

SUFFOLK UNIVERSITY COUNSELING CENTER  
**Department of Psychological Services**  
ANNUAL REPORT  
(2007-2008)

**OVERVIEW**

This annual report is the most unusual and unique of the thirty-six I have written as director of the Counseling Center. It is my last. I recently announced my retirement, effective June 2009. Accordingly, the next annual report will be the first written by the new director, Dr. Wilma Busse. The University and the Counseling Center are very fortunate to have such a competent and experienced colleague to assume the complicated responsibilities that now are commonplace for directors of college and university counseling centers. The scope and quality of the work done in the Counseling Center will not change, nor will it skip a beat with the transition in leadership that has received the unanimous support of members of the staff, as well as the unqualified endorsement of Dean Ken Greenberg of the College of Arts and Sciences.

This annual report will once again highlight that the staff of the Counseling Center did in 2007-2008 what it has done for many years: provided comprehensive and high quality counseling services to students with increasingly severe mental health needs, while also making significant contributions in support of the numerous changes that continue to take place in both the curricular and extra-curricular life of the University. It will also incorporate a brief “personal retrospective” of an almost-forty year history of development and changes in the Counseling Center, the University, and in the interplay between both. As I plan my departure, I do so comfortable in the knowledge that the Counseling Center is in the best place it has ever been and that it is well-suited and very capable of responding effectively to the increasingly complex needs of students, faculty, staff and administrators at the University. The current staff of

psychologists, interns and consulting psychiatrists is as good as there is in any counseling center in the country.

In 2007-2008, the Counseling Center provided 2970 individual counseling sessions to 502 clients, representing an increase of 4.8% and a decrease of 7.3%, respectively (**See Appendix A**). The former number represents the largest number of counseling sessions ever provided during an academic year and although fewer students requested individual counseling services over the previous academic year, the number of individual clients was the second largest in history. The continuing rise in the number of students seeking counseling services and in the corollary increase in referrals for psychiatric assessments has led to the transformation of the Counseling Center into a full-service mental health facility that provides its services throughout the year, including both summer sessions. That is a significant difference from only a decade ago, when full services were provided during the nine-month academic year, with very limited service options provided during summer sessions. The individual counseling sessions provided in 2007-2008 reflected a mean number of 5.91 sessions per client, a 12.3% increase over the 5.26 sessions-per-client average in 2006-2007. That data, perhaps more than any other, is a confirmation of the increasing severity of mental health problems that students carry with them into their college experiences. It also reflects a continuing increase in the number of students with prior treatment histories; with earlier psychiatric hospitalizations; using prescribed medications and/or being referred for medication assessments; and in the number of students that were evaluated as “emergency” cases at intake, necessitating either immediate referrals to off-campus treatment facilities or which required that behavioral safety contracts be negotiated or that notifications were made to either family members or other support networks.

The Counseling Center's now three part-time consulting psychiatrists (up from one the previous year) completed 127 psychiatric evaluations in 2007-2008, compared to 40 such evaluations in 2006-2007, coupled with 352 monthly follow-up appointments for students on prescribed medications, compared to 202 in 2006-07. Another telling reminder of the change in severity of presenting problems is that in 2005-2006, 11 students were hospitalized for psychiatric emergencies; in 2006-2007, there were 22 emergency hospital referrals; last year there were 33, which included the first involuntary hospitalization for a student from the Counseling Center.

Although it is the service most often associated with the work of counseling center professionals, the provision of individual counseling services continued to be approximately half of the 10912 total counseling-related services provided by members of the staff, an increase of 8.3% in the number of total hours over the previous year (e.g., outreach, consultation, teaching, research, administration, supervision and training). In 2007-2008, 1715 (10% increase over 2006-2007) members of the University community participated in group initiatives offered by the Counseling Center, with particularly successful programs as part of National Depression Screening Day and New Student/Family Orientations, as well as ongoing Center group initiatives such as the Home Away from Home International Student Support Group and ongoing Safe Zone training for campus allies (See Appendix B). The Center also continued its group treatment program designed specifically for students deemed at risk for mental health problems. As part of that new program, the following groups were offered over the course of both semesters:

	<u>Clients Sessions</u>	
• Letting Go of What's Not Working (DBT)	(4)	(4)
• Life Improvement Groups (3)	(6)	(8)
• Stress, Anxiety, and Depression Group	(6)	(7)

In addition, 199 students completed depression screening surveys during National Depression Screening Day, with data indicating that a significant number (24%) had diagnosed problems that were going untreated at the time of the screening and that 4% of the pool of respondents reported prior suicide attempts before attending college or graduate school. The total number of student participants in 2007-2008 represented a 34% increase in the number of 2006-2007 participants during Depression Screening Day (**See Appendix C**).

A partial listing of other group interventions offered during the past year follows below:

- Orientation to College for First-Year Parents
- RA Training (Crisis Intervention, Referring Students, Eating Disorders, Alcohol Use and Abuse, Managing Difficult Relationships)
- Crisis Intervention Skills Training
- Responding to Abusive Relationships (Yellow Dress Program)
- Equality (Play and Discussion)
- Food for Thought (Child Abuse Program)
- Multicultural Summit @ Suffolk University
- New CAS Faculty Orientation (“Speed Dating”)
- First-Year Law Student Orientation (Panel Discussion)
- Career Exploration for Law Students
- Borderline Personality Disorders and DBT Interventions
- Build your own De-Stress Kit
- FERPA Guidelines for Faculty
- Helping Students with (Severe) Depression
- Interview and Listening Skills
- Love Styles: The Way we Love (and Relate)
- Relaxation and Stress Management
- Responding to Distressed(ing) Students
- Teaching Millennials

As indicated in **Appendix D**, the gender, race and ethnicity of clients in 2007-2008 remained consistent with that of earlier years. Approximately 28% were non-White and 9% classified themselves as International students. Other client demographics also remained consistent over time: significantly more Arts and Sciences undergraduates sought counseling

assistance than did their counterparts in the Business School; less than 10% of students in individual counseling were on academic probation at the time they sought counseling; less than 5% of the students who sought help withdrew during the course of the year; and a minimum of 90% of clients continued to seek counseling for problems of a personal nature.

There were some continuing changes in utilization rates for client subgroups and for how clients access counseling services on campus. As the appendices indicate, there was a continuing escalation in the number and percentage of female students using counseling services, with female students representing almost 74% of the client-load for the Center during the recently concluded academic year, the highest percentage since such data has been collected. In addition the significant upsurge in the use of counseling services by law students last year continued in 2007-2008 with 143 law students using counseling services. On the other hand, there was a continuing decrease in the self-referral rates to the Counseling Center, a consistent finding over the past decade. Over that period of time, the self-referral rate has ranged from a high of 65% in 1998 to a low of 49% last year, down from 54% in 2006-2007. Some of that change is a direct reflection of heightened institutional awareness and concern that was a natural outgrowth of the tragedies at VTU and Northern Illinois, among others. Some of it may also be the result of “helicoptering” elements of family relationships, where parents are so invested in their children’s lives that they have become heavily involved in the help- and support-seeking needs of their students. Some of it may also have been an outgrowth of the series of workshops on Identifying and Helping Distressed Students that was offered to almost 200 faculty, staff, and administrators on campus by the Director of the Counseling Center.

Other changes in client demographics that have developed over the past few years stabilized during 2007-2008 academic year: 104 first-year students requested counseling

services, down from 106 in 2006-2007; 12.6% of students in residence sought or were referred for individual counseling services (down from 13% in 2006-2007 and there was a steady use of services by international students (84 students from 48 countries, compared to 78 students from 43 countries in 2006-2007).

### **PRIMARY OBJECTIVES OF THE DEPARTMENT**

- The Counseling Center maintained the scope and quality of counseling services offered to increasingly diverse clients residing in an expanding variety of living and learning situations. In meeting that goal, members of the Counseling Center staff provided over 10,000 hours of comprehensive psychological services to the Suffolk University community (See **Appendix E**). In addition, a comprehensive evaluation and six-year comparison of client assessments of counseling services was completed during the past academic year (See **Appendix F**). The very high level of satisfaction indicated by users of counseling services is a tangible indicator that the Counseling Center met, and even surpassed, this objective.
- The Counseling Center maintained its accredited status in the International Association of Counseling Services (IACS) and the American Psychological Association (APA). The Counseling Center also maintained its long-standing membership (1981) in the Association of Pre- and Post-Doctoral Internship Centers (APPIC).
- The staff of the Counseling Center continued to review and update existing policies and procedures to assure that members of the University community are provided with the

breadth and quality of counseling services that has always been the hallmark of the Center.

- The Counseling Center extended its ongoing review and revamping of its intake and client screening procedures. It did so to comply with its responsibilities as a charter member of the Center for the Study of College Student Mental Health (CSCSMH), co-sponsored by Counseling and Psychological Services (CAPS) at Pennsylvania State University and the Association of University and College Counseling Center Directors (AUCCCD). The Counseling Center is currently in the process of preparing to have its client demographics and service-utilization data converted into the standardized data-set of information that will become part of a first-time pooling of national data by counseling centers. In an ongoing effort to assure the privacy and protection of counseling-related data, the Center also completed a full conversion to a paperless record-keeping and data-management system.
- After revitalizing its commitment to group therapy opportunities the previous year for students with special needs, the Center continued its group program by offering three ongoing groups that met for a total of nineteen sessions and provided support to 16 students.
- Dr. Kinga Pastuszek was hired as a part-time non-tenure track psychologist in January 2007 and was hired as a full-time non-tenure track psychologist for the 2007-2008 academic year. With the support of the Dean of the College of Arts and Sciences, her position was converted to a tenure-track faculty position in the College of Arts and Sciences for the 2008-2009 academic year. The change in Dr. Pastuszek's status reflects

a growing appreciation for the many and varied contributions she has made in her short time at the University.

- As stated earlier, the Counseling Center offered a series of ten workshops on Identifying and Helping Distressed Students and helped to establish an identification and intervention program to assist ‘students of concern’ that was developed in cooperation with the Office of the Dean of Students. Members of the staff were also called upon to act as consultants to faculty, staff, and administrators who expressed concerns about students with whom they interacted. Finally, the Center also developed a new brochure (*Dealing with Distressed Students: A Guide for Suffolk University Faculty and Staff*) that was widely distributed in the Fall and was added to the Center’s webpage for use by members of the University community.

### **PROGRAM OBJECTIVES FOR 2008-2009**

- As always, the primary goal of the staff of the Counseling Center is to maintain, and where possible, to extend the scope and quality of counseling services to members of the University community.
- For 2008-2009, an equally important goal will be to assure a smooth and seamless transition of leadership and direction for the Counseling Center. With the support of the Dean of the College of Arts and Sciences, that process has begun and will include the hiring of a tenure-track replacement for the retiring director.
- As a result of the recent funding support from the CAS Dean’s Office, the Counseling Center will seek to consolidate the gains provided by the hiring of Dr. Pastuszak and the

significant extension of much-needed on-site psychiatric hours, as well as seeking to assure that the upcoming hiring replacement will continue the growth of services to members of the University community.

- The Counseling Center will complete its self-study and submit its application for re-accreditation by the International Association of Counseling Services (IACS), due in January 2009. It will also complete its self-study application to the American Psychological Association for re-accreditation of its Internship Program in Professional Psychology, due in the fall of 2009.
- The Counseling Center will complete its conversion to the CSCSMH national data-pooling and record-keeping system in the fall of 2008.
- The Counseling Center will continue to review the scope and focus of its highly successful Depression Awareness and Prevention Program (ADAPT). One recent outgrowth of the Samaritan Awards component of the ADAPT was the development of two DVD Public Service Announcements about the use of counseling services and the Counseling Center developed by Visiting Assistant Professor Chris Clemens and students from his Media Productions class. It is expected that the PSAs will be shared with the faculties of CAS, SOM, and LAW, as well as with Resident Assistants and other special interest groups at the University. They will also be made available for use by faculty in classroom settings.
- The Counseling Center will continue its commitment to professional growth and development by providing faculty leave, sabbaticals, and time-release opportunities for its staff and interns. Members of the Counseling Center will be encouraged to produce

the results of clinical and outcome research in a variety of scholarly settings, including presentations at professional meetings and publications in refereed journals.

- The Counseling Center will use its supervisory and training resources and skills to further enhance the internship program's positive national reputation. As has been the case for the past six years, there were twice as many applicants per Counseling Center internship slot than the average for APPIC-approved counseling center training sites. The Center's 31st class of trainees for 2008-2009 will include doctoral candidates from the University of Minnesota, Nova Southeastern University (Florida) and Oklahoma State University.
- The Counseling Center will incorporate into its planning efforts an increased commitment to providing services to considerably larger residential and international student populations at the University.
- In light of the initial success of its revamped and revitalized group counseling program, the Counseling Center plans on offering treatment groups for at-risk students as an extension of completed individual counseling services and to combat what has been perceived to be an increasing sense of personal social isolation and avoidance, particularly among first-year undergraduate and graduate students.
- The Counseling Center, through its director, will continue to provide columns in the *Student Success Newsletter* highlighting the challenges and difficulties that characterize the transition-to-college process for new students.

## REVIEW OF (PARTIAL) ONGOING ACTIVITIES

An annual objective of the Counseling Center is for the staff to be actively involved in the life of the University community, at every level possible. The list of contributions on the following pages underscores that this objective was met, and surpassed.

### Committee Service and Other Service within the University

Staff members continued to complement their clinical responsibilities by teaching classes in the Psychology Departments and as part of the Freshman Seminar Program in the College of Arts and Sciences.

#### Courses Taught, Number of Enrolled Students

Introduction to Counseling Skills (P-321)	(15)
Introduction to Counseling Skills (Psychology 321-A), Summer	(12)
Adult Psychopathology (P775)	(14)
Teachings of Alice Walker (Freshman Seminar)	(19)

#### (Selected) Committee Service

CAS & University Strategic Planning  
Residence Life Administration  
Undergraduate & Graduate Curriculum  
Safe Zone Committee  
Faculty Liaison, Unity Week Planning Committee  
Gender Issues Task Force  
CAS Diversity Task Force  
Internationalization Subcommittee  
CAS Academic Standing Committee  
ADA Compliance Task Force  
CAS Educational Policy Committee  
President's Commission, AHANA  
President's Commission, GLBT (Chair)  
Study Abroad Committee  
CAS Department Chairs  
Student Success Committee  
Search Committee (Chair), Associate Dean of Students  
Search Committee, Associate Director, Diversity Services  
Search Committee, Director, Disability Services

Other (Selected) Service within the University

Parents Orientation Speaker  
New Graduate Student Orientation, Enrollment Management  
Undergraduate Student Orientation, Enrollment Management  
Law Student Orientation, Dean of Students  
Resident Assistants Training/Orientation, Residence Life  
Health and Wellness Fair, Health Services  
Student Activities Fair, Student Activities  
New CAS Faculty Orientation (Speed Dating Program)  
National Depression Screening Day  
Peer Tutor Training, Learning Center

Consultations (Selected) within the University

Dean of Students (Parents' Orientation, Transfer Mentor Program,  
Learning Disabilities)  
Dean of Students Office, Law School  
Human Resources  
Residence Life Office  
English Language for International Students  
Office of Diversity Services  
Health Services  
Student Activities  
Ballotti Learning Center  
Law School (Academic Support Program)  
Women's Center  
Department of Athletics  
Education and Human Services Department  
Office of Retention Services  
Campus Ministry  
Center for International Education  
Study Abroad Program  
Black Student Union  
Rainbow Alliance  
Suffolk University Hispanic Association  
Clinical Psychology Doctoral Program  
SU 101/Freshman Seminar Program(s)  
Theater Arts Department

**PERSONAL REFLECTIONS: THANKS FOR THE MEMORIES**

Still three years from completing my doctoral studies, I was hired as an Assistant Professor of Psychological Services in 1969. At the time, I had planned to stay until I completed

my degree and then to move on to greener and more prestigious pastures. Suffolk University was not even on the radar screen for someone enrolled in a doctoral program at Boston University. Four Presidents, four “bosses” (i.e. CAS Deans) and forty years later, I am ready to retire from a career that has provided a greater sense of accomplishment and both personal and professional pride than I could have imagined.

I was as “green” as they come when I began my career as a campus psychologist, but with the mentoring of Dr. Leo Lieberman, I was starting to get the hang of it when I found myself as an even greener Director of Psychological Services in 1973. With the support of many colleagues, both on- and off-campus, I spent most of my career “trying to figure it all out” and, after 36 years, feel that I have finally done so. Therefore, it is a good time to have a trusted and valued colleague take over the reins and to help move the Counseling Center forward, assisted by a strong and committed staff to ease whatever transitional “challenges” may occur.

When I began in 1969, the staff consisted of three psychologists and one reading specialist. In 2009, there are six full-time licensed psychologists, three doctoral interns, and three part-time consulting psychiatrists. In 1975, 222 students were seen for individual counseling. In 1987, the staff provided a total of 5227 hours of counseling-related services to the University. In 2007, those numbers were 502 and 10912, respectively. In 1975, a total of 3 international students and 12 law students sought counseling services during that academic year. During 2007-2008, 45 international students, 80 AHANA students, and 143 law students were included in the Center’s caseload for the year.

In 1973, there was no training program. In 2007, the APA-accredited Internship Program in Professional Psychology was the most competitive counseling center internship in the country. By the end of 2008-2009, the Counseling Center will have provided supervision and training to

93 interns from 38 doctoral programs across the country. In 1973, the Center had received no professional accreditation. Since 1975, the Counseling Center has been accredited by the International Association of Counseling Services (IACS), its internship program was approved in 1981 by the Association of Pre- and Post-Doctoral Internship Centers (APPIC) and the training program received its initial accreditation by the American Psychological Association (APA) in 1995. The Center and its staff have also been the recipients of institutional and individual awards from numerous professional organizations, including the Association of University and College Counseling Center Directors, International Association of Counseling Services, Massachusetts School of Professional Psychology, Council for the Advancement of Standards, and the Massachusetts College Personnel Association, as well as from organizations within the University.

As I start to plan my leave-taking, it is not uncommon for friends and colleagues to ask me how I managed to stay in my position as long as I have. The best advice I received when I reached out for help in my “very green stage” was to make sure that I hired people who were smarter than me and that would make me look good in the process. DONE. I was also advised that my chances of succeeding would be much better if I truly liked and respected my clients. DONE. With very few exceptions, the Suffolk student has been the best type of client: conscientious, appreciative, willing to learn, responsible, and hard-working. In many respects, they are much like the institution in which they are enrolled. I also feel very fortunate that during my tenure as director, I was always provided with the support and encouragement that was needed to grow and develop the Counseling Center. What I appreciated the most was that support from key decision-makers was provided even when it was clear that institutional resources were low and when the requests for assistance were not totally understood or even

appreciated. Every time I attended the annual conference of counseling center directors, I was reminded by colleagues of how fortunate I was to be able to count on that kind of support.

It will not be easy to leave Suffolk University or the Counseling Center. However, I will do so with few regrets and a sense of great appreciation for what it has given me and my family and equally great satisfaction in knowing that I will leave behind one of the best counseling centers in the country and a university that continues to grow and develop, in both size and prestige. It has been a real honor to have played even a small role in that development.

## **APPENDICES**

### **COUNSELING CENTER ANNUAL REPORT**

**2007-2008**

Appendix A: Monthly Counseling Statistics, 2007-2008

Appendix B: Outreach Summary, By Category of Intervention

Appendix C: National Depression Screening Day, 2007 Results

Appendix D: Client Demographics, 1992-2007

Appendix E: Counseling Center Staff Hours, 1987-2007

Appendix F: Evaluation of Counseling Services, 2002-2008

CATEGORY	2007	2006	2005	2004	2003	2002	2001	2000	1999	1998	1997	1996	1995	1994	1993	1992
<b>TOTAL NO.CLIENTS</b>	502	539	476	457	440	377	399	355	335	336	339	330	351	351	338	314
<b>SEX OF CLIENTS</b>																
Male	134	158	150	132	131	123	116	102	103	97	113	99	111	113	101	101
Female	368	381	326	325	309	254	283	253	232	239	226	231	240	238	237	213
<b>ACADEMIC STATUS</b>																
Freshman	104	106	99	73	60	48	55	56	39	51	37	39	31	25	31	25
Sophomore	72	116	66	65	69	52	68	52	52	44	45	34	49	50	33	45
Junior	77	76	67	70	56	68	58	48	45	50	51	38	32	41	47	39
Senior	57	55	54	66	99	72	77	60	45	48	49	49	78	65	57	45
Graduate(incl.Law)	163	162	148	134	105	94	84	90	98	88	102	103	108	104	100	97
Alumni	13	13	24	10	11	12	14	14	23	25	28	30	21	34	24	29
Fac/Staff/Admin	12	9	14	31	31	21	38	30	28	22	20	31	28	25	29	23
Ex-student/staff	1	1	2	4	3	2	3	3	3	2	3	4	3	5	7	5
Non-Student	1	1	2	2	2	2	1	2	1	6	4	2	1	2	1	3
Other	0	0	0	2	4	0	1	0	1	0	0	0	0	0	4	3
<b>CLIENT ETHNICITY</b>																
White	377	406	358	330	310	262	270	256	227	228	218	234	225	245	249	245
Asian-American	31	33	23	30	19	9	9	10	12	8	15	11	17	24	18	7
Black-American	20	13	15	23	15	19	12	21	20	21	23	26	33	13	17	11
Hispanic-American	16	34	19	22	25	21	23	18	11	22	32	16	28	23	18	15
International	58	51	61	52	71	66	85	49	64	56	50	42	47	44	36	36
Native-American	0	2	0	0	0	0	0	1	1	1	1	1	1	2	0	0
<b>LAW SCHOOL CLIENTS</b>	143	133	118	93	97	69	75	64	70	65	77	76	73	77	76	69
<b>PRESENTING PROBLEM</b>																
Personal	475	477	410	394	404	342	345	322	301	285	290	295	290	287	272	235
Career	7	14	16	14	7	4	4	4	2	10	13	6	18	21	15	14
Academic	6	19	22	19	11	16	25	13	19	27	22	18	28	34	25	32
Family	2	13	7	10	3	5	2	3	2	2	0	3	5	2	13	8
Marital/Relationship	1	6	4	6	4	2	4	3	1	4	1	2	0	0	2	4
Legal	2	2	4	3	1	2	11	2	3	1	0	3	0	0	2	2
Employment	5	4	6	4	5	2	1	5	5	3	4	3	1	4	7	3
Financial	2	2	3	3	2	1	5	2	1	4	2	0	2	0	2	2
Other	2	2	4	4	3	3	2	1	1	0	7	0	7	3	0	14

<b>CATEGORY</b>	<b>2007</b>	<b>2006</b>	<b>2005</b>	<b>2004</b>	<b>2003</b>	<b>2002</b>	<b>2001</b>	<b>2000</b>	<b>1999</b>	<b>1998</b>	<b>1997</b>	<b>1996</b>	<b>1995</b>	<b>1994</b>	<b>1993</b>	<b>1992</b>
<b>PRIOR COUNSELING</b>	275	296	274	288	281	244	280	239	206	220	202	205	212	224	195	178
<b>DURATION OF THERAPY</b>																
Short-Term	305	307	230	165	172	146	190	124	141	158	174	156	238	132	136	163
Moderate-Term	120	147	173	257	255	216	200	211	180	163	149	149	51	167	159	124
Long-Term	87	85	73	35	13	15	9	20	14	15	16	25	62	52	43	27
<b>MEAN NO.SESSIONS PER CLIENT</b>	5.91	5.25	5.19	4.04	4.04	4.34	4.18	5.58	5.06	4.57	4.63	4.22	4.72	5.28	5.79	5.49
<b>REFERRALS RECEIVED</b>																
Self	243	291	257	234	237	208	224	200	197	196	200	201	225	223	208	187
Faculty	45	46	31	29	26	23	25	17	29	22	29	22	29	32	32	30
Admin/Staff	106	112	125	122	115	80	86	81	52	64	73	72	62	56	53	59
Academic Standing	2	4	5	3	1	6	11	5	9	7	2	2	1	4	4	8
Peer/Friend	54	26	20	16	21	23	23	21	19	14	12	19	19	19	24	20
Family	35	27	26	26	26	18	13	12	5	15	10	3	3	0	8	3
Private/Hospital	11	24	10	9	10	8	3	8	5	13	7	2	6	7	6	4
UCC Program(s)	5	4	2	8	4	7	12	11	6	5	2	3	5	7	1	2
Other	1	5	0	10	0	4	2	0	2	0	4	6	1	3	2	1
<b>ACADEMIC STATUS</b>																
On Probation	15	22	28	31	28	19	26	21	21	24	19	16	20	19	22	25
In Good Standing	215	256	230	177	151	130	137	82	86	96						
On Dean's List	167	179	202	224	225	193	190	111	116	114	123	109	118	113	91	84
Withdrawn	11	15	16	15	12	13	20	18	18	15	17	7	11	15	16	10

YEAR	COUNSELING	DIRECT <sub>1</sub>	INDRCT <sub>2</sub>	SUPV <sub>3</sub>		TEACH	ADMIN	RESR		DEVELOP	TOTAL
2007	3048	2236	755	1570		404	1509	547		843	10912
2006	2984	2345	839	1416		481	1200	542		276	10083
2005	2109	1548	735	1660		467	1958	819		317	9613
2004	1848	1395	684	1986		465	2200	368		368	9313
2003	1690	1242	572	2236		652	2089	447		379	9305
	INDIV	GRP	CONS	SUPV	STAFF	TEACH	ADMIN	RESR	LDRSHP	DEVELOP	
2002	3024	136	583	1844	420	503	1825	799	123	167	9424
2001	2453	148	704	1567	397	712	1757	650	107	299	8794
2000	2983	68	466	1904	263	809	1764	572	78	112	9019
1999	2442	265	531	1867	254	629	1634	338	188	292	8440
1998	2207	289	468	1430	263	560	1606	769	134	550	8276
1997	2090	131	408	1348	255	401	1585	896	72	116	7302
1996	1801	116	728	1511	196	439	1405	821	178	192	7387
1995	2184	46	199	1230	167	237	1201	506	135	32	5937
1994	1854	34	179	396	773	360	1508	582	253	24	5963
1993	1957	64	244	401	767	329	947	590	156	59	5514
1992	1723	66	224	354	821	289	949	527	202	94	5249
1991	2107	54	202	376	700	389	811	765	239	304	5947
1990	1815	72	225	482	649	339	1208	351	349	150	5640
1989	1889	110	161	443	674	294	1115	257	185	155	5283
1988	1983	106	166	451	651	170	875	346	227	59	5034
1987	1702	70	203	492	668	236	1189	396	235	36	5227

1. case management

2. outreach, consultation, professional leadership

3. supervision, training