Directors Annual Survey

Reporting Period: September 1, 2006 through August 31, 2007

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Introduction

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

In the Fall of 2007 a total of 662 college and university counseling center directors were invited to respond to the Association for University and College Counseling Center Directors Annual Survey. The survey was administered via a secure internet interface. The reporting period for the 2007 Annual Survey is from September 1, 2006 through August 31, 2007.

This monograph serves to provide a summary of data reported in the AUCCD Annual Survey. Participating members also have access to the online reporting features of the survey including data filtering and export.

Survey Highlights

- (1) 52% of Directors and 68% of Professional Staff were identified as female.
- (2) 10.6% of Directors and 23% of Professional Staff were identified as being from a minority group.
- (3) 27% of Directors had less than 3 years of experience as a director and 27% of Directors had more than 13 years of experience as a director.
- (4) 83% of Directors reported having a doctoral degree.
- (5) 97% of Directors completing the survey were from the United States.
- (6) 40% of Directors were from institutions with enrollments under 5,000; 31% were from institutions with enrollments between 5,000 and 15,000, and 29% were from institutions with enrollments greater than 15,000.
- (7) 50% of Directors were from public colleges or universities, 48% were from private colleges or universities, and 2% were from some other type of institution.
- (8) 28% of member institutions completing the survey were accredited by the International Association of Counseling Services.
- (9) 75% of centers reported having some form of a training program.
- (10) 16% of centers reported being fully integrated within a health service.
- (11) 10.5% of centers reported charging a fee for personal counseling to all students.
- (12) 17% of institutions charge a mandatory fee supporting counseling center services.
- (13) 96% of centers do NOT collect third party payments for counseling.
- (14) 15% of centers reported a 4% or greater increase in their budget.
- (15) 30% of centers reporting gaining positions in the past year with 3% reporting losing positions during the same time period.
- (16) The average Full-Time Equivalent Paid Staff across all centers is 6.0, with a mode and median of 4 FTE.
- (17) The average Paid Staff to Student Ratio was 1 to 1,941. The average Paid Staff and Intern to Student Ratio was 1 to 1,552.
- (18) On average, 10% of students were reported to seek counseling.
- (19) 40% of counseling center reported teaching a graduate or undergraduate level course.
- (20) The average number of sessions provided to clients was 5.46.
- (21) On average, 12.4 of students on campus were placed on medical leave for psychological reasons.
- (22) 40% of centers reported generating a DSM-IV TR diagnosis on at least one axis.
- (23) The average number of students hospitalized for psychological reasons was 9.8.
- (24) 64% of centers reporting having psychiatric services at the counseling center, health service or some other campus site.
- (25) The average number of psychiatric hours offered on campus was 38 hours per week.
- (26) 52% of centers reported that they could definitely use more hours based on campus need.
- (27) 85% of centers reported that there has been an increase in the past year in the number of students coming for counseling that are already taking psychotropic medications.
- (28) 97% of Directors reported that the number of students with significant psychological problems is a growing concern in their center or on campus.
- (29) 82% of Directors reported that they believe that the number of students with severe psychological problems on campus has increased in the past year.
- (30) 30% of Directors reported that their center accepted referrals for mandatory counseling.

Director Information

Total Years as a Director (D004)		
	Freq.	Percent
0-3 years	98	27%
4-6 years	70	19%
7-9 years	60	17%
10-12 years	35	10%
13-15 years	19	5%
15 years and above	80	22%
Total	362	100%
Missing	1	
Total	363	

Director Racial/Ethnic Background (D005)		
	Freq.	Percent
Black/African American	18	5.0%
American Indian/ Native American	1	0.3%
Asian/Asian American	4	1.1%
Latino/Latina	9	2.5%
White/Caucasian	321	89.4%
Multiracial	3	0.8%
Other (Specify Below)	3	0.8%
Total	359	100.0%
System	4	
Total	363	

Director's Gender (D006)		
	Freq.	Percent
Male	173	48%
Female	185	52%
Transgender	0	0%
Other	0	0%
Total	358	100%
Missing	5	
Total	363	

Direct Report: Student Affairs Division (D009)		
	Freq.	Percent
Vice President/Associate VP/ Assistant VP	181	52%
Dean of Students/Assistant Dean/Associate Dean	116	33%
Director, Health Services	37	11%
Other (Specify Below)	16	5%
Total	350	100%
Missing	13	
Total	363	

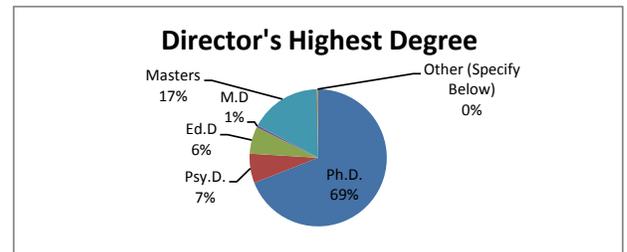
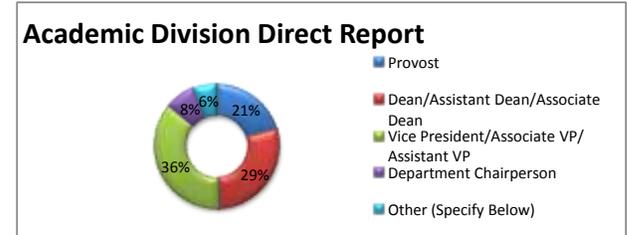
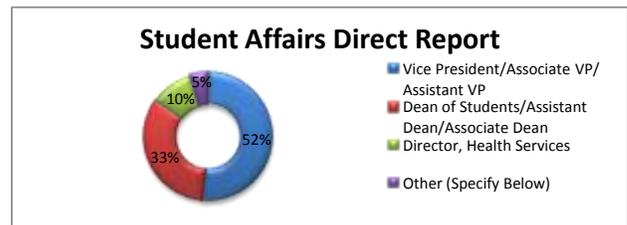
Direct Report: Academic Division (D010)		
	Freq.	Percent
Provost	24	21%
Dean/Assistant Dean/Associate Dean	33	29%
Vice President/Associate VP/ Assistant VP	42	37%
Department Chairperson	9	8%
Other (Specify Below)	7	6%
Total	115	100%
Missing	248	
Total	363	

Director's Highest Degree (D011)		
	Freq.	Percent
Ph.D.	250	69.1%
Psy.D.	25	6.9%
Ed.D.	23	6.4%
M.D.	2	0.6%
Masters	61	16.9%
Other (Specify Below)	1	0.3%
Total	362	100.0%
Missing	8	
Total	363	

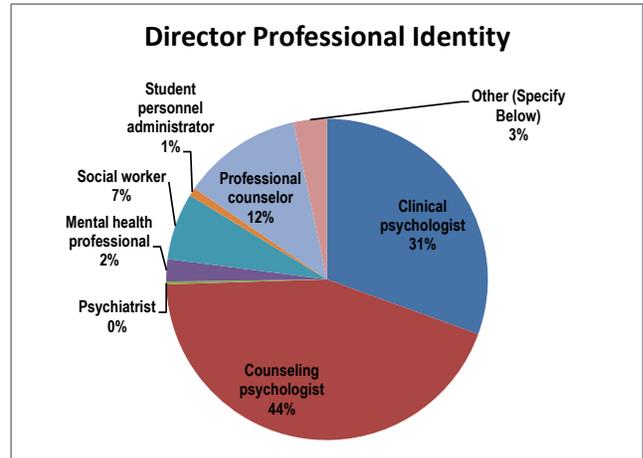
Director's Sexual Orientation (D007)		
	Freq.	Percent
Gay man	13	4%
Lesbian	11	3%
Bisexual	4	1%
Heterosexual	320	92%
Total	348	100%
Missing	22	
Total	363	

Do you have a diagnosed & documented learning disability (MR008)		
	Freq.	Percent
Attention Deficit/Hyperactivity Disorder	3	0.80%
Deaf or Hard of Hearing	3	0.80%
Learning Disorder	5	1.40%
Mobility Impairment	3	0.80%
Neurological Disorder	3	0.80%
Physical/Health Related Disorder	5	1.40%
Psychological Disorder/Condition	3	0.80%
Visual Impairment	2	0.60%
Other (Please specify other disability)	1	0.30%

Note: Percent representative of item compared to total sample.
Percentages do not total 100% as directors could select more than one item.



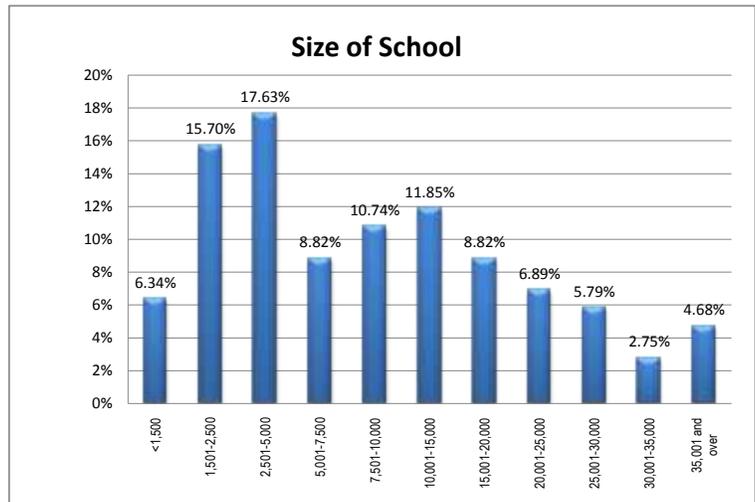
Director's Professional Identity (D012)		
	Freq.	Percent
Clinical psychologist	109	30.5%
Counseling psychologist	157	44.0%
Psychiatrist	1	0.3%
Mental health professional	8	2.2%
Social worker	24	6.7%
Student personnel administrator	3	0.8%
Professional counselor	43	12.0%
Other (Specify Below)	12	3.4%
Total	357	100.0%
Missing	13	
Total	363	
Other Specified:		
Behavior Analyst	1	
College Health Nurse	1	
Dance/Movement Therapist/Counselor	1	
LMFT CADC	1	
Marriage and Family Therapist	5	
MBA	1	
Psychologist (not clinical or counseling)	2	



Director's Citizen Country (D013)		
	Freq.	Percent
United States	353	97.5%
Canada	7	1.9%
United Kingdom	0	0.0%
Australia	1	0.3%
Trinidad and Tobago	1	0.3%
Peru	0	0.0%
Other (Please specify other country)	0	0.0%
Total	362	100.0%
Missing	1	
Total	363	

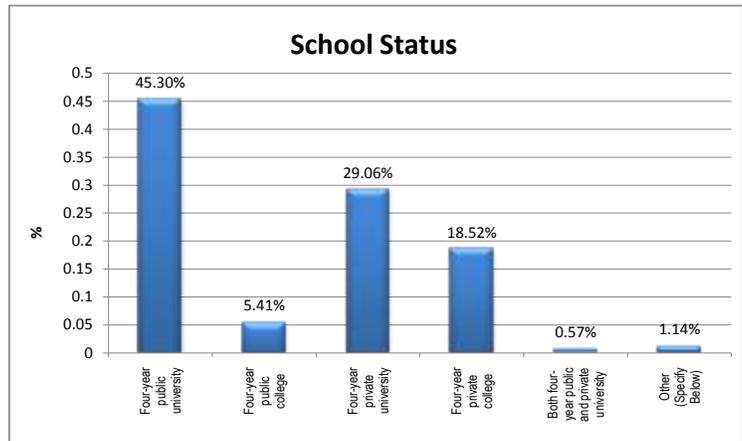
Institutional Information

School Size: (based on official enrollment reported in the fall of the past year) (D015)		
	Freq.	Percent
<1,500	23	6%
1,501-2,500	57	16%
2,501-5,000	64	18%
5,001-7,500	32	9%
7,501-10,000	39	11%
10,001-15,000	43	12%
15,001-20,000	32	9%
20,001-25,000	25	7%
25,001-30,000	21	6%
30,001-35,000	10	3%
35,001 and over	17	5%
Total	363	100%

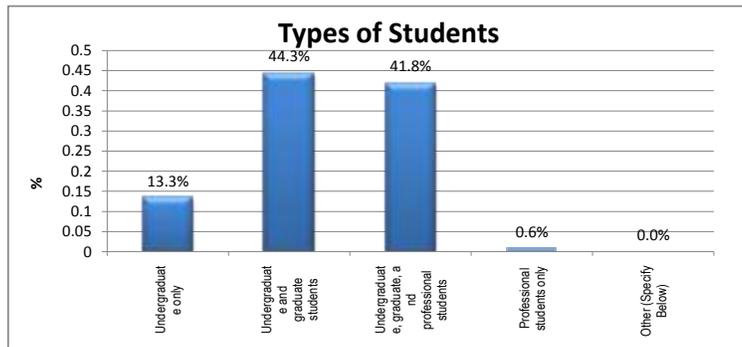


Total Enrollment (D016)	
Mean	11712
Minimum	555
Maximum	51520

School Status (D017)		
	Freq.	Percent
Four-year public university	159	45%
Four-year public college	19	5%
Four-year private university	102	29%
Four-year private college	65	19%
Both four-year public and private university	2	1%
Other (Specify Below)	4	1%
Total	351	100%
Missing	12	
Total	363	
Other Specified:		
4 yr private with some masters degrees	1	
Graduate Medical/Health Science	1	
Private undergrad plus a few graduate/professional programs	1	



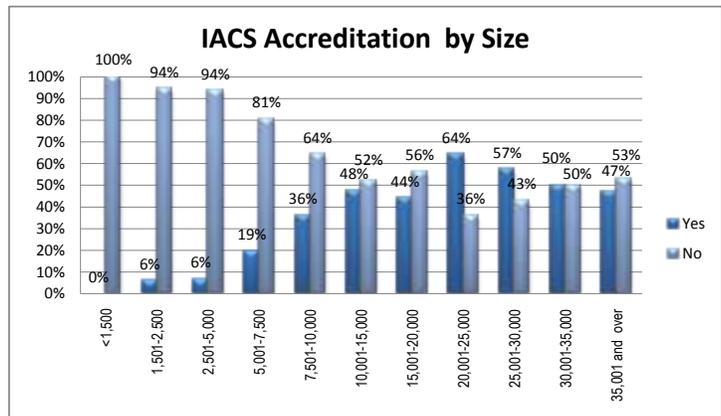
Types of Students (D018)		
	Freq.	Percent
Undergraduate only	48	13.3%
Undergraduate and graduate students	160	44.3%
Undergraduate, graduate, and professional students	151	41.8%
Professional students only	2	0.6%
Other (Specify Below)	0	0.0%
Total	361	100.0%
Missing	2	
Total	363	



Does your university provide domestic partner benefits? (D019)		
	Freq.	Percent
Yes	193	55%
No	156	45%
Total	349	100%
Missing	14	
Total	363	

Does your university include sexual orientation in its nondiscrimination statement? (D020)		
	Freq.	Percent
Yes	295	84%
No	56	16%
Total	351	100%
Missing	12	
Total	363	

Is your Center accredited by IACS? (D021)		
	Freq.	Percent
Yes	102	29%
No	250	71%
Total	352	100%
Missing	11	
Total	363	



Accredited?	School Size										
	<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
Yes	0.0%	5.8%	6.5%	19.4%	35.9%	47.6%	43.8%	64.0%	57.1%	50.0%	47.1%
No	100.0%	94.2%	93.5%	80.6%	64.1%	52.4%	56.3%	36.0%	42.9%	50.0%	52.9%

LA022 - Reasons for IACS Accreditation	
Comment Summary	Count
Quality Assurance / external validation / standard of practice / compliance with national standards	46
Enhance credibility / status on campus	26
Improves morale	3
Support of ethical practice	2
Aids in arguments for staff and other funding increases	15
Valued / respected by administration / supervisor	11
Evidence commitment to standards	12
May be important to applying interns	1
Part of identity	6

LA023 - Reasons for NOT Pursuing IACS Accreditation	
Comment Summary	Count
Cost	48
Not enough time to complete	19
Not required / not interested / never applied	6
Other priorities superceed	7
Lack of support by administration / no valued by administration	8
Not applying as do not see center as meeting minimum standards	33
Small center (1 or 1-2 staff)	12
Accredited by other agency	18
New Director, do not know about IACS	6
Use guidelines but not wanting to apply	3
IACS doesn't meet needs or match with dynamics of small centers	14
Believe there should be a sliding scale based on institution size	1
Don't see benefit to accreditation	21
Application in process - planning in upcoming years	22

Do you have a training program? (D024)		
	Freq.	Percent
Yes	272	76.0%
No	86	24.0%
Total	358	100%
Missing	15	
Total	363	

Indicate all of the types of trainee you have (MR025)		
	Freq.	Percent
Practicum	209	57.6%
Intern	174	47.9%
Post-doctoral	73	20.1%
Other	38	10.5%
Other Specified		
Masters	4	
Clinical Assistantships	2	
Doctoral Level Graduate Assistants	1	
Extern	1	
Psychiatry Residents	12	
Graduate assistantships	2	
Medical residents	1	
MFT interns	1	
MSW	4	
Psychiatric Nurse Pratactioner	2	
Residents	1	
Social Work intern	7	

Combinations of training						
Freq.	Percent	Prac.	Intern	Postdoc	Other	
8	2.2%	No	No	No	Yes	
6	1.7%	No	No	Yes	No	
0	0.0%	No	No	Yes	Yes	
31	8.5%	No	Yes	No	No	
2	0.6%	No	Yes	No	Yes	
12	3.3%	No	Yes	No	No	
2	0.6%	No	Yes	Yes	Yes	
65	17.9%	Yes	No	No	No	
3	0.8%	Yes	No	No	Yes	
14	3.9%	Yes	No	Yes	No	
2	0.6%	Yes	No	No	Yes	
78	21.5%	Yes	Yes	No	No	
11	3.0%	Yes	Yes	No	Yes	
10	2.8%	Yes	Yes	Yes	Yes	

Administrative Information

Is your center integrated within a health service? (D027)		
	Freq.	Percent
Fully integrated, all offices are in the health center	57	15.9%
Partially integrated, some offices are in the health center and some offices are at other locations on campus	15	4.2%
Partially integrated and share resources yet the two entities may maintain separate offices in separate buildings	53	14.8%
Not integrated	234	65.2%
Total	359	100.0%
Missing	4	
Total	363	

Staff Demographic Factors (NA028 through NA042)					
	Mean	Median	Mode	Sum	Percent
Black/African American	2	1	1	211	8%
American Indian/Native American	1	1	1	19	1%
Asian/Asian American	2	1	1	149	6%
Latino/Latina	1	1	1	120	5%
White/Caucasian	6	4	3	1,934	77%
Multiracial	1	1	1	35	1%
Other Race/Ethnicity	2	1	1	38	2%
Male	3	2	1	779	32%
Female	5	4	3	1,680	68%
Transgender	0	0	0	0	0%
Gay	1	1	1	91	4%
Lesbian	1	1	1	135	7%
Bisexual	1	1	1	34	2%
Heterosexual	6	5	3	1,812	87%
Diagnosed Disability	1	1	1	75	3%

Frequency Distributions - Staff Demographic Factors

Black/African American		
Number of Staff	Freq.	Valid Percent
0	71	35.3%
1	82	40.8%
2	32	15.9%
3	6	3.0%
4	5	2.5%
5	3	1.5%
6	2	1.0%
Total	201	100.0%
Missing	162	
Total	363	

American Indian/Native American		
Number of Staff	Freq.	Percent
0	109	85.8%
1	17	13.4%
2	1	0.8%
Total	127	100.0%
Missing	236	
Total	363	

Asian/Asian American		
Number of Staff	Freq.	Percent
0	77	45.8%
1	57	33.9%
2	21	12.5%
3	5	3.0%
4	6	3.6%
5	1	0.6%
6	1	0.6%
Total	168	100.0%
Missing	195	
Total	363	

Latino/Latina		
Number of Staff	Freq.	Percent
0	80	48.8%
1	62	37.8%
2	16	9.8%
3	2	1.2%
5	4	2.4%
Total	164	100.0%
Missing	199	
Total	363	

White/Caucasian		
Number of Staff	Freq.	Valid Percent
1	28	8.0%
2	45	12.8%
3	60	17.1%
4	50	14.2%
5	38	10.8%
6	35	10.0%
7	18	5.1%
8	17	4.8%
9	16	4.6%
10	10	2.1%
11	10	2.8%
12	3	0.9%
13	1	0.3%
14	4	1.1%
15	2	0.6%
18	2	0.6%
19	4	1.1%
20	3	0.9%
21	1	0.3%
22	2	0.6%
23	1	0.3%
25	1	0.3%
Total	351	100.0%
Missing	12	
Total	363	

Multiracial		
Number of Staff	Freq.	Percent
0	84	73.7%
1	26	22.8%
2	3	2.6%
3	1	0.9%
Total	114	100.0%
Missing	249	
Total	363	

Other Race/Ethnicity		
Number of Staff	Freq.	Percent
0	83	78.3%
1	18	17.0%
2	4	3.8%
12	1	0.9%
Total	106	100.0%
Missing	257	
Total	363	

Male		
Number of Staff	Freq.	Percent
0	14	4.6%
1	101	33.4%
2	71	23.5%
3	50	16.6%
4	28	9.3%
5	13	4.3%
6	4	1.3%
7	9	3.0%
8	2	0.7%
9	4	1.3%
10	2	0.7%
11	2	0.7%
14	2	0.7%
Total	302	100.0%
Missing	61	
Total	363	

Transgender		
Number of Staff	Freq.	Percent
0	99	100%
Missing	264	
Total	363	

Female		
Number of Staff	Freq.	Percent
0	1	0.3%
1	29	8.6%
2	59	17.5%
3	69	20.5%
4	46	13.6%
5	26	7.7%
6	26	7.7%
7	23	6.8%
8	10	3.0%
9	12	3.6%
10	9	2.7%
11	5	1.5%
12	4	1.2%
13	5	1.5%
14	2	0.6%
16	2	0.6%
18	1	0.3%
19	1	0.3%
20	3	0.9%
21	1	0.3%
22	1	0.3%
23	1	0.3%
26	1	0.3%
Total	337	100.0%
Missing	26	
Total	363	

Gay		
Number of Staff	Freq.	Percent
0	71	49%
1	63	43%
2	8	6%
3	1	1%
4	1	1%
5	1	1%
Total	145	100%
Missing	218	
Total	363	

Heterosexual		
Number of Staff	Freq.	Percent
0	1	0.3%
1	19	6.5%
2	36	12.3%
3	43	14.7%
4	29	9.9%
5	36	12.3%
6	24	8.2%
7	23	7.8%
8	12	4.1%
9	20	6.8%
10	15	5.1%
11	7	2.4%
12	4	1.4%
13	2	0.7%
14	7	2.4%
16	2	0.7%
18	3	1.0%
19	1	0.3%
20	1	0.3%
21	3	1.0%
24	2	0.7%
26	2	0.7%
28	1	0.3%
Total	293	100.0%
Missing	70	
Total	363	

Lesbian		
Number of Staff	Freq.	Percent
0	60	39%
1	68	44%
2	16	10%
3	9	6%
4	2	1%
Total	155	100%
Missing	208	
Total	363	

Bisexual		
Number of Staff	Freq.	Percent
0	83	72%
1	30	26%
2	2	2%
Total	115	100%
Missing	248	
Total	363	

Diagnosed Disability		
Number of Staff	Freq.	Percent
0	93	59%
1	54	34%
2	9	6%
3	1	1%
Total	157	100%
Missing	206	
Total	363	

Does your center charge a fee for the following on-campus services? (D043 through D053)									
On-Campus Service	"Yes" Count	"Yes" Percent	"No" Count	"No" Percent	"No Service" Count	"No Service" Percent	Missing Count	Missing Percent	Total
Personal counseling to all students	38	10.5%	321	88.4%	1	0.3%	3	0.8%	363
Personal counseling fee after certain number of sessions	39	10.7%	310	85.4%	6	1.7%	8	2.2%	363
Career Counseling to students	17	4.7%	207	57.0%	134	36.9%	5	1.4%	363
Career testing to students	54	14.9%	152	41.9%	152	41.9%	5	1.4%	363
Structured groups	38	10.5%	288	79.3%	33	9.1%	4	1.1%	363
Psychological testing and assessment	61	16.8%	193	53.2%	105	28.9%	4	1.1%	363
Teaching (Salary comes back to Center)	26	7.2%	200	55.1%	130	35.8%	7	1.9%	363
Consultation	30	8.3%	324	89.3%	5	1.4%	4	1.1%	363
Workshops	35	9.6%	322	88.7%	3	0.8%	3	0.8%	363
Psychiatry	63	17.4%	176	48.5%	120	33.1%	4	1.1%	363

If you charge a fee of Psychological Testing and Assessment, please check all types used. (MR053)			
	Charge Fee for Service (Frequency)	Charge Fee for Service (Percent of Total Sample)	Fee for Service (Percent of those charging fee)
Objective Personality	40	11%	66%
Projective Personality	17	5%	28%
Cognitive (e.g. WAIS)	35	10%	57%
Achievement (e.g. Woodcock Johnson)	31	9%	51%
Neuropsychological	11	3%	18%
Career/Vocational Interest	40	11%	66%
Total Sample = 363			

Does your Institution charge a mandatory fee supporting center services?			
	Freq.	Percent of total sample (363)	Percent of those responding to
100% funded by a fee	61	17%	19%
75% - 99% funded by a fee	28	8%	9%
50% - 74% funded by a fee	12	3%	4%
25% - 49% funded by a fee	17	5%	5%
1% - 24% funded by a fee	30	8%	10%
0% funded by fee	167	46%	53%
Total	315		100%
Missing	48		
Total	363		

If yes, your Center IS supported by a mandatory fee, does the support come from (D055)		
	Freq.	Percent
a fee for counseling services	10	3%
a fee for student health services	74	20%
a general student activities or student life fee	58	16%
fees are charged for testing students who are not clients of the Center (e.g., class)	1	0%
Other (Specify Below)	18	5%
Total	161	44%
Missing	201	55%
Total	363	100%

Do you collect third party payments for counseling? (D056)		
	Freq.	Percent
Yes	11	3%
No	347	96%
Total	358	99%
Missing	5	1%
Total	363	100%

If You collect third party payments, estimate annual gross income. (NA057)						
	N	Mean	Median	Mode	Max	Min
Annual Gross Income	10	\$78,956	\$68,000	\$200,000	\$8,000	\$200,000

Frequency Distribution		
	Freq.	Percent
8,000	1	10%
10,000	1	10%
20,560	1	10%
25,000	1	10%
56,000	1	10%
80,000	1	10%
90,000	1	10%
100,000	1	10%
200,000	2	20%
Total	10	100%
Missing	353	
Total	363	

Has your center received funding from grants or contracts this past year? (D058)

	Freq.	Percent
Yes	77	21.9%
No	274	78.1%
Total	351	100.0%
Missing	19	
Total	363	

If yes, your center HAS received funding from grants or contracts this past year, estimate earnings (N059)

	N	Mean	Median	Mode	Max	Min
Grant Funding	79	\$37,915	\$21,000	\$75,000	\$180,000	\$300

What has been the status of your center's budget in the past year: Salaries including cost of living &/or merit (D060)

Salary Budget Status	Frequency	Percent
Decreased	6	2%
Stayed the same	55	15%
Increased 1 - 3%	181	50%
Increased 4 - 6%	92	25%
Increased 7% or more	24	8%
Total	358	100%
Missing	5	
Total	363	

What has been the status of your center's budget in the past year: Operating Budget (D061)

Operating Budget Status	Frequency	Percent
Decreased	38	11%
Stayed the same	181	51%
Increased 1 - 3%	83	23%
Increased 4 - 6%	28	8%
Increased 7% or more	27	8%
Total	357	100%
Missing	6	
Total	363	

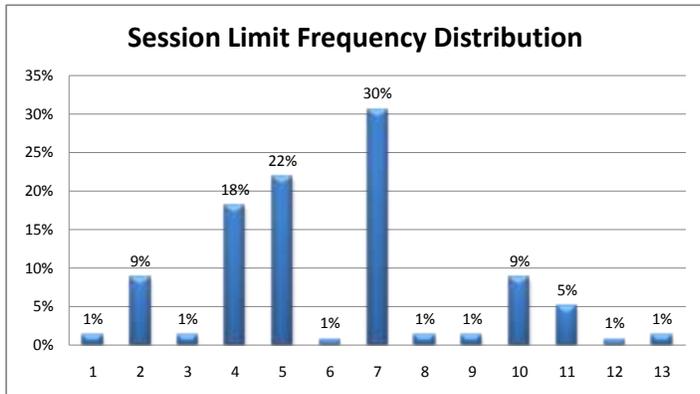
Do you limit the number of counseling sessions allowed a client? (D062)

	Frequency	Percent
Yes	65	18%
Yes, flexible	124	34%
No	173	48%
Total	362	100%
Missing	1	
Total	363	

If yes, you DO limit the number of cnslg sessions allowed, what is sess. limit (NA063)

	N	Mean	Median	Mode	Max	Min
Sesion limit	161	10.93	10.00	10.00	30.00	4.00

Frequency Distribution	Frequency	Percent
4	2	1%
6	14	9%
7	2	1%
8	29	18%
10	35	22%
11	1	1%
12	49	30%
13	2	1%
14	2	1%
15	14	9%
16	8	5%
20	1	1%
30	2	1%
Total	161	100%
Missing	202	
Total	363	



Session Limit with time frame comment (NA063 and LA064)

Session limit time frame comment	Commnt Freq.	Session Limit	Session limit time frame comment	Commnt Freq.	Session Limit
4 per year	1	4	academic year	1	11
4 session per academic year - after that theres a \$15 fee/session	1		12 per academic year. This however is flexible.	1	12
6 sessions an academic year	1	6	12 per combined fall and Spring Semester	1	
Year	6		20 per degree status (new policy)	1	
Semester	6		Academic career for the same problem or diagnosis	1	
We aim for a maximum of six sessions per student per year but this is very flexible and is mainly stated to encourage referral of	1		Academic year	13	
We have a six-session limit per year for most students but carry a long-term caseload (20% of total clientele) without limit	1		academic year (9 months) additional 6-12 if enrolled over summer	1	
per semester	1	7	academic year (9 months)	5	
Per year	1		Year	21	
8 per sem. (with the option of more if determined by the clinical team)	1	8	Life	2	
8 per semester/ 4 per summer term	1		No time frame limits	1	
Academic Year	2		academic year	2	13
Semester	7		per academic year	1	14
Year	16		semester	1	
10 (can go to 12 at counselors discretion) per year but we do permit exceptions for risk reasons decided by a committee	1	10	academic year	4	15
2 semesters or one academic year	1		Year	10	
Academic Year	5		16 sessions before going before a case review committee to per degree	1	16
again we are very flexible but flexible 10-20 limit is for entire time at university.	1		Year	5	
Counseling Sessions: 10 per year Psychiatry Visits: 12 per year	1		per academic program	1	20
Each enrolled student is allowed 10 sessions per year beginning in May with Summer Session I and ending in May at the termination	1		30 sessions total (for as long as theyre a student here)	1	30
for each treatment issue students can always return at a later date if other issues arise	1		45 over the entire college career	1	
its flexible	1				
per problem area typically only once per year	1				
Year	18				
Semester	3				
Year however they can stay on fee-for-service at \$50 per session	1				

Has there been a lawsuit against your Center in the past year? (D065)

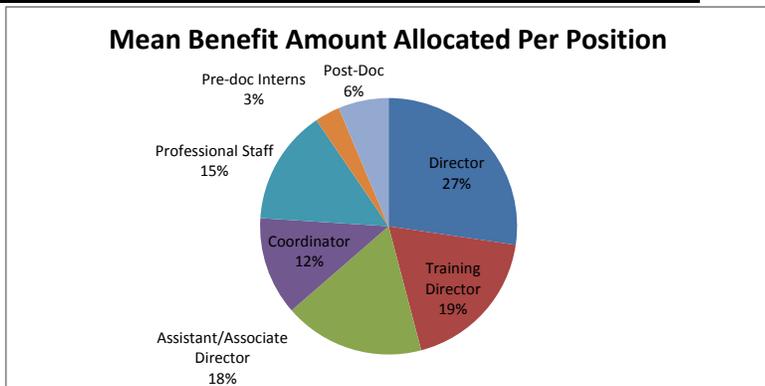
	Frequency	Percent
Yes	3	0.8%
No	357	99.2%
Total	360	100.0%
Missing	3	
Total	363	

If you have experienced a significant/interesting legal/ethical dilemma in the past year, please describe: (LA067)

INFORMATION REMOVED - NOT FOR PUBLIC DISTRIBUTION

Do the following positions exist in the center? (MR080)		
	Total	Percent
Director	343	94.5%
Training Director	133	36.6%
Assistant/Associate Director	174	47.9%
Coordinator	130	35.8%
Professional Staff	288	79.3%
Predoctoral Interns	135	37.2%
Post Docs	71	19.6%
Other (Please Specify)	85	23.4%
Other Specified		
Support Staff	4	
1/2 support person	1	
case manager	1	
Clinical Directors	1	
Consulting Psychiatrist	3	
counseling associates	1	
Disability Services Coordinator	1	
Doctoral Field Placement	1	
Drug and Alcohol Specialist	1	
Extern	3	
Graduate Assistant	6	
IT Specialist	1	
Lead Therapist	1	
learning skills specialist	1	
Masters Level Interns	6	
MFT interns	1	
MSW practicum	2	
National Testing Coordinator	3	
non clinical staff and other trainees	1	
Office Manager shared with Health Services	1	
part-time counselors for career choice class	1	
Practicum Counselors	17	
Psychiatry Residents	3	
Psychiatrist	4	
Clinical Director	1	
Nurse Practitioner	1	
sexual assault outreach coordinator	1	
social work interns	1	
Post-Graduate Social Worker	1	
Sub. Abuse counselor with own budget	1	
Two half time intake counselors	1	

Indicate the amount of benefits allocated per position for a full-time equivalent (NA081 through NA093)				
	Mean	Max	Min	Count
Director	\$1,989	\$10,000.0	\$0	363
Training Director	\$1,353	\$5,000.0	\$0	363
Assistant/Associate Director	\$1,290	\$10,000.0	\$0	363
Coordinator	\$902	\$3,000.0	\$0	363
Professional Staff	\$1,054	\$10,000.0	\$0	363
Pre-doc Interns	\$230	\$1,200.0	\$0	363
Post-Doc	\$462	\$10,000.0	\$0	363



Indicate the amount of benefits allocated per position for a full-time equivalent (MR082 through MR094)			
Position	Mean Amount:	Areas Applied	
		Count	Percent
Director	\$2,093		
	Professional Dues	200	55.1%
	License Fee	148	40.8%
	Malpractice Insurance	90	24.8%
	Travel/Conference Costs	314	86.5%
Training Director	\$1,628		
	Professional Dues	62	17.1%
	License Fee	45	12.4%
	Malpractice Insurance	21	5.8%
	Travel/Conference Costs	131	36.1%
Assistant/Associate Director	\$1,550		
	Professional Dues	73	20.1%
	License Fee	52	14.3%
	Malpractice Insurance	26	7.2%
	Travel/Conference Costs	144	39.7%
Coordinator	\$1,114		
	Professional Dues	45	12.4%
	License Fee	36	9.9%
	Malpractice Insurance	17	4.7%
	Travel/Conference Costs	104	28.7%
Professional Staff	\$1,129		
	Professional Dues	135	37.2%
	License Fee	110	30.3%
	Malpractice Insurance	68	18.7%
	Travel/Conference Costs	263	72.5%
Predoctoral Interns	\$351		
	Professional Dues	14	3.9%
	License Fee	7	1.9%
	Malpractice Insurance	6	1.7%
	Travel/Conference Costs	78	21.5%
Post Docs	\$800		
	Professional Dues	12	3.3%
	License Fee	9	2.5%
	Malpractice Insurance	7	1.9%
	Travel/Conference Costs	47	12.9%

This question is asking about EXPECTATION 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 in the following areas. (PA095_1 through PA095_4)

	Mean	Max	Min	Count
Direct Service	59.23%	100.00%	0.00%	363
Indirect Service	22.50%	50.00%	0.00%	363
Administrative Service	14.50%	40.00%	0.00%	363
Other	6.66%	26.00%	0.00%	363

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.)

This question is asking about the ACTUAL percent of time staff spend in each activity. During the last academic year, what is the average percent of time that a full time non-administrative staff counselor spent in the following activities. (CS096_1 through CS096_4)

	Mean	Max	Min	Count
Direct Service	59.44%	100.00%	0.00%	363
Indirect Service	22.66%	50.00%	0.00%	363
Administrative Service	14.43%	40.00%	0.00%	363
Other	6.86%	36.00%	0.00%	363

During the academic year, how many FTE PAID mental health professionals are providing services in the Counseling Center (PAID STAFF FTE) (NA097)

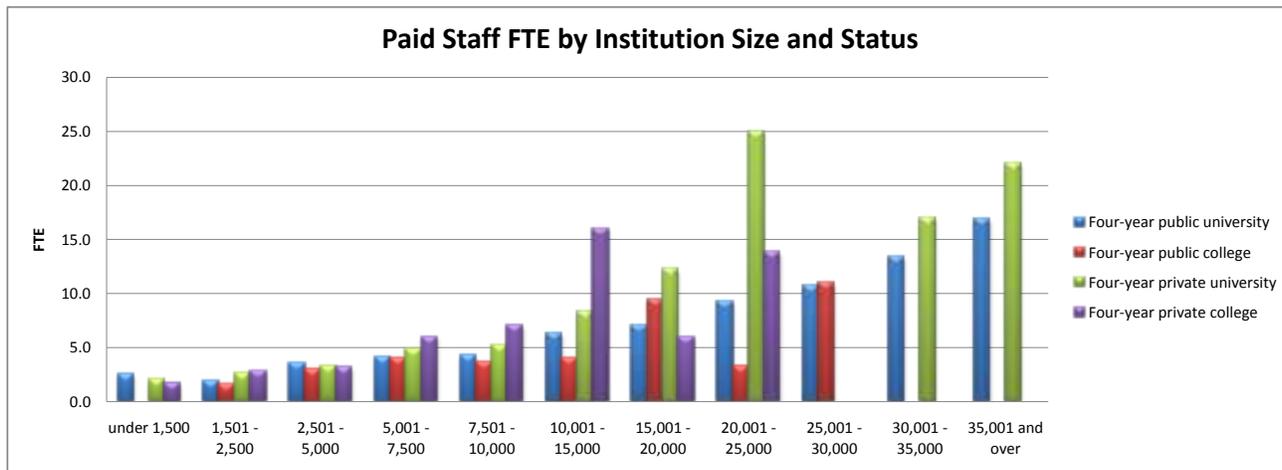
FTE based on Paid Staff only	Count	Percent
0-1 FTE	23	7%
2-3 FTE	97	28%
4-7 FTE	133	38%
8-11 FTE	56	16%
12-16 FTE	22	6%
17 and greater FTE	18	5%
Total	349	100%
Missing	14	
Total	363	

	Mean	Median	Mode	Max	Min	Count	Missing	Total
NA097	6.0	4	4	30	1	363	14	363

Mean Professional Paid Staff FTE by Institution Size and School Status

	Institution Size										
	under 1,500	1,501 - 2,500	2,501 - 5,000	5,001 - 7,500	7,501 - 10,000	10,001 - 15,000	15,001 - 20,000	20,001 - 25,000	25,001 - 30,000	30,001 - 35,000	35,001 and over
Four-year public university	2.5	1.9	3.6	4.2	4.2	6.3	7.0	9.2	10.7	13.4	16.9
Four-year public college		1.6	2.9	4.1	3.6	4.0	9.5	3.3	11.0		
Four-year private university	2.0	2.6	3.3	4.8	5.2	8.3	12.2	25.0		17.0	22.0
Four-year private college	1.7	2.8	3.2	6.0	7.0	16.0	6.0	13.8			
Both four-year public and private university								12.5	27.0		
Other		1.1	3.0	6.0			11.0				

Paid Staff FTE by Institution Size and Status



During the academic year, how many FTE mental health professionals are providing services in the Counseling Center, Include all paid staff and interns (Paid Staff and Interns FTE) (NA098)

FTE based on Paid Staff and Interns	Frequency	Percent
0-1 FTE	20	6%
2-3 FTE	67	20%
4-7 FTE	129	37%
8-11 FTE	61	19%
12-16 FTE	32	9%
17 and greater FTE	33	10%
Total	342	100%
Missing	21	
Total	363	

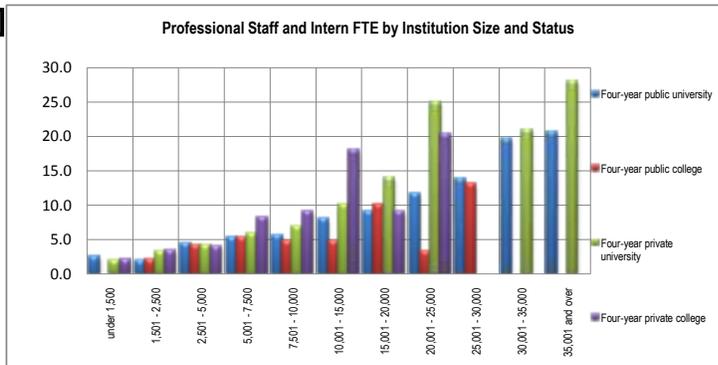
	Mean	Median	Mode	Max	Min	Count	Missing	Total
NA098	7.71	5.8	4	35	1	363	25	363

Mean Professional Staff and Intern FTE by Institution Size and School Status

	Institution Size										
	under 1,500	1,501 - 2,500	2,501 - 5,000	5,001 - 7,500	7,501 - 10,000	10,001 - 15,000	15,001 - 20,000	20,001 - 25,000	25,001 - 30,000	30,001 - 35,000	35,001 and over
Four-year public university	2.5	1.9	4.3	5.3	5.6	7.9	9.0	11.7	13.7	19.6	20.6
Four-year public college		2.1	4.2	5.2	4.6	4.8	10.0	3.3	13.0		
Four-year private university	2.0	3.3	4.2	5.8	6.8	10.0	14.0	25.0		21.0	28.0
Four-year private college	2.1	3.4	4.0	8.2	9.0	18.0	9.0	20.3			
Both four-year public and private university							18.5	27.0			
Other			1.1	3.0	7.0		13.0				

How many FTE mental health professionals are providing services elsewhere

	Freq.	Percent
0-1 FTE	257	88.01%
2-3 FTE	19	6.51%
4-7 FTE	11	3.77%
8-11 FTE	1	0.34%
12-16 FTE	2	0.68%
17 and greater FTE	2	0.68%

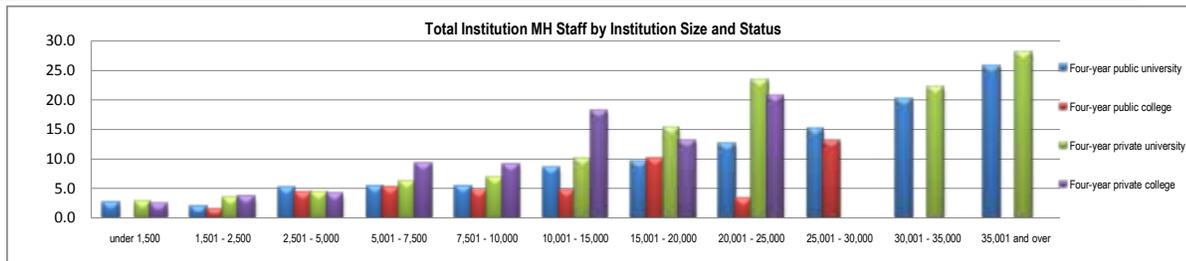


Total Institution FTE (Counseling Center and Other Campus Site FTE)

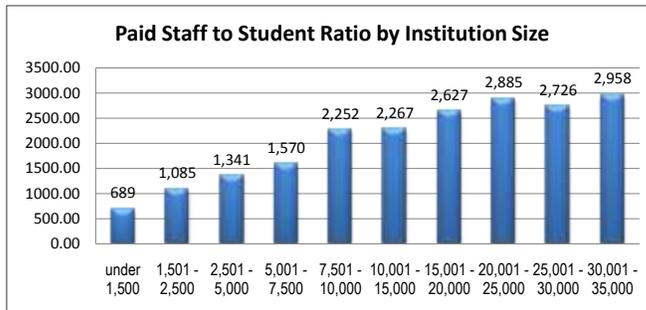
	Freq.	Percent
0-1 FTE	20	5.75%
2-3 FTE	70	20.11%
4-7 FTE	130	37.36%
8-11 FTE	56	16.09%
12-16 FTE	33	9.48%
17 and greater FTE	39	11.21%
Total	348	100%
Missing	15	
Total	363	

	Mean	Median	Mode	Max	Min	Count	Missing	Total
NA099	0.709931	0	0	24	0	363	73	363
NA100	8.18	6	5	45	1	363	14	363

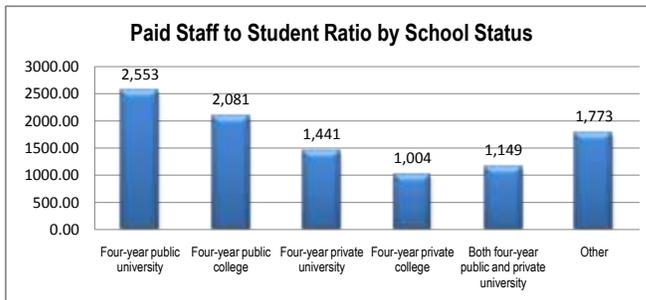
	Institution Size										
	under 1,500	1,501 - 2,500	2,501 - 5,000	5,001 - 7,500	7,501 - 10,000	10,001 - 15,000	15,001 - 20,000	20,001 - 25,000	25,001 - 30,000	30,001 - 35,000	35,001 and over
Four-year public university	2.5	1.9	5.0	5.4	5.4	8.4	9.6	12.6	15.1	20.3	25.8
Four-year public college		1.6	4.2	5.2	4.6	4.8	10.0	3.3	13.0		
Four-year private university	2.7	3.3	4.2	6.2	6.8	10.0	15.2	23.3		22.0	28.1
Four-year private college	2.2	3.5	4.0	9.2	9.0	18.0	13.0	20.7			
Both four-year public and private university								18.5	27.0		
Other		1.1	3.0	7.0			14.0				



Staff to Student Ratio (1 to xxxx)	Mean	Max	Min	Count
Paid Staff to Student Ratio	1941.5	9500.0	320.0	294.0
Paid Staff and Intern to Student Ratio	1552.2	7077.0	240.0	285.0



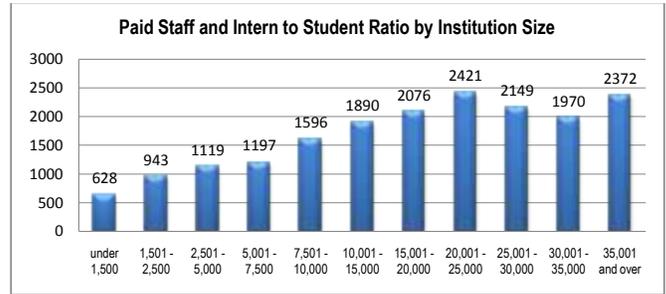
Average Paid Staff to Student Ratio (1 to xxxx) by Institution Size				
Institution Size	Mean	Max	Min	Count
under 1,500	688.96	1280.00	420.00	23
1,501 - 2,500	1084.69	3000.00	320.00	57
2,501 - 5,000	1340.64	4364.00	447.06	64
5,001 - 7,500	1570.38	3450.00	666.67	32
7,501 - 10,000	2252.39	9500.00	779.50	39
10,001 - 15,000	2267.47	4642.86	812.50	43
15,001 - 20,000	2627.10	4930.75	1093.21	32
20,001 - 25,000	2885.04	7076.92	777.78	25
25,001 - 30,000	2726.34	3610.77	1500.00	21
30,001 - 35,000	2957.52	3993.75	1545.45	10
35,001 and over	3058.15	9000.00	1333.33	17



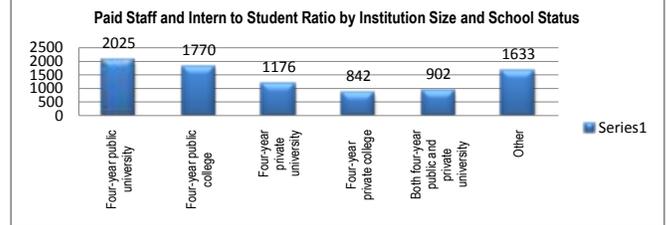
Average Paid Staff to Student Ratio (1 to xxxx) by School Status				
School Status	Mean	Max	Min	Count
Four-year public university	2553.19	9500.00	447.06	159
Four-year public college	2080.74	7076.92	921.21	19
Four-year private university	1440.62	4364.00	383.33	102
Four-year private college	1003.70	3202.61	320.00	65
Both four-year public and private university	1148.89	1520.00	777.78	2
Other	1772.73	1818.18	1727.27	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
Four-year public university	581.0	1473.5	1125.5	1667.5	2591.0	2477.1	2856.1	2747.0	2734.3	2957.5	2739.4
Four-year public college		1466.0	1296.0	1401.2	2292.6	2460.0	1649.6	7076.9	2590.9		
Four-year private university	606.7	1109.3	1464.3	1567.4	1789.1	1712.2	1291.0	985.8			1995.3
Four-year private college	712.6	928.6	1097.1	1400.0	1221.4	812.5	2926.7	2194.9			
Both four-year public and private university							1520.0	777.8			
Other		1727.3					1818.2				

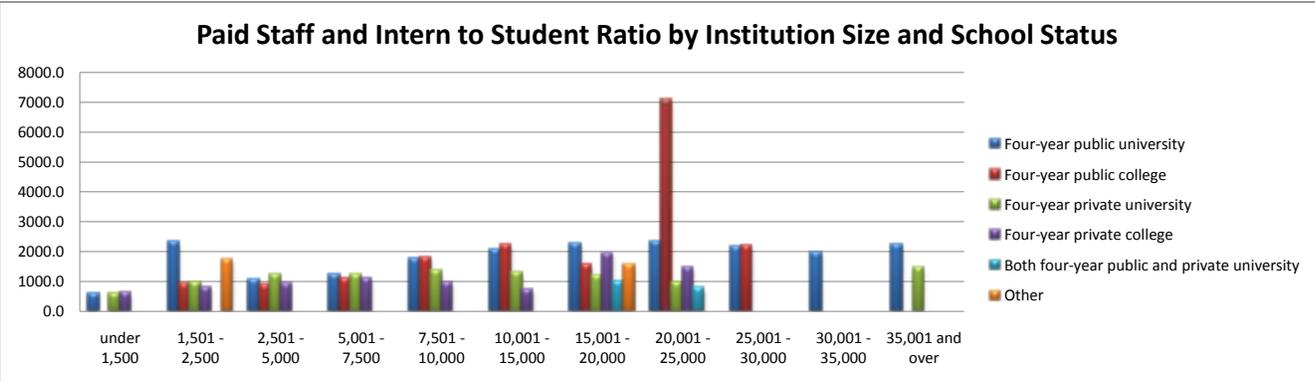
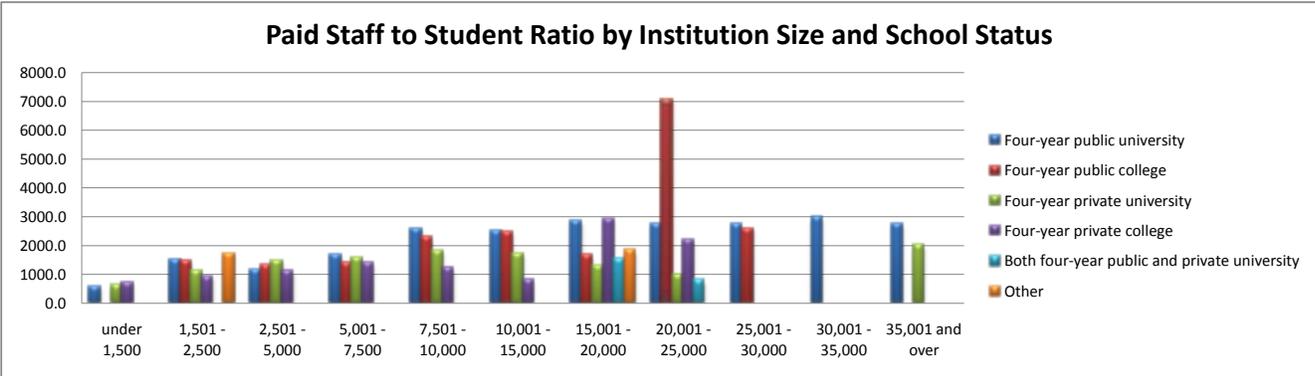
Average Paid Staff and Intern to Student Ratio (1 to xxxx) by Institution Size				
Institution Size	Mean	Max	Min	Count
under 1,500	628	1280	240	23
1,501 - 2,500	943	3000	307	57
2,501 - 5,000	1119	4364	350	64
5,001 - 7,500	1197	1961	528	32
7,501 - 10,000	1596	3167	557	39
10,001 - 15,000	1890	3917	722	43
15,001 - 20,000	2076	4492	900	32
20,001 - 25,000	2421	7077	778	25
25,001 - 30,000	2149	3611	1265	21
30,001 - 35,000	1970	2818	1097	10
35,001 and over	2372	6000	1143	17



Average Paid Staff and Intern to Student Ratio (1 to xxxx) by School Status				
School Status	Mean	Max	Min	Count
Four-year public university	2025	4688	409	159
Four-year public college	1770	7077	633	19
Four-year private university	1176	4364	313	102
Four-year private college	842	2311	240	65
Both four-year public and private university	902	1027	778	2
Other	1633	1727	1538	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
Four-year public university	581.0	2300.0	1030.7	1222.8	1750.4	2075.5	2252.5	2319.8	2146.0	1970.1	2218.6
Four-year public college	931.9	892.2	1111.6	1798.2	2236.4	1567.1	7076.9	2192.3			
Four-year private university	606.7	982.7	1216.7	1221.3	1344.2	1300.9	1160.5	985.8			1457.2
Four-year private college	635.5	809.6	931.9	1105.8	950.0	722.2	1951.1	1460.9			
Both four-year public and private university							1027.0	777.8			
Other		1727.3					1538.5				



Salary Data

New Director and Staff Salary Data				
Position	Mean	Count	Max	Min
New Director Salary	\$73,805	154	\$130,000	\$31,500
New Male Director Salary (NA102)	\$76,946	73	\$130,000	\$50,000
New Female Director Salary (NA104)	\$70,975	81	\$120,000	\$31,500
New Assistant/Associate Director Salary	\$60,397	78	\$117,596	\$23,000
New Assistant/Associate Director Male Salary (NA106, 108, 110)	\$63,560	29	\$117,596	\$45,000
New Assistant/Associate Director Female Salary (NA112, 114, 116)	\$60,680	59	\$117,596	\$23,000
New Counselor with Doctorate and Experience Salary	\$57,064	131	\$184,840	\$30,000
New Counselor with Doctorate and Experience Male Salary (NA122, 124, 126)	\$61,741	61	\$265,200	\$20,000
New Counselor with Doctorate and Experience Female Salary	\$54,608	101	\$120,000	\$35,000
New Counselor with New Doctorate Salary	\$49,122	81	\$75,000	\$20,800
New Counselor with New Doctorate Male Salary (NA138, 140, 142)	\$49,844	28	\$73,333	\$26,000
New Counselor with New Doctorate Female Salary (NA144, 146, 148)	\$49,868	64	\$75,000	\$20,800
New Counselor with MA and Experience Salary	\$46,436	89	\$120,000	\$13,500
New Counselor with MA and Experience Male Salary (NA154, 156, 158)	\$48,461	27	\$115,402	\$30,000
New Counselor with MA and Experience Female Salary (NA160, 162, 164)	\$46,850	75	\$120,000	\$13,500
New Counselor with New MA Salary	\$36,794	17	\$68,000	\$24,000
New Counselor with New MA Male Salary (NA170, 172, 174)	\$36,250	4	\$40,000	\$30,000
New Counselor with New MA Female Salary (NA176, 178, 180)	\$36,961	13	\$68,000	\$24,000
New Counselor with MSW and Experience Salary	\$49,699	55	\$72,000	\$17,000
New Counselor with MSW and Experience Male Salary (NA186, 188, 190)	\$47,923	13	\$69,000	\$17,000
New Counselor with MSW and Experience Female Salary (NA192, 194, 196)	\$50,481	47	\$72,000	\$19,000
New Counselor with New MSW Salary	\$44,786	7	\$56,000	\$20,500
New Counselor with New MSW Male Salary (NA202, 204, 206)	\$54,000	1	\$54,000	\$54,000
New Counselor with New MSW Female Salary (NA208, 210, 212)	\$44,786	7	\$56,000	\$20,500
New Psychiatrist Salary	\$150,059	20	\$237,120	\$74,800
New Psychiatrist Male Salary (NA234, 236, 238)	\$157,737	10	\$237,120	\$100,000
New Psychiatrist Female Salary (NA240, 242, 244)	\$143,982	11	\$200,000	\$74,800
New Psychiatrist Hourly Rate	\$124	59	\$300	\$28
New Psychiatrist Hourly Rate Male (NA250, 252, 254)	\$127	35	\$300	\$37
New Psychiatrist Hourly Rate Female (NA256, 258, 260)	\$117	26	\$150	\$28
New Learning Skills Specialist Salary	\$45,281	7	\$55,466	\$36,000
New Learning Skills Specialist Male Salary (NA218, 220, 222)	\$38,500	2	\$41,000	\$36,000
New Learning Skills Specialist Female Salary (NA224, 226, 228)	\$47,993	5	\$55,466	\$36,000
New Graduate Student Hire Salary	\$13,325	39	\$30,000	\$2,500
New Graduate Student Hire Male Salary (NA266, 268, 270)	\$12,768	23	\$21,600	\$2,500
New Graduate Student Hire Female Salary (NA272, 274, 276)	\$13,162	34	\$30,000	\$2,500
New "Other" Hire Salary	\$35,481	20	\$105,000	\$4,000
New "Other" Hire Male Salary (NA282, 284, 286)	\$39,833	7	\$105,000	\$8,500
New "Other" Hire Female Salary (NA288, 290, 292)	\$31,747	16	\$49,041	\$4,000

New Director and Staff Salary by Institution Size												
Position	Institution Size											
	under 1,500				1,501 - 2,500				2,501 - 5,000			
	Mean	Count	Max	Min	Mean	Count	Max	Min	Mean	Count	Max	Min
New Director Salary	\$59,874	12	\$120,000	\$31,500	\$64,485	25	\$116,000	\$40,721	\$67,416	37	\$110,000	\$45,000
New Assistant/Associate Director Salary	\$41,500	2	\$47,000	\$36,000	\$50,775	10	\$68,500	\$23,000	\$53,425	12	\$72,000	\$40,000
New Counselor with Doctorate and Experience Salary	\$85,167	3	\$120,000	\$54,500	\$51,611	9	\$68,000	\$30,000	\$55,385	16	\$120,000	\$39,500
New Counselor with New Doctorate Salary	\$44,934	2	\$48,000	\$41,868	\$51,250	4	\$60,000	\$45,000	\$42,893	7	\$55,000	\$26,000
New Counselor with MA and Experience Salary	\$34,000	3	\$40,000	\$30,000	\$42,545	11	\$61,000	\$32,000	\$46,181	21	\$120,000	\$30,000
New Counselor with New MA Salary	\$37,398	2	\$40,800	\$33,996		0			\$30,000	1	\$30,000	\$30,000
New Counselor with MSW and Experience Salary	\$53,000	1	\$53,000	\$53,000	\$43,300	5	\$62,500	\$19,000	\$45,162	13	\$62,000	\$38,000
New Counselor with New MSW Salary	\$20,500	1	\$20,500	\$20,500	\$43,000	1	\$43,000	\$43,000	\$44,000	1	\$44,000	\$44,000
New Psychiatrist Hire Salary	\$55,466	1	\$55,466	\$55,466		0			\$40,667	3	\$45,000	\$36,000
New Psychiatrist Hourly Rate	\$202,000	1	\$202,000	\$202,000	\$120,000	1	\$120,000	\$120,000	\$150,000	1	\$150,000	\$150,000
New Learning Skills Specialist Salary	\$163	4	\$300	\$100	\$125	10	\$150	\$90	\$130	12	\$200	\$28
New Graduate Student Hire Salary	\$10,000	1	\$10,000	\$10,000		0			\$16,000	1	\$16,000	\$16,000
New "Other" Hire Salary	\$28,667	3	\$46,000	\$20,000	\$35,000	2	\$46,000	\$24,000	\$38,652	4	\$44,000	\$36,000

New Director and Staff Salary by Institution Size (cont.)												
Position	Institution Size											
	5,001 - 7,500				7,501 - 10,000				10,001 - 15,000			
	Mean	Count	Max	Min	Mean	Count	Max	Min	Mean	Count	Max	Min
New Director Salary	\$69,514	10	\$93,000	\$52,250	\$74,556	18	\$107,000	\$47,000	\$75,618	18	\$96,000	\$55,000
New Assistant/Associate Director Salary	\$54,429	7	\$72,000	\$41,000	\$67,757	7	\$88,600	\$47,500	\$60,688	16	\$76,000	\$46,493
New Counselor with Doctorate and Experience Salary	\$51,470	10	\$56,000	\$44,000	\$55,700	14	\$73,000	\$37,000	\$54,305	23	\$85,000	\$42,250
New Counselor with New Doctorate Salary		0			\$47,971	7	\$53,500	\$43,000	\$46,180	15	\$55,000	\$37,000
New Counselor with MA and Experience Salary	\$39,772	6	\$44,000	\$33,000	\$48,954	9	\$72,000	\$30,000	\$45,572	15	\$60,000	\$34,628
New Counselor with New MA Salary	\$36,250	2	\$42,000	\$30,500	\$34,550	4	\$40,000	\$31,200		0		
New Counselor with MSW and Experience Salary	\$48,625	4	\$54,250	\$43,250	\$52,600	5	\$58,500	\$38,000	\$51,000	5	\$62,000	\$40,000
New Counselor with New MSW Salary		0			\$45,000	1	\$45,000	\$45,000		0		
New Psychiatrist Hire Salary		0			\$53,500	1	\$53,500	\$53,500	\$36,000	1	\$36,000	\$36,000
New Psychiatrist Hourly Rate		0			\$150,000	1	\$150,000	\$150,000	\$172,124	5	\$237,120	\$100,000
New Learning Skills Specialist Salary	\$124	6	\$150	\$110	\$133	7	\$175	\$100	\$114	12	\$246	\$37
New Graduate Student Hire Salary	\$13,444	3	\$30,000	\$4,000	\$14,475	8	\$21,600	\$3,000	\$12,863	9	\$30,000	\$2,500
New "Other" Hire Salary	\$27,633	3	\$46,900	\$4,000	\$22,500	2	\$36,000	\$9,000		0		

New Director and Staff Salary by Institution Size (cont.)												
Position	Institution Size											
	15,001 - 20,000				20,001 - 25,000				25,001 - 30,000			
	Mean	Count	Max	Min	Mean	Count	Max	Min	Mean	Count	Max	Min
New Director Salary	\$87,837	14	\$112,000	\$64,500	\$82,796	4	\$105,000	\$70,000	\$97,929	7	\$120,000	\$79,000
New Assistant/Associate Director Salary	\$63,234	10	\$75,321	\$53,800	\$65,150	4	\$86,123	\$53,000	\$62,000	1	\$62,000	\$62,000
New Counselor with Doctorate and Experience Salary	\$54,553	13	\$85,000	\$42,000	\$56,255	18	\$72,000	\$36,500	\$54,251	10	\$77,250	\$47,000
New Counselor with New Doctorate Salary	\$50,517	16	\$75,000	\$38,000	\$53,000	7	\$63,500	\$46,500	\$49,998	10	\$60,000	\$38,500
New Counselor with MA and Experience Salary	\$54,372	8	\$74,500	\$38,000	\$46,013	4	\$53,050	\$36,000	\$46,167	3	\$56,000	\$39,500
New Counselor with New MA Salary	\$46,500	4	\$68,000	\$37,000	\$24,000	1	\$24,000	\$24,000	\$34,000	2	\$36,000	\$32,000
New Counselor with MSW and Experience Salary	\$53,167	3	\$67,000	\$46,000	\$57,500	5	\$65,000	\$50,000	\$45,389	9	\$59,000	\$17,000
New Counselor with New MSW Salary		0			\$54,000	1	\$54,000	\$54,000		0		
New Psychiatrist Hire Salary		0				0				0		
New Psychiatrist Hourly Rate	\$74,800	1	\$74,800	\$74,800	\$145,800	5	\$160,000	\$132,000	\$135,000	1	\$135,000	\$135,000
New Learning Skills Specialist Salary	\$104	3	\$125	\$88	\$128	2	\$131	\$125		0		
New Graduate Student Hire Salary	\$11,495	6	\$17,000	\$7,200	\$12,279	3	\$20,000	\$7,117	\$14,326	4	\$20,500	\$9,167
New "Other" Hire Salary		0			\$39,900	1	\$39,900	\$39,900	\$22,583	2	\$36,667	\$8,500

New Director and Staff Salary by Institution Size (cont.)												
Position	Institution Size											
	30,001 - 35,000				35,001 and over							
	Mean	Count	Max	Min	Mean	Count	Max	Min				
New Director Salary	\$100,200	3	\$101,000	\$99,600	\$99,292	6	\$130,000	\$75,000				
New Assistant/Associate Director Salary	\$75,416	5	\$94,000	\$62,550	\$80,194	4	\$117,596	\$56,179				
New Counselor with Doctorate and Experience Salary	\$61,805	7	\$82,000	\$51,965	\$78,589	8	\$184,840	\$48,000				
New Counselor with New Doctorate Salary	\$52,450	4	\$73,000	\$20,800	\$51,799	9	\$68,000	\$43,000				
New Counselor with MA and Experience Salary	\$35,250	2	\$57,000	\$13,500	\$57,454	7	\$110,638	\$39,300				
New Counselor with New MA Salary		0			\$32,000	1	\$32,000	\$32,000				
New Counselor with MSW and Experience Salary	\$66,000	1	\$66,000	\$66,000	\$60,708	4	\$72,000	\$47,500				
New Counselor with New MSW Salary	\$56,000	1	\$56,000	\$56,000	\$51,000	1	\$51,000	\$51,000				
New Psychiatrist Hire Salary	\$50,000	1	\$50,000	\$50,000		0						
New Psychiatrist Hourly Rate	\$153,500	2	\$165,000	\$142,000	\$136,375	2	\$145,000	\$127,750				
New Learning Skills Specialist Salary	\$83	3	\$95	\$60		0						
New Graduate Student Hire Salary	\$15,475	2	\$18,950	\$12,000	\$13,860	2	\$14,300	\$13,420				
New "Other" Hire Salary	\$49,041	1	\$49,041	\$49,041	\$68,500	2	\$105,000	\$32,000				

New Director and Staff Salary by FTE based on Paid Staff and Interns												
Position	Institution Size											
	0-1 FTE				2-3 FTE				4-7 FTE			
	Mean	Count	Max	Min	Mean	Count	Max	Min	Mean	Count	Max	Min
New Director Salary	\$51,603	7	\$73,000	\$40,721	\$60,670	40	\$91,000	\$31,500	\$75,059	61	\$120,000	\$47,000
New Assistant/Associate Director Salary	\$50,625	2	\$60,000	\$41,250	\$44,444	9	\$54,000	\$23,000	\$58,927	31	\$88,600	\$36,000
New Counselor with Doctorate and Experience Salary	\$76,000	4	\$120,000	\$51,000	\$49,160	5	\$54,500	\$40,000	\$53,044	51	\$85,000	\$30,000
New Counselor with New Doctorate Salary	\$51,000	1	\$51,000	\$51,000	\$42,934	2	\$44,000	\$41,868	\$46,960	26	\$75,000	\$26,000
New Counselor with MA and Experience Salary	\$34,000	3	\$37,000	\$30,000	\$42,913	19	\$61,000	\$30,000	\$45,138	28	\$60,000	\$33,000
New Counselor with New MA Salary		0			\$36,999	3	\$42,000	\$33,996	\$34,938	8	\$43,000	\$30,000
New Counselor with MSW and Experience Salary	\$19,000	1	\$19,000	\$19,000	\$45,375	12	\$55,000	\$38,000	\$51,805	20	\$67,000	\$38,000
New Counselor with New MSW Salary		0				0			\$38,125	4	\$45,000	\$20,500
New Psychiatrist Hire Salary		0				0			\$44,494	6	\$55,466	\$36,000
New Psychiatrist Hourly Rate		0				0			\$189,780	4	\$237,120	\$120,000
New Learning Skills Specialist Salary	\$175	2	\$200	\$150	\$147	12	\$300	\$100	\$120	28	\$246	\$28
New Graduate Student Hire Salary		0			\$7,117	1	\$7,117	\$7,117	\$12,878	12	\$30,000	\$4,000
New "Other" Hire Salary		0			\$38,918	6	\$46,900	\$20,000	\$26,667	6	\$44,000	\$4,000

New Director and Staff Salary by FTE based on Paid Staff and Interns (cont.)												
Position	Institution Size											
	8-11 FTE				12-16 FTE				17 and greater FTE			
	Mean	Count	Max	Min	Mean	Count	Max	Min	Mean	Count	Max	Min
New Director Salary	\$88,111	19	\$112,000	\$58,500	\$88,118	11	\$104,000	\$75,000	\$111,167	6	\$130,000	\$97,000
New Assistant/Associate Director Salary	\$62,624	16	\$76,000	\$51,600	\$70,834	11	\$117,596	\$55,718	\$73,134	6	\$94,000	\$56,179
New Counselor with Doctorate and Experience Salary	\$58,066	26	\$120,000	\$44,000	\$52,454	20	\$71,000	\$36,500	\$68,601	20	\$184,840	\$48,000
New Counselor with New Doctorate Salary	\$48,584	21	\$60,000	\$40,000	\$50,513	12	\$60,000	\$43,000	\$52,506	17	\$73,000	\$20,800
New Counselor with MA and Experience Salary	\$53,941	18	\$120,000	\$38,000	\$56,199	8	\$110,638	\$36,000	\$39,840	6	\$53,000	\$13,500
New Counselor with New MA Salary	\$47,667	3	\$68,000	\$37,000	\$28,000	2	\$32,000	\$24,000		0		
New Counselor with MSW and Experience Salary	\$49,333	3	\$59,000	\$43,000	\$43,800	5	\$56,000	\$17,000	\$57,803	11	\$72,000	\$37,500
New Counselor with New MSW Salary		0				0			\$53,667	3	\$56,000	\$51,000
New Psychiatrist Hire Salary	\$50,000	1	\$50,000	\$50,000		0				0		
New Psychiatrist Hourly Rate	\$131,660	5	\$183,500	\$74,800	\$155,000	1	\$155,000	\$155,000	\$143,750	9	\$165,000	\$127,750
New Learning Skills Specialist Salary	\$112	11	\$161	\$60	\$121	2	\$131	\$110	\$95	2	\$95	\$95
New Graduate Student Hire Salary	\$13,046	14	\$21,600	\$2,500	\$12,155	7	\$20,000	\$8,000	\$18,062	5	\$30,000	\$13,420
New "Other" Hire Salary	\$23,350	4	\$39,900	\$8,500	\$49,041	1	\$49,041	\$49,041	\$57,889	3	\$105,000	\$32,000

Director Salary by Years of Experience				
Total Years as Director (D004)	Salary			Count
	Mean	Maximum	Minimum	
0-3 yrs in position	\$79,062	\$135,731	\$40,000	89
4-6 yrs in position	\$79,654	\$150,000	\$40,721	64
7-9 yrs in position	\$78,464	\$120,500	\$42,000	55
10-12 yrs in position	\$82,974	\$135,900	\$48,000	26
13-15 yrs in position	\$84,554	\$128,600	\$31,500	15
15 yrs and above in position	\$87,121	\$165,000	\$50,000	70



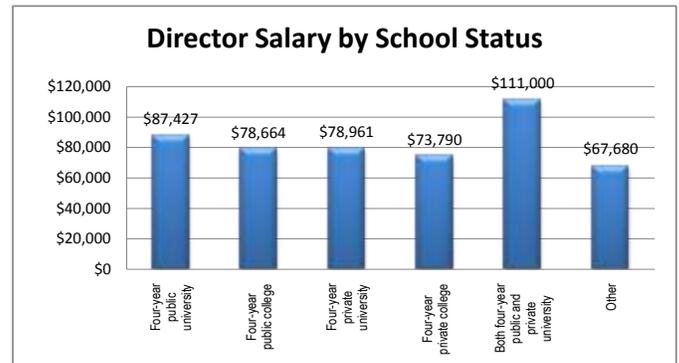
Staff Salary by Years of Experience												
Position	Salary				Position	Salary						
	Mean	Count	Max	Min		Mean	Count	Max	Min			
Training Director Salary (1-3 yrs in position)	\$63,510	45	\$105,000	\$39,000	Counselor who is ABD Salary (1-3 yrs in position)	\$42,771	20	\$54,800	\$26,000			
Training Director Salary (4-6 yrs in position)	\$67,172	28	\$89,000	\$45,600	Counselor who is ABD Salary (4-6 yrs in position)	\$40,586	4	\$47,500	\$30,000			
Training Director Salary (7-9 yrs in position)	\$69,153	19	\$90,000	\$53,700	Counselor who is ABD Salary (7-9 yrs in position)	\$41,842	1	\$41,842	\$41,842			
Training Director Salary (10-12 yrs in position)	\$76,296	10	\$96,000	\$57,457	Counselor who is ABD Salary (10-12 yrs in position)							
Training Director Salary (13-15 yrs in position)	\$66,092	8	\$80,000	\$49,000	Counselor who is ABD Salary (13-15 yrs in position)							
Training Director Salary (15 yrs and above in position)	\$81,009	7	\$120,000	\$52,000	Counselor who is ABD Salary (15+ yrs in position)	\$60,625	4	\$78,500	\$50,000			
Assistant/Associate Director Salary (1-3 yrs in position)	\$63,890	77	\$117,596	\$33,000	Counselor with MA Salary (1-3 yrs in position)	\$43,233	77	\$98,911	\$20,000			
Assistant/Associate Director Salary (4-6 yrs in position)	\$65,861	27	\$100,382	\$25,000	Counselor with MA Salary (4-6 yrs in position)	\$49,243	41	\$101,110	\$32,960			
Assistant/Associate Director Salary (7-9 yrs in position)	\$68,707	18	\$117,500	\$46,500	Counselor with MA Salary (7-9 yrs in position)	\$53,556	32	\$103,310	\$36,000			
Assistant/Associate Director Salary (10-12 yrs in position)	\$82,060	13	\$165,000	\$43,000	Counselor with MA Salary (10-12 yrs in position)	\$53,549	22	\$105,508	\$37,000			
Assistant/Associate Director Salary (13-15 yrs in position)	\$74,531	13	\$99,000	\$45,000	Counselor with MA Salary (13-15 yrs in position)	\$64,469	14	\$115,402	\$44,000			
Assistant/Associate Director Salary (15 yrs and above in position)	\$70,757	35	\$96,000	\$46,000	Counselor with MA Salary (15 yrs and above in position)	\$62,336	36	\$120,000	\$39,369			
Counselor with Doctorate Salary (1-3 yrs in position)	\$53,112	167	\$101,110	\$30,000	Counselor with MSW Salary (1-3 yrs in position)	\$47,439	64	\$69,000	\$17,000			
Counselor with Doctorate Salary (4-6 yrs in position)	\$58,526	96	\$103,310	\$36,920	Counselor with MSW Salary (4-6 yrs in position)	\$51,627	30	\$72,000	\$38,000			
Counselor with Doctorate Salary (7-9 yrs in position)	\$61,347	53	\$105,508	\$47,000	Counselor with MSW Salary (7-9 yrs in position)	\$58,134	26	\$103,310	\$34,628			
Counselor with Doctorate Salary (10-12 yrs in position)	\$66,890	34	\$115,402	\$36,087	Counselor with MSW Salary (10-12 yrs in position)	\$57,413	16	\$88,000	\$43,368			
Counselor with Doctorate Salary (13-15 yrs in position)	\$68,666	27	\$117,596	\$53,800	Counselor with MSW Salary (13-15 yrs in position)	\$56,764	10	\$96,000	\$42,000			
Counselor with Doctorate Salary (15 yrs and above in position)	\$74,111	57	\$119,795	\$25,000	Counselor with MSW Salary (15 yrs or more)	\$67,575	19	\$120,000	\$53,200			

Staff Salary by Years of Experience (cont.)

Position	Salary				Position	Salary			
	Mean	Count	Max	Min		Mean	Count	Max	Min
Psychiatrist Salary (1-3 yrs in position)	\$136,986	27	\$300,000	\$68,000	Learning Skills Specialist Salary (1-3 yrs in position)	\$45,944	6	\$59,928	\$35,743
Psychiatrist Salary (4-6 yrs in position)	\$181,610	9	\$453,500	\$120,000	Learning Skills Specialist Salary (4-6 yrs in position)	\$40,500	2	\$45,000	\$36,000
Psychiatrist Salary (7-9 yrs in position)	\$155,817	10	\$290,000	\$100,000	Learning Skills Specialist Salary (7-9 yrs in position)	\$53,500	1	\$53,500	\$53,500
Psychiatrist Salary (10-12 yrs in position)	\$135,787	8	\$203,000	\$65,000	Learning Skills Specialist Salary (10-12 yrs in position)	\$42,850	1	\$54,000	\$54,000
Psychiatrist Salary (13-15 yrs in position)	\$140,615	6	\$170,000	\$110,000	Learning Skills Specialist Salary (13-15 yrs in position)	\$55,534	5	\$64,170	\$45,000
Psychiatrist Salary (15 yrs and above in position)	\$143,150	12	\$192,295	\$65,000	Other Salary (1-3 yrs in position)	\$36,721	17	\$134,783	\$4,000
Psychiatrist Hourly Rate (1-3 yrs in position)	\$127	52	\$300	\$28	Other Salary (4-6 yrs in position)	\$42,850	4	\$48,000	\$29,000
Psychiatrist Hourly Rate (4-6 yrs in position)	\$130	34	\$300	\$80	Other Salary (7-9 yrs in position)	\$49,635	4	\$52,500	\$45,000
Psychiatrist Hourly Rate (7-9 yrs in position)	\$153	13	\$377	\$95	Other Salary (10-12 yrs in position)	\$62,500	1	\$62,500	\$62,500
Psychiatrist Hourly Rate (10-12 yrs in position)	\$134	10	\$250	\$55	Other Salary (13-15 yrs in position)	\$51,559	5	\$61,930	\$40,000
Psychiatrist Hourly Rate (13-15 yrs in position)	\$90	2	\$120	\$60	Post Doctoral Fellow Salary	\$27,470	59	\$47,748	\$6,000
Psychiatrist Hourly Rate (15 yrs and above in position)	\$113	9	\$150	\$85					
Intern Salary	\$19,681	98	\$31,043	\$1,000					

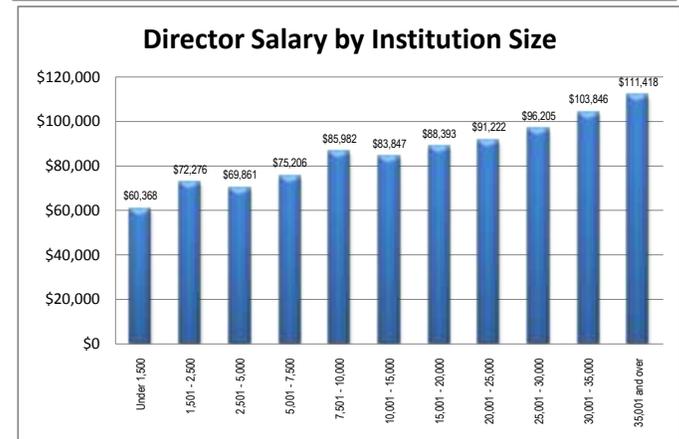
Director Salary by School Status

School Status	Director Salary			
	Mean	Max	Min	Count
Four-year public university	\$87,427	\$135,900	\$48,000	139
Four-year public college	\$78,664	\$102,000	\$54,000	17
Four-year private university	\$78,961	\$165,000	\$40,000	88
Four-year private college	\$73,790	\$130,000	\$31,500	59
Both four-year public and private university	\$111,000	\$113,000	\$109,000	2
Other	\$67,680	\$80,000	\$50,000	4



Director Salary by Institution Size

Institution Size	Director Salary			
	Mean	Maximum	Minimum	Count
Under 1,500	\$60,368	\$120,000	\$31,500	20
1,501 - 2,500	\$72,276	\$130,000	\$40,721	49
2,501 - 5,000	\$69,861	\$110,000	\$40,000	57
5,001 - 7,500	\$75,206	\$120,000	\$48,000	25
7,501 - 10,000	\$85,982	\$165,000	\$47,000	35
10,001 - 15,000	\$83,847	\$150,000	\$55,000	38
15,001 - 20,000	\$88,393	\$119,000	\$56,160	28
20,001 - 25,000	\$91,222	\$128,000	\$65,000	22
25,001 - 30,000	\$96,205	\$127,000	\$66,820	19
30,001 - 35,000	\$103,846	\$125,000	\$82,000	10
35,001 and over	\$111,418	\$135,900	\$75,000	17



Director Salary by Paid Staff FTE and Institution Size												
Director Salary	Institution Size											
	under 1,500				1,501 - 2,500				2,501 - 5,000			
FTE Based on Paid Staff Only	Mean	Max	Min	Count	Mean	Max	Min	Count	Mean	Max	Min	Count
0-1 FTE	\$48,100	\$54,000	\$42,000	5	\$61,636	\$93,000	\$40,721	9	\$55,552	\$70,656	\$40,000	3
2-3 FTE	\$64,679	\$120,000	\$31,500	14	\$68,515	\$112,000	\$42,000	27	\$65,337	\$87,000	\$45,000	29
4-7 FTE	\$61,360	\$61,360	\$61,360	1	\$95,100	\$130,000	\$72,000	10	\$76,257	\$110,000	\$51,500	22
8-11 FTE				0				0				0
12-16 FTE				0				0				0
17 and greater FTE				0				0				0

Director Salary	Institution Size											
	5,001 - 7,500				7,501 - 10,000				10,001 - 15,000			
FTE Based on Paid Staff Only	Mean	Max	Min	Count	Mean	Max	Min	Count	Mean	Max	Min	Count
0-1 FTE	\$48,000	\$48,000	\$48,000	1	\$78,000	\$78,000	\$78,000	1				0
2-3 FTE	\$72,873	\$86,200	\$65,390	4	\$80,267	\$105,000	\$60,000	9	\$76,200	\$95,000	\$56,000	3
4-7 FTE	\$77,033	\$120,000	\$56,000	20	\$88,291	\$165,000	\$47,000	24	\$77,476	\$114,000	\$55,000	22
8-11 FTE				0	\$90,000	\$90,000	\$90,000	1	\$88,009	\$111,000	\$73,600	10
12-16 FTE				0				0	\$111,500	\$127,000	\$96,000	2
17 and greater FTE				0				0	\$150,000	\$150,000	\$150,000	1

Director Salary	Institution Size											
	15,001 - 20,000				20,001 - 25,000				25,001 - 30,000			
FTE Based on Paid Staff Only	Mean	Max	Min	Count	Mean	Max	Min	Count	Mean	Max	Min	Count
0-1 FTE				0				0				0
2-3 FTE				0	\$81,302	\$81,302	\$81,302	1				0
4-7 FTE	\$85,541	\$119,000	\$56,160	14	\$75,786	\$93,000	\$65,000	7	\$93,000	\$93,000	\$93,000	1
8-11 FTE	\$90,022	\$109,000	\$78,720	10	\$96,553	\$113,000	\$80,795	9	\$93,584	\$115,100	\$66,820	12
12-16 FTE	\$94,300	\$109,000	\$84,500	4	\$89,568	\$90,132	\$89,004	2	\$98,375	\$127,000	\$81,875	5
17 and greater FTE				0	\$115,650	\$128,600	\$105,350	3	\$120,000	\$120,000	\$120,000	1

Director Salary	Institution Size											
	30,001 - 35,000				35,001 and over							
FTE Based on Paid Staff Only	Mean	Max	Min	Count	Mean	Max	Min	Count				
0-1 FTE				0				0				
2-3 FTE				0				0				
4-7 FTE				0	\$89,500	\$89,500	\$89,500	1				
8-11 FTE	\$95,740	\$101,000	\$82,000	4	\$102,667	\$118,000	\$86,000	3				
12-16 FTE	\$108,500	\$109,000	\$108,000	2	\$109,225	\$135,731	\$75,000	6				
17 and greater FTE	\$109,625	\$125,000	\$93,500	4	\$120,179	\$135,900	\$102,260	7				

Director Salary by Paid Staff and Intern FTE and Institution Size												
Director Salary	Institution Size											
	under 1,500				1,501 - 2,500				2,501 - 5,000			
FTE Based on Paid Staff and Interns	Mean	Max	Min	Count	Mean	Max	Min	Count	Mean	Max	Min	Count
0-1 FTE	\$46,625	\$54,000	\$42,000	4	\$60,289	\$93,000	\$40,721	7	\$51,000	\$56,000	\$46,000	2
2-3 FTE	\$60,682	\$84,000	\$31,500	11	\$65,020	\$112,000	\$42,000	22	\$62,604	\$87,000	\$40,000	20
4-7 FTE	\$72,090	\$120,000	\$52,000	4	\$89,654	\$130,000	\$65,000	14	\$73,673	\$100,000	\$48,000	29
8-11 FTE				0	\$97,000	\$104,000	\$90,000	2	\$82,833	\$110,000	\$58,500	3
12-16 FTE				0				0				0
17 and greater FTE				0				0				0

Director Salary	Institution Size											
	5,001 - 7,500				7,501 - 10,000				10,001 - 15,000			
FTE Based on Paid Staff and Interns	Mean	Max	Min	Count	Mean	Max	Min	Count	Mean	Max	Min	Count
0-1 FTE	\$48,000	\$48,000	\$48,000	1				0				0
2-3 FTE	\$68,395	\$71,400	\$65,390	2	\$81,680	\$105,000	\$67,000	5	\$56,000	\$56,000	\$56,000	1
4-7 FTE	\$73,020	\$102,000	\$56,000	18	\$85,011	\$120,500	\$47,000	19	\$75,278	\$95,000	\$55,000	17
8-11 FTE	\$95,250	\$120,000	\$72,000	4	\$97,970	\$165,000	\$77,500	7	\$85,977	\$114,000	\$69,000	14
12-16 FTE				0	\$90,000	\$90,000	\$90,000	1	\$91,267	\$98,500	\$79,300	3
17 and greater FTE				0				0	\$124,333	\$150,000	\$96,000	3

Director Salary	Institution Size											
	15,001 - 20,000				20,001 - 25,000				25,001 - 30,000			
FTE Based on Paid Staff Interns	Mean	Max	Min	Count	Mean	Max	Min	Count	Mean	Max	Min	Count
0-1 FTE				0	\$73,000	\$73,000	\$73,000	1				0
2-3 FTE				0	\$81,302	\$81,302	\$81,302	1				0
4-7 FTE	\$81,307	\$119,000	\$56,160	9	\$76,000	\$93,000	\$65,000	4	\$93,000	\$93,000	\$93,000	1
8-11 FTE	\$93,801	\$112,000	\$80,000	11	\$93,140	\$113,000	\$75,000	6	\$105,705	\$115,100	\$95,000	4
12-16 FTE	\$83,744	\$93,500	\$78,720	5	\$92,110	\$99,000	\$83,812	6	\$91,866	\$127,000	\$66,820	9
17 and greater FTE	\$97,567	\$109,000	\$85,700	3	\$109,271	\$128,600	\$90,132	4	\$100,693	\$120,000	\$82,271	4

Director Salary	Institution Size											
	30,001 - 35,000				35,001 and over							
FTE Based on Paid Staff Interns	Mean	Max	Min	Count	Mean	Max	Min	Count				
0-1 FTE				0				0				
2-3 FTE				0				0				
4-7 FTE				0	\$89,500	\$89,500	\$89,500	1				
8-11 FTE	\$101,000	\$101,000	\$101,000	1	\$86,000	\$86,000	\$86,000	1				
12-16 FTE	\$102,987	\$109,000	\$99,960	3	\$108,183	\$135,731	\$75,000	4				
17 and greater FTE	\$104,750	\$125,000	\$82,000	6	\$116,897	\$135,900	\$97,048	11				

Director Salary by Paid Staff FTE and Years of Experience												
Director Salary	Total Years as Director (D004)											
	0-3 years				4-6 years				7-9 years			
	Mean	Max	Min	Count	Mean	Max	Min	Count	Mean	Max	Min	Count
FTE based on Paid Staff only												
0-1 FTE	\$58,180	\$91,000	\$40,000	12	\$40,721	\$40,721	\$40,721	1	\$61,750	\$93,000	\$42,000	4
2-3 FTE	\$71,235	\$105,000	\$46,000	30	\$69,990	\$112,000	\$45,000	15	\$61,033	\$76,000	\$45,000	12
4-7 FTE	\$81,039	\$119,000	\$58,500	25	\$75,997	\$130,000	\$51,500	29	\$81,586	\$120,500	\$47,000	22
8-11 FTE	\$94,749	\$111,924	\$66,820	9	\$87,279	\$96,000	\$78,720	14	\$91,866	\$115,100	\$74,600	12
12-16 FTE	\$103,364	\$135,731	\$75,000	9	\$93,250	\$102,000	\$84,500	2	\$87,902	\$96,000	\$81,875	5
17 and greater FTE	\$113,087	\$120,000	\$102,260	3	\$131,667	\$150,000	\$120,000	3				0
Director Salary	Total Years as Director (D004)											
	10-12 years				13-15 years				15 years and above			
	Mean	Max	Min	Count	Mean	Max	Min	Count	Mean	Max	Min	Count
FTE based on Paid Staff only												
0-1 FTE	\$51,000	\$54,000	\$48,000	2				0				0
2-3 FTE	\$65,144	\$86,200	\$52,000	4	\$65,608	\$120,000	\$31,500	8	\$70,511	\$92,000	\$50,000	18
4-7 FTE	\$82,740	\$112,000	\$70,000	11	\$84,092	\$98,815	\$59,460	3	\$87,200	\$165,000	\$61,800	31
8-11 FTE	\$94,500	\$104,000	\$85,000	2	\$113,000	\$113,000	\$113,000	1	\$97,688	\$118,000	\$73,600	11
12-16 FTE	\$106,360	\$127,000	\$85,700	2	\$124,786	\$127,000	\$122,572	2	\$125,000	\$126,000	\$125,000	1
17 and greater FTE	\$116,300	\$135,900	\$100,000	3	\$128,600	\$128,600	\$128,600	1	\$114,157	\$130,000	\$93,500	6

Director Salary by Paid Staff and Intern FTE and Years of Experience												
Director Salary	Total Years as Director (D004)											
	0-3 years				4-6 years				7-9 years			
	Mean	Max	Min	Count	Mean	Max	Min	Count	Mean	Max	Min	Count
FTE based on Paid Staff and Interns												
0-1 FTE	\$49,583	\$56,000	\$42,500	6	\$56,861	\$73,000	\$40,721	2	\$61,750	\$93,000	\$42,000	4
2-3 FTE	\$66,718	\$105,000	\$40,000	23	\$66,356	\$112,000	\$45,000	10	\$61,582	\$76,000	\$45,000	11
4-7 FTE	\$78,415	\$119,000	\$60,264	33	\$75,063	\$130,000	\$48,000	27	\$78,926	\$120,500	\$47,000	17
8-11 FTE	\$95,928	\$114,000	\$58,500	8	\$89,389	\$95,000	\$84,000	9	\$87,433	\$120,000	\$72,000	13
12-16 FTE	\$95,569	\$135,731	\$66,820	8	\$87,570	\$96,000	\$78,720	9	\$92,000	\$115,000	\$79,000	7
17 and greater FTE	\$103,181	\$120,000	\$82,000	10	\$115,854	\$150,000	\$82,271	5	\$93,066	\$96,000	\$90,132	2
Director Salary	Total Years as Director (D004)											
	10-12 years				13-15 years				15 years and above in position			
	Mean	Max	Min	Count	Mean	Max	Min	Count	Mean	Max	Min	Count
FTE based on Paid Staff and Interns												
0-1 FTE	\$50,000	\$52,000	\$48,000	2				0	\$73,300	\$73,300	\$73,300	1
2-3 FTE	\$57,377	\$57,377	\$57,377	1	\$56,645	\$80,314	\$31,500	6	\$69,073	\$92,000	\$50,000	11
4-7 FTE	\$81,641	\$112,000	\$65,000	11	\$91,153	\$120,000	\$59,460	3	\$79,372	\$116,000	\$52,000	24
8-11 FTE	\$81,647	\$88,293	\$75,000	2	\$105,908	\$113,000	\$98,815	2	\$96,305	\$165,000	\$69,000	19
12-16 FTE	\$105,333	\$127,000	\$85,000	3				0	\$97,710	\$118,000	\$82,000	4
17 and greater FTE	\$108,650	\$135,900	\$85,700	4	\$126,057	\$128,600	\$122,572	3	\$115,706	\$130,000	\$93,500	7

Staff by Years of Experience and Paid Staff and Intern FTE												
	Staff and Interns FTE											
	0-1 FTE				2-3 FTE				4-7 FTE			
	Mean	Min	Max	Count	Mean	Min	Max	Count	Mean	Min	Max	Count
Training Director Salary (1-3 yrs in position)				0	\$46,100	\$39,000	\$54,500	4	\$60,633	\$47,000	\$77,200	12
Training Director Salary (4-6 yrs in position)	\$45,600	\$45,600	\$45,600	1				0	\$70,489	\$64,800	\$80,667	3
Training Director Salary (7-9 yrs in position)				0	\$65,000	\$65,000	\$65,000	1	\$65,000	\$65,000	\$65,000	1
Training Director Salary (10-12 yrs in position)				0	\$64,000	\$64,000	\$64,000	1	\$80,190	\$71,569	\$90,000	3
Training Director Salary (13-15 yrs in position)				0	\$54,000	\$54,000	\$54,000	1	\$70,000	\$70,000	\$70,000	1
Training Director Salary (15 yrs and above in position)	\$67,000	\$67,000	\$67,000	1				0	\$67,500	\$65,000	\$70,000	2
Assistant/Associate Director Salary (1-3 yrs in position)	\$55,500	\$51,000	\$60,000	2	\$52,786	\$43,000	\$80,000	7	\$60,724	\$33,000	\$88,600	23
Assistant/Associate Director Salary (4-6 yrs in position)	\$41,250	\$41,250	\$41,250	1	\$39,000	\$25,000	\$54,000	3	\$65,031	\$51,000	\$85,000	5
Assistant/Associate Director Salary (7-9 yrs in position)				0				0	\$56,750	\$46,500	\$68,000	6
Assistant/Associate Director Salary (10-12 yrs in position)				0	\$47,500	\$43,000	\$52,000	2	\$78,085	\$71,569	\$84,600	2
Assistant/Associate Director Salary (13-15 yrs in position)				0	\$61,500	\$61,500	\$61,500	1				0
Assistant/Associate Director Salary (15 yrs and above in position)				0	\$66,046	\$66,046	\$66,046	1	\$62,577	\$46,000	\$75,000	11
Counselor with Doctorate Salary (1-3 yrs in position)	\$60,000	\$52,000	\$68,000	2	\$60,159	\$40,000	\$85,000	8	\$50,803	\$30,000	\$80,000	57
Counselor with Doctorate Salary (4-6 yrs in position)	\$59,500	\$54,000	\$65,000	2	\$50,867	\$48,000	\$54,600	3	\$55,243	\$36,920	\$85,000	28
Counselor with Doctorate Salary (7-9 yrs in position)				0	\$47,000	\$47,000	\$47,000	1	\$59,144	\$50,000	\$70,000	7
Counselor with Doctorate Salary (10-12 yrs in position)				0	\$50,000	\$50,000	\$50,000	1	\$61,733	\$42,500	\$75,000	6
Counselor with Doctorate Salary (13-15 yrs in position)				0				0	\$66,830	\$59,144	\$84,000	7
Counselor with Doctorate Salary (15 yrs and above in position)				0				0	\$65,211	\$25,000	\$90,000	17
Counselor who is ABD Salary (1-3 yrs in position)				0	\$45,750	\$40,000	\$51,500	2	\$40,000	\$26,000	\$47,000	5
Counselor who is ABD Salary (4-6 yrs in position)				0	\$36,500	\$30,000	\$43,000	2	\$41,842	\$41,842	\$41,842	1
Counselor who is ABD Salary (7-9 yrs in position)				0				0	\$41,842	\$41,842	\$41,842	1
Counselor who is ABD Salary (10-12 yrs in position)				0				0				0
Counselor who is ABD Salary (13-15 yrs in position)				0				0				0
Counselor who is ABD Salary (15 yrs and above in position)				0				0				0
Counselor with MA Salary (1-3 yrs in position)	\$35,000	\$35,000	\$35,000	1	\$41,906	\$33,996	\$51,000	16	\$42,070	\$20,000	\$73,000	37
Counselor with MA Salary (4-6 yrs in position)				0	\$49,538	\$45,000	\$59,731	4	\$46,595	\$32,960	\$67,000	20
Counselor with MA Salary (7-9 yrs in position)	\$42,600	\$42,600	\$42,600	1	\$49,677	\$36,000	\$61,000	7	\$52,735	\$38,000	\$82,000	16
Counselor with MA Salary (10-12 yrs in position)	\$44,084	\$37,000	\$51,167	2	\$41,000	\$40,000	\$42,000	2	\$55,138	\$38,765	\$76,200	7
Counselor with MA Salary (13-15 yrs in position)				0	\$65,000	\$55,000	\$75,000	2	\$55,792	\$46,350	\$61,000	6
Counselor with MA Salary (15 yrs and above in position)	\$63,675	\$63,675	\$63,675	1	\$61,026	\$58,000	\$63,000	3	\$57,822	\$42,500	\$74,500	12

	Staff and Interns FTE											
	0-1 FTE				2-3 FTE				4-7 FTE			
	Mean	Min	Max	Count	Mean	Min	Max	Count	Mean	Min	Max	Count
Counselor with MSW Salary (1-3 yrs in position)	\$27,050	\$19,000	\$35,100	2	\$45,615	\$37,000	\$55,000	13	\$48,251	\$32,400	\$62,000	16
Counselor with MSW Salary (4-6 yrs in position)				0	\$50,040	\$50,040	\$50,040	1	\$52,961	\$38,000	\$67,000	14
Counselor with MSW Salary (7-9 yrs in position)				0	\$43,500	\$40,000	\$50,500	3	\$55,404	\$34,628	\$74,500	8
Counselor with MSW Salary (10-12 yrs in position)				0				0	\$50,083	\$44,000	\$55,500	6
Counselor with MSW Salary (13-15 yrs in position)				0				0	\$55,000	\$55,000	\$55,000	1
Counselor with MSW Salary (15 yrs and above in position)				0				0	\$63,900	\$54,000	\$84,000	4
Psychiatrist Salary (1-3 yrs in position)				0				0	\$160,500	\$68,000	\$300,000	6
Psychiatrist Salary (4-6 yrs in position)				0				0	\$202,000	\$202,000	\$202,000	1
Psychiatrist Salary (7-9 yrs in position)				0				0	\$290,000	\$290,000	\$290,000	1
Psychiatrist Salary (10-12 yrs in position)				0				0	\$203,000	\$203,000	\$203,000	1
Psychiatrist Salary (13-15 yrs in position)				0				0				0
Psychiatrist Salary (15 yrs and above in position)				0				0				0
Psychiatrist Hourly Rate (1-3 yrs in position)	\$175	\$150	\$200	2	\$152	\$100	\$300	11	\$120	\$28	\$246	19
Psychiatrist Hourly Rate (4-6 yrs in position)				0	\$136	\$107	\$170	3	\$137	\$100	\$300	20
Psychiatrist Hourly Rate (7-9 yrs in position)				0	\$132	\$110	\$150	3	\$142	\$125	\$175	3
Psychiatrist Hourly Rate (10-12 yrs in position)				0	\$200	\$200	\$200	1	\$143	\$55	\$250	6
Psychiatrist Hourly Rate (13-15 yrs in position)				0				0	\$90	\$60	\$120	2
Psychiatrist Hourly Rate (15 yrs and above in position)				0	\$120	\$120	\$120	1	\$150	\$150	\$150	1
Learning Skills Specialist Salary (1-3 yrs in position)				0				0	\$45,734	\$36,000	\$55,467	2
Learning Skills Specialist Salary (4-6 yrs in position)				0				0	\$40,500	\$36,000	\$45,000	2
Learning Skills Specialist Salary (7-9 yrs in position)				0				0	\$53,500	\$53,500	\$53,500	1
Learning Skills Specialist Salary (10-12 yrs in position)				0				0				0
Learning Skills Specialist Salary (13-15 yrs in position)				0				0				0
Learning Skills Specialist Salary (15 yrs and above in position)				0				0				0
Intern Salary				0	\$6,200	\$1,000	\$14,000	3	\$13,216	\$1,000	\$24,000	18
Post Doctoral Fellow Salary				0				0	\$25,421	\$6,000	\$47,748	18

	Staff and Interns FTE											
	8-11 FTE				12-16 FTE				17 and greater FTE			
	Mean	Min	Max	Count	Mean	Min	Max	Count	Mean	Min	Max	Count
Training Director Salary (1-3 yrs in position)	\$60,680	\$40,000	\$84,000	11	\$68,921	\$57,200	\$82,000	5	\$72,987	\$55,000	\$105,000	12
Training Director Salary (4-6 yrs in position)	\$72,357	\$57,000	\$85,000	7	\$63,954	\$53,665	\$80,600	12	\$69,963	\$63,314	\$89,000	5
Training Director Salary (7-9 yrs in position)	\$65,277	\$53,700	\$76,000	8	\$66,164	\$62,000	\$76,000	4	\$79,405	\$63,770	\$90,000	5
Training Director Salary (10-12 yrs in position)	\$73,229	\$57,457	\$89,000	2	\$82,726	\$70,679	\$96,000	3	\$63,753	\$63,753	\$63,753	1
Training Director Salary (13-15 yrs in position)	\$65,227	\$49,000	\$80,000	5				0	\$78,600	\$78,600	\$78,600	1
Training Director Salary (15 yrs and above in position)	\$93,586	\$73,600	\$120,000	5	\$91,000	\$77,000	\$108,000	3	\$76,181	\$58,500	\$88,000	4
Assistant/Associate Director Salary (1-3 yrs in position)	\$64,502	\$51,600	\$77,000	18	\$65,428	\$51,252	\$117,596	9	\$76,391	\$50,198	\$111,000	14
Assistant/Associate Director Salary (4-6 yrs in position)	\$61,828	\$60,200	\$66,647	5	\$74,306	\$64,826	\$100,382	7	\$77,594	\$61,044	\$92,520	6
Assistant/Associate Director Salary (7-9 yrs in position)	\$65,073	\$61,100	\$70,366	5	\$68,279	\$62,557	\$74,000	2	\$93,575	\$73,800	\$117,500	4
Assistant/Associate Director Salary (10-12 yrs in position)	\$69,500	\$65,000	\$72,100	3	\$86,040	\$86,040	\$86,040	1	\$114,019	\$67,356	\$165,000	4
Assistant/Associate Director Salary (13-15 yrs in position)	\$74,271	\$70,000	\$78,542	2	\$66,550	\$64,100	\$69,000	2	\$85,626	\$72,158	\$99,000	6
Assistant/Associate Director Salary (15 yrs and above in position)	\$70,887	\$53,460	\$82,797	6	\$73,853	\$55,000	\$88,000	8	\$79,496	\$57,500	\$96,000	8
Counselor with Doctorate Salary (1-3 yrs in position)	\$53,235	\$43,000	\$78,000	43	\$52,059	\$40,000	\$101,110	26	\$56,643	\$45,000	\$74,000	28
Counselor with Doctorate Salary (4-6 yrs in position)	\$58,707	\$48,500	\$75,000	20	\$59,174	\$49,000	\$103,310	18	\$62,950	\$48,669	\$86,000	24
Counselor with Doctorate Salary (7-9 yrs in position)	\$59,542	\$49,000	\$84,000	17	\$63,110	\$49,500	\$105,508	7	\$64,916	\$49,200	\$82,000	19
Counselor with Doctorate Salary (10-12 yrs in position)	\$65,007	\$36,087	\$101,520	11	\$69,035	\$50,000	\$115,402	4	\$71,888	\$57,987	\$88,000	12
Counselor with Doctorate Salary (13-15 yrs in position)	\$63,311	\$55,000	\$73,286	4	\$75,624	\$55,789	\$117,596	6	\$67,917	\$53,800	\$85,746	10
Counselor with Doctorate Salary (15 yrs and above in position)	\$82,656	\$64,000	\$106,439	11	\$73,576	\$57,500	\$119,795	11	\$78,601	\$57,715	\$107,000	17
Counselor who is ABD Salary (1-3 yrs in position)	\$41,500	\$40,000	\$43,000	2	\$40,360	\$33,000	\$54,800	5	\$46,520	\$30,000	\$54,000	6
Counselor who is ABD Salary (4-6 yrs in position)				0				0	\$47,500	\$47,500	\$47,500	1
Counselor who is ABD Salary (7-9 yrs in position)				0				0				0
Counselor who is ABD Salary (10-12 yrs in position)				0				0				0
Counselor who is ABD Salary (13-15 yrs in position)				0				0				0
Counselor who is ABD Salary (15 yrs and above in position)	\$64,250	\$50,000	\$78,500	2				0	\$57,000	\$55,000	\$59,000	2
Counselor with MA Salary (1-3 yrs in position)	\$47,150	\$33,600	\$68,000	13	\$59,970	\$32,000	\$98,911	3	\$46,667	\$40,000	\$50,000	3
Counselor with MA Salary (4-6 yrs in position)	\$52,111	\$41,000	\$68,000	8	\$57,735	\$35,000	\$101,110	4	\$52,497	\$48,492	\$58,000	3
Counselor with MA Salary (7-9 yrs in position)	\$52,300	\$39,900	\$71,000	3	\$78,693	\$54,075	\$103,310	2	\$55,133	\$51,000	\$60,000	3
Counselor with MA Salary (10-12 yrs in position)	\$55,574	\$42,432	\$75,000	6	\$61,169	\$37,000	\$105,508	3	\$60,000	\$60,000	\$60,000	1
Counselor with MA Salary (13-15 yrs in position)	\$58,541	\$44,000	\$77,000	3	\$105,701	\$96,000	\$115,402	2	\$50,796	\$50,796	\$50,796	1
Counselor with MA Salary (15 yrs and above in position)	\$65,990	\$41,000	\$120,000	9	\$71,731	\$40,000	\$117,596	4	\$56,129	\$39,369	\$83,000	5

	Staff and Interns FTE											
	8-11 FTE				12-16 FTE				17 and greater FTE			
	Mean	Min	Max	N	Mean	Min	Max	N	Mean	Min	Max	N
Counselor with MSW Salary (1-3 yrs in position)	\$47,511	\$23,460	\$62,000	8	\$44,507	\$17,000	\$56,000	7	\$52,023	\$40,000	\$69,000	16
Counselor with MSW Salary (4-6 yrs in position)	\$44,500	\$44,000	\$45,000	2	\$47,556	\$43,669	\$50,000	3	\$55,475	\$43,197	\$72,000	8
Counselor with MSW Salary (7-9 yrs in position)	\$51,500	\$51,000	\$52,000	2	\$70,270	\$52,500	\$103,310	3	\$62,395	\$46,493	\$75,000	10
Counselor with MSW Salary (10-12 yrs in position)	\$49,374	\$48,455	\$50,292	2	\$59,000	\$50,000	\$68,000	2	\$66,895	\$43,368	\$88,000	6
Counselor with MSW Salary (13-15 yrs in position)	\$50,736	\$42,000	\$56,479	5	\$67,321	\$50,000	\$96,000	3	\$57,000	\$57,000	\$57,000	1
Counselor with MSW Salary (15 yrs and above in position)	\$76,400	\$53,200	\$120,000	3	\$62,485	\$55,654	\$69,000	3	\$67,964	\$55,300	\$84,235	9
Psychiatrist Salary (1-3 yrs in position)	\$119,300	\$74,800	\$150,000	6	\$155,000	\$155,000	\$155,000	1	\$133,063	\$99,500	\$165,600	13
Psychiatrist Salary (4-6 yrs in position)	\$160,250	\$137,000	\$183,500	2	\$120,000	\$120,000	\$120,000	1	\$198,398	\$129,489	\$453,500	5
Psychiatrist Salary (7-9 yrs in position)	\$124,310	\$103,000	\$145,620	2	\$194,047	\$194,047	\$194,047	1	\$137,583	\$100,000	\$154,500	6
Psychiatrist Salary (10-12 yrs in position)				0				0	\$126,186	\$65,000	\$148,500	7
Psychiatrist Salary (13-15 yrs in position)				0				0	\$140,615	\$110,000	\$170,000	6
Psychiatrist Salary (15 yrs and above in position)				0	\$153,824	\$113,000	\$192,295	4	\$137,813	\$65,000	\$170,000	8
Psychiatrist Hourly Rate (1-3 yrs in position)	\$128	\$100	\$225	12	\$90	\$60	\$120	2	\$100	\$95	\$110	4
Psychiatrist Hourly Rate (4-6 yrs in position)	\$123	\$100	\$175	7	\$131	\$131	\$131	1	\$93	\$80	\$105	3
Psychiatrist Hourly Rate (7-9 yrs in position)	\$117	\$95	\$161	3	\$148	\$110	\$212	3	\$377	\$377	\$377	1
Psychiatrist Hourly Rate (10-12 yrs in position)	\$100	\$100	\$100	1	\$68	\$68	\$68	1	\$110	\$110	\$110	1
Psychiatrist Hourly Rate (13-15 yrs in position)				0				0				0
Psychiatrist Hourly Rate (15 yrs and above in position)	\$110	\$90	\$124	4	\$105	\$85	\$125	2				0
Learning Skills Specialist Salary (1-3 yrs in position)	\$48,557	\$35,743	\$59,928	3				0	\$38,527	\$38,527	\$38,527	1
Learning Skills Specialist Salary (4-6 yrs in position)				0				0				0
Learning Skills Specialist Salary (7-9 yrs in position)				0				0				0
Learning Skills Specialist Salary (10-12 yrs in position)				0				0				0
Learning Skills Specialist Salary (13-15 yrs in position)				0				0	\$54,000	\$54,000	\$54,000	1
Learning Skills Specialist Salary (15 yrs and above in position)	\$54,057	\$45,000	\$64,170	3				0	\$57,750	\$56,500	\$59,000	2
Intern Salary	\$20,200	\$3,000	\$28,000	25	\$21,629	\$11,000	\$31,043	26	\$23,377	\$17,000	\$27,500	25
Post Doctoral Fellow Salary	\$25,326	\$15,000	\$32,000	12	\$32,500	\$26,000	\$42,000	8	\$28,837	\$16,000	\$36,000	20

Clinical Service Information

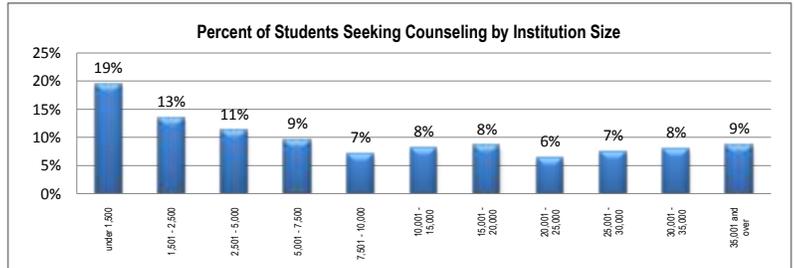
Does the staff of your counseling center assume responsibility for providing courses for academic credit (Check all that apply.) (MR361)

	Frequency	Percent
Yes, Undergraduate-level course for credit	110	30.3%
Yes, Graduate-level practicum course	35	9.6%
Yes, Graduate-level content/theories course	49	13.5%
No, Staff of counseling center are not engaged in providing courses for academic credit.	218	60.1%
Sample Total	363	100.0%

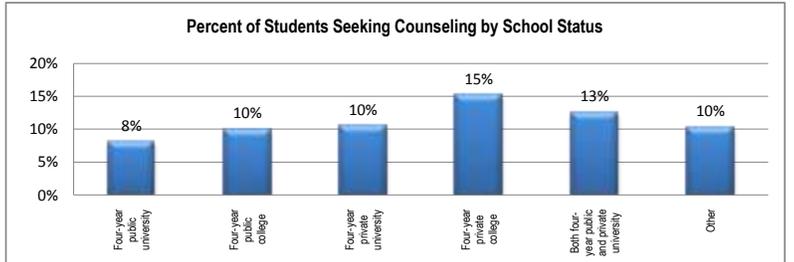
Divide the total number of students who sought counseling in your center last year by the total number of students enrolled to obtain the percentage of

	Mean	Median	Mode	Max	Min	Count
Percent of students seeking counseling	10%	9%	4%	40%	1%	326

Institution Size	Mean	Count
under 1,500	19%	23
1,501 - 2,500	13%	57
2,501 - 5,000	11%	64
5,001 - 7,500	9%	32
7,501 - 10,000	7%	39
10,001 - 15,000	8%	43
15,001 - 20,000	8%	32
20,001 - 25,000	6%	25
25,001 - 30,000	7%	21
30,001 - 35,000	8%	10
35,001 and over	9%	17



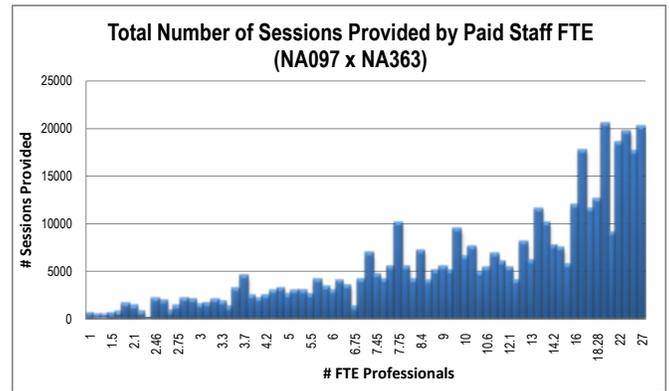
School Status	Mean	Count
Four-year public university	8%	159
Four-year public college	10%	19
Four-year private university	10%	102
Four-year private college	15%	65
Both four-year public and private university	13%	2
Other	10%	4



Institution Size	School Status											
	Four-year public		Four-year public		Four-year private		Four-year private		Both four-year		Other	
	Mean	Count	Mean	Count	Mean	Count	Mean	Count	Mean	Count	Mean	Count
under 1,500	17%	2	22%	0	22%	3	19%	16	0	0	0	0
1,501 - 2,500	9%	2	26%	2	11%	22	15%	24	0	10%	1	1
2,501 - 5,000	9%	7	13%	4	11%	30	13%	11	0	13%	1	1
5,001 - 7,500	9%	11	10%	4	9%	10	10%	2	0	12%	1	1
7,501 - 10,000	7%	18	5%	4	8%	11	11%	1	0	0	0	0
10,001 - 15,000	8%	20	6%	2	8%	11	12%	1	0	0	0	0
15,001 - 20,000	8%	24	8%	1	9%	2	9%	1	11%	1	6%	1
20,001 - 25,000	5%	13	3%	1	17%	1	8%	2	14%	1	0	0
25,001 - 30,000	8%	20	4%	1	0	0	0	0	0	0	0	0
30,001 - 35,000	8%	9	0	0	9%	1	0	0	0	0	0	0
35,001 and over	9%	12	0	0	9%	2	0	0	0	0	0	0

What is the total number of sessions provided by your center (NA363)						
	Mean	Median	Mode	Max	Min	Count
Total number of sessions	3644	2510	2000	29450	190	363

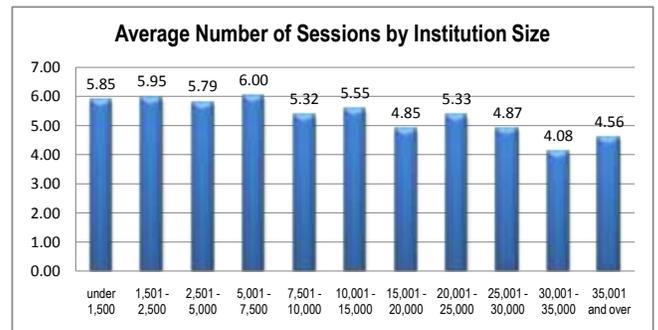
Total Number of Sessions Provided by Paid Staff FTE				
Paid Staff FTE	Mean	Max	Min	Count
0-1 FTE	613	2000	279	15
2-3 FTE	1454	12000	190	82
4-7 FTE	2784	7325	610	109
8-11 FTE	5831	11946	1313	45
12-16 FTE	7583	15156	3962	20
17 and greater FTE	16487	29450	9000	13



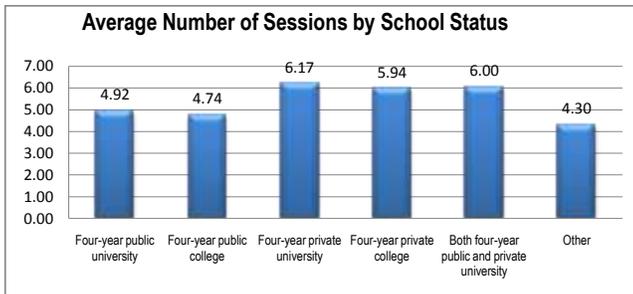
Institution Size	School Status											
	Four-year public		Four-year public		Four-year private		Four-year private		Both four-year		Other	
	Mean	Count	Mean	Count	Mean	Count	Mean	Count	Mean	Count	Mean	Count
under 1,500		0		0	1049	2	1076	15		0		0
1,501 - 2,500	435	3	1053	2	1139	17	1630	22		0	399	1
2,501 - 5,000	2571	5	1465	4	1841	26	1591	10		0	1468	1
5,001 - 7,500	2132	11	2256	3	2339	10	3152	2		0	0	0
7,501 - 10,000	2165	19	1500	3	3175	12	5417	1		0	0	0
10,001 - 15,000	3408	18	2250	2	5055	9	8513	1		0	0	0
15,001 - 20,000	4075	22	9393	1	6866	2	3968	1	8029	1	7694	1
20,001 - 25,000	5634	11	2663	1	19617	1	17440	2	20149	1	0	0
25,001 - 30,000	6112	18	7360	1	0	0	0	0	0	0	0	0
30,001 - 35,000	8961	7	0	0	28000	1	0	0	0	0	0	0
35,001 and over	10863	11	0	0	11442	1	0	0	0	0	0	0

What is the average number of sessions per client (NA365)						
	Mean	Median	Mode	Max	Min	Count
Average Number of Sessions per client	5.46	5	5	30	2	286

Average Number of Sessions Per Client by Institution Size				
Institution Size	Mean	Max	Min	Count
under 1,500	5.85	10	3	18
1,501 - 2,500	5.95	30	2	45
2,501 - 5,000	5.79	9	3	46
5,001 - 7,500	6.00	9	2.99	23
7,501 - 10,000	5.32	10	2	36
10,001 - 15,000	5.55	10	2.35	30
15,001 - 20,000	4.85	10	2	28
20,001 - 25,000	5.33	8	3.5	20
25,001 - 30,000	4.87	8	3	18
30,001 - 35,000	4.08	8	2	8
35,001 and over	4.56	6.15	3	14



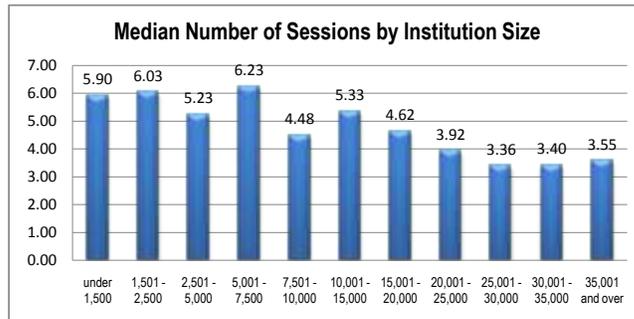
Average Number of Sessions Per Client by School Status				
School Status	Mean	Max	Min	Count
Four-year public university	4.92	10	2	126
Four-year public college	4.74	8	2	17
Four-year private university	6.17	30	2	83
Four-year private college	5.94	10	3	51
Both four-year public and private university	6.00	6	6	1
Other	4.30	4.3	4.3	1



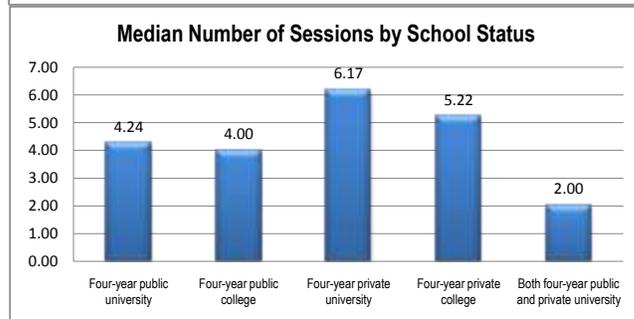
Institution Size	School Status											
	Four-year public		Four-year public		Four-year private		Four-year private		Both four-year		Other	
	Mean	Count	Mean	Count	Mean	Count	Mean	Count	Mean	Count	Mean	Count
under 1,500	5.00	1		0	5.67	3	5.95	14		0		0
1,501 - 2,500	4.00	2	4.75	2	6.62	20	5.64	20		0		0
2,501 - 5,000	4.90	5	4.43	4	6.00	25	6.18	11		0		0
5,001 - 7,500	6.09	10	4.43	3	6.50	8	5.88	2		0		0
7,501 - 10,000	5.17	19	4.25	4	5.98	11	7.00	1		0		0
10,001 - 15,000	5.18	17	6.50	2	6.03	10		0		0		0
15,001 - 20,000	4.72	23	6.00	1	5.50	2	6.00	1		0	4.30	1
20,001 - 25,000	5.01	13	4.00	1	5.70	1	7.00	2	6.00	1		0
25,001 - 30,000	4.87	18		0		0		0		0		0
30,001 - 35,000	3.52	7		0	8.00	1		0		0		0
35,001 and over	4.44	11		0	5.00	2		0		0		0

What is the median number of sessions? (NA366)						
	Mean	Median	Mode	Max	Min	Count
Average Median Number of Sessions	4.98	4	3	32	1	180

Median Number of Sessions by Institution Size				
Institution Size	Mean	Max	Min	Count
under 1,500	5.90	16	2	15
1,501 - 2,500	6.03	32	2	31
2,501 - 5,000	5.23	10	1	29
5,001 - 7,500	6.23	20	2	11
7,501 - 10,000	4.48	18	2	23
10,001 - 15,000	5.33	14	1	15
15,001 - 20,000	4.62	12	2	17
20,001 - 25,000	3.92	7	2	12
25,001 - 30,000	3.36	5	2	11
30,001 - 35,000	3.40	5	1	5
35,001 and over	3.55	6	1	11



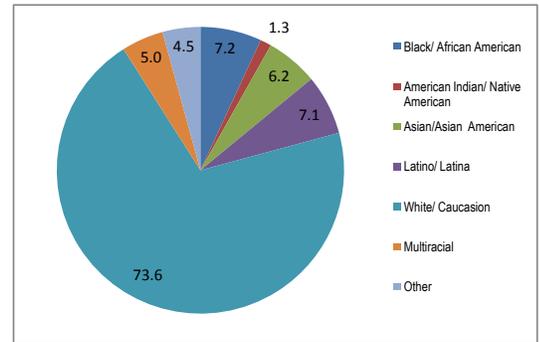
Median Number of Sessions by School Status				
School Status	Mean	Max	Min	Count
Four-year public university	4.24	18	1	79
Four-year public college	4.00	6	2	10
Four-year private university	6.17	32	1	56
Four-year private college	5.22	16	1	30
Both four-year public and private university	2.00	2	2	1
Other				0



Institution Size	School Status											
	Four-year public		Four-year public		Four-year private		Four-year private		Both four-year		Other	
	Mean	Count	Mean	Count	Mean	Count	Mean	Count	Mean	Count	Mean	Count
under 1,500	5.00	1		0	7.50	2	5.71	12		0		0
1,501 - 2,500	5.00	2	3.50	2	7.18	16	4.60	10		0		0
2,501 - 5,000	3.50	4	5.50	2	5.45	19	5.75	4		0		0
5,001 - 7,500	5.75	6	2.00	1	10.00	3	2.00	1		0		0
7,501 - 10,000	4.55	13	4.00	2	4.83	6	5.00	1		0		0
10,001 - 15,000	4.67	9	5.00	1	6.60	5		0		0		0
15,001 - 20,000	4.58	13	4.00	1	5.00	2	5.00	1		0		0
20,001 - 25,000	3.88	8	3.00	1		0	7.00	1	2.00	1		0
25,001 - 30,000	3.36	11		0		0		0		0		0
30,001 - 35,000	3.00	4		0	5.00	1		0		0		0
35,001 and over	3.88	8		0	2.50	2		0		0		0

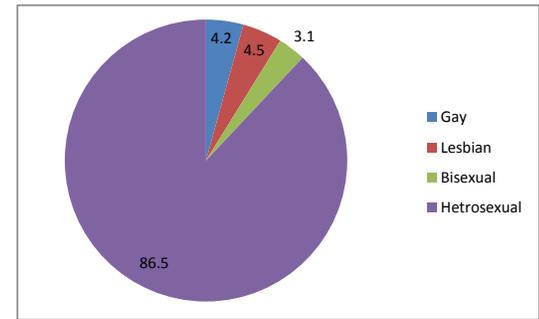
During the past academic year, using your best clinical data, what percentage of your clients had the following condition/presenting concern/dagnosis? (NA368 through NA382)

	Mean	Median	Mode	Max	Min	Count
Had extensive or significant prior treatment histories.	15.2	10	10	65	1	185
Clients taking Psychotropic medications	24.0	24	20	69	1	225
Clients engaging in self-injury	7.1	5	5	40	1	185
Clients with depression	39.4	36	40	94	9	247
Clients with Learning Disability	8.7	5	5	40	0	165
Clients with Add or ADHD	9.1	5.5	5	35	1	174
Clients with suicidal thoughts or behaviors	13.8	10	10	65	1	217
Clients with anxiety	36.7	34	40	90	5	241
Clients with substance abuse/dependence other than alcohol	7.6	5	1	70	0	189
Clients with alcohol abuse/dependence	11.4	8	5	73	0	211
Clients dealing with issues of oppression	4.1	2	1	29	0	162
Clients with eating disorders	8.0	6	5	55	1	225
Clients with relationship issues	35.7	33	40	91	1	230
Clients with sexual/physical assault/aquaintance rape	6.3	4	3	52	0	214
Clients experience of being stalked	1.6	1	1	8	0	149
Other	17.0	11	1	51	0	27



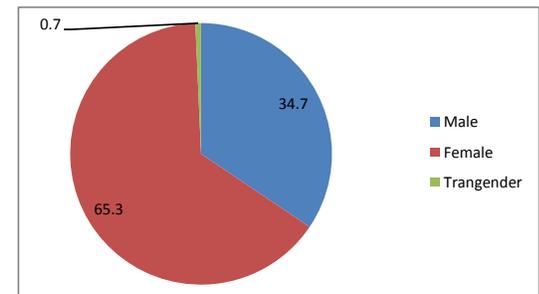
What is the number of Students on your campus who: (NA383 through 388)

	Mean	Median	Mode	Max	Min	Count
Attempted Suicide	7.7	3	2	100	0	191
Were placed on medical leave for psychological reasons	12.4	5	5	200	0	186
Were hospitalized for psychological reasons	9.8	5	5	100	0	211
Died by suicide	0.4	0	0	3	0	219
Died by accident	1.4	1	0	17	0	189
Died by some other means	1.1	0	0	13	0	148

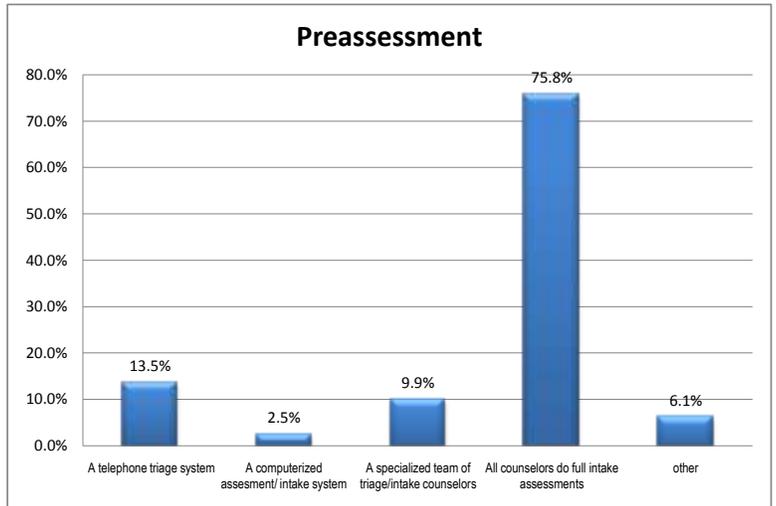


What Percentage of your clients were: (NA389 through NA402)

	Mean	Median	Mode	Max	Min	Count
Black/ African American	7.2	5	2	90	0	272
American Indian/ Native American	1.3	1	1	20	0	196
Asian/Asian American	6.2	4	2	35	0	255
Latino/ Latina	7.1	4	1	92	0	257
White/ Caucasian	73.6	78	80	99	3	271
Multiracial	5.0	3	2	90	0	189
Other	4.5	3	1	28	0	147
Male	34.7	35	40	84	1	270
Female	65.3	65	60	100	8	276
Trangender	0.7	1	1	4	0	116
Gay	4.2	3	2	20	0	140
Lesbian	4.5	4	1	34	0	135
Bisexual	3.1	2	1	20	0	113
Hetrosexual	86.5	90	90	100	1	140
Diagnosed Disability	15.4	11.5	10	80	1	110

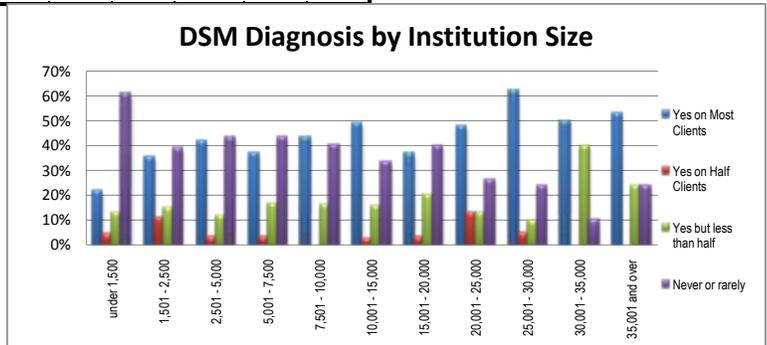
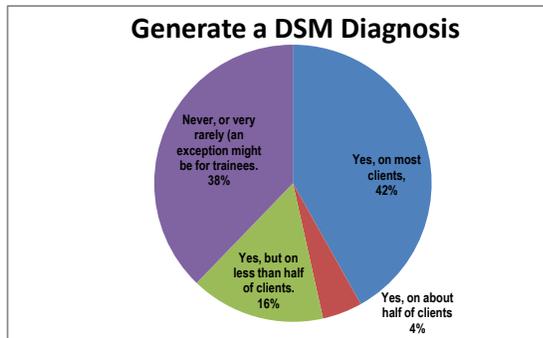


What type of pre-assessment is done before assigning a client to a counselor? (check all that apply) (MR404)		
	Count	Percent
A telephone triage system	49	13.5%
A computerized assessment/ intake system	9	2.5%
A specialized team of triage/intake counselors	36	9.9%
All counselors do full intake assessments	275	75.8%
other	22	6.1%
Total	363	100.0%
Other Specified		
	Count	
a team of triage/intake counselors made up of each full-time	1	
all couns. do triage	1	
all counselors conduct brief intake assessments	1	
all counselors conduct screening	1	
all counselors conduct triage appointments before a full intake	1	
brief assessment via walk-in hrs	1	
brief triage sessions	1	
Case conference	1	
Counselor sees Freshmen Director sees all other classifications	1	
front desk staff review paperwork assign to ongoing counselor	1	
I get all clients	1	
intake paperwork and brief alcohol abuse screen (AUDIT)	1	
No separate intakes counsellors assigned clients by receptionis	1	
not everyone gets all three	1	
self-assessment	1	
student written description on several page intake form	1	
the only counselor conducts a full intake	1	
walk-in triage	3	
we do not pre-assess	1	



Does your center generate a DSM IV TR type of diagnosis on at least one axis? (D405)		
	Count	Percent
Yes, on most clients,	144	39.7%
Yes, on about half of clients	16	4.4%
Yes, but on less than half of clients.	54	14.9%
Never, or very rarely (an exception might be for trainees.	130	35.8%
Total Survey Sample	363	100.0%

DSM-IV TR Diagnosis by Institution Size								
Institution Size	Yes, on most clients		Yes, on about half		Yes, but on less		Never, or very	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
under 1,500	5	22%	1	4%	3	13%	14	61%
1,501 - 2,500	19	35%	6	11%	8	15%	21	39%
2,501 - 5,000	25	42%	2	3%	7	12%	26	43%
5,001 - 7,500	11	37%	1	3%	5	17%	13	43%
7,501 - 10,000	16	43%	0	0%	6	16%	15	41%
10,001 - 15,000	19	49%	1	3%	6	15%	13	33%
15,001 - 20,000	11	37%	1	3%	6	20%	12	40%
20,001 - 25,000	11	48%	3	13%	3	13%	6	26%
25,001 - 30,000	13	62%	1	5%	2	10%	5	24%
30,001 - 35,000	5	50%	0	0%	4	40%	1	10%
35,001 and over	9	53%	0	0%	4	24%	4	24%



Who usually transports students in need of psychiatric hospitalization to these facilities? (Check all that apply) (MR406)

	Yes	Percent
Campus police	231	63.64%
Psychiatric staff	3	0.83%
Counseling Center staff	43	11.85%
Other campus administrative personnel (e.g., Resident Hall Director)	60	16.53%
Family members	120	33.06%
Friends (roommate, classmate, etc.)	147	40.50%
Local EMS	198	54.55%
Total Survey Sample	363	100.00%

Are Psychiatric services available at your campus? (D407)

	Yes	Percent
Yes, in the Counseling Center only.	144	39.7%
Yes, in the Student Health Center only.	58	16.0%
Yes, in both Counseling and Student Health centers.	24	6.6%
Yes, in other places on campus.	5	1.4%
No, but we contract out for psychiatrists and pay fee.	17	4.7%
No access to psychiatrist except as a private referral.	95	26.2%
Total Survey Sample	363	100.0%

If psychiatric services are located in the Health Center, what is the quality of the relationship between the counseling center and psychiatry? (D408)

	Count	Percent
Terrible	0	0.00%
Poor	1	0.94%
Fair	11	10.38%
Good	35	33.02%
Excellent	59	55.66%
Total	106	100.00%

If psychiatric services are available at your campus what is the number of psychiatric hours (NA409)

	Mean	Median	Mode	Maximum	Minimum	Valid N
Number of Psychiatric Hours	38	15	4	900	1	206

Psychiatric Hours by Institution Size and School Status

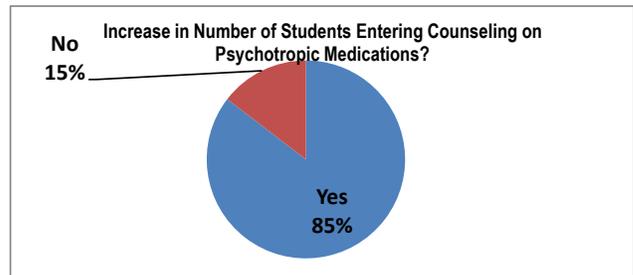
Institution Size	School Status											
	Four-year public		Four-year public		Four-year private		Four-year private		Both four-year		Other	
	Mean	Count	Mean	Count	Mean	Count	Mean	Count	Mean	Count	Mean	Count
under 1,500		0		0		0	21.67	6		0		0
1,501 - 2,500		0	4.00	1	14.67	6	18.36	14		0		0
2,501 - 5,000	29.33	3	39.25	4	6.36	14	26.57	7		0	3.00	1
5,001 - 7,500	11.83	6	8.25	4	16.63	8	8.00	2		0		0
7,501 - 10,000	26.43	7	49.00	2	11.27	11	4.00	1		0		0
10,001 - 15,000	52.50	18	7.00	1	35.36	11	85.00	1		0		0
15,001 - 20,000	24.94	17	16.00	1	27.00	2		0	85.00	1	19.00	1
20,001 - 25,000	31.82	11	7.00	1	138.00	1	90.00	2	136.00	1		0
25,001 - 30,000	101.93	15	32.00	1		0		0		0		0
30,001 - 35,000	47.13	8		0	40.00	1		0		0		0
35,001 and over	120.88	8		0	100.00	2		0		0		0

How would you characterize the number of psychiatric hours

	Count	Percent
They are nonexistent to inadequate	72	23.5%
We definitely could use more hours based on our campus needs.	160	52.1%
We are about where we should be for this size campus.	74	24.1%
We have more psychiatric consulting hours than we need.	1	0.3%
Total	307	100.0%

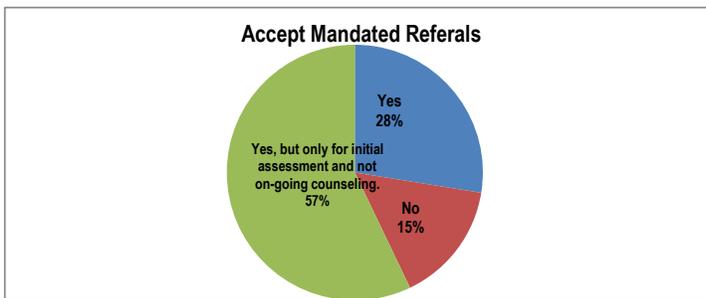
Based on your experience has there been an increase in the past year in the number of students coming for counseling that are already taking psychiatric medications? (D411)

	Count	Percent
Yes	310	85%
No	53	15%
Total	363	100%



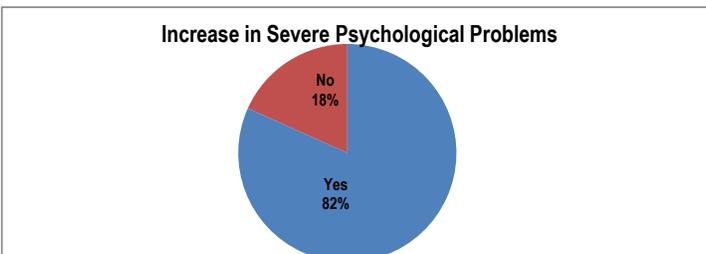
Does your Counseling Center accept referrals for mandatory counseling? (D412)

	Count	Percent
Yes	95	28%
No	53	15%
Yes, but only for initial assessment from specific sources, and not on-going counseling.	197	57%
Total	345	100%
Missing	18	
Total Survey Sample	363	



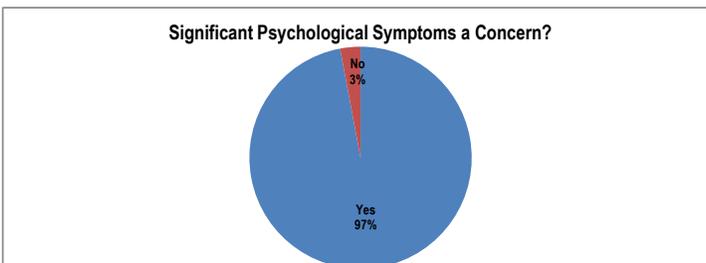
Do you believe the number of students with severe psychological problems on your campus has increased in the past year? (D413)

	Count	Percent
Yes	268	82%
No	60	18%
Total	328	100%
Missing	35	
Total Survey Sample	363	



Is the number of students with significant psychological problems a growing concern in your center or on campus? (MR415)

	Count	Percent
Yes	329	97%
No	10	3%
Total	339	100%
Missing	24	
Total Survey Sample	363	



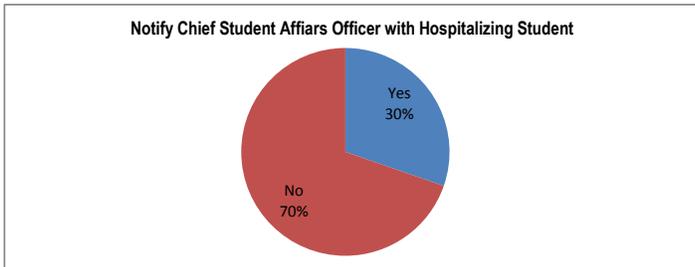
If yes, what actions, if any, has your center taken to help handle this problem? (Check all that apply) (MR415)

	Count	Percent
Increased training for staff in working with difficult cases (in-service or external workshops)	192	52.9%
Increased training for staff in time-limited therapy to help manage case loads better	83	22.9%
Increased counseling staff	119	32.8%
Increased psychiatric consulting hours	88	24.2%
Increased part-time counselors during busy time of year	86	23.7%
Trained faculty and others on campus to help them make more appropriate and timely referrals	206	56.7%
Served on a Student Assistance Committee that includes varied campus personnel	171	47.1%
Offered psycho-educational assistance on a center webpage	183	50.4%
Provided psychologically oriented columns for the student newspaper	68	18.7%
Expanded external referral network	158	43.5%
None	6	1.7%
Other (Specify Below)	23	6.3%
Total Survey Sample	363	

Other Specified
Classroom outreach
Created new positions but not funded
Developed more coordination with other student affairs professionals to identify and intervene with struggling students
Developing an early intervention team/alert system
Freshman Presentations
half time doctoral intern began this year; emails to students during high pressure times of the semester; more outreach
hired a case manager/referral coordinator
hired staff with more advanced training/experience
implementing a triage system and defining scope of service more clearly
Improving student health insurance plan design and community referral resources
in person triage of all requests for service
increase group counseling
Outreach activities in residences
Programming
referring students off campus for long term treatment
Screening days
see more students for longer term treatment
self help library
staff has over extended itself
Staff in service on diagnosis/assessment
Student affairs partnerships
Suicide Gatekeeper Program
web self-assessments

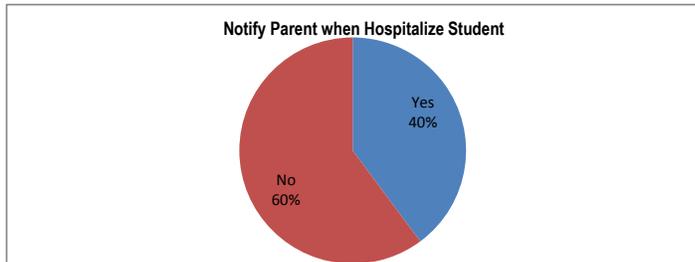
When you hospitalize a student for psychological reasons, do you believe it is legally permissible to notify the schools Chief Student Affairs Officer (or other appropriate administrator) without client consent. (D416)

	Count	Percent
Yes	100	30.3%
No	230	69.7%
Total	330	100.0%
Missing	33	
Total Survey Sample	363	



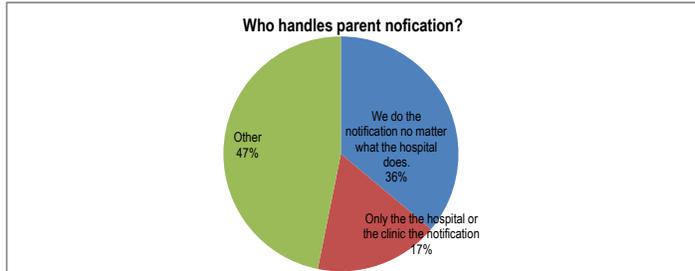
When you hospitalize a student for psychological reasons, do you believe it is legally permissible to notify parents or other significant relative(s) without client consent? (D417)

	Count	Percent
Yes	131	39.8%
No	198	60.2%
Total	329	100.0%
Missing	34	
Total Survey Sample	363	



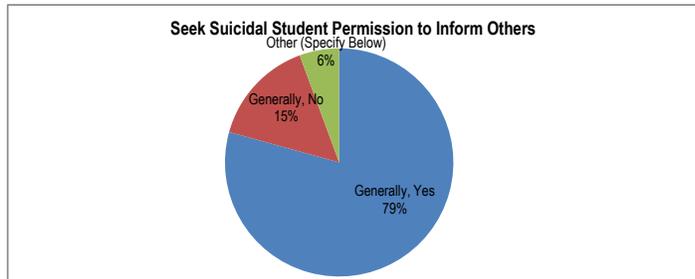
If yes, do you believe it is legally permissible to notify parents or other significant relative when you hospitalize a student for psychological reasons, who handles the notification? (D418)

	Count	Percent
We do the notification no matter what the hospital does.	57	43.5%
Only the hospital or the clinic the notification	27	20.6%
Other	74	56.5%
Total	131	100.0%



When a student is a suicidal risk but appropriate for treatment (as opposed to hospitalization or referral to an outside agency) would you seek the students permission to inform family members or others who might be in a position to provide some additional support? (D419)

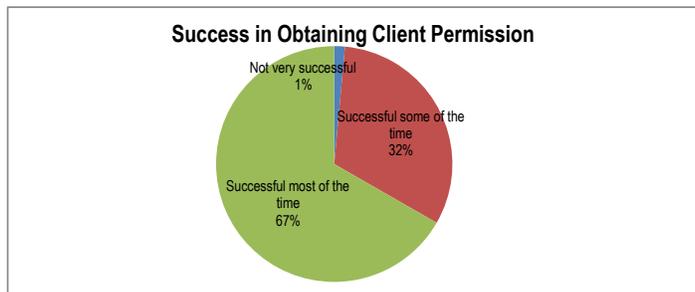
	Count	Percent
Generally, Yes	268	79.3%
Generally, No	51	15.1%
Other (Specify Below)	19	5.6%
Total	338	100.0%
Missing	25	
Total Survey Sample	363	



Other Specified:	Count
Case by Case Basis	6
depends	2
depends on family dynamics	1
Depends on situation (e.g., living arrangement)	1
depends on students perception of relationships w/ such others	1
If clinically appropriate.	1
Occasionally, dependent upon specific case	1
only if notification and involvement of parents seemed helpful	1
Only with client permission	1
Sometimes depending on severity of risk	1
sometimes, depending on circumstances, and with consent of stud	1
Yes when appropriate	1

If yes, how successful have you or your staff been in obtaining client's permission? (D420)

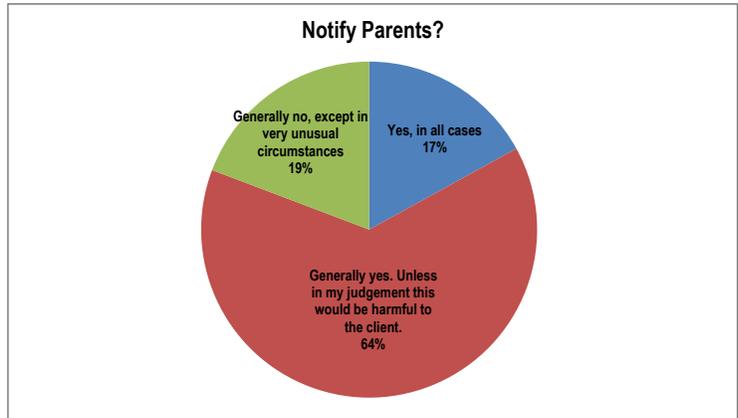
	Count	Percent
Not very successful	1	1.5%
Successful some of the time	95	32.2%
Successful most of the time	199	67.5%
Total	295	100.0%
Missing	68	
Total Survey Sample	363	



In cases where clients are not of legal age and are a suicidal risk (but not appropriate for hospitalization) and will not give you permission to notify family (in your state) is it legally permissible to do so? (D421)

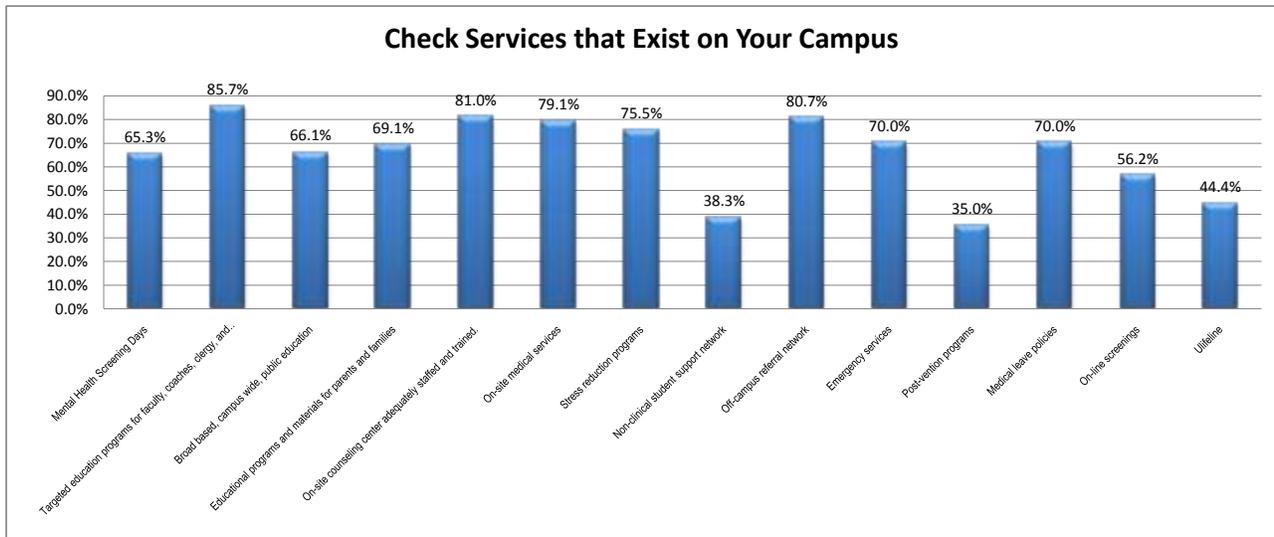
	Count	Percent
Yes	263	81.9%
No	58	18.1%
Total	321	100.0%
Missing	42	
Total Survey Sample	363	

In such cases would you notify parents? (D422)		
	Count	Percent
Yes, in all cases	53	17.0%
Generally yes. Unless in my judgement this would be harmful to the client.	199	63.8%
Generally no, except in very unusual circumstances	60	19.2%
Total	312	100.0%
Missing	51	
Total Survey Sample	363	



Do you have written guidelines for notifying parents in high risk situations? (D423)		
	Count	Percent
Yes	100	29.9%
No	235	70.1%
Total	335	100.0%
Missing	28	
Total Survey Sample	363	

Check the services that exist on your campus: (MR426)		
	Yes (count)	Percent of Total Sample
Mental Health Screening Days	237	65.3%
Targeted education programs for faculty, coaches, clergy, and student/resident advisors	311	85.7%
Broad based, campus wide, public education	240	66.1%
Educational programs and materials for parents and families	251	69.1%
On-site counseling center adequately staffed and trained.	294	81.0%
On-site medical services	287	79.1%
Stress reduction programs	274	75.5%
Non-clinical student support network	139	38.3%
Off-campus referral network	293	80.7%
Emergency services	254	70.0%
Post-vention programs	127	35.0%
Medical leave policies	254	70.0%
On-line screenings	204	56.2%
Uline	161	44.4%



What kind of outcomes assessment do you utilize? (Check all that apply) (MR427)

	Yes (count)	Percent of Total Sample
General student evaluation forms	287	79.1%
Pre and Post testing	88	24.2%
Post therapy assessment of goal attainment	72	19.8%
Other (Specify Below)	28	7.7%
MR427_4 Other (Specify Below)		
all campus survey		
ASIST software assessing each session		
caf at intake and then closure		
client evaluation form		
client satisfaction surveys		
Client termination discussion		
GAF scores (count = 2)		
MY Student Body Evaluation Data		
on line anonymous survey		
online satisfaction survey once a semester		
OQ-45 (count = 2)		
Periodic satisfaction surveys, on-going critical incident reporting, review and response,		
pre-post testing for our meditation groups		
Psych testing data		
Satisfaction Survey (count = 2)		
SCL45		
SLOs IEPs		
solicitation of outside grants, relationship with residence hall staff and Campus police,		
Some programs look at retention, grades, etc.		
Student Voice		
Surveys		
Termination summaries (count = 2)		
web based survey for entire campus		

Does your center's evaluation form include a question that asks students if counseling has helped with their academic performance? (D428)

	Count	Percent
Yes	302	83.2%

If yes, your centers evaluation form includes a question that asks students if counseling has helped their academic performance, what percentage responded positively? (NA429)

	Mean	Median	Mode	Max	Min	Total
Percentage Responding Positively	63.6	65	40	100	10	223

How do you contact clients for ongoing Counseling assignment beyond initial contact? (Check all that apply) (MR430)

	Yes Count	Percent of Total Sample
On-campus mail/US mail	56	15.4%
Local home telephone/Fax	156	43.0%
Cell Phone	228	62.8%
E-mail	155	42.7%
Appointment for on-going counseling arranged at the end of intake	256	70.5%

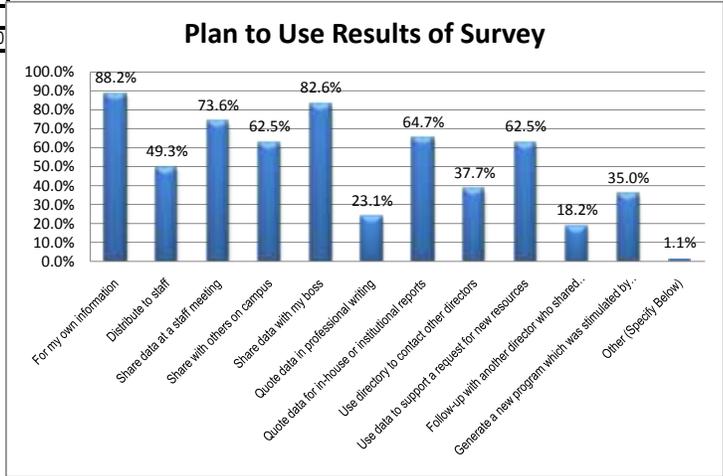
Technology and Information Use

Do you make use of computers in your Center for any of the following functions? (Check all that apply) (MR431)		
	Yes	Percent
Scheduling	287	79.1%
Billing	35	9.6%
Maintaining client case notes	221	60.9%
Program to output clinician's caseloads and turnover	123	33.9%
Database on services/activities	252	69.4%
Electronic mail	304	83.7%
On-line services	178	49.0%
Other (Specify Below)	21	5.8%
Other Specified		
communications with faculty and staff		
Computer based outcome measurement		
counseling web site		
data collection		
EMR starting in June		
on line groups		
on line survey re service satisfaction		
Outcome Assessment		
peer tutor-tutee matching		
powerpoint presentations		
Research, publications, grants		
staff time sheets for human resources		
testing		
transcription of digitally-dictated evaluations		
Type notes		
web portal site for students		
webpage		
webpage of information		
Website - educational		
writing but not storing case notes		

What type of services do you offer on-line? (MR432)		
	Yes (count)	Percent of Total Sample
Mental health screenings	204	56.2%
Self-help pamphlets to be downloaded	223	61.4%
Electronic support groups	3	0.8%
On-line counseling	2	0.6%
Chat rooms around specific themes for students	4	1.1%
Other (Specify Below)	23	6.3%
Other Specified:		
downloadable stress reduction info		
echug		
general information about our Center		
group marketing, general info on center & staff, parents page		
links to mental health resources		
Links to other resources		
links to web resources		
Mental health information on website		
mental health links on college website		
Online interactive workshops		
On-line workshops		
outreach/on line workshops		
power point workshops		
program registration, writing contests, student grant applications		
psychoeducation and links		
psycho-educational materials on website		
Resources for Faculty/Staff		
SII, MBTI		
some counseling via email for students on Study Abroad		
stress reduction exercises		
Ulifeline		
we link to many of these, but to not "offer" them with our resources		
website information about services and programs		

If yes, how many homepage hits did you have last year? (NA434)			
	Mean	Median	Mode
Number of Hits	23477	7021	100,000

How do you plan on using the results of this survey? (Check		
	Yes (count)	Percent of Total Sample
For my own information	320	88.2%
Distribute to staff	179	49.3%
Share data at a staff meeting	267	73.6%
Share with others on campus	227	62.5%
Share data with my boss	300	82.6%
Quote data in professional writing	84	23.1%
Quote data for in-house or institutional reports	235	64.7%
Use directory to contact other directors	137	37.7%
Use data to support a request for new resources	227	62.5%
Follow-up with another director who shared information in the survey	66	18.2%
Generate a new program which was stimulated by ideas shared in the survey	127	35.0%
Other (Specify Below)	4	1.1%
Other Specified		
Center assessment plan data		
To be determined		



Information to Share

Center directors often develop new policies, prepare something in writing to defend a practice, advocate for a position, or justify a new request. If you have documents
INFORMATION REMOVED - NOT FOR PUBLIC DISTRIBUTION

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Please provide us with your thoughts on key strategic issues for the Association for University and College Counseling Center Directors

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