

# UNIVERSITY of HOUSTON

Division of Student Affairs and Enrollment Services  
Counseling and Psychological Services

CAPS is respectfully requesting the following **One Time requests for FY 22**

Position	Annual Salary	Fringes	6% Admin	Total
Psychological Counselor	63,464	22,213	5,141	90,818
Psychological Counselor	64,790	22,677	5,248	92,715
<b>Grand Total</b>	128,254	44,890	10,389	<b>183,533</b>

## Justification for Requests

1. The International Association of Counseling Services (IACS) recommends **1 staff: 1,000-1,500 students**. CAPS' current staff to student ratio is 1: 2,355 (based on the enrollment of 47,101 for fall 2020). After the most recent reaccreditation process (July 2019), IACS indicated the following in its feedback report: *"There remain two concerns regarding staffing and space. You report that your current staff to student ratio is 1:2316. This remains well above the recommended IACS range of 1: 1000-1500. The Board encourages you to continue to advocate for additional staff members to assist in managing the demand, and wait, for services. You also report that you still expect to be able to expand into new space."* Given this feedback and the continued rise in students arriving to college with pre-existing mental health concerns, we ask for SFAC's support to maintain and grow our staffing to avoid jeopardizing our accreditation status.
2. According to the 2019 Center for Collegiate Mental Health's (CCMH) Annual report, the rate of prior counseling (56%) has demonstrated an upward trend for the last four years. Average rates of student self-reported anxiety and depression increased over the past eight years. In the past two years, eating concerns increased, while family distress increased over the past four years. The self-reported lifetime prevalence rates of "threat to-self" characteristics (non-suicidal self-injury, 28.7%; serious suicidal ideation, 36.7%; and suicide attempts, 10.6%) increased for the ninth year in a row among students receiving counseling services. At CAPS, we have seen a 44.7% increase in After-Hours Crisis Contacts and 5.2% increase in suicide prevention trainings.
3. Without argument, the COVID-19 pandemic has significantly disrupted work, education, health care, the economy and relationships. Notably, a disproportionate number of BIPOC have been negatively impacted. The pandemic has been a traumatic experience for many who have lost loved ones, been directly affected by the disease, impacted financially and face an uncertain future. The potential long-term consequences of the unrelenting stress appear most serious for our youngest individuals, known as Gen Z teens (ages 13-17) and Gen Z young adults (ages 18-23). The August 2020 Stress in America survey conducted on line by the Harris Poll on behalf of the American Psychological Association (n=3,409 adults age 18+ who reside in the U.S.) indicated that Gen Z teens and adults are facing unprecedented uncertainty, are experiencing elevated stress and are already reporting symptoms of depression. Consequently, we must respond now to prevent a much more serious and widespread mental health crisis by improving access to adequate mental health services during and after the pandemic.