National Survey of College Counseling Centers 2013

Section One: 4-Year Directors

Robert P. Gallagher
University of Pittsburgh
rgallagh@pitt.edu

Rick Taylor – Webmaster

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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, facilities 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 that 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) Feburary															
	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	

Alphabetical Listing of Directors

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

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

Alphabetical Listing of Schools

1 Alabama A&M University
P.O. Box 98
Normal, AL 35762
Jennifer Parker Ayers
PHONE:(256) 372-4735
FAX:(256) 372-5599
jennifer.parker@aamu.edu

2 Albany College of Pharmacy and Health Sciences
106 New Scotland Avenue
Albany, NY 12208
Peter Cornish
PHONE:(518) 694-7262
FAX:(518) 694-7348
peter.cornish@acphs.edu

3 Albion College
611 East Porter St.
Albion, MI 49224
Franklin Kelemen
PHONE:517-629-0236
FAX:(517) 629-0605
fkelemen@albion.edu

4 Alfred University
1 Saxon Dr.
Alfred, NY 14802
Steve Byrne
PHONE:607-871-2300
FAX:607-871-2134
byrne@alfred.edu

5 American University
4400 Massachusetts Avenue, NW
MGC 214
Washington, DC 20016-8150
Wanda Collins
PHONE:(202) 885-3500
FAX:202-885-1397
wcollin@american.edu

6 Anderson University
Erin Maurer
PHONE:864-622-6074
FAX:864-622-6073
emaurer@andersonuniversity.edu

7 Angelo State University
2501 W Ave. N
San Angelo, TX 76901
Cleave Pool
PHONE:(325) 942-2538
FAX:(325) 942-2133
cleave.pool@angelo.edu

8 Anna Maria College
50 Sunset Lane
Paxton, MA 01612
Laura Anderson
PHONE:508-849-3308
FAX:508-849-3471
landerson@annamaria.edu

9 Assumption College
500 Salisbury St.
Worcester, MA 01609
Neil Castronovo
PHONE:(508) 767-7274
FAX:(508) 753-7039
ncastron@assumption.edu

10 Auburn University
400 Lem Morrison Dr., Suite 2086
Auburn, AL
Doug Hankes
PHONE:334-844-5123
FAX:334-844-6110
hankedm@auburn.edu

11 Ave Maria University
5819 Plymouth Place
Ave Maria, FL 34142
Bruce Malcolm
PHONE:239-352-4004
FAX:239-790-5110
bruceemalcolm@gmail.com

12 Baldwin Wallace University
275 Eastland Rd.
Berea, OH 44017
Joy Wyatt
PHONE:440-826-2180
FAX:440-826-3382
jdwyatt@bw.edu

13 Barnard College
3009 Broadway
New York, NY 10027
Mary Commerford
PHONE:(212) 854-2092
FAX:212-854-8727
mcommerf@barnard.edu

14 Berry College
P. O. Box 490248
Mount Berry, GA 30149-0248
Marshall Jenkins
PHONE:706-236-2259
FAX:706-238-7853
mjenkins@berry.edu

15 Bloomsburg University
420 Warren SSC
Bloomsburg, PA 17815
William Harrar
PHONE:(570) 389-4255
FAX:(570) 389-2052
wharrar@bloomu.edu

16 Boston College
University Counseling Services
140 Commonwealth Ave.
Chestnut Hill, MA 02467
Thomas McGuinness
PHONE:617-552-2317
FAX:617-552-2562
mcguines@bc.edu

17 Bradley University
809 N. Tobias Lane
Peoria, IL 61625
Deborah Montgomery-Coon
PHONE:309-677-2700
FAX:309-677-3534
dkmontgomery@fsmail.bradley.edu

18 Brigham Young University - Idaho
SHC 200
Rexburg, ID 83460
Reed Stoddard
PHONE:(208) 496-9370
FAX:208-496-9373
stoddardr@byui.edu

19 Butler University
530 W. 49th Street
Indianapolis, IN 46208
Keith Magnus
PHONE:(317) 940-9385
FAX:(317) 940-6403
kmagnus@butler.edu

20 Cairn University
200 Manor Ave
Langhorne, PA, 19047
Baron King
PHONE:(215) 702-4224
bking@cairn.edu

21 California State University - Long Beach
Counseling and Psychologic al Services (CAPS)
1250 Bellflower BLVD MS 0111
Long Beach, CA 90840-0111
Brad Compliment
PHONE:(562) 985-4001
FAX:(562) 985-8817
brad.compliment@csulb.edu

22 Carleton College
1 N. College Street
Northfield, MN 55407
Marit Lysne
PHONE:507-222-4080
FAX:507-222-5038
mlysne@carleton.edu

23 Central College
812 University Street
Box 0146
Pella, IA 50219
Michelle Kellar
PHONE:(641) 628-5431
FAX:(641) 628-5338
kellarm@central.edu

24 Central Washington University
400 E. University Way
Ellensburg, WA 98926
Rhonda McKinney
PHONE:509-963-1391
FAX:509-963-1886
mckinner@cwu.edu

25 Central Wyoming College
2660 Peck Ave.
Riverton, WY 82501
Lance Goede
PHONE:(307) 855-2175
FAX:866-903-6206
lgoede@cwc.edu

26 Centre College
600 W. Walnut Street
Danville, Kentucky 40422
Kathy Miles
PHONE:(859) 238-5740
FAX:(859) 238-5380
kathy.miles@centre.edu

27 Chapman University
One University Drive
Orange, CA 92866
Jeanne Walker
PHONE:714-744-7078
FAX:704-744-7940
walker@chapman.edu

28 Clayton State University
2000 Clayton State Blvd.
Morrow, GA 30230
Christine Smith
PHONE:678-466-5406
FAX:678-466-5466
christinesmith@clayton.edu

29 College of Mount St. Joseph
5701 Delhi Rd.
Cincinnati, OH 45233
Patricia Schwaiger Willig
PHONE:513-244-4371
FAX:513-244-4594
patsy_schwaiger@mail.msj.edu

30 College of Saint Benedict / Saint John's University
CSB/SJU Counseling & Health Promotion
SJU PPDC - Mary Hall 10
Collegeville, MN 56321-2000
Michael Ewing
PHONE:320-363-3236
FAX:320-363-3797
mjewing@csbsju.edu

31 College Of Staten Island
2800 Victory Blvd, 1A-109
Staten Island, NY 10314
Ann Booth
PHONE:(718) 982-2391
FAX:(718) 982-2585
ann.booth@csi.cuny.edu

32 College of William and Mary
PO Box 8795
Blow Memorial Hall 240
Williamsburg, VA 23187-8795
Warrenetta Mann
PHONE:757-221-3620
FAX:757-221-3615
wcmann@wm.edu

33 Colorado State University
CSU Health Network
Counseling Services
Susan MacQuiddy
PHONE:970-491-6496
FAX:970-491-2382
susan.macquiddy@colostate.edu

34 Columbus State Community College
550 East Spring Street
Columbus, Ohio 43215
Ameena Mu'min
PHONE:614-287-2843
FAX:614-287-6324
amumin1@cscc.edu

35 Columbus State University
4225 University Ave
Columbus, GA 31907
Cheryl Yatsko
PHONE:706-507-8740
FAX:706-507-8753
yatsko_cheryl@columbusstate.edu

36 Concordia University Chicago
7400 Augusta Street
River Forest, IL 60305
Carol Jabs
PHONE:(708) 209-3145
FAX:(708) 209-3176
carol.jabs@cuchicago.edu

37 Concordia University
2811 NE Holman
Portland, OR 97211
Jaklin Peake
PHONE:(503) 493-6545
FAX:(503) 493-6575
jpeake@cu-portland.edu

38 Connecticut College
270 Mohegan Avenue
New London, CT 06320
Janet Spoltore
PHONE:860-439-2692
FAX:860-439-2317
janet.spoltore@conncoll.edu

39 Cornell College
600 1st St. SW, Box 1625
Mt. Vernon, IA 52314
Brenda Lovstuen
PHONE:319-895-4292
FAX:319-895-5894
blovstuen@cornellcollege.edu

40 Davidson College
Box 7188
Davidson, NC 28035-7188
Trish Murray
PHONE:(704) 894-2099
FAX:(704) 894-2451
trmurray@davidson.edu

41 Defiance College
701 N. Clinton St.
Defiance, OH 43512
Lynn Braun
PHONE:419-783-2548
FAX:419-783-2408
lbraun@defiance.edu

42 Delaware State University
DSU Counseling Services
1200 N. Dupont Hwy.
Dover, DE 19901
Ralph Robinson
PHONE:(302) 857-7381
FAX:(302) 857-7382
rrobinson@desu.edu

43 Delgado Community College
615 City Park Avenue
New Orleans, LA. 70119
Scott Borne
PHONE:504-671-6004
sborne@dcc.edu

44 DeSales University
2755 Station Avenue
Center Valley, PA 18034
Wendy Krisak
PHONE:(610) 282-1100 EXT 1462
FAX:610-282-0943
wendy.krisak@desales.edu

45 East Carolina University
137 Umstead Building
Greenville, NC, 27858
Matt Dwyer
PHONE:(252) 328-6661
FAX:(252) 328-4868
dwyerm@ecu.edu

46 East Central University
1100 East 14th
Ada, OK 74820
Beatrice Waller
PHONE:580-559-5714
FAX:580-559-5276
bwaller@ecok.edu

47 East Tennessee State University
PO Box 70724
Johnson City, TN 37614
Steve Brown
PHONE:(423) 439-4841
FAX:(423) 439-8668
browsd02@etsu.edu

48 Eastern Mennonite University
1200 Park Road
Harrisonburg, VA 22802
Pam Comer
PHONE:540-432-4314
pam.comer@emu.edu

49 Eastern Michigan University
313 Snow Health Center
Ypsilanti, MI 48197
Lisa Lauterbach
PHONE:(734) 487-1118
FAX:(734) 481-0050
llauterba@emich.edu

50 Eastern University
1300 Eagle Road
St. Davids, PA 19087
Lisa Hemlick
PHONE:610-341-5830
FAX:610-225-5036
lhemlick@eastern.edu

51 Ellsworth Community College
1100 College Ave
Iowa Falls, IA 50126
Tracie Self
PHONE:641-648-8510
tracie.self@iavalley.edu

52 Embry-Riddle Aeronautical University
600 S. Clyde Morris Blvd.
Daytona Beach, FL 32114
Linda Bloom
PHONE:386-226-6035
FAX:386-226-6096
blooml@erau.edu

53 Emory University
1462 Clifton Road, Suite 235
Atlanta GA 30322
Mark McLeod
PHONE:404-727-7450
FAX:(404) 727-0296
rmcleod@emory.edu

54 Fairmont State University
Pierpont Community & Technical College
1201 Locust Ave
Fairmont, WV 26554
Andrea Pammer
PHONE:(304) 367-4686
FAX:(304) 367-4406
apammer@fairmontstate.edu

55 Felician College
Mary Reilly
PHONE:(201) 559-3587
reillym@felician.edu

56 Florida Gulf Coast University
10501 FGCU Blvd.S
Fort Myers, FL 33965
Jon Brunner
PHONE:(239) 590-7950
jbrunner@fgcu.edu

57 Fort Hays State University
600 Park Street
Hays, KS 67601
Kenton Olliff
PHONE:(785) 628-4401
FAX:(785) 628-4412
kolliff@fhsu.edu

58 Frostburg State University
101 Braddock Road
Counseling and Psychological Services
Frostburg, MD 21532
Spencer Deakin
PHONE:301-687-4234
FAX:301-687-3065
sdeakin@frostburg.edu

59 Gardner-Webb University
P O Box 7307
Boiling Springs, NC 28017
Cynthia Wallace
PHONE:704-406-4563
cwallace@gardner-webb.edu

60 Georgia Institute of Technology
353 Ferst Drive, Ste., 238
Atlanta, GA 30332-3333
Ruperto Perez
PHONE:(404) 894-2575
FAX:(404) 894-1804
ruperto.perez@vpss.gatech.edu

61 Georgia Southern University
P.O. Box 8011, Forest Drive
Statesboro, GA 30460
Jodi Caldwell
PHONE:912-478-5541
FAX:(912) 478-0834
jodic@georgiasouthern.edu

62 Governors State University
1 University Parkway
University Park, IL 60484
Kelly McCarthy
PHONE:708-534-4090
FAX:708-235-3961
kmccarthy@govst.edu

63 Grapevine High School
2834 Timber Hill Dr
Grapevine, TX 76051
Phil Kobos
PHONE:817-310-3033
philkobos@swbell.net

64 Gustavus Adolphus College
800 West College Avenue
St Peter, MN 56082
Lisa Rinehart
PHONE:507-933-7027
FAX:507-933-6207
lrinehar@gustavus.edu

65 Hamilton College
198 College Hill Road
Clinton, NY 13323
Bob Kazin
PHONE:315-859-4340
FAX:315-859-4046
rkazin@hamilton.edu

66 Hartwick College
Perrella Wellness Center
One Hartwick Drive
Oneonta, NY 13820
Gary Robinson
PHONE:(607) 431-4437
FAX:(607) 431-4105
robinsong@hartwick.edu

67 Hawaii Pacific University
1164 Bishop St. Suite122B
Honolulu, HI 96813
Kevin Bowman
PHONE:(808) 687-7076
kbowman@hpu.edu

68 Heartland Community College
1500 Raab Rd.
Normal, IL 61761
Faye Freeman-Smith
PHONE:(309) 268-8419
FAX:(309) 268-7980
faye.freemansmith@heartland.edu

69 Hobart & William Smith Colleges
91 St Clair Street
Geneva, NY 14456
Shelly Lear
PHONE:315-781-3388
FAX:315-781-4455
lear@hws.edu

70 Houghton College
One Willard Avenue
Houghton, NY 14744
Michael Lastoria
PHONE:585-567-9622
FAX:585-567-9625
michael.lastoria@houghton.edu

71 Howard Community College
10901 Little Patuxent Parkway
Columbia, MD. 21044
John Coughlin
PHONE:443-518-1340
FAX:443-518-4499
jcoughlin@howardcc.edu

72 Illinois College
1101 West College Ave
Jacksonville, IL 62650
William Tennill
PHONE:217-245-3073
FAX:217-245-3039
bill.tennill@ic.edu

73 Indiana State university
567 N 5th Street
Terre Taute, IN 47803
kenneth Chew
PHONE:(812) 237-3939
FAX:(812) 237-3964
kenneth.chew@indstate.edu

74 Indiana University - Purdue University Indianapolis
719 Indiana Ave, Suite 220
Indianapolis, IN 46202
Julia Lash
PHONE:(317) 274-2548
FAX:(317) 278-0948
jlash@iupui.edu

75 Indiana University of Pennsylvania
901 Maple Street
Suites on Maple East
Indiana, PA 15705
Elizabeth Kincade
PHONE:(724) 357-2621
FAX:(724) 357-7728
ekincade@iup.edu

76 Ithaca College
953 Danby Road
Ithaca, NY 14850
Deb Harper
PHONE:607-274-3136
FAX:607-274-3667
dharper@ithaca.edu

77 James Madison University
Varner House
800 South Main Street
MSC 0801
Harrisonburg, VA 22807
David Onestak
PHONE:(540) 568-6552
FAX:(540) 568-8930
onestadm@jmu.edu

78 Jamestown Community College
260 North Union Street
Jamestown, NY 14701
Carmella Bartimole
PHONE:716-376-7570
FAX:716-376-7022
carmellabartimole@mail.sunyjcc.edu

79 Johnson & Wales University
8 Abbott Park Place
Providence, RI 02903
Stephanie Dixon
PHONE:401-598-4495
FAX:401-598-2220
stephanie.dixon@jwu.edu

80 Kansas State University
Counseling Services
232 English/Counseling Services Bldg
Manhattan, KS 66506-6503
Dorinda Lambert
PHONE:785-532-6927
FAX:785-532-3932
djlink@ksu.edu

81 Kennesaw State University
1000 Chastain Rd, MD 0117
Kennesaw, GA 30144
Josh Gunn
PHONE:770-423-6600
FAX:770-423-6735
jgunn6@kennesaw.edu

82 Kent State University - Stark
6000 Frank Avenue NW
North Canton, OH 44720
Emily Ribnik
PHONE:330-244-5048
FAX:330-244-3283
eribnik@kent.edu

83 Kent State University
Psychological Services of Univ Health Services
DeWesse Health Center
P.O. Box 5190
Kent, Ohio 44242
Pamela Farer-Singleton
PHONE:(330) 672-2487
FAX:(330) 672-2318
pfarer@kent.edu

84 La Salle University
1900 West Olney Avenue
Philadelphia, PA 19141
Suzanne Boyll
PHONE:(215) 951-1355
FAX:(215) 951-1451
boyll@lasalle.edu

85 Lake Superior State University
650 W. Easterday Ave,
Sault St Marie, MI 49783
Kristin Larsen
PHONE:906-635-2752
FAX:906-635-2889
klarsen1@lssu.edu

86 Lakeland College
PO Box 359
Sheboygan, WI 53082
Cary Knier
PHONE:(920) 565-1527
FAX:(920) 565-1311
knierca@lakeland.edu

87 Lawrence University
711 East Boldt Way, SPC 3
Appleton, WI 54911-5699
Scott Radtke
PHONE:(920) 832-6574
FAX:(920) 832-7488
scott.w.radtke@lawrence.edu

88 Lehigh University
36 University Drive
Bethlehem, PA 18015
Ian Birky
PHONE:610-758-3880
FAX:610-758-6207
saa411@lehigh.edu

89 Lesley University
29 Everett St.
Cambridge, MA 02138
Magi McKinnies
PHONE:(617) 349-8545
FAX:(617) 349-8578
mmckinni@lesley.edu

90 Lewis-Clarkk State College
500 8th Ave. RCH 111
Lewiston, ID 83501
Doug Steele
PHONE:(208) 792-2211
FAX:208-792-2453
dlsteele@lcsc.edu

91 Loras College
1450 Alta Vista
Dubuque, IA 52001
Michael Boyd
PHONE:(563) 588-7024
FAX:(563) 588-7659
michael.boyd@loras.edu

92 Loyola University Maryland
4501 N. Charles Street, JH 105
Baltimore, MD 21210
Donelda Cook
PHONE:410-617-2493
FAX:410-617-5124
dcook@loyola.edu

93 Luther College
700 College Dr.
Decorah, IA 52101
Pam Torresdal
PHONE:563-387-1375
FAX:563-387-1384
torrespa@luther.edu

94 Lyon College
P.O. Box 2317
Batesville, AR 72503
Diane Ellis
PHONE:870-307-7284
diane.ellis@lyon.edu

95 Marian University
3200 Cold Spring Rd
Indianapolis, IN 46222
Leanne Malloy
PHONE:(317) 955-6150
FAX:(317) 955-6415
lmalloy@marian.edu

96 Marist College
3399 North Rd
Poughkeepsie, NY 12601
Naomi Ferleger
PHONE:(845) 575-3314
FAX:(845) 575-3275
naomi.ferleger@marist.edu

97 Marymount Manhattan College
221 E. 71st St.
New York, NY 10021
Paul Grayson
PHONE:(212) 774-0727
FAX:(212) 774-0718
pgrayson@mmm.edu

98 Massachusetts Institute of Technology
E 23 - 368, 77 Mass Ave
Cambridge, MA 02139
Alan Siegel
PHONE:617-253-4374
FAX:617-253-0162
sieg@med.mit.edu

99 Massachusetts Maritime Academy
101 Academy Dr
Buzzards Bay, MA 02532
Kathleen Shine-O'Brien
PHONE:508-830-5048
FAX:508-830-6468
kshineobrien@maritime.edu

100 MassBay Community College
50 Oakland St
Wellesley Hills, MA 02481
Jon Edwards
PHONE:781-239-3000
FAX:781-239-2669
jedwards@massbay.edu

101 McMaster University
Student Wellness Centre
MUSC B101
Hamilton, Ontario, Canada L8S 4S4
Debbie Nifakis
PHONE:(905) 525-9140 EXT 23036
FAX:905-546-1663
nifakis@mcmaster.ca

102 Mercer University
Counseling and Psychological Services
1400 Coleman Ave
Macon, GA 31207
Emily Piassick
PHONE:478-301-2862
FAX:478-301-5347
piassick_ea@mercer.edu

103 Midlands Technical College
P.O. Box 2408
Columbia, SC 29202
William Morris
PHONE:(803) 822-3559
FAX:(803) 822-3295
morrisp@midlandstech.edu

104 Milwaukee School of Engineering
1025 North Broadway Street
Milwaukee, WI 53202
Joseph Meloy
PHONE:414-277-7227
FAX:414-277-2897
meloy@msoe.edu

105 Missouri State University
901 South National Ave.
Springfield, MO 65897
Doug Greiner
PHONE:(417) 836-5116
FAX:(417) 836-4616
douggreiner@missouristate.edu

106 Monmouth University
Cedar Avenue
West Long Branch, NJ 07764
Franca Mancini
PHONE:732-571-7517
FAX:732-923-4758
mancini@monmouth.edu

107 Montclair State University
Counseling and Psychological Services
1 Normal Ave, Russ Hall
Upper Montclair, NJ 07043
Jaclyn Friedman-Lombardo
PHONE:973-655-5211
FAX:973-655-4470
friedmanlj@mail.montclair.edu

108 Morehead State University
112 Allie Young Hall
Morehead, KY 40351
Brenda Wilburn
PHONE:(606) 783-2155
FAX:(606) 783-5005
b.wilburn@moreheadstate.edu

109 Morgan State University
1700 E. Cold Spring Lane
Carter-Grant-Wilson Bldg. Room 202
Baltimore, Maryland 21251
Ralph Piper
PHONE:443-885-3130
FAX:443-885-8208
ralph.piper@morgan.edu

110 Mount St. Mary's University
16300 Old Emmitsburg Rd
Emmitsburg, MD 21727
Linda Donvan
PHONE:301-447-5288
FAX:301-447-5719
ldonovan@msmary.edu

111 New College of Florida
5800 Bay Shore Road
Sarasota, FL 34243
Anne Fisher
PHONE:(941) 487-4254
FAX:(941) 487-4256
fisher@ncf.edu

112 New Jersey City University
2039 Kennedy Blvd
Jersey City, NJ 07305
Abisola Gallagher-Hobson
PHONE:(201) 200-3165
FAX:201-200-2558
agallagher@njcu.edu

113 North Carolina A&T State University
1601 E. Market Street, 109 Murphy Hall
Greensboro, NC 27411
Vivian Barnette
PHONE:336-334-7727
FAX:336-334-7727
vdbarnet@ncat.edu

114 North Carolina Agricultural and Technical State Univ
Murphy Hall Rm 109
1601 East Market St
Greensboro, NC 27411
Roy Hamilton
PHONE:336-334-7727
hamiltonrj@aol.com

115 North Carolina State University
2815 Cates Ave
Raleigh, NC 27606
Monica Osburn
PHONE:(919) 515-2423
FAX:(919) 515-8525
cou-mzosburn@ncsu.edu

116 North Carolina Wesleyan College
3400 N. Wesleyan Blvd.
Rocky Mt, NC 27804
Leslie Veach
PHONE:(252) 985-5369
FAX:(252) 985-5580
lveach@ncwc.edu

117 North Dakota State University
NDSU Dept. 5120, PO Box 6050
Fargo, ND, 58108-6050
Bill Burns
PHONE:(701) 231-7671
FAX:(701) 231-6318
william.burns@ndsu.edu

118 Northern Arizona University
PO Box 6045
Campus Health Services
Flagstaff AZ 86011
Carol O'Saben
PHONE:(928) 523-2261
FAX:(928) 523-9060
carol.osaben@nau.edu

119 Northern Essex Community College
100 Elliott Street
Haverhill, MA 01830
Marcia Winters
PHONE:978-556-3644
FAX:978-556-3104
mwinters@necc.mass.edu

120 Northern Wyoming Community College District - Gillette College
Counseling Services, 300 West Sinclair Street
Gillette WY 82718
Kristin Douglas
PHONE:(307) 686-0254 EXT 2011
kdouglas@sheridan.edu

121 Northern Wyoming CC - Sheridan College
3059 Coffeen Ave
Sheridan, WY 82801
Deanne Wyssmann
PHONE:(307) 674-6446 EXT 2008
FAX:(307) 307-7047
dwyssmann@sheridan.edu

122 Northwestern College
Alexandra (Sandy) Dellutri
PHONE:708-237-5030
FAX:630-839-2793
adellutri@nc.edu

123 Northwestern University
633 Emerson Street
Evanston, IL 60201
John Dunkle
PHONE:(847) 491-2151
j-dunkle@northwestern.edu

124 Norwalk Community College
188 Richards Avenue
Student Disability Services, E107
Norwalk, CT 06854
Fran Apfel
fapfel@norwalk.edu

125 Notre Dame College
Sue Lipiec
PHONE:(216) 373-5211
FAX:216-373-3802
slipiec@ndc.edu

126 Notre Dame of Maryland University
Counseling Center
Theresa Hall, Room 013
4701 N. Charles Street
Baltimore, MD 21210
Amy Provan
PHONE:(410) 532-5379
aprovan@ndm.edu

127 Oakland University
2200 n. Squirrel Rd
Rochester, MI 48309
David Schwartz
schwart3@oakland.edu

128 Ohio Wesleyan University
61 South Sandusky St
Delaware, OH 43015
Colleen Cook
PHONE:(740) 368-3145
FAX:(740) 368-3159
cmcook@owu.edu

129 Oregon Institute of Technology
3201 Campus Drive
Klamath Falls, OR 97601
James Pittman
PHONE:541-885-1800
FAX:541-885-1866
james.pittman@oit.edu

130 Oregon State University
500 Snell Hall
Corvallis, OR 97330
Jacqueline Alvarez
PHONE:541-737-2131
FAX:541-737-2518
jackie.alvarez@oregonstate.edu

131 Owens Community College
P.O. Box 10,000
Toledo, OH43699-1947
Lisa Sancrant
PHONE:567-661-2107
FAX:567-661-2137
lisa_sancrant@owens.edu

132 Ozarks Technical Community College
1001 E. Chestnut Expressway
Springfield, MO 65802
Joyce Bateman
PHONE:417-447-6973
FAX:417-447-6619
batemanj@otc.edu

133 Palm Beach Atlantic University
901 South Flagler Dr.
West Palm Beach, FL 33416
Jenny Chien
PHONE:(561) 803-2662
jenny_chien@pba.edu

134 Palm Beach State College
4200 Congress Avenue
MS#54
Lake Worth, FL 33461-4796
Jeannie Hoban
PHONE:(561) 868-3980
FAX:(561) 868-3372
hobanj@palmbeachstate.edu

135 Pennsylvania College of Technology
DIF 71 Counseling Services
One College Avenue
Williamsport, PA 17701
Kathy Zakarian
PHONE:(570) 327-4765
FAX:(570) 321-5545
kathy.zakarian@pct.edu

136 Pennsylvania State University
501 SHC, University Park, 16802
Dennis Heitzmann
PHONE:814-865-0966
FAX:814-863-9610
deh8@psu.edu

137 Pierce College Puyallup
1601 39th Avenue SE
Puyallup, WA 98374
Elizabeth Scott
PHONE:(253) 840-8443
FAX:(253) 864-3159
escott@pierce.ctc.edu

138 Randolph College
Counseling Center, 2500 Rivermont Ave.
Lynchburg, VA 24503
Anne Hershbell
PHONE:(434) 947-8158
FAX:(434) 947-8106
ahershbell@randolphcollege.edu

139 Rhode Island School of Design
Student Development & Counseling Services
2 College St.
Providence, RI 02903
Wayne Assing
PHONE:(401) 454-6637
FAX:(401) 454-6660
wassing@risd.edu

140 Roanoke College
221 College Lane
Salem, VA 24153
Hap Cox
PHONE:(540) 375-2302
FAX:(540) 375-2030
cox@roanoke.edu

141 Rockhurst University
Massman 5
1100 Rockhurst Rd
Kansas City, MO 64110
Rick Hanson
PHONE:816-501-4275
FAX:816-501-3481
rick.hanson@rockhurst.edu

142 Roger Williams University
1 Old Ferry Road
Bristol, RI 02809
Jim Azar
PHONE:401-254-3124
FAX:401-254-3197
jazar@rwu.edu

143 Rosalind Franklin Univ of Medicine & Science
3471 Green Bay Road
North Chicago, IL 60064
David Ventrelle
PHONE:(847) 247-6910
FAX:(847) 247-6950
d.ventrelle@rfuhs.com

144 Rutgers University
17 Senior Street
New Brunswick, NJ 08901
Jill Richards
PHONE:848-932-7884
FAX:732-932-8278
jillrich@echo.rutgers.edu

145 Sacred Heart University
5151 Park Avenue
Fairfield, CT 06825
Mary Jo Mason
PHONE:(203) 371-7955
masonm@sacredheart.edu

146 Saint Francis College
182 Remsen Street
Brooklyn, NY 11201
janet kasten
PHONE:718-489-5335
dircounseling@sfc.edu

147 Saint Francis University
PO Box 600
Loretto, PA 15940
David Wilson
PHONE:(814) 472-3211
dwilson@francis.edu

148 Saint Xavier University
3700 West 103rd Street
Chicago, IL 60655
Karen Shockley
PHONE:773-298-3131
FAX:773-298-3136
shockley@sxu.edu

149 Salem State University
352 Lafayette St
Salem, MA 01970
Elisa Castillo
PHONE:(978) 542-6410
FAX:(978) 542-7121
ecastillo@salemstate.edu

150 Salus University
8360 Old York Road
Center for Personal and Professional Development
Suite W 326
Elkins Park, Pa 19027
Susan Platt
PHONE:(215) 780-1311
FAX:(215) 780-1523
splatt@salus.edu

151 Samuel Merritt University
3100 Telegraph Ave, Suite #303
Oakland CA 94609
Jeanne Zeamba
PHONE:510-869-1516
FAX:510-869-6212
jzeamba@samuelmerritt.edu

152 San Diego State University
5500 Campanile Drive
San Diego, CA 92182-4730
Sandy Jorgensen-Funk
PHONE:619-594-5220
FAX:619-594-4392
jorgens1@mail.sdsu.edu

153 San Jose State University
One Washington Square
San Jose CA 95192-0035
Ellen Lin
PHONE:(408) 924-5910
FAX:(408) 924-5933
ellen.lin@sjsu.edu

154 Sarah Lawrence College
1 Mead Way
Bronxville, NY 10708
Dina Nunziato
PHONE:914-395-2350
FAX:914-395-2640
dnunziato@sarahlawrence.edu

155 Shenandoah University
1460 University Drive
Winchester, VA 22601
Nancy Schulte
PHONE:540-678-4481
FAX:540-665-1289
nschulte@su.edu

156 Southwest Baptist University
1600 University Ave.
Bolivar, MO 65613
Pearlene Breshears
PHONE:(417) 328-1729
pbreshears@sbuniv.edu

157 Springfield College
263 Alden Street
Springfield, MA 01109
Brian Krylowicz
PHONE:(413) 748-3345
FAX:(413) 748-3444
bkrylowicz@springfieldcollege.edu

158 St. Catherine University - Minneapolis
601 25th Ave South
Minneapolis, MN 55454
Michael Peterson
PHONE:651-690-7830
FAX:651-690-7750
mcpeterson@stkate.edu

159 St. Cloud State University
720 4th Av. South
St. Cloud, MN 56301
John Eggers
PHONE:320-308-3171
FAX:320-308-0959
jmeggers@stcloudstate.edu

160 St. John Fisher College
Michael Herzbrun
PHONE:(585) 385-8463
FAX:(585) 385-8299
mherzbrun@sjfc.edu

161 St. John's University
Center for Counseling & Consultation
130 Marillac Hall, 8000 Utopia Parkway
Jamaica, NY 11439
Edward Hattauer
PHONE:(718) 990-6384
FAX:(718) 990-2609
hattauee@stjohns.edu

162 St. Mary's College of Maryland
18952 E. Fisher Rd.
St. Mary's City, MD 20686
Kyle Bishop
PHONE:240-895-4289
FAX:240-895-2239
kkbishop@smcm.edu

163 St. Olaf College
1520 St. Olaf Avenue
Northfield, MN 55057
Steve O'Neill
PHONE:(507) 786-3062
FAX:(507) 786-3786
oneill@stolaf.edu

164 Stevenson University
1525 Greenspring Valley Rd.
Stevenson, MD 21153
Linda Reymann
PHONE:443-352-4200
FAX:443-352-4201
lreymann@stevenson.edu

165 Suffolk University
Suffolk University Counseling Center
73 Tremont St. 5th Floor
Boston, MA 02109
Lynda Field
PHONE:(617) 573-8226
FAX:(617) 227-3685
lfield@suffolk.edu

166 SUNY - Potsdam
44 Pierrepont Ave
Potsdam, NY 13676
Gena Nelson
PHONE:(315) 267-2330
FAX:(315) 267-2228
nelsongc@potsdam.edu

167 SUNY - The College at Brockport
350 New Campus Drive
Brockport, NY 14420
Darlene Schmitt
PHONE:585-395-2207
FAX:585-395-5045
dschmitt@brockport.edu

168 Swarthmore College
500 College Avenue
Swarthmore PA 19081
David Ramirez
PHONE:(610) 328-8059
FAX:(610) 328-8011
dramire1@swarthmore.edu

169 Sweet Briar College
Elizabeth Blevins
PHONE:434-381-6141
bblevins@sbc.edu

170 Syracuse University
200 Walnut Place
Syracuse NY, 13244
Cory Wallack
PHONE:(315) 443-4715
FAX:(315) 443-4276
cwallack@syr.edu

171 Texas State University
Counseling Center, 5-4.1 LBJSC
601 University Drive
San Marcos, TX 78666
Gregory Snodgrass
PHONE:(512) 245-2208
FAX:(512) 245-2234
gs03@txstate.edu

172 The Boston Conservatory
8 The Fenway
Boston, MA 02215
Melanie Duarte
PHONE:617-912-9160
FAX:857-207-3160
mduarte@bostonconservatory.edu

173 The New School
80 5th Ave-3rd Floor
New York, NY 10011
Jerry Finkelstein
PHONE:(212) 22901671 EXT 2814
FAX:212-614-7484
finkelsj@newschool.edu

174 The Richard Stockton College of New Jersey
101 Vera King Farris Drive
Galloway, NJ 08205
F.H. Bottone
PHONE:609-652-4722
FAX:609-626-5550
frances.bottone@stockton.edu

175 The University of Findlay
1000 North Main Street
Findlay, Ohio 45840
Karyn Westrick
PHONE:419-434-4526
FAX:419-434-5567
westrick@findlay.edu

176 Thiel College
75 College Avenue
Greenville, PA 16125
Melanie Broadwater
PHONE:724-589-2754
FAX:724-589-2051
mbroadwater@thiel.edu

177 Truman State University
University Counseling Services
100 E. Normal
Kirksville, MO 63501
Joe Hamilton
PHONE:(660) 785-4014
hamilton@truman.edu

178 University of Arkansas - Little Rock
2802 S University Avenue
Little Rock, AR 72204
Mike Kirk
PHONE:(501) 569-8651
FAX:(501) 569-8156
hmkirk@ualr.edu

179 University of Central Missouri
Warrensubrg, MO 64093-5176
Paul Polychronis
PHONE:(660) 543-4060
FAX:(660) 543-8277
ppolychr@ucmo.edu

180 University of Chicago
5737 S. University
Chicago, IL 60637
Linda Tartof
PHONE:(773) 702-9800
FAX:(773) 702-2011
ltartof@uchicago.edu

181 University of Delaware
261 Perkins Student Center, Counseling Center
Newark, DE 19716
Charles Beale
PHONE:302-831-8107
FAX:302-831-2148
cbeale@udel.edu

182 University of Evansville
1800 Lincoln Avenue
Evansville, IN 47722
Sylvia Buck
PHONE:(812) 488-2720
FAX:(812) 488-2156
sb79@evansville.edu

183 University of Iowa
University Counseling Service
3223 Westlawn
Iowa City, IA 52242
Sam Cochran
PHONE:319-335-7294
FAX:319-335-7298
sam-cochran@uiowa.edu

184 University of Kentucky
201 Frazee Hall
Lexington, KY, 40506
Mary Bolin
PHONE:(859) 257-8701
FAX:(859) 257-3319
nbhopkins@uky.edu

185 University of Mary Washington
1301 College Ave.
Lee Hall Suite 106
Fredericksburg VA 22401
Nicole Surething
PHONE:540-654-1053
FAX:540-654-1711
nsurethi@umw.edu

186 University of Maryland - College Park
Counseling Center
1106 Shoemaker Building
College Park, MD 20742-8111
Sharon Kirkland-Gordon
PHONE:(301) 314-7651
FAX:(301) 314-9206
skirklan@umd.edu

187 University of Massachusetts - Dartmouth
285 Old Westport Road
North Dartmouth, MA 02747
Christine Frizzell
PHONE:(508) 999-8650
FAX:(508) 999-9192
cfrizzell@umassd.edu

188 University of Miami
University of Miami, Counseling Center
5600 George Merrick Drive
Building 21, Room R
Coral Gales, FL 33146
Ernesto Escoto
PHONE:(305) 284-5511
FAX:(305) 284-5340
e.escoto@miami.edu

189 University of Mount Union
1972 Clark Avenue
Alliance, Ohio 44601
Kelleen Weber
PHONE:(330) 829-6660
FAX:(330) 829-8737
weberkj@mountunion.edu

190 University of New Haven
300 Boston Post Road
West Haven, CT 06516
Deborah Everhart
PHONE:(203) 932-7332
FAX:203-931-6082
deverhart@newhaven.edu

191 University of North Carolina - Charlotte
Counseling Center
158 Atkins
9201 University City Blvd
Charlotte, NC 28223
David Spano
PHONE:704-687-0311
FAX:704-687-0314
dbspano@uncc.edu

192 University of North Carolina - Pembroke
PO Box 1510
423 Chavis University Center
Pembroke NC 28372-1510
MJ Raleigh
PHONE:910-521-6202
FAX:910-521-6786
mj.raleigh@uncp.edu

193 University of North Florida
Counseling Center
1 UNF Drive
Bldg 2, Room 2300
Jacksonville, FL 32224
Rene Monteagudo
PHONE:904-620-2602
FAX:904-620-1085
r.monteagudo@unf.edu

194 University of North Texas
1155 Union Drive, #310968
Denton, TX 76203
Tim Lane
timothy.lane@unt.edu

195 University of Northern Iowa
103 SHC
Cedar Falls, IA 50614-0385
David Towle
PHONE:319-273-2676
FAX:319-273-6884
david.towle@uni.edu

196 University of Pittsburgh - Bradford
300 Campus Dr.
Bradford, PA 16701
Leslie Rhinehart
PHONE:(814) 362-7658
FAX:(814) 362-7514
llr5@pitt.edu

197 University of Pittsburgh - Greensburg
217 Chambers Hall, 150 Finoli Drive
Greensburg, PA 15601
Gayle Pamerleau
PHONE:(724) 836-9870
FAX:(724) 836-7134
gaylep@pitt.edu

198 University of Puget Sound
1500 N Warner St #1035
Tacoma, WA 98416
Donn Marshall
PHONE:(253) 879-1555
FAX:(253) 879-3766
marshall@pugetsound.edu

199 University of Richmond
24 Westhampton Way
201 Richmond Hall
University of Richmond, VA 23173
Peter LeViness
PHONE:(804) 289-8119
FAX:(804) 287-1227
plevines@richmond.edu

200 University of Rochester
Box 270356
Rochester, NY 14627
Joellen Popma
PHONE:(585) 275-1896
FAX:(585) 442-0815
kplatt@ur.rochester.edu

201 University of Saint Joseph
11678 Ayylum Avenue
West Hartford, CT 06117
Meredith Yuhas
PHONE:(860) 231-5366
FAX:(860) 231-6794
myuhas@usj.edu

202 University of South Alabama
555 University Blvd., North
Mobile, AL 36688
Robert Hanks
PHONE:(251) 460-7051
FAX:(251) 460-7492
rbhanks@southalabama.edu

203 University of South Florida
4202 E Fowler Ave, SVC 2124
Tampa, FL 33620-6970
Ann Jaronski
PHONE:813-974-2831
FAX:813-974-5089
atj1@usf.edu

204 University of Tennessee - Knoxville
1800 Volunteer Blvd.
Knoxville, TN 37916
Victor Barr
PHONE:(865) 974-2196
vbarr@utk.edu

205 University of Utah
201 S 1460 East Rm 426
Salt Lake City, UT 84112
Lauren Weitzman
PHONE:801-581-6826
FAX:801-585-6816
lweitzman@sa.utah.edu

206 University of Wisconsin - River Falls
410 South Third Street
River Falls, WI 54022
Alice Reilly-Myklebust
PHONE:(715) 425-3884
FAX:(715) 425-3573
alice.m.reilly-myklebust@uwrf.edu

207 University of Wisconsin - Stout
Counseling Center
410 Bowman Hall
Menomonie, WI 54751
John Achter
PHONE:715-232-2468
FAX:715-232-2111
achterj@uwstout.edu

208 Upper Iowa University
PO Box 1857 605 Washington St.
Fayette, Iowa 52142
Meg Hammes
PHONE:(563) 425-5786
FAX:(563) 425-5355
hammesm@uiu.edu

209 Valdosta State university
1500 N. Patterson St.
Powell Hall East (Second Floor)
Valdosta, GA 31698
John Grotgen
PHONE:(229) 333-5940
FAX:(229) 333-7169
jgrotgen@valdosta.edu

210 Valparaiso University
VU Counseling Services
1602 LaPorte Avenue
Valparaiso, IN 46383
Stewart Cooper
PHONE:(219) 464-5002
FAX:(219) 464-6865
stewart.cooper@valpo.edu

211 Vassar College
124 Raymond Avenue
Poughkeepsie, NY 12603
Sylvia Balderrama
PHONE:845-437-5700
FAX:845-437-5756
sybalderrama@vassar.edu

212 Wake Forest University
P O 7838 Reynolda Station
Winston-Salem, NC 27109
Marianne Schubert
PHONE:(336) 758-5273
FAX:(336) 758-1991
schubem@wfu.edu

213 Warren Wilson College
PO Box 9000
Asheville, NC 28815-9000
Art shuster
PHONE:(828) 771-3773
FAX:(828) 298-2225
ashuster@warren-wilson.edu

214 Wartburg College
100 Wartburg Blvd
Waverly, IA 50677
Stephanie Newsom
PHONE:319-352-8596
FAX:319-352-8365
stephanie.newsom@wartburg.edu

215 Washington State University
280 Lighty Student Services
Pullman, WA 99164-1065
Cassandra Nichols
PHONE:(509) 335-4511
FAX:(509) 335-2924
nicholsc@mail.wsu.edu

216 Washington University in Saint Louis
Campus Box 1201
One Brookings Drive
Saint Louis, MO 63130
Thomas Brounk
PHONE:314-935-5955
FAX:314-935-8515
tom_brounk@wustl.edu

217 Wayne State University
Lynn Hill
lynn.hill@wayne.edu

218 Wellesley College
106 Central Street, The Stone Center
Wellesley MA 02481
Robin Cook-Nobles
PHONE:(781) 283-2839
FAX:(781) 283-3769
rcooknob@wellesley.edu

219 West Chester University of Pennsylvania
705 S. New Street
241 Lawrence Center
West Chester, PA 19383
Julie Perone
PHONE:(610) 436-2301
FAX:(610) 436-3114
jperone@wcupa.edu

220 Western Michigan University
1903 W Michigan Avenue
Kalamazoo, MI 49008-5445
Geniene Gersh
PHONE:269-387-1850
geniene.m.gersh@wmich.edu

221 Western Wyoming Comunity College
2500 College Drive
Rock Springs Wy 82901
Kimberly Drane
PHONE:307-382-1645
FAX:307-382-1649
kdrane@wwcc.wy.edu

222 Wheelock College
Counseling Center, 200 the Riverway
Boston, MA 02215
Eileen Thompson
PHONE:617-879-2413
FAX:617-879-2415
ethompson@wheelock.edu

223 Wichita State University
1845 Fairmount, Box 91
Wichita, KS 67260-0091
Maureen Dasey-Morales
PHONE:316-978-3440
FAX:316-978-3216
maureen.dasey-morales@wichita.edu

224 Widener University
One University Place
Chester, PA 19013
Beth Howlett
PHONE:610-499-1261
FAX:610-499-1279
bahowlett@widener.edu

225 Wilmington College
1870 Quaker Way
Wilmington ,Ohio 45177
Mary Lynn Barber
PHONE:(937) 382-6661 EXT 272
FAX:937-383-8535
marylynn_barber@wilmington.edu

226 Worcester Polytechnic Institute
157 West Street
Worcester, MA 01609
Charles Morse
PHONE:(508) 831-5540
cmorse@wpi.edu