CLIMATE INDICATORS IN DOCTORAL PROGRAMS

State/Program	Department	Doctrinal Oath?	Openly Self-Identified Lesbian/Gay/ Bisexual		Recruitment Efforts		Campus Organizations		Discourage Organizations		Nondiscrimination Policy		Services Coordinator	Same-Sex Couples Benefits	
			S	F	S	F	S	F	S	F	S	F		S	F
															S = Student F = Faculty
ALABAMA															
Alabama University of	Department of Psychology	N	N	N	N	N	Y	Y	N	N	N	N	N	N	N
Auburn University of	Department of Counselor Education, Counseling Psychology,& School Psychology	N	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N	N
ARIZONA															
Arizona State University	Division of Psychology in Education	N	Y		N	N	Y							N	Y [1]
Arizona State University	Department of Psychology	N	Y	Y	N	N	Y	Y	N	N	Y	Y	Y	N	N
Northcentral University	Department of Psychology	N	Y	Y	N	N	N	N	N	N	Y	Y	N	N	N
CALIFORNIA															
Alliant International University: Fresno/Sacramento	California School of Professional Psychology	N	Y	Y	Y	Y	Y	Y	N	N	Y	Y	N	Y	Y

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			S	F	S	F	S	F	S	F	S	F		S	F
S = Student F = Faculty															
Alliant International University: San Diego	California School of Professional Psychology	N	Y	Y			Y		N	N	Y	Y	N		Y [2]
California, University of, Berkeley	Department of Psychology	N	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y	Y [3]
Fuller Theological Seminary	Graduate School of Psychology	Y	N	N	N	N	N	N	N	N	N	N	N	N	N
John F. Kennedy University	Graduate School of Professional Psychology	N	Y	Y	Y	Y	Y	N	N	N	Y	Y	N	N	Y [4]
Pacific Graduate School of Psychology	Clinical Psychology Program	N	Y	Y	N	N	Y	N	N	N			Y	N	Y [5]
COLORADO															
Colorado State University	Department of Psychology	N	Y	N	N	N	Y	N	N	N	N	N	Y	N	N
Denver, University of	Graduate School of Professional Psychology	N	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y		Y
CONNECTICUT															
Hartford, University of	Doctoral Program in Clinical Psychology	N	Y	Y	N	N	Y	N	N	N	Y	Y			

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			S	F	S	F	S	F	S	F	S	F		S	F
S = Student F = Faculty															
DISTRICT OF COLUMBIA															
American University	Department of Psychology	N	Y	N	N	N	Y	N	N	N	Y	Y	Y		Y
FLORIDA															
Florida Institute of Technology	School of Psychology	N	Y	N	Y	N	Y	N	N	N	Y	Y	Y	N	N
Florida, University of	Department of Clinical & Health Psychology	N	Y	Y	N	N	Y	N	N	N	Y	Y	Y	N	N
Miami, University of	Department. of Educational & Psychological Studies/Area of Counseling Psychology	N	Y	N	N	N	Y	Y	N	N	Y	Y	Y	Y	Y [6]
Miami, University of	Department of Psychology	N	Y	Y	N	N	Y	N	N	N	Y	Y	N	N	Y [7]
South Florida, University of	Department of Psychology	N	Y	Y	N	N	Y	N	N	N	Y	Y	Y	N	N
GEORGIA															
Georgia State University	Department of Psychology	Y	Y	Y	N	N	Y	N	N	N	N	N	N	N	N

State/Program	Department	Doctrinal Oath?	Openly Self-Identified Lesbian/Gay/ Bisexual		Recruitment Efforts		Campus Organizations		Discourage Organizations		Nondiscrimination Policy		Services Coordinator	Same-Sex Couples Benefits	
			S	F	S	F	S	F	S	F	S	F		S	F
S = Student F = Faculty															
Georgia, University of	Department of Psychology		Y	Y	N	N	Y	N	N	N	N	N	N	N	N
ILLINOIS															
Argosy University/Illinois School of Professional Psychology	Clinical Psychology Department	N	Y	Y	Y	Y	Y	Y	N	N	Y	Y	N	Y	Y
Chicago School of Professional	Professional School	N	Y	Y	Y	Y	Y	N	N	N	Y	Y	N	N	Y [8]
Illinois, University of, Urbana-Champaign	Department of Psychology		Y	Y	N	N	Y	Y	N	N	Y	Y	Y		Y [9]
Midwestern University	Department of Behavioral Medicine/Clinical Psychology Department	N	Y	N	Y	Y	Y	Y	N	N	Y	Y	N	N	Y [10]
Northwestern University	Department of Psychology	N	Y	Y	N	N	Y	N	N	N	Y	Y			Y
Northwestern University, Feinberg School of Medicine	Department. of Psychiatry & Behavioral Sciences, Division. of Psychology	N	N	Y	N	N	Y	Y	N	N	Y	Y	N	N	N
Rosalind Franklin University of Medicine & Science	Department of Psychology		Y	N	Y	Y	Y		N	N	Y	Y	Y	Y	Y [11]

State/Program	Department	Doctrinal Oath?	Openly Self-Identified Lesbian/Gay/ Bisexual		Recruitment Efforts		Campus Organizations		Discourage Organizations		Nondiscrimination Policy		Services Coordinator	Same-Sex Couples Benefits	
			S	F	S	F	S	F	S	F	S	F		S	F
S = Student F = Faculty															
Southern Illinois University, at Carbondale	Department of Psychology	N	Y	Y	Y	N	Y	Y	N	N	Y	Y	N	Y	Y [12]
INDIANA															
Ball State University	Counseling Psychology & Guidance Services	N	Y	N	N	N	Y	N	N	N	Y	Y	N	N	Y [13]
Ball State University	PhD Program in School Psychology	N	N	N	N	N	Y	N	N	N	Y	Y	Y	N	N
Indiana State University	Department of Counseling	N	Y	Y	N	N	Y	N	N	N	Y	Y	N		Y [14]
Indiana State University	Department of Psychology	N	Y	Y	N	N	Y	N	N	N	Y	Y	N	N	Y [15]
Indianapolis, University of	Department of Psychology		Y	Y	N	N	Y	N	N	N	Y	Y	N	N	N
KANSAS															
Kansas State University	Department of Psychology	N	N	N	N	N	Y	N	N	N			Y	N	N
Kansas, University of	Department of Psychology	N	Y	Y	N	N	Y	N	N	N	Y	Y	N	N	N
Kansas, University of	Psychology & Research in Education	N	Y	Y	N	N	Y	N	N	N	Y	Y	Y		

State/Program	Department	Doctrinal Oath?	Openly Self-Identified Lesbian/Gay/ Bisexual		Recruitment Efforts		Campus Organizations		Discourage Organizations		Nondiscrimination Policy		Services Coordinator	Same-Sex Couples Benefits	
			S	F	S	F	S	F	S	F	S	F		S	F
S = Student F = Faculty															
KENTUCKY															
Kentucky, University of	Department of Psychology	N					Y	Y	N	N	Y	Y			
Louisville, University of	Psychological & Brain Sciences		Y	N	N	N	Y	Y			Y	Y	Y		
LOUISIANA															
Louisiana State University	Department of Psychology	N	Y	N	N	N	Y	Y	N	N	Y	Y	Y	N	N
Louisiana Tech University	Department of Psychology & Behavioral Sciences	N	Y	Y	N	N	Y	Y	N	N	Y	Y	N	N	N
Tulane University	Department of Psychology	N	Y	Y	Y	Y	Y	N	N	N	Y	Y	Y		Y
MAINE															
Maine, University of	Department of Psychology	N	Y	N	N	N	Y	N	N	N	Y	Y	Y	Y	Y [16]
MARYLAND															
Maryland, University of, Baltimore County	Department of Psychology	N	Y	Y	N	N	Y	N	N	N	Y	Y			

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			S	F	S	F	S	F	S	F	S	F		S	F
S = Student F = Faculty															
MASSACHUSETTS															
Boston College	Department of Counseling, Developmental, & Education Psychology	N	Y	N	N	N	Y	N	N	N	N	N	Y	N	N
Massachusetts Institute of Technology	Department of Brain & Cognitive Sciences	N	N	Y	N	N	Y	Y	N	N	Y	Y	Y	Y	Y
MICHIGAN															
Central Michigan University	Department of Psychology	N	N	Y	N	N	Y	Y	N	N	Y	Y	Y	N	Y[17]
Detroit-Mercy, University of	Department of Psychology	N	Y	N	N	N	Y	Y	N	N	Y	Y	N	N	N
Michigan, University of	Organizational Behavioral & Human Resources	N	N	N	N	N	Y	Y	N	N	Y	Y		Y	Y[18]
Michigan State University	Department of Psychology	N	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	N	Y[19]
MINNESOTA															
Minnesota, University of	Department of Educational Psychology	N	Y	N	N	N	Y	Y	N	N	Y	Y	Y	Y	Y[20]
Walden University	Professional Psychology Program	N	Y	Y	N	N	N	N	N	N	Y	Y	N	N	Y[21]

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			S	F	S	F	S	F	S	F	S	F		S	F
S = Student F = Faculty															
MISSISSIPPI															
Mississippi, University of	Department of Psychology	N			Y	Y	Y	Y	N	N	N	N	N	N	N
MISSOURI															
Washington University	Department of Psychology	N	Y	Y	N	N	Y	N	N	N	Y	Y	Y	N	Y [22]
MONTANA															
Montana, University of	Department of Psychology	N	Y	Y	N	N	Y	Y	N	N	Y	Y	N	N	Y [23]
NEBRASKA															
Nebraska, University of, at Lincoln	Department of Psychology	N	Y	Y	Y	Y	Y	Y	N	N	Y	Y	N	N	N
NEW MEXICO															
New Mexico State University	Counseling & Educational Psychology	N	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	N	Y [24]
New Mexico State University	Department of Psychology		Y	N	N	N	Y	Y	N	N	Y	Y	Y	Y	Y [25]

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			S	F	S	F	S	F	S	F	S	F		S	F
S = Student F = Faculty															

NEW YORK

Adelphi University	The Demer Institute of Advanced Psychological Studies, School of Professional Psychology	N	Y	N	N	N	Y	N	N	N	Y	Y	Y	N	N
City University of New York: Graduate School & University Center	PhD Program in Psychology	N	Y	Y	Y	N	Y	N	N	N	Y	Y	Y		
City University of New York: Queens College	Department of Psychology	N	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	N	Y [26]
Cornell University	Department of Human Development	N	Y	Y	Y	N	Y	Y	N	N	Y	Y	Y	Y	Y [27]
Cornell University	Graduate Field of Psychology	N		Y			Y		N	N			Y		
Fordham University	Department of Psychology	N	Y	N	N	N	Y	N	N	N				N	Y [28]
New School University	Department of Psychology	N	Y		N	N	N	N	N	N	Y	Y	N	N	N
State University of New York at Stony Brook	Department of Psychology	N	Y	Y	N	N	Y	N	N	N	Y	Y	N		Y [29]

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			S	F	S	F	S	F	S	F	S	F		S	F
S = Student F = Faculty															
NORTH CAROLINA															
Duke University	Department of Psychology: Social & Health Sciences	N	N	N	N	N	Y	N	N	N	Y	Y	Y	N	Y[30]
North Carolina State University	Department of Psychology	N	N	N	N	N	Y	N	N	N	Y	Y	N	N	N
NORTH DAKOTA															
North Dakota, University of	Department of Counseling, PhD in Counseling Psychology	N	Y	Y	Y	N	Y	N	N	N	Y	Y	N	N	N
OHIO															
Akron, University of	Department of Psychology	N	Y	N	Y	N	Y	N	N	N	Y	N	N	N	N
Wright State University	School of Professional Psychology	N	Y	Y	Y	Y	Y	Y	N	N				Y[31]	N
OREGON															
Oregon Health Sciences University	Department of Behavioral Neuroscience	N	Y		N		Y	Y	N	N	Y	Y	Y	Y	Y[32]
Pacific University	School of Professional Psychology	N	Y	Y	Y	Y	Y		N	N	Y	Y	N	Y	Y

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			S	F	S	F	S	F	S	F	S	F		S	F
S = Student F = Faculty															
PENNSYLVANIA															
Carnegie Mellon University	Department of Psychology	N	N	N	N	N	N	N	N	N	Y	Y	N	Y	Y[33]
Duquesne University	Department of Counseling, Psychology & Special Education, School Psychology Program	N	N	N	N	N	Y	Y	N	N	Y	Y	Y	N	N
Gannon University	Counseling Psychology	N	N	N	N	Y	N	N	Y	Y	N	Y	N	N	N
Lehigh University	Department of Psychology	N	N	N	N	N	Y	N	N		Y	Y	Y	N	N
Pittsburgh, University of	Department of Psychology	N	Y	Y	N	N	Y	N	N	N	Y	Y	Y	Y[34]	
Pennsylvania State University	Counselor Education, Counseling Psychology	N	Y	Y	N	N	Y	Y	N	N	Y	Y	Y	N	Y[35]
Pennsylvania State University	Counseling Psychology & Special Education	N	Y	Y	N	N	Y	N	N	N	Y	Y	Y	N	N
Pennsylvania, University of	Department of Psychology	N	Y	Y	N	N	Y	Y	N	N	Y	Y	Y	Y	Y[36]
PUERTO RICO															
Carlos Albizu University	School of Professional Psychology	N	N	N	N	N	N	N	N	N	Y	Y	N	N	N

State/Program	Department	Doctrinal Oath?	Openly Self-Identified Lesbian/Gay/ Bisexual		Recruitment Efforts		Campus Organizations		Discourage Organizations		Nondiscrimination Policy		Services Coordinator	Same-Sex Couples Benefits	
			S	F	S	F	S	F	S	F	S	F		S	F
S = Student F = Faculty															
RHODE ISLAND															
Rhode Island, University of	Department of Psychology	N	Y	Y	N	N	Y	N	N	N	N	N	Y	N	Y[37]
SOUTH CAROLINA															
Clemson University	Department of Psychology	N	N	N	N	N	Y	N	N	N	Y	Y	N		
TENNESSEE															
Memphis, University of	Department of Counseling, Educational Psychology & Research	N	Y	Y	Y	N	Y	N	N		N	N	N	N	N
Vanderbilt University	Department of Psychology	N	N		N		Y	N	N	N	Y	Y			
TEXAS															
Houston, University of, College of Education	Department of Educational Psychology	N	Y	N	Y	Y	Y	N	N	N	Y	Y	N		
Our Lady of the Lake University	Scool of Education and Clinical Studies	N	Y	Y	N	N	N	N	Y	Y	N	N	N	N	N
Rice University	Department of Psychology	N	Y	N	N	N	Y	Y	N	N	Y	Y	Y	N	Y

State/Program	Department	Doctrinal Oath?	Openly Self-Identified Lesbian/Gay/ Bisexual		Recruitment Efforts		Campus Organizations		Discourage Organizations		Nondiscrimination Policy		Services Coordinator	Same-Sex Couples Benefits	
			S	F	S	F	S	F	S	F	S	F		S	F
S = Student F = Faculty															
Southern Methodist University	Department of Psychology	N	N	N	N	N	Y	N	N	N	Y	Y	N	N	Y[38]
Texas A&M University	Department of Educational Psychology	N	N	N	N	N	Y	Y	N	N	Y	Y	N	N	N
Texas A&M University, Commerce	Department of Psychology & Special Education	N	Y	Y	N	N	N	N	N	N	N	N	N	N	N
Texas Tech University	Department of Psychology	N	Y	N	Y	Y	Y	Y	N	N	Y	Y		N	N
Texas Tech University	Educational Psychology and Leadership/Educational Psychology	N	Y	N	N	N	Y	N	N	N	Y	Y	N	N	Y
VIRGINIA															
Argosy University/ Washington, DC	American School of Professional Psychology	N	Y	Y	N	N	N	N	N	N	Y	Y	N	N	Y[39]
Old Dominion University	Department of Psychology	N	Y	N	N	N	Y	N	N	N	N	N	Y	N	N
Virginia Commonwealth University	Department of Psychology	N	Y	Y	N		Y		N	N			N		Y
Virginia Consortium Program in Clinical Psychology	Clinical Psychology	N	Y	N	N	N	Y		N	N					

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			S	F	S	F	S	F	S	F	S	F		S	F
S = Student F = Faculty															
Virginia Polytechnic Institute & State University	Department of Psychology	N	Y	N	N	N	Y	N	N	N	Y	Y	Y	N	N
Virginia, University of	Department of Psychology	N	Y	Y	N	N	Y	Y	N	N	Y	Y	Y	N	N
VERMONT															
Vermont, University of	Department of Psychology	N	Y	N	Y	Y	Y	Y	N	N	Y	Y	Y	N	Y [40]
WASHINGTON															
Washington, University of	Department of Psychology	N	Y	Y	N	N	Y	Y	N	N	Y	Y	Y	Y	Y [41]
WEST VIRGINIA															
West Virginia University	Department of Psychology	N	Y	N	N	N	Y	Y	N	N	Y	Y	Y	N	N
WISCONSIN															
Marquette University	Department of Psychology	N	Y	N	N	N	Y	N	N	N	Y	Y	N	N	N
Wisconsin, University of: Madison	Department of Psychology	N	Y	Y	N	N	Y	Y	N	N	Y	Y	Y	N	N
Wisconsin, University of: Milwaukee	Department of Psychology	N	Y	N	N	N	Y	Y	N	N	Y	Y	Y	Y	Y [42]

State/Program	Department	Doctrinal Oath?	Openly Self-Identified Lesbian/Gay/ Bisexual		Recruitment Efforts		Campus Organizations		Discourage Organizations		Nondiscrimination Policy		Services Coordinator	Same-Sex Couples Benefits	
			S	F	S	F	S	F	S	F	S	F		S	F
S = Student F = Faculty															
WYOMING															
Wyoming, University of	Department of Psychology	N	Y	N	N	N	Y	N	N	N	Y	Y	Y	N	N
CANADA															
Alberta, University of	Department of Psychology	N	N	N	N	N	N	N	N	N	N	Y	N	N	N
British Columbia, University of	Department of Psychology	N	Y	Y	N	N	Y	N	N	N	N	N	N	Y	Y [43]
Calgary, University of	Department of Psychology	N	Y	Y	N	N	Y	N	N	N	Y	Y			
Guelph, University of	Department of Psychology	N	N	N	N	N	Y	N	N	N	Y	Y	Y		
New Brunswick, University of	Department of Psychology	N	Y	Y	N	N	Y	N	N	N	N	N	Y		
Ontario Institute for Studies in Education	Department of Applied Psychology	N	Y	Y	Y	Y	Y	N	N	N	Y	Y	Y	N	Y [44]
Saskatchewan, University of	Department of Psychology	N	Y	N	N	N	Y	N	N	N	Y	Y	N	N	Y [45]
Wilfrid Laurier University	Department of Psychology	N	Y	Y	Y	Y	Y	Y	N	N				Y	N
Windsor, University of	Department of Psychology	N	Y	Y	N	N	Y	Y	N	N	Y	Y	N	Y	Y [46]

Notes for question on “Spousal benefits extended to same-sex partners of students or faculty?”

Student -- Same-Sex Couples Benefits	Faculty -- Same-Sex Couples Benefits
1	Support for spousal employment at time of recruitment
2 N/A	Health benefits
3 Unclear, policy under review	Full benefits
4	Medical benefits
5	Health insurance
6	Medical benefits
7 Health, Wellness Center	Health, Wellness Center
8	Health, dental
9	Health and dental Insurance
10	Medical
11 Housing and all campus facilities	Housing and all campus facilities
12 Health, dental	Health, Dental
13	Health insurance benefits
14	Health/medical Insurance
15	Health care
16 Health benefits	Health benefits
17	Insurance
18	Same as all faculty members
19 Medical	Medical, dental, insurance
20 Resident tuition rates, dependent health insurance for domestic partners	Resident tuition rates, dependent health insurance, life insurance for domestic partners
21	Domestic partner benefits
22 Health care, all benefits	
23	Health insurance
24 All benefits	All benefits
25	Health insurance
26	Medical, pension etc (all fringe)
27 Full	Full
28 I don't think so, but am not sure. You should be polling the personnel offices of universities as well as psychologists.	I believe they are offered benefits, but again cannot be specific.
29	Full benefits
30 Health insurance	
31 Health insurance	
32 Medical/dental	Medical/dental
33 Health etc.	Health, retirement, etc.

[34] Equal to hetero	Equal to hetero
[35]	Domestic partnership benefits
[36] Health	Health, tuition, etc.
[37]	Domestic partner benefits for health insurance coverage
[38]	Medical, retirement
[39]	All benefits
[40]	Vermont civil unions
[41] Insurance etc	Insurance etc
[42] Health insurance, dental insurance, access to library, athletic venues, child care, employee assistance center	Dental insurance, access to library, athletic venues, child care, employee assistance center
[43] Med/dental etc	As above
[44]	All including spousal appointments
[45]	Pension, health
[46] Health benefits	All extended health benefits, pensions, all benefits open to heterosexual couples