



Budget Request Form FY2018

Department should complete one form for each individual request

Department: Student Counseling Service

Program, Service, or Operation Requested

Increase to psychiatric services salaries

SAFAB Use Only	
YES	NO

General Description:

The purpose of this request is to bring salaries in the psychiatric area more in line with salaries paid to psychiatrists and psychiatric nurse practitioners across the country because that is our competition now. Recruiting psychiatric physicians has been an extremely difficult task the last few years. Part of the reason is that there are few psychiatrists and psychiatric nurse practitioners who are available; part of the reason is that the salary I can offer is too low for those few psychiatrists and psychiatric nurse practitioners to consider. A national survey of counseling center directors last year showed that psychiatrists in college counseling centers are paid anywhere from \$154,789 to \$190,957 per annum or an hourly rate from \$108 to \$235 per hour. Psychiatric nurse practitioners' salaries range from \$82,000 to \$130,448 annually. Our salaries for both are on the low end of these spectrums. This year we advertised nationally for a new nurse practitioner; we received zero applicants. Two years ago when I advertised for a psychiatrist, I received one application and that person was unsuitable for this type of work. I have been told by potential applicants that the salary is too low; I believe these people. Finally, my previous full time psychiatric nurse practitioner left the SCS for a higher salary last summer.

Request Type: Full Increase One-Time Partial/Matching

Type of Funds Requested UAF Other

General Questions:

How does this address an important need and positively impact students?

As previously stated, more students are coming to TAMU with significant histories of mental health interventions including medications for a variety of mental health issues. It is often difficult and cumbersome for these students to return to their home psychiatrist to renew prescriptions, change medications, or review success of medication treatment. This not only is a huge inconvenience for those who are taking prescriptions that require that the patient be seen each time a prescription is written, but this often causes students to miss class, miss assignments, or meet failure as a student due to these absences every month. The current wait time to see anyone in Psychiatric Services is approximately 10 days. This wait time will just get worse as the

semester progresses. Being able to recruit and fill the currently vacant psychiatric nurse practitioner position will mean that those wait times will decrease.

What department/Division Strategic Plan item does this support? Goal #2, #4, and #6.

What is the impact if not funded?

I am truly afraid that the impact will be less psychiatric services to meet the needs of our students and more students going without the medication they need because of the lack of psychiatric resources available at TAMU and within the community.

Please provide any data, evidence, input (student faculty, staff, other) you gathered to help you determine the need for additional resources.

Right now, we limit those who may access the psychiatric area to those in treatment with the psychologists and counselors of the SCS. This causes hardship for those who are already in psychiatric care, but that care is only available at home.

What actions have you implemented internally to address the identified need?

We have limited access to psychiatric services.

Generally, what assessment tools will you use to evaluate this program/service?

I would like to say that the success of this initiative will be determined by psychiatric access within five days of referral. I'm not sure if this is a realistic goal.

How have other sources of funding (fundraising, sponsorship, reserves, etc.) been considered?

Please explain.

No other funding sources have been considered.

Funding Description:

	Dollar Amount
Total Estimated Cost	
Psychiatrist salary increase (\$70,813) & associated benefits (\$11,118)	\$81,931
100% Nurse Practitioner increase (\$41,000) & assoc. benefits (\$6,437)	\$47,437
50% Nurse Practitioner increase (\$20,500) & assoc. benefits (\$3,219)	\$23,719
Less Estimated Partial/Matching Funds (if applicable)	
TOTAL INCREASE REQUESTED	\$153,087.00

SAFAB Comments/Notes: