

<u>Under 2,500</u> (n =45)	<u>2,500 - 7,500</u> (n =86)	<u>7,500 - 15,000</u> (n = 60)	<u>Over 15,000</u> (n =81)	<u>TOTAL</u> (n=272)	<u>COMMENTS</u>	4
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2002 DIRECTOR'S SURVEY SUMMARY DATA
Raw data reported outside brackets (frequencies inside)

NOTE ON INTERPRETING THIS SUMMARY: There is missing data for nearly every question in this year's survey, most Directors skip a question or two. The result is that percentages may not add up to 100 for some questions. Please assume that the differences indicate missing data, or "no response" to a question. Numbers correspond to questions on survey, those that have been omitted are highlighted in comments. Thank you!

DEMOGRAPHIC INFORMATION

Director's Gender

Male	155	(57.0%)
Female	116	(42.6%)

Director's Racial/Ethnic Identification

African American	13	(4.8%)
Asian American	1	(0.4%)
Hispanic American	7	(2.6%)
Native American	2	(0.7%)
White/Caucasian	240	(88.2%)
Other	4	(1.5%)
No response	5	(1.8%)

SCHOOL SIZE

	<u>Under 2,500</u> n = 45	<u>2,500 - 7,500</u> n = 86	<u>7,500 - 15,000</u> n = 60	<u>Over 15,000</u> n = 81	<u>TOTAL</u> n = 272	<u>COMMENTS</u>
1. Centers that charge fees for the following services:						Annual income generated: (Average value, range)
a) Personal counseling to students	3 (6.7%)	6 (7.0%)	13 (21.7%)	20 (24.7%)	42 (15.4%)	(\$31,257, 2-90K)
b) Career counseling to students	0 (0.0%)	1 (1.2%)	7 (11.7%)	9 (11.1%)	17 (6.3%)	(\$10,171, 200-30K)
c) Career testing to students	0 (0.0%)	10 (11.6%)	11 (18.3%)	30 (37.0%)	51 (18.8%)	(\$3,650, 100-20K)
d) Personality testing to students	1 (2.2%)	5 (5.8%)	12 (20.0%)	19 (23.5%)	37 (13.6%)	(\$930, 10-6K)
e) Structured groups	2 (4.4%)	5 (5.8%)	12 (20.0%)	10 (12.3%)	29 (10.7%)	(\$1,700, 150-4K)
f) Psychological testing and assessment	0 (0.0%)	9 (10.5%)	15 (25.0%)	21 (25.9%)	45 (16.5%)	(\$2,850, 10-12K)
g) Teaching (Salary comes back to Center)	0 (0.0%)	3 (3.5%)	5 (8.3%)	16 (19.8%)	24 (8.8%)	(\$15,220, 300-84K)
h) Consultation	2 (4.4%)	4 (4.7%)	9 (15.0%)	8 (9.9%)	23 (8.5%)	(\$6,033, 1600-11K)
i) Workshops	2 (4.4%)	4 (4.7%)	10 (16.7%)	10 (16.7%)	26 (9.6%)	(\$6,460, 300-22K)
2. Centers supported by a mandatory fee:						
Fully	8 (17.8%)	8 (9.3%)	6 (10.0%)	19 (23.5%)	41 (15.1%)	
Partially	5 (11.1%)	16 (18.6%)	15 (25.0%)	18 (22.2%)	54 (19.9%)	
3. Centers taking innovative action to earn income: See appendix C.	3 (6.7%)	11 (12.8%)	12 (20.0%)	20 (24.7%)	46 (16.9%)	(\$3,807,200-200K):
4. How earned income was used:						
a) Absorbed into general operating budget.	2 (33%)	11 (50%)	19 (56%)	25 (51%)	57 (51%)	Other uses: sponsoring
b) Used to hire part time staff.	1 (17%)	2 (9%)	4 (12%)	8 (16%)	15 (14%)	conference, purchasing
c) Used to supplement travel budget.	1 (17%)	2 (9%)	5 (15%)	8 (16%)	16 (14%)	gift, support specific

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d) Other.	2 (33%)	7 (32%)	6 (18%)	8 (16%)	23 (21%)	program, funding	
5. How Center budgets have fared in the past year:							
Salaries:							
a) Decreased	2 (4.4%)	2 (2.3%)	4 (6.7%)	5 (6.2%)	13 (4.8%)		
b) Stayed the same	13 (28.9%)	14 (16.3%)	9 (15.0%)	16 (19.8%)	52 (19.1%)		
c) Increased 1-3%	20 (44.4%)	49 (57.0%)	32 (53.3%)	36 (44.4%)	137 (50.4%)		
d) Increased 4-6%	5 (11.1%)	13 (15.1%)	12 (20.0%)	18 (22.2%)	48 (17.6%)		
e) Increased 7% or more	2 (4.4%)	5 (5.8%)	1 (1.7%)	1 (1.2%)	9 (3.3%)		
Other Costs Budget:							
a) Increased	11 (24.4%)	26 (30.2%)	13 (21.7%)	36 (44.4%)	86 (31.6%)		
b) Remained the same	22 (48.9%)	43 (50.0%)	39 (65.0%)	25 (30.9%)	129 (47.4%)		
c) Decreased	6 (13.3%)	4 (4.7%)	4 (6.7%)	4 (4.9%)	18 (6.6%)		
6. Centers that have gained new staff positions in the past year:							
a) Professional	1 (2.2%)	15 (17.4%)	11 (18.3%)	20 (24.7%)	47 (17.3%)	Centers have gained more staff than they lost in every category.	
b) Clerical	1 (2.2%)	2 (2.3%)	2 (3.3%)	5 (6.2%)	10 (3.7%)		
c) Graduate Student Assistant or ½ time Intern	3 (6.7%)	8 (9.3%)	6 (10.0%)	5 (6.2%)	22 (8.1%)		
d) Intern (full time)	1 (2.2%)	2 (2.3%)	3 (5.0%)	4 (4.9%)	10 (3.7%)		
7. Centers that have lost staff positions in the past year:							
a) Professional	2 (4.4%)	4 (4.7%)	6 (10.0%)	7 (8.6%)	6 (1.7%)		
b) Clerical	1 (2.2%)	2 (2.3%)	1 (1.7%)	4 (4.9%)	8 (2.9%)		
c) Graduate Student Assistant or ½ time Intern	0 (0.0%)	2 (2.3%)	1 (1.7%)	4 (4.9%)	7 (2.6%)		
d) Intern (full time)	2 (4.4%)	3 (3.5%)	1 (1.7%)	2 (2.5%)	8 (2.9%)		
8. Centers under pressure to become self-supporting:	4 (8.9%)	8 (9.3%)	12 (20.0%)	17 (21.0%)	41 (15.1%)	A 2% increase from 2001.	
9. Campus status on the possibility that outsourcing/ privatization may occur in the Center:							
a) Has already happened.	3 (6.7%)	3 (3.5%)	1 (1.7%)	1 (1.2%)	8 (2.9%)		
b) Yes, it may occur.	2 (4.4%)	1 (1.2%)	1 (1.7%)	1 (1.2%)	5 (1.8%)		
c) No, has not occurred.	40 (88.9%)	82 (95.3%)	56 (93.3%)	79 (97.5%)	257 (94.5%)		
10. Centers that have had records subpoenaed in the past year: (Cases: divorce, civil litigation, disability)							
	0 (0.0%)	6 (7.0%)	5 (8.3%)	23 (28.4%)	34 (12.5%)	Down 6.5% from 2001.	
12. Centers that have had suits brought against them in the past year:							
	0 (0.0%)	0 (0.0%)	1 (1.7%)	0 (0.0%)	1 (0.4%)		
13. Centers that have experienced other legal or ethical dilemmas in the past year:							
	See Appendix D for examples of dilemmas.						

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14 Paid benefits available for Center staff and interns: (Total data only)	Professional Dues	Licensing Fee	Malpractice Insurance	Conference Expenses	Conference Money available per person (Average and range)	
a) Director	103 (37.9%)	66 (24.3%)	85 (31.3%)	244 (89.7%)	(\$1207, 100- 6.5K)	
b) Training Director	25 (9.2%)	23 (8.5%)	30 (11.0%)	103 (37.9%)	(\$994, 200-4K)	
c) Assistant Director	34 (12.5%)	23 (8.5%)	33 (12.1%)	102 (37.5%)	(\$890, 100- 2.5K)	
d) Professional Staff	60 (22.1%)	45 (16.5%)	68 (25.0%)	198 (72.8%)	(\$746, 100-3K)	
e) Pre-Doctoral Interns	16 (5.9%)	11 (4.0%)	28 (10.3%)	74 (27.2%)	(\$390, 30-1.5K)	
f) Post-Doctoral Interns	4 (1.5%)	4 (1.5%)	11 (4.0%)	29 (10.7%)	(\$293, 30-1K)	
15. Centers' service provision concerns (Directors checked all that applied):						
a) The number of students with severe psychological problems.	38 (84.4%)	69 (80.2%)	51 (85.0%)	68 (84.0%)	226 (83.1%)	Other: international student needs, burnout, fiscal issues
b) An increase in sexual assault cases.	23 (51.1%)	60 (69.8%)	37 (61.7%)	52 (64.2%)	172 (63.2%)	need to improve skills of clinicians.
c) An increase in crisis counseling.	10 (22.2%)	16 (18.6%)	27 (45.0%)	36 (44.4%)	89 (32.7%)	
d) Waiting list problems.	3 (6.7%)	16 (18.6%)	20 (33.3%)	27 (33.3%)	66 (24.3%)	
e) Pressure on the Center to do more about drug and alcohol abuse on campus.	12 (26.7%)	41 (47.7%)	26 (43.3%)	39 (48.1%)	118 (43.4%)	
f) The need to find better referral sources for students who need long-term help.	19 (42.2%)	46 (53.5%)	41 (68.3%)	54 (66.7%)	160 (58.8%)	
g) Referrals by outside agencies to your Center of clients needing long-term therapy.	7 (15.6%)	16 (18.6%)	20 (33.3%)	23 (28.4%)	66 (24.3%)	
h) Responding to the needs of learning disabled students.	15 (33.3%)	29 (33.7%)	15 (25.0%)	25 (30.9%)	84 (30.9%)	
i) A growing demand for services with no increase in resources or fewer resources.	21 (46.7%)	55 (64.0%)	43 (71.7%)	59 (72.8%)	178 (65.4%)	
16. Centers' administrative concerns: (Directors checked all that applied):						
a) Increased paperwork.	9 (20.0%)	23 (26.7%)	14 (23.3%)	24 (29.6%)	70 (25.7%)	
b) Emphasis on accountability data from higher administration.	12 (26.7%)	24 (27.9%)	16 (26.7%)	31 (38.3%)	83 (30.5%)	
c) Training demands of interns reduce clinical hours.	5 (11.1%)	7 (8.1%)	13 (21.7%)	20 (24.7%)	45 (16.5%)	
d) Maintaining staff motivation.	11 (24.4%)	20 (23.3%)	24 (40.0%)	39 (48.1%)	94 (34.6%)	
e) Difficulty finding minority candidates to fill open positions.	9 (20.0%)	27 (31.4%)	25 (41.7%)	31 (38.3%)	92 (33.8%)	
f) Knowing what should/should not be included in case notes.	3 (6.7%)	10 (11.6%)	12 (20.0%)	10 (12.3%)	35 (12.9%)	
g) Boundary issues with administration.	17 (37.8%)	20 (23.3%)	10 (16.7%)	7 (8.6%)	54 (19.9%)	
h) Other	25 (55.6%)	41 (47.7%)	33 (55.0%)	28 (34.6%)	127 (46.7%)	
17. Average salary for professional staff hired in the past year according to gender, minority status, and institutional size is available in Appendix A.						
18. Average salary paid to professional staff according to number of years in the position, according to institutional size, is available in Appendix B.						

	<u>Under 2,500</u> (n =45)	<u>2,500 - 7,500</u> (n =86)	<u>7,500 - 15,000</u> (n = 60)	<u>Over 15,000</u> (n =81)	<u>TOTAL</u> (n=272)	<u>COMMENTS</u>
19. Ratio of FTE mental health professionals to FTE students: (includes all paid staff and interns at centers and other service units on campus except for services provided by students in departmental clinics) to FTE students:	1 to 660	1 to 1495	1 to 1802	1 to 1994	1 to 1574	Range varies from 1-60 to 1-7,500.
20. Percentages of student body receiving counseling in Center: (mean and range)	14.7 (3-33)	8.9 (1-30)	7.3 (1-20)	8.3 (2-30)	9.3 (1-33)	
21. On-campus psychiatric services are provided:						
a) In Counseling Center only.	11 (24.4%)	31 (36.0%)	26 (43.3%)	29 (35.8%)	97 (35.7%)	up 5.2% from 2001.
b) In Student Health Center only.	1 (2.2%)	6 (7.0%)	10 (16.7%)	25 (30.9%)	42 (15.4%)	
c) In both Counseling & Student Health Centers.	1 (2.3%)	1 (1.2%)	1 (1.9%)	8 (8.9%)	11 (4.1%)	
d) In merged Counseling & Student Health Center(%)	5 (11.1%)	1 (1.2%)	4 (6.7%)	9 (11.1%)	19 (7.0%)	
e) Other places on campus.	0 (0.0%)	1 (1.2%)	0 (0.0%)	1 (1.2%)	2 (0.7%)	
f) Contract out for psychiatrists.	5 (11.1%)	7 (8.1%)	4 (6.7%)	4 (4.9%)	20 (7.4%)	
g) No access to psychiatrist except as private referral.	22 (48.9%)	36 (41.9%)	12 (20.0%)	5 (6.2%)	75 (27.6%)	
22. Number of psychiatric consultation hours available per week: (mean and range)	3.9 (1-10)	5.4 (1-30)	14.7 (1-90)	33.7 (1-140)	19.2 (1-140)	
23. Number of psychiatric consultation hours provided per week per 1,000 students: (mean and range)	1.4 (.2-3.5)	2.9 (.1-68.3)	1.4 (0.04-6.2)	3.3 (0.08-56)	2.6 (0.04-68.3)	up from 1.3 in 2001. Double the No. of hours.
24. Center Directors that have noticed an increase in students with the following problems over the past five years:						
a) Severe psychological problems	41 (91.1%)	74 (86.0%)	46 (76.7%)	66 (81.5%)	227 (83.5%)	
b) Sexual assault concerns (on campus)	13 (28.9%)	20 (23.3%)	13 (21.7%)	29 (35.8%)	75 (27.6%)	
c) Problems related to earlier sexual abuse	18 (40.0%)	31 (36.0%)	17 (28.3%)	25 (30.9%)	91 (33.5%)	
d) Alcohol problems	18 (40.0%)	32 (37.2%)	24 (40.0%)	39 (48.1%)	113 (41.5%)	
e) Other illicit drug use	25 (55.6%)	39 (45.3%)	30 (50.0%)	43 (53.1%)	137 (50.4%)	
f) Learning disabilities	32 (71.1%)	58 (67.4%)	34 (56.7%)	48 (59.3%)	172 (63.2%)	
g) Self-Injury	30 (66.7%)	53 (61.6%)	36 (60.0%)	45 (55.6%)	164 (60.3%)	
h) Eating disorders	16 (35.6%)	24 (27.9%)	19 (31.7%)	29 (35.8%)	88 (32.4%)	
i) Normal developmental problem	10 (22.2%)	13 (15.1%)	3 (5.0%)	9 (11.1%)	35 (12.9%)	
j) Career planning issues.	8 (17.8%)	10 (11.6%)	7 (11.7%)	20 (24.7%)	45 (16.5%)	
25. Centers with obsessive-pursuit cases in the past year:	22 (48.9%)	45 (52.3%)	34 (56.7%)	53 (66.3%)	154 (56.6%)	A total of 375 cases; 10 persons killed and 130 injured.
28. Centers that had to hospitalize a student for psychological reasons in the past year:	38 (84.4%)	67 (77.9%)	45 (76.3%)	68 (85.0%)	218 (80.1%)	A total of 1535 students mean=5.7, range 0-85.

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29. When a family-dependent client is hospitalized, the client was notified by:							
a) The counseling center	8 (17.8%)	17 (19.8%)	10 (16.7%)	8 (9.9%)	43 (15.8%)		
b) The hospital	16 (35.6%)	37 (43.0%)	27 (45.0%)	40 (49.4%)	120 (44.1%)		
c) Both	14 (31.1%)	23 (26.7%)	15 (25.0%)	23 (28.4%)	75 (27.6%)		
30. Campuses that had an enrolled <u>student</u> suicide in the 2001-2002 school year:	3 (6.7%)	14 (16.3%)	12 (20.0%)	26 (32.5%)	55 (20.3%)	A total of 116 students One school had 4.	
31. Campuses that had a <u>client</u> suicide in the 01-02 school year:	1 (2.2%)	5 (5.9)	3 (5.0%)	11 (13.8%)	20 (7.4%)		
32. Centers that have had to give warning to a third party about a student who posed a danger to another person:	10 (22.2%)	20 (23.4%)	13 (21.7%)	17 (21.0%)	60 (22.1%)	A total of 108 students	
33. Centers that provide service for students with attention deficit disorder:							
Counseling	41 (91.1%)	77 (89.5%)	55 (91.7%)	71 (87.7%)	244 (89.7%)		
ADHD Support Groups	0 (0.0%)	8 (9.3%)	5 (8.3%)	13 (16.0%)	26 (9.6%)		
ADHD Evaluation/Assessments	10 (22.2%)	25 (29.1%)	15 (25.0%)	23 (28.4%)	73 (26.8%)		
"Coaching" Services	12 (26.7%)	18 (20.9%)	9 (15.0%)	11 (13.6%)	50 (18.4%)		
34. Centers with certified substance abuse/counselor:	8 (17.6%)	22 (25.6%)	14 (23.3%)	33 (40.7%)	77 (28.3%)		
35. The substance abuse clients were handled by:							
a. by substance abuse counselor only.	2 (20%)	9 (33%)	2 (11%)	5 (14%)	18 (18%)		
b. All counselors work with the clients.	8 (80%)	20 (67%)	16 (89%)	32 (86%)	76 (82%)		
36. Percentage of substance abuse clients that were:							
a. Self-referred.	50.5%	45.4%	46.0%	63.8%	52.0%		
b. Mandated.	48.2%	51.9%	45.8%	34.6%	44.7%		
37. Center with success in helping students with substance abuse problems:							
A. If self-referred							
a. Very successful	8 (17.8%)	8 (9.3%)	7 (11.7%)	9 (11.1%)	32 (11.8%)		
b. Moderately successful	29 (64.4%)	63 (73.3%)	42 (70.0%)	52 (64.2%)	186 (68.4%)		
c. Not very successful	5 (11.1%)	4 (4.7%)	3 (5.0%)	6 (7.4%)	18 (6.6%)		
B. mandated							
a. Very successful	3 (6.7%)	3 (3.5%)	4 (6.7%)	6 (7.4%)	16 (5.9%)		
b. Moderately successful	17 (37.8%)	36 (41.9%)	22 (36.7%)	29 (35.8%)	104 (38.2%)		
c. Not very successful	18 (40.0%)	29 (33.7%)	19 (31.7%)	19 (23.5%)	85 (31.3%)		
38. Change of amount of time staff spending on following activities:							
a. Individual personal counseling.							
a. Increasing	32 (71.1%)	58 (67.4%)	36 (60.0%)	40 (49.4%)	166 (61.0%)		
b. Decreasing	1 (2.2%)	0 (0.0%)	4 (6.7%)	4 (4.9%)	9 (3.3%)		
c. Staying the same	11 (24.4%)	28 (32.6%)	18 (30.0%)	36 (44.4%)	93 (34.2%)		
d. Not applicable	0 (0.0%)	0 (0.0%)	1 (1.7%)	0 (0.0%)	1 (0.4%)		

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b. Group therapy.	a. Increasing	4 (8.9%)	16 (18.6%)	16 (11.7%)	25 (30.9%)	61 (22.4%)	
	b. Decreasing	12 (26.7%)	16 (18.6%)	17 (28.3%)	20 (24.7%)	65 (23.9%)	
	c. Staying the same	15 (33.3%)	35 (40.7%)	19 (31.7%)	33 (40.7%)	102 (37.5%)	
	d. Not applicable	14 (31.1%)	19 (22.1%)	6 (10.0%)	2 (2.5%)	41 (15.1%)	
c. Structured groups	a. Increasing	5 (11.1%)	13 (15.1%)	8 (13.3%)	15 (18.5%)	41 (15.1%)	
	b. Decreasing	15 (33.3%)	18 (20.9%)	9 (15.0%)	12 (14.8%)	54 (19.9%)	
	c. Staying the same	14 (31.1%)	36 (41.9%)	29 (48.3%)	47 (58.0%)	126 (46.3%)	
	d. Not applicable	10 (22.2%)	19 (22.1%)	10 (16.7%)	6 (7.4%)	45 (16.5%)	
d. Individual career counseling	a. Increasing	4 (8.9%)	7 (8.1%)	4 (6.7%)	15 (18.5%)	30 (11.0%)	
	b. Decreasing	3 (6.7%)	11 (12.8%)	8 (13.3%)	20 (24.7%)	42 (15.4%)	
	c. Staying the same	13 (28.9%)	30 (34.9%)	22 (36.7%)	23 (28.4%)	88 (32.4%)	
	d. Not applicable	23 (51.1%)	37 (43.0%)	22 (36.7%)	22 (27.2%)	104 (38.2%)	
e. Group career counseling	a. Increasing	2 (4.4%)	3 (3.5%)	5 (8.3%)	13 (16.0%)	23 (8.5%)	
	b. Decreasing	3 (6.7%)	8 (9.3%)	5 (8.3%)	12 (14.8%)	28 (10.3%)	
	c. Staying the same	8 (17.8%)	11 (12.8%)	8 (13.3%)	19 (23.5%)	46 (16.9%)	
	d. Not applicable	30 (66.7%)	63 (73.3%)	38 (63.3%)	35 (43.2%)	166 (61.0%)	
f. Consultation/Outreach	a. Increasing	26 (57.8%)	51 (59.3%)	39 (65.0%)	39 (48.1%)	155 (57.0%)	
	b. Decreasing	8 (17.8%)	6 (7.0%)	3 (5.0%)	10 (12.3%)	27 (9.9%)	
	c. Staying the same	10 (22.2%)	27 (31.4%)	16 (26.7%)	30 (37.0%)	83 (30.5%)	
	d. Not applicable	1 (2.2%)	1 (1.2%)	1 (1.7%)	0 (0.0%)	3 (1.1%)	
39. Percent of center's time devoted to:							
a. Personal Counseling		77.8%	76.4%	73.1%	69.6%	73.9%	
b. Career Counseling		4.4%	5.1%	7.9%	10.4%	7.2%	
c. Academic Counseling		6.9%	6.7%	3.9%	4.9%	5.6%	
a. Other		9.5%	11.5%	15.2%	14.0%	12.7%	
40. Percentage of time a full time counselor spends on following activities during the fall and spring terms:							
a. Direct Service (counseling, workshops, assessment, etc)		63.4%	62.1%	58.8%	58.0%	60.4%	
b. Indirect Service (case notes, training etc.)		16.7%	20.1%	55.5%	22.7%	20.8%	
c. Administrative Activities		15.6%	13.0%	13.2%	12.9%	13.5%	
d. Other		3.2%	4.5%	4.4%	6.0%	4.7%	
41. a) Centers that expect a certain direct service commitment from all counselors:							
b) Cancellation and no-shows included are included in above calculation.		15 (33.3%)	38 (44.2%)	37 (61.7%)	58 (71.6%)	148 (54.4%)	
c) Mean percentage of expected direct service commitment:		14 (93.3%)	24 (63.2%)	28 (75.7%)	38 (65.6%)	104 (70.3%)	
		57.1	61.6	56.1	57.5	56.2	

	<u>Under 2,500</u> (n =45)	<u>2,500 - 7,500</u> (n =86)	<u>7,500 - 15,000</u> (n = 60)	<u>Over 15,000</u> (n =81)	<u>TOTAL</u> (n=272)	<u>COMMENTS</u>
42. Case-load expectation for full-time counselors with no other primary assignment: (40 hour week)	22.9	21.3	21.6	20.9	21.5	
44. Centers having a waiting list during certain times of the year:	14 (31.1%)	39 (45.3%)	22 (46.7%)	46 (57.6%)	121 (44.6%)	
45. Reasons for not having a significant waiting list:						
a) Adequate staff size to handle case load	20 (44.4%)	30 (34.9%)	7 (11.7%)	16 (19.8%)	73 (26.8%)	
b) Part-time staff added during busy times	8 (17.8%)	10 (11.6%)	12 (20.0%)	17 (21.0%)	47 (17.3%)	
c) Overload taken at busy times	25 (55.6%)	48 (55.8%)	23 (38.3%)	33 (40.7%)	129 (47.4%)	
d) Paid overtime	8 (17.8%)	8 (9.3%)	6 (10.0%)	3 (3.7%)	25 (9.2%)	
e) Case loads managed to avoid waiting list	13 (28.9%)	30 (34.9%)	22 (36.7%)	30 (37.0%)	95 (34.9%)	
f) Clients seen less often	19 (42.2%)	56 (65.1%)	24 (40.0%)	44 (54.3%)	143 (52.6%)	
g) Clients moved into group	1 (2.2%)	6 (7.0%)	4 (6.7%)	17 (21.0%)	28 (10.3%)	
46. Centers hiring part-time counselors:	19 (42.2%)	38 (45.7%)	29 (48.3%)	52 (64.2%)	137 (50.4%)	
Average hourly rate for part timer:	29	25	25	23	25	
47. Service provided by part-time counselors:						
a) Individual counseling	19 (100%)	38 (100%)	28 (96.5%)	52 (100%)	137 (100%)	
b) Group counseling	3 (15.8%)	13 (34.2%)	5 (17.9%)	28 (53.9%)	49 (35.8%)	
c) Workshops	7 (36.8%)	13 (34.2%)	8 (28.6%)	18 (34.6%)	46 (33.6%)	
d) Outreach work	8 (42.1%)	13 (34.2%)	5 (17.9%)	13 (25.0%)	39 (28.5%)	
e) Committee Work	3 (15.8%)	3 (7.9%)	1 (3.6%)	4 (7.7%)	11 (8.0%)	
f) Attend staff business meeting	4 (21.1%)	15 (39.5%)	9 (32.1%)	18 (34.6%)	46 (33.6%)	
g) Attend case staffings	5 (26.3%)	18 (47.4%)	18 (64.3%)	23 (44.2%)	64 (46.7%)	
48. Percentage of part time counselor's time devoted to direct service:	90.1%	80.3%	81.0%	81.4%	82.3%	
49. Effect of part-time counselor in reducing caseload:						
a) Extremely helpful	10 (58.8%)	26 (72.2%)	23 (85.2%)	38 (74.5%)	97 (74.1%)	
b) Moderately helpful	5 (29.4%)	7 (19.4%)	2 (7.4%)	9 (17.7%)	23 (17.6%)	
c) Mildly helpful	2 (11.8%)	3 (8.3%)	2 (7.4%)	4 (7.8%)	11 (8.4%)	
50. Centers participating in Depression Screening Day:	18 (40.0%)	30 (34.9%)	29 (48.3%)	32 (39.5%)	109 (40.1%)	
51. Mean number of student screened for depression:	27 (2-80)	39 (2-150)	48 (3-130)	67 (4-356)	49 (2-356)	5,341 students in all were screened.
Percentage of students referred for treatment:	56%	43%	37%	43%	42%	
52. Centers participating in Anxiety Screening Day:	6 (13.3%)	12 (14.0%)	8 (13.6%)	15 (18.5%)	41 (15.1%)	
53. Mean number of student screened for anxiety:	35 (15-60)	31 (2-126)	30 (12-52)	52 (5-160)	39 (2-160)	1,681 students in all were screened.
Percentage of students referred for treatment:	52.0%	44.7%	41.7%	29.9%	40.4%	
54. Centers limiting the number of sessions per client:	12 (26.7%)	31 (36.0%)	27 (45.0%)	50 (61.7%)	120 (44.1%)	

	<u>Under 2,500</u> (n =45)	<u>2,500 - 7,500</u> (n =86)	<u>7,500 - 15,000</u> (n = 60)	<u>Over 15,000</u> (n =81)	<u>TOTAL</u> (n=272)	<u>COMMENTS</u>	11
55. Average number of sessions per client in the past year for centers that limit number of sessions	5.1 (4-10)	5.4 (3-10)	5.8 (3-12)	5.5 (2.4-12)	5.5 (2.4-12)		
56. Average number of sessions per client in the past year for centers with no limit of number of sessions:	6.1	5.9	5.4	4.8	5.2		
57. Centers with session limits that make exceptions:	13 (29.5%)	31 (36.0%)	29 (48.3%)	55 (67.9%)	128 (47.2%)		
58. Reasons for the exceptions in question 57:							
a) For training purpose	1 (7.7%)	16 (51.6%)	24 (82.8%)	41 (74.6%)	82 (64.1%)		
b) No appropriate referral available	8 (61.5%)	19 (61.3%)	21 (72.4%)	25 (45.5%)	73 (57.0%)		
c) Client requires only a few more sessions.	9 (69.2%)	31 (100.0%)	27 (93.1%)	50 (90.1%)	119 (93.0%)		
d) Client recovering from a campus assault.	4 (30.8%)	11 (35.5%)	18 (62.1%)	24 (43.6%)	57 (43.6%)		
e) Not sticking to our own policy.	6 (46.2%)	15 (48.4%)	11 (37.9%)	12 (21.8%)	44 (21.8%)		
59. The decision to give sessions beyond limit was made by:							
a) treating counselor	7 (43.8%)	16 (31.4%)	14 (29.8%)	24 (27.3%)	61 (30.2%)		
b) approval from director.	6 (37.5%)	21 (41.2%)	14 (29.8%)	25 (28.4%)	66 (32.7%)		
c) intern/trainee obtaining approval from supervisors.	2 (12.5%)	8 (15.7%)	14 (29.8%)	23 (26.1%)	47 (23.3%)		
d) a committee	1 (6.3%)	6 (11.8%)	5 (10.6%)	16 (18.2%)	28 (13.9%)		
60. Belief that counselors occasionally become sexually attracted to a client:	32 (71.1%)	61 (70.9%)	45 (75.0%)	64 (79.0%)	202 (74.3%)		
61. When sexual attraction occurs, counselors should:							
a) Refer the client to another therapist.	10 (22.2%)	24 (27.9%)	11 (18.3%)	15 (18.5%)	60 (22.1%)		
b) Say nothing and continue to work with the client.	0 (0.0%)	4 (4.7%)	1 (2.2%)	5 (6.2%)	10 (3.7%)		
c) Obtain supervision and continue to work with the client.	27 (60.0%)	64 (74.4%)	41 (68.3%)	59 (72.8%)	191 (70.2%)		
d) Inform client but proceed with therapy.	1 (2.2%)	0 (0.0%)	2 (3.3%)	1 (1.2%)	4 (1.5%)		
62. Do counselors discuss this problem at case staffing:							
a) Yes, most have done so.	5 (11.1%)	10 (11.6%)	5 (8.3%)	10 (12.3%)	30 (11.0%)		
b) Yes, but a rare occurrence.	14 (31.1%)	42 (48.8%)	35 (58.3%)	43 (53.1%)	134 (49.3%)		
c) No, never happened.	26 (57.8%)	33 (38.4%)	18 (30.0%)	23 (28.4%)	100 (36.8%)		
63. Do counselors discuss sexual attraction to supervisor:							
a) Yes, most have done so.	2 (4.4%)	9 (10.5%)	4 (6.7%)	9 (11.1%)	24 (8.8%)		
b) Yes, but a rare occurrence.	14 (31.1%)	39 (45.3%)	32 (53.3%)	41 (50.6%)	126 (46.3%)		
c) No, never happened.	29 (64.4%)	38 (44.2%)	20 (33.3%)	28 (34.6%)	115 (42.3%)		
64. Sexual attraction toward a client is still a taboo topic:	31 (68.9%)	59 (68.6%)	48 (80.0%)	64 (79.0%)	202 (74.3%)		
65. Centers with staff conflict issue in the past several years:	23 (51.1%)	51 (59.3%)	45 (75.0%)	51 (63.0%)	170 (62.5%)		

	<u>Under 2,500</u> (n =45)	<u>2,500 - 7,500</u> (n =86)	<u>7,500 - 15,000</u> (n = 60)	<u>Over 15,000</u> (n =81)	<u>TOTAL</u> (n=272)	<u>COMMENTS</u>
66. How staff conflict was handled:						
a) Resolved problem among themselves.	15 (65.2%)	34 (66.7%)	29 (66.4%)	26 (51.0%)	104 (61.2%)	
b) Brought in a consultant.	0 (0.0%)	3 (5.9%)	7 (15.6%)	4 (7.8%)	14 (8.2%)	
c) Fired the problematic staff member.	1 (4.4%)	5 (9.8%)	1 (2.2%)	4 (7.8%)	11 (6.5%)	
d) The problematic staff resigned.	5 (21.8%)	8 (15.7%)	7 (15.6%)	15 (29.4%)	35 (20.6%)	
e) Other:	work still in progress, medication, staff worked together, mediated conflict.					
67. a) Centers that dismissed a counselor in the past five years due to poor performance:	3 (6.7%)	9 (10.5%)	6 (10.0%)	10 (12.3%)	28 (10.3%)	
	Four dismisses resulted in grievance; 2 with affirmative action charges, 2 complaints with Human Relation Committee and 1 suit was filed. Seven directors were unsuccessful in the attempt to dismiss a counselor.					
70. Centers using peer review team to evaluate work of a counselor performing below standards:	3 (6.7%)	6 (7.0%)	11 (18.3%)	31 (38.3%)	51 (18.8%)	

71. Management issues encountered and addressed: (Total responses only)

Issues	Yes	How the Issue was Handled		
		Internally	Externally	Both
a) Alleged sexual harassment.	51 (18.8%)	21 (41.2%)	2 (3.9%)	29 (56.9%)
b) Alleged ethical violations (non-sexual) with clients.	73 (26.9%)	42 (57.5%)	3 (4.1%)	23 (31.5%)
c) Alleged ethical violations (non-sexual) with supervisees	32 (11.8%)	22 (68.8%)	3 (9.4%)	9 (28.1%)
d) Alleged ethical violations (sexual) with patients/clients.	20 (7.4%)	6 (30.0%)	0 (0.0%)	14 (70.0%)
e) Alleged ethical violations (sexual) with supervisees.	10 (3.7%)	5 (50.0%)	0 (0.0%)	5 (50.0%)
f) Dating/romantic relationships between two staff members.	18 (6.6%)	16 (88.9%)	0 (0.0%)	2 (11.1%)
g) Impaired staff member due to substance abuse.	18 (6.6%)	7 (38.9%)	1 (5.6%)	9 (50.0%)
h) Impaired staff member due to head trauma or other medical illness affecting cognitive functioning.	25 (9.2%)	9 (36.0%)	2 (8.0%)	14 (56.0%)
i) Embezzlement (large or small).	12 (4.4%)	2 (16.7%)	1 (8.3%)	8 (66.7%)
j) Theft of property.	3 (1.1%)	1 (33.3%)	0 (0.0%)	2 (66.7%)
k) Extraordinary unauthorized use of physical staff resources.	16 (5.9%)	12 (75.0%)	0 (0.0%)	4 (25.0%)
l) Falsification of records or data.	10 (3.7%)	4 (40.0%)	0 (0.0%)	6 (60.0%)
m) Display of violent behavior.	4 (1.5%)	3 (100%)	0 (0.0%)	0 (0.0%)
n) Other.	2 (0.7%)	2 (100%)	0 (0.0%)	0 (0.0%)

	<u>Under 2,500</u> (n =45)	<u>2,500 - 7,500</u> (n =86)	<u>7,500 - 15,000</u> (n = 60)	<u>Over 15,000</u> (n =81)	<u>TOTAL</u> (n=272)	<u>COMMENTS</u>
72. Willingness to identify center code for helping other directors solve similar problems:	4 (8.9%)	16 (18.6%)	11 (18.3%)	26 (32.1%)	57 (21.0%)	
Those centers have been marked by an asterisk in the appendix of alphabetized listing of participants.						
73. Make-up of counselors in centers:						
Ethnicity of professional staff members (total number and percentage):						
a) African American	4.5 (3.7%)	27 (7.0%)	35 (9.1%)	108 (10.7%)	174.5 (9.2%)	
b) Asian American	0 (0.0%)	22 (5.7%)	14 (3.6%)	60 (5.9%)	96 (5.0%)	
c) Hispanic American	5 (4.1%)	9 (2.3%)	19 (4.9%)	50 (4.9%)	83 (4.4%)	
d) Native American	1 (0.8%)	1 (.3%)	3 (0.8%)	6 (0.6%)	11 (0.6%)	
e) White/Caucasian	108 (88.8%)	316 (81.4%)	286 (74.5%)	765 (75.4%)	1475 (77.3%)	
f) Other	3 (2.5%)	13.2 (3.4%)	27 (7.03%)	25 (2.5%)	68.2 (3.6%)	
Gender of professional staff members:						
a) Male	35.5 (28.2%)	133.3 (34.6%)	150 (40.3%)	365 (36.8%)	683.8 (36.5%)	
b) Female	90 (71.8%)	252.5 (65.5%)	222.3 (59.7%)	625.7 (63.2%)	1190.8 (63.3%)	
Sexual Orientation of the professional staff members:						
a) Gay/Lesbian/Bisexual	11 (9.8%)	27.5 (8.5%)	40 (13.2%)	101 (11.6%)	179 (11.1%)	
b) heterosexual	96 (90.2%)	297 (91.5%)	264 (86.8%)	774 (88.5%)	1430 (88.9%)	
75. How these survey results were used in the past:						
a) For my own information	30 (66.7%)	70 (81.4%)	51 (85.0%)	72 (88.9%)	223 (82.0%)	
b) Distributed to staff	12 (26.7%)	46 (53.5%)	30 (50.0%)	42 (51.9%)	130 (47.8%)	
c) Shared data at a staff meeting	19 (42.2%)	47 (55.3%)	44 (73.3%)	49 (60.5%)	159 (58.7%)	Other uses include refer-
d) Shared with others on campus	12 (26.7%)	33 (38.4%)	33 (55.0%)	38 (46.9%)	116 (42.6%)	ence for salary negotiation,
e) Shared data with my boss	26 (57.8%)	58 (67.4%)	47 (78.3%)	62 (76.5%)	193 (71.0%)	to keep with trends and
f) Quoted data in professional writing	5 (11.1%)	12 (14.0%)	13 (21.7%)	17 (21.0%)	47 (17.3%)	and issues in the field.
g) Quoted data for in-house or institutional reports	15 (33.3%)	40 (46.5%)	32 (54.2%)	43 (53.1%)	130 (48.0%)	
h) Used directory to contact other directors	7 (15.6%)	22 (25.6%)	22 (36.7%)	36 (44.4%)	87 (32.0%)	
i) Used data to support a request for new resources	15 (33.3%)	34 (39.5%)	31 (51.7%)	43 (53.1%)	123 (45.2%)	
j) Followed-up with another director who shared information in the survey	2 (4.4%)	9 (10.5%)	7 (11.9%)	14 (17.3%)	32 (11.8%)	
k) Generated a new program in my Center which was stimulated by ideas shared in the survey	3 (6.7%)	11 (12.8%)	9 (15.0%)	13 (16.0%)	36 (13.2%)	
l) Followed-up on leads for videotapes, books, etc. that were recommended by other directors in the survey	7 (15.6%)	7 (8.1%)	10 (16.7%)	7 (8.6%)	31 (11.4%)	