



THE COUNCIL OF
INDEPENDENT COLLEGES

Key Indicators Tool (KIT)

PART A
2017

Hope College

Prepared by **The Austen Group**,
a Division of Ruffalo Noel Levitz

Sponsored by

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NOEL LEVITZ

CIC KEY INDICATORS TOOL 2017

PART A: STUDENTS AND FACULTY

NATIONAL AND MIDWEST REGION

Hope College

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Note: The individual pages for each indicator are identified on the tabs as "R" for region; "F" for financial resources; "S" for enrollment size; and "C" for Carnegie classification.

INTRODUCTION

The Key Indicators Tool (KIT) was developed for the Council of Independent Colleges (CIC) by the Austen Group in 2004. This annual benchmarking report provides 20 indicators of institutional performance for small and mid-sized private not-for-profit colleges and universities. Part A covers student information (enrollment, recruitment, progression) and information related to the faculty. Part B covers a wide range of financial information, such as tuition revenue and financial aid, as well as resources and expenditures. The KIT benchmarking report is an important component of CIC's data initiatives, designed to enhance institutional effectiveness and decision making. This confidential resource is prepared for the exclusive use of CIC member presidents, who in turn may choose to share some or all of the report with key staff, board members, or other constituents. Originally developed with support from the William Randolph Hearst Foundations, CIC gratefully acknowledges Ruffalo Noel Levitz's continued financial support of CIC's benchmarking reports.

Data

The KIT uses data from the Integrated Postsecondary Education Data System (IPEDS), the major national source of publicly available information on postsecondary institutions provided by the U.S. Department of Education's National Center for Education Statistics. The KIT dataset contains information on nearly 800 four-year, private not-for-profit colleges and universities belonging to five 2015 Basic Carnegie Classification categories that represent 90 percent of CIC's membership: Baccalaureate Colleges–Diverse Fields, Baccalaureate Colleges–Arts & Sciences, Master's Colleges and Universities (smaller programs), Master's Colleges and Universities (medium programs), and Master's Colleges and Universities (larger programs). The number of institutions included in each chart and table varies somewhat because only institutions with complete data for all years of the comparison are included in each table and chart.

Data from IPEDS were not altered nor were missing values imputed unless corrected information was provided to CIC directly from an institution. CIC member institutions with incomplete IPEDS data for the most recent year were given the opportunity to submit data prior to the 2017 KIT report's update. In situations where some data for an institution were unavailable, the tables that present the institution's data contain blank cells and the data were not plotted on that indicator's charts.

Format and Analyses

The KIT provides an individually customized report for each institution with regional and national comparisons over a five-year period based on four sorting criteria: region, financial resources, enrollment size, and 2015 Basic Carnegie Classification. Four pages or worksheets are devoted to each of the 20 indicators, one page for each sorting criterion. Each page contains two charts: a national comparison and a regional comparison.

Individually Customized. A customized KIT has been prepared for each CIC member college and university. Each institution's unique data are plotted against national and regional backdrops. On pages presenting comparisons by financial resources, enrollment size, and Carnegie classification, a box in the upper right corner indicates the institution's corresponding category.

Five-Year Trends. To understand how your institution has performed over time and to indicate the direction of a trend, the charts cover five-year periods. Indicators 1-11 cover academic year 2012-2013 through academic year 2016-2017. Indicators 12-20 cover academic year 2011-2012 through academic year 2015-2016. In every case, the most recent IPEDS data are used. When data are presented as whole numbers, a five-year percentage change is calculated.

Medians versus Means. The KIT uses national and regional median values (identical to the 50th percentile). The advantage of using median values instead of the mean (average) is that the median is less influenced by high or low extremes, thus providing a more meaningful mid-point for comparative purposes.

Four Sorting Criteria. The 20 indicators are presented according to four criteria: region of the country, financial resources, enrollment size, and 2015 Basic Carnegie Classification. The individual pages for each indicator are identified on the Excel tabs as "R" for region; "F" for financial resources; "S" for enrollment size; and "C" for Carnegie classification.

1. **Region:** Each institution is located in one of the six regional categories as outlined below. These regions were selected to reflect the distribution and affinity of CIC member institutions and are not identical to those assigned in IPEDS.

<u>Region</u>	<u>State</u>
Far West	Alaska, California, Hawaii, Nevada, Oregon, Washington
Mid East	Delaware, District of Columbia, Maryland, New Jersey, New York, Pennsylvania
Midwest	Illinois, Indiana, Iowa, Michigan, Minnesota, Missouri, Ohio, Wisconsin
New England	Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont
Southeast	Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, West Virginia
West	Arizona, Colorado, Idaho, Kansas, Montana, Nebraska, New Mexico, North Dakota, Oklahoma, South Dakota, Texas, Utah, Wyoming

2. **Financial Resource Quartile:** Each institution was placed in one of four quartiles based on an institution's financial resources. The financial resource measure was calculated by converting two equally weighted indicators: *Net Tuition Revenue per Student* (No. 15) and *Endowment Assets per Student* (No. 18). An average of the three most recent years for this calculation is used to create a percentile rank of all institutions in the dataset. Each institution was then assigned to a national and regional quartile based on the distribution of the KIT dataset for the most recent year.

3. **Enrollment Size:** Institution size uses four enrollment categories: (1) fewer than 1,000 students; (2) 1,000 to 2,000 students; (3) 2,001 to 3,000 students; and (4) greater than 3,000 students. The most recent year's total 12-month full-time equivalent (FTE) enrollment was used to determine size. The total 12-month FTE enrollment was calculated by IPEDS as the sum of the FTE undergraduate, graduate, and first-professional student enrollment.

4. **2015 Basic Carnegie Classification:** The KIT provides comparisons based upon the following five basic Carnegie classifications established in 2005 and revised in 2015: Baccalaureate Colleges–Diverse Fields, Baccalaureate Colleges–Arts & Sciences, Master's Colleges and Universities (smaller programs), Master's Colleges and Universities (medium programs), and Master's Colleges and Universities (larger programs). The classification groups comprise 90 percent of CIC's membership. For additional information about the 2015 Basic Carnegie Classifications, including definitions of various categories, visit:

<http://carnegieclassifications.iu.edu/>

Distribution. The following table shows the relative distribution of institutions in the KIT dataset within each region by national financial resource quartile, enrollment size category, and Carnegie classification.

	Financial Resources		Enrollment Size		Carnegie Classification	
		%		%		%
Far West	Quartile 1 (top)	44%	>3,000	23%	MA-Large	27%
	Quartile 2	17%	2,001-3,000	17%	MA-Medium	17%
	Quartile 3	19%	1,000-2,000	33%	MA-Small	13%
	Quartile 4 (bottom)	19%	<1,000	26%	BA-Arts & Sciences	30%
					BA-Diverse Fields	12%
Mid East	Quartile 1 (top)	31%	>3,000	22%	MA-Large	34%
	Quartile 2	31%	2,001-3,000	30%	MA-Medium	15%
	Quartile 3	29%	1,000-2,000	36%	MA-Small	8%
	Quartile 4 (bottom)	10%	<1,000	10%	BA-Arts & Sciences	35%
					BA-Diverse Fields	9%
Midwest	Quartile 1 (top)	21%	>3,000	21%	MA-Large	23%
	Quartile 2	29%	2,001-3,000	21%	MA-Medium	15%
	Quartile 3	23%	1,000-2,000	40%	MA-Small	9%
	Quartile 4 (bottom)	27%	<1,000	17%	BA-Arts & Sciences	28%
					BA-Diverse Fields	25%
New England	Quartile 1 (top)	46%	>3,000	26%	MA-Large	27%
	Quartile 2	19%	2,001-3,000	23%	MA-Medium	21%
	Quartile 3	19%	1,000-2,000	29%	MA-Small	5%
	Quartile 4 (bottom)	15%	<1,000	22%	BA-Arts & Sciences	37%
					BA-Diverse Fields	19%
Southeast	Quartile 1 (top)	13%	>3,000	12%	MA-Large	14%
	Quartile 2	31%	2,001-3,000	17%	MA-Medium	11%
	Quartile 3	25%	1,000-2,000	39%	MA-Small	11%
	Quartile 4 (bottom)	37%	<1,000	31%	BA-Arts & Sciences	32%
					BA-Diverse Fields	32%
West	Quartile 1 (top)	16%	>3,000	13%	MA-Large	26%
	Quartile 2	20%	2,001-3,000	17%	MA-Medium	17%
	Quartile 3	31%	1,000-2,000	33%	MA-Small	8%
	Quartile 4 (bottom)	33%	<1,000	37%	BA-Arts & Sciences	8%
					BA-Diverse Fields	41%
National			>3,000	19%	MA-Large	24%
			2,001-3,000	21%	MA-Medium	15%
			1,000-2,000	37%	MA-Small	9%
			<1,000	23%	BA-Arts & Sciences	38%
					BA-Diverse Fields	23%

Appendix. At the end of each part of the report is an appendix that defines each indicator, detailing the source of the IPEDS data utilized, and the formulas used to calculate ratios and other measures.

The IPEDS Data Feedback Report

Each fall the National Center for Education Statistics sends to college and university presidents a summary benchmarking report that compares IPEDS data from the most recent year for their institution to a select group of similar colleges and universities. This Data Feedback Report (DFR) may be a useful companion to CIC's Key Indicators Tool (KIT) report. Data for both reports come from the same source, although not all of the indicators are identical. Furthermore, the DFR provides data for only the most recent reporting year, whereas the KIT presents trends over the most recent five years. The Data Feedback Report for any Title IV participating institution is available on the IPEDS website:

<http://nces.ed.gov/ipeds/>

The Council of Independent Colleges

The Council of Independent Colleges (CIC) is an association of more than 770 nonprofit independent colleges and universities and higher education affiliates and organizations that has worked since 1956 to support college and university leadership, advance institutional excellence, and enhance public understanding of private higher education's contributions to society. CIC is the major national organization that focuses on providing services to leaders of independent colleges and universities as well as conferences, seminars, and other programs that help institutions improve educational quality, administrative and financial performance, and institutional visibility. CIC conducts the largest annual conferences of college and university presidents and of chief academic officers. CIC also provides support to state associations that organize programs and generate contributions for private colleges and universities. The Council is headquartered at One Dupont Circle in Washington, DC.

For questions or comments about CIC's benchmarking services, including the Financial Indicators Tool (FIT), please contact Lesley McBain, director of research projects, by phone at (202) 466-7230 or by email at:

lmcbain@cic.nche.edu

Additional information may also be found by visiting CIC on the web at:

www.cic.edu

The Austen Group

In addition to its national benchmarking work for private colleges, the Austen Group provides operational analyses and reporting tools for individual institutions in the areas of academic program costs and demand; and similar analyses of co-curricular costs and demand with a special emphasis on athletic programs. These tools assist administrators in making informed decisions regarding the efficiency and effectiveness of university operations. Erik Hoyer, director of research projects, and Michael Williams, president, are the primary Austen Group personnel for CIC's Key Indicators Tool initiative. They may be reached at the email addresses below.

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www.austengroup.com

Ruffalo Noel Levitz

Ruffalo Noel Levitz is the leading provider of technology-enabled services, software, and consulting for higher education enrollment management and fundraising. More than 1,800 colleges, universities, and nonprofit organizations rely on their solutions to help achieve their mission. Their experienced team works with campuses across North America to integrate student recruitment and retention, market research, and financial aid into a comprehensive approach to enrollment and net revenue management. Ruffalo Noel Levitz convenes conferences and webinars attended by more than 6,000 educators each year. In addition, they produce reports and columns to help campus leaders analyze current enrollment trends and discover more effective strategies. Visit us at:

www.RuffaloNL.com

blogEM.RuffaloNL.com

For Additional Reading

For additional information about benchmarking and indicators of institutional strength and performance, please consult the following publications:

Alstete, Jeffrey W. (1995). *Benchmarking in Higher Education*. ASHE-ERIC Higher Education Report No. 5. Washington, DC: The George Washington University Graduate School of Education and Human Development.

Borden, M. H. & Banta, Trudy W. (1994). *Using Performance Indicators to Guide Strategic Decision Making*. New Directions for Institutional Research, No. 82. San Francisco, CA: Jossey-Bass.

Burke, J. C., & Minassians, H. P. (2002). *Reporting Higher Education Results: Missing Links in the Performance Chain*. New Directions for Institutional Research, No. 116. San Francisco, CA: Jossey-Bass.

Chabotar, K. J. (1989). Financial Ratio Analysis Comes to Nonprofits. *Journal of Higher Education*, 60(2), pp.188-208.

Chabotar, K. J. (2006). *Strategic Finance: Planning and Budgeting for Boards, Chief Executives, and Finance Officers*. Washington, DC: Association of Governing Boards.

Hartley, H. V. (2009). Benchmarking Tool Provides National Comparisons. *NACUBO Business Officer*, 42 (10), p. 17.

Hignite, K. (2009). Diagnosing Fiscal Fitness. *NACUBO Business Officer*, 42 (10), pp. 14-20.

Howard, R. D., McLaughlin G. W., & Knight W. E. (Eds.) (2012). *The handbook of institutional research*. San Francisco, CA: The Joseey-Bass Higher and Adult Education.

Hudack, L. R., Orsini, L. L., & Snow, B. M. (2003). How to Assess and Enhance Financial Health. *NACUBO Business Officer*, 36 (10), pp. 31-39.

McCormack, A. & Walstra, R. (2010). Reversal of Misfortune. *NACUBO Business Officer*, 43 (7), pp.13-17.

Minter, J., & Peat, Marwick, Mitchell, and Company. (1980). *Ratio Analysis in Higher Education: A Guide to Assessing the Institution's Financial Condition*. New York: Peat, Marwick, Mitchell, and Company.

Prager, F. J., Cowen, C. J., Beare, J., Mezzina, L., Salluzzo, R. E., Lipnick, J. & Tahey, P. (2005). *Strategic Financial Analysis for Higher Education. (6th ed.)*: KPMG, Prager, Sealy & Co., LLC, and BearingPoint, Inc.

Tahey, P., Salluzzo, R. E., Prager, F. J., Mezzina, L., & Cowen, C. J. (2010). *Strategic Financial Analysis for Higher Education: Identifying, Measuring & Reporting Financial Risks. (7th ed.)*: KPMG, Prager, Sealy & Co., LLC, and Attain.

Taylor, B. E., Meyerson, J. W., & Massy, W. F. (1993). *Strategic Indicators in Higher Education: Improving Performance*. Princeton: Peterson's Guides.

Townsley, M. K. (2009). *The Small College Guide to Financial Health: Weathering Turbulent Times*. Washington, DC: National Association of College and University Business Officers.

CIC BENCHMARKING SERVICES

CIC is pleased to offer the following benchmarking services to enhance the Key Indicators Tool (KIT).

Comparison Group KIT

Fee: \$500

This service provides CIC members a customized KIT report with the 25th, 50th, and 75th percentiles for each indicator for either one or two comparison groups selected by the institution. Customized groups permit more refined comparisons that may be useful for particular strategic objectives. Comparison groups may range in size from five to 25, though groups of 10 to 15 are recommended. Selecting two groups provides for multiple comparisons, perhaps of a peer and an aspirant group (see “Guidelines for Selecting Comparison Groups” available on the CIC website). Comparison institutions may be selected from among private, not-for-profit, four-year colleges or universities in the United States.

Online Consultations

Fee: \$650 (KIT only)

Fee: \$950 (KIT and FIT)

CIC has arranged with Mike Williams, president of the Austen Group, to provide web-based consultations using an institution’s KIT report with senior staff, boards, or faculty groups. The interactive online session employs voice and shared graphics, allowing participants to engage in substantive conversation about the institution's concerns and goals in light of the KIT data. This service provides a cost-effective approach to enhancing the value of the KIT for your institution. It also is possible to extend what is generally a one-hour consultation to 90 minutes to include the companion Financial Indicators Tool (FIT) in the presentation. The fee for a consultation using both the KIT and the FIT is \$950. Consultations should be scheduled at least four weeks in advance.

For additional information or to request any of these benchmarking services, please visit:

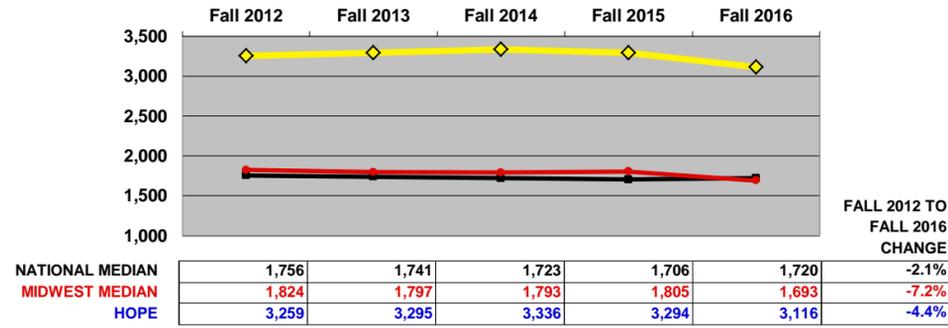
www.cic.edu/BenchmarkingServices

Or contact Lesley McBain, CIC’s director of research projects, by phone at (202) 466-7230 or by email:

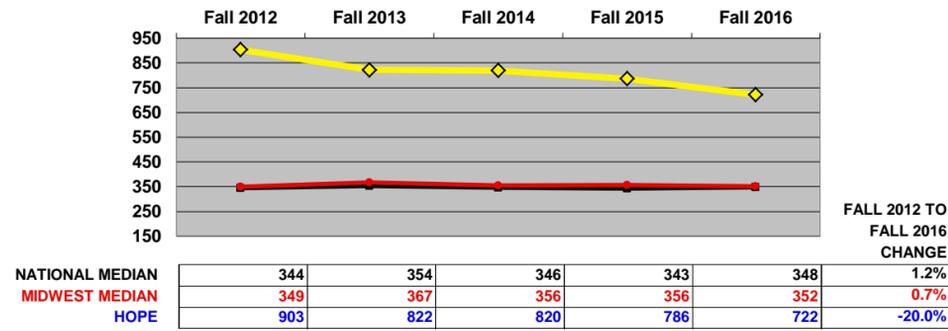
lmcbain@cic.nche.edu

Hope College
KIT TRENDS: STUDENTS

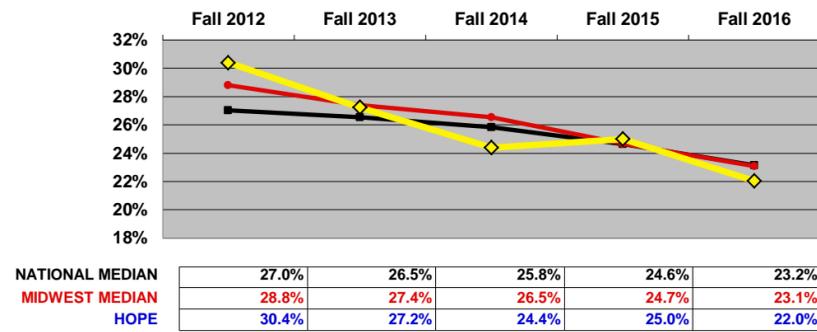
1) TOTAL FALL ENROLLMENT (FALL FTE)



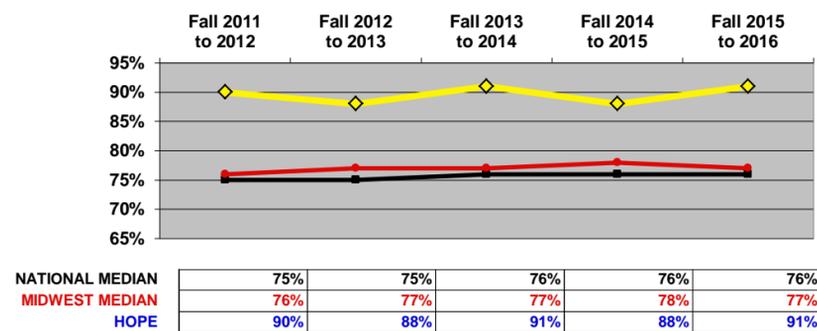
2) FIRST-YEAR ENROLLMENT (FULL-TIME UNDERGRADUATE)



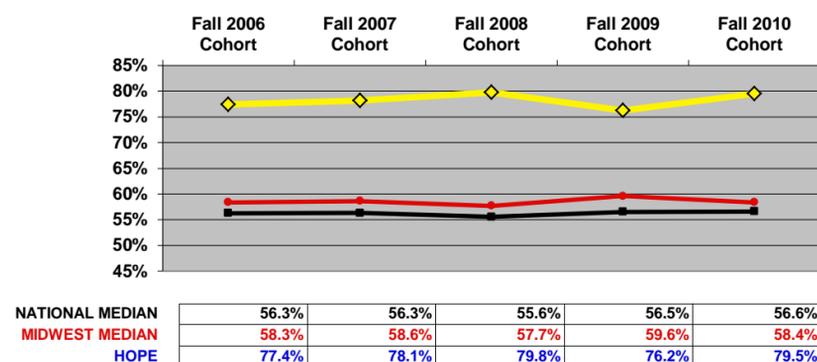
3) ADMISSIONS YIELD RATE (%) (ADMITTED TO ENROLLED)



4) RETENTION RATE (%) (FIRST TO SECOND YEAR)

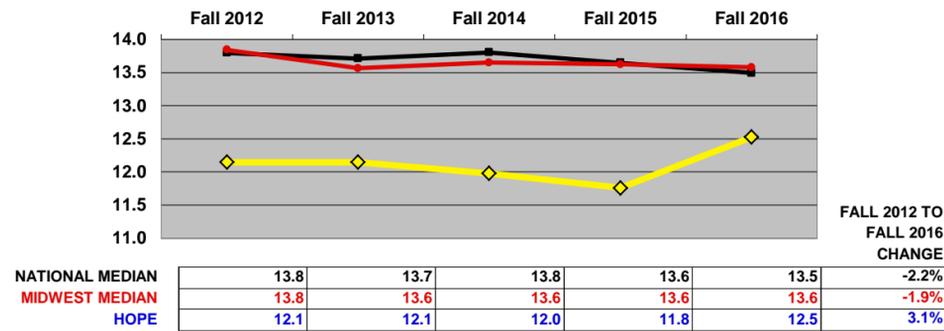


5) GRADUATION RATE (%) (SIX-YEAR COHORT RATE)

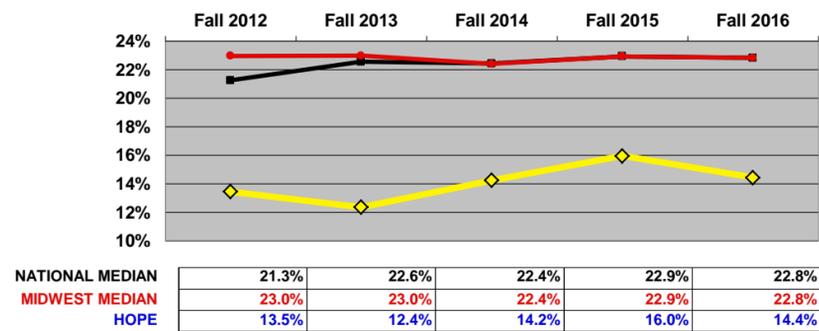


Hope College
KIT TRENDS: FACULTY

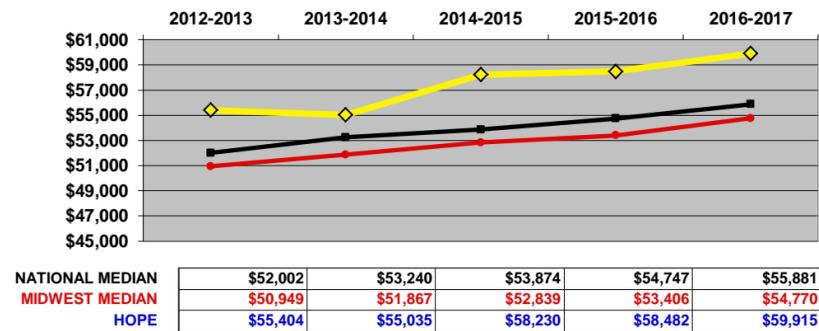
6) STUDENT/FACULTY RATIO



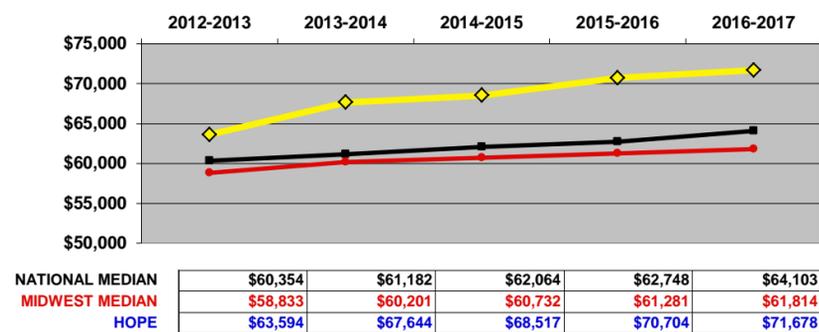
7) PART-TIME FACULTY (%)



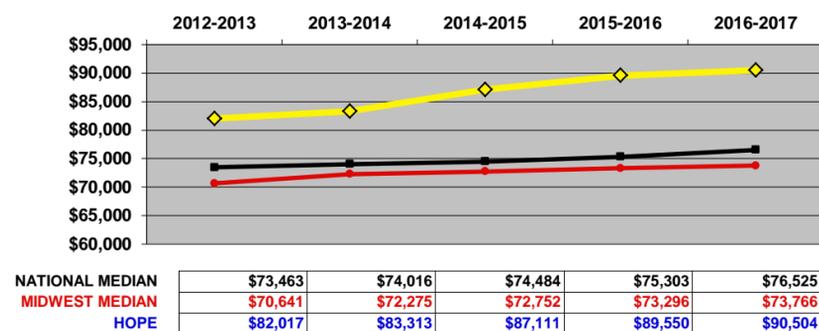
8) ASSISTANT PROFESSOR AVERAGE SALARY (\$) (EQUATED TO A 9-MONTH CONTRACT)



9) ASSOCIATE PROFESSOR AVERAGE SALARY (\$) (EQUATED TO A 9-MONTH CONTRACT)



10) PROFESSOR AVERAGE SALARY (\$) (EQUATED TO A 9-MONTH CONTRACT)

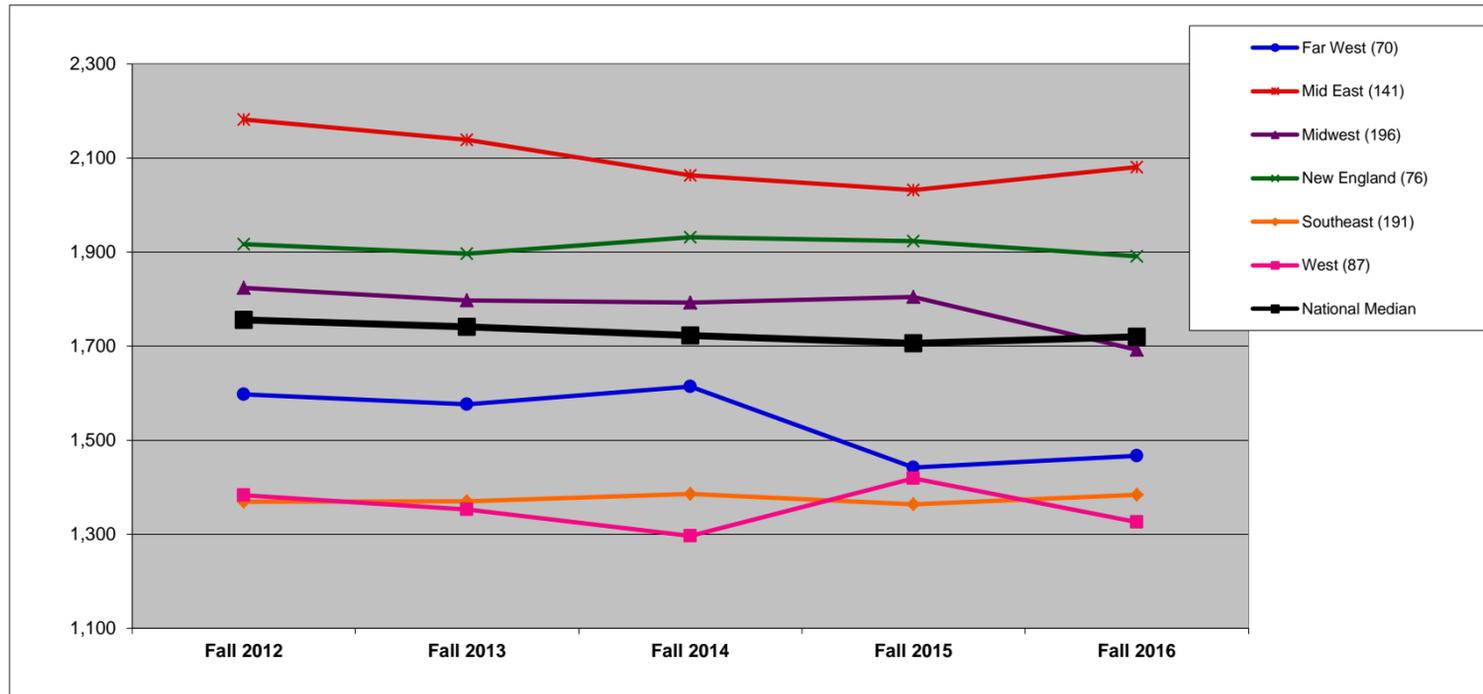


TOTAL FALL ENROLLMENT: BY REGION (1R)

DEFINITION: Total fall full-time equivalent (FTE) enrollment, including undergraduate, graduate, and first-professional students.

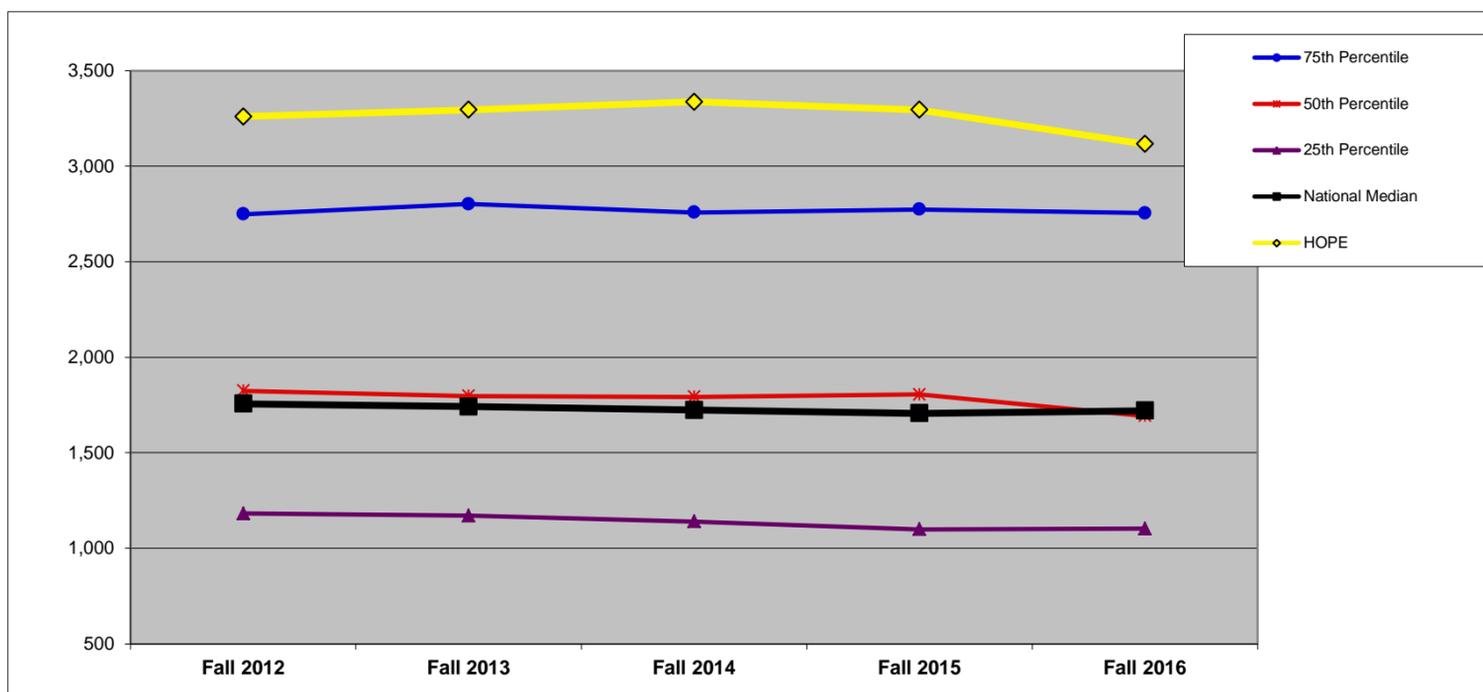
	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Y1 to Y5 Change
HOPE	3,259	3,295	3,336	3,294	3,116	-4.4%

NATIONAL (n=761). All data on this chart are presented as medians. See Introduction for description of regions.



	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Y1 to Y5 Change
Far West (70)	1,598	1,577	1,615	1,442	1,467	-8.2%
Mid East (141)	2,182	2,139	2,063	2,032	2,081	-4.6%
Midwest (196)	1,824	1,797	1,793	1,805	1,693	-7.2%
New England (76)	1,917	1,897	1,932	1,923	1,891	-1.3%
Southeast (191)	1,369	1,370	1,386	1,364	1,384	1.1%
West (87)	1,383	1,353	1,297	1,419	1,326	-4.1%
National Median	1,756	1,741	1,723	1,706	1,720	-2.1%

MIDWEST REGION (n=196). In addition to the median, which is the 50th percentile, this chart shows the 75th and 25th percentiles for the region.



	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Y1 to Y5 Change
75th Percentile	2,749	2,802	2,757	2,773	2,755	0.2%
50th Percentile	1,824	1,797	1,793	1,805	1,693	-7.2%
25th Percentile	1,182	1,171	1,140	1,100	1,103	-6.7%
National Median	1,756	1,741	1,723	1,706	1,720	-2.1%
HOPE	3,259	3,295	3,336	3,294	3,116	-4.4%

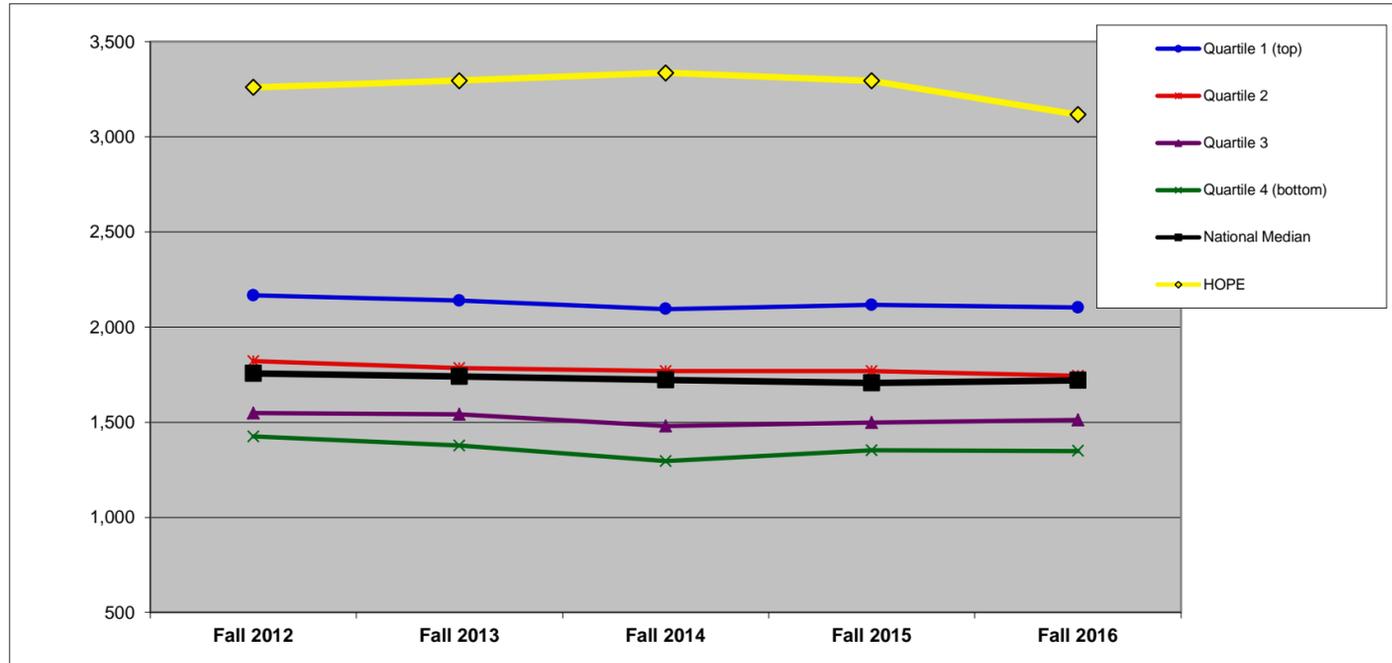
TOTAL FALL ENROLLMENT: BY FINANCIAL RESOURCES (1F)

DEFINITION: Total fall full-time equivalent (FTE) enrollment, including undergraduate, graduate, and first-professional students. (All national and regional data are presented as medians.)

	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Y1 to Y5 Change
HOPE	3,259	3,295	3,336	3,294	3,116	-4.4%

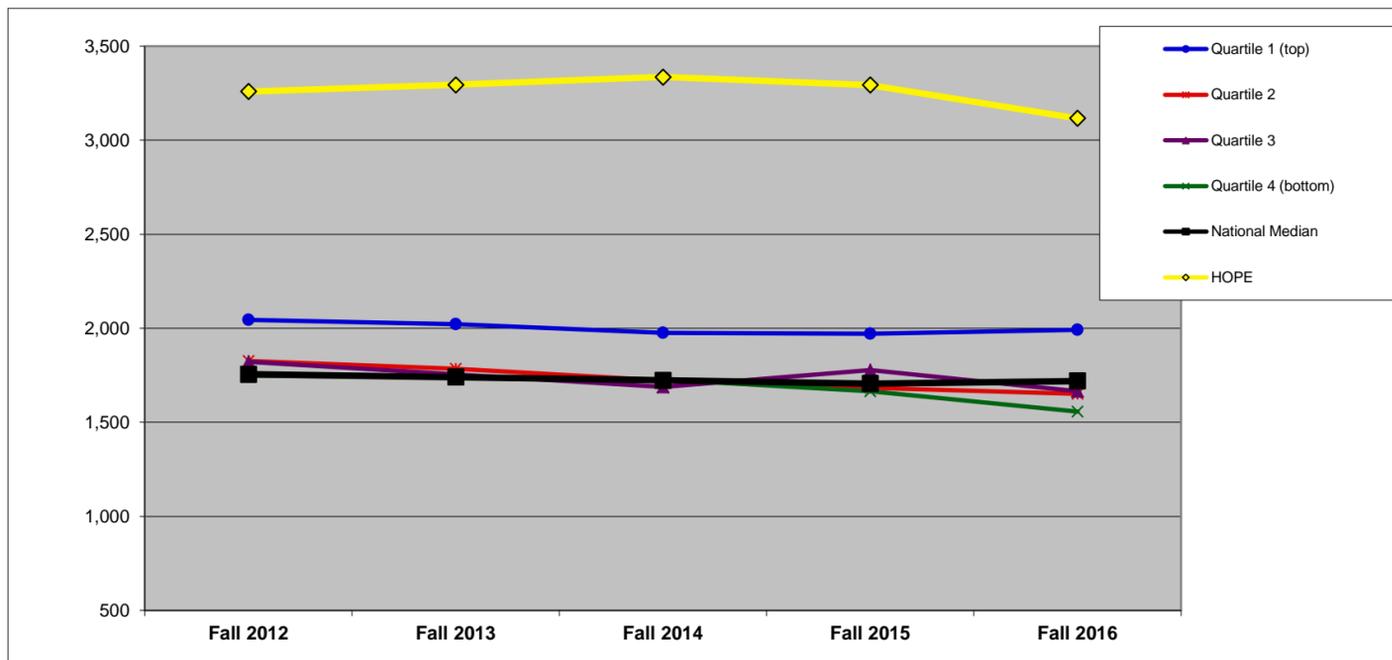
QUARTILES	
NATIONAL	1
REGIONAL	1

NATIONAL: FINANCIAL RESOURCES (n=751).



	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Y1 to Y5 Change
Quartile 1 (top)	2,166	2,139	2,095	2,116	2,103	-2.9%
Quartile 2	1,821	1,784	1,768	1,768	1,743	-4.3%
Quartile 3	1,548	1,541	1,480	1,498	1,512	-2.3%
Quartile 4 (bottom)	1,425	1,377	1,296	1,353	1,349	-5.3%
National Median	1,756	1,741	1,723	1,706	1,720	-2.1%
HOPE	3,259	3,295	3,336	3,294	3,116	-4.4%

MIDWEST REGION: FINANCIAL RESOURCES (n=194).



	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Y1 to Y5 Change
Quartile 1 (top)	2,044	2,022	1,975	1,972	1,991	-2.6%
Quartile 2	1,827	1,786	1,723	1,684	1,651	-9.6%
Quartile 3	1,821	1,754	1,689	1,779	1,666	-8.5%
Quartile 4 (bottom)	1,749	1,741	1,728	1,666	1,558	-10.9%
National Median	1,756	1,741	1,723	1,706	1,720	-2.1%
HOPE	3,259	3,295	3,336	3,294	3,116	-4.4%

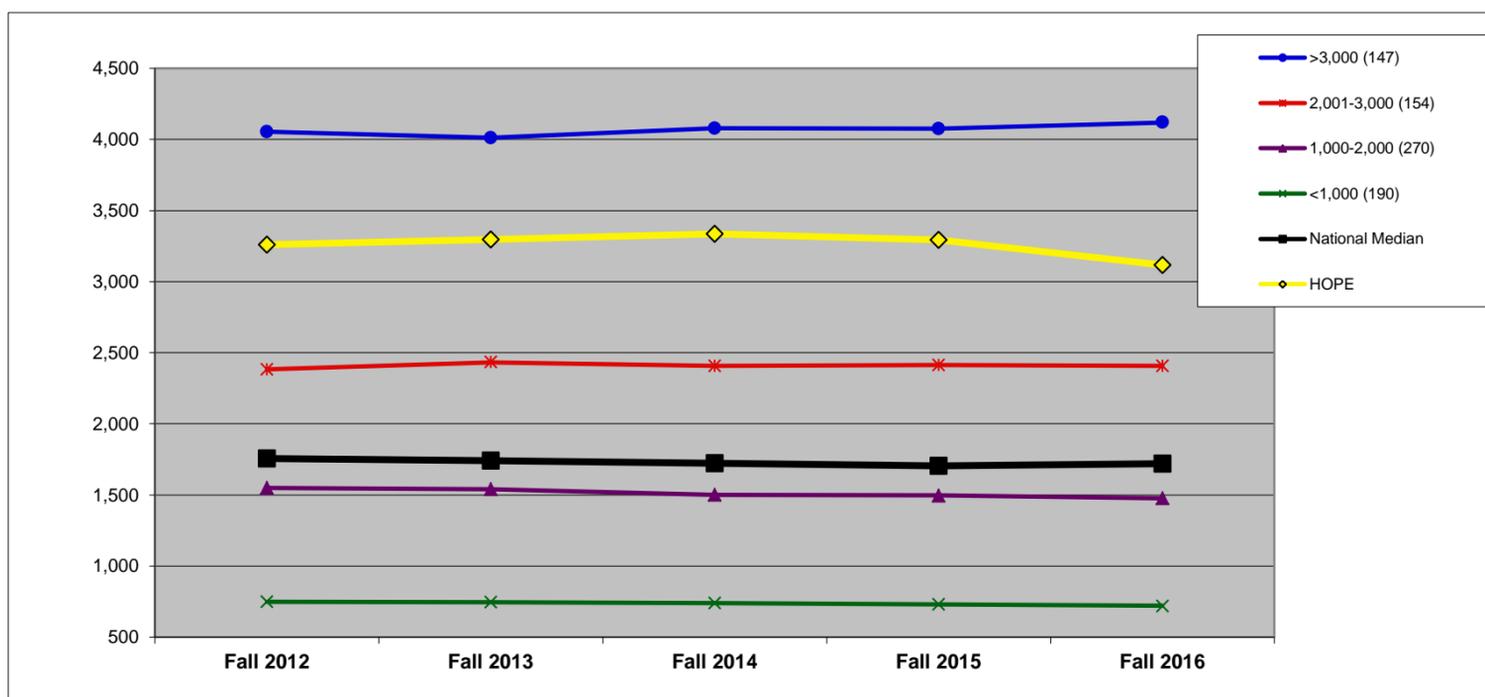
TOTAL FALL ENROLLMENT: BY ENROLLMENT SIZE (1S)

DEFINITION: Total fall full-time equivalent (FTE) enrollment, including undergraduate, graduate, and first-professional students. (All national and regional data are presented as medians.)

	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Y1 to Y5 Change
HOPE	3,259	3,295	3,336	3,294	3,116	-4.4%

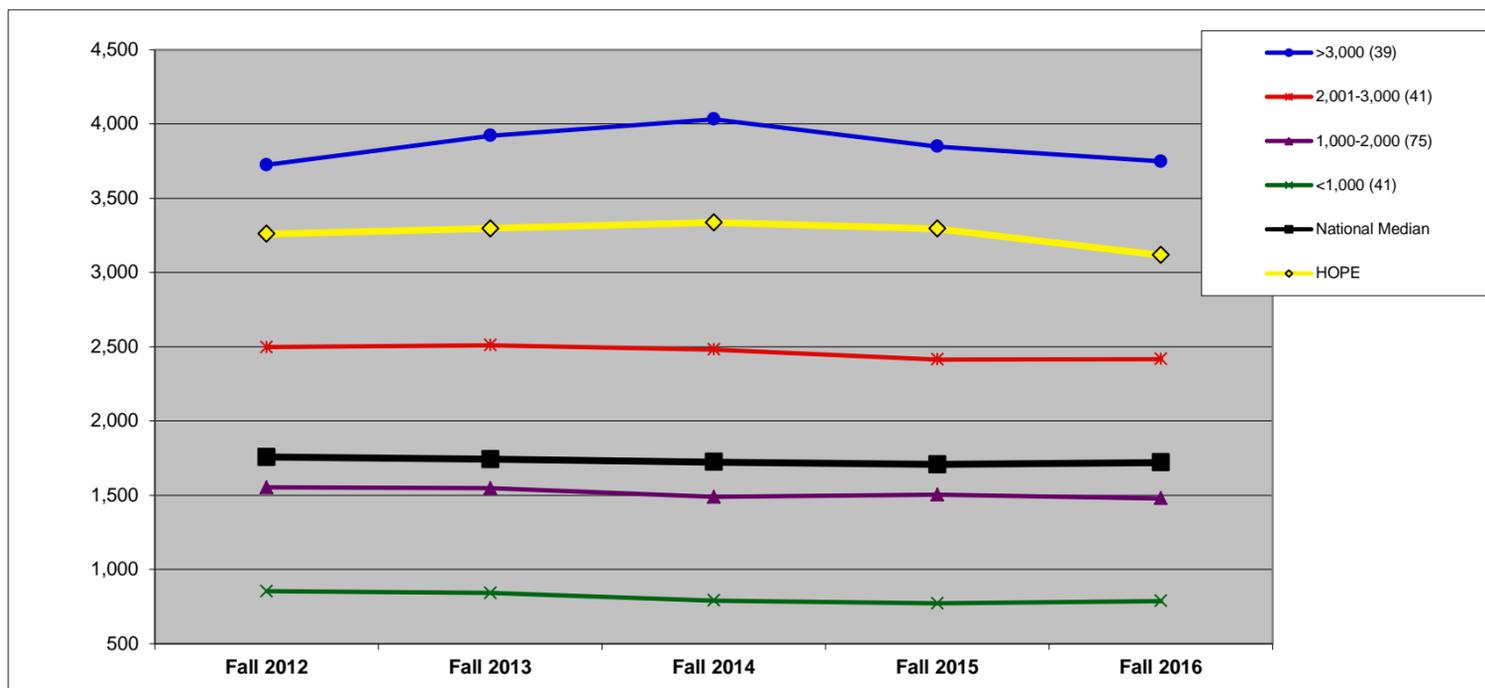
SIZE

NATIONAL: SIZE (n=761).



	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Y1 to Y5 Change
>3,000 (147)	4,054	4,010	4,077	4,076	4,119	1.6%
2,001-3,000 (154)	2,382	2,434	2,407	2,415	2,409	1.1%
1,000-2,000 (270)	1,551	1,540	1,501	1,497	1,478	-4.7%
<1,000 (190)	749	747	741	732	721	-3.8%
National Median	1,756	1,741	1,723	1,706	1,720	-2.1%
HOPE	3,259	3,295	3,336	3,294	3,116	-4.4%

MIDWEST REGION: SIZE (n=196).



	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Y1 to Y5 Change
>3,000 (39)	3,724	3,921	4,032	3,848	3,748	0.6%
2,001-3,000 (41)	2,496	2,510	2,481	2,414	2,417	-3.2%
1,000-2,000 (75)	1,552	1,547	1,488	1,502	1,478	-4.8%
<1,000 (41)	853	841	790	772	787	-7.7%
National Median	1,756	1,741	1,723	1,706	1,720	-2.1%
HOPE	3,259	3,295	3,336	3,294	3,116	-4.4%

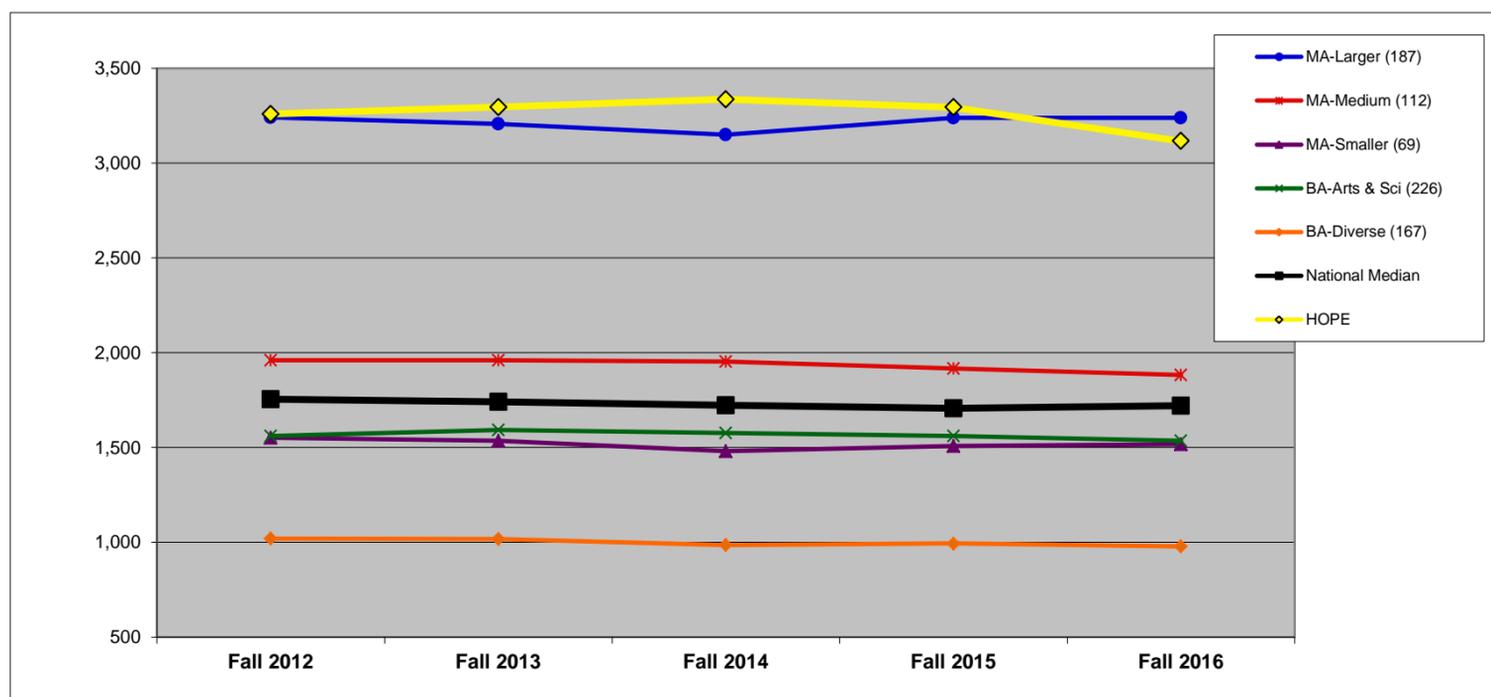
TOTAL FALL ENROLLMENT: BY CARNEGIE CLASSIFICATION (1C)

DEFINITION: Total fall full-time equivalent (FTE) enrollment, including undergraduate, graduate, and first-professional students. See Introduction for description of Carnegie classifications. (All national and regional data are presented as medians.)

	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Y1 to Y5 Change
HOPE	3,259	3,295	3,336	3,294	3,116	-4.4%

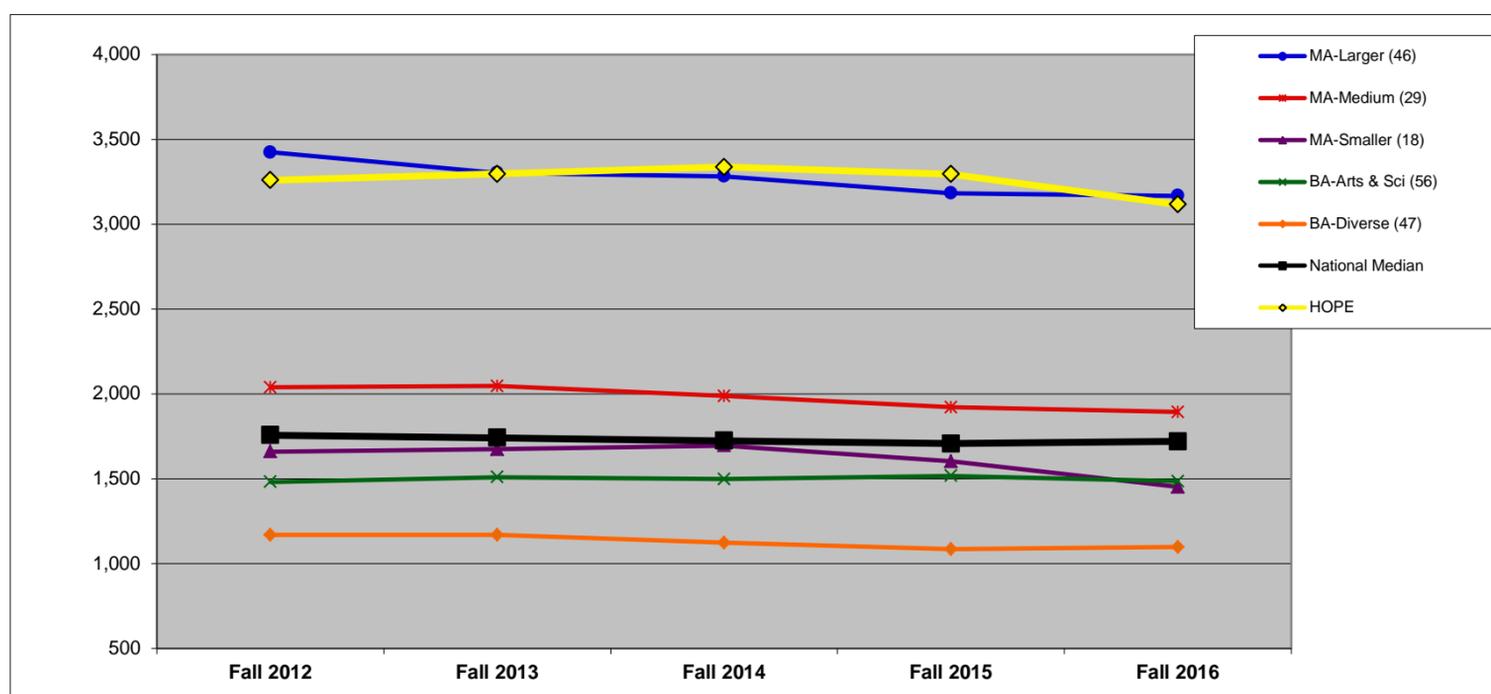
CARNEGIE BA-Arts & Sci

NATIONAL: CARNEGIE (n=761).



	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Y1 to Y5 Change
MA-Larger (187)	3,240	3,206	3,149	3,239	3,238	-0.1%
MA-Medium (112)	1,961	1,960	1,954	1,918	1,882	-4.0%
MA-Smaller (69)	1,552	1,535	1,481	1,508	1,517	-2.3%
BA-Arts & Sci (226)	1,561	1,593	1,578	1,561	1,536	-1.6%
BA-Diverse (167)	1,021	1,018	987	994	980	-4.0%
National Median	1,756	1,741	1,723	1,706	1,720	-2.1%
HOPE	3,259	3,295	3,336	3,294	3,116	-4.4%

MIDWEST REGION: CARNEGIE (n=196).



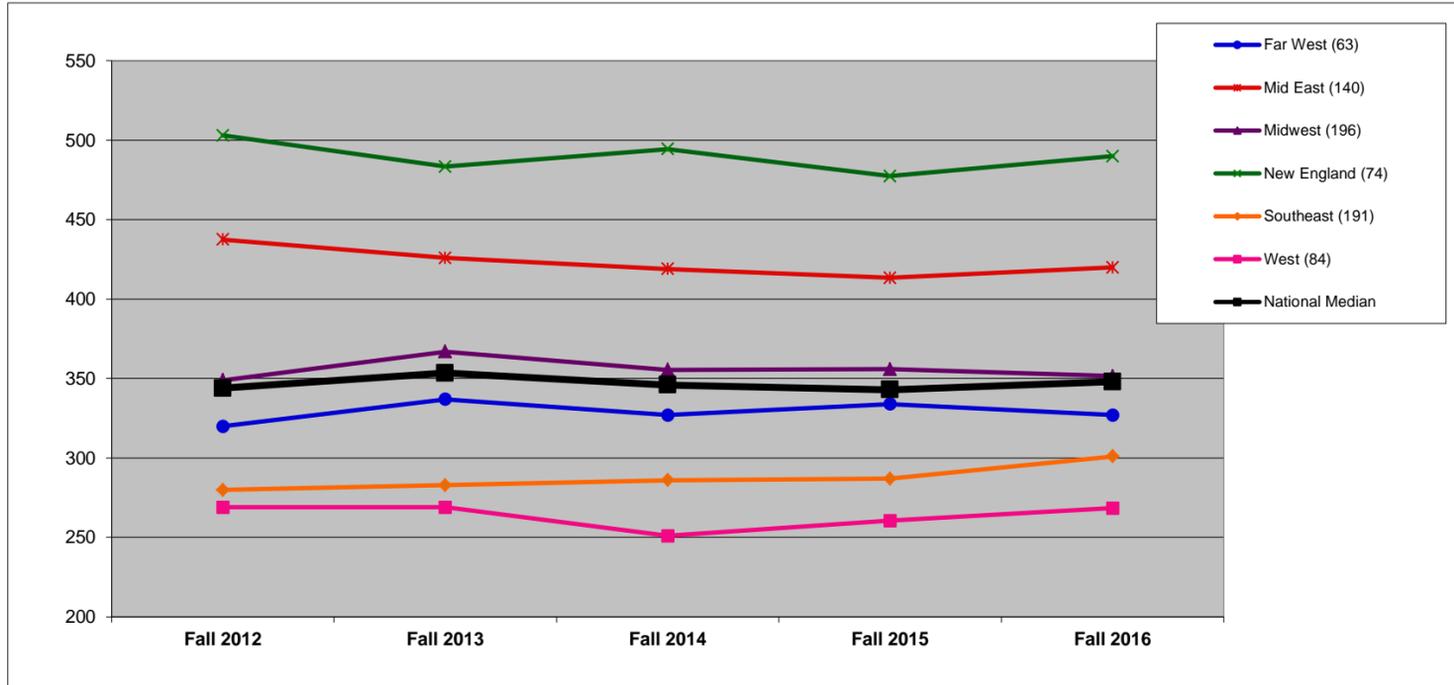
	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Y1 to Y5 Change
MA-Larger (46)	3,423	3,302	3,282	3,182	3,167	-7.5%
MA-Medium (29)	2,038	2,046	1,987	1,920	1,892	-7.2%
MA-Smaller (18)	1,659	1,674	1,695	1,603	1,451	-12.6%
BA-Arts & Sci (56)	1,481	1,509	1,498	1,517	1,485	0.2%
BA-Diverse (47)	1,168	1,169	1,123	1,084	1,097	-6.1%
National Median	1,756	1,741	1,723	1,706	1,720	-2.1%
HOPE	3,259	3,295	3,336	3,294	3,116	-4.4%

FIRST-YEAR ENROLLMENT: BY REGION (2R)

DEFINITION: Total fall full-time, first-time degree-seeking undergraduate students.

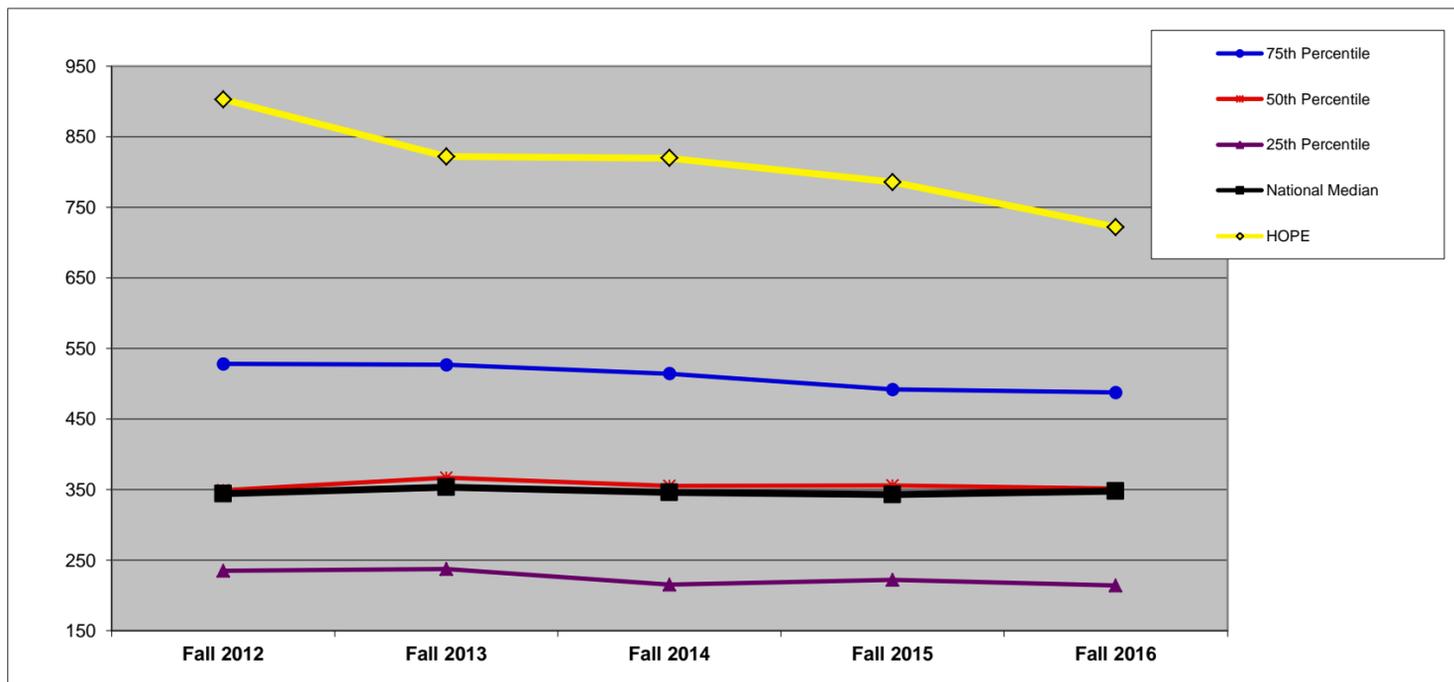
	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Y1 to Y5 Change
HOPE	903	822	820	786	722	-20.0%

NATIONAL (n=748). All data on this chart are presented as medians. See Introduction for description of regions.



	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Y1 to Y5 Change
Far West (63)	320	337	327	334	327	2.2%
Mid East (140)	438	426	419	414	420	-4.0%
Midwest (196)	349	367	356	356	352	0.7%
New England (74)	503	484	495	478	490	-2.6%
Southeast (191)	280	283	286	287	301	7.5%
West (84)	269	269	251	261	269	-0.2%
National Median	344	354	346	343	348	1.2%

MIDWEST REGION (n=196). In addition to the median, which is the 50th percentile, this chart shows the 75th and 25th percentiles for the region.



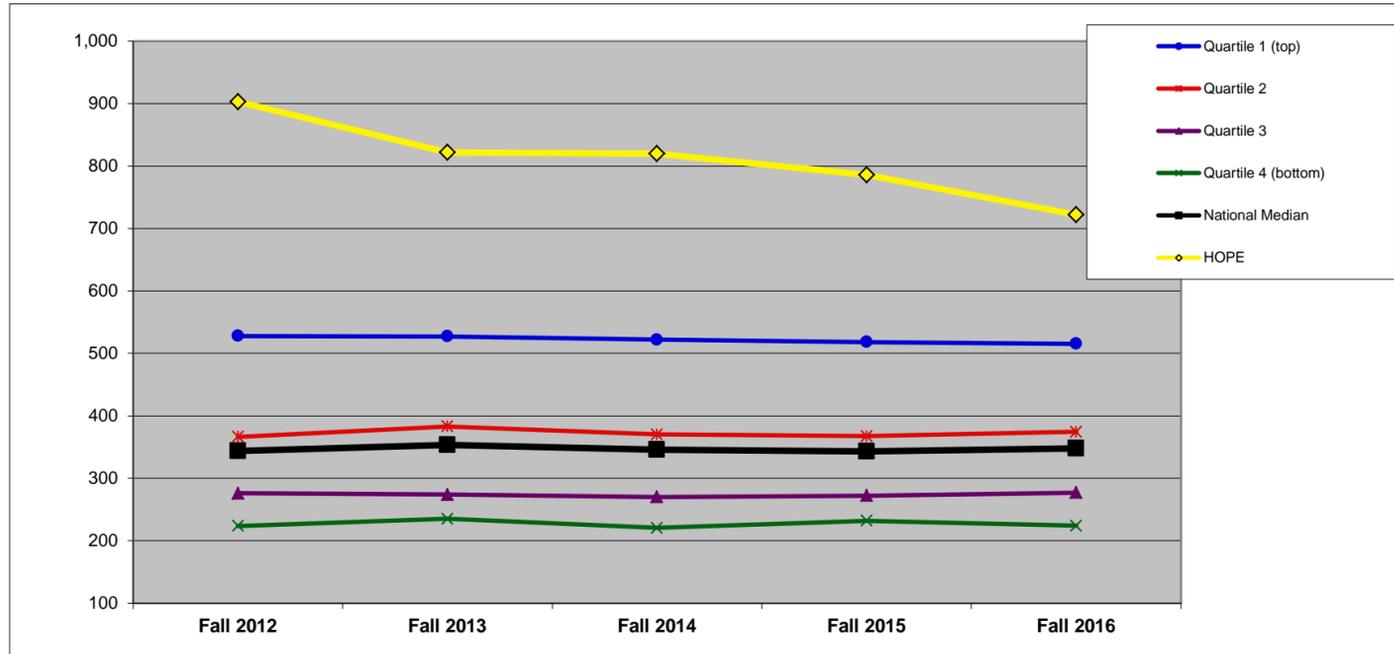
	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Y1 to Y5 Change
75th Percentile	529	527	515	492	488	-7.7%
50th Percentile	349	367	356	356	352	0.7%
25th Percentile	235	238	216	222	214	-9.0%
National Median	344	354	346	343	348	1.2%
HOPE	903	822	820	786	722	-20.0%

FIRST-YEAR ENROLLMENT: BY FINANCIAL RESOURCES (2F)

DEFINITION: Total fall full-time, first-time degree-seeking undergraduate students. (All national and regional data are presented as medians.)

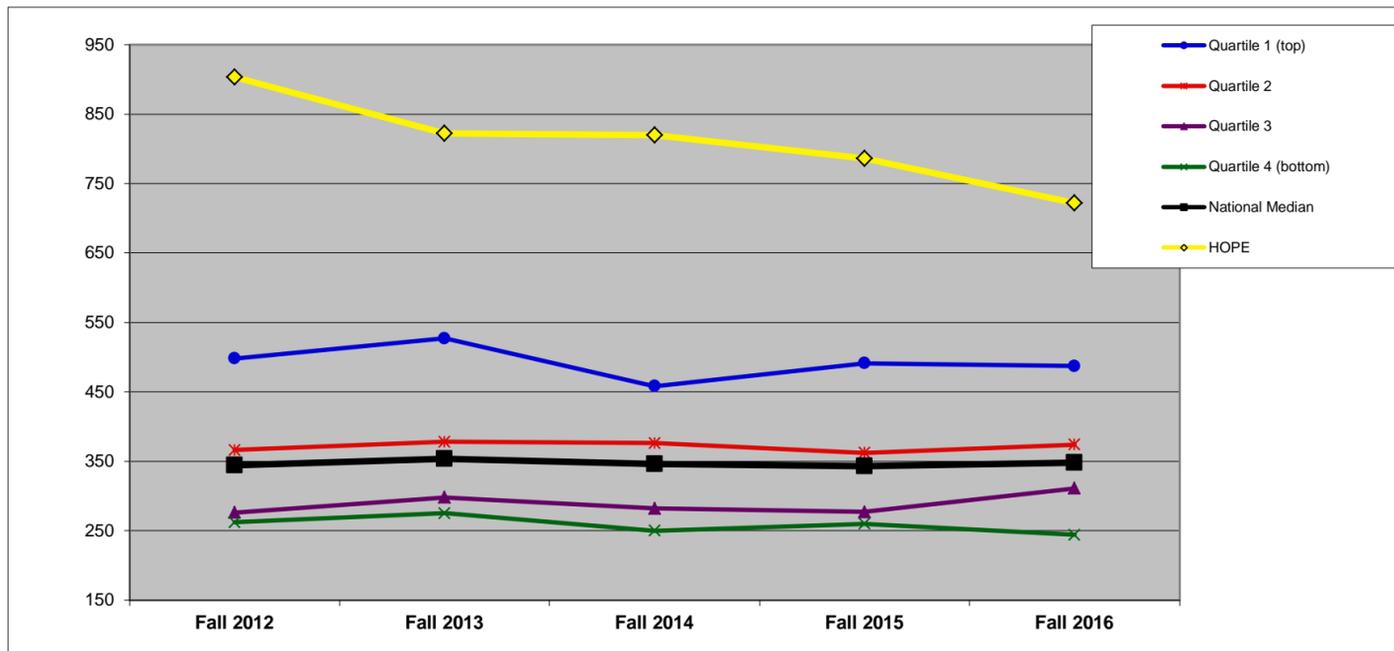
	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Y1 to Y5 Change	QUARTILES	
HOPE	903	822	820	786	722	-20.0%	NATIONAL	1
							REGIONAL	1

NATIONAL: FINANCIAL RESOURCES (n=743).



	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Y1 to Y5 Change
Quartile 1 (top)	528	527	522	518	516	-2.4%
Quartile 2	367	383	370	368	375	2.2%
Quartile 3	276	274	270	272	277	0.4%
Quartile 4 (bottom)	224	235	221	232	224	0.2%
National Median	344	354	346	343	348	1.2%
HOPE	903	822	820	786	722	-20.0%

MIDWEST REGION: FINANCIAL RESOURCES (n=194).



	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Y1 to Y5 Change
Quartile 1 (top)	498	527	458	491	487	-2.2%
Quartile 2	366	378	376	362	374	2.2%
Quartile 3	276	298	282	277	311	12.7%
Quartile 4 (bottom)	262	275	250	260	244	-6.9%
National Median	344	354	346	343	348	1.2%
HOPE	903	822	820	786	722	-20.0%

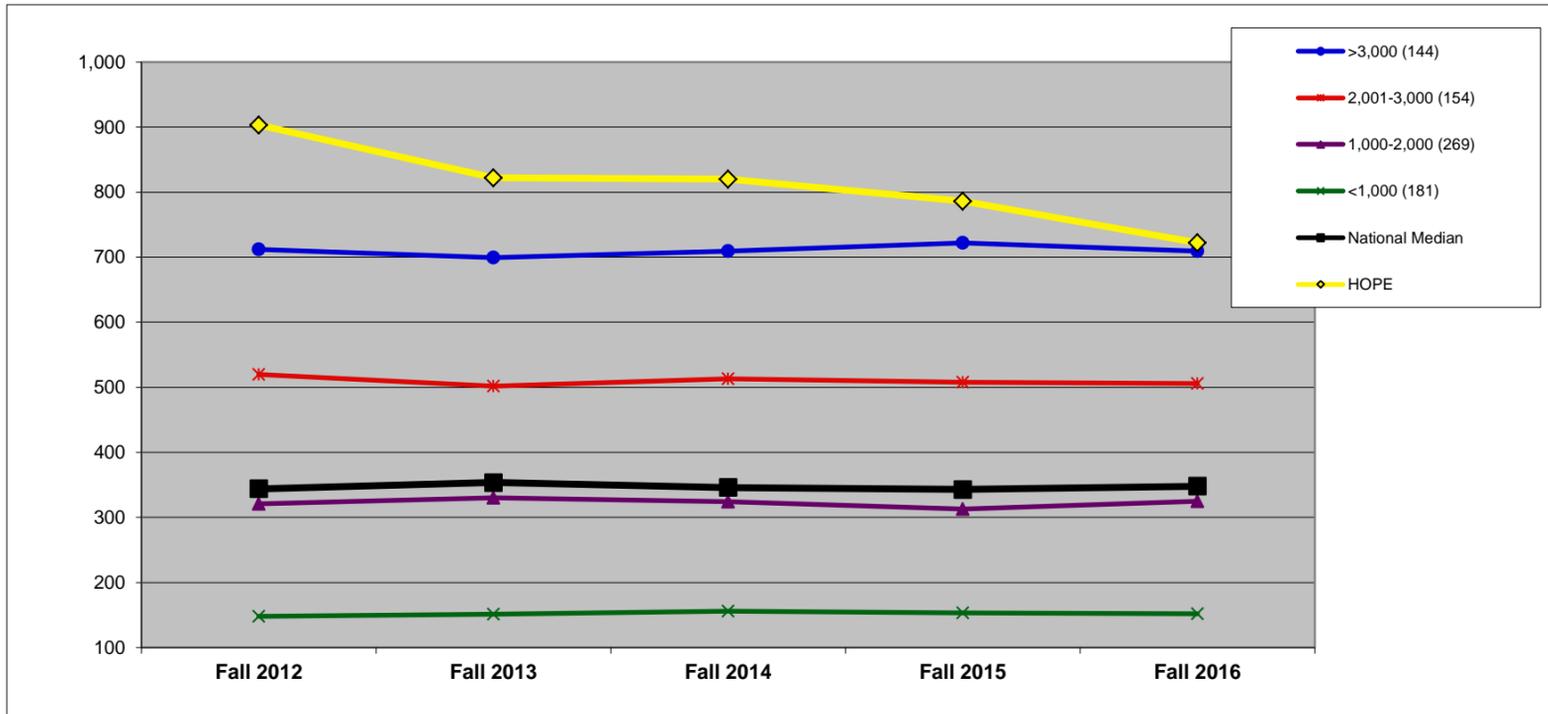
FIRST-YEAR ENROLLMENT: BY ENROLLMENT SIZE (2S)

DEFINITION: Total fall full-time, first-time degree-seeking undergraduate students. (All national and regional data are presented as medians.)

	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Y1 to Y5 Change
HOPE	903	822	820	786	722	-20.0%

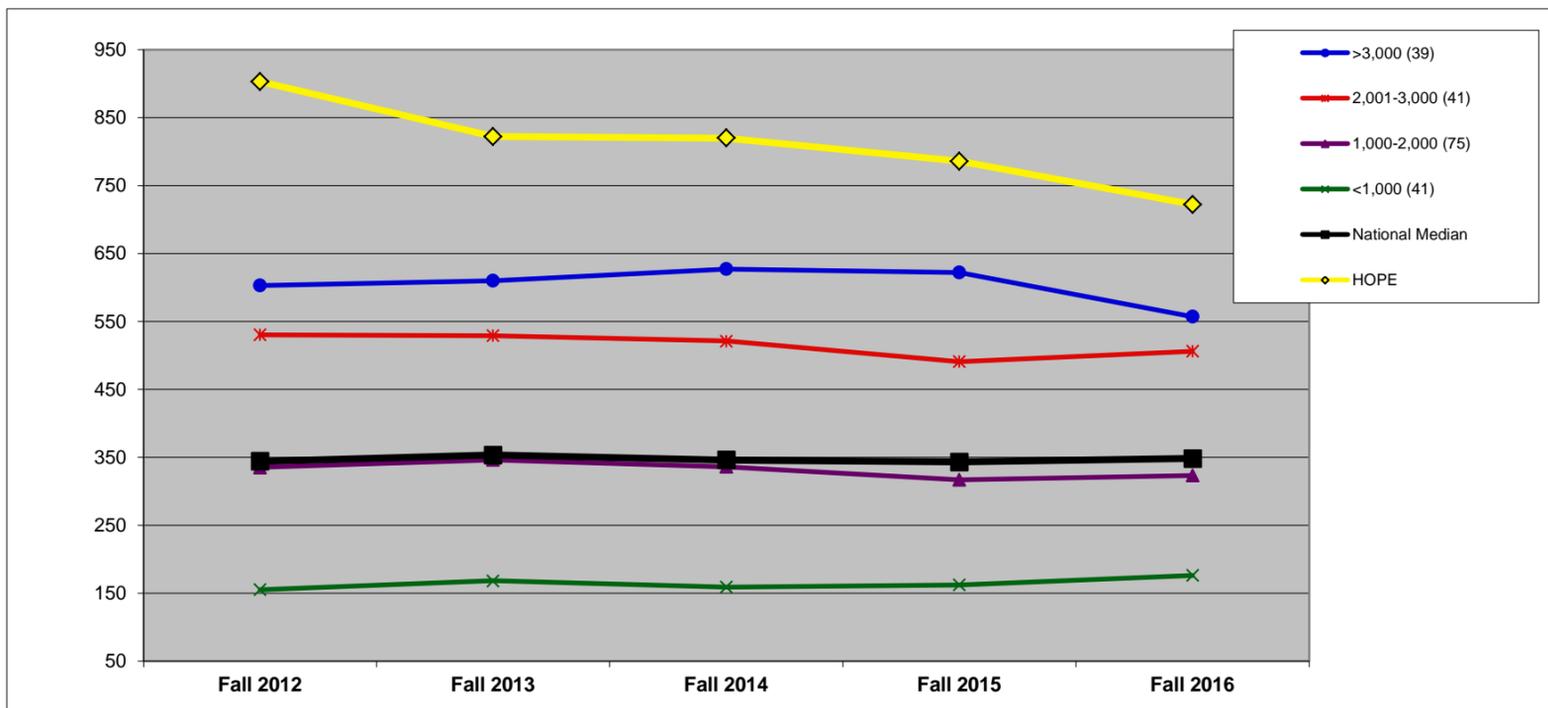
SIZE >3,000

NATIONAL: SIZE (n=748).



	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Y1 to Y5 Change
>3,000 (144)	712	700	710	722	709	-0.4%
2,001-3,000 (154)	520	502	513	508	506	-2.6%
1,000-2,000 (269)	321	330	324	313	325	1.2%
<1,000 (181)	148	151	156	153	152	2.7%
National Median	344	354	346	343	348	1.2%
HOPE	903	822	820	786	722	-20.0%

MIDWEST REGION: SIZE (n=196).



	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Y1 to Y5 Change
>3,000 (39)	603	610	627	622	557	-7.6%
2,001-3,000 (41)	530	529	521	491	506	-4.5%
1,000-2,000 (75)	335	346	336	317	323	-3.6%
<1,000 (41)	155	168	159	162	176	13.5%
National Median	344	354	346	343	348	1.2%
HOPE	903	822	820	786	722	-20.0%

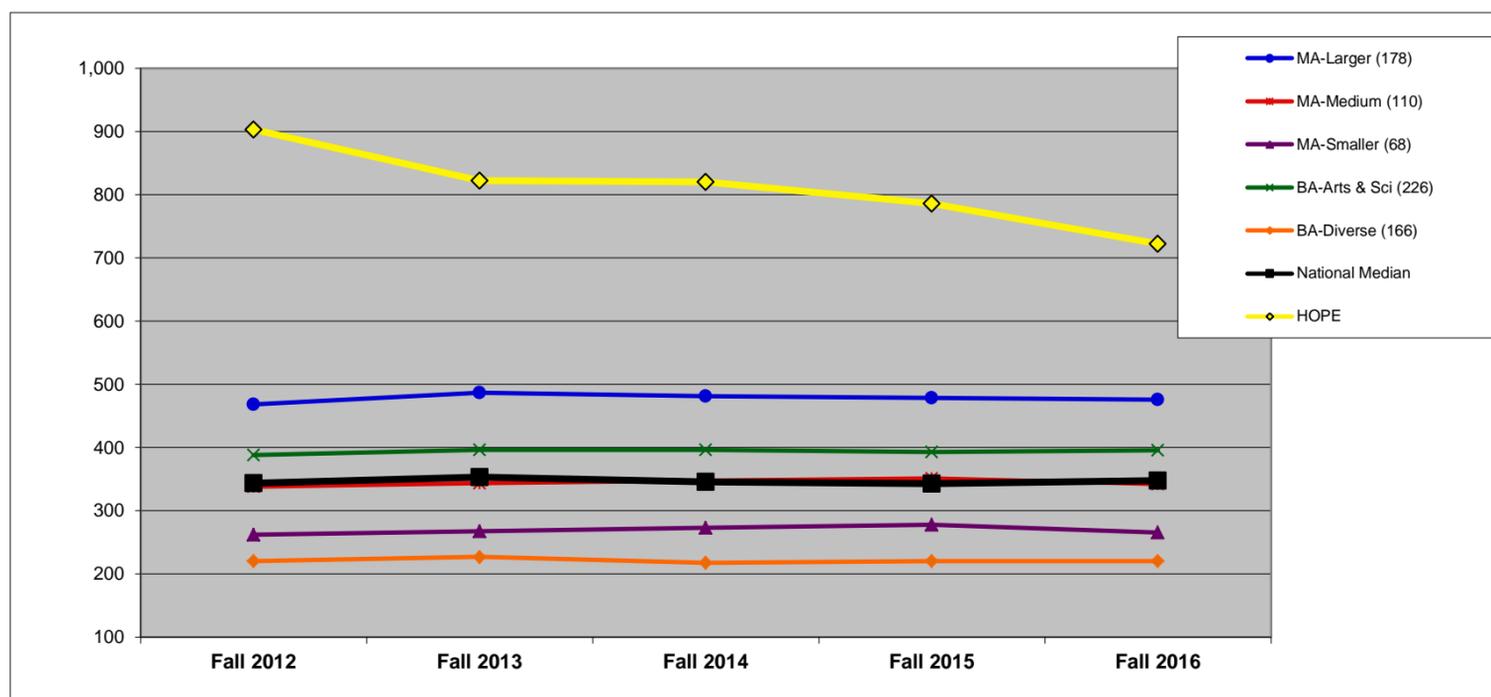
FIRST-YEAR ENROLLMENT: BY CARNEGIE CLASSIFICATION (2C)

DEFINITION: Total fall full-time, first-time degree-seeking undergraduate students. See Introduction for description of Carnegie classifications. (All national and regional data are presented as medians.)

	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Y1 to Y5 Change
HOPE	903	822	820	786	722	-20.0%

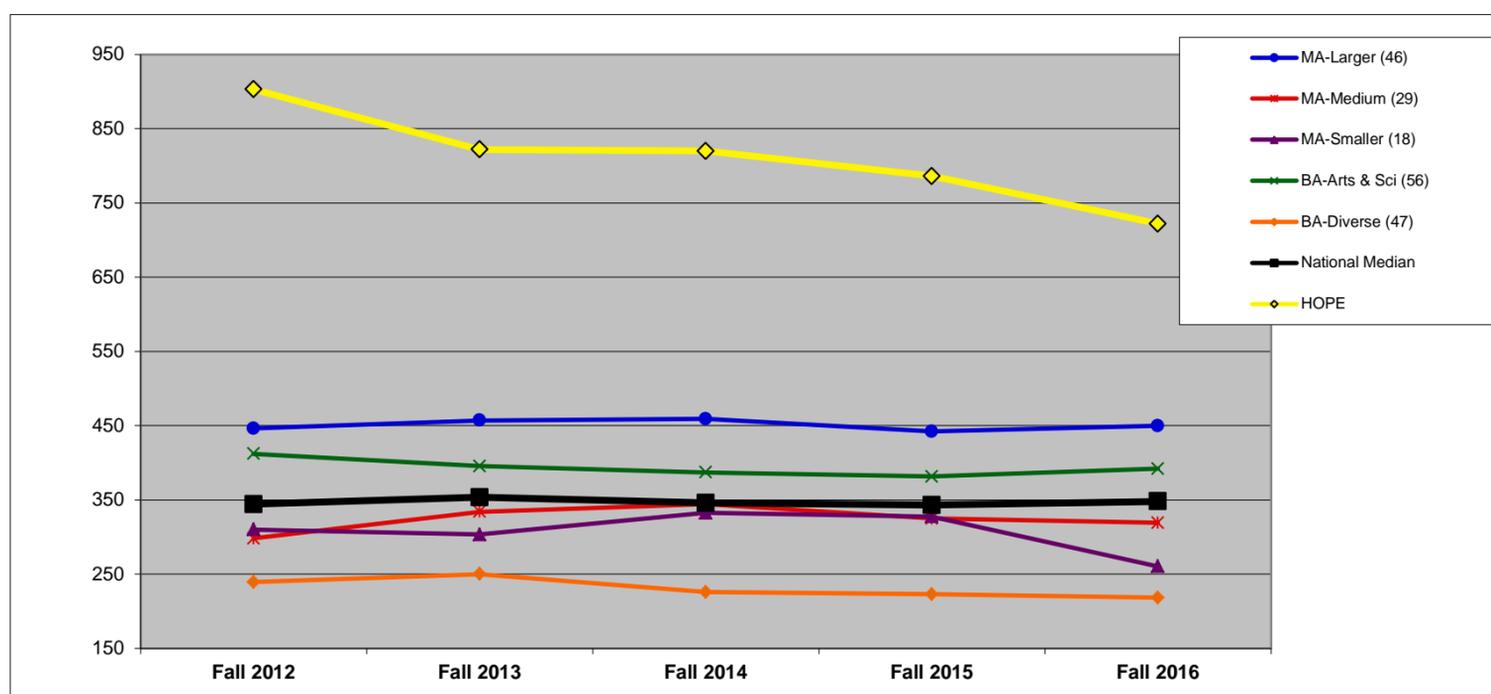
CARNEGIE BA-Arts & Sci

NATIONAL: CARNEGIE (n=748).



	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Y1 to Y5 Change
MA-Larger (178)	469	487	482	479	476	1.6%
MA-Medium (110)	338	344	348	352	343	1.3%
MA-Smaller (68)	263	268	273	278	266	1.1%
BA-Arts & Sci (226)	389	397	397	393	396	1.8%
BA-Diverse (166)	221	227	218	221	221	0.0%
National Median	344	354	346	343	348	1.2%
HOPE	903	822	820	786	722	-20.0%

MIDWEST REGION: CARNEGIE (n=196).



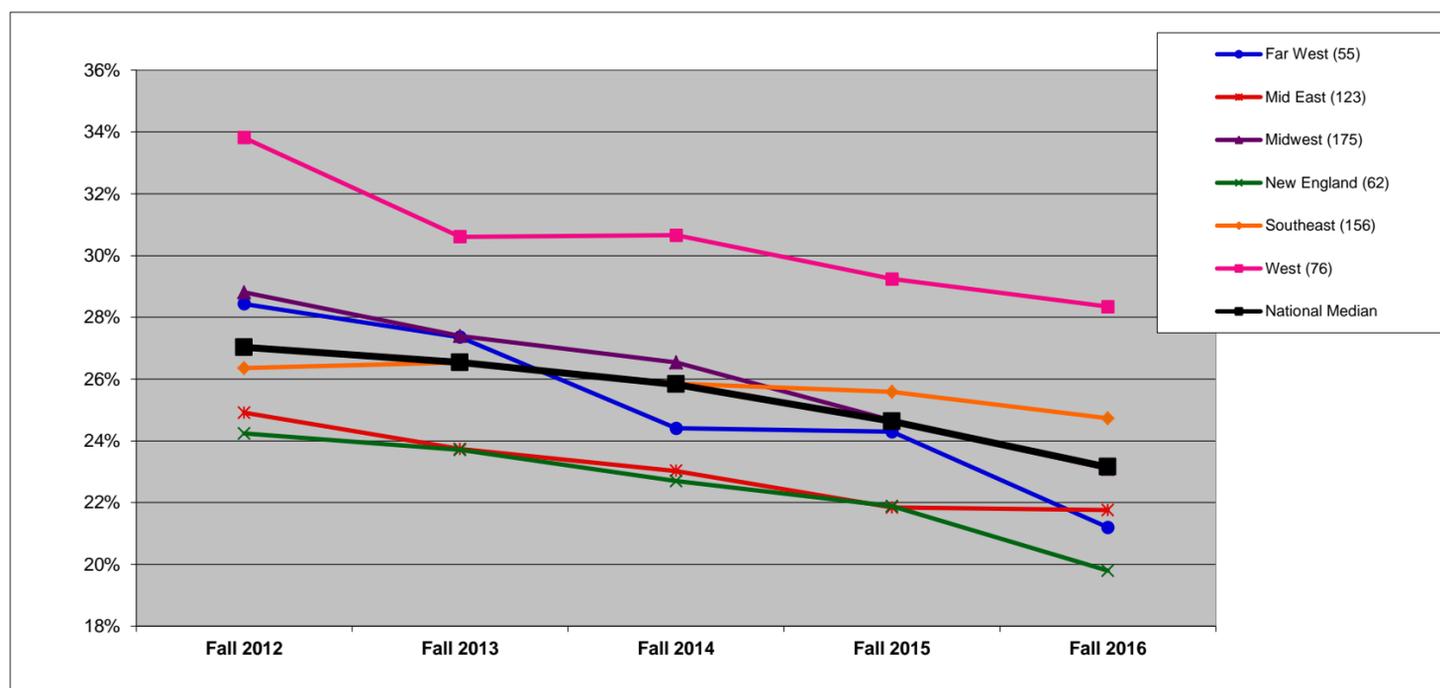
	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Y1 to Y5 Change
MA-Larger (46)	446	457	459	442	450	0.8%
MA-Medium (29)	298	334	344	325	319	7.0%
MA-Smaller (18)	310	304	333	328	261	-16.0%
BA-Arts & Sci (56)	412	396	387	382	392	-4.9%
BA-Diverse (47)	239	250	226	223	218	-8.8%
National Median	344	354	346	343	348	1.2%
HOPE	903	822	820	786	722	-20.0%

ADMISSIONS YIELD RATE (%): BY REGION (3R)

DEFINITION: Percentage of admitted students who enrolled. (The year indicated is the year of the Institutional Characteristics IPEDS Survey. Institutions had the option of reporting data for the current or prior year. Only data from institutions reporting current year data for all five years were used in the comparisons.)

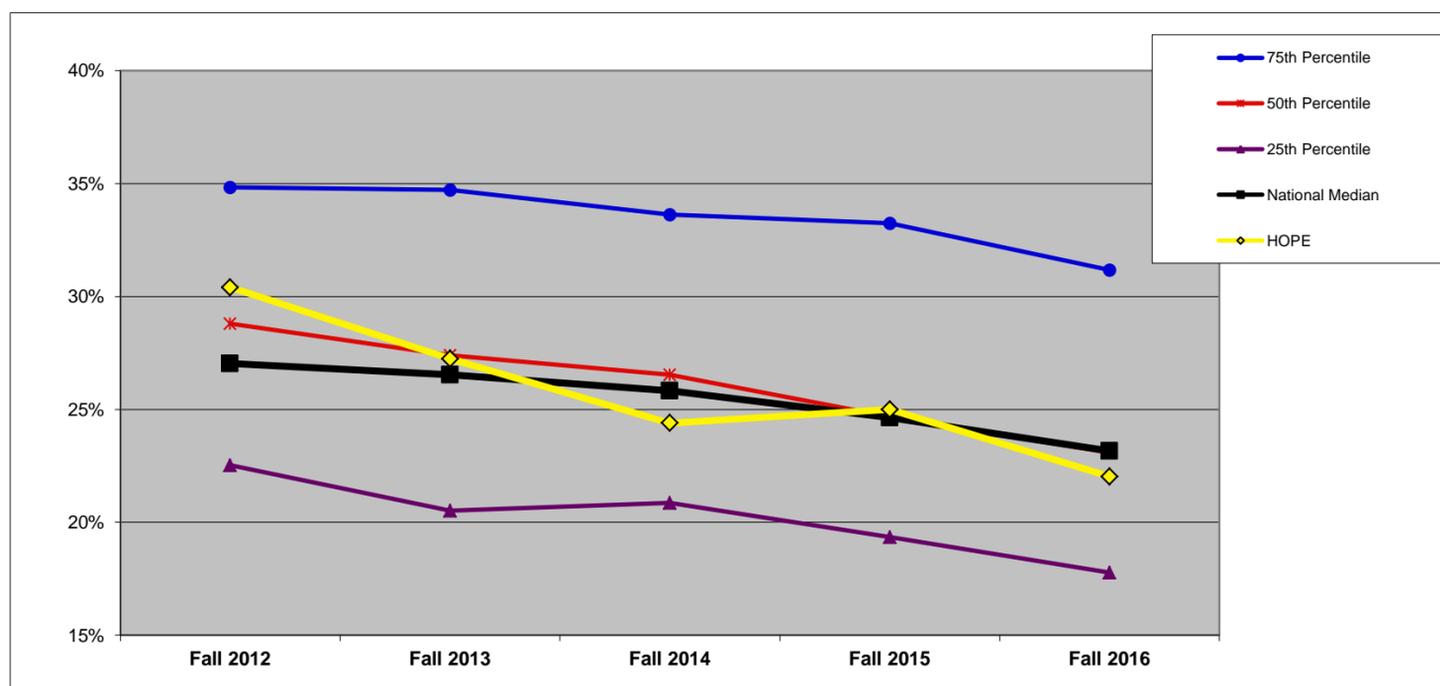
	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
HOPE	30.4%	27.2%	24.4%	25.0%	22.0%

NATIONAL (n=647). All data on this chart are presented as medians. See Introduction for description of regions.



	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
Far West (55)	28.4%	27.4%	24.4%	24.3%	21.2%
Mid East (123)	24.9%	23.7%	23.0%	21.8%	21.8%
Midwest (175)	28.8%	27.4%	26.5%	24.7%	23.1%
New England (62)	24.2%	23.7%	22.7%	21.9%	19.8%
Southeast (156)	26.4%	26.5%	25.9%	25.6%	24.7%
West (76)	33.8%	30.6%	30.7%	29.2%	28.3%
National Median	27.0%	26.5%	25.8%	24.6%	23.2%

MIDWEST REGION (n=175). In addition to the median, which is the 50th percentile, this chart shows the 75th and 25th percentiles for the region.



	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
75th Percentile	34.8%	34.7%	33.6%	33.2%	31.2%
50th Percentile	28.8%	27.4%	26.5%	24.7%	23.1%
25th Percentile	22.5%	20.5%	20.9%	19.3%	17.8%
National Median	27.0%	26.5%	25.8%	24.6%	23.2%
HOPE	30.4%	27.2%	24.4%	25.0%	22.0%

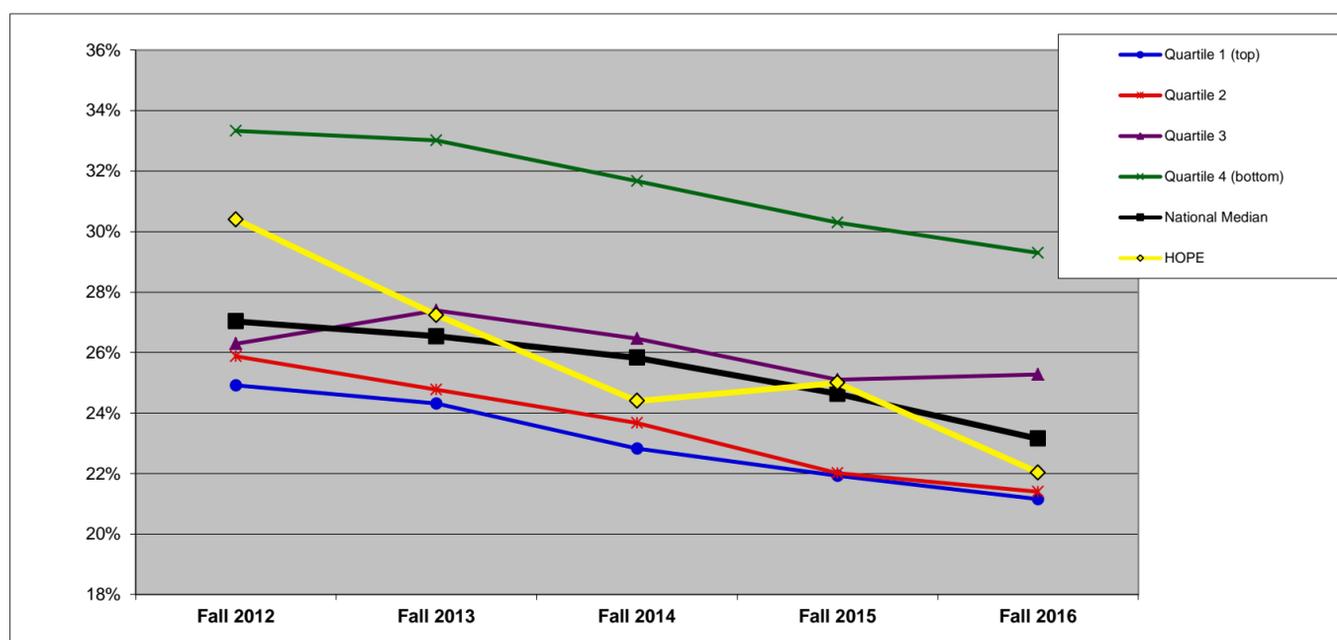
ADMISSIONS YIELD RATE (%): BY FINANCIAL RESOURCES (3F)

DEFINITION: Percentage of admitted students who enrolled. (The year indicated is the year of the Institutional Characteristics IPEDS Survey. Institutions had the option of reporting data for the current or prior year. Only data from institutions reporting current year data for all five years were used in the comparisons. All national and regional data are presented as medians.)

	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
HOPE	30.4%	27.2%	24.4%	25.0%	22.0%

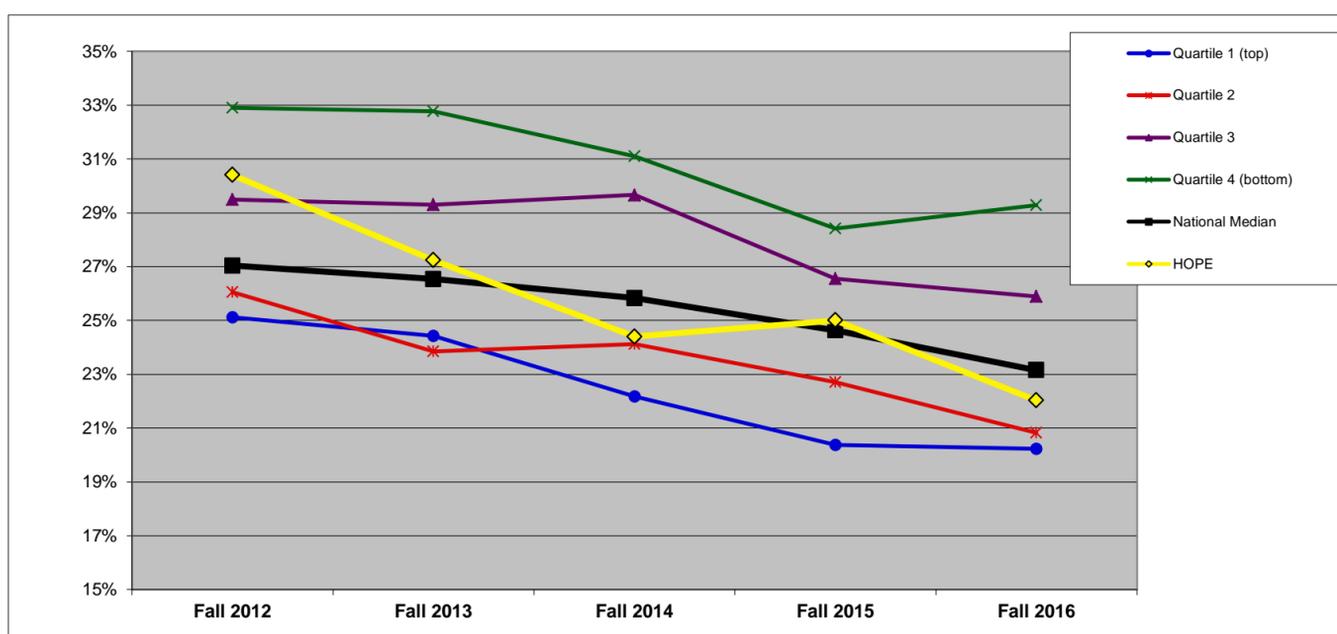
QUARTILES	
NATIONAL	1
REGIONAL	1

NATIONAL: FINANCIAL RESOURCES (n=646).



	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
Quartile 1 (top)	24.9%	24.3%	22.8%	21.9%	21.1%
Quartile 2	25.9%	24.8%	23.7%	22.0%	21.4%
Quartile 3	26.3%	27.4%	26.5%	25.1%	25.3%
Quartile 4 (bottom)	33.3%	33.0%	31.7%	30.3%	29.3%
National Median	27.0%	26.5%	25.8%	24.6%	23.2%
HOPE	30.4%	27.2%	24.4%	25.0%	22.0%

MIDWEST REGION: FINANCIAL RESOURCES (n=175).



	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
Quartile 1 (top)	25.1%	24.4%	22.2%	20.4%	20.2%
Quartile 2	26.1%	23.9%	24.1%	22.7%	20.8%
Quartile 3	29.5%	29.3%	29.7%	26.6%	25.9%
Quartile 4 (bottom)	32.9%	32.8%	31.1%	28.4%	29.3%
National Median	27.0%	26.5%	25.8%	24.6%	23.2%
HOPE	30.4%	27.2%	24.4%	25.0%	22.0%

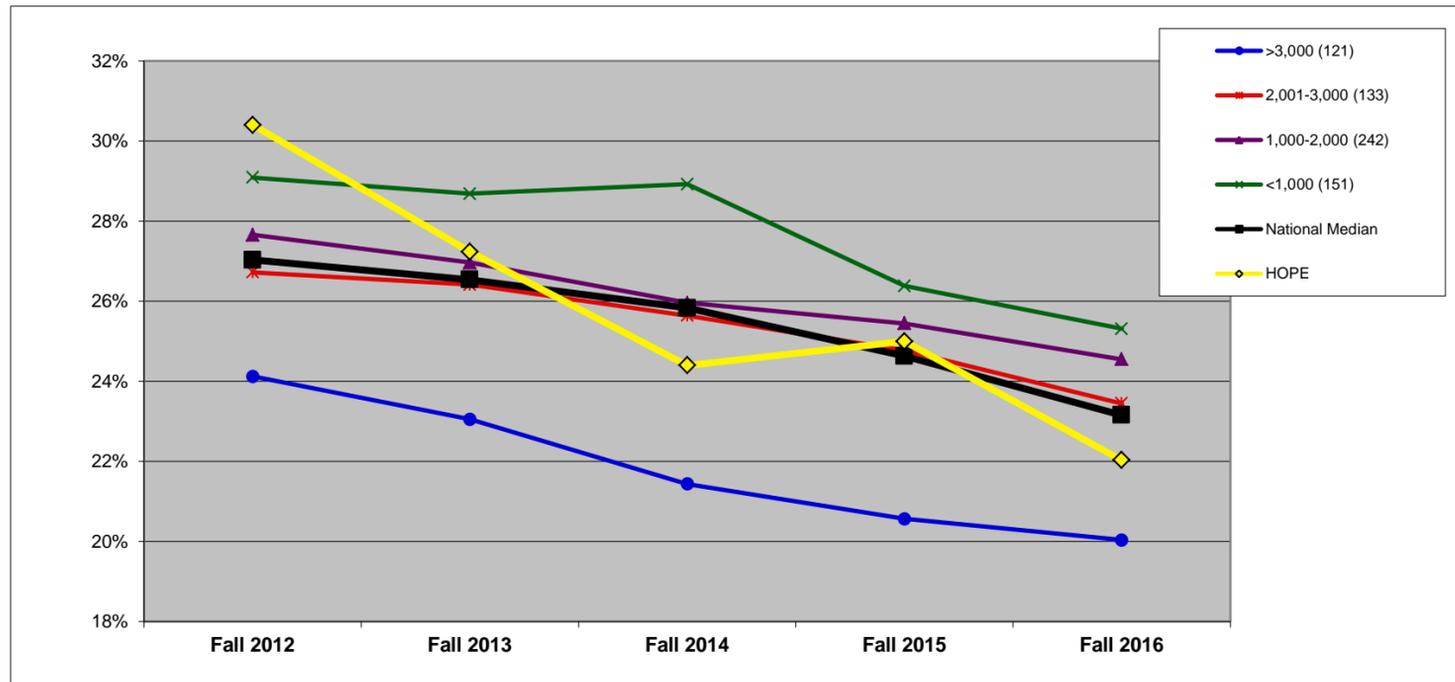
ADMISSIONS YIELD RATE (%): BY ENROLLMENT SIZE (3S)

DEFINITION: Percentage of admitted students who enrolled. (The year indicated is the year of the Institutional Characteristics IPEDS Survey. Institutions had the option of reporting data for the current or prior year. Only data from institutions reporting current year data for all five years were used in the comparisons. All national and regional data are presented as medians.)

	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
HOPE	30.4%	27.2%	24.4%	25.0%	22.0%

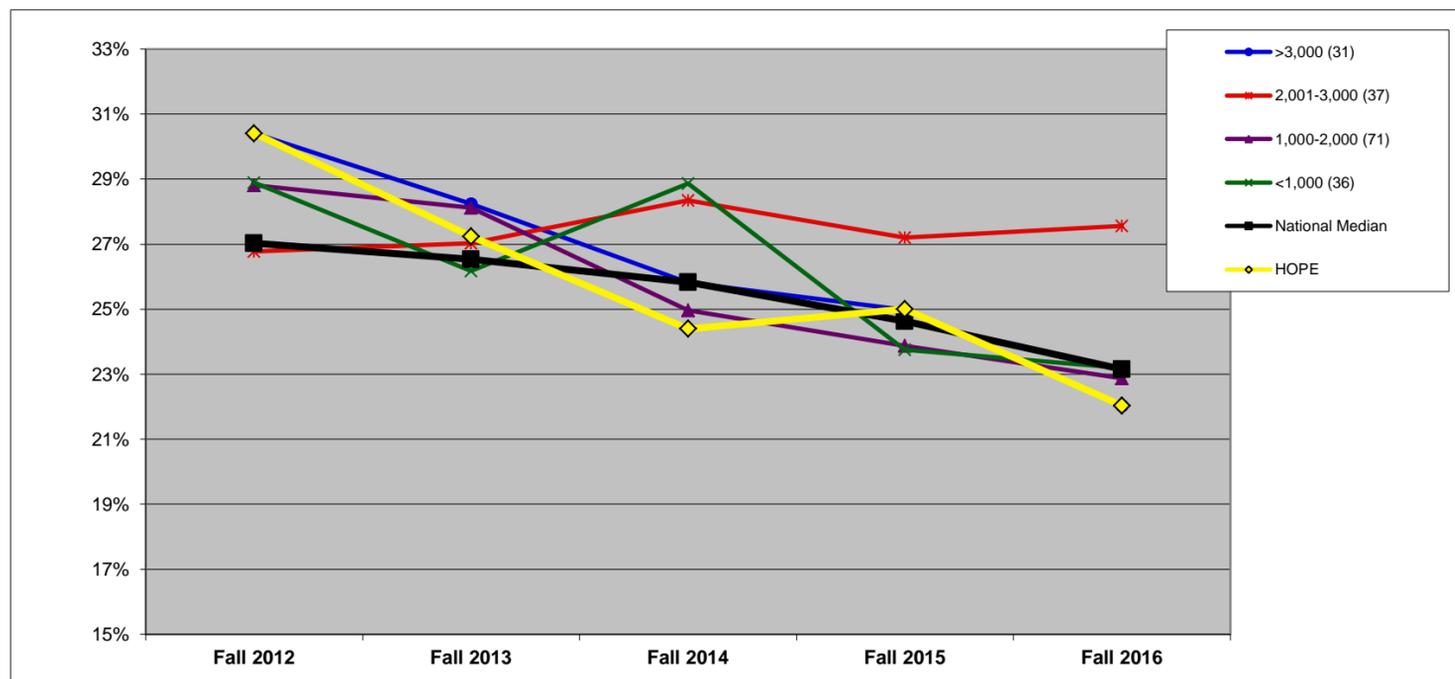
SIZE >3,000

NATIONAL: SIZE (n=647).



	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
>3,000 (121)	24.1%	23.1%	21.4%	20.6%	20.0%
2,001-3,000 (133)	26.7%	26.4%	25.6%	24.8%	23.4%
1,000-2,000 (242)	27.7%	27.0%	26.0%	25.4%	24.5%
<1,000 (151)	29.1%	28.7%	28.9%	26.4%	25.3%
National Median	27.0%	26.5%	25.8%	24.6%	23.2%
HOPE	30.4%	27.2%	24.4%	25.0%	22.0%

MIDWEST REGION: SIZE (n=175).



	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
>3,000 (31)	30.4%	28.2%	25.8%	25.0%	22.0%
2,001-3,000 (37)	26.8%	27.0%	28.3%	27.2%	27.6%
1,000-2,000 (71)	28.8%	28.1%	25.0%	23.9%	22.9%
<1,000 (36)	28.9%	26.2%	28.9%	23.8%	23.2%
National Median	27.0%	26.5%	25.8%	24.6%	23.2%
HOPE	30.4%	27.2%	24.4%	25.0%	22.0%

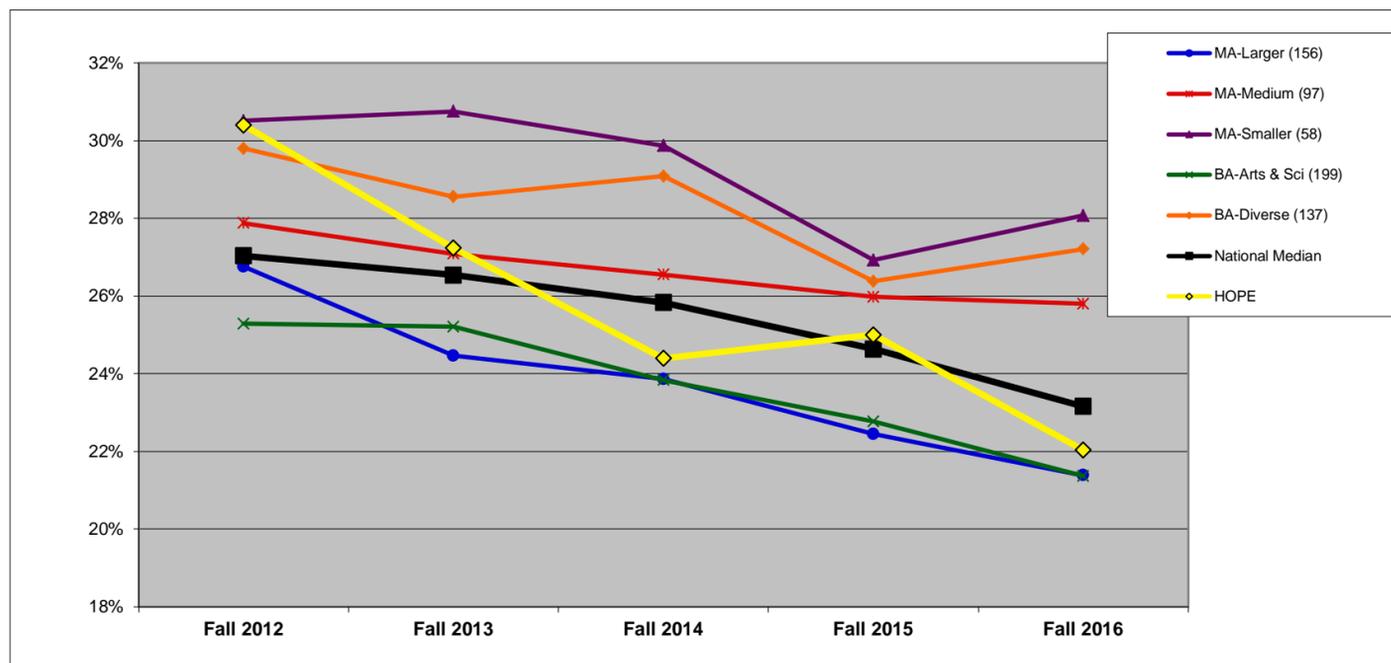
ADMISSIONS YIELD RATE (%): BY CARNEGIE CLASSIFICATION (3C)

DEFINITION: Percentage of admitted students who enrolled. See Introduction for description of Carnegie classifications. (The year indicated is the year of the Institutional Characteristics IPEDS Survey. Institutions had the option of reporting data for the current or prior year. Only data from institutions reporting current year data for all five years were used in the comparisons. All national and regional data are presented as medians.)

	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
HOPE	30.4%	27.2%	24.4%	25.0%	22.0%

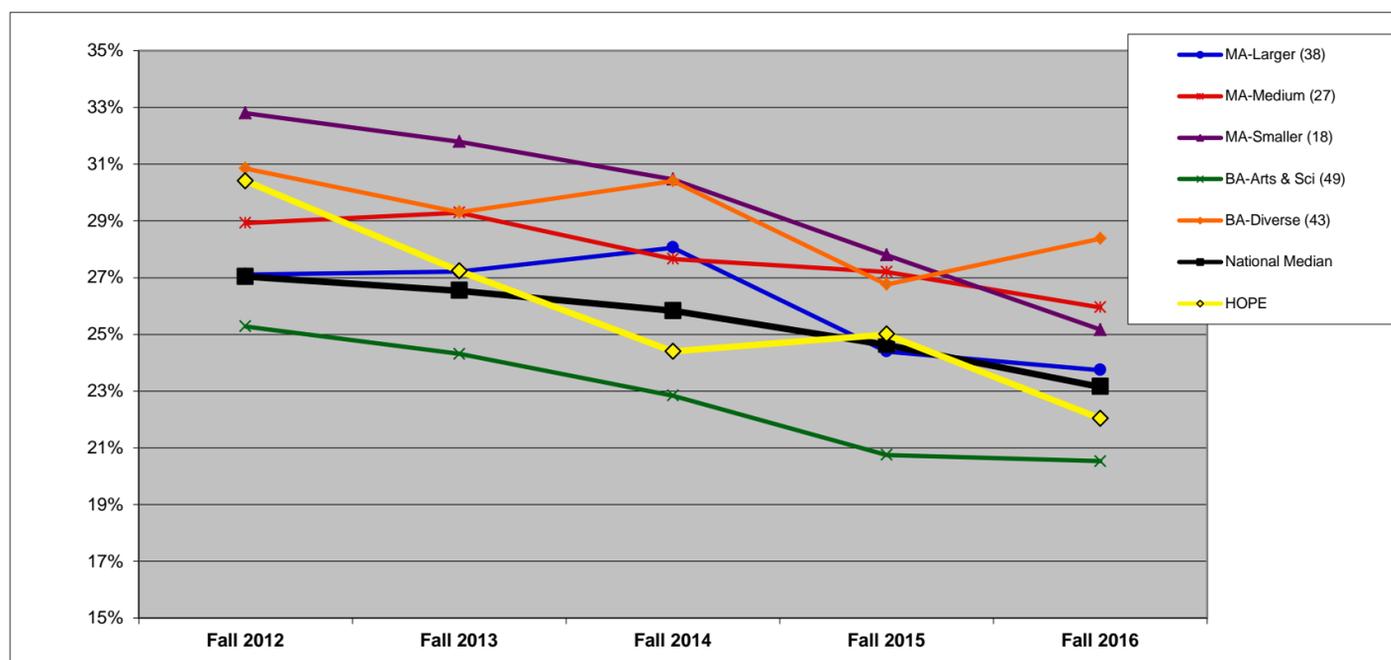
CARNEGIE BA-Arts & Sci

NATIONAL: CARNEGIE (n=647).



	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
MA-Larger (156)	26.8%	24.5%	23.9%	22.4%	21.4%
MA-Medium (97)	27.9%	27.1%	26.6%	26.0%	25.8%
MA-Smaller (58)	30.5%	30.8%	29.9%	26.9%	28.1%
BA-Arts & Sci (199)	25.3%	25.2%	23.8%	22.8%	21.4%
BA-Diverse (137)	29.8%	28.6%	29.1%	26.4%	27.2%
National Median	27.0%	26.5%	25.8%	24.6%	23.2%
HOPE	30.4%	27.2%	24.4%	25.0%	22.0%

MIDWEST REGION: CARNEGIE (n=175).



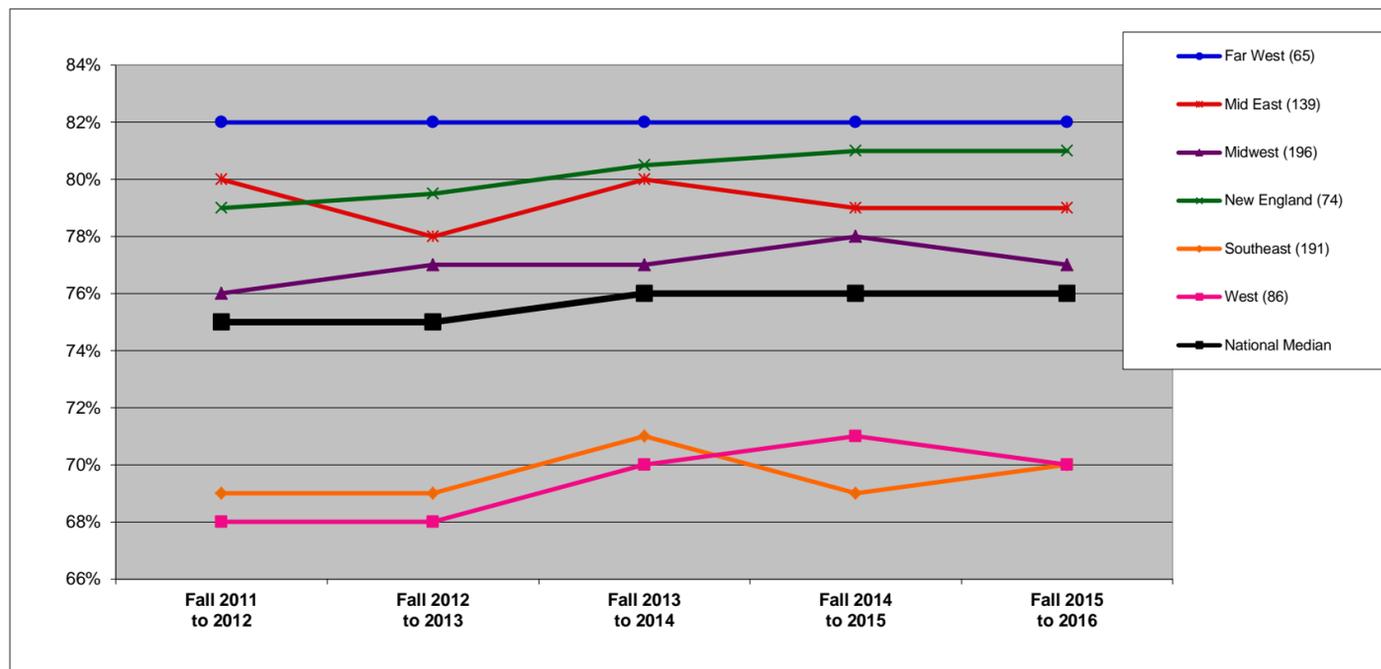
	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
MA-Larger (38)	27.1%	27.2%	28.1%	24.4%	23.7%
MA-Medium (27)	28.9%	29.3%	27.7%	27.2%	25.9%
MA-Smaller (18)	32.8%	31.8%	30.5%	27.8%	25.2%
BA-Arts & Sci (49)	25.3%	24.3%	22.8%	20.8%	20.5%
BA-Diverse (43)	30.8%	29.3%	30.4%	26.8%	28.4%
National Median	27.0%	26.5%	25.8%	24.6%	23.2%
HOPE	30.4%	27.2%	24.4%	25.0%	22.0%

RETENTION RATE (%): BY REGION (4R)

DEFINITION: The first to second year retention rate is the percentage of the fall full-time cohort (minus exclusions) that re-enrolled at the institution as either full- or part-time students in the fall of the next year.

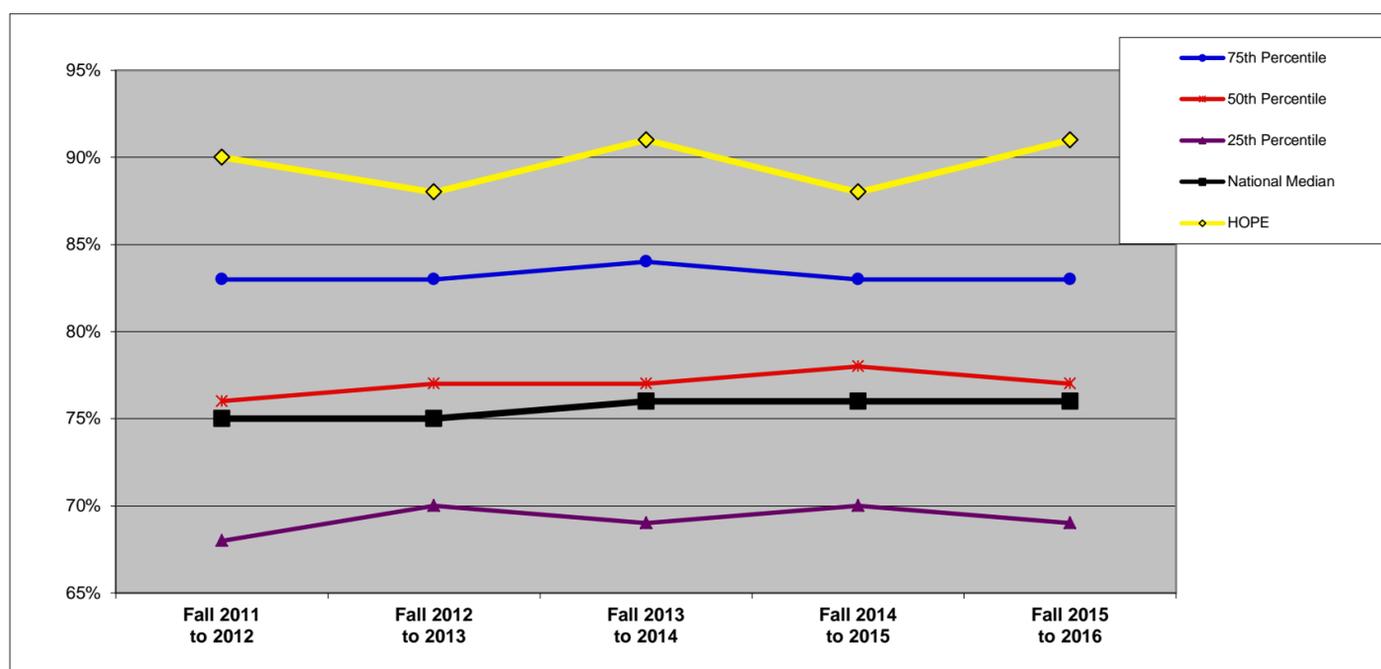
	Fall 2011 to 2012	Fall 2012 to 2013	Fall 2013 to 2014	Fall 2014 to 2015	Fall 2015 to 2016
HOPE	90%	88%	91%	88%	91%

NATIONAL (n=751). All data on this chart are presented as medians. See Introduction for description of regions.



	Fall 2011 to 2012	Fall 2012 to 2013	Fall 2013 to 2014	Fall 2014 to 2015	Fall 2015 to 2016
Far West (65)	82%	82%	82%	82%	82%
Mid East (139)	80%	78%	80%	79%	79%
Midwest (196)	76%	77%	77%	78%	77%
New England (74)	79%	80%	81%	81%	81%
Southeast (191)	69%	69%	71%	69%	70%
West (86)	68%	68%	70%	71%	70%
National Median	75%	75%	76%	76%	76%

MIDWEST REGION (n=196). In addition to the median, which is the 50th percentile, this chart shows the 75th and 25th percentiles for the region.



	Fall 2011 to 2012	Fall 2012 to 2013	Fall 2013 to 2014	Fall 2014 to 2015	Fall 2015 to 2016
75th Percentile	83%	83%	84%	83%	83%
50th Percentile	76%	77%	77%	78%	77%
25th Percentile	68%	70%	69%	70%	69%
National Median	75%	75%	76%	76%	76%
HOPE	90%	88%	91%	88%	91%

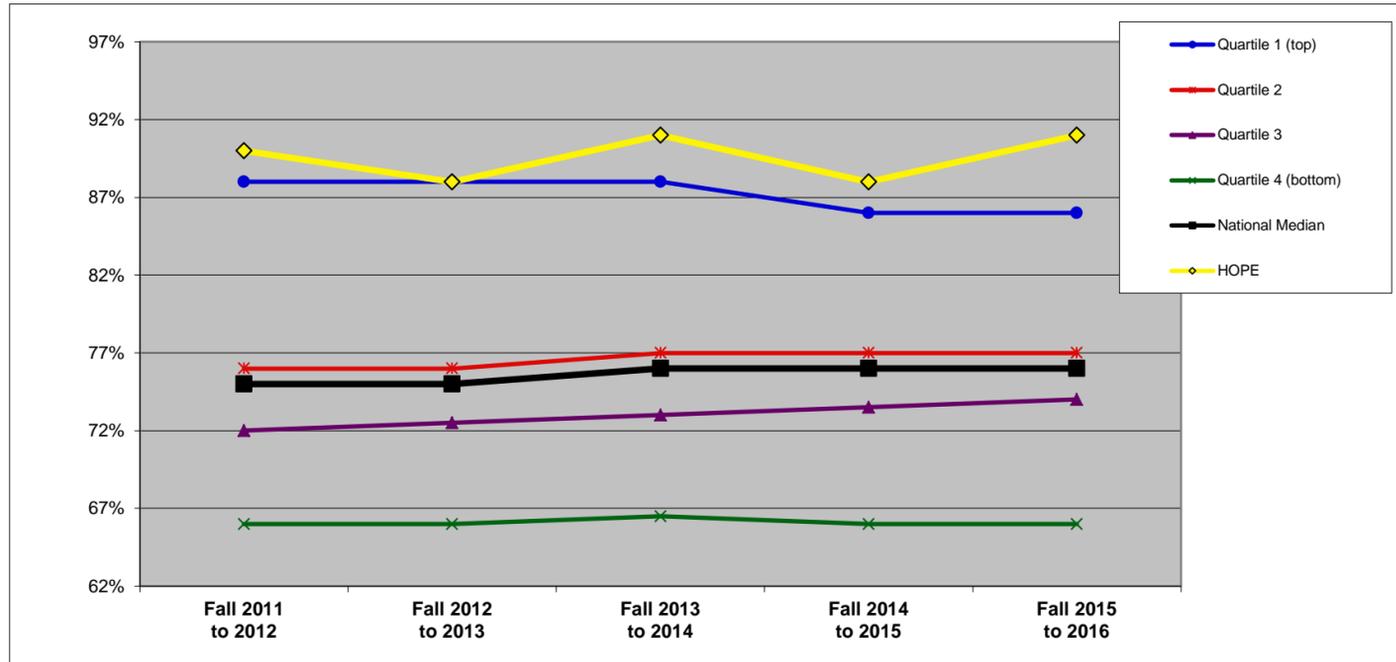
RETENTION RATE (%): BY FINANCIAL RESOURCES (4F)

DEFINITION: The first to second year retention rate is the percentage of the fall full-time cohort (minus exclusions) that re-enrolled at the institution as either full- or part-time students in the fall of the next year. (All national and regional data are presented as medians.)

	Fall 2011 to 2012	Fall 2012 to 2013	Fall 2013 to 2014	Fall 2014 to 2015	Fall 2015 to 2016
HOPE	90%	88%	91%	88%	91%

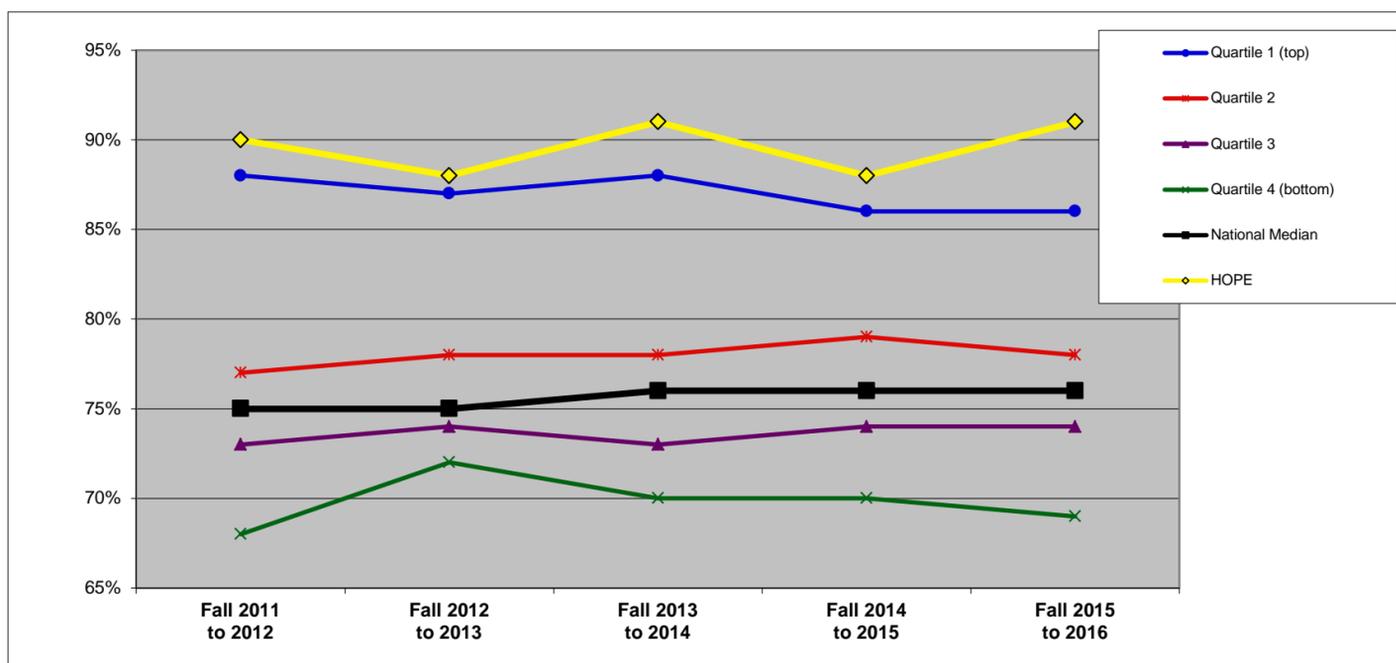
QUARTILES	
NATIONAL	1
REGIONAL	1

NATIONAL: FINANCIAL RESOURCES (n=745).



	Fall 2011 to 2012	Fall 2012 to 2013	Fall 2013 to 2014	Fall 2014 to 2015	Fall 2015 to 2016
Quartile 1 (top)	88%	88%	88%	86%	86%
Quartile 2	76%	76%	77%	77%	77%
Quartile 3	72%	73%	73%	74%	74%
Quartile 4 (bottom)	66%	66%	67%	66%	66%
National Median	75%	75%	76%	76%	76%
HOPE	90%	88%	91%	88%	91%

MIDWEST REGION: FINANCIAL RESOURCES (n=194).



	Fall 2011 to 2012	Fall 2012 to 2013	Fall 2013 to 2014	Fall 2014 to 2015	Fall 2015 to 2016
Quartile 1 (top)	88%	87%	88%	86%	86%
Quartile 2	77%	78%	78%	79%	78%
Quartile 3	73%	74%	73%	74%	74%
Quartile 4 (bottom)	68%	72%	70%	70%	69%
National Median	75%	75%	76%	76%	76%
HOPE	90%	88%	91%	88%	91%

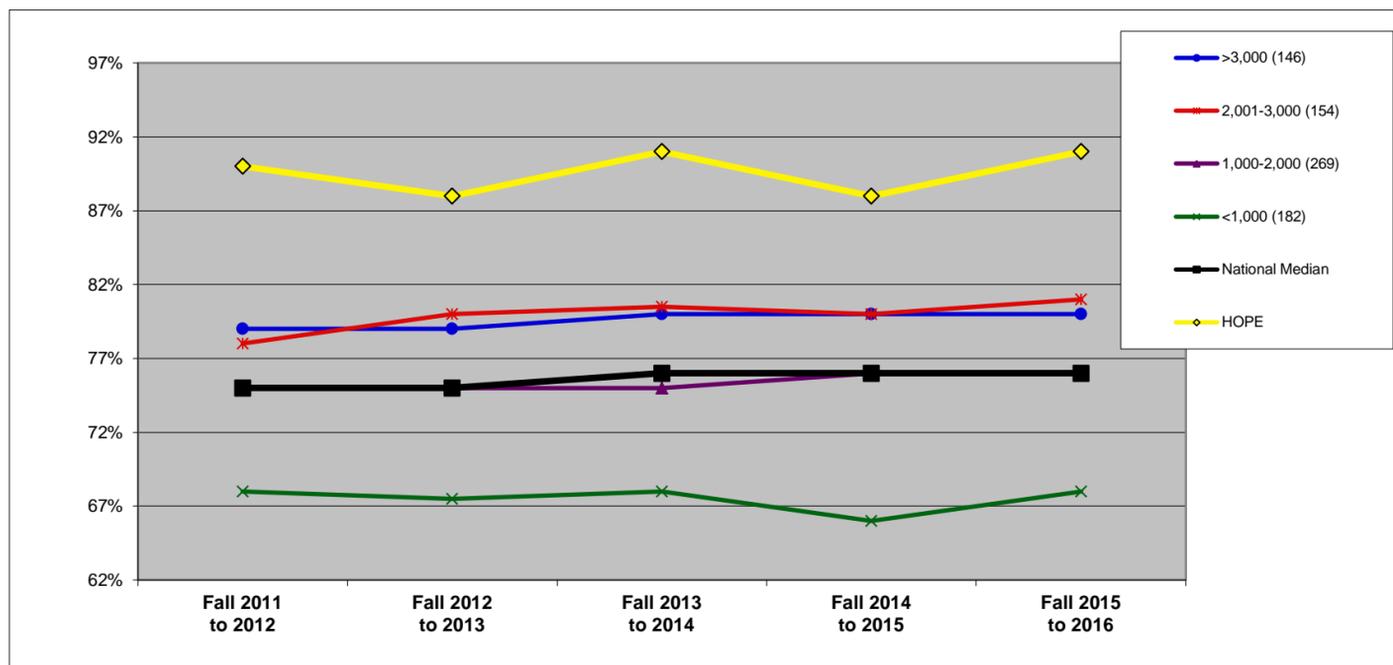
RETENTION RATE (%): BY ENROLLMENT SIZE (4S)

DEFINITION: The first to second year retention rate is the percentage of the fall full-time cohort (minus exclusions) that re-enrolled at the institution as either full- or part-time students in the fall of the next year. (All national and regional data are presented as medians.)

	Fall 2011 to 2012	Fall 2012 to 2013	Fall 2013 to 2014	Fall 2014 to 2015	Fall 2015 to 2016
HOPE	90%	88%	91%	88%	91%

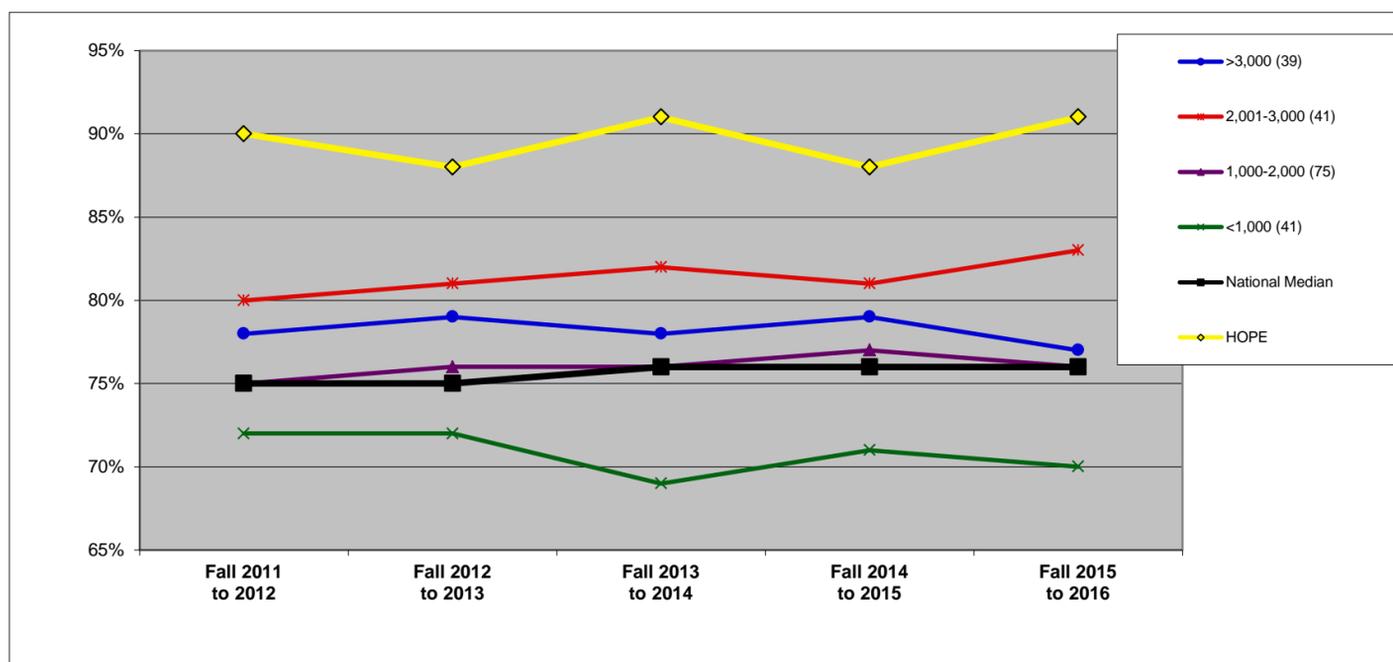
SIZE >3,000

NATIONAL: SIZE (n=751).



	Fall 2011 to 2012	Fall 2012 to 2013	Fall 2013 to 2014	Fall 2014 to 2015	Fall 2015 to 2016
>3,000 (146)	79%	79%	80%	80%	80%
2,001-3,000 (154)	78%	80%	81%	80%	81%
1,000-2,000 (269)	75%	75%	75%	76%	76%
<1,000 (182)	68%	68%	68%	66%	68%
National Median	75%	75%	76%	76%	76%
HOPE	90%	88%	91%	88%	91%

MIDWEST REGION: SIZE (n=196).



	Fall 2011 to 2012	Fall 2012 to 2013	Fall 2013 to 2014	Fall 2014 to 2015	Fall 2015 to 2016
>3,000 (39)	78%	79%	78%	79%	77%
2,001-3,000 (41)	80%	81%	82%	81%	83%
1,000-2,000 (75)	75%	76%	76%	77%	76%
<1,000 (41)	72%	72%	69%	71%	70%
National Median	75%	75%	76%	76%	76%
HOPE	90%	88%	91%	88%	91%

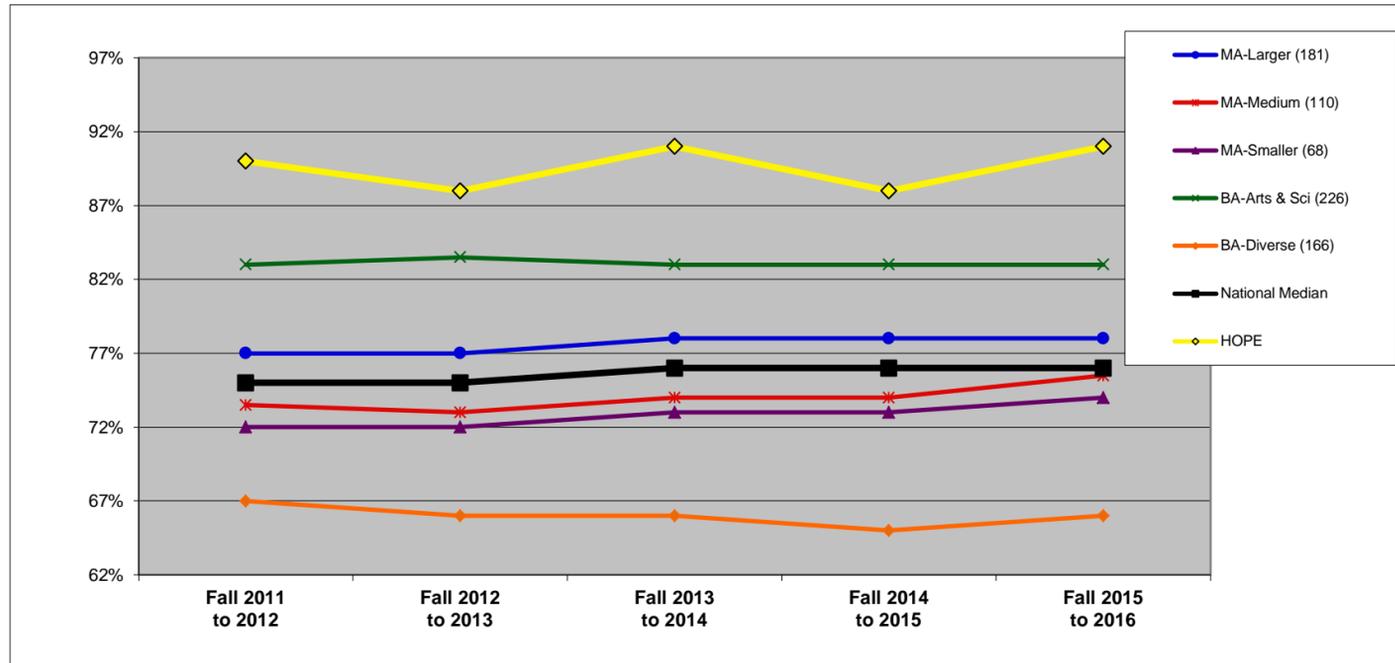
RETENTION RATE (%): BY CARNEGIE CLASSIFICATION (4C)

DEFINITION: The first to second year retention rate is the percentage of the fall full-time cohort (minus exclusions) that re-enrolled at the institution as either full- or part-time students in the fall of the next year. See Introduction for description of Carnegie classifications. (All national and regional data are presented as medians.)

	Fall 2011 to 2012	Fall 2012 to 2013	Fall 2013 to 2014	Fall 2014 to 2015	Fall 2015 to 2016
HOPE	90%	88%	91%	88%	91%

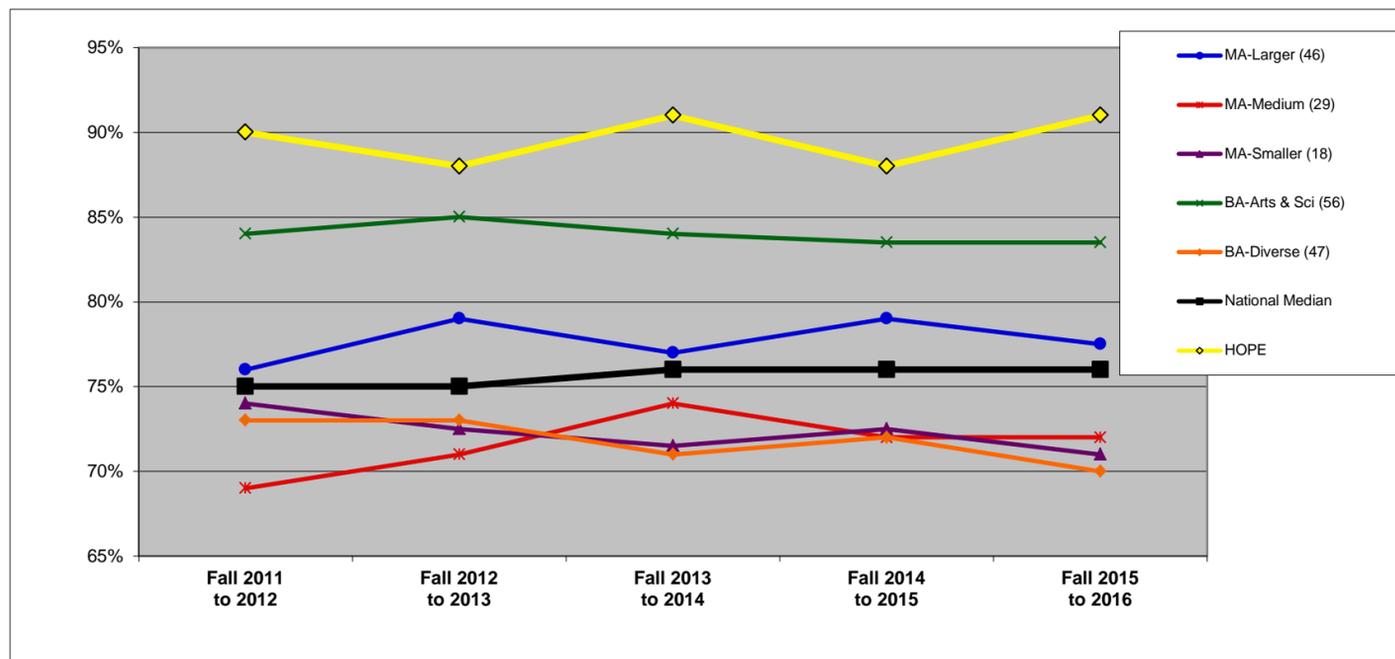
CARNEGIE BA-Arts & Sci

NATIONAL: CARNEGIE (n=751).



	Fall 2011 to 2012	Fall 2012 to 2013	Fall 2013 to 2014	Fall 2014 to 2015	Fall 2015 to 2016
MA-Larger (181)	77%	77%	78%	78%	78%
MA-Medium (110)	74%	73%	74%	74%	76%
MA-Smaller (68)	72%	72%	73%	73%	74%
BA-Arts & Sci (226)	83%	84%	83%	83%	83%
BA-Diverse (166)	67%	66%	66%	65%	66%
National Median	75%	75%	76%	76%	76%
HOPE	90%	88%	91%	88%	91%

MIDWEST REGION: CARNEGIE (n=196).



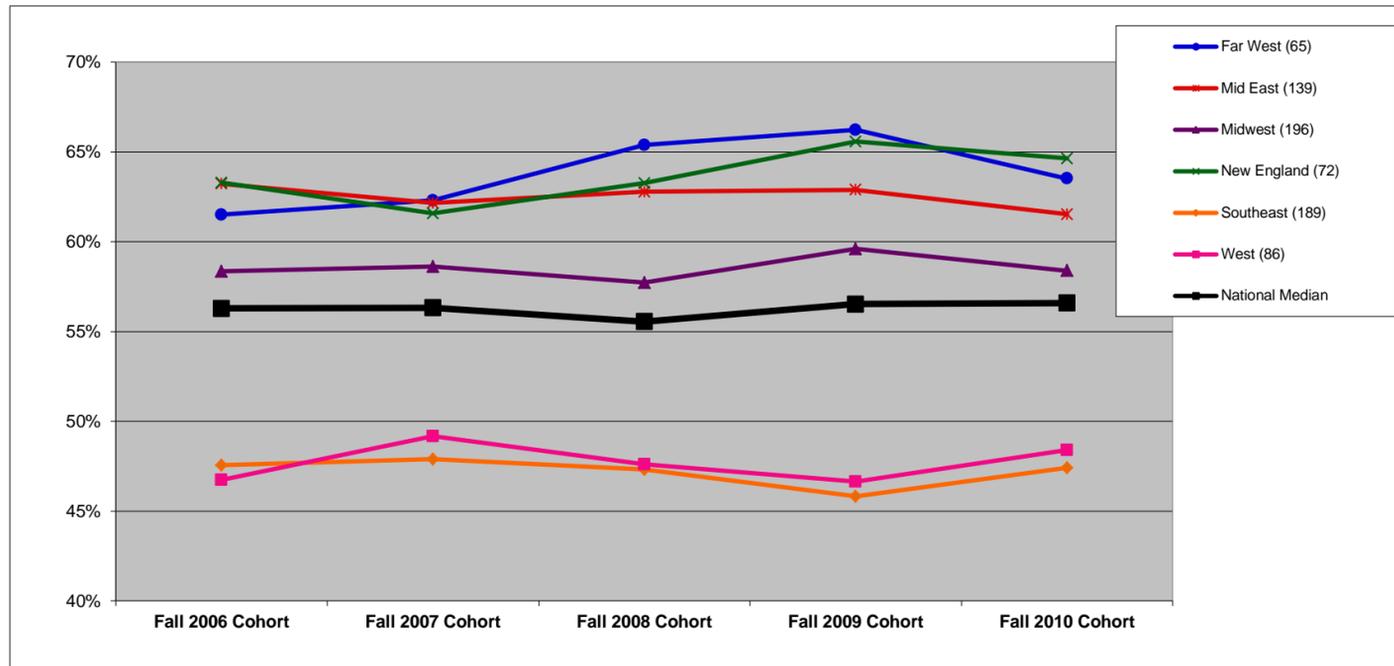
	Fall 2011 to 2012	Fall 2012 to 2013	Fall 2013 to 2014	Fall 2014 to 2015	Fall 2015 to 2016
MA-Larger (46)	76%	79%	77%	79%	78%
MA-Medium (29)	69%	71%	74%	72%	72%
MA-Smaller (18)	74%	73%	72%	73%	71%
BA-Arts & Sci (56)	84%	85%	84%	84%	84%
BA-Diverse (47)	73%	73%	71%	72%	70%
National Median	75%	75%	76%	76%	76%
HOPE	90%	88%	91%	88%	91%

GRADUATION RATE (%): BY REGION (5R)

DEFINITION: The six-year, cohort graduation rate for full-time, first-time degree-seeking undergraduate students. For example, the Fall 2006 Cohort rate is the percentage that graduated by end of Summer 2012.

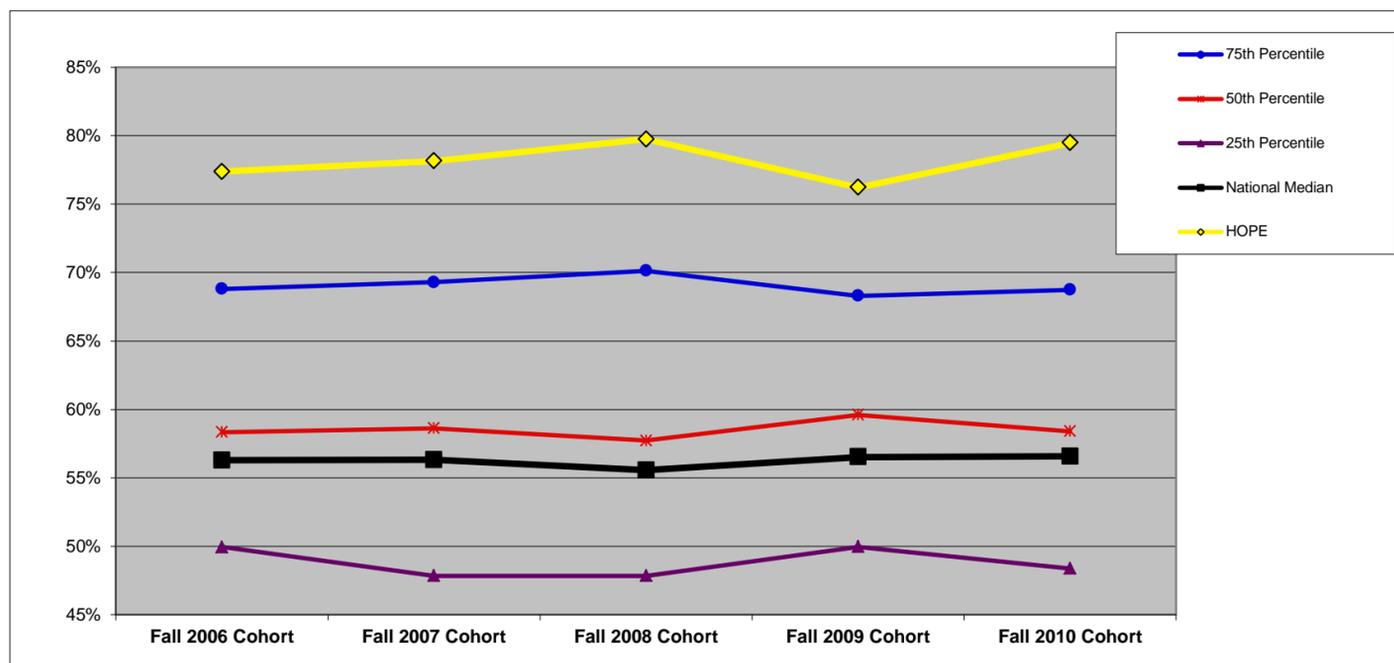
	Fall 2006 Cohort	Fall 2007 Cohort	Fall 2008 Cohort	Fall 2009 Cohort	Fall 2010 Cohort
HOPE	77.4%	78.1%	79.8%	76.2%	79.5%

NATIONAL (n=747). All data on this chart are presented as medians. See Introduction for description of regions.



	Fall 2006 Cohort	Fall 2007 Cohort	Fall 2008 Cohort	Fall 2009 Cohort	Fall 2010 Cohort
Far West (65)	61.5%	62.3%	65.4%	66.2%	63.5%
Mid East (139)	63.2%	62.2%	62.8%	62.9%	61.5%
Midwest (196)	58.3%	58.6%	57.7%	59.6%	58.4%
New England (72)	63.3%	61.6%	63.3%	65.6%	64.6%
Southeast (189)	47.6%	47.9%	47.3%	45.8%	47.4%
West (86)	46.7%	49.2%	47.6%	46.6%	48.4%
National Median	56.3%	56.3%	55.6%	56.5%	56.6%

MIDWEST REGION (n=196). In addition to the median, which is the 50th percentile, this chart shows the 75th and 25th percentiles for the region.



	Fall 2006 Cohort	Fall 2007 Cohort	Fall 2008 Cohort	Fall 2009 Cohort	Fall 2010 Cohort
75th Percentile	68.8%	69.3%	70.1%	68.3%	68.7%
50th Percentile	58.3%	58.6%	57.7%	59.6%	58.4%
25th Percentile	49.9%	47.8%	47.8%	49.9%	48.4%
National Median	56.3%	56.3%	55.6%	56.5%	56.6%
HOPE	77.4%	78.1%	79.8%	76.2%	79.5%

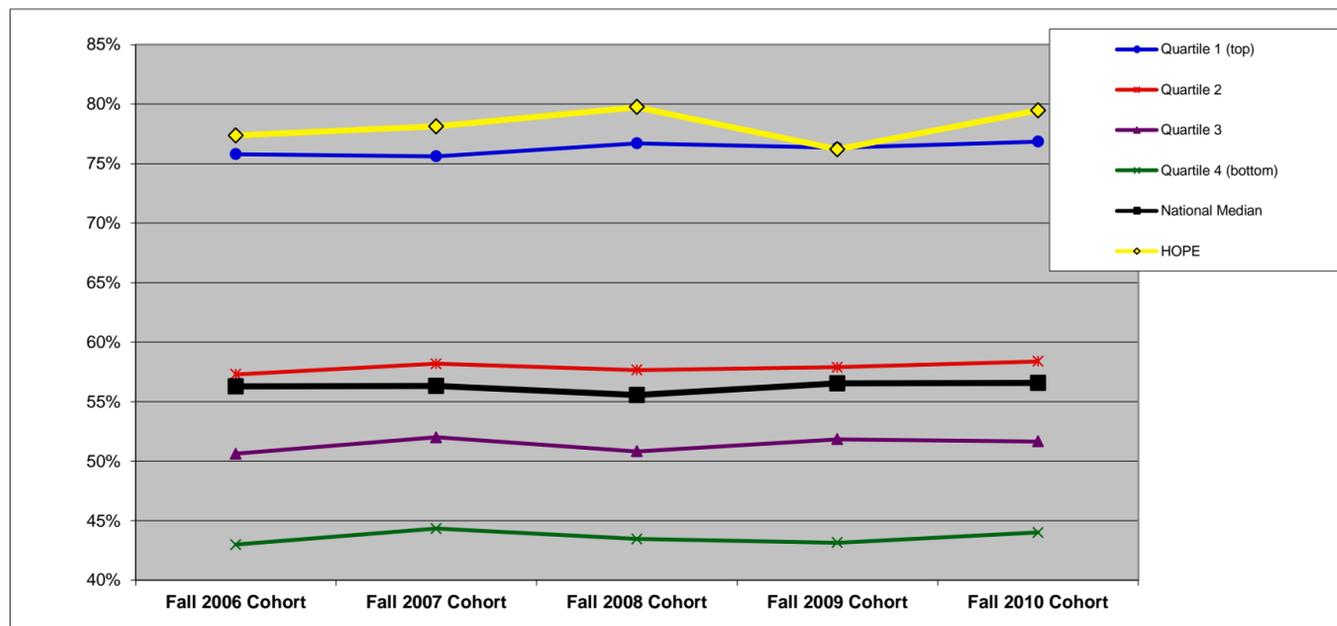
GRADUATION RATE (%): BY FINANCIAL RESOURCES (5F)

DEFINITION: The six-year, cohort graduation rate for full-time, first-time degree-seeking undergraduate students. For example, the Fall 2006 Cohort rate is the percentage that graduated by end of Summer 2012. (All national and regional data are presented as medians.)

	Fall 2006 Cohort	Fall 2007 Cohort	Fall 2008 Cohort	Fall 2009 Cohort	Fall 2010 Cohort
HOPE	77.4%	78.1%	79.8%	76.2%	79.5%

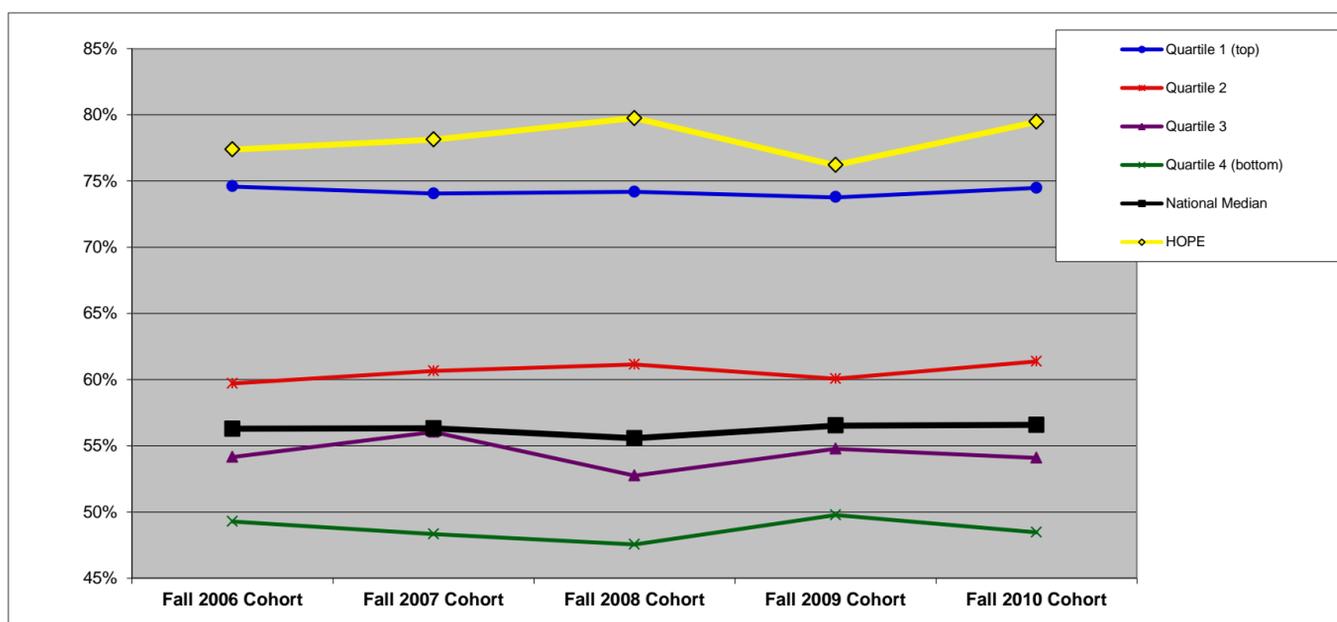
QUARTILES	
NATIONAL	1
REGIONAL	1

NATIONAL: FINANCIAL RESOURCES (n=741).



	Fall 2006 Cohort	Fall 2007 Cohort	Fall 2008 Cohort	Fall 2009 Cohort	Fall 2010 Cohort
Quartile 1 (top)	75.8%	75.6%	76.7%	76.3%	76.8%
Quartile 2	57.3%	58.2%	57.7%	57.9%	58.4%
Quartile 3	50.6%	52.0%	50.8%	51.8%	51.7%
Quartile 4 (bottom)	43.0%	44.3%	43.5%	43.1%	44.0%
National Median	56.3%	56.3%	55.6%	56.5%	56.6%
HOPE	77.4%	78.1%	79.8%	76.2%	79.5%

MIDWEST REGION: FINANCIAL RESOURCES (n=194).



	Fall 2006 Cohort	Fall 2007 Cohort	Fall 2008 Cohort	Fall 2009 Cohort	Fall 2010 Cohort
Quartile 1 (top)	74.6%	74.0%	74.2%	73.8%	74.5%
Quartile 2	59.7%	60.7%	61.1%	60.1%	61.4%
Quartile 3	54.1%	56.0%	52.7%	54.8%	54.1%
Quartile 4 (bottom)	49.3%	48.3%	47.5%	49.8%	48.5%
National Median	56.3%	56.3%	55.6%	56.5%	56.6%
HOPE	77.4%	78.1%	79.8%	76.2%	79.5%

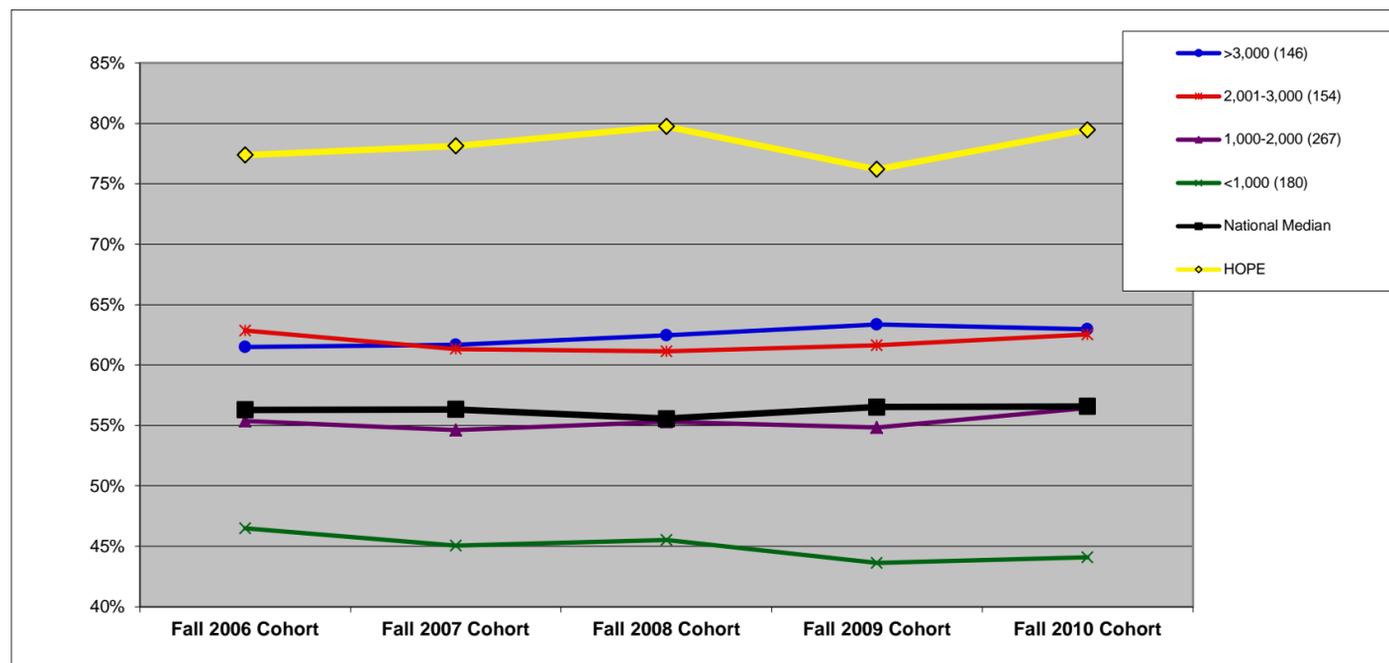
GRADUATION RATE (%): BY ENROLLMENT SIZE (5S)

DEFINITION: The six-year, cohort graduation rate for full-time, first-time degree-seeking undergraduate students. For example, the Fall 2006 Cohort rate is the percentage that graduated by end of Summer 2012. (All national and regional data are presented as medians.)

	Fall 2006 Cohort	Fall 2007 Cohort	Fall 2008 Cohort	Fall 2009 Cohort	Fall 2010 Cohort
HOPE	77.4%	78.1%	79.8%	76.2%	79.5%

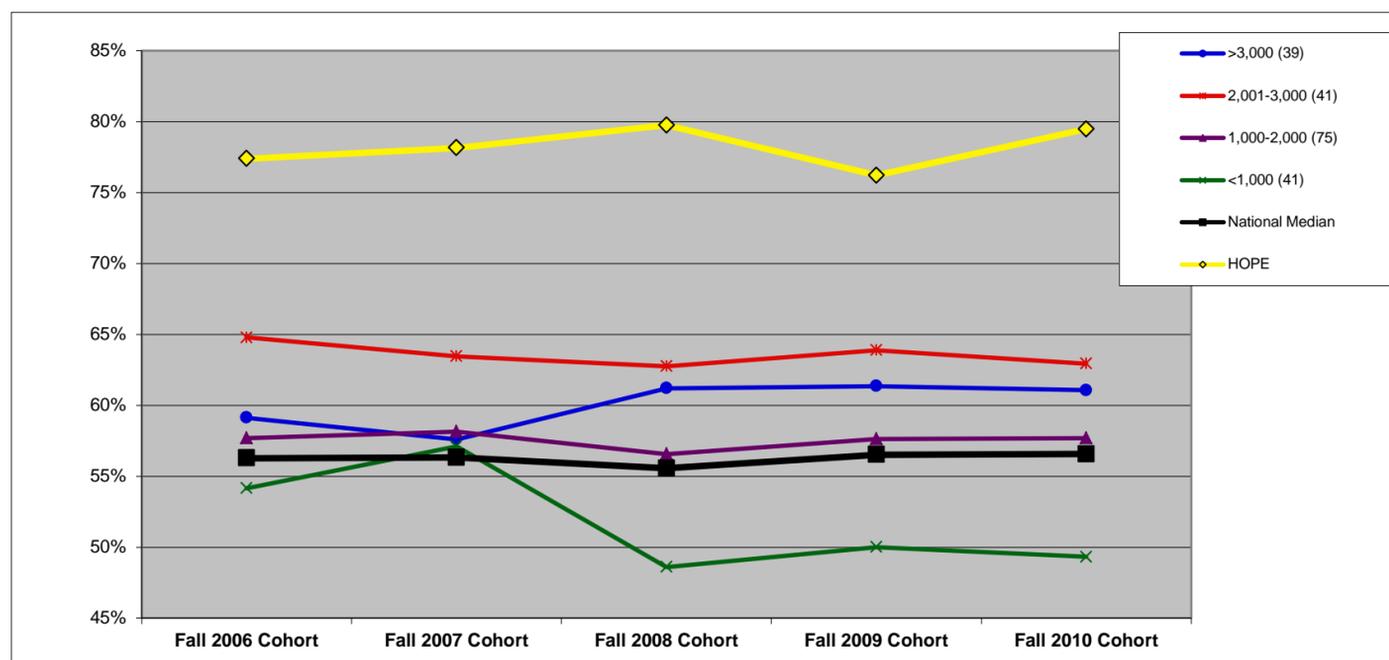
SIZE: >3,000

NATIONAL: SIZE (n=747).



	Fall 2006 Cohort	Fall 2007 Cohort	Fall 2008 Cohort	Fall 2009 Cohort	Fall 2010 Cohort
>3,000 (146)	61.5%	61.7%	62.5%	63.3%	63.0%
2,001-3,000 (154)	62.9%	61.3%	61.1%	61.6%	62.5%
1,000-2,000 (267)	55.4%	54.6%	55.3%	54.8%	56.5%
<1,000 (180)	46.5%	45.1%	45.5%	43.6%	44.1%
National Median	56.3%	56.3%	55.6%	56.5%	56.6%
HOPE	77.4%	78.1%	79.8%	76.2%	79.5%

MIDWEST REGION: SIZE (n=196).



	Fall 2006 Cohort	Fall 2007 Cohort	Fall 2008 Cohort	Fall 2009 Cohort	Fall 2010 Cohort
>3,000 (39)	59.1%	57.6%	61.2%	61.3%	61.1%
2,001-3,000 (41)	64.8%	63.4%	62.7%	63.9%	62.9%
1,000-2,000 (75)	57.7%	58.2%	56.6%	57.6%	57.7%
<1,000 (41)	54.1%	57.1%	48.6%	50.0%	49.3%
National Median	56.3%	56.3%	55.6%	56.5%	56.6%
HOPE	77.4%	78.1%	79.8%	76.2%	79.5%

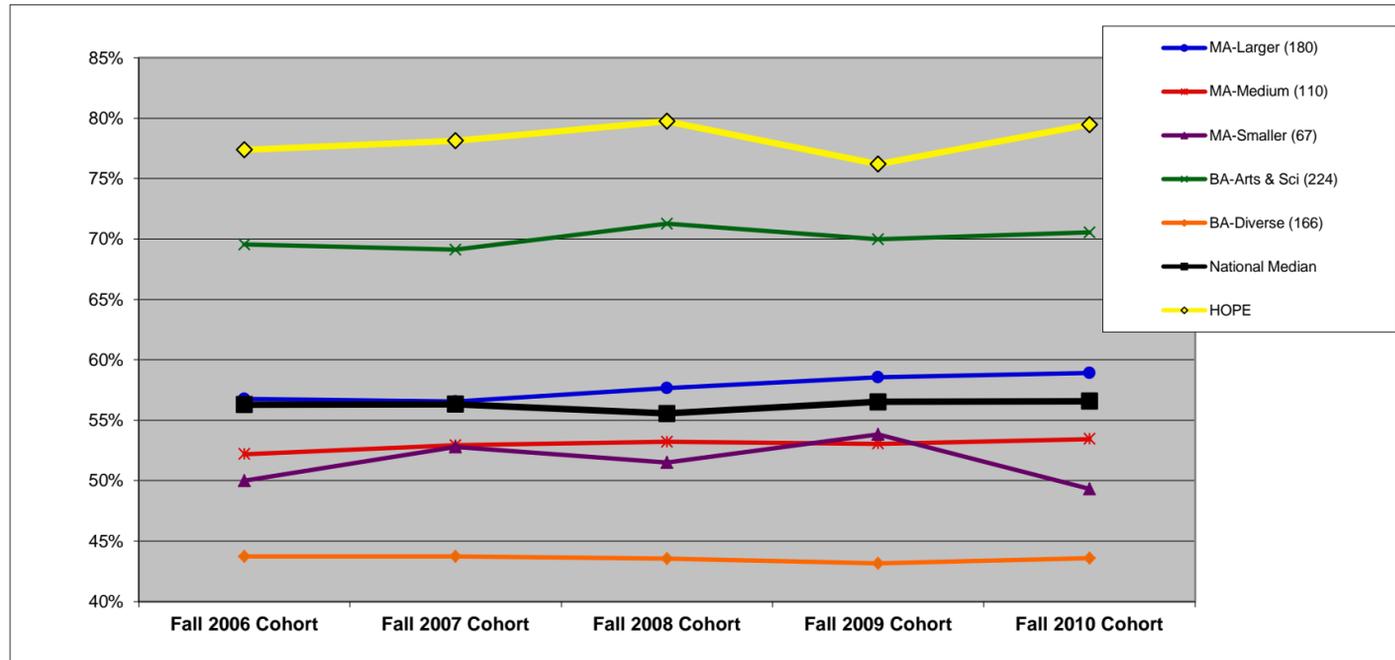
GRADUATION RATE (%): BY CARNEGIE CLASSIFICATION (5C)

DEFINITION: The six-year, cohort graduation rate for full-time, first-time degree-seeking undergraduate students. For example, the Fall 2006 Cohort rate is the percentage that graduated by end of Summer 2012. See Introduction for description of Carnegie classifications. (All national and regional data are presented as medians.)

	Fall 2006 Cohort	Fall 2007 Cohort	Fall 2008 Cohort	Fall 2009 Cohort	Fall 2010 Cohort
HOPE	77.4%	78.1%	79.8%	76.2%	79.5%

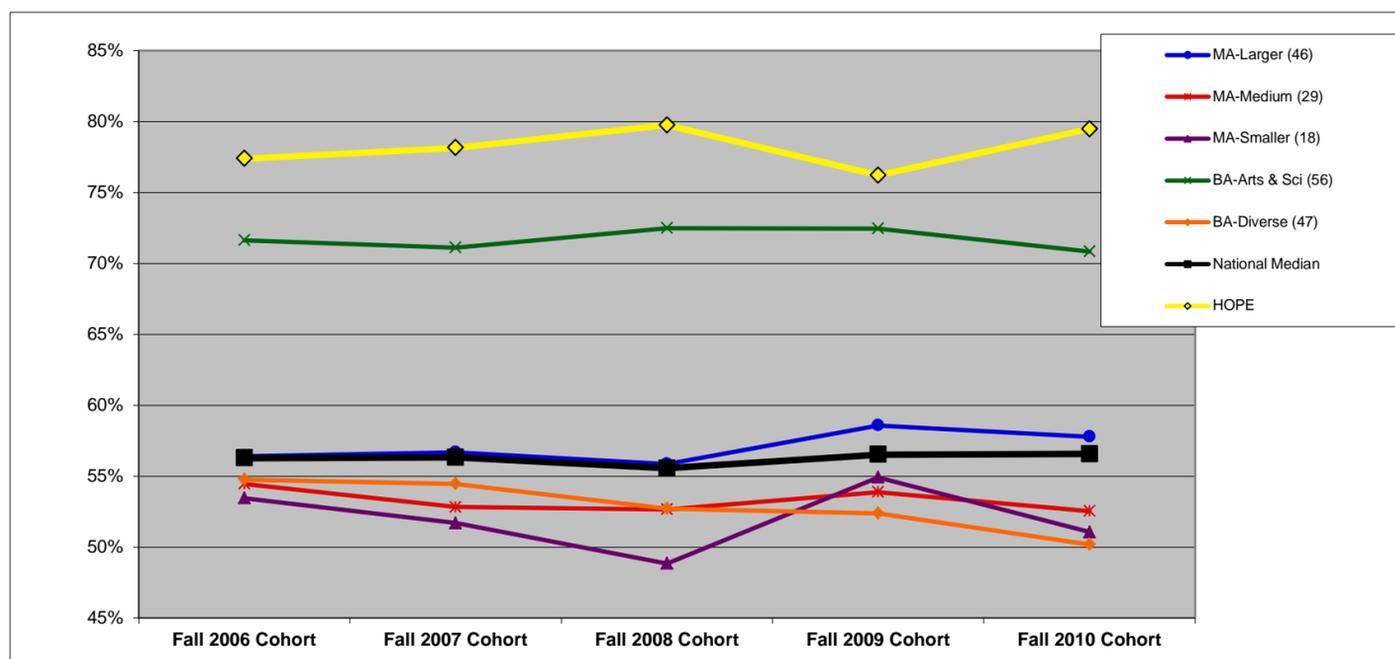
CARNEGIE BA-Arts & Sci

NATIONAL: CARNEGIE (n=747).



	Fall 2006 Cohort	Fall 2007 Cohort	Fall 2008 Cohort	Fall 2009 Cohort	Fall 2010 Cohort
MA-Larger (180)	56.8%	56.6%	57.7%	58.6%	58.9%
MA-Medium (110)	52.2%	52.9%	53.2%	53.1%	53.4%
MA-Smaller (67)	50.0%	52.8%	51.5%	53.8%	49.3%
BA-Arts & Sci (224)	69.5%	69.1%	71.3%	70.0%	70.6%
BA-Diverse (166)	43.7%	43.7%	43.6%	43.1%	43.6%
National Median	56.3%	56.3%	55.6%	56.5%	56.6%
HOPE	77.4%	78.1%	79.8%	76.2%	79.5%

MIDWEST REGION: CARNEGIE (n=196).



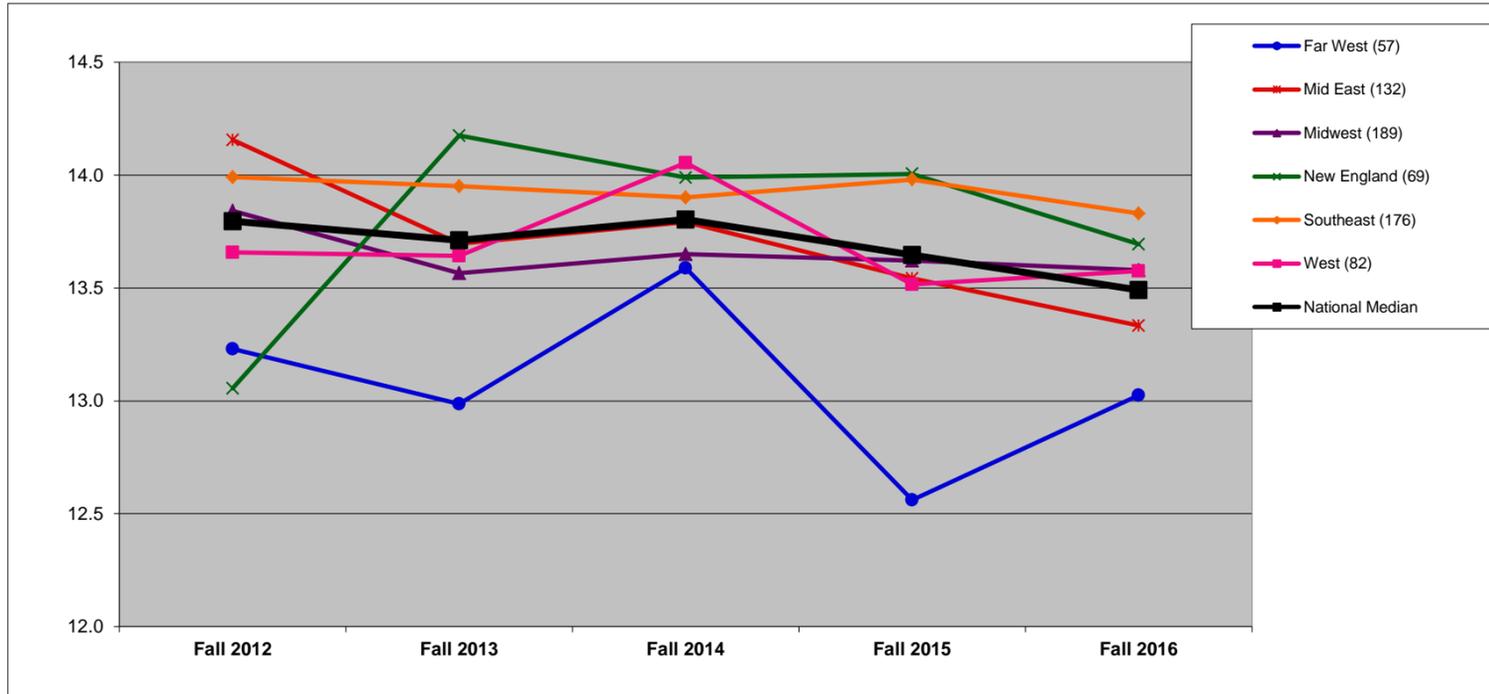
	Fall 2006 Cohort	Fall 2007 Cohort	Fall 2008 Cohort	Fall 2009 Cohort	Fall 2010 Cohort
MA-Larger (46)	56.4%	56.7%	55.9%	58.6%	57.8%
MA-Medium (29)	54.4%	52.8%	52.7%	53.9%	52.5%
MA-Smaller (18)	53.4%	51.7%	48.8%	54.9%	51.1%
BA-Arts & Sci (56)	71.6%	71.1%	72.5%	72.4%	70.8%
BA-Diverse (47)	54.8%	54.5%	52.7%	52.4%	50.2%
National Median	56.3%	56.3%	55.6%	56.5%	56.6%
HOPE	77.4%	78.1%	79.8%	76.2%	79.5%

STUDENT/FACULTY RATIO: BY REGION (6R)

DEFINITION: Total 12-month student FTE (undergraduate, graduate, and first-professional) divided by instructional faculty FTE.

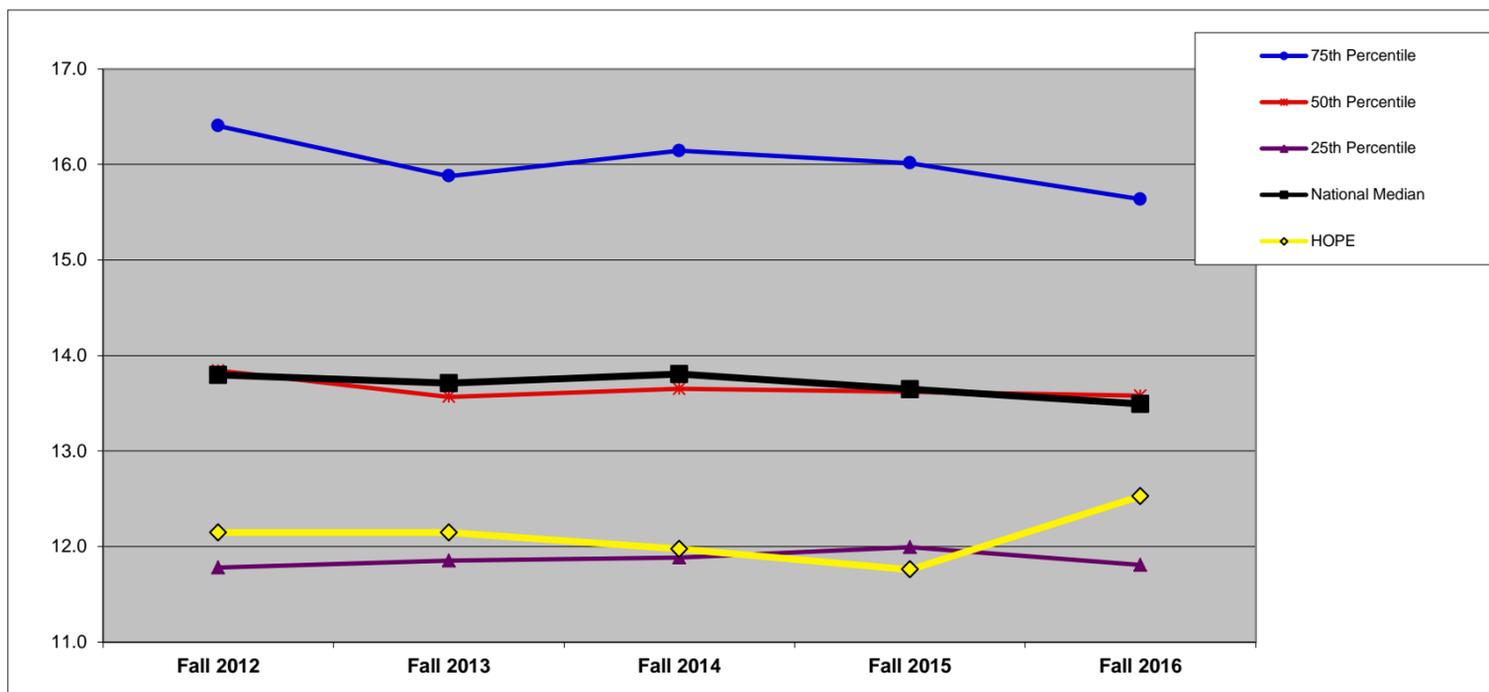
	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Y1 to Y5 Change
HOPE	12.1	12.1	12.0	11.8	12.5	3.1%

NATIONAL (n=705). All data on this chart are presented as medians. See Introduction for description of regions.



	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Y1 to Y5 Change
Far West (57)	13.2	13.0	13.6	12.6	13.0	-1.6%
Mid East (132)	14.2	13.7	13.8	13.5	13.3	-5.8%
Midwest (189)	13.8	13.6	13.6	13.6	13.6	-1.9%
New England (69)	13.1	14.2	14.0	14.0	13.7	4.9%
Southeast (176)	14.0	14.0	13.9	14.0	13.8	-1.2%
West (82)	13.7	13.6	14.1	13.5	13.6	-0.6%
National Median	13.8	13.7	13.8	13.6	13.5	-2.2%

MIDWEST REGION (n=189). In addition to the median, which is the 50th percentile, this chart shows the 75th and 25th percentiles for the region.



	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Y1 to Y5 Change
75th Percentile	16.4	15.9	16.1	16.0	15.6	-4.7%
50th Percentile	13.8	13.6	13.6	13.6	13.6	-1.9%
25th Percentile	11.8	11.9	11.9	12.0	11.8	0.2%
National Median	13.8	13.7	13.8	13.6	13.5	-2.2%
HOPE	12.1	12.1	12.0	11.8	12.5	3.1%

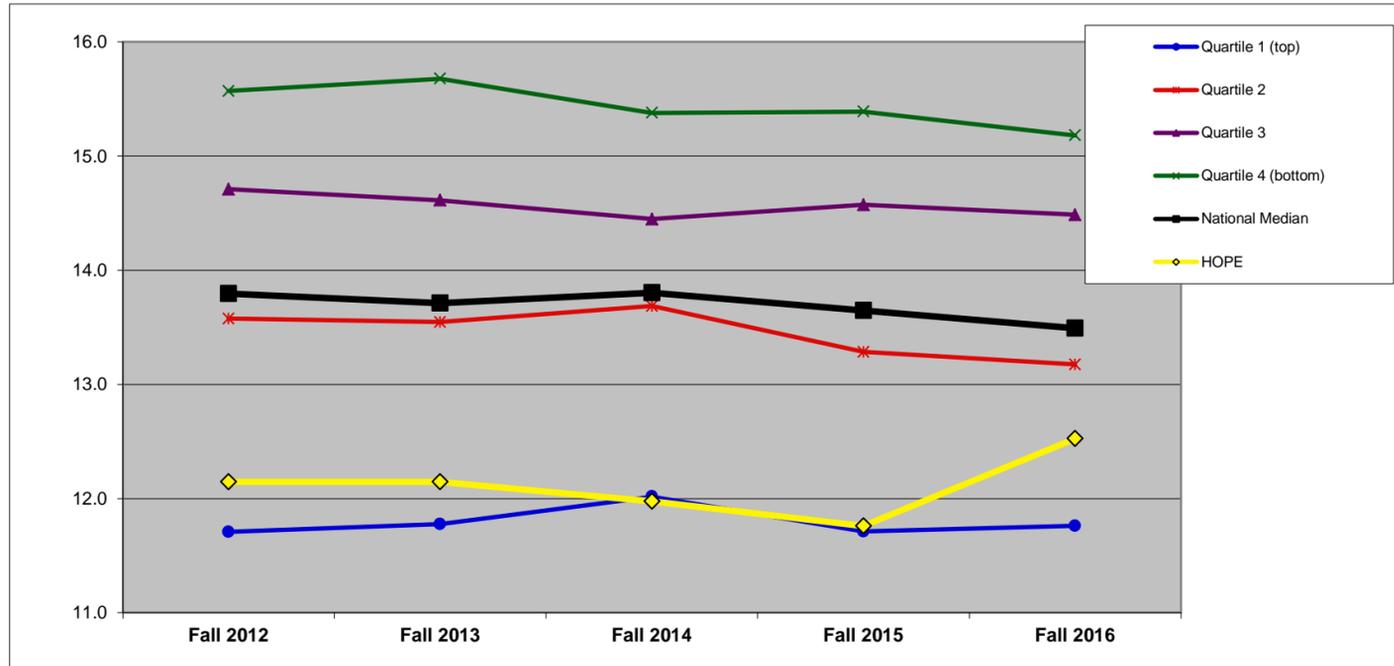
STUDENT/FACULTY RATIO: BY FINANCIAL RESOURCES (6F)

DEFINITION: Total 12-month student FTE (undergraduate, graduate, and first-professional) divided by instructional faculty FTE. (All national and regional data are presented as medians.)

	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Y1 to Y5 Change
HOPE	12.1	12.1	12.0	11.8	12.5	3.1%

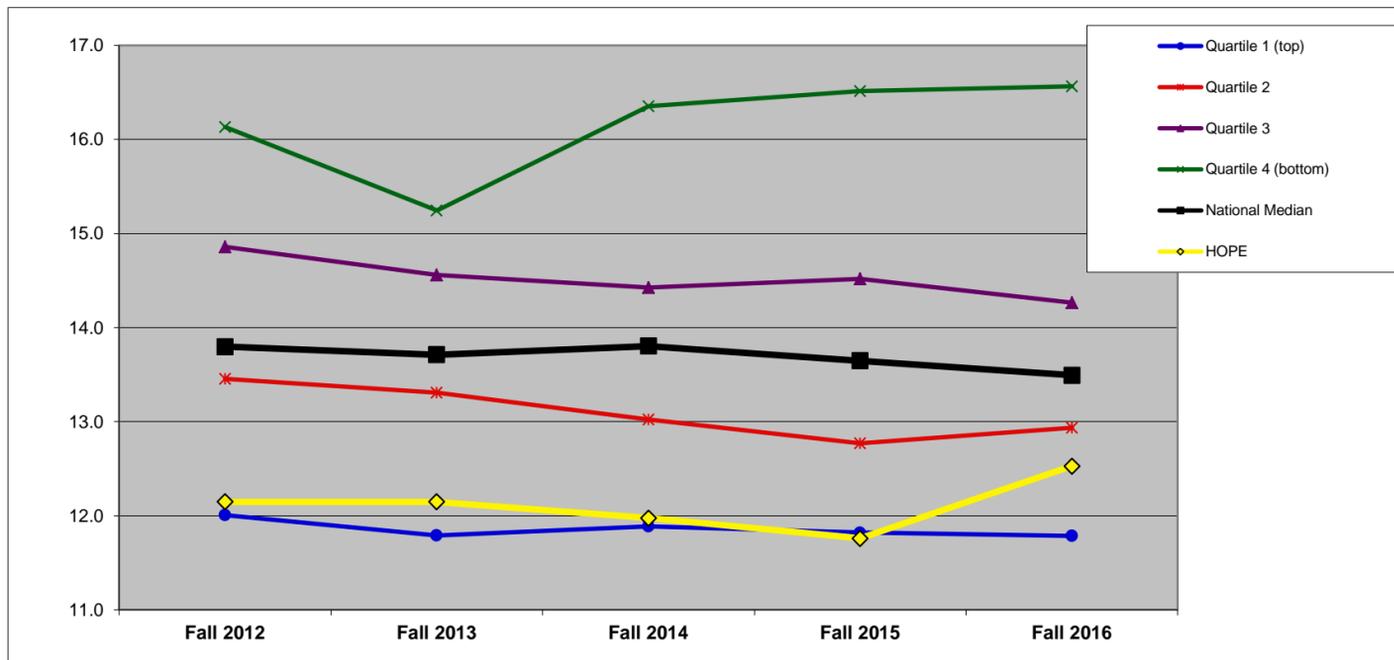
QUARTILES	
NATIONAL	1
REGIONAL	1

NATIONAL: FINANCIAL RESOURCES (n=699).



	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Y1 to Y5 Change
Quartile 1 (top)	11.7	11.8	12.0	11.7	11.8	0.5%
Quartile 2	13.6	13.5	13.7	13.3	13.2	-3.0%
Quartile 3	14.7	14.6	14.4	14.6	14.5	-1.5%
Quartile 4 (bottom)	15.6	15.7	15.4	15.4	15.2	-2.5%
National Median	13.8	13.7	13.8	13.6	13.5	-2.2%
HOPE	12.1	12.1	12.0	11.8	12.5	3.1%

MIDWEST REGION: FINANCIAL RESOURCES (n=187).



	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Y1 to Y5 Change
Quartile 1 (top)	12.0	11.8	11.9	11.8	11.8	-1.9%
Quartile 2	13.5	13.3	13.0	12.8	12.9	-3.8%
Quartile 3	14.9	14.6	14.4	14.5	14.3	-4.0%
Quartile 4 (bottom)	16.1	15.2	16.4	16.5	16.6	2.7%
National Median	13.8	13.7	13.8	13.6	13.5	-2.2%
HOPE	12.1	12.1	12.0	11.8	12.5	3.1%

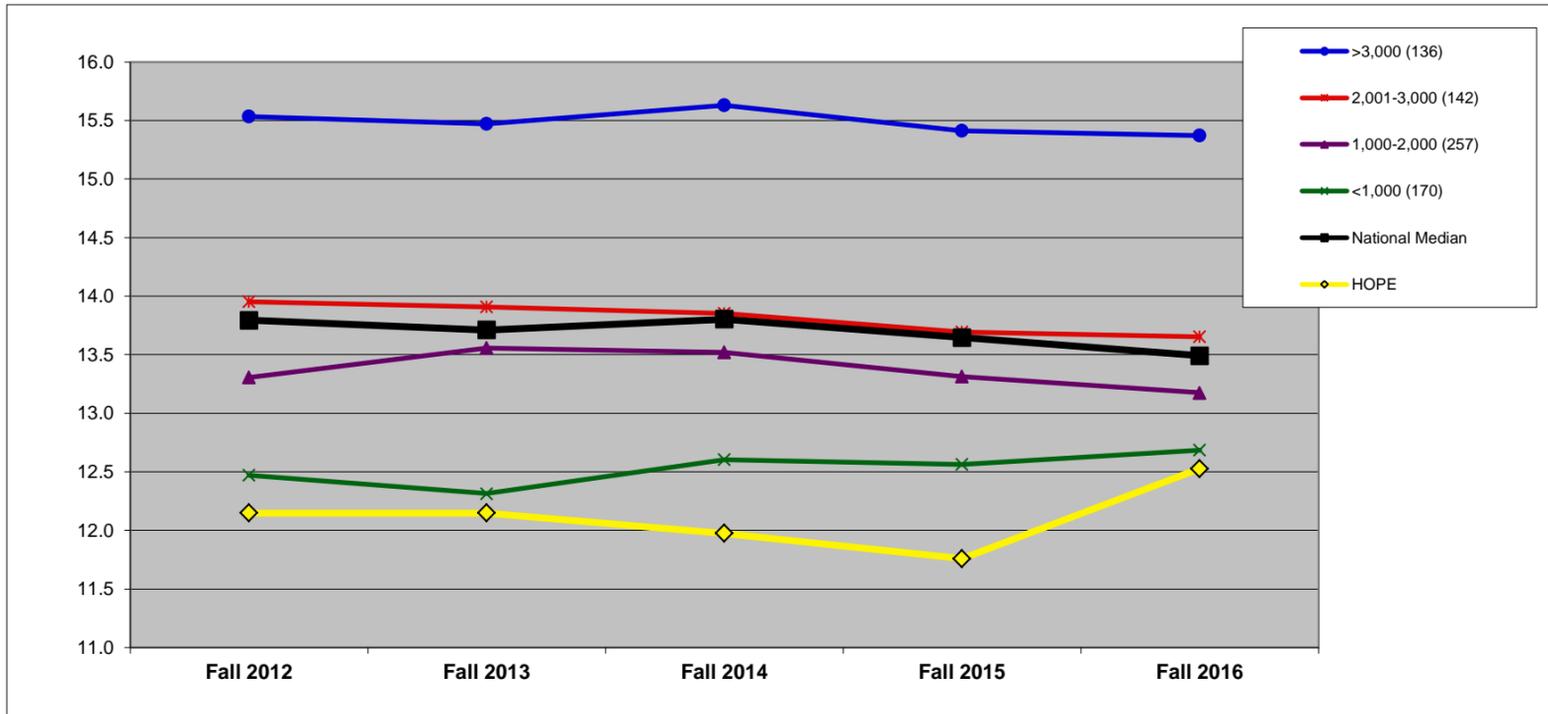
STUDENT/FACULTY RATIO: BY ENROLLMENT SIZE (6S)

DEFINITION: Total 12-month student FTE (undergraduate, graduate, and first-professional) divided by instructional faculty FTE. (All national and regional data are presented as medians.)

	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Y1 to Y5 Change
HOPE	12.1	12.1	12.0	11.8	12.5	3.1%

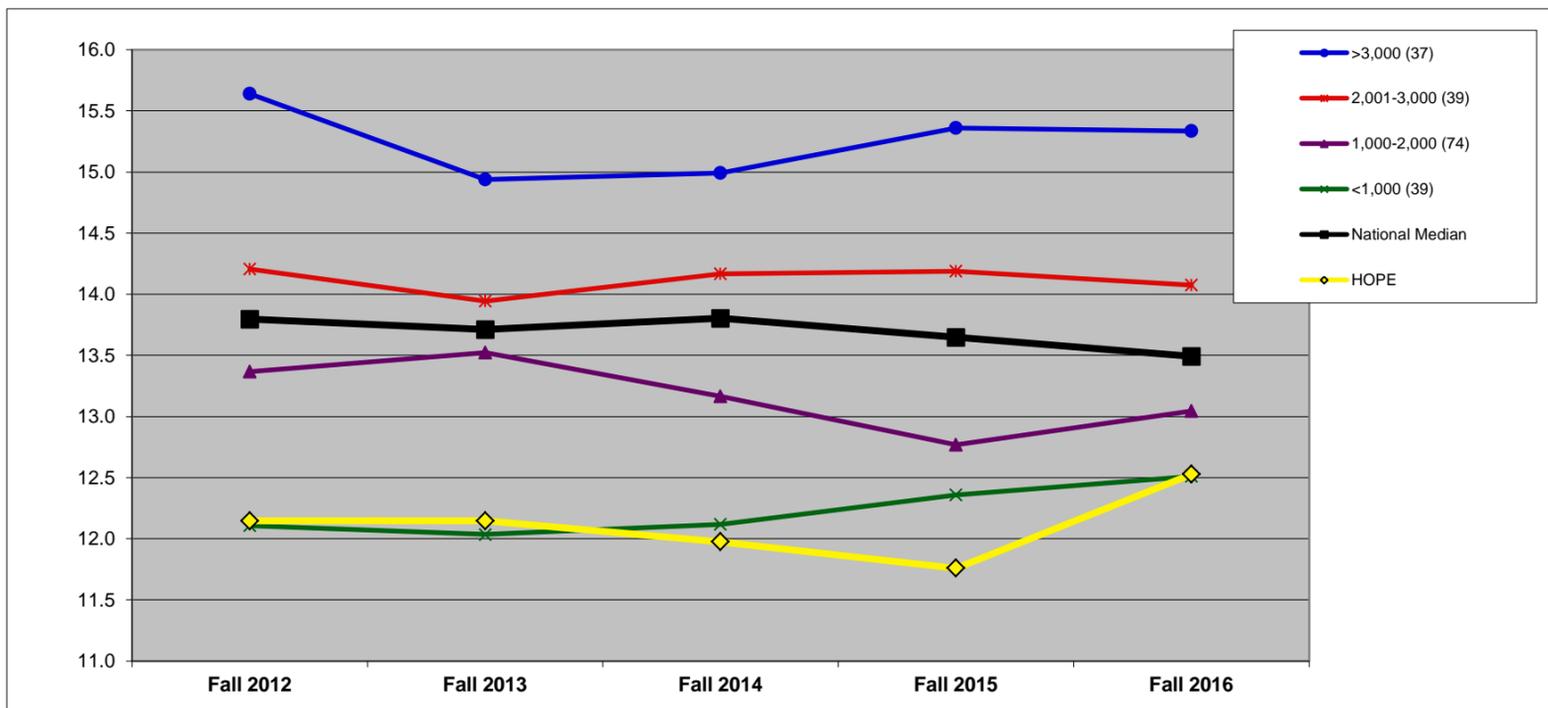
SIZE >3,000

NATIONAL: SIZE (n=705).



	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Y1 to Y5 Change
>3,000 (136)	15.5	15.5	15.6	15.4	15.4	-1.0%
2,001-3,000 (142)	14.0	13.9	13.9	13.7	13.7	-2.2%
1,000-2,000 (257)	13.3	13.6	13.5	13.3	13.2	-1.0%
<1,000 (170)	12.5	12.3	12.6	12.6	12.7	1.7%
National Median	13.8	13.7	13.8	13.6	13.5	-2.2%
HOPE	12.1	12.1	12.0	11.8	12.5	3.1%

MIDWEST REGION: SIZE (n=189).



	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Y1 to Y5 Change
>3,000 (37)	15.6	14.9	15.0	15.4	15.3	-2.0%
2,001-3,000 (39)	14.2	13.9	14.2	14.2	14.1	-0.9%
1,000-2,000 (74)	13.4	13.5	13.2	12.8	13.0	-2.4%
<1,000 (39)	12.1	12.0	12.1	12.4	12.5	3.3%
National Median	13.8	13.7	13.8	13.6	13.5	-2.2%
HOPE	12.1	12.1	12.0	11.8	12.5	3.1%

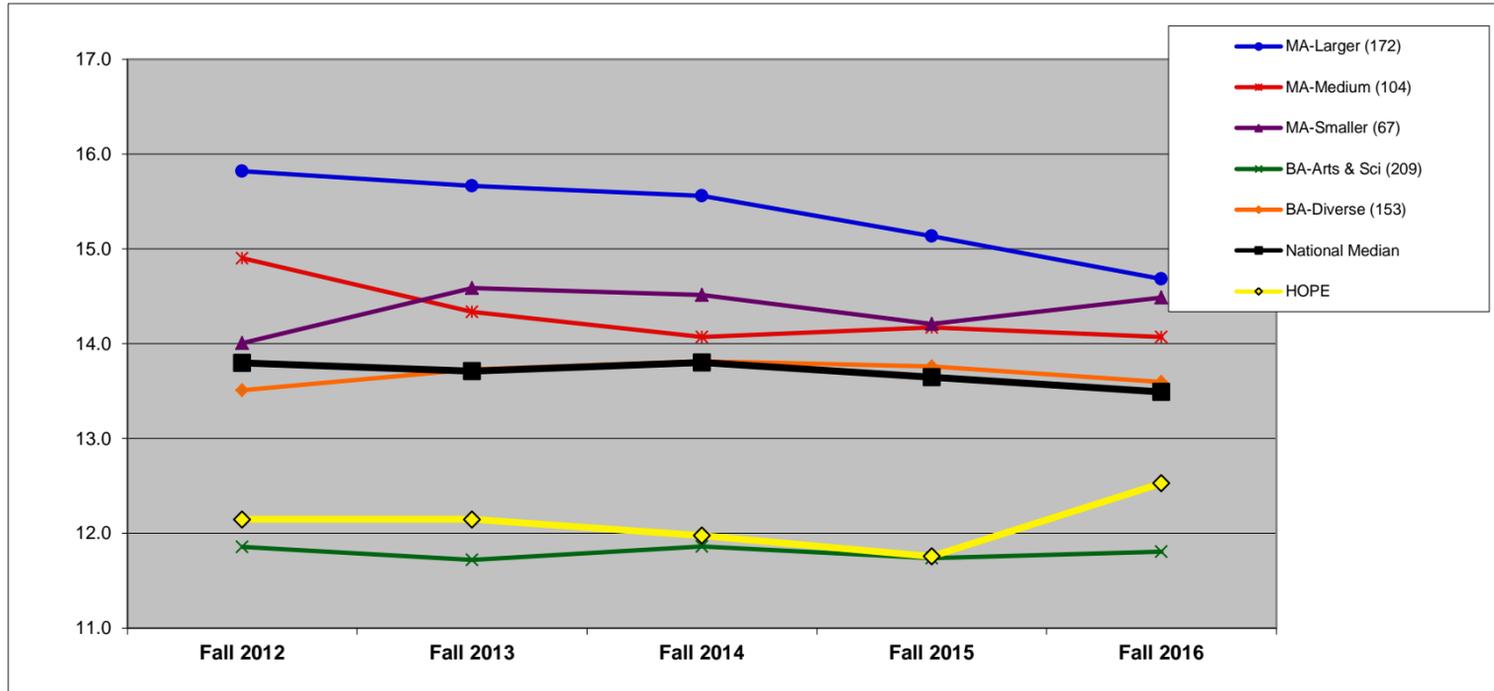
STUDENT/FACULTY RATIO: BY CARNEGIE CLASSIFICATION (6C)

DEFINITION: Total 12-month student FTE (undergraduate, graduate, and first-professional) divided by instructional faculty FTE. See Introduction for description of Carnegie classifications. (All national and regional data are presented as medians.)

	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Y1 to Y5 Change
HOPE	12.1	12.1	12.0	11.8	12.5	3.1%

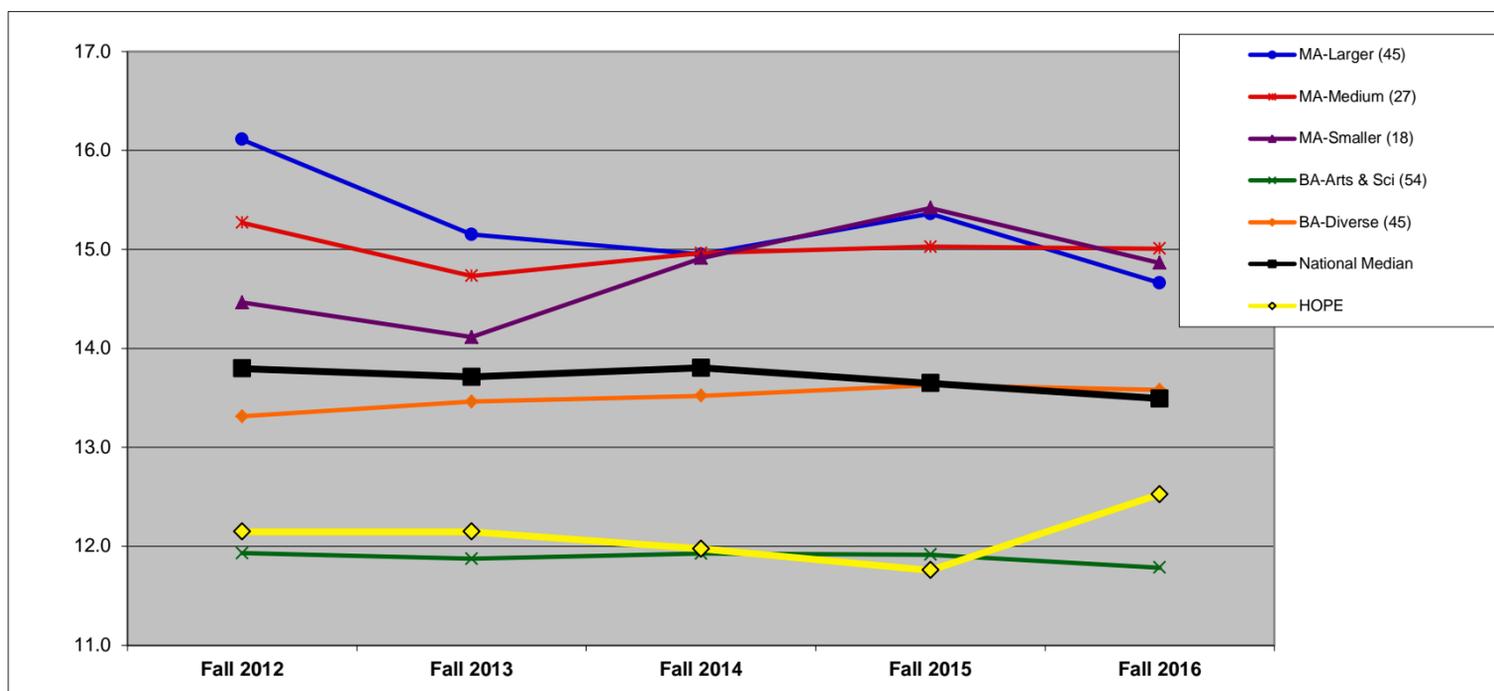
CARNEGIE BA-Arts & Sci

NATIONAL: CARNEGIE (n=705).



	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Y1 to Y5 Change
MA-Larger (172)	15.8	15.7	15.6	15.1	14.7	-7.2%
MA-Medium (104)	14.9	14.3	14.1	14.2	14.1	-5.6%
MA-Smaller (67)	14.0	14.6	14.5	14.2	14.5	3.4%
BA-Arts & Sci (209)	11.9	11.7	11.9	11.7	11.8	-0.4%
BA-Diverse (153)	13.5	13.7	13.8	13.8	13.6	0.6%
National Median	13.8	13.7	13.8	13.6	13.5	-2.2%
HOPE	12.1	12.1	12.0	11.8	12.5	3.1%

MIDWEST REGION: CARNEGIE (n=189).



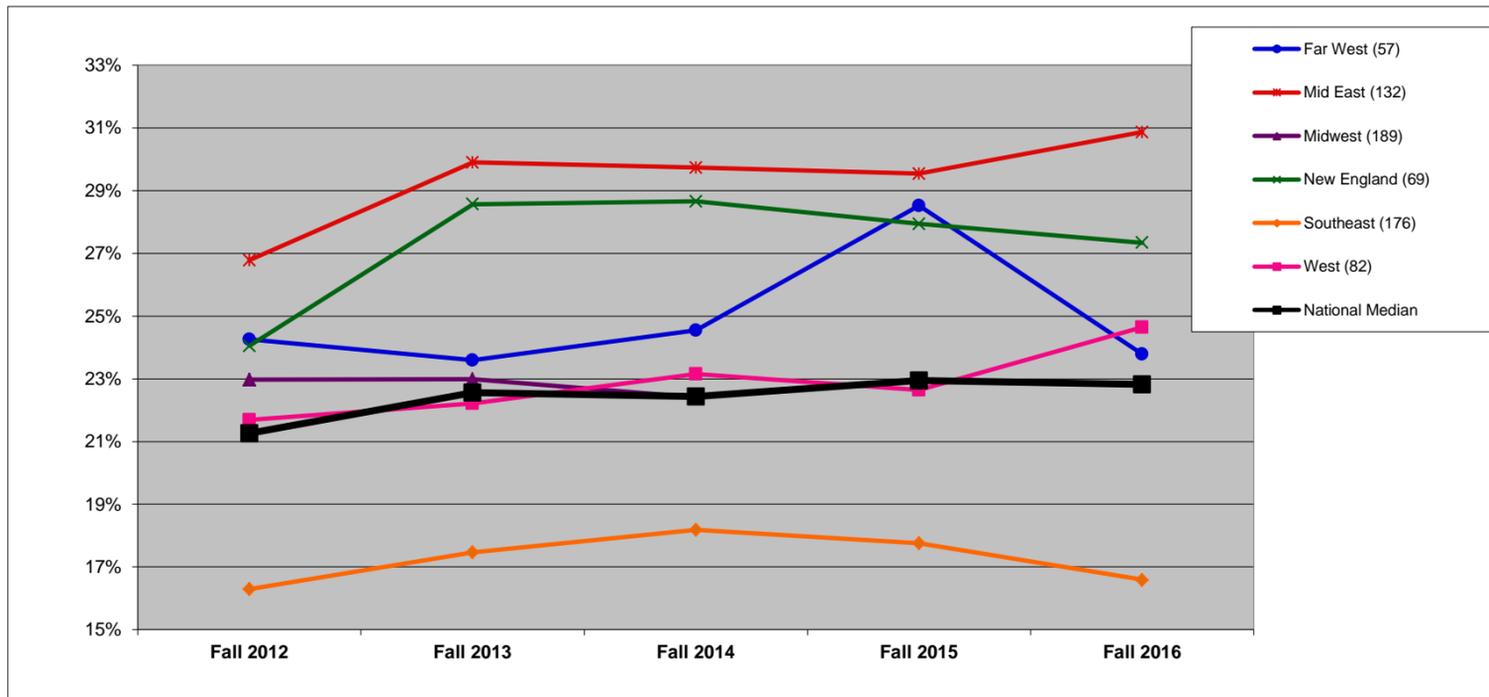
	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Y1 to Y5 Change
MA-Larger (45)	16.1	15.1	14.9	15.4	14.7	-9.0%
MA-Medium (27)	15.3	14.7	15.0	15.0	15.0	-1.7%
MA-Smaller (18)	14.5	14.1	14.9	15.4	14.9	2.8%
BA-Arts & Sci (54)	11.9	11.9	11.9	11.9	11.8	-1.2%
BA-Diverse (45)	13.3	13.5	13.5	13.6	13.6	2.0%
National Median	13.8	13.7	13.8	13.6	13.5	-2.2%
HOPE	12.1	12.1	12.0	11.8	12.5	3.1%

PART-TIME FACULTY (%): BY REGION (7R)

DEFINITION: Full-time equivalent (FTE) for part-time instructional faculty as a percentage of total instructional faculty FTE.

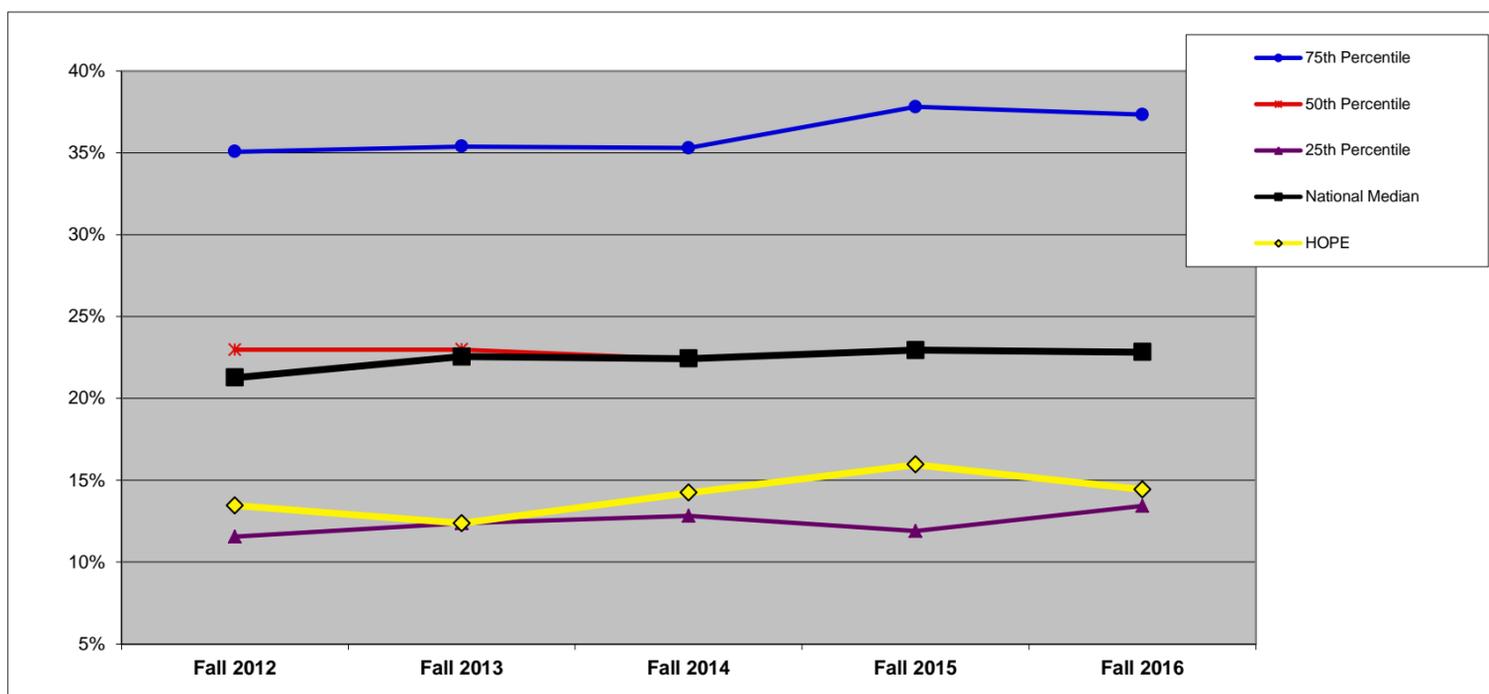
	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
HOPE	13.5%	12.4%	14.2%	16.0%	14.4%

NATIONAL (n=705). All data on this chart are presented as medians. See Introduction for description of regions.



	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
Far West (57)	24.3%	23.6%	24.5%	28.5%	23.8%
Mid East (132)	26.8%	29.9%	29.7%	29.5%	30.9%
Midwest (189)	23.0%	23.0%	22.4%	22.9%	22.8%
New England (69)	24.1%	28.6%	28.7%	27.9%	27.3%
Southeast (176)	16.3%	17.5%	18.2%	17.8%	16.6%
West (82)	21.7%	22.2%	23.2%	22.6%	24.6%
National Median	21.3%	22.6%	22.4%	22.9%	22.8%

MIDWEST REGION (n=189). In addition to the median, which is the 50th percentile, this chart shows the 75th and 25th percentiles for the region.



	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
75th Percentile	35.1%	35.4%	35.3%	37.8%	37.3%
50th Percentile	23.0%	23.0%	22.4%	22.9%	22.8%
25th Percentile	11.6%	12.4%	12.8%	11.9%	13.4%
National Median	21.3%	22.6%	22.4%	22.9%	22.8%
HOPE	13.5%	12.4%	14.2%	16.0%	14.4%

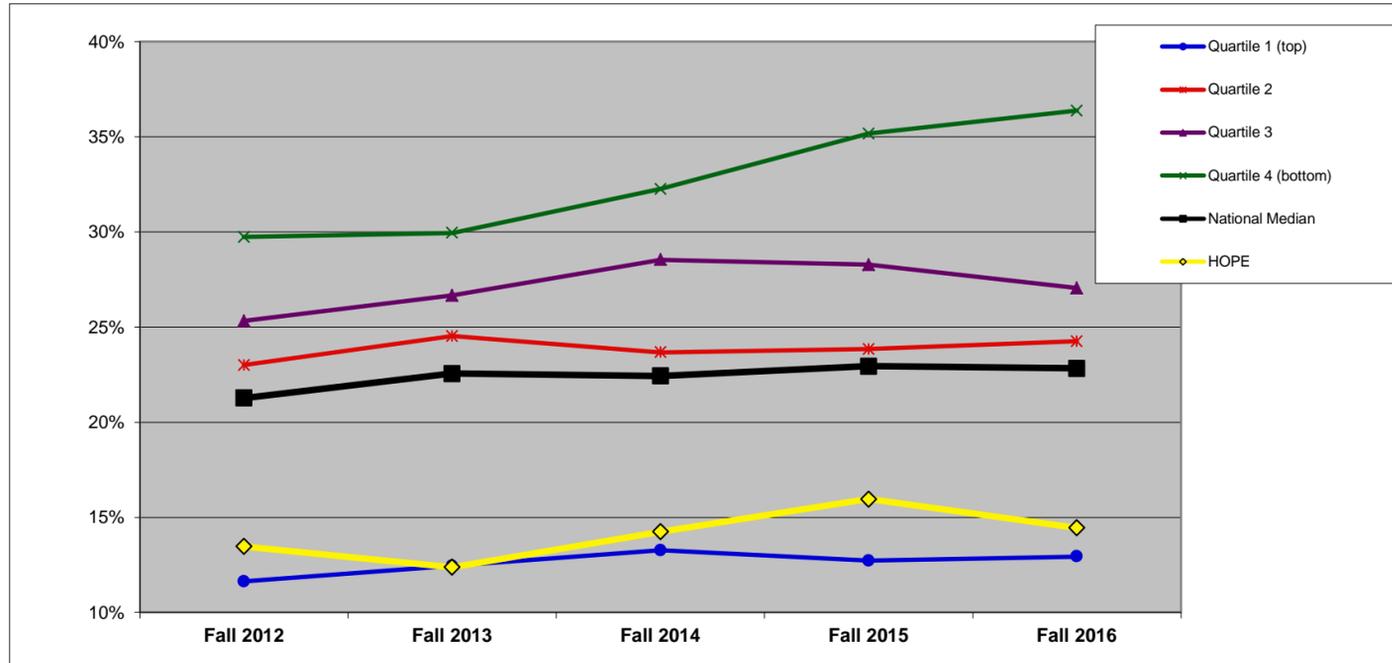
PART-TIME FACULTY (%): BY FINANCIAL RESOURCES (7F)

DEFINITION: Full-time equivalent (FTE) for part-time instructional faculty as a percentage of total instructional faculty FTE. (All national and regional data are presented as medians.)

	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
HOPE	13.5%	12.4%	14.2%	16.0%	14.4%

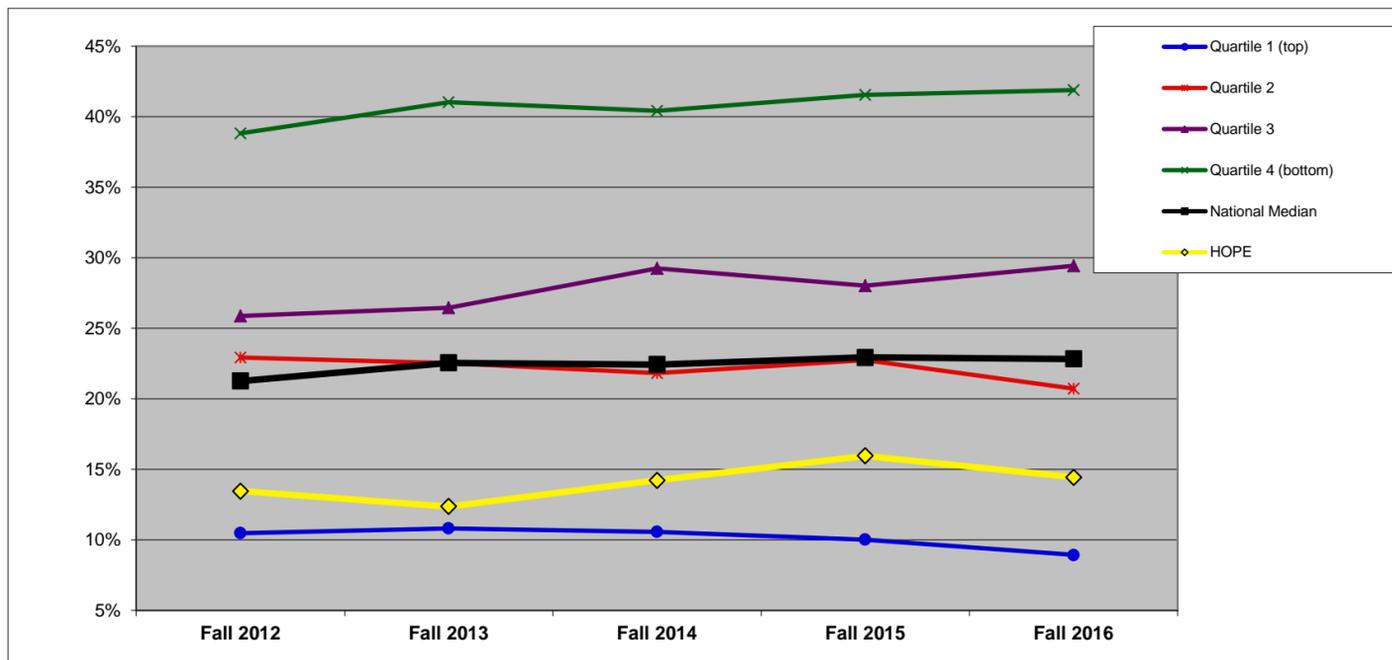
QUARTILES	
NATIONAL	1
REGIONAL	1

NATIONAL: FINANCIAL RESOURCES (n=699).



	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
Quartile 1 (top)	11.6%	12.4%	13.3%	12.7%	12.9%
Quartile 2	23.0%	24.5%	23.7%	23.8%	24.3%
Quartile 3	25.3%	26.7%	28.5%	28.3%	27.0%
Quartile 4 (bottom)	29.7%	30.0%	32.3%	35.2%	36.4%
National Median	21.3%	22.6%	22.4%	22.9%	22.8%
HOPE	13.5%	12.4%	14.2%	16.0%	14.4%

MIDWEST REGION: FINANCIAL RESOURCES (n=187).



	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
Quartile 1 (top)	10.5%	10.8%	10.6%	10.0%	8.9%
Quartile 2	22.9%	22.5%	21.8%	22.7%	20.7%
Quartile 3	25.9%	26.5%	29.2%	28.0%	29.4%
Quartile 4 (bottom)	38.8%	41.0%	40.4%	41.6%	41.9%
National Median	21.3%	22.6%	22.4%	22.9%	22.8%
HOPE	13.5%	12.4%	14.2%	16.0%	14.4%

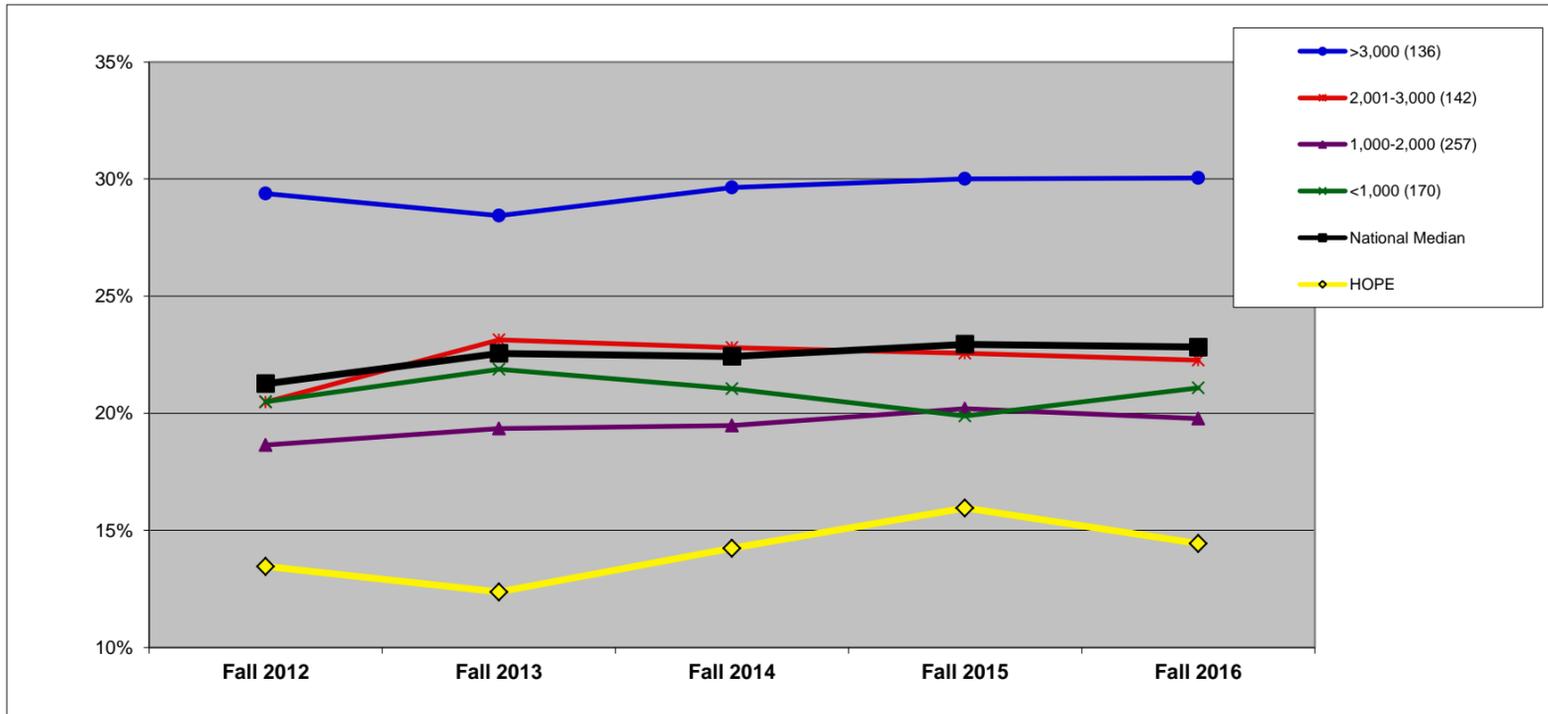
PART-TIME FACULTY (%): BY ENROLLMENT SIZE (7S)

DEFINITION: Full-time equivalent (FTE) for part-time instructional faculty as a percentage of total instructional faculty FTE. (All national and regional data are presented as medians.)

	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
HOPE	13.5%	12.4%	14.2%	16.0%	14.4%

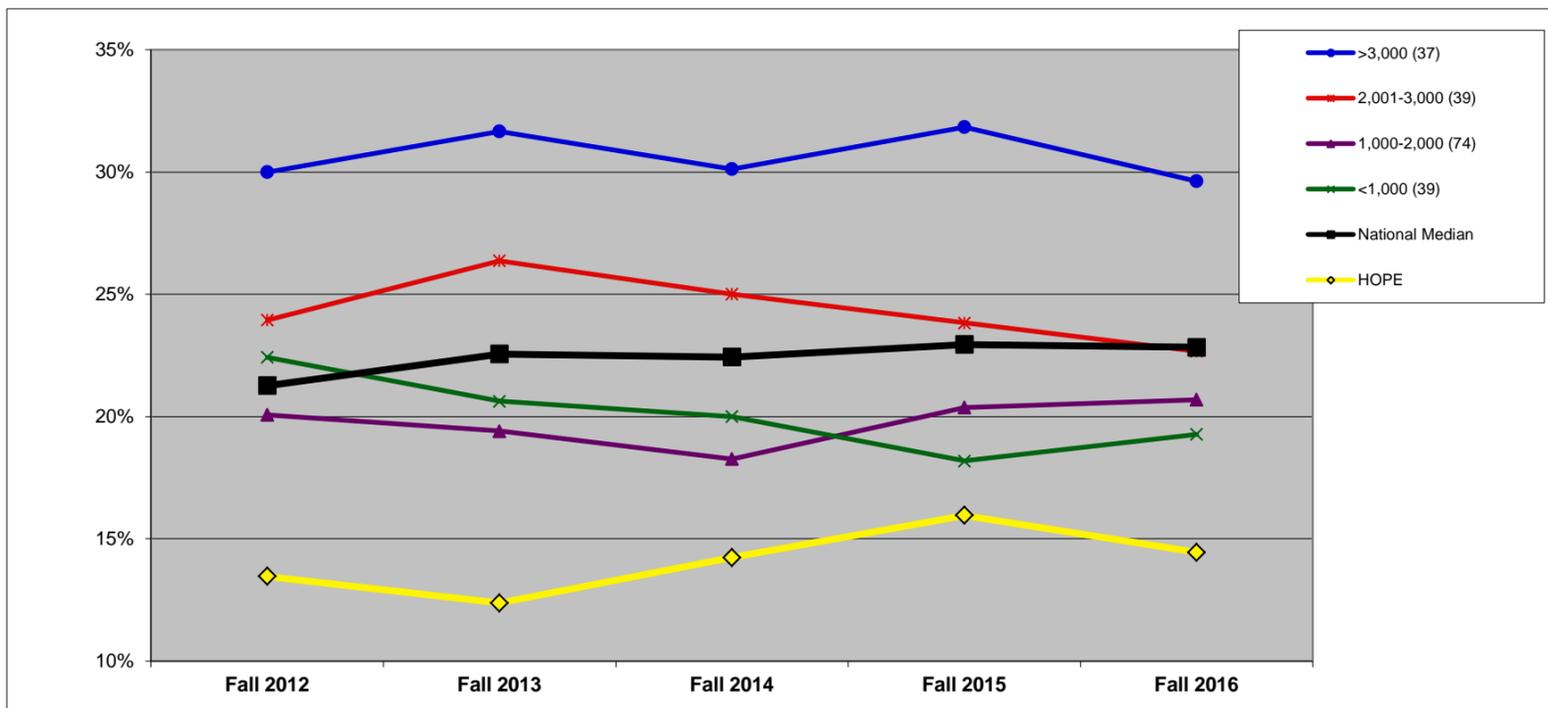
SIZE >3,000

NATIONAL: SIZE (n=705).



	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
>3,000 (136)	29.4%	28.4%	29.6%	30.0%	30.0%
2,001-3,000 (142)	20.5%	23.1%	22.8%	22.6%	22.3%
1,000-2,000 (257)	18.6%	19.4%	19.5%	20.2%	19.8%
<1,000 (170)	20.5%	21.9%	21.1%	19.9%	21.1%
National Median	21.3%	22.6%	22.4%	22.9%	22.8%
HOPE	13.5%	12.4%	14.2%	16.0%	14.4%

MIDWEST REGION: SIZE (n=189).



	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
>3,000 (37)	30.0%	31.7%	30.1%	31.8%	29.6%
2,001-3,000 (39)	23.9%	26.4%	25.0%	23.8%	22.7%
1,000-2,000 (74)	20.1%	19.4%	18.3%	20.4%	20.7%
<1,000 (39)	22.4%	20.6%	20.0%	18.2%	19.3%
National Median	21.3%	22.6%	22.4%	22.9%	22.8%
HOPE	13.5%	12.4%	14.2%	16.0%	14.4%

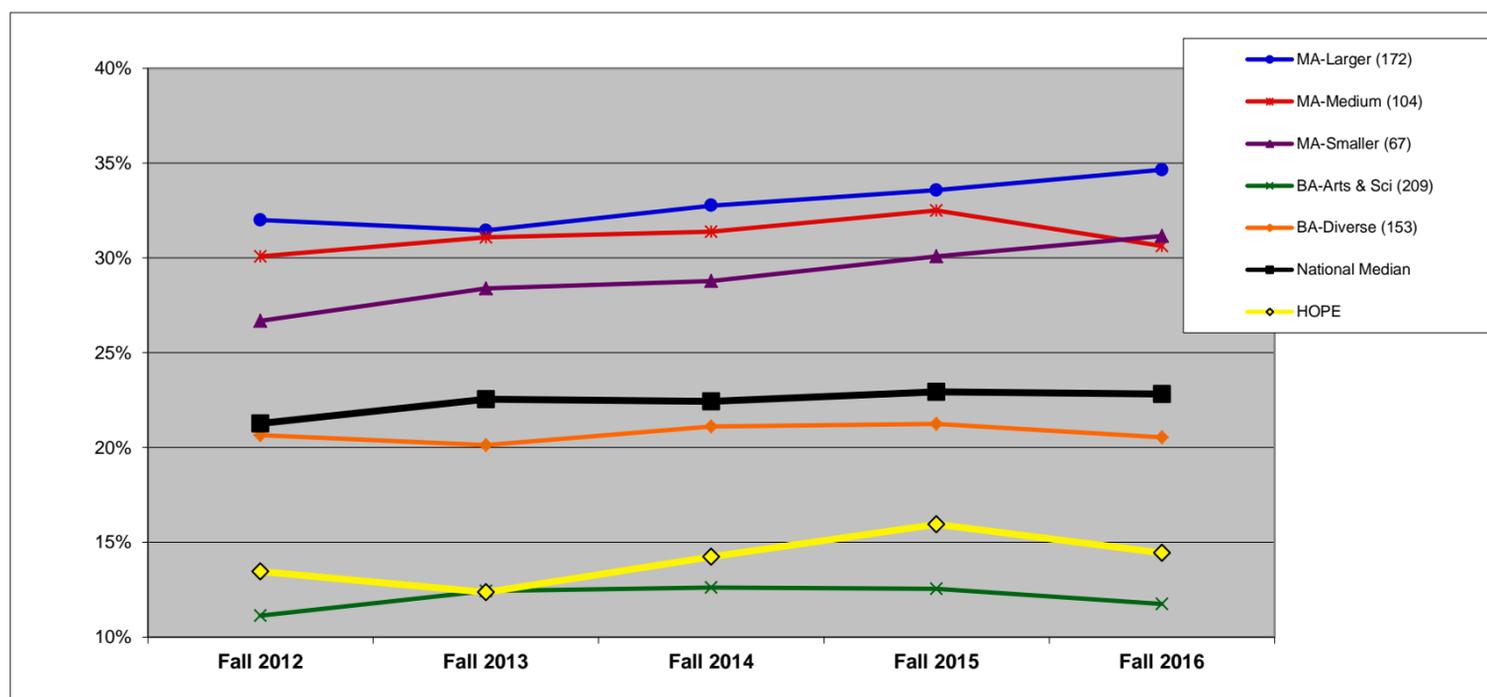
PART-TIME FACULTY (%): BY CARNEGIE CLASSIFICATION (7C)

DEFINITION: Full-time equivalent (FTE) for part-time instructional faculty as a percentage of total instructional faculty FTE. See Introduction for description of Carnegie classifications. (All national and regional data are presented as medians.)

	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
HOPE	13.5%	12.4%	14.2%	16.0%	14.4%

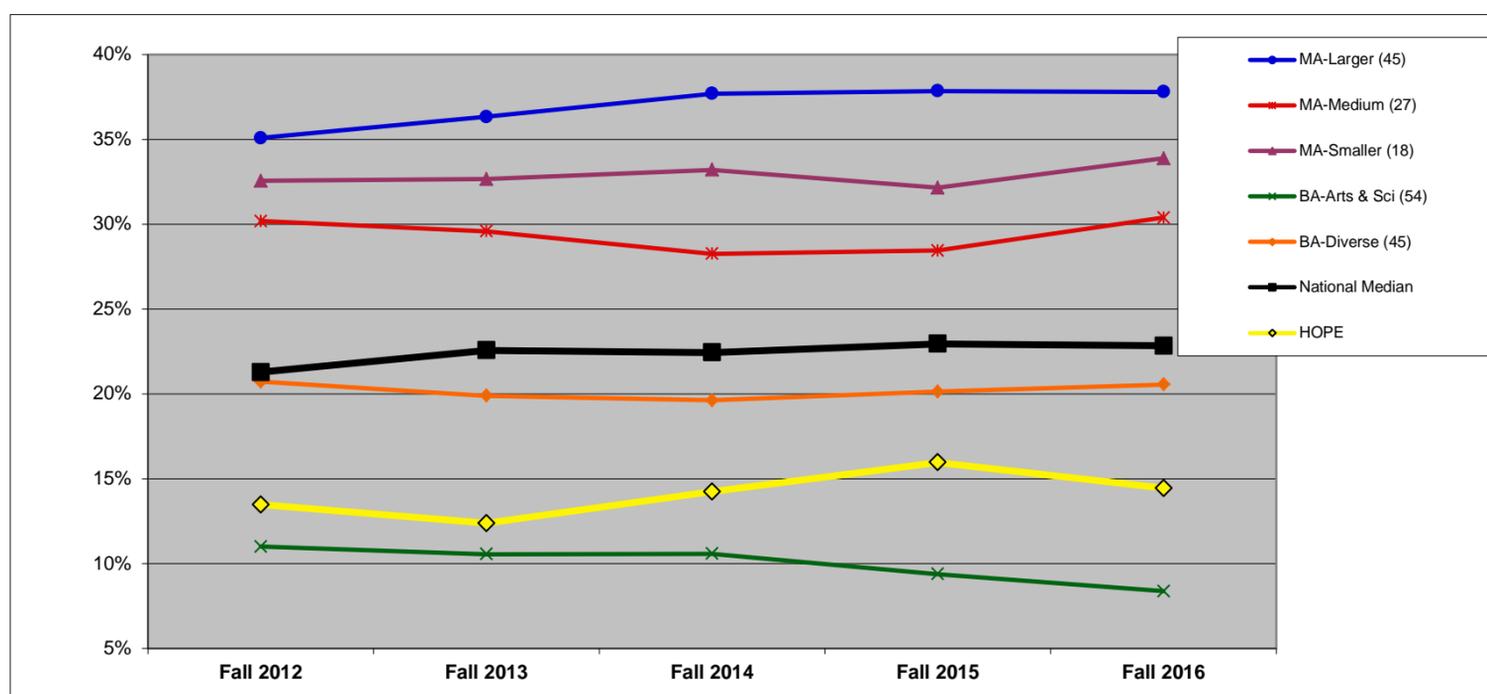
CARNEGIE BA-Arts & Sci

NATIONAL: CARNEGIE (n=705).



	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
MA-Larger (172)	32.0%	31.5%	32.8%	33.6%	34.6%
MA-Medium (104)	30.1%	31.1%	31.4%	32.5%	30.6%
MA-Smaller (67)	26.7%	28.4%	28.8%	30.1%	31.1%
BA-Arts & Sci (209)	11.1%	12.4%	12.6%	12.6%	11.8%
BA-Diverse (153)	20.7%	20.1%	21.1%	21.3%	20.5%
National Median	21.3%	22.6%	22.4%	22.9%	22.8%
HOPE	13.5%	12.4%	14.2%	16.0%	14.4%

MIDWEST REGION: CARNEGIE (n=189).



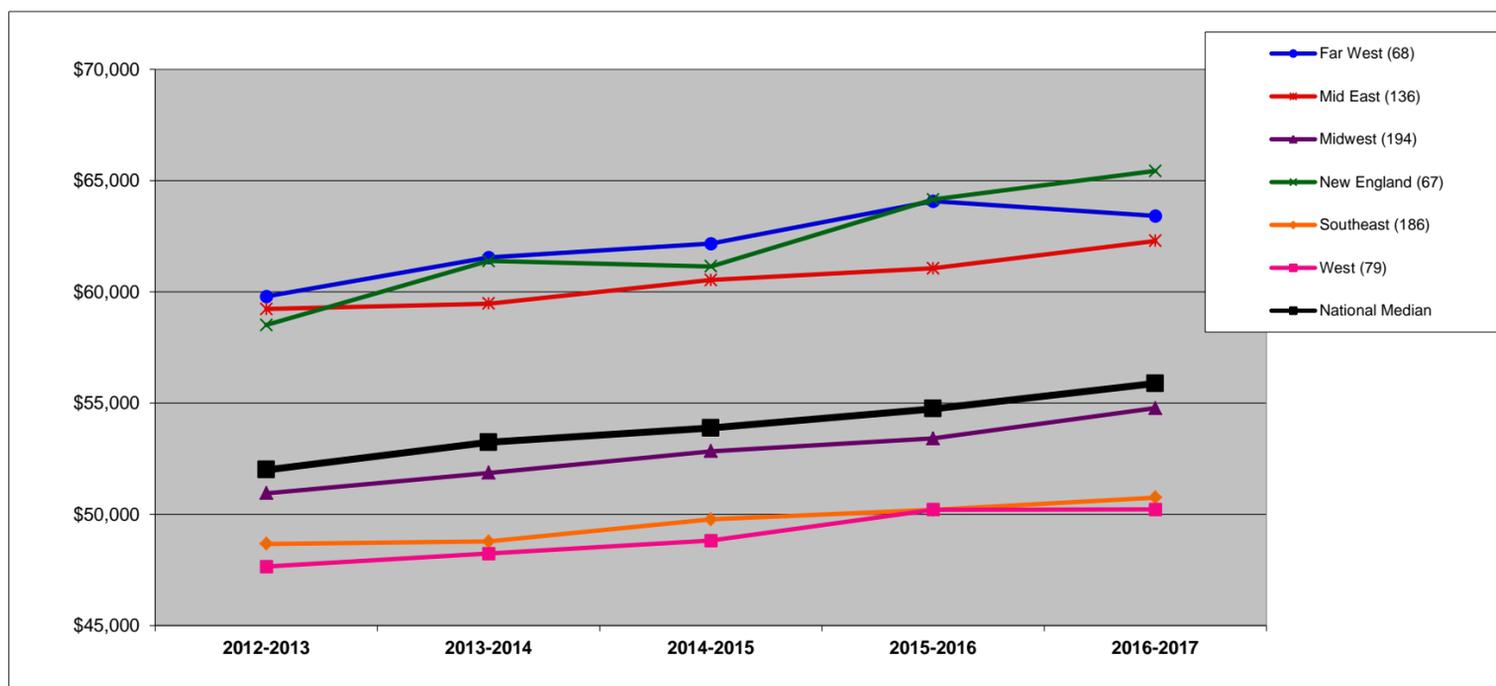
	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
MA-Larger (45)	35.1%	36.3%	37.7%	37.8%	37.8%
MA-Medium (27)	30.2%	29.6%	28.2%	28.4%	30.4%
MA-Smaller (18)	32.5%	32.6%	33.2%	32.1%	33.9%
BA-Arts & Sci (54)	11.0%	10.5%	10.6%	9.4%	8.4%
BA-Diverse (45)	20.7%	19.9%	19.6%	20.1%	20.5%
National Median	21.3%	22.6%	22.4%	22.9%	22.8%
HOPE	13.5%	12.4%	14.2%	16.0%	14.4%

ASSISTANT PROFESSOR AVERAGE SALARY (\$): BY REGION (8R)

DEFINITION: The average salary for assistant professors equated to a 9-month contract.

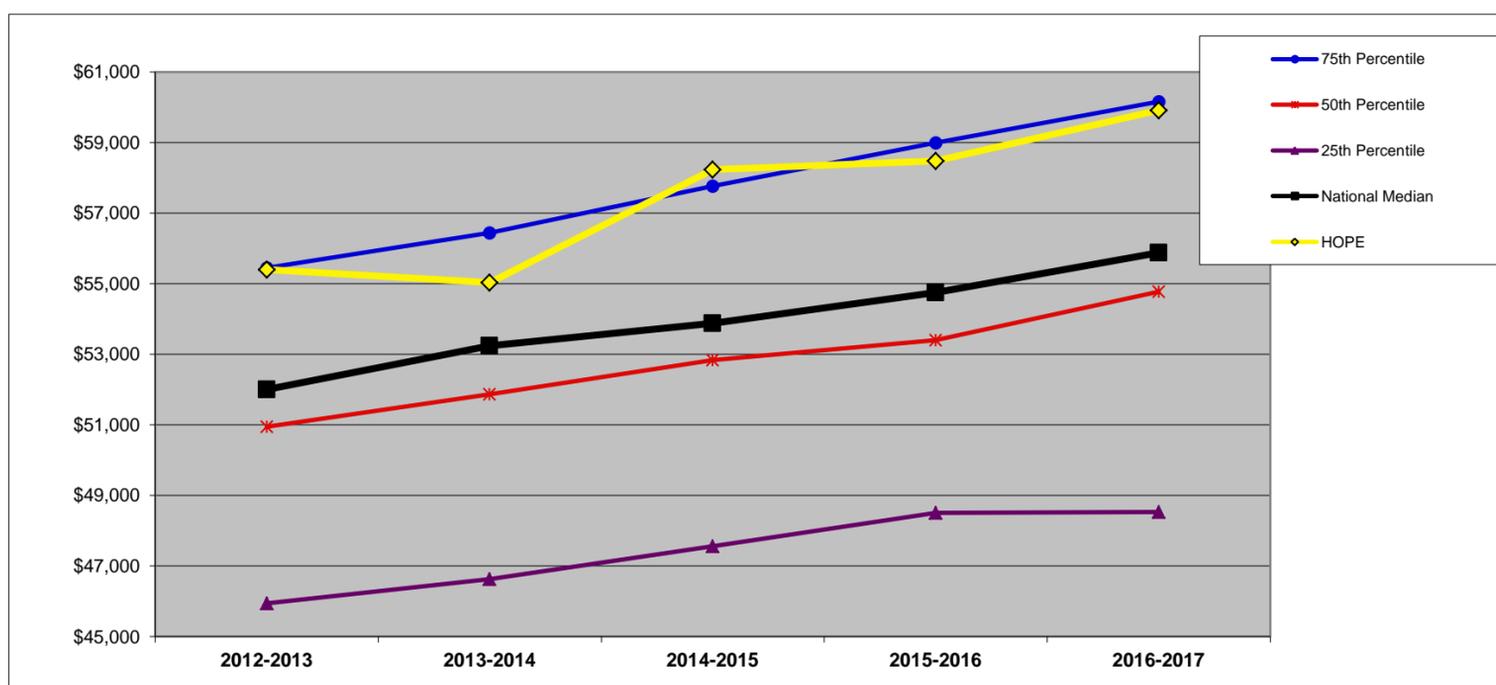
	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
HOPE	\$ 55,404	\$ 55,035	\$ 58,230	\$ 58,482	\$ 59,915

NATIONAL (n=730). All data on this chart are presented as medians. See Introduction for description of regions.



	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
Far West (68)	\$ 59,792	\$ 61,542	\$ 62,172	\$ 64,080	\$ 63,411
Mid East (136)	\$ 59,234	\$ 59,477	\$ 60,539	\$ 61,061	\$ 62,300
Midwest (194)	\$ 50,949	\$ 51,867	\$ 52,839	\$ 53,406	\$ 54,770
New England (67)	\$ 58,518	\$ 61,389	\$ 61,146	\$ 64,161	\$ 65,445
Southeast (186)	\$ 48,677	\$ 48,776	\$ 49,779	\$ 50,202	\$ 50,757
West (79)	\$ 47,655	\$ 48,240	\$ 48,816	\$ 50,211	\$ 50,216
National Median	\$ 52,002	\$ 53,240	\$ 53,874	\$ 54,747	\$ 55,881

MIDWEST REGION (n=194). In addition to the median, which is the 50th percentile, this chart shows the 75th and 25th percentiles for the region.



	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
75th Percentile	\$ 55,445	\$ 56,446	\$ 57,771	\$ 58,991	\$ 60,160
50th Percentile	\$ 50,949	\$ 51,867	\$ 52,839	\$ 53,406	\$ 54,770
25th Percentile	\$ 45,936	\$ 46,629	\$ 47,561	\$ 48,508	\$ 48,527
National Median	\$ 52,002	\$ 53,240	\$ 53,874	\$ 54,747	\$ 55,881
HOPE	\$ 55,404	\$ 55,035	\$ 58,230	\$ 58,482	\$ 59,915

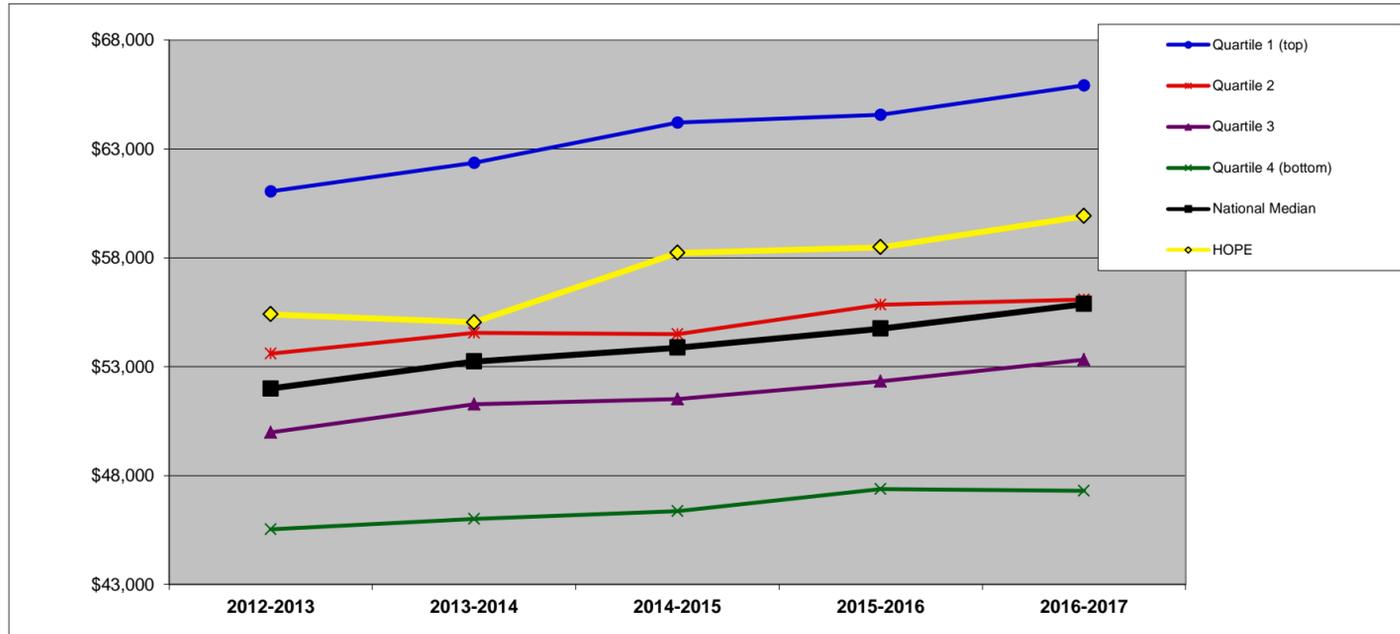
ASSISTANT PROFESSOR AVERAGE SALARY (\$): BY FINANCIAL RESOURCES (8F)

DEFINITION: The average salary for assistant professors equated to a 9-month contract. (All national and regional data are presented as medians.)

	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
HOPE	\$ 55,404	\$ 55,035	\$ 58,230	\$ 58,482	\$ 59,915

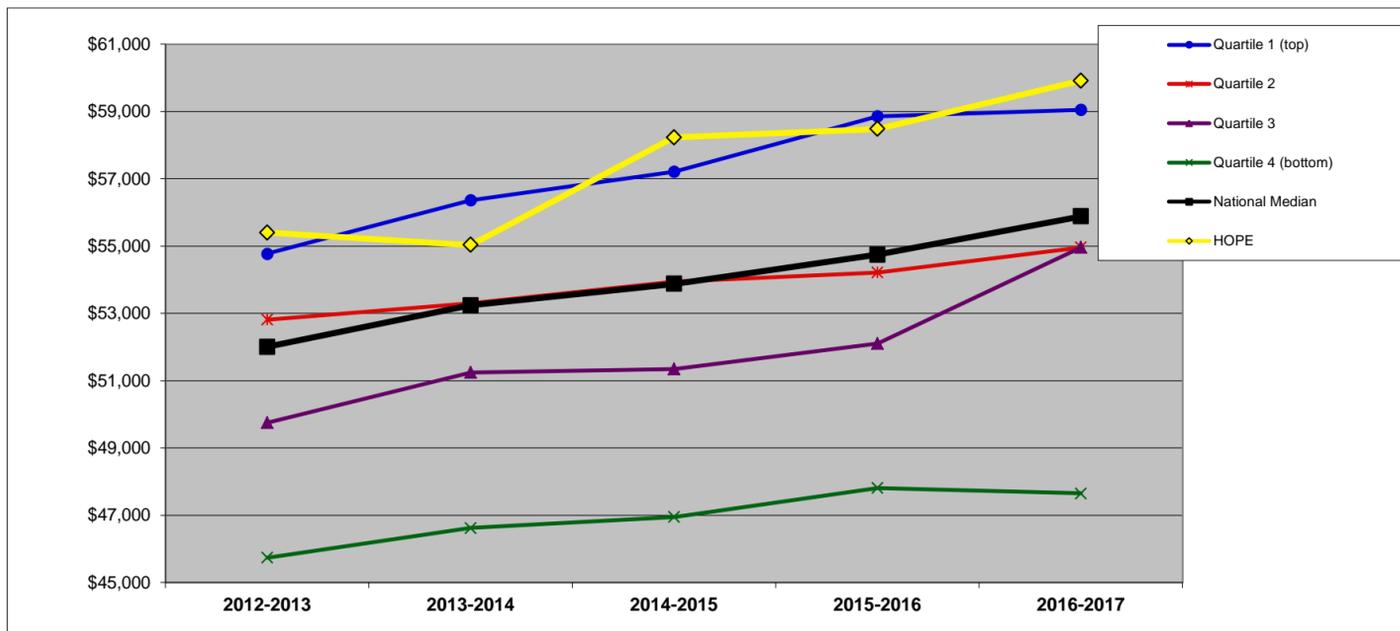
QUARTILES	
NATIONAL	1
REGIONAL	1

NATIONAL: FINANCIAL RESOURCES (n=725).



	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
Quartile 1 (top)	\$ 61,047	\$ 62,361	\$ 64,205	\$ 64,566	\$ 65,924
Quartile 2	\$ 53,604	\$ 54,558	\$ 54,495	\$ 55,854	\$ 56,077
Quartile 3	\$ 49,982	\$ 51,269	\$ 51,507	\$ 52,333	\$ 53,317
Quartile 4 (bottom)	\$ 45,531	\$ 46,004	\$ 46,359	\$ 47,390	\$ 47,297
National Median	\$ 52,002	\$ 53,240	\$ 53,874	\$ 54,747	\$ 55,881
HOPE	\$ 55,404	\$ 55,035	\$ 58,230	\$ 58,482	\$ 59,915

MIDWEST REGION: FINANCIAL RESOURCES (n=192).



	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
Quartile 1 (top)	\$ 54,774	\$ 56,358	\$ 57,213	\$ 58,854	\$ 59,050
Quartile 2	\$ 52,812	\$ 53,307	\$ 53,946	\$ 54,216	\$ 54,966
Quartile 3	\$ 49,752	\$ 51,246	\$ 51,345	\$ 52,110	\$ 54,962
Quartile 4 (bottom)	\$ 45,738	\$ 46,620	\$ 46,953	\$ 47,808	\$ 47,649
National Median	\$ 52,002	\$ 53,240	\$ 53,874	\$ 54,747	\$ 55,881
HOPE	\$ 55,404	\$ 55,035	\$ 58,230	\$ 58,482	\$ 59,915

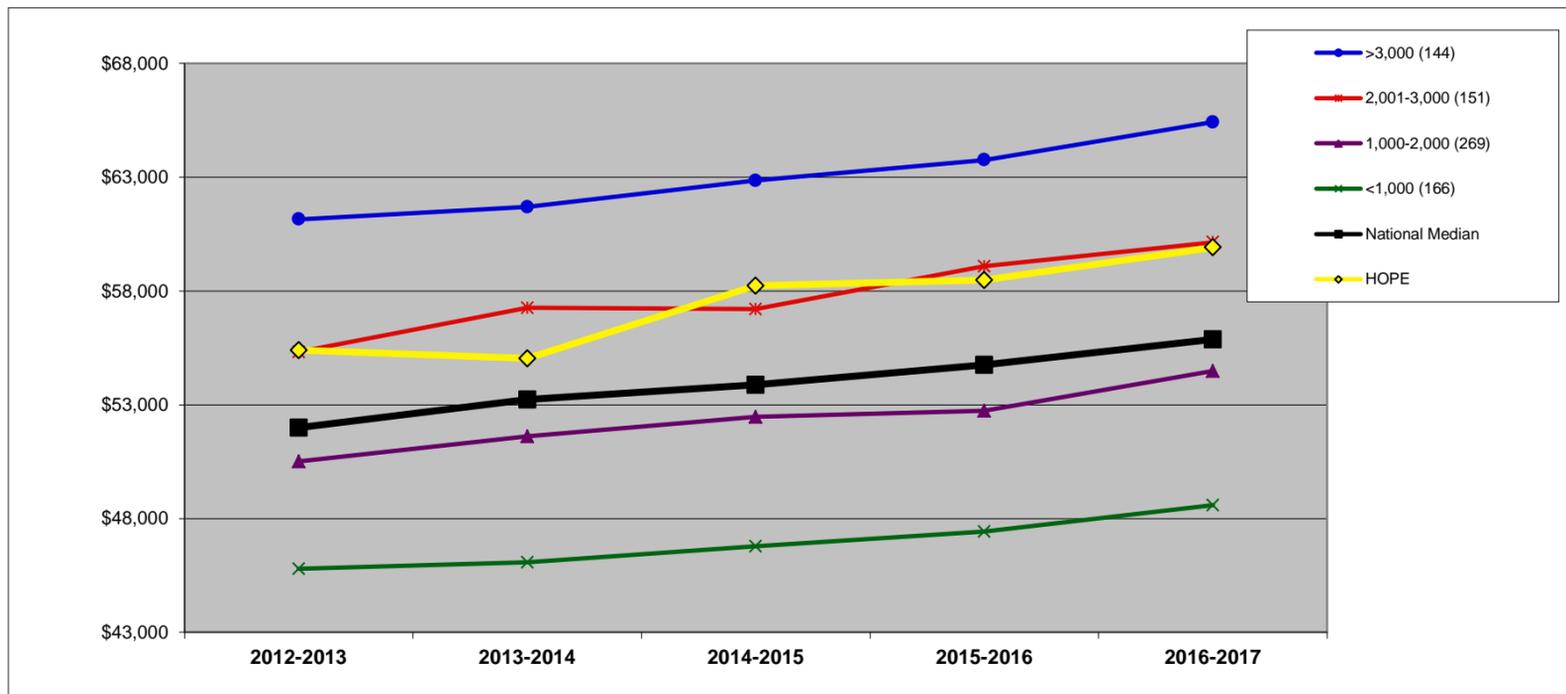
ASSISTANT PROFESSOR AVERAGE SALARY (\$): BY ENROLLMENT SIZE (8S)

DEFINITION: The average salary for assistant professors equated to a 9-month contract.

	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
HOPE	\$ 55,404	\$ 55,035	\$ 58,230	\$ 58,482	\$ 59,915

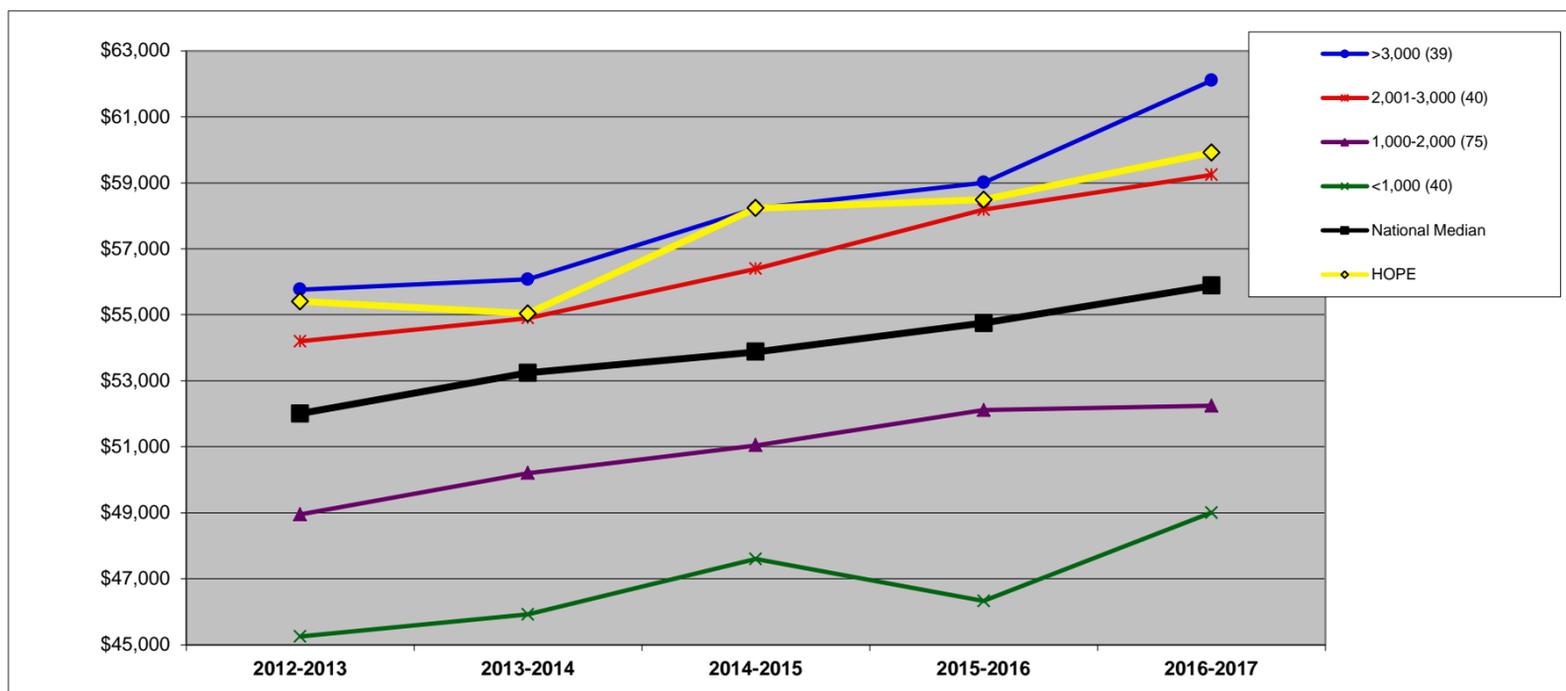
SIZE >3,000

NATIONAL: SIZE (n=730).



	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
>3,000 (144)	\$ 61,151	\$ 61,700	\$ 62,852	\$ 63,756	\$ 65,415
2,001-3,000 (151)	\$ 55,323	\$ 57,258	\$ 57,213	\$ 59,094	\$ 60,142
1,000-2,000 (269)	\$ 50,517	\$ 51,606	\$ 52,461	\$ 52,740	\$ 54,483
<1,000 (166)	\$ 45,792	\$ 46,076	\$ 46,778	\$ 47,435	\$ 48,585
National Median	\$ 52,002	\$ 53,240	\$ 53,874	\$ 54,747	\$ 55,881
HOPE	\$ 55,404	\$ 55,035	\$ 58,230	\$ 58,482	\$ 59,915

MIDWEST REGION: SIZE (n=194).



	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
>3,000 (39)	\$ 55,764	\$ 56,070	\$ 58,230	\$ 59,004	\$ 62,099
2,001-3,000 (40)	\$ 54,198	\$ 54,900	\$ 56,394	\$ 58,181	\$ 59,238
1,000-2,000 (75)	\$ 48,951	\$ 50,202	\$ 51,039	\$ 52,110	\$ 52,238
<1,000 (40)	\$ 45,248	\$ 45,918	\$ 47,601	\$ 46,328	\$ 49,005
National Median	\$ 52,002	\$ 53,240	\$ 53,874	\$ 54,747	\$ 55,881
HOPE	\$ 55,404	\$ 55,035	\$ 58,230	\$ 58,482	\$ 59,915

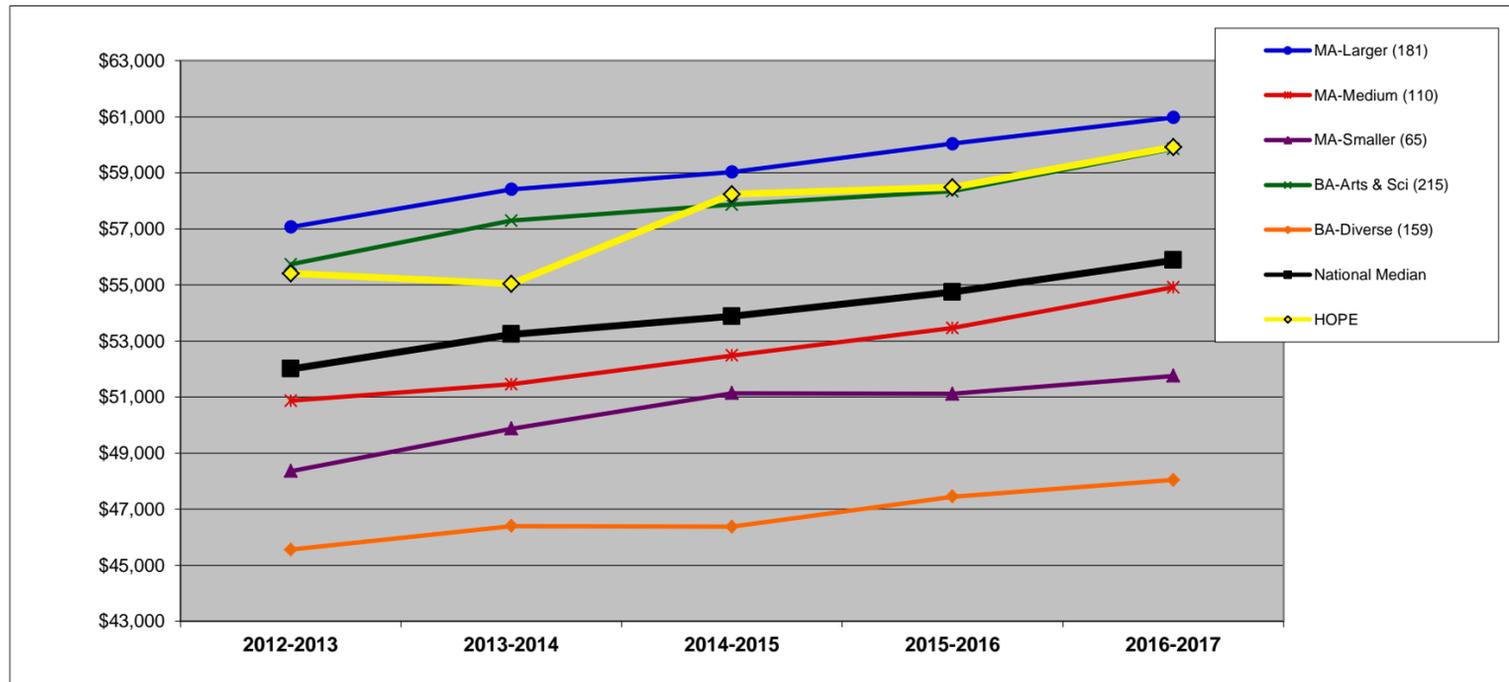
ASSISTANT PROFESSOR AVERAGE SALARY (\$): BY CARNEGIE CLASSIFICATION (8C)

DEFINITION: The average salary for assistant professors equated to a 9-month contract.

	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
HOPE	\$ 55,404	\$ 55,035	\$ 58,230	\$ 58,482	\$ 59,915

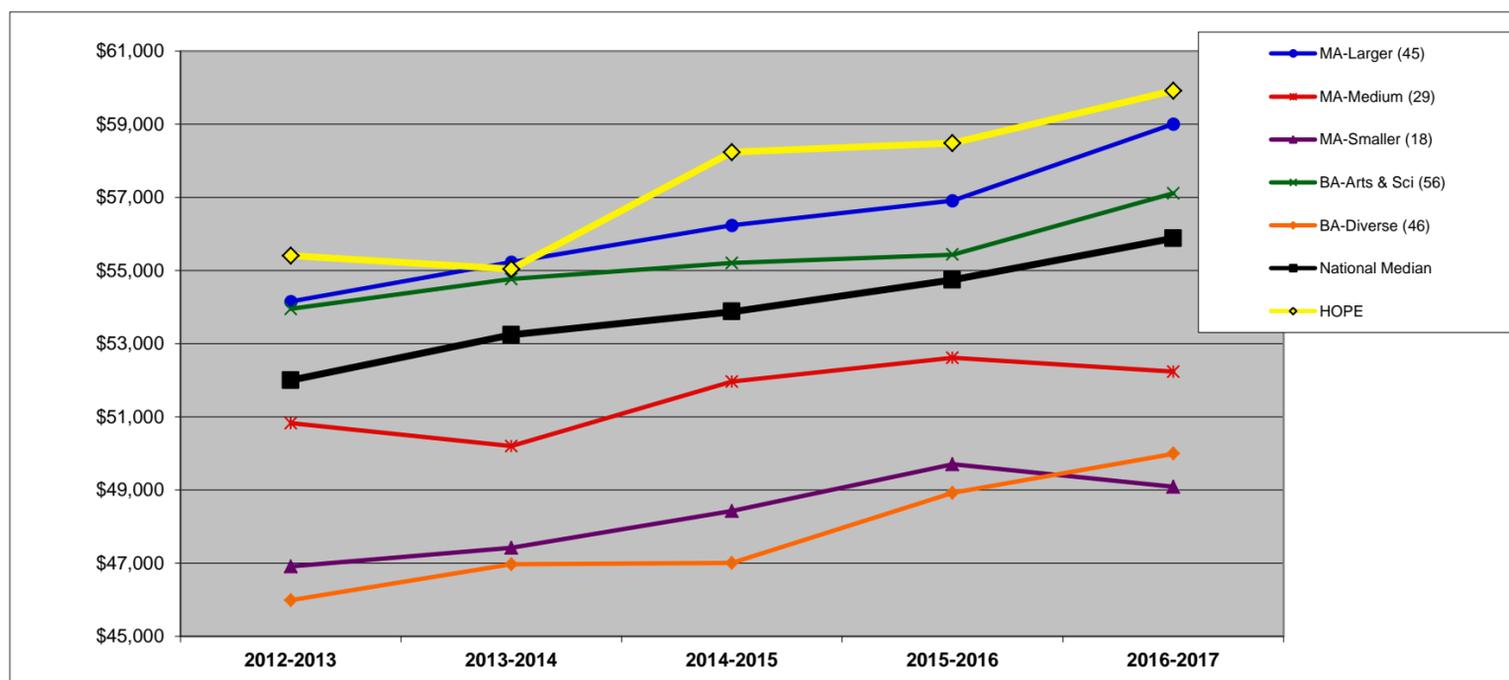
CARNEGIE BA-Arts & Sci

NATIONAL: CARNEGIE (n=730).



	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
MA-Larger (181)	\$ 57,069	\$ 58,410	\$ 59,031	\$ 60,039	\$ 60,974
MA-Medium (110)	\$ 50,864	\$ 51,458	\$ 52,479	\$ 53,460	\$ 54,911
MA-Smaller (65)	\$ 48,357	\$ 49,869	\$ 51,138	\$ 51,111	\$ 51,753
BA-Arts & Sci (215)	\$ 55,737	\$ 57,294	\$ 57,861	\$ 58,338	\$ 59,857
BA-Diverse (159)	\$ 45,558	\$ 46,395	\$ 46,377	\$ 47,448	\$ 48,045
National Median	\$ 52,002	\$ 53,240	\$ 53,874	\$ 54,747	\$ 55,881
HOPE	\$ 55,404	\$ 55,035	\$ 58,230	\$ 58,482	\$ 59,915

MIDWEST REGION: CARNEGIE (n=194).



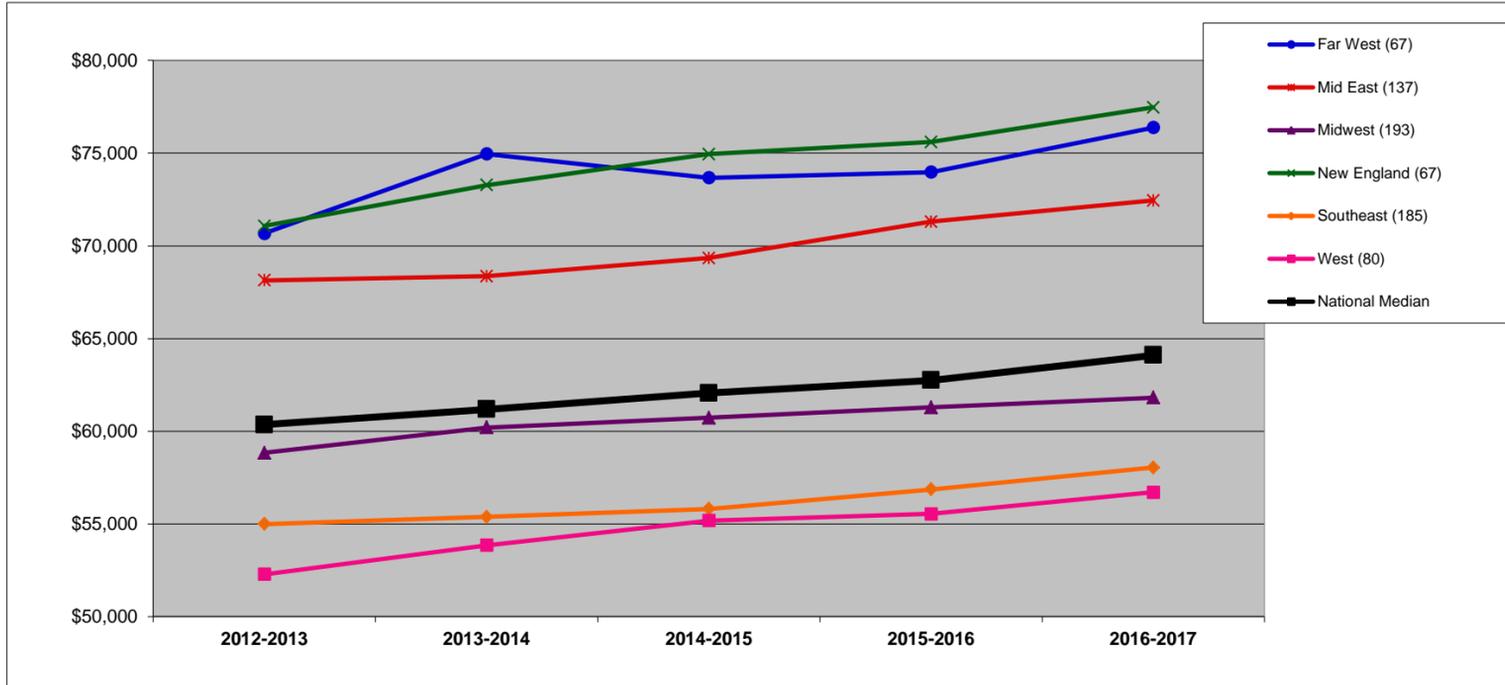
	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
MA-Larger (45)	\$ 54,153	\$ 55,224	\$ 56,232	\$ 56,907	\$ 58,998
MA-Medium (29)	\$ 50,823	\$ 50,202	\$ 51,966	\$ 52,614	\$ 52,238
MA-Smaller (18)	\$ 46,913	\$ 47,421	\$ 48,429	\$ 49,698	\$ 49,085
BA-Arts & Sci (56)	\$ 53,951	\$ 54,763	\$ 55,201	\$ 55,436	\$ 57,112
BA-Diverse (46)	\$ 45,990	\$ 46,967	\$ 47,003	\$ 48,924	\$ 49,993
National Median	\$ 52,002	\$ 53,240	\$ 53,874	\$ 54,747	\$ 55,881
HOPE	\$ 55,404	\$ 55,035	\$ 58,230	\$ 58,482	\$ 59,915

ASSOCIATE PROFESSOR AVERAGE SALARY (\$): BY REGION (9R)

DEFINITION: The average salary for associate professors equated to a 9-month contract.

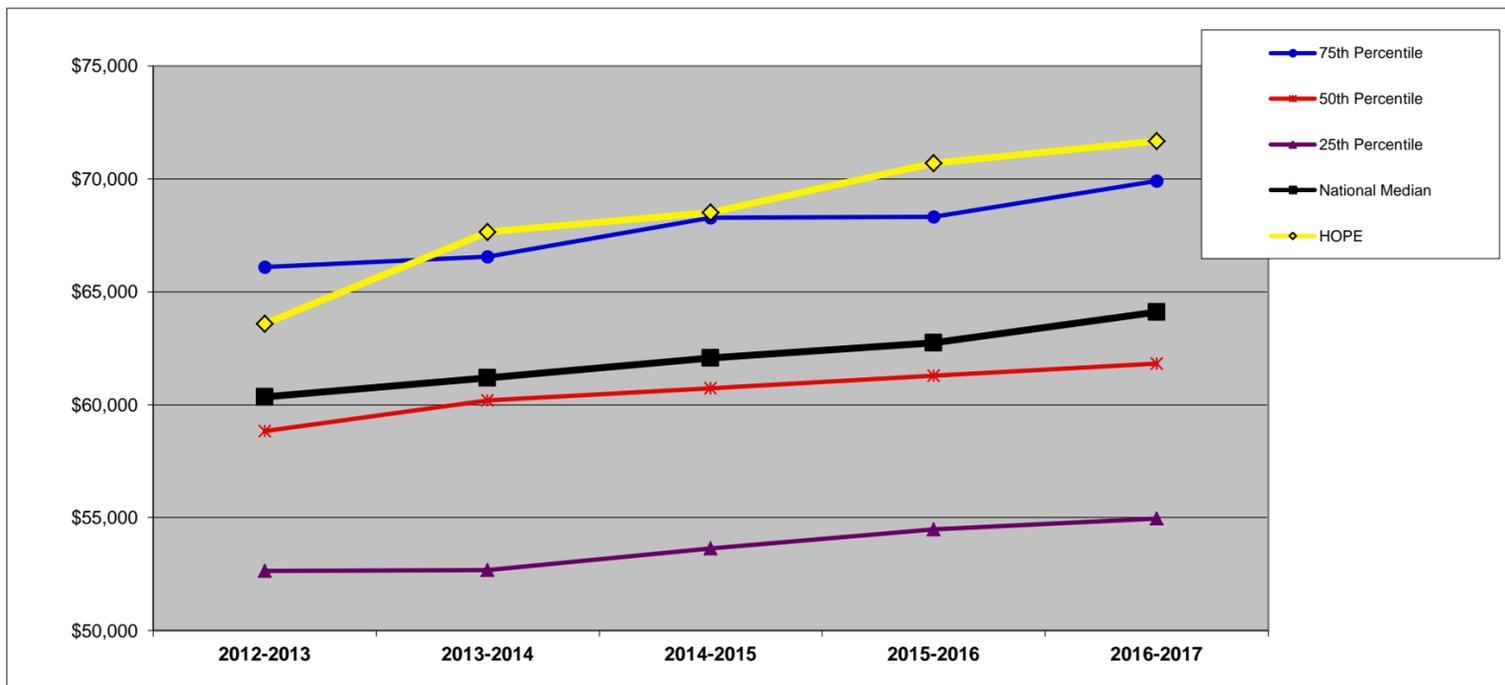
	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
HOPE	\$ 63,594	\$ 67,644	\$ 68,517	\$ 70,704	\$ 71,678

NATIONAL (n=729). All data on this chart are presented as medians. See Introduction for description of regions.



	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
Far West (67)	\$ 70,677	\$ 74,961	\$ 73,674	\$ 73,980	\$ 76,384
Mid East (137)	\$ 68,139	\$ 68,355	\$ 69,345	\$ 71,298	\$ 72,442
Midwest (193)	\$ 58,833	\$ 60,201	\$ 60,732	\$ 61,281	\$ 61,814
New England (67)	\$ 71,064	\$ 73,278	\$ 74,952	\$ 75,600	\$ 77,465
Southeast (185)	\$ 54,990	\$ 55,377	\$ 55,809	\$ 56,862	\$ 58,034
West (80)	\$ 52,286	\$ 53,852	\$ 55,179	\$ 55,548	\$ 56,706
National Median	\$ 60,354	\$ 61,182	\$ 62,064	\$ 62,748	\$ 64,103

MIDWEST REGION (n=193). In addition to the median, which is the 50th percentile, this chart shows the 75th and 25th percentiles for the region.



	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
75th Percentile	\$ 66,105	\$ 66,555	\$ 68,274	\$ 68,319	\$ 69,904
50th Percentile	\$ 58,833	\$ 60,201	\$ 60,732	\$ 61,281	\$ 61,814
25th Percentile	\$ 52,641	\$ 52,677	\$ 53,631	\$ 54,477	\$ 54,966
National Median	\$ 60,354	\$ 61,182	\$ 62,064	\$ 62,748	\$ 64,103
HOPE	\$ 63,594	\$ 67,644	\$ 68,517	\$ 70,704	\$ 71,678

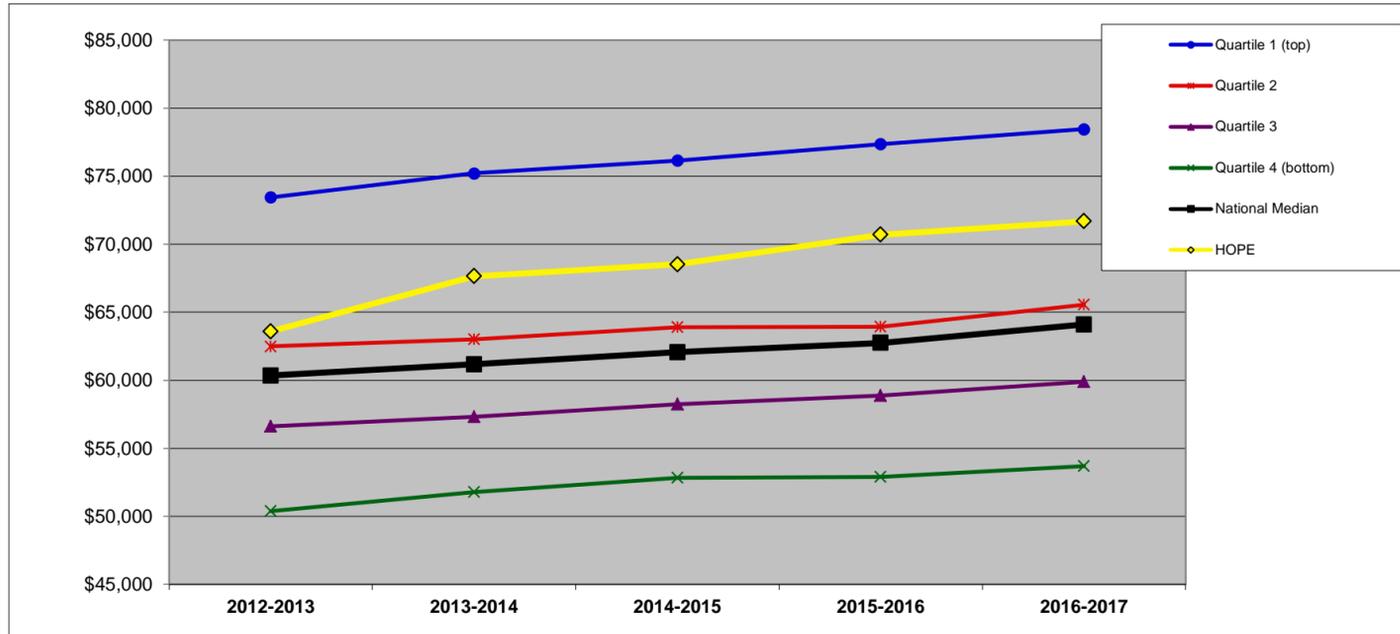
ASSOCIATE PROFESSOR AVERAGE SALARY (\$): BY FINANCIAL RESOURCES (9F)

DEFINITION: The average salary for associate professors equated to a 9-month contract. See Introduction for description of Carnegie classifications. (All national and regional data are presented as medians.)

	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
HOPE	\$ 63,594	\$ 67,644	\$ 68,517	\$ 70,704	\$ 71,678

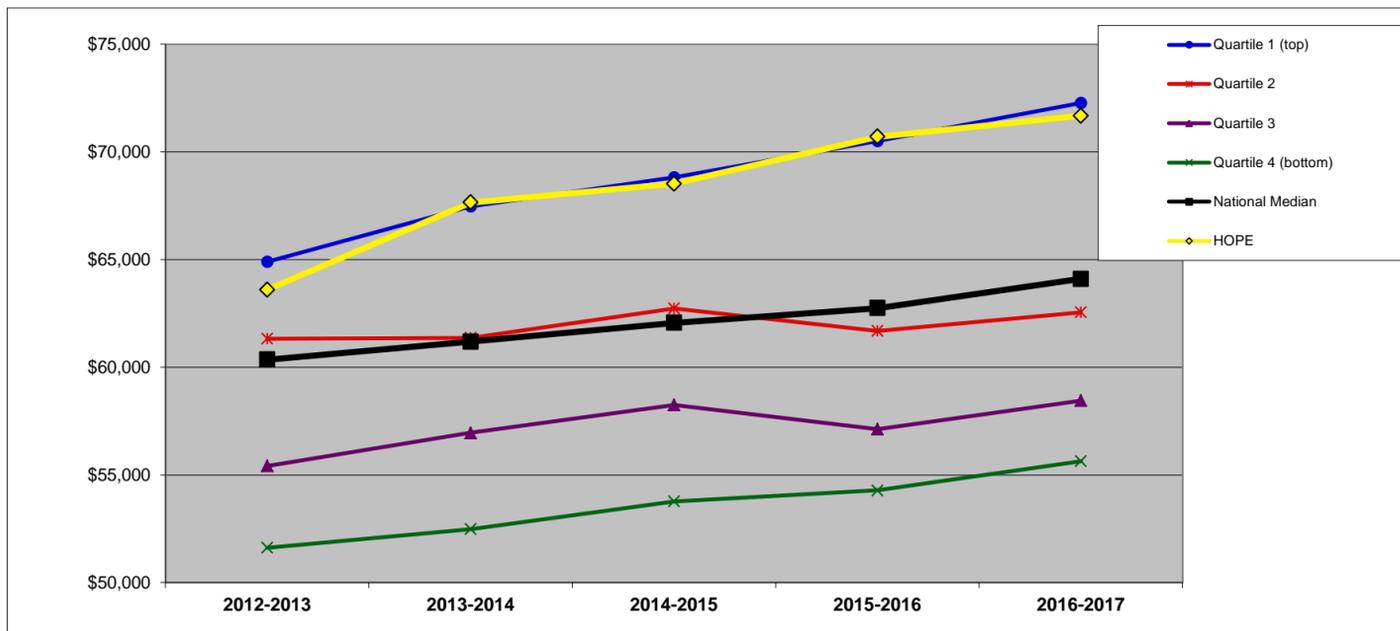
QUARTILES	
NATIONAL	1
REGIONAL	1

NATIONAL: FINANCIAL RESOURCES (n=725).



	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
Quartile 1 (top)	\$ 73,445	\$ 75,204	\$ 76,127	\$ 77,342	\$ 78,447
Quartile 2	\$ 62,487	\$ 63,018	\$ 63,891	\$ 63,918	\$ 65,553
Quartile 3	\$ 56,633	\$ 57,317	\$ 58,230	\$ 58,892	\$ 59,893
Quartile 4 (bottom)	\$ 50,382	\$ 51,786	\$ 52,839	\$ 52,898	\$ 53,707
National Median	\$ 60,354	\$ 61,182	\$ 62,064	\$ 62,748	\$ 64,103
HOPE	\$ 63,594	\$ 67,644	\$ 68,517	\$ 70,704	\$ 71,678

MIDWEST REGION: FINANCIAL RESOURCES (n=191).



	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
Quartile 1 (top)	\$ 64,908	\$ 67,473	\$ 68,814	\$ 70,506	\$ 72,280
Quartile 2	\$ 61,326	\$ 61,358	\$ 62,726	\$ 61,686	\$ 62,554
Quartile 3	\$ 55,422	\$ 56,952	\$ 58,248	\$ 57,114	\$ 58,445
Quartile 4 (bottom)	\$ 51,615	\$ 52,479	\$ 53,775	\$ 54,279	\$ 55,639
National Median	\$ 60,354	\$ 61,182	\$ 62,064	\$ 62,748	\$ 64,103
HOPE	\$ 63,594	\$ 67,644	\$ 68,517	\$ 70,704	\$ 71,678

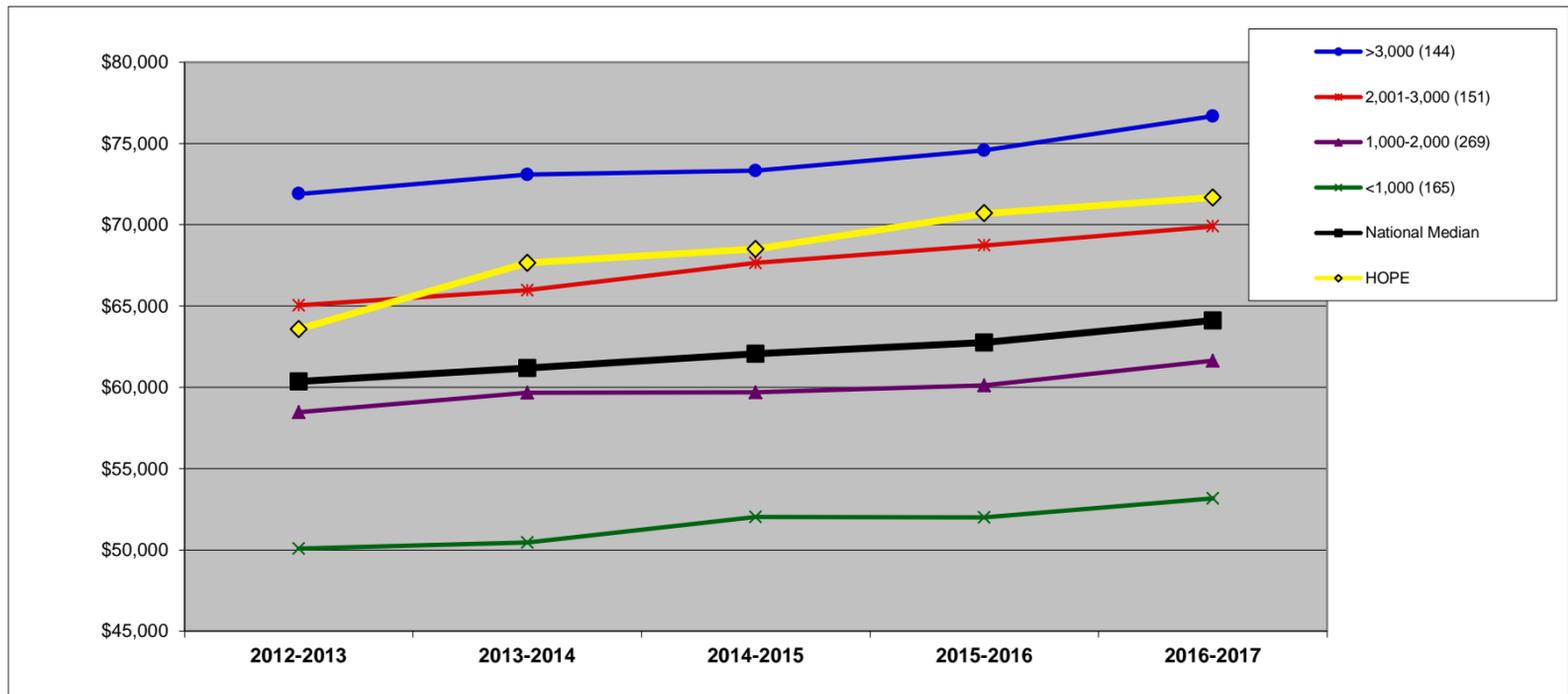
ASSOCIATE PROFESSOR AVERAGE SALARY (\$): BY ENROLLMENT SIZE (9S)

DEFINITION: The average salary for associate professors equated to a 9-month contract. See Introduction for description of Carnegie classifications. (All national and regional data are presented as medians.)

	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
HOPE	\$ 63,594	\$ 67,644	\$ 68,517	\$ 70,704	\$ 71,678

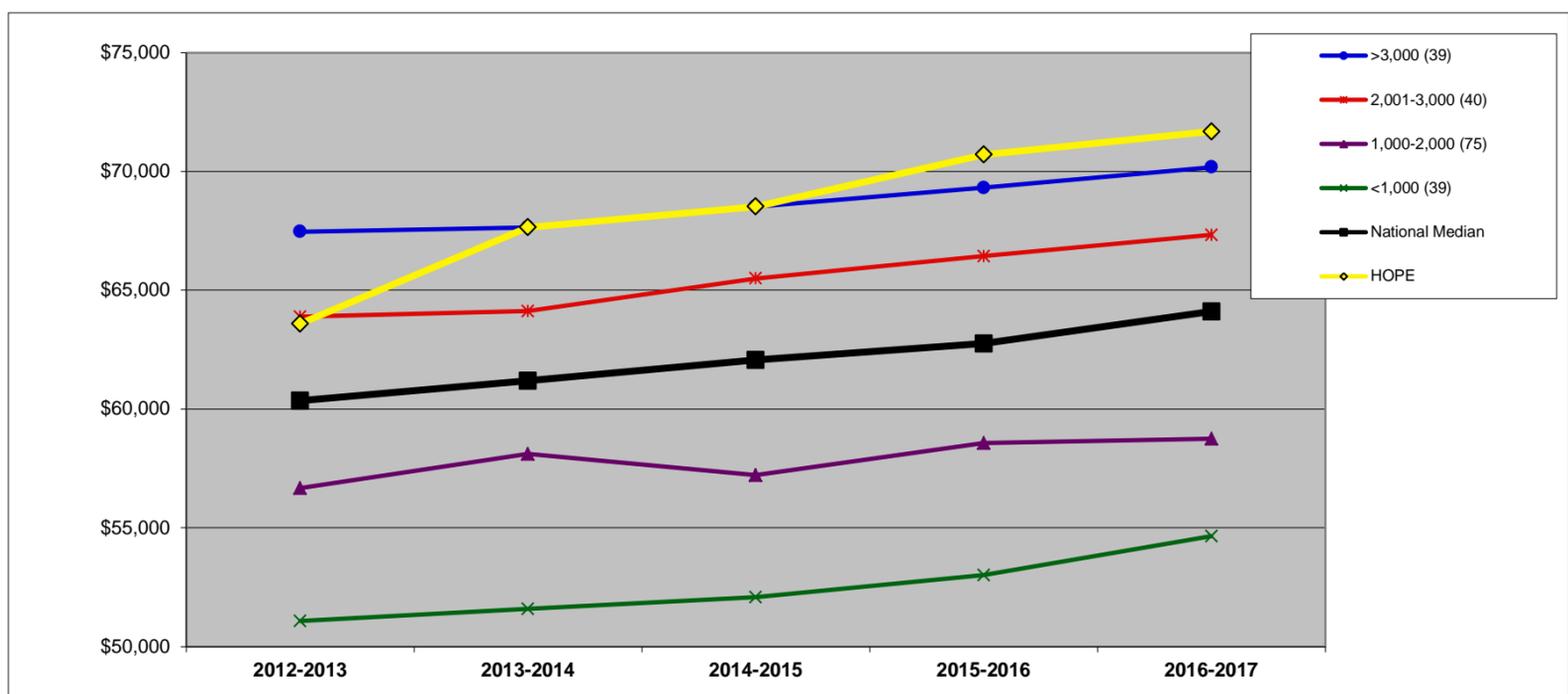
SIZE >3,000

NATIONAL: SIZE (n=729).



	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
>3,000 (144)	\$ 71,901	\$ 73,080	\$ 73,319	\$ 74,588	\$ 76,678
2,001-3,000 (151)	\$ 65,034	\$ 65,970	\$ 67,644	\$ 68,733	\$ 69,904
1,000-2,000 (269)	\$ 58,482	\$ 59,670	\$ 59,706	\$ 60,120	\$ 61,637
<1,000 (165)	\$ 50,085	\$ 50,454	\$ 52,020	\$ 52,002	\$ 53,181
National Median	\$ 60,354	\$ 61,182	\$ 62,064	\$ 62,748	\$ 64,103
HOPE	\$ 63,594	\$ 67,644	\$ 68,517	\$ 70,704	\$ 71,678

MIDWEST REGION: SIZE (n=193).



	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
>3,000 (39)	\$ 67,464	\$ 67,644	\$ 68,517	\$ 69,309	\$ 70,174
2,001-3,000 (40)	\$ 63,887	\$ 64,121	\$ 65,498	\$ 66,429	\$ 67,323
1,000-2,000 (75)	\$ 56,664	\$ 58,104	\$ 57,213	\$ 58,563	\$ 58,739
<1,000 (39)	\$ 51,075	\$ 51,579	\$ 52,074	\$ 53,010	\$ 54,648
National Median	\$ 60,354	\$ 61,182	\$ 62,064	\$ 62,748	\$ 64,103
HOPE	\$ 63,594	\$ 67,644	\$ 68,517	\$ 70,704	\$ 71,678

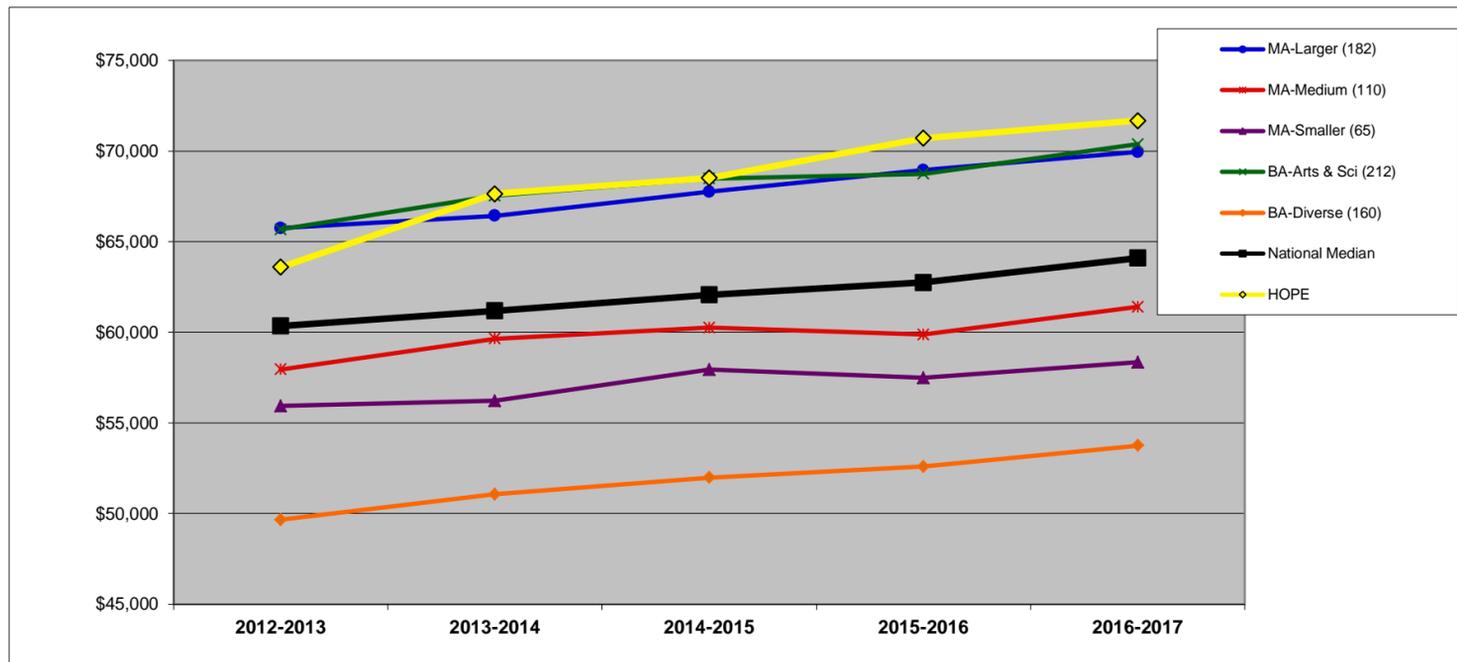
ASSOCIATE PROFESSOR AVERAGE SALARY (\$): BY CARNEGIE CLASSIFICATION (9C)

DEFINITION: The average salary for associate professors equated to a 9-month contract. See Introduction for description of Carnegie classifications. (All national and regional data are presented as medians.)

	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
HOPE	\$ 63,594	\$ 67,644	\$ 68,517	\$ 70,704	\$ 71,678

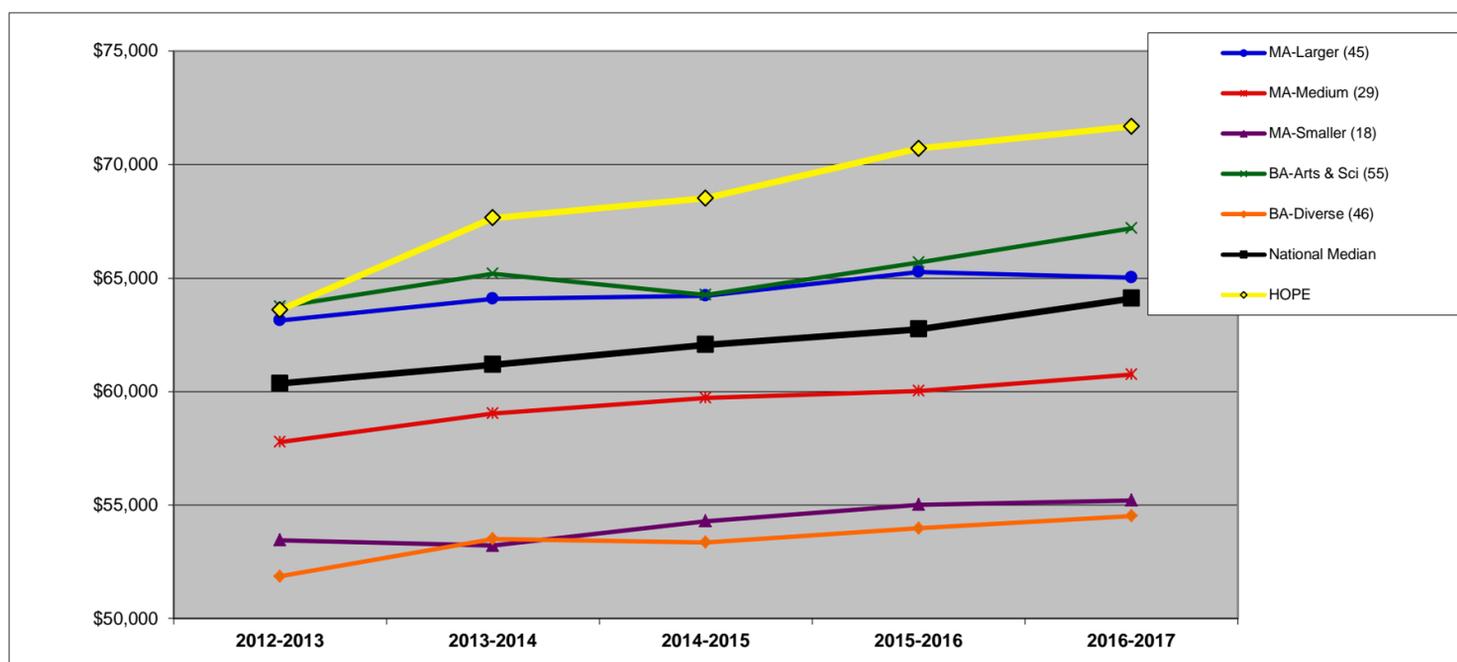
CARNEGIE BA-Arts & Sci

NATIONAL: CARNEGIE (n=729).



	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
MA-Larger (182)	\$ 65,745	\$ 66,429	\$ 67,761	\$ 68,954	\$ 69,950
MA-Medium (110)	\$ 57,956	\$ 59,652	\$ 60,260	\$ 59,868	\$ 61,398
MA-Smaller (65)	\$ 55,944	\$ 56,223	\$ 57,942	\$ 57,483	\$ 58,350
BA-Arts & Sci (212)	\$ 65,673	\$ 67,545	\$ 68,486	\$ 68,747	\$ 70,380
BA-Diverse (160)	\$ 49,662	\$ 51,066	\$ 51,984	\$ 52,601	\$ 53,755
National Median	\$ 60,354	\$ 61,182	\$ 62,064	\$ 62,748	\$ 64,103
HOPE	\$ 63,594	\$ 67,644	\$ 68,517	\$ 70,704	\$ 71,678

MIDWEST REGION: CARNEGIE (n=193).



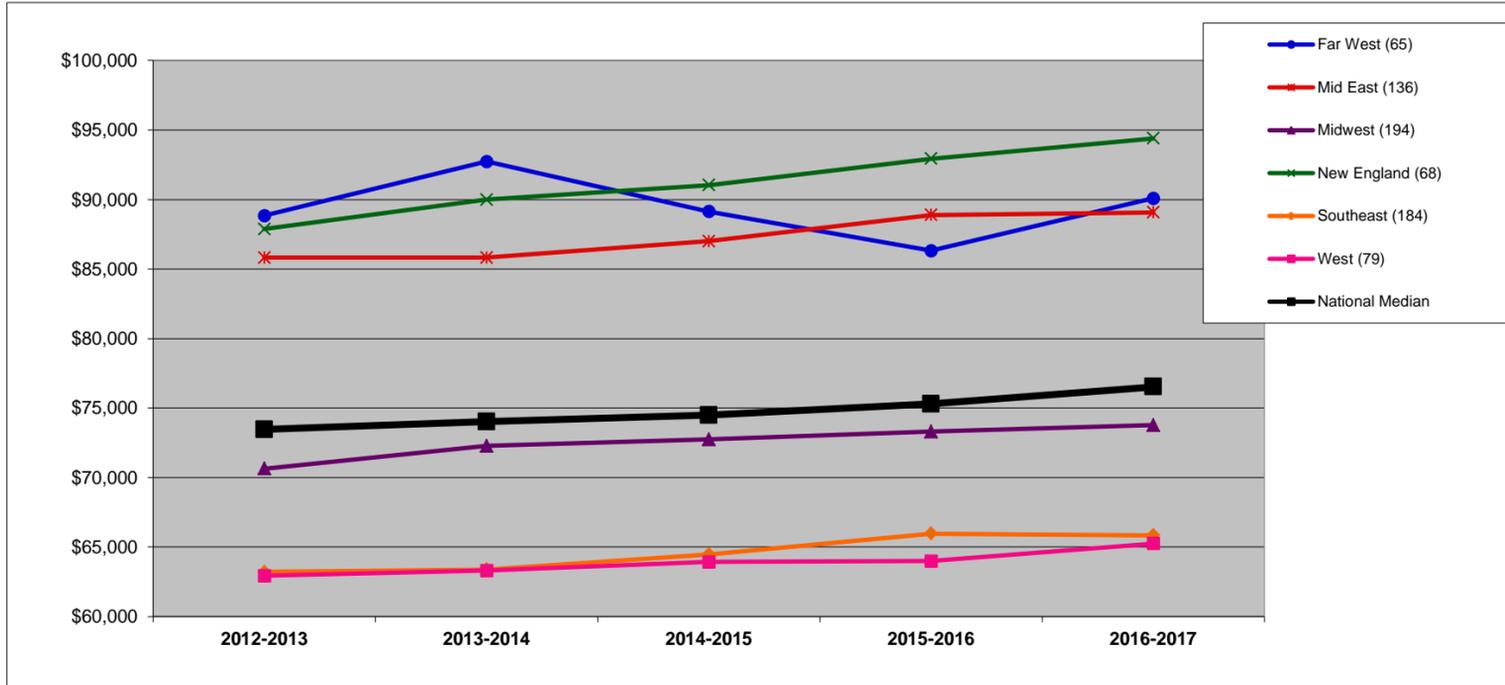
	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
MA-Larger (45)	\$ 63,135	\$ 64,089	\$ 64,215	\$ 65,268	\$ 65,028
MA-Medium (29)	\$ 57,780	\$ 59,031	\$ 59,715	\$ 60,021	\$ 60,754
MA-Smaller (18)	\$ 53,447	\$ 53,213	\$ 54,288	\$ 55,013	\$ 55,211
BA-Arts & Sci (55)	\$ 63,747	\$ 65,187	\$ 64,251	\$ 65,682	\$ 67,186
BA-Diverse (46)	\$ 51,858	\$ 53,510	\$ 53,358	\$ 53,976	\$ 54,512
National Median	\$ 60,354	\$ 61,182	\$ 62,064	\$ 62,748	\$ 64,103
HOPE	\$ 63,594	\$ 67,644	\$ 68,517	\$ 70,704	\$ 71,678

FULL PROFESSOR AVERAGE SALARY (\$): BY REGION (10R)

DEFINITION: The average salary for full professors equated to a 9-month contract.

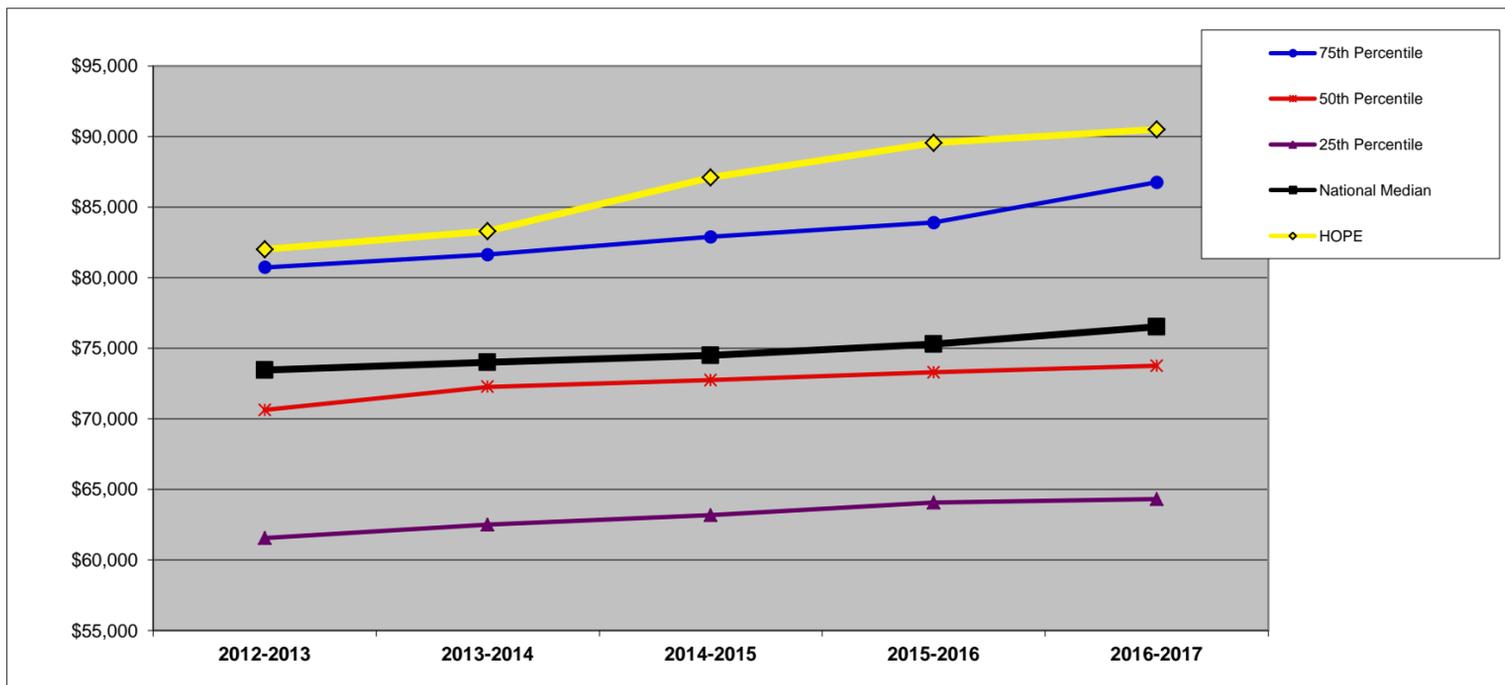
	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
HOPE	\$ 82,017	\$ 83,313	\$ 87,111	\$ 89,550	\$ 90,504

NATIONAL (n=726). All data on this chart are presented as medians. See Introduction for description of regions.



	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
Far West (65)	\$ 88,839	\$ 92,736	\$ 89,136	\$ 86,328	\$ 90,084
Mid East (136)	\$ 85,815	\$ 85,824	\$ 87,008	\$ 88,889	\$ 89,082
Midwest (194)	\$ 70,641	\$ 72,275	\$ 72,752	\$ 73,296	\$ 73,766
New England (68)	\$ 87,872	\$ 90,005	\$ 91,040	\$ 92,934	\$ 94,401
Southeast (184)	\$ 63,212	\$ 63,392	\$ 64,481	\$ 65,974	\$ 65,846
West (79)	\$ 62,928	\$ 63,306	\$ 63,936	\$ 63,999	\$ 65,258
National Median	\$ 73,463	\$ 74,016	\$ 74,484	\$ 75,303	\$ 76,525

MIDWEST REGION (n=194). In addition to the median, which is the 50th percentile, this chart shows the 75th and 25th percentiles for the region.



	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
75th Percentile	\$ 80,739	\$ 81,632	\$ 82,914	\$ 83,900	\$ 86,779
50th Percentile	\$ 70,641	\$ 72,275	\$ 72,752	\$ 73,296	\$ 73,766
25th Percentile	\$ 61,562	\$ 62,521	\$ 63,169	\$ 64,085	\$ 64,302
National Median	\$ 73,463	\$ 74,016	\$ 74,484	\$ 75,303	\$ 76,525
HOPE	\$ 82,017	\$ 83,313	\$ 87,111	\$ 89,550	\$ 90,504

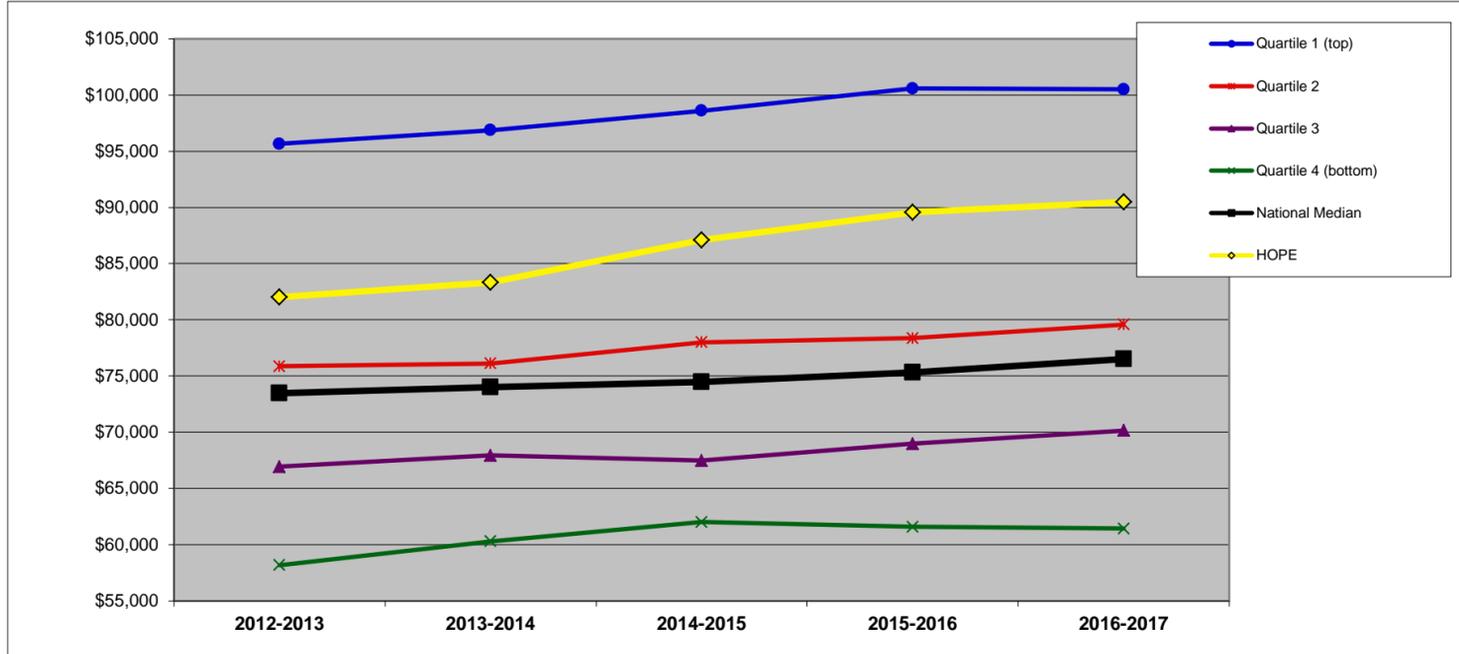
FULL PROFESSOR AVERAGE SALARY (\$): BY FINANCIAL RESOURCES (10F)

DEFINITION: The average salary for full professors equated to a 9-month contract. See Introduction for description of Carnegie classifications. (All national and regional data are presented as medians.)

	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
HOPE	\$ 82,017	\$ 83,313	\$ 87,111	\$ 89,550	\$ 90,504

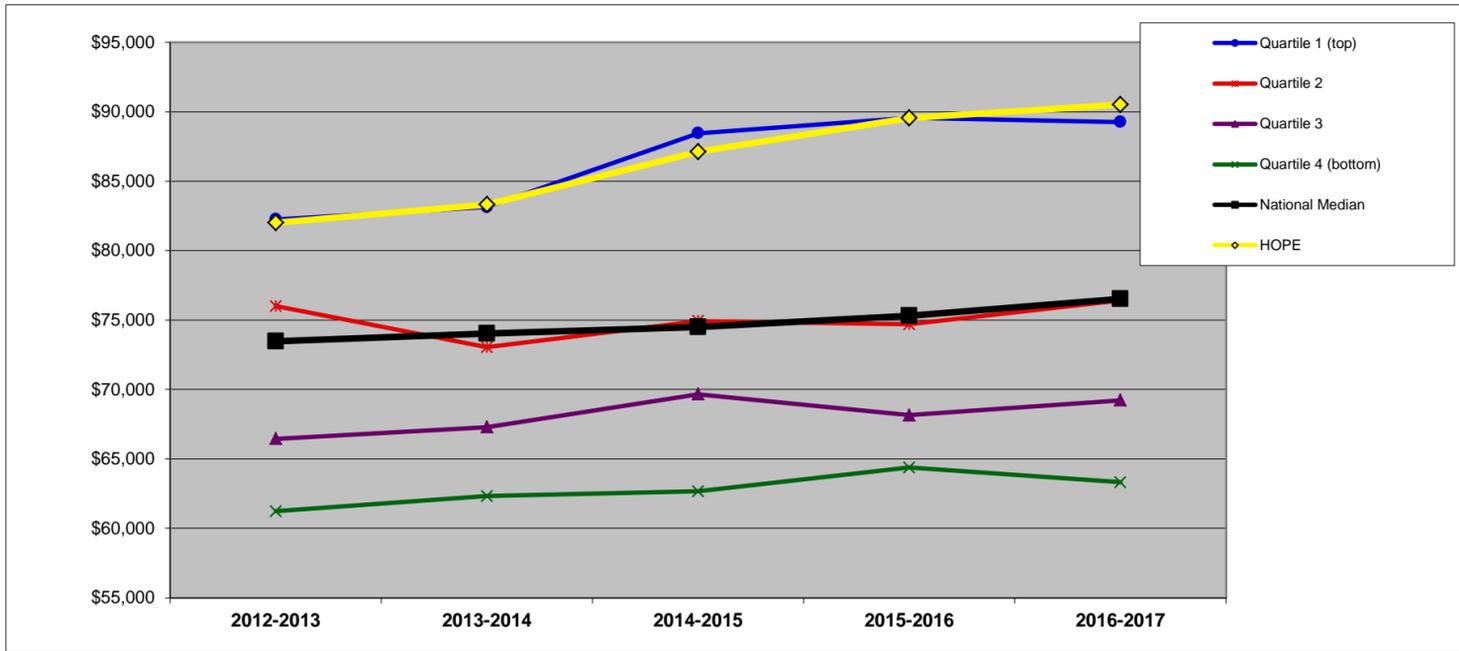
QUARTILES	
NATIONAL	1
REGIONAL	1

NATIONAL: FINANCIAL RESOURCES (n=723).



	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
Quartile 1 (top)	\$ 95,661	\$ 96,876	\$ 98,604	\$ 100,584	\$ 100,510
Quartile 2	\$ 75,857	\$ 76,113	\$ 77,999	\$ 78,372	\$ 79,572
Quartile 3	\$ 66,929	\$ 67,932	\$ 67,469	\$ 68,967	\$ 70,150
Quartile 4 (bottom)	\$ 58,172	\$ 60,291	\$ 62,001	\$ 61,569	\$ 61,427
National Median	\$ 73,463	\$ 74,016	\$ 74,484	\$ 75,303	\$ 76,525
HOPE	\$ 82,017	\$ 83,313	\$ 87,111	\$ 89,550	\$ 90,504

MIDWEST REGION: FINANCIAL RESOURCES (n=193).



	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
Quartile 1 (top)	\$ 82,251	\$ 83,142	\$ 88,443	\$ 89,550	\$ 89,264
Quartile 2	\$ 75,996	\$ 73,035	\$ 74,925	\$ 74,693	\$ 76,399
Quartile 3	\$ 66,447	\$ 67,284	\$ 69,660	\$ 68,139	\$ 69,217
Quartile 4 (bottom)	\$ 61,227	\$ 62,316	\$ 62,658	\$ 64,377	\$ 63,309
National Median	\$ 73,463	\$ 74,016	\$ 74,484	\$ 75,303	\$ 76,525
HOPE	\$ 82,017	\$ 83,313	\$ 87,111	\$ 89,550	\$ 90,504

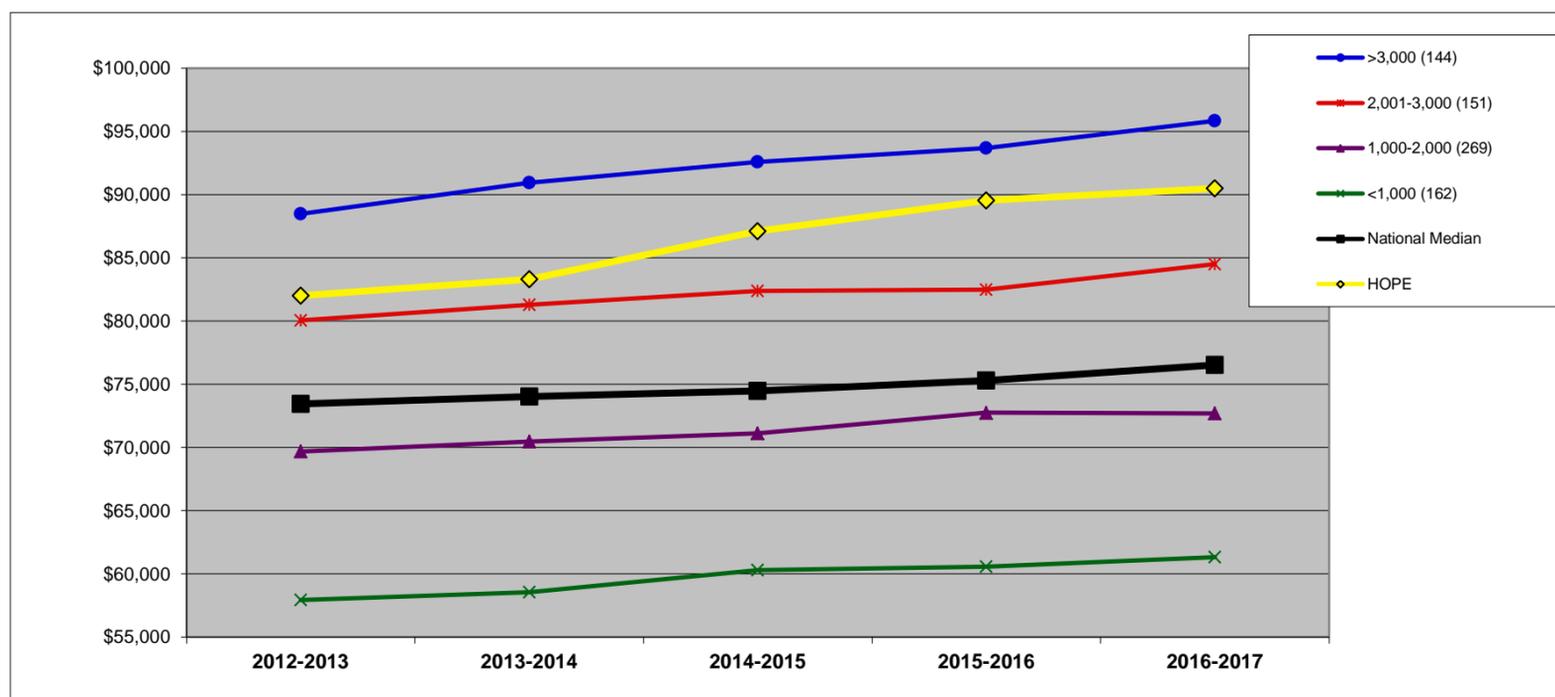
FULL PROFESSOR AVERAGE SALARY (\$): BY ENROLLMENT SIZE (10S)

DEFINITION: The average salary for full professors equated to a 9-month contract. See Introduction for description of Carnegie classifications. (All national and regional data are presented as medians.)

	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
HOPE	\$ 82,017	\$ 83,313	\$ 87,111	\$ 89,550	\$ 90,504

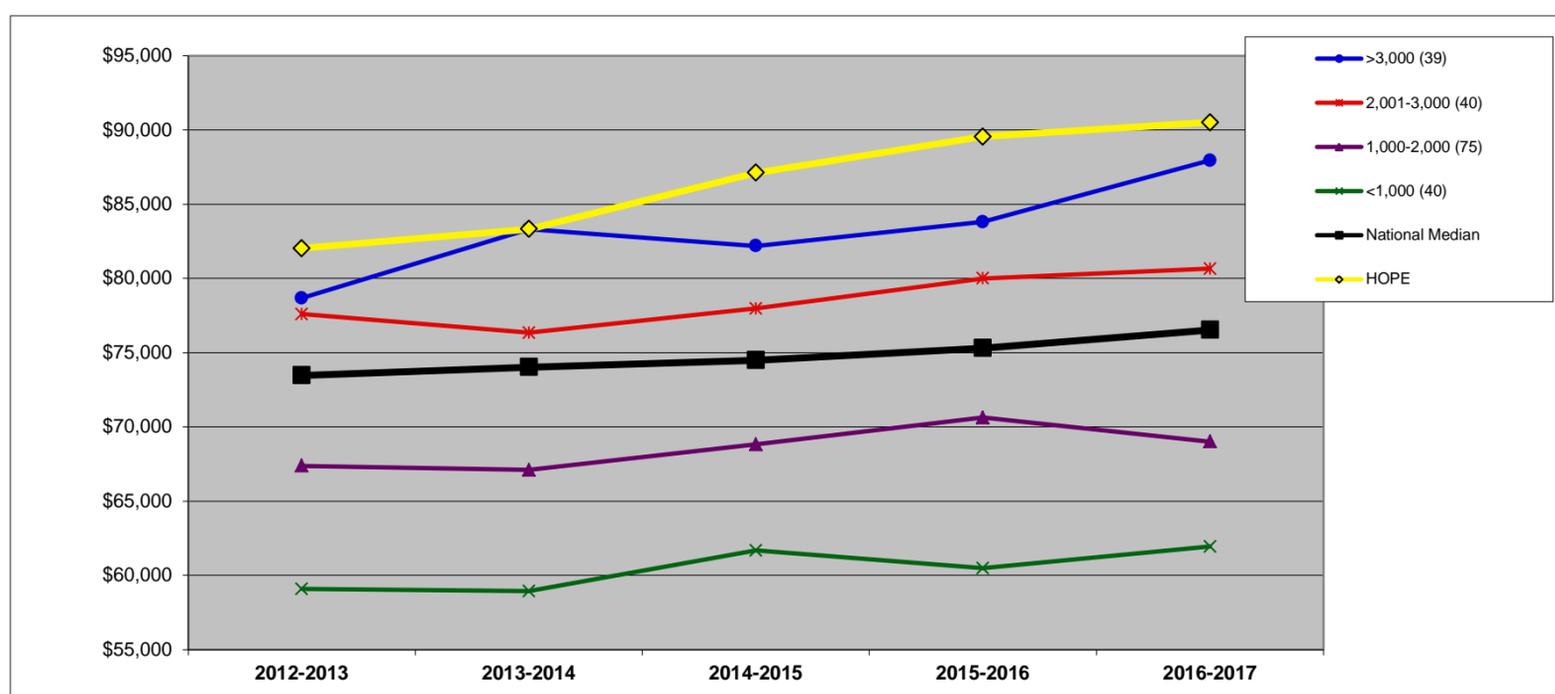
SIZE >3,000

NATIONAL: SIZE (n=726).



	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
>3,000 (144)	\$ 88,475	\$ 90,954	\$ 92,570	\$ 93,677	\$ 95,822
2,001-3,000 (151)	\$ 80,046	\$ 81,288	\$ 82,368	\$ 82,485	\$ 84,509
1,000-2,000 (269)	\$ 69,696	\$ 70,470	\$ 71,109	\$ 72,747	\$ 72,695
<1,000 (162)	\$ 57,933	\$ 58,563	\$ 60,296	\$ 60,566	\$ 61,343
National Median	\$ 73,463	\$ 74,016	\$ 74,484	\$ 75,303	\$ 76,525
HOPE	\$ 82,017	\$ 83,313	\$ 87,111	\$ 89,550	\$ 90,504

MIDWEST REGION: SIZE (n=194).



	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
>3,000 (39)	\$ 78,669	\$ 83,313	\$ 82,188	\$ 83,799	\$ 87,947
2,001-3,000 (40)	\$ 77,589	\$ 76,343	\$ 77,967	\$ 80,001	\$ 80,656
1,000-2,000 (75)	\$ 67,374	\$ 67,104	\$ 68,814	\$ 70,632	\$ 69,010
<1,000 (40)	\$ 59,085	\$ 58,941	\$ 61,677	\$ 60,485	\$ 61,931
National Median	\$ 73,463	\$ 74,016	\$ 74,484	\$ 75,303	\$ 76,525
HOPE	\$ 82,017	\$ 83,313	\$ 87,111	\$ 89,550	\$ 90,504

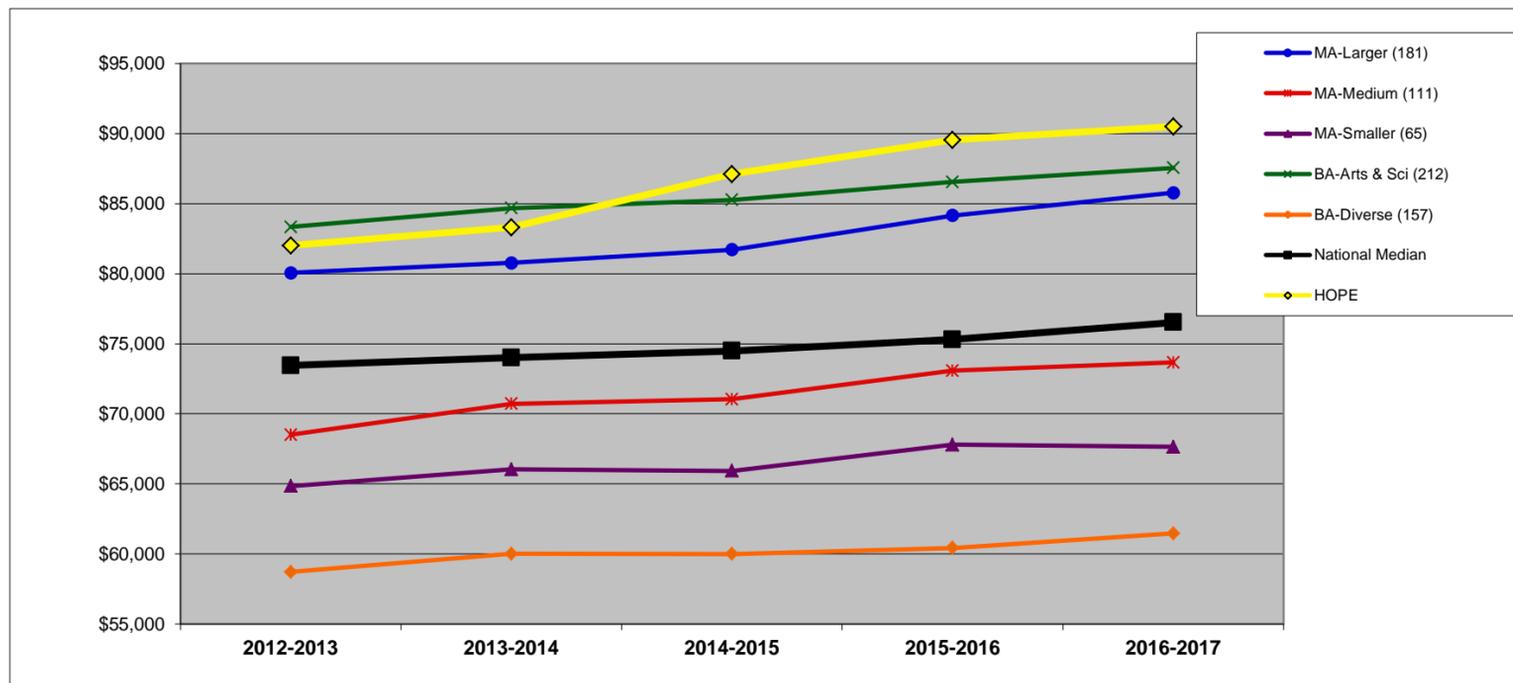
FULL PROFESSOR AVERAGE SALARY (\$): BY CARNEGIE CLASSIFICATION (10C)

DEFINITION: The average salary for full professors equated to a 9-month contract. See Introduction for description of Carnegie classifications. (All national and regional data are presented as medians.)

	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
HOPE	\$ 82,017	\$ 83,313	\$ 87,111	\$ 89,550	\$ 90,504

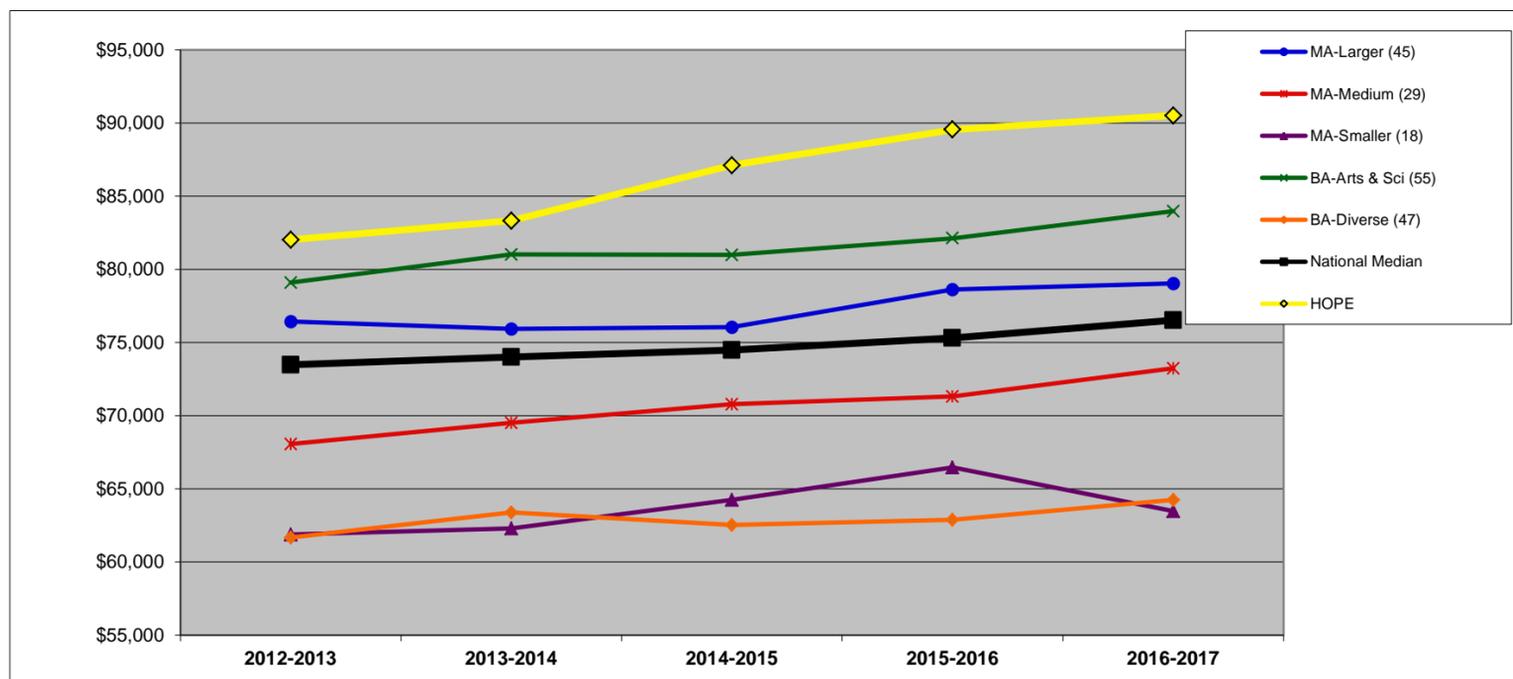
CARNEGIE BA-Arts & Sci

NATIONAL: CARNEGIE (n=726).



	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
MA-Larger (181)	\$ 80,073	\$ 80,766	\$ 81,711	\$ 84,159	\$ 85,767
MA-Medium (111)	\$ 68,508	\$ 70,722	\$ 71,046	\$ 73,080	\$ 73,661
MA-Smaller (65)	\$ 64,854	\$ 66,033	\$ 65,932	\$ 67,797	\$ 67,639
BA-Arts & Sci (212)	\$ 83,340	\$ 84,686	\$ 85,271	\$ 86,553	\$ 87,551
BA-Diverse (157)	\$ 58,716	\$ 60,021	\$ 60,003	\$ 60,435	\$ 61,461
National Median	\$ 73,463	\$ 74,016	\$ 74,484	\$ 75,303	\$ 76,525
HOPE	\$ 82,017	\$ 83,313	\$ 87,111	\$ 89,550	\$ 90,504

MIDWEST REGION: CARNEGIE (n=194).



	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
MA-Larger (45)	\$ 76,428	\$ 75,924	\$ 76,059	\$ 78,606	\$ 79,045
MA-Medium (29)	\$ 68,049	\$ 69,498	\$ 70,785	\$ 71,325	\$ 73,234
MA-Smaller (18)	\$ 61,862	\$ 62,298	\$ 64,247	\$ 66,470	\$ 63,481
BA-Arts & Sci (55)	\$ 79,101	\$ 81,018	\$ 80,973	\$ 82,125	\$ 83,985
BA-Diverse (47)	\$ 61,668	\$ 63,378	\$ 62,514	\$ 62,880	\$ 64,228
National Median	\$ 73,463	\$ 74,016	\$ 74,484	\$ 75,303	\$ 76,525
HOPE	\$ 82,017	\$ 83,313	\$ 87,111	\$ 89,550	\$ 90,504

DATA INFORMATION: DEFINITIONS, IPEDS SOURCES, AND FORMULAS

To use this appendix, visit <http://nces.ed.gov/ipeds/datacenter/> and follow these steps:

- select "Compare Institutions"
- select "Use provisional release data"
- enter your institution's name
- select "Continue" to see variables

1) TOTAL FALL ENROLLMENT

Definition: Total fall full-time equivalent (FTE) enrollment, including undergraduate, graduate, and first-professional students.

IPEDS: Frequently used/Derived variables
Fall enrollment/retention rates
Total, full- and part-time enrollment and fall FTE
Full-time equivalent enrollment (Fall enrollment derivation)

2) FIRST-YEAR ENROLLMENT

Definition: Total fall full-time, first-time degree-seeking undergraduate students.

IPEDS: Fall Enrollment
Gender, attendance status, and level of student
Fall 1980, Fall 1984 to current year
Qualifying variable: First time
Full time total

3) ADMISSIONS YIELD RATE (%)

Definition: Percentage of admitted students who enrolled. (The year indicated is the year of the Institutional Characteristics IPEDS Survey. Institutions had the option of reporting data for the current or prior year. Only data from institutions reporting current year data for all five years were used in the comparisons.)

IPEDS: Admissions and Test Scores
Admissions and test scores
Number of applications, admissions, and enrollees
Admissions total
Enrolled total

Formula:
$$\frac{\text{Enrolled total}}{\text{Admissions total}}$$

4) RETENTION RATE (%)

Definition: The first to second year retention rate is the percentage of the fall full-time cohort (minus exclusions) that re-enrolled at the institution as either full- or part-time students in the fall of the next year.

IPEDS: Retention rates, Entering Class and Student to faculty ratio
Retention rates
Fall 2003 to current year
Full-time retention rate

5) GRADUATION RATE (%)

Definition: The six-year, cohort graduation rate for full-time, first-time degree-seeking undergraduate students. For example, the Fall 2010 Cohort rate is the percentage that graduated by end of Summer 2016.

IPEDS: Graduation Rates
Graduation rate data within 150 percent of normal time - 4-year and 2-year institutions
Gender - 1997 to current year
Qualifying variables: Bachelor's or equivalent degree/certificate-seeking subcohort (4-year institutions); select both Adjusted cohort (revised cohort minus exclusions) and Completers within 150% of normal time total
Grand total

Formula:
$$\frac{\text{Completers within 150\% of normal time}}{\text{Adjusted Cohort (revised cohort minus exclusions)}}$$

6) STUDENT/FACULTY RATIO

Definition: Total 12-month student FTE (undergraduate, graduate, and first-professional) divided by instructional faculty FTE.

IPEDS: Human Resources
Full- and part-time medical and non-medical staff by occupational category, faculty and tenure status
New HR occupational categories based on SOC 2010
Qualifying variable: Instructional staff, primarily instruction
Full-time employees
Part-time employees

Frequently used/Derived variables
12-month enrollment
12-month full-time equivalent enrollment

Formula:
$$\frac{\text{12-month FTE}}{\text{FT Instructional Faculty} + (\text{PT Instructional Faculty} / 3)}$$

7) PART-TIME FACULTY (%)

Definition: Full-time equivalent (FTE) for part-time instructional faculty as a percentage of total instructional faculty FTE.

IPEDS: Human Resources
Full- and part-time medical and non-medical staff by occupational category, faculty and tenure status
New HR occupational categories based on SOC 2010
Qualifying variable: Instructional staff, primarily instruction
Full-time employees
Part-time employees

Formula:
$$\frac{(\text{PT Instructional staff} / 3)}{\text{FT Instructional staff} + (\text{PT Instructional staff} / 3)}$$

8) ASSISTANT PROFESSOR AVERAGE SALARY (\$)

Definition: The average salary for assistant professors equated to a 9-month contract.

IPEDS: Frequently used/Derived variables
Average salaries and full-time equivalent staff
Average salaries of full-time non-medical instructional staff equated to 9-month contracts, by academic rank: 2012-13 to current year
Average salary equated to 9 months of full-time instructional staff - assistant professors

9) ASSOCIATE PROFESSOR AVERAGE SALARY (\$)

Definition: The average salary for associate professors equated to a 9-month contract.

IPEDS: Frequently used/Derived variables

Average salaries and full-time equivalent staff

Average salaries of full-time non-medical instructional staff equated to 9-month contracts, by academic rank: 2012-13 to current year

Average salary equated to 9 months of full-time instructional staff - associate professors

10) FULL PROFESSOR AVERAGE SALARY (\$)

Definition: The average salary for full professors equated to a 9-month contract.

IPEDS: Frequently used/Derived variables

Average salaries and full-time equivalent staff

Average salaries of full-time non-medical instructional staff equated to 9-month contracts, by academic rank: 2012-13 to current year

Average salary equated to 9 months of full-time instructional staff - professors