

Human Resources 2013-14

Institution: Hope College (170301)

User ID: P1703011

Overview**Human Resources Overview**

Welcome to the IPEDS Human Resources (HR) survey component. This survey collects important information about your institution's staff.

Recent changes

There are no changes in reporting for 2013-14. However, clarifications have been made to screens and instructions, to address respondent questions. Also, check out the new FAQs.

Several Occupational Categories have been renamed, to better describe who should be reported in them:

- **New:** Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations (21-0000 + 23-0000 + 27-0000)
- **Old:** Community Service, Legal, Arts, and Media Occupations

- **New:** Student and Academic Affairs and Other Education Services Occupations (25-2000 + 25-3000 + 25-9000)
- **Old:** Other Teaching and Instructional Support Occupations

One contract type category has been expanded:

- **New:** Multi-year or continuing or at-will contract
- **Old:** Multi-year contract

See the instructions for the **NEW Key Reporting Concepts** section -- basic reporting concepts that will assist you in completing the Human Resources component.

Resources:

- To download the survey materials for this component: [Survey Materials](#)
- The IPEDS HR/SOC Information Center can be found at the following website: <http://nces.ed.gov/ipeds/resource/soc.asp>. (The resource center includes the IPEDS/SOC crosswalk, SOC information, the IPEDS HR/SOC Browse Tool, and web tutorials.

Data reporting reminders:

- Enter data on each displayed screen. If a screen is not applicable, enter at least one zero in a field on the screen.
- Report staff members difficult to categorize in the "Human Resources Survey Evaluation" box at the end of the survey.

To access your prior year data submission for this component: [Reported Data](#)

If you have questions about completing this survey, please contact the **IPEDS Help Desk at 1-877-225-2568**.

Institution: Hope College (170301)

User ID: P1703011

Human Resources Screening QuestionsDoes your institution have any **part-time** staff?*If you answer **Yes** to this question, you will be provided the screens to report part-time staff.*☒ Yes☐ NoDoes your institution have 15 or more **full-time** staff?☒ Yes☐ No**?** Do ALL of the **instructional staff** at your institution fall into any of the following categories?*If you answer **Yes** to any of the questions below, you will **NOT** be required to report **Part G - Salaries** for instructional staff. However, Part G will still be required for reporting data for full-time non-instructional staff.*☒ No☐ Yes

Are ALL of the instructional staff military personnel?

☒ No☐ Yes

Do ALL of the instructional staff contribute their services (e.g., members of a religious order)?

☒ No☐ Yes

Do ALL of the instructional staff teach pre-clinical or clinical medicine?

You may use the space below to **provide context** for the data you've reported above.

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Institution: Hope College (170301)

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Human Resources Screening Questions**Does your institution have a tenure system?***If you answer Yes to this question, you will be provided the screens to report some data by tenure status.*

<input checked="" type="radio"/>	Yes	<input type="radio"/>	No
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Does your institution have graduate assistants?*If you answer Yes to this question, you will be provided the screens to report graduate assistants.*

<input type="radio"/>	Yes	<input checked="" type="radio"/>	No
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Did your institution hire any full-time permanent staff who were included on the payroll of the institution between July 1 and October 31, 2013 either for the first time (new to the institution) or after a break in service AND who were still on the payroll of the institution as of November 1, 2013? (Exclude persons who have returned from sabbatical leave and full-time instructional staff who are working less-than-9-month contracts.)

If you answer Yes to this question and your institution has 15 or more full-time staff, you will be provided the screens to report full-time permanent new hires in Part H.

<input checked="" type="radio"/>	Yes	<input type="radio"/>	No
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Institution: Hope College (170301)

User ID: P1703011

Part A1 - Full-time Instructional Staff

Number of Full-time Instructional Staff
With Faculty Status
Tenured

As of November 1, 2013

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
- Include both Primarily Instruction and Instruction Combined with Research and/or Public Service

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Men							
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic/Latino</u>	<input type="text" value="1"/>	<input type="text" value="2"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	3
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian</u>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>Black or African American</u>	<input type="text"/>	<input type="text" value="3"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	3
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text" value="61"/>	<input type="text" value="25"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	86
<u>Two or more races</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total men	62	31	0	0	0	0	93
Women							
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic/Latino</u>	<input type="text" value="2"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	3
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian</u>	<input type="text" value="2"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	3
<u>Black or African American</u>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text" value="23"/>	<input type="text" value="16"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	39
<u>Two or more races</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0

Total women	27	19	0	0	0	0	46
Total (men+women)	89	50	0	0	0	0	139
Total from prior year							136

Institution: Hope College (170301)

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Part A1 - Full-time Instructional Staff

**Number of Full-time Instructional Staff
With Faculty Status
On Tenure Track**

As of November 1, 2013

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
- Include both Primarily Instruction and Instruction Combined with Research and/or Public Service

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Men							
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	2	<input type="text"/>	<input type="text"/>	<input type="text"/>	2
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian</u>	<input type="text"/>	1	3	<input type="text"/>	<input type="text"/>	<input type="text"/>	4
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	1	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text"/>	<input type="text"/>	14	<input type="text"/>	<input type="text"/>	<input type="text"/>	14
Two or more races	<input type="text"/>	<input type="text"/>	1	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total men	0	1	21	0	0	0	22
Women							
Nonresident alien	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Hispanic/Latino	<input type="text"/>	<input type="text"/>	1	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Asian	<input type="text"/>	<input type="text"/>	1	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
Black or African American	<input type="text"/>	<input type="text"/>	1	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
White	<input type="text"/>	1	21	<input type="text"/>	<input type="text"/>	<input type="text"/>	22
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total women	0	1	24	0	0	0	25

Total (men+women)	0	2	45	0	0	0	47
Total from prior year							44

Institution: Hope College (170301)

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Part A1 - Full-time Instructional Staff**Number of Full-time Instructional Staff****With Faculty Status****Not on Tenure Track - Multi-Year or Continuing or At-will Contract****As of November 1, 2013**

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
- Include both Primarily Instruction and Instruction Combined with Research and/or Public Service

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Men							
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian</u>	<input type="text"/>	1	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text"/>	2	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	2
Two or more races	<input type="text"/>	0	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total men	0	3	0	0	0	0	3
Women							
Nonresident alien	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Hispanic/Latino	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Asian	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Black or African American	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
White	<input type="text"/>	3	1	1	<input type="text"/>	<input type="text"/>	5
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Race and ethnicity unknown	<input type="text"/>	0	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0

Total women	0	3	1	1	0	0	5
Total (men+women)	0	6	1	1	0	0	8
Total from prior year							7

Institution: Hope College (170301)

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Part A1 - Full-time Instructional Staff

Number of Full-time Instructional Staff
With Faculty Status
Not on Tenure Track - Annual Contract

As of November 1, 2013

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
- Include both Primarily Instruction and Instruction Combined with Research and/or Public Service

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Men							
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	1
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text" value="1"/>	<input type="text" value="4"/>	<input type="text" value="13"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	18
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total men	1	4	14	1	0	0	20
Women							
Nonresident alien	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Hispanic/Latino	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
Asian	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Black or African American	<input type="text"/>	<input type="text"/>	<input type="text" value="2"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	3
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
White	<input type="text" value="1"/>	<input type="text" value="6"/>	<input type="text" value="26"/>	<input type="text" value="4"/>	<input type="text"/>	<input type="text"/>	37
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0

Total women	1	6	29	5	0	0	41
Total (men+women)	2	10	43	6	0	0	61
Total from prior year							50

Institution: Hope College (170301)

User ID: P1703011

Part A1 - Full-time Instructional Staff

Number of Full-time Instructional Staff
With Faculty Status
Not on Tenure Track - Less Than Annual Contract

As of November 1, 2013

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
- Include both Primarily Instruction and Instruction Combined with Research and/or Public Service

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Men							
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	0
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	0
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	0
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	0
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	0
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	0
<u>White</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	0
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	0
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	0
Total men	0	0	0	0	0	0	0
Women							
Nonresident alien	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	0
Hispanic/Latino	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	0
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	0
Asian	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	0
Black or African American	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	0
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	0
White	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	0
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	0
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	0

Total women	0	0	0	0	0	0	0
Total (men+women)	0	0	0	0	0	0	0
Total from prior year							

Institution: Hope College (170301)

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Part A1 - Full-time Instructional Staff

Number of Full-time Instructional Staff
Without Faculty Status
As of November 1, 2013

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
- Include both Primarily Instruction and Instruction Combined with Research and/or Public Service

Gender and race/ethnicity	Without Faculty Status
Men	
<u>Nonresident alien</u>	<input type="text" value="0"/>
<u>Hispanic/Latino</u>	<input type="text" value="0"/>
<u>American Indian or Alaska Native</u>	<input type="text" value="0"/>
<u>Asian</u>	<input type="text" value="0"/>
<u>Black or African American</u>	<input type="text" value="0"/>
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text" value="0"/>
<u>White</u>	<input type="text" value="0"/>
Two or more races	<input type="text" value="0"/>
<u>Race and ethnicity unknown</u>	<input type="text" value="0"/>
Total men	0
Women	
Nonresident alien	<input type="text" value="0"/>
Hispanic/Latino	<input type="text" value="0"/>
American Indian or Alaska Native	<input type="text" value="0"/>
Asian	<input type="text" value="0"/>
Black or African American	<input type="text" value="0"/>
Native Hawaiian or Other Pacific Islander	<input type="text" value="0"/>
White	<input type="text" value="0"/>
Two or more races	<input type="text" value="0"/>
Race and ethnicity unknown	<input type="text" value="0"/>
Total women	0
Total (men+women)	0
Total from prior year	

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Part A2 - Full-time Instructional Staff**Number of Full-time Instructional Staff****As of November 1, 2013**

- Report Primarily Instruction and Instruction Combined with Research and/or Public Service separately, as indicated below

	With <u>Faculty status</u>					Without Faculty status	Total		
	<u>Tenured</u>	<u>On Tenure Track</u>	<u>Not on Tenure Track</u>						
			<u>Multi-year, continuing, or at-will contract</u>	<u>Annual contract</u>	<u>Less-than-annual contract</u>				
Total carried forward from previous screens	139	47	8	61	0	0	255		
<u>Primarily Instruction</u>	139	47	8	61	0	0	255		
<input checked="" type="checkbox"/> Exclusively credit	<input type="text" value="139"/>	<input type="text" value="47"/>	<input type="text" value="8"/>	<input type="text" value="61"/>	<input type="text"/>	<input type="text"/>	255		
<input checked="" type="checkbox"/> Exclusively not-for-credit	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0		
Combined credit/not-for-credit	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0		
<u>Instruction/research/public service staff</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0		

Institution: Hope College (170301)

User ID: P1703011

Part A3 - Full-time Instructional Staff - Totals**Total number of Full-time Instructional Staff****As of November 1, 2013**

Race/ethnicity	Total men	Total women	Total (men+women)
Nonresident alien	1	0	1
Hispanic/Latino	6	4	10
American Indian or Alaska Native	0	1	1
Asian	6	4	10
Black or African American	4	5	9
Native Hawaiian or Other Pacific Islander	0	0	0
White	120	103	223
Two or more races	1	0	1
Race and ethnicity unknown	0	0	0
Total	138	117	255

Institution: Hope College (170301)

User ID: P1703011

Part B1 - Full-time Non-instructional staff

**Number of Full-time Non-instructional Staff
by Occupational Category**

As of November 1, 2013

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
Men			
<u>Nonresident alien</u>	1	<input type="text" value="1"/>	<input type="text"/>
<u>Hispanic/Latino</u>	6	<input type="text"/>	<input type="text"/>
<u>American Indian or Alaska Native</u>	0	<input type="text"/>	<input type="text"/>
<u>Asian</u>	6	<input type="text"/>	<input type="text"/>
<u>Black or African American</u>	4	<input type="text"/>	<input type="text"/>
<u>Native Hawaiian or Other Pacific Islander</u>	0	<input type="text"/>	<input type="text"/>
<u>White</u>	120	<input type="text" value="1"/>	<input type="text"/>
Two or more races	1	<input type="text"/>	<input type="text"/>
<u>Race and ethnicity unknown</u>	0	<input type="text"/>	<input type="text"/>
Total men	138	2	0
Women			
Nonresident alien	0	<input type="text"/>	<input type="text"/>
Hispanic/Latino	4	<input type="text"/>	<input type="text"/>
American Indian or Alaska Native	1	<input type="text"/>	<input type="text"/>
Asian	4	<input type="text" value="1"/>	<input type="text"/>
Black or African American	5	<input type="text"/>	<input type="text"/>
Native Hawaiian or Other Pacific Islander	0	<input type="text"/>	<input type="text"/>
White	103	<input type="text"/>	<input type="text"/>
Two or more races	0	<input type="text"/>	<input type="text"/>
Race and ethnicity unknown	0	<input type="text"/>	<input type="text"/>
Total women	117	1	0
Total (men+women)	255	3	0
Total from prior year		3	

Institution: Hope College (170301)

User ID: P1703011

Part B1 - Full-time Non-instructional staff

**Number of Full-time Non-instructional Staff
by Occupational Category**

As of November 1, 2013

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	<u>Archivists, Curators, and Museum Technicians</u> 25-4010	<u>Librarians</u> 25-4020	<u>Library Technicians</u> 25-4030	<u>Student and Academic Affairs and Other Education Services Occupations</u> 25-2000 + 25-3000 + 25-9000
Men				
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>White</u>	2	4	<input type="text"/>	7
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Total men	2	4	0	7
Women				
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>White</u>	<input type="text"/>	4	5	11
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	1

Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Total women	0	4	5	13
Total (men+women)	2	8	5	20
Total from prior year	1	8	8	

Institution: Hope College (170301)

User ID: P1703011

Part B1 - Full-time Non-instructional staff

**Number of Full-time Non-instructional Staff
by Occupational Category**

As of November 1, 2013

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	<u>Management Occupations</u> 11-0000	<u>Business and Financial Operations Occupations</u> 13-0000	<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	<u>Healthcare Practitioners and Technical Occupations</u> 29-0000
Men					
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Hispanic/Latino</u>	<input type="text" value="3"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text" value="3"/>	<input type="text"/>
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>
<u>Black or African American</u>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="2"/>	<input type="text"/>
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>White</u>	<input type="text" value="32"/>	<input type="text" value="5"/>	<input type="text" value="14"/>	<input type="text" value="20"/>	<input type="text"/>
<u>Two or more races</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>
Total men	36	5	16	26	0

Women

<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Hispanic/Latino</u>	<input type="text" value="3"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Native Hawaiian or Other Pacific Islander					
White	26	14	12	17	
Two or more races					
Race and ethnicity unknown					
Total women	29	14	13	18	0
Total (men+women)	65	19	29	44	0
Total from prior year	79	21	26	45	

Institution: Hope College (170301)

User ID: P1703011

Part B1 - Full-time Non-instructional staff

**Number of Full-time Non-instructional Staff
by Occupational Category**

As of November 1, 2013

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only



Gender and race/ethnicity	<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	<u>Sales and Related Occupations</u> 41-0000	<u>Office and Administrative Support Occupations</u> 43-0000	<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	Grand Total (All full- time staff)
Men						
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	2
<u>Hispanic/Latino</u>	3	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	16
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian</u>	1	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	8
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	7
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	23	<input type="text"/>	3	15	3	249
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
Total men	27	0	3	15	3	284
Women						
Nonresident alien	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Hispanic/Latino	1	<input type="text"/>	5	<input type="text"/>	<input type="text"/>	14
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
Asian	3	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	9
Black or African American	1	<input type="text"/>	2	<input type="text"/>	<input type="text"/>	9

Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
White	<input type="text" value="23"/>	<input type="text" value="1"/>	<input type="text" value="70"/>	<input type="text"/>	<input type="text"/>	286
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total women	28	1	77	0	0	320
Total (men+women)	55	1	80	15	3	604
Total from prior year	54	1	85	15	2	585

Institution: Hope College (170301)

User ID: P1703011

Part B2 - Full-time non-instructional staff**Number of Full-time Non-instructional Staff****As of November 1, 2013**

Occupational category	With <u>Faculty status</u>					Without Faculty status	Total
	<u>Tenured</u>	<u>On Tenure Track</u>	<u>Not on Tenure Track</u>				
			<u>Multi-year, continuing, or at-will contract</u>	<u>Annual contract</u>	<u>Less-than-annual contract</u>		
<u>Research staff</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="2"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text" value="3"/>
<u>Public Service staff</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
<u>Archivists, Curators, and Museum Technicians</u> 25-4010	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text" value="2"/>
<u>Librarians</u> 25-4020	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="8"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="8"/>
<u>Library Technicians</u> 25-4030	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="5"/>	<input type="text" value="5"/>
 <u>Student and Academic Affairs and Other Education Services Occupations</u> 25-2000 + 25-3000 + 25-9000	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text" value="4"/>	<input type="text"/>	<input type="text" value="15"/>	<input type="text" value="20"/>
<u>Management Occupations</u> 11-0000	<input type="text"/>	<input type="text"/>	<input type="text" value="9"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="56"/>	<input type="text" value="65"/>
<u>Business and Financial Operations Occupations</u> 13-0000	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="19"/>	<input type="text" value="19"/>
<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="29"/>	<input type="text" value="29"/>
<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="43"/>	<input type="text" value="44"/>
<u>Healthcare Practitioners and Technical Occupations</u> 29-0000	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
Total	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="11"/>	 <input type="text" value="15"/>	<input type="text" value="0"/>	<input type="text" value="169"/>	<input type="text" value="195"/>
Total from prior year				<input type="text" value="28"/>		<input type="text" value="163"/>	<input type="text" value="191"/>

Institution: Hope College (170301)

User ID: P1703011

Part C - Full-time summary non-medical**Summary of Full-time Non-medical School Staff****As of November 1, 2013**

Occupational category	With Faculty status					Without Faculty status	Total
	Tenured	On Tenure Track	Not on Tenure Track Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract		
Primarily Instruction	139	47	8	61	0	0	255
Exclusively credit	139	47	8	61			255
Exclusively not-for-credit							0
Combined credit/not-for-credit							0
Instruction/research/public service staff							0
Research staff				2		1	3
Public Service staff							0
Archivists, Curators, and Museum Technicians 25-4010				1		1	2
Librarians 25-4020				8			8
Library Technicians 25-4030						5	5
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000			1	4		15	20
Management Occupations 11-0000			9			56	65
Business and Financial Operations Occupations 13-0000						19	19
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000						29	29
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000			1			43	44
Healthcare Practitioners and Technical Occupations 29-0000						0	0
							55

Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000		
Sales and Related Occupations 41-0000		1
Office and Administrative Support Occupations 43-0000		80
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000		15
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000		3
Total		604

Institution: Hope College (170301)

User ID: P1703011

Part G - Salary Worksheet

**Number of Full-time Non-medical Instructional Staff
For Calculation of Total Number of Months**

Annual Salary, 2013-14

- Report number of instructional staff by the number of months to be worked.
- Months reported should correspond with the number of months worked (which may differ from the number of months they are paid).
- Include **ONLY** full-time, non-medical instructional staff.
- Include instructional staff *with* faculty status and *without* faculty status
- Include instructional staff regardless of tenure status.
- Balance column should include instructional staff whose annual salary covers less than 9 months.

Gender and academic rank	Months worked				Total Staff for Salary reporting	Total Number of Months	Total full-time, non-medical, instructional staff from Part A	Balance (All other full- time instructional staff)
	12 months	11 months	10 months	9 months				
Men								
Professors	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="63"/>	63	567		
Associate professors	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="39"/>	39	351		
Assistant professors	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="35"/>	35	315		
Instructors	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	1	9		
Lecturers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0		
No academic rank	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0		
Total men	0	0	0	138	138	1,242	138	0
Women								
Professors	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="28"/>	28	252		
Associate professors	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="29"/>	29	261		
Assistant professors	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="54"/>	54	486		
Instructors	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="6"/>	6	54		
Lecturers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0		
No academic rank	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0		
Total women	0	0	0	117	117	1,053	117	0

Total (men + women)	0	0	0	255	255	2,295	255	0
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Institution: Hope College (170301)



User ID: P1703011

Part G - Salary outlays for instructional staff

Salary Outlays
for Full-time Non-medical Instructional Staff

Annual Salary Outlays, 2013-14

- Report ANNUAL salary outlays for the full-time, non-medical, instructional staff reported in the 12 months, 11 months, 10 months, and 9 months columns on the previous screen.

Gender and academic rank	Total Staff for Salary reporting (from Part G, screen 1)	Total Number of Months (from Part G, screen 1)	 Salary Outlays	 Weighted Average Monthly Salaries
Men				
Professors	63	567	5,353,399	9,442
Associate professors	39	351	2,681,195	7,639
Assistant professors	35	315	1,946,768	6,180
Instructors	1	9	50,000	5,556
Lecturers	0	0		
No academic rank	0	0		
Total men	138	1,242	10,031,362	8,077
Women				
Professors	28	252	2,228,430	8,843
Associate professors	29	261	1,918,681	7,351
Assistant professors	54	486	2,951,623	6,073
Instructors	6	54	290,476	5,379
Lecturers	0	0		
No academic rank	0	0		
Total women	117	1,053	7,389,210	7,017
Total (men + women)	255	2,295	17,420,572	7,591

Institution: Hope College (170301)

User ID: P1703011

Part G - Salary outlays for non-instructional staff

Salary Outlays
For Full-time Non-medical Non-instructional Staff

Annual Salary Outlays, 2013-14

Occupational category	 Number of full-time staff (carried forward from previous screens)	 Total salary outlays
<u>Research staff</u>	3	147,426
<u>Public Service staff</u>	0	
<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000	35	2,099,519
<u>Management Occupations</u> 11-0000	65	5,401,004
<u>Business and Financial Operations Occupations</u> 13-0000	19	991,109
<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	29	1,502,736
<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	44	2,074,488
<u>Healthcare Practitioners and Technical Occupations</u> 29-0000	0	
<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	55	2,182,267
<u>Sales and Related Occupations</u> 41-0000	1	31,429
<u>Office and Administrative Support Occupations</u> 43-0000	80	2,934,103
<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	15	802,090
<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	3	124,072

Institution: Hope College (170301)

User ID: P1703011

Part D - Part-time staff**Number of Part-time Staff****As of November 1, 2013**

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	<u>Primarily Instruction and Instruction/Research/Public Service Staff</u>	<u>Research staff</u>	<u>Public Service staff</u>
Men			
<u>Nonresident alien</u>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Asian</u>	<input type="text" value="2"/>	<input type="text"/>	<input type="text"/>
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>
<u>White</u>	<input type="text" value="42"/>	<input type="text"/>	<input type="text"/>
<u>Two or more races</u>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Total men	47	0	0
Women			
<u>Nonresident alien</u>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>
<u>Hispanic/Latino</u>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Asian</u>	<input type="text" value="2"/>	<input type="text"/>	<input type="text"/>
<u>Black or African American</u>	<input type="text" value="2"/>	<input type="text"/>	<input type="text"/>
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>White</u>	<input type="text" value="55"/>	<input type="text"/>	<input type="text"/>
<u>Two or more races</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Total women	61	0	0
Total (men+women)	108	0	0

Total from prior year	112
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Institution: Hope College (170301)

User ID: P1703011

Part D - Part-time staff**Number of Part-time Staff**

As of November 1, 2013

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	<u>Archivists, Curators, and Museum Technicians</u> 25-4010	<u>Librarians</u> 25-4020	<u>Library Technicians</u> 25-4030	<u>Student and Academic Affairs and Other Education Services Occupations</u> 25-2000 + 25-3000 + 25-9000	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u>
Men					
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text" value="1"/>	2
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total men	0	0	1	1	2
Women					
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0

Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total women	0	0	0	0	0
Total (men+women)	0	0	1	1	2
Total from prior year			1		1

Institution: Hope College (170301)

User ID: P1703011

Part D - Part-time staff**Number of Part-time Staff****As of November 1, 2013**

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	<u>Management Occupations</u> 11-0000	<u>Business and Financial Operations Occupations</u> 13-0000	<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	<u>Healthcare Practitioners and Technical Occupations</u> 29-0000
Men					
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>
<u>White</u>	<input type="text" value="1"/>	<input type="text"/>	<input type="text" value="2"/>	<input type="text" value="23"/>	<input type="text"/>
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Total men	1	0	2	27	0
Women					
Nonresident alien	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>
Hispanic/Latino	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Asian	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Black or African American	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

White	<input type="text" value="1"/>	<input type="text" value="2"/>	<input type="text" value="2"/>	<input type="text" value="11"/>	<input type="text" value="5"/>
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Total women	1	2	2	12	5
Total (men+women)	2	2	4	39	5
Total from prior year	6		2	35	5

Institution: Hope College (170301)

User ID: P1703011

Part D - Part-time staff**Number of Part-time Staff****As of November 1, 2013**

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only




Gender and race/ethnicity	<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	<u>Sales and Related Occupations</u> 41-0000	<u>Office and Administrative Support Occupations</u> 43-0000	<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	Grand Total (All part-time staff)
Men						
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	2
<u>Hispanic/Latino</u>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	3
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	2
<u>White</u>	<input type="text" value="3"/>	<input type="text"/>	<input type="text" value="4"/>	<input type="text" value="1"/>	<input type="text" value="11"/>	89
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total men	4	0	4	1	11	99
Women						
Nonresident alien	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	3
Hispanic/Latino	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	2
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Asian	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	3
Black or African American	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	2
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0

Native Hawaiian or Other Pacific Islander						
White	12	2	27		2	119
Two or more races						0
Race and ethnicity unknown						0
Total women	14	2	28	0	2	129
Total (men+women)	18	2	32	1	13	228
Total from prior year	18	1	28	1	15	224

Institution: Hope College (170301)

User ID: P1703011

Part E - Part-time staff**Number of Part-time Staff****As of November 1, 2013**

Occupational category	With Faculty status					Without Faculty status	Total
	Tenured	On Tenure Track	Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract		
Primarily Instruction	0	0	0	0	108	0	108
 Exclusively credit	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	108	<input type="text"/>	108
 Exclusively not-for-credit	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Combined credit/not-for-credit	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Instruction/research/public service staff	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Research staff	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Public Service staff	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Archivists, Curators, and Museum Technicians 25-4010	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Librarians 25-4020	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Library Technicians 25-4030	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1	1
 Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1	1
Management Occupations 11-0000	<input type="text"/>	<input type="text"/>	<input type="text"/>	1	<input type="text"/>	1	2
Business and Financial Operations Occupations 13-0000	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	2	2
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	<input type="text"/>	<input type="text"/>	<input type="text"/>	1	<input type="text"/>	3	4
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	23	16	39

Healthcare Practitioners and Technical Occupations 29-0000						5	5
Total	0	0	0	2	131	29	162
Total from prior year	0	0	0	1	112	48	161

Institution: Hope College (170301)

User ID: P1703011

Part F - Part-time summary non-medical**Summary of Part-time Staff**

As of November 1, 2013

Occupational category	With Faculty status					Without Faculty status	Total
	Tenured	On Tenure Track	Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract		
Primarily Instruction	0	0	0	0	108	0	108
Exclusively credit					108		108
Exclusively not-for-credit							0
Combined credit/not-for-credit							0
Instruction/research/public service staff							0
Research staff							0
Public Service staff							0
Archivists, Curators, and Museum Technicians 25-4010							0
Librarians 25-4020							0
Library Technicians 25-4030						1	1
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000						1	1
Management Occupations 11-0000				1		1	2
Business and Financial Operations Occupations 13-0000						2	2
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000				1		3	4
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000					23	16	39
Healthcare Practitioners and Technical Occupations 29-0000						5	5
							18

Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000			
Sales and Related Occupations 41-0000			2
Office and Administrative Support Occupations 43-0000			32
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000			1
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000			13
Total			228

Institution: Hope College (170301)

User ID: P1703011

Part H - New Hires - Full-time instructional staff**Number of Newly Hired Full-time Permanent Instructional Staff**

(Hired full time between July 1 and October 31, 2013 and still on payroll of the institution as of November 1, 2013)

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
- Include Primarily Instruction and Instruction Combined with Research and Public Service

Gender and race/ethnicity	With <u>Faculty status</u>					Without Faculty status	Total
	<u>Tenured</u>	<u>On Tenure Track</u>	<u>Not on Tenure Track</u> <u>Multi-year, continuing, or at-will contract</u>	<u>Annual contract</u>	<u>Less-than-annual contract</u>		
Men							
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	1
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	1
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text"/>	<input type="text" value="2"/>	<input type="text"/>	<input type="text" value="4"/>	<input type="text"/>	<input type="text"/>	6
<u>Two or more races</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total men	0	2	0	6	0	0	8
Women							
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian</u>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	1
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0

White	<input type="text"/>	<input type="text" value="3"/>	<input type="text"/>	<input type="text" value="2"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	5
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total women	0	4	0	3	0	0	0	7
Total (men+women)	0	6	0	9	0	0	0	15

Institution: Hope College (170301)

User ID: P1703011

Part H - New Hires - Full-time staff**Number of Newly Hired Full-time Staff**

(Hired full time between July 1 and October 31, 2013 and still on payroll of the institution as of November 1, 2013)

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	<u>Instructional Staff</u> (from Part H, screen 1)	<u>Research staff</u>	<u>Public Service staff</u>	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000
Men				
<u>Nonresident alien</u>	1	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Hispanic/Latino</u>	1	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>American Indian or Alaska Native</u>	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Asian</u>	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Black or African American</u>	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Native Hawaiian or Other Pacific Islander</u>	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>White</u>	6	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>
Two or more races	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Race and ethnicity unknown</u>	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
Total men	8	0	0	1
Women				
Nonresident alien	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
Hispanic/Latino	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
American Indian or Alaska Native	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
Asian	1	<input type="text"/>	<input type="text"/>	<input type="text"/>
Black or African American	1	<input type="text"/>	<input type="text"/>	<input type="text"/>
Native Hawaiian or Other Pacific Islander	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
White	5	<input type="text"/>	<input type="text"/>	<input type="text"/>
Two or more races	0	<input type="text"/>	<input type="text"/>	<input type="text"/>

Race and ethnicity unknown	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
Total women	7	0	0	0
Total (men+women)	15	0	0	1

Institution: Hope College (170301)

User ID: P1703011

Part H - New Hires - Full-time non-instructional staff**Number of Newly Hired Full-time Non-instructional Staff**

(Hired full time between July 1 and October 31, 2013 and still on payroll of the institution as of November 1, 2013)

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	<u>Management Occupations</u> 11-0000	<u>Business and Financial Operations Occupations</u> 13-0000	<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	<u>Healthcare Practitioners and Technical Occupations</u> 29-0000
Men					
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Asian</u>	<input type="text"/>	<input type="text"/>	1	<input type="text"/>	<input type="text"/>
<u>Black or African American</u>	1	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>White</u>	3	<input type="text"/>	1	2	<input type="text"/>
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Total men	4	0	2	2	0
Women					
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1	<input type="text"/>
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>White</u>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Total women	0	0	1	1	0
Total (men+women)	4	0	3	3	0

Institution: Hope College (170301)

User ID: P1703011

Part H - New Hires - Full-time non-instructional staff and Total New Hires**Number of Newly Hired Full-time Non-instructional Staff and Total New Hires**(Hired full time between July 1 and October 31, 2013 and
still on payroll of the institution as of November 1, 2013)

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	<u>Sales and Related Occupations</u> 41-0000	<u>Office and Administrative Support Occupations</u> 43-0000	<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	Grand Total (All full- time new hires)
Men						
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text" value="1"/>	<input type="text"/>	<input type="text" value="2"/>	<input type="text"/>	<input type="text"/>	16
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total men	1	0	2	0	0	20
Women						
Nonresident alien	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Hispanic/Latino	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Asian	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	2

Black or African American	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
White	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	7
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total women	0	0	1	0	0	10
Total (men+women)	1	0	3	0	0	30

Institution: Hope College (170301)

User ID: P1703011

Human Resources Survey Evaluation

Were any staff members difficult to categorize? If so, please explain in the box below.

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Institution: Hope College (170301)

User ID: P1703011

Summary**Human Resources Component Summary**

IPEDS collects important information regarding your institution. All data reported in IPEDS survey components become available in the IPEDS Data Center and appear as aggregated data in various Department of Education reports. Additionally, some of the reported data appears specifically for your institution through the College Navigator website and is included in your institution's Data Feedback Report (DFR). The purpose of this summary is to provide you an opportunity to view some of the data that, when accepted through the IPEDS quality control process, will appear on the College Navigator website and/or your DFR. College Navigator is updated approximately three months after the data collection period closes and Data Feedback Reports will be available through the [Data Center](#) and sent to your institution's CEO in November 2014.

Please review your data for accuracy. If you have questions about the data displayed below after reviewing the data reported on the survey screens, please contact the IPEDS Help Desk at: 1-877-225-2568 or ipedshelp@rti.org.

Number of staff by employment status and occupational category: Fall 2013			
Occupational category	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
Total number of staff	604	228	680
Instructional Staff	255	108	291
Primary Instruction	255	108	291
Exclusively credit	255	108	291
Exclusively not-for-credit	0	0	0
Combined credit/not-for-credit	0	0	0
Instruction/research/public service	0	0	0
Research Staff	3	0	3
Public Service Staff	0	0	0
Library and Student and Academic Affairs and Other Education Services Occupations SOC	35	2	36
Librarians, Curators, and Archivists SOC 25-4000	15	1	15
Archivists, Curators, and Museum Technicians SOC 25-4010	2	0	2
Librarians SOC 25-4020	8	0	8
Library Technicians SOC 25-4030	5	1	5
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	20	1	20
Management Occupations SOC 11-0000	65	2	66
	19	2	20

Business and Financial Operations Occupations SOC 13-0000			
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	29	4	30
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	44	39	57
Healthcare Practitioners and Technical Occupations SOC 29-0000	0	5	2
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	55	18	61
Sales and Related Occupations SOC 41-0000	1	2	2
Office and Administrative Support Occupations SOC 43-0000	80	32	91
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	15	1	15
Production, Transportation, and Material Moving Occupations SOC 51-0000 + 53-0000	3	13	7

NOTE: Full-time-equivalent (FTE) staff is calculated by summing the total number of full-time staff and adding one-third of the total number of part-time staff. Graduate assistants are not included in the above figures. Many of the FTE figures may be included in the DFR.

**Salaries of full-time instructional staff by contract length and academic rank:
Academic year 2013-14**

Academic rank	Months Covered by Annual Salary				Total Staff for Salary reporting	Total Number of Months	Salary Outlays	Weighted Average Monthly Salaries
	12 months	11 months	10 months	9 months				
All Ranks				255	255	2,295	\$17,420,572	\$7,591
Professor				91	91	819	\$7,581,829	\$9,257
Associate professor				68	68	612	\$4,599,876	\$7,516
Assistant professor				89	89	801	\$4,898,391	\$6,115
Instructor				7	7	63	\$340,476	\$5,404
Lecturer								
No academic rank								

NOTE: The above data are based on the Salary Outlays part of the IPEDS HR component. The Weighted average monthly salaries of full-time instructional staff by academic rank are calculated by adding the salary outlays reported for Men plus Women by academic rank, then dividing the sum by the "Total Number of Months" for Men plus Women by academic rank. Salaries of full-time instructional staff paid less than 9 months per year are not collected. Also, salaries of medical school staff are not collected. The weighted average monthly salaries may be included in the DFR.

Institution: Hope College (170301)

User ID: P1703011

Edit Report

Human Resources

Hope College (170301)

Source	Description	Severity	Resolved	Options
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Screen: FT non-instructional by Tenure status and Occupation - 1

Screen Entry	This number is outside the expected range of between 19 and 37 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	with the addition of "at will" in the multi year box, moved some individuals to that column from last year.			

Screen: PT staff by Tenure status and Occupation - 1

Screen Entry	This number is outside the expected range of between 32 and 64 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	Our part time coaches are considered part of the faculty. We have not reported them with faculty status in the past however recent salary formulas have established they are part of our faculty system and are now being reported with faculty status.			