Association of Pulmonary and Critical Care Medicine Program Directors

2019 Fellowship Program Benchmarking Survey Results
Survey Open February 3-February 21, 2020
Distributed to 237 Pulmonary, Critical Care, and PCCM Program Directors
Response rate: n = 116 (49%)
Completion rate: n = 104 (44%)

SECTION 1: PROGRAM CHARACTERISTICS & LEADERSHIP

1. **Please indicate which type of fellowship program(s) you direct, as designated by the ACGME. If you direct a PCCM program with a pulmonary or CCM track available within that program, select combined PCCM only. If the ACGME officially recognizes multiple programs (NOT tracks), select all that apply** (choose all that apply)

	2019
	120 (100%)
a. Pulmonary and Critical Care Medicine (PCCM)	95 (79.2%)
b. Critical Care Medicine ONLY	18 (15%)
c. Pulmonary Medicine ONLY	7 (7%)

Display if PCCM is selected as "Yes" in Q 1.

2. **If your program is a combined PCCM fellowship, how often have you offered occasional positions for:**

Fellowship	a. Never	b. Rarely	c. Sometimes	d. Frequently	e. Always (Established track)
2.1. Pulmonary Medicine	68 (76.4%)	9 (10.1%)	6 (6.7%)	1 (1.1%)	5 (5.6%)
2.2. Critical Care Medicine	44 (49.4%)	23 (25.8%)	10 (11.2%)	3 (3.4%)	9 (10.1%)

3. **How many graduates did you have in 2019?**
[drop down menu 0-20 and >20]

	2019
Number of Graduates	Count
0	8 (7.4%)
1	5 (4.6%)
2	19 (17.5%)
3	16 (14.8%)
4	18 (16.7%)
5	10 (9.3%)
6	12 (11.1%)
7	9 (8.3%)
8	6 (5.6%)
9	4 (3.7%)
10	0
11	1 (0.9%)

12	0
13	0
14	0
15	0
16	0
17	0
18	0
19	0
20	0
>20	0
Total	106 (100%)

4. As of July 1, 2019, what is the total number of Fellows in each of the following groups, excluding subsub-specialty fellows (e.g. IP and transplant fellows). :

Year 1: [*drop down menu 0-20 and >20]*
Year 2: [*drop down menu 0-20 and >20]*
Year 3: [*drop down menu 0-20 and >20]*
Beyond year 3 (e.g. Research Fellows): [*drop down menu 0-20 and >20]*

# of Fellows	0	1	2	3	4	5	6	7	8	9
Year 1	3 (2.8%)	6 (5.6%)	16 (14.8%)	19 (17.6%)	18 (16.7%)	14 (13%)	6 (5.6%)	9 (8.3%)	11 (10.2%)	4 (3.7%)
Year 2	3 (2.8%)	5 (4.7%)	18 (17%)	17 (16.0%)	20 (18.9%)	10 (9.4%)	9 (8.5%)	12 (11.3%)	9 (8.5%)	0
Year 3	7 (7.5%)	5 (5.4%)	13 (14%)	16 (17.2%)	18 (19.4%)	11 (11.8%)	12 (12.9%)	7 (7.5%)	4 (4.3%)	0
Beyond Year 3 (e.g Research Fellows)	45 (69.2%)	8 (12.3%)	6 (9.2%)	1 (1.5%)	0	2 (3.1%)	1 (1.5%)	0	0	0

# of Fellows	10	11	12	13	14	15	16	17	18	19	20	>21
Year 1	1 (0.9%)	1 (0.9%)	0	0	0	0	0	0	0	0	0	0
Year 2	3 (2.8%)	0	0	0	0	0	0	0	0	0	0	0
Year 3	0	0	0	0	0	0	0	0	0	0	0	0
Beyond Year 3 (e.g Research Fellows)	1 (1.5%)	0	1 (1.5%)	0	0	0	0	0	0	0	0	0

5. Mark the one response that best reflects your allocated salary support (also referred to as release or protected time) as Program Director for non-clinical, administration of the fellowship program?

	2019
	N=106 (100%)
a. None (0 hours per week)	4 (3.8%)
b. 1-5% (less than 2 hours per week)	1 (0.9%)
c. 6-10% (>2-4 hours per week)	14 (13.2%)
d. 11-20% (>4-8 hours per week)	29 (27.4%)
e. 21-30% (>8-12 hours per week)	39 (36.8%)
f. 31- 40% (>12-16 hours per week)	15 (14.2%)
g. 41-50% (>16-20 hours per week)	4 (3.8%)
h. >50% (>20 hours per wee)	0

6. Regarding your response to the previous item (question 5), to what extent do you agree that the allocated support is sufficient for the scope of Program Director responsibilities?

	Response	Strongly Disagree	Disagree	Neither Disagree or Agree	Agree	Strongly Agree
2019	106 (100%)	16 (15.1%)	33 (31.1%)	16 (15.1%)	28 (26.4%)	13 (12.3%)

7. Indicate the number of Assistant and/or Associate Program Directors for your fellowship?

Drop down menu with, 0 -5 and >5 If 0 is selected skip to Q.11

	2019
	106 (100%)
0	17 (16.0%)
1	53 (50.0%)
2	19 (17.9%)
3	9 (8.5%)
4	6 (5.7%)
5	1 (0.9%)
>5	1 (0.9%)

8. Mark the one response that best reflects the total allocated salary support (also referred to as protected or released time) for all Associate Program and/or Assistant Director for non-clinical, administrative responsibilities for the fellowship program?

	2019
	89 (100%)
a. None (0 hours per week)	31 (34.8%)
b. 1-5% (less than 2 hours per week)	21 (23.6%)
c. 6-10% (>2-4 hours per week)	21 (23.6%)
d. 11-20% (>4-8 hours per week)	8 (9.0%)
e. 21-30% (>8-12 hours per week)	3 (3.4%)
f. >30% (>12 hours per week)	4 (4.5%)
g. I do not have an APD	1 (1.1%)

9. Regarding your response to the previous item (question 8), to what extent is the allocated support sufficient for the scope of APD responsibilities?

	Response	Strongly Disagree	Disagree	Neither Disagree or Agree	Agree	Strongly Agree
2019	89 (100%)	29 (32.6%)	23 (25.8%)	20 (22.5%)	13 (14.6%)	4 (4.5%)

10. Mark the one response that best reflects the <u>source</u> of support for the Associate Program Director's administrative responsibilities.

	2019
	89 (100%)
a. No salary, protected or release time support	9 (10.1%)
b. Salary support allocated to Program Director, with a portion allocated to the Associate/Assistant Program Director, at the PDs discretion.	26 (29.2%)

c. Separate source allocated to Associate Program Director, independent of that allocated to Program Director	18 (20.2%)
d. I don't know.	36 (40.4%)

11. Do your Core Faculty receive salary/protected or time support for fellowship responsibilities (e.g., teaching, supervision, advising)?

	2019
	105 (100%)
a. No	80 (76.2%)
b. Yes	21 (20%)
c. I don't know	4 (3.8%)

12. To what extent do you agree that recruiting and retaining effective Core Faculty for your fellowship program is difficult because of insufficient support (e.g., salary and/or protected or release time) for carrying out fellowship responsibilities?

	Response	**Strongly Disagree**	**Disagree**	**Neither Disagree or Agree**	**Agree**	**Strongly Agree**
2019	105 (100%)	6 (5.7%)	17 (16.2%)	32 (30.5%)	36 (34.3%)	14 (13.3%)

13. What is range of <u>total months</u> of protected research time does your program provide fellows for the duration of their training program, excluding an extra research year?

Min [Drop down menu with, 0 Months – 18 Months and >18 Months]
Max [Drop down menu with, 0 Months – 18 Months and >18 Months]

	2019	
Number of Month	Min	Max
0	10 (9.5%)	6 (5.7%)
1	8 (7.6%)	1 (1.0%)
2	0	3 (2.9%)
3	15 (14.3%)	4 (3.8%)
4	8 (7.6%)	2 (1.9%)
5	5 (4.8%)	3 (2.9%)
6	15 (14.3%)	12 (11.4%)
7	1 (1.0%)	5 (4.8%)
8	6 (5.7%)	7 (6.7%)
9	3 (2.9%)	8 (7.6%)
10	5 (4.8%)	3 (2.9%)
11	0	2 (1.9%)
12	15 (14.3%)	11 (10.5%)
13	0	1 (1.0%)
14	1 (1.0%)	5 (4.8%)
15	1 (1.0%)	1 (1.0%)
16	3 (2.9%)	4 (3.8%)
17	2 (1.9%)	0
18	7 (6.7%)	21 (20.0%)
>18	0	6 (5.7%)
	105 (100%)	**105 (100%)**

14. What % of fellows extend their fellowship beyond three years for additional research training.

	2019
	105 (100%)
a. None	69 (65.7%)
b. 0-25%	26 (24.8%)
c. 26-50%	3 (2.9%)
d. 50-75%	2 (1.9%)
e. 76-99%	5 (4.8%)
f. 100%	0

SECTION 2: ICU STAFFING

The items in this section pertain to required, in-house ICU responsibilities, excluding any elective moonlighting.

15. For each training year, Select the response that best estimates the typical <u>total</u> nights of fellows' <u>required in-house</u> ICU coverage.

	Year	0	1-7	8-14	15-21	22-28	29-35	36-42	43-48	>48	Total
2019	1	35 (33.3%)	11 (10.5%)	15 (14.3%)	7 (6.7%)	9 (8.6%)	8 (7.6%)	9 (8.6%)	3 (2.9%)	8 (7.6%)	105 (100%)
	2	28 (26.7%)	12 (11.4%)	16 (15.2%)	12 (11.4%)	12 (13.3%)	10 (9.5%)	7 (6.7%)	1 (1%)	5 (4.8%)	105 (100%)
	2	44 (41.9%)	8 (7.6%)	20 (19%)	11 (10.5%)	11 (10.5%)	10 (9.5%)	2 (1.9%)	1 (1%)	3 (2.9%)	105 (100%)

16. Do fellows receive an hourly wage beyond their standard salary for staffing required in-house shifts?

	2019
	105 (100%)
a. Not Applicable, my fellows are not required to perform in-house nights. (skip to question 19)	24 (22.9%)
b. No	73 (69.5%)
c. Yes	8 (7.6%)

17. How do faculty supervise fellows during a required in-house shift?

Supervision Method	a. Not Supervised	b. Faculty in-house for supervision	c. Faculty supervise by telephone ONLY	d. Faculty supervise by phone (and come in-house as needed based upon this supervision)	e. Not applicable	Total
Year 1	0	34 (38.6%)	4 (4.5%)	39 (44.3%	11 (12.5%)	89
Year 2	0	39 (43.8%)	3 (3.4%)	43 (48.3%)	4 (4.5%)	89
Year 3	0	28 (32.2%)	3 (3.4%)	39 (44.8%)	17 (19.5%)	79

18. Do faculty receive additional compensation for supervising fellows during required in-house shifts?

	2019
	80 (100%)
a. No	70 (87.5%)
b. Yes	10 (12.5%)

SECTION 3: PROCEDURAL COMPETENCY

19. Of your 2019 final-year class, how many fellows met program standards performing each of the following procedures independently and competently by graduation? *(Choose one per row)*

Procedure		**0**	**1-25%**	**26-50%**	**51-75%**	**76-99%**	**100%**	**Total**
19.1. Bedside Tracheostomy	**2019**	51 (63.7%)	8 (10.0%)	3 (3.8%)	1 (1.3%)	4 (5.0%)	13 (16.3%)	80
19.2. Critical care ultrasound		13 (14.8%)	8 (9.1%)	9 (10.2%)	2 (2.3%)	4 (4.5%)	52 (59.1%)	88
19.3. EBUS		15 (16.5%)	5 (5.5%)	8 (8.8%)	4 (4.4%)	5 (5.5%)	54 (59.3%)	91
19.4. Insertion of indwelling pleural catheters (i.e. PleurX catheter)		27 (32.1%)	14 (16.7%)	5 (6.0%)	4 (4.8%)	6 (7.1%)	28 (33.3%)	84

20. For each procedure listed below, mark whether each assessment method (columns) is consistently used to assess fellow competency. Remove yes no and on check all that apply in

	Global assessment via reported impressions without direct observation	Global assessment based on a direct observation	Written Knowledge Test	Itemized Observed Performance Checklist	Total
20.1. Bedside Tracheostomy	6 (8.2%)	55 (75.3%)	1 (1.4%)	11 (15.1%)	73
20.2. Critical care ultrasound	21 (13.8%)	84 (54.5%)	18 (11.7%)	31 (20.1%)	154
20.3. EBUS	13 (9.4%)	80 (57.2%)	7 (5%)	39 (28.1%)	139
20.4. Insertion of indwelling pleural catheters (i.e. PleurX catheter)	13 (12.9%)	65 (64.4%)	3 (3%)	20 (19.8%)	101

21. For each of the procedures listed below, to what extent do you have:
1) sufficient faculty expertise and
2) sufficient dedicated time to teach and supervise your fellows to achieve competent, independent performance by graduation?
(For each row, mark one, best response for Expertise and for Time.) Make this a yes no only.

Procedure	**Expertise**		**Time**		**Total**
	No	**Yes**	**No**	**Yes**	104 (100%)
21.1. Bedside Tracheostomy	33 (31.7%)	71 (68.3%)	104 (100%)	50 (49.0%)	104 (100%)
21.2. Critical care ultrasound	7 (6.7%)	97 (93.3%)	27 (26%)	77 (75%)	104 (100%)
21.3. EBUS	8 (7.7%)	96 (92.3%)	15 (14.4%)	89 (85.6%)	104 (100%)

21. 4. Insertion of indwelling pleural catheters (i.e. PleurX catheter)	13 (12.5%)	91 (87.5%)	34 (32.7%)	70 (67.3%)	104 (100%)

22. To what extent do you agree that the ABIM should include Endobronchial Ultrasound –guided biopsy as a required procedure for Pulmonary board eligibility.

	Response	Strongly Disagree	Disagree	Neither Disagree or Agree	Agree	Strongly Agree
2019	104 (100%)	89 (8.7%)	21 (20.2%)	31 (29.6%)	27 (26%)	16 (15.4%)

SECTION 4: PULMONARY ARTERY CATHETERIZATION SPECIFIC QUESTIONS

23. Within each of the fellowship programs listed below, how should be competence to INSERT a pulmonary artery catheter be addressed?

Fellowship Program	a. Do not teach or assess	b. Teach, but do not assess	c. Teach and assess	d. Teach and assess and require competence	Total
23.1. Pulmonary	14 (13.5%)	39 (37.5%)	38 (36.5%)	13 (12.5%)	104 (100%)
23.2. Combined PCCM	8 (7.7%)	20 (19.2%)	46 (44.2%)	30 (28.8%)	104 (100%)
23.2. CCM	7 (6.7%)	20 (19.2%)	46 (44.2%)	31 (29.8%)	104 (100%)

24. Within each of the fellowship programs listed below, how should competence to INTERPRET and APPLY findings from a pulmonary artery catheter be addressed?

Fellowship Program	a. Do not teach or assess	b. Teach, but do not assess	c. Teach and assess	d. Teach and assess and require competence	Total
24.1. Pulmonary	6 (5.9%)	9 (8.8%)	42 (41.2%)	45 (41.2%)	104 (100%)
24.2. Combined PCCM	3 (2.9%)	7 (6.9%)	36 (35.3%)	56 (35.3%)	104 (100%)
24.3. CCM	3 (2.9%)	8 (7.8%)	35 (34.3%)	56 (34.3%)	104 (100%)

25. Of your 2019 graduating class, how many fellows consistently demonstrated competent and independent performance by year-end for each ability listed below.

Ability		0	1-25%	26-50%	51-75%	76-99%	100%	Total
25.1. Insert a pulmonary artery catheter	2019	28 (26.9%)	12 (11.5%)	19 (18.3%)	10 (9.6%)	12 (11.5%)	23 (22.1%)	104
25.2. Interpret and apply findings from a pulmonary artery catheter		10 (9.6%)	2 (1.9%)	6 (5.8%)	11 (10.6%)	11 (10.6%)	64 (61.5%)	104

26. For each of the following clinical/education settings, to what extent do Fellows learn to insert OR interpret pulmonary artery catheters?

Setting	Insert PA catheters	Interpret and apply findings from PA catheters	Not Applicable
26.1 Medical ICU	45	76	17
26.2 Cardiac ICU	30	56	36

26.3 Cardiothoracic or other ICU	42	71	26
26.4 Cath lab or other setting where PH is evaluated	54	68	27
26.5 Didactic teaching sessions	30	89	10
26.6 Simulation-based education	14	25	52
26.7 Other, please describe any other settings in which fellows learn about PA catheters and indicate the frequency of learning opportunities for each setting.	4	6	55
26.8 None	1	0	49
Other Specified	• PH clinic and PH rotation • Cardiac OR • Subspecialty clinic (PH) • Our fellows go to Cardiac Surgery OR • pHTN clinic	• PH clinic and PH rotation • Cardiac OR • Subspecialty clinic (PH) • Our fellows go to the Cardiac Surgery OR • pHTN clinic	• Our fellows go to the Cardiac Surgery OR • pHTN clinic • Subspecialty clinic (PH) • Cardiac OR • PH clinic and PH rotation

SECTION 5: SLEEP EDUCATION

27. **Indicate which settings/methods listed below fellows receive clinical training in sleep medicine**

Educational Setting/Method	2019
a. Didactic teaching (classroom)	85 (29.5%)
b. Sleep lab time, reading sleep studies	56 (19.3%)
c. Sleep patients in longitudinal clinic	66 (22.5%)
d. Dedicated sleep medicine blocks	61 (21.1%)
e. Other: Please describe setting and typically frequency for fellows:	13 (4.6%)
f. None	10 (3.2%)

- 2 dedicated sleep medicine blocks are in the 3 year schedule for fellows
- Multidisciplinary Sleep Journal Club
- 2-3 weeks per year=6-8 week total
- 1 month during fellowship, 6 didactic sessions per year
- Weekly conference
- 1-2 weeks per year
- One week in sleep clinic and lab
- 10 sleep clinics during one rotation
- Sleep elective
- Sleep clinic, 1-2x/week during 4 week clinic block
- Sleep patients in dedicated sleep clinic
- Not applicable
- Attend 6 sleep conferences per

28. What is the typical number of total months of sleep training that fellows complete by the end of their required program?

Drop down menu with:**0 <1, 1, 2, 3, 4, 5, >5**

	2019
	104 (100%)
0	14 (13.5%)
less than 1	23 (22.1%)
1	33 (31.7%)
2	19 (18.3%)
3	12 (11.5%)
4	2 (1.9%)
5	1 (1.0%)
>5	0

SECTION 6: FELLOWSHIP APPLICATION and ORIENTATION

29. Which of the following best describes how you review applicants for your fellowship program?

	2019
	104 (100%)
a. Universal Application form through ERAS only	99 (95.2%)
b. Institution-specific application form only	2 (1.9%)
c. Universal Application and Institution-specific (supplemental) application form	3 (2.9%)

30. Check the appropriate box if either your institution or program has orientation activities starting before July 1:

Orientation	On-line	In person	No orientation before July 1	
Institution	9 (8.7%)	33 (32%)	61 (59.2%)	103(100%)
Program	1 (1.0%)	17 (16.5%)	85 (82.2%)	103(100%)

31. Which of the following start dates do you most favor?

	2019
a. July 1st, with no changes in IM residency start and end dates	48 (42.5%)
b. July 1st- only if an earlier universal IM residency start date is set, so residents graduate by June 16 or 23	44 (38.9%)
c. July 7	17 (15%)
d. July 14	4 (3.5%)

32. Please provide any comments on the potential benefits or difficulties associated with a mandatory start date for fellowship programs after July 1st

- Benefits--time for orientation, fellows to relocate; difficulties--visa holders have to leave country
- Would prefer that new fellows start at the same time as new residents. I think this would be the best for both classes
- I favor later start if that also means pushing back the end date to July 3 years later for the full

36 months. I would be willing to start as late as Aug 1. My concerns would be for the incoming fellow ensuring that they have budgeted for the gap of up to two weeks where they are unlikely to be paid for that time or have healthcare coverage. Alternatively, advocating that for this gap time either the new or old institution cover those things.

- Not realistic
- This is most fair to IM residencies
- Would take three years plus to phase in creating increased workload
- Will need to time in advance so that current fellows know they will need a later stop date (later than 6/30)
- Cross coverage issues
- Extended coverage time until the new fellows start which is already a burden. We orient from July 1-7.
- We continuously encounter problems with incoming fellows that don't get paid for orientation activities because of J1 visa and they are still under contract from their residency until June 30.
- Services would get uncovered as 3 yr fellows are leaving.
- Thus far, we have had no issues with fellows arriving a few days prior to July 1, but if we do, we would simply push back the start/orientation date as needed.
- Orientation and workshops/simulation are needed. I think the first week of starting fellowship should be dedicated for that.
- Avoid July 4th, additional moving time for new fellows
- Manpower issues
- May be issues with h1 visas
- Just the incoming fellows having time to move and get settled before starting.
- Orientation will run later in to the month- we have a 2 weeks "boot camp" for critical care
- Clinical care during the gap between the end of residency and beginning of fellowship
- Many residents are committed to residency program until June 31st, making a July 1 start date challenging especially if they are moving.
- We are not a large program and once graduating fellows leave, there is "missed opportunities for education". Also, a gap in pay could be extremely hard for fellows as well as potential visa issues
- Fellows starting the F3 year often enroll in classes that start in the first week of July, so aren't available to cover if new fellows haven't yet started.
- Graduating fellows expect to finish and leave by June 30. Need new fellows to replace them so patient care can continue.
- Coverage from graduating classes.
- Burden of coverage on other fellows.
- July 1st is just predictable and everyone is on the lookout for new trainees. If the starting date is different between programs then we will just stretch the headache for longer.
- July 1st makes it easy to transition from other programs. Before July 1st is unfair to previous program.
- I would have problems with coverage by my upper years who start classes in early July if the start date for first years gets pushed back too late.
- We still need to orient fellows and it would shorten the amount of time we have to train them.
- As long as fellowship end dates correlate with the start dates - i.e. fellowship end date extended to July 6 if start date is July 7 - much like surgical fellowships - even an Aug 1 start date would be fine as long as end dates are July 31).

- I prefer July 1 start date; don't care if IM residencies end early or not
- Lapses in training for international medical graduates are an issue; if this were not the case then July 14th would allow residents to finish their residencies on June 30th with time to move and get oriented for fellowships. They would then graduate later in July but not a problem if all fellowships follow the same schedule.
- I explained to the newly matched fellows that they should expect to find coverage the week before to July for hospital wide orientation. But I have found that this is getting more lengthy and it may be more difficult to do before July 1.
- None of the first year fellows can be on an MICU or consult rotation prior to completing their orientation
- None
- We are already starting on July 6
- The residencies are in position to start earlier, I favor that so that fellows have time to move and be ready to start fellowship July 1
- Equal treatment of fellows
- Perhaps allow medical licensure to go through
- There will be problems with fellows on J1 visas as there cannot be a break between the end of residency and start of fellowship
- Visa applicants will have difficulty anytime there is any gap whatsoever in residency completion and fellowship start. Federal grants often become effective July 1, which is important for fellows supported by NRSA or T32, etc.

SECTION 7: DEMOGRAPHICS

33.What is your gender? *(Choose one)*

	2019
	103 (100%)
a. Male	61 (59.2%)
b. Female	39 (37.9%)
c. Prefer not to say	3 (2.9%)
d. Prefer to self-describe as: _____	0

34. What is your current academic rank? *(Choose one)*

	2019
	103 (100%)
a. Instructor	2 (1.9%)
b. Assistant Professor or equivalent	23 (22.3%)
c. Associate Professor or equivalent	50 (48.5%)

d. Professor or equivalent	28 (27.2%)
e. Other (please specify)	0
f. Not applicable	0

35. As of June 30, 2019, how complete years have been program director?

Drop down menu with 0-20 and >20

	2019
Years as PD	103 (100%)
0	14 (13.6%)
1	11 (10.7%)
2	7 (6.8%)
3	11 (10.7%)
4	5 (4.9%)
5	10 (9.7%)
6	10 (9.7%)
7	3 (2.9%)
8	6 (5.8%)
9	3 (2.9%)
10	2 (2.0%)
11	1 (1.0%)
12	1 (1.0%)
13	4 (3.9%)
14	3 (3.0%)
15	1 (1.0%)
16	4 (4.0%)
17	2 (2.0%)
18	0
19	1 (1.0%)
20	2 (2.0%)
> 20	2 (2.0%)

36. Prior to being program director, how many complete years did you serve as an assistant and/or associate program director?

	2019
Years as APD, Prior to PD	103 (100%)
0	33 (32.0%)

1	10 (9.7%)
2	10 (9.7%)
3	12 (11.7%)
4	8 (7.8%)
5	14 (13.6%)
6	4 (3.9%)
7	6 (5.8%)
8	4 (3.9%)
9	0
10	1 (1.0%)
11	1 (1.0%)
12	0
13	0
14	0
15	0
16	0
17	0
18	0
19	0
20	0
> 20	0

37. What is your self-identified race/ethnicity? *(Choose one)*

	2019
	103 (100%)
a. American Indian or Alaska Native	0.0%
b. Asian	14 (13.6%)
c. Black or African American	2 (1.9%)
d. Hispanic, Latino, or of Spanish Origin	4 (3.9%)
e. Native Hawaiian or Other Pacific Islander	0.0%
f. Caucasian/White	70 (68%)
g. Multiple Race/Ethnicity	4 (3.9%)
h. Other (Please specify)	4 (3.9%)
i. Prefer not to disclose	5 (4.9%)

- South Asian
- Indian
- Middle Eastern
- South Asian