

National Survey of College Counseling Centers 2013

Section One: 4-Year Directors

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Project Support

This project could not be accomplished without the financial support of the Provost's Office at the University of Pittsburgh, the space provided by the School of Education's Department of Administrative and Policy Studies, and assistance of the Technical Support Office.

Funding has also be generously provided by the American College Counseling Association (ACCA). ACCA actively promotes ethical professional counselor practice and training in higher education settings. ACCA also offers opportunities for advocacy and leadership, provides continuing education, facilitates communication within the profession, funds and disseminates research, and publicly recognizes meritorious contributions to the profession.

ACCA Website: www.collegecounseling.org

The publisher of this monograph is the International Association of Counseling Services (IACS). As the accrediting agency for counseling centers in a wide variety of settings, the primary objective for IACS is the maintenance of quality service delivery. The basic purposes of the Association are to encourage and aid counseling centers and agencies to meet high professional standards, to inform the public about those that are competent and reliable, and to foster communication among the centers and agencies.

IACS Website: www.iacinc.org

Overview

The National Survey of College Counseling Centers (previously the National Survey of Counseling Center Directors) has been conducted since 1981 and includes data provided by the administrative heads of college and university counseling centers in the United States and Canada. The survey attempts to stay abreast of current trends in counseling centers and to provide ready access to the opinions and solutions of colleagues to problems and challenges in the field. The areas addressed cover a range of concerns including current concerns, innovative programming, and a number of other administrative, ethical and clinical issues. A directory of all participants is provided.

For the first time data has also been gathered from two-year institutions and from non-administrative clinicians. These data will be provided in separate reports and will be available at the following sites:

ACCA Website: www.collegecounseling.org

IACS Website: www.iacsinc.org

Highlights

(N=203)

More complete data by institutional size are provided with the survey data. In addition, while data from 2 yr. institutions is provided in the body of the report, these data will be discussed in a separate report.

1. 60% of responding directors are women, a major turnaround over the past two decades. In 1982, only 19% of directors were women. Most directors (40%) identify themselves as counseling psychologists, 25% are professional counselors, 19% are clinical psychologists, 9% are social workers, 3% are mental health professionals, and one director self identifies as a student personnel administrator. Other demographics are available in the body of the report.
2. The 203 centers surveyed represent 1.8 million students eligible for counseling services at their institutions. 11.4% of these students sought counseling during the year for individual or group counseling. In addition, 33% of the students from the surveyed schools were seen in other contexts by counseling center staff (workshops, orientations, presentations, etc) (Items 1, 2, 4).
3. The ratio of counselors to clients, on average, was 1 to 1,604 students with smaller schools having much better ratios (Item 3).
4. 58% of the surveyed directors have access to on-campus psychiatric consultation. On average 23.6 psychiatric consultations hours per campus (2.3 per 1,000 students) are available with a range from 1 to 180 hours (Items 5-6).
5. 88% of directors believe that there has been a steady increase in the number of students arriving on campus that are already on psychiatric medication (Item 7).
6. 14% of center clients are referred for psychiatric evaluation and 25% are on psychiatric medication. The latter is up from 20% in 2003, 17% in 2000, and 9% in 1994 (Items 8-9).
7. 95% of directors report that the recent trend toward greater number of students with severe psychological problems continues to be true on their campuses. In addition, over the past five years, the following percentage of directors has noted increases in the listed problems (Items 10-11).
 - 73% Crises requiring immediate response
 - 66% Psychiatric medication issues
 - 60% Learning disabilities
 - 48% Illicit drug use (Other than alcohol)
 - 41% Self-injury issues (e.g. Cutting to relieve anxiety)

- 34% Alcohol abuse
 - 33% Sexual assault concerns (On campus)
 - 32% Problems related to earlier sexual abuse
 - 24% Eating disorders
 - 24% Career Planning issues
8. 44% of center clients have severe psychological problems. 7% of these have impairment, so serious they cannot remain in school, or can only do so with extensive psychological/psychiatric help, while 37% experience severe problems but can be treated successfully with available treatment modalities. In schools over 15,000, percentages are higher with 59% of clients having severe problems, 50% of whom are successfully treated and 9 % that cannot remain in school or can do so only with extensive help not generally available (Item 14).
9. Item 15 provides information on what centers are doing to address the increase of students with serious psychological problems:
- 60% increased the amount of time in training faculty and others to respond helpfully to students in trouble and to make appropriate referrals (73% at large schools).
 - 57% expanded external referral networks (75% in large schools).
 - 55% served on interdisciplinary committees aimed at the early identification of troubled students. (73% at large schools).
 - 52% increased training for staff in working with difficult cases (70% in large schools).
 - 40% offered psycho-educational assistance on web page (55% in large schools).
 - 34% Increased counseling staff (60% in large schools).
 - 25% increased psychiatric consulting hours (33% in larger schools).
 - 22% increased part-time counselors during busy time of year (40% in large schools).
 - 16% increased training for staff in time-limited therapy (38% in large schools).
 - Other actions taken include more off-campus referrals, expanded crisis services, providing campus suicide prevention gatekeeper training, and providing skills training for clients to help them learn to tolerate and manage mild-to-moderate emotional discomfort without medication.
10. 91% of centers hospitalized an average of 9.2 students per school for psychological reasons. The average number of hospitalizations per 1,000 students was 1.8 (Items 16-17).
11. Directors reported 69 student suicides in the past year (Items 23-39).
- 80% of these had not sought counseling center assistance.
 - 71% were males, and 76% were undergraduates.
 - 33% of the suicides occurred on or near campus.
 - 77% were Caucasian, 11% were Latino, 9% were African-American, 2% were Asian or Pacific-Islanders, and 2% were multi-ethnic.

12. To the extent it was known:

- 48% of the students who committed suicide were depressed, 27% had relationship problems, 16% had academic problems, and 6% had financial problems (These numbers are probably low since directors appear to have reported only on the primary factor rather than a combination of factors).
- 17% were on psychiatric medication, and 9% had previous psychiatric hospitalizations.
- 28% committed suicide by firearm, 32% by hanging, 17% by toxic substances, 15% by jumping, and 21% by other means.
- Half of the suicides occurred on a weekday and half on weekends.
- Lowest months for suicides-July, August, September, October and January.
- Highest suicide months: March, April, November, December.
- Of the 14 students who committed suicide and were center clients, only 2 had indicated suicidal intent and 5 were considered to be suicidal risks.

13. Percentage of campuses that provide services thought to be essential for addressing suicidal behavior (Item 33):

- 82% Programs for faculty/coaches/advisors/resident assts. (up 8% since last year).
- 78% Stress reduction programs (up 9%).
- 77% Medical leave policies (up 8%).
- 73% Off-campus referral networks (up 2%).
- 72% Emergency services (up 2%).
- 67% On-site medical services (up 2%).
- 59% Depression screening days (up 7%).
- 59% Broad-based campus –wide educational programs (up 4%).
- 57% Adequately staffed counseling centers (up 1%).
- 56% On-site psychiatric services (up 6%).
- 43% Non-clinical student support network (up 8%).
- 36% Education programs and materials for parents/families (down 8%).
- 32% Post-vention programs

14. When a client is a suicidal risk but does not meet criteria for involuntary hospitalization 51% of directors would not notify anyone without a signed release from the student (up 10% since 2010), 28% would notify the person to whom they report (up 6% since 2010), 22% would notify family (up 9% since 2010), and 17% would notify residence life staff (up 12% since 2010) and 17% would respond in some other way (Item 34).

15. 22 of the responding centers (12%) reported a total of 33 instances when it was necessary to give warning to a third party about a student who posed a specific danger to another person. In 76% of these cases police were notified (up 5%), 71% notified the potential victim (up 10%) and 29% indicated others (down 10%) which included the administration, guardians, residence life, child

protection agencies, and the campus risk assessment team (Items 35-37).

16. 58% of directors reported that because of recent tragedies on college campuses due to emotionally disturbed students, they have come under increasing pressure to share concerns about troubled students who might pose a risk to others (Item 38).
17. If a center has a client who poses a significant danger to others but not to a specific person and who does not meet criteria for involuntary hospitalization, would state guidelines support the center's informing a third party without the client's permission? 25% of directors said yes, 38% said no, and 37% reported that the guidelines were not clear (Item 39).
18. 35% of counseling centers continue to experience problematic waiting list problems during certain times of the year (Item 12).
19. In an attempt to avoid wait lists or keep them at a manageable level some directors have taken the following steps. (Note that even when such steps are taken it does not necessarily remove the problem, especially when demand is great, and resources limited) (Item 13).
 - 79% Clients who are not in crisis are seen less frequently
 - 75% No automatic weekly appointments. Appt. scheduled as counselor schedule permits
 - 73% Staff take on an overload during busy times
 - 48% Staff manage caseloads so no wait list develops
 - 48% Part time staff added during busy times
 - 18% Staff work overtime without compensation or release time
 - 16% Clients not in critical need of individual help moved into groups
 - 10% Staff work overtime for added compensation or release time
 - 10% report wait lists cannot be helped due to demand and limited resources
 - 13% Other: triage, half-hour appointments, brief therapy models, more frequent external referrals
20. A majority of counseling centers now ask former clients if their counseling experience helped them remain enrolled in their institutions (69%) and/or whether it helped with their academic performance (70%). In spite of the fact that most students do not come to counseling centers for these specific reasons, 62% indicated that it helped them remain in school and 61% stated that counseling helped better their academic performance (Items 40-43).
21. Of the directors who were in their position 5 years ago (148), 77% report that the work is increasingly stressful. Reasons given include managing the pressures on center staff due to the increasing complexity of student problems (78%), time pressures (78%), increased administrative demands (72%), budget issues (60%), and growing expectations on campus for counseling centers

to reduce the possibility of tragic campus events (60%). Other contributors to director stress are included in the main body of the report (Items 44-45).

22. 8% of center clients are referred to external practitioners for more specialized or intensive treatment. Overlapping reasons were given including the lack of staff expertise in dealing with specific problems (84%), students who required longer term therapy than the center could provide (73%), and when student insurance covered outside treatment (23%).

23. How directors describe their primary function (Item 48):

- 70% --Mental health/psychological services center.
- 03% -- Personal development center
- 00% --Career development center
- 18% --A combination of the above.

24. Services provided by counseling staff are summarized in the body of the report (Item 49).

25. Check item 50 for director's salaries broken down by size of institution, number of FTE staff, and experience as director.

	Under 7,500 (4-Year)			7,500 - 15,000 (4-Year)			Over 15,000 (4-Year)			Total (4-Year)			Total (2-Year)		
	n=122			n=35			n=46			n=203			n=20		
	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#
Director's Professional Identity															
Clinical Psychologist		16.39%	20		34.29%	12		17.39%	8		19.70%	40		5.00%	1
Counseling Psychologist		27.87%	34		42.86%	15		71.74%	33		40.39%	82		5.00%	1
Psychiatrist		0.00%	0		0.00%	0		0.00%	0		0.00%	0		0.00%	0
Mental Health Professional		2.46%	3		5.71%	2		0.00%	0		2.46%	5		10.00%	2
Social Worker		11.48%	14		2.86%	1		6.52%	3		8.87%	18		5.00%	1
Student Personnel Administrator		0.00%	0		2.86%	1		0.00%	0		0.49%	1		5.00%	1
Professional Counselor		37.70%	46		8.57%	3		4.35%	2		25.12%	51		70.00%	14
Other		4.10%	5		2.86%	1		0.00%	0		2.96%	6		0.00%	0
Director's Racial/Ethnic Background															
African American		3.28%	4		17.14%	6		4.35%	2		5.91%	12		10.00%	2
Hispanic American		1.64%	2		5.71%	2		6.52%	3		3.45%	7		0.00%	0
Native American		0.00%	0		0.00%	0		0.00%	0		0.00%	0		0.00%	0
White/Caucasian		90.98%	111		74.29%	26		82.61%	38		86.21%	175		90.00%	18
Asian American		2.46%	3		0.00%	0		6.52%	3		2.96%	6		0.00%	0
Other		1.64%	2		2.86%	1		0.00%	0		1.48%	3		0.00%	0
Director's Gender															
Male		32.79%	40		50.00%	17		50.00%	23		39.60%	80		30.00%	6
Female		67.21%	82		50.00%	17		50.00%	23		60.40%	122		70.00%	14
Director's Sexual Orientation															
Heterosexual		95.80%	114		91.43%	32		84.44%	38		92.46%	184		95.00%	19
GLBT		4.20%	5		8.57%	3		15.56%	7		7.54%	15		5.00%	1
Q1) Total number of students eligible for counseling on your campus:															
	2936.97	500 – 7500	349500	10833.33	7500 – 15000	357500	25488.1	15000 – 44500	1070500	9162.37	500 – 44500	1777500	6205.88	1000 – 28000	105500
Q2) Total number of individual students who sought counseling during the past year for individual or group counseling															
	365.04	50 – 3750	41250	941.67	350 – 2450	28250	1873.81	450 – 5000	78700	801.08	50 – 5000	148200	561.76	50 – 1800	9550
X16) Percent of student body that sought counseling last year															
	13.46	2.22 – 83.33		8.89	2.67 – 22.27		7.52	2 – 24.39		11.37	2 – 83.33		12.9	1.33 – 85	
Q3) During the academic year, how many FTE mental health professionals provided services in the counseling center or elsewhere on campus? (Include all paid staff and interns, but not unpaid trainees)															
	3.2	0 – 9	381	7.61	2 – 15	236	13.83	1 – 29	567	6.2	0 – 29	1184	1.94	0 – 7	33
X17) Ratio of mental health professionals to students is 1 to:															
	1078.24	250 – 4500		1749.61	607.14 – 4500		3007.73	739.13 – 40000		1604.15	250 – 40000		2971.73	500 – 9333.33	

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	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#
Q4) Approximately how many students a year have contact with your staff apart from individual or group counseling? (This would include workshops, orientation programs, classroom presentations, etc.)															
	1085.71	50 – 9000	121600	3475	300 – 30000	111200	5073.61	300 – 13000	182650	2308.06	50 – 30000	415450	932.35	250 – 3150	15850
X18) Percentage of student body seen in other contexts during the year															
	36.91	2.5 – 300		32.12	3 – 240		22.13	0.88 – 80		33.1	0.88 – 300		26.8	2.5 – 100	
Q5) Are there on-campus psychiatric services available at your school?															
Yes		41.18%	49		71.88%	23		95.24%	40		58.03%	112		0%	0
No		58.82%	70		28.12%	9		4.76%	2		41.97%	81		100.00%	17
Q6) Number of psychiatric consultation hours per week available:															
	7.98	1 – 40		25.96	2 – 180		37.03	2 – 156		21.63	1 – 180		0	0	
X19) Psychiatric consultation hours per 1000 students															
	2.81	0.29 – 13.33		2.37	0.13 – 16.36		1.54	0.1 – 6		2.29	0.1 – 16.36		0	0	
Q7) Do you believe that there has been an increase in the number of students arriving on our campuses that are already on psychiatric medication?															
Yes		88.60%	101		87.10%	27		85.00%	34		87.57%	162		100.00%	17
No		11.40%	13		12.90%	4		15.00%	6		12.43%	23		0%	0
Q8) Approximately what percentage of your clients are referred for psychiatric evaluation?															
	13.07	1 – 50		14.97	0 – 40		16.58	0 – 40		14.14	0 – 50		10.65	0 – 32	
Q9) Estimate the percentage of your center's clients that are taking psychiatric medication (prescribed on campus or off).															
	24.77	1 – 70		27.03	4 – 90		23.42	4 – 55		24.88	1 – 90		32.65	7 – 83	
Q10) There has been a widely reported increase in recent years of students arriving at counseling centers with serious psychological problems. Has this been true at your center?															
Yes		93.69%	104		100.00%	31		92.11%	35		94.44%	170		100.00%	17
No		6.31%	7		0%	0		7.89%	3		5.56%	10		0%	0
Q11) Compared to five years ago, what changes have you noticed in the number of clients with:															
Q11b) Sexual assault concerns (on campus)															
Increase		31.53%	35		46.67%	14		28.21%	11		33.33%	60		11.76%	2
No Change		67.57%	75		53.33%	16		69.23%	27		65.56%	118		88.24%	15
Decrease		0.90%	1		0%	0		2.56%	1		1.11%	2		0%	0
Q11c) Problems related to earlier sexual abuse															
Increase		36.04%	40		31.03%	9		23.08%	9		32.40%	58		64.71%	11
No Change		61.26%	68		68.97%	20		76.92%	30		65.92%	118		35.29%	6
Decrease		2.70%	3		0%	0		0%	0		1.68%	3		0%	0
Q11d) Alcohol problems															
Increase		32.73%	36		30.00%	9		41.03%	16		34.08%	61		29.41%	5
No Change		65.45%	72		66.67%	20		51.28%	20		62.57%	112		70.59%	12
Decrease		1.82%	2		3.33%	1		7.69%	3		3.35%	6		0%	0
Q11e) Other illicit drug use															
Increase		52.25%	58		33.33%	10		48.72%	19		48.33%	87		35.29%	6
No Change		43.24%	48		63.33%	19		48.72%	19		47.78%	86		64.71%	11
Decrease		4.50%	5		3.33%	1		2.56%	1		3.89%	7		0%	0

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	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#
Q11f) Learning disabilities															
Increase		63.64%	70		63.33%	19		46.15%	18		59.78%	107		58.82%	10
No Change		36.36%	40		33.33%	10		48.72%	19		38.55%	69		41.18%	7
Decrease		0%	0		3.33%	1		5.13%	2		1.68%	3		0%	0
Q11g) Self-injury (e.g., cutting)															
Increase		38.39%	43		36.67%	11		50.00%	19		40.56%	73		41.18%	7
No Change		58.04%	65		56.67%	17		47.37%	18		55.56%	100		52.94%	9
Decrease		3.57%	4		6.67%	2		2.63%	1		3.89%	7		5.88%	1
Q11h) Eating disorders															
Increase		24.11%	27		20.00%	6		25.64%	10		23.76%	43		17.65%	3
No Change		71.43%	80		73.33%	22		71.79%	28		71.82%	130		82.35%	14
Decrease		4.46%	5		6.67%	2		2.56%	1		4.42%	8		0%	0
Q11i) Career planning issues															
Increase		25.93%	28		31.03%	9		13.51%	5		24.14%	42		43.75%	7
No Change		68.52%	74		68.97%	20		72.97%	27		69.54%	121		50.00%	8
Decrease		5.56%	6		0%	0		13.51%	5		6.32%	11		6.25%	1
Q11j) Medication issues															
Increase		66.67%	72		72.41%	21		60.53%	23		66.29%	116		58.82%	10
No Change		30.56%	33		27.59%	8		39.47%	15		32.00%	56		41.18%	7
Decrease		2.78%	3		0%	0		0%	0		1.71%	3		0%	0
Q11k) Crisis issues requiring immediate response															
Increase		67.27%	74		80.00%	24		82.05%	32		72.63%	130		64.71%	11
No Change		31.82%	35		20.00%	6		15.38%	6		26.26%	47		35.29%	6
Decrease		0.91%	1		0%	0		2.56%	1		1.12%	2		0%	0
Q12) Do you typically have a waiting list problem during your busy times of the year?															
Yes		24.11%	27		41.94%	13		60.00%	24		34.97%	64		17.65%	3
No		75.89%	85		58.06%	18		40.00%	16		65.03%	119		82.35%	14
Q13) Whether or not you have a waiting list problem, how do you manage your resources to avoid the problems or keep it at a manageable level? (check all that apply)															
Part-time staff are added during busy times.		14.10%	16		41.94%	13		47.50%	19		26.09%	48		0.00%	0
Staff take on an overload at busy times and reduce other center involvements.		75.22%	85		67.74%	21		72.50%	29		73.37%	135		47.06%	8
Staff work overtime for compensation or later release time.		12.39%	14		12.90%	4		2.50%	1		10.33%	19		11.76%	2
Staff work overtime without compensation or release time.		22.12%	25		9.68%	3		12.50%	5		17.93%	33		41.18%	7

	Under 7,500 (4-Year)			7,500 - 15,000 (4-Year)			Over 15,000 (4-Year)			Total (4-Year)			Total (2-Year)		
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	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#
Staff are expected to manage case load so that no wait list develops.		44.25%	50		51.61%	16		47.50%	19		46.20%	85		47.06%	8
Some clients are seen less frequently.		73.45%	83		83.87%	26		9.00%	36		78.80%	145		76.47%	13
Clients are not automatically provided a regularly scheduled weekly appointment. Following each appointment they schedule their next appointment as the counselor's schedule allows.		60.18%	68		58.06%	18		75.00%	30		63.04%	116		47.06%	8
Clients not in critical need of individual help are moved into groups.		6.19%	7		19.35%	6		42.50%	17		16.30%	30		5.88%	1
It is not a manageable problem given our limited resources.		5.31%	6		6.45%	2		10.00%	4		6.52%	12		17.65%	3
Other		13.27%	15		32.26%	10		10.00%	4		15.76%	29		5.88%	1
Q14) Clients with severe problems or impairments:															
Q14a) What percentage of your clients have periods of severe distress (depression, anxiety, panic attacks, suicidal ideation, etc.) but can be treated successfully within the time limits and available treatment modalities existing at your centers.															
	33.28	1 – 95		38.32	2 – 95		50.09	10 – 95		37.61	1 – 95		26.41	1 – 80	
Q14b) What percentage of your clients would you say have impairment so severe that they are unable to remain in school or can only do so with on-going psychological/psychiatric assistance?															
	6.17	0 – 30		5.76	1 – 20		8.49	1 – 30		6.58	0 – 30		6.59	1 – 20	
X20) Total percent of students with severe problems															
	39.48	2 – 100		44.25	5 – 100		59	11 – 100		44.31	2 – 100		33	2 – 100	
Q15) What actions has your center taken to help handle the increase in the number of students with more serious psychological problems? (check all that apply)															
Increased training for staff in working with difficult cases		42.73%	47		61.29%	19		70.00%	28		51.93%	94		41.18%	7
Increased training for staff in time-limited therapy		9.09%	10		12.90%	4		37.50%	15		16.02%	29		0.00%	0
Increased counseling staff		26.36%	29		25.81%	8		60.00%	24		33.70%	61		17.65%	3

	Under 7,500 (4-Year)			7,500 - 15,000 (4-Year)			Over 15,000 (4-Year)			Total (4-Year)			Total (2-Year)		
	n=122			n=35			n=46			n=203			n=20		
	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#
Increased psychiatric counseling hours		17.27%	19		45.16%	14		32.50%	13		25.41%	46		0.00%	0
Increased part-time counselors during busy time of year		12.73%	14		29.03%	9		40.00%	16		21.55%	39		5.88%	1
Increased time spent training faculty and others on campus to help them respond well to students in trouble and to make more appropriate referrals		54.55%	60		61.29%	19		72.50%	29		59.67%	108		70.59%	12
Served on a student assistance committee		50.91%	56		48.39%	15		72.50%	29		55.25%	100		47.06%	8
Offered psycho-educational assistance on a center web page		36.36%	40		32.26%	10		55.00%	22		39.78%	72		47.06%	8
Expanded external referral network		51.82%	57		51.61%	16		75.00%	30		56.91%	103		70.59%	12
Other		10.00%	11		3.23%	1		5.00%	2		7.73%	14		5.88%	1
Q16) Has your center hospitalized a student for psychological reasons in the past year?															
Yes		85.84%	97		96.88%	31		100.00%	40		90.81%	168		52.94%	9
No		14.16%	16		3.12%	1		0%	0		9.19%	17		47.06%	8
Q17) How many students were hospitalized?															
	5.83	1 – 26	542	10.72	2 – 40	311	16.32	4 – 58	620	9.21	1 – 58	1473	3.11	1 – 10	28
X21) Students hospitalized per 1000															
	2.38	0.25 – 10		1.04	0.24 – 3.64		0.73	0.13 – 3.52		1.75	0.13 – 10		0.81	0.18 – 2	
Q18) Have any students on your campus committed suicide in the past year?															
Yes		10.62%	12		12.90%	4		64.10%	25		22.40%	41		17.65%	3
No		89.38%	101		87.10%	27		35.90%	14		77.60%	142		82.35%	14
Q19) How many students committed suicide?															
	1.33	1 – 2	16	1.5	1 – 2	6	2.14	1 – 5	47	1.82	1 – 5	69	1.33	1 – 2	4
Q20) How many were by Center clients?															
	0.42	0 – 2	5	0.25	0 – 1	1	0.33	0 – 2	8	0.35	0 – 2	14	0.33	0 – 1	1
Q21) Suicides by Gender															
Q21a) Male															
	1.2	1 – 2	12	1.67	1 – 2	5	1.52	0 – 4	32	1.44	0 – 4	49	1.33	1 – 2	4
Q21b) Female															
	0.5	0 – 1	4	0.33	0 – 1	1	0.67	0 – 2	10	0.58	0 – 2	15	0	0	0

	Under 7,500 (4-Year)			7,500 - 15,000 (4-Year)			Over 15,000 (4-Year)			Total (4-Year)			Total (2-Year)		
	n=122			n=35			n=46			n=203			n=20		
	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#
Q22) Suicides by Status and Years of Study															
Q22a) Undergrad Year 1															
	0.75	0-1	3	0	0	0	1	0-2	4	0.88	0-2	7	1.33	1-2	4
Q22b) Undergrad Year 2															
	0	0	0	1.5	1-2	3	1	0-2	2	1	0-2	5	0	0	0
Q22c) Undergrad Year 3															
	0.67	0-1	2	1	1	1	1	0-2	4	0.88	0-2	7	0	0	0
Q22d) Undergrad Year 4															
	1.43	1-4	10	1	1	1	1.44	0-4	13	1.41	0-4	24	0	0	0
Q22e) Undergrad Year 5+															
	0	0	0	0	0	0	1	1	2	0.67	0-1	2	0	0	0
Q22f) Graduate Student															
	1	0-2	2	1	1	1	1.22	0-3	11	1.17	0-3	14	0	0	0
Q23) Suicides by Method															
Q23a) Firearm															
	1	1	6	0	0	0	1.3	0-3	13	1.19	0-3	19	0	0	0
Q23b) Hanging															
	1	1	2	1	1	1	1	1	7	1	1	10	0	0	0
Q23c) Jumping															
	0	0	0	1	1	2	0.6	0-1	3	0.71	0-1	5	0	0	0
Q23d) Poison															
	1	1	3	0	0	0	0.8	0-1	4	0.88	0-1	7	0	0	0
Q23e) Other															
	1	1	3	1	1	1	1.25	0-2	5	1.12	0-2	9	1.5	1-2	3
Q24) Suicides by Location															
Q24a) On Campus															
	1	1	2	1	1	1	0.75	0-1	6	0.82	0-1	9	0	0	0
Q24b) Near Campus															
	1	1	3	1	1	1	1.12	0-2	9	1.08	0-2	13	0	0	0
Q24c) Off Campus															
	1.38	1-2	11	2	2	4	1.81	1-4	29	1.69	1-4	44	1.33	1-2	4
Q25) Suicides by Ethnicity															
Q25a) Asian/Pacific Islander															
	1	1	1	0	0	0	0	0	0	0.25	0-1	1	0	0	0
Q25b) Black															
	1	1	2	1	1	1	1	0-2	2	1	0-2	5	0	0	0
Q25c) Native American/Alaskan															
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Q25d) White/Caucasian															
	1.25	1-2	10	2	2	4	1.88	0-4	30	1.69	0-4	44	1.33	1-2	4
Q25e) Latino/Latina															
	1	1	1	1	1	1	1.33	0-3	4	1.2	0-3	6	0	0	0

	Under 7,500 (4-Year)			7,500 - 15,000 (4-Year)			Over 15,000 (4-Year)			Total (4-Year)			Total (2-Year)		
	n=122			n=35			n=46			n=203			n=20		
	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#
Q25f) Multi-Ethnic															
	0	0	0	0	0	0	0.33	0-1	1	0.33	0-1	1	0	0	0
Q26) Suicides by Risk Factors (may overlap; i.e., totals may add up to more than total number of suicides)															
Q26a) Depression															
	1.43	1-2	10	1	1	2	2	1-4	20	1.68	1-4	32	1.33	1-2	4
Q26b) Grades/Academics															
	1.25	1-2	5	0	0	0	1	0-2	6	1.1	0-2	11	1	0-2	2
Q26c) Money/Finances															
	1	1	2	0	0	0	0.67	0-1	2	0.8	0-1	4	1	0-2	2
Q26d) Legal Concerns															
	0	0	0	0	0	0	0.33	0-1	1	0.33	0-1	1	0	0	0
Q26e) Health Issues															
	1	1	1	0	0	0	0.33	0-1	1	0.5	0-1	2	0	0	0
Q26f) Relationship Issues															
	1.2	1-2	6	1	1	2	1.11	1-2	10	1.12	1-2	18	1	0-2	2
Q27) Suicide has been previously attempted															
Q27a) Yes, previous attempts															
	1	1	2	1	1	1	0.6	0-1	3	0.75	0-1	6	0	0	0
Q27b) No															
	2	2	2	0	0	0	1	0-3	4	1.2	0-3	6	0	0	0
Q27c) Don't Know															
	1.22	1-2	11	1.67	1-2	5	1.75	0-5	21	1.54	0-5	37	1.5	1-2	3
Q28) Suicides by Students on Psychiatric Medication															
Q28a) On Medication															
	1	1	3	1	1	1	1.14	0-2	8	1.09	0-2	12	0	0	0
Q28b) Not on Medication															
	1.33	1-2	4	0	0	0	0	0	0	0.8	0-2	4	0	0	0
Q28c) Don't Know															
	1.2	0-2	6	1.67	1-2	5	1.67	0-5	25	1.57	0-5	36	1.5	1-2	3
Q29) Student has had prior psychiatric hospitalization															
Q29a) Prior Hospitalization															
	1	1	4	1	1	1	0.83	0-2	5	0.91	0-2	10	0	0	0
Q29b) No Prior Hospitalization															
	1.5	1-2	3	1	1	1	1.33	0-4	8	1.33	0-4	12	0	0	0
Q29c) Don't Know															
	1	0-2	6	2	2	2	1.5	0-5	18	1.37	0-5	26	1.5	1-2	3
Q30) Suicides by Month															
Q30a) January															
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Q30b) February															
	0.5	0-1	1	0	0	0	0.67	0-1	2	0.6	0-1	3	0.67	0-1	2
Q30c) March															
	0.5	0-1	1	0	0	0	1.29	0-3	9	1.11	0-3	10	0.5	0-1	1

	Under 7,500 (4-Year)			7,500 - 15,000 (4-Year)			Over 15,000 (4-Year)			Total (4-Year)			Total (2-Year)		
	n=122			n=35			n=46			n=203			n=20		
	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#
Q30d) April	1	0-2	3	1	1	2	0.67	0-1	4	0.82	0-2	9	0	0	0
Q30e) May	0	0	0	0	0	0	0.67	0-1	4	0.57	0-1	4	0	0	0
Q30f) June	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Q30g) July	0.5	0-1	1	1	1	1	0	0	0	0.4	0-1	2	0	0	0
Q30h) August	0	0	0	0	0	0	0.33	0-1	1	0.25	0-1	1	0	0	0
Q30i) September	0.5	0-1	1	0	0	0	0.33	0-1	1	0.4	0-1	2	0	0	0
Q30j) October	0.5	0-1	1	0	0	0	0.67	0-1	4	0.62	0-1	5	0	0	0
Q30k) November	1	1	2	0	0	0	0.67	0-1	4	0.75	0-1	6	0	0	0
Q30l) December	0.75	0-1	3	1	1	1	0.6	0-1	3	0.7	0-1	7	0.5	0-1	1
Q31) Suicides by Day of Week															
Q31a) Weekday (Monday - Thursday)	1.2	1-2	6	0	0	0	1.67	0-4	10	1.45	0-4	16	1.5	1-2	3
Q31b) Weekend (Friday - Sunday)	1.2	1-2	6	1	1	2	1.14	0-3	8	1.14	0-3	16	0.5	0-1	1
Q32) Out of the students who committed suicide that were Center clients:															
Q32a) How many indicated suicidal intent?	0.25	0-1	1	0	0	0	0.17	0-1	1	0.18	0-1	2	0	0	0
Q32b) How many were considered to be a suicidal risk?	0.25	0-1	1	0	0	0	0.67	0-2	4	0.45	0-2	5	0	0	0
Q32c) How many signed a "no suicide contract"?	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Q33) Since suicide is reported to be the second leading cause of death among 20-24 year olds, certain services are thought to be essential for addressing suicidal behavior on college campuses. Check the services that exist on your campus.															
Depression screening days		57.14%	64		70.97%	22		53.85%	21		58.79%	107		76.47%	13
Targeted education programs for faculty, coaches, clergy, and student/residential advisors		76.79%	86		87.10%	27		92.31%	36		81.87%	149		64.71%	11
Broad-based, campus-wide public education		56.25%	63		58.06%	18		66.67%	26		58.79%	107		64.71%	11

	Under 7,500 (4-Year)			7,500 - 15,000 (4-Year)			Over 15,000 (4-Year)			Total (4-Year)			Total (2-Year)		
	n=122			n=35			n=46			n=203			n=20		
	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#
Educational programs and materials for parents and families		28.57%	32		41.94%	13		53.85%	21		36.26%	66		35.29%	6
Adequately staffed counseling center		60.71%	68		64.52%	20		41.03%	16		57.14%	104		29.41%	5
On-site psychiatric services		41.07%	46		64.52%	20		92.31%	36		56.04%	102		0.00%	0
On-site medical services		60.71%	68		67.74%	21		82.05%	32		66.48%	121		5.88%	1
Stress reduction programs		74.11%	83		77.42%	24		87.18%	34		77.47%	141		64.71%	11
Non-clinical student support network		42.86%	48		38.71%	12		43.59%	17		42.31%	77		23.53%	4
Off-campus referral network		72.32%	81		70.97%	22		76.92%	30		73.08%	133		82.35%	14
Emergency services		64.29%	72		87.10%	27		82.05%	32		71.98%	131		41.18%	7
Post-vention programs		21.43%	24		45.16%	14		53.85%	21		32.42%	59		0.00%	0
Medical leave policies		79.46%	89		80.65%	25		66.67%	26		76.92%	140		47.06%	8
Q34) When a student is a suicidal risk, but does not meet criteria for an involuntary commitment, who, if anyone, would you notify without a student release? (check all that apply)															
No one		47.22%	51		46.67%	14		65.79%	25		51.14%	90		23.53%	4
Resident Life Staff		21.30%	23		20.00%	6		2.63%	1		17.05%	30		5.88%	1
Family		25.00%	27		26.67%	8		10.53%	4		22.16%	39		23.53%	4
Chief Student Affairs Officer or other person to whom you report		35.19%	38		23.33%	7		10.53%	4		27.84%	49		52.94%	9
Other		15.74%	17		16.67%	5		21.05%	8		17.05%	30		29.41%	5
Q35) Has your Center had to give warning during the past year to a third party about a student who posed a specific danger to another person?															
Yes		8.11%	9		9.68%	3		25.64%	10		12.15%	22		11.76%	2
No		91.89%	102		90.32%	28		74.36%	29		87.85%	159		88.24%	15
Q36) If you had to give warning, how many cases?															
	1.78	1-4	16	1	1	3	1.4	1-3	14	1.5	1-4	33	4.5	1-8	9
Q37) Who was notified? (check all that apply)															
Police		62.50%	5		66.67%	2		90.00%	9		76.19%	16		100.00%	2
Potential Victim		62.50%	5		66.67%	2		80.00%	8		71.43%	15		100.00%	2
Other		37.50%	3		33.33%	1		20.00%	2		28.57%	6		50.00%	1
Q38) Given some of the tragedies that have occurred on college campuses in recent years due to emotionally disturbed students, have you been under more pressure to share your concerns about troubled students who might pose a risk to others although not to a specific person?															
Yes		57.66%	64		64.52%	20		55.26%	21		58.33%	105		75.00%	12
No		42.34%	47		35.48%	11		44.74%	17		41.67%	75		25.00%	4

	Under 7,500 (4-Year)			7,500 - 15,000 (4-Year)			Over 15,000 (4-Year)			Total (4-Year)			Total (2-Year)		
	n=122			n=35			n=46			n=203			n=20		
	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#
Q39) If you do have a client who poses a significant danger to others, but not to a specific person, and also does not meet criteria for involuntary hospitalization, would the ethical and legal guidelines in your state support your informing a third party without the client's permissions?															
Yes		26.98%	17		30.00%	6		14.29%	3		25.00%	26		54.55%	6
No		39.68%	25		25.00%	5		47.62%	10		38.46%	40		9.09%	1
The guidelines are unclear		33.33%	21		45.00%	9		38.10%	8		36.54%	38		36.36%	4
Q40) Does your Center ask on an evaluation form if counseling has helped with a student's decision to remain enrolled in your institution?															
Yes		65.77%	73		78.12%	25		71.79%	28		69.23%	126		50.00%	8
No		34.23%	38		21.88%	7		28.21%	11		30.77%	56		50.00%	8
Q41) If you asked this question, what percentage responded positively?															
	62.62	5 – 100		63.45	15 – 99		58.48	10 – 100		61.93	5 – 100		40.57	5 – 98	
Q42) Does your Center ask on an evaluation form if counseling has helped with the student's academic performance?															
Yes		66.97%	73		67.74%	21		81.58%	31		70.22%	125		31.25%	5
No		33.03%	36		32.26%	10		18.42%	7		29.78%	53		68.75%	11
Q43) If you asked this question, what percentage responded positively?															
	59.16	2 – 100		63.25	15 – 95		62.35	15 – 94		60.61	2 – 100		82	50 – 100	
Q44) How stressful is your job now as compared to five years ago?															
More stressful		64.55%	71		67.74%	21		57.89%	22		63.69%	114		68.75%	11
Less stressful		3.64%	4		9.68%	3		2.63%	1		4.47%	8		0%	0
No change		14.55%	16		9.68%	3		18.42%	7		14.53%	26		18.75%	3
N/A (Not a director five years ago)		17.27%	19		12.90%	4		21.05%	8		17.32%	31		12.50%	2
Q45) Which of the following contributes to the stress of your position? (check all that apply)															
Time pressures		81.08%	90		80.00%	24		68.42%	26		78.21%	140		68.75%	11
Staff conflicts		25.23%	28		26.67%	8		42.11%	16		29.05%	52		31.25%	5
Staff morale		26.13%	29		20.00%	6		57.89%	22		31.84%	57		37.50%	6
Budget issues		62.16%	69		63.33%	19		52.63%	20		60.34%	108		81.25%	13
Fighting for adequate staff salaries		40.54%	45		43.33%	13		50.00%	19		43.02%	77		25.00%	4
Pressure from administration for more information about clients		26.13%	29		33.33%	10		18.42%	7		25.70%	46		31.25%	5
Increasing administrative demands of job		67.57%	75		80.00%	24		76.32%	29		71.51%	128		75.00%	12
Managing increased demand on staff time because of growing complexity of client problems		75.68%	84		76.67%	23		84.21%	32		77.65%	139		50.00%	8

	Under 7,500 (4-Year)			7,500 - 15,000 (4-Year)			Over 15,000 (4-Year)			Total (4-Year)			Total (2-Year)		
	n=122			n=35			n=46			n=203			n=20		
	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#
Lack of staff understanding about the complexity of your job		21.62%	24		20.00%	6		31.58%	12		23.46%	42		31.25%	5
Lack of appreciation from administration		27.03%	30		20.00%	6		18.42%	7		24.02%	43		31.25%	5
Providing professional development opportunities for staff given budget limitations		28.83%	32		33.33%	10		31.58%	12		30.17%	54		31.25%	5
Growing expectations for Center to reduce the possibility of tragic campus events (shootings, multiple suicides, etc.)		54.95%	61		66.67%	20		68.42%	26		59.78%	107		43.75%	7
Liability issues		50.45%	56		43.33%	13		28.95%	11		44.69%	80		50.00%	8
Other		7.21%	8		6.67%	2		7.89%	3		7.26%	13		25.00%	4
Q46) What percentage of your clients are referred to external practitioners for more specialized or intensive treatment?															
	7.17	0 – 68		8.32	1 – 30		10.27	0 – 35		8.05	0 – 68		16	5 – 55	
Q47) When would you be likely to refer a client outside the Center? (check all that apply)															
Longer term treatment		67.57%	75		76.67%	23		87.18%	34		73.33%	132		87.50%	14
Insurance covers outside treatment		16.22%	18		23.33%	7		43.59%	17		23.33%	42		31.25%	5
Lack of staff expertise in client's particular problem area		87.39%	97		83.33%	25		74.36%	29		83.89%	151		93.75%	15
Other		19.82%	22		10.00%	3		30.77%	12		20.56%	37		18.75%	3
Q48) How would you describe your Center?															
Primarily a mental health/psych services center		69.37%	77		74.19%	23		71.79%	28		70.72%	128		50.00%	8
Primarily a personal development center		2.70%	3		3.23%	1		2.56%	1		2.76%	5		6.25%	1
Primarily a career development center		0%	0		0%	0		0%	0		0%	0		0%	0
A balance of the above		18.02%	20		16.13%	5		17.95%	7		17.68%	32		43.75%	7
Other		9.91%	11		6.45%	2		7.69%	3		8.84%	16		0%	0

	Under 7,500 (4-Year)			7,500 - 15,000 (4-Year)			Over 15,000 (4-Year)			Total (4-Year)			Total (2-Year)		
	n=122			n=35			n=46			n=203			n=20		
	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#
Q49) What services does your Center provide? (check all that apply)															
Personal counseling		99.10%	110		100.00%	31		100.00%	39		99.45%	180		100.00%	16
Career counseling		17.12%	19		41.94%	13		38.46%	15		25.97%	47		50.00%	8
Learning skills (tutoring, etc.)		7.21%	8		12.90%	4		10.26%	4		8.84%	16		6.25%	1
Placement		0.90%	1		0%	0		0%	0		0.55%	1		6.25%	1
Teaching a credit bearing course		13.51%	15		12.90%	4		25.64%	10		16.02%	29		18.75%	3
Supervision of trainees		64.86%	72		83.87%	26		94.87%	37		74.59%	135		43.75%	7
Academic advising		5.41%	6		0.00%	0		2.56%	1		3.87%	7		37.50%	6
Freshman orientation activities		56.76%	63		48.39%	15		58.97%	23		55.80%	101		43.75%	7
Specialized services for gay, lesbian, bi-sexual, transgender students		23.42%	26		32.26%	10		53.85%	21		31.49%	57		0.00%	0
Specialized services for racial minorities		12.61%	14		25.81%	8		35.90%	14		19.89%	36		12.50%	2
Specialized women's services		17.12%	19		32.26%	10		41.03%	16		24.86%	45		6.25%	1
Other		11.71%	13		6.45%	2		15.38%	6		11.60%	21		25.00%	4
Q50) List Director's salary for the appropriate staff size and experience level category. Staff size should be based only on salaried individuals (i.e., do not include non-paid student help).															
Q50a) 1 FTE															
Q50aI) Under 5 Years as Director															
	44000	0 – 75000		0	0		75000	60000 – 90000		48428.57	0 – 90000		57000	50000 – 62000	
Q50aII) 5-10 Years as Director															
	59538.46	0 – 93000		109000	109000		44000	0 – 88000		60687.5	0 – 109000		50200	6000 – 95000	
Q50aIII) Over 10 Years as Director															
	38333.33	0 – 92000		0	0		0	0		28750	0 – 92000		0	0	
Q50b) 2-3 FTE															
Q50bI) Under 5 Years as Director															
	62071.43	0 – 95000		0	0		0	0		62071.43	0 – 95000		0	0	
Q50bII) 5-10 Years as Director															
	63363.64	42000 – 85000		118000	118000		0	0		67916.67	42000 – 118000		61000	61000	

	Under 7,500 (4-Year)			7,500 - 15,000 (4-Year)			Over 15,000 (4-Year)			Total (4-Year)			Total (2-Year)		
	n=122			n=35			n=46			n=203			n=20		
	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#
Q50bIII) Over 10 Years as Director															
	69000	6000 – 102000		85000	85000		0	0		69615.38	6000 – 102000		74000	74000	
Q50c) 4-7 FTE															
Q50cI) Under 5 Years as Director															
	72142.86	60000 – 85000		85500	85000 – 86000		0	0		75111.11	60000 – 86000		75000	75000	
Q50cII) 5-10 Years as Director															
	85333.33	70000 – 120000		85666.67	76000 – 92000		80666.67	73000 – 89000		84250	70000 – 120000		0	0	
Q50cIII) Over 10 Years as Director															
	95941.18	62000 – 131000		85200	80000 – 94000		74666.67	67000 – 89000		91240	62000 – 131000		74000	74000	
Q50d) 8-11 FTE															
Q50dI) Under 5 Years as Director															
	80000	80000		0	0		82333.33	67000 – 90000		81750	67000 – 90000		0	0	
Q50dII) 5-10 Years as Director															
	90000	90000		87000	50000 – 119000		99000	81000 – 117000		91333.33	50000 – 119000		0	0	
Q50dIII) Over 10 Years as Director															
	91500	85000 – 98000		93250	89000 – 101000		101000	88000 – 109000		95444.44	85000 – 109000		0	0	
Q50e) 12-16 FTE															
Q50eI) Under 5 Years as Director															
	80000	80000		105500	96000 – 115000		87250	75000 – 93000		91428.57	75000 – 115000		0	0	
Q50eII) 5-10 Years as Director															
	86500	78000 – 95000		93000	93000		110000	85000 – 140000		102000	78000 – 140000		0	0	
Q50eIII) Over 10 Years as Director															
	100000	100000		137500	110000 – 165000		102000	90000 – 128000		110625	90000 – 165000		93000	93000	

	Under 7,500 (4-Year)			7,500 - 15,000 (4-Year)			Over 15,000 (4-Year)			Total (4-Year)			Total (2-Year)		
	n=122			n=35			n=46			n=203			n=20		
	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#	mean	range or %	#
Q50f) 17+ FTE															
Q50fi) Under 5 Years as Director															
	80000	80000		0	0		110250	92000 – 130000		104200	80000 – 130000		0	0	
Q50fii) 5-10 Years as Director															
	95000	95000		0	0		0	0		95000	95000		0	0	
Q50fiii) Over 10 Years as Director															
	106500	100000 – 113000		150000	150000		120500	105000 – 136000		120800	100000 – 150000		0	0	

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130	-	Alvarez, Jacqueline	21	-	Compliment, Brad	177	-	Hamilton, Joe
8	-	Anderson, Laura	128	-	Cook, Colleen	114	-	Hamilton, Roy
124	-	Apfel, Fran	92	-	Cook, Donelda	208	-	Hammes, Meg
139	-	Assing, Wayne	218	-	Cook-Nobles, Robin	10	-	Hankes, Doug
142	-	Azar, Jim	210	-	Cooper, Stewart	202	-	Hanks, Robert
211	-	Balderrama, Sylvia	2	-	Cornish, Peter	141	-	Hanson, Rick
225	-	Barber, Mary Lynn	71	-	Coughlin, John	76	-	Harper, Deb
113	-	Barnette, Vivian	140	-	Cox, Hap	15	-	Harrar, William
204	-	Barr, Victor	223	-	Dasey-Morales, Maureen	161	-	Hattauer, Edward
78	-	Bartimole, Carmella	58	-	Deakin, Spencer	136	-	Heitzmann, Dennis
132	-	Bateman, Joyce	122	-	Dellutri, Alexandra (Sandy)	50	-	Hemlick, Lisa
181	-	Beale, Charles	79	-	Dixon, Stephanie	138	-	Hershbell, Anne
88	-	Birky, Ian	110	-	Donvan, Linda	160	-	Herzbrun, Michael
162	-	Bishop, Kyle	120	-	Douglas, Kristin	217	-	Hill, Lynn
169	-	Blevins, Elizabeth	221	-	Drane, Kimberly	134	-	Hoban, Jeannie
52	-	Bloom, Linda	172	-	Duarte, Melanie	224	-	Howlett, Beth
184	-	Bolin, Mary	123	-	Dunkle, John	36	-	Jabs, Carol
31	-	Booth, Ann	45	-	Dwyer, Matt	203	-	Jaronski, Ann
43	-	Borne, Scott	100	-	Edwards, Jon	14	-	Jenkins, Marshall
174	-	Bottone, F.H.	159	-	Eggers, John	152	-	Jorgensen-Funk, Sandy
67	-	Bowman, Kevin	94	-	Ellis, Diane	146	-	kasten, janet
91	-	Boyd, Michael	188	-	Escoto, Ernesto	65	-	Kazin, Bob
84	-	Boyll, Suzanne	190	-	Everhart, Deborah	3	-	Kelemen, Franklin
41	-	Braun, Lynn	30	-	Ewing, Michael	23	-	Kellar, Michelle
156	-	Breshears, Pearlene	83	-	Farer-Singleton, Pamela	75	-	Kincade, Elizabeth
176	-	Broadwater, Melanie	96	-	Ferleger, Naomi	20	-	King, Baron
216	-	Brounk, Thomas	165	-	Field, Lynda	178	-	Kirk, Mike
47	-	Brown, Steve	173	-	Finkelstein, Jerry	186	-	Kirkland-Gordon, Sharon
56	-	Brunner, Jon	111	-	Fisher, Anne	86	-	Knier, Cary
182	-	Buck, Sylvia	68	-	Freeman-Smith, Faye	63	-	Kobos, Phil
117	-	Burns, Bill	107	-	Friedman-Lombardo, Jaclyn	44	-	Krisak, Wendy
4	-	Byrne, Steve	187	-	Frizzell, Christine	157	-	Krylowicz, Brian
61	-	Caldwell, Jodi	112	-	Gallagher-Hobson, Abisola	80	-	Lambert, Dorinda
149	-	Castillo, Elisa	220	-	Gersh, Geniene	194	-	Lane, Tim
9	-	Castronovo, Neil	25	-	Goede, Lance	85	-	Larsen, Kristin
73	-	Chew, kenneth	97	-	Grayson, Paul	74	-	Lash, Julia
133	-	Chien, Jenny	105	-	Greiner, Doug	70	-	Lastoria, Michael
183	-	Cochran, Sam	209	-	Grotgen, John	49	-	Lauterbach, Lisa
5	-	Collins, Wanda				69	-	Lear, Shelly
48	-	Comer, Pam				199	-	LeViness, Peter

153	-	Lin, Ellen	115	-	Osburn, Monica	51	-	Self, Tracie
125	-	Lipiec, Sue	197	-	Pamerleau, Gayle	99	-	Shine-O'Brien, Kathleen
39	-	Lovstuen, Brenda	54	-	Pammer, Andrea	148	-	Shockley, Karen
22	-	Lysne, Marit	1	-	Parker Ayers, Jennifer	213	-	shuster, Art
33	-	MacQuiddy, Susan	37	-	Peake, Jaklin	98	-	Siegel, Alan
19	-	Magnus, Keith	60	-	Perez, Ruperto	28	-	Smith, Christine
11	-	Malcolm, Bruce	219	-	Perone, Julie	171	-	Snodgrass, Gregory
95	-	Malloy, Leanne	158	-	Peterson, Michael	191	-	Spano, David
106	-	Mancini, Franca	102	-	Piassick, Emily	38	-	Spoltore, Janet
32	-	Mann, Warrenetta	109	-	Piper, Ralph	90	-	Steele, Doug
198	-	Marshall, Donn	129	-	Pittman, James	18	-	Stoddard, Reed
145	-	Mason, Mary Jo	150	-	Platt, Susan	185	-	Surething, Nicole
6	-	Maurer, Erin	179	-	Polychronis, Paul	180	-	Tartof, Linda
62	-	McCarthy, Kelly	7	-	Pool, Cleave	72	-	Tennill, William
16	-	McGuinness, Thomas	200	-	Popma, Joellen	222	-	Thompson, Eileen
24	-	McKinney, Rhonda	126	-	Provan, Amy	93	-	Torresdal, Pam
89	-	McKinnies, Magi	87	-	Radtko, Scott	195	-	Towle, David
53	-	McLeod, Mark	192	-	Raleigh, MJ	116	-	Veach, Leslie
104	-	Meloy, Joseph	168	-	Ramirez, David	143	-	Ventrelle, David
26	-	Miles, Kathy	55	-	Reilly, Mary	27	-	Walker, Jeanne
193	-	Monteagudo, Rene	206	-	Reilly-Myklebust, Alice	59	-	Wallace, Cynthia
17	-	Montgomery-Coon, Deborah	164	-	Reymann, Linda	170	-	Wallack, Cory
103	-	Morris, William	196	-	Rhinehart, Leslie	46	-	Waller, Beatrice
226	-	Morse, Charles	82	-	Ribnik, Emily	189	-	Weber, Kelleen
34	-	Mu'min, Ameena	144	-	Richards, Jill	205	-	Weitzman, Lauren
40	-	Murray, Trish	64	-	Rinehart, Lisa	175	-	Westrick, Karyn
166	-	Nelson, Gena	66	-	Robinson, Gary	108	-	Wilburn, Brenda
214	-	Newsom, Stephanie	42	-	Robinson, Ralph	147	-	Wilson, David
215	-	Nichols, Cassandra	131	-	Sancrant, Lisa	119	-	Winters, Marcia
101	-	Nifakis, Debbie	167	-	Schmitt, Darlene	12	-	Wyatt, Joy
154	-	Nunziato, Dina	212	-	Schubert, Marianne	121	-	Wyssmann, Deanne
57	-	Olliff, Kenton	155	-	Schulte, Nancy	35	-	Yatsko, Cheryl
163	-	O'Neill, Steve	29	-	Schwaiger Willig, Patricia	201	-	Yuhas, Meredith
77	-	Onestak, David	127	-	Schwartz, David	135	-	Zakarian, Kathy
118	-	O'Saben, Carol	137	-	Scott, Elizabeth	151	-	Zeamba, Jeanne

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