



## 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 = Student F = Faculty															
<b>ALABAMA</b>															
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
<b>ARIZONA</b>															
Arizona State University	Division of Psychology in Education	N	Y		N	N	Y							N	Y <sup>1</sup>
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
<b>CALIFORNIA</b>															
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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Alliant International University: San Diego	California School of Professional Psychology	N	Y	Y			Y		N	N	Y	Y	N		Y <sup>2</sup>
California, University of, Berkeley	Department of Psychology	N	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y	Y <sup>3</sup>
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 <sup>4</sup>
Pacific Graduate School of Psychology	Clinical Psychology Program	N	Y	Y	N	N	Y	N	N	N			Y	N	Y <sup>5</sup>

## 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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Georgia, University of	Department of Psychology		Y	Y	N	N	Y	N	N	N	N	N	N	N	N
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## ILLINOIS

Argosy University/Illinois School of Professional Psychology	Clinical Psychology Department	N	Y	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	Y	N	N	N	Y	Y	N	N	Y <sup>8</sup>
Illinois, University of, Urbana-Champaign	Department of Psychology		Y	Y	N	N	Y	Y	N	N	Y	Y	Y			Y <sup>9</sup>
Midwestern University	Department of Behavioral Medicine/Clinical Psychology Department	N	Y	N	Y	Y	Y	Y	N	N	Y	Y	N	N	Y <sup>10</sup>	
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 <sup>11</sup>	

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Southern Illinois University, at Carbondale	Department of Psychology	N	Y	Y	Y	N	Y	Y	N	N	Y	Y	N	Y	Y <sup>12</sup>
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### INDIANA

Ball State University	Counseling Psychology & Guidance Services	N	Y	N	N	N	Y	N	N	N	Y	Y	N	N	Y <sup>13</sup>
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 <sup>14</sup>
Indiana State University	Department of Psychology	N	Y	Y	N	N	Y	N	N	N	Y	Y	N	N	Y <sup>15</sup>
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		

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<b>KENTUCKY</b>															
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		
<b>LOUISIANA</b>															
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
<b>MAINE</b>															
Maine, University of	Department of Psychology	N	Y	N	N	N	Y	N	N	N	Y	Y	Y	Y	Y <sup>16</sup>
<b>MARYLAND</b>															
Maryland, University of, Baltimore County	Department of Psychology	N	Y	Y	N	N	Y	N	N	N	Y	Y			

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## 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 <sup>17</sup>
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 <sup>18</sup>
Michigan State University	Department of Psychology	N	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	N	Y <sup>19</sup>

## MINNESOTA

Minnesota, University of	Department of Educational Psychology	N	Y	N	N	N	Y	Y	N	N	Y	Y	Y	Y	Y <sup>20</sup>
Walden University	Professional Psychology Program	N	Y	Y	N	N	N	N	N	N	Y	Y	N	N	Y <sup>21</sup>

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<b>MISSISSIPPI</b>															
Mississippi, University of	Department of Psychology	N			Y	Y	Y	Y	N	N	N	N	N	N	N
<b>MISSOURI</b>															
Washington University	Department of Psychology	N	Y	Y	N	N	Y	N	N	N	Y	Y	Y	N	Y <sup>22</sup>
<b>MONTANA</b>															
Montana, University of	Department of Psychology	N	Y	Y	N	N	Y	Y	N	N	Y	Y	N	N	Y <sup>23</sup>
<b>NEBRASKA</b>															
Nebraska, University of, at Lincoln	Department of Psychology	N	Y	Y	Y	Y	Y	Y	N	N	Y	Y	N	N	N
<b>NEW MEXICO</b>															
New Mexico State University	Counseling & Educational Psychology	N	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	N	Y <sup>24</sup>
New Mexico State University	Department of Psychology		Y	N	N	N	Y	Y	N	N	Y	Y	Y	Y	Y <sup>25</sup>

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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 <sup>26</sup>
Cornell University	Department of Human Development	N	Y	Y	Y	N	Y	Y	N	N	Y	Y	Y	Y	Y <sup>27</sup>
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 <sup>28</sup>
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 <sup>29</sup>

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<b>NORTH CAROLINA</b>															
Duke University	Department of Psychology: Social & Health Sciences	N	N	N	N	N	Y	N	N	N	Y	Y	Y	N	Y <sup>30</sup>
North Carolina State University	Department of Psychology	N	N	N	N	N	Y	N	N	N	Y	Y	N	N	N
<b>NORTH DAKOTA</b>															
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
<b>OHIO</b>															
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 <sup>31</sup>	N
<b>OREGON</b>															
Oregon Health Sciences University	Department of Behavioral Neuroscience	N	Y		N		Y	Y	N	N	Y	Y	Y	Y	Y <sup>32</sup>
Pacific University	School of Professional Psychology	N	Y	Y	Y	Y	Y		N	N	Y	Y	N	Y	Y

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<b>PENNSYLVANIA</b>																
Carnegie Mellon University	Department of Psychology	N	N	N	N	N	N	N	N	N	N	Y	Y	N	Y	Y <sup>33</sup>
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 <sup>34</sup>		
Pennsylvania State University	Counselor Education, Counseling Psychology	N	Y	Y	N	N	Y	Y	N	N	Y	Y	Y	N	Y <sup>35</sup>	
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 <sup>36</sup>	
<b>PUERTO RICO</b>																
Carlos Albizu University	School of Professional Psychology	N	N	N	N	N	N	N	N	N	N	Y	Y	N	N	N

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<b>RHODE ISLAND</b>															
Rhode Island, University of	Department of Psychology	N	Y	Y	N	N	Y	N	N	N	N	N	Y	N	Y <sup>37</sup>
<b>SOUTH CAROLINA</b>															
Clemson University	Department of Psychology	N	N	N	N	N	Y	N	N	N	Y	Y	N		
<b>TENNESSEE</b>															
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			
<b>TEXAS</b>															
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	School 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

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			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 <sup>38</sup>
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 <sup>39</sup>
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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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 <sup>40</sup>
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### WASHINGTON

Washington, University of	Department of Psychology	N	Y	Y	N	N	Y	Y	N	N	Y	Y	Y	Y	Y <sup>41</sup>
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### WEST VIRGINIA

West Virginia University	Department of Psychology	N	Y	N	N	N	Y	Y	N	N	Y	Y	Y	N	N
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### 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 <sup>42</sup>

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

<b>WYOMING</b>															
Wyoming, University of	Department of Psychology	N	Y	N	N	N	Y	N	N	N	Y	Y	Y	N	N
<b>CANADA</b>															
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 <sup>43</sup>
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 <sup>44</sup>
Saskatchewan, University of	Department of Psychology	N	Y	N	N	N	Y	N	N	N	Y	Y	N	N	Y <sup>45</sup>
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 <sup>46</sup>

## 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