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Human Resources 2010-11

Institution: Hope College (170301)

User ID: P1703011

Overview

Human Resources Overview

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

Data Reporting Reminders

You must enter data on each displayed screen. If a screen is not applicable, you must enter at least one zero in a field on the screen.

Resources:

To download the survey materials for this component: [Survey Materials](#)

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

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

Institution: Hope College (170301)

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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.*☒

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 the Fall Staff section this year

☒

Yes, I will complete the Fall Staff section this year

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

Institution: Hope College (170301)

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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, 2010 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, 2010? (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

Institution: Hope College (170301)

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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, 2010

Primary function/ occupational activity (mutually exclusive categories)	Faculty status				Total
	Tenured	On tenure track	Not on tenure track/ no tenure system	Without faculty status	
Primarily instruction	134	47	59		240
Instruction/research/public service					0
Primarily instruction + Instruction/research/public service	134	47	59	0	240
Primarily research	1		3	3	7
Primarily public service					0
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	135	47	62	3	247
Executive/administrative/managerial			16	70	86
Other professionals (support/service)			9	77	86
Technical and paraprofessionals				6	6
Clerical and secretarial				89	89
Skilled crafts				9	9
Food service/Maintenance				58	58
Total full time	135	47	87	312	581
Total from prior year	134	49	82	312	577

Institution: Hope College (170301)

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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, 2010

Primary function/ occupational activity (mutually exclusive categories)	Faculty status				Total	Graduate assistants
	Tenured	On tenure track	Not on tenure track/ no tenure system	Without faculty status		
Primarily instruction			102		102	
Instruction/research/public service					0	
Primarily instruction + Instruction/research/public service	0	0	102	0	102	0
Primarily research					0	
Primarily public service					0	
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	0	0	102	0	102	0
Executive/administrative/managerial				2	2	
Other professionals (support/service)			22	24	46	
Technical and paraprofessionals					0	
Clerical and secretarial				31	31	
Skilled crafts					0	
Service/Maintenance				24	24	
Total part time	0	0	124	81	205	0
Total from prior year			94	111	205	

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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

Primary function/occupational activity	As of November 1, 2010						Total including Graduate assistants
	Full-time	Full-time from prior year	Part-time	Part-time from prior year	Graduate assistants	Graduate assistants from prior year	
Primarily instruction	240	243	102	94	0		342
Instruction/research/public service	0		0		0		0
Primarily instruction + Instruction/research/public service	240	243	102	94	0	0	342
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	247	251	102	94	0	0	349
Executive/administrative/managerial	86	86	2	2	0		88
Other professionals (support/service)	86	83	46	45	0		132
Technical and paraprofessionals	6	6	0		0		6
Clerical and secretarial	89	82	31	39	0		120
Skilled crafts	9	10	0		0		9
Service/Maintenance	58	59	24	25	0		82
Grand total	581	577	205	205	0		786

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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, 2010

Gender and academic rank	Less-than-9-month	9/10-month	11/12-month	Total
Men				
Professors	<input type="text"/>	<input type="text" value="65"/>	<input type="text"/>	65
Associate professors	<input type="text"/>	<input type="text" value="38"/>	<input type="text"/>	38
Assistant professors	<input type="text"/>	<input type="text" value="31"/>	<input type="text"/>	31
Instructors	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	1
Lecturers	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
No academic rank	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total men	0	135	0	135
Total men from prior year		135		
Women				
Professors	<input type="text"/>	<input type="text" value="26"/>	<input type="text"/>	26
Associate professors	<input type="text"/>	<input type="text" value="32"/>	<input type="text"/>	32
Assistant professors	<input type="text"/>	<input type="text" value="44"/>	<input type="text"/>	44
Instructors	<input type="text"/>	<input type="text" value="3"/>	<input type="text"/>	3
Lecturers	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
No academic rank	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total women	0	105	0	105
Total women from prior year		108		
Total (men + women)	0	240	0	240
Total from EAP, full-time non-medical section (Primarily instruction + Instruction/research/public service lines)				240
Total from prior year (Salaries section)		243		243

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 and above 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, 2010

Gen der and academic rank	Faculty status				Total from Part D (Headcount screen)
	Tenured	On tenure track	Not on tenure track/ no tenure system	Without faculty status	
Men					
Professors	63		2		65
Associate Professors	29	2	7		38
Assistant Professors		22	9		31
Instructors			1		1
Lecturers					
No academic rank					
Total men	92	24	19	0	135
1 men prior year	88	26	21	0	135
Women					
Professors	24		2		26
Associate Professors	18	3	11		32
Assistant Professors		20	24		44
Instructors			3		3
Lecturers					
No academic rank					
Total women	42	23	40	0	105
Total women prior year	46	23	39	0	108
Total (men + women)	134	47	59	0	240

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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, 2010

Gender and academic rank	Total from Part D (Headcount screen)	Salary outlays	Average salary	Prior year Average salary
Men				
Professors	65	5,108,754	78,596	76,539
Associate professors	38	2,389,853	62,891	62,551
Assistant professors	31	1,715,147	55,327	52,661
Instructors	1	35,821	35,821	40,411
Lecturers				
No academic rank				
Total men	135	9,249,575	68,515	66,730
Women				
Professors	26	1,871,052	71,964	71,695
Associate professors	32	2,026,711	63,335	60,226
Assistant professors	44	2,318,345	52,690	51,587
Instructors	3	129,490	43,163	43,279
Lecturers				
No academic rank				
Total women	105	6,345,598	60,434	59,344
Total (men + women)	240	15,595,173	64,980	63,447

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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, 2010

Fringe benefits	Number covered	Expenditures	Average expenditures	Prior year Average expenditures
Retirement plans (other than Social Security) - Vested within 5-years	240	1,637,493	6,823	6,670
Retirement plans (other than Social Security) - Vested after 5-years				
Medical/dental plans	209	1,786,915	8,550	7,593
Group life insurance	240	45,923	191	181
Other insurance benefits (cafeteria plan, etc.)				
Guaranteed disability income protection	238	30,441	128	152
Tuition plan (dependents only)				
Unrestricted				
Restricted	36	820,705	22,797	20,409
Housing plan				
Unrestricted				
Restricted				
Social Security taxes	240	1,190,250	4,959	4,847
Unemployment compensation taxes				
Worker's compensation taxes	240	34,150	142	139
Other benefits in kind with cash options				
Total expenditures		5,545,877		

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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, 2010

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

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
Men							
Nonresident alien	1	2					3
Hispanic/Latino	1	1					2
American Indian or Alaska Native							0
Asian							0
Black or African American		3					3
Native Hawaiian or Other Pacific Islander							0
White	62	23					85
Two or more races							0
Race and ethnicity unknown							0
Total men	64	29	0	0	0	0	93
Women							
Nonresident alien		1					1
Hispanic/Latino	1						1
American Indian or Alaska Native							0
Asian	2						2
Black or African American		1					1
Native Hawaiian or Other Pacific Islander							0
White	21	16					37
Two or more races							0
Race and ethnicity unknown							0
Total women	24	18	0	0	0	0	42
Total (men+women)	88	47	0	0	0	0	135
Total from EAP							135

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, 2010

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

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
Men							
Nonresident alien			1				1
Hispanic/Latino			2				2
American Indian or Alaska Native							0
Asian		1	5				6
Black or African American			1				1
Native Hawaiian or Other Pacific Islander							0
White		1	13				14
Two or more races							0
Race and ethnicity unknown							0
Total men	0	2	22	0	0	0	24
Women							
Nonresident alien			1				1
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian			2				2
Black or African American			3				3
Native Hawaiian or Other Pacific Islander							0
White		3	14				17
Two or more races							0
Race and ethnicity unknown							0
Total women	0	3	20	0	0	0	23
Total (men+women)	0	5	42	0	0	0	47
Total from EAP							47

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, 2010

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

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
Men							
Nonresident alien						1	1
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian	1	1				1	3
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White	1	6	8	1		1	17
Two or more races							0
Race and ethnicity unknown			1				1
Total men	2	7	9	1	0	3	22
Women							
Nonresident alien							0
Hispanic/Latino			1				1
American Indian or Alaska Native			1				1
Asian							0
Black or African American			1				1
Native Hawaiian or Other Pacific Islander							0
White	2	11	21	3			37
Two or more races							0
Race and ethnicity unknown							0
Total women	2	11	24	3	0	0	40
Total (men+women)	4	18	33	4	0	3	62
al from EAP							62

Institution: Hope College (170301)

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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, 2010

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

Gender and race/ethnicity	Total
Men	
Nonresident alien	<input type="text"/>
Hispanic/Latino	<input type="text"/>
American Indian or Alaska Native	<input type="text"/>
Asian	<input type="text"/>
Black or African American	<input type="text"/>
Native Hawaiian or Other Pacific Islander	<input type="text"/>
White	<input type="text"/>
Two or more races	<input type="text"/>
Race and ethnicity unknown	<input type="text"/>
Total men	0
Women	
Nonresident alien	<input type="text"/>
Hispanic/Latino	<input type="text"/>
American Indian or Alaska Native	<input type="text"/>
Asian	<input type="text"/>
Black or African American	<input type="text"/>
Native Hawaiian or Other Pacific Islander	<input type="text"/>
White	<input type="text" value="3"/>
Two or more races	<input type="text"/>
Race and ethnicity unknown	<input type="text"/>
Total women	3
Total (men+women)	3
Total from EAP	3

Institution: Hope College (170301)

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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, 2010

	Total men	Total women	Total (men+women)
Nonresident alien	5	2	7
Hispanic/Latino	4	2	6
American Indian or Alaska Native	0	1	1
Asian	9	4	13
Black or African American	4	5	9
Native Hawaiian or Other Pacific Islander	0	0	0
White	116	94	210
Two or more races	0	0	0
Race and ethnicity unknown	1	0	1
Total (must equal Part H (next part))	139	108	247

Institution: Hope College (170301)

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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, 2010

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

Gender and race/ethnicity	Less-than-9-month	9/10-month	11/12-month	Total	Total from Part G
Men					
Nonresident alien	<input type="text"/>	<input type="text" value="4"/>	<input type="text" value="1"/>	5	5
Hispanic/Latino	<input type="text"/>	<input type="text" value="4"/>	<input type="text"/>	4	4
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0
Asian	<input type="text"/>	<input type="text" value="8"/>	<input type="text" value="1"/>	9	9
Black or African American	<input type="text"/>	<input type="text" value="4"/>	<input type="text"/>	4	4
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0
White	<input type="text"/>	<input type="text" value="114"/>	<input type="text" value="2"/>	116	116
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0
Race and ethnicity unknown	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	1	1
Total men	0	135	4	139	139
Women					
Nonresident alien	<input type="text"/>	<input type="text" value="2"/>	<input type="text"/>	2	2
Hispanic/Latino	<input type="text"/>	<input type="text" value="2"/>	<input type="text"/>	2	2
American Indian or Alaska Native	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	1	1
Asian	<input type="text"/>	<input type="text" value="4"/>	<input type="text"/>	4	4
Black or African American	<input type="text"/>	<input type="text" value="5"/>	<input type="text"/>	5	5
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0
White	<input type="text"/>	<input type="text" value="91"/>	<input type="text" value="3"/>	94	94
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0
Total women	0	105	3	108	108
Total (men+women)	0	240	7	247	247
Total from EAP				247	
Total (men+women) from Fall 2009		243	8		

Institution: Hope College (170301)

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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, 2010

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

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)
Men								
Nonresident alien				2	1	1		4
Hispanic/Latino				3	1			4
American Indian or Alaska Native								
Asian				8				8
Black or African American				3		1		4
Native Hawaiian or Other Pacific Islander								
White		2		39	46	24	3	114
Two or more races								
Race and ethnicity unknown				1				1
Total men	0	2	0	56	48	26	3	135
Women								
Nonresident alien				2				2
Hispanic/Latino				1	1			2
American Indian or Alaska Native			1					1
Asian				2	2			4
Black or African American				5				5
Native Hawaiian or Other Pacific Islander								
White		4	10	48	22	7		91
Two or more races								
Race and ethnicity unknown								
Total women	0	4	11	58	25	7	0	105
Total (men+women)	0	6	11	114	73	33	3	240

Institution: Hope College (170301)

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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, 2010

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

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)
Men								
Nonresident alien		1						1
Hispanic/Latino								
American Indian or Alaska Native								
Asian		1						1
Black or African American								
Native Hawaiian or Other Pacific Islander								
White				2				2
Two or more races								
Race and ethnicity unknown								
Total men	0	2	0	2	0	0	0	4
Women								
Nonresident alien								
Hispanic/Latino								
American Indian or Alaska Native								
Asian								
Black or African American								
Native Hawaiian or Other Pacific Islander								
White	1		2					3
Two or more races								
Race and ethnicity unknown								
Total women	1	0	2	0	0	0	0	3
Total (men+women)	1	2	2	2	0	0	0	7

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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, 2010

- Report Hispanic/Latino individuals of any race as Hispanic/Latino

- Report race for non-Hispanic/Latino individuals only

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
Men								
Nonresident alien								0
Hispanic/Latino					1	1		2
American Indian or Alaska Native								0
Asian							1	1
Black or African American								0
Native Hawaiian or Other Pacific Islander								0
White			5	9	9	6	10	39
Two or more races								0
Race and ethnicity unknown								0
Total men	0	0	5	9	10	7	11	42
Women								
Nonresident alien								0
Hispanic/Latino			2					2
American Indian or Alaska Native								0
Asian								0
Black or African American				1				1
Native Hawaiian or Other Pacific Islander								0
White		1	15	13	5	4	1	39
Two or more races			1	1				2
Race and ethnicity unknown								0
Total women	0	1	18	15	5	4	1	44
Total (men+women)	0	1	23	24	15	11	12	86
Total from EAP								86

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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, 2010

- Report Hispanic/Latino individuals of any race as Hispanic/Latino

- Report race for non-Hispanic/Latino individuals only

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
Men								
Nonresident alien								0
Hispanic/Latino	1		1					2
American Indian or Alaska Native								0
Asian								0
Black or African American								0
Native Hawaiian or Other Pacific Islander								0
White		8	11	12	5	1		37
Two or more races								0
Race and ethnicity unknown					1			1
Total men	1	8	12	12	6	1	0	40
Women								
Nonresident alien								0
Hispanic/Latino			1					1
American Indian or Alaska Native								0
Asian			1					1
Black or African American		1		1				2
Native Hawaiian or Other Pacific Islander								0
White	2	15	12	9	2	1		41
Two or more races		1						1
Race and ethnicity unknown								0
Total women	2	17	14	10	2	1	0	46
Total (men+women)	3	25	26	22	8	2	0	86
Total from EAP								86

Institution: Hope College (170301)

User ID: P1703011

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, 2010

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

Gender and race/ethnicity	Below \$20,000	20,000- 29,999	30,000- 39,999	40,000- 49,999	50,000 and above	Total
Men						
Nonresident alien	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Hispanic/Latino	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Asian	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Black or African American	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
White	<input type="text"/>	<input type="text"/>	<input type="text"/>	2	1	3
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total men	0	0	0	2	1	3
Women						
Nonresident alien	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Hispanic/Latino	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Asian	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Black or African American	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
White	<input type="text"/>	<input type="text"/>	1	1	1	3
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total women	0	0	1	1	1	3
Total (men+women)	0	0	1	3	2	6
Total from EAP						6

Institution: Hope College (170301)

User ID: P1703011

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, 2010

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

Gender and race/ethnicity	Below \$20,000	20,000- 29,999	30,000- 39,999	40,000- 49,999	50,000 and above	Total
Men						
Nonresident alien	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Hispanic/Latino	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Asian	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Black or African American	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
White	<input type="text"/>	1	1	<input type="text"/>	<input type="text"/>	2
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total men	0	1	1	0	0	2
Women						
Nonresident alien	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Hispanic/Latino	<input type="text"/>	1	4	<input type="text"/>	<input type="text"/>	5
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Asian	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Black or African American	<input type="text"/>	<input type="text"/>	2	<input type="text"/>	<input type="text"/>	2
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
White	<input type="text"/>	18	49	9	4	80
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total women	0	19	55	9	4	87
Total (men+women)	0	20	56	9	4	89
Total from EAP						89

Institution: Hope College (170301)

User ID: P1703011

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, 2010

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

Gender and race/ethnicity	Below \$20,000	20,000- 29,999	30,000- 39,999	40,000- 49,999	50,000 and above	Total
Men						
Nonresident alien	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Hispanic/Latino	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Asian	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Black or African American	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
White	<input type="text"/>	<input type="text"/>	<input type="text"/>	4	5	9
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total men	0	0	0	4	5	9
Women						
Nonresident alien	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Hispanic/Latino	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Asian	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Black or African American	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
White	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total women	0	0	0	0	0	0
Total (men+women)	0	0	0	4	5	9
Total from EAP						9

Institution: Hope College (170301)

User ID: P1703011

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, 2010

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

Gender and race/ethnicity	Below \$20,000	20,000- 29,999	30,000- 39,999	40,000- 49,999	50,000 and above	Total
Men						
Nonresident alien						0
Hispanic/Latino			3			3
American Indian or Alaska Native						0
Asian				1		1
Black or African American						0
Native Hawaiian or Other Pacific Islander						0
White		3	8	16	1	28
Two or more races						0
Race and ethnicity unknown						0
Total men	0	3	11	17	1	32
Women						
Nonresident alien						0
Hispanic/Latino		1				1
American Indian or Alaska Native						0
Asian			3			3
Black or African American						0
Native Hawaiian or Other Pacific Islander						0
White		4	9	9		22
Two or more races						0
Race and ethnicity unknown						0
Total women	0	5	12	9	0	26
Total (men+women)	0	8	23	26	1	58
Total from EAP						58

Institution: Hope College (170301)

User ID: P1703011

**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
(excluding instruction/research/public service staff)**

As of November 1, 2010							
Gender and race/ethnicity	Executive/ administrative/ managerial	Other professionals (support/service)	Technical and paraprofessionals	Clerical and secretarial	Skilled crafts	Service/ Maintenance	Total
Men							
Nonresident alien	0	0	0	0	0	0	0
Hispanic/Latino	2	2	0	0	0	3	7
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	1	0	0	0	0	1	2
Black or African American	0	0	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	39	37	3	2	9	28	118
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	1	0	0	0	0	1
Total men	42	40	3	2	9	32	128
Women							
Nonresident alien	0	0	0	0	0	0	0
Hispanic/Latino	2	1	0	5	0	1	9
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	1	0	0	0	3	4
Black or African American	1	2	0	2	0	0	5
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	39	41	3	80	0	22	185
Two or more races	2	1	0	0	0	0	3
Race and ethnicity unknown	0	0	0	0	0	0	0
Total women	44	46	3	87	0	26	206
Total (men+women)	86	86	6	89	9	58	334
al from EAP	86	86	6	89	9	58	334

Institution: Hope College (170301)

User ID: P1703011

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, 2010

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

Gender and race/ethnicity	Staff whose primary responsibility is instruction, research, and/or public service	Executive/ administrative/ managerial	Other professionals (support/service)
Men			
Nonresident alien	1		1
Hispanic/Latino			
American Indian or Alaska Native			1
Asian	1		
Black or African American	1		
Native Hawaiian or Other Pacific Islander			
White	32	1	24
Two or more races			
Race and ethnicity unknown	1		
Total men	36	1	26
women			
Nonresident alien	1		
Hispanic/Latino	3		1
American Indian or Alaska Native			
Asian	3		
Black or African American			
Native Hawaiian or Other Pacific Islander			
White	59	1	19
Two or more races			
Race and ethnicity unknown			
Total women	66	1	20
Total (men+women)	102	2	46
Total from EAP	102	2	46

Institution: Hope College (170301)

User ID: P1703011

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

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

As of November 1, 2010

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

Gender and race/ethnicity	Technical and paraprofessionals	Clerical and secretarial	Skilled crafts	Service/ Maintenance
Men				
Nonresident alien	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Hispanic/Latino	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Asian	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Black or African American	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
White	<input type="text"/>	4	0	11
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Total men	0	4	0	12
Women				
Nonresident alien	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Hispanic/Latino	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Asian	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Black or African American	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
White	<input type="text"/>	27	<input type="text"/>	12
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Total women	0	27	0	12
Total (men+women)	0	31	0	24
Total from EAP	0	31	0	24

Institution: Hope College (170301)

User ID: P1703011

Part J - Fall Staff - Graduate assistants and part-time grand total

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

As of November 1, 2010

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

Gender and race/ethnicity	Total (includes Part-time Professionals and Part-time Non- professionals)	Graduate assistants	Part-time grand total (includes graduate assistants)
Men			
Nonresident alien	2	<input type="text" value="0"/>	2
Hispanic/Latino	1	<input type="text" value="0"/>	1
American Indian or Alaska Native	1	<input type="text" value="0"/>	1
Asian	1	<input type="text" value="0"/>	1
Black or African American	1	<input type="text" value="0"/>	1
Native Hawaiian or Other Pacific Islander	0	<input type="text" value="0"/>	0
White	72	<input type="text" value="0"/>	72
Two or more races	0	<input type="text" value="0"/>	0
Race and ethnicity unknown	1	<input type="text" value="0"/>	1
Total men	79	0	79
Women			
Nonresident alien	1	<input type="text" value="0"/>	1
Hispanic/Latino	4	<input type="text" value="0"/>	4
American Indian or Alaska Native	0	<input type="text" value="0"/>	0
Asian	3	<input type="text" value="0"/>	3
Black or African American	0	<input type="text" value="0"/>	0
Native Hawaiian or Other Pacific Islander	0	<input type="text" value="0"/>	0
White	118	<input type="text" value="0"/>	118
Two or more races	0	<input type="text" value="0"/>	0
Race and ethnicity unknown	0	<input type="text" value="0"/>	0
Total women	126	0	126
Total (men+women)	205	0	205
Total from EAP	205	0	205

Institution: Hope College (170301)

User ID: P1703011

Part K - Fall Staff - Total number of staff

Total number of staff by employment status, gender, and race/ethnicity

Gender and race/ethnicity	As of November 1, 2010					
	Full-time men	Full-time women	Part-time men	Part-time women	Total men	Total women
Nonresident alien	5	2	2	1	7	3
Hispanic/Latino	11	11	1	4	12	15
American Indian or Alaska Native	0	1	1	0	1	1
Asian	11	8	1	3	12	11
Black or African American	4	10	1	0	5	10
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	234	279	72	118	306	397
Two or more races	0	3	0	0	0	3
Race and ethnicity unknown	2	0	1	0	3	0
Grand total	267	314	79	126	346	440

Institution: Hope College (170301)

User ID: P1703011

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, 2010 and still on payroll of the institution as of November 1, 2010)

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

Gender and race/ethnicity	Faculty status			Without faculty status	Total
	Tenured	On tenure track	Not on tenure track/ no tenure system		
Men					
Nonresident alien	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Hispanic/Latino	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Asian	<input type="text"/>	3	1	<input type="text"/>	4
Black or African American	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
White	<input type="text"/>	1	1	<input type="text"/>	2
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total men	0	4	2	0	6
Women					
Nonresident alien	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Hispanic/Latino	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Asian	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Black or African American	<input type="text"/>	<input type="text"/>	1	<input type="text"/>	1
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
White	<input type="text"/>	2	1	<input type="text"/>	3
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total women	0	2	2	0	4
Total (men+women)	0	6	4	0	10

Institution: Hope College (170301)

User ID: P1703011

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, 2010 and
still on payroll of the institution as of November 1, 2010)

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

Gender and race/ethnicity	Executive/ administrative/ managerial	Other professionals (support/service)	Technical and paraprofessionals	Clerical and secretarial	Skilled crafts	Service/ Maintenance	Total
Men							
Nonresident alien	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Hispanic/Latino	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Asian	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Black or African American	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
White	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total men	0	0	0	0	0	0	0
Women							
Nonresident alien	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Hispanic/Latino	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Asian	<input type="text"/>	1	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
Black or African American	<input type="text"/>	1	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
White	1	2	<input type="text"/>	1	<input type="text"/>	<input type="text"/>	4
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total women	1	4	0	1	0	0	6
Total (men+women)	1	4	0	1	0	0	6

Institution: Hope College (170301)

User ID: P1703011

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, 2010 and
still on payroll of the institution as of November 1, 2010)

	Total men	Total women	Total (men+women)
Nonresident alien	0	0	0
Hispanic/Latino	0	0	0
American Indian or Alaska Native	0	0	0
Asian	4	1	5
Black or African American	0	2	2
Native Hawaiian or Other Pacific Islander	0	0	0
White	2	7	9
Two or more races	0	0	0
Race and ethnicity unknown	0	0	0
Grand total	6	10	16

User ID: P1703011

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

Institution: Hope College (170301)

User ID: P1703011

Summary**Human Resources Component Summary****(Applicable to Degree-granting institutions and Related Administrative Offices)**

IPEDS collects important information regarding your institution. All data reported in IPEDS survey components become available in the IPEDS Data Center and appear as aggregated data in various Department of Education reports. Additionally, some of the reported data appears specifically for your institution through the College Navigator website and is included in your institution's Data Feedback Report (DFR). The purpose of this summary is to provide you an opportunity to view some of the data that, when accepted through the IPEDS quality control process, will appear on the College Navigator website and/or your DFR. College Navigator is updated approximately three months after the data collection period closes and Data Feedback Reports will be available through the ExPT and sent to your institution's CEO in November 2011.

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

Number of staff by employment status and primary function/occupational activity: Fall 2010

Primary function/occupational activity	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
total number of staff	581	205	649
Professional staff	419	150	469
Staff whose primary responsibility is instruction, research, and/or public service	247	102	281
Primary instruction	240	102	274
Instruction/research/public service	0	0	0
Primarily research	7	0	7
Primarily public service	0	0	0
Executive/administrative/managerial	86	2	87
Other professionals (support/service)	86	46	101
Non-professional staff	162	55	180
Technical and paraprofessional	6	0	6
Clerical/secretarial	89	31	99
Skilled crafts	9	0	9
Service/Maintenance	58	24	66

NOTE: Full-time-equivalent (FTE) staff is calculated by summing the total number of full-time staff from the Employees by Assigned Position (EAP) section of the IPEDS HR component and adding one-third of the total number of part-time staff from the EAP section. Graduate assistants are not included in the above figures. Many of the FTE figures are included in the DFR.

Salaries of full-time instructional staff by contract length and academic rank: Academic year 2010-11

Academic rank	Reported values		Equated 9-month
	Full-time instructional staff on	Full-time instructional staff on	

	9/10-month contracts		11/12-month contracts		Number of staff	Average salaries
	Number of staff	Salary outlays	Number of staff	Salary outlays		
All Ranks	240	\$15,595,170			240	\$64,980
Professor	91	\$6,979,806			91	\$76,701
Associate professor	70	\$4,416,564			70	\$63,094
Assistant professor	75	\$4,033,492			75	\$53,780
Instructor	4	\$165,311			4	\$41,328
Lecturer						
No academic rank						

NOTE: The above data are based on the Salaries section of the IPEDS HR component. The number of equated 9-month full-time instructional staff is the sum of staff on 9/10-month and 11/12-month contracts. The equated 9-month average salaries of full-time instructional staff (by rank) are calculated by multiplying the salary outlays (by rank) for staff on 11/12-month contracts by 0.8182 then adding the salary outlays (by rank) for staff on 9/10-month contracts. The resulting sum is then divided by the number of equated 9-month full-time instructional staff (by rank) to determine an average salary for each rank. Salaries of full-time instructional staff on less-than-9-month contracts are not collected. Also, salaries of medical school staff are not collected. The equated 9-month average salaries are included in the DFR.

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Explanation Report

There are no explanations for selected survey and institution

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