



BOARD *of* GOVERNORS

State University System of Florida

Counselor and Advisor Staffing Levels

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Counseling Center Staffing Ratios

The International Association of Counseling Services (IACS) recommends staffing ratios in the range of one FTE professional to every 1,000 to 1,500 students.

As of February 2017, all but four SUS institutions fell considerably below minimum mental health counselor staffing levels.



Counseling Center Staffing: Staffing Plans

By the end of 2020-2021, the SUS institutions expect to hire an additional 44 staff, interns, and post-docs into full- and part-time positions.

SUS institutions expect to hire an additional 12 staff, interns, and post-docs into full- and part-time positions by the end of 2017-2018.

Positions to be filled include psychologists, counselors, case managers, and health and wellness coaches.



Counseling Center Staffing: Projections

SUS Institution	2016-17 Actual	2017-18 Projected	Final Year of Plan	Projected Ratio
Florida Agricultural & Mechanical University	1:1,923	1:1,633	2018-19	1:1,400
Florida Atlantic University	1:2,014	1:1,564	2019-20	1:1,017
Florida Gulf Coast University	1:1,324	1:1,326	2018-19	1:1,316
Florida International University	1:2,449	1:2,216	2018-19	1:2,162
Florida Polytechnic University	1:618	1:1,373	2018-19	1:1,373
Florida State University	1:1,908	1:1,550	2020-21	1:951
New College of Florida ¹	1:1,182	1:1,219	2018-19	1:908
University of Central Florida	1:1,828	1:1,669	2018-19	1:1,626
University of Florida	1:1,660	1:1,475	2019-20	1:1,204
University of North Florida	1:1,508	1:1,330	2020-21	1:1,348
University of South Florida	1:2,044	1:1,471	2018-19	1:1,338
University of South Florida - St. Petersburg	1:1,900	1:1,117	2018-19	1:1,021
University of West Florida	1:2,166	1:1,857	2020-21	1:1,000

The projected ratios assume the following:

1. Staff hired initially with non-recurring funds are eventually funded through a recurring source.
2. All positions are successfully filled and any positions vacated during the plan period are refilled.

The project ratios also take into account any expected changes in enrollment during the timeframe covered by the plans.



Academic Advising

The National Academic Advising Association (NACADA) is the professional association for academic advisors and does not issue official recommendations.

- Variation in advisor responsibilities
- Mode of delivery may be face-to-face, individual or in a group setting, or with the assistance of technology (e.g., podcasts, websites, texting)
- Advising approach determines time required
 - Most common approach - and the most time-intensive - is developmental advising
- Needs of the students vary from one to the next



Academic Advising: Undergraduate Advising Capacity, Fall 2017

SUS Institution	Estimated Advising Capacity (FTE)	Undergraduate Students (headcount)
Florida Agricultural & Mechanical University	45.00	7,552
Florida Atlantic University	125.75	24,045
Florida Gulf Coast University	49.00	13,885
Florida International University	109.00	41,869
Florida Polytechnic University	69.00	1,427
Florida State University	153.50	32,812
New College of Florida	11.43	834
University of Central Florida	193.00	56,458
University of Florida	142.00	33,662
University of North Florida	39.75	13,963
University of South Florida	130.63	30,918
University of South Florida - Sarasota/Manatee	9.00	1,868
University of South Florida - St. Petersburg	11.93	4,162
University of West Florida	48.00	9,372



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