

Unit ID: 170301 Institution: Hope College
City: Holland State: MI Publication name: Hope Coll
Affiliation/Control: Private AAUP Category: IIB - Baccalaureate
Have 12 Month? No Conversion Factor 12-to-9 Month: 0.818181818

Footnote:

Campuses: N/A

Law: Dentistry: Nursing: Engineering: Business:

Contacts:

Name	Job Title	Inactive?	User Name	Primary Email	Phone	Last Login
Lori Mulder	Director of Human Resources	No	Mulderl	Mulderl@hope.edu		12/8/08

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	4,981,960	64	1,954,481	27	6,936,441	91	89	1	1
Associate	2,432,127	38	1,626,755	26	4,058,882	64	44	10	10
Assistant	1,381,030	26	1,810,348	34	3,191,378	60	0	40	20
Instructor	0	0	82,870	2	82,870	2	0	0	2
Lecturer	0	0	0	0	0	0	0	0	0
Unranked	0	0	0	0	0	0	0	0	0
All Ranks	8,795,117	128	5,474,454	89	14,269,571	217	133	51	33

Aggregate Data You Submitted (Converted): Institutional Contribution to Benefits

Benefit	Professor		Associate		Assistant		Instructor		Lecturer		Unranked	
	Expend	No.	Expend	No.	Expend	No.	Expend	No.	Expend	No.	Expend	No.
Retirement	728,326	91	426,183	64	335,095	60	8,701	2	0	0	0	0
Medical	580,872	82	419,625	54	389,806	55	0	0	0	0	0	0
Dental	0	0	0	0	0	0	0	0	0	0	0	0
Combined Medical and Dental	0	0	0	0	0	0	0	0	0	0	0	0
Disability	16,509	91	9,660	64	7,595	60	197	2	0	0	0	0
Tuition	384,616	17	248,505	11	36,975	3	0	0	0	0	0	0
FICA	528,723	91	310,438	64	244,140	60	6,340	2	0	0	0	0
Unemployment	0	0	0	0	0	0	0	0	0	0	0	0
Group Life	19,390	91	11,570	64	9,299	60	230	2	0	0	0	0
Worker's Comp	15,953	91	9,335	64	7,340	60	191	2	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Total	2,274,389	91	1,435,316	64	1,030,250	60	15,659	2	0	0	0	0

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

Rank	Previous Year	Current Year	Percent Change	# of Faculty
Professor	6,078,648	6,377,700	4.9	83
Associate	3,675,418	3,850,925	4.8	61
Assistant	2,501,598	2,615,558	4.6	49
Instructor	76,203	82,870	8.7	2
Lecturer	0	0	0.0	0
Unranked	0	0	0.0	0
All Ranks	12,331,867	12,927,053	4.8	195

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	76,225	101,218	32.8	97.8	4.9	77,843	72,388
Associate	63,420	85,847	35.4	68.8	4.8	64,003	62,568
Assistant	53,190	70,360	32.3	0.0	4.6	53,117	53,246
Instructor	41,435	49,265	18.9	0.0	8.7	0	41,435
Lecturer	0	0	0.0	0.0	0.0	0	0
Unranked	0	0	0.0	0.0	0.0	0	0
All Ranks	65,758	87,674	33.3	61.3	4.8	68,712	61,511

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		

Verification Message

Notice. No errors or warnings

Response to Verification