

CAPS is respectfully submitting the following FY 14 Base Augmentation request for your consideration

- 1) New *Psychologist I* position = **\$73,855.00** (Salary \$55,000.00 + Benefit \$18,855.00)
- 2) Convert existing Assessment Postdoctoral Fellowship to a *Psychologist I* position at an annual rate of \$55,000.00 = **\$18,945.00** (Salary \$15,371.00 + Benefit \$3,574.00) is the remaining difference

Total = \$92,800.00

Justification for request:

- ✓ The 2011 Association of University and College Counseling Center Directors Survey indicated that 83% of directors believed that the number of students with significant psychological problems is a growing concern on their campus. Given the trend of continued growth, CAPS will not be able to adequately meet the growing demand without additional staffing. CAPS is alarmingly understaffed in comparison to similar sized institutions. The International Association of Counseling Services (IAC), the accrediting body for CAPS, recommends one staff member for every 1,500 students. For FY 12, our staff to student ratio was 1:5689 (based on the Fall 2011 enrollment figure of 39,820). As of the start of this current fiscal year (FY 13), our current staff to student ratio is, 1:4,529 (based on the approximate Fall 2012 enrollment figure of 40,759).
- ✓ The poor staff to student ratio is the crux of our rationale for our FY 14 request to add 2 FTE clinical staff.
- ✓ As mentioned in previous SFAC reports, the recurring recommendation by IACS is that CAPS must address the staff and physical space limitations.
- ✓ The transition toward a higher on-campus residential population will mean more accessing our services. Going beyond the traditional setting (e.g. counseling 1-to-1 in the office) will be necessary. However more innovative programming that reaches out to the campus beyond office hours will require additional staffing to balance the responsibilities in and out of the office, during and after business hours.
- ✓ More students attending college have pre-existing mental health needs that require continued treatment once they arrive on campus. We must do everything we can to provide adequate resources for these students to help them become successful graduates.