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PROBLEMS AND ISSUES IN THE ADMINISTRATION OF COLLEGE AND  
UNIVERSITY COUNSELING SERVICES. FINAL REPORT.

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COLORADO

A QUESTIONNAIRE SURVEY WAS CONDUCTED OF ALL (1,155)  
4-YEAR INSTITUTIONS OF HIGHER LEARNING IN THE UNITED STATES  
TO IDENTIFY PROBLEMS AND ISSUES OF COUNSELING SERVICES  
ADMINISTRATION. THE RESULTS OF THIS SURVEY, BASED ON AN  
OVERALL RESPONSE OF 54 PERCENT, WERE CATEGORIZED BY (1)  
COUNSELOR-STUDENT RATIO, (2) COMMITMENT OF COUNSELOR  
DIRECTOR'S TIME, (3) NUMBER OF CLIENT INTERVIEWS PER  
FULL-TIME COUNSELOR, (4) FUNCTIONS OF COUNSELING, AND (5)  
SALARIES OF COUNSELING STAFF. MANY OF THE RESPONDING  
INSTITUTIONS (31 PERCENT) INDICATED THAT THEY HAD NO  
COUNSELING SERVICE PROGRAM. SCHOOLS WITH SUCH A PROGRAM AND  
THEIR COUNSELING SERVICE ADMINISTRATORS WERE LISTED IN THE  
REPORT. (RS)

U. S. DEPARTMENT OF HEALTH, EDUCATION AND WELFARE  
Office of Education

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FINAL REPORT

PROBLEMS AND ISSUES IN THE ADMINISTRATION OF COLLEGE

AND UNIVERSITY COUNSELING SERVICES

U. S. Office of Education

Grant # OE -5-10-302

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FINAL REPORT

TO

U.S. Office of Education, Grant # OE 5-10-302

The objectives of this project were 1) to identify the issues and problems that are of concern to counseling service administrators in colleges and universities. 2) to obtain information from counseling service administrators about individual solutions and attitudes toward these problems and issues. 3) to identify institutional and situational variables that relate to differences in administrative practices related to the relevant problems and issues. 4) to publish results in journal articles and mimeographed materials.

The project consisted of five steps:

**Step I. Identification of the Issues and Preparing for the Survey**

Step I had three parts:

Part 1. Identification of Issues. Tapes from the Counseling Administrators Conference of 1964 were abstracted, and the important issues and individual problems were identified. Variables that related to these issues were also listed. From this, questions that seemed worthy of further study were abstracted.

Part 2. Developing Further Questions. A preliminary survey was constructed and was sent to the following key counseling directors for comment; Dr. Ralph Berdie, Dr. Allen Ivey, Dr. Stanley Segal, Dr. William Gilbert, Dr. Clay Gerken.

In addition, Dr. Thomas Magoon was brought into the project. He is chairman of a committee established by APGA to develop a continuing study of characteristics of counseling services and was preparing a survey. He delayed the work of this committee so that continuing study could be based on this survey, and contributed many comments about the survey as it existed.

### Part 3. Compilation of a Directory of Counseling Administrators. A

questionnaire was sent to the president of each college or university in the United States requesting the name of the director of the counseling service if such existed. Contact was made directly with the counseling director where his name was available from the 1964 survey. The directory compiled appears as Appendix I and was used as a mailing list for the eventual survey.

#### Step II. Construction of the Survey

The preliminary questionnaire was subjected to thorough analysis. The length appeared to be such as to limit the potential sample size, so a new format was developed shortening the survey while retaining the core information. A new survey was created. This check list format allowed inclusion of a large number of variables, and takes little of the recipient's time. It is recommended as a technique for consideration in future survey research. The final form of the survey appears in Appendix II.

#### Step III. Gathering Data, Compiling and Analyzing Results.

Part 1. The survey was mailed to the counseling directors on the list. In addition, it was sent to those institutions that had not replied addressed to "Director of Counseling." A second and third letter were sent to those not replying immediately. Time limitations prevented further follow up, but the sample finally obtained was sufficiently large to allow interpretation of the results in broad statements generally applicable to counseling across the United States.

Part 2. Tabulation and Analysis of Results. The data was punched in complete form into IBM cards, and the first level of tabulations were completed. This information is reported in the following section headed Results.

Step IV. Preparation and Communication of Results.

A brief summary of the results (Appendix III) will be forwarded to the participants in the survey. A report of the results and their implications for counseling administration will be made at the Counseling Directors Conference of 1966. The data cards and a copy of this report will be provided to the APGA committee as a base for the Data Bank to be established by Dr. Thomas Magoon. An article summarizing these results will be prepared and presented for publication in a professional journal.

Step V. This report is the final step in the project, presenting the results of the project for the U. S. Department of Health, Education and Welfare, Office of Education.

RESULTS

A first questionnaire was mailed to 1155 presidents of institutions of higher learning in the United States. It asked whether the institution had a counseling service, and if so, requested the name of the director. Seventy-five per cent of institutions responded.

In general, the larger the institution, the greater the likelihood that they responded. It is likely that failure to respond is correlated with the lack of a service since, if a service were present, it would be a simple matter to indicate its director.

Many of the institutions responding "No" reported that they were either considering a service or were establishing a counseling service. Others presented voluminous data on the amount of counseling by dormitory residents and other faculty. A few reported on their faculty advising system rather than a counseling service.

RESPONSE TO QUESTIONNAIRE ASKING WHETHER A  
COUNSELING SERVICE WAS AVAILABLE ON CAMPUS

Enrollment of Institutions

	1000		1-1999		2-2999		3-3999		4-4999		5-5999		6-10000		10000+	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
<u>Not Responding</u>	196	41	30	12	5	5	29	36	8	16	10	27	4	5	4	5
<u>Responded No</u>	129	27	83	33	28	26	8	10	4	8	4	11	7	9	3	4
<u>Responded Yes</u>	153	32	135	54	74	69	43	54	38	76	23	62	63	85	74	91
<b>TOTAL</b>	<b>478</b>		<b>248</b>		<b>107</b>		<b>80</b>		<b>50</b>		<b>37</b>		<b>74</b>		<b>81</b>	

The survey that was eventually sent to the counseling directors was as short as possible, but still required considerable effort on the part of the administrator that filled it out. Two follow-up letters were sent to individuals failing to respond. Time limitations prevented further follow up. Overall response to the survey was fifty-four per cent.

RESPONSE TO THE SURVEY

Enrollment of Institutions

	1000		1-1999		2-2999		3-3999		4-4999		5-5999		6-10000		10000+	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
<u>Not Responding</u>	73	48	55	41	45	61	20	47	20	53	6	26	24	38	33	45
<u>Responding</u>	80	52	80	59	29	39	23	53	18	47	17	74	39	62	41	55
<b>TOTAL</b>	<b>153</b>		<b>135</b>		<b>74</b>		<b>43</b>		<b>38</b>		<b>23</b>		<b>63</b>		<b>74</b>	

THE AVAILABILITY OF COUNSELING SERVICES ON COLLEGE CAMPUSES

The first survey asked whether the institution had a counseling service and, if so, requested the name of the director. As an estimate, at least three-fourths of institutions of higher learning have a counseling service. As expected, the size of the institution is an important factor in whether or not it has a counseling service.

SIZE OF INSTITUTION AND COUNSELING FACILITIES

<u>Size of Institution</u>	<u>YES</u>		<u>NO</u>		<u>Total N</u>
	<u>N</u>	<u>%</u>	<u>N</u>	<u>%</u>	
0-1000	153	54	129	46	282
1001-1999	135	62	83	38	218
2000-2999	74	73	28	27	102
3000-3999	43	84	8	16	51
4000-4999	38	90	4	10	42
5000-5999	23	85	4	15	27
6000-9999	63	90	7	10	70
Over 10000	74	96	3	4	77
Totals:	603		266		869

A test of the significance of the differences between the presence and absence of counseling facilities yielded a  $\chi^2$  value = 126.61 which for 7 degrees of freedom is significant beyond the .001 level of confidence.

Size is probably even more highly related to the presence of a counseling facility than this table indicates. The institutions that failed to answer either a first letter or a follow-up letter also tended to be the smaller institutions.

AREA OF THE COUNTRY AND COUNSELING FACILITIES

There appears to be no significant relationship between the area of the country in which a school is located and whether or not the institution has a counseling service.

AREA OF THE COUNTRY AND PRESENCE OR ABSENCE OF COUNSELING FACILITIES

<u>Area</u>	<u>Yes</u>	<u>No</u>	<u>Totals</u>
Northeast	152	90	242
Midwest	112	46	158
Central	53	17	70
Mountain	30	6	36
West Coast	67	28	95
Southwest	53	15	68
South	57	28	85
Mid-Atlantic	<u>79</u>	<u>36</u>	<u>115</u>
Totals:	603	266	869

While the breakdown of the United States into these regions is arbitrary, it is not without rationale. Rather than adhering to the traditional geographical breakdown, it was felt much more advisable to group adjacent states into a block which were similar in educational character. The areas include the following states:

Northeast: Maine, Vermont, New Hampshire, Massachusetts, Connecticut, New York, New Jersey, Rhode Island, Pennsylvania, Maryland, Washington, D. C., and Delaware.

Midwest: Ohio, Michigan, Indiana, Illinois, Wisconsin, and Minnesota.

Central: Iowa, Missouri, Kansas, Nebraska, Colorado.

Mountain: Utah, Wyoming, Montana, North Dakota, South Dakota, Nevada, and Idaho.

West Coast: Washington, Oregon, California, and Hawaii

Southwest: Arizona, New Mexico, Oklahoma, Texas

South: Arkansas, Louisiana, Mississippi, Alabama, Georgia, South Carolina.

Mid-Atlantic: Kentucky, West Virginia, Tennessee, North Carolina, Virginia, and Florida.

EDUCATION AND PROFESSIONAL AFFILIATION OF COUNSELING CENTER DIRECTORS

The majority of counseling directors responding to the survey hold the doctor's degree, and most of these have a PhD. A number, however, hold only the master's degree, and three directors indicate that they have only a bachelor's degree. Size of school is definitely related to the type of degree of the counseling director. With increasing size, the director is more likely to hold the doctorate, and with increasing size, that doctorate is more likely to be a PhD.

DEGREE OF COUNSELING DIRECTOR AND SIZE OF INSTITUTION

SIZE	PhD		EdD		Master		Bachelor		Number and per cent of counseling directors according to size of institution who hold PhD., EdD., Master or Bachelor Degrees.
	No.	%	No.	%	No.	%	No.	%	
Less than 1000	14	27	13	25	23	44	2	4	
1000-4999	64	44	34	24	46	32	0	0	
5000-9999	24	44	21	38	10	18	0	0	
10000-14999	14	64	6	27	2	9	0	0	
15000-19999	4	80	1	20	0	0	0	0	
Greater than 20000	6	60	2	20	1	10	1	10	
<b>TOTALS:</b>	<b>126</b>		<b>77</b>		<b>82</b>		<b>3</b>		

TYPE OF INSTITUTION AND DEGREE OF COUNSELING DIRECTOR

	PhD		EdD		Master		Bachelor		Number and per cent of counseling directors according to types of institutions who hold PhD., EdD., Master, and Bachelor Degrees
	No.	%	No.	%	No.	%	No.	%	
Public	65	44	54	36	29	19	1	1	
Private	35	45	12	15	30	38	1	2	
Religious	26	43	11	18	23	38	1	2	

AREA OF THE COUNTRY AND DEGREE OF DIRECTOR

The South is least likely to have a PhD as director and is most likely to have a master's degree director.

	<u>PhD</u>		<u>Edd</u>		<u>Master</u>		<u>Bachelor</u>		Number and per cent of counseling directors within geographical areas who hold PhD., Edd., Master or Bachelor Degrees.
	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	
Northeast	30	51	10	17	17	29	2	3	
Midwest	28	45	15	24	19	31	0	0	
Central	11	33	11	33	11	33	0	0	
Mountain	9	41	7	32	6	27	0	0	
West Coast	21	58	8	22	6	17	1	3	
Southwest	6	23	11	42	9	35	0	0	
South	5	20	8	33	11	46	0	0	
Mid-Atlantic	16	62	7	27	3	12	0	0	

EDUCATION AND PROFESSIONAL AFFILIATION OF COUNSELING CENTER STAFF

The majority of counseling center staff have a master's degree. Two separate factors appear to be operating here. In institutions with less than 1000 students, and those with one to five thousand students, the staff members with master's degrees are probably employed as counselors. Over sixty per cent of these hold the master's degree. Almost ten per cent have only a bachelor's degree.

In the largest institutions, there are also large numbers of master's and bachelor's degrees working as counselors. These, however, are not as likely to be long-term employees. Many may be graduate students in training for advanced degrees, working in the counseling centers on assistantships.

The middle group of institutions includes many with permanent staff with master's degrees and some with training programs and graduate assistantships. These institutions also have a higher number of Edd's as staff. The teachers colleges, focusing on

education and training of teachers, or the new universities that have been only recently teachers' colleges are likely to fall in this size category and seem to be more likely to employ EdD's.

TYPE OF DEGREE OF COUNSELING STAFF AND SIZE OF INSTITUTIONS

<u>SIZE</u>	<u>PhD</u>		<u>EdD</u>		<u>Master</u>		<u>Bachelor</u>	
	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>
Less than 1000	18	26	1	1	46	66	5	7
1000-4999	55	19	31	11	166	59	31	11
5000-9999	52	32	22	14	77	48	10	6
10000-14999	59	43	18	13	54	39	6	4
1500-19999	23	42	1	2	30	55	1	2
Greater than 20000	64	40	6	4	72	45	18	11

The type of degree held by staff is not significantly related to the type of institution. The South is again most likely to have Master's or Bachelor's level staff and least likely to have PhD staff.

AREA OF THE COUNTRY AND TYPE OF DEGREE OF COUNSELING STAFF

	<u>PhD</u>		<u>EdD</u>		<u>Master</u>		<u>Bachelor</u>	
	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>
Northeast	42	29	11	7	74	50	20	14
Midwest	69	27	17	7	152	59	19	7
Central	22	34	8	12	32	49	3	5
Mountain	14	25	9	16	29	52	4	7
West Coast	83	41	15	7	80	40	24	12
Southwest	16	30	5	9	29	55	3	6
South	4	10	5	13	24	60	7	18
Mid-Atlantic	21	34	7	11	30	48	4	6

The American Personnel and Guidance Association appears to be the primary professional organization for counseling directors. A very high per cent of those with a PhD, however, belong to APA, and this category has the lowest per cent of APGA members. Leaving these items blank would indicate membership in neither organization. Very few doctoral level individuals have failed to join either organization, while about a fourth of the master's level people have not joined either professional society.

DEGREE OF COUNSELING DIRECTOR AND PROFESSIONAL IDENTIFICATION

	<u>APA</u>		<u>APGA</u>		<u>APA &amp; APGA</u>		<u>NO RESPONSE</u>	
	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>
PhD	101	80	85	67	64	51	4	3
EdD	37	48	64	83	30	39	6	8
Master	14	17	58	71	10	12	20	24
Bachelor	1	33	2	66	0	0	0	0

Counseling Center Staff, like the directors, appear to identify most strongly with APGA as a professional organization, with the exception of those holding PhD's. Seventy per cent of PhD's are members of APA. A larger proportion of staff than directors holding doctorates are not indicated as having membership in either organization, and almost half of the master's level counselors are not members of either organization. Since a "Don't Know" category was available on the form, a blank space should indicate lack of membership. Again, many, but by no means all, of the master's level people may be students in training and would not, as yet, have joined a professional organization.

APA

APGA

APA &  
APGA

NO RESPONSE

	<u>APA</u>		<u>APGA</u>		<u>APA &amp; APGA</u>		<u>NO RESPONSE</u>		Number and per cent of counseling staff according to degree categories who belong to APA, APGA or both.
	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	
PhD	190	70	108	40	80	30	52	19	
EdD	37	46	49	60	20	25	16	20	
Master	77	15	198	39	28	6	222	44	
Bachelor	1	1	12	10	1	1	61	49	

#### SALARY PATTERNS FOR COUNSELING DIRECTORS

Almost all counseling directors are paid on a twelve month basis. For the few who were not, twenty per cent was added to the nine month salary. The nine-month salaries were not particularly high compared with those of twelve-month appointees.

There is a great deal of variability in salaries paid to directors. The very highest salaries are paid to directors holding the PhD. These directors tend to be in public institutions, and in the larger institutions. The lowest salaries to PhD's are to those in religious institutions. Salaries for EdD's tend to be slightly lower than those for PhD's, however, this seems to be more a function of greater numbers of PhD's being hired by larger institutions. There is almost total overlap of salaries within institutional size, with larger institutions tending to pay higher salaries.

Master's level directors are paid considerably lower salaries than are holders of the doctorate. Salaries in the South appear lower than those in other parts of the United States, although there are other minor regional differences.

Degree of Counseling Director and Salary

## 12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.			1	8	15	14	19	16	19	11	4		1	1		1
Ed.D.		1	1	3	7	11	14	16	6	7	6					
Master		4	14	14	17	8	5	3	2	5	1					
Bachelor	2							1								

Salaries for Counseling Directors within Public Institutions

## 12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.				1	6	6	11	13	10	7	3		1	1		1
Ed.D.				1	4	8	9	15	6	3	5			1		
Master		6	2	7	4	2	2	1	2	2	1					
Bachelor								1								

Salaries for Counseling Directors within Private Institutions

## 12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.				4	6	3	5	2	6	2	1					
Ed.D.		1			1		3	1		4						
Master		2	4	7	5	3	2	1		2						
Bachelor	1															

Salaries for Counseling Directors within Religious Institutions

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	12-Month Salary in Thousands of Dollars														
		6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.			1	3	3	5	3	1	3	2						
Ed.D.			1	2	2	3	2									
Master		2	4	5	5	1	1	1		1						
Bachelor	1															

Salaries for Counseling Directors in the Northeast

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	12-Month Salary in Thousands of Dollars														
		6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.				3		4	4	3	4	4	2					1
Ed.D.					1	3	2	3	1							
Master	2	2	1	2	2	1	1	1	2	1						
Bachelor	2															

Salaries for Counseling Directors in the Midwest

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	12-Month Salary in Thousands of Dollars														
		6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.				2	5	3	3	1	4	4						1
Ed.D.					1	3	2		2	2	4					1
Master				5	7	2	2					1				
Bachelor																

Salaries for Counseling Directors in the Central States

## 12-Month Salaries in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.					2	2		1	3		1					
Ed.D.			1	1	1		2	1	2	1	1					
Master			3	1	2	1		1		1						
Bachelor																

Salaries for Counseling Directors in the Mountain States

## 12-Month Salaries in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.				1		2	1	3				1				
Ed.D.						1	2	2		1						
Master			1	1	2		1									
Bachelor																

Salaries for Counseling Directors on the West Coast

## 12-Month Salaries in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.					2	1	6	3	4	3						
Ed.D.						1	3	3	1							
Master			2	2						1						
Bachelor								1								

Salaries for Counseling Directors in the Southwest

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.					1	1		2	1						1	
Ed.D.				1		1	2	3		2	1					
Master		1		3	2	1		1	1							
Bachelor																

Salaries for Counseling Directors in the South

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.				1	2		1	1								
Ed.D.				-	1	2		3								
Master			6	1	2	1	1									
Bachelor																

Salaries for Counseling Directors in the Mid-Atlantic States

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.			1	1	3	1	4	2	3							
Ed.D.		1			2		1	1		1						
Master		1				1										
Bachelor																

Salaries for Counseling Directors in Institutions of Less Than 1,000 Students

12-Month Salary in Thousands of Dollars

Degree	Less than															
	6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.				2	4	1		3	2							
Ed.D.		1	1	1	1	2	3	1		1						
Master		2	3	4	5			2		1						
Bachelor		2														

Salaries for Counseling Directors within Institutions of 1,000 to 4,999 Students

12-Month Salary in Thousands of Dollars

Degree	Less than															
	6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.				7	10	9	8	6	7	4	1					
Ed.D.				2	4	8	7	6	1	2	1					
Master		2	9	8	10	8	3		1	2	1					
Bachelor																

Salaries for Counseling Directors within Institutions of 5,000 to 9,999 Students

12-Month Salary in Thousands of Dollars

Degree	Less than															
	6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.					1	3	6	5	4	3	1					
Ed.D.					1	1	1	7	3	2	4			1		
Master			2	2	2		2	1	1							
Bachelor																

Salaries of Counseling Directors within Institutions of 10,000 to 14,999 Students

12-Month Salary in Thousands of Dollars

Degree	Less than															
	6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.							4	1	4	3	1					1
Ed.D.								2	1	2	1					
Master										2						
Bachelor																

Salaries for Counseling Directors in Institutions with Greater than 15,000 Enrollment

12-Month Salary in Thousands of Dollars

Degree	Less than															
	6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.								1	2					1		
Ed.D.							1									
Master																
Bachelor																

Salaries for Counseling Center Staff

Counseling staff are paid on either a nine- or twelve-month appointment. Theoretically, there should be a difference between salaries for differing appointments of at least nine elevenths. In fact, the difference between the distributions of nine-month and of twelve-month salaries showed less difference than this. The very highest salaries are being paid to nine-month appointees. As expected, from the previous data, previous data.

Ph.D.'s make the highest salaries, Ed.D's second, with master's and bachelor's degrees are making lower salaries in that order. Many individuals with master's degrees are clearly making salaries of a professional level, overlapping to a very considerable extent the salaries of doctoral staff. This overlap would become even more evident if the low salaries of students in training were removed from these tables.

Salaries for Counseling Staff

12-Month Salary in Thousands of Dollars

Degree	Less than															
	6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.			4	11	20	42	18	11	9	1						
Ed.D.			2	4	15	2	4	4	4	1						
Master	20	39	40	75	33	30	9	4	2	1						
Bachelor	15	21	7	6	8											

Salaries for Counseling Staff within Public Institutions

12-Month Salary in Thousands of Dollars

Degree	Less than															
	6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.			4	2	17	37	10	6	7	1	.1					
Ed.D.			1	3	14		4	4	4	1						
Master	8	25	22	53	23	22	5	1	2		1					
Bachelor	8	18	2	5	1		1									

Salaries for Counseling Staff within Private Institutions

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.				8		3	4	3	2	1						
Ed.D.						2										
Master	6	11	12	11	5	4	1	2								
Bachelor	2	2	3	1	2											

Salaries for Counseling Staff within Religious Institutions

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.				1	3	2	4	2								
Ed.D.			1	1	1											
Master	6	3	6	11	5	4	3	1								
Bachelor	5	1	2													

Salaries for Counseling Staff in the Northeast

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.			1	1	3	8	3	3	1		1					
Ed.D.			1	1	1	2										
Master	4		8	8	10	4	1	1								
Bachelor	1	3		1												

Salaries for Counseling Staff in the Midwest

## 12-Month Salary in Thousands of Dollars

Degree	Less than															
	6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.			2	1	3	3	4	4	3	1						
Ed.D.				1	1	5		3	3	1						
Master	2	12	13	17	10	3		2		1						
Bachelor	1	4	1	1	2											

Salaries for Counseling Staff in the Central States

## 12-Month Salary in Thousands of Dollars

Degree	Less than															
	6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.						6	1	1	3							
Ed.D.					1	2	1	1								
Master	3	2	7	5	2											
Bachelor			1	1												

Salaries for Counseling Staff in the Mountain States

## 12-Month Salary in Thousands of Dollars

Degree	Less than															
	6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.				1	5	3	2									
Ed.D.				1	3		2									
Master			3	7	2											
Bachelor	2															

Salaries for Counseling Staff on the West Coast

## 12-Month Salaries in Thousands of Dollars

Degree	Less than															
	6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.	1	2		6	7	12	5			1						
Ed.D.					4	2	1									
Master		3	7	16	4	7	3	1								
Bachelor	4	6	1	1												

Salaries for Counseling Staff in the Southwest

## 12-Month Salaries in Thousands of Dollars

Degree	Less than															
	6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.		7	3	6	6	2	1	1	1							
Ed.D.									1							
Master	4	1	1	6	6	2	1	1								
Bachelor		1	2													

Salaries for Counseling Staff in the South

## 12-Month Salaries in Thousands of Dollars

Degree	Less than															
	6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.						2										
Ed.D.					3	1										
Master	3	8		7	1											
Bachelor	1			7												

Salaries for Counseling Staff in the Mid-Atlantic States

12-Month Salary in Thousands of Dollars

Degree	Less than															
	6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.		1			1	4										
Ed.D.				1	2	1										
Master	6		4	7	1	1										
Bachelor	1		1	1	1											

Salaries for Counseling Staff within Institutions of Less than 1,000 Students

12-Month Salary in Thousands of Dollars

Degree	Less than															
	6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.						2										
Ed.D.																
Master	3	6	3		3	1		5								
Bachelor		1	1	1												

Salaries for Counseling Staff within Institutions of 1,000 to 4,999 Students

12-Month Salary in Thousands of Dollars

Degree	Less than															
	6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.		1		3	1	4	4	3	4	1						
Ed.D.			1	1	2	4	1	1	2							
Master	7	18	13	22	9	12	6	1		1						
Bachelor	7	4	2	1	3											

Salaries for Counseling Staff within Institutions of 5,000 to 9,999 Students

## 12-Month Salary in Thousands of Dollars

Degree	Less than															
	6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.			1	1	5	8	4	3	1							
Ed.D.				1	6	3	2	1								
Master	2	8	12	10	6	5	1	1								
Bachelor	1	3	7	2												

Salaries for Counseling Staff within Institutions of 10,000 to 14,999 Students

## 12-Month Salary in Thousands of Dollars

Degree	Less than															
	6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.	1	1		3	1	11	3	2	4						1	
Ed.D.				1	5	5	2	1	2	1						
Master	5	2	5	15	6	1		1								
Bachelor	1	1	1	1												

Salaries for Counseling Staff within Institutions of 15,000 to 19,999 Students

## 12-Month Salary in Thousands of Dollars

Degree	Less than															
	6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.				1	6	4	2									
Ed.D.				1												
Master	1		4	9	4	3			2							
Bachelor																

Salaries for Counseling Staff within Institutions of Greater than 20,000 Students

## 12-Month Salary in Thousands of Dollars

Degree	Less than															
	6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.	1	1	1	1	8	13	4	2								
Ed.D.					2	1		1								
Master		4	3	14	5	7	1									
Bachelor	1	12		1												

Salaries for Counseling Staff

## 9-Month Salary in Thousands of Dollars

Degree	Less than															
	6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.		1	8	24	23	11	18	5	1	1	1	1				
Ed.D.			3	6	9	4	10	1								
Master	18	18	30	19	13	8	1	1								
Bachelor	7	1	3	1			1									

Salaries for Counseling Staff within Public Institutions

## 9-Month Salary in Thousands of Dollars

Degree	Less than															
	6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.			7	19	17	4	17	4	1	1	1	1				
Ed.D.			1	5	9	4	10									
Master	13	9	23	12	12	7	1	1								
Bachelor	2	1	1	1												

Salaries for Counseling Staff within Private Institutions

## 9-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.		1		4		2										
Ed.D.			2	1				1								
Master	1	3	3	3		1										
Bachelor	2		1													

Salaries for Counseling Staff within Religious Institutions

## 9-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.			1	1	6	5	1	1								
Ed.D.																
Master	4	9	4	4	1											
Bachelor	3		1													

Salaries for Counseling Staff in the Northeast

## 9-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.				3	2	1	6	1			1					
Ed.D.			1	1		1										
Master	1	2	6	3	2	2										
Bachelor			2													

Salaries for Counseling Staff in the Midwest

## 9-Month Salaries in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.			2	3	1	2	3									
Ed.D.					1											
Master	5	7	3	8	3	3										
Bachelor	2	1	1													

Salaries for Counseling Staff in the Central States

## 9-Month Salaries in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.				1	2	3										
Ed.D.			2													
Master	2	3	2	1												
Bachelor																

Salaries for Counseling Staff in the Mountain States

## 9-Month Salaries in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.				1		1										
Ed.D.				1	1											
Master	3	3	2	3	1	3										
Bachelor	1															

Salaries for Counseling Staff on the West Coast

## 9-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.			5	12	11	4	8	4	1	1						
Ed.D.					5	1										
Master	4	1	11	3	7	2	1	1								
Bachelor	1			1				1								

Salaries of Counseling Staff in the Southwest

## 9-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.		1	1		3	2										
Ed.D.				1	2	1										
Master	1		3			1										
Bachelor																

Salaries of Counseling Staff in the South

## 9-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.				1	1											
Ed.D.				1		1										
Master		2	1													
Bachelor	1															

Salaries for Counseling Staff in the Mid-Atlantic States

9-Month Salary in Thousands of Dollars

Degree	Less than															
	6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.				3	1		1									
Ed.D.				2				1								
Master	2	2	2	1												
Bachelor																

Salaries for Counseling Staff within Institutions of Less than 1,000 Students

9-Month Salary in Thousands of Dollars

Degree	Less than															
	6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.		1	2	3	3	3										
Ed.D.			1													
Master	1	3	5	6	1											
Bachelor																

Salaries for Counseling Staff within Institutions of 1,000 to 4,999 Students

9-Month Salary in Thousands of Dollars

Degree	Less than															
	6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.			2	4	3	4	2	1								
Ed.D.			1	5	2	3										
Master	5	9	7	9	4	3										
Bachelor	3	1	2													

Salaries for Counseling Staff within Institutions of 5,000 to 9,999 Students

## 9-Month Salary in Thousands of Dollars

Degree	Less than 6,000	Less than															
		6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+	
Ph.D.			2	6	6	3	6										
Ed.D.			1	1	5	1		1									
Master	6	2	9	1	5	3	1	1									
Bachelor	1																

Salaries for Counseling Staff within Institutions of 10,000 to 14,999 Students

## 9-Month Salary in Thousands of Dollars

Degree	Less than 6,000	Less than															
		6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+	
Ph.D.			2	10	7	1	8	2	1		1						
Ed.D.					2												
Master	3	4	4	2	1	2											
Bachelor				1			1										

Salaries of Counseling Staff within Institutions of 15,000 to 19,999 Students

## 9-Month Salary in Thousands of Dollars

Degree	Less than 6,000	Less than															
		6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+	
Ph.D.				1	3		2	2		1							
Ed.D.																	
Master		1	2	1	1												
Bachelor																	

Salaries for Counseling Staff within Institutions Greater than 20,000 Students

9-Month Salary in Thousands of Dollars

Degree	Less than															
	6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.			1		1											
Ed.D.																
Master	3	2	3		1											
Bachelor	1		1													

TIME BREAKDOWN OF THE COUNSELING DIRECTOR

Counseling

Very few counseling directors, including those in the smallest institutions, serve full time as counselors. The most frequent time commitment to counseling was fifty per cent. This occurs in institutions up to a student enrollment of 10,000. Above this figure, directors spend less time in counseling.

The mode at fifty per cent, however, is not really descriptive of the time breakdown of individual directors. Most directors listed some other time commitment, and these scattered all over the scale. While many directors spend very little time in counseling, the great majority clearly see counseling as one of their duties, and many directors, even in larger institutions, spend considerable time in this activity.

PER CENT OF TIME SPENT IN COUNSELING BY DIRECTORS  
IN INSTITUTIONS UNDER 1000 ENROLLMENT

	N	MEAN	STANDARD DEVIATION
	52	52.28	21.480
<u>PER CENT OF TIME</u>	<u>FREQUENCY</u>	<u>RELATIVE</u>	<u>FREQUENCY</u>
0 TO 5	0	.00	
5 TO 10	0	.00	
10 TO 15	2	.04	
15 TO 20	0	.00	
20 TO 25	3	.06	
25 TO 30	1	.02	
30 TO 35	4	.08	
35 TO 40	1	.02	
40 TO 45	5	.10	
45 TO 50	0	.00	
50 TO 55	18	.35	
55 TO 60	2	.04	
60 TO 65	1	.02	
65 TO 70	3	.06	
70 TO 75	1	.02	
75 TO 80	6	.12	
80 TO 85	1	.02	
85 TO 90	0	.00	
90 TO 95	1	.02	
95 TO 100	3	.06	

PER CENT OF TIME SPENT IN COUNSELING BY DIRECTORS  
IN INSTITUTIONS FROM 1000 TO 4999 ENROLLMENT

	N	MEAN	STANDARD DEVIATION
	143	46.79	24.315

<u>PER CENT OF TIME</u>	<u>FREQUENCY</u>	<u>RELATIVE FREQUENCY</u>
0 TO 5	5	.00
5 TO 10	2	.01
10 TO 15	8	.06
15 TO 20	4	.03
20 TO 25	9	.06
25 TO 30	7	.05
30 TO 35	10	.07
35 TO 40	1	.01
40 TO 45	14	.10
45 TO 50	2	.01
50 TO 55	32	.22
55 TO 60	3	.02
60 TO 65	12	.08
65 TO 70	0	.00
70 TO 75	10	.07
75 TO 80	7	.05
80 TO 85	7	.05
85 TO 90	1	.01
90 TO 95	6	.04
95 TO 100	3	.02

PER CENT OF TIME SPENT IN COUNSELING BY DIRECTORS  
IN INSTITUTIONS FROM 5000 TO 9999 ENROLLMENT

	N	MEAN	STANDARD DEVIATION
	53	42.32	22.124

<u>PER CENT OF TIME</u>	<u>FREQUENCY</u>	<u>RELATIVE FREQUENCY</u>
0 TO 5	0	.00
5 TO 10	0	.00
10 TO 15	4	.08
15 TO 20	1	.02
20 TO 25	8	.15
25 TO 30	7	.13
30 TO 35	3	.06
35 TO 40	1	.02
40 TO 45	4	.08
45 TO 50	1	.02
50 TO 55	9	.17
55 TO 60	1	.02
60 TO 65	3	.06
65 TO 70	0	.00
70 TO 75	3	.06
75 TO 80	4	.08
80 TO 85	4	.08
85 TO 90	0	.00
90 TO 95	0	.00
95 TO 100	0	.00

PER CENT OF TIME SPENT IN COUNSELING BY DIRECTORS  
IN INSTITUTIONS FROM 10000 TO 14999 ENROLLMENT

33

	N	MEAN	STANDARD DEVIATION
	23	27.95	16.601

<u>PER CENT OF TIME</u>	<u>FREQUENCY</u>	<u>RELATIVE FREQUENCY</u>
0 TO 5	1	.04
5 TO 10	2	.09
10 TO 15	2	.09
15 TO 20	1	.04
20 TO 25	3	.13
25 TO 30	3	.13
30 TO 35	4	.17
35 TO 40	1	.04
40 TO 45	0	.00
45 TO 50	1	.04
50 TO 55	4	.17
55 TO 60	0	.00
60 TO 65	1	.04
65 TO 70	0	.00
70 TO 75	0	.00
75 TO 80	0	.00
80 TO 85	0	.00
85 TO 90	0	.00
90 TO 95	0	.00
95 TO 100	0	.00

PER CENT OF TIME SPENT IN COUNSELING BY DIRECTORS  
IN INSTITUTIONS FROM 15000 TO 19999 ENROLLMENT

	N	MEAN	STANDARD DEVIATION
	4	30.00	23.094

<u>PER CENT OF TIME</u>	<u>FREQUENCY</u>	<u>RELATIVE FREQUENCY</u>
0 TO 5	0	.00
5 TO 10	0	.00
10 TO 15	2	.50
15 TO 20	0	.00
20 TO 25	0	.00
25 TO 30	0	.00
30 TO 35	0	.00
35 TO 40	0	.00
40 TO 45	0	.00
45 TO 50	0	.00
50 TO 55	2	.50
55 TO 60	0	.00
60 TO 65	0	.00
65 TO 70	0	.00
70 TO 75	0	.00
75 TO 80	0	.00
80 TO 85	0	.00
85 TO 90	0	.00
90 TO 95	0	.00
95 TO 100	0	.00

PER CENT OF TIME SPENT IN COUNSELING BY DIRECTORS  
IN INSTITUTIONS FROM 1999 TO MORE ENROLLMENT

	N	MEAN	STANDARD DEVIATION
	9	7.77	10.438

<u>PER CENT OF TIME</u>	<u>FREQUENCY</u>	<u>RELATIVE FREQUENCY</u>
0 TO 5	3	.33
5 TO 10	4	.44
10 TO 15	1	.11
15 TO 20	0	.00
20 TO 25	0	.00
25 TO 30	0	.00
30 TO 35	1	.11
35 TO 40	0	.00
40 TO 45	0	.00
45 TO 50	0	.00
50 TO 55	0	.00
55 TO 60	0	.00
60 TO 65	0	.00
65 TO 70	0	.00
70 TO 75	0	.00
75 TO 80	0	.00
80 TO 85	0	.00
85 TO 90	0	.00
90 TO 95	0	.00
95 TO 100	0	.00

### Teaching

Counseling directors at even the smallest colleges are not teachers assigned parttime to the role as director. Even in institutions with an enrollment of less than 1000, about half do no teaching at all, and almost all are scheduled less than one third time as teachers. In schools ranging from one to ten thousand, about a third of directors do no teaching and the rest teach less than half time. In larger institutions, almost none teach over one fourth time.

### TEACHING COMMITMENT OF COUNSELING DIRECTORS

<u>Size of Institution</u>	<u>N</u>	<u>Mean</u>	<u>Standard Deviation</u>	<u>% Indicating No Teaching</u>
Less than 1000	52	12.67	16.83	46
1000 to 4999	143	17.31	19.23	38
5000 to 9999	53	15.33	15.80	35
10,000 to 14,999	23	12.52	10.24	21
15,000 to 19,999	4	8.75	6.29	25
20,000 and Up	9	8.22	8.20	33

## Staff Meetings

35

Almost all directors indicate that less than 15 per cent of their time is utilized in staff meetings.

### TIME COMMITMENT OF COUNSELING DIRECTORS FOR STAFF MEETINGS

<u>Size of Institution</u>	<u>N</u>	<u>Mean</u>	<u>Standard Deviation</u>	<u>% Indicating No Staff Meeting</u>
Less than 1000	51	4.11	4.15	51
1000 to 4999	143	3.86	3.91	49
5000 to 9999	53	4.88	3.80	39
10,000 to 14,999	23	7.78	4.38	09
15,000 to 19,999	4	6.50	2.65	25
20,000 and Up	9	9.55	6.39	22

## Committee Meetings

Almost all directors indicated that committee meetings took up less than 15 per cent of their time. More directors in the smaller institutions indicated that they used no time for committee meetings.

### TIME COMMITMENT OF COUNSELING DIRECTORS TO COMMITTEE MEETINGS

<u>Size of Institution</u>	<u>N</u>	<u>Mean</u>	<u>Standard Deviation</u>	<u>% Indicating No Committee Time</u>
Less than 1000	51	6.33	6.06	37
1000 to 4999	143	4.57	5.45	48
5000 to 9999	53	4.49	4.19	45
10,000 to 14,999	23	6.17	4.66	22
15,000 to 19,999	4	5.75	4.19	25
20,000 and Up	9	8.00	5.57	22

## Supervising Students

The majority of counseling directors do not supervise students, although a few directors, even in the smallest institutions indicate that this is part of their duties. Unfortunately, there is no way of differentiating supervision of permanent staff who also happen to be students from these figures. A future study should request information about staff supervision.

TIME COMMITMENT OF COUNSELING DIRECTORS FOR SUPERVISING STUDENTS

<u>Size of Institution</u>	<u>N</u>	<u>Mean</u>	<u>Standard Deviation</u>	<u>% Indicating No Supervision</u>
Less than 1000	51	3.54	6.47	37
1000 to 4999	143	2.84	7.72	77
5000 to 9999	53	3.81	5.89	60
10,000 to 14,999	23	3.91	4.51	48
15,000 to 19,000	4	3.00	4.76	75
20,000 and Up	9	5.33	9.73	55

Research

Research commitment of counseling directors is heaviest in the institutions ranging from five to twenty thousand students. It is probable that the smaller institutions do not have the pressure for publication and that the largest require too much administrative commitment from their directors for research to be possible.

TIME COMMITMENT OF COUNSELING DIRECTORS FOR RESEARCH

<u>Size of Institution</u>	<u>N</u>	<u>Mean</u>	<u>Standard Deviation</u>	<u>% Indicating No Research</u>
Less than 1000	51	5.25	12.21	63
1000 to 4999	143	4.30	8.16	63
5000 to 9999	53	7.60	7.51	32
10,000 to 14,999	23	10.08	7.43	13
15,000 to 19,000	4	6.25	6.30	25
20,000 and Up	9	7.55	10.00	44

RESEARCH COMMITMENT OF COUNSELING DIRECTORS WITH DIFFERING DEGREES

<u>Degree</u>	<u>N</u>	<u>Mean</u>	<u>Standard Deviation</u>	<u>% Indicating Zero</u>
PhD	117	7.00	8.90	41
EdD	75	5.96	11.47	53
M A	78	4.17	6.42	61

Administration of the Counseling Service

There is a direct relationship between size of the institution and the amount of time the director spends in administration. About 22 per cent of directors in

"institutions under 5000 enrollment indicate no administrative time, suggesting that they are not functioning as a campus organization, but are merely providing a service. Above this size only one director shows no time for administration.

#### TIME COMMITMENT OF COUNSELING DIRECTORS TO ADMINISTRATION

<u>Size of Institution</u>	<u>N</u>	<u>Mean</u>	<u>Standard Deviation</u>	<u>% Indicating No Administration</u>
Less than 1000	51	12.7	11.01	22
1000 to 4999	143	12.6	12.03	22
5000 to 9999	53	21.5	17.87	02
10,000 to 14,999	23	30.8	16.90	00
15,000 to 19,000	4	38.7	13.15	00
20,000 and Up	9	45.2	25.59	00

0000.

... directors ... the previous ...  
 ... their activities ... other ...  
 ...

#### Counselor Student Ratio

In general, the smaller the institution, the better the counselor/student ratio, however, this does not mean that smaller institutions as a whole are providing more or better counseling services. Many smaller institutions indicate that they have no service, and the highest rate of failure to respond also occurs in the small institutions. Where counseling is provided, however, the counselor/student ratio is excellent.

The most striking aspect of the counselor/student ratio is its variability. Although a large number of institutions fall somewhere between 1:1000 and 1:2000, many have far poorer ratios.

COUNSELOR/STUDENT RATIO AND SIZE OF INSTITUTION

Counselor/ Student Ratio	<1000	1000- 4999	5000- 9999	10000- 14999	15000- 19999	20000+
1:300	7	2				
1:400	6	11				
1:500	7	6				
1:600	6	3				
1:700	3	7				
1:800	5	4				
1:900	2	1				
1:1000		22				
1:1100	2	12	1		1	1
1:1200	5	14	5			
1:1300	3	8	2	2		
1:1400		5		2		
1:1500	1	7	4	1		
1:1600	2	5	3	1	1	1
1:1700		7	3			
1:1800		3	2			
1:1900		1	1			
1:2000		4	4	3		
1:2100		3	4	1		1
1:2200				1		
1:2300		2			1	1
1:2400		5		3		
1:2500		4	1			1
1:2600		2	2	1		
1:2700		2	2	1		
1:2800		2				
1:2900						
1:3000		3	5	2		2
1:3500		1	3			
1:4000		5	1			
1:4500		2	1		1	
1:5000+			12	1	1	2

## SERVICES PROVIDED BY COUNSELING CENTERS

Academic Counseling

Most counseling services provide counseling for study problems and for choice of major field, although a few do not. Those that do not are typically the smaller institutions.

The majority of services do not attempt to counsel all students on academic probation. Larger institutions rarely attempt this undertaking, while about a third of smaller institutions indicate that they do counsel all such students. There are no significant differences between public, private, and religious institutions on this item.

<u>COUNSELING FOR STUDY PROBLEMS</u>						<u>COUNSELING FOR CHOICE OF MAJOR FIELD</u>							
(Enrollment)													
<1000	1000-4999	5000-9999	10000-14999	15000-19999	Grtr.-20,000	<1000	1000-4999	5000-9999	10000-14999	15000-19999	Grtr.-20,000		
YES	47	137	48	23	5	9	YES	43	123	50	23	5	9
NO	6	7	5	1	1	1	NO	10	21	3	1	1	1

COUNSELING ALL STUDENTS ON ACADEMIC PROBATION

	<1000	1000-4999	5000-9999	10000-14999	15000-19999	Grtr.-20,000
YES	19	46	8	3	0	0
NO	34	98	45	21	6	10

Personal Counseling

Almost all institutions, regardless of size, provide counseling for personal problems, however, there is a sharp reduction in the number of centers that provide short term counseling for severe emotional problems, and a further reduction in those providing long term help, with a majority of centers not providing long term counseling.

Interestingly, more institutions provide group counseling than long term counseling, with the majority of larger institutions (over 5000) providing the facility, while the majority of smaller institutions do not.

The smaller institution is also less likely to provide assistance for the faculty with personal problems or for the student's spouse, while the majority of larger institutions do provide these services.

COUNSELING FOR PERSONAL PROBLEMS

(Enrollment)

	<1000 4999	1000- 4999	5000- 9999	10000- 14999	15000- 19999	20,000+
YES	50	142	52	22	5	8
NO	3	2	1	2	1	2

SHORT TERM COUNSELING  
OF SEVERE EMOTIONAL PROBLEMS

	<1000 4999	1000- 4999	5000- 9999	10000- 14999	15000- 19999	20,000+
YES	39	110	41	21	4	7
NO	14	34	12	3	2	3

LONG TERM COUNSELING  
OF SEVERE EMOTIONAL PROBLEMS

(Enrollment)

	<1000 4999	1000- 4999	5000- 9999	10000- 14999	15000- 19999	20,000+
YES	10	36	19	9	2	2
NO	43	106	34	15	4	8

GROUP COUNSELING

	<1000 4999	1000- 4999	5000- 9999	10000- 14999	15000- 19999	20,000+
YES	20	65	30	17	5	7
NO	33	79	23	7	1	3

COUNSELING THE FACULTY  
REGARDING PERSONAL PROBLEMS

(Enrollment)

	<1000 4999	1000- 4999	5000- 9999	10000- 14999	15000- 19999	20,000+
YES	13	51	16	8	3	5
NO	40	93	37	16	3	5

COUNSELING STUDENT'S SPOUSE

	<1000 4999	1000- 4999	5000- 9999	10000- 14999	15000- 19999	20,000+
YES	12	49	29	15	4	6
NO	41	95	24	9	2	4

Disciplinary Counseling

Over twenty per cent of counseling services are involved with disciplinary counseling. However, these are primarily the smaller institutions. Only in the smaller schools are all disciplinary cases evaluated. While more institutions provide evaluation of referred disciplinary cases, again these are likely to be the smaller institutions.

DISCIPLINARY COUNSELING

(Enrollment)

	<1000 4999	1000- 4999	5000- 9999	10000- 14999	15000- 19999	20,000+
YES	15	36	3	1	1	2
NO	37	108	50	23	5	8

EVALUATE ALL DISCIPLINARY CASES

	<1000 4999	1000- 4999	5000- 9999	10000- 14999	15000- 19999	20,000+
YES	13	19	0	1	0	0
NO	40	125	53	23	6	10

EVALUATE REFERRED DISCIPLINARY CASES

	<1000 4999	1000- 4999	5000- 9999	10000- 14999	15000- 19999	20,000+
YES	16	53	16	9	0	0
NO	37	91	37	15	5	10

Academic Service

About one-fourth of counseling services provide a remedial reading program for students. Very few provide tutoring in subject areas, and these are entirely at the smaller institutions. Over two thirds of counseling services provide counseling for the faculty in regard to student problems.

<u>REMEDIAL READING</u>						<u>TUTORING IN ACADEMIC SUBJECT AREAS</u>					
(Enrollment)						(Enrollment)					
< 1000	1000-4999	5000-9999	10000-14999	15000-19999	20,000+	< 1000	1000-4999	5000-9999	10000-14999	15000-19999	20,000+
YES	9	33	15	8	2	5	14	3	0	0	0
NO	44	111	38	16	4	5	48	130	50	24	6

COUNSELING THE FACULTY  
REGARDING STUDENT PROBLEMS

	< 1000	1000-4999	5000-9999	10000-14999	15000-19999	20,000+
YES	35	104	36	15	0	7
NO	18	40	17	9	2	3

Pre-college Student Contact

The majority of larger institutions provide pre-college counseling, while the majority of smaller do not. However, a few counseling centers are involved in recruiting students, and these are entirely from smaller institutions.

Over a third of counseling centers run summer orientation programs, with larger institutions doing so somewhat more frequently.

<u>PRE-COLLEGE COUNSELING</u>						<u>SUMMER ORIENTATION PROGRAM</u>					
(Enrollment)						(Enrollment)					
< 1000	1000-4999	5000-9999	10000-14999	15000-19999	20,000+	< 1000	1000-4999	5000-9999	10000-14999	15000-19999	20,000+
YES	17	46	31	13	5	8	15	45	20	11	4
NO	36	98	22	11	1	2	38	99	33	13	2

RECRUITING STUDENTS

	< 1000	1000-4999	5000-9999	10000-14999	15000-19999	20,000+
YES	9	17	1	0	0	0
NO	44	127	52	24	6	10

Personnel Services

Many of the smaller counseling services appear to be in actuality student personnel services, handling many kinds of personnel functions. Larger institutions have apparently separated these functions from that of counseling.

STUDENT LOANS

(Enrollment)

	< 1000 4999	1000- 4999	5000- 9999	10000- 14999	15000- 19999	20,000+
YES	18	20	1	2	0	0
NO	35	124	52	22	6	10

STUDENT SCHOLARSHIPS

	<1000 4999	1000- 4999	5000- 9999	10000- 14999	15000 19999	20,000+
YES	20	25	1	1	0	0
NO	33	119	52	23	6	10

FOREIGN STUDENT ADVISING

(Enrollment)

	<1000 4999	1000- 4999	5000- 9999	10000- 14999	15000- 19999	20,000+
YES	22	39	7	0	0	1
NO	31	105	46	20	6	9

SUPERVISE RESIDENCEHALL COUNSELORS

	<1000 4999	1000- 4999	5000- 9999	10000- 14999	15000 19999	20,000+
YES	20	34	2	0	2	0
NO	33	110	51	24	4	10

OFF CAMPUS HOUSING

(Enrollment)

	< 1000 4999	1000- 4999	5000- 9999	10000- 14999	15000- 19999	20,000+
YES	12	20	0	0	0	0
NO	41	124	53	24	6	10

DEAN OF WOMEN'S OFFICE

	<1000 4999	1000- 4999	5000- 9999	10000- 14999	15000 19999	20,000+
YES	13	25	2	1	0	0
NO	40	119	51	23	6	10

ADVISING CAMPUS  
STUDENT ORGANIZATIONS

(Enrollment)

	< 1000 4999	1000- 4999	5000- 9999	10000- 14999	15000- 19999	20,000+
YES	19	30	1	2	1	2
NO	34	114	52	22	5	8

RESPONSIBILITY FOR  
FRATERNITIES

	<1000 4999	1000- 4999	5000- 9999	10000- 14999	15000 19999	20,000+
YES	9	13	0	1	0	0
NO	44	131	53	23	6	10

DEAN OF MEN'S OFFICES

	< 1000 4999	1000- 4999	5000- 9999	10000- 14999	15000- 19999	20,000+
YES	14	26	2	1	0	0
NO	39	118	51	23	6	10

Testing

Well over two thirds of counseling services are responsible for freshman testing.

Two factors seem to be influencing whether the counseling service provides machine test scoring for academic departments. In the smaller schools it is likely that such

a service is not available, in many of the larger schools it is available and is the responsibility of the counseling service. In still larger institutions, a separate organization probably provides this service.

FRESHMAN TESTING

MACHINE TEST SCORING FOR ACADEMIC DEPARTMENTS

<u>FRESHMAN TESTING</u>						<u>MACHINE TEST SCORING FOR ACADEMIC DEPARTMENTS</u>							
(Enrollment)													
< 1000	1000-4999	5000-9999	10000-14999	15000-19999	20,000+	< 1000	1000-4999	5000-9999	10000-14999	15000-19999	20,000+		
YES	38	100	41	17	3	4	YES	1	23	21	12	2	3
NO	15	44	12	7	3	6	NO	52	121	32	12	4	7

Religious Counseling

Only a few institutions provide religious counseling, and, as might be expected, religious institutions show the highest percentage. Less than a third of religious institutions offer pastoral or religious counseling.

PASTORAL OR RELIGIOUS COUNSELING

PASTORAL OR RELIGIOUS COUNSELING

<u>PASTORAL OR RELIGIOUS COUNSELING</u>						<u>PASTORAL OR RELIGIOUS COUNSELING</u>					
(Enrollment)						Type of Institution					
< 1000	1000-4999	5000-9999	10000-14999	15000-19999	20,000+	Public	Private	Religious	Public	Private	Religious
YES	19	22	1	2	1	1	YES	10	16	20	
NO	34	122	52	22	5	9	NO	136	62	43	

Type of Institution		
Public	Private	Religious
10	16	20
136	62	43

Evaluations

In some institutions, the counseling center apparently plays an administrative role in reaching decisions about admission or readmission. This is more frequent in the smaller institutions, but occurs also in the larger ones.

EVALUATIONS

DIAGNOSIS FOR OTHER SCHOOL OR AGENCIES

EVALUATING ALL ADMISSIONS

<u>DIAGNOSIS FOR OTHER SCHOOL OR AGENCIES</u>						<u>EVALUATING ALL ADMISSIONS</u>							
(Enrollment)													
< 1000	1000-4999	5000-9999	10000-14999	15000-19999	20,000+	< 1000	1000-4999	5000-9999	10000-14999	15000-19999	20,000+		
YES	10	36	14	5	2	4	YES	10	12	2	2	0	1
NO	43	108	39	19	4	6	NO	43	132	51	22	6	9

EVALUATING BORDERLINE ADMISSIONS

(Enrollment)

<1000						<1000							
1000- 5000- 10000- 15000-						1000- 5000- 10000- 15000-							
4999 9999 14999 19999 20,000+						4999 9999 14999 19999 20,000+							
YES	18	51	23	6	1	3	YES	13	31	5	6	1	1
NO	35	93	30	18	5	7	NO	40	113	48	18	5	9

RECOMMEND READMISSION AFTER WITHDRAWAL FOR EMOTIONAL PROBLEMS (all cases)

<1000						
1000- 5000- 10000- 15000-						
4999 9999 14999 19999 20,000 +						
YES	20	49	17	6	1	1
NO	33	95	36	18	5	9

Research

The majority of counseling services do studies of student characteristics within their own institutions, and many are involved in research on academic achievement and counseling. The smaller institutions are more likely to be involved in studies of academic achievement, while the larger are more likely to be involved in research on counseling. In the institutions with under 1000 enrollment, only a few are involved in research of any kind.

STUDIES OF STUDENT CHARACTERISTICS WITHIN YOUR INSTITUTION

(Enrollment)

<1000						<1000							
1000- 5000- 10000- 15000-						1000- 5000- 10000- 15000-							
4999 9999 14999 19999 20,000+						4999 9999 14999 19999 20,000+							
YES	30	71	36	20	4	5	YES	8	34	23	11	1	3
NO	23	73	17	4	2	5	NO	45	110	30	13	5	7

RESEARCH ON ACADEMIC ACHIEVEMENTRESEARCH ON COUNSELING

(Enrollment)

<1000						<1000							
1000- 5000- 10000- 15000-						1000- 5000- 10000- 15000-							
4999 9999 14999 19999 20,000+						4999 9999 14999 19999 20,000+							
YES	4	18	19	14	2	6	YES	5	26	20	13	3	3
NO	49	125	34	10	4	4	NO	48	117	33	11	3	7

RESEARCH CONSULTANT TO OTHER DEPARTMENTSTraining

As expected, the larger institutions are more frequently involved in training and supervision, but a surprising number of centers in the smaller institutions also indicate that they supervise trainees.

Institutions in the middle size range are more likely to be involved with education than psychology.

<u>SUPERVISE PRACTICUM</u> <u>STUDENTS FROM PSYCHOLOGY</u>						<u>SUPERVISE PRACTICUM</u> <u>STUDENTS FROM EDUCATION</u>							
						(Enrollment)							
	<1000	1000-4999	5000-9999	10000-14999	15000-19999	20,000+		<1000	1000-4999	5000-9999	10000-14999	15000-19999	20,000+
YES	6	21	15	10	2	5	YES	6	18	29	16	5	6
NO	47	123	38	14	4	5	NO	47	126	24	8	1	4

#### Other Information

Most institutions have a medical service, although a very few of even the larger schools do not provide such a service.

#### Presence of a Medical or Health Service on the Campus

	<u>Yes</u>	<u>No</u>
---1,000	49	5
1--1,999	73	6
2--2,999	27	0
3--3,999	21	2
4--4,999	18	0
5--5,999	14	1
6-10,000	37	1
10,000 +	36	1

The majority of smaller schools do not have a psychiatrist available, while the majority of larger schools do.

Availability of a Full- or Part-Time Psychiatrist

	<u>Yes</u>	<u>No</u>
---1,000	15	40
1--1,999	16	62
2--2,999	11	17
3--3,999	9	14
4--4,999	9	9
5--5,999	7	8
6-10,000	21	17
10,000 +	30	7

There is wide variation in the number of client interviews that a director has, even when the percent of time spent in counseling is accounted for. Those directors committed to less percentage time appear to be more heavily loaded for that amount of time than are directors committed to a greater time percentage.

Percent of Time Committed to Counseling and Number of Interviews

Per Week for the Counseling Director

<u>% of Time Counseling</u>	<u>Client Interviews Per Week</u>					
	<u>10-14</u>	<u>15-19</u>	<u>20-24</u>	<u>25-29</u>	<u>30-34</u>	<u>35-40</u>
---10	1	2	3	1	2	
10-19	5	4	5	5	1	2
20-29	4	7	13	7	3	1
30-39	4	4	3	6	2	2
40-49	3	6	6	1	6	4
50-59	7	9	14	15	9	10
60-69	1	3	4	3	3	5
70-79	1	1	11	9	5	2
80-89			2	5	2	3
90+	2	1	4	2	2	3

While the forty- to sixty-minute appointment is most common, there is some variation among counseling services. There is even more variation in the case load carried by a full-time counselor.

Number of Client Interviews Per Week and Length of Interview

Length of Interview in Minutes	<u>Number of Interviews</u>					
	10-14	15-19	20-24	25-29	30-34	35-40
11-19 minutes		1	1	2	1	
20-29	3		1	2	1	3
30-39	7	3	6	10	5	17
40-49	4	4	13	10	9	8
50-59	12	26	37	26	12	3
60-69	2	4		7	6	1
70-79				1		
80-89						
90+	1					

I. Counselor/Student Ratio

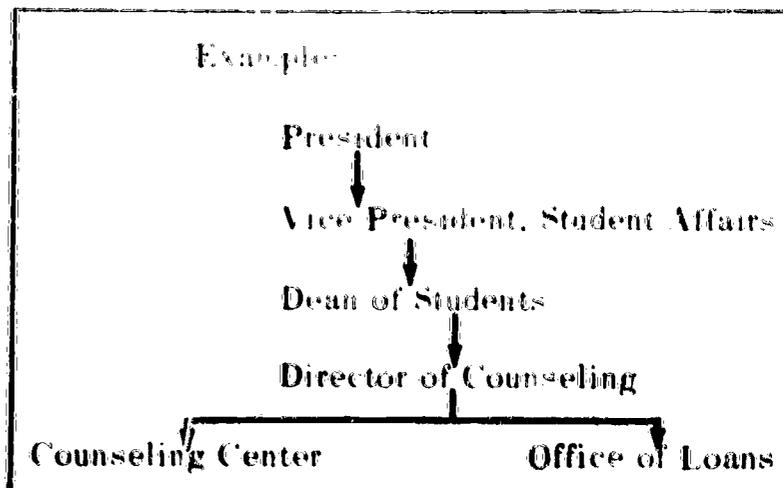
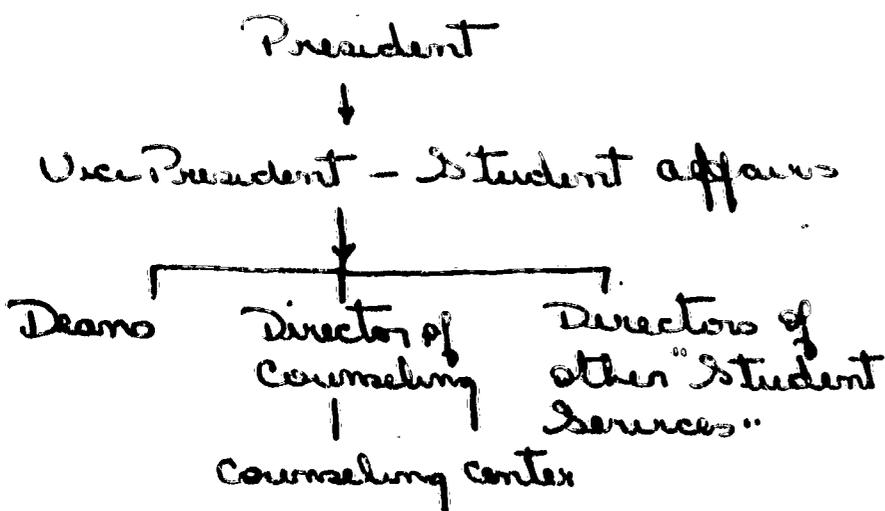
1. What is the full time student enrollment? 7133
2. How many full time equivalent counselors are there on your staff? 3
3. If the ratio of these two numbers does not give a fair estimate of the counselor, student ratio on your campus, would you make such an estimate and explain on the back of this page?  
Counselor/Student ratio ~~approx 1:2300~~ 4/7133
4. Does your institution have a Student Health Service or Medical Service? yes  no
5. Does your institution employ or retain a psychiatrist? yes  no  Community referral sources are abundant.

II. Case load

1. What proportion of the students on your campus are seen by a counselor at some time during their academic career? 33 %
2. Is this figure an estimate, or the result of a study? estimate  study
3. How many client interviews, per week, does a full time counselor handle? (approximate average during the academic year) 30+ interviews/week.
4. How long is the typical scheduled interview? 45 minutes
5. If graduate assistants are used as counselors, how many client interviews, per/week, does a half time graduate assistant handle? \_\_\_\_\_ interviews/week
6. What is the average number of interviews for a client at your center? 2 interviews
7. Is this figure an estimate or the result of a study? estimate  study
8. Do you have a policy that limits the number of interviews that staff members may have with a client? yes  no
9. What proportion of your time do you, as director, spend in each of the following activities?  
75 % counseling (seeing clients, writing notes, etc.)  
5 % teaching (formal classes)  
5 % staff meetings  
2 % committee meetings  
5 % supervising students  
0 % research  
15 % administration of the counseling service  
0 % other  
If you have other major time commitments, please list them on a separate page.
10. As director, how many client interviews do you average per week? 25 interviews per week.
11. If you view your time breakdown or case load as a problem, please comment on a separate page.

Administrative Functioning on the Campus.

Please diagram the direct line of authority for the director of the counseling service.



Has this administrative structure led to any particular problems for the Counseling Center?  yes  no.  
(If yes, please comment on a separate page.)

Following is a check list of personnel and counseling functions. Please check those that are part of your responsibility as a counseling center.

- |   |  |
|---|--|
| <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Counseling for study problems.</li> <li><input checked="" type="checkbox"/> Counseling for choice of major field</li> <li><input checked="" type="checkbox"/> Counseling for personal problems.</li> <li><input checked="" type="checkbox"/> Short term counseling of severe emotional problems. — <i>Referral</i></li> <li><input type="checkbox"/> Long term counseling of severe emotional problems.</li> <li><input checked="" type="checkbox"/> Group counseling</li> <li><input type="checkbox"/> Disciplinary counseling</li> <li><input checked="" type="checkbox"/> Diagnosis for other schools or agencies.</li> <li><input type="checkbox"/> Remedial reading</li> <li><input checked="" type="checkbox"/> Tutoring in academic subject areas</li> <li><input checked="" type="checkbox"/> Pre-college counseling</li> <li><input type="checkbox"/> Summer orientation program</li> <li><input checked="" type="checkbox"/> Counseling the faculty re. student problems</li> <li><input checked="" type="checkbox"/> Counseling the faculty re. personal problems</li> <li><input type="checkbox"/> Counseling student's spouse.</li> <li><input type="checkbox"/> Student loans</li> <li><input type="checkbox"/> Student scholarships</li> <li><input type="checkbox"/> Recruiting students</li> <li><input type="checkbox"/> Foreign student advising</li> <li><input type="checkbox"/> Supervising residence hall counselors</li> <li><input type="checkbox"/> Off campus housing</li> <li><input type="checkbox"/> Evaluating all admissions</li> <li><input checked="" type="checkbox"/> Evaluating borderline admissions</li> <li><input checked="" type="checkbox"/> Recommend readmission after failure (all cases)</li> <li><input checked="" type="checkbox"/> Recommend readmission after withdrawal for emotional problems (all cases)</li> <li><input type="checkbox"/> Pastoral or religious counseling</li> </ul> | <ul style="list-style-type: none"> <li><input type="checkbox"/> Advising campus student organizations.</li> <li><input type="checkbox"/> Evaluate all disciplinary cases.</li> <li><input type="checkbox"/> Evaluate referred disciplinary cases.</li> <li><input type="checkbox"/> Responsibility for fraternities.</li> <li><input type="checkbox"/> Counseling all students on academic probation.</li> <li><input type="checkbox"/> Freshman testing.</li> <li><input type="checkbox"/> Machine test scoring for academic departments.</li> <li><input checked="" type="checkbox"/> Studies of student characteristics within your institution.</li> <li><input type="checkbox"/> Research on academic achievement<br/># publications in 1964</li> <li><input type="checkbox"/> Research on counseling<br/># publications in 1964</li> <li><input type="checkbox"/> Research consultant to other departments.</li> <li><input checked="" type="checkbox"/> Supervise practicum students from psychology</li> <li><input checked="" type="checkbox"/> Supervise practicum students from education</li> <li><input type="checkbox"/> Dean of women's office</li> <li><input type="checkbox"/> Dean of men's office</li> </ul> <p>Other important functions: please list:</p> <hr/> <hr/> <hr/> <hr/> <hr/> |
|---|--|

If you would like a directory of counseling service administrators in the U.S., please check here

0712  
07133

Staffing Pattern in the Counseling Center

Job Title (Director, Ass't. Prof. Grad. Ass't. etc.)	% of time allocated to various departments			Salary	Circle One	B.S. M.S. Ed.D. Ph.D.	Highest Academic Degree		Professional Membership
	Coun- seling	Teaching of:					Major field Psych, Educ., etc.	Institution conferring degree	
		Fduc.	Psych						
Director	100%			\$9500	9 mo. 12 mo.	Ph.D.	Counseling Psych.	U of Wisconsin	✓
Associate Prof.	100%			\$8750	9 mo. 12 mo.	Ph.D.	Counseling Psych.	Northwestern U.	✓
Asst. Prof.	100%			\$8750	9 mo. 12 mo.	Ph.D.	Counseling Psych.	U of Oregon	✓
Instructor	50%			\$6990	9 mo. 12 mo.	M.S.	Counseling & Students	Purdue U.	✓
					9 mo. 12 mo.				
					9 mo. 12 mo.				
					9 mo. 12 mo.				
					9 mo. 12 mo.				
					9 mo. 12 mo.				
					9 mo. 12 mo.				
					9 mo. 12 mo.				
					9 mo. 12 mo.				
					9 mo. 12 mo.				
					9 mo. 12 mo.				
					9 mo. 12 mo.				

Comments:

1966-67 Academic year: We hope to employ 2 full-time  
Counselors with the Ph.D. or Ed.D.



SURVEY OF COUNSELING DIRECTORS  
U.S. OFFICE OF EDUCATION, GRANT #OE-5-10-302

E. R. Oetting  
Colorado State University

BRIEF REPORT

Response Rate (% of all institutions responding)

<u>&lt;1000</u>	<u>1-5000</u>	<u>5-10000</u>	<u>&gt;10000</u>
59	95	87	95

% of Respondents Having a Counseling Service

<u>&lt;1000</u>	<u>1-5000</u>	<u>5-10000</u>	<u>&gt;10000</u>
26	70	89	96

	<u>COUNSELOR/STUDENT RATIO</u>					
	<u>&lt; 5000</u>		<u>5-10000</u>		<u>&gt;10000</u>	
	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>
<u>&lt;1:1000</u>	60	31				
1:1000-1:1499	70	37	7	13	6	19
1:1500-1:1999	26	14	13	25	3	10
1:2000-1:2499	14	07	8	15	11	35
1:2500-1:2999	10	05	5	10	3	10
<u>Over 1:3000</u>	11	06	19	37	8	26

Number of Client Interviews Per Full-Time Counselor

	<u>&lt;5000</u>	<u>5-10000</u>	<u>&gt;10000</u>
10-14	24	2	3
15-19	21	11	7
20-24	38	14	13
25-29	37	14	5
30-34	22	6	7
35-40	26	6	2

Survey conducted by the U.S. Office of Education, Grant #OE-5-10-302

Commitment of Counseling Director's Time< 5000

	<u>X</u>	<u>Standard Deviation</u>	<u>% Marking 0</u>
<u>Counseling</u>	48.26	23.66	2.56
<u>Teaching</u>	16.08	18.69	38.97
<u>Staff Meetings</u>	3.93	3.96	31.44
<u>Committee</u>			
<u>Meetings</u>	5.04	5.65	26.80
<u>Supervising</u>			
<u>Students</u>	3.03	7.41	71.65
<u>Research</u>	4.56	9.37	53.61
<u>Administration</u>			
<u>of Center</u>	12.61	11.74	14.95
<u>Other</u>	4.62	14.48	86.08

5-10000

	<u>X</u>	<u>Standard Deviation</u>	<u>% Marking 0</u>
<u>Counseling</u>	42.32	22.12	.00
<u>Teaching</u>	15.34	15.80	35.85
<u>Staff Meetings</u>	4.89	3.80	11.32
<u>Committee</u>			
<u>Meetings</u>	4.49	4.19	22.64
<u>Supervising</u>			
<u>Students</u>	3.81	5.89	52.83
<u>Research</u>	7.60	7.51	24.53
<u>Administration</u>			
<u>of Center</u>	21.53	17.87	.00
<u>Other</u>	.19	.97	94.34

> 10000

	<u>X</u>	<u>Standard Deviation</u>	<u>% Marking 0</u>
<u>Counseling</u>	23.14	18.03	8.33
<u>Teaching</u>	11.03	9.42	25.00
<u>Staff Meetings</u>	8.08	4.78	5.56
<u>Committee</u>			
<u>Meetings</u>	6.58	4.79	13.89
<u>Supervising</u>			
<u>Students</u>	4.17	6.08	52.78
<u>Research</u>	9.03	7.94	22.22
<u>Administration</u>			
<u>of Center</u>	35.28	19.60	0.00
<u>Other</u>	2.42	12.49	91.67

## FUNCTIONS OF COUNSELING CENTER

No. and % Checking "Yes"

	<u>SIZE</u>		<u>5-1000</u>		<u>10000+</u>	
	<u>&lt;5000</u>		No.	%	No.	%
Evaluating all admissions	22	11	2	4	3	8
Evaluating borderline admissions	69	6	23	43	10	25
Recommend readmission after failure	43	22	5	9	8	20
Recommend readmission after withdrawal for emotional problems (all cases)	69	35	17	32	8	20
Pastoral or religious counseling	41	21	1	2	4	10
Advising campus student organizations	49	25	1	2	5	13
Evaluate all disciplinary cases	32	16	0	0	1	3
Evaluate referred disciplinary cases	69	35	16	30	9	23
Responsibility for fraternities	22	11	0	0	1	3
Counseling all students on academic probation	65	33	8	15	3	8
Freshman testing	138	70	41	77	24	60
Machine test scoring for academic departments	24	12	21	40	17	43
Studies of student characteristics within your institution	101	51	36	68	29	73
Research on academic achievement	42	21	23	43	15	38
Research on counseling	22	11	19	36	22	55
Research consultant to other departments	31	16	20	38	19	48
Supervise practicum students from psychology	27	14	15	28	17	43
Supervise practicum students from education	24	12	29	55	27	68
Dean of men's office	40	20	2	4	1	3
Dean of women's office	38	19	2	4	1	3

## FUNCTIONS OF COUNSELING CENTER

No. and % Checking "Yes"

	<u>SIZE</u>		<u>5-10000</u>		<u>10000+</u>	
	<u>&lt; 5000</u>		<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>
	<u>No.</u>	<u>%</u>				
Counseling for study problems	184	93	48	91	37	93
Counseling for choice of major field	166	84	50	94	37	93
Counseling for personal problems	192	97	52	98	35	88
Short term counseling of severe emotional problems	149	76	41	77	32	80
Long term counseling of severe emotional problems	46	23	19	36	13	33
Group counseling	85	43	30	57	29	55
Disciplinary counseling	52	26	3	6	4	10
Diagnosis for other schools or agencies	46	23	14	26	11	28
Remedial reading	42	21	15	28	15	38
Tutoring in academic subject areas	19	10	3	6	0	0
Pre-college counseling	63	32	31	58	26	65
Summer orientation program	60	30	20	38	19	48
Counseling the faculty re. student problems	139	71	36	68	22	55
Counseling the faculty re. personal problems	64	32	16	30	16	40
Counseling student's spouse	61	31	29	55	25	63
Student loans	38	19	1	2	2	5
Student scholarships	45	23	1	2	1	3
Recruiting students	26	13	1	2	0	0
Foreign student advising	61	31	7	13	1	3
Supervising residence hall counselors	54	27	2	4	2	5
Off campus housing	32	16	0	0	0	0

SALARIES OF COUNSELING CENTER DIRECTORS  
IN THOUSANDS OF DOLLARS

<u>Size</u>	<u>Median</u>	<u>Q1</u>	<u>Q3</u>	<u>Range</u>
1000	9-10000	8-9000	11-12000	6000-14-15000.
1-5000	10-11000	9-10000	12-13000	6-7000 - 15-16000
5-10000	12-13000	11-12000	13-14000	7-8000 - 18-19000
10000+	13-14000	12-13000	14-15000	
<u>Degree</u>				
PhD	11-12000	9-10000	13-14000	7-8000 - 20000+
EdD	11-12000	10-11000	12-13000	6-7000 - 15-16000
Masters	8-9000	7-8000	10-11000	6-7000 - 15-16000

SALARIES OF COUNSELING CENTER STAFF

<u>Size</u>	<u>Median</u>	<u>Q1</u>	<u>Q3</u>	<u>Range</u>
1000	7-8000	6-7000	10-11000	6000 - 12-13000
1-5000	8-9000	6-7000	10-11000	6000 - 14-15000
5-10000	8-9000	7-8000	10-11000	6000 - 13-14000
10000+	9-10000	8-9000	10-11000	6000 - 15-16000
<u>Degree</u>				
PhD	10-11000	9-10000	11-12000	7-8000 - 14-15000
EdD	9-10000	9-10000	11-12000	7-8000 - 14-15000
Master	8-9000	7-8000	9-10000	6000 - 14-15000
Bachelor	6-7000	6000	7-8000	6000 - 9-10000

## DIRECTORY OF COUNSELING SERVICE ADMINISTRATORS

This directory has been compiled on the basis of a survey of all four year institutions of higher learning in the United States. If a school is not named, either it indicated that it did not have a counseling service, or it failed to respond to the questionnaire.

This listing should be treated as confidential information, for use in counseling or research, and should not be released for sales or general mailing purposes.

E. R. Oetting  
Assoc. Prof.  
Colorado State University  
Fort Collins, Colorado

ALABAMA

University of Alabama  
J. E. Mickler  
Director, Univ. Test Services  
University, Alabama

Athens College  
Dr. J. E. Bathurst  
Director of Testing and Counseling  
Athens, Alabama

Auburn University  
W. Harold Grant  
Director, Stud. Counseling Center  
Auburn, Alabama

Florence State College  
Dr. W. T. Mc Elheny  
Director of Student Affairs  
Florence, Alabama

Oakwood College  
Prof. Douglas Tate  
Guidance Counselor  
Huntsville, Alabama

St. Bernard College  
Rev. Ronald Veigl O.S.B.  
Guidance Director  
St. Bernard, Alabama

Troy State College  
A. L. Vines  
Director of Guidance Services  
Troy, Alabama

Tuskegee Institute  
Mrs. E. R. Benson  
General Counselor  
Tuskegee, Alabama

ALASKA

University of Alaska  
Dr. Kenneth K. Martin  
Head, Counseling and Testing  
College, Alaska

ARIZONA

University of Arizona  
Dr. Newton E. James  
Director Student Counseling Bureau  
Tucson, Arizona

Arizona State College  
Dean Joseph Rolie  
Dean of Personnel Services  
Flagstaff, Arizona

Arizona State University  
Dr. Robert Heimann  
Prof. of Educ. and Dir. Guid. Cen.  
Tempe, Arizona

Grand Canyon College  
Paul A. Youngs  
Dean of Students  
Phoenix, Arizona

ARKANSAS

University of Arkansas  
Dr. Glenn Cole  
Prof. of Education  
Fayetteville, Arkansas

Arkansas A. and M. College  
C. Alton Boyd  
Director, Counseling Services  
Monticello, Arkansas

Ark. Agr. Mech. and Normal  
Rudolph V. Green  
Director, Counseling Center  
Colpine Bluff, Arkansas

Arkansas State College  
Jimmy Mc Cluskey  
Guidance Counselor  
Jonesboro, Arkansas

Arkansas Poly. College  
Neel B. Brummett  
Guidance Director  
Russellville, Arkansas

Arkansas St. Teachers College  
Dr. Paul Witherspoon  
Prof. of Psych. and Dir. of Testing  
Conway, Arkansas

Henderson St. Teachers College  
Dr. Mary Stephenson  
Director of Guidance and Counseling  
Arkadelphia, Arkansas

Ouachita Baptist University  
Dr. Maurice Hurley  
Director, Research and Counsel.  
Arkadelphia, Arkansas

Southern State College  
Dr. George Harrod  
Counselor  
Magnolia, Arkansas

CALIFORNIA

Azusa College  
Clinton W. Jones  
Director, Testing and Counseling  
Azusa, California

Biola College  
Mr. Terry Rose  
College Counselor  
La Mirada, California

University of California  
Barbara A. Kirk  
Director, Counseling Center  
Berkeley, California

University of California  
Sumner B. Morris  
Manager, Counseling Service  
Davis, California

University of California  
Dr. David W. Palmer  
Mang., Student Counseling Center  
Los Angeles, California

University of California  
Ronald A. Roston  
Manager, Stud. Counseling Center  
Riverside, California

Calif. Lutheran College  
Dr. Robert S. Hage  
Director of Counseling  
Thousands Oaks, California

Calif. St. Col. at Fullerton  
Dr. Arthur L. Tollefson  
Assoc. Dean of Stud. Coun. Test.  
Fullerton, California

California St. Poly. College  
Dr. J. B. Stone  
Assoc. Dean of Students  
San Luis Obispo, California

Chapman College  
Miss Betty Hofenstein  
Asst. Dean of Students  
Orange, California

Chico State College  
Dr. Norman B. Brice  
Coordinator of Counseling  
Chico, California

Claremont Men's College  
Thomas R. Brigante  
Director, Counseling Center  
Claremont, California

College of Holy Name  
Sister Mary Beatista  
Dean of Students  
Oakland, California

Fresno State College  
Deryle K. Allen  
Associate Dean  
Fresno, California

George Pepperdine College  
Dr. Robert Holland  
Chairman, Dept. of Psych.  
Los Angeles, California

Harvey Mudd College  
Dr. Thomas Brigante  
Director, Counseling Center  
Claremont, California

Humbolt State College  
E. Nedd Girard  
Assoc. Dean-Counseling Testing  
Arcata, California

Immaculate Heart College  
Sister M. Aloyse  
Director, Psy. Services  
Los Angeles, California

La Verne College  
Dr. Dwight L. Hanawalt  
Dean of Students  
La Verne, California

Lincoln University  
Dr. Edward Schneider  
University Psychologist  
San Francisco, California

Loma Linda University  
L. E. Mc Clain  
Dean of Students  
Loma Linda, California

Long Beach St. College  
Dr. Kenneth C. Weisbrod  
Assoc. Dean Coun. and Testing  
Long Beach, California

Los Angeles Baptist College  
Dr. Elyot Johnson  
Dean of Students  
Newhall, California

Loyola Univ. of Los Angeles  
Dr. Alex D. Aloia  
Director, Guidance Center  
Los Angeles, California

Marymont College  
Dr. Peter Damian  
Counselor  
Palos Verdes Est, California

Mt. St. Mary's College  
Mrs. Arlene Metha  
Counselor  
Los Angeles, California

College of Notre Dame  
Sister Marion  
Dean of Students  
Belmont, California

Occidental College  
Dr. D. Hearson and Dr. C. Faber  
Counseling Psychologists  
Los Angeles, California

University of Pacific  
Mrs. Beth Mason  
Director of Counseling  
Stockton, California

Pacific Union College  
Miss Elenor Spoor  
Assoc. Dean of Students  
Angwin, California

Pomora College  
Dr. Thomas Brigante  
Director, Counseling Center  
Claremont, California

Sacramento St. College  
Dr. Richard Morrison  
Assoc. Dean of Stud., Coun., Test.  
Sacramento, California

San Diego State College  
Earl Peisner  
Coord. of Counseling  
San Diego, California

San Fernando Val. St. College  
Dr. Fred W. Thompson  
Assoc. Dean Counseling and Testing  
Northridge, California

University of San Francisco  
Dr. Thomas D. Mc Sweeney  
Coord., Acad. Advising Program  
San Francisco, California

University of San Francisco  
Robert G. Milligan, Ph.D.  
Director, Testing and Counseling  
San Francisco, California

San Francisco St. College  
Ralph M. Rust, Ph.D.  
Director of Counseling Center  
San Francisco, California

Scripps College  
Mrs. Mary Duryea  
Dean of Students  
Claremont, California

Sonoma State College  
Dr. Narvin N. Dillon  
Dean, Counseling and Testing  
Rohnert Park, California

Stanford University  
Dr. John D. Black  
Director, Counseling and Testing  
Stanford, California

Stanislaus State College  
Dr. Jerome J. Beamish  
Assoc. Dean of Student Affairs  
Turlock, California

St. Patrick's College  
John Prusmack, M.D.  
Counseling Coordinator  
Menlo Park, California

#### COLORADO

Adams State College  
Dr. Lloyd G. Swenson  
Dean of Student Affairs  
Alamosa, Colorado

University of Colorado  
Theodore C. Volsky  
Dir., Dept. of Coun. and Testing  
Boulder, Colorado

Colorado College  
Dorothy P. MacDonald, Ph.D.  
Director, Counseling Center  
Colorado Springs, Colorado

Colorado State College  
Dr. Theodore Nelson  
Director of Counseling  
Greeley, Colorado

Colorado State University  
Dr. Allen E. Ivey  
Director of Counseling Center  
Fort Collins, Colorado

Colorado Woman's College  
Mrs. Marian Woods  
Director, Counseling Center  
Denver, Colorado

University of Denver  
Dr. Janet E. Redfield  
Director, Student Counseling  
Denver, Colorado

Fort Lewis College  
Nicholas J. Heidy  
Educational Advisor  
Durango, Colorado

Loretta Heights College  
Miss Esther M. Dimchevsky  
Director of Counseling  
Loretta, Colorado

Regis College  
Prof. John V. Coyne  
Asst. Dean  
Denver, Colorado

U. S. Air Force Academy  
Major Clifford W. Muchow  
Director, Cadet Counseling  
Colorado Springs, Colorado

#### CONNECTICUT

University of Connecticut  
Robert E. Hewes  
Dean of Students  
Storrs, Connecticut

Central Conn. St. College  
William D. Chatfield  
Dean of Students  
New Britain, Connecticut

Connecticut College  
Dr. Anthony Axiotis  
College Psychiatrist  
New London, Connecticut

Fairfield University  
Rev. Thomas A. McGrath  
Director Psychological Services  
Fairfield, Connecticut

Quinnipiac College  
R. Gordon Pauluccy  
Director, Student Personnel  
Hamden, Connecticut

Trinity College  
Dr. George C. Higgins  
College Counselor  
Hartford, Connecticut

Wesleyan University  
Dr. C. Hess Haagen  
Director, Counseling Service  
Middletown, Connecticut

Yale University  
Norman Harrower, Jr.  
Director, Career Advisory Office  
New Haven, Connecticut

#### DELAWARE

University of Delaware  
John E. Worthen  
Director, Counseling and Testing  
Newark, Delaware

Delaware State College  
Miss Laurie Johnson  
Director of Counseling Services  
Dover, Delaware

#### FLORIDA

Barry College  
Sister Grace Ellen, O.P.  
Dean of Students  
Miami, Florida

Bethune Cookman College  
Edward R. Rodriguez  
Director, Student Welfare  
Daytona Beach, Florida

University of Florida  
Dr. Harry Grater  
Head, Univer. Counseling Center  
Gainesville, Florida

Florida A. and M. University  
Dr. James D. Beck  
Coordinator, Academic Counseling  
Tallahassee, Florida

Florida Memorial College  
Mrs. James Tucker  
Student Advisor  
St. Augustine, Florida

Florida State University  
George W. Young  
Acting Dir., Counseling Center  
Tallahassee, Florida

Jacksonville University  
Dr. Claude E. Thompson  
Director, Counseling and Testing  
Jacksonville, Florida

University of Miami  
Dr. Jess Spierer  
Director, Guidance Center  
Coral Gables, Florida

Rollins College  
Dr. Carol Burnett  
Director, Psych. Services  
Winter Park, Florida

Stetson University  
Dr. George W. Hood  
Dean of Students  
Deland, Florida

University of Tampa  
Dr. Willis J. Dunn  
Director of Counseling  
Tampa, Florida

#### GEORGIA

Atlanta University  
Malcolm Dean  
Dean of Men  
Atlanta, Georgia

Berry College  
Director, Counseling  
Mount Berry, Georgia

Clark College  
Mrs. Johnnie M. Rainey  
Counselor  
Atlanta, Georgia

Emory University  
Dr. Jay Knopf  
Chairman, Dept. of Psych.  
Atlanta, Georgia

Fort Valley State College  
Mr. Julius C. Simmons  
Acting Dir., Student Per. Serv.  
Fort Valley, Georgia

University of Georgia  
Dr. Travis Osborne  
Director, Guidance Center  
Athens, Georgia

Georgia Institute of Tech.  
James A. Strickland  
Director of Guidance  
Atlanta, Georgia

Georgia State College  
Thomas Mc Donald  
Director, Testing and Counseling  
Atlanta, Georgia

Mercer University  
Mr. Pasquale E. Maffeo  
Director, Testing and Guidance  
Macon, Georgia

Morehouse College  
Samuel J. Tucker  
Director, Personnel and Guidance  
Atlanta, Georgia

Spelman College  
Mrs. La Conyer Butler  
Coord. Freshman Counselors  
Atlanta, Georgia

#### HAWAII

Church Col. of Hawaii  
Dr. Pat Barney  
Head Counselor  
Laie Oahu, Hawaii

University of Hawaii  
Dr. John Michel  
Director, Counseling and Testing  
Honolulu, Hawaii

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Caldwell, Idaho

University of Idaho  
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Idaho State University  
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Northwest Nazarene College  
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## ILLINOIS

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Barat Col. of the Sacred Heart  
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Bradley University  
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Peoria, Illinois

University of Chicago  
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Concordia Teachers College  
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Director, Schmieding Center  
River Forest, Illinois

Depaul University  
Dr. Ernest J. Doleys  
Director, Counseling Center  
Chicago, Illinois

Eastern Illinois University  
Dr. James Corey  
Director, Counseling Center  
Charleston, Illinois

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Elmhurst, Illinois

University of Illinois  
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Champaign, Illinois

Illinois Institute of Tech.  
George S. Spear  
Director, Psych. Services  
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Illinois St. Univ. at Normal  
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Normal, Illinois

Lake Forest College  
Dr. John Graham  
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Lewis College  
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Director of Counseling  
Lockport, Illinois

Loyola University  
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Mac Murray College  
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Millikan University  
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Decatur, Illinois

Northern Illinois University  
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North Park College  
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Evanston, Illinois

Olivet Nazarene College  
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Carbondale, Illinois

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Sister M. Joanne  
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#### IOWA

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College of Emporia  
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MINNESOTA

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Jackson State College  
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Millsaps College  
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University of Mississippi  
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Miss. St. College for Women  
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Mississippi State University  
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State College, Mississippi

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Tougaloo South. Christain Col.  
Mr. Richard Johnson  
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Drury College  
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Lindenwood College  
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Southwest Missouri St. Col.  
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St. Louis, Missouri

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Columbia, Missouri

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Director, Student Services  
St. Louis, Missouri

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Montana State University  
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Rocky Mountain College  
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Blair, Nebraska

Doane College  
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Crete, Nebraska

Hastings College  
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Plymouth State College  
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Rider College  
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