

1/18/2012

Institutional Data Confirmation Report

Unit ID: 170301

Institution Hope College

City Holland

State MI

Affiliation Control: Private

AAUP Category: IIB

Conversion Factor 12-to-9 Month: 0.818181818

Footnote

Publication Name: Hope Coll

Campuses :

Business: 14

Dentistry: 0

Engineering: 6

Law: 0

Nursing: 8

Contacts					
Name	Title	Inactive?	Email	Phone	Last Updated
Lori Mulder	Director of Human Resources	No	Mulderl@hope.edu	(616) 395-7817	22-11-2011

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	4,999,530	63	1,987,486	26	6,987,016	89	88	0	1
Associate	2,427,895	38	1,720,372	28	4,148,267	66	55	3	8
Assistant	1,342,137	24	1,906,464	34	3,248,601	58	0	32	26
Instructor	0		89,181	2	89,181	2	0	0	2
Lecturer	0		0		0	0	0	0	0
No Rank	0		0		0	0	0	0	0
All Ranks	8,769,562	125	5,703,503	90	14,473,065	215	143	35	37

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	733,637	89	435,568	66	341,103	58	9,364	2	0	0	0	0	0	0
Medical	738,260	81	518,754	56	435,000	52	0	0	0	0	0	0	0	0
Dental	0		0		0		0		0	0	0	0	0	0
Combined Med/Dental (optional)	0		0		0		0		0	0	0	0	0	0
Disability	13,625	89	8,089	66	6,335	58	174	2	0	0	0	0	0	0
Tuition	374,200	21	189,145	13	43,035	8	0	0	0	0	0	0	0	0
FICA	531,302	89	317,343	66	248,518	58	6,822	2	0	0	0	0	0	0
Unemployment	0		0		0		0		0	0	0	0	0	0
Group Life	20,174	89	12,265	66	9,739	58	219	2	0	0	0	0	0	0
Worker Comp	16,070	89	9,541	66	7,472	58	205	2	0	0	0	0	0	0
Other	0		0		0		0		0	0	0	0	0	0
Total	2,427,268	89	1,490,705	66	1,091,202	58	16,784	2	0	0	0	0	0	0

Aggregate Data You Submitted (Converted): Salary Increase for Continuing Faculty				
Rank	Previous Year	Current Year	Percentage Change	# of Faculty
Professor	6,691,925	6,786,661	1.4	86

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Associate	3,583,147	3,620,606	1	57
Assistant	2,995,899	3,021,151	0.8	54
Instructor	88,490	89,181	0.8	2
Lecturer	0	0	0	
No Rank	0	0	0	
All Ranks	13,359,461	13,517,599	1.2	199

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	78,506	105,778	34.7	98.9	1.4	79,358	76,442
Associate	62,853	85,439	35.9	83.3	1	63,892	61,442
Assistant	56,010	74,824	33.6	0	0.8	55,922	56,072
Instructor	44,591	52,983	18.8	0	0.8	0	44,591
Lecturer	0	0	0	0	0	0	0
No Rank	0	0	0	0	0	0	0
All Ranks	67,317	90,693	34.7	66.5	1.2	70,156	63,372

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	285,341	0
Chief Academic Officer	150,000	0
Chief Financial Officer	163,000	0
Chief Development Officer	115,000	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