



# FACT BOOK

## 2020-2021

[BethelU.edu](http://BethelU.edu)

**Bethel**University

325 Cherry Avenue, McKenzie, TN

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# History

Since its founding in McMoresville, Tennessee, in 1842, Bethel University has grown and changed in ways its founders could have never imagined.

Chartered by the State of Tennessee in 1847, Bethel began as a seminary for the Cumberland Presbyterian Church with the purpose of training young male pastors for the growing denomination. It was not until the college moved to McKenzie in 1872 that it first began to admit women as students.

The oldest existing building on Bethel's campus is Campbell Hall, built in 1923. It was given to the college, along with 11 acres of land, by the city of McKenzie. At that time, it offered every facility the college needed in a single building, including classrooms, offices, laboratories, a prayer room, and an auditorium. It was named for Richard and Alice Campbell in 1983, and it now contains offices and the Lavinia Cole Chapel. Additionally, it boasts the Hall of Presidents, which displays a picture of every president of the college since its inception in 1842.

The Log Cabin was constructed outside Campbell Hall by the freshman class in 1925. The purpose of the building was to show the humble beginnings of the Cumberland Presbyterian Church, and to remind each student, staff and faculty member that the school was built "On the Faith of Our Fathers." When building the cabin each log cost \$35, and whoever donated the money to buy a log would have his or her name engraved on the metal plate on that log. Today, the Log Cabin is used for offices and is adjacent to the Alumni Garden.

Bethel's Theological Department, became Cumberland Presbyterian Theological Seminary, moved to Memphis and changed its name to Memphis Theological Seminary in 1964. In 2009, Bethel College was renamed Bethel University.

Today there are more than 75 courses of study options across three colleges that include the College of Arts and Sciences, the College of Professional Studies, and the College of Health Sciences. In addition to its main campus in McKenzie, Tennessee, Bethel University also has satellite campuses across Tennessee in Memphis, Clarksville, Jackson, and Paris, as well as administrative offices in Nashville.



Original McMoresville building, c. 1842



Campbell Hall, c. 1923



Alumni Garden (2010) at the Log Cabin, c. 1925



Vera Low Center for Student Enrichment, 2012



Wildcat Stadium, 2014





Bethel University's mission is to create opportunities for members of the learning community to develop in a Christian environment their highest intellectual, spiritual, and social potential. This includes synchronous and asynchronous modes of education.

## **Definitions**

By the words "create opportunities," the University offers the means for persons to have choices and options opened before them and to develop the confidence and maturity to choose appropriately.

By the term "learning community," the University extends its mission to all persons who seek development of the whole person and who would choose to pursue the aspiration through Bethel University. The learning community of Bethel University includes undergraduate students in traditional and non-traditional programs, graduate students, faculty, staff, the local community, and the Cumberland Presbyterian Church.

Intellectual development focuses on the cognitive aspect of the human; cognitive development incorporates analysis, critical reflection, and synthesis of knowledge of multiple disciplines. To achieve this outcome, the university will leverage developing technology to efficiently create learning experiences for the community.

Social development focuses on the affective and behavioral aspects of the human; social development incorporates the ability to interact and communicate with other humans with civility and tolerance.

Spiritual development focuses on the metaphysical aspect of the human; spiritual development incorporates the ideas of faith, morality, and practice.

By the term, "Christian environment," the University draws upon the thought of St. Ignatius that the college environment should facilitate knowledge and contemplation such that actions based on unbiased reason and reasonable faith.

Synchronous modes of education means Bethel University offers courses to students in the face-to-face classroom setting, whereas asynchronous means Bethel University offers courses to students in the online classroom platform. By utilizing both the synchronous and asynchronous learning platforms, Bethel University seeks to provide additional educational opportunities to students in the 21st century.

## Core Values

Bethel University creates a learning community which:

- Accepts individuals from a wide variety of backgrounds, experiences, and beliefs
- Offers opportunities for individuals to contribute to the University and to other communities in a variety of ways
- Emphasizes human dignity and ethics consistent with the Christian tradition
- Encourages inquiry and the examination of values, self, and society
- Prepares individuals for the life-long pursuit of knowledge in a complex and constantly changing world.

## Affiliation

Bethel University is joined in a covenant relationship with the Cumberland Presbyterian Church. Bethel is proud of its heritage as a Cumberland Presbyterian university and of the service it provides to the church in the form of education for current and future leaders.

## Accreditation

### Regional

Bethel University is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award associate, baccalaureate, and masters degrees. Contact the Commission on Colleges at 1866 Southern Lane, Decatur, Georgia 30033-4097 or call 404-679-4500 for questions about the accreditation of Bethel University.

### Program Specific Accreditations

#### Education

Bethel University is approved by the Tennessee State Board of Education as a teacher preparation institution for the State of Tennessee.

#### Nursing

Bethel's Bachelor of Science in Nursing degree is approved by the Tennessee Board of Nursing. Ten-year continuing accreditation was granted to the Nursing Program April 2015 by the Commission on Collegiate Nursing Education (CCNE).

#### Physician Assistant Program

The Accreditation Review Commission on Education for the Physician Assistant (ARC-PA) has granted Accreditation-Continued to Bethel's Physician Assistant Program. Accreditation-Continued is an accreditation status granted when a currently accredited program is in compliance with the ARC-PA Standards.

## Alliances

Bethel University is proud to be a Platinum Member of the **FBI National Academy Associates** Academic Alliance. The FBINAA's Academic Alliances are programs designed to offer NAA members the opportunity to further their education in a manner that is affordable and convenient. All the schools that are a part of this program are either nationally and/or regionally accredited universities offering degree programs that would interest and benefit law enforcement executives.

Bethel University is a proud Recertification Provider for SHRM: The **Society for Human Resource Management**. As a Recertification Provider, Bethel University offers qualified activities such as seminars, university courses, workshops, videoconferences, webcasts, e-learning opportunities and more so that Human Resources Professionals may earn their annual CEU's and Personal Development Hours needed to maintain their credentials.

# Financial Cost

## Tuition Fiscal Year 2019-2020

Tuition and fees for a full-time traditional undergraduate student are \$16,552. Room and board costs for a double room and meal plan are \$9,198.

## Financial Aid

Approximately 100% of all entering Full-Time First-Time Freshman received some type of financial assistance in 2018-2019 Financial Aid Year. (Actual amounts for 2018-2019 were used rather than estimated amounts for 2019-2020.)

Total grant aid received by all undergraduate students .....\$27,211,852  
 Number of undergraduate students who received a Pell Grant .....1,880  
 Percentage of First Time - Full Time (FTFT) students receiving any financial aid .....100%

### FTFT Students Receiving Grant Aid by Type

	Percent of FTFT students receiving grant	Average amount of grant aid received
Total	98%	\$15,302
Federal Government	62%	\$5,300
Pell	62%	\$5,048
Other Federal	34%	\$459
State/Local Government	60%	\$5,056
Institutional	87%	\$10,047

### FTFT Students Receiving Loans by Type

	Percentage of FTFT students receiving loans	Average amount of loans received
Total	76%	\$5,548
Federal	76%	\$5,341
Non-federal	2%	\$7,185

Average net price for FTFT students who receive grant aid .....\$15,649

Resource: National Center for Education Statistics (NCES), IPEDS –Student Financial Aid Data

**BU**



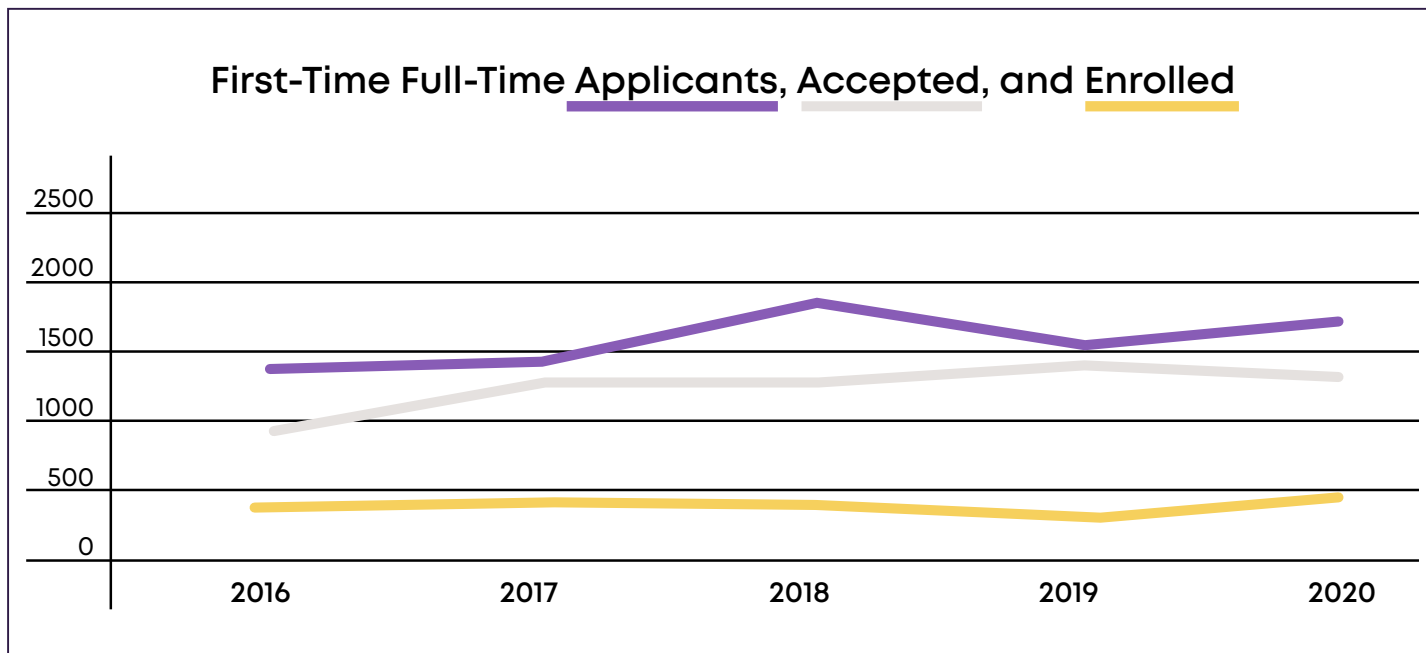
**Admissions  
& Enrollment**

# First-Time Full-Time Freshmen

First-Time, Full-Time Freshman Data Fall Terms 2016-2020

Year of Fall Term	Applicants	Accepted	% of Applied Who Were Accepted	Enrolled	% of Accepted that Enrolled
2016	1,353	900	67%	407	45%
2017	1,388	1,299	94%	456	35%
2018	1,898	1,262	66%	412	33%
2019	1,541	1,392	90%	418	30%
2020	1,717	1,307	76%	452	36%

First-Time Full-Time Applicants, Accepted, and Enrolled

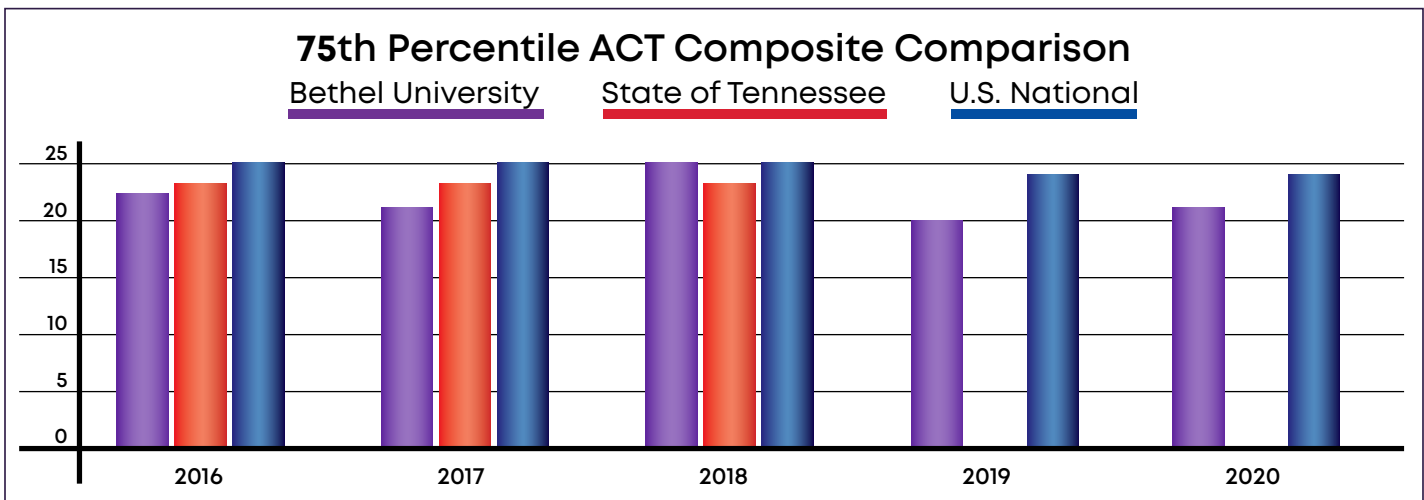
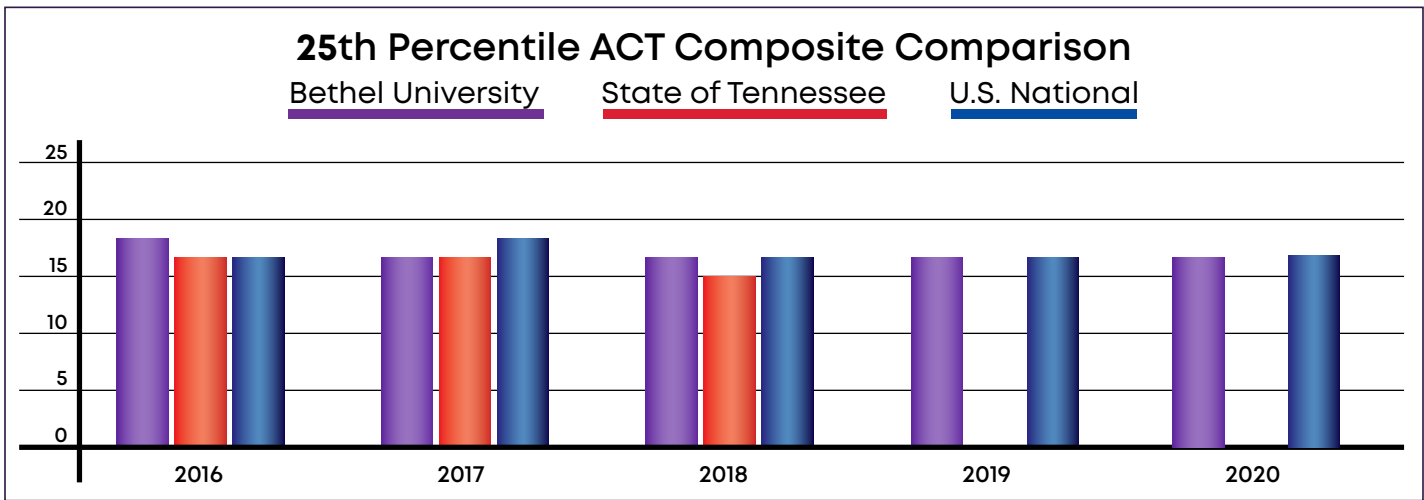


Resource: National Center for Education Statistics (NCES), IPEDS –Student Financial Aid Data



# Entering Freshmen ACT Scores

American College Testing Program (ACT) Scores for First-Time Full-Time Freshmen						
Year	Bethel University		State of Tennessee		U.S. National	
	25th Percentile ACT Composite	75th Percentile ACT Composite	25th Percentile ACT Composite	75th Percentile ACT Composite	25th Percentile ACT Composite	75th Percentile ACT Composite
2016	17	22	16	23	16	25
2017	16	21	16	23	17	25
2018	16	25	15	23	16	25
2019	16	20	N/A	N/A	16	24
2020	16	21	N/A	N/A	16	24

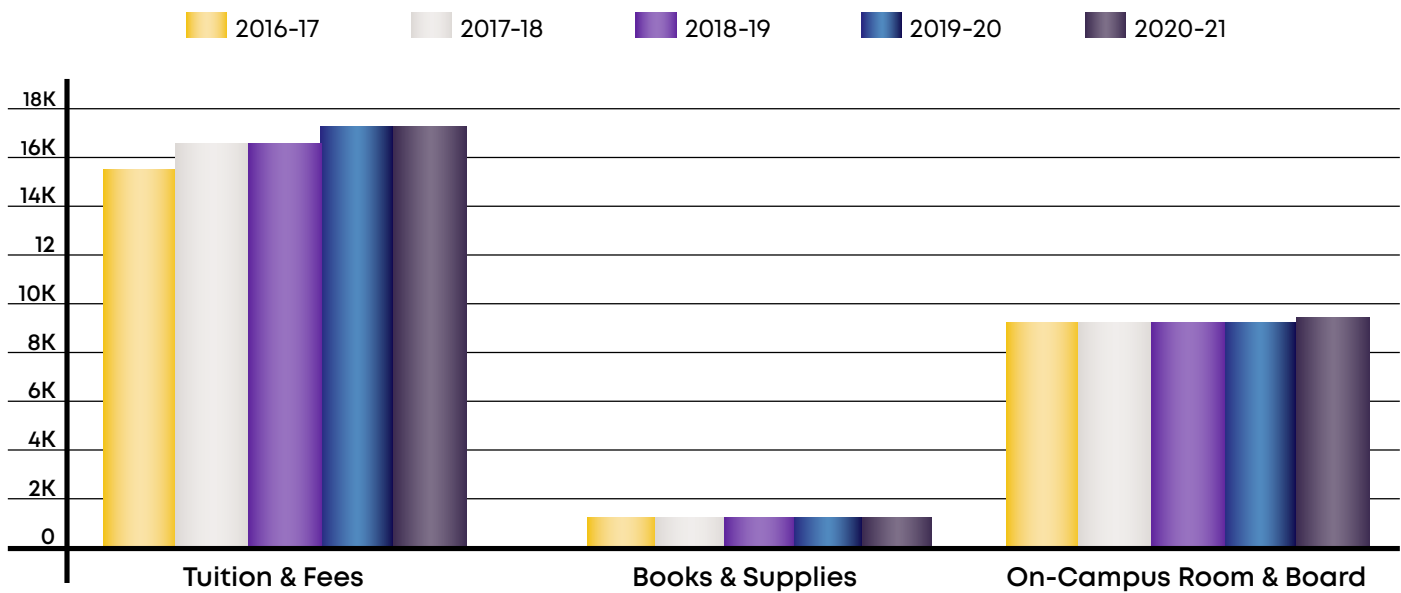


Source: ACT.org and IPEDS –Student Financial Aid Data

# Direct Costs for Incoming Freshmen

Tuition, Fees, and On-Campus Room & Board (Direct Cost) Comparison Information						
Academic Year	Tuition & Fees	% Increase in Tuition from Prior Year	Books & Supplies	% Increase in Books & Supplies from Prior Year	On-Campus Room & Board	% Increase in Room & Board from Prior Year
2016-2017	\$15,764	0%	\$1,200	0%	\$8,782	0%
2017-2018	\$16,552	.3%	\$1,200	0%	\$9,198	4.7%
2018-2019	\$16,552	5%	\$1,200	0%	\$9,198	0%
2019-2020	\$17,010	0%	\$1,200	0%	\$9,198	0%
2020-2021	\$17,010	0%	\$1,200	0%	\$9,368	1.8%

Direct Costs Comparison: 2015 through 2019



Source: Office of the President

# All Student Fall Enrollment: 5 Years

Academic Year	2015-16	2016-17	2017-18	2018-19	2019-20
Total Full-Time enrollment	5975	5779	5407	3119*	2674*
Undergraduate enrollment	4829	4829	4560	1638	2190
Undergraduate transfer-in enrollment	632	510	355	196	478
Graduate enrollment	1146	950	847	761	544
Student-to-faculty ratio	17 to 1	20 to 1	17 to 1	15 to 1	15 to 1

Percent of female undergraduate students	58%	56%	56%	49%	51%
Percent of male undergraduate students	42%	44%	44%	51%	49%
Percent of undergraduates who are full-time	72%	72%	65%	69%	67%

## Undergraduate Retention and Graduation Rate Cohort

First-time, full-time bachelor's seeking student retention rate	59%	60%	57%	62%	61%
Graduation rate cohort as percent of total entering students	24%	27%	24%	32%	35%

Graduate enrollment	1146	950	847	761	544
Percent of female graduate students	65%	63%	64%	65%	65%
Percent of all male graduate students	35%	37%	36%	35%	35%
Percent of graduate students who are full-time	86%	73%	68%	78%	89%

## All Student Demographics

Percent of all students who are female	59%	57%	57%	47%	57%
Percent of all students who are male	41%	43%	43%	53%	43%

\*Numbers do not include part-time students

# All Student Fall Enrollment (continued)

Academic Year	2015-16	2016-17	2017-18	2018-19	2019-20
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## Percent of Undergraduates by Race/Ethnicity:

Nonresident alien	1%	1%	2%	3.77%	2.51%
Hispanic/Latino	2%	2%	3%	2.25%	3.15%
American Indian or Alaska Native	1%	1%	1%	0.34%	0.32%
Asian	1%	1%	1%	0.38%	0.36%
Black or African American	36%	36%	33%	31.47%	31.05%
Native Hawaiian or Pacific Islander	0%	0%	0%	0.08%	0.10%
White	55%	54%	54%	51.61%	52.78%
Two or more races	1%	2%	4%	8.61%	7.57%
Race and ethnicity unknown	3%	2%	2%	1.48%	1.46%

## Percent of Graduate Students by Race/Ethnicity:

Nonresident alien	0%	1%	1%	0.26%	0.36%
Hispanic/Latino	1%	1%	2%	2.00%	2.57%
American Indian or Alaska Native	0%	0%	0%	0.40%	0.55%
Asian	1%	2%	1%	1.00%	1.65%
Black or African American	43%	45%	46%	40.00%	37.13%
Native Hawaiian or Pacific Islander	0%	0%	1%	0%	0%
White	45%	45%	44%	52.00%	52.94%
Two or more races	1%	2%	2%	3.00%	3.49%
Race and ethnicity unknown	8%	4%	4%	1.30%	1.28%

## Percent of All Students by Race/Ethnicity:

Nonresident alien	1%	1%	2%	2.92%	2.08%
Hispanic/Latino	2%	2%	2%	2.18%	3.04%
American Indian or Alaska Native	1%	1%	1%	0.35%	0.36%
Asian	1%	1%	1%	0.55%	0.62%
Black or African American	37%	37%	35%	33.50%	32.26%
Native Hawaiian or Pacific Islander	0%	0%	0%	0.10%	0.07%
White	53%	53%	52%	51.78%	52.82%
Two or More Races	1%	2%	4%	7.18%	6.77%
Race and ethnicity unknown	4%	3%	2%	1.44%	1.42%

Resource: National Center for Education Statistics (NCES), IPEDS – Student Financial Aid Data



# Fall 2020 Enrollment

## College of Arts and Sciences



### High School Dual Enrollment Non-Degree

Undeclared .....990-1023

### Associate Degree Majors

Associate-General Studies .....98

### Bachelor's Degree Majors

Art .....	13
Biochemistry.....	1
Biology.....	1
Biology (Biology Education) .....	3
Biology (Field/Environmental).....	25
Biology (General Biology).....	19
Biology (Pre-Professional Health).....	53
Business Administration (Accounting).....	43
Business Administration .....	35
(Computer Information Systems)	
Business Administration (Management).....	166
Child Learning & Development.....	20
Christian Studies .....	9
Criminal Justice Studies .....	85
English.....	10
Exceptional Learning & Development.....	15
Fitness and Wellness Promotion.....	44
History.....	20
Human Performance (Ex Science/Applied).....	13
Human Performance (Ex Science/Clinical).....	25
Human Performance (Fitness & Wellness).....	34
Human Performance (Physical Ed).....	26

Human Performance (Sports Mgmt).....	13
Human Services.....	28
Interdisciplinary Elementary Ed.....	30
Interdisciplinary Studies.....	1
Mathematics.....	15
Music.....	4
Music & Worship .....	1
Music Performance.....	2
Music Business .....	3
Music Education.....	19
Music Production.....	9
Music Industry Studies .....	7
(Production/Recording Arts)	
Nursing .....	72
Physical Education.....	28
Psychology.....	71
Recording Arts.....	7
Student Initiated Major (S.I.M).....	2
Sociology .....	10
Theatre.....	24
Undeclared .....	51
<b>Total .....</b>	<b>1057</b>

### Master's Degree Majors

Edu. (Non-Degree Licensure) .....	23
Grad (Non-Degree.....	15
M.A.Ed. (Instructional Leadership) .....	16

M.A.Ed. (Teaching Excellence).....	19
<b>Total .....</b>	<b>79-75</b>

# 2020-2021 Enrollment

## College of Professional Studies



*This college begins new cohorts monthly on a rolling basis instead of a regular semester calendar. These numbers reflect the total students for the academic year.*

### Associate Degree Majors

Business .....	288
Criminal Justice .....	194
Customer Relationship Management.....	41
Liberal Arts.....	122
<b>Total.....</b>	<b>645</b>

### Bachelor's Degree Majors

Business Leadership.....	46
Business Management .....	5
Criminal Justice .....	526
Emergency Services Management.....	124
Management and Organizational Development.....	231
Organizational Leadership .....	699
<b>Total.....</b>	<b>1631</b>

### Master's Degree Majors

MBA (Academic Practitioner).....	150
MBA (Executive).....	47
MBA (Healthcare Administration).....	84
MBA (HR Management).....	142
Criminal Justice .....	169
<b>Total.....</b>	<b>592</b>

# Fall 2020 Enrollment

## College of Health Sciences



### Bachelor's Degree Majors

Nursing – On Campus.....	44
Nursing – RN2BSN.....	5
<b>Total.....</b>	<b>49</b>

### Master's Degree Majors

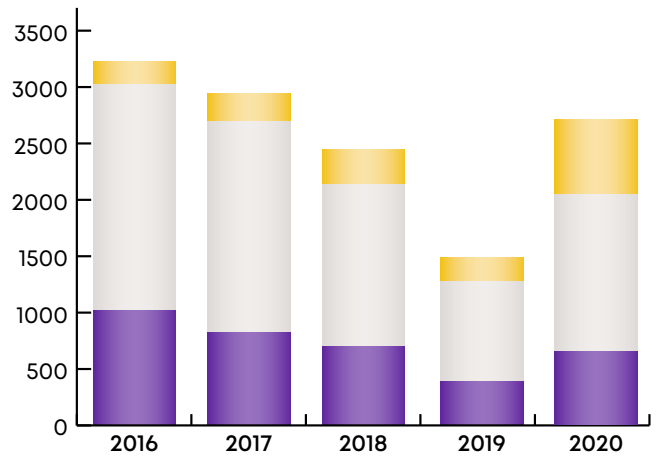
Physician Assistant Studies .....	99
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# Students in Distance Education Programs

## Distance Education Totals by Degree

*This excludes the Management & Organizational Development (on-campus) students enrolled in online concentration courses*

Degree	Fall '16	Fall '17	Fall '18	Fall '19	Fall'20
● Associate	200	243	296	210	645
● Bachelor's 2002	1869	1438	881	1400	
● Master's	1024	823	701	394	664
<b>Total</b>	<b>3226</b>	<b>3287</b>	<b>2435</b>	<b>1485</b>	<b>2709</b>



**Distance Education Totals by Degree Program** (Fall Semester enrollment numbers. This does not represent full totals for the College of Professional Studies or the MAEd graduate program, which has rolling monthly enrollment.)

<b>ASSOCIATE DEGREE PROGRAM</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
Business	26	65	134	172	288
Criminal Justice	108	89	86	98	194
Customer Relationship Management	16	19	23	23	41
General Studies	2	0	14	-	-
Information Technology	2	-	-	-	-
Liberal Arts	-	-	-	43	122
<b>BACHELOR'S DEGREE PROGRAM</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
Criminal Justice	763	744	581	345	526
Emergency Services Management	95	82	90	85	124
Organizational Leadership	1144	1043	767	446	699
Business Leadership	-	-	-	-	46
RN-to-BSN	-	22	12	5	5
<b>MASTER'S DEGREE PROGRAM</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
MBA (Academic Practice)	237	227	187	76	150
MBA (Executive)	93	79	53	20	47
MBA (Healthcare Administration)	75	74	74	45	84
MBA (Healthcare —IT)	2	1	-	-	-
MBA (Human Resource Management)	146	149	145	79	142
MBA (IT)	12	4	-	-	-
Conflict Resolution	37	6	-	-	-
Criminal Justice	176	194	152	95	169
Education (Instructional Leadership)	129	3	37	33	16
Education (Teaching Excellence)	117	86	53	46	56*
<b>Grand Total</b>	<b>3226</b>	<b>2935</b>	<b>2435</b>	<b>1485</b>	<b>2709</b>

*\*Includes ILL-only students*

# Distance Education by Student Location

## % of Out-of-State Students vs % of In-State Students Fall Semester Enrollment Numbers

2016		2017		2018		2019		2020	
Out of State	TN	Out of State	TN	Out of State	TN	Out of State	TN	Out of State	TN

### ASSOCIATE DEGREE PROGRAM

Accounting	17%	83%	0%	100%	0%	100%	-	-		
Business	15%	85%	12%	88%	15%	85%	12%	88%		
Computer Information Systems	-	-	-	-	-	-	-	-		
Criminal Justice	20%	80%	21%	79%	24%	76%	17%	83%		
Customer Relationship Mgmt.	19%	81%	26%	74%	17%	83%	17%	83%		
General Studies	0%	100%	0%	0%	0%	100%	0%	0%		
Information Technology	0%	100%	-	-	-	-	-	-		
Emergency Services Mgmt.	0%	100%	-	-	-	-	-	-		
Liberal Arts	-	-	-	-	-	-	7%	93%		

### BACHELOR'S DEGREE PROGRAM

Criminal Justice	18%	82%	16%	84%	17%	83%	17%	83%		
Emergency Services Mgmt.	14%	86%	18%	82%	14%	86%	9%	91%		
Organizational Leadership	21%	79%	17%	83%	18%	82%	20%	80%		
Nursing RN-to-BSN							20%	80%		

### MASTER'S DEGREE PROGRAM

MBA (Academic Practitioner)	17%	83%	15%	85%	19%	81%	16%	84%		
MBA (Executive)	16%	84%	19%	81%	25%	75%	20%	80%		
MBA (Healthcare Administration)	24%	76%	24%	76%	20%	80%	22%	78%		
MBA (Healthcare-IT)	0%	100%	0%	100%	-	-	-	-		
MBA (Human Resource Mgmt.)	13%	87%	11%	89%	18%	82%	20%	80%		
MBA (Information Technology)	25%	75%	0%	100%	-	-	-	-		
Conflict Resolution	14%	86%	17%	83%	-	-	-	-		
Criminal Justice	16%	84%	0%	100%	19%	81%	18%	72%		
Education (Instructional Leadership)	0%	100%	10%	90%	3%	97%	9%	91%		
Education (Teaching Excellence)	6%	94%	16%	84%	4%	96%	13%	87%		
<b>Grand Total</b>	<b>18%</b>	<b>82%</b>	<b>16%</b>	<b>84%</b>	<b>17%</b>	<b>83%</b>				





# Retention Rates

Freshman Year	Cohort Total #	2 <sup>nd</sup> Year	3 <sup>rd</sup> Year	4 <sup>th</sup> Year	5 <sup>th</sup> Year	6 <sup>th</sup> Year	7 <sup>th</sup> Year	8 <sup>th</sup> Year
2012	474	63%	44%	38%	35%	33%	30%	28%
2013	381	59%	44%	38%	36%	34%	32%	
2014	626	56%	40%	34%	32%	38%		
2015	476	64%	46%	40%	N/A			
2016	400	60%	44%	37%				
2017	446	57%	40%					
2018	408	50%						
2019	421							

The chart below adjusts the retention rates removing students who left Bethel University and continued their education at another university.

Freshman Year	Cohort Total #	Total Transfers	Adjusted Total for Transfers	2 <sup>nd</sup> Year	3 <sup>rd</sup> Year	4 <sup>th</sup> Year	5 <sup>th</sup> Year	6 <sup>th</sup> Year	7 <sup>th</sup> Year	8 <sup>th</sup> Year
2012	681	206	475	76%	70%	69%	66%	66%	64%	98%
2013	381	130	251	77%	70%	70%	70%	69%	52%	
2014	626	210	416	73%	66%	64%	62%	48%		
2015	476	118	358	74%	60%	60%	64%			
2016	400	130	270	75%	61%	58%				
2017	446	139	307	68%	58%					
2018	406	122	284	53%						
2019	421	N/A	N/A							

Source: Office of Institutional Research and Effectiveness and National Student Loan Clearinghouse

**BU**



**Academics**

# Bethel's Library Services

Research materials and support are at the heart of the Bethel University library and learning resources. Faculty, students, and staff in the College of Arts and Sciences and College of Health Sciences have access to materials and professional staff for exemplary research support.

The library was diligent in adding virtual and online support resources through tutorial creation, videos, and interactive websites. In addition, at the Campus Library there are offerings for printing, borrowing of equipment and print materials, study spaces, and group study rooms. In an effort to provide full access, interlibrary loan is available to all students and faculty.

New for 2020-2021 is the *Discovery Service*, where students can search across multiple databases at the same time. In addition, authentication and access issues were remedied through the introduction of OpenAthens, a behind the scenes resource.

In celebration of student research and writing, the Campus Library offered the *Undergraduate Research Award*. Three top scholars were awarded for their research strengths.

**Online Link to On-Campus Library Services:**  
College of Arts and Sciences and College of Health Sciences: [bethelu.libguides.com/bulibrary](http://bethelu.libguides.com/bulibrary)

## Academic Librarian Support Services

Librarians provide reference consultations in-person and virtually (chat, email, phone, video)

With COVID-19 restrictions for social distancing, the librarians rallied to continue instruction outreach through synchronous and asynchronous presentations virtually and in-person.

## Information Desk Requests

The Campus Library assists student with all types of requests.

4,794 transactions were provided by staff at the Information Desk.

Included are printing requests, resource inquiries, directional questions, technical assistance, general reference inquiries, item location, and general library inquiries.

## Online Tutorials and Instruction

With a history of providing online instruction and tutorials, the pivot after COVID-19 restrictions was seamless.

College Arts and Sciences and College of Health Sciences

9 Interactive tutorials created for Information Literacy and Search Strategies

There were 1,194 tutorial views.

Due to COVID-19 social distancing and virtual classes CASA had less visits.

**44**

Reference Consultations\*

**56**

Instruction Presentations\*

**1,296**

Total Attendance for Presentations\*

\*Totals are combined synchronous and asynchronous presentations for in-person and virtual.

Library Collections and Circulation	Physical Collection	Digital/Electronic Collection
Books	25,062	254,334
Databases	--	87
Media	1,644	46,730
Serials	10	78,494
Total Collection	26,716	379,645
Library Circulation	1,581	46,730



# Library Services for Online Students

**Vision: Equip, inspire, and inform students to educational success.**

The Online Library supports the College of Professional Studies students with reference and instruction assistance. Users may reach librarians seven days a week through online chat, phone, text messages, video conference, or in-person meetings. Beginning at orientation, Librarians welcome students and introduce themselves as partners in learning. During orientation, students are introduced to the College of Professional Studies Library website that provides research guides, video tutorials, interactive tutorials, handouts, and an FAQ page. These resources are uniquely designed to benefit independent adult learners who research in the midst of busy schedules.

Throughout their program, students receive timely updates and instruction. Class-specific research video tutorials, created by Librarians in partnership with faculty, show students how to find relevant scholarly sources for particular assignments. In addition to class-specific instruction, faculty and students benefit from the point of need video tutorials on topics such as creating search terms, integrating research into essays, and bibliographic formatting.

Students enrolled in a course with a history of high drops receive special assistance through text messages. Librarians text students an offer to help and a link to course specific Library tools. In partnership with faculty, resources have been created to further support these courses.

## Bethel Online Library Services

### 2020-21 Accomplishments

(Note: the academic year is not over for the College of Professional Studies at this time. The numbers shown here are a 9-month total.)

**910**

Reference questions answered

**3**

Instruction presentations produced

**23**

Video tutorials recorded

### Link To Online Library Services

College of Professional Studies:  
[bethelu.libguides.com/cps](http://bethelu.libguides.com/cps)

## Mission

Bethel's CPS Library Services provide online reference and in person instruction; collaborate with staff, facilitators, and librarians; and implement emerging web technologies. Online reference is available by email, chat, phone, and video tutorials. In person instruction is offered through classroom presentations and individual meetings. Collaboration occurs with staff, facilitators, and librarians within Bethel and the broader academy community. Emerging web technologies are applied to the library website and in reference consultations. Carrying out Bethel's mission, Library Services creates opportunities for CPS students to develop to their highest potential.

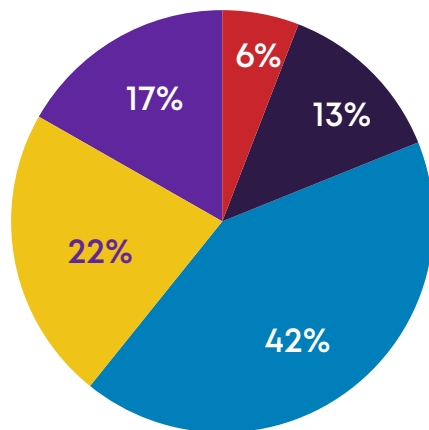
# Learning Support & Tutoring Services (on-campus)



The Center for Academic Student Achievement is located in the lower level of the Burroughs Learning Center Library for College of Arts and Sciences and College of Health Sciences students.

The mission of CASA at Bethel University is to provide an opportunity for students to grow intellectually in a positive and caring environment. All Bethel students are eligible to receive free academic services through CASA. This is a place where students of all learning levels can improve their abilities.

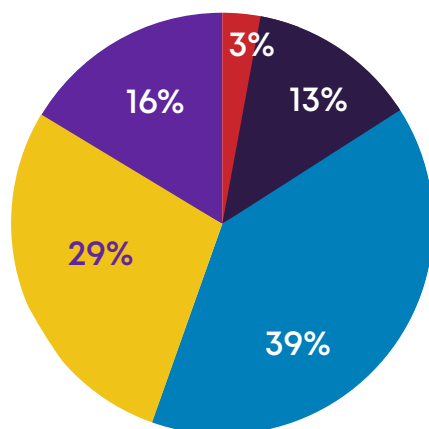
## FALL TERM 2020: 506 VISITS



### TYPES OF VISITS

- Book Reserve – 30
- Drop-In Tutor – 66
- Scheduled Appointment – 213
- Testing - 113
- Just Studying – 84

## SPRING TERM 2021: 564 VISITS



### TYPES OF VISITS

- Book Reserve – 18
- Drop-In Tutor – 73
- Scheduled Appointment – 221
- Testing - 161
- Just Studying – 91

**Covid19 Precautions:** The Bethel Campus Library focused on providing a safe and healthy environment following prescribed social distancing and mask requirements. Seating capacity was dropped to 50 percent to provide for ample spacing, and combined with the prevalence of mostly online courses, naturally traffic through the library decreased. In addition, with the robust electronic resources selection, students could access all the research support 24/7 from anywhere.

## **Bethel** Advising & Learning Services

**FOR ONLINE STUDENTS:** Learning Services partners with students to reach their education goals by utilizing their specific strengths and resources. It can be challenging to balance the demands of life and school. Learning Services can ease the stress with goal setting, time management tools, effective study strategies, and more.

### 2020-21 Accomplishments

(Note: The academic year is not over for the College of Professional Studies at this time. The numbers shown here are a 9-month total.)

**395**

Phone calls made to assist re-admitted students and provide helpful resources for success.

**93**

Students scheduled appointments with our Learning Services staff for one-on-one tutoring.

**253**

Students were referred to Learning Services for assistance by faculty and staff members.

**253**

Courses monitored in an attempt to provide assistance to students showing signs of struggle with course material and concepts.

**208**

Students were re-enrolled after taking time away from their programs.

**7**

Video tutorials created and sent to students.

**108**

Students received specialized plagiarism training with our Learning Services staff members.

**61%**

Students that successfully completed their first term after re-enrolling.

# Credit Hours Taken: 2019-2020 Academic Year

## College of Arts and Sciences (CAS)

High School Dual Enrollment Program .....	6,793
Undergraduate Programs* .....	31,443
Graduate Program (MAEd online).....	1,144
Graduate Program (MAEd on-campus).....	69
<b>Total Hours all CAS Programs .....</b>	<b>39,449</b>

\*total is both Associate and Bachelor combined hours

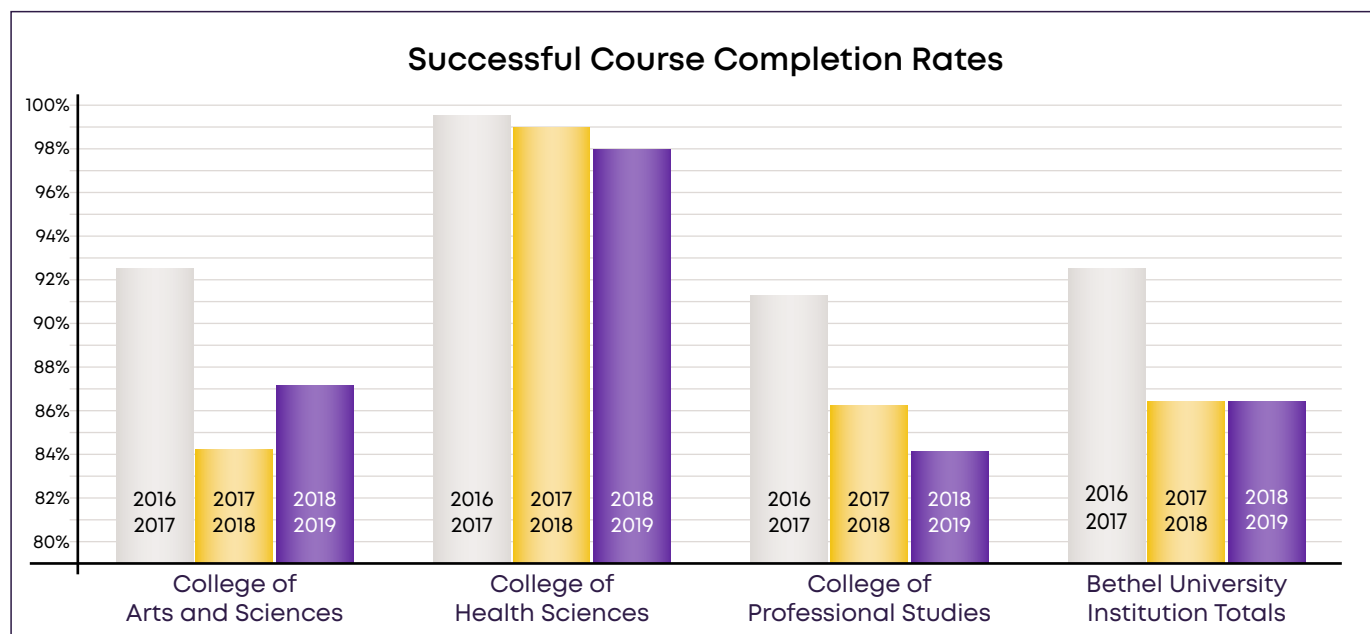
## College of Health Sciences (CHS)

Certified Nursing Assistant Program.....	57
Bachelor's BSN 4-year Program .....	1,123
Bachelor's RN-to-BSN Program.....	72
Graduate Physician Assistant Program.....	4,844
<b>Total Hours all CHS Programs .....</b>	<b>6,096</b>

## College of Professional Studies (CPS)

Associate Programs.....	7,815
Bachelor's Programs (online).....	17,649
Bachelor's Programs (on-campus).....	1,663
Graduate Programs (online MBA) .....	2,587
Graduate Program (online MSCJ).....	1,362
<b>Total Hours all CPS Programs .....</b>	<b>31,076</b>

**Total Hours Bethel University (all colleges)..... 76,621**



Source: Office of Institutional Research and Effectiveness



# Non-Degree Programs

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## **Bethel** Dual Enrollment Program

Bethel University's Dual Enrollment Program is a non-degree seeking program that allows eligible high school students to enroll in college classes concurrently with high school classes. Classes are taught either online or at the high school, and students may receive both high school and college credit if applicable.

### **Dual Enrollment Eligibility Information**

Eligible students are in the 11th or 12th grade and have a 3.0 GPA in their completed high school courses OR an ACT composite score of 21 or higher. They must have the written approval of the high school principal, school counselor, and their parents/legal guardians.

### **Cost of Attendance**

Bethel's dual enrollment tuition cost for the 2019-20 academic year is \$500 per 3 hour course before any grants or scholarships are applied. If students are enrolled in an online dual enrollment course, there is no additional charge for text. If a student is enrolled in a face to face class, the student is responsible for the cost of the class textbook and any other fees associated with the class.

### **High Schools in Tennessee Where Bethel's Dual Enrollment Courses Are Offered**

- Adamsville High School
- Bolton High School
- Booker T Washington High School
- Bradford High School
- Central High School (Memphis)
- Collegiate School of Memphis
- Craigmont High School
- Cross Creek Christian School
- Douglass High School
- Dresden High School
- East High School
- Gibson County High School
- Gleason High School
- Greenfield High School
- Halls High School
- Hamilton High School
- Hollow Rock Bruceton Central High School
- Holloway High School
- Home School Institutes
- Houston High School - Memphis
- Humboldt High School
- Huntingdon High School
- Kingsbury High School
- Kirby High School
- Lewis County High School
- Manassas High School
- McKenzie High School
- Melrose High School
- Memphis Academy
- Mitchell High School
- Obion County High School
- Perry County High School
- Raleigh Egypt
- Ridgeway High School
- Sheffield High School
- Smyrna High School
- Stewart County High School
- Trezevant High School
- West Carroll High School
- Westview High School
- Westwood High School
- White Station High School
- Wooddale High School

# Non-Degree Programs

## Bethel Continuing Education

In 2020-2021 the College of Professional Studies offers Continuing Education programs accommodate the diverse needs of professionals across various industries by providing fully customizable, non-credit courses taught by industry experts.

### Programs are available through three distinct formats:

- Workforce and Industrial Training
- Professional Seminars
- Continuing Education Online Learning

### Upon completion of any of these Continuing Education programs, participants may earn:

- Professional Development Hours (PDH)
- Continuing Education Units (CEU)
- Peace Officer's Standards and Training
- Certification Hours (POST)
- SHRM Certified Professional Certification Hours (SHRM-CP®)
- SHRM Senior Certified Professional
- Certification Hours (SHRM-SCP®)

### Seminars in 2020-2021 Include:

- Contemporary Leadership in Criminal Justice
- Work: A biblical view?
- Principles of Transformational Leadership
- Collaborative Policing
- Diversity in the Workplace
- Successfully Managing Virtual Workers
- Constitutional Policing and The Supreme Court

### Multi-session programs this year included

- Pharmacy Technician
- Phlebotomy Technician
- Certified Nursing Assistant

## Bethel Certificate Programs

The College of Professional Studies offers certificate programs as a quick, affordable way to advance skills in a specific field. Each program is six courses and credits may be applied to a future degree.

### UNDERGRADUATE CERTIFICATE PROGRAMS

Bethel University offers undergraduate certificate programs online in six concentration areas. Certificate programs require one college-level English course and six online courses in a specialized field. Credits earned can transfer into a bachelor's degree in the College of Professional Studies.

- Business Management
- Healthcare Management
- Information Technology
- Customer Relationship Management
- Criminal Justice
- Emergency Services Management

### GRADUATE CERTIFICATE PROGRAMS

Bethel University offers graduate certificates in four concentration areas for students who have already earned a bachelor's degree. The 18 credits earned in the graduate certificate program may transfer into a Bethel master's degree later if used within seven years of completion.

- Business Administration
- Healthcare Administration
- Human Resource Management
- Criminal Justice

# Non-Degree Programs

## Bethel Global Studies

The Global Studies program at Bethel University offers both long and short term study abroad opportunities for all members of our learning community. Students, staff, faculty, alumni, family, and friends of Bethel are eligible to participate. High school students may even earn college credit for their participation. The most popular opportunity we offer is our Global Service-Learning and Citizenship (GSLC) program.

**COVID IMPACT:** All 2020 programs (nearly 100 students were scheduled to travel to Costa Rica and Thailand) were cancelled (except for Alternative Spring Break Colombia). 2020, therefore, was used to improve/expand current programming, support our current partners, create new opportunities (virtual and actual), and engage in professional development.

### Global Service-Learning and Citizenship is celebrating 10 years in 2021

In March 2011, ten students and one professor set out to learn and serve in a wildlife conservation program in Parismina, Costa Rica - for college credit. Here is a snapshot of our decade of progress:

**400**

Participants

**7**

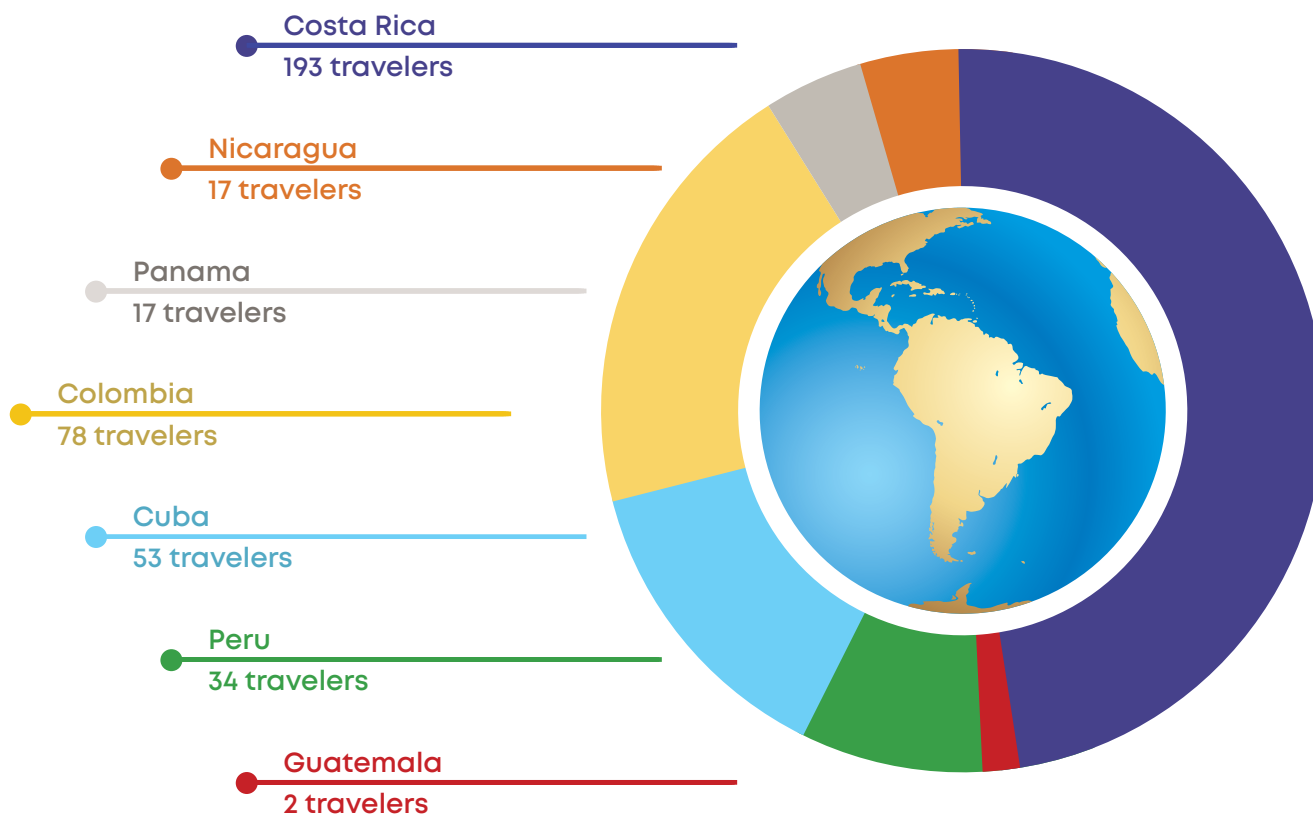
Countries

**27,000**

Hours of service

**\$770,000**

Value of our volunteer time\*



\* Value of Volunteer Time — Independent Sector

<https://independentsector.org/value-of-volunteer-time-2021/>

# Degree Programs & Majors



## College of Arts and Sciences (CAS)

### ASSOCIATE OF SCIENCE

General Studies  
Pre-Nursing

### BACHELOR OF SCIENCE

Biochemistry  
Biology: Biology Ed  
Biology: Field/Environmental  
Biology: General Biology  
Biology: Pre-Professional Health  
Business Admin: Accounting  
Business Admin: CIS  
Business Admin: Management  
Criminal Justice Studies  
Exceptional Learning & Develop  
- K-8 - 6-12  
History  
History: History Ed  
Human Perf: PE  
Human Perf: Fitness/Wellness  
Human Perf: Ex Science/Applied  
Human Perf: Ex Science/Clinical  
Human Perf: Sports Mgmt  
Human Services  
Interdisciplinary Elementary Ed  
Interdisciplinary Studies  
Mathematics  
Mathematics: Mathematics Ed  
Music Business  
Nursing  
Psychology  
Recording Arts  
Sociology  
Student Initiated Major

### ASSOCIATE OF ARTS

General Studies

### BACHELOR OF ARTS

Art  
Christian Studies  
Criminal Justice Studies  
English  
English: English Ed  
History  
Human Services  
Interdisciplinary Studies  
Music  
Psychology  
Sociology  
Student Initiated Major  
Theatre

### BACHELOR OF MUSIC

Music Performance:  
- Vocal - Instrumental - Keyboard  
Music and Worship:  
- Vocal - Instrumental - Keyboard  
Music Education\*\*  
- Vocal - Instrumental - Keyboard  
Music Production

### GRADUATE PROGRAMS

Master of Arts in Education  
Master of Arts in Leadership Excellence  
Instructional Leadership License  
Practitioner License  
SPED: Special Education Add-On Endorsement

# Degree Programs & Majors



## College of Professional Studies (CPS)

### Associate of Applied Science

- Business
- Criminal Justice
- Customer Relationship Management
- Liberal Arts

### Associate of Arts

- Business
- Criminal Justice
- Customer Relationship Management

### Associate of Science

- Liberal Arts

### Bachelor of Science

- Business Management
- Business Leadership
- Criminal Justice
- Emergency Services Management

Concentration options available for some of these degree programs include:

- Healthcare Management
- Information Technology
- Customer Relationship Management
- Fire Science

### Master of Science

- Criminal Justice

### Master of Arts Business Administration

- Academic Practitioner
- Executive
- Healthcare Administration
- Human Resource Management

### Certificate Programs (non-degree)

#### Undergraduate

- Business Management
- Criminal Justice
- Customer Relationship Management
- Emergency Services Management
- Healthcare Management
- Information Technology

#### Graduate

- Business Administration
- Criminal Justice
- Healthcare Administration
- Human Resource Management

## College of Health Sciences (CHS)

### Bachelor of Science

- Nursing
- RN-to-BSN

### Master of Science

- Physician Assistant Studies

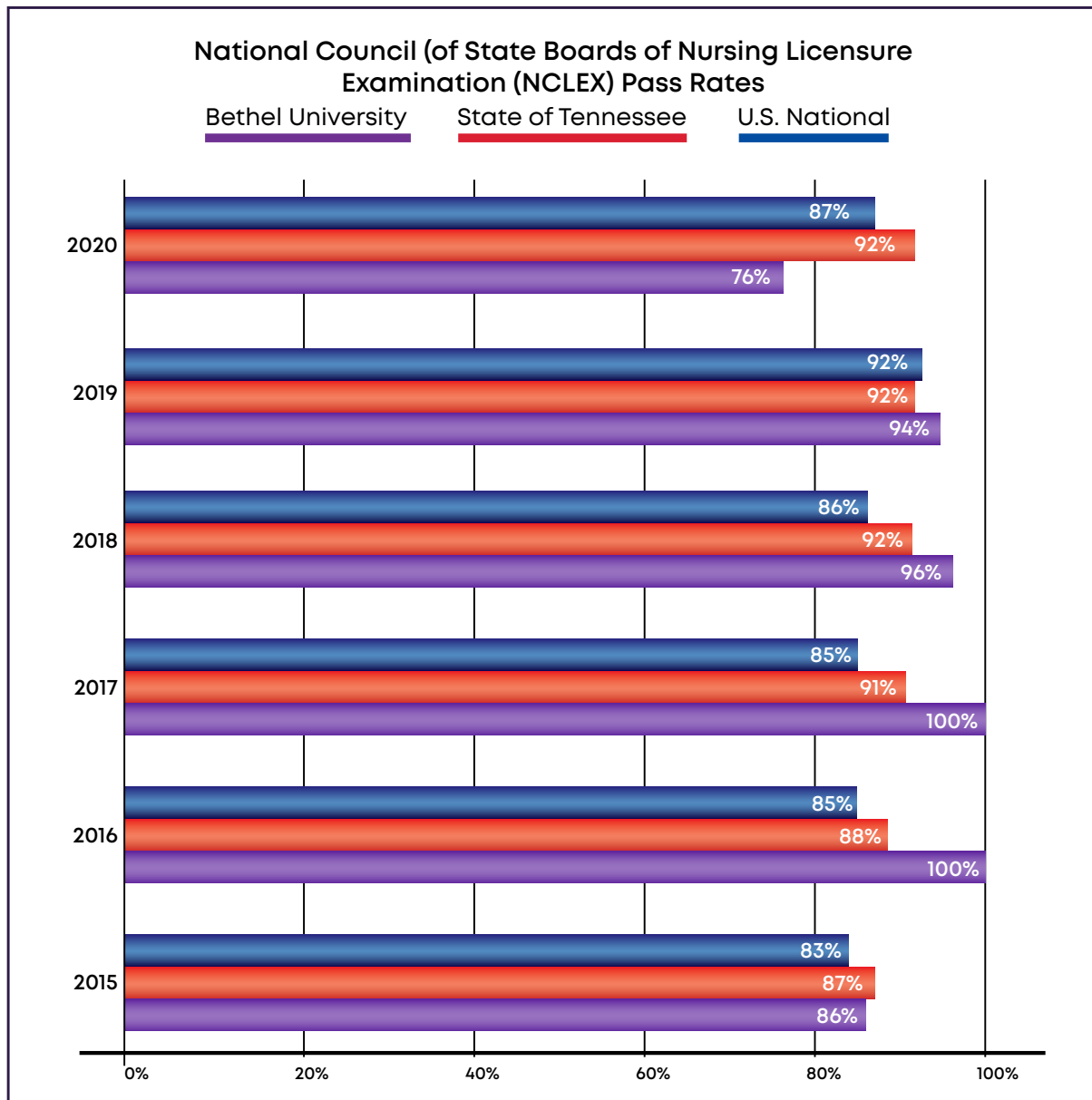
# Licensure & Certification Rates

## College of Health Sciences



### Nursing Program

The Bethel University Bachelor of Science in Nursing degree prepares graduates for entry-level professional positions in primary, secondary, and tertiary care settings serving persons of all ages from diverse populations and for advancement to a graduate degree program in nursing. The program is approved by the Tennessee Board of Nursing and accreditation is granted by the Commission on Collegiate Nursing Education (CCNE). Candidates in Bethel University's Nursing Program are required to complete the National Council (of State Boards of Nursing) Licensure Examination. Successful completion of this examination is required for licensure as a Registered Nurse. Licensure is required of any graduate who wishes to practice as a Registered Nurse.



Source: National Center for Education Statistics (NCES)



# Licensure & Certification Rates

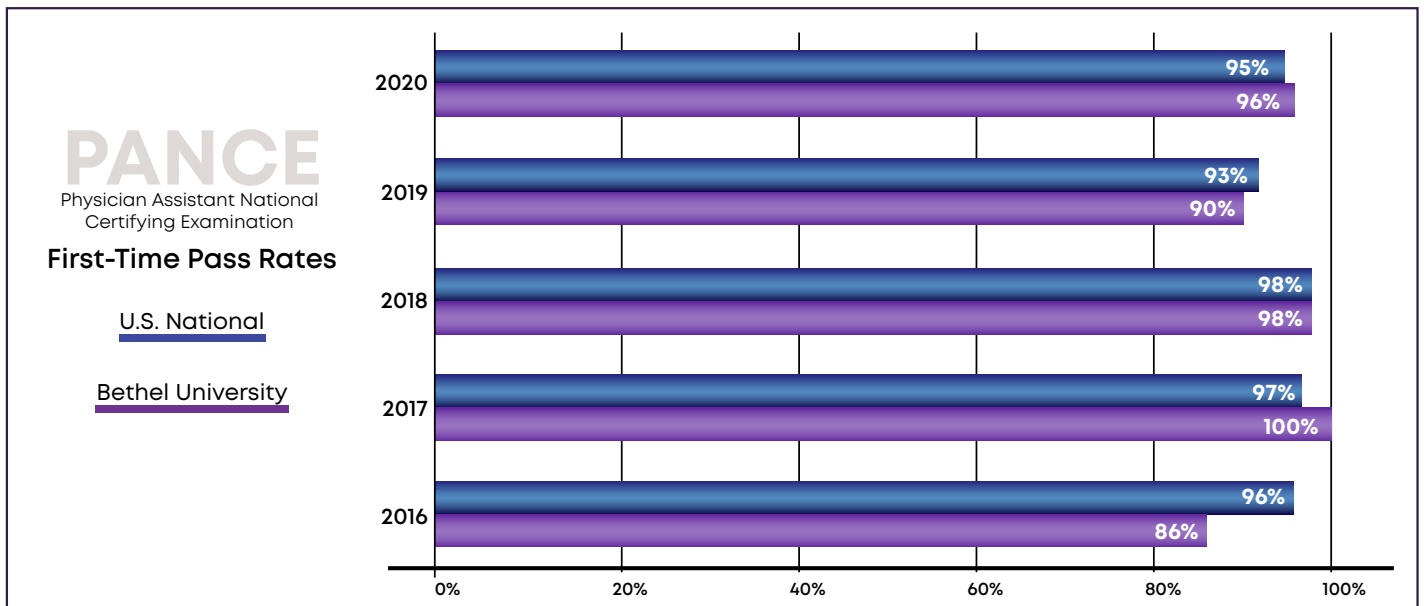
## College of Health Sciences



### Physician Assistant Studies Certification

Candidates in Bethel University’s Physician Assistant Studies are required to complete the National Commission on Certification of Physician Assistants (NCCPA) Physician Assistant National Certifying Exam (PANCE). All U.S. states, the District of Columbia, and the U.S. territories rely on this certification as one of the criteria for licensure or regulation of physician assistants. Physician Assistant Studies continuously strives for excellence by making adjustments to course work as needed to meet or exceed National standards. *Source: Physician Assistant National Certifying Exam (PANCE)*

BETHEL UNIVERSITY PA PROGRAM DATA CLASS 2015-2019					
Class of	2016	2017	2018	2019	2020
Matriculants	43	50	50	50	50
Number of Graduates	42	48	50	50	49
Bethel PANCE First Time Pass Rate	86%	100%	98%	90%	96%
National First Time Pass Rate	96%	97%	98%	93%	95%
% of Graduates who ultimately passed the PANCE	100%	100%	100%	100%	98%
% Employed as PA	100%	100%	96%	100%	98%
Class of 2016 – 100% employment within 9 months of graduation					
Class of 2017 – 100% employment within 9 months of graduation (only 40% response rate)					
Class of 2018 – 96% employment within 6 months of graduation (only 52% response rate)					
Class of 2019 – 100% employment within 9 months of graduation (only 38% response rate)					
Class of 2020 - 96% employment within 6 months of graduation (only 49% response rate)					



# Licensure Completion Rates

## Division of Education



### 2018-2019 EPP Data

#### 2020-21 Undergraduate Clinical Experience edTPA Pass Rate

- Elementary Literacy (IEE) – 100%
- Secondary Mathematics – 100%
- Performing Arts (Music) – 100%
- Physical Education – 100% (with resubmissions)
- Special Education – 100%

#### Praxis 6990 School Leaders Licensure Assessment Pass Rate: 94.27%

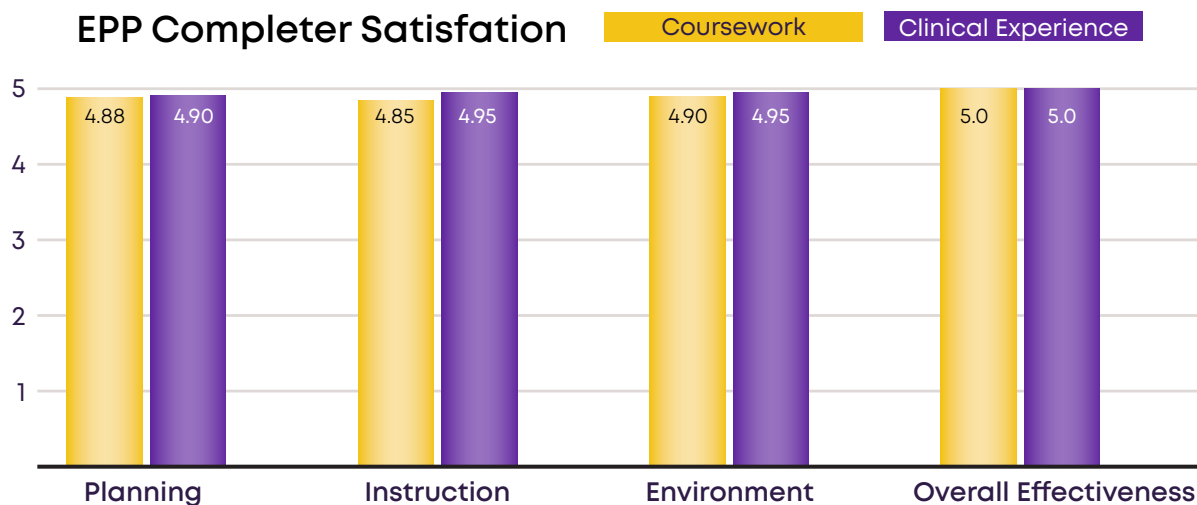
#### Bethel University's EPP Employer Satisfaction Data 2019-20\*

- 87.3% of completers have an LOE score of 3 or higher
- 90.5% of completers have observation ratings of 3 or higher
- 98.67% of completers employed for at least two years (retention)

\* The state has not released the 2020-21 data at this time.

#### Completer Satisfaction Survey (scale of 1 - 5)

The EPP Completer Satisfaction Survey is designed to collect data about the completer's current position and the effectiveness of Bethel University's EPP in developing their competencies to be effective teachers. The survey had a 100% response rate for the 2020-2021 academic year.



\*\*100% Job Placement rate for students leaving with a license.

\*One pursuing an advanced degree.

# BU



# Student Life

# Residence Halls

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## Heritage Hall

- Address: 110 Bethel Court
- Year Built: 2011
- Square Footage: 75,000
- # of Dorm Rooms: 398



## McDonald Hall

- Address: 116 Bethel Court
- Year Built: 1959
- Square Footage: 21,099
- # of Dorm Rooms: 45



## Prosser Hall

- Address: 157 Campus Drive
- Year Built: 2005
- Square Footage: 21,052
- # of Dorm Rooms: 96



# Residence Halls

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## West Hall

- Address: 218 Bethel Court
- Year Built: 1967
- Square Footage: 19,423
- # of Dorm Rooms: 40



## University Hall

- Address: 100 Wildcat Lane
- Year Built: 2010
- Square Footage: 53,688
- # of Dorm Rooms: 256



## Wildcat Cove

- Address: 939 Main Street
- Year Purchased: 2005
- Square Footage: n/a
- # of Students Housed: 108  
*(upper class and grad students only)*

# Student Activities



## Student Events and Activities

When looking back on the 20-21 school year we should be reminded of the theme for our year, “Bethel Strong”. This year was a difficult one for faculty, staff, and students. We were faced with many challenges with the Covid-19 pandemic and had to navigate many obstacles along the way. Having to host events such as fraternity & sorority Rush online was different, but we were able to make them work welcoming new members to Greek Life in the Fall and Spring semesters. However, we were able to adjust to the changes and have some “normalcy” by hosting events online, and as the semester progressed, a few face-to-face events with social distancing. These activities have included, but are not limited to:

- |                                   |  |
|-----------------------------------|--|
| Homecoming                        | Photography Contests   |
| BINGO Events                      | Photo Booths   |
| Black History Art Gallery         | Pop-up free Popsicles, Milkshakes, Hot Chocolate, Caramel Apples, etc. |
| Blood Drives                      | Houseplant Potting & Container Painting                                |
| Jeopardy                          | Pumpkin Painting   |
| Concerts by Renaissance           | Relaxation Room  |
| Cake & Conversation               | Rush Week  |
| Coffee House Talent Nights        | Silent Disco   |
| Cooking Classes                   | Songwriters Nights   |
| Crafting Workshops                | Scavenger Hunts  |
| Drive-in Movie Nights             | Snowman Building Contest   |
| Escape Room                       | Serious Discussion Round Tables About Hard Topics                      |
| Fun Run                           | Student Government Town Halls and Elections                            |
| Gaming Tournaments                | Trivia Nights  |
| Give Back to the Community Events | TikTok Challenge   |
| Hip Hop Class                     | Wheel of Fortune   |
| Intramural Sports                 | Glow in the Dark Yoga  |
| Magic Night In                    | Puppy Yoga   |
| Miss Bethel Contest               |  |
| Painting Workshops                |  |



# Student Organizations

## Student Government

Each year the student body elects representatives to serve as part of the Student Government Association. This group gives voice to student concerns on various faculty and staff committees.



## Honors Societies

Gamma Beta Phi, a national honor society, recognizes superior scholastic achievement and is composed of membership by invitation only to the top 20% of each class. The group participates in service projects and attends national conventions each year.



## Sororities & Fraternities

Bethel offers multiple sororities and fraternities. These groups participate in various community service projects and campus events throughout the year.

### Fraternities:

Alpha Phi Alpha Fraternity Inc.  
Kappa Alpha Psi Fraternity Inc.,  
Kappa Phi Rho, Kappa Sigma  
Omega Psi Phi Fraternity Inc.  
Phi Beta Sigma Fraternity Inc.  
Phi Delta Sigma  
Phi Mu Alpha  
Zeta Delta Tau

### Sororities:

Beta Sigma Rho  
Delta Phi Nu  
Lambda Sigma  
Zeta Nu Theta  
Zeta Phi Beta



## Academic/Social Organizations

Bethel University's student organizations blend academic knowledge, social activities, and allow students the opportunity to practice what they learn in the classroom in a real-world environment.

Organizations include Gamma Beta Phi Honors Society, Collegiate National Association for Music Educators (CNAfME) and Student Tennessee Education Association (STEA).

In addition, there are several service and special interest groups available such as Black Student Union (BSU), Fellowship of Christian Athletes (FCA), Ignite Campus Ministries, Reading Club, Sigma Alpha Iota, Students of the American Chemical Society (SMACS), Scrivener, Wesley Fellowship, and YoungLife.



# Christian Life



The campus chaplains strive to lead the Bethel community in living out our Christian heritage and faith in many ways. Bethel was founded by and continues to work closely with the Cumberland Presbyterian Church.

The University supports Christian worship through musicals and dramas that are performed in individual churches and encourages student involvement with local churches. We also provide facilities for continuing education opportunities within the denomination.

Other organizations represented on campus include: Cumberland Presbyterian Ministry, Baptist Collegiate Ministry (BCM), Bethel Wesley Fellowship, Christian Medical and Dental Association Student Chapter (CMDA), Church of God in Christ Student Ministry (COGIC), and Fellowship Christian Athletes (FCA). All students are welcomed and encouraged to participate in these organizations.

## **Weekly Worship Services:**

In the Tuesday morning chapel services, ministers and speakers from different denominations are invited to preach. Bethel University works cooperatively with many different Christian denominations to meet students' needs.

## **Communion Services:**

A weekly liturgical Holy Communion service is on Thursday mornings in the chapel. All are welcome to participate, but no one is required to partake in the elements. If non-Christians have questions about the faith, they are welcome to observe and be respectful as we worship. The Chaplain is available after services or during office hours to answer questions. Everyone is welcome to attend the services!

## **Chapel Requirements\***

- Freshmen - 12 chapel credits per semester
- Sophomore - 6 chapel credits per semester
- Junior - 3 chapel credits per semester
- Senior - chapel is not required but still encouraged

This requirement can be fulfilled by attending Chapel service on Tuesdays and/or the Communion service on Thursdays. If students cannot attend the weekly services, they can give an hour of community service for each required worship service.

Due to Covid19 social distancing precautions, 2020-2021 chapel services were held outside if weather permitted.

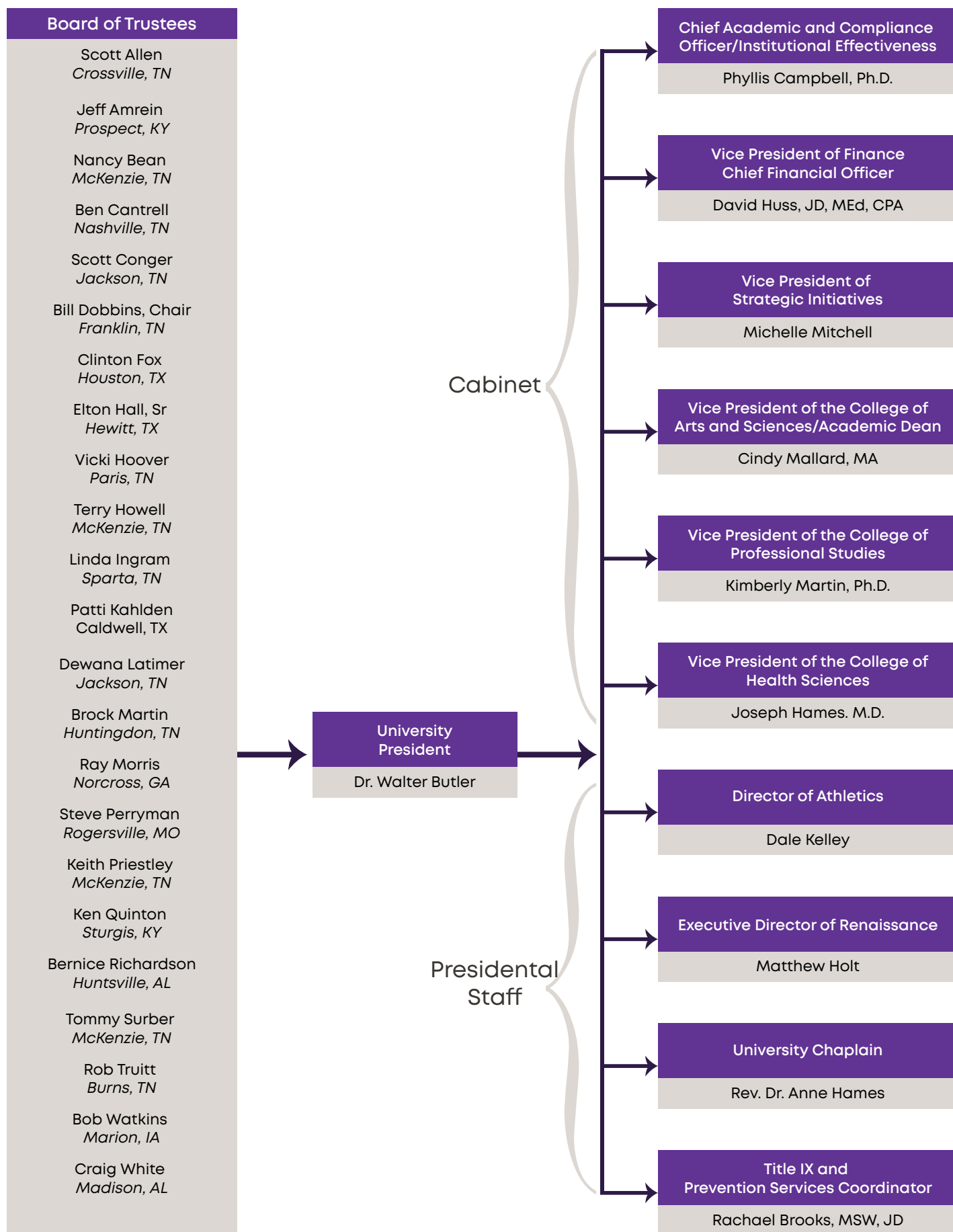
**BU**



**Faculty  
& Staff**



# University Organizational Chart



# Administration

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## University Level



### Office of the President

Rachael Brooks	Title IX and Prevention Services Coordinator
Walter Butler	University President
Linda Hearn	Administrative Assistant
Vicky Williams	Executive Assistant to the President

### Human Resources

Karen Anderson	Human Resources Specialist
Carolyn Dotson	Director of Human Resources
Pam Hornebuckle	Associate Director of Human Resources
Crystal Simon	Training and Development Coordinator

### University Relations

Jon Blankenship	Director of Marketing
Myra Carlock	Director of University Events
Lindsay Dawkins	Web/Social Media Specialist
Terri Merrill	Graphic Designer/Special Projects Manager
Michelle Mitchell	VP of Strategic Initiatives
Christiana Odum	Marketing Coordinator
Aaron Self	Photographer/Videographer

### Development

Dale Henry	Development Officer
Amy Thompson	Project Manager - Whosoever Will Ministry Bridge
(vacant)	VP of Development

### University Library and Academic Achievement

Marcie Boutwell	Assistant Library Director
Brandon Campbell	Technical Services
Lara Roberts	Director of the Center for Academic Student Achievement/Retention
Amber Watson	Center for Academic Student Achievement Front Desk Supervisor
Jill Whitfill	Director of On-Campus Library Services
(vacant)	Public Service Supervisor

### University Registrar

(vacant)	University Registrar
----------	----------------------

### Compliance

Phyllis Campbell	Chief Academic/Compliance/Accreditation Officer
Jessica Martin	Accreditation/Live Text Coordinator
Lisa Tyler	Director of Institutional Effectiveness
(vacant)	Institutional Reporting and Accreditation Analyst

# Administration

## University Level



### Security

Tavis Carr	Security Officer
Henry Carter	Assistant Chief of Security
Samuel Cole	Security Officer
Jacob Eaton	Security Officer
Jerry McCartney	Security Officer
Rhonda Ross	Security Administrative Assistant
Daniel Thomas	Chief of Security
Jackson Ruddell	Security Officer
Allen Walls	Security Officer
Johnny Williams	Security Officer

### Supplemental Services/Other Administration

Ruth Carroll	Insurance/Safety Coordinator
Lisa Gilliam	Telecommunications Representative/Mailroom

### Maintenance & Housekeeping

Beginning in the 2020-2021 academic year, these positions are outsourced to National Management Resources Corporation.

### Grounds

Joel Burnine	Groundskeeper
David Rush	Groundskeeper

### Office of the Chaplain

Garret Burns	University Associate Chaplain/Community Engagement
Anne Hames	University Chaplain

### Office of Information Technology

Jimmy Bomar	IT Director
Jamie Coomer	Application Support Specialist
Mark Kelly	IT Network Administrator
Jarvis Northern	IT Help Desk Tech
Misty Price	IT Help Desk Tech
David Scarbrough	Application Support Administration
Gary Williams	Fire Life Safe/Access Con

### Business Office

Sharon Anderson	Collections/Billing Coordinator
Brooke Cary	Accounting Specialist
April Chace	Associate Director of University Billing
Lauren Cunningham	Director of Business Affairs
Michelle Ghyers	Administrative Assistant to the VP/CFO
David Huss	VP of Finance/CFO
Jannette Jackson	Insurance/University Billing Coordinator
Heather McGaw	Accounts Specialist



# Administration

## University Level



Marco Ramirez  
Tina Rawls  
Jennifer Reed  
Regina Simpson  
Lisa Stephens  
Madelyn Torrey  
Trina Vickers

University Billing Coordinator  
Accounting Specialist  
Billing Coordinator  
Director of Traditional & Modular Billing  
University Billing Coordinator  
Collections/Billing Coordinator  
Associate Director of University Billing

### **Financial Aid**

Kim Borneman  
Brenda Bradshaw  
Kayla Brasfield  
Lori Brisendine  
Amy Bynum  
Kim Callahan  
Mark Cunningham  
Rosa Dabbs  
Karen Hutson  
Cassandra Johnson  
Brandi Lee  
Crystal Legens  
Seth Martin  
Amanda Ninness  
Rachel Sawyers  
Cheri Wharton

Associate Director of Traditional Financial Aid  
Director of Traditional Financial Aid  
Modular Financial Aid Counselor  
Modular Financial Aid Counselor  
Traditional Financial Aid Counselor  
Associate Director of Modular Financial Aid  
Modular Financial Aid Counselor  
Senior Modular Financial Aid Counselor  
Senior Modular Financial Aid Counselor  
Traditional Financial Aid Counselor  
Director of Modular Financial Aid  
Associate Director of Modular Financial Aid  
Executive Asst VP Finance/CFO Special Projects  
University Financial Aid Loan Originator  
Modular Financial Aid Counselor  
Traditional Financial Aid Counselor

# Administration

## College of Arts and Sciences



### Office of the Vice President & Academic Dean

Kathy Gearin	Executive Administrative Assistant to CAS VP
Cindy Mallard	Vice President College Arts and Sciences/Academic Dean
James Scruton	Associate Academic Dean

### Renaissance Performing Arts Program

Sarah Allen	Director Renaissance Choir
Bala Boyd	Associate Director Renaissance Theatre
Keith Cottrill	Director Renaissance Regiment
Aubrey Doyle	Director Renaissance Theatre
Ryan Griffin	Director of Renaissance Relations
Elyse Henderson	Admissions & Retention Coordinator
Matthew Holt	Renaissance Executive Director
Daniel Howell	Renaissance Tech Director
Tremayne Johnson	Director of Renaissance Percussion
Jordan May	Renaissance Technical Assistant
Connie McCain	Associate Director Renaissance Choir
Kevin Moore	Associate Director of Renaissance Vocal

### Division I: Humanities

Jessica Roberson	Division Chair
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### Division II: Natural Sciences and Mathematics

Chris Burket	Division Chair
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### Division III: Social Sciences

Sarah Kidd	Division Chair
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### Division IV: Music and Religion

Keith Herris	Division Chair
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### Division V: Health & Human Performance

Brad Cliff	Division Chair
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### Division VI: Education

Morgan Bromley	Recruiter for MAEd programs
Morgan Butler	Division Chair
Ginger Evans	Student Services Representative
Alanna Williams	Associate Director of Student Services/Advisor

### Dual Enrollment

Amber Gregson	Program Advisor Financial Aid Dual Enrollment
Kimberly Houston	Dual Enrollment Admissions
Craig Lunn	Director of Dual Enrollment

# Administration

## College of Arts and Sciences



### Admissions/Enrollment Services

Lisa Andrews	In-House Recruitment
Daniel Bernier	Recruiter
Terri Delaney	Registration Coordinator
Tina Hodges	Director of Admissions
Ellen Pruitt	Recruitment & Admissions Operations Coordinator
Aubrey Rodgers	Recruiter
Brittany Twilbeck	In-House Recruitment
Stephen White, III	Recruiter

### Registrar

Michelle Fussell	Records Clerk
Deborah Noble	Registrar
Natasha Parker	Assistant Registrar
Karen Saldana	Assistant Registrar

### Student Services/Student Life

Rhonda Allen	Assistant to the Dean of Students
Lujodia Bell	Director of Clinical Services
Kate Connors	International Student Coordinator
Will Gibson	Coordinator for Careers & Disability Services
Sandra Loudon	Dean of Student Development
Katie McGill	Director of Student Engagement

### Residence Life

Tashana Taylor Brown	Director of Residence Life & Housing
Damian Brown	Resident Director – University Hall
Alyssia Easley	Resident Director – Prosser Hall
Jessica Guell	Resident Director - McDonald Hall
Rachel Nzemo	Resident Director – Wildcat Cove
David Proctor	Resident Director – West Hall
Kaitlynn Ried	Resident Director – Heritage Hall

*See Athletics Section for Athletics Staff List*

### **Office of the Vice President**

Joseph Hames

Vice President of the College of Health Sciences

### **Administration/Student Health**

Jack Allison

Medical Director

Christine Esch

Administrative Assistant/Immunization Coordinator

Deborah Noble

Registrar

Karen Saldana

Assistant Registrar

### **Nursing Program**

Cynthia Cunningham

Office Manager/Recruiter

Jason Hypes

Campus Lab/Simulation

Jenny Webb

Nursing Program Director/Associate Professor of Nursing

### **Physician Assistant Program**

Sandy Atwill

Associate Director/Recruiter

Kathryn Bloodworth

Admissions Coordinator

Cynthia Kee

BU PAP Recruiter

Stacey Lewis

PA Program/Department Manager

Andrea Parrish

PA Clinical Coordinator

Janet Peeler

PA Academic Coordinator

Trent Scates

PA Program Director/Associate Professor

Kerri Smith

Associate Director/Academic Director/Associate Professor

# Administration

## College of Professional Studies



### Office of the Vice President

Kristy Edgin	Executive Assistant	Paris Campus
Kimberly Martin	Vice President of CPS	Paris Campus
Ashley Webb	Director of Strategic Communications	Jackson Campus

### Academic Affairs

Mandy Fisher	Academic Dean	Paris Campus
Cindy Gurley	Academic Affairs Coordinator	Paris Campus
Daniel Keeton	Director of Continuing Education	Clarksville Campus
Kristy Milan	Assistant Academic Dean	Paris Campus
Brad Moore	Assistant Academic Dean	Jackson Campus

### Administration

Pam Hornbuckle	Associate Director of Human Resources	Jackson Campus
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### Admissions/Enrollment

Whitney Bennett	Admissions Counselor	Nashville Campus
Jessica Gayters	Admissions Counselor	Nashville Campus
Katlin Haywood	Admissions Counselor	Nashville Campus
Kensley VanDyke	Admission Counselor	Jackson Campus
Tashala Webster	Admissions Counselor	Nashville Campus

### Student Services

Renee Akers	Dean of Students	Paris Campus
Titus Blakeney	Advisor	Paris Campus
Aailyah Cottle	Advisor	Clarksville Campus
Julie Daniel	Lead Advisor	Clarksville Campus
Heather Davis	Sr. Advisor	Clarksville Campus
Lynnsha Howard	Advisor	Clarksville Campus
Sherrye Hudson	Sr. Advisor	Paris Campus
Karen Millraney	Military Advisor	Paris Campus
Cassie Pence	Sr. Advisor	Clarksville Campus
Latoya Rutherford	Advisor	Jackson Campus
Lakesha Taylor	Advisor	Memphis Campus
Lamerle Thomas	Senior Advisor	Nashville Campus
Karen Transou	Senior Advisor	Jackson Campus
Carmellia Wright	Lead Advisor	Memphis Campus

### Online Library & Learning Services

Leslie Henegar	Learning Services Support	Paris Campus
Rebecca Henson	Learning Services Support	Nashville Campus
Brook Isom	Part-time Distance Education Librarian	Nashville Campus
Elizabeth Park	Director of Online Library Services	Nashville Campus

### IT/Help Desk

Quin Ewaldson	Senior IT Help Desk	Nashville Campus
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### Military/Veterans

Jessica Lewis	Military Benefits Specialist	Nashville Campus
Alice Sanborn	Veteran Clerk	Clarksville Campus

### Recruitment

Rick Baker	Chief Enrollment Officer/CJ-ESM	East TN Outreach
Rick Bankey	Lead Recruiter	Jackson Campus
Juan Gonzalez	PT Recruiter/CJ-ESM	Memphis Campus
Scott Helton	Recruiter/CJ-ESM	East TN Outreach
Stephanie Johnson	Recruiter	Jackson Campus
Tabitha Moore	Recruiter	East TN Outreach
Terry Morris	Recruiter/Business	Clarksville Campus
Jackie Puckett	Recruiter/Business	Kentucky Outreach
Marty Singleton	Chief Enrollment Officer/Business	McKenzie Campus
Terry Smith	Recruiter/CJ-ESM	Memphis Campus

### Registrar

Kari King	Registration Specialist Lead	Clarksville Campus
Patricia Werstein	Transcript Evaluator	Clarksville Campus

### Registration

Samantha Martin	Registration Coordinator	Paris Campus
Mary Voghl	Registration Specialist	Paris Campus



# Full-Time Faculty

## College of Arts and Sciences

**William Atkins (2018)**

*Instructor of Mathematics*  
B.S., Bethel University  
M.S., Murray State University

**Kathleen Baczynski (2014)**

*Assistant Professor of Biology*  
A. S., Luzerne County Community College  
B.S., College Misericordia  
M.S., University of Maryland  
Ph.D., Bowling Green State University

**Mirosław (Mike) Binder (2020)**

*Assistant Professor of Mathematics*  
B.E., McMaster University  
B.S., University of Windsor  
M.S., Ph.D., University of Florida

**Christopher T. Burket (2007)**

*Division Chair of Natural Sciences  
and Mathematics*  
*Professor of Biology*  
B.S., Manchester College  
M.S., Ball State University  
Ph.D., Worcester Polytechnic Institute

**Morgan G Butler (2018)**

*Division Chair of Education*  
*Assistant Professor*  
B.S., Bethel College  
M.A.T., Bethel University  
Ed.D., Trevecca Nazarene University

**Jon T. Carlock (1993)**

*Professor of Religion and Philosophy*  
Hannibal Seagle Bible Chair  
B.A., Bethel University;  
M.Div., D. Min., Vanderbilt University

**Sabrina Chambers (2011)**

*Associate Professor of English*  
B.S., Tennessee Technological University  
M.A., East Tennessee State University  
M.A.Ed., Bethel College (McKenzie, TN)  
Ph.D., Northcentral University

**Pedro C Chavez (2019)**

*Assistant Professor of Psychology*  
B.S., Arizona State University  
M.A., The University of Texas at Austin  
Ph.D., The University of Arizona

**Brad A. Cliff (2012)**

*Division Chair of Health and Physical Education*  
*Professor of Health, Physical Education*  
B.S., M.S.Ed., Ph.D., Middle Tennessee State  
University

**Jason Cole (2011)**

*Associate Professor of Art*  
B.A. Bethel University  
M.F.A. Memphis College of Art

**Thomas Crawford (2014)**

*Associate Professor of Psychology*  
B.S., Georgia College and State University  
Ph.D., Arizona State University

**Alan Cross (1998)**

*Professor of Music*  
B.S., University of Houston  
M.C.M, Southwestern Baptist Theological Seminary  
M.M., D.M.A., University of Southern Mississippi

**D.J. Culp, Jr. (2016)**

*Assistant Professor of Music*  
B.M., M.M.E., Murray State University  
Ph.D., The University of Mississippi

**Joseph Curiale (2020)**

*Assistant Professor of Music*  
B.S., University of Bridgeport  
M.M., University of Nebraska-Lincoln  
Ph.D., University of Minnesota

**Daniel A. Dalrymple (2009)**

*Professor of History*  
Director of Honors Program  
B.A., Ph.D., Michigan State University

# Full-Time Faculty

## College of Arts and Sciences



**Joseph Alex Debonis (2009)**

*Professor of English*  
B.A., Indiana University  
M.A., Illinois State University  
Ph.D., University of Cincinnati

**Ronald Lynn Deming (1996)**

*Professor of CIS and Business*  
A.A., University of New York  
B.S., Southern Illinois University  
M.A., Webster University  
Ph.D., Capella University

**Andrew Evans (2014)**

*Associate Professor of Chemistry*  
B.S., Bradley University  
M.S., Purdue University  
Ph.D., Arizona State University

**Stacie D. Freeman (2005)**

*Associate Professor of Sociology*  
B.S., University of Tennessee, Martin  
M.S.W., The University of Tennessee

**Bradley S. Gibson (2018)**

*Instructor of Speech*  
M.A.T., Westminster College  
M.A., University of Miami

**Shannon Godwin (2007)**

*Professor of Education*  
Director of Graduate Education  
B.S., Florida State University  
M.Ed., Trevecca Nazarene University  
Ed.S., Ed.D., Union University

**Joshua S. Greer (2019)**

*Assistant Professor of Health and PE*  
B.S., The University of Tennessee, Martin  
M.A. Ed, Bethel University  
Ed.D., United States Sports Academy

**Audrey Hamilton (2016)**

*Associate Professor of Speech and Theatre*  
*Costume Designer*  
B.F.A., Mississippi University for Women  
M.A.T., University of West Alabama  
M.F.A., The University of Alabama

**Angela Harrell (2020)**

*Assistant Professor of Speech and Theatre*  
*Academic Theatre Director*  
A.B.J., University of Georgia  
M.F.A., The New School, NY

**Stephen E. Haynes (2014)**

*Associate Professor of Speech & Theatre*  
A.S., Columbia State Community College  
B.S., Austin Peay State University  
M.F.A., Louisiana State University

**Keith Herris (2006)**

*Division Chair of Music and Religion*  
*Professor of Music*  
B.A., Goshen College;  
M.M., University of Oklahoma  
D.M.A., Michigan State University

**William Paul Hetrick (1998)**

*Associate Professor of Business Administration*  
B.S., Youngstown State University  
M.B.A., Youngstown State University  
A.B.D., University of Kentucky

**Robert Hicks (2004)**

*Associate Professor of Accounting*  
B.S., M.Ac., The University of TN Martin

**Steve Isbell (2012)**

*Associate Professor of C.I.S. and Business*  
B.S., Bethel University  
M.B.A., TUI University

**Jeffery L. Johnson (2017)**

*Assistant Professor of Sociology*  
B.S., Shippensburg University  
M.A., Ph.D., George Mason University

# Full-Time Faculty

## College of Arts and Sciences



**Roger C. Johnson (1980)**

*Professor of Physics and Computer Science*  
A.B., Augustana College  
M.A., DePauw University  
Ph.D., University of Iowa

**Sarah Keller (2015)**

*Assistant Professor of Biology*  
B.S., M.A.Ed., Bethel University  
Graduate Study, Clemson University

**Sarah Kidd (2003)**

*Division Chair of Social Sciences*  
*Professor of History*  
B.A., M.A., University of Alabama-Huntsville  
Ph.D., University of Missouri

**Joshua J. Klaassen (2015)**

*Assistant Professor of Chemistry*  
B.S., Nebraska Wesleyan University  
Ph.D., Univ. of Missouri Kansas City

**Alex Klyuyenko (2011)**

*Associate Professor of Physics and Mathematics*  
M.S., Kirovohrad, Ukraine Institute of Agricultural  
Machine Construction

**Darya Klyuyenko (2018)**

*Instructor of Biology*  
B.S., M.A.Ed, Bethel University

**Roy David Lancaster (2004)**

*Professor of Religion*  
B.A., Bethel University  
M.Div., Yale University Divinity School

**Timothy W. Lindsey (2003)**

*Professor of Human Services*  
B.S., Bethel University  
M.S.W., Louisiana State University (LCSSW)

**Sandra L. Loudon (1992)**

*Director of College Orientation*  
*and Dean of Student Services*  
B.S., Murray State University  
M.A.Ed., Bethel University

**Cindy Mallard (1999)**

*Vice President and Academic Dean*  
*College of Arts and Sciences*  
*Associate Professor of English*  
B.A., Bethel University;  
M.A., The University of Memphis

**Jennifer Marlow (2014)**

*Associate Professor of History*  
B.A., Saginaw Valley State University  
Ph.D., Michigan State University

**James McAllister (2011)**

*Professor of Biology*  
B.A., University of Massachusetts at Amherst;  
M.A., M.Phil., Ph.D., University of Kansas

**Sara M. McIntosh (2012)**

*Associate Professor of English*  
B.A., University of Tennessee at Martin  
M.A., Murray State University

**Jaime McLean (2011)**

*Associate Professor of History*  
B.A., University of Windsor  
Ph.D., Michigan State University

**Meagan Meacham (2018)**

*Instructor of Business and Accounting*  
B.S., University of Tennessee at Martin  
M.Acc., Middle Tennessee State University

**Alacia Mitchell (2011)**

*Associate Professor of Business*  
B.S., Bethel University;  
M.B.A., Lakeland College

**John P. Nelson (1992)**

*Professor of Biology*  
B.A., Lycoming College  
M.S., University of North Dakota  
Ph.D., The University of Memphis

# Full-Time Faculty

## College of Arts and Sciences

**Emily O'Dell (2020)**

*Assistant Professor of English*  
B.A., Univ. of California, Santa Barbara  
M.A., Louisiana State University  
Ph.D., Louisiana State University

**Carleton A. (Tony) Palmer (2017)**

*Associate Professor of Psychology*  
B.A., Furman University  
M.S., Ph.D., University of North Carolina (Chapel Hill)

**Scott R. Paterson (2018)**

*Instructor of Health & Physical Education*  
B.S., Lambuth College  
M. Ed., Union University

**Patricia (Trish) Price (2019)**

*Assistant Professor of Education*  
B.A., University of South Carolina  
M.A., Southwestern Baptist Theological Seminary  
Ed. S., Union University

**Janet Reid (2003)**

*Professor of Education*  
B.A., M.A., Mississippi State University  
Ph.D., Mississippi State University

**Jadrea Romines (2020)**

*Assistant Professor of Mathematics*  
B.S., M.B.A, Bethel University  
D.B.A., Apollos University

**Jessica Roberson (2008)**

*Division Chair of Humanities*  
*Professor of English*  
B.A., Bethel University  
M.A., Southeast Missouri State University  
D.A., Murray State University

**Teresa G. Rose (2004)**

*Associate Professor of English*  
B.S., M.A., Murray State University  
A.B.D. University of Mississippi

**Todd A. Rose (2009)**

*Associate Professor of Criminal Justice*  
B.S., Murray State University  
J.D., Vanderbilt University

**Poppy Scarbrough (2012)**

*Associate Professor of Art*  
B.A., University of Illinois, Springfield  
M.F.A., San Francisco Art Institute

**James A. Scruton (1990)**

*Professor of English*  
*Associate Academic Dean*  
*Mary B. Holmes Professor of Literature*  
B.A., M.A., Eastern Illinois University  
Ph.D., The University of Tennessee

**Sharon K. Scruton (1990)**

*Associate Professor of English*  
B.A., M.A., Eastern Illinois University

**William J. Shelton, Jr. (1993)**

*Associate Professor of Spanish and English*  
B.A., M.A., Murray State University  
M.A., The University of Memphis

**Beth Sisson (2016)**

*Assistant Professor of Education*  
B.S., M.Ed., Bethel College

**Irina Smith (2003)**

*Associate Professor of Mathematics*  
B.S., Moscow Regional Pedagogical University  
M.S., Murray State University  
M.B.A., Bethel University, 2009

**Nina Smith (2020)**

*Assistant Professor of Sociology*  
B.S.E.D. University of Missouri  
M.Ed., George Mason University  
M.A.Ed., Washington University  
Ph.D., American University

**Julie Stauffer (2019)**

*Instructor of Health & Human Performance*  
B.A., Cedarville University  
M.S., California University of Pennsylvania

# Full-Time Faculty

## College of Arts and Sciences



### Faculty Emeriti

**John J. Caterina (2000)**

*Professor of Biology*  
B.A., Saint Anselm College  
Ph.D., University of Alabama at Birmingham

**Randolph O. Day (1993)**

*Associate Professor of Business Administration and Accounting*  
B.S., East Tennessee State University  
M.B.A., The University of Tennessee

**Howard L. Freeman (1979)**

*Professor of Biology*  
B.S., Fairleigh Dickinson University  
M.A., University of Kansas  
Ph.D., Rutgers University

**Russell D. Holder (1989)**

*Associate Professor of Mathematics*  
B.S., M.A. Truman State University

**J. Pratt Hubbard (1992)**

*Professor of Speech*  
B.A., LaGrange College  
B.T.A., Pasadena Playhouse  
M.F.A., Ed.D., University of Georgia

**David H. Lankford (1967)**

*Associate Professor of Mathematics*  
B.S., Bethel University  
M.S., University of Mississippi  
Graduate Study, The University of Mississippi & The University of Tennessee

**Shirley Martin (1970)**

*Registrar*  
B.S., Bethel University

**Benjamin G. McClure (1989)**

*Professor of Education*  
B.S., Middle Tennessee State University  
M.Ed., University of Georgia  
Ed.D., George Peabody College for Teachers at Vanderbilt University

**Linda Rains McClure (1989)**

*Professor of Education*  
B.S., Cumberland College  
M.A., Union College;  
Ed.D., The University of Tennessee

**Maribeth McGuire (1985)**

*Associate Professor of English*  
B.A., Bethel University  
M.A., The University of Memphis  
Doctor of Letters, Bethel University

**Cornelia A. Arnold Owen (1980)**

*Professor of Special Education*  
B.A., Bethel University  
M.S.Ed., The University of Tennessee at Martin  
Ed.D., Vanderbilt University

**Kathleen B. Sacks (1979)**

*Associate Professor of Art*  
B.S., M.A.Ed., Bethel University  
Graduate Studies, Memphis College of the Arts  
The University of Memphis and The University of Tennessee at Martin

**Joseph A. Sam (1991)**

*Division Chair of Natural Sciences & Mathematics*  
*Professor of Chemistry*  
B.A., University of Mississippi  
Ph.D., University of Mississippi Medical Center

**Jesse Jon Turner (2003)**

*Professor of Mathematics and Computer Information Systems*  
B.S., Boise State University  
M.S., M.A., Ph.D., University of Idaho

### Physician Assistant Program Faculty

J.R. Allison, M.D. (2011)  
*Medical Director, Assistant Professor*  
B.S., Memphis State University  
M.D., University of Tennessee-Memphis

Daniel Patrick Brown, PA-C (2018)  
*Assistant Professor*  
B.S., Bethel University  
M.S.P.A.S., Bethel University

Joseph Hames, M.D. (1999)  
*Vice President/Academic Dean,  
Associate Professor*  
B.A., Furman University  
M.D., University of South Carolina

Christy Lankford, PA-C (2015)  
*Assistant Professor*  
B.S.N., Bethel College  
M.S.P.A.S., Bethel University

Cindy Laux, PA-C (2013)  
*Assistant Professor*  
M.S., Kansas State University  
M.S.P.A.S., Bethel University

Tonya Hayes Nash, PA-C (2020)  
*Assistant Professor*  
B.S., Bethel College  
M.S.P.A.S., Bethel College

Eugene Platt, PA-C (2017)  
*Assistant Professor*  
BS Mathematics University of Houston  
MSPAS, Bethel College

Kelly Rawls, PA-C (2020)  
*Assistant Professor/Admissions Director*  
B.A. University of Mississippi  
MSPAS Bethel University  
Michael Trent Scates, PA-C (2014)  
*Program Director*

B.S.P.A.S., Trevecca Nazarene University  
B.S., University of Tennessee-Martin  
M.S.R.P.C., Alderson-Broadus College

Kerri Smith, PA-C (2011)  
*Interim Program Director*  
Academic Director  
Assistant Professor  
B.S., University of Southern Mississippi  
M.S.P.A.S., Bethel College

Jeff Wilbert, PA-C (2013)  
*Assistant Professor*  
B.S., Bethel College  
M.S.P.A.S., Bethel College

#### — PA Program Adjunct Faculty —

Thomas Alleva PA-C- PA adjunct

Cindy Argo CFNP - PA adjunct

Paul Brinkman, PA-C

Kate Cummings, PA-C

John Nuss, PA-C

Debra Selby, M.D.

# Full-Time & Adjunct Faculty

## College of Health Sciences



### Department Of Nursing Faculty

Dayna Edwards (2009)

*Associate Professor*

A.S., Young Harris College

B.S.N., Medical College of Georgia

M.A., Tennessee Technological University

Ashley Johnson (2012)

*Assistant Professor*

B.S.N., University of Tennessee at Martin

M.S.N., Murray State University

Holly Kimbrell (2012)

*Assistant Professor*

B.S.N., University of Alabama Birmingham

M.S.N., D.N.P., University of Alabama Huntsville

Delecia Parker (2011)

*Assistant Professor*

A.A., A.S., Pensacola State College

B.S.N., M.S.N., Florida State University

Jenny Webb (2010)

*Program Director, Associate Professor*

B.S.N., University of Tennessee at Martin

M.S.N., Union University

PhD, University of Tennessee at Knoxville

#### — Nursing Program Adjunct Faculty —

Morgan Richards, BSN, RN

Jamie Pursell, BSN, RN

Dawn Walker, MSN, FNP, APRN



### CPS Full-Time Faculty

**George Ackerman (2017)**

B.A., Florida Atlantic University  
M.S.C.J., M.B.A., J.D., Nova Southeastern University  
Ph.D., Capella University

**Devon Anderson (2018)**

B.A., Lipscomb University  
M.A., Austin Peay University

**Mary Jane Andrews (2011)**

B.S., Delta State University  
M.S., Mississippi State University

**Danielle L Babb (2009)**

B.S., University of California  
M.B.A., University of Redlands  
Ph.D., Capella University

**Gerald R. Beavers (2017)**

B.S., University of Louisville  
M.S., University of Louisville

**Dorothy Ann Black (2004)**

B.S., Bethel College  
M.B.A., Union University  
Ph.D., Capella University

**Rachel Blackwood (2017)**

B.S., University of Minnesota  
M.B.A., Capella University

**James D. Blasick (1998)**

B.S., Lambuth University  
M.B.A. Sam Houston State Univ.  
Ph.D., (ABD) University of Colorado

**John Blumer (2017)**

B.S., University of North Alabama  
M.A., University of Montevallo  
Ph.D., Middle Tennessee State University

**Cynthia Bowker (2004)**

B.A., Bethel University  
J.D., University of Cincinnati College of Law

**Joyce Brooks (2012)**

B.A., University of South Carolina  
M.S.Ed., Queens University School of Education  
J.D., University of South Carolina School of Law  
Ph.D., Capella University

**Kathryn Broyles (2018)**

B.A. Tennessee Technological University  
M.A., Tennessee Technological University  
M.Div. Duke Divinity School  
Ph.D., Indiana University of Pennsylvania

**Phyllis Campbell (1997)**

B.A., Chatham University  
M.B.A. University of South Florida  
Ph.D., Capella University

**Karen Cavaness (2017)**

B.S., Middle Tennessee State University  
M.S.Ed., University of Martin  
M.B.A., Kaplan University  
M.B.A., Kaplan University

**Molly Coffman (2007)**

B.A., Union University  
M.S.ED., University of Martin  
Ed.S., Union University  
Ed.D., Union University

**David Thompson Corley (2011)**

B.S., Bethel University  
J.D., Nashville School of Law

**Ronald Deming (1996)**

B.S., Southern Illinois University  
M.A., Webster University  
Ph.D., Capella University

**Sandi Deming (2017)**

B.S., Bethel University  
M.S. Capella University

# Full-Time Faculty

## College of Professional Studies

**Patricia Drown (2012)**

B.S., California Baptist University  
M.S., California Baptist University  
Ph.D., Capella University

**Robert Keith Eason (2017)**

B.S., Texas Lutheran University  
M.S., University of Phoenix

**Raymond Keith Edwards (2018)**

B.S., Jacksonville State University  
M.A., Webster University  
M.P.A., University of Alaska Southeast  
Ph.D., Capella University

**Gregory R Evans (2018)**

B.S., Marquette University  
M.A., American Public Military University  
M.S., American Public Military University  
Ph.D., University of Georgia

**Ray Farris (2010)**

B.S., Tennessee Tech University  
J.D., Nashville School of Law

**Jerry C Findley (2018)**

B.S., Georgia College  
M.A., National University  
Ph.D., Capella University

**Jeremy Francis (2012)**

B.S., Park University  
Master of Public Affairs, Park University  
Ph.D., Walden University

**Theresa Grisham (2013)**

B.S., University of Martin  
M.S., Bethel University

**Linda Gunn (2012)**

B.S., Indiana University  
M.B.A., University of Notre Dame  
Ph.D. The Union Institute

**James K. Hampton (1998)**

B.S., University of Martin  
M.A., Murray State

**William Harwood (2011)**

B.A., American University  
M.A., American University

**Leslie Henegar (2014)**

B.S., Bethel University  
M.S., Strayer University

**Melissa S Hickman (2015)**

B.S., Shorter University  
M.B.A., Kennesaw State University  
Ph.D., Nova Southeastern University

**Andy Holt (2012)**

B.S., University of Tennessee Knoxville  
M.B.A., UTM

**Kenneth Holt (2008)**

B.S., Union University  
M.S., Louisiana State University and A & M College  
Ph.D. University of Memphis

**Donald Hornbuckle (2011)**

B.S., Southern University and A & M College  
M.A., Southern University and A & M College

**Pamela Hornbuckle (2004)**

B.S., Bethel University  
M.B.A., Capella University

**Kenneth C. Jones (2011)**

B.S., Union University  
M.A., American Military University  
PhD (ABD), Capella University

**Michael J. Kane (2011)**

A.B., Pfeiffer University  
M.S., National University  
Ph.D., Union Institute & University

**Allison Keane (2012)**

B.S., Bethel University  
M.A., SUNY Binghamton New York

**Caleb Kersey (2012)**

B.S., Freed-Hardeman University  
Ph.D., Tennessee State University

# Full-Time Faculty

## College of Professional Studies

**Kimberly LaFevor (2004)**

A.S., John C Calhoun community College  
B.S., Athens State College  
Ph.D., Argosy University

**Angelo Lamar (2011)**

B.S., Bethel University  
M.B.A., Bethel University  
Ph.D., Walden University

**Roderick Leupp (2017)**

B.A., Northwest Nazarene College  
M.A., Pacific School of Religion  
M.A., University of Oklahoma  
Ph.D., Drew University

**Barry Michael (2017)**

B.S., Bethel University  
M.S.C.J., Bethel University

**Carrie Miller (2012)**

B.A., Edinboro University of Pennsylvania  
M.A., Gannon University of Pennsylvania, Erie

**Michael J. Miller (2012)**

B.A., University of Central Florida  
M.P.A., University of Central Florida  
Ph.D., University of Central Florida

**Diane Minger (2017)**

B.S., Indiana State University  
M.S., Texas Women's University  
Ph.D., Texas Women's University

**Mark Murtha (2016)**

B.S., State University of New York College  
M.S., Michigan State University

**Nassar S. Nassar (2002)**

B.S., Bethel University  
M.B.A., University of Tennessee Martin  
Ph.D., Capella University

**Douglas Newson (2018)**

B.A., Philander Smith College  
M.B.A., Belhaven University  
M.A., DeVry University

**Daniel Pigg (2009)**

B.A., David Lipscomb University  
M.A.R., Memphis Theological Seminary  
M.A.Ed. Middle Tennessee State University  
Ph.D., University of Tennessee

**Michael Pittaro (2011)**

B.S., Kutztown University  
M.P.A., Kutztown University  
Ph.D., Capella University

**Jason Poore (2018)**

B.S., University of Tennessee  
M.S., University of Wisconsin

**David Rausch (2011)**

B.A., University of Louisville  
M.S., University of Louisville

**Paul Redden (2017)**

B.A., Corcord University  
MAcc, West Virginia University  
M.B.A., West Virginia University

**Jacqueline Riddle (2018)**

B.A., Rust College  
M.B.A., Strayer University

**Dan Ridley (2004)**

B.S., UTM  
M.S., University of Memphis  
M.A., Bethel University

**Chris Rose (2017)**

B.S., Florida International University  
M.S., Nova Southeastern University  
Ph.D., Nova Southeastern University

**Tracy Sipma (2011)**

B.S., University of Phoenix  
M.B.A., Upper Iowa University  
DB.A., Northcentral University

**Anthony Skipper (2018)**

B.S., Mississippi Valley State University  
M.S., Mississippi Valley State University  
Ph.D., Jackson State University

# Full-Time Faculty

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## College of Professional Studies

**Tony S. Smith (2005)**

B.A., Jackson College of Music  
M.A., Trevecca Nazarene University  
EdD, Trevecca Nazarene University

**Magdalena Sokolowski (2012)**

B.A., Ohio State University  
M.A., Indiana University

**Gail Southwell (2017)**

B.S., Eastern Michigan University  
M.A., Central Michigan University  
Ph.D., Pacifica Graduate Institute

**Bruce Steele (2012)**

B.A., Chapman University  
M.A., Golden Gate University  
Ph.D., North Dakota State University

**Dennis Trull (2003)**

B.A., Memphis State University  
M.Div., New Orleans Baptist Theological Seminary  
Ph.D., New Orleans Baptist Theological Seminary

**Helen Cynthia Tubb (2017)**

B.A., University of TN  
M.A., University of TN at Knoxville

**Sila Tuju (2010)**

B.A., Covenant College  
M.B.A., University of TN at Chattanooga  
Ph.D., Northcentral University

**Lisa Tyler (2015)**

B.S., Bethel University  
M.B.A., Bethel University  
Ph.D., Walden University

**Edward (Butch) Lee Varner (2017)**

B.S., Lee University  
M.A., Pentecostal Theological Seminary  
Ph.D., Pentecostal Theological Seminary

**Patti Vinson (2012)**

B.S., Bethel University  
M.B.A., Union University

**Wendy Williams (2011)**

B.S., Athens State University  
M.S., Auburn University  
Ed.D., Nova Southeastern University

**Allen Willis (2010)**

B.S., Bethel University  
M.A., Liberty University

**Gina Willis (2007)**

B.S., Bethel University  
M.Ed., Bethel University  
M.B.A., Bethel University  
PH.D., Walden University

# Adjunct Faculty

## College of Professional Studies



### CPS Adjunct Faculty

Wendy Achilles	Keenan Gleeden	Chad Newton
Renee Akers	Jean Gordon	Lisa Norris
Julie Johnson Alexander	Ernest Griffith	Jonathan (John) Norwood
Scott (Roland) Allen	Mekka Hammonds	Cassie Pence
Adelia Janie (Burns) Amburgey	John (Jack) Hitz	Russell Peterson, Jr.
Charles Anderson	Angela Hopper	John Petrov
Susan Bailey	LaTara Hopson	Rhonda Qualls
Rose Bailey	Greg Horton	Deb Ranelle Johnson
Angela Bailey-Mitchell	Sherrye Hudson	Kim Risby
Richard Mark Bell	Stephen (Steve) Isbell	Jadrea Romines
Darrell Keith Bevill	Gina Jackson	Marcia Rose
Vicky Black	Dia (Junious) Jordan	Amanda Sanchoo
Keith Bowery	Daniel Keeton	Jon Seaborg
Tarama Carver	Valerie King	Jeff Snodgrass
Steven Cates	Samuel Knolton	Lisa Stephens
Sabrina Chambers	James Alexander Kubic	Alicia Stremming
Melissa (Berrier) Cohen	John Randy Kuhn	Tamrala Swafford-Bliss
John Copeland	Shane Lauber	Lamerle Thomas
Kelley (Pesch) Cronin	Cynthia (Cindy) Laux	Ryan Thomas
Jamie Culbertson	Brandi Lee	Reginald Tiller
Clay Cunningham	Crystal Legens	Karen Transou
Rosa Dabbs	Kenneth (Ben) LeVan	Ivyia Turner-Echols
Chad Davis	Bryan Lewis	Keely Vaughan
Michael Davis	Sandy Louden	Anne Wade
Don DeMoulin	Tiffany McCutcheon	Alan Whiteman
Marcia Dickerson	Chad McDaniel	Kelly Willhite
John Erickson	Andrew Michael	Tamika Williams
Kristopher C. Erskine	Ted Mikell	Tomecca Williams
Florence S. Ferguson	Kristy Milan	Sarah Wimberley
Mandy Fisher	Alacia Mitchell	Randell Wolff
Whitney Floyd	Elana (Fowler) Mitchell	Lavonda Kay Wood
James Thomas (Jamie) Frakes	Bradley Moore	Carmellia Wright
Ayisha Fryer	Brittany Morgan	Janae (Rodriguez) Young
Greg Galfano	Timothy (Tim) Nanney	
Brett Gardner	John Nelson	
Kevin Genovese	Fred Newell	

# BU



# Athletics



# Athletic Activities

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## Intercollegiate Athletics

Intercollegiate Athletics have become an important and exciting aspect of life for the many students, alumni, and community friends of the University who support Bethel's teams. As members of the National Association of Intercollegiate Athletics (NAIA), the Wildcats and the Lady Wildcats regularly compete against many top-rated teams. The men's program has teams in basketball, baseball, bass fishing, bowling, cheer, cross-country, football, golf, in-line hockey, shooting, soccer, swimming, tennis, and track. The women's program has teams in basketball, bass fishing, bowling, cheer, cross country, golf, softball, soccer, shooting, swimming, tennis, track, and volleyball.

## Intramural Athletics

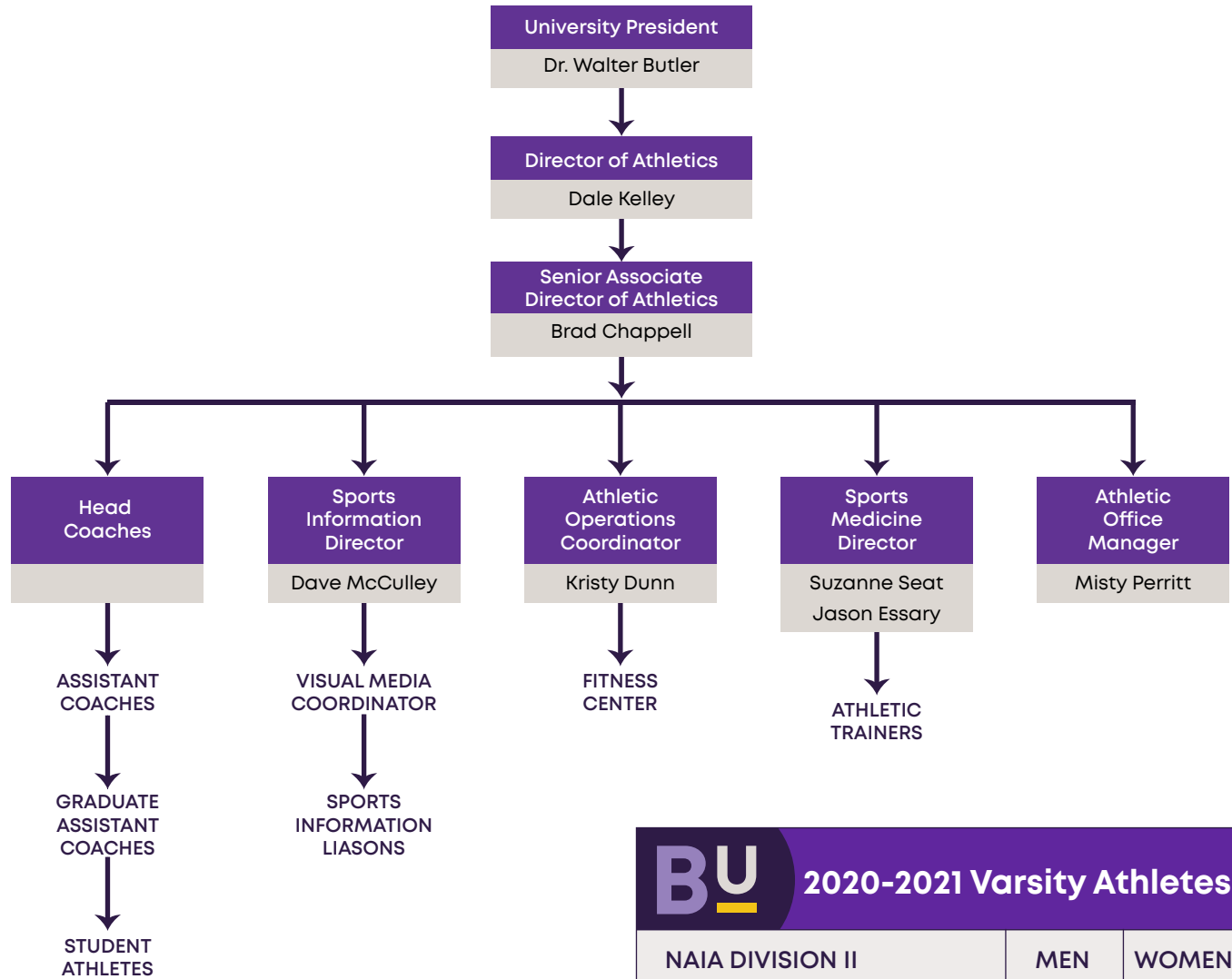
Intramural sports offer a variety of competition for the enjoyment of Bethel students, faculty, and staff. The program promotes enthusiasm, leadership, and good sportsmanship. The use of student directors, captains, coaches, and game officials creates a uniquely student-oriented program. Regulations for participation may be found in The Log.

## Exercise and Fitness

Students are invited to exercise daily at the Wildcat Health and Fitness Complex, which features cardio and strength training equipment, and at the Gaines Indoor Pool.



# Athletics Organizational Chart



All Bethel University sports teams support over 750 student athletes.

## BU 2020-2021 Varsity Athletes

NAIA DIVISION II	MEN	WOMEN
All Track Combined	9	15
Baseball	35	-
Basketball	17	17
Bowling	10	11
Football	66	-
Golf	9	6
Soccer	30	26
Softball	-	26
Swimming	7	11
Tennis	10	7
Volleyball	-	14
Total Participants	193	133
Unduplicated Count	193	133

# Administration

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## Athletics



### Administration

Lorey Basford	Coordinator of Athletic Admissions
Brad Chappell	Senior Associate Athletic Director
Kristy Dunn	Athletic Operations Coordinator
Cristy Holland	Student Insurance Coord
Dale Kelley	Director of Athletics
David McCulley	Sports Information Director
Zachary O'Kelley	Director of Wildcat Vision
Misty Perritt	Athletics Office Manager/NAIA Eligibility
Suzanne Seat	Sports Med Director
Ray Watkins	Fitness Center Manager

### Trainers

Bre Cameron	Staff Athletic Trainer
Jason Essary	Staff Athletic Trainer/Interim Sports Med Director
David Holsinger	Staff Athletic Trainer
Lacey Jones	Staff Athletic Trainer
Matthew Robinson	Staff Athletic Trainer

### Coaches

#### Archery:

Kenny Loudon	Head Coach – Archery
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#### Baseball:

Rusty Thompson	Head Coach - Baseball
Nicolas Thompson	Assistant Coach - Baseball
Lee Whitaker	Assistant Coach - Baseball

#### Basketball:

Jeff Britt	Head Coach – Men's Basketball
Chris Nelson	Head Coach – Women's Basketball
Aaron Johnson	Assistant Coach – Men's Basketball
Mark Vaughn	Assistant Coach – Women's Basketball
Jonathan Stanley	Assistant Coach – Men's Basketball

#### Bass Fishing:

Garry Mason	Head Coach - Bass Fishing
Kenny Loudon	Assistant Coach – Bass Fishing

#### Bowling:

Clay Boyd	Head Coach - Bowling
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#### Cheer:

Leah Carr	Head Coach – Cheer
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# Administration

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## Athletics



### Cross Country/Track & Field:

Brandon Kilburn  
Wes Bradshaw

Head Coach - Track & Cross Country  
Assistant Coach - Track & Cross Country

### Football:

Mike Jasper  
Justin Brown  
Morgan Cruce  
Richard Hutchings  
Dustin Kincaid  
Cody McCallister  
Chris Springer

Head Coach  
Co-Special Teams Coordinator/Wide Receivers  
Director of Football Operations/ H-Backs and Tight Ends  
Run Game Coordinator/ Offensive Line  
Director of Player Development/Linebackers  
Co-Special Teams Coordinator/ Defensive Backs  
Assistant Head Coach/ Defensive Coordinator

### Golf:

John Austin

Head Coach - Golf

### In-Line Hockey:

Ryne Potts

Head Coach – Inline Hockey

### Soccer:

Misty Aird  
Malang Jarju  
Abraham Lopez-Mendoza  
Armando Guell Castro  
Tashana Taylor  
Jose Hernandez

Head Coach - Women's Soccer  
Head Coach - Men's Soccer  
Assistant Coach - Men's Soccer  
Assistant Coach - Women's Soccer  
Volunteer Assistant Coach - Women's Soccer  
Volunteer Assistant Coach - Men's Soccer

### Softball:

John Weeks  
Ivey Kane

Head Coach - Softball  
Assistant Coach - Softball

### Shooting Sports:

Thomas Edwards

Coach Head - Shooting

### Swimming:

Alec Meddings

Head Coach - Swim

### Tennis:

Derrick Hubble

Head Coach - Tennis

### Volleyball:

Starla Cupples

Coach – Women's Volleyball

# Intercollegiate Awards & Recognitions 2020-2021

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## Year in Review\*

**20** named All-Conference Player of the Week

**133** named various academic All-Conference

**46** named All-Conference squads

**4** named all scholar teams

**5** All-American teams

**2** students named player of the year in their respective sport

\*As a result of COVID-19, Bethel, like many other schools across the nation saw their 2020 fall schedules for the most part moved to the spring of 2021. The result of that was some sports were limited in the number of games held. For instance, football played only seven games instead of 11.

The student-athletes, coaches, trainers, staff and even the fans faced challenging circumstances in completing the seasons with protocols for all involved. With a great team effort, Bethel had few interruptions due to COVID-19. Bethel played host to 160 home events during the spring semester.

Both soccer teams finished their seasons with top ten rankings and national tournament appearances. The men's team captured the MSC regular season title.

The Bethel University Bass team was crowned the No. 4 fishing team in the nation by Major League Fishing in early April.



*Source: BU Sports Information Department*



**BU**



**Financial Aid**



# Financial Aid Overview

Total grant aid received by all undergraduate students .....\$27,211,852  
 Number of undergraduate students who received a Pell Grant .....1,880  
 Percentage of First Time - Full Time (FTFT) students receiving any financial aid ..... 199%

## FTFT Students Receiving Grant Aid by Type

	Percent of FTFT students receiving grant	Average amount of grant aid received
Total	98%	\$15,302
Federal Government	62%	\$5,300
Pell	62%	\$5,048
Other Federal	34%	\$459
State/Local Government	60%	\$5,056
Institutional	87%	\$10,047

## FTFT Students Receiving Loans by Type

	Percentage of FTFT students receiving loans	Average amount of loans received
Total	76%	\$5,548
Federal	76%	\$5,341
Non-federal	2%	\$7,185

Average net price for FTFT students who receive grant aid .....\$15,649

## Average net price for FTFT students who receive Title IV federal student aid

\$0 – 30,000 ..... \$14,339  
 \$30,001 – 48,000 ..... \$13,225  
 \$48,001 – 75,000 ..... \$19,206  
 \$75,001 – 110,000 ..... \$18,643  
 \$110,001 and more ..... \$18,446

## Military Servicemembers and Veteran's Benefits

	Number of students receiving benefits/assistance	Total dollar amount of benefits/assistance awarded through the institution
<b>Post-9/11 GI Bill Benefits</b>		
Undergraduate students	240	\$1,098,023
Graduate students	48	\$260,494
Total	288	\$1,358,517
<b>Department of Defense Tuition Assistance Program</b>		
Undergraduate students	50	\$117,629
Graduate students	6	\$28,688
Total	56	\$146,317

Resource: National Center for Education Statistics (NCES), IPEDS 2020-2021

# Average Student Loan Debt

Bethel University's average student loan debt for graduating undergraduate students is higher than the national loan debt and higher than the Tennessee student debt. The state loan debt averages are based on Public and Private Not-for-Profit schools. Public schools have a considerable lower tuition costs than Private Not-for-Profit schools causing the average loan debt to be naturally lower than Private schools. Bethel continuously strives to advise students to keep their loan debt as low as possible. Due to the low-income area where Bethel is located, students have to borrow to help cover daily living expenses outside of school that parents do not have the income to provide, causing the slightly higher average loan debt for our students.

Average Undergraduate Student Loan Debt Per Student Who Borrowed Federal and Private Student Loans and Graduated			
Academic Year	Bethel University Average	Tennessee Undergrad Average	National Undergrad Average
2014-15	\$31,852	\$26,083	\$30,100
2015-16	\$32,074	\$26,981	\$28,350
2016-17	\$31,262	\$25,252	\$28,650
2017-18	\$30,132	\$26,838	\$29,200
2018-19	n/a	n/a	n/a

## Student Loan Default Rates & Aggregate Indebtedness

Rationale: Student loan default rates are considered in determining an institution's eligibility to participate in Title IV federal student loans programs. The target default rate was selected to maintain Bethel's status with the U.S. Department of Education. The aggregate student loan indebtedness is important to the institution because of the mission of the institution and the potential correlation between the level of debt and default.

Bethel employs an outside entity to assist them in keeping the default rate low. After a 1.3% rise in 2014, Bethel's default rate dropped 1.7% in 2015, and then another .9% in 2016 (draft). Our outside entity is working diligently to continue this downward trend.

Cohort Default Rates Compared to the National Student Loan Default Rates					
Cohort Fiscal Year	Rate Type	Numerator*	Denominator^	Bethel Student Loan Default Rates	National Student Loan Default Rates
2018	3-yr DRAFT	236	2360	10.0%	n/a
2017	3-yr OFFICIAL	285	2477	11.5%	9.7%
2016	3-yr OFFICIAL	278	2466	11.2%	10.1%
2015	3-yr OFFICIAL	355	29.07	12.2%	10.8%
2014	3-yr OFFICIAL	367	2633	13.9	11.5%

Resources: National Center for Education Statistics (NCES), IPEDS 2020-2021 College Scorecard from the US DOE (GRAD\_DEBT\_MDN)

## Average Net Price For Full-Time Beginning Students

Full-time beginning undergraduate students who were awarded grant or scholarship aid from federal, state or local governments, or the institution.

Academic Year	2017-2018	2018-19	2019-2020
Average net price	\$15,018	\$15,649	\$15,612

Full-time beginning undergraduate students who were awarded Title IV aid by income.

Average Net Price by Income	2017-2018	2018-19	2019-2020
\$0 – \$30,000	\$14,932	\$14,339	\$14,708
\$30,001 – \$48,000	\$15,131	\$13,225	\$14,779
\$48,001 – \$75,000	\$17,282	\$19,206	\$17,690
\$75,001 – \$110,000	\$18,134	\$18,643	\$18,108
\$110,001 and more	\$18,233	\$18,446	\$17,860

- Average net price is generated by subtracting the average amount of federal, state/local government, or institutional grant or scholarship aid from the total cost of attendance. Total cost of attendance is the sum of published tuition and required fees, books and supplies, and the weighted average for room and board and other expenses.
- Beginning students are those who are entering postsecondary education for the first time.
- Title IV aid to students includes grant aid, work study aid, and loan aid. These include: Federal Pell Grant, Federal Supplemental Educational Opportunity Grant (FSEOG), Academic Competitiveness Grant (ACG), National Science and Mathematics Access to Retain Talent Grant (National SMART Grant), Teacher Education Assistance for College and Higher Education (TEACH) Grant, Federal Work-Study, Federal Perkins Loan, Subsidized Direct or FFEL Stafford Loan, and Unsubsidized Direct or FFEL Stafford Loan. For those Title IV recipients, net price is reported by income category and includes students who received federal aid even if none of that aid was provided in the form of grants. While Title IV status defines the cohort of student for which the data are reported, the definition of net price remains the same – total cost of attendance minus grant aid.

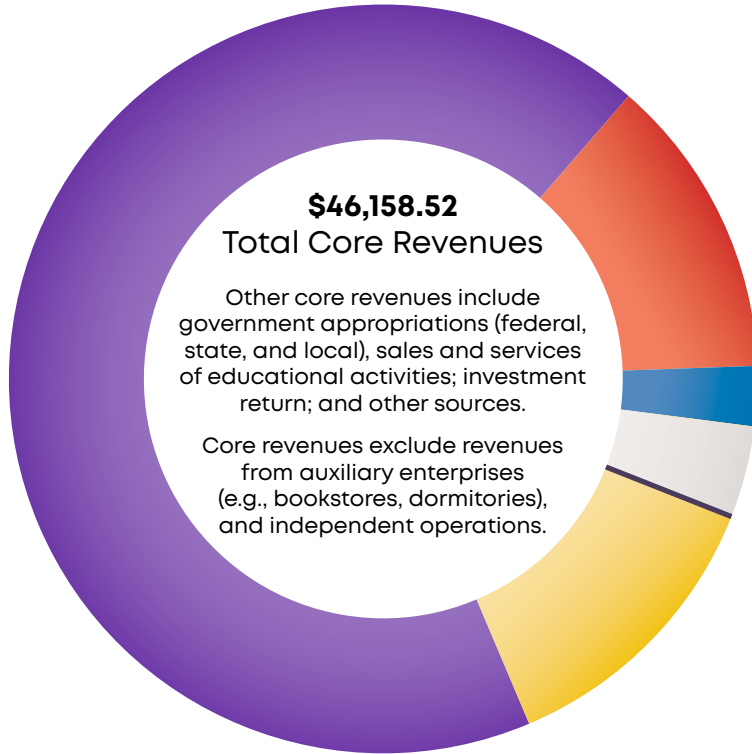
*Resource: National Center for Education Statistics (NCES), IPEDS 2021-2022*

**BU**

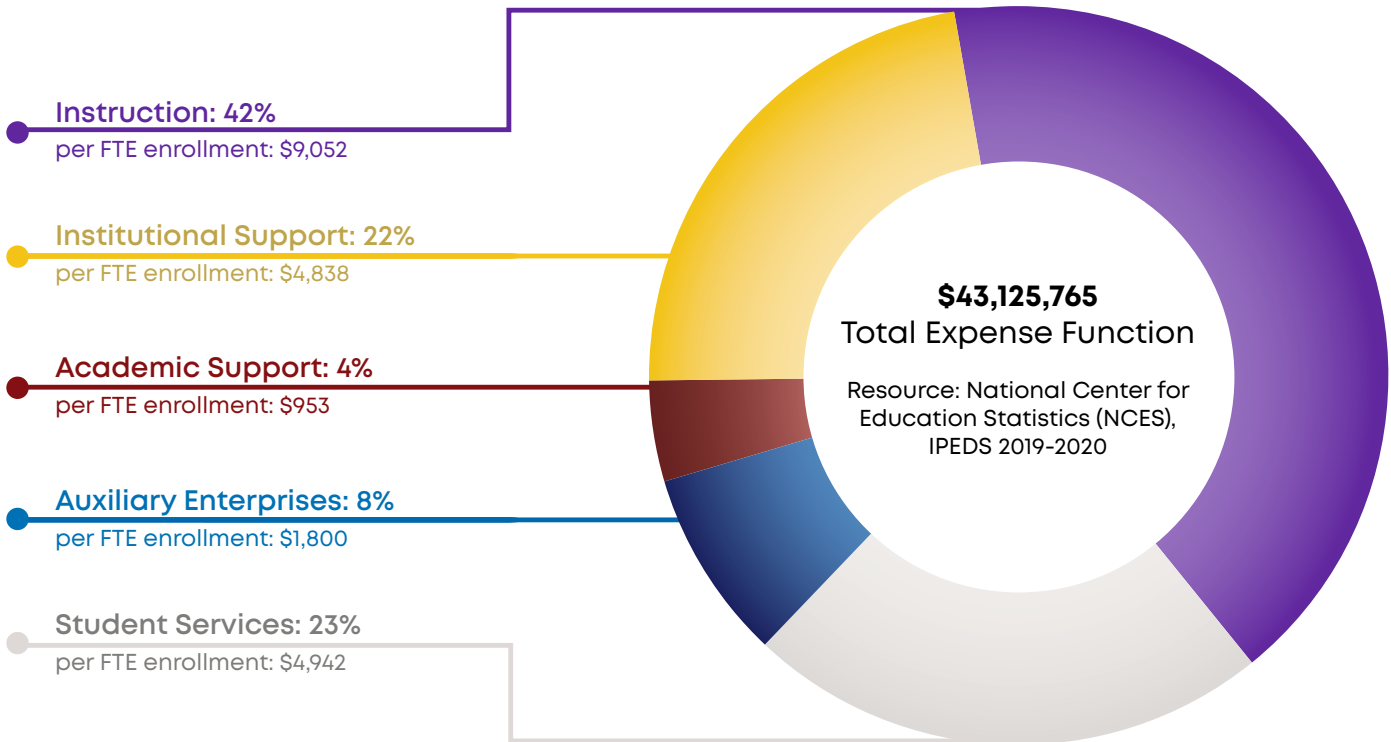


# Revenues & Expenditures

# 2020-21 Sources of Revenue & Expenditures



- **Tuition & Fees: 68%**  
per FTE enrollment: \$15,650
- **Government Grants, Contracts: 13%**  
per FTE enrollment: \$3,020
- **Private Gifts, Grants, Contracts: 3%**  
per FTE enrollment: \$598
- **Other Core Revenues: 4%**  
per FTE enrollment: \$896
- **Investment Return: <1%**  
per FTE enrollment: \$18
- **Auxiliary Fund Revenues: 13%**  
per FTE enrollment: \$2,915



- **Instruction: 42%**  
per FTE enrollment: \$9,052
- **Institutional Support: 22%**  
per FTE enrollment: \$4,838
- **Academic Support: 4%**  
per FTE enrollment: \$953
- **Auxiliary Enterprises: 8%**  
per FTE enrollment: \$1,800
- **Student Services: 23%**  
per FTE enrollment: \$4,942

## Salary Outlays for Full-time Non-instructional Staff: 2020-21

Occupational category	Number of full-time staff	Total annual salary outlays
Library and Student and Academic Affairs and Other Education Services Occupations	15	\$601,193
Management Occupations	37	\$ 2,906,250
Business and Financial Operations Occupations	21	\$915,387
Computer, Engineering, and Science Occupations	8	\$345,713
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations	81	\$3,219,295
Healthcare Practitioners and Technical Occupations	6	\$216,984
Service Occupations	31	\$736,029
Sales and Related Occupations	0	\$0
Office and Administrative Support Occupations	51	\$1,636,989
Natural Resources, Construction, and Maintenance Occupations	4	\$119,602

## Salary Outlays for Full-time Instructional Staff: 2019-20

Gender and Academic Rank	Total Staff for Salary Reporting	Annual Average Salaries
<b>Men and Women</b>		
Professors	15	\$62,985
Associate professors	18	\$49,210
Assistant professors	13	\$54,174
Instructors	4	\$41,333
Lecturers	38	\$20,829
No academic rank	0	\$0
<b>Total men</b>	<b>88</b>	<b>\$40,041</b>
<b>Women</b>		
Professors	5	\$60,535
Associate professors	20	\$51,994
Assistant professors	13	\$58,850
Instructors	5	\$38,400
Lecturers	28	\$22,554
No academic rank	0	\$0
<b>Total women</b>	<b>71</b>	<b>\$41,269</b>
<b>Total (men + women)</b>	<b>159</b>	<b>\$40,855</b>



## Number of Staff by Employment Status & Occupational Category: Fall 2020

Note: Full-time equivalent (FTE) staff is calculated by summing the total number of full-time staff and adding one-third of the total number of part-time staff. Graduate assistants are not included in the above figures. Many of the FTE figures may be included in the DFR. *Resource: National Center for Education Statistics (NCES)*

Occupational Category	Full-time staff	Part-time Staff	FTE Staff
Primarily Instructional Staff	159	140	206
Exclusively Credit	159	140	206
Exclusively Not-for-Credit	0	0	0
Combined Credit/Not-for-Credit	0	0	0
Library and Student and Academic Affairs and Other Education Services Occupations	15	21	22
Research Staff	0	0	0
Curators, Archivists, and Museum Technicians SOC 25-4010	0	0	0
Librarians and Media Collections Specialists SOC 25-4020	2	1	2
Library Technicians SOC 25-4030	2	0	2
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	11	20	18
<b>Non-Instructional Staff</b>	<b>239</b>	<b>57</b>	<b>254</b>
Management Occupations SOC 11-0000	37	1	37
Business and Financial Operations Occupations SOC 13-0000	21	0	21
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	8	0	8
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	81	2	82
Healthcare Practitioners & Technical Occupations SOC 29-0000	6	1	6
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	31	43	45
Sales and Related Occupations SOC 41-0000	0	0	0
Office and Administrative Support Occupations SOC 43-0000	51	1	51
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	4	0	4
Production, Transportation, and Material Moving Occupations SOC 51-0000 + 53-0000	0	0	0
Graduate Assistants (non-teaching)		9*	
<b>Total</b>	<b>413</b>	<b>218</b>	<b>482*</b>

\*Graduate Assistants not included in FTE Staff total

**BU**



# Crime Statistics

# Crime Statistics: McKenzie Campus

There are no “unfounded” crimes or hate crimes included in the Bethel University Crime Statistics for any location in 2017, 2018 or 2019. The McKenzie Campus is the only location with residential housing.

Categories for Hate Crimes are as follows: Race, Gender, Gender Identity, Religion, Sexual Orientation, Ethnicity, National Origin, and Disability.

MCKENZIE CAMPUS 325 Cherry Avenue McKenzie, TN 38201	2017-18					2018-19					2019-20				
	On Campus	Residence Halls	Non-Campus	Public Property	Total	On Campus	Residence Halls	Non-Campus	Public Property	Total	On Campus	Residence Halls	Non-Campus	Public Property	Total
<b>CRIMINAL OFFENSES</b>															
Murder and Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	10	9	0	0	10	4	2	0	0	4	2	1	0	0	2
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>VAWA OFFENSES</b>															
Dating Violence	1	1	0	0	1	0	0	0	0	0	3	2	0	0	3
Domestic Violence	0	0	0	0	0	1	1	0	0	1	0	0	0	0	0
Stalking	3	0	0	0	3	2	1	0	0	2	7	4	0	0	7
<b>ARRESTS</b>															
Liquor Law Violation	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Drug Law Violation	1	1	0	0	1	0	0	0	0	0	1	1	0	1	2
Weapon Law Violation	0	0	0	0	0	0	0	0	0	0	3	2	0	0	3
<b>DISCIPLINARY REFFERALS</b>															
Liquor Law Violation	10	9	0	0	10	11	10	0	0	11	4	4	0	0	4
Drug Law Violation	1	1	0	0	1	12	12	0	0	12	6	5	0	0	6
Weapon Law Violation	1	1	0	0	1	1	1	0	1	2	3	2	0	0	3

\* On Campus totals includes Residence Hall.

\* Non-Campus Properties includes the Wildcat Hockey Rink and Nashville Office.

Source: Bethel University Annual Security and Fire Safety Report

# Crime Statistics: Paris Campus

There are no “unfounded” crimes or hate crimes included in the Bethel University Crime Statistics for any location in 2017, 2018 or 2019. The McKenzie Campus is the only location with residential housing.

Categories for Hate Crimes are as follows: Race, Gender, Gender Identity, Religion, Sexual Orientation, Ethnicity, National Origin, and Disability.

PARIS CAMPUS 302B Tyson Avenue Paris, TN 38242	2017-18					2018-19					2019-20				
	On Cam- pus	Residence Halls	Non- Campus	Public Property	Total	On Cam- pus	Residence Halls	Non- Campus	Public Property	Total	On Cam- pus	Residence Halls	Non- Campus	Public Property	Total
<b>CRIMINAL OFFENSES</b>															
Murder and Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Man- slaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>VAWA OFFENSES</b>															
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1
<b>ARRESTS</b>															
Liquor Law Violation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Weapon Law Viola- tion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DISCIPLINARY REFFERALS</b>															
Liquor Law Violation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Weapon Law Violation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Source: Bethel University Annual Security and Fire Safety Report

# Crime Statistics: Clarksville Campus

There are no “unfounded” crimes or hate crimes included in the Bethel University Crime Statistics for any location in 2017, 2018 or 2019. The McKenzie Campus is the only location with residential housing.

Categories for Hate Crimes are as follows: Race, Gender, Gender Identity, Religion, Sexual Orientation, Ethnicity, National Origin, and Disability.

CLARKSVILLE CAMPUS  2200A Wilma Rudolph Blvd. Clarksville, TN 37040	2017-18					2018-19					2019-20				
	On Campus	Residence Halls	Non-Campus	Public Property	Total	On Campus	Residence Halls	Non-Campus	Public Property	Total	On Campus	Residence Halls	Non-Campus	Public Property	Total
<b>CRIMINAL OFFENSES</b>															
Murder and Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>VAWA OFFENSES</b>															
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>ARRESTS</b>															
Liquor Law Violation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Weapon Law Violation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DISCIPLINARY REFFERALS</b>															
Liquor Law Violation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Weapon Law Violation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Source: Bethel University Annual Security and Fire Safety Report

# Crime Statistics: Jackson Campus

There are no “unfounded” crimes or hate crimes included in the Bethel University Crime Statistics for any location in 2017, 2018 or 2019. The McKenzie Campus is the only location with residential housing.

Categories for Hate Crimes are as follows: Race, Gender, Gender Identity, Religion, Sexual Orientation, Ethnicity, National Origin, and Disability.

JACKSON CAMPUS  33 / 51 / 59 Murray Guard Drive* Jackson, TN 38305	2017-18					2018-19					2019-20				
	On Campus	Residence Halls	Non-Campus	Public Property	Total	On Campus	Residence Halls	Non-Campus	Public Property	Total	On Campus	Residence Halls	Non-Campus	Public Property	Total
<b>CRIMINAL OFFENSES</b>															
Murder and Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>VAWA OFFENSES</b>															
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>ARRESTS</b>															
Liquor Law Violation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Weapon Law Violation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DISCIPLINARY REFFERALS</b>															
Liquor Law Violation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Weapon Law Violation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

\* In June 2020, the Jackson Campus was relocated to its current location on 3031 US 45 Bypass. The included 2017, 2018 and 2019 crime statistics applies only to the Murray Guard Drive location.



# Crime Statistics: Memphis Campus

MEMPHIS CAMPUS  168 East Parkway South* Memphis, TN 38112	2017-18					2018-19					2019-20				
	On Campus	Residence Halls	Non-Campus	Public Property	Total	On Campus	Residence Halls	Non-Campus	Public Property	Total	On Campus	Residence Halls	Non-Campus	Public Property	Total
<b>CRIMINAL OFFENSES</b>															
Murder and Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>VAWA OFFENSES</b>															
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>ARRESTS</b>															
Liquor Law Violation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Weapon Law Violation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DISCIPLINARY REFFERALS</b>															
Liquor Law Violation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Weapon Law Violation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

\* This campus relocated to the campus of the Memphis Theological Seminary and opened on July 1, 2019. The included 2017 and 2018 crime statistics applies only to the 5885 Ridgeway Center Parkway location. The 2019 statistics include the combined statistics from both locations.

**BU**



**Graduation**

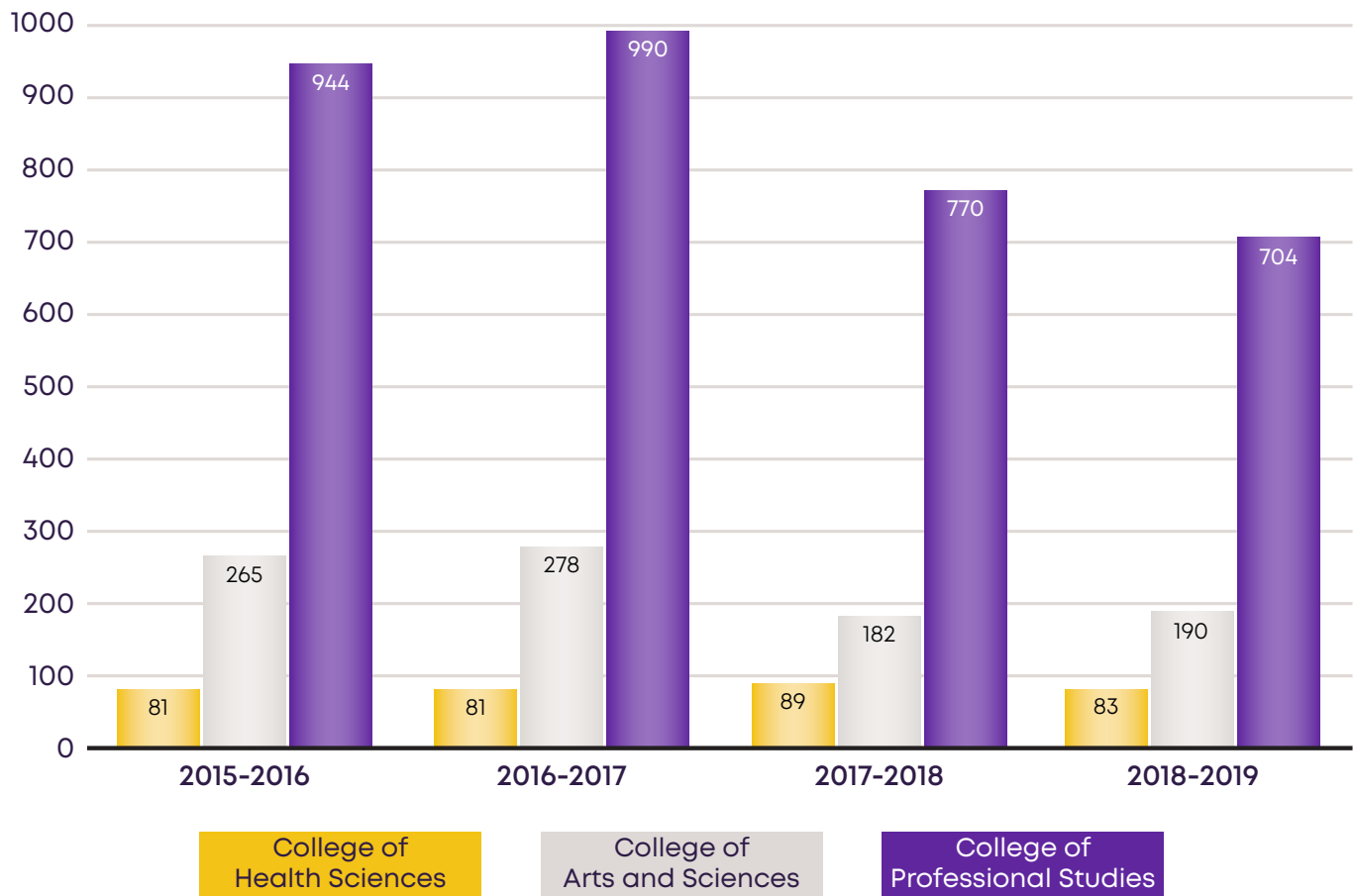
# Graduates by College

As demonstrated on the graphs below, the number of graduates each year in our non-traditional programs in the College of Professional Studies far exceed the number of students in our traditional programs who make up the majority of first-time freshman.

In 2015 the College of Criminal Justice was combined with the College of Professional Studies. In 2017 the School of Education was combined with the College of Arts and Sciences. These totals have been combined to accurately compare data with the current year.

The 2018-2019 year has not been completed as of the date of this publication. It will be reported in the 2018-2019 Fact Book.

## 4-Year Comparison of Graduates by College



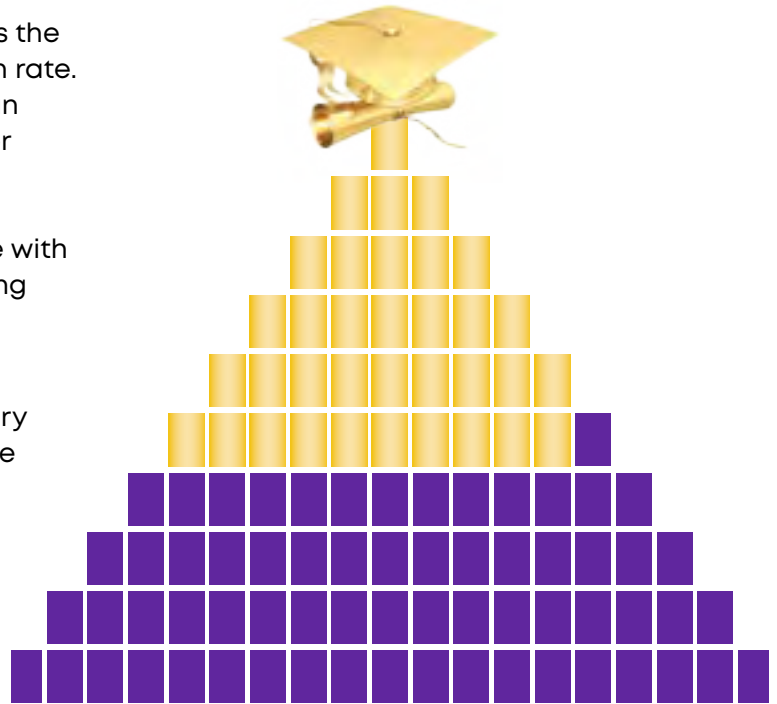
Source: Office of Institutional Research and Effectiveness

# Graduation Rates

The overall graduation rate is also known as the “Student Right to Know” or IPEDS graduation rate. It tracks the progress of students who began their studies as full-time, first-time degree or certificate seeking students to see if they complete a degree or other award such as a certificate with 150% (6-years) of “normal time” for completing the program in which they are enrolled.

Students who have transferred to Bethel University after attending another secondary education program are not counted in these totals.

Total for students who began their studies in Fall 2014: **35%**



4-Year Average Graduation and Transfer Out Rates					
Men: Cohort Year	2011	2012	2013	2014	4-year Total
Adjusted Cohort	262	347	219	204	1,032
Total Completers Within 150%	52	81	55	60	248
Total Transfer-Out Students	N/A	115	71	142	328 (3 yr)
Women: Cohort Year	2011	2012	2013	2014	4-year Total
Adjusted Cohort	180	334	162	134	810
Total Completers Within 150%	68	115	54	58	295
Total Transfer-Out Students	0	74	59	75	208
Total: Cohort Year (men and women)	2011	2012	2013	2014	4-year Total
Adjusted Cohort	442	681	381	338	1,842
Total Completers Within 150%	120	196	109	118	543
Total Transfer-Out Students	0	189	130	217	536

Source: Office of Institutional Research and Effectiveness

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Fact Book 2020-2021 Academic Year  
325 Cherry Avenue, McKenzie, TN