

## Human Resources 2012-13

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 faculty and staff.

**Recent changes**

- New occupational categories replaced the primary function/occupational activity categories previously used in the IPEDS HR survey. The change was required to align the IPEDS HR categories with the 2010 Standard Occupational Classification (SOC) System. For additional information on the IPEDS HR survey and how it relates to the 2010 SOC system, refer to the section of the IPEDS HR instructions called, "Reporting Staff by Occupational Category."
- A few other changes were made to the IPEDS HR survey that is applicable to degree-granting institutions. These changes can be found in the section of the IPEDS HR instructions called, "Changes in Reporting."
- Survey became part of the IPEDS Spring data collection.

**Resources:**

- The NEW IPEDS HR/SOC Information Center can be found at the following website: <http://nces.ed.gov/ipeds/resource/soc.asp>. (The new center includes, but is not limited to the following links: New (2012-13) IPEDS Occupational Categories and 2010 SOC crosswalk; 2012-13 IPEDS HR survey material; Standard Occupational Classification (SOC) System material; IPEDS HR/SOC Browse Tool; and Web Tutorials.)
- To download the survey materials for this component: [Survey Materials](#)

**Data reporting reminders:**

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

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.

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

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

Institution: Hope College (170301)

User ID: P1703011

**Human Resources Screening 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

**Does your institution have 15 or more full-time staff?**

Yes



No

**Do ALL of the instructional staff at your institution fall into any of the following categories?***If you answer Yes to any of the questions below, the full-time instructional staff screens of Part G are NOT applicable to your institution and you will NOT be required to report data for the full-time instructional staff screens of Part G. However, Part G will still be required for reporting data for full-time non-instructional staff.*

No



Yes

Are ALL of the instructional staff military personnel?



No



Yes

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



No



Yes

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

**The reporting of data by gender AND race/ethnicity is optional this year as it is in even-numbered years.****Do you wish to report data by gender AND race/ethnicity this year?***If you answer No, screens to report data by employment status (full-time and part-time) and occupational category will be displayed.**If you answer Yes, screens to report data by employment status (full-time and part-time), occupational category, and gender AND race/ethnicity will be displayed and you must complete all applicable screens.*

No, I will not report data by gender and race/ethnicity this year



Yes, I will report data by gender and race/ethnicity this year

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

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Institution: Hope College (170301)

User ID: P1703011

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

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

<input type="radio"/>	Yes	<input type="radio"/>	No
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**Did your institution hire any full-time permanent staff who were included on the payroll of the institution between July 1 and October 31, 2012 either for the *first time* (new to the institution) or *after a break in service* AND who were still on the payroll of the institution as of November 1, 2012? (Exclude persons who have returned from sabbatical leave OR full-time Postsecondary Staff who are working less-than-9-month contracts.)**

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

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

User ID: P1703011

**Part A - Full-time instructional staff**

**Number of full-time instructional staff with faculty status who are tenured  
by academic rank, gender, and race/ethnicity**

**As of November 1, 2012**

- 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
<b>Men</b>							
<u>Nonresident alien</u>							0
<u>Hispanic/Latino</u>	1	2					3
<u>American Indian or Alaska Native</u>							0
<u>Asian</u>		1					1
<u>Black or African American</u>		4					4
<u>Native Hawaiian or Other Pacific Islander</u>							0
<u>White</u>	60	25					85
Two or more races							0
<u>Race and ethnicity unknown</u>							0
<b>Total men</b>	<b>61</b>	<b>32</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>93</b>
<b>Women</b>							
<u>Nonresident alien</u>							0
<u>Hispanic/Latino</u>	2	1					3
<u>American Indian or Alaska Native</u>							0
<u>Asian</u>	2	1					3
<u>Black or African American</u>		1					1
<u>Native Hawaiian or Other Pacific Islander</u>							0
<u>White</u>	19	17					36
Two or more races							0
<u>Race and ethnicity unknown</u>							0
<b>Total women</b>	<b>23</b>	<b>20</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>43</b>
<b>Total (men+women)</b>	<b>84</b>	<b>52</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>136</b>

Institution: Hope College (170301)

User ID: P1703011

**Part A - Full-time instructional staff**

**Number of full-time instructional staff with faculty status who are on tenure track  
by academic rank, gender, and race/ethnicity**

**As of November 1, 2012**

- 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
<b>Men</b>							
<u>Nonresident alien</u>			1				1
<u>Hispanic/Latino</u>			1				1
<u>American Indian or Alaska Native</u>							0
<u>Asian</u>		1	3				4
<u>Black or African American</u>							0
<u>Native Hawaiian or Other Pacific Islander</u>							0
<u>White</u>			15				15
Two or more races			1				1
<u>Race and ethnicity unknown</u>							0
<b>Total men</b>	0	1	21	0	0	0	22
<b>Women</b>							
<u>Nonresident alien</u>							0
<u>Hispanic/Latino</u>			1				1
<u>American Indian or Alaska Native</u>							0
<u>Asian</u>							0
<u>Black or African American</u>			2				2
<u>Native Hawaiian or Other Pacific Islander</u>							0
<u>White</u>		1	18				19
Two or more races							0
<u>Race and ethnicity unknown</u>							0
<b>Total women</b>	0	1	21	0	0	0	22
<b>Total (men+women)</b>	0	2	42	0	0	0	44

Institution: Hope College (170301)

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**Part A - Full-time instructional staff**

Number of full-time instructional staff with faculty status who are not on tenure track  
with multi-year contract  
by academic rank, gender, and race/ethnicity

As of November 1, 2012

- 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
<b>Men</b>							
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian</u>	<input type="text"/>	1	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text"/>	2	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	2
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total men</b>	0	3	0	0	0	0	3
<b>Women</b>							
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text"/>	2	1	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
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total women</b>	0	2	1	1	0	0	4
<b>Total (men+women)</b>	0	5	1	1	0	0	7



Institution: Hope College (170301)

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**Part A - Full-time instructional staff**

Number of full-time instructional staff with faculty status who are not on tenure track  
with annual contract  
by academic rank, gender, and race/ethnicity

As of November 1, 2012

- 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
<b>Men</b>							
<u>Nonresident alien</u>							0
<u>Hispanic/Latino</u>							0
<u>American Indian or Alaska Native</u>							0
<u>Asian</u>			1				1
<u>Black or African American</u>							0
<u>Native Hawaiian or Other Pacific Islander</u>							0
<u>White</u>	1	3	8				12
Two or more races							0
<u>Race and ethnicity unknown</u>							0
<b>Total men</b>	1	3	9	0	0	0	13
<b>Women</b>							
<u>Nonresident alien</u>							0
<u>Hispanic/Latino</u>							0
<u>American Indian or Alaska Native</u>							0
<u>Asian</u>							0
<u>Black or African American</u>			1	1			2
<u>Native Hawaiian or Other Pacific Islander</u>							0
<u>White</u>	1	6	25	3			35
Two or more races							0
<u>Race and ethnicity unknown</u>							0
<b>Total women</b>	1	6	26	4	0	0	37
<b>Total (men+women)</b>	2	9	35	4	0	0	50

Institution: Hope College (170301)

User ID: P1703011

**Part A - Full-time instructional staff**

Number of full-time instructional staff with faculty status who are not on tenure track  
with less than annual contract  
by academic rank, gender, and race/ethnicity

As of November 1, 2012

- 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
<b>Men</b>							
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text"/>	<input type="text"/>	<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
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total men</b>	0	0	0	0	0	0	0
<b>Women</b>							
<u>Nonresident alien</u>	<input type="text"/>	0	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text"/>	<input type="text"/>	<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
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total women</b>	0	0	0	0	0	0	0
<b>Total (men+women)</b>	0	0	0	0	0	0	0



Institution: Hope College (170301)

User ID: P1703011

**Part A - Full-time instructional staff**

**Number of full-time instructional staff without faculty status  
by gender and race/ethnicity**

**As of November 1, 2012**

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

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

Institution: Hope College (170301)

User ID: P1703011

**Part A - Full-time instructional staff**

**Number of full-time instructional staff  
by tenure status, and function**

	<u>Tenured</u>	<u>On Tenure Track</u>	<u>Not on Tenure Track</u>			<u>Without Faculty status</u>	<u>Total</u>
			<u>Multi-year contract</u>	<u>Annual contract</u>	<u>Less-than- annual contract</u>		
Total carried forward from previous screens	136	44	7	50	0	0	237
<u>Instruction</u>	136	44	7	50	0	0	237
Exclusively credit	136	44	7	50			237
Exclusively not-for-credit							0
Combined credit/not-for- credit							0
<u>Instruction/research/public service</u>							0

Institution: Hope College (170301)

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**Part A - Full-time instructional staff - Totals**

Total number of full-time instructional staff  
by gender and race/ethnicity

As of November 1, 2012

Race/ethnicity	Total men	Total women	Total (men+women)
<u>Nonresident alien</u>	1	0	1
<u>Hispanic/Latino</u>	4	4	8
<u>American Indian or Alaska Native</u>	0	0	0
<u>Asian</u>	7	3	10
<u>Black or African American</u>	4	5	9
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0
<u>White</u>	114	94	208
Two or more races	1	0	1
<u>Race and ethnicity unknown</u>	0	0	0
<b>Total</b>	<b>131</b>	<b>106</b>	<b>237</b>



Institution: Hope College (170301)

User ID: P1703011

**Part B - Full-time non-instructional staff**

**Number of full-time non-instructional staff  
by occupational category, gender, and race/ethnicity**

**As of November 1, 2012**

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

Gender and race/ethnicity	Postsecondary Teachers		
	Instructional Staff (carried forward from Part A)	Research	Public Service
<b>Men</b>			
<u>Nonresident alien</u>	1	1	
<u>Hispanic/Latino</u>	4		
<u>American Indian or Alaska Native</u>	0		
<u>Asian</u>	7		
<u>Black or African American</u>	4		
<u>Native Hawaiian or Other Pacific Islander</u>	0		
<u>White</u>	114	1	
<u>Two or more races</u>	1		
<u>Race and ethnicity unknown</u>	0		
<b>Total men</b>	131	2	0
<b>Women</b>			
<u>Nonresident alien</u>	0		
<u>Hispanic/Latino</u>	4		
<u>American Indian or Alaska Native</u>	0		
<u>Asian</u>	3	1	
<u>Black or African American</u>	5		
<u>Native Hawaiian or Other Pacific Islander</u>	0		
<u>White</u>	94		
<u>Two or more races</u>	0		
<u>Race and ethnicity unknown</u>	0		
<b>Total women</b>	106	1	0
<b>Total (men+women)</b>	237	3	0

Institution: Hope College (170301)

User ID: P1703011

**Part B - Full-time non-instructional staff**

**Number of full-time non-instructional staff  
by occupational category, gender, and race/ethnicity**

**As of November 1, 2012**

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

Gender and race/ethnicity	<u>Archivists, Curators, and Museum Technicians</u>	<u>Librarians</u>	<u>Library Technicians</u>	<u>Other Teachers and Instructional Support Staff</u>
<b>Men</b>				
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>White</u>	1	4	2	<input type="text"/>
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<b>Total men</b>	1	4	2	0
<b>Women</b>				
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>White</u>	<input type="text"/>	4	6	<input type="text"/>
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<b>Total women</b>	0	4	6	0
<b>Total (men+women)</b>	1	8	8	0

Institution: Hope College (170301)

User ID: P1703011

**Part B - Full-time non-instructional staff**

**Number of full-time non-instructional staff  
by occupational category, gender, and race/ethnicity**

**As of November 1, 2012**

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

Gender and race/ethnicity	<u>Management Occupations</u>	<u>Business and Financial Operations Occupations</u>	<u>Computer, Engineering, and Science Occupations</u>	<u>Community Service, Legal, Arts, and Media Occupations</u>	<u>Healthcare Practitioners and Technical Occupations</u>
<b>Men</b>					
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Hispanic/Latino</u>	<input type="text" value="2"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text" value="1"/>	<input type="text"/>
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Asian</u>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>
<u>Black or African American</u>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>White</u>	<input type="text" value="35"/>	<input type="text" value="8"/>	<input type="text" value="12"/>	<input type="text" value="20"/>	<input type="text"/>
<u>Two or more races</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<b>Total men</b>	<b>39</b>	<b>8</b>	<b>13</b>	<b>23</b>	<b>0</b>
<b>Women</b>					
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Hispanic/Latino</u>	<input type="text" value="2"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text" value="1"/>	<input type="text"/>
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Black or African American</u>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>White</u>	<input type="text" value="36"/>	<input type="text" value="13"/>	<input type="text" value="12"/>	<input type="text" value="20"/>	<input type="text"/>
<u>Two or more races</u>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<b>Total women</b>	<b>40</b>	<b>13</b>	<b>13</b>	<b>22</b>	<b>0</b>
<b>Total (men+women)</b>	<b>79</b>	<b>21</b>	<b>26</b>	<b>45</b>	<b>0</b>



Institution: Hope College (170301)

User ID: P1703011

**Part B - Full-time non-instructional staff**

**Number of full-time non-instructional staff  
by occupational category, gender, and race/ethnicity**

**As of November 1, 2012**

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

Gender and race/ethnicity	<u>Service Occupations</u>	<u>Sales and Related Occupations</u>	<u>Office and Administrative Support Occupations</u>	<u>Natural Resources, Construction, and Maintenance Occupations</u>	<u>Production, Transportation, and Material Moving Occupations</u>	Grand Total (All full-time staff)
<b>Men</b>						
<u>Nonresident alien</u>						2
<u>Hispanic/Latino</u>	3					11
<u>American Indian or Alaska Native</u>						0
<u>Asian</u>	1					10
<u>Black or African American</u>						6
<u>Native Hawaiian or Other Pacific Islander</u>						0
<u>White</u>	21		2	15	2	237
<u>Two or more races</u>						1
<u>Race and ethnicity unknown</u>						0
<b>Total men</b>	<b>25</b>	<b>0</b>	<b>2</b>	<b>15</b>	<b>2</b>	<b>267</b>
<b>Women</b>						
<u>Nonresident alien</u>						0
<u>Hispanic/Latino</u>	1		5			14
<u>American Indian or Alaska Native</u>						0
<u>Asian</u>	3					7
<u>Black or African American</u>	1		2			10
<u>Native Hawaiian or Other Pacific Islander</u>						0
<u>White</u>	24	1	76			286
<u>Two or more races</u>						1
<u>Race and ethnicity unknown</u>						0
<b>Total women</b>	<b>29</b>	<b>1</b>	<b>83</b>	<b>0</b>	<b>0</b>	<b>318</b>

Total (men+women)	54	1	85	15	2	585
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Institution: Hope College (170301)

User ID: P1703011

**Part B - Full-time non-instructional staff**

**Number of full-time non-instructional staff  
by tenure status and occupational category**

**As of November 1, 2012**

Occupational category	<u>Tenured</u>	<u>On Tenure Track</u>	<u>Not on Tenure Track</u>			<u>Without Faculty status</u>	Total
			<u>Multi-year contract</u>	<u>Annual contract</u>	<u>Less-than-annual contract</u>		
<u>Postsecondary Teachers - Research</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="3"/>	<input type="text"/>	<input type="text"/>	3
<u>Postsecondary Teachers - Public Service</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Archivists, Curators, and Museum Technicians</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	1
<u>Librarians</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="8"/>	<input type="text"/>	<input type="text"/>	8
<u>Library Technicians</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="8"/>	8
<u>Other Teachers and Instructional Support Staff</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Management Occupations</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="14"/>	<input type="text"/>	<input type="text" value="65"/>	79
<u>Business and Financial Operations Occupations</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="21"/>	21
<u>Computer, Engineering, and Science Occupations</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="26"/>	26
<u>Community Service, Legal, Arts, and Media Occupations</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="2"/>	<input type="text"/>	<input type="text" value="43"/>	45
<u>Healthcare Practitioners and Technical Occupations</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0



Institution: Hope College (170301)

User ID: P1703011

**Part B - Full-time non-instructional staff Total****Summary of full-time, non-instructional staff  
by occupational category****As of November 1, 2012**

Occupational category	Total
Postsecondary Teachers - Research	3
Postsecondary Teachers - Public Service	0
Library and Instructional Support Occupations	17
Librarians, Curators, and Archivists	17
Archivists, Curators, and Museum Technicians	1
Librarians	8
Library Technicians	8
Other Teachers and Instructional Support Staff	0
Management Occupations	79
Business and Financial Operations Occupations	21
Computer, Engineering, and Science Occupations	26
Community Service, Legal, Arts, and Media Occupations	45
Healthcare Practitioners and Technical Occupations	0
Service Occupations	54
Sales and Related Occupations	1
Office and Administrative Support Occupations	85
Natural Resources, Construction, and Maintenance Occupations	15
Production, Transportation, and Material Moving Occupations	2

Institution: Hope College (170301)

User ID: P1703011

**Part C - Full-time summary non-medical**

**Summary of full-time, non-medical school, staff  
by tenure status and occupational category**

**As of November 1, 2012**

Occupational category	Tenured	On Tenure Track	Not on Tenure Track			Without Faculty status	Total
			Multi-year contract	Annual contract	Less-than- annual contract		
Postsecondary Teachers	136	44	7	53	0	0	240
Instruction	136	44	7	50	0	0	237
Exclusively credit	136	44	7	50			237
Exclusively not-for-credit							0
Combined credit/not-for-credit							0
Instruction/research/public service							0
Research				3			3
Public Service							0
Archivists, Curators, and Museum Technicians				1			1
Librarians				8			8
Library Technicians						8	8
Other Teachers and Instructional Support Staff							0
Management Occupations				14		65	79
Business and Financial Operations Occupations						21	21
Computer, Engineering, and Science Occupations						26	26
Community Service, Legal, Arts, and Media Occupations				2		43	45
Healthcare Practitioners and Technical Occupations							0
Service Occupations							54
Sales and Related Occupations							1
Office and Administrative Support Occupations							85
Natural Resources, Construction, and Maintenance Occupations							15
Production, Transportation, and Material Moving Occupations							2
Total							585

Institution: Hope College (170301)

User ID: P1703011

**Part G - Salary Worksheet**

Number of full-time, non-medical, instructional staff for calculation of total number of months

As of November 1, 2012

Gender and academic rank	9-Month Contract	10-Month Contract	11-Month Contract	12-Month Contract	Total employees for Salary reporting	Total Number of Months	Total full-time, non-medical, instructional staff from Part A	Balance (All other full-time instructional staff)
<b>Men</b>								
Professors	62				62	558	62	0
Associate professors	39				39	351	39	0
Assistant professors	30				30	270	30	0
Instructors					0	0	0	0
Lecturers					0	0	0	0
No academic rank					0	0	0	0
<b>Total men</b>	<b>131</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>131</b>	<b>1,179</b>	<b>131</b>	<b>0</b>
<b>Women</b>								
Professors	24				24	216	24	0
Associate professors	29				29	261	29	0
Assistant professors	48				48	432	48	0
Instructors	5				5	45	5	0
Lecturers					0	0	0	0
No academic rank					0	0	0	0
<b>Total women</b>	<b>106</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>106</b>	<b>954</b>	<b>106</b>	<b>0</b>
<b>Total (men + women)</b>	<b>237</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>237</b>	<b>2,133</b>	<b>237</b>	<b>0</b>




Institution: Hope College (170301)

User ID: P1703011

**Part G - Salary outlays for full-time instructional staff**

**Salary outlays for full-time, non-medical, instructional staff  
by gender and academic rank**

**As of November 1, 2012**

Gender and academic rank	Headcount (from Part G, screen 1) OR Total employees for Salary reporting	Total Number of Months (from Part G, screen 1)	 Salary Outlays	Weighted average Salaries per month
<b>Men</b>				
Professors	62	558	5,151,042	9,231
Associate professors	39	351	2,493,271	7,103
Assistant professors	30	270	1,703,050	6,308
Instructors	0	0		
Lecturers	0	0		
No academic rank	0	0		
<b>Total men</b>	<b>131</b>	<b>1,179</b>	<b>9,347,363</b>	<b>7,928</b>
<b>Women</b>				
Professors	24	216	1,902,210	8,807
Associate professors	29	261	1,830,915	7,015
Assistant professors	48	432	2,618,518	6,061
Instructors	5	45	213,985	4,755
Lecturers	0	0		
No academic rank	0	0		
<b>Total women</b>	<b>106</b>	<b>954</b>	<b>6,565,628</b>	<b>6,882</b>
<b>Total (men + women)</b>	<b>237</b>	<b>2,133</b>	<b>15,912,991</b>	<b>7,460</b>




Institution: Hope College (170301)

User ID: P1703011

**Part G - Salary outlays for full-time non-instructional staff**

**Salary outlays for full-time, non-medical, non-instructional staff  
by occupational category**

**As of November 1, 2012**

Occupational category	 Number of full-time staff	 Total salary outlays
Postsecondary Teachers - Research	3	120,428
Postsecondary Teachers - Public Service	0	
 Library and Instructional Support Occupations	17	831,097
Management Occupations	79	6,101,141
Business and Financial Operations Occupations	21	1,104,629
Computer, Engineering, and Science Occupations	26	1,336,950
Community Service, Legal, Arts, and Media Occupations	45	2,057,016
Healthcare Practitioners and Technical Occupations	0	
Service Occupations	54	2,114,399
Sales and Related Occupations	1	30,514
Office and Administrative Support Occupations	85	3,011,858
Natural Resources, Construction, and Maintenance Occupations	15	730,247
Production, Transportation, and Material Moving Occupations	2	90,168

Institution: Hope College (170301)

User ID: P1703011

**Part D - Part-time staff**

**Number of part-time staff  
by occupational category, gender, and race/ethnicity**

**As of November 1, 2012**

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

Gender and race/ethnicity	<u>Postsecondary Teachers</u>		
	<u>Instructional Staff</u>	<u>Research</u>	<u>Public Service</u>
<b>Men</b>			
<u>Nonresident alien</u>	1		
<u>Hispanic/Latino</u>			
<u>American Indian or Alaska Native</u>			
<u>Asian</u>			
<u>Black or African American</u>			
<u>Native Hawaiian or Other Pacific Islander</u>			
<u>White</u>	40		
Two or more races			
<u>Race and ethnicity unknown</u>	1		
<b>Total men</b>	42	0	0
<b>Women</b>			
<u>Nonresident alien</u>			
<u>Hispanic/Latino</u>	3		
<u>American Indian or Alaska Native</u>			
<u>Asian</u>	2		
<u>Black or African American</u>			
<u>Native Hawaiian or Other Pacific Islander</u>	1		
<u>White</u>	63		
Two or more races	1		
<u>Race and ethnicity unknown</u>			
<b>Total women</b>	70	0	0
<b>Total (men+women)</b>	112	0	0

Institution: Hope College (170301)

User ID: P1703011

**Part D - Part-time staff**

**Number of part-time non-instructional staff  
by occupational category, gender, and race/ethnicity**

**As of November 1, 2012**

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

Gender and race/ethnicity	<u>Archivists, Curators, and Museum Technicians</u>	<u>Librarians</u>	<u>Library Technicians</u>	<u>Other Teachers and Instructional Support Staff</u>	 <u>Library and Instructional Support Occupations</u>
<b>Men</b>					
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text"/>	<input type="text"/>	1	<input type="text"/>	1
<u>Two or more races</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total men</b>	0	0	1	0	1
<b>Women</b>					
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Two or more races</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total women</b>	0	0	0	0	0
<b>Total (men+women)</b>	0	0	1	0	1



Institution: Hope College (170301)

User ID: P1703011

**Part D - Part-time staff**

**Number of part-time staff  
by occupational category, gender, and race/ethnicity**

**As of November 1, 2012**

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

Gender and race/ethnicity	<u>Management Occupations</u>	<u>Business and Financial Operations Occupations</u>	<u>Computer, Engineering, and Science Occupations</u>	<u>Community Service, Legal, Arts, and Media Occupations</u>	<u>Healthcare Practitioners and Technical Occupations</u>
<b>Men</b>					
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1	<input type="text"/>
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1	<input type="text"/>
<u>White</u>	2	<input type="text"/>	<input type="text"/>	22	<input type="text"/>
<u>Two or more races</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<b>Total men</b>	2	0	0	24	0
<b>Women</b>					
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>White</u>	4	<input type="text"/>	2	11	5
<u>Two or more races</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<b>Total women</b>	4	0	2	11	5
<b>Total (men+women)</b>	6	0	2	35	5

Institution: Hope College (170301)

User ID: P1703011

**Part D - Part-time staff**

**Number of part-time staff  
by occupational category, gender, and race/ethnicity**

**As of November 1, 2012**

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

Gender and race/ethnicity	<u>Service Occupations</u>	<u>Sales and Related Occupations</u>	<u>Office and Administrative Support Occupations</u>	<u>Natural Resources, Construction, and Maintenance Occupations</u>	<u>Production, Transportation, and Material Moving Occupations</u>	Grand Total (All part-time staff)
<b>Men</b>						
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>Hispanic/Latino</u>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>White</u>	<input type="text" value="3"/>	<input type="text"/>	<input type="text" value="5"/>	<input type="text" value="1"/>	<input type="text" value="12"/>	86
<u>Two or more races</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<b>Total men</b>	<b>4</b>	<b>0</b>	<b>5</b>	<b>1</b>	<b>12</b>	<b>91</b>
<b>Women</b>						
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic/Latino</u>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	4
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	2
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>White</u>	<input type="text" value="13"/>	<input type="text" value="1"/>	<input type="text" value="23"/>	<input type="text"/>	<input type="text" value="3"/>	125
<u>Two or more races</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total women</b>	<b>14</b>	<b>1</b>	<b>23</b>	<b>0</b>	<b>3</b>	<b>133</b>

Total (men+women)	18	1	28	1	15	224
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Institution: Hope College (170301)

User ID: P1703011

**Part E - Part-time staff**

**Number of part-time staff  
by tenure status and occupational category**

**As of November 1, 2012**

Occupational category	Tenured	On Tenure Track	Not on Tenure Track			Without Faculty status	Total
			Multi-year contract	Annual contract	Less-than-annual contract		
Postsecondary Teachers	0	0	0	0	112	0	112
Instruction	0	0	0	0	112	0	112
Exclusively credit					112		112
Exclusively not-for-credit							0
Combined credit/not-for-credit							0
Instruction/research/public service							0
Research							0
Public Service							0
Archivists, Curators, and Museum Technicians							0
Librarians							0
Library Technicians						1	1
Other Teachers and Instructional Support Staff							0
Management Occupations				1		5	6
Business and Financial Operations Occupations							0
Computer, Engineering, and Science Occupations						2	2
Community Service, Legal, Arts, and Media Occupations						35	35
Healthcare Practitioners and Technical Occupations						5	5



Institution: Hope College (170301)

User ID: P1703011

**Part F - Part-time summary non-medical**

**Summary of part-time staff  
by tenure status and occupational category**

**As of November 1, 2012**

Occupational category	Tenured	On Tenure Track	Not on Tenure Track			Without Faculty status	Total
			Multi-year contract	Annual contract	Less-than- annual contract		
Postsecondary Teachers	0	0	0	0	112	0	112
Instruction	0	0	0	0	112	0	112
Exclusively credit					112		112
Exclusively not-for-credit							0
Combined credit/not-for-credit							0
Instruction/research/public service							0
Research							0
Public Service							0
Archivists, Curators, and Museum Technicians							0
Librarians							0
Library Technicians						1	1
Other Teachers and Instructional Support Staff							0
Management Occupations				1		5	6
Business and Financial Operations Occupations							0
Computer, Engineering, and Science Occupations						2	2
Community Service, Legal, Arts, and Media Occupations						35	35
Healthcare Practitioners and Technical Occupations						5	5
Service Occupations							18
Sales and Related Occupations							1
Office and Administrative Support Occupations							28
Natural Resources, Construction, and Maintenance Occupations							1
Production, Transportation, and Material Moving Occupations							15
<b>Total</b>							<b>224</b>

Institution: Hope College (170301)

User ID: P1703011

**Part H - New Hires - Full-time instructional staff**

**Number of newly hired full-time permanent instructional staff  
by tenure status, gender, and race/ethnicity**

**(Hired full time between July 1 and October 31, 2012 and  
still on payroll of the institution as of November 1, 2012)**

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

Gender and race/ethnicity	Tenured	On Tenure Track	Not on Tenure Track			Without Faculty status	Total
			Multi-year contract	Annual contract	Less-than-annual contract		
<b>Men</b>							
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text"/>	5	<input type="text"/>	3	<input type="text"/>	<input type="text"/>	8
Two or more races	<input type="text"/>	1	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total men</b>	0	6	0	3	0	0	9
<b>Women</b>							
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text"/>	7	<input type="text"/>	8	<input type="text"/>	<input type="text"/>	15
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total women</b>	0	7	0	8	0	0	15
<b>Total (men+women)</b>	0	13	0	11	0	0	24

Institution: Hope College (170301)

User ID: P1703011

**Part H - New Hires - Full-time staff**

**Number of newly hired full-time staff  
by occupational category, gender, and race/ethnicity**

(Hired full time between July 1 and October 31, 2012 and  
still on payroll of the institution as of November 1, 2012)

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

Gender and race/ethnicity	Instructional Staff (carried forward from Part H, screen 1)	Postsecondary Teachers		Library and Instructional Support Occupations
		Research	Public Service	
<b>Men</b>				
Nonresident alien	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
Hispanic/Latino	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
American Indian or Alaska Native	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
Asian	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
Black or African American	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
Native Hawaiian or Other Pacific Islander	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
White	8	<input type="text"/>	<input type="text"/>	1
Two or more races	1	<input type="text"/>	<input type="text"/>	<input type="text"/>
Race and ethnicity unknown	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
<b>Total men</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>1</b>
<b>Women</b>				
Nonresident alien	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
Hispanic/Latino	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
American Indian or Alaska Native	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
Asian	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
Black or African American	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
Native Hawaiian or Other Pacific Islander	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
White	15	<input type="text"/>	<input type="text"/>	1
Two or more races	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
Race and ethnicity unknown	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
<b>Total women</b>	<b>15</b>	<b>0</b>	<b>0</b>	<b>1</b>
<b>Total (men+women)</b>	<b>24</b>	<b>0</b>	<b>0</b>	<b>2</b>



Institution: Hope College (170301)

User ID: P1703011

**Part H - New Hires - Full-time non-instructional staff**

Number of newly hired full-time non-instructional staff  
by occupational category, gender, and race/ethnicity

(Hired full time between July 1 and October 31, 2012 and  
still on payroll of the institution as of November 1, 2012)

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

Gender and race/ethnicity	Management Occupations	Business and Financial Operations Occupations	Computer, Engineering, and Science Occupations	Community Service, Legal, Arts, and Media Occupations	Healthcare Practitioners and Technical Occupations
<b>Men</b>					
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Black or African American</u>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>White</u>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="3"/>	<input type="text"/>
<u>Two or more races</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<b>Total men</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>
<b>Women</b>					
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>White</u>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="2"/>	<input type="text"/>
<u>Two or more races</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<b>Total women</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>
<b>Total (men+women)</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>0</b>



Institution: Hope College (170301)

User ID: P1703011

**Part H - New Hires - Full-time non-instructional staff and Total New Hires**

**Number of newly hired full-time non-instructional staff and Total new hires  
by occupational category, gender, and race/ethnicity**

**(Hired full time between July 1 and October 31, 2012 and  
still on payroll of the institution as of November 1, 2012)**

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

Gender and race/ethnicity	Service Occupations	Sales and Related Occupations	Office and Administrative Support Occupations	Natural Resources, Construction, and Maintenance Occupations	Production, Transportation, and Material Moving Occupations	Grand Total (All full-time new hires)
<b>Men</b>						
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	13
<u>Two or more races</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total men</b>	0	0	0	0	0	15
<b>Women</b>						
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	1	<input type="text"/>	<input type="text"/>	1
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Black or African American</u>	1	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text"/>	<input type="text"/>	2	<input type="text"/>	<input type="text"/>	21
<u>Two or more races</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0

Total women	1	0	3	0	0	23
Total (men+women)	1	0	3	0	0	38

Institution: Hope College (170301)

User ID: P1703011

**Human Resources Survey Evaluation****Were any staff members difficult to categorize? If so, please explain in the box below.**

It took some time but eventually were able to match  
to the new codes

Institution: Hope College (170301)

User ID: P1703011

**Prepared by**

This survey component was prepared by:

<input type="radio"/>	Keyholder	<input type="radio"/>	SFA Contact	<input checked="" type="radio"/>	HR Contact	<input type="radio"/>	Finance Contact	<input type="radio"/>	Other
Name:	Lori Mulder								
Email:	mulderl@hope.edu								

How long did it take to prepare this survey component?  hours  minutes

The name of the preparer is being collected so that we can follow up with the appropriate person in the event that there are questions concerning the data. The Keyholder will be copied on all email correspondence to other preparers.

The time it took to prepare this component is being collected so that we can continue to improve our estimate of the reporting burden associated with IPEDS. Please include in your estimate the time it took for you to review instructions, query and search data sources, complete and review the component, and submit the data through the Data Collection System.

Thank you for your assistance.



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 2013.

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](mailto:ipedshelp@rti.org).

Number of staff by employment status and occupational category: Fall 2012			
Occupational category	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
<b>Total number of staff</b>	585	224	660
Postsecondary Teachers	240	112	277
Instructional Staff	237	112	274
Instruction	237	112	274
Exclusively credit	237	112	274
Exclusively not-for-credit	0	0	0
Combined credit/not-for-credit	0	0	0
Instruction/research/public service	0	0	0
Research	3	0	3
Public Service	0	0	0
Library and Instructional Support Occupations	17	1	17
Librarians, Curators, and Archivists	17	1	17
Archivists, Curators, and Museum Technicians	1	0	1
Librarians	8	0	8
Library Technicians	8	1	8
Other Teachers and Instructional Support Staff	0	0	0
Management Occupations	79	6	81
Business and Financial Operations Occupations	21	0	21
Computer, Engineering, and Science Occupations	26	2	27
Community Service, Legal, Arts, and Media Occupations	45	35	57
Healthcare Practitioners and Technical Occupations	0	5	2
Service Occupations	54	18	60
Sales and Related Occupations	1	1	1
Office and Administrative Support Occupations	85	28	94
Natural Resources, Construction, and Maintenance Occupations	15	1	15
Production, Transportation, and Material Moving Occupations	2	15	7

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

**Salaries of full-time instructional staff by contract length and academic rank:  
Academic year 2012-13**

Academic rank	Full-time instructional staff				Total employees for Salary reporting	Total Number of Months	Salary Outlays	Weighted average Salaries per month
	9-month contracts	10-month contracts	11-month contracts	12-month contracts				
<b>All Ranks</b>	237				237	2,133	\$15,912,991	\$7,460
Professor	86				86	774	\$7,053,252	\$9,113
Associate professor	68				68	612	\$4,324,186	\$7,066
Assistant professor	78				78	702	\$4,321,568	\$6,156
Instructor	5				5	45	\$213,985	\$4,755
Lecturer								
No academic rank								

NOTE: The above data are based on the Salary outlays part of the IPEDS HR component. The Weighted average salaries per month of full-time instructional staff by academic rank are calculated by adding the salary outlays reported for Men plus Women by academic rank [reported on the Part G, Salary outlays screen] then dividing the sum by the "Total Number of Months" for Men plus Women by academic rank [calculated from data reported on the Part G, Salary Worksheet screen]. 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 weighted average salaries per month may be included in the DFR.

Institution: Hope College (170301)

User ID: P1703011

Edit Report

Human Resources

Hope College (170301)

**There are no errors for the selected survey and institution.**