

Belmont University Mental Health Counseling Program

Program Evaluation Outcome Report 2022-2023 for students who graduated August 2022

The Mental Health Counseling Program at Belmont University uses data to evaluate the program objectives and detail subsequent program modifications and other substantial program changes. This report is posted online annually. Following are aggregate data detailing results of follow-up studies of graduates, employers, site-supervisors, state credentialing examinations, comprehensive examinations, student dispositions, and core assessment data.

Program Objectives for the program consist of:

- 1) identify and resolve ethical issues using current codes of ethics
- 2) become knowledgeable and apply multicultural and cross-cultural counseling skills and current competencies
- 3) utilize culturally relevant strategies based on human growth and development
- 4) integrate vocational counseling knowledge into holistic counseling strategies
- 5) select and utilize efficacious counseling theories, skills, and techniques (including marriage, couple, and family theories)
- 6) facilitate care throughout the lifespan using Christian and pastoral theological perspectives of human suffering;
- 7) demonstrate appropriate screening practices and leadership of groups
- 8) select and utilize appropriate and ethical assessment instruments and techniques
- 9) select and utilize appropriate and ethical research methods for the improvement of counseling services
- 10) apply the Competencies for Addressing Spiritual and Religious Issues in Counseling;
- 11) be committed to serve as Christian advocates for clients and their communities

A. Summary of Evaluation Results

Data discussed below was collected through surveys of current students, graduates, site supervisors, and employers. These surveys were emailed and/or hand delivered to each of these entities between October 2022 and January 2023. This data is collected annually and used to make program improvements.

1. Alumni (Aug. 2022 graduates) Knowledge/Skills/Professional Facets Survey Data

Data included in the following tables was collected regarding alumni perceptions of knowledge, skills, and professional facets related to program objectives the two weeks after graduation. The following rating system was used: 1= Very Poor; 2= Poor; 3= Adequate; 4 = Good; 5 = Very Good; and NA = Not Applicable. Raw data was compiled and tabulated for each program as follows:

a. Clinical Mental Health Counseling Graduate Knowledge/Skills Survey N=4 (44.4% response rate)

<i>Area of Focus</i>	<i>Standard Deviation Knowledge</i>	<i>Mean Knowledge</i>	<i>Standard Deviation Skills</i>	<i>Mean Skills</i>	<i>Prog. Objective #</i>

Multicultural Counseling	.71	4.00	.43	4.25	2
Resolving Ethical/Legal Issues	.50	4.50	1.00	4.00	1
Group Counseling	1.29	4.25	.87	4.50	7
Theories of Counseling	.50	4.50	.50	4.50	5
Counseling Techniques	.50	4.50	.50	4.50	5
Vocational Counseling	.83	3.75	.83	3.75	4
Human Development	.43	3.75	.71	4.00	3
ASERVIC Competencies	.83	4.25	.71	4.00	10
Theological Perspectives of Human Suffering	.71	4.00	.71	4.00	6,10,11
Counseling Assessment	.83	3.75	.71	4.00	8
Geriatric Counseling	1.48	2.75	1.48	2.75	3, 5
Family Counseling	.83	3.75	.83	3.75	3, 5
Adolescent/Child Counseling	.71	4.00	.71	4.00	3, 5
Social Justice and Advocacy	.71	4.00	.71	4.00	2
Addictions	.71	4.00	.50	4.5	5, 6
Field Experience	.50	4.50	.50	4.50	5,7,8,10
Supervision Received	1.22	4.00	1.22	4.00	5,6

Research/Statistics/Evaluation	.50	4.50	.50	4.50	9
Diagnosis	.50	4.50	.71	4.00	5, 8
Treatment Planning	.83	3.25	.50	3.50	5
Professional Licensure	1.09	2.75	1.09	2.75	11
Professional Organizations	.87	3.50	.87	3.50	11

b. Clinical Mental Health Counseling Graduate Perceptions of Professional Facets N=4

<i>Area of Focus</i>	<i>Standard Deviation</i>	<i>Mean</i>
Course Offerings	.5	4.25
Professors' concern for students	.58	4.5
Timely feedback	.82	4
Assistance with Course Skills/Knowledge	.5	4.25
Relevance of Material	.96	3.75
Availability of Faculty	.58	4.5
Professional Identity	.82	4
Professional Expectations	.58	4.5
Mentorship of Faculty	.5	4.25

Overall Rating	0	4
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**c. Marriage, Couples, and Family Counseling Graduate Knowledge/Skills Survey
N=3 (50% response rate)**

<i>Area of Focus</i>	<i>Standard Deviation Knowledge</i>	<i>Mean Knowledge</i>	<i>Standard Deviation Skills</i>	<i>Mean Skills</i>	<i>Prog. Objective #</i>
Multicultural Counseling	.94	4.33	.82	4.00	2
Resolving Ethical/Legal Issues	.47	4.66	.47	4.33	1
Group Counseling	.47	4.33	.47	4.33	7
Theories of Counseling	.47	4.66	.47	4.66	5
Counseling Techniques	.47	4.33	.82	4.00	5
Vocational Counseling	.47	3.33	.47	3.66	4
Human Development	.82	3.00	.82	3.00	3
ASERVIC Competencies	.47	4.33	.82	4.00	10
Theological Perspectives of Human Suffering	.00	4.00	.00	4.00	6,11, 10
Counseling Assessment	.47	3.66	.47	3.66	8

Geriatric Counseling	.47	4.66	.47	4.33	3,5
Family Counseling	.82	3.00	1.63	3.00	3,5
Adolescent/Child Counseling	.47	4.33	.47	4.33	3,5
Social Justice and Advocacy	.47	2.66	.47	2.33	2
Field Experience	.94	4.33	.94	4.33	5,7,8,10
Supervision Received	.94	4.33	.94	4.33	5,6
Research/Statistics/Evaluation	.94	4.33	.94	4.33	9
Diagnosis	.47	3.66	.47	3.66	5,8
Treatment Planning	.47	4.66	.47	4.33	5
Professional Licensure	.47	3.66	.47	3.33	11
Professional Organizations	.47	3.33	.47	3.33	11

d. Marriage, Couple, and Family Counseling Graduate Perceptions of Professional Facets N=3

<i>Area of Focus</i>	<i>Standard Deviation</i>	<i>Mean</i>
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Course Offerings	0	4
Professors' concern for students	.58	4.33
Timely feedback	1.15	3.67
Assistance with Course Skills/Knowledge	.58	4.33
Relevance of Material	.58	4.67
Availability of Faculty	.58	4.33
Professional Identity	.58	4.33
Professional Expectations	.58	4.33
Mentorship of Faculty	.58	4.67
Overall Rating	.58	4.33

e. **Pastoral Therapy Graduate Knowledge/Skills Survey N=0**

<i>Area of Focus</i>	<i>Standard Deviation Knowledge</i>	<i>Mean Knowledge</i>	<i>Standard Deviation Skills</i>	<i>Mean Skills</i>
Multicultural Counseling				
Resolving Ethical/Legal Issues				
Group Counseling				

Theories of Counseling				
Counseling Techniques				
Vocational Counseling				
Human Development				
ASERVIC Competencies				
Theological Perspectives of Human Suffering				
Counseling Assessment				
Geriatric Counseling				
Family Counseling				
Adolescent/Child Counseling				
Social Justice and Advocacy				
Addictions				
Field Experience				
Supervision Received				
Research/Statistics/Evaluation				
Diagnosis				

Treatment Planning				
Professional Licensure				
Professional Organizations				

1. Employer Survey Data

Data included in the following table was collected regarding graduate employers' perceptions of knowledge and skills related to program objectives. Data was collected January-March 2023 for students who graduated August 2022. The following rating system was used: 1= Very Poor; 2= Poor; 3= Adequate; 4 = Good; 5 = Very Good; and NA = Not Applicable. Raw data was compiled and tabulated for each program as follows:

a. Clinical Mental Health Counseling N=2 (22.2% response rate)

<i>Area of Focus</i>	<i>Standard Deviation Knowledge</i>	<i>Mean Knowledge</i>	<i>Standard Deviation Skills</i>	<i>Mean Skills</i>	<i>Prog. Objective #</i>
Multicultural Counseling	0	4.0	0	4.0	2
Resolving Ethical/Legal Issues	0	4.0	0	4.0	1
Group Counseling	0	4.0	0	4.0	7
Theories of Counseling	0	4.0	0	4.0	5
Counseling Techniques	0	5.0	0	5.0	5
Vocational Counseling	NA	N/A	N/A	N/A	4
Human Growth & Development	0	4.0	0	4.0	3
ASERVIC Competencies	0	5.0	0	5.0	10
Theological Perspectives of Human Suffering	0	5.0	0	5.0	6,10,11
Counseling Assessment	0	5.0	0	5.0	8
Geriatric Counseling	N/A	N/A	N/A	N/A	3, 5, 6
Family Counseling	0	4.0	0	4.0	3, 5
Adolescent/Child Counseling	0	4.0	0	4.0	3, 5
Social Justice and Advocacy	0	5.0	0	5.0	2
Addictions	0	4.0	0	4.0	5
Field Experience	1.0	4.5	1.0	4.5	5,7,8,10
Supervision Received	0	5.0	0	5.0	5,6
Research/Statistics/Evaluation	NA	N/A	N/A	N/A	9
Diagnosis	0	5.0	0	5.0	5,8
Treatment Planning	0	4.0	0	4.0	5, 8
Professional Licensure	0	4.0	0	4.0	11

Professional Organizations	N/A	N/A	N/A	N/A	11
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b. Marriage, Couples, and Family Counseling N=1 (16.6% response rate) No data listed publicly when N=1 for confidentiality of participants.

<i>Area of Focus</i>	<i>Standard Deviation Knowledge (Not listed when N=1)</i>	<i>Mean Knowledge</i>	<i>Standard Deviation Skills (Not listed when N=1)</i>	<i>Mean Skills</i>	<i>Prog. Objective #</i>
Multicultural Counseling					2
Resolving Ethical/Legal Issues					1
Group Counseling					7
Theories of Counseling					5
Counseling Techniques					5
Vocational Counseling					4
Human Growth & Development					3
ASERVIC Competencies					10
Theological Perspectives of Human Suffering					6,10,11
Counseling Assessment					8
Geriatric Counseling					3, 5, 6
Family Counseling					3, 5
Adolescent/Child Counseling					3, 5
Social Justice and Advocacy					2
Addictions					5, 6
Field Experience					5,7,8,10
Supervision Received					5, 6
Research/Statistics/Evaluation					9
Diagnosis					5, 8
Treatment Planning					5
Professional Licensure					11
Professional Organizations					11

c. Pastoral Counseling
No respondents because we had no graduates.

<i>Area of Focus</i>	<i>Standard Deviation Knowledge</i>	<i>Mean Knowledge</i>	<i>Standard Deviation Skills</i>	<i>Mean Skills</i>
Multicultural Counseling				
Resolving Ethical/Legal Issues				
Group Counseling				
Theories of Counseling				
Counseling Techniques				
Vocational Counseling				
ASERVIC Competencies				

Theological Perspectives of Human Suffering				
Counseling Assessment				
Geriatric Counseling				
Family Counseling				
Adolescent/Child Counseling				
Social Justice and Advocacy				
Addictions				
Field Experience				
Supervision Received				
Research/Statistics/Evaluation				
Diagnosis				
Treatment Planning				
Professional Licensure				
Professional Organizations				

2. Site Supervisor Survey Data

a. Clinical Mental Health Counseling N=1 (11.1% response rate) Data is not shared publicly when N =1 for confidentiality

<i>Area of Focus</i>	<i>Standard Deviation Knowledge</i>	<i>Mean Knowledge</i>	<i>Standard Deviation Skills</i>	<i>Mean Skills</i>	<i>Prog. Objective #</i>
Multicultural Counseling					2
Resolving Ethical/Legal Issues					1
Group Counseling					7
Theories of Counseling					5
Counseling Techniques					5
Vocational Counseling					4
Human Growth & Development					3
ASERVIC Competencies					10
Theological Perspectives of Human Suffering					6,10,11
Counseling Assessment					8
Geriatric Counseling					3, 5, 6
Family Counseling					3, 5
Adolescent/Child Counseling					3, 5
Social Justice and Advocacy					2
Addictions					5, 6
Field Experience					5,7,8,10
Supervision Received					5, 6
Research/Statistics/Evaluation					9
Diagnosis					5, 8
Treatment Planning					5

Professional Licensure					11
Professional Organizations					11

b. Marriage, Couples, and Family Counseling N=0 (0% response rate) Despite numerous attempts, we Received no responses.

<i>Area of Focus</i>	<i>Standard Deviation Knowledge</i>	<i>Mean Knowledge</i>	<i>Standard Deviation Skills</i>	<i>Mean Skills</i>	<i>Prog. Objective #</i>
Multicultural Counseling					2
Resolving Ethical/Legal Issues					1
Group Counseling					7
Theories of Counseling					5
Counseling Techniques					5
Vocational Counseling					4
Human Growth & Dev.					3
ASERVIC Competencies					10
Theological Perspectives of Human Suffering					6,10,11
Counseling Assessment					8
Geriatric Counseling					3, 5, 6
Family Counseling					3, 5
Adolescent/Child Counseling					2
Social Justice and Advocacy					2
Addictions					5
Field Experience					5,7,8,10
Supervision Received					5, 6
Research/Statistics/Evaluation					9
Diagnosis					5, 8
Treatment Planning					5
Professional Licensure					11
Professional Organizations					11

c. Pastoral Therapy N=0 (No Responses Given because we had no graduates)

<i>Area of Focus</i>	<i>Standard Deviation Knowledge</i>	<i>Mean Knowledge</i>	<i>Standard Deviation Skills</i>	<i>Mean Skills</i>
Multicultural Counseling				
Resolving Ethical/Legal Issues				
Group Counseling				
Theories of Counseling				
Counseling Techniques				
Vocational Counseling				

ASERVIC Competencies				
Theological Perspectives of Human Suffering				
Counseling Assessment				
Geriatric Counseling				
Family Counseling				
Adolescent/Child Counseling				
Social Justice and Advocacy				
Addictions				
Field Experience				
Supervision Received				
Research/Statistics/Evaluation				
Diagnosis				
Treatment Planning				
Professional Licensure				
Professional Organizations				

3. Master's Comprehensive Examination Data Cohort 6 (Students Entered Program August 2021 and tested January 2023) N=22 (CMHC N=16; CMFC=6)

Students took a comprehensive knowledge examination after completion of all foundational courses. 100% of students in the CMFC program and 100% of students in the CMHC program passed all areas of the examination on the first try. Following is a breakdown of mean scores for each specialty track on each area of the examination.

<i>Specialty Track</i>	<i>Career</i>	<i>Diver - sity</i>	<i>Group</i>	<i>HR/ Theory/ Diagnos is/Techn iques</i>	<i>Re- search</i>	<i>Assess ment</i>	<i>HD</i>	<i>Ethics / Orient a tion</i>	<i>Specia lty</i>	<i>Spirit uality</i>
Marriage, Couples & Family N=	100	96.67	100	98.67	96.67	90	100	90	96.67	83.3
Clinical Mental health N=	100	93.75	98.75	99.25	96.25	93.25	93.75	93.13	97.5	88
Pastoral Therapy <u>No students in this track tested</u>										

*One school counseling student was included above because they were in a dual track with CMHC. Their praxis score was passing.

4. Aug. 2022 and May 2023 Graduate Demographic Data

Data from recent graduates in each specialty track follows.

<i>Program Track (specialization)</i>	<i>Gender</i>	<i>Ages Included</i>	<i>Race/Ethnicity in Program</i>
Clinical Mental Health Counseling	8 Females; 1 male	Ages ranged from: 23-50	2 African American; 7 White
Marriage, Couples, and Family Counseling	5 Females; 1 male	Ages ranged from 25-45	5 White; 1 Hispanic
Pastoral Therapy	none		

5. State Licensure Examination Data for 2022-23

4 students took state examinations from August 2022 to July 2023 with 7 passing and 0 failing exams.

Overall passing rate on all tests: 100%

A breakdown of results per examination follows:

Examination	# Students who Tested	# Students who Passed	Passing Rate
National Counseling Exam	2	2	100%
Marriage and Family State Board	2	2	100%
Ethics/Jurisprudence CMHC	2	2	100%
Ethics/Jurisprudence MCFC	0	0	N/A
School Counseling Praxis	1	1	100%

*Based on alum self-report.

6. Student knowledge, Skills, and Professional Dispositions 2022-2023 CMHC Student Knowledge Scores

a. Clinical Mental Health Track knowledge, specialty, and skills Scores

Knowledge exams ranged from 3.0 to 5.0 on all knowledge assessments. The highest knowledge averages were in career counseling. The lowest knowledge score was 3.0 in human development. Specialty area scores ranged from 3.0 to 5.0 in the clinical mental health tracks. Student scores progressed over time as should be normal. Students failing assessments were given remediation and all passed post-remediation.

b. MCFC Student Knowledge, Specialty, and Skills Scores

Knowledge exams ranged from 4.65 to 5.0 on all knowledge assessments. The highest knowledge averages were in assessment. Specialty area scores ranged from 3.0 to 5.0 in the marriage and family therapy tracks. Student scores progressed over time as should be normal. Students failing assessments were given remediation and all passed post-remediation.

c. Professional Dispositions

During 2022-2023, three disposition scores for three students were inadequate. All other students' scores ranged between 3 and 5 throughout the year. The student failing a disposition was spoken to by several faculty, remediation plans were developed, and improvements were seen prior to graduation.

A. Subsequent Program Modifications

1. Alumni Data Based Modifications

a. CMHC Alum Responses and Data Based Modifications

CMHC Alumni knowledge responses ranged from 2.75 to 4.50, and from 2.75 to 4.50 on skills responses. The lowest aggregate rating of 2.75 was given with regard to skills in geriatric counseling and licensure. Interestingly, students' scored knowledge of treatment planning at 3.25 but skills in this area at 3.5. Other than these ratings, none of the ratings were abnormally low or significant. Ratings improved this year in human development, which is good news since we have new instructors teaching the course. We will continue having guest speakers who discuss licensure in internship this coming year. We can also add information in our courses discussing geriatric counseling. In professional facets last year, students rated "Professional Expectations" the lowest. This year, this aspect was rated 4.5, the highest along with "Professors Concern for Students" and "Faculty availability." These are aspects to celebrate this year.

b. MCFC Alum Responses and Data Based Modifications

MCFC Alumni knowledge responses ranged from 2.66 to 4.66, and from 2.33 to 4.66 on skills responses. The lowest aggregate rating of 2.33 was given with regard to skills in advocacy and social justice. Interestingly, knowledge in this area was also the lowest with a rating of 2.66. Faculty will add material to their courses and seek guest speakers in this area next year. The highest ratings were in knowledge of theories and geriatric counseling. In professional facets, students rated "Relevance of Material" and "Mentorship of Faculty" as the highest at 4.67. Clearly students appreciated faculty teaching and assistance.

c. LPT Alum Responses and Modifications

No graduates-N/A

2. Employer Data Modifications

a. CMHC Alumni Employer Data Based Modifications

Employer data on knowledge ranged from 4.0 to 5.0 on knowledge and 4.0 to 5.0 on skills. No true outliers were found in this data.

b. MCFC Alumni Employer Data Based Modifications

Employer data on knowledge ranged from 4.0 to 5.0 on knowledge and 4.0 to 5.0 on skills. No true outliers were found in this data.

c. CPT Alumni Employer Data Based Modifications

No responses given-no graduates.

3. Site Supervisor Data Based Modifications

a. CMHC Alumni Former Site Supervisor Data Based Modifications

Former site supervisor data on knowledge ranged from 4.0 to 5.0 on knowledge and 4.0 to 5.0 on skills. These scores are very similar to last year's ratings. No outliers are shown no subsequent modifications are needed.

b. MCFC Alumni Former Site Supervisor Data

Despite numerous attempts to collect data, no responses were submitted this year.

c. CPT Alumni Former Site Supervisor Data

Not reported as we had no graduates in this program.

4. Comprehensive Examination Data Based Modifications

The lowest scores this past year were in spirituality. Now that we have new faculty teaching these courses, a complete rewrite of this section is in order over the next year. Faculty will also review questions on the other comprehensive examination sections to determine questions that need additional revision. Overall test results were comparable to past years. Strengths for the Clinical Mental Health Counseling Track were vocational (career) counseling. Strengths for the Marriage Couples and Family Track was assessment. This is good news since this has been a low score in years' past.

5. Student Demographic Data Based Modifications

The program has set a goal to recruit more racially, ethnic, and gender-based students. The number of applications received by our program was up substantially this past year with 32 admittances. We continue to focus on diverse recruitment activities. Faculty continued

implementing our diversity recruitment plan and will begin discussing additional ideas this next year.

6. State Licensure Examination Data

All CMHC students who took the NCE examination for the first time passed.

All CMHC students who reported taking the ethics examinations the first time passed.

All CMHC students who reported taking the Marriage and Family Therapy Exam passed.

No students reported taking pastoral examinations.

Our first school counseling student who took the Praxis Exam passed.

B. Other Substantial Program Changes

A few additional program changes occurred over the past year. The program now has 9 full-time faculty. The university hired three new core tenure-track faculty, Drs. Amanda Grieme-Bradley, Ph.D., LMFT, Dr. Mitchell Waters, Ph.D., LPC-MHSP, and Dr. Cassandra Riedy, Ph.D. We also maintained three lecturers, Dr. Sarah Criss, Ph.D., LMFT and core lecturer, and two non-core faculty lecturers: Drs. Jenel Cassidy, Psy.D., and Jeana M. Stevenson, Ph.D., LPC-MHSP. This ensured we met our student/faculty ratios despite increased enrollment. Dr. Stevenson is now also serving as our full-time field experience coordinator. We also hired Dr. Steven Berry, who starts as core faculty next August (2023).

Our program will be moving to the new College of Pharmacy & Health Science on August 1, 2023, and Cory Bishop will be working for our program full-time as part of this move. A substantial change report was submitted to CACREP discussing this move in April 2023.

Vital Statistics Outcome Report 2022-2023

The following data narrative details vital statistics collected on the program. After program data is reported, each program track (specialization) is broken down and reported upon in a table.

- 1) **Number of Graduates during Past Academic Year:** 15 students graduated from the mental health counseling program in August of 2022 and May of 2023. 9 graduated from the CMHC track, 6 students from the CMFC track, and 0 students from the pastoral therapy track.
- 2) **Pass Rates on Credentialing Exams:** Of those taking state credentialing examinations for the first time who graduated August 2022 and May 2023, 100% received passing scores. One student in the school counseling track who graduates in Dec. 2023 also passed the Praxis Exam.

Overall passing rate on all tests taken in 2022-23: 100%

- 3) A breakdown of first-time passing results per examination follows:

Examination	# Students who Tested	# Students who Passed	Passing Rate
National Counseling Exam	2	2	100%

Marriage and Family State Board	2	2	100%
Ethics/Jurisprudence CMHC	2	2	N/A
Ethics/Jurisprudence MCFC	0	0	N/A
School Counseling Praxis	1	1	100%

*Student Report

4) **Program Completion Rates:** 93.3%

Twenty students entered the mental health counseling program in fall of 2020 with intent to graduate within 2 years. Of these twenty students, 14 graduated in August of 2022, 1 graduated in May of 2023, and 6 will be completed within the next two years. Four students chose to drop to part-time status for a variety of personal reasons and one student decided to pursue additional coursework for a dual track degree.

5) **Job Placement Rates:** 100% of graduates are employed in their job of choice as of February 2023.

Mental Health Counseling Degree Track

Program Track	Number of Graduates in Past Year	Pass Rates on Credentialing Exams for Aug. 2019 Graduates	Program Completion Rates	Job Placement Rates
Clinical Mental Health Counseling	9	100% (2 tested and 2 passed)	100% (8/9)	100% (8/8)
Marriage, Couples, and Family Counseling	6	100% (2 tested and 2 passed)	100% (6/6)	100% (6/6)
Pastoral Therapy	0	NA	N/A	N/A

Demographic Data of All Students (master's, doctorate) Enrolled August 20, 2022, N=63

	Male	Female	Nonbinary
American Indian or Native Alaskan	0	0	0
Asian	0	1	0
Black	0	3	0
Hawaiian Native or Pacific Islander	0	0	0
Hispanic	0	0	0
Two or More	0	0	0
Unknown/Other	0	0	0
White	8	50	1

International	0	0	0
Active Duty	0	0	0
Veteran	3	0	0
With a Disability	0	1	0

**Demographic Data of All Students in CACREP accredited programs; Enrolled August 20, 2022,
N=48**

	Male	Female	Nonbinary
American Indian or Native Alaskan	0	0	0
Asian	0	1	0
Black	0	1	0
Hawaiian Native or Pacific Islander	0	0	0
Hispanic	0	0	0
Two or More	0	0	0
Unknown/Other	0	0	0
White	6	40	0
International	0	0	0
Active Duty	0	0	0
Veteran	3	0	0
With a Disability	0	1	0

Full Time Faculty Demographics as of July 31, 2023, N=9

	Male	Female	Nonbinary
American Indian or Native Alaskan	0	0	0
Asian	0	0	0
Black	0	2	0
Hawaiian Native or Pacific Islander	0	0	0
Hispanic	0	0	0
Two or More	0	0	0
Unknown/Other	0	0	0
White	2	5	0
Veteran	0	0	0
With a Disability	0	0	0