

Human Resources 2008-09

Institution: Hope College (170301)

User ID: P81703011

Human Resources Screening Questions

Does 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 in the **Employees by Assigned Position (EAP)** section.

☒ 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, the **Salaries** section is **NOT** applicable to your institution and you will **NOT** be required to report data for the **Salaries** section.

- ☒ 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?

The completion of the Fall Staff section is optional this year as it is in even-numbered years.

Do you wish to complete the **Fall Staff** section this year?

If you answer **No**, screens to report **Fall Staff** data will not be displayed.

If you answer **Yes**, screens to report **Fall Staff** data will be displayed and you must complete ALL applicable **Fall Staff** screens.

- ☐ No, I will not complete Fall Staff
- ☒ Yes, I will complete Fall Staff

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

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**Human Resources Screening Questions**

Did your institution hire any full-time permanent staff who were included on the payroll of the institution between July 1 and October 31, 2008 either for the *first time* or *after a break in service* AND who were still on the payroll of the institution as of November 1, 2008? (Exclude persons who have returned from sabbatical leave OR full-time staff who are working less-than-9-month contracts/teaching periods and whose primary responsibility is instruction, research, and/or public service.)

*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 the Fall Staff section (long version).*

☒

Yes

☐

No

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**Screening questions - Method of reporting race and ethnicity for this component****Race/ethnicity question**

Which method of reporting race and ethnicity will you use for this component?

☐ **NEW race/ethnicity categories (9 categories):****Notes:**

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

Nonresident alienHispanic/LatinoAmerican Indian or Alaska NativeAsianBlack or African AmericanNative Hawaiian or Other Pacific IslanderWhiteTwo or more racesRace and ethnicity unknown☒ **OLD race/ethnicity categories (7 categories):**Nonresident alienBlack, non-HispanicAmerican Indian/Alaska NativeAsian/Pacific IslanderHispanicWhite, non-HispanicRace and ethnicity unknown☐ **MIXTURE of new and old race/ethnicity categories (all 14 categories will show on each screen):****NEW categories:****Notes for NEW categories:**

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

Hispanic/LatinoAmerican Indian or Alaska NativeAsianBlack or African AmericanNative Hawaiian or Other Pacific IslanderWhiteTwo or more races**OLD categories:**Black, non-Hispanic

American Indian/Alaska Native

Asian/Pacific Islander

Hispanic

White, non-Hispanic

**Categories used in BOTH New and Old:**

Nonresident alien

Race and ethnicity unknown

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Part A - Employees by Assigned Position - Full-time staff

Number of full-time staff by faculty status and primary function/occupational activity

As of November 1, 2008

| Primary function/<br>occupational activity<br>(mutually exclusive categories)                                  | Faculty status |                    |  |                              | Total |
|--|----------------|--------------------|--|------------------------------|-------|
|  | Tenured        | On tenure<br>track | Not on<br>tenure track/<br>no tenure<br>system | Without<br>faculty<br>status |       |
| Primarily instruction  | 134            | 51                 | 61   |                              | 246   |
| Instruction/research/public service  |                |                    |  |                              | 0     |
| Primarily instruction + Instruction/research/public service  | 134            | 51                 | 61   | 0                            | 246   |
| Primarily research   |                |                    | 4  | 3                            | 7     |
| Primarily public service   |                |                    |  |                              | 0     |
| Primarily instruction + Instruction/research/public service +<br>Primarily research + Primarily public service | 134            | 51                 | 65   | 3                            | 253   |
| Executive/administrative/managerial  |                |                    | 15   | 67                           | 82    |
| Other professionals (support/service)  |                |                    | 10   | 79                           | 89    |
| Technical and paraprofessionals  |                |                    |  | 5                            | 5     |
| Clerical and secretarial   |                |                    |  | 84                           | 84    |
| Skilled crafts   |                |                    |  | 9                            | 9     |
| Service/Maintenance  |                |                    |  | 63                           | 63    |
| Total full time  | 134            | 51                 | 90   | 310                          | 585   |
| Total from prior year  | 132            | 45                 | 89   | 313                          | 579   |

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**Part B - Employees by Assigned Position - Part-time staff**

Number of part-time staff by faculty status and primary function/occupational activity

As of November 1, 2008

| Primary function/<br>occupational activity<br>(mutually exclusive categories)                               | Faculty status |                    |   |                              | Total | Graduate<br>assistants |
|---|----------------|--------------------|---|------------------------------|-------|------------------------|
|   | Tenured        | On tenure<br>track | Not on<br>tenure<br>track/<br>no tenure<br>system | Without<br>faculty<br>status |       |                        |
| Primarily instruction   |                |                    | 105   |                              | 105   |                        |
| Instruction/research/public service   |                |                    |   |                              | 0     |                        |
| Primarily instruction + Instruction/research/public service   | 0              | 0                  | 105   | 0                            | 105   | 0                      |
| Primarily research  |                |                    |   |                              | 0     |                        |
| Primarily public service  |                |                    |   |                              | 0     |                        |
| Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service | 0              | 0                  | 105   | 0                            | 105   | 0                      |
| Executive/administrative/managerial   |                |                    | 1   | 2                            | 3     |                        |
| Other professionals (support/service)   |                |                    | 16  | 32                           | 48    |                        |
| Technical and paraprofessionals   |                |                    |   |                              | 0     |                        |
| ical and secretarial  |                |                    |   | 35                           | 35    |                        |
| Skilled crafts  |                |                    |   |                              | 0     |                        |
| Service/Maintenance   |                |                    |   | 27                           | 27    |                        |
| <b>Total part time</b>  | 0              | 0                  | 122   | 96                           | 218   | 0                      |
| Total from prior year   |                |                    | 129   | 92                           | 221   |                        |



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**Part C - Employees by Assigned Position - Total number of staff**

Total number of staff by employment status and primary function/occupational activity

As of November 1, 2008

| Primary function/occupational activity  | Full-time  | Full-time py | Part-time  | Part-time py | Graduate assistants | Total including Graduate assistants |
|---|------------|--------------|------------|--------------|---------------------|-------------------------------------|
| Primarily instruction   | 246        | 245          | 105        | 113          | 0                   | 351                                 |
| Instruction/research/public service   | 0          |              | 0          |              | 0                   | 0                                   |
| Primarily instruction + Instruction/research/public service   | 246        | 245          | 105        | 113          | 0                   | 351                                 |
| Primarily research  | 7          | 8            | 0          |              | 0                   | 7                                   |
| Primarily public service  | 0          |              | 0          |              | 0                   | 0                                   |
| Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service | 253        | 253          | 105        | 113          | 0                   | 358                                 |
| Executive/administrative/managerial   | 82         | 79           | 3          | 3            | 0                   | 85                                  |
| Other professionals (support/service)   | 89         | 87           | 48         | 44           | 0                   | 137                                 |
| Technical and paraprofessionals   | 5          | 6            | 0          |              | 0                   | 5                                   |
| Clerical and secretarial  | 84         | 81           | 35         | 36           | 0                   | 119                                 |
| Skilled crafts  | 9          | 10           | 0          |              | 0                   | 9                                   |
| Service/Maintenance   | 63         | 63           | 27         | 25           | 0                   | 90                                  |
| <b>nd total</b>   | <b>585</b> | <b>579</b>   | <b>218</b> | <b>221</b>   | <b>0</b>            | <b>803</b>                          |

Institution: Hope College (170301)

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**Part D - Salaries - Full-time instructional staff by contract length/teaching period - Headcount**

Number of full-time instructional staff by contract length/teaching period, gender, and academic rank

| As of November 1, 2008  |                      |                                 |                      |       |
|---|----------------------|---------------------------------|----------------------|-------|
| Gender and academic rank  | Less-than-9-month    | 9/10-month                      | 11/12-month          | Total |
| <b>Men</b>  |                      |                                 |                      |       |
| Professors  | <input type="text"/> | <input type="text" value="64"/> | <input type="text"/> | 64    |
| Associate professors  | <input type="text"/> | <input type="text" value="41"/> | <input type="text"/> | 41    |
| Assistant professors  | <input type="text"/> | <input type="text" value="33"/> | <input type="text"/> | 33    |
| Instructors   | <input type="text"/> | <input type="text" value="2"/>  | <input type="text"/> | 2     |
| Lecturers   | <input type="text"/> | <input type="text"/>            | <input type="text"/> | 0     |
| No academic rank  | <input type="text"/> | <input type="text"/>            | <input type="text"/> | 0     |
| <b>Total men</b>  | 0                    | 140                             | 0                    | 140   |
| <b>Women</b>  |                      |                                 |                      |       |
| Professors  | <input type="text"/> | <input type="text" value="28"/> | <input type="text"/> | 28    |
| Associate professors  | <input type="text"/> | <input type="text" value="29"/> | <input type="text"/> | 29    |
| Assistant professors  | <input type="text"/> | <input type="text" value="47"/> | <input type="text"/> | 47    |
| Instructors   | <input type="text"/> | <input type="text" value="2"/>  | <input type="text"/> | 2     |
| Lecturers   | <input type="text"/> | <input type="text"/>            | <input type="text"/> | 0     |
| No academic rank  | <input type="text"/> | <input type="text"/>            | <input type="text"/> | 0     |
| <b>Total women</b>  | 0                    | 106                             | 0                    | 106   |
| <b>Total (men + women)</b>  | 0                    | 246                             | 0                    | 246   |
| Total from EAP, full-time non-medical section<br>(Primarily instruction +<br>Instruction/research/public service lines) |                      |                                 |                      | 246   |
| Total from prior year (Salaries section)  |                      |                                 |                      | 245   |



Institution: Hope College (170301)

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**Part D - Salaries - Full-time instructional staff on 9/10-month contracts/teaching periods - Faculty status**

\*\*\*\* Applicable to 4-year degree-granting institutions only \*\*\*\*

Number of full-time instructional staff on 9/10-month contracts/teaching periods by faculty status, gender, and academic rank

As of November 1, 2008

| Gen der and academic rank | Faculty status |                 |   | Without<br>faculty<br>status | Total from Part D<br>(Headcount screen) |
|---------------------------|----------------|-----------------|---|------------------------------|---|
|                           | Tenured        | On tenure track | Not on<br>tenure track/<br>no tenure system |                              |   |
| Men                       |                |                 |   |                              |   |
| Professors                | 62             | 1               | 1   |                              | 64                                      |
| Associate Professors      | 30             | 5               | 6   |                              | 41                                      |
| Assistant Professors      |                | 20              | 13  |                              | 33                                      |
| Instructors               |                |                 | 2   |                              | 2                                       |
| Lecturers                 |                |                 |   |                              |   |
| No academic rank          |                |                 |   |                              |   |
| Total men                 | 92             | 26              | 22  | 0                            | 140                                     |
| al men prior year         | 91             | 24              | 20  | 0                            | 135                                     |
| Women                     |                |                 |   |                              |   |
| Professors                | 28             |                 |   |                              | 28                                      |
| Associate Professors      | 14             | 5               | 10  |                              | 29                                      |
| Assistant Professors      |                | 20              | 27  |                              | 47                                      |
| Instructors               |                |                 | 2   |                              | 2                                       |
| Lecturers                 |                |                 |   |                              |   |
| No academic rank          |                |                 |   |                              |   |
| Total women               | 42             | 25              | 39  | 0                            | 106                                     |
| Total women prior year    | 41             | 21              | 48  | 0                            | 110                                     |
| Total (men + women)       | 134            | 51              | 61  | 0                            | 246                                     |

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**Part E - Salaries - Full-time instructional staff on 9/10-month contracts/teaching periods - Salary outlays**

Salaries of full-time instructional staff on 9/10-month contracts/teaching periods by gender and academic rank

| As of November 1, 2008     |            |                   |                |                              |
|----------------------------|------------|-------------------|----------------|------------------------------|
| Gender and academic rank   | Number     | Salary outlays    | Average salary | Prior year<br>Average salary |
| <b>Men</b>                 |            |                   |                |                              |
| Professors                 | 64         | 4,981,960         | 77,843         | 74,507                       |
| Associate professors       | 41         | 2,586,845         | 63,094         | 59,908                       |
| Assistant professors       | 33         | 1,705,221         | 51,673         | 50,532                       |
| Instructors                | 2          | 73,321            | 36,661         |                              |
| Lecturers                  |            |                   |                |                              |
| No academic rank           |            |                   |                |                              |
| <b>Total men</b>           | <b>140</b> | <b>9,347,347</b>  |                |                              |
| <b>Women</b>               |            |                   |                |                              |
| Professors                 | 28         | 2,007,814         | 71,708         | 70,490                       |
| Associate professors       | 29         | 1,799,237         | 62,043         | 57,316                       |
| Assistant professors       | 47         | 2,375,067         | 50,533         | 47,279                       |
| Instructors                | 2          | 82,870            | 41,435         | 38,102                       |
| Lecturers                  |            |                   |                |                              |
| No academic rank           |            |                   |                |                              |
| <b>Total women</b>         | <b>106</b> | <b>6,264,988</b>  |                |                              |
| <b>Total (men + women)</b> | <b>246</b> | <b>15,612,335</b> |                |                              |

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**Part F - Salaries - Full-time instructional staff on 9/10-month contracts/teaching periods - Fringe benefits**

Fringe benefits of full-time instructional staff on 9/10-month contracts/teaching periods

As of November 1, 2008

| Fringe benefits   | Number covered | Expenditures     | Average expenditures | Prior year Average expenditures |
|---|----------------|------------------|----------------------|---------------------------------|
| Retirement plans (other than Social Security) - Vested within 5-years | 245            | 1,635,358        | 6,675                | 6,386                           |
| Retirement plans (other than Social Security) - Vested after 5-years  | 0              | 0                |                      |                                 |
| Medical/dental plans  | 211            | 1,522,355        | 7,215                | 7,231                           |
| Group life insurance  | 245            | 38,591           | 158                  | 173                             |
| Other insurance benefits (cafeteria plan, etc.)                       | 0              | 0                |                      |                                 |
| Guaranteed disability income protection                               | 242            | 36,788           | 152                  | 145                             |
| Tuition plan (dependents only)  |                |                  |                      |                                 |
| Unrestricted  |                |                  |                      |                                 |
| Restricted  | 35             | 726,800          | 20,766               | 23,610                          |
| Housing plan  |                |                  |                      |                                 |
| Unrestricted  |                |                  |                      |                                 |
| Restricted  |                |                  |                      |                                 |
| Social Security taxes   | 246            | 1,192,363        | 4,847                | 4,608                           |
| Unemployment compensation taxes                                       |                |                  |                      |                                 |
| Worker's compensation taxes   | 246            | 35,907           | 146                  | 151                             |
| Other benefits in kind with cash options                              |                |                  |                      |                                 |
| <b>Total expenditures</b>   |                | <b>5,188,162</b> |                      |                                 |

Institution: Hope College (170301)

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**Part G - Fall Staff - Full-time instruction/research/public service staff - Tenured**

Number of full-time staff with faculty status who are Tenured and whose primary responsibility is instruction, research, and/or public service by academic rank, gender, and race/ethnicity

As of November 1, 2008

| Gender and race/ethnicity     | Professors | Associate professors | Assistant professors | Instructors | Lecturers | No academic rank | Total      |
|-------------------------------|------------|----------------------|----------------------|-------------|-----------|------------------|------------|
| <b>Men</b>                    |            |                      |                      |             |           |                  |            |
| Nonresident alien             |            |                      |                      |             |           |                  | 0          |
| Black, non-Hispanic           |            | 3                    |                      |             |           |                  | 3          |
| American Indian/Alaska Native | 1          |                      |                      |             |           |                  | 1          |
| Asian/Pacific Islander        |            |                      |                      |             |           |                  | 0          |
| Hispanic                      | 1          | 1                    |                      |             |           |                  | 2          |
| White, non-Hispanic           | 60         | 26                   |                      |             |           |                  | 86         |
| Race and ethnicity unknown    |            |                      |                      |             |           |                  | 0          |
| <b>Total men</b>              | <b>62</b>  | <b>30</b>            | <b>0</b>             | <b>0</b>    | <b>0</b>  | <b>0</b>         | <b>92</b>  |
| <b>Women</b>                  |            |                      |                      |             |           |                  |            |
| Nonresident alien             |            |                      |                      |             |           |                  | 0          |
| Black, non-Hispanic           |            |                      |                      |             |           |                  | 0          |
| American Indian/Alaska Native |            |                      |                      |             |           |                  | 0          |
| Asian/Pacific Islander        | 2          |                      |                      |             |           |                  | 2          |
| Hispanic                      | 2          |                      |                      |             |           |                  | 2          |
| White, non-Hispanic           | 24         | 14                   |                      |             |           |                  | 38         |
| Race and ethnicity unknown    |            |                      |                      |             |           |                  | 0          |
| <b>Total women</b>            | <b>28</b>  | <b>14</b>            | <b>0</b>             | <b>0</b>    | <b>0</b>  | <b>0</b>         | <b>42</b>  |
| <b>Total (men+women)</b>      | <b>90</b>  | <b>44</b>            | <b>0</b>             | <b>0</b>    | <b>0</b>  | <b>0</b>         | <b>134</b> |
| <b>Total from EAP</b>         |            |                      |                      |             |           |                  | <b>134</b> |



Institution: Hope College (170301)

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**Part G - Fall Staff - Full-time instruction/research/public service staff - On tenure track**

Number of full-time staff with faculty status who are On tenure track and whose primary responsibility is instruction, research, and/or public service by academic rank, gender, and race/ethnicity

As of November 1, 2008

| Gender and race/ethnicity     | Professors | Associate professors | Assistant professors | Instructors | Lecturers | No academic rank | Total     |
|-------------------------------|------------|----------------------|----------------------|-------------|-----------|------------------|-----------|
| <b>Men</b>                    |            |                      |                      |             |           |                  |           |
| Nonresident alien             | 1          | 1                    | 3                    |             |           |                  | 5         |
| Black, non-Hispanic           |            |                      | 1                    |             |           |                  | 1         |
| American Indian/Alaska Native |            |                      |                      |             |           |                  | 0         |
| Asian/Pacific Islander        |            |                      | 2                    |             |           |                  | 2         |
| Hispanic                      |            |                      | 2                    |             |           |                  | 2         |
| White, non-Hispanic           |            | 4                    | 12                   |             |           |                  | 16        |
| Race and ethnicity unknown    |            |                      |                      |             |           |                  | 0         |
| <b>Total men</b>              | <b>1</b>   | <b>5</b>             | <b>20</b>            | <b>0</b>    | <b>0</b>  | <b>0</b>         | <b>26</b> |
| <b>Women</b>                  |            |                      |                      |             |           |                  |           |
| Nonresident alien             |            |                      | 2                    |             |           |                  | 2         |
| Black, non-Hispanic           |            |                      | 2                    |             |           |                  | 2         |
| American Indian/Alaska Native |            |                      |                      |             |           |                  | 0         |
| Asian/Pacific Islander        |            |                      | 1                    |             |           |                  | 1         |
| Hispanic                      |            |                      |                      |             |           |                  | 0         |
| White, non-Hispanic           |            | 5                    | 15                   |             |           |                  | 20        |
| Race and ethnicity unknown    |            |                      |                      |             |           |                  | 0         |
| <b>Total women</b>            | <b>0</b>   | <b>5</b>             | <b>20</b>            | <b>0</b>    | <b>0</b>  | <b>0</b>         | <b>25</b> |
| <b>Total (men+women)</b>      | <b>1</b>   | <b>10</b>            | <b>40</b>            | <b>0</b>    | <b>0</b>  | <b>0</b>         | <b>51</b> |
| <b>Total from EAP</b>         |            |                      |                      |             |           |                  | <b>51</b> |

Institution: Hope College (170301)

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**Part G - Fall Staff - Full-time instruction/research/public service staff - Not on tenure track/no tenure system**

Number of full-time staff with faculty status who are Not on tenure track and whose primary responsibility is instruction, research, and/or public service OR number of full-time staff whose primary responsibility is instruction, research, and/or public service and who work at an institution with No tenure system by academic rank, gender, and race/ethnicity

As of November 1, 2008

| Gender and race/ethnicity     | Professors | Associate professors | Assistant professors | Instructors | Lecturers | No academic rank | Total     |
|-------------------------------|------------|----------------------|----------------------|-------------|-----------|------------------|-----------|
| <b>Men</b>                    |            |                      |                      |             |           |                  |           |
| Nonresident alien             |            |                      | 1                    |             |           | 1                | 2         |
| Black, non-Hispanic           |            |                      |                      |             |           | 1                | 1         |
| American Indian/Alaska Native |            |                      |                      |             |           |                  | 0         |
| Asian/Pacific Islander        |            |                      | 2                    |             |           |                  | 2         |
| Hispanic                      |            |                      |                      |             |           |                  | 0         |
| White, non-Hispanic           | 1          | 6                    | 10                   | 1           |           | 1                | 19        |
| Race and ethnicity unknown    |            |                      |                      | 1           |           |                  | 1         |
| <b>Total men</b>              | <b>1</b>   | <b>6</b>             | <b>13</b>            | <b>2</b>    | <b>0</b>  | <b>3</b>         | <b>25</b> |
| <b>Women</b>                  |            |                      |                      |             |           |                  |           |
| Nonresident alien             |            |                      | 1                    |             |           |                  | 1         |
| Black, non-Hispanic           |            |                      |                      |             |           | 1                | 1         |
| American Indian/Alaska Native |            |                      | 1                    |             |           |                  | 1         |
| Asian/Pacific Islander        |            |                      |                      |             |           |                  | 0         |
| Hispanic                      |            |                      | 1                    |             |           |                  | 1         |
| White, non-Hispanic           |            | 10                   | 23                   | 2           |           |                  | 35        |
| Race and ethnicity unknown    |            |                      | 1                    |             |           |                  | 1         |
| <b>Total women</b>            | <b>0</b>   | <b>10</b>            | <b>27</b>            | <b>2</b>    | <b>0</b>  | <b>1</b>         | <b>40</b> |
| <b>Total (men+women)</b>      | <b>1</b>   | <b>16</b>            | <b>40</b>            | <b>4</b>    | <b>0</b>  | <b>4</b>         | <b>65</b> |
| <b>Total from EAP</b>         |            |                      |                      |             |           |                  | <b>65</b> |



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**Part G - Fall Staff - Full-time instruction/research/public service staff - Without faculty status**

Number of full-time staff Without faculty status whose primary responsibility is instruction, research, and/or public service by gender and race/ethnicity

As of November 1, 2008

| Gender and race/ethnicity     | Total                          |
|-------------------------------|--------------------------------|
| <b>Men</b>                    |                                |
| Nonresident alien             | <input type="text"/>           |
| Black, non-Hispanic           | <input type="text"/>           |
| American Indian/Alaska Native | <input type="text"/>           |
| Asian/Pacific Islander        | <input type="text"/>           |
| Hispanic                      | <input type="text"/>           |
| White, non-Hispanic           | <input type="text"/>           |
| Race and ethnicity unknown    | <input type="text"/>           |
| <b>Total men</b>              | 0                              |
| <b>Women</b>                  |                                |
| Nonresident alien             | <input type="text"/>           |
| Black, non-Hispanic           | <input type="text"/>           |
| American Indian/Alaska Native | <input type="text"/>           |
| Asian/Pacific Islander        | <input type="text"/>           |
| Hispanic                      | <input type="text"/>           |
| White, non-Hispanic           | <input type="text" value="3"/> |
| Race and ethnicity unknown    | <input type="text"/>           |
| <b>Total women</b>            | 3                              |
| <b>Total (men+women)</b>      | 3                              |
| <b>Total from EAP</b>         | 3                              |

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**Part G - Fall Staff - Full-time instruction/research/public service staff - Totals**

Total number of full-time staff whose primary responsibility is instruction, research, and/or public service by gender and race/ethnicity

As of November 1, 2008

|  | Total men  | Total women | Total (men+women) |
|--|------------|-------------|-------------------|
| Nonresident alien                            | 7          | 3           | 10                |
| Black, non-Hispanic                          | 5          | 3           | 8                 |
| American Indian/Alaska Native                | 1          | 1           | 2                 |
| Asian/Pacific Islander                       | 4          | 3           | 7                 |
| Hispanic                                     | 4          | 3           | 7                 |
| White, non-Hispanic                          | 121        | 96          | 217               |
| Race and ethnicity unknown                   | 1          | 1           | 2                 |
| <b>Total (must equal Part H (next part))</b> | <b>143</b> | <b>110</b>  | <b>253</b>        |

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Institution: Hope College (170301)

User ID: P81703011

**Part H - Fall Staff - Full-time instruction/research/public service staff by contract length/teaching period - Headcount**

Number of full-time staff whose primary responsibility is instruction, research, and/or public service by contract length/teaching period, gender, and race/ethnicity

(Include all staff from these functions, including those with and without faculty status.)

As of November 1, 2008

| Gender and race/ethnicity        | Less-than-9-month | 9/10-month | 11/12-month | Total | Total from Part G |
|----------------------------------|-------------------|------------|-------------|-------|-------------------|
| <b>Men</b>                       |                   |            |             |       |                   |
| Nonresident Alien                |                   | 6          | 1           | 7     | 7                 |
| Black, non-Hispanic              |                   | 4          | 1           | 5     | 5                 |
| American Indian/Alaska Native    |                   | 1          |             | 1     | 1                 |
| Asian/Pacific Islander           |                   | 4          |             | 4     | 4                 |
| Hispanic                         |                   | 4          |             | 4     | 4                 |
| White, non-Hispanic              |                   | 120        | 1           | 121   | 121               |
| Race/ethnicity unknown           |                   | 1          |             | 1     | 1                 |
| <b>Total men</b>                 | 0                 | 140        | 3           | 143   | 143               |
| <b>Women</b>                     |                   |            |             |       |                   |
| Nonresident Alien                |                   | 3          |             | 3     | 3                 |
| Black, non-Hispanic              |                   | 2          | 1           | 3     | 3                 |
| American Indian/Alaska Native    |                   | 1          |             | 1     | 1                 |
| Asian/Pacific Islander           |                   | 3          |             | 3     | 3                 |
| Hispanic                         |                   | 3          |             | 3     | 3                 |
| White, non-Hispanic              |                   | 93         | 3           | 96    | 96                |
| Race/ethnicity unknown           |                   | 1          |             | 1     | 1                 |
| <b>Total women</b>               | 0                 | 106        | 4           | 110   | 110               |
| <b>Total (men+women)</b>         | 0                 | 246        | 7           | 253   | 253               |
| Total from EAP                   |                   |            |             | 253   |                   |
| Total (men+women) from Fall 2007 |                   | 245        | 8           |       |                   |

Institution: Hope College (170301)

User ID: P81703011

**Part H - Fall Staff - Full-time instruction/research/public service staff on 9/10-month contracts/teaching periods - Salary class intervals**

Number of full-time staff on 9/10-month contracts/teaching periods whose primary responsibility is instruction, research, and/or public service by salary class intervals, gender, and race/ethnicity

(Include all staff from these functions, including those with and without faculty status.)

As of November 1, 2008

| Gender and race/ethnicity     | Below \$30,000 | 30,000-39,999 | 40,000-49,999 | 50,000-64,999 | 65,000-79,999 | 80,000-99,999 | 100,000 and above | Total from Part H (Headcount screen) |
|-------------------------------|----------------|---------------|---------------|---------------|---------------|---------------|-------------------|--------------------------------------|
| <b>Men</b>                    |                |               |               |               |               |               |                   |                                      |
| Nonresident Alien             |                |               |               | 4             | 1             | 1             |                   | 6                                    |
| Black, non-Hispanic           |                |               |               | 3             | 1             |               |                   | 4                                    |
| American Indian/Alaska Native |                |               |               |               |               | 1             |                   | 1                                    |
| Asian/Pacific Islander        |                |               | 1             | 3             |               |               |                   | 4                                    |
| Hispanic                      |                |               |               | 3             | 1             |               |                   | 4                                    |
| White, non-Hispanic           |                | 2             | 7             | 40            | 43            | 25            | 3                 | 120                                  |
| Race/ethnicity unknown        |                | 1             |               |               |               |               |                   | 1                                    |
| <b>Total men</b>              | <b>0</b>       | <b>3</b>      | <b>8</b>      | <b>53</b>     | <b>46</b>     | <b>27</b>     | <b>3</b>          | <b>140</b>                           |
| <b>Women</b>                  |                |               |               |               |               |               |                   |                                      |
| Nonresident alien             |                |               | 1             | 2             |               |               |                   | 3                                    |
| Black, non-Hispanic           |                |               |               | 2             |               |               |                   | 2                                    |
| American Indian/Alaska Native |                |               | 1             |               |               |               |                   | 1                                    |
| Asian/Pacific Islander        |                |               |               | 2             | 1             |               |                   | 3                                    |
| Hispanic                      |                |               |               | 1             | 2             |               |                   | 3                                    |
| White, non-Hispanic           | 1              | 4             | 11            | 49            | 22            | 6             |                   | 93                                   |
| Race/ethnicity unknown        |                |               |               | 1             |               |               |                   | 1                                    |
| <b>Total women</b>            | <b>1</b>       | <b>4</b>      | <b>13</b>     | <b>57</b>     | <b>25</b>     | <b>6</b>      | <b>0</b>          | <b>106</b>                           |
| <b>Total (men+women)</b>      | <b>1</b>       | <b>7</b>      | <b>21</b>     | <b>110</b>    | <b>71</b>     | <b>33</b>     | <b>3</b>          | <b>246</b>                           |



Institution: Hope College (170301)

User ID: P81703011

**Part H - Fall Staff - Full-time instruction/research/public service staff on 11/12-month contracts/teaching periods - Salary class intervals**

Number of full-time staff on 11/12-month contracts/teaching periods whose primary responsibility is instruction, research, and/or public service by salary class intervals, gender, and race/ethnicity

(Include all staff from these functions, including those with and without faculty status.)

As of November 1, 2008

| Gender and race/ethnicity     | Below \$30,000 | 30,000-39,999 | 40,000-49,999 | 50,000-64,999 | 65,000-79,999 | 80,000-99,999 | 100,000 and above | Total from Part H (Headcount screen) |
|-------------------------------|----------------|---------------|---------------|---------------|---------------|---------------|-------------------|--------------------------------------|
| <b>Men</b>                    |                |               |               |               |               |               |                   |                                      |
| Nonresident alien             |                | 1             |               |               |               |               |                   | 1                                    |
| Black, non-Hispanic           |                | 1             |               |               |               |               |                   | 1                                    |
| American Indian/Alaska Native |                |               |               |               |               |               |                   |                                      |
| Asian/Pacific Islander        |                |               |               |               |               |               |                   |                                      |
| Hispanic                      |                |               |               |               |               |               |                   |                                      |
| White, non-Hispanic           |                | 1             |               |               |               |               |                   | 1                                    |
| Race and ethnicity unknown    |                |               |               |               |               |               |                   |                                      |
| <b>Total men</b>              | 0              | 3             | 0             | 0             | 0             | 0             | 0                 | 3                                    |
| <b>Women</b>                  |                |               |               |               |               |               |                   |                                      |
| Nonresident alien             |                |               |               |               |               |               |                   |                                      |
| Black, non-Hispanic           |                | 1             |               |               |               |               |                   | 1                                    |
| American Indian/Alaska Native |                |               |               |               |               |               |                   |                                      |
| Asian/Pacific Islander        |                |               |               |               |               |               |                   |                                      |
| Hispanic                      |                |               |               |               |               |               |                   |                                      |
| White, non-Hispanic           |                | 1             | 1             |               | 1             |               |                   | 3                                    |
| Race and ethnicity unknown    |                |               |               |               |               |               |                   |                                      |
| <b>Total women</b>            | 0              | 2             | 1             | 0             | 1             | 0             | 0                 | 4                                    |
| <b>Total (men+women)</b>      | 0              | 5             | 1             | 0             | 1             | 0             | 0                 | 7                                    |

Institution: Hope College (170301)

User ID: P81703011

**Part I - Fall Staff - Full-time executive/administrative/managerial staff - Salary class intervals**

Number of full-time executive/administrative/managerial staff by salary class intervals, gender, and race/ethnicity

| As of November 1, 2008        |                |               |               |               |               |               |                   |       |
|-------------------------------|----------------|---------------|---------------|---------------|---------------|---------------|-------------------|-------|
| Gender and race/ethnicity     | Below \$30,000 | 30,000-39,999 | 40,000-49,999 | 50,000-64,999 | 65,000-79,999 | 80,000-99,999 | 100,000 and above | Total |
| <b>Men</b>                    |                |               |               |               |               |               |                   |       |
| Nonresident alien             |                |               |               |               |               |               |                   | 0     |
| Black, non-Hispanic           |                |               |               |               |               |               |                   | 0     |
| American Indian/Alaska Native |                |               |               |               |               |               |                   | 0     |
| Asian/Pacific Islander        |                |               |               |               |               |               | 1                 | 1     |
| Hispanic                      |                |               |               |               | 1             | 1             |                   | 2     |
| White, non-Hispanic           |                |               | 7             | 8             | 10            | 4             | 11                | 40    |
| Race and ethnicity unknown    |                |               |               |               |               |               |                   | 0     |
| <b>Total men</b>              | 0              | 0             | 7             | 8             | 11            | 5             | 12                | 43    |
| <b>Women</b>                  |                |               |               |               |               |               |                   |       |
| Nonresident alien             |                |               |               |               |               |               |                   | 0     |
| Black, non-Hispanic           |                |               |               | 1             |               |               |                   | 1     |
| American Indian/Alaska Native |                |               |               |               |               |               |                   | 0     |
| Asian/Pacific Islander        |                |               | 1             |               |               |               |                   | 1     |
| Hispanic                      |                |               | 2             |               |               |               |                   | 2     |
| White, non-Hispanic           |                | 2             | 14            | 11            | 4             | 3             |                   | 34    |
| Race and ethnicity unknown    |                |               | 1             |               |               |               |                   | 1     |
| <b>Total women</b>            | 0              | 2             | 18            | 12            | 4             | 3             | 0                 | 39    |
| <b>Total (men+women)</b>      | 0              | 2             | 25            | 20            | 15            | 8             | 12                | 82    |
| <b>Total from EAP</b>         |                |               |               |               |               |               |                   | 82    |



Institution: Hope College (170301)

User ID: P81703011

**Part I - Fall Staff - Full-time other professional (support/service) staff - Salary class intervals**

Number of full-time other professional (support/service) staff by salary class intervals, gender, and race/ethnicity

| As of November 1, 2008        |                |               |               |               |               |               |                   |           |
|-------------------------------|----------------|---------------|---------------|---------------|---------------|---------------|-------------------|-----------|
| Gender and race/ethnicity     | Below \$30,000 | 30,000-39,999 | 40,000-49,999 | 50,000-64,999 | 65,000-79,999 | 80,000-99,999 | 100,000 and above | Total     |
| <b>Men</b>                    |                |               |               |               |               |               |                   |           |
| Nonresident alien             |                |               |               |               |               |               |                   | 0         |
| Black, non-Hispanic           |                | 3             |               | 1             |               |               |                   | 4         |
| American Indian/Alaska Native |                |               |               |               |               |               |                   | 0         |
| Asian/Pacific Islander        |                |               |               |               |               |               |                   | 0         |
| Hispanic                      |                | 1             |               |               |               |               |                   | 1         |
| White, non-Hispanic           | 2              | 7             | 13            | 10            | 3             | 1             |                   | 36        |
| Race and ethnicity unknown    |                | 1             |               |               |               |               |                   | 1         |
| <b>Total men</b>              | <b>2</b>       | <b>12</b>     | <b>13</b>     | <b>11</b>     | <b>3</b>      | <b>1</b>      | <b>0</b>          | <b>42</b> |
| <b>Women</b>                  |                |               |               |               |               |               |                   |           |
| Nonresident alien             |                |               |               |               |               |               |                   | 0         |
| Black, non-Hispanic           |                | 1             |               | 1             |               |               |                   | 2         |
| American Indian/Alaska Native |                |               |               |               |               |               |                   | 0         |
| Asian/Pacific Islander        |                | 1             |               |               |               |               |                   | 1         |
| Hispanic                      |                |               | 1             |               |               |               |                   | 1         |
| White, non-Hispanic           | 4              | 13            | 12            | 11            | 3             |               |                   | 43        |
| Race and ethnicity unknown    |                |               |               |               |               |               |                   | 0         |
| <b>Total women</b>            | <b>4</b>       | <b>15</b>     | <b>13</b>     | <b>12</b>     | <b>3</b>      | <b>0</b>      | <b>0</b>          | <b>47</b> |
| <b>Total (men+women)</b>      | <b>6</b>       | <b>27</b>     | <b>26</b>     | <b>23</b>     | <b>6</b>      | <b>1</b>      | <b>0</b>          | <b>89</b> |
| <b>Total from EAP</b>         |                |               |               |               |               |               |                   | <b>89</b> |

Institution: Hope College (170301)

User ID: P81703011

**Part I - Fall Staff - Full-time technical and paraprofessional staff - Salary class intervals**

Number of full-time technical and paraprofessional staff by salary class intervals, gender, and race/ethnicity

As of November 1, 2008

| Gender and race/ethnicity     | Below \$20,000       | 20,000-29,999        | 30,000-39,999        | 40,000-49,999        | 50,000 and above     | Total |
|-------------------------------|----------------------|----------------------|----------------------|----------------------|----------------------|-------|
| <b>Men</b>                    |                      |                      |                      |                      |                      |       |
| Nonresident alien             | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0     |
| Black, non-Hispanic           | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0     |
| American Indian/Alaska Native | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0     |
| Asian/Pacific Islander        | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0     |
| Hispanic                      | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0     |
| White, non-Hispanic           | <input type="text"/> | <input type="text"/> | <input type="text"/> | 2                    | 1                    | 3     |
| Race and ethnicity unknown    | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0     |
| <b>Total men</b>              | 0                    | 0                    | 0                    | 2                    | 1                    | 3     |
| <b>Women</b>                  |                      |                      |                      |                      |                      |       |
| Nonresident alien             | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0     |
| Black, non-Hispanic           | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0     |
| American Indian/Alaska Native | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0     |
| Asian/Pacific Islander        | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0     |
| Hispanic                      | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0     |
| White, non-Hispanic           | <input type="text"/> | <input type="text"/> | <input type="text"/> | 1                    | 1                    | 2     |
| Race and ethnicity unknown    | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0     |
| <b>Total women</b>            | 0                    | 0                    | 0                    | 1                    | 1                    | 2     |
| <b>Total (men+women)</b>      | 0                    | 0                    | 0                    | 3                    | 2                    | 5     |
| <b>Total from EAP</b>         |                      |                      |                      |                      |                      | 5     |

Institution: Hope College (170301)

User ID: P81703011

**Part I - Fall Staff - Full-time clerical and secretarial staff- Salary class intervals**

Number of full-time clerical and secretarial staff by salary class intervals, gender, and race/ethnicity

As of November 1, 2008

| Gender and race/ethnicity     | Below \$20,000       | 20,000-29,999        | 30,000-39,999        | 40,000-49,999        | 50,000 and above     | Total |
|-------------------------------|----------------------|----------------------|----------------------|----------------------|----------------------|-------|
| <b>Men</b>                    |                      |                      |                      |                      |                      |       |
| Nonresident alien             | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0     |
| Black, non-Hispanic           | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0     |
| American Indian/Alaska Native | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0     |
| Asian/Pacific Islander        | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0     |
| Hispanic                      | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0     |
| White, non-Hispanic           | <input type="text"/> | <input type="text"/> | 1                    | <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     |
| <b>Total men</b>              | 0                    | 0                    | 1                    | 0                    | 0                    | 1     |
| <b>Women</b>                  |                      |                      |                      |                      |                      |       |
| Nonresident alien             | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0     |
| Black, non-Hispanic           | <input type="text"/> | <input type="text"/> | 2                    | <input type="text"/> | <input type="text"/> | 2     |
| American Indian/Alaska Native | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0     |
| Asian/Pacific Islander        | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0     |
| Hispanic                      | <input type="text"/> | <input type="text"/> | 4                    | <input type="text"/> | <input type="text"/> | 4     |
| White, non-Hispanic           | <input type="text"/> | 20                   | 46                   | 9                    | 1                    | 76    |
| Race and ethnicity unknown    | <input type="text"/> | 1                    | <input type="text"/> | <input type="text"/> | <input type="text"/> | 1     |
| <b>Total women</b>            | 0                    | 21                   | 52                   | 9                    | 1                    | 83    |
| <b>Total (men+women)</b>      | 0                    | 21                   | 53                   | 9                    | 1                    | 84    |
| <b>Total from EAP</b>         |                      |                      |                      |                      |                      | 84    |

Institution: Hope College (170301)

User ID: P81703011

**Part I - Fall Staff - Full-time skilled crafts staff - Salary class intervals****Number of full-time skilled crafts staff by salary class intervals, gender, and race/ethnicity****As of November 1, 2008**

| Gender and race/ethnicity     | Below \$20,000       | 20,000-29,999        | 30,000-39,999        | 40,000-49,999        | 50,000 and above     | Total |
|-------------------------------|----------------------|----------------------|----------------------|----------------------|----------------------|-------|
| <b>Men</b>                    |                      |                      |                      |                      |                      |       |
| Nonresident alien             | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0     |
| Black, non-Hispanic           | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0     |
| American Indian/Alaska Native | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0     |
| Asian/Pacific Islander        | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0     |
| Hispanic                      | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0     |
| White, non-Hispanic           | <input type="text"/> | <input type="text"/> | <input type="text"/> | 3                    | 6                    | 9     |
| Race and ethnicity unknown    | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0     |
| <b>Total men</b>              | 0                    | 0                    | 0                    | 3                    | 6                    | 9     |
| <b>Women</b>                  |                      |                      |                      |                      |                      |       |
| Nonresident alien             | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0     |
| Black, non-Hispanic           | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0     |
| American Indian/Alaska Native | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0     |
| Asian/Pacific Islander        | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0     |
| Hispanic                      | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0     |
| White, non-Hispanic           | <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     |
| <b>Total women</b>            | 0                    | 0                    | 0                    | 0                    | 0                    | 0     |
| <b>Total (men+women)</b>      | 0                    | 0                    | 0                    | 3                    | 6                    | 9     |
| <b>Total from EAP</b>         |                      |                      |                      |                      |                      | 9     |



Institution: Hope College (170301)

User ID: P81703011

**Part I - Fall Staff - Full-time service/maintenance staff - Salary class intervals****Number of full-time service/maintenance staff by salary class intervals, gender, and race/ethnicity****As of November 1, 2008**

| Gender and race/ethnicity     | Below \$20,000       | 20,000-29,999        | 30,000-39,999        | 40,000-49,999        | 50,000 and above     | Total |
|-------------------------------|----------------------|----------------------|----------------------|----------------------|----------------------|-------|
| <b>Men</b>                    |                      |                      |                      |                      |                      |       |
| Nonresident alien             | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0     |
| Black, non-Hispanic           | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0     |
| American Indian/Alaska Native | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0     |
| Asian/Pacific Islander        | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0     |
| Hispanic                      | <input type="text"/> | <input type="text"/> | 3                    | 1                    | <input type="text"/> | 4     |
| White, non-Hispanic           | <input type="text"/> | 3                    | 10                   | 17                   | 1                    | 31    |
| Race and ethnicity unknown    | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0     |
| <b>Total men</b>              | 0                    | 3                    | 13                   | 18                   | 1                    | 35    |
| <b>Women</b>                  |                      |                      |                      |                      |                      |       |
| Nonresident alien             | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0     |
| Black, non-Hispanic           | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0     |
| American Indian/Alaska Native | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0     |
| Asian/Pacific Islander        | <input type="text"/> | <input type="text"/> | 3                    | <input type="text"/> | <input type="text"/> | 3     |
| Hispanic                      | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0     |
| White, non-Hispanic           | <input type="text"/> | 2                    | 18                   | 5                    | <input type="text"/> | 25    |
| Race and ethnicity unknown    | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0     |
| <b>Total women</b>            | 0                    | 2                    | 21                   | 5                    | 0                    | 28    |
| <b>Total (men+women)</b>      | 0                    | 5                    | 34                   | 23                   | 1                    | 63    |
| <b>Total from EAP</b>         |                      |                      |                      |                      |                      | 63    |

Institution: Hope College (170301)

User ID: P81703011

**Part I - Fall Staff - Full-time staff (excluding instruction/research/public service staff)  
- Totals**

Total number of full-time staff by primary function/occupational activity, gender, and race/ethnicity

As of November 1, 2008

| Gender and race/ethnicity     | Executive/<br>administrative/<br>managerial | Other<br>professionals<br>(support/service) | Technical and<br>paraprofessionals | Clerical and<br>secretarial | Skilled<br>crafts | Service/<br>Maintenance | Total      |
|-------------------------------|---|---|------------------------------------|-----------------------------|-------------------|-------------------------|------------|
| <b>Men</b>                    |   |   |                                    |                             |                   |                         |            |
| Nonresident alien             | 0   | 0   | 0                                  | 0                           | 0                 | 0                       | 0          |
| Black, non-Hispanic           | 0   | 4   | 0                                  | 0                           | 0                 | 0                       | 4          |
| American Indian/Alaska Native | 0   | 0   | 0                                  | 0                           | 0                 | 0                       | 0          |
| Asian/Pacific Islander        | 1   | 0   | 0                                  | 0                           | 0                 | 0                       | 1          |
| Hispanic                      | 2   | 1   | 0                                  | 0                           | 0                 | 4                       | 7          |
| White, non-Hispanic           | 40  | 36  | 3                                  | 1                           | 9                 | 31                      | 120        |
| Race and ethnicity unknown    | 0   | 1   | 0                                  | 0                           | 0                 | 0                       | 1          |
| <b>Total men</b>              | <b>43</b>                                   | <b>42</b>                                   | <b>3</b>                           | <b>1</b>                    | <b>9</b>          | <b>35</b>               | <b>133</b> |
| <b>women</b>                  |   |   |                                    |                             |                   |                         |            |
| Nonresident alien             | 0   | 0   | 0                                  | 0                           | 0                 | 0                       | 0          |
| Black, non-Hispanic           | 1   | 2   | 0                                  | 2                           | 0                 | 0                       | 5          |
| American Indian/Alaska Native | 0   | 0   | 0                                  | 0                           | 0                 | 0                       | 0          |
| Asian/Pacific Islander        | 1   | 1   | 0                                  | 0                           | 0                 | 3                       | 5          |
| Hispanic                      | 2   | 1   | 0                                  | 4                           | 0                 | 0                       | 7          |
| White, non-Hispanic           | 34  | 43  | 2                                  | 76                          | 0                 | 25                      | 180        |
| Race and ethnicity unknown    | 1   | 0   | 0                                  | 1                           | 0                 | 0                       | 2          |
| <b>Total women</b>            | <b>39</b>                                   | <b>47</b>                                   | <b>2</b>                           | <b>83</b>                   | <b>0</b>          | <b>28</b>               | <b>199</b> |
| <b>Total (men+women)</b>      | <b>82</b>                                   | <b>89</b>                                   | <b>5</b>                           | <b>84</b>                   | <b>9</b>          | <b>63</b>               | <b>332</b> |
| Total from EAP                | 82  | 89  | 5                                  | 84                          | 9                 | 63                      |            |



Institution: Hope College (170301)

User ID: P81703011

**Part J - Fall Staff - Part-time professional staff**Number of part-time staff by primary function/occupational activity, gender, and race/ethnicity

As of November 1, 2008

| Gender and race/ethnicity     | Staff whose primary responsibility is instruction, research, and/or public service | Executive/ administrative/ managerial | Other professionals (support/service) |
|-------------------------------|--|---------------------------------------|---------------------------------------|
| <b>Men</b>                    |  |                                       |                                       |
| Nonresident alien             | <input type="text"/>   | <input type="text"/>                  | <input type="text"/>                  |
| Black, non-Hispanic           | <input type="text" value="1"/>   | <input type="text"/>                  | <input type="text" value="1"/>        |
| American Indian/Alaska Native | <input type="text"/>   | <input type="text"/>                  | <input type="text"/>                  |
| Asian/Pacific Islander        | <input type="text"/>   | <input type="text"/>                  | <input type="text" value="1"/>        |
| Hispanic                      | <input type="text"/>   | <input type="text"/>                  | <input type="text" value="1"/>        |
| White, non-Hispanic           | <input type="text" value="41"/>  | <input type="text" value="1"/>        | <input type="text" value="18"/>       |
| Race and ethnicity unknown    | <input type="text" value="3"/>   | <input type="text"/>                  | <input type="text"/>                  |
| <b>Total men</b>              | <b>45</b>  | <b>1</b>                              | <b>21</b>                             |
| <b>Women</b>                  |  |                                       |                                       |
| Nonresident alien             | <input type="text"/>   | <input type="text"/>                  | <input type="text"/>                  |
| Black, non-Hispanic           | <input type="text"/>   | <input type="text"/>                  | <input type="text"/>                  |
| American Indian/Alaska Native | <input type="text"/>   | <input type="text"/>                  | <input type="text"/>                  |
| Asian/Pacific Islander        | <input type="text" value="2"/>   | <input type="text"/>                  | <input type="text"/>                  |
| Hispanic                      | <input type="text" value="1"/>   | <input type="text"/>                  | <input type="text"/>                  |
| White, non-Hispanic           | <input type="text" value="56"/>  | <input type="text" value="2"/>        | <input type="text" value="27"/>       |
| Race and ethnicity unknown    | <input type="text" value="1"/>   | <input type="text"/>                  | <input type="text"/>                  |
| <b>Total women</b>            | <b>60</b>  | <b>2</b>                              | <b>27</b>                             |
| <b>Total (men+women)</b>      | <b>105</b>   | <b>3</b>                              | <b>48</b>                             |
| <b>Total from EAP</b>         | <b>105</b>   | <b>3</b>                              | <b>48</b>                             |

Institution: Hope College (170301)

User ID: P81703011

**Part J - Fall Staff - Part-time non-professional staff**

Number of part-time staff by primary function/occupational activity, gender, and race/ethnicity

| Gender and race/ethnicity     | As of November 1, 2008             |                                 |                      |                                 |
|-------------------------------|------------------------------------|---------------------------------|----------------------|---------------------------------|
|                               | Technical and<br>paraprofessionals | Clerical and<br>secretarial     | Skilled crafts       | Service/<br>Maintenance         |
| <b>Men</b>                    |                                    |                                 |                      |                                 |
| Nonresident alien             | <input type="text"/>               | <input type="text"/>            | <input type="text"/> | <input type="text"/>            |
| Black, non-Hispanic           | <input type="text"/>               | <input type="text"/>            | <input type="text"/> | <input type="text"/>            |
| American Indian/Alaska Native | <input type="text"/>               | <input type="text"/>            | <input type="text"/> | <input type="text"/>            |
| Asian/Pacific Islander        | <input type="text"/>               | <input type="text"/>            | <input type="text"/> | <input type="text"/>            |
| Hispanic                      | <input type="text"/>               | <input type="text"/>            | <input type="text"/> | <input type="text" value="2"/>  |
| White, non-Hispanic           | <input type="text"/>               | <input type="text" value="4"/>  | <input type="text"/> | <input type="text" value="9"/>  |
| Race and ethnicity unknown    | <input type="text"/>               | <input type="text"/>            | <input type="text"/> | <input type="text" value="1"/>  |
| <b>Total men</b>              | <b>0</b>                           | <b>4</b>                        | <b>0</b>             | <b>12</b>                       |
| <b>Women</b>                  |                                    |                                 |                      |                                 |
| Nonresident alien             | <input type="text"/>               | <input type="text"/>            | <input type="text"/> | <input type="text"/>            |
| Black, non-Hispanic           | <input type="text"/>               | <input type="text"/>            | <input type="text"/> | <input type="text"/>            |
| American Indian/Alaska Native | <input type="text"/>               | <input type="text"/>            | <input type="text"/> | <input type="text"/>            |
| Asian/Pacific Islander        | <input type="text"/>               | <input type="text" value="1"/>  | <input type="text"/> | <input type="text"/>            |
| Hispanic                      | <input type="text"/>               | <input type="text"/>            | <input type="text"/> | <input type="text" value="1"/>  |
| White, non-Hispanic           | <input type="text"/>               | <input type="text" value="30"/> | <input type="text"/> | <input type="text" value="14"/> |
| Race and ethnicity unknown    | <input type="text"/>               | <input type="text"/>            | <input type="text"/> | <input type="text"/>            |
| <b>Total women</b>            | <b>0</b>                           | <b>31</b>                       | <b>0</b>             | <b>15</b>                       |
| <b>Total (men+women)</b>      | <b>0</b>                           | <b>35</b>                       | <b>0</b>             | <b>27</b>                       |
| <b>Total from EAP</b>         | <b>0</b>                           | <b>35</b>                       | <b>0</b>             | <b>27</b>                       |

Institution: Hope College (170301)

User ID: P81703011

**Part J - Fall Staff - Graduate assistants and part-time staff totals**Number of part-time staff by primary function/occupational activity, gender, and race/ethnicity

As of November 1, 2008

| Gender and race/ethnicity      | Subtotal   | Graduate assistants  | Part-time total |
|--------------------------------|------------|----------------------|-----------------|
| <b>Men</b>                     |            |                      |                 |
| Nonresident alien              | 0          | <input type="text"/> | 0               |
| Black, non-Hispanic            | 2          | <input type="text"/> | 2               |
| American Indian/Alaska Native  | 0          | <input type="text"/> | 0               |
| Asian/Pacific Islander         | 1          | <input type="text"/> | 1               |
| Hispanic                       | 3          | <input type="text"/> | 3               |
| White, non-Hispanic            | 73         | <input type="text"/> | 73              |
| Race and ethnicity unknown     | 4          | <input type="text"/> | 4               |
| <b>Total men</b>               | <b>83</b>  |                      | <b>83</b>       |
| <b>Women</b>                   |            |                      |                 |
| Nonresident alien              | 0          | <input type="text"/> | 0               |
| Black, non-Hispanic            | 0          | <input type="text"/> | 0               |
| American Indian/ Alaska Native | 0          | <input type="text"/> | 0               |
| Asian/Pacific Islander         | 3          | <input type="text"/> | 3               |
| Hispanic                       | 2          | <input type="text"/> | 2               |
| White, non-Hispanic            | 129        | <input type="text"/> | 129             |
| Race and ethnicity unknown     | 1          | <input type="text"/> | 1               |
| <b>Total women</b>             | <b>135</b> |                      | <b>135</b>      |
| <b>Total (men+women)</b>       | <b>218</b> |                      | <b>218</b>      |
| Total from EAP                 |            | 0                    |                 |

Institution: Hope College (170301)

User ID: P81703011

**Part K - Fall Staff - Total number of staff****Total number of staff by employment status, gender, and race/ethnicity**

|                               | As of November 1, 2008 |                 |               |                 |           |             |
|-------------------------------|------------------------|-----------------|---------------|-----------------|-----------|-------------|
| Gender and race/ethnicity     | Full-time men          | Full-time women | Part-time men | Part-time women | Total men | Total women |
| Nonresident alien             | 7                      | 3               | 0             | 0               | 7         | 3           |
| Black, non-Hispanic           | 9                      | 8               | 2             | 0               | 11        | 8           |
| American Indian/Alaska Native | 1                      | 1               | 0             | 0               | 1         | 1           |
| Asian/Pacific Islander        | 5                      | 8               | 1             | 3               | 6         | 11          |
| Hispanic                      | 11                     | 10              | 3             | 2               | 14        | 12          |
| White, non-Hispanic           | 241                    | 276             | 73            | 129             | 314       | 405         |
| Race and ethnicity unknown    | 2                      | 3               | 4             | 1               | 6         | 4           |
| Grand total                   | 276                    | 309             | 83            | 135             | 359       | 444         |

Institution: Hope College (170301)

User ID: P81703011

**Part L - Fall Staff - New hires - Full-time instruction/research/public service staff - Faculty status**

Number of full-time permanent new hires whose primary responsibility is instruction, research, and/or public service by faculty status, gender, and race/ethnicity

(Hired full time between July 1 and October 31, 2008 and still on payroll of the institution as of November 1, 2008)

| Gender and race/ethnicity     | Faculty status       |                                |  | Without<br>faculty<br>status | Total |
|-------------------------------|----------------------|--------------------------------|--|------------------------------|-------|
|                               | <u>Tenured</u>       | <u>On tenure track</u>         | <u>Not on tenure track/<br/>no tenure system</u> |                              |       |
| <b>Men</b>                    |                      |                                |  |                              |       |
| Nonresident alien             | <input type="text"/> | <input type="text" value="1"/> | <input type="text" value="1"/>                   | <input type="text"/>         | 2     |
| Black, non-Hispanic           | <input type="text"/> | <input type="text"/>           | <input type="text"/>                             | <input type="text"/>         | 0     |
| American Indian/Alaska Native | <input type="text"/> | <input type="text"/>           | <input type="text"/>                             | <input type="text"/>         | 0     |
| Asian/Pacific Islander        | <input type="text"/> | <input type="text" value="1"/> | <input type="text"/>                             | <input type="text"/>         | 1     |
| Hispanic                      | <input type="text"/> | <input type="text" value="1"/> | <input type="text"/>                             | <input type="text"/>         | 1     |
| White, non-Hispanic           | <input type="text"/> | <input type="text" value="3"/> | <input type="text" value="3"/>                   | <input type="text"/>         | 6     |
| Race and ethnicity unknown    | <input type="text"/> | <input type="text"/>           | <input type="text"/>                             | <input type="text"/>         | 0     |
| <b>Total men</b>              | 0                    | 6                              | 4  | 0                            | 10    |
| <b>Women</b>                  |                      |                                |  |                              |       |
| Nonresident alien             | <input type="text"/> | <input type="text" value="1"/> | <input type="text"/>                             | <input type="text"/>         | 1     |
| Black, non-Hispanic           | <input type="text"/> | <input type="text"/>           | <input type="text"/>                             | <input type="text"/>         | 0     |
| American Indian/Alaska Native | <input type="text"/> | <input type="text"/>           | <input type="text"/>                             | <input type="text"/>         | 0     |
| Asian/Pacific Islander        | <input type="text"/> | <input type="text"/>           | <input type="text"/>                             | <input type="text"/>         | 0     |
| Hispanic                      | <input type="text"/> | <input type="text"/>           | <input type="text"/>                             | <input type="text"/>         | 0     |
| White, non-Hispanic           | <input type="text"/> | <input type="text" value="3"/> | <input type="text" value="2"/>                   | <input type="text"/>         | 5     |
| Race and ethnicity unknown    | <input type="text"/> | <input type="text"/>           | <input type="text"/>                             | <input type="text"/>         | 0     |
| <b>Total women</b>            | 0                    | 4                              | 2  | 0                            | 6     |
| <b>Total (men+women)</b>      | 0                    | 10                             | 6  | 0                            | 16    |



Institution: Hope College (170301)

User ID: P81703011

**Part L - Fall Staff - New hires - Full-time staff by position**

Number of full-time permanent new hires by primary function/occupational activity, gender, and race/ethnicity

(Hired full time between July 1 and October 31, 2008 and  
still on payroll of the institution as of November 1, 2008)

| Gender and<br>race/ethnicity     | Executive/<br>administrative/<br>managerial | Other<br>professionals<br>(support/service) | Technical<br>and<br>paraprofessionals | Clerical<br>and<br>secretarial | Skilled<br>crafts    | Service/<br>Maintenance | Total |
|----------------------------------|---|---|---------------------------------------|--------------------------------|----------------------|-------------------------|-------|
| <b>Men</b>                       |   |   |                                       |                                |                      |                         |       |
| Nonresident alien                | <input type="text"/>                        | <input type="text"/>                        | <input type="text"/>                  | <input type="text"/>           | <input type="text"/> | <input type="text"/>    | 0     |
| Black, non-Hispanic              | <input type="text"/>                        | <input type="text"/>                        | <input type="text"/>                  | <input type="text"/>           | <input type="text"/> | <input type="text"/>    | 0     |
| American Indian/Alaska<br>Native | <input type="text"/>                        | <input type="text"/>                        | <input type="text"/>                  | <input type="text"/>           | <input type="text"/> | <input type="text"/>    | 0     |
| Asian/Pacific Islander           | <input type="text"/>                        | <input type="text"/>                        | <input type="text"/>                  | <input type="text"/>           | <input type="text"/> | <input type="text"/>    | 0     |
| Hispanic                         | <input type="text"/>                        | <input type="text"/>                        | <input type="text"/>                  | <input type="text"/>           | <input type="text"/> | <input type="text"/>    | 0     |
| White, non-Hispanic              | <input type="text"/>                        | 2   | <input type="text"/>                  | <input type="text"/>           | <input type="text"/> | 2                       | 4     |
| Race and ethnicity<br>unknown    | <input type="text"/>                        | <input type="text"/>                        | <input type="text"/>                  | <input type="text"/>           | <input type="text"/> | <input type="text"/>    | 0     |
| <b>Total men</b>                 | 0   | 2   | 0                                     | 0                              | 0                    | 2                       | 4     |
| <b>Women</b>                     |   |   |                                       |                                |                      |                         |       |
| Nonresident alien                | <input type="text"/>                        | <input type="text"/>                        | <input type="text"/>                  | <input type="text"/>           | <input type="text"/> | <input type="text"/>    | 0     |
| Black, non-Hispanic              | <input type="text"/>                        | <input type="text"/>                        | <input type="text"/>                  | <input type="text"/>           | <input type="text"/> | <input type="text"/>    | 0     |
| American Indian/Alaska<br>Native | <input type="text"/>                        | <input type="text"/>                        | <input type="text"/>                  | <input type="text"/>           | <input type="text"/> | <input type="text"/>    | 0     |
| Asian/Pacific Islander           | <input type="text"/>                        | <input type="text"/>                        | <input type="text"/>                  | <input type="text"/>           | <input type="text"/> | <input type="text"/>    | 0     |
| Hispanic                         | <input type="text"/>                        | <input type="text"/>                        | <input type="text"/>                  | <input type="text"/>           | <input type="text"/> | <input type="text"/>    | 0     |
| White, non-Hispanic              | <input type="text"/>                        | 5   | <input type="text"/>                  | 3                              | <input type="text"/> | <input type="text"/>    | 8     |
| Race and ethnicity<br>unknown    | <input type="text"/>                        | <input type="text"/>                        | <input type="text"/>                  | <input type="text"/>           | <input type="text"/> | <input type="text"/>    | 0     |
| <b>Total women</b>               | 0   | 5   | 0                                     | 3                              | 0                    | 0                       | 8     |
| <b>Total (men+women)</b>         | 0   | 7   | 0                                     | 3                              | 0                    | 2                       | 12    |



Institution: Hope College (170301)

User ID: P81703011

**Part L - Fall Staff - New hires - Totals**

Total number of full-time permanent new hires by gender and race/ethnicity

(Hired full time between July 1 and October 31, 2008 and  
still on payroll of the institution as of November 1, 2008)

|                               | Total men | Total women | Total (men+women) |
|-------------------------------|-----------|-------------|-------------------|
| Nonresident alien             | 2         | 1           | 3                 |
| Black, non-Hispanic           | 0         | 0           | 0                 |
| American Indian/Alaska Native | 0         | 0           | 0                 |
| Asian/Pacific Islander        | 1         | 0           | 1                 |
| Hispanic                      | 1         | 0           | 1                 |
| White, non-Hispanic           | 10        | 13          | 23                |
| Race and ethnicity unknown    | 0         | 0           | 0                 |
| <b>Grand total</b>            | <b>14</b> | <b>14</b>   | <b>28</b>         |

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Institution: Hope College (170301)

User ID: P81703011

**Human Resources Survey Evaluation**

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

No

Institution: Hope College (170301)

User ID: P81703011

### Explanation Report

There are no explanations for selected survey and institution





