

## Institutional Data Confirmation Report

12/16/2009

Unit ID: 170301

Institution Hope College

City Holland

State MI

Affiliation Control: Private

AAUP Category: IIB

Conversion Factor 12-to-9 Month: 0.81818181818

Footnote

Publication Name: Hope Coll

## Campuses :

Business: 14

Dentistry: 0

Engineering: 5

Law: 0

Nursing: 8

Contacts					
Name	Title	Inactive?	Email	Phone	Last Updated
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Aggregate Data You Submitted (Converted): Salary and Tenure Status									
Rank	Men		Women		Total		Tenure Status		
	Salary	No.	Salary	No.	Salary	No.	Tenured	Track	Non-Track
Professor	4,933,085	64	2,053,510	28	6,986,595	92	90	1	1
Associate	2,347,315	37	1,646,405	27	3,993,720	64	44	10	10
Assistant	1,395,303	26	1,721,250	32	3,116,553	58	0	39	19
Instructor	0		85,116	2	85,116	2	0	0	2
Lecturer	0		0		0	0	0	0	0
No Rank	0		0		0	0	0	0	0
All Ranks	8,675,703	127	5,506,281	89	14,181,984	216	134	50	32

Aggregate Data You Submitted (Converted): Institutional Contribution to Benefits														
Benefit	Professor		Associate		Assistant		Instructor		Lecturer		Unranked		Undifferentiated	
	Expend	No.	Expend	No.	Expend	No.	Expend	No.	Expend	No.	Expend	No.	Expend	No.
Retirement	733,592	92	419,341	64	327,238	58	8,937	2	0		0		0	
Medical	631,147	82	441,703	56	382,299	52	0	0	0		0		0	
Dental	0		0		0		0		0		0		0	
Combined Med/Dental (optional)	0		0		0		0		0		0		0	
Disability	16,628	92	9,505	64	7,417	58	203	2	0		0		0	
Tuition	447,976	21	206,670	12	139,240	6	0	0	0		0		0	
FICA	532,888	92	305,453	64	238,416	58	6,511	2	0		0		0	
Unemployment	0		0		0		0		0		0		0	
Group Life	19,540	92	11,406	64	9,070	58	235	2	0		0		0	
Worker Comp	15,371	92	8,786	64	6,856	58	187	2	0		0		0	
Other	0		0		0		0		0		0		0	
Total	2,397,142	92	1,402,864	64	1,110,536	58	16,073	2	0		0		0	

## Institutional Data Confirmation Report

12/16/2009

**Aggregate Data You Submitted (Converted): Salary Increase for Continuing Faculty**

Rank	Previous Year	Current Year	Percentage Change	# of Faculty
Professor	6,599,726	6,632,299	0.5	87
Associate	3,517,511	3,537,512	0.6	56
Assistant	2,486,903	2,522,743	1.4	47
Instructor	0	0	0	
Lecturer	0	0	0	
No Rank	0	0	0	
All Ranks	12,604,140	12,692,554	0.7	190

**Calculated Figures for Publication**

Rank	Average Salary	Average Compensation	Ben as % Of Salary	Percent Tenured	Pct. Incr. Cont. Faculty	Avg. Salary Men	Avg. Salary Women
Professor	75,941	101,997	34.3	97.8	0.5	77,079	73,340
Associate	62,402	84,322	35.1	68.8	0.6	63,441	60,978
Assistant	53,734	72,881	35.6	0.0	1.4	53,666	53,789
Instructor	42,558	50,595	18.9	0.0	0	0	42,558
Lecturer	0	0	0.0	0.0	0	0	0
No Rank	0	0	0.0	0.0	0	0	0
All Ranks	65,657	88,466	34.7	62	0.7	68,313	61,868

Not all figures will be published for all ranks due to limited space; and salary figures will be rounded to the nearest 100.  
We do not publish average salary figures for categories where the number of faculty is less than three.

**Administrative Compensation - Not for Publication or Distribution**

Title	Salary	Supplement
President/Chancellor	275,625	0
Chief Academic Officer	160,000	0
Chief Financial Officer	150,000	0
Chief Development Officer	135,000	0
Chief Administration Officer	0	0

**Validations**

Section	Status	Warning(s)	Error(s)	Do Not Publish
Section 1	SignedOff	0 Warning(s)	0 Error(s)	No
Section 2	SignedOff	0 Warning(s)	0 Error(s)	No
Section 3	SignedOff	0 Warning(s)	0 Error(s)	No
Section 4	SignedOff	0 Warning(s)	0 Error(s)	No
Section 5	SignedOff	0 Warning(s)	0 Error(s)	No