



THE COUNCIL OF  
INDEPENDENT COLLEGES

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# Key Indicators Tool (KIT)

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**PART A**  
2016

***Hope College***

Prepared by **The Austen Group**,  
a Division of Ruffalo Noel Levitz

Sponsored by

**RUFFALO**  
NOEL LEVITZ

# CIC KEY INDICATORS TOOL 2016

## PART A: STUDENTS AND FACULTY NATIONAL AND MIDWEST REGION

### Hope College

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Note: The individual pages for each indicator are identified on the tabs as "R" for region; "F" for financial resources; "S" for enrollment size; and "C" for Carnegie classification.

## INTRODUCTION

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The Key Indicators Tool (KIT) was developed for the Council of Independent Colleges (CIC) by the Austen Group in 2004. This annual benchmarking report provides 20 indicators of institutional performance for small and mid-sized private not-for-profit colleges and universities. Part A covers student information (enrollment, recruitment, progression) and information related to the faculty. Part B covers a wide range of financial information, such as tuition revenue and financial aid, as well as resources and expenditures. The KIT benchmarking report is an important component of CIC's data initiatives, designed to enhance institutional effectiveness and decision making. This confidential resource is prepared for the exclusive use of CIC member presidents, who in turn may choose to share some or all of the report with key staff, board members, or other constituents. Originally developed with support from the William Randolph Hearst Foundations, CIC gratefully acknowledges Ruffalo Noel Levitz's financial support of CIC's benchmarking reports.

### Change in Recent Years

The 2016 KIT update retains the same basic look and structure as previous editions. However, there has been a notable change in recent years:

- **Faculty Salary Calculations.** The 2012-2013, 2013-2014, 2014-2015, and 2015-2016 calculation of faculty salaries in IPEDS differs from the method used in previous years, resulting in a comparable, although not identical, measure of indicators 8, 9, and 10. The new method may result in a slightly lower number on these indicators for many institutions. A dotted line has been inserted in charts for indicators affected by new calculations to demarcate years when the new formula is used. Additional details regarding this change are available in the appendix of Part A of this report.

### Data

The KIT uses data from the Integrated Postsecondary Education Data System (IPEDS), the major national source of publicly available information on postsecondary institutions provided by the U.S. Department of Education's National Center for Education Statistics. The KIT dataset contains information on nearly 800 four-year, private not-for-profit colleges and universities belonging to the five 2015 Basic Carnegie Classification categories that represent 90 percent of CIC's membership: Baccalaureate Colleges–Diverse Fields, Baccalaureate Colleges–Arts & Sciences, Master's Colleges and Universities (smaller programs), Master's Colleges and Universities (medium programs), and Master's Colleges and Universities (larger programs). The number of institutions included in each chart and table varies somewhat because only institutions with complete data for all years of the comparison are included in each table and chart.

Data from IPEDS were not altered nor were missing values imputed unless corrected information was provided to CIC directly from an institution. CIC member institutions with incomplete IPEDS data for the most recent year were given the opportunity to submit data prior to the 2016 KIT report's update. In situations where some data for an institution were unavailable, the tables that present the institution's data contain blank cells and the data were not plotted on that indicator's charts.

## Format and Analyses

The KIT provides an individually customized report for each institution with regional and national comparisons over a five-year period based on four sorting criteria: region, financial resources, enrollment size, and 2015 Basic Carnegie Classification. Four pages or worksheets are devoted to each of the 20 indicators, one page for each sorting criterion. Each page contains two charts, a national comparison and a regional comparison.

**Individually Customized.** A customized KIT has been prepared for each CIC member college and university. Each institution's unique data are plotted against national and regional backdrops. On pages presenting comparisons by financial resources, enrollment size, and Carnegie classification, a box in the upper right corner indicates the institution's corresponding category.

**Five-Year Trends.** To understand how your institution has performed over time and to indicate the direction of a trend, the charts cover five-year periods. Indicators 1-11 cover academic year 2011-2012 through academic year 2015-2016. Indicators 12-20 cover academic year 2010-2011 through academic year 2014-2015. In every case, the most recent IPEDS data are used. When data are presented as whole numbers, a five-year percentage change is calculated.

**Medians versus Means.** The KIT uses national and regional median values (identical to the 50th percentile). The advantage of using median values instead of the mean (average) is that the median is less influenced by high or low extremes, thus providing a more meaningful mid-point for comparative purposes.

**Four Sorting Criteria.** The 20 indicators are presented according to four criteria: region of the country, financial resources, enrollment size, and 2015 Basic Carnegie Classification. The individual pages for each indicator are identified on the Excel tabs as "R" for region; "F" for financial resources; "S" for enrollment size; and "C" for Carnegie classification.

1. **Region:** Each institution is located in one of the six regional categories as outlined below. These regions were selected to reflect the distribution and affinity of CIC member institutions and are not identical to those assigned in IPEDS.

<u>Region</u>	<u>State</u>
Far West	Alaska, California, Hawaii, Nevada, Oregon, Washington
Mid East	Delaware, District of Columbia, Maryland, New Jersey, New York, Pennsylvania
Midwest	Illinois, Indiana, Iowa, Michigan, Minnesota, Missouri, Ohio, Wisconsin
New England	Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont
Southeast	Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, West Virginia
West	Arizona, Colorado, Idaho, Kansas, Montana, Nebraska, New Mexico, North Dakota, Oklahoma, South Dakota, Texas, Utah, Wyoming

2. **Financial Resource Quartile:** Each institution was placed in one of four quartiles based on an institution's financial resources. The financial resource measure was calculated by converting two, equally weighted indicators, *Net Tuition Revenue per Student* (No. 15) and *Endowment Assets per Student* (No. 18). An average of the three most recent years for this calculation is used to create a percentile rank of all institutions in the dataset. Each institution was then assigned to a national and regional quartile based on the distribution of the KIT dataset for the most recent year.

**3. Enrollment Size:** Institution size uses four enrollment categories: (1) fewer than 1,000 students; (2) 1,000 to 2,000 students; (3) 2,001 to 3,000 students; and (4) greater than 3,000 students. The most recent year's total 12-month full-time equivalent (FTE) enrollment was used to determine size. The total 12-month FTE enrollment was calculated by IPEDS as the sum of the FTE undergraduate, graduate, and first-professional student enrollment.

**4. 2015 Basic Carnegie Classification:** The KIT provides comparisons based upon the following five basic Carnegie classifications established in 2005 and revised in 2015: Baccalaureate Colleges–Diverse Fields, Baccalaureate Colleges–Arts & Sciences, Master's Colleges and Universities (smaller programs), Master's Colleges and Universities (medium programs), and Master's Colleges and Universities (larger programs). The classification groups comprise 90 percent of CIC's membership. For additional information about the 2015 Basic Carnegie Classifications, including definitions of various categories, visit:

<http://carnegieclassifications.iu.edu/>

**Distribution.** The following table shows the relative distribution of institutions in the KIT dataset within each region by national financial resource quartile, enrollment size category, and Carnegie classification.

	Financial Resources	%	Enrollment Size	%	Carnegie Classification	%
<b>Far West</b>	Quartile 1 (top)	44%	>3,000	23%	MA-Large	27%
	Quartile 2	17%	2,001-3,000	17%	MA-Medium	17%
	Quartile 3	19%	1,000-2,000	33%	MA-Small	13%
	Quartile 4 (bottom)	19%	<1,000	26%	BA-Arts & Sciences	30%
					BA-Diverse Fields	12%
<b>Mid East</b>	Quartile 1 (top)	31%	>3,000	22%	MA-Large	34%
	Quartile 2	31%	2,001-3,000	30%	MA-Medium	15%
	Quartile 3	29%	1,000-2,000	36%	MA-Small	8%
	Quartile 4 (bottom)	10%	<1,000	10%	BA-Arts & Sciences	35%
					BA-Diverse Fields	9%
<b>Midwest</b>	Quartile 1 (top)	21%	>3,000	21%	MA-Large	23%
	Quartile 2	29%	2,001-3,000	21%	MA-Medium	15%
	Quartile 3	23%	1,000-2,000	40%	MA-Small	9%
	Quartile 4 (bottom)	27%	<1,000	17%	BA-Arts & Sciences	28%
					BA-Diverse Fields	25%
<b>New England</b>	Quartile 1 (top)	46%	>3,000	26%	MA-Large	27%
	Quartile 2	19%	2,001-3,000	23%	MA-Medium	21%
	Quartile 3	19%	1,000-2,000	29%	MA-Small	5%
	Quartile 4 (bottom)	15%	<1,000	22%	BA-Arts & Sciences	37%
					BA-Diverse Fields	19%
<b>Southeast</b>	Quartile 1 (top)	13%	>3,000	12%	MA-Large	14%
	Quartile 2	31%	2,001-3,000	17%	MA-Medium	11%
	Quartile 3	25%	1,000-2,000	39%	MA-Small	11%
	Quartile 4 (bottom)	37%	<1,000	31%	BA-Arts & Sciences	32%
					BA-Diverse Fields	32%
<b>West</b>	Quartile 1 (top)	16%	>3,000	13%	MA-Large	26%
	Quartile 2	20%	2,001-3,000	17%	MA-Medium	17%
	Quartile 3	31%	1,000-2,000	33%	MA-Small	8%
	Quartile 4 (bottom)	33%	<1,000	37%	BA-Arts & Sciences	8%
					BA-Diverse Fields	41%
<b>National</b>			>3,000	19%	MA-Large	24%
			2,001-3,000	21%	MA-Medium	15%
			1,000-2,000	37%	MA-Small	9%
			<1,000	23%	BA-Arts & Sciences	38%
					BA-Diverse Fields	23%

**Appendix.** At the end of each part of the report is an appendix that defines each indicator, detailing the source of the IPEDS data utilized, and the formulas used to calculate ratios and other measures.

## **The IPEDS Data Feedback Report**

Each fall the National Center for Education Statistics sends to college and university presidents a summary benchmarking report that compares IPEDS data from the most recent year for their institution to a select group of similar colleges and universities. This Data Feedback Report (DFR) may be a useful companion to CIC's Key Indicators Tool (KIT) report. Data for both reports come from the same source, although not all of the indicators are identical. Furthermore, the DFR provides data for only the most recent reporting year, whereas the KIT presents trends over the most recent five years. The Data Feedback Report for any Title IV participating institution is available on the IPEDS website:

<http://nces.ed.gov/ipeds/>

## **The Council of Independent Colleges**

The Council of Independent Colleges (CIC) is an association of more than 765 nonprofit independent colleges and universities and higher education affiliates and organizations that has worked since 1956 to support college and university leadership, advance institutional excellence, and enhance public understanding of private higher education's contributions to society. CIC is the major national organization that focuses on providing services to leaders of independent colleges and universities as well as conferences, seminars, and other programs that help institutions improve educational quality, administrative and financial performance, and institutional visibility. CIC conducts the largest annual conferences of college and university presidents and of chief academic officers. CIC also provides support to state associations that organize programs and generate contributions for private colleges and universities. The Council is headquartered at One Dupont Circle in Washington, DC.

For questions or comments about CIC's benchmarking services, including the Financial Indicators Tool (FIT), please contact Hollie Chessman, director of research projects, by phone at (202) 466-7230 or by email at:

[hchessman@cic.nche.edu](mailto:hchessman@cic.nche.edu)

Additional information may also be found by visiting CIC on the web at:

[www.cic.edu](http://www.cic.edu)

## **The Austen Group**

In addition to its national benchmarking work for private colleges, the Austen Group provides operational analyses and reporting tools for individual institutions in the areas of academic program costs and demand; and similar analyses of co-curricular costs and demand with a special emphasis on athletic programs. These tools assist administrators in making informed decisions regarding the efficiency and effectiveness of university operations. Erik Hoyer, director of research projects, and Michael Williams, president, are the primary Austen Group personnel for CIC's Key Indicators Tool initiative. They may be reached at the email addresses below.

[Michael.Williams@ruffalonl.com](mailto:Michael.Williams@ruffalonl.com)

[Erik.Hoyer@ruffalonl.com](mailto:Erik.Hoyer@ruffalonl.com)

[www.austengroup.com](http://www.austengroup.com)



## Ruffalo Noel Levitz

Ruffalo Noel Levitz is the leading provider of technology-enabled services, software, and consulting for higher education enrollment management and fundraising. More than 1,800 colleges, universities, and nonprofit organizations rely on their solutions to help achieve their mission. Their experienced team works with campuses across North America to integrate student recruitment and retention, market research, and financial aid into a comprehensive approach to enrollment and net revenue management. Ruffalo Noel Levitz convenes conferences and webinars attended by more than 6,000 educators each year. In addition, they produce reports and columns to help campus leaders analyze current enrollment trends and discover more effective strategies. Visit us at

[www.RuffaloNL.com](http://www.RuffaloNL.com)  
[blogEM.RuffaloNL.com](http://blogEM.RuffaloNL.com)

## For Additional Reading

For additional information about benchmarking and indicators of institutional strength and performance, please consult the following publications:

Alstete, Jeffrey W. (1995). *Benchmarking in Higher Education*. ASHE-ERIC Higher Education Report No. 5. Washington, DC: The George Washington University Graduate School of Education and Human Development.

Borden, M. H. & Banta, Trudy W. (1994). *Using Performance Indicators to Guide Strategic Decision Making*. New Directions for Institutional Research, No. 82. San Francisco, CA: Jossey-Bass.

Burke, J. C., & Minassians, H. P. (2002). *Reporting Higher Education Results: Missing Links in the Performance Chain*. New Directions for Institutional Research, No. 116. San Francisco, CA: Jossey-Bass.

Chabotar, K. J. (1989). Financial Ratio Analysis Comes to Nonprofits. *Journal of Higher Education*, 60(2), pp.188-208.

Chabotar, K. J. (2006). *Strategic Finance: Planning and Budgeting for Boards, Chief Executives, and Finance Officers*. Washington, DC: Association of Governing Boards.

Hartley, H. V. (2009). Benchmarking Tool Provides National Comparisons. *NACUBO Business Officer*, 42 (10), p. 17.

Hignite, K. (2009). Diagnosing Fiscal Fitness. *NACUBO Business Officer*, 42 (10), pp. 14-20.

Howard, R. D., McLaughlin G. W., & Knight W. E. (Eds.) (2012). *The handbook of institutional research*. San Francisco, CA: The Joseey-Bass Higher and Adult Education.

Hudack, L. R., Orsini, L. L., & Snow, B. M. (2003). How to Assess and Enhance Financial Health. *NACUBO Business Officer*, 36 (10), pp. 31-39.

McCormack, A. & Walstra, R. (2010). Reversal of Misfortune. *NACUBO Business Officer*, 43 (7), pp.13-17.

Minter, J., & Peat, Marwick, Mitchell, and Company. (1980). *Ratio Analysis in Higher Education: A Guide to Assessing the Institution's Financial Condition*. New York: Peat, Marwick, Mitchell, and Company.



Prager, F. J., Cowen, C. J., Beare, J., Mezzina, L., Salluzzo, R. E., Lipnick, J. & Tahey, P. (2005). *Strategic Financial Analysis for Higher Education. (6th ed.)*: KPMG, Prager, Sealy & Co., LLC, and BearingPoint, Inc.

Tahey, P., Salluzzo, R. E., Prager, F. J., Mezzina, L., & Cowen, C. J. (2010). *Strategic Financial Analysis for Higher Education: Identifying, Measuring & Reporting Financial Risks. (7th ed.)*: KPMG, Prager, Sealy & Co., LLC, and Attain.

Taylor, B. E., Meyerson, J. W., & Massy, W. F. (1993). *Strategic Indicators in Higher Education: Improving Performance*. Princeton: Peterson's Guides.

Townsley, M. K. (2009). *The Small College Guide to Financial Health: Weathering Turbulent Times*. Washington, DC: National Association of College and University Business Officers.

## **CIC BENCHMARKING SERVICES**

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CIC is pleased to offer the following benchmarking services to enhance the Key Indicators Tool (KIT).

### **Comparison Group KIT**

**Fee:** \$500

This service provides CIC members a customized KIT report with the 25th, 50th, and 75th percentiles for each indicator for either one or two comparison groups selected by the institution. Customized groups permit more refined comparisons that may be useful for particular strategic objectives. Comparison groups may range in size from five to 25, though groups of 10 to 15 are recommended. Selecting two groups provides for multiple comparisons, perhaps of a peer and an aspirant group (see “Guidelines for Selecting Comparison Groups” available on the CIC website). Comparison institutions may be selected from among private, not-for-profit, four-year colleges or universities in the United States.

### **Online Consultations**

**Fee:** \$650 (KIT only)

**Fee:** \$950 (KIT and FIT)

CIC has arranged with Mike Williams, president of the Austen Group, to provide web-based consultations using an institution’s KIT report with senior staff, boards, or faculty groups. The interactive online session employs voice and shared graphics, allowing participants to engage in substantive conversation about the institution's concerns and goals in light of the KIT data. This service provides a cost-effective approach to enhancing the value of the KIT for your institution. It also is possible to extend what is generally a one-hour consultation to 90 minutes to include the companion Financial Indicators Tool (FIT) in the presentation. The fee for a consultation using both the KIT and the FIT is \$950. Consultations should be scheduled at least four-weeks in advance.

For additional information or to request any of these benchmarking services, please visit:

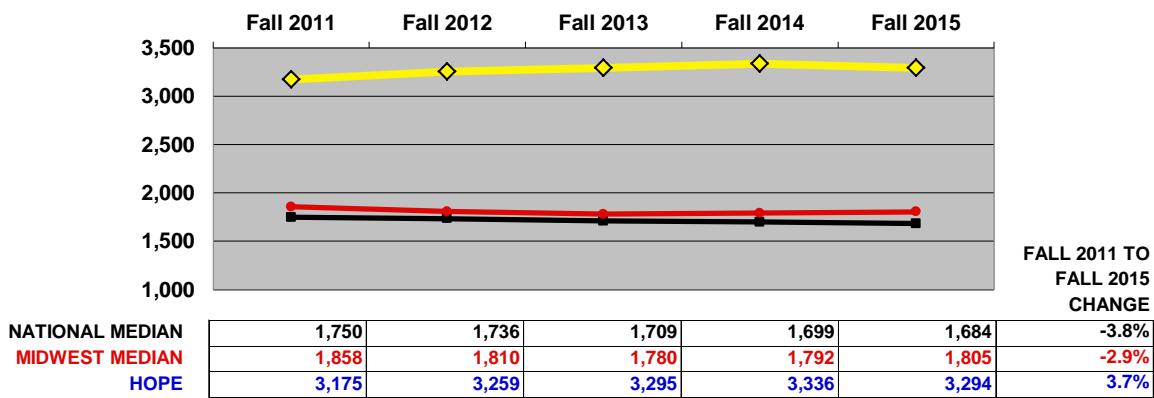
<http://www.cic.edu/BenchmarkingServices>

Or contact Hollie Chessman, CIC’s director of research projects, by phone at (202) 466-7230 or by email:

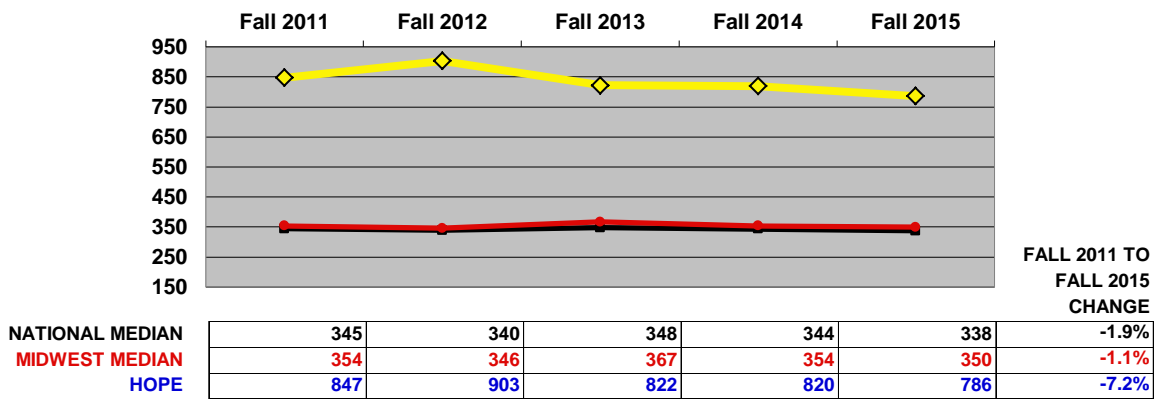
[hchessman@cic.nche.edu](mailto:hchessman@cic.nche.edu)

Hope College  
KIT TRENDS: STUDENTS

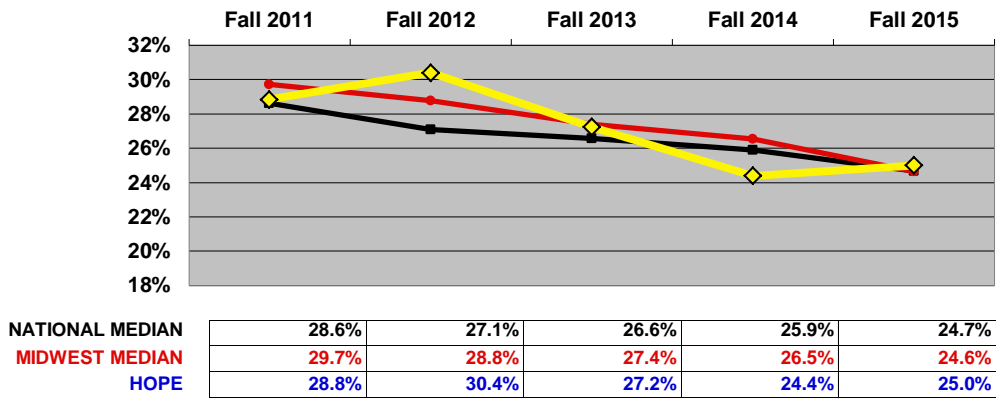
1) TOTAL FALL ENROLLMENT (FALL FTE)



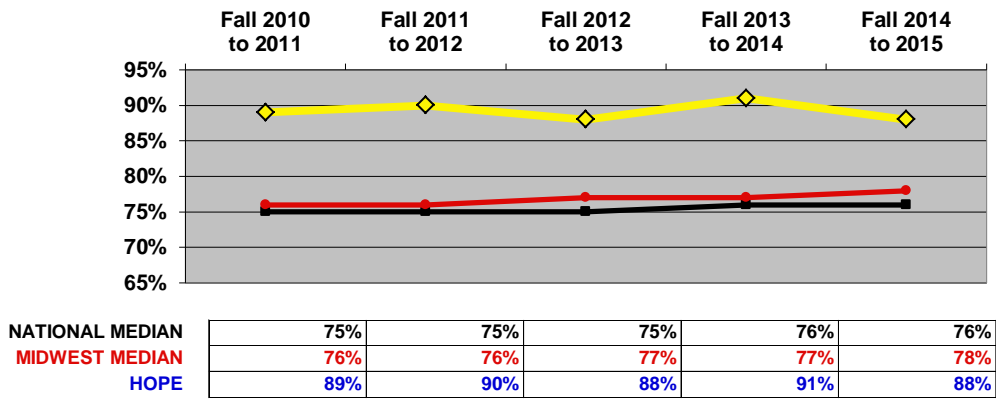
2) FIRST-YEAR ENROLLMENT (FULL-TIME UNDERGRADUATE)



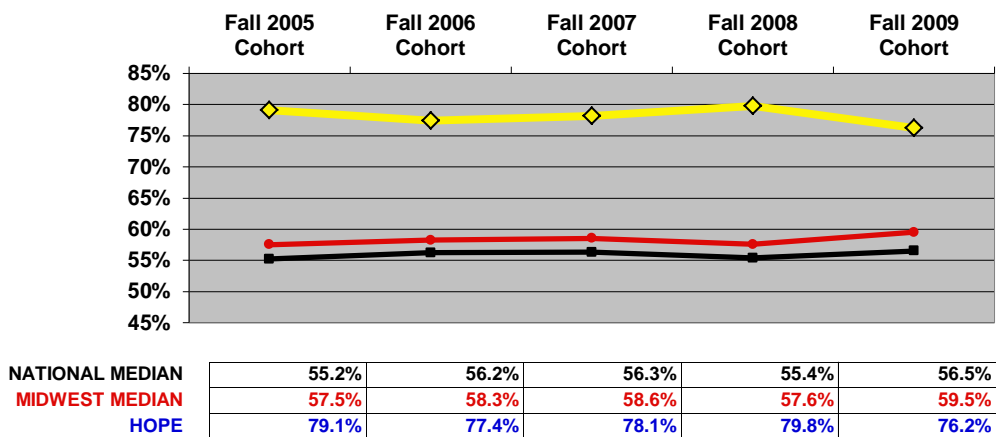
3) ADMISSIONS YIELD RATE (%) (ADMITTED TO ENROLLED)



4) RETENTION RATE (%) (FIRST TO SECOND YEAR)

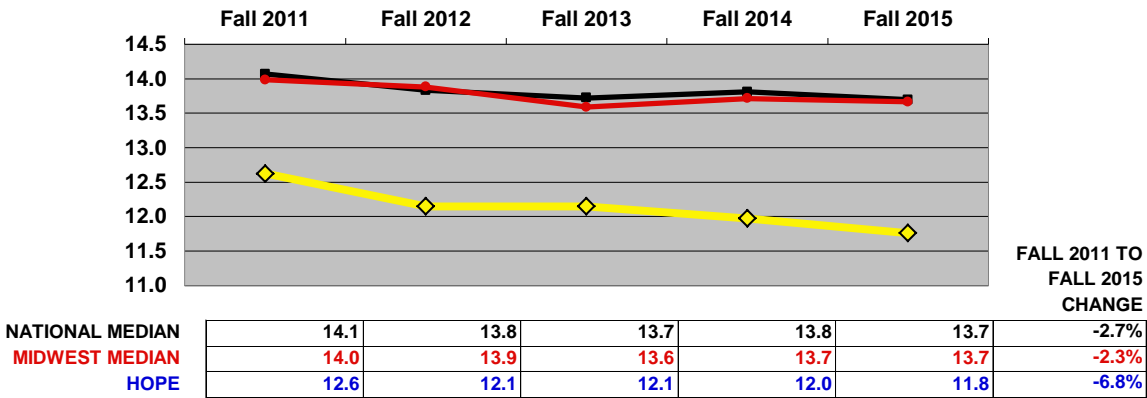


5) GRADUATION RATE (%) (SIX-YEAR COHORT RATE)

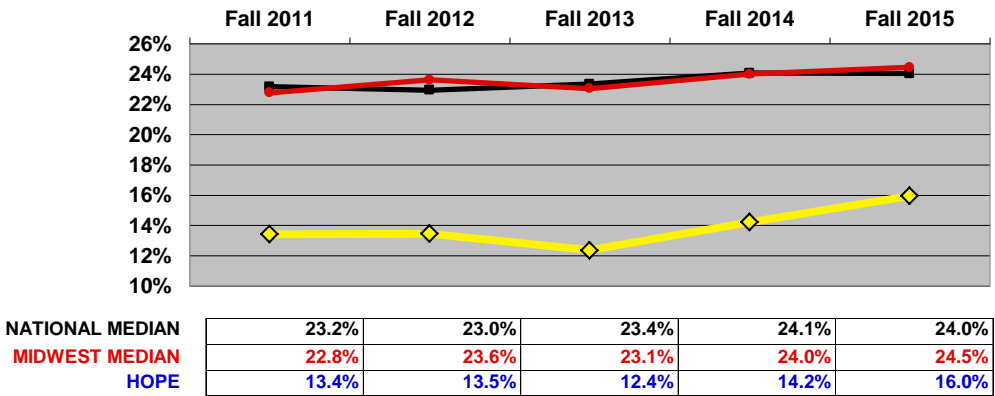


**Hope College**  
**KIT TRENDS: FACULTY**

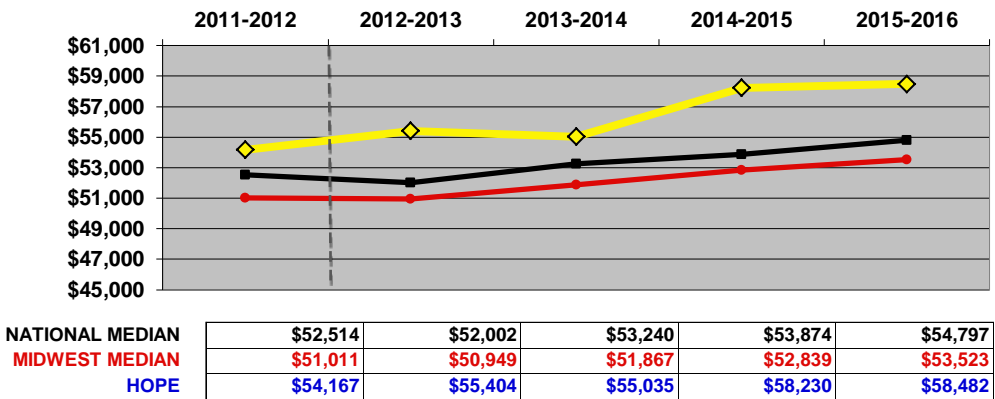
**6) STUDENT/FACULTY RATIO**



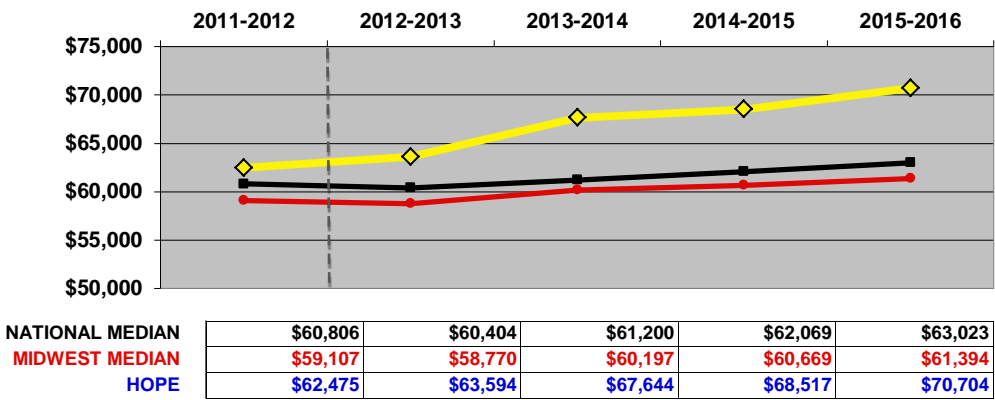
**7) PART-TIME FACULTY (%)**



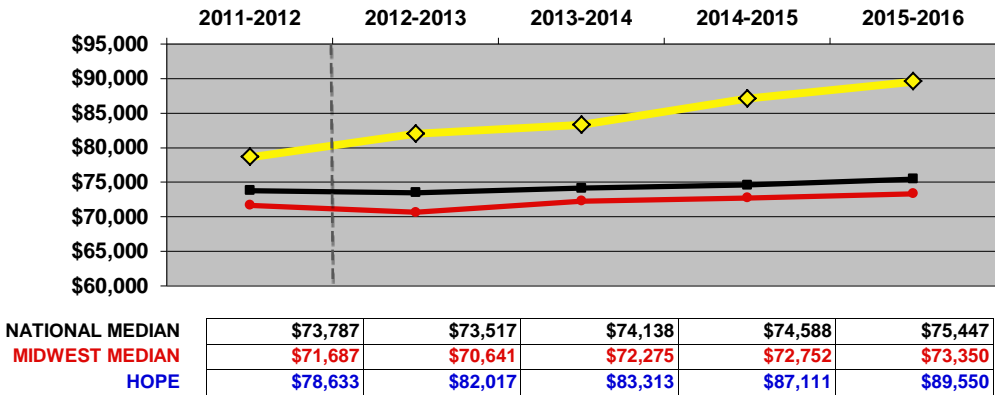
**8) ASSISTANT PROFESSOR AVERAGE SALARY (\$) (EQUATED TO A 9-MONTH CONTRACT)**



**9) ASSOCIATE PROFESSOR AVERAGE SALARY (\$) (EQUATED TO A 9-MONTH CONTRACT)**



**10) PROFESSOR AVERAGE SALARY (\$) (EQUATED TO A 9-MONTH CONTRACT)**

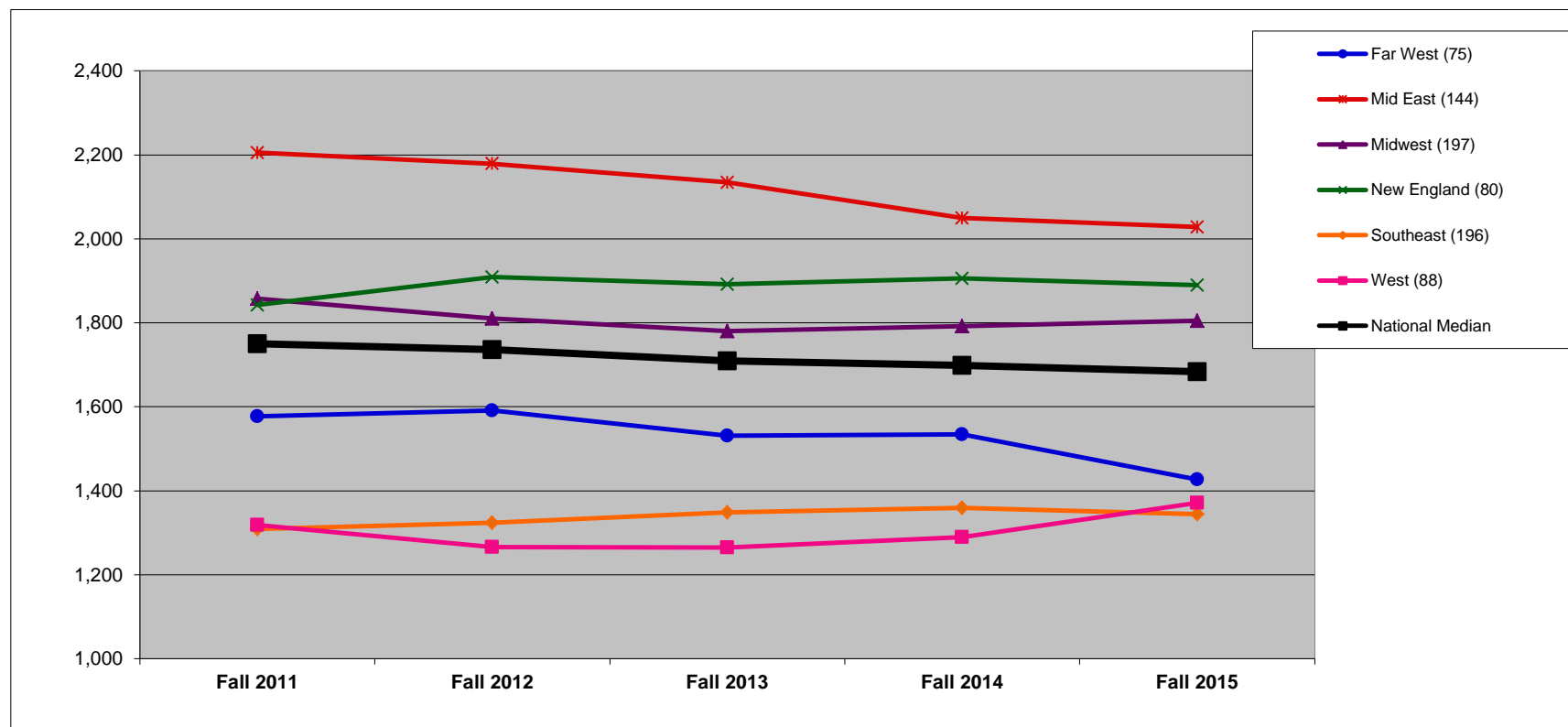


## TOTAL FALL ENROLLMENT: BY REGION (1R)

**DEFINITION:** Total fall full-time equivalent (FTE) enrollment, including undergraduate, graduate, and first-professional students.

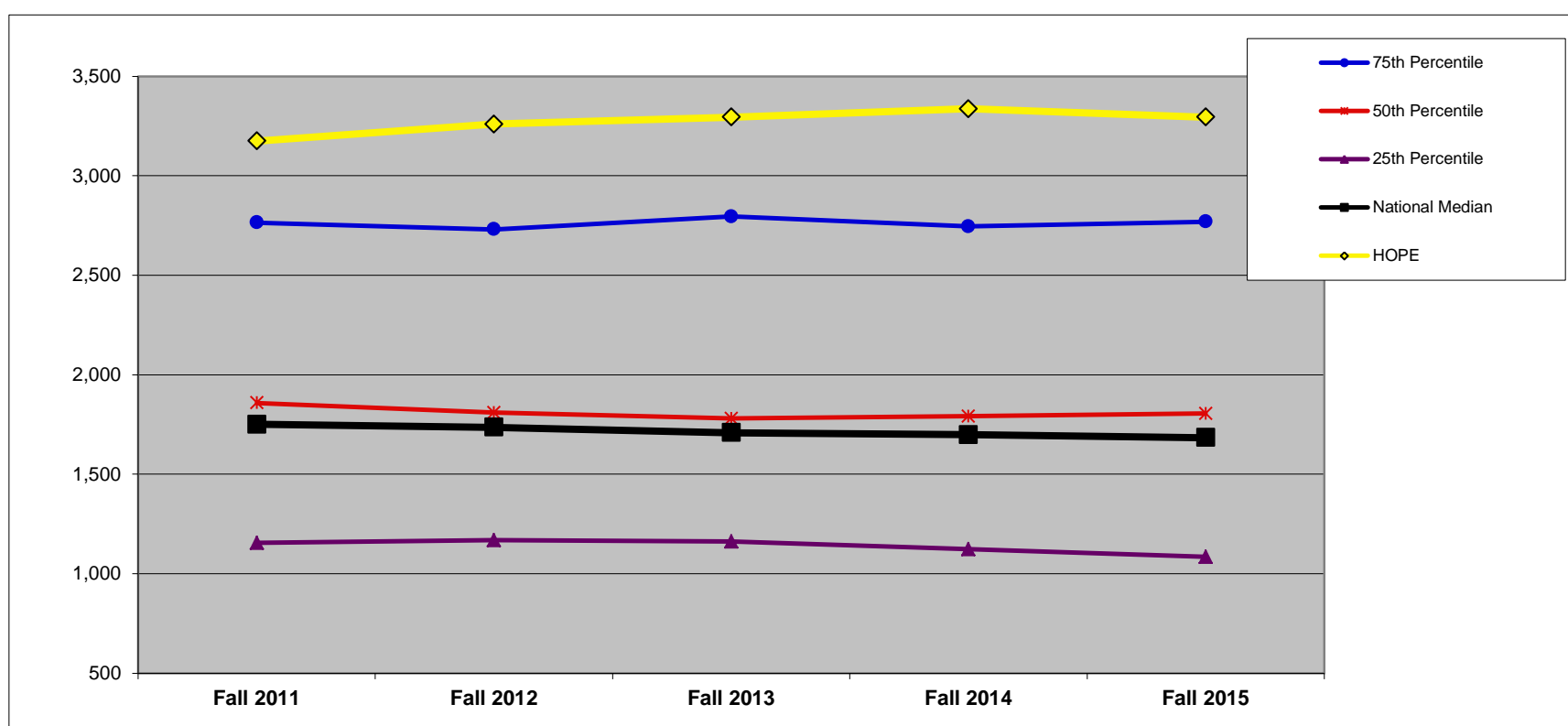
	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Y1 to Y5 Change
HOPE	3,175	3,259	3,295	3,336	3,294	3.7%

**NATIONAL (n=780).** All data on this chart are presented as medians. See Introduction for description of regions.



	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Y1 to Y5 Change
Far West (75)	1,577	1,591	1,531	1,534	1,427	-9.5%
Mid East (144)	2,206	2,179	2,135	2,050	2,029	-8.0%
Midwest (197)	1,858	1,810	1,780	1,792	1,805	-2.9%
New England (80)	1,842	1,909	1,892	1,906	1,890	2.6%
Southeast (196)	1,309	1,325	1,349	1,360	1,344	2.7%
West (88)	1,319	1,267	1,265	1,290	1,371	3.9%
National Median	1,750	1,736	1,709	1,699	1,684	-3.8%

**MIDWEST REGION (n=197).** In addition to the median, which is the 50th percentile, this chart shows the 75th and 25th percentiles for the region.



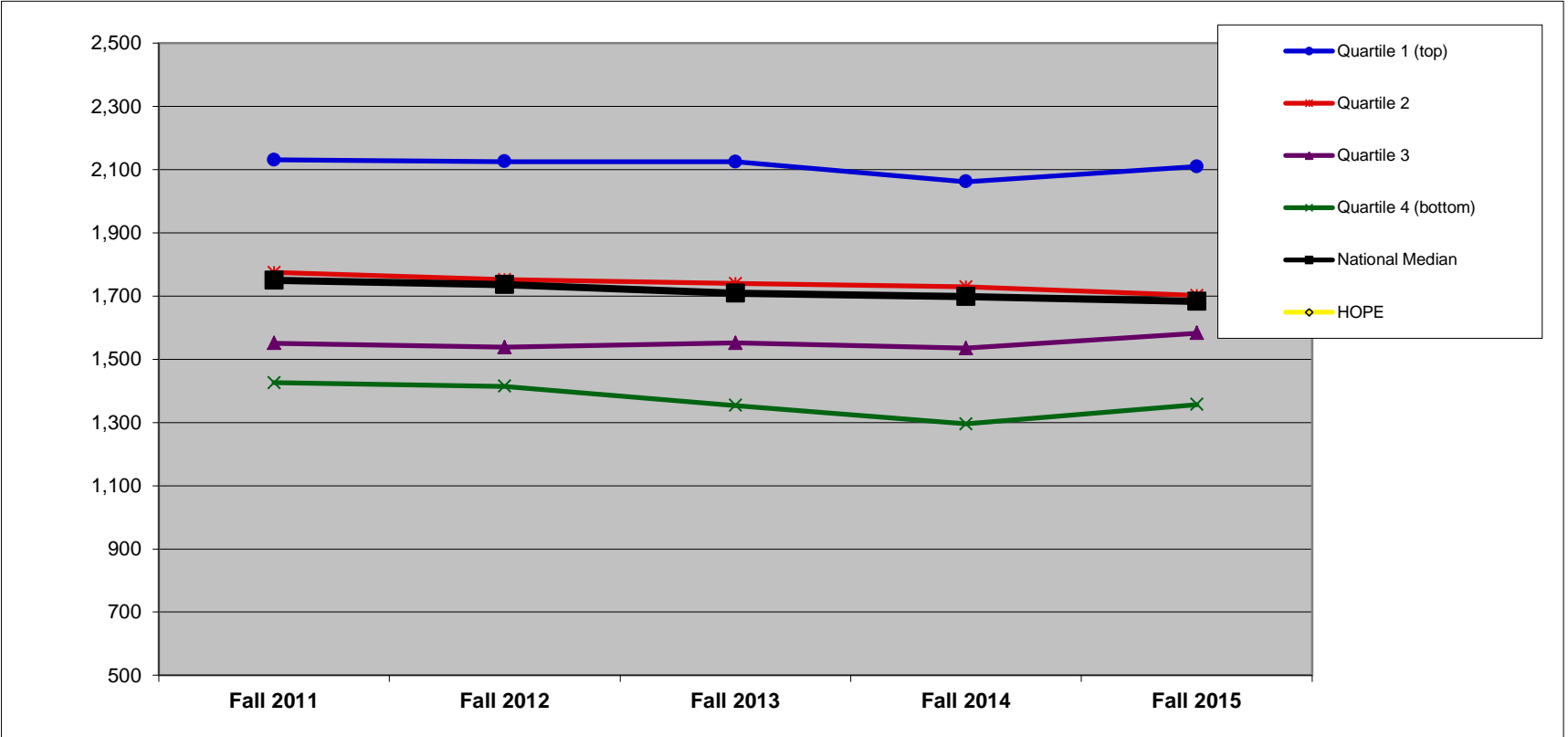
	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Y1 to Y5 Change
75th Percentile	2,764	2,730	2,795	2,745	2,769	0.2%
50th Percentile	1,858	1,810	1,780	1,792	1,805	-2.9%
25th Percentile	1,154	1,168	1,162	1,123	1,085	-6.0%
National Median	1,750	1,736	1,709	1,699	1,684	-3.8%
HOPE	3,175	3,259	3,295	3,336	3,294	3.7%

# TOTAL FALL ENROLLMENT: BY FINANCIAL RESOURCES (1F)

**DEFINITION:** Total fall full-time equivalent (FTE) enrollment, including undergraduate, graduate, and first-professional students. (All national and regional data are presented as medians.)

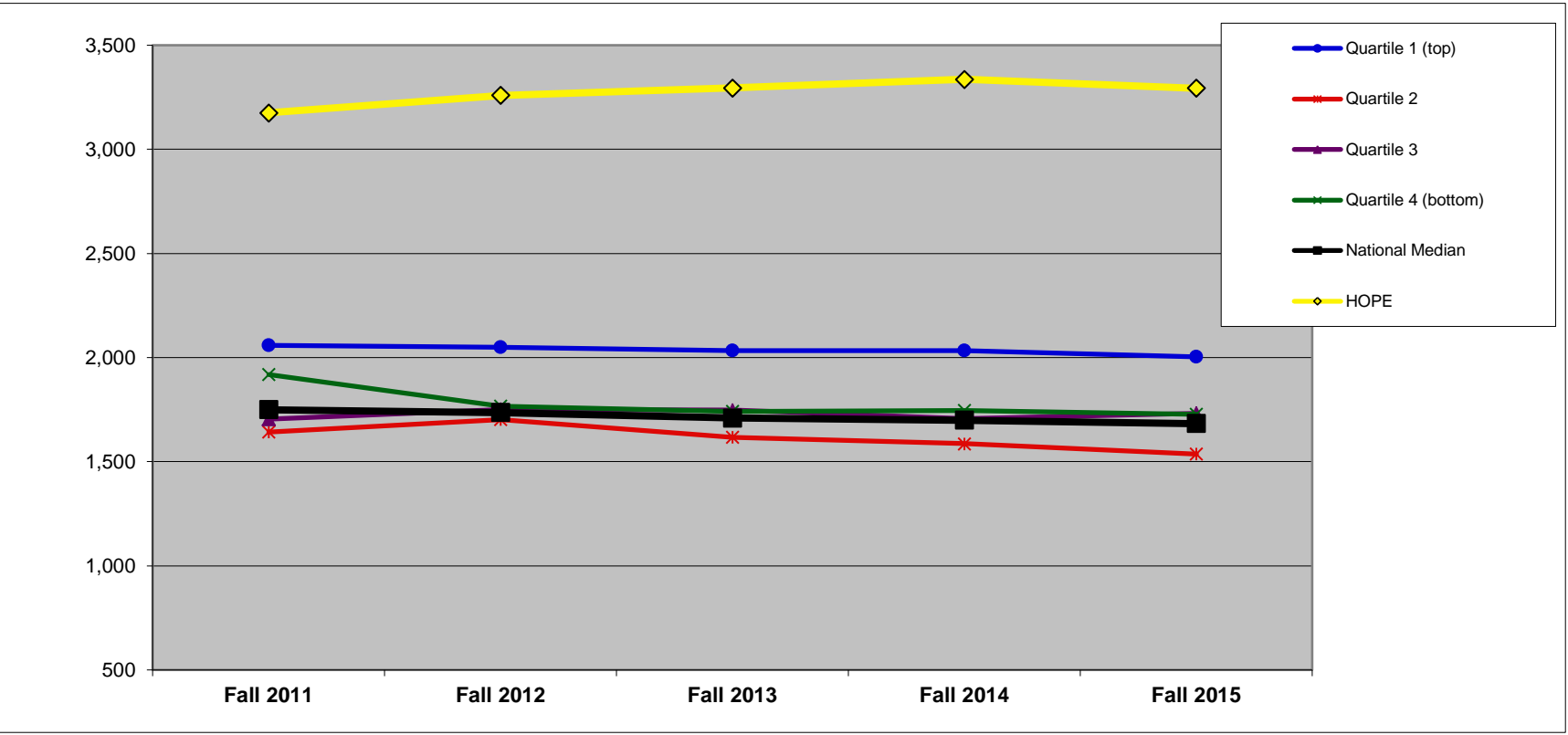
						QUARTILES	
	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Y1 to Y5 Change	NATIONAL
HOPE	3,175	3,259	3,295	3,336	3,294	3.7%	1
							REGIONAL
							1

## NATIONAL: FINANCIAL RESOURCES (n=763).



	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Y1 to Y5 Change
Quartile 1 (top)	2,132	2,126	2,125	2,062	2,110	-1.0%
Quartile 2	1,775	1,753	1,740	1,730	1,702	-4.1%
Quartile 3	1,551	1,538	1,552	1,535	1,583	2.1%
Quartile 4 (bottom)	1,427	1,415	1,354	1,296	1,357	-4.9%
National Median	1,750	1,736	1,709	1,699	1,684	-3.8%
HOPE	3,175	3,259	3,295	3,336	3,294	3.7%

## MIDWEST REGION: FINANCIAL RESOURCES (n=194).



	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Y1 to Y5 Change
Quartile 1 (top)	2,059	2,050	2,033	2,034	2,004	-2.7%
Quartile 2	1,643	1,702	1,617	1,586	1,536	-6.5%
Quartile 3	1,705	1,750	1,747	1,706	1,732	1.6%
Quartile 4 (bottom)	1,919	1,768	1,741	1,746	1,727	-10.0%
National Median	1,750	1,736	1,709	1,699	1,684	-3.8%
HOPE	3,175	3,259	3,295	3,336	3,294	3.7%

TOTAL FALL ENROLLMENT: BY ENROLLMENT SIZE (1S)

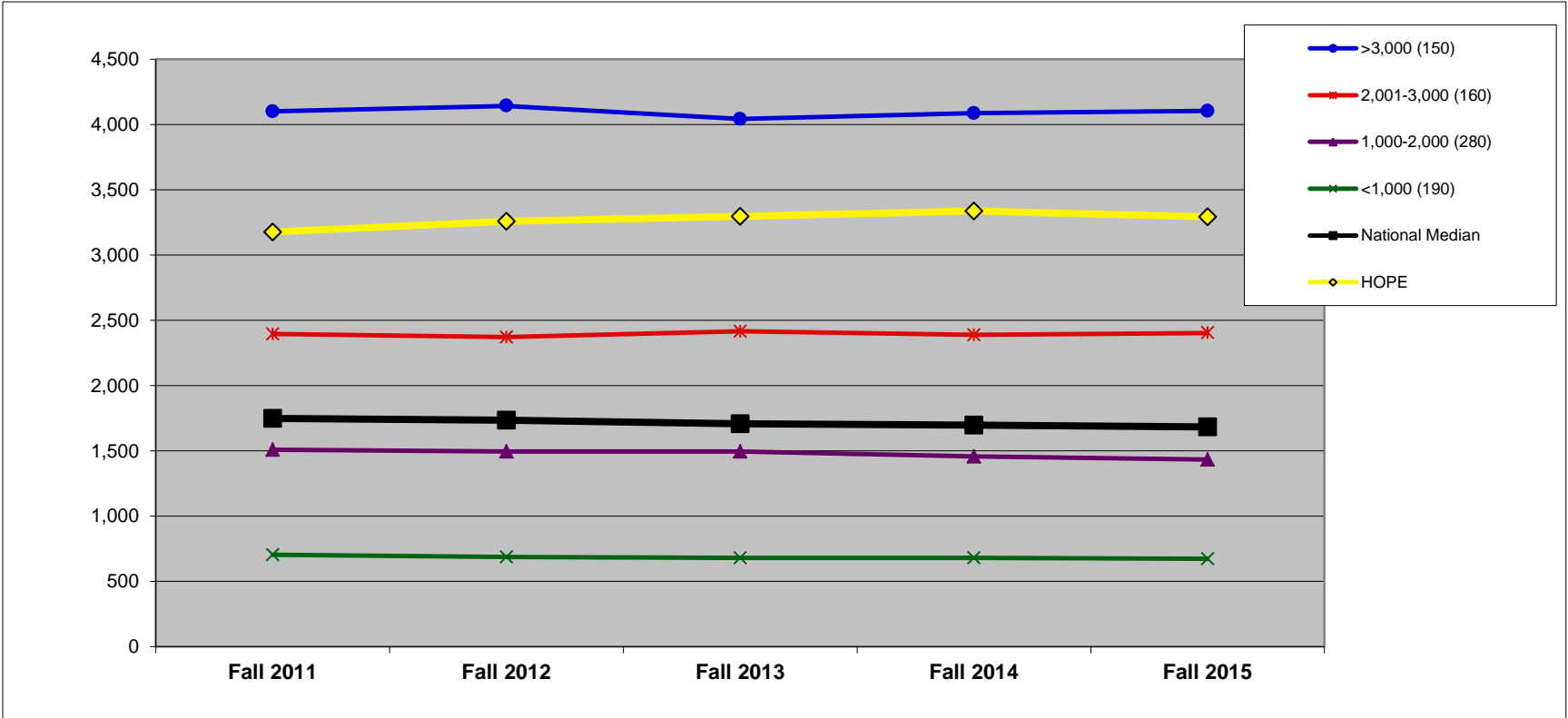
**DEFINITION:** Total fall full-time equivalent (FTE) enrollment, including undergraduate, graduate, and first-professional students. (All national and regional data are presented as medians.)

	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Y1 to Y5 Change
HOPE	3,175	3,259	3,295	3,336	3,294	3.7%

SIZE

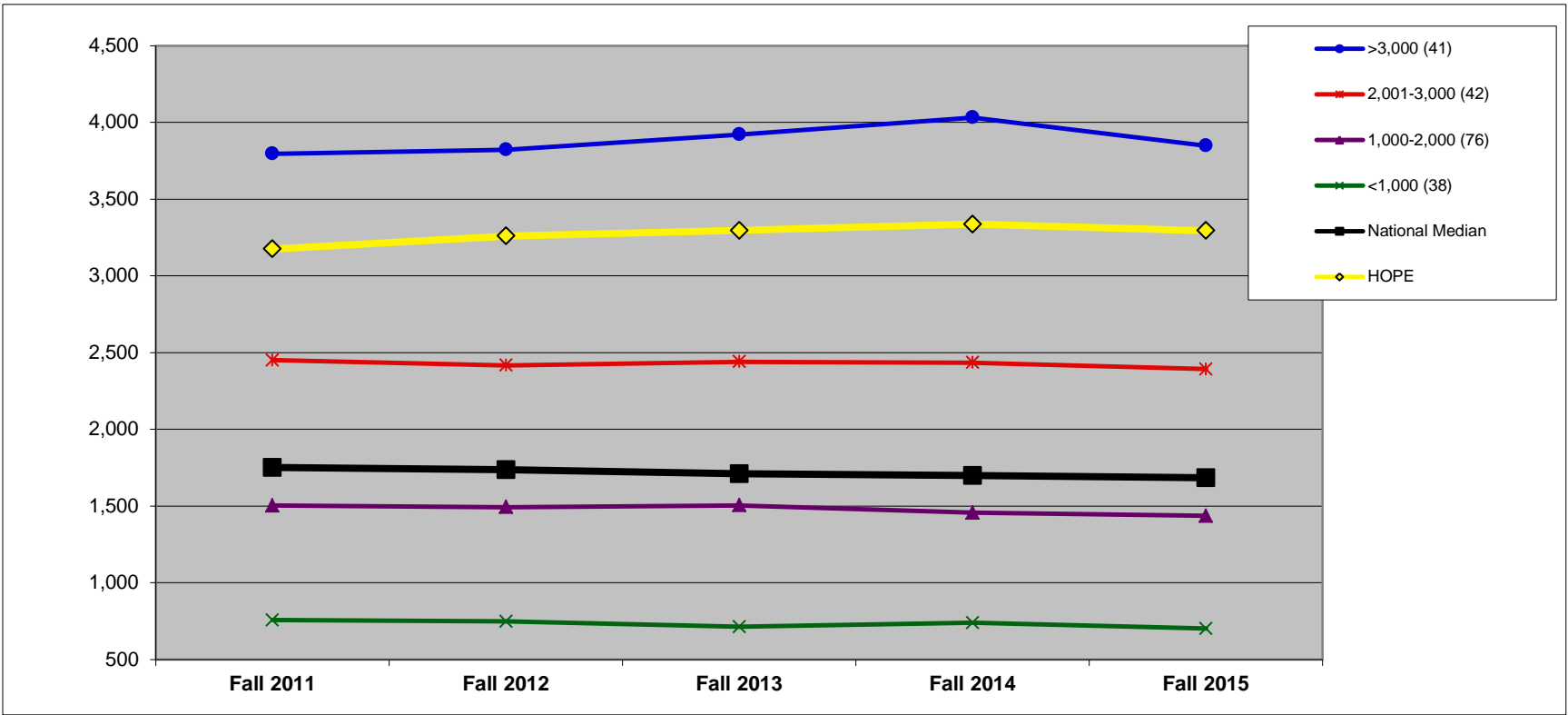
>3,000

NATIONAL: SIZE (n=780).



	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Y1 to Y5 Change
>3,000 (150)	4,101	4,143	4,042	4,086	4,105	0.1%
2,001-3,000 (160)	2,397	2,373	2,417	2,388	2,405	0.3%
1,000-2,000 (280)	1,510	1,496	1,496	1,458	1,433	-5.1%
<1,000 (190)	706	690	681	682	674	-4.5%
National Median	1,750	1,736	1,709	1,699	1,684	-3.8%
HOPE	3,175	3,259	3,295	3,336	3,294	3.7%

MIDWEST REGION: SIZE (n=197).



	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Y1 to Y5 Change
>3,000 (41)	3,795	3,822	3,921	4,032	3,848	1.4%
2,001-3,000 (42)	2,450	2,417	2,440	2,434	2,392	-2.3%
1,000-2,000 (76)	1,504	1,493	1,504	1,456	1,436	-4.5%
<1,000 (38)	757	747	712	739	702	-7.3%
National Median	1,750	1,736	1,709	1,699	1,684	-3.8%
HOPE	3,175	3,259	3,295	3,336	3,294	3.7%



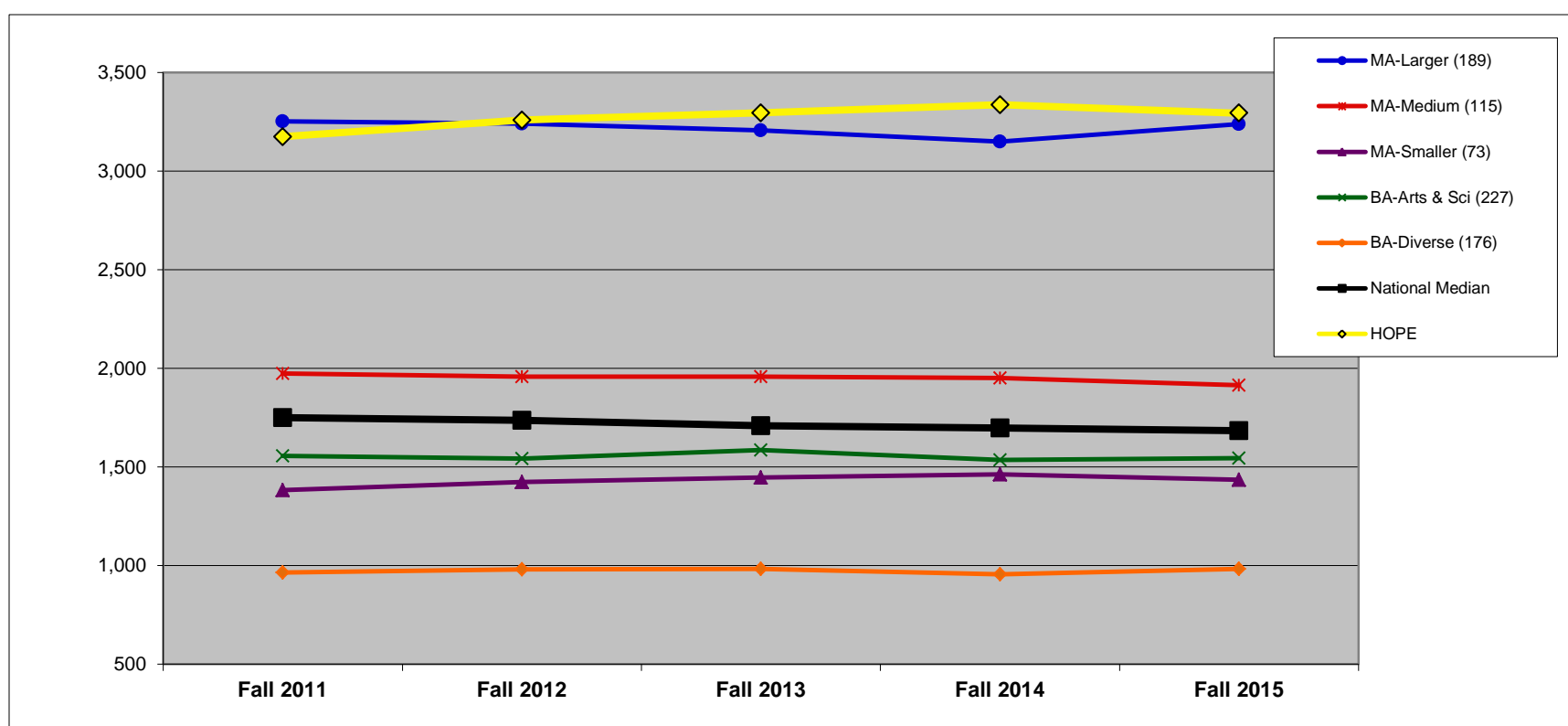
## TOTAL FALL ENROLLMENT: BY CARNEGIE CLASSIFICATION (1C)

**DEFINITION:** Total fall full-time equivalent (FTE) enrollment, including undergraduate, graduate, and first-professional students. See Introduction for description of Carnegie classifications. (All national and regional data are presented as medians.)

	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Y1 to Y5 Change
HOPE	3,175	3,259	3,295	3,336	3,294	3.7%

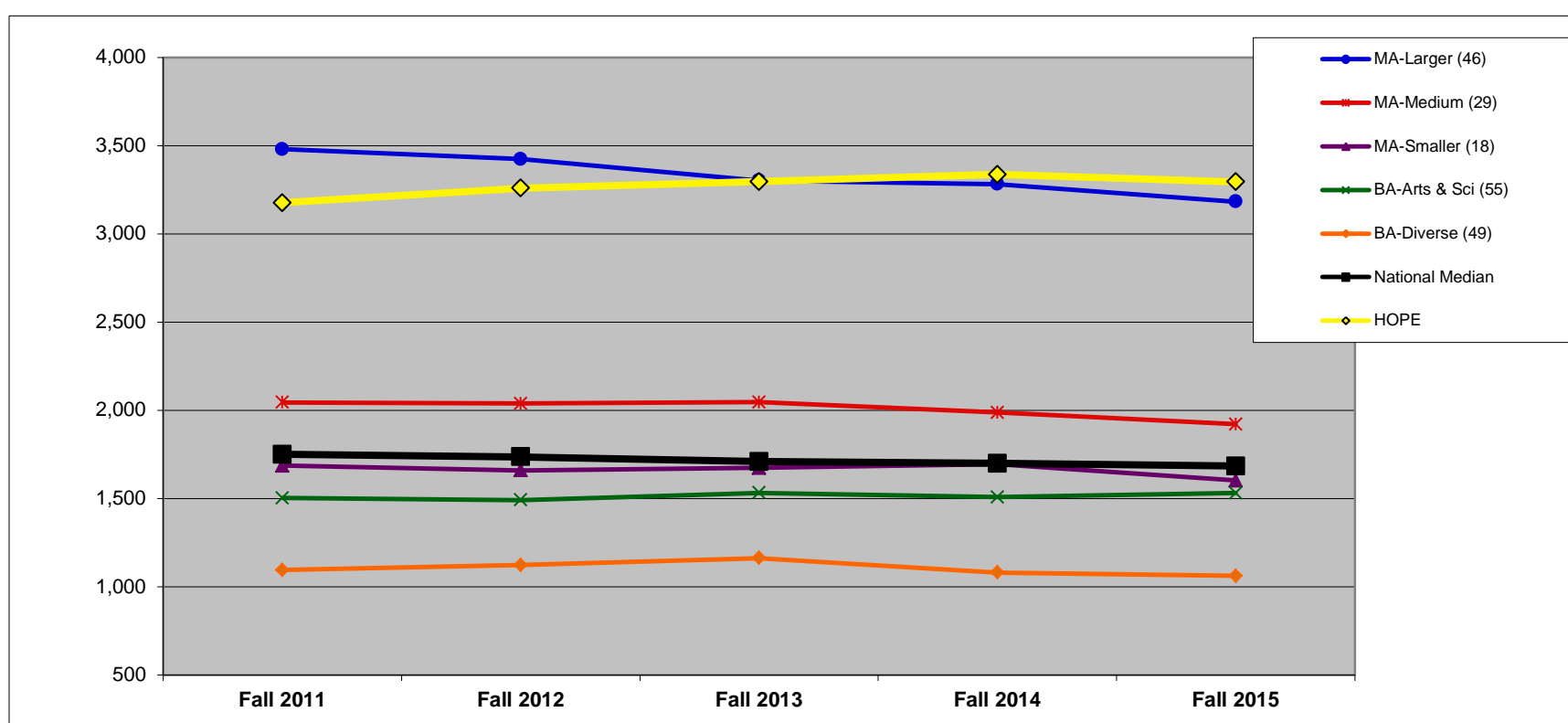
CARNEGIE BA-Arts & Sci

**NATIONAL: CARNEGIE (n=780).**



	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Y1 to Y5 Change
MA-Larger (189)	3,251	3,240	3,206	3,149	3,239	-0.4%
MA-Medium (115)	1,974	1,958	1,958	1,951	1,915	-3.0%
MA-Smaller (73)	1,382	1,425	1,447	1,462	1,435	3.8%
BA-Arts & Sci (227)	1,556	1,543	1,587	1,537	1,546	-0.6%
BA-Diverse (176)	966	981	984	957	983	1.8%
National Median	1,750	1,736	1,709	1,699	1,684	-3.8%
HOPE	3,175	3,259	3,295	3,336	3,294	3.7%

**MIDWEST REGION: CARNEGIE (n=197).**



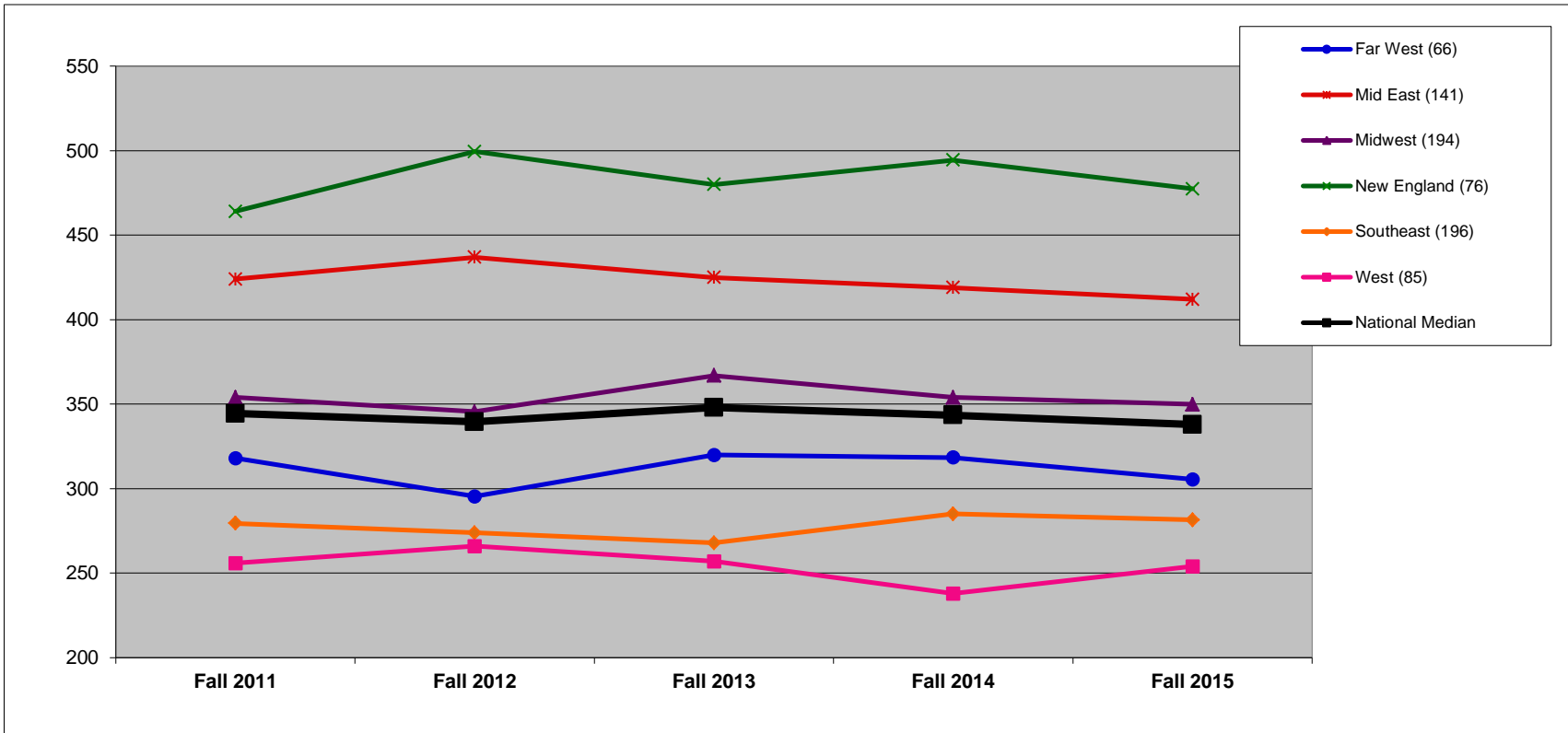
	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Y1 to Y5 Change
MA-Larger (46)	3,479	3,423	3,302	3,282	3,182	-8.6%
MA-Medium (29)	2,044	2,038	2,046	1,987	1,920	-6.1%
MA-Smaller (18)	1,686	1,659	1,674	1,695	1,603	-5.0%
BA-Arts & Sci (55)	1,503	1,491	1,532	1,508	1,531	1.9%
BA-Diverse (49)	1,094	1,122	1,162	1,080	1,062	-2.9%
National Median	1,750	1,736	1,709	1,699	1,684	-3.8%
HOPE	3,175	3,259	3,295	3,336	3,294	3.7%

# FIRST-YEAR ENROLLMENT: BY REGION (2R)

**DEFINITION:** Total fall full-time, first-time degree-seeking undergraduate students.

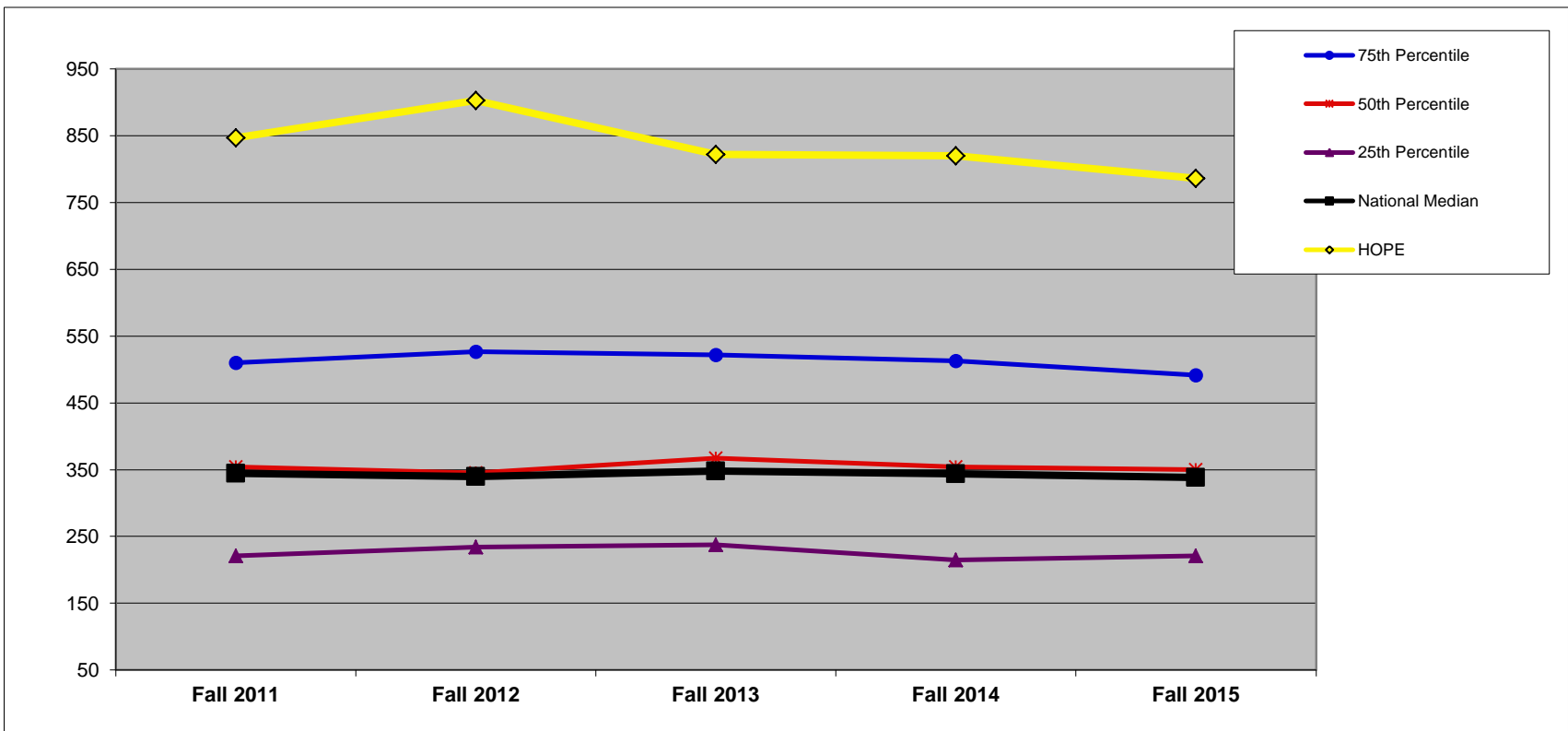
	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Y1 to Y5 Change
HOPE	847	903	822	820	786	-7.2%

**NATIONAL (n=758).** All data on this chart are presented as medians. See Introduction for description of regions.



	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Y1 to Y5 Change
Far West (66)	318	296	320	319	306	-3.9%
Mid East (141)	424	437	425	419	412	-2.8%
Midwest (194)	354	346	367	354	350	-1.1%
New England (76)	464	500	480	495	478	2.9%
Southeast (196)	280	274	268	285	282	0.7%
West (85)	256	266	257	238	254	-0.8%
National Median	345	340	348	344	338	-1.9%

**MIDWEST REGION (n=194).** In addition to the median, which is the 50th percentile, this chart shows the 75th and 25th percentiles for the region.



	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Y1 to Y5 Change
75th Percentile	510	527	522	513	492	-3.6%
50th Percentile	354	346	367	354	350	-1.1%
25th Percentile	221	234	237	215	221	-0.1%
National Median	345	340	348	344	338	-1.9%
HOPE	847	903	822	820	786	-7.2%

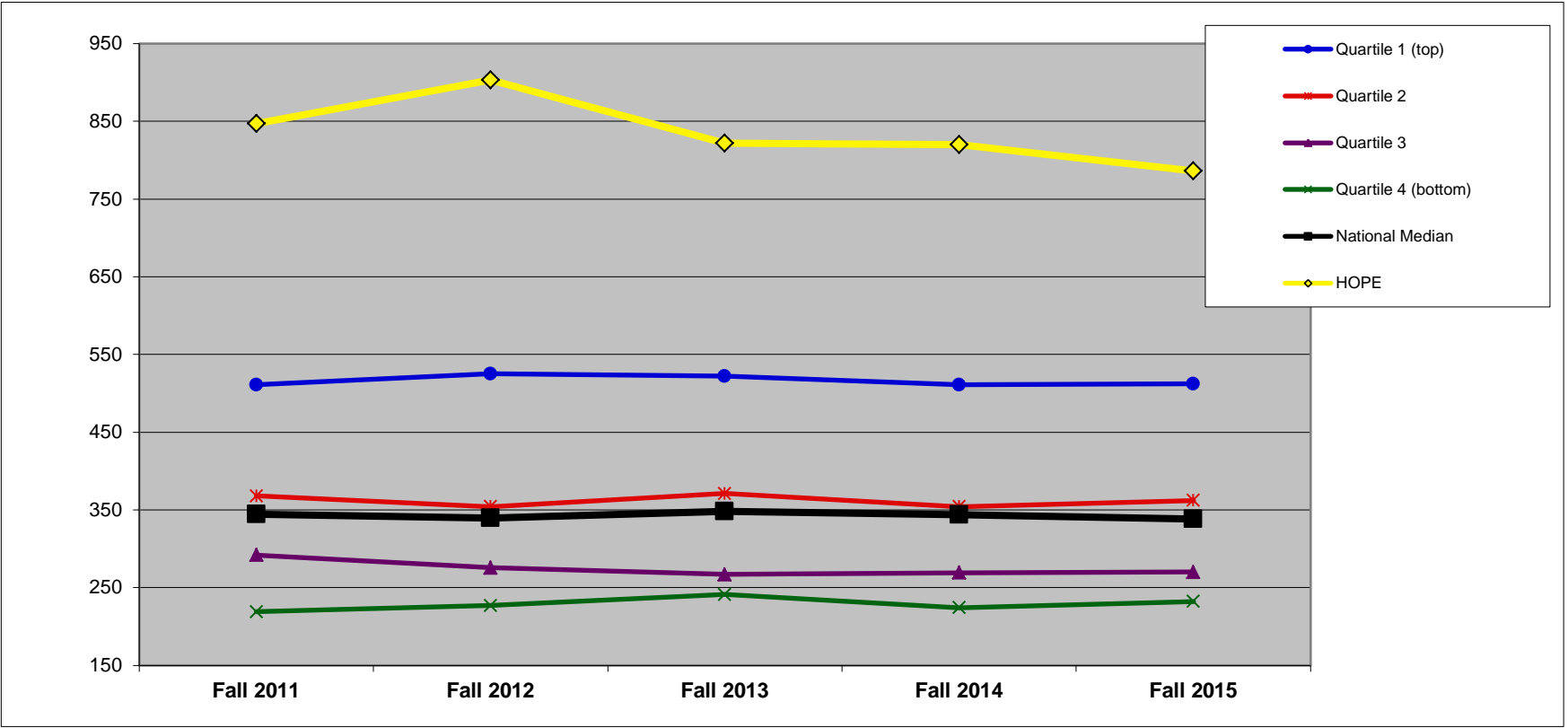
# FIRST-YEAR ENROLLMENT: BY FINANCIAL RESOURCES (2F)

**DEFINITION:** Total fall full-time, first-time degree-seeking undergraduate students. (All national and regional data are presented as medians.)

	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Y1 to Y5 Change
HOPE	847	903	822	820	786	-7.2%

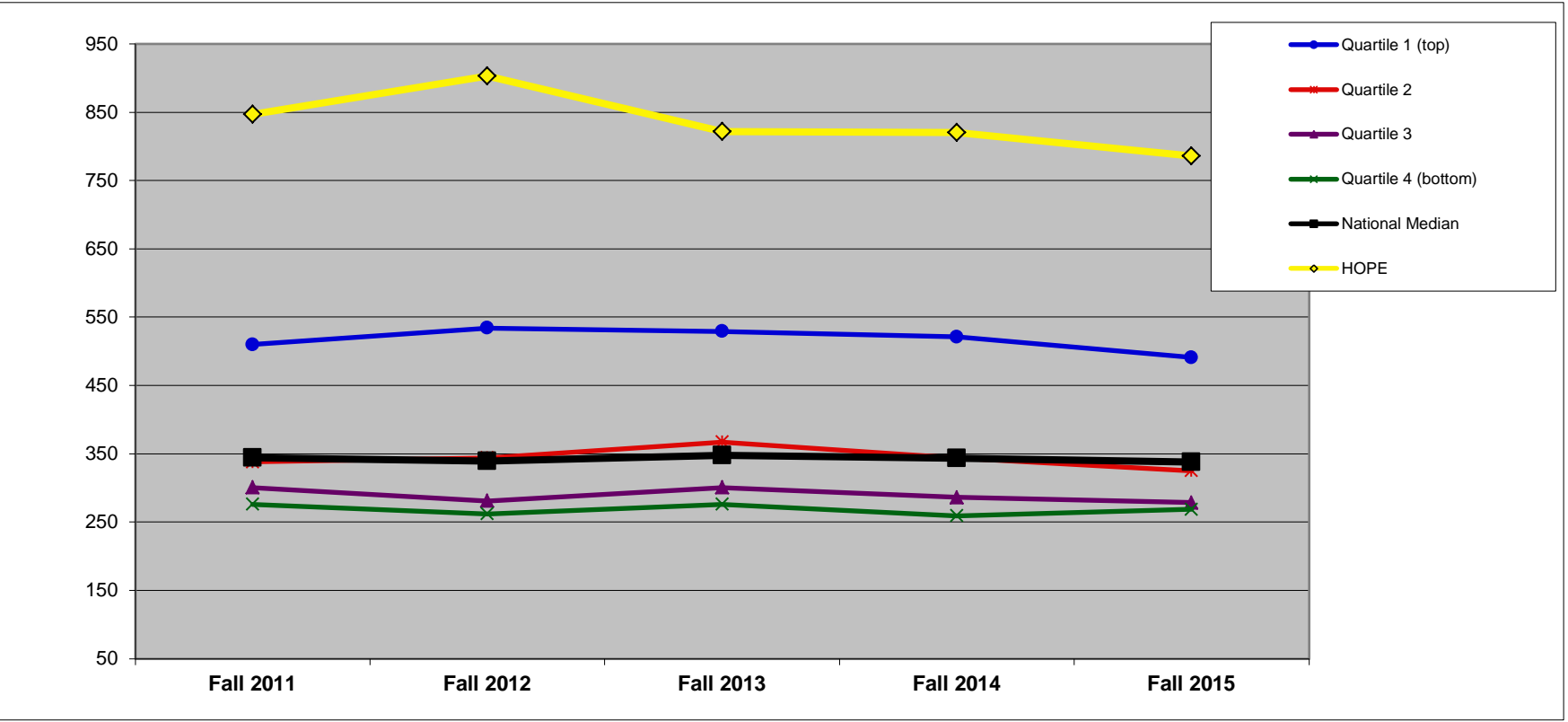
QUARTILES	
NATIONAL	1
REGIONAL	1

## NATIONAL: FINANCIAL RESOURCES (n=749).



	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Y1 to Y5 Change
Quartile 1 (top)	511	525	522	511	512	0.2%
Quartile 2	368	354	371	354	362	-1.6%
Quartile 3	292	276	267	269	270	-7.5%
Quartile 4 (bottom)	219	227	241	224	232	5.9%
National Median	345	340	348	344	338	-1.9%
HOPE	847	903	822	820	786	-7.2%

## MIDWEST REGION: FINANCIAL RESOURCES (n=192).



	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Y1 to Y5 Change
Quartile 1 (top)	510	534	529	521	491	-3.7%
Quartile 2	338	344	367	344	325	-3.8%
Quartile 3	301	281	301	286	279	-7.3%
Quartile 4 (bottom)	276	262	276	259	269	-2.7%
National Median	345	340	348	344	338	-1.9%
HOPE	847	903	822	820	786	-7.2%

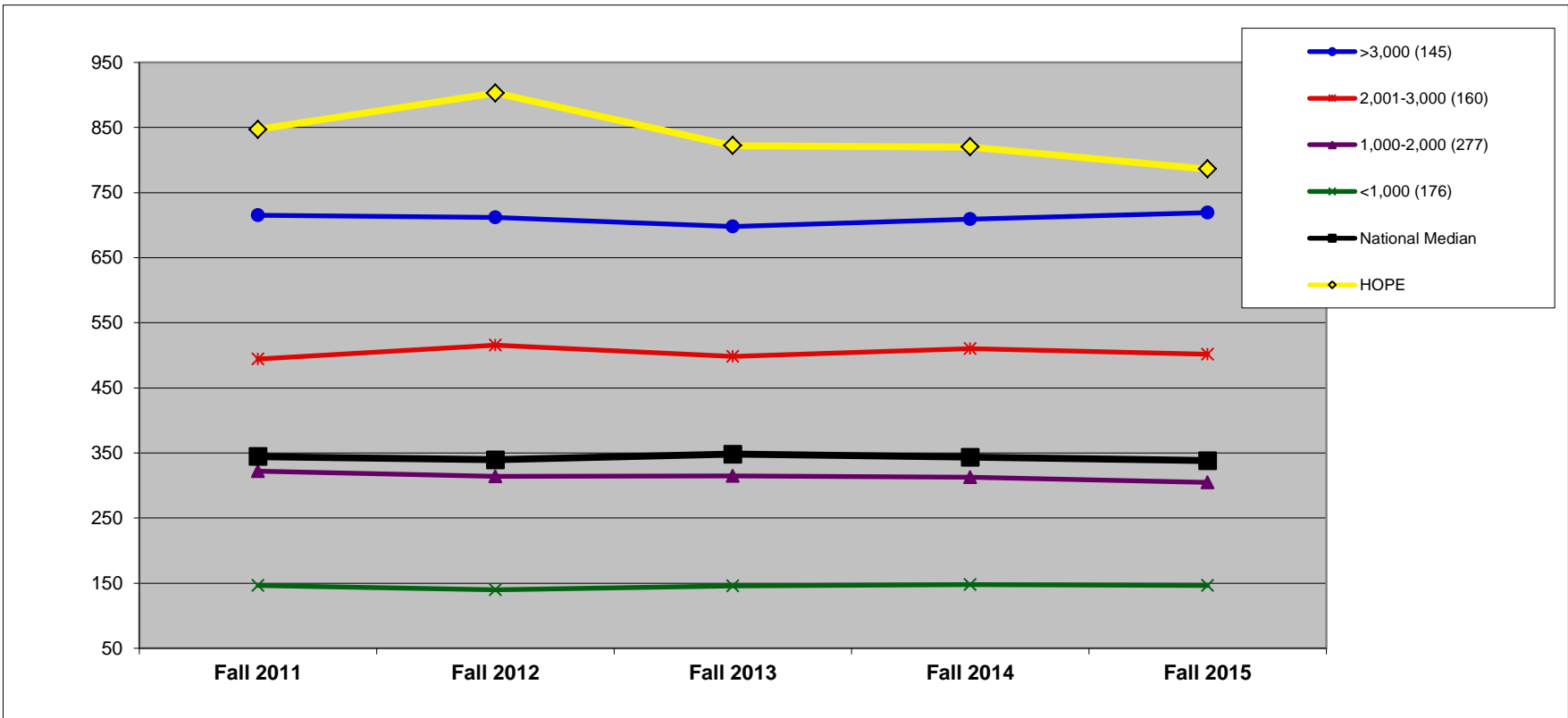
# FIRST-YEAR ENROLLMENT: BY ENROLLMENT SIZE (2S)

**DEFINITION:** Total fall full-time, first-time degree-seeking undergraduate students. (All national and regional data are presented as medians.)

	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Y1 to Y5 Change
HOPE	847	903	822	820	786	-7.2%

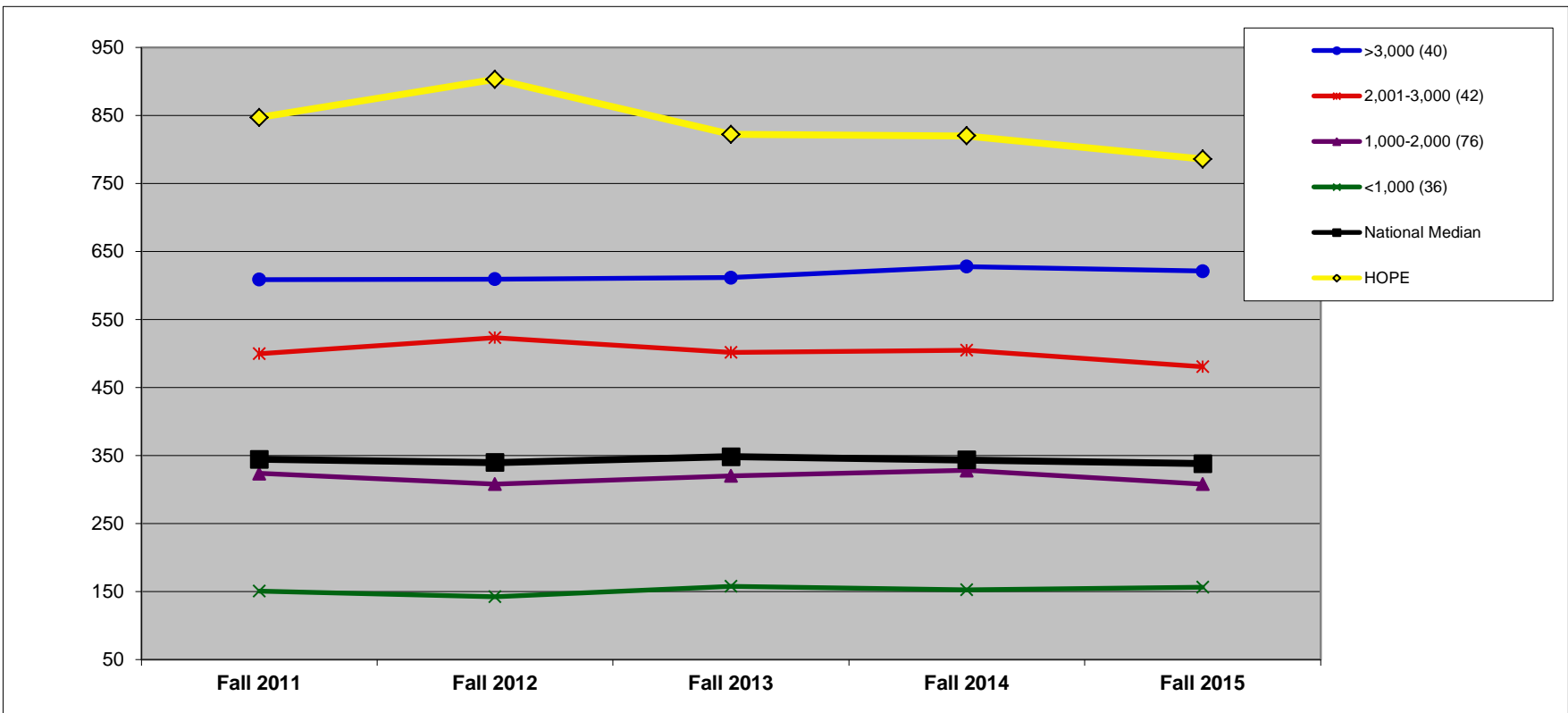
SIZE >3,000

**NATIONAL: SIZE (n=758).**



	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Y1 to Y5 Change
>3,000 (145)	715	712	698	709	719	0.6%
2,001-3,000 (160)	495	516	499	510	502	1.4%
1,000-2,000 (277)	322	314	315	313	305	-5.3%
<1,000 (176)	147	140	146	148	147	0.0%
National Median	345	340	348	344	338	-1.9%
HOPE	847	903	822	820	786	-7.2%

**MIDWEST REGION: SIZE (n=194).**



	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Y1 to Y5 Change
>3,000 (40)	609	610	612	628	621	2.1%
2,001-3,000 (42)	500	524	502	505	481	-3.8%
1,000-2,000 (76)	324	308	320	328	308	-4.8%
<1,000 (36)	151	142	158	153	157	4.0%
National Median	345	340	348	344	338	-1.9%
HOPE	847	903	822	820	786	-7.2%

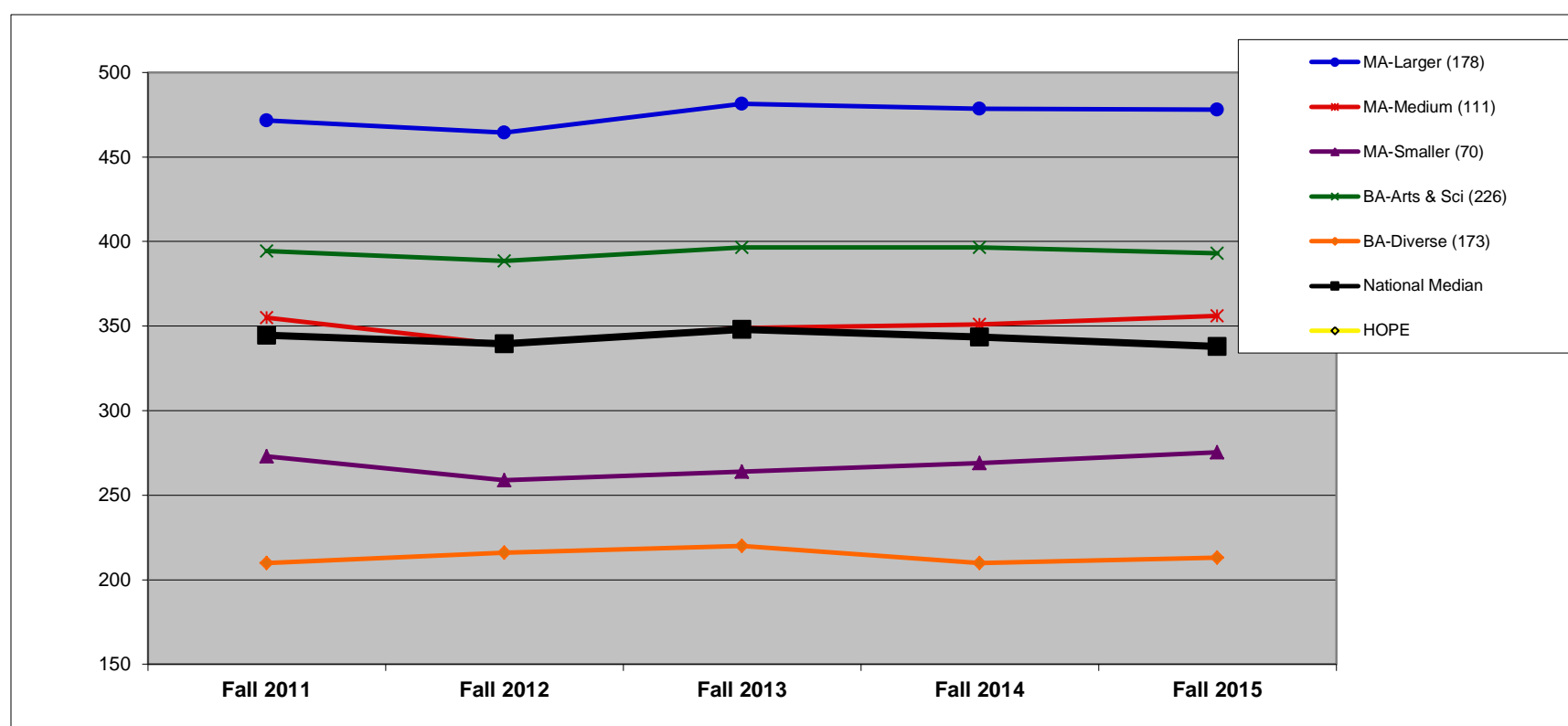
## FIRST-YEAR ENROLLMENT: BY CARNEGIE CLASSIFICATION (2C)

**DEFINITION:** Total fall full-time, first-time degree-seeking undergraduate students. See Introduction for description of Carnegie classifications. (All national and regional data are presented as medians.)

	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Y1 to Y5 Change
HOPE	847	903	822	820	786	-7.2%

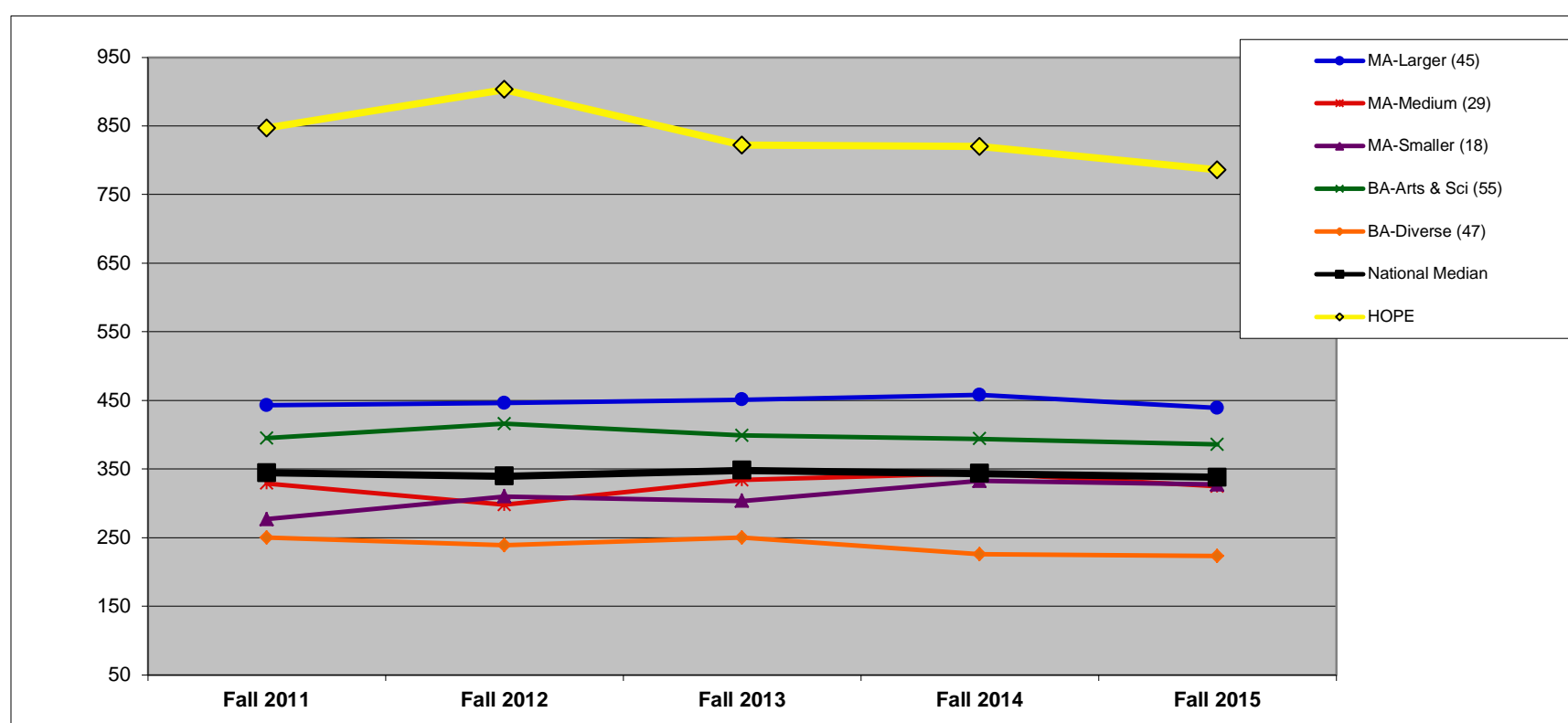
CARNEGIE BA-Arts & Sci

**NATIONAL: CARNEGIE (n=758).**



	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Y1 to Y5 Change
MA-Larger (178)	472	465	482	479	478	1.4%
MA-Medium (111)	355	339	349	351	356	0.3%
MA-Smaller (70)	273	259	264	269	276	0.9%
BA-Arts & Sci (226)	395	389	397	397	393	-0.4%
BA-Diverse (173)	210	216	220	210	213	1.4%
National Median	345	340	348	344	338	-1.9%
HOPE	847	903	822	820	786	-7.2%

**MIDWEST REGION: CARNEGIE (n=194).**



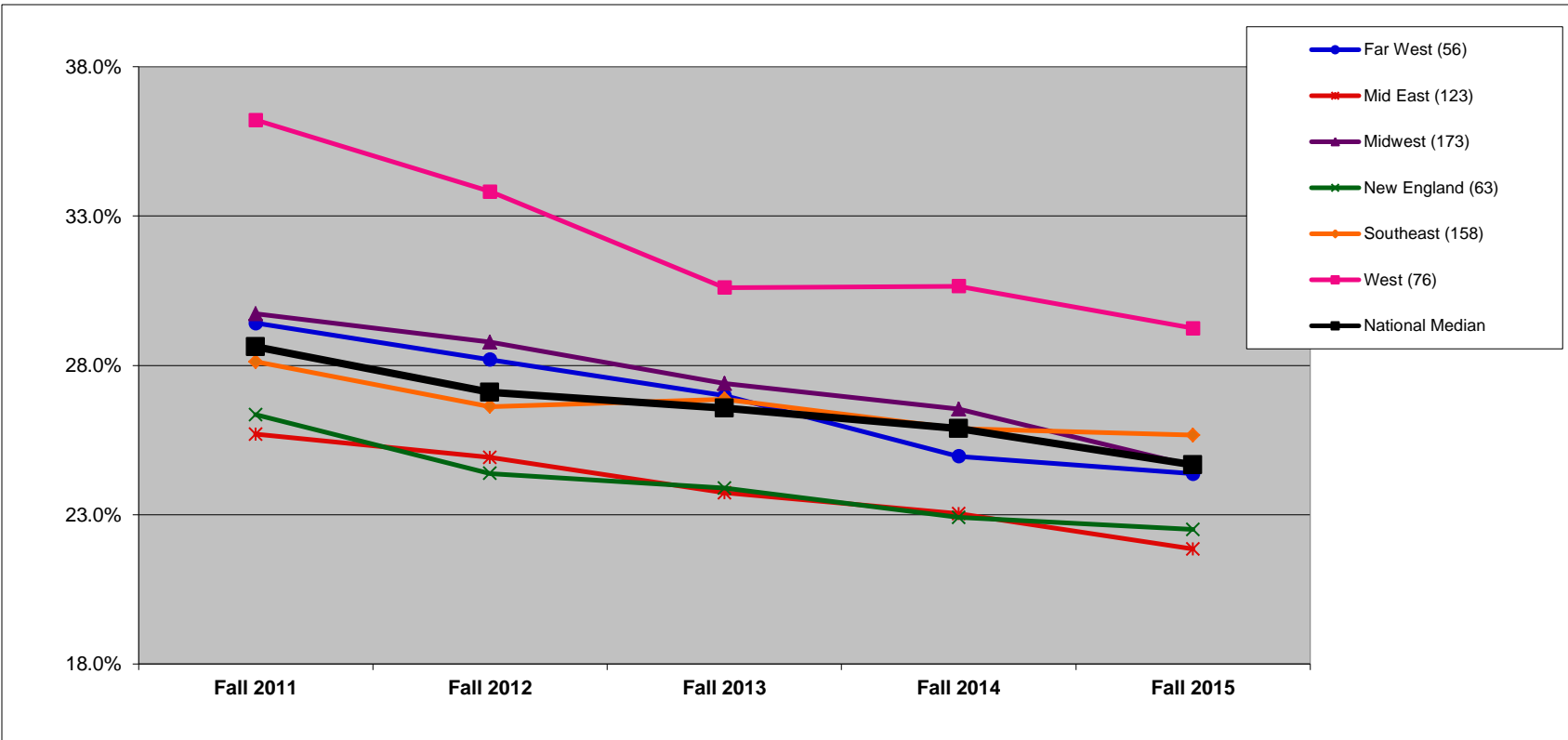
	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Y1 to Y5 Change
MA-Larger (45)	443	446	451	458	439	-0.9%
MA-Medium (29)	329	298	334	344	325	-1.2%
MA-Smaller (18)	277	310	304	333	328	18.2%
BA-Arts & Sci (55)	395	416	399	394	386	-2.3%
BA-Diverse (47)	250	239	250	226	223	-10.8%
National Median	345	340	348	344	338	-1.9%
HOPE	847	903	822	820	786	-7.2%

# ADMISSIONS YIELD RATE (%): BY REGION (3R)

**DEFINITION:** Percentage of admitted students who enrolled. (The year indicated is the year of the Institutional Characteristics IPEDS Survey. Institutions had the option of reporting data for the current or prior year. Only data from institutions reporting current year data for all five years were used in the comparisons.)

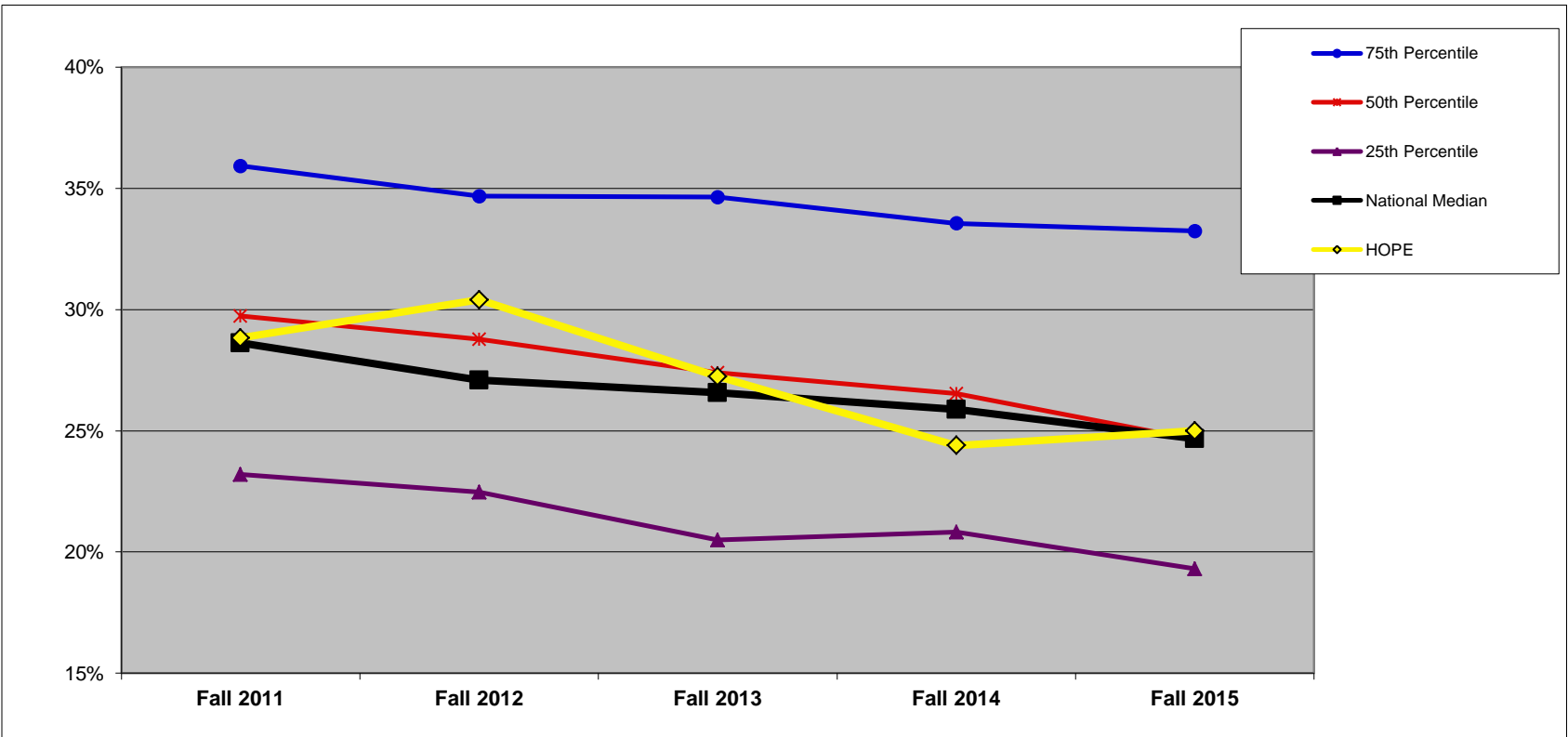
	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015
HOPE	28.8%	30.4%	27.2%	24.4%	25.0%

**NATIONAL (n=649).** All data on this chart are presented as medians. See Introduction for description of regions.



	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015
Far West (56)	29.4%	28.2%	27.0%	25.0%	24.4%
Mid East (123)	25.7%	24.9%	23.7%	23.0%	21.8%
Midwest (173)	29.7%	28.8%	27.4%	26.5%	24.6%
New England (63)	26.3%	24.4%	23.9%	22.9%	22.5%
Southeast (158)	28.1%	26.6%	26.9%	25.9%	25.7%
West (76)	36.2%	33.8%	30.6%	30.7%	29.2%
National Median	28.6%	27.1%	26.6%	25.9%	24.7%

**MIDWEST REGION (n=173).** In addition to the median, which is the 50th percentile, this chart shows the 75th and 25th percentiles for the region.



	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015
75th Percentile	35.9%	34.7%	34.6%	33.6%	33.2%
50th Percentile	29.7%	28.8%	27.4%	26.5%	24.6%
25th Percentile	23.2%	22.5%	20.5%	20.8%	19.3%
National Median	28.6%	27.1%	26.6%	25.9%	24.7%
HOPE	28.8%	30.4%	27.2%	24.4%	25.0%

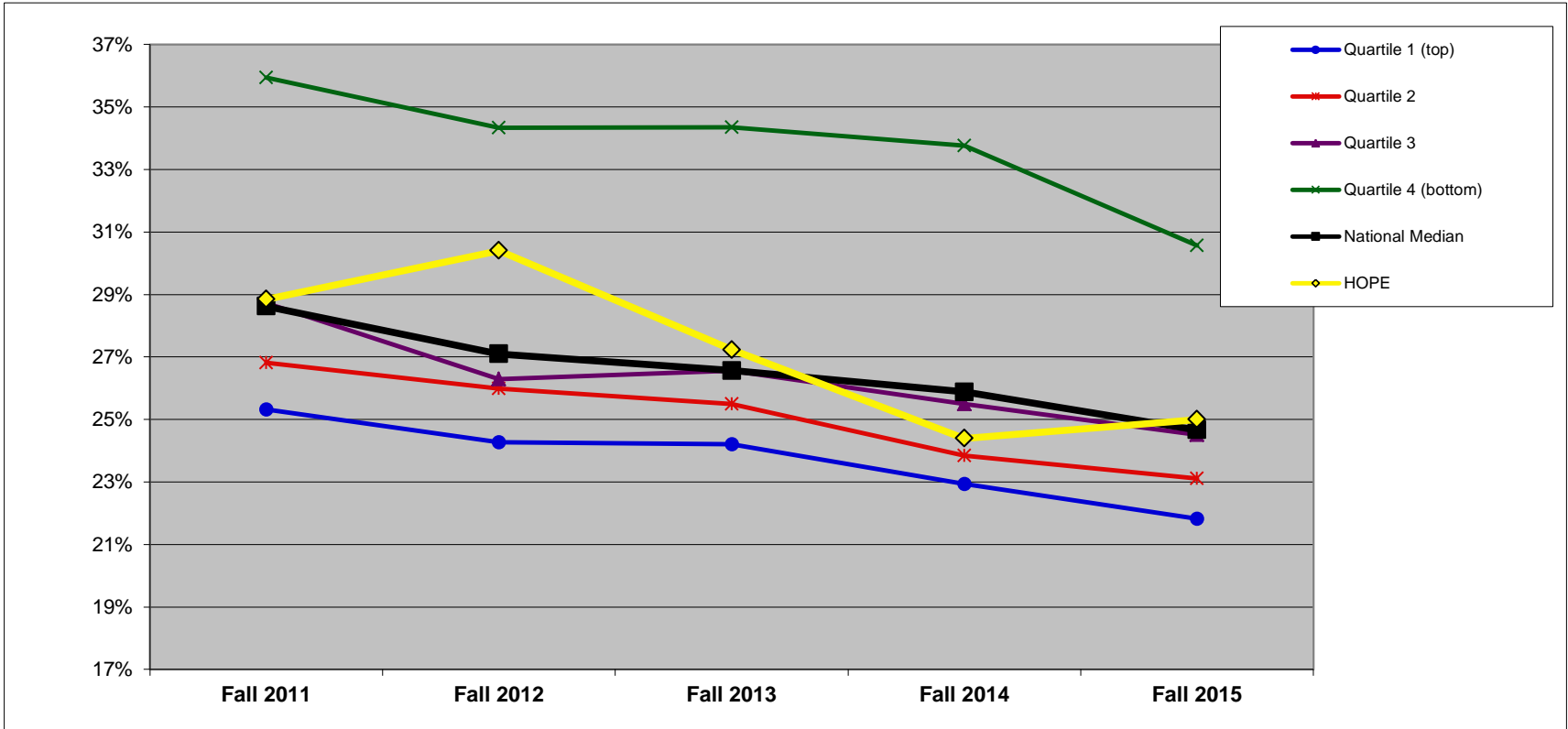
# ADMISSIONS YIELD RATE (%): BY FINANCIAL RESOURCES (3F)

**DEFINITION:** Percentage of admitted students who enrolled. (The year indicated is the year of the Institutional Characteristics IPEDS Survey. Institutions had the option of reporting data for the current or prior year. Only data from institutions reporting current year data for all five years were used in the comparisons. All national and regional data are presented as medians.)

	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015
<b>HOPE</b>	28.8%	30.4%	27.2%	24.4%	25.0%

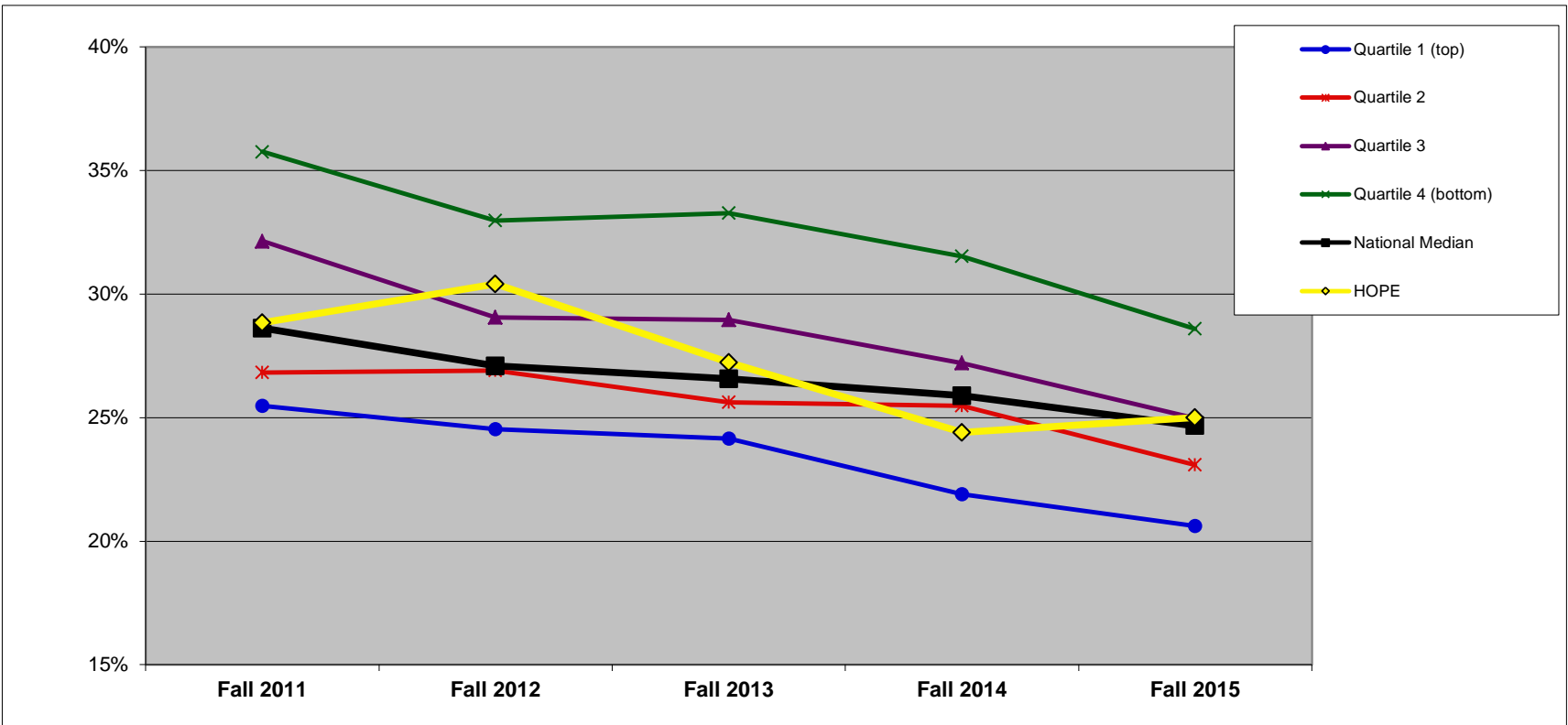
QUARTILES	
<b>NATIONAL</b>	1
<b>REGIONAL</b>	1

## NATIONAL: FINANCIAL RESOURCES (n=647).



	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015
Quartile 1 (top)	25.3%	24.3%	24.2%	22.9%	21.8%
Quartile 2	26.8%	26.0%	25.5%	23.8%	23.1%
Quartile 3	28.7%	26.3%	26.6%	25.5%	24.5%
Quartile 4 (bottom)	35.9%	34.3%	34.4%	33.8%	30.6%
National Median	28.6%	27.1%	26.6%	25.9%	24.7%
<b>HOPE</b>	28.8%	30.4%	27.2%	24.4%	25.0%

## MIDWEST REGION: FINANCIAL RESOURCES (n=173).



	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015
Quartile 1 (top)	25.5%	24.5%	24.2%	21.9%	20.6%
Quartile 2	26.8%	26.9%	25.6%	25.5%	23.1%
Quartile 3	32.1%	29.1%	29.0%	27.2%	25.0%
Quartile 4 (bottom)	35.8%	33.0%	33.3%	31.5%	28.6%
National Median	28.6%	27.1%	26.6%	25.9%	24.7%
<b>HOPE</b>	28.8%	30.4%	27.2%	24.4%	25.0%



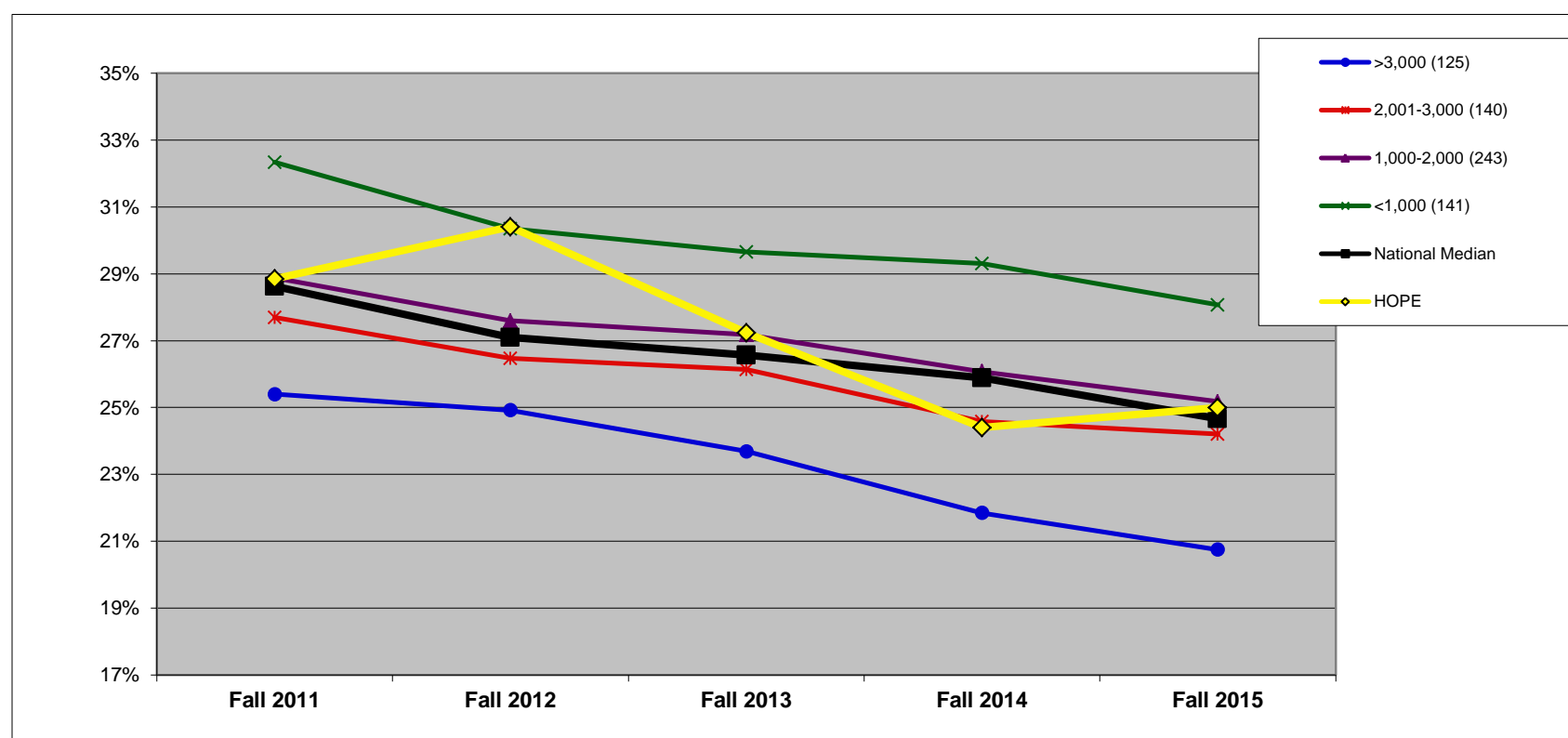
## ADMISSIONS YIELD RATE (%): BY ENROLLMENT SIZE (3S)

**DEFINITION:** Percentage of admitted students who enrolled. (The year indicated is the year of the Institutional Characteristics IPEDS Survey. Institutions had the option of reporting data for the current or prior year. Only data from institutions reporting current year data for all five years were used in the comparisons. All national and regional data are presented as medians.)

	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015
HOPE	28.8%	30.4%	27.2%	24.4%	25.0%

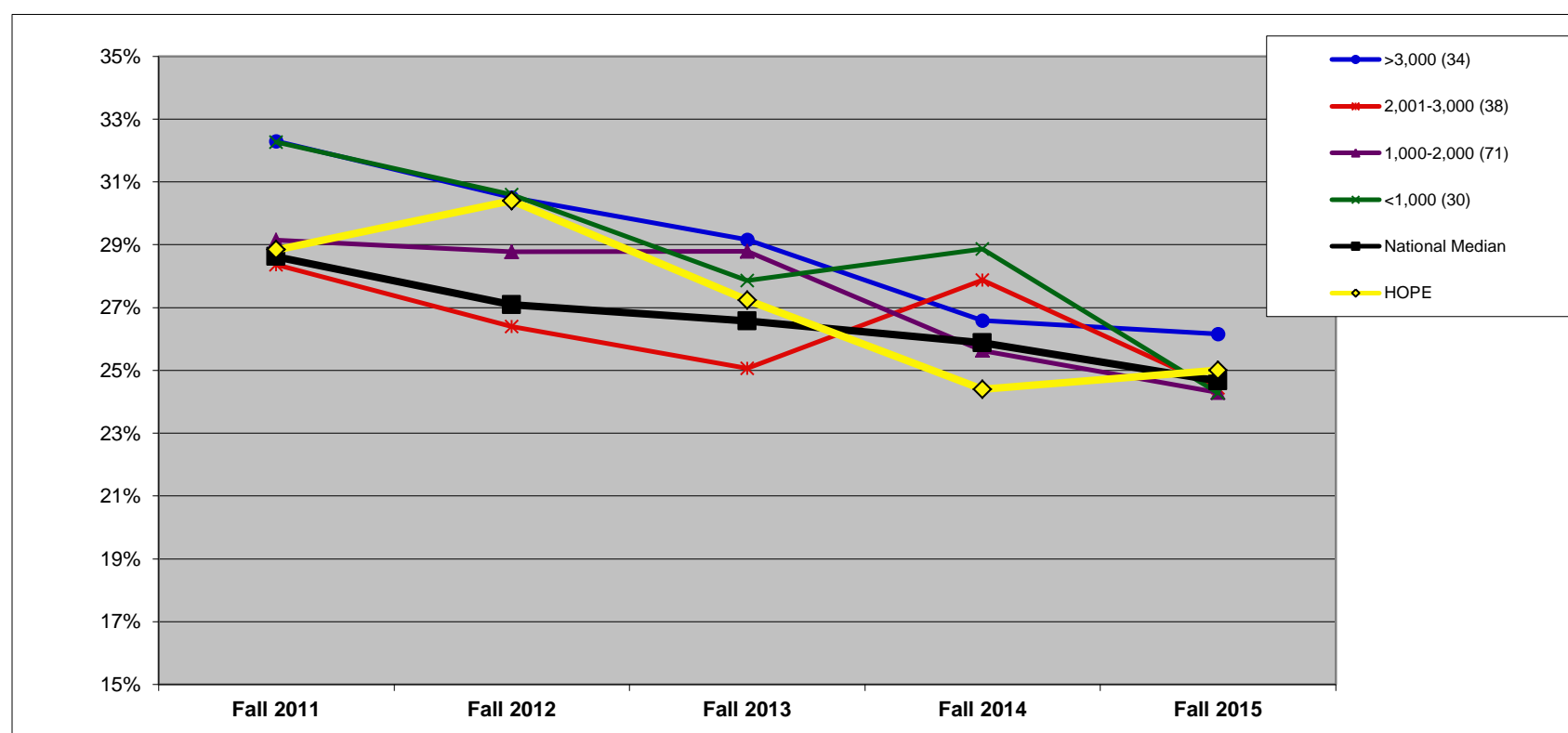
SIZE

**NATIONAL: SIZE (n=649).**



	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015
>3,000 (125)	25.4%	24.9%	23.7%	21.9%	20.8%
2,001-3,000 (140)	27.7%	26.5%	26.1%	24.6%	24.2%
1,000-2,000 (243)	28.9%	27.6%	27.2%	26.1%	25.2%
<1,000 (141)	32.3%	30.3%	29.7%	29.3%	28.1%
National Median	28.6%	27.1%	26.6%	25.9%	24.7%
HOPE	28.8%	30.4%	27.2%	24.4%	25.0%

**MIDWEST REGION: SIZE (n=173).**



	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015
>3,000 (34)	32.3%	30.5%	29.2%	26.6%	26.2%
2,001-3,000 (38)	28.4%	26.4%	25.1%	27.9%	24.4%
1,000-2,000 (71)	29.1%	28.8%	28.8%	25.6%	24.3%
<1,000 (30)	32.3%	30.6%	27.9%	28.9%	24.3%
National Median	28.6%	27.1%	26.6%	25.9%	24.7%
HOPE	28.8%	30.4%	27.2%	24.4%	25.0%

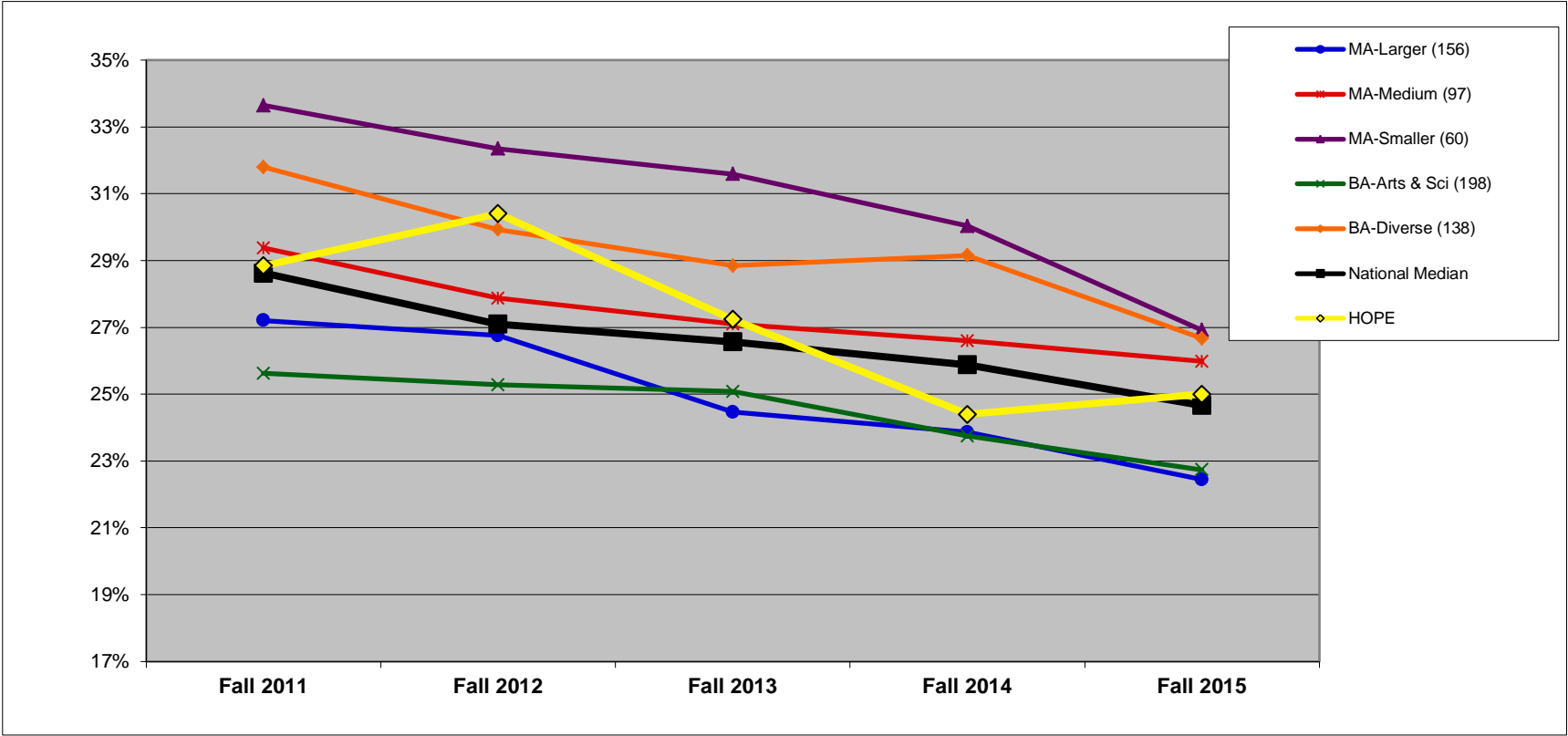
ADMISSIONS YIELD RATE (%): BY CARNEGIE CLASSIFICATION (3C)

**DEFINITION:** Percentage of admitted students who enrolled. See Introduction for description of Carnegie classifications. (The year indicated is the year of the Institutional Characteristics IPEDS Survey. Institutions had the option of reporting data for the current or prior year. Only data from institutions reporting current year data for all five years were used in the comparisons. All national and regional data are presented as medians.)

	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015
HOPE	28.8%	30.4%	27.2%	24.4%	25.0%

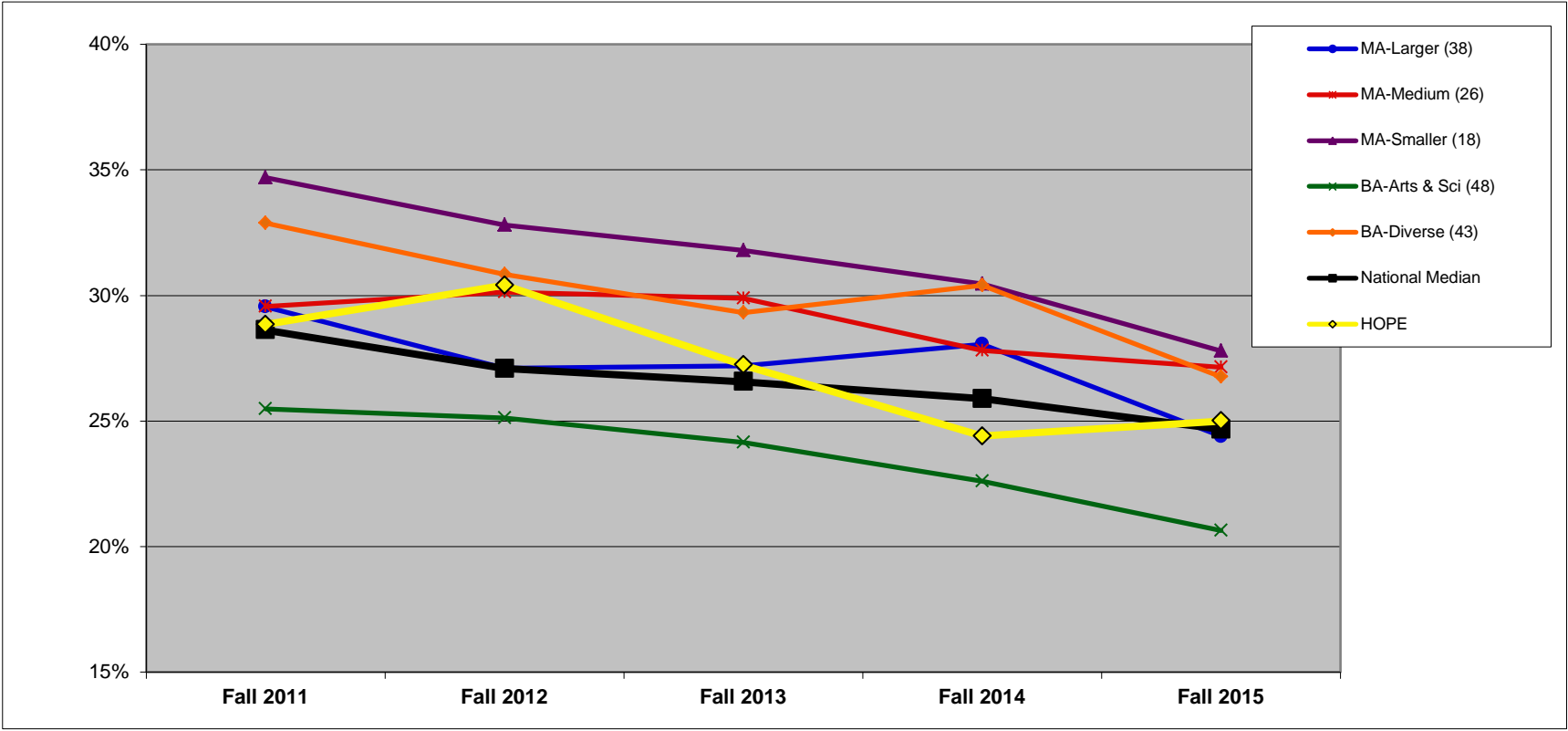
CARNEGIE BA-Arts & Sci

NATIONAL: CARNEGIE (n=649).



	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015
MA-Larger (156)	27.2%	26.8%	24.5%	23.9%	22.4%
MA-Medium (97)	29.4%	27.9%	27.1%	26.6%	26.0%
MA-Smaller (60)	33.6%	32.4%	31.6%	30.0%	26.9%
BA-Arts & Sci (198)	25.6%	25.3%	25.1%	23.7%	22.7%
BA-Diverse (138)	31.8%	29.9%	28.9%	29.2%	26.7%
National Median	28.6%	27.1%	26.6%	25.9%	24.7%
HOPE	28.8%	30.4%	27.2%	24.4%	25.0%

MIDWEST REGION: CARNEGIE (n=173).



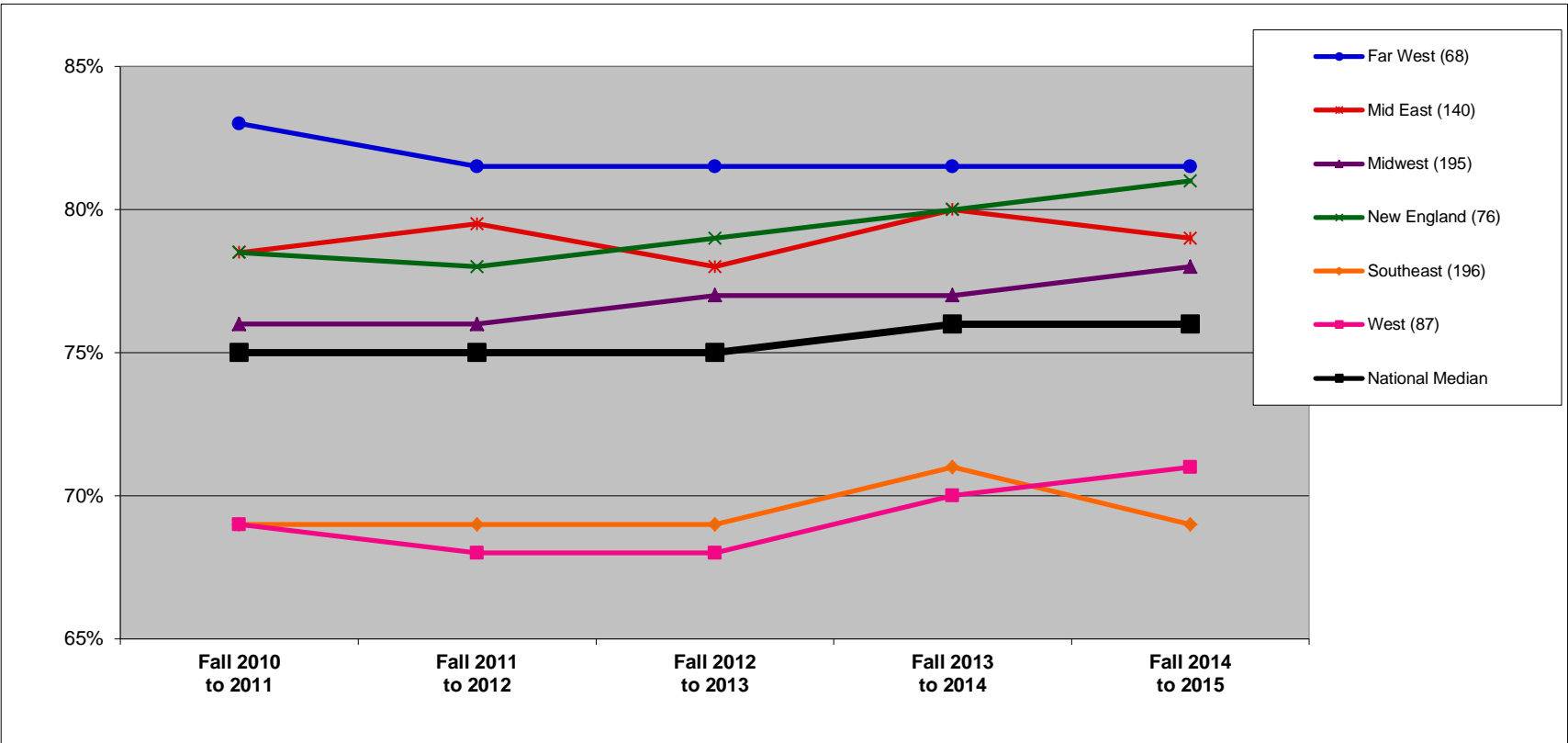
	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015
MA-Larger (38)	29.5%	27.1%	27.2%	28.1%	24.4%
MA-Medium (26)	29.6%	30.1%	29.9%	27.8%	27.1%
MA-Smaller (18)	34.7%	32.8%	31.8%	30.5%	27.8%
BA-Arts & Sci (48)	25.5%	25.1%	24.2%	22.6%	20.6%
BA-Diverse (43)	32.9%	30.8%	29.3%	30.4%	26.8%
National Median	28.6%	27.1%	26.6%	25.9%	24.7%
HOPE	28.8%	30.4%	27.2%	24.4%	25.0%

# RETENTION RATE (%): BY REGION (4R)

**DEFINITION:** The first to second year retention rate is the percentage of the fall full-time cohort (minus exclusions) that re-enrolled at the institution as either full- or part-time students in the fall of the next year.

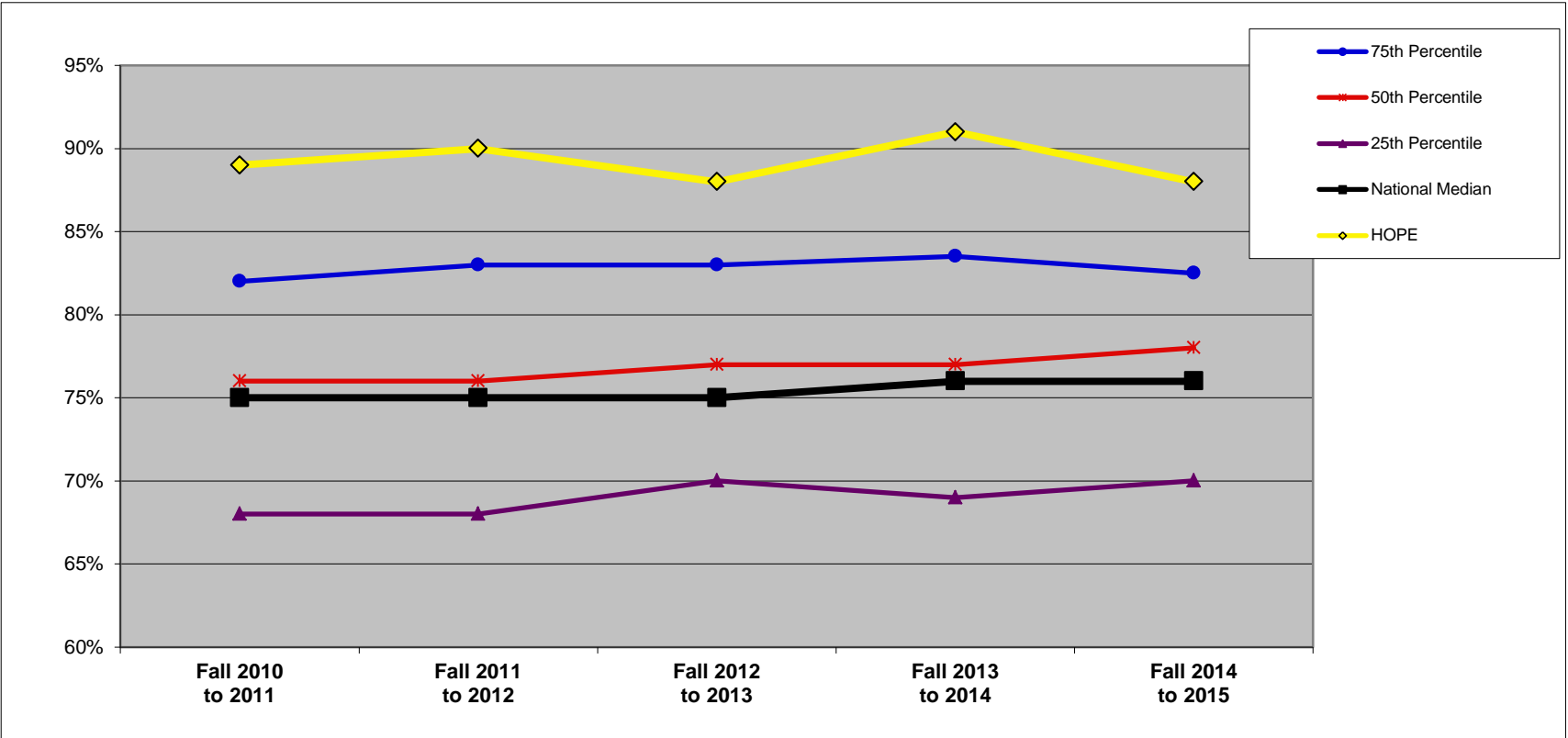
	Fall 2010 to 2011	Fall 2011 to 2012	Fall 2012 to 2013	Fall 2013 to 2014	Fall 2014 to 2015
HOPE	89%	90%	88%	91%	88%

**NATIONAL (n=762).** All data on this chart are presented as medians. See Introduction for description of regions.



	Fall 2010 to 2011	Fall 2011 to 2012	Fall 2012 to 2013	Fall 2013 to 2014	Fall 2014 to 2015
Far West (68)	83%	82%	82%	82%	82%
Mid East (140)	79%	80%	78%	80%	79%
Midwest (195)	76%	76%	77%	77%	78%
New England (76)	79%	78%	79%	80%	81%
Southeast (196)	69%	69%	69%	71%	69%
West (87)	69%	68%	68%	70%	71%
National Median	75%	75%	75%	76%	76%

**MIDWEST REGION (n=195).** In addition to the median, which is the 50th percentile, this chart shows the 75th and 25th percentiles for the region.



	Fall 2010 to 2011	Fall 2011 to 2012	Fall 2012 to 2013	Fall 2013 to 2014	Fall 2014 to 2015
75th Percentile	82%	83%	83%	84%	83%
50th Percentile	76%	76%	77%	77%	78%
25th Percentile	68%	68%	70%	69%	70%
National Median	75%	75%	75%	76%	76%
HOPE	89%	90%	88%	91%	88%

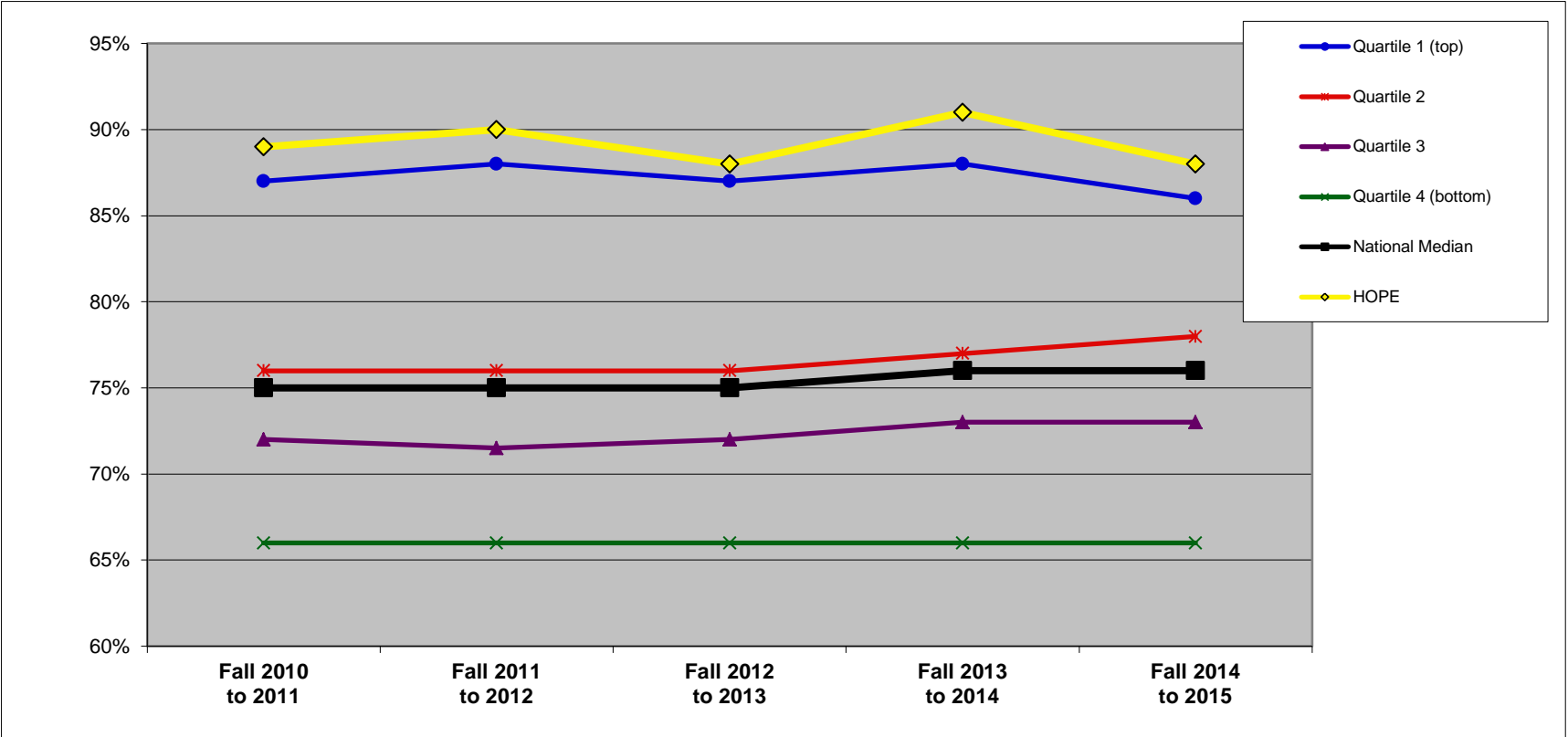
# RETENTION RATE (%): BY FINANCIAL RESOURCES (4F)

**DEFINITION:** The first to second year retention rate is the percentage of the fall full-time cohort (minus exclusions) that re-enrolled at the institution as either full- or part-time students in the fall of the next year. (All national and regional data are presented as medians.)

	Fall 2010 to 2011	Fall 2011 to 2012	Fall 2012 to 2013	Fall 2013 to 2014	Fall 2014 to 2015
HOPE	89%	90%	88%	91%	88%

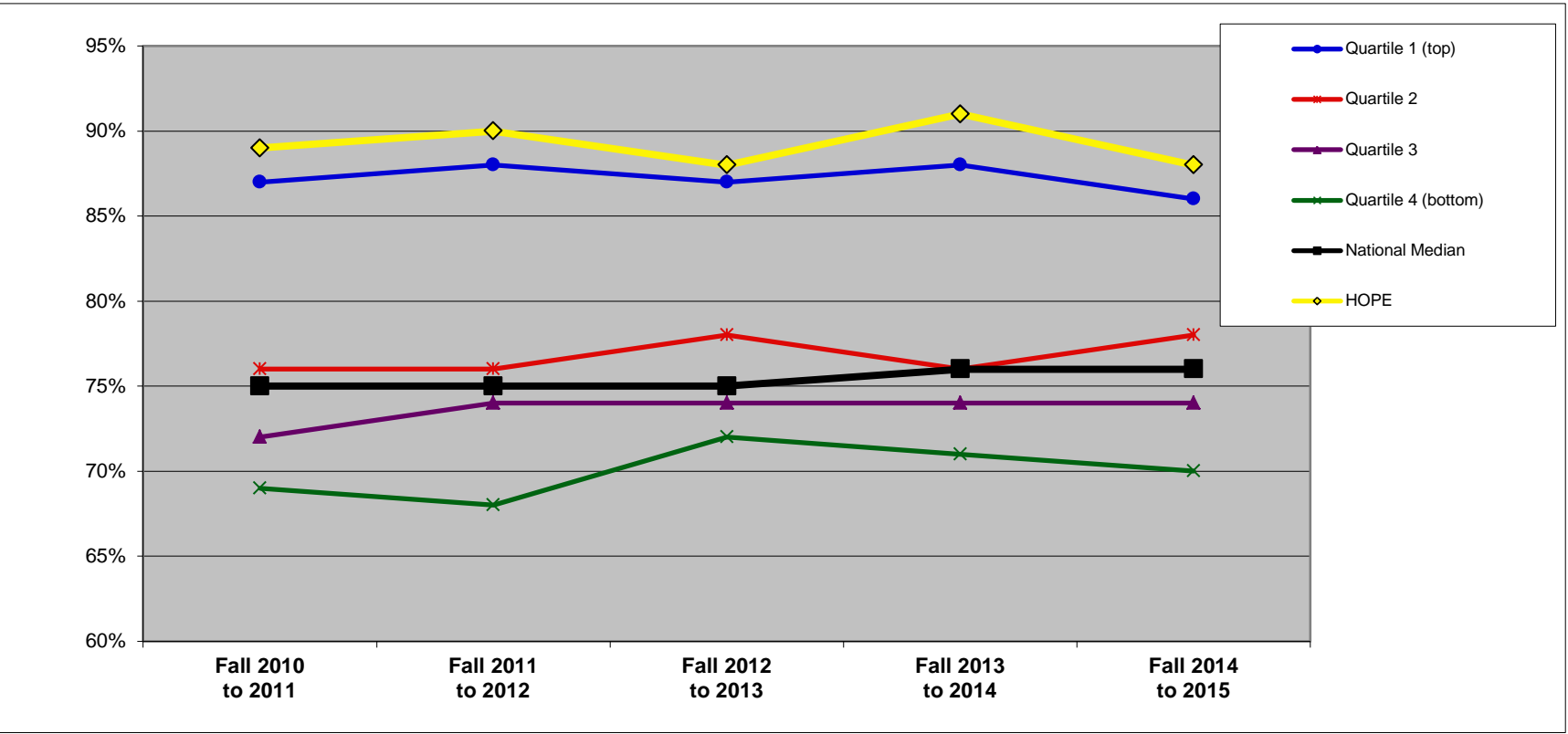
QUARTILES	
NATIONAL	1
REGIONAL	1

NATIONAL: FINANCIAL RESOURCES (n=752).



	Fall 2010 to 2011	Fall 2011 to 2012	Fall 2012 to 2013	Fall 2013 to 2014	Fall 2014 to 2015
Quartile 1 (top)	87%	88%	87%	88%	86%
Quartile 2	76%	76%	76%	77%	78%
Quartile 3	72%	72%	72%	73%	73%
Quartile 4 (bottom)	66%	66%	66%	66%	66%
National Median	75%	75%	75%	76%	76%
HOPE	89%	90%	88%	91%	88%

MIDWEST REGION: FINANCIAL RESOURCES (n=193).



	Fall 2010 to 2011	Fall 2011 to 2012	Fall 2012 to 2013	Fall 2013 to 2014	Fall 2014 to 2015
Quartile 1 (top)	87%	88%	87%	88%	86%
Quartile 2	76%	76%	78%	76%	78%
Quartile 3	72%	74%	74%	74%	74%
Quartile 4 (bottom)	69%	68%	72%	71%	70%
National Median	75%	75%	75%	76%	76%
HOPE	89%	90%	88%	91%	88%

# RETENTION RATE (%): BY ENROLLMENT SIZE (4S)

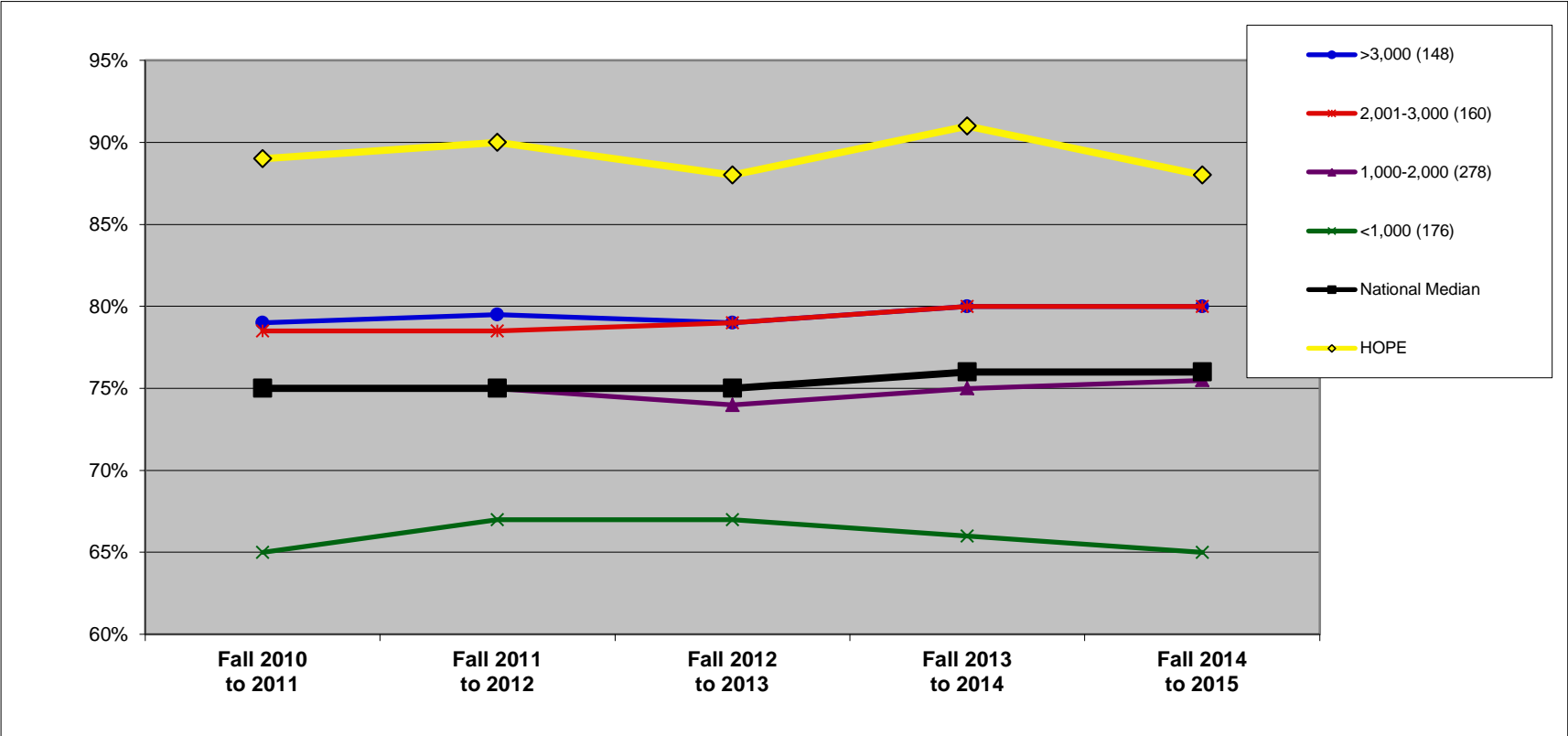
**DEFINITION:** The first to second year retention rate is the percentage of the fall full-time cohort (minus exclusions) that re-enrolled at the institution as either full- or part-time students in the fall of the next year. (All national and regional data are presented as medians.)

	Fall 2010 to 2011	Fall 2011 to 2012	Fall 2012 to 2013	Fall 2013 to 2014	Fall 2014 to 2015
HOPE	89%	90%	88%	91%	88%

SIZE

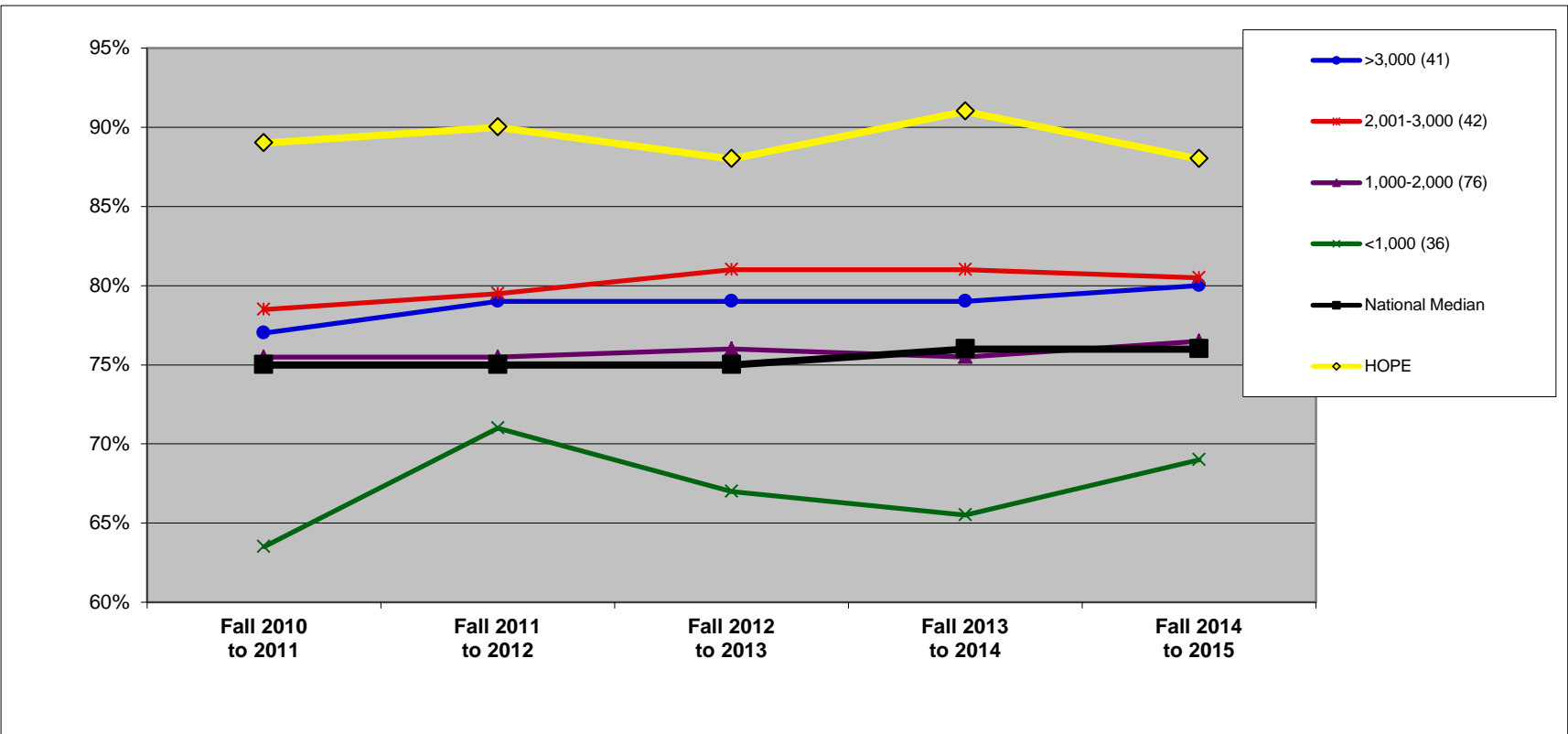
>3,000

NATIONAL: SIZE (n=762).



	Fall 2010 to 2011	Fall 2011 to 2012	Fall 2012 to 2013	Fall 2013 to 2014	Fall 2014 to 2015
>3,000 (148)	79%	80%	79%	80%	80%
2,001-3,000 (160)	79%	79%	79%	80%	80%
1,000-2,000 (278)	75%	75%	74%	75%	76%
<1,000 (176)	65%	67%	67%	66%	65%
National Median	75%	75%	75%	76%	76%
HOPE	89%	90%	88%	91%	88%

MIDWEST REGION: SIZE (n=195).



	Fall 2010 to 2011	Fall 2011 to 2012	Fall 2012 to 2013	Fall 2013 to 2014	Fall 2014 to 2015
>3,000 (41)	77%	79%	79%	79%	80%
2,001-3,000 (42)	79%	80%	81%	81%	81%
1,000-2,000 (76)	76%	76%	76%	76%	77%
<1,000 (36)	64%	71%	67%	66%	69%
National Median	75%	75%	75%	76%	76%
HOPE	89%	90%	88%	91%	88%

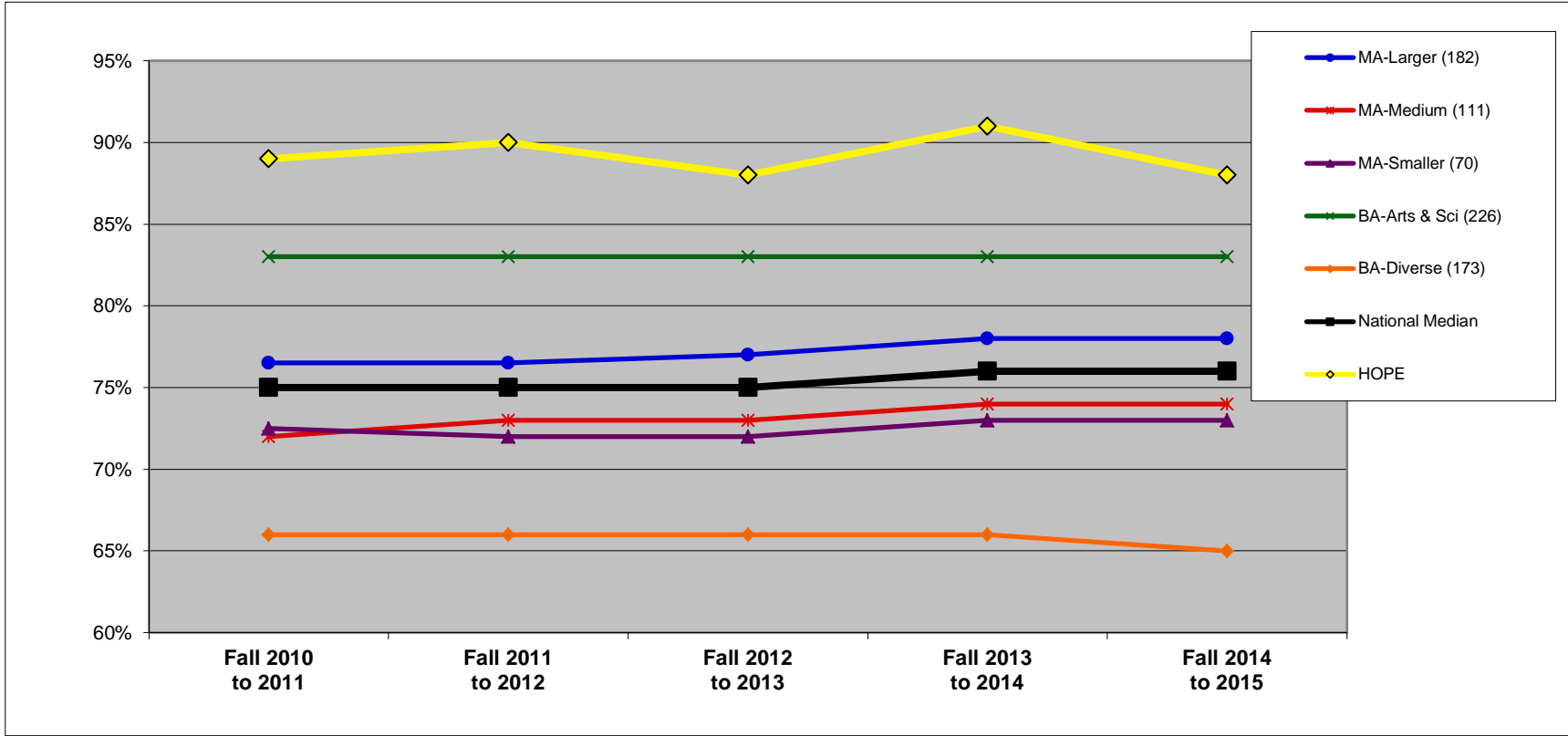
# RETENTION RATE (%): BY CARNEGIE CLASSIFICATION (4C)

**DEFINITION:** The first to second year retention rate is the percentage of the fall full-time cohort (minus exclusions) that re-enrolled at the institution as either full- or part-time students in the fall of the next year. See Introduction for description of Carnegie classifications. (All national and regional data are presented as medians.)

	Fall 2010 to 2011	Fall 2011 to 2012	Fall 2012 to 2013	Fall 2013 to 2014	Fall 2014 to 2015
HOPE	89%	90%	88%	91%	88%

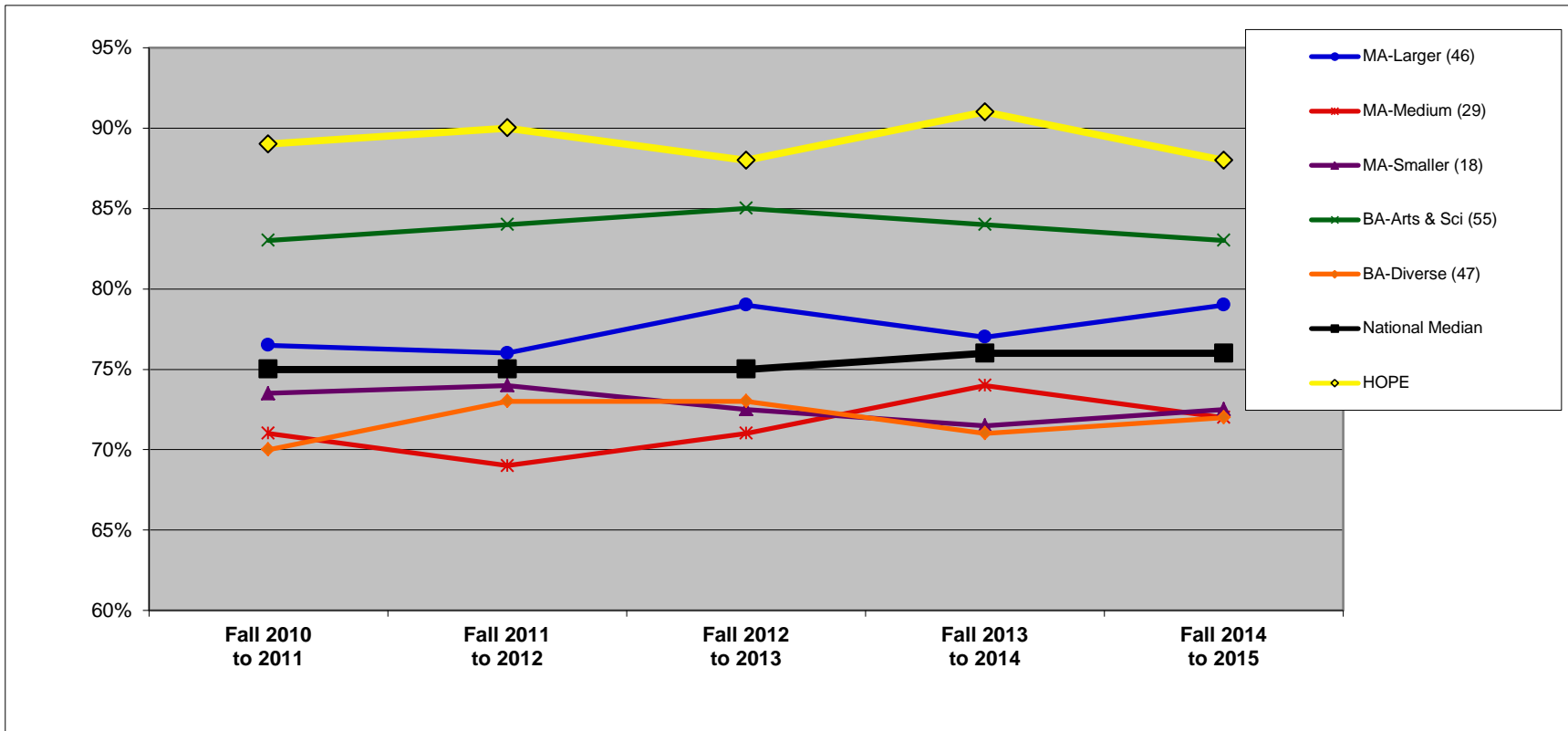
CARNEGIE BA-Arts & Sci

NATIONAL: CARNEGIE (n=762).



	Fall 2010 to 2011	Fall 2011 to 2012	Fall 2012 to 2013	Fall 2013 to 2014	Fall 2014 to 2015
MA-Larger (182)	77%	77%	77%	78%	78%
MA-Medium (111)	72%	73%	73%	74%	74%
MA-Smaller (70)	73%	72%	72%	73%	73%
BA-Arts & Sci (226)	83%	83%	83%	83%	83%
BA-Diverse (173)	66%	66%	66%	66%	65%
National Median	75%	75%	75%	76%	76%
HOPE	89%	90%	88%	91%	88%

MIDWEST REGION: CARNEGIE (n=195).



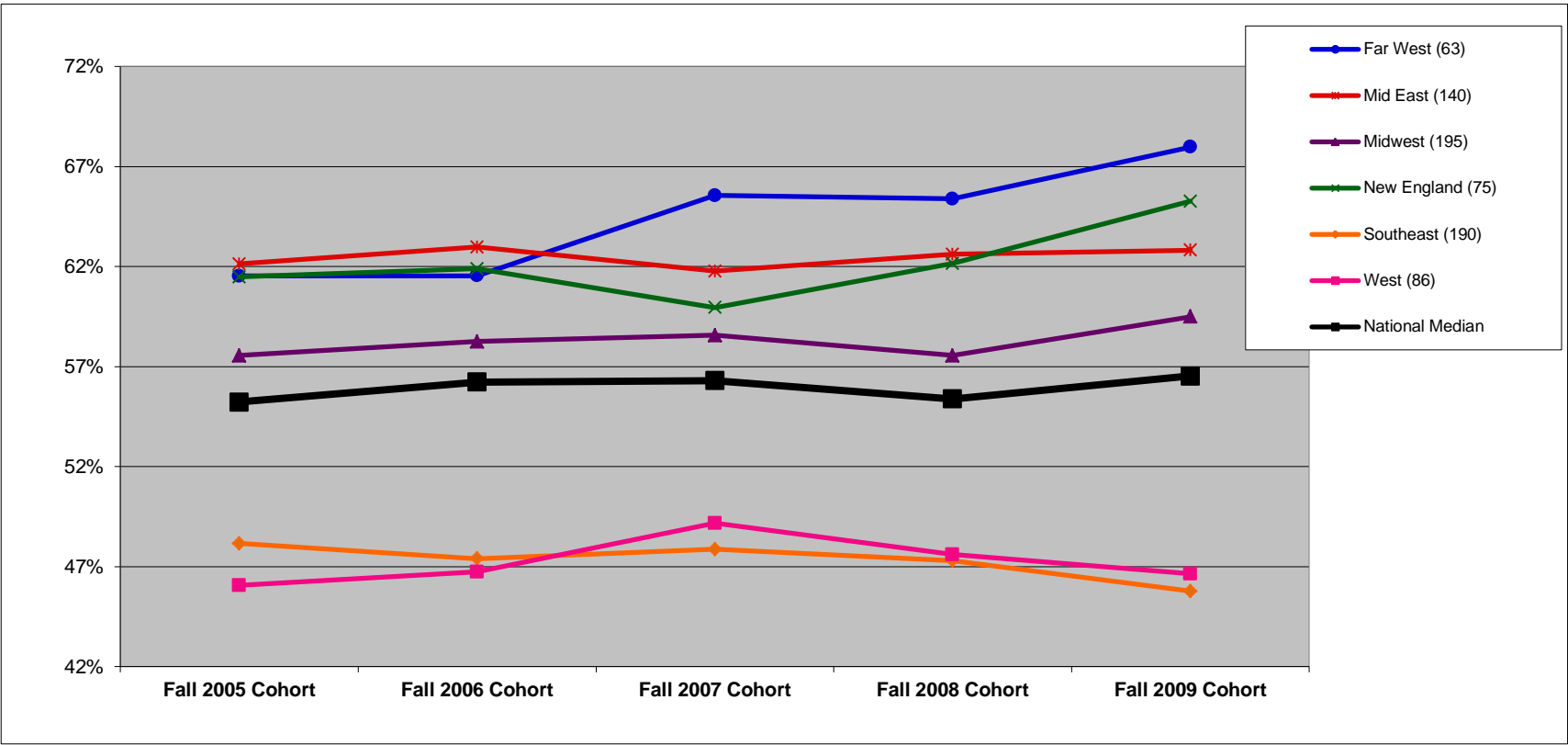
	Fall 2010 to 2011	Fall 2011 to 2012	Fall 2012 to 2013	Fall 2013 to 2014	Fall 2014 to 2015
MA-Larger (46)	77%	76%	79%	77%	79%
MA-Medium (29)	71%	69%	71%	74%	72%
MA-Smaller (18)	74%	74%	73%	72%	73%
BA-Arts & Sci (55)	83%	84%	85%	84%	83%
BA-Diverse (47)	70%	73%	73%	71%	72%
National Median	75%	75%	75%	76%	76%
HOPE	89%	90%	88%	91%	88%

# GRADUATION RATE (%): BY REGION (5R)

**DEFINITION:** The six-year, cohort graduation rate for full-time, first-time degree-seeking undergraduate students. For example, the Fall 2005 Cohort rate is the percentage that graduated by end of Summer 2011.

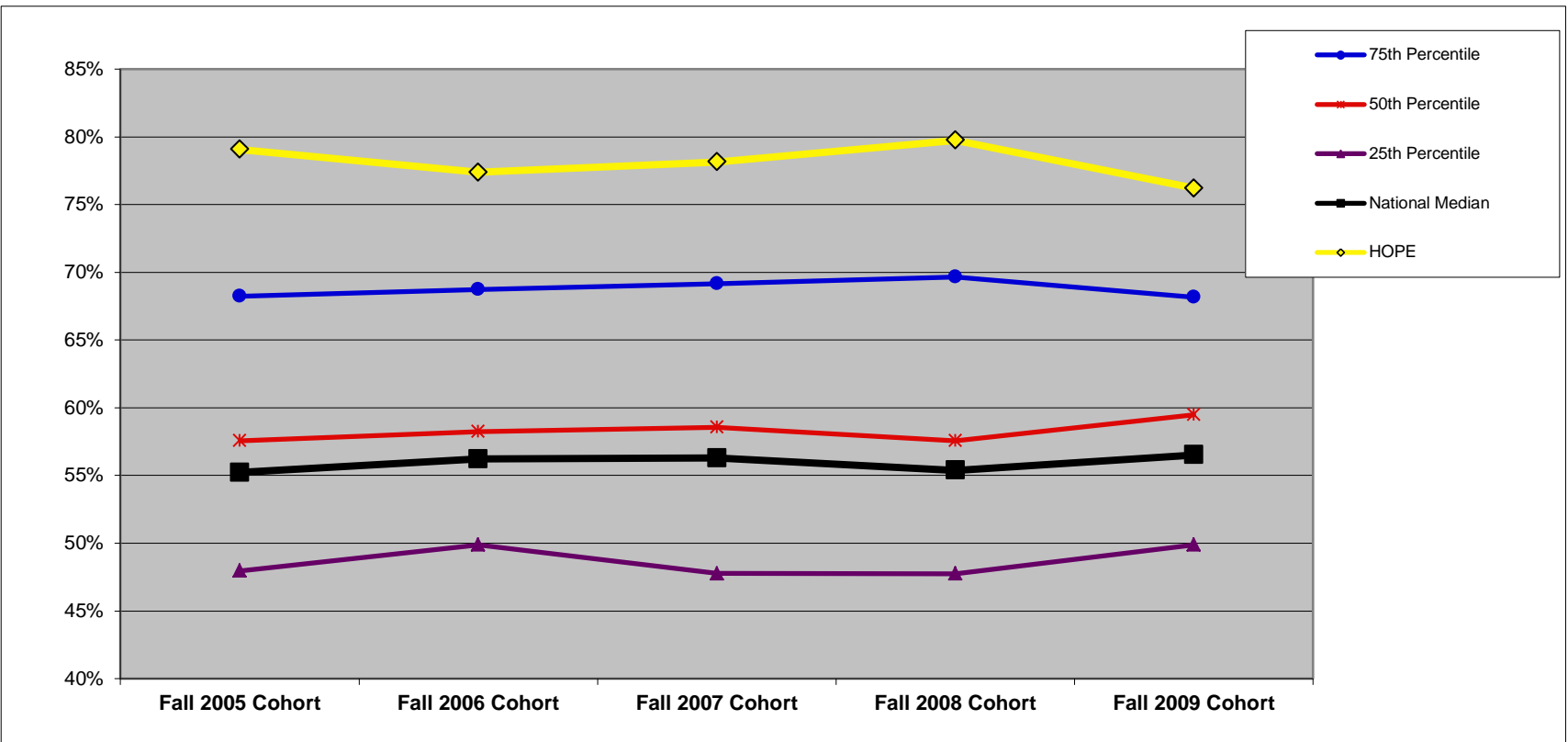
	Fall 2005 Cohort	Fall 2006 Cohort	Fall 2007 Cohort	Fall 2008 Cohort	Fall 2009 Cohort
HOPE	79.1%	77.4%	78.1%	79.8%	76.2%

**NATIONAL (n=749).** All data on this chart are presented as medians. See Introduction for description of regions.



	Fall 2005 Cohort	Fall 2006 Cohort	Fall 2007 Cohort	Fall 2008 Cohort	Fall 2009 Cohort
Far West (63)	61.5%	61.5%	65.6%	65.4%	68.0%
Mid East (140)	62.1%	63.0%	61.8%	62.6%	62.8%
Midwest (195)	57.5%	58.3%	58.6%	57.6%	59.5%
New England (75)	61.5%	61.9%	60.0%	62.2%	65.3%
Southeast (190)	48.2%	47.4%	47.9%	47.3%	45.8%
West (86)	46.1%	46.7%	49.2%	47.6%	46.6%
National Median	55.2%	56.2%	56.3%	55.4%	56.5%

**MIDWEST REGION (n=195).** In addition to the median, which is the 50th percentile, this chart shows the 75th and 25th percentiles for the region.



	Fall 2005 Cohort	Fall 2006 Cohort	Fall 2007 Cohort	Fall 2008 Cohort	Fall 2009 Cohort
75th Percentile	68.2%	68.7%	69.1%	69.7%	68.2%
50th Percentile	57.5%	58.3%	58.6%	57.6%	59.5%
25th Percentile	48.0%	49.9%	47.8%	47.7%	49.9%
National Median	55.2%	56.2%	56.3%	55.4%	56.5%
HOPE	79.1%	77.4%	78.1%	79.8%	76.2%



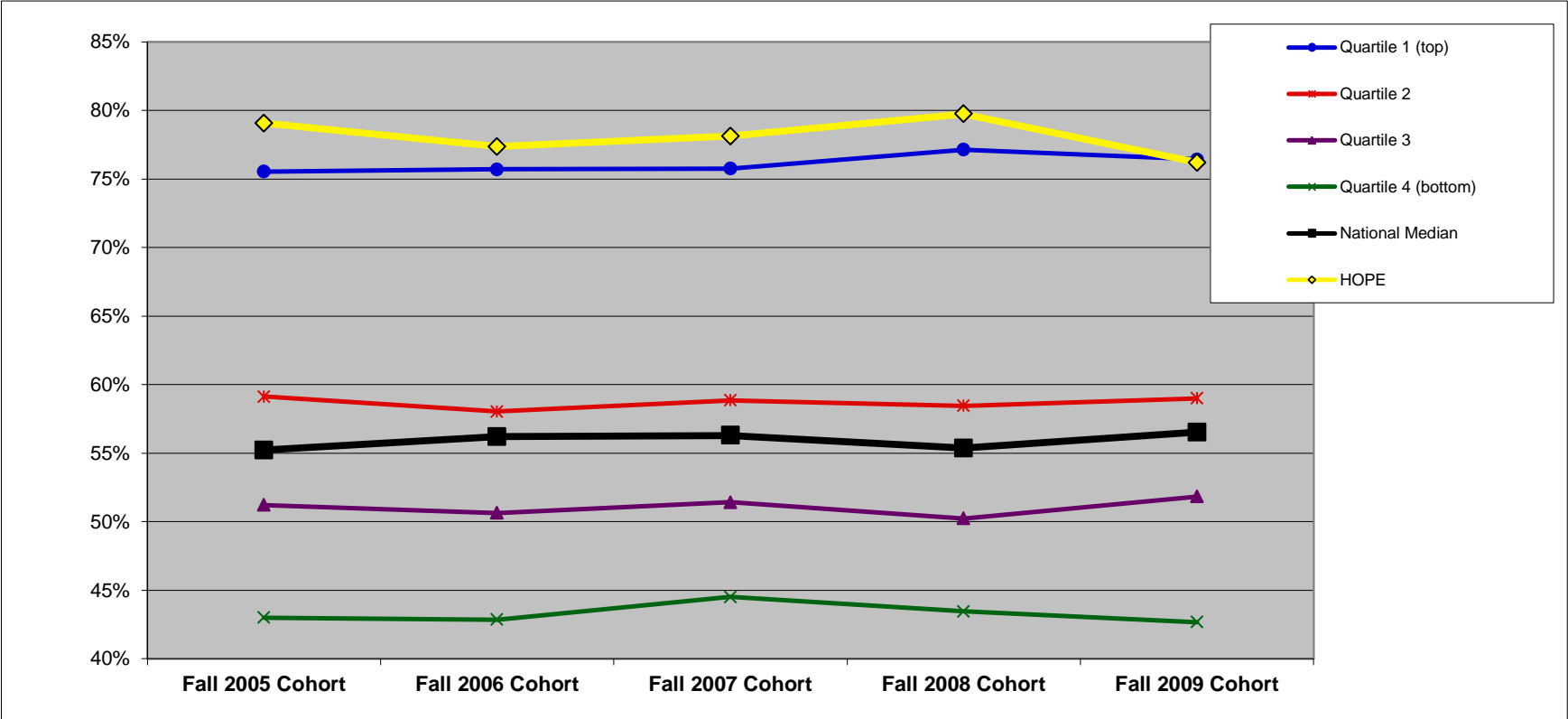
# GRADUATION RATE (%): BY FINANCIAL RESOURCES (5F)

**DEFINITION:** The six-year, cohort graduation rate for full-time, first-time degree-seeking undergraduate students. For example, the Fall 2005 Cohort rate is the percentage that graduated by end of Summer 2011. (All national and regional data are presented as medians.)

	Fall 2005 Cohort	Fall 2006 Cohort	Fall 2007 Cohort	Fall 2008 Cohort	Fall 2009 Cohort
HOPE	79.1%	77.4%	78.1%	79.8%	76.2%

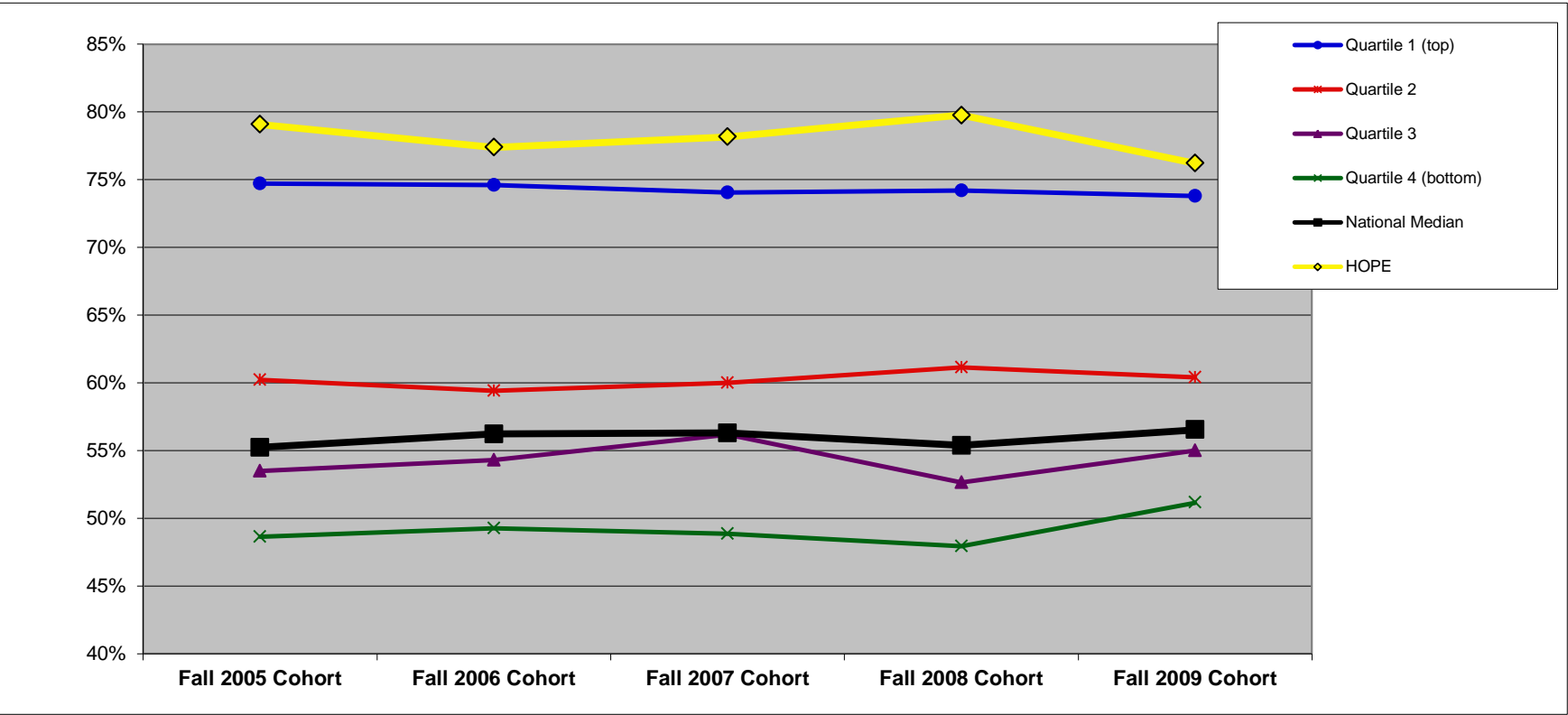
QUARTILES	
NATIONAL	1
REGIONAL	1

NATIONAL: FINANCIAL RESOURCES (n=742).



	Fall 2005 Cohort	Fall 2006 Cohort	Fall 2007 Cohort	Fall 2008 Cohort	Fall 2009 Cohort
Quartile 1 (top)	75.6%	75.7%	75.8%	77.1%	76.4%
Quartile 2	59.1%	58.0%	58.9%	58.4%	59.0%
Quartile 3	51.2%	50.6%	51.4%	50.2%	51.8%
Quartile 4 (bottom)	43.0%	42.9%	44.5%	43.5%	42.7%
National Median	55.2%	56.2%	56.3%	55.4%	56.5%
HOPE	79.1%	77.4%	78.1%	79.8%	76.2%

MIDWEST REGION: FINANCIAL RESOURCES (n=193).



	Fall 2005 Cohort	Fall 2006 Cohort	Fall 2007 Cohort	Fall 2008 Cohort	Fall 2009 Cohort
Quartile 1 (top)	74.7%	74.6%	74.0%	74.2%	73.8%
Quartile 2	60.2%	59.4%	60.0%	61.1%	60.4%
Quartile 3	53.5%	54.3%	56.2%	52.7%	55.0%
Quartile 4 (bottom)	48.6%	49.3%	48.9%	47.9%	51.2%
National Median	55.2%	56.2%	56.3%	55.4%	56.5%
HOPE	79.1%	77.4%	78.1%	79.8%	76.2%

# GRADUATION RATE (%): BY ENROLLMENT SIZE (5S)

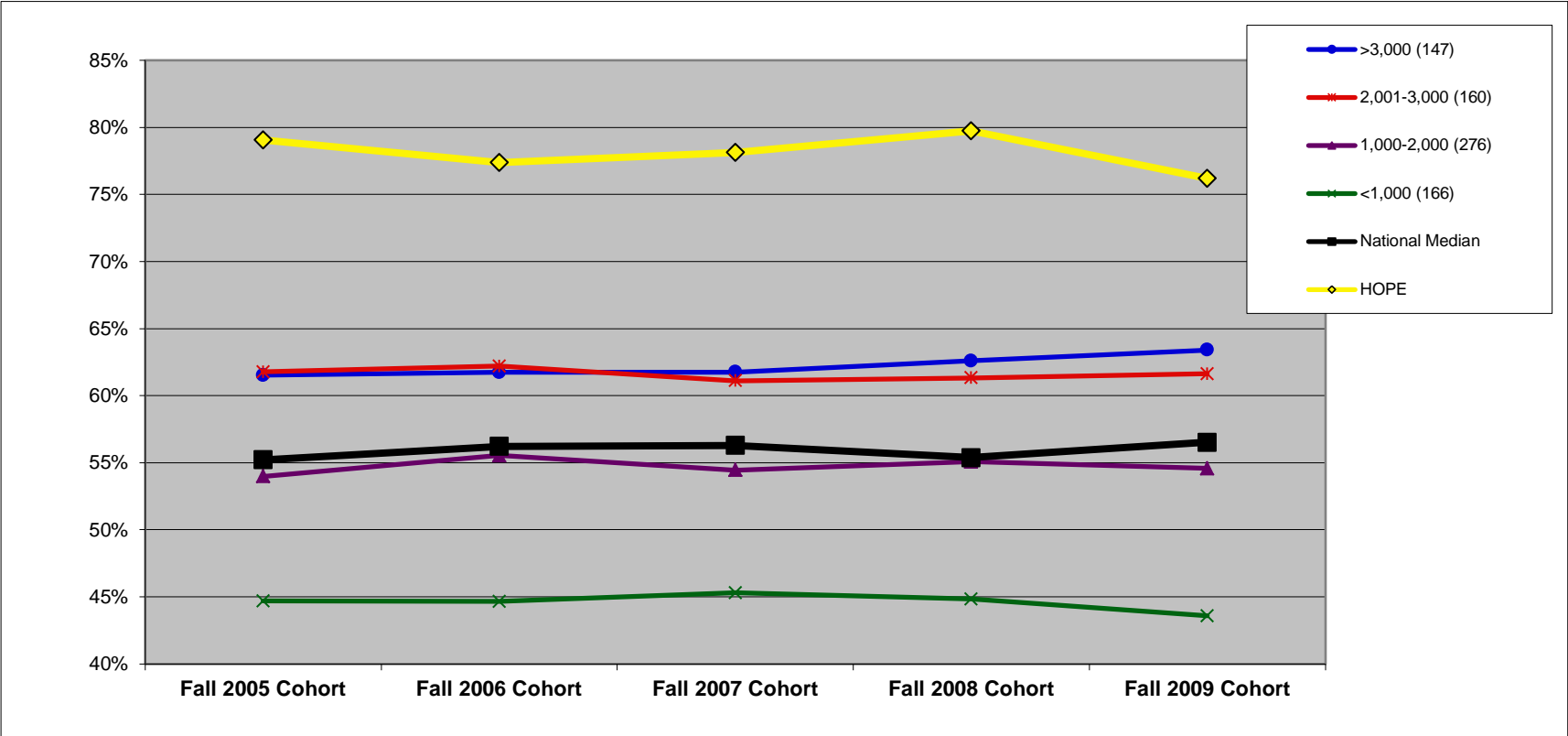
**DEFINITION:** The six-year, cohort graduation rate for full-time, first-time degree-seeking undergraduate students. For example, the Fall 2005 Cohort rate is the percentage that graduated by end of Summer 2011. (All national and regional data are presented as medians.)

	Fall 2005 Cohort	Fall 2006 Cohort	Fall 2007 Cohort	Fall 2008 Cohort	Fall 2009 Cohort
HOPE	79.1%	77.4%	78.1%	79.8%	76.2%

SIZE

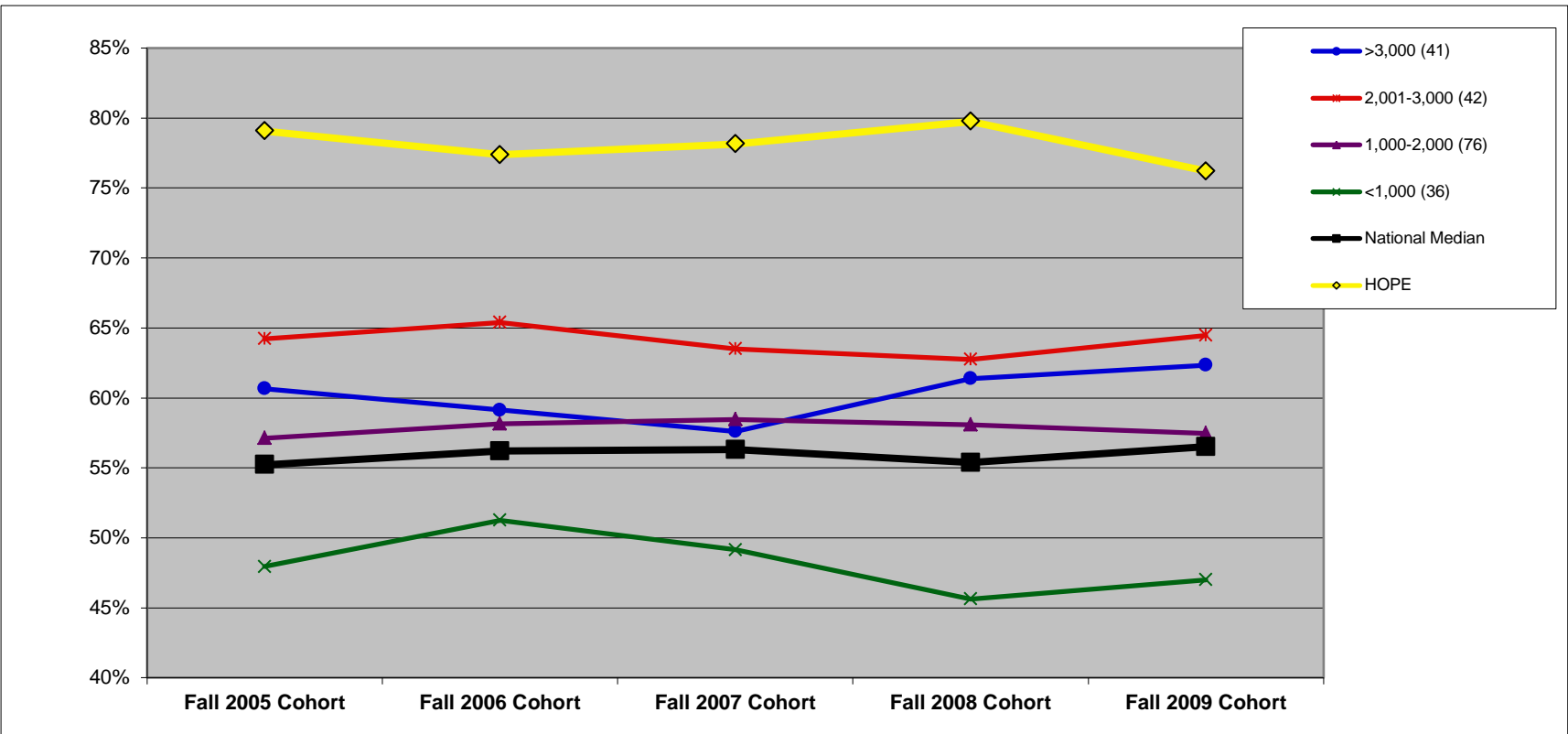
>3,000

NATIONAL: SIZE (n=749).



	Fall 2005 Cohort	Fall 2006 Cohort	Fall 2007 Cohort	Fall 2008 Cohort	Fall 2009 Cohort
>3,000 (147)	61.5%	61.7%	61.8%	62.6%	63.4%
2,001-3,000 (160)	61.8%	62.2%	61.1%	61.3%	61.6%
1,000-2,000 (276)	54.0%	55.6%	54.5%	55.1%	54.6%
<1,000 (166)	44.7%	44.7%	45.3%	44.8%	43.6%
National Median	55.2%	56.2%	56.3%	55.4%	56.5%
HOPE	79.1%	77.4%	78.1%	79.8%	76.2%

MIDWEST REGION: SIZE (n=195).



	Fall 2005 Cohort	Fall 2006 Cohort	Fall 2007 Cohort	Fall 2008 Cohort	Fall 2009 Cohort
>3,000 (41)	60.7%	59.1%	57.6%	61.4%	62.3%
2,001-3,000 (42)	64.2%	65.4%	63.5%	62.7%	64.5%
1,000-2,000 (76)	57.1%	58.2%	58.5%	58.1%	57.5%
<1,000 (36)	47.9%	51.3%	49.1%	45.6%	47.0%
National Median	55.2%	56.2%	56.3%	55.4%	56.5%
HOPE	79.1%	77.4%	78.1%	79.8%	76.2%

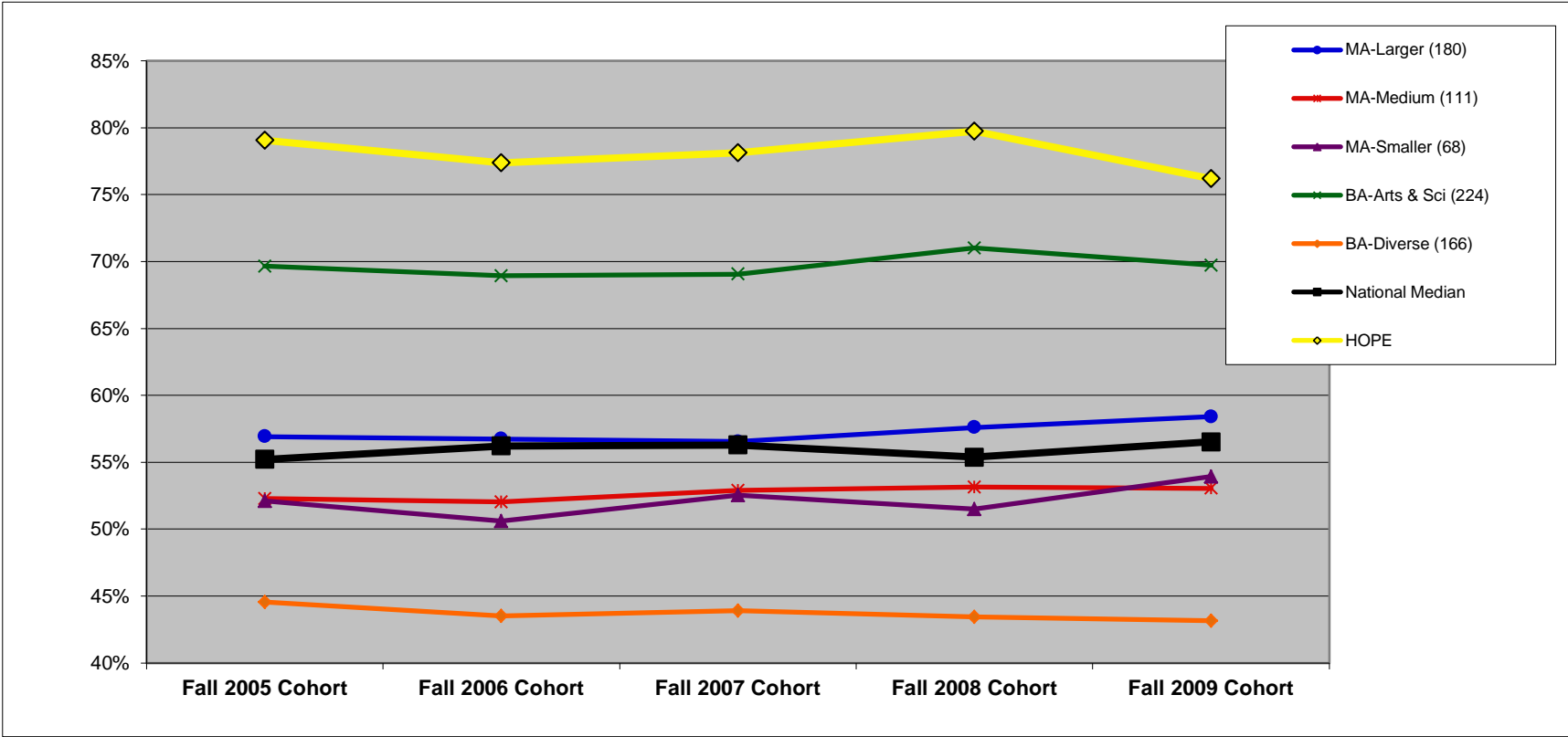
# GRADUATION RATE (%): BY CARNEGIE CLASSIFICATION (5C)

**DEFINITION:** The six-year, cohort graduation rate for full-time, first-time degree-seeking undergraduate students. For example, the Fall 2005 Cohort rate is the percentage that graduated by end of Summer 2011. See Introduction for description of Carnegie classifications. (All national and regional data are presented as medians.)

	Fall 2005 Cohort	Fall 2006 Cohort	Fall 2007 Cohort	Fall 2008 Cohort	Fall 2009 Cohort
HOPE	79.1%	77.4%	78.1%	79.8%	76.2%

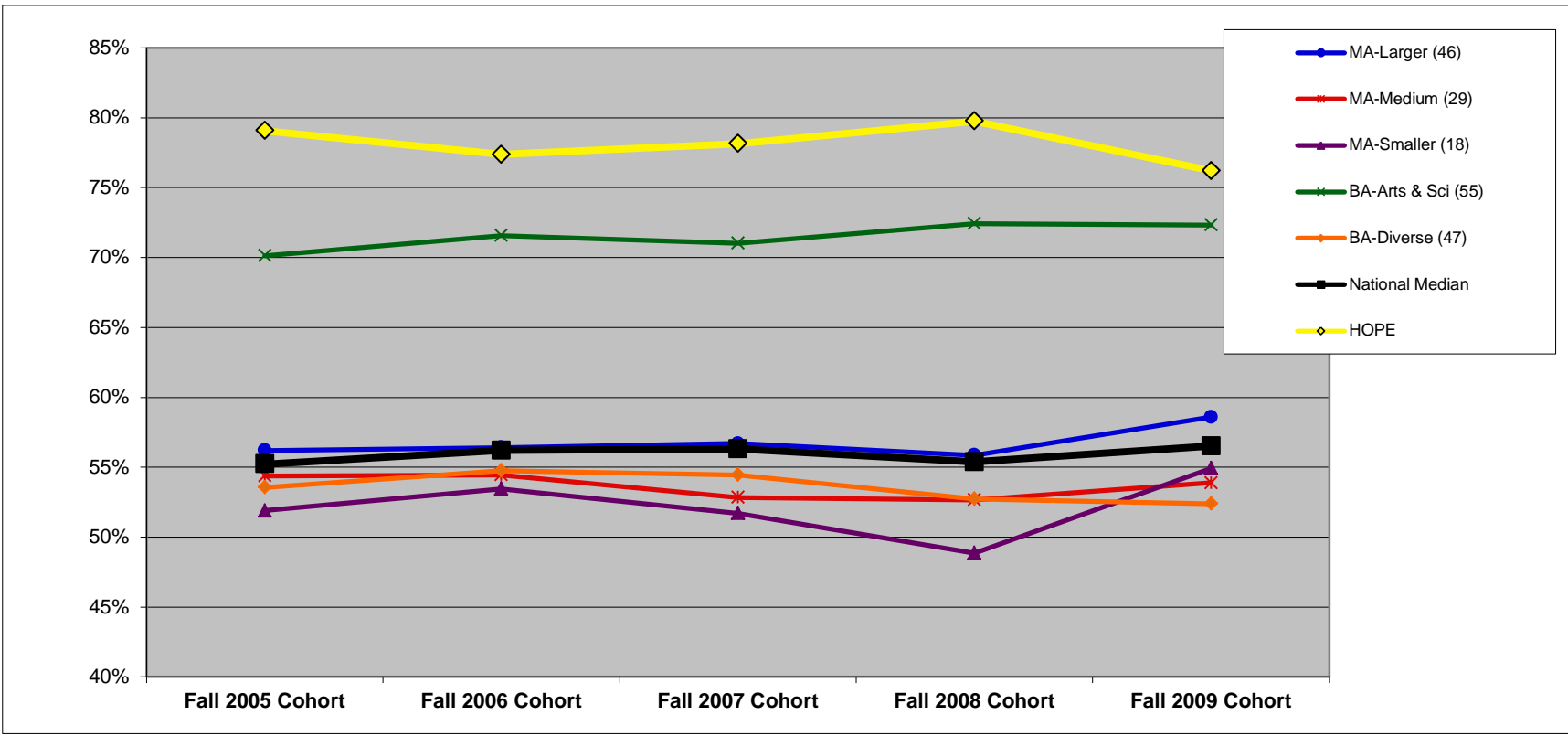
CARNEGIE BA-Arts & Sci

NATIONAL: CARNEGIE (n=749).



	Fall 2005 Cohort	Fall 2006 Cohort	Fall 2007 Cohort	Fall 2008 Cohort	Fall 2009 Cohort
MA-Larger (180)	56.9%	56.7%	56.6%	57.6%	58.4%
MA-Medium (111)	52.3%	52.0%	52.9%	53.1%	53.1%
MA-Smaller (68)	52.1%	50.6%	52.5%	51.5%	53.9%
BA-Arts & Sci (224)	69.7%	68.9%	69.1%	71.0%	69.7%
BA-Diverse (166)	44.5%	43.5%	43.9%	43.5%	43.1%
National Median	55.2%	56.2%	56.3%	55.4%	56.5%
HOPE	79.1%	77.4%	78.1%	79.8%	76.2%

MIDWEST REGION: CARNEGIE (n=195).



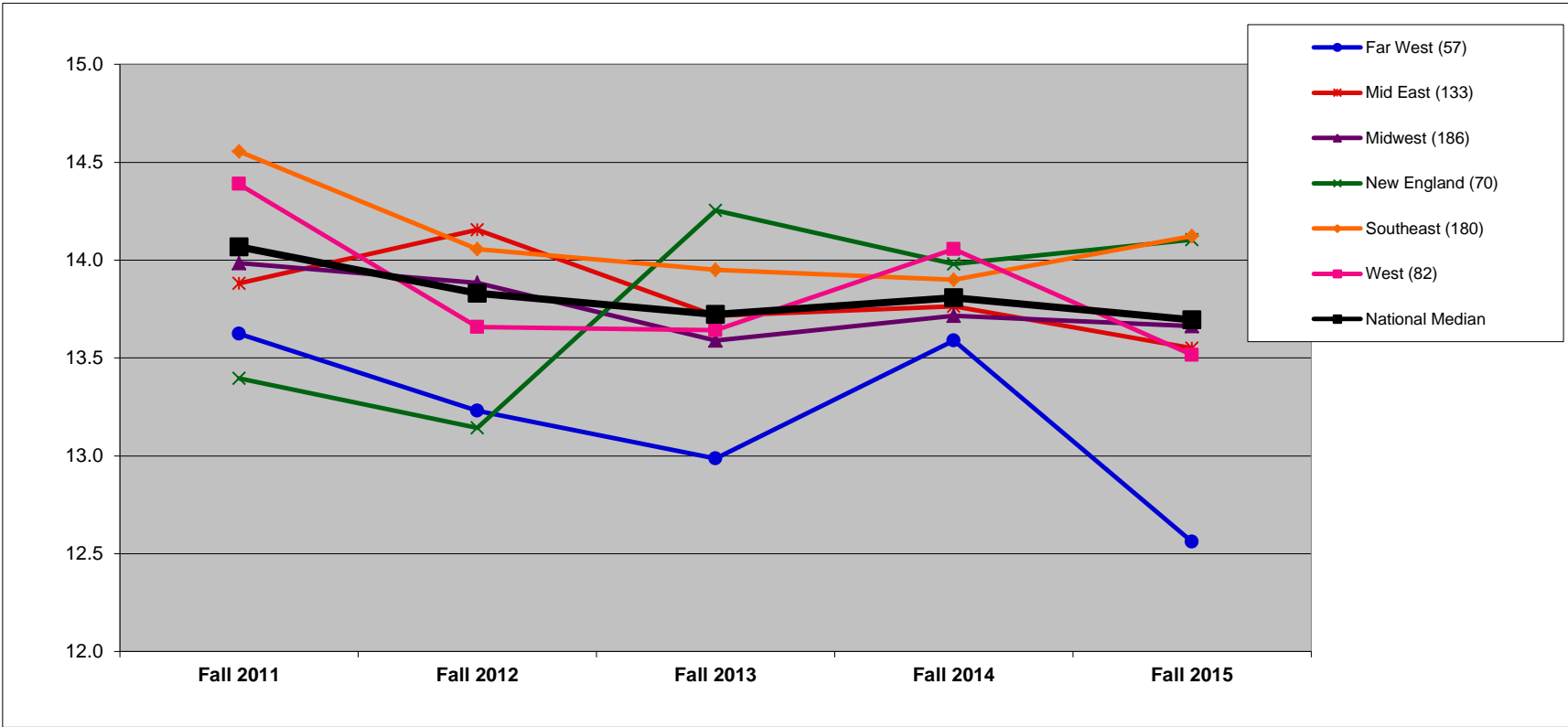
	Fall 2005 Cohort	Fall 2006 Cohort	Fall 2007 Cohort	Fall 2008 Cohort	Fall 2009 Cohort
MA-Larger (46)	56.2%	56.4%	56.7%	55.9%	58.6%
MA-Medium (29)	54.4%	54.4%	52.8%	52.7%	53.9%
MA-Smaller (18)	51.9%	53.4%	51.7%	48.8%	54.9%
BA-Arts & Sci (55)	70.1%	71.6%	71.0%	72.4%	72.3%
BA-Diverse (47)	53.6%	54.8%	54.5%	52.7%	52.4%
National Median	55.2%	56.2%	56.3%	55.4%	56.5%
HOPE	79.1%	77.4%	78.1%	79.8%	76.2%

STUDENT/FACULTY RATIO: BY REGION (6R)

DEFINITION: Total 12-month student FTE (undergraduate, graduate, and first-professional) divided by instructional faculty FTE.

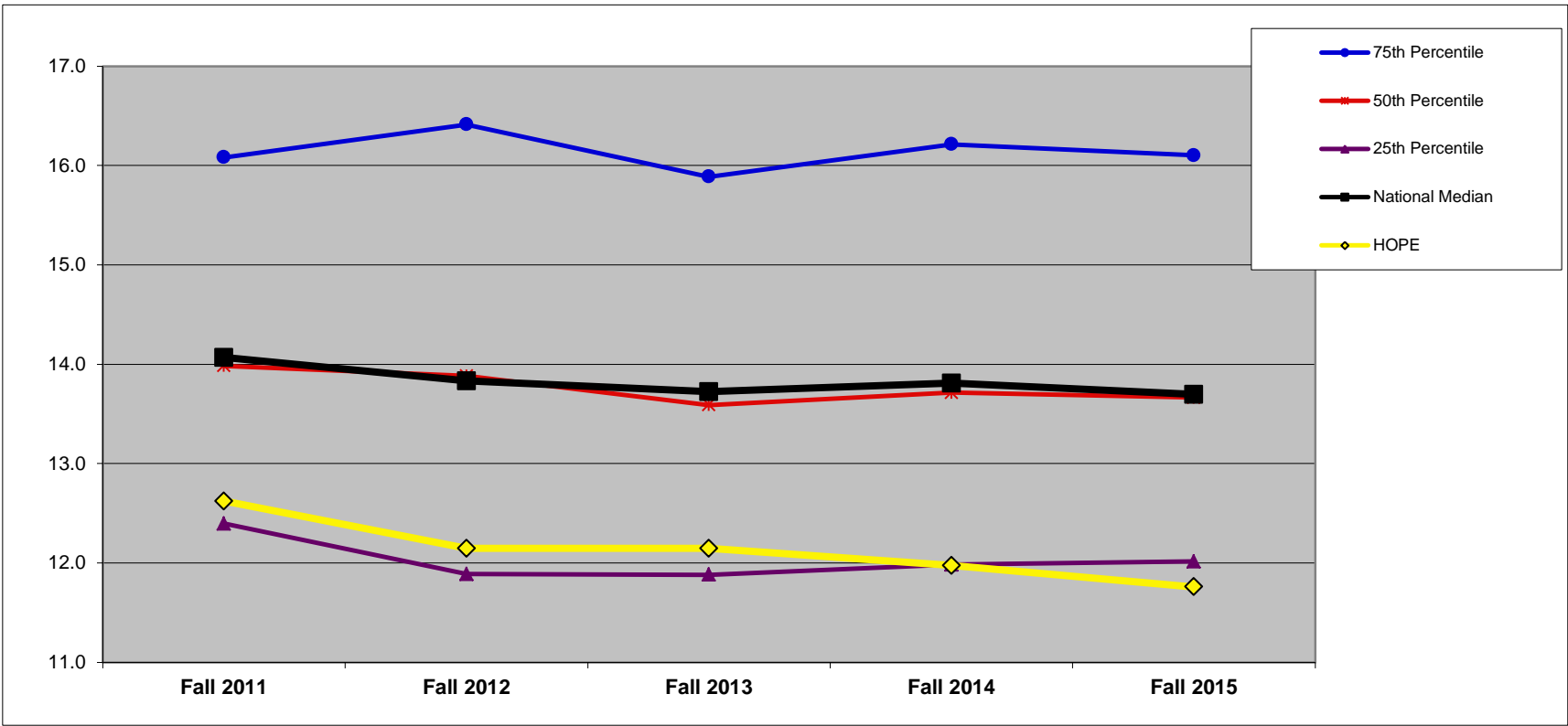
	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Y1 to Y5 Change
HOPE	12.6	12.1	12.1	12.0	11.8	-6.8%

NATIONAL (n=708). All data on this chart are presented as medians. See Introduction for description of regions.



	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Y1 to Y5 Change
Far West (57)	13.6	13.2	13.0	13.6	12.6	-7.8%
Mid East (133)	13.9	14.2	13.7	13.8	13.5	-2.4%
Midwest (186)	14.0	13.9	13.6	13.7	13.7	-2.3%
New England (70)	13.4	13.1	14.3	14.0	14.1	5.3%
Southeast (180)	14.6	14.1	14.0	13.9	14.1	-3.0%
West (82)	14.4	13.7	13.6	14.1	13.5	-6.1%
National Median	14.1	13.8	13.7	13.8	13.7	-2.7%

MIDWEST REGION (n=186). In addition to the median, which is the 50th percentile, this chart shows the 75th and 25th percentiles for the region.



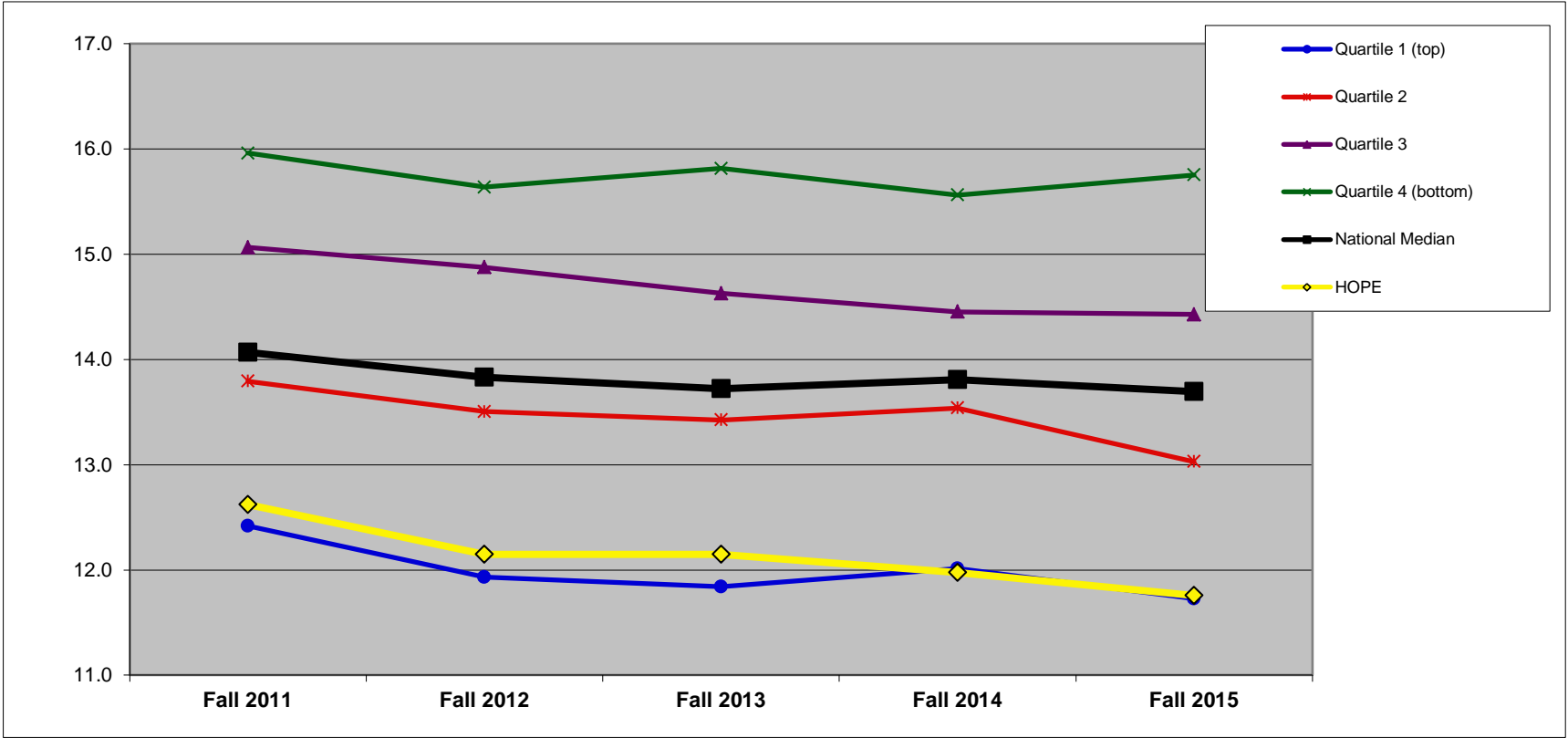
	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Y1 to Y5 Change
75th Percentile	16.1	16.4	15.9	16.2	16.1	0.1%
50th Percentile	14.0	13.9	13.6	13.7	13.7	-2.3%
25th Percentile	12.4	11.9	11.9	12.0	12.0	-3.1%
National Median	14.1	13.8	13.7	13.8	13.7	-2.7%
HOPE	12.6	12.1	12.1	12.0	11.8	-6.8%

# STUDENT/FACULTY RATIO: BY FINANCIAL RESOURCES (6F)

**DEFINITION:** Total 12-month student FTE (undergraduate, graduate, and first-professional) divided by instructional faculty FTE. (All national and regional data are presented as medians.)

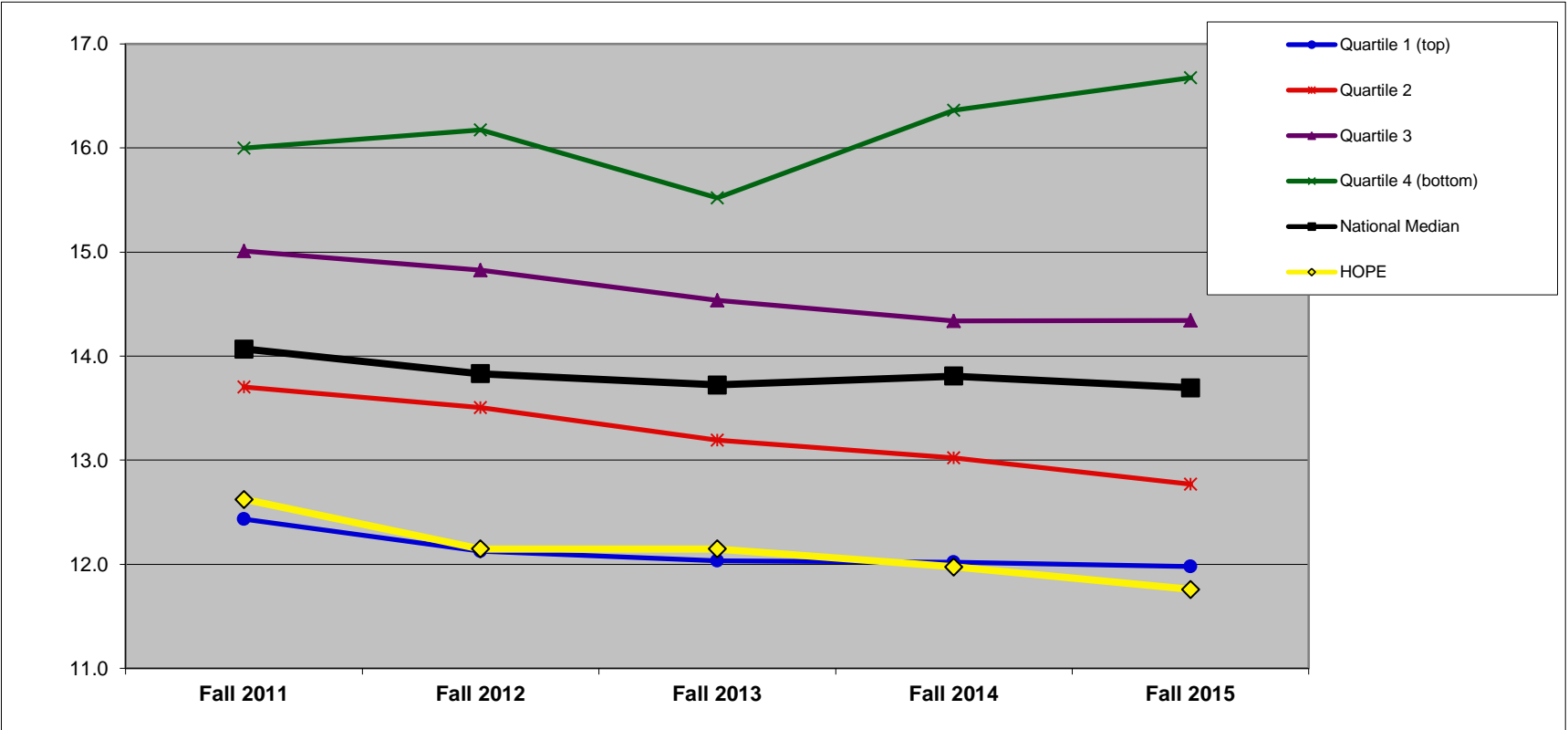
							QUARTILES	
	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Y1 to Y5 Change	NATIONAL	
HOPE	12.6	12.1	12.1	12.0	11.8	-6.8%	REGIONAL	1

NATIONAL: FINANCIAL RESOURCES (n=699).



	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Y1 to Y5 Change
Quartile 1 (top)	12.4	11.9	11.8	12.0	11.7	-5.6%
Quartile 2	13.8	13.5	13.4	13.5	13.0	-5.5%
Quartile 3	15.1	14.9	14.6	14.5	14.4	-4.2%
Quartile 4 (bottom)	16.0	15.6	15.8	15.6	15.8	-1.3%
National Median	14.1	13.8	13.7	13.8	13.7	-2.7%
HOPE	12.6	12.1	12.1	12.0	11.8	-6.8%

MIDWEST REGION: FINANCIAL RESOURCES (n=184).



	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Y1 to Y5 Change
Quartile 1 (top)	12.4	12.1	12.0	12.0	12.0	-3.6%
Quartile 2	13.7	13.5	13.2	13.0	12.8	-6.8%
Quartile 3	15.0	14.8	14.5	14.3	14.3	-4.5%
Quartile 4 (bottom)	16.0	16.2	15.5	16.4	16.7	4.2%
National Median	14.1	13.8	13.7	13.8	13.7	-2.7%
HOPE	12.6	12.1	12.1	12.0	11.8	-6.8%

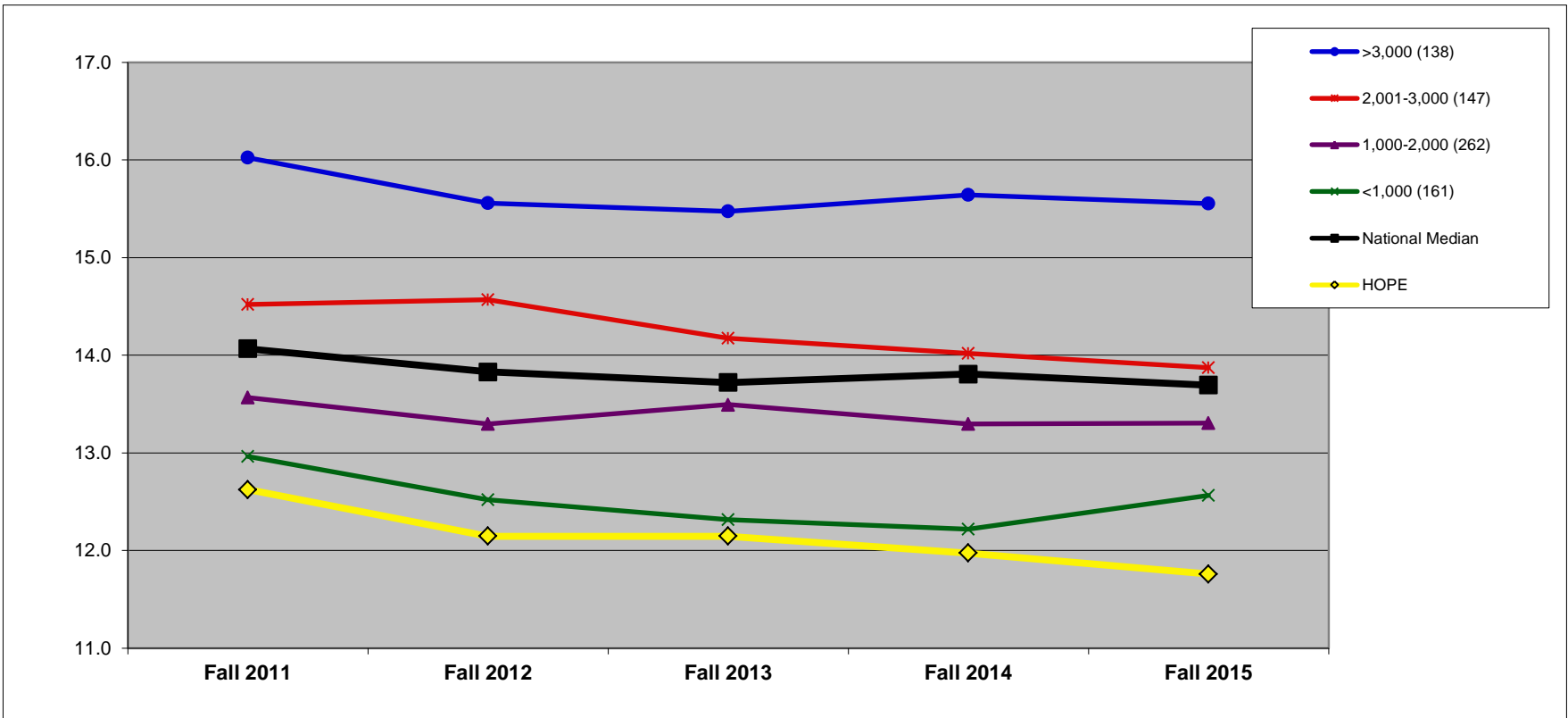
# STUDENT/FACULTY RATIO: BY ENROLLMENT SIZE (6S)

**DEFINITION:** Total 12-month student FTE (undergraduate, graduate, and first-professional) divided by instructional faculty FTE. (All national and regional data are presented as medians.)

	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Y1 to Y5 Change
HOPE	12.6	12.1	12.1	12.0	11.8	-6.8%

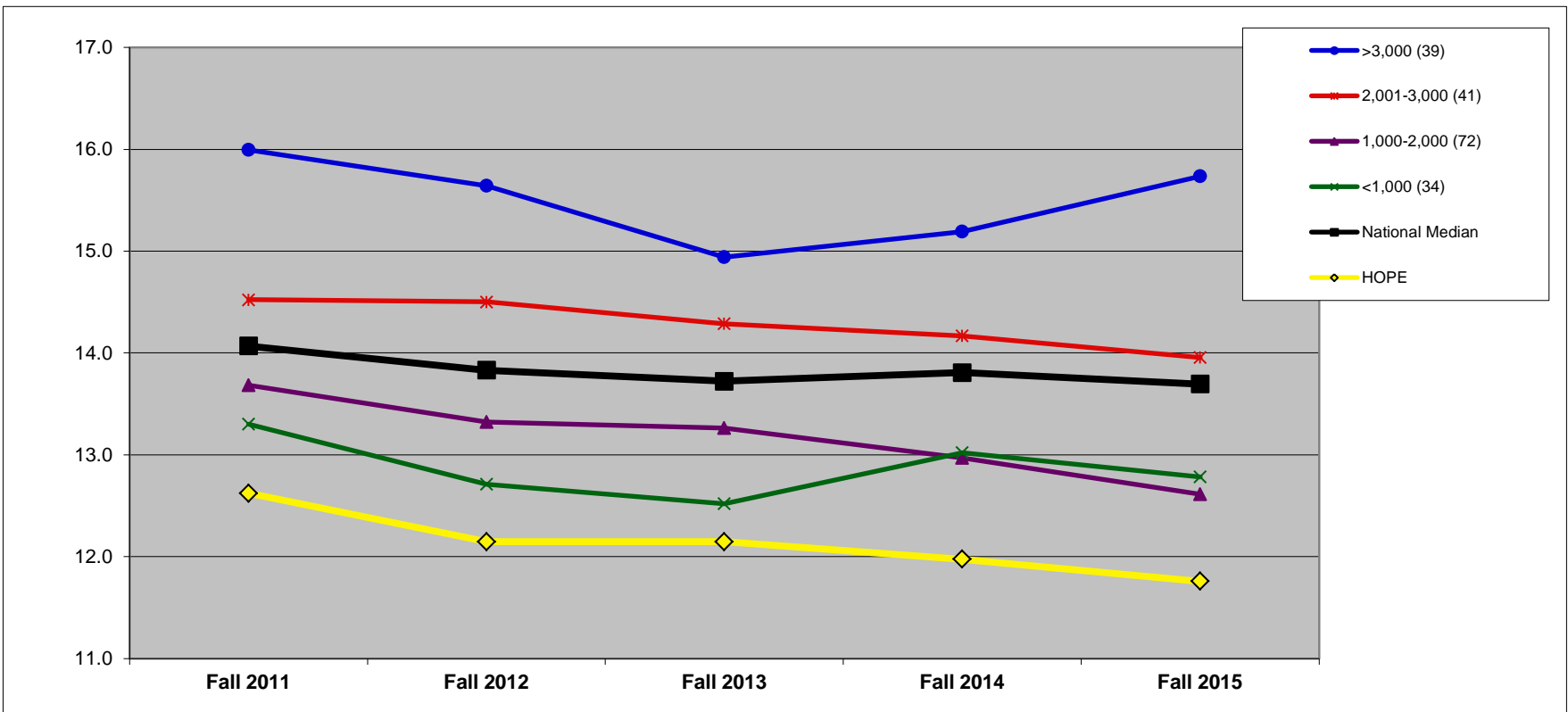
SIZE >3,000

**NATIONAL: SIZE (n=708).**



	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Y1 to Y5 Change
>3,000 (138)	16.0	15.6	15.5	15.6	15.6	-2.9%
2,001-3,000 (147)	14.5	14.6	14.2	14.0	13.9	-4.5%
1,000-2,000 (262)	13.6	13.3	13.5	13.3	13.3	-1.9%
<1,000 (161)	13.0	12.5	12.3	12.2	12.6	-3.1%
National Median	14.1	13.8	13.7	13.8	13.7	-2.7%
HOPE	12.6	12.1	12.1	12.0	11.8	-6.8%

**MIDWEST REGION: SIZE (n=186).**



	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Y1 to Y5 Change
>3,000 (39)	16.0	15.6	14.9	15.2	15.7	-1.6%
2,001-3,000 (41)	14.5	14.5	14.3	14.2	14.0	-3.9%
1,000-2,000 (72)	13.7	13.3	13.3	13.0	12.6	-7.8%
<1,000 (34)	13.3	12.7	12.5	13.0	12.8	-3.9%
National Median	14.1	13.8	13.7	13.8	13.7	-2.7%
HOPE	12.6	12.1	12.1	12.0	11.8	-6.8%

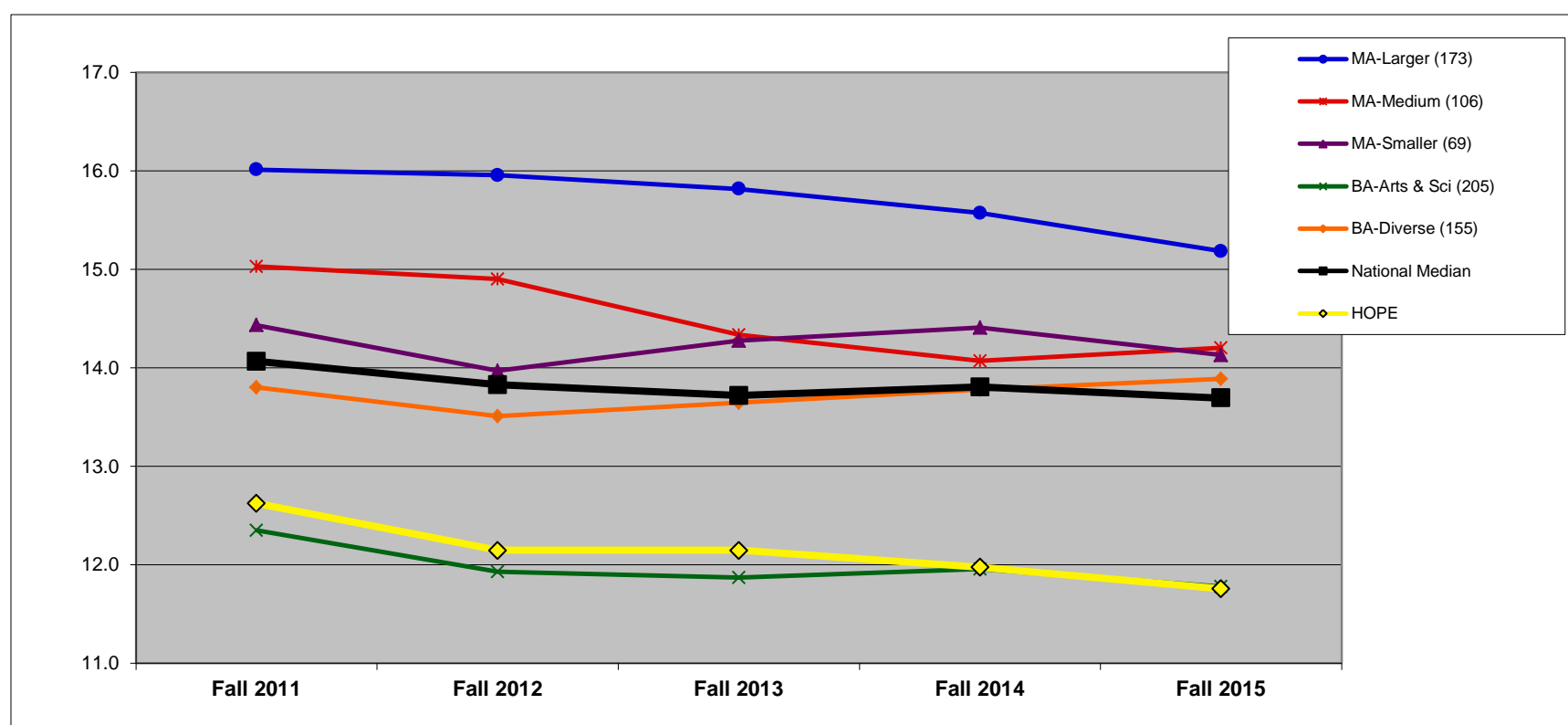
## STUDENT/FACULTY RATIO: BY CARNEGIE CLASSIFICATION (6C)

**DEFINITION:** Total 12-month student FTE (undergraduate, graduate, and first-professional) divided by instructional faculty FTE. See Introduction for description of Carnegie classifications. (All national and regional data are presented as medians.)

	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Y1 to Y5 Change
HOPE	12.6	12.1	12.1	12.0	11.8	-6.8%

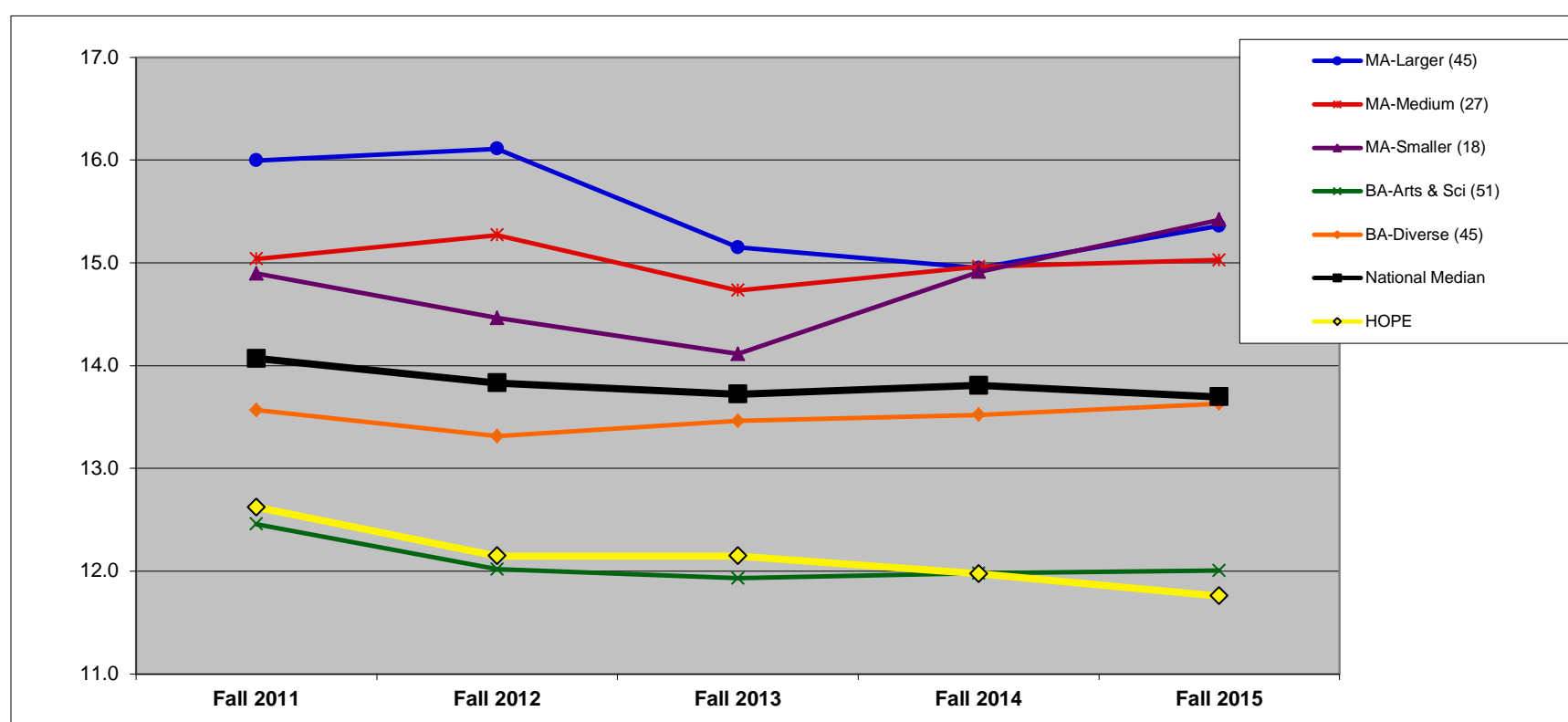
CARNEGIE BA-Arts & Sci

**NATIONAL: CARNEGIE (n=708).**



	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Y1 to Y5 Change
MA-Larger (173)	16.0	16.0	15.8	15.6	15.2	-5.2%
MA-Medium (106)	15.0	14.9	14.3	14.1	14.2	-5.5%
MA-Smaller (69)	14.4	14.0	14.3	14.4	14.1	-2.1%
BA-Arts & Sci (205)	12.3	11.9	11.9	12.0	11.8	-4.6%
BA-Diverse (155)	13.8	13.5	13.6	13.8	13.9	0.7%
National Median	14.1	13.8	13.7	13.8	13.7	-2.7%
HOPE	12.6	12.1	12.1	12.0	11.8	-6.8%

**MIDWEST REGION: CARNEGIE (n=186).**



	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Y1 to Y5 Change
MA-Larger (45)	16.0	16.1	15.1	14.9	15.4	-4.0%
MA-Medium (27)	15.0	15.3	14.7	15.0	15.0	-0.1%
MA-Smaller (18)	14.9	14.5	14.1	14.9	15.4	3.5%
BA-Arts & Sci (51)	12.5	12.0	11.9	12.0	12.0	-3.6%
BA-Diverse (45)	13.6	13.3	13.5	13.5	13.6	0.5%
National Median	14.1	13.8	13.7	13.8	13.7	-2.7%
HOPE	12.6	12.1	12.1	12.0	11.8	-6.8%

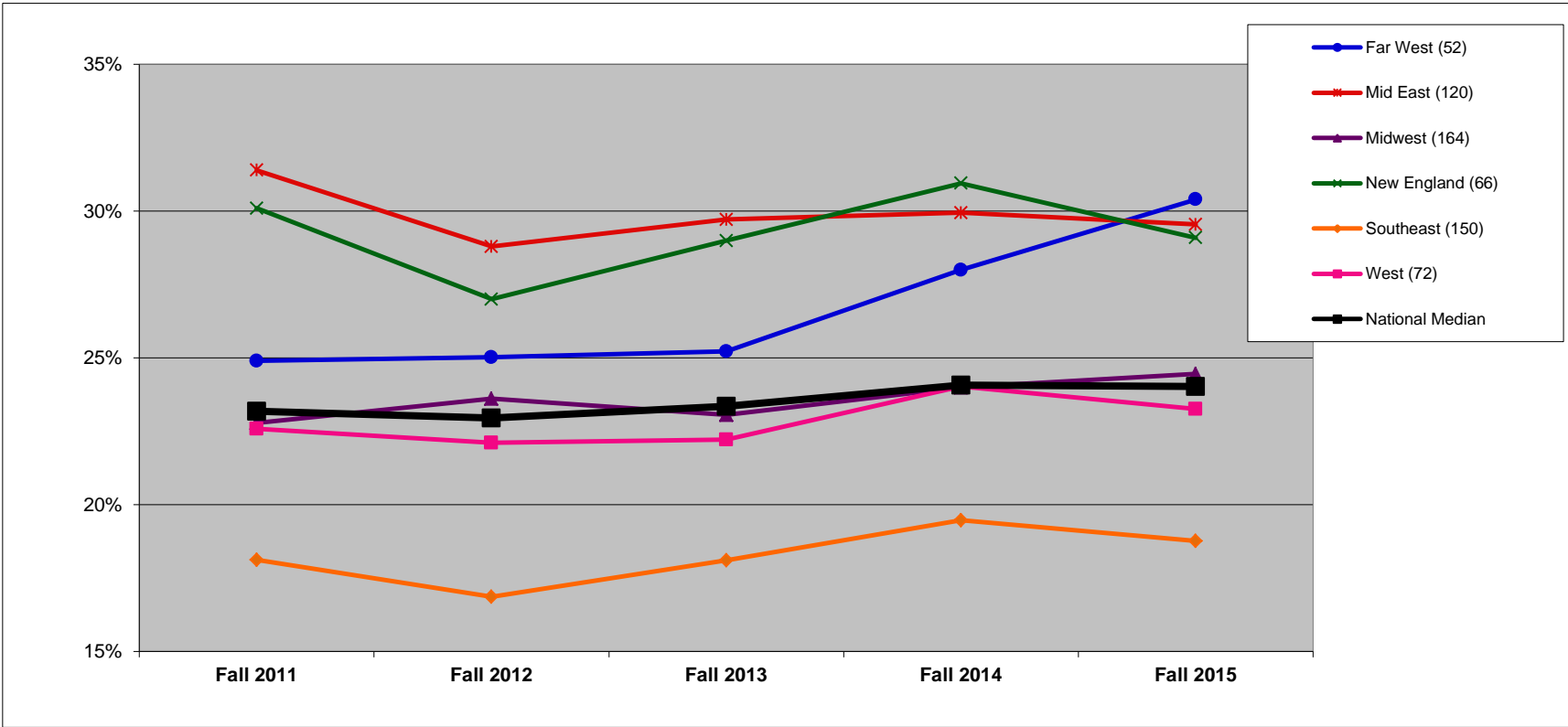


PART-TIME FACULTY (%): BY REGION (7R)

DEFINITION: Full-time equivalent (FTE) for part-time instructional faculty as a percentage of total instructional faculty FTE.

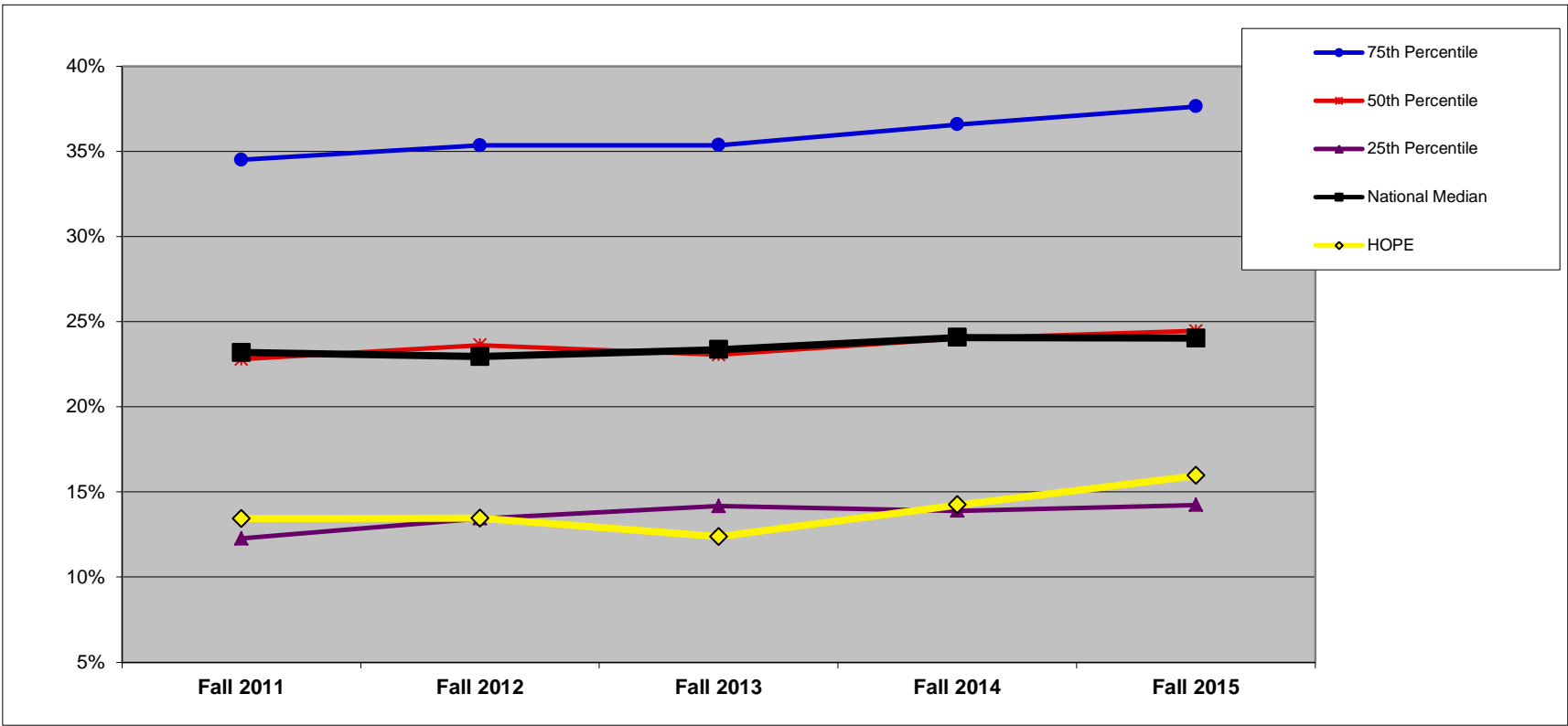
	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015
HOPE	13.4%	13.5%	12.4%	14.2%	16.0%

NATIONAL (n=624). All data on this chart are presented as medians. See Introduction for description of regions.



	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015
Far West (52)	24.9%	25.0%	25.2%	28.0%	30.4%
Mid East (120)	31.4%	28.8%	29.7%	29.9%	29.5%
Midwest (164)	22.8%	23.6%	23.1%	24.0%	24.5%
New England (66)	30.1%	27.0%	29.0%	31.0%	29.1%
Southeast (150)	18.1%	16.9%	18.1%	19.5%	18.8%
West (72)	22.6%	22.1%	22.2%	24.0%	23.3%
National Median	23.2%	23.0%	23.4%	24.1%	24.0%

MIDWEST REGION (n=164). In addition to the median, which is the 50th percentile, this chart shows the 75th and 25th percentiles for the region.



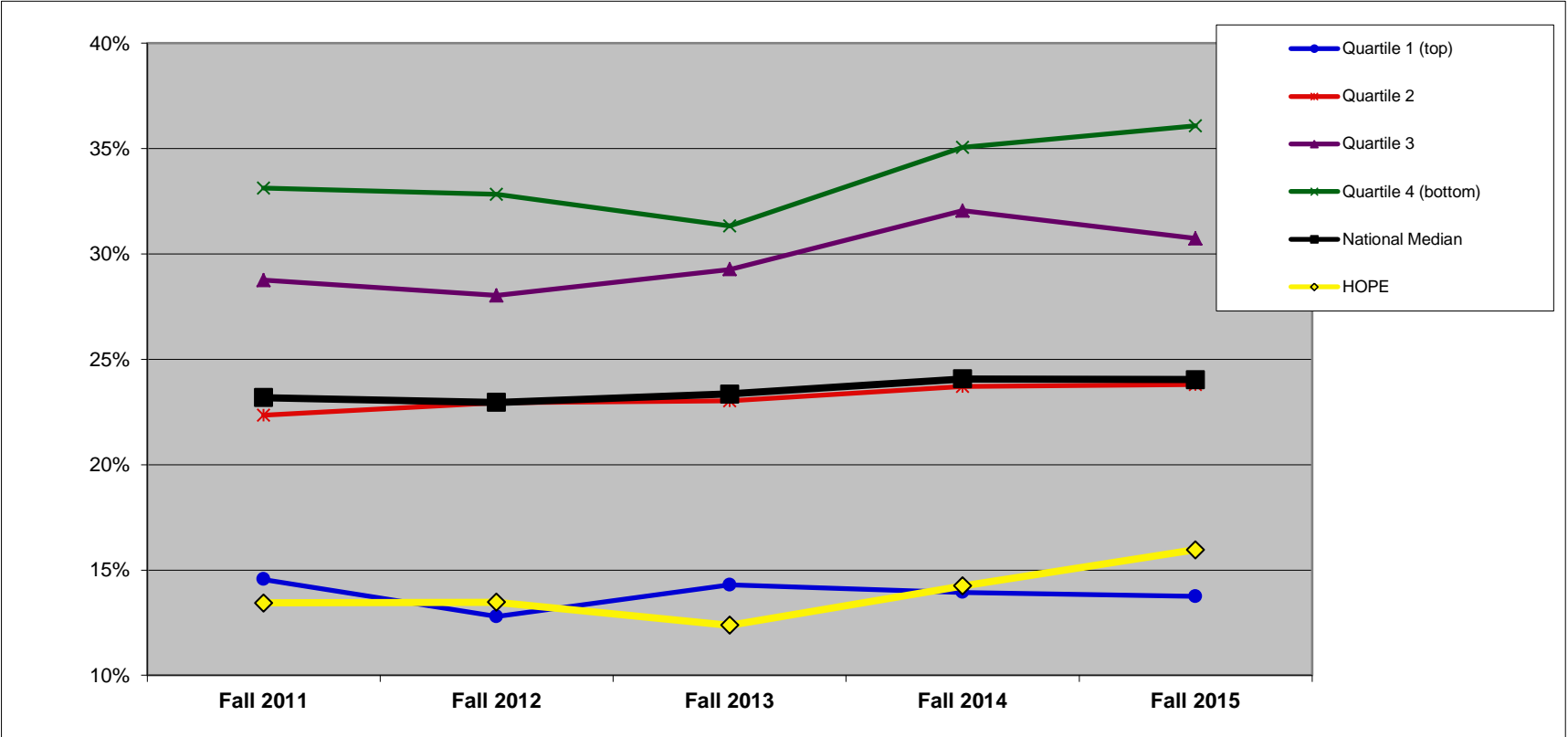
	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015
75th Percentile	34.5%	35.3%	35.4%	36.6%	37.6%
50th Percentile	22.8%	23.6%	23.1%	24.0%	24.5%
25th Percentile	12.3%	13.4%	14.2%	13.9%	14.2%
National Median	23.2%	23.0%	23.4%	24.1%	24.0%
HOPE	13.4%	13.5%	12.4%	14.2%	16.0%

# PART-TIME FACULTY (%): BY FINANCIAL RESOURCES (7F)

**DEFINITION:** Full-time equivalent (FTE) for part-time instructional faculty as a percentage of total instructional faculty FTE. (All national and regional data are presented as medians.)

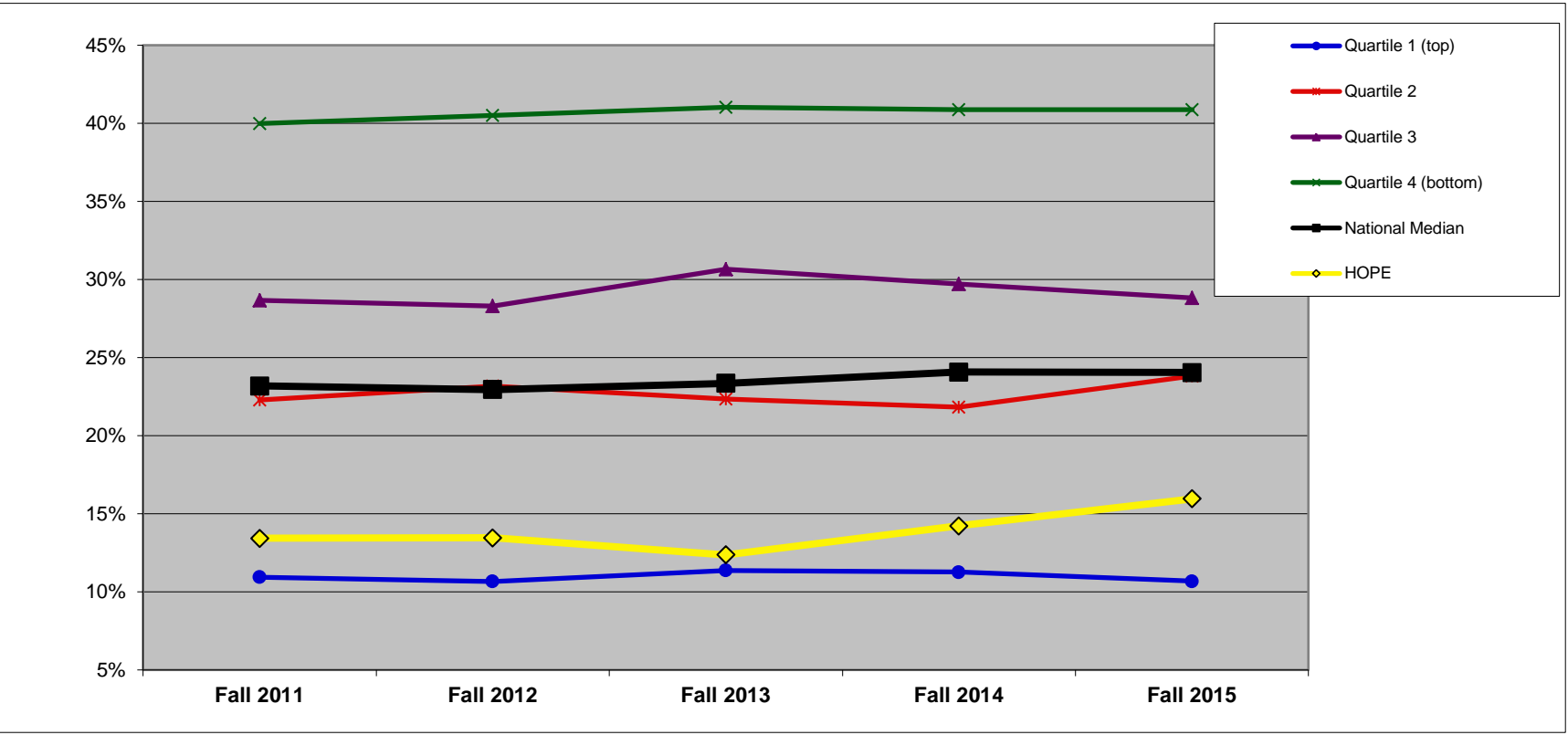
HOPE	QUARTILES				
	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015
	13.4%	13.5%	12.4%	14.2%	16.0%

NATIONAL: FINANCIAL RESOURCES (n=617).



	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015
Quartile 1 (top)	14.6%	12.8%	14.3%	13.9%	13.8%
Quartile 2	22.3%	22.9%	23.0%	23.7%	23.8%
Quartile 3	28.8%	28.0%	29.3%	32.1%	30.7%
Quartile 4 (bottom)	33.1%	32.8%	31.3%	35.1%	36.1%
National Median	23.2%	23.0%	23.4%	24.1%	24.0%
HOPE	13.4%	13.5%	12.4%	14.2%	16.0%

MIDWEST REGION: FINANCIAL RESOURCES (n=163).



	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015
Quartile 1 (top)	10.9%	10.7%	11.4%	11.3%	10.7%
Quartile 2	22.3%	23.2%	22.3%	21.8%	23.8%
Quartile 3	28.7%	28.3%	30.6%	29.7%	28.8%
Quartile 4 (bottom)	40.0%	40.5%	41.0%	40.9%	40.9%
National Median	23.2%	23.0%	23.4%	24.1%	24.0%
HOPE	13.4%	13.5%	12.4%	14.2%	16.0%

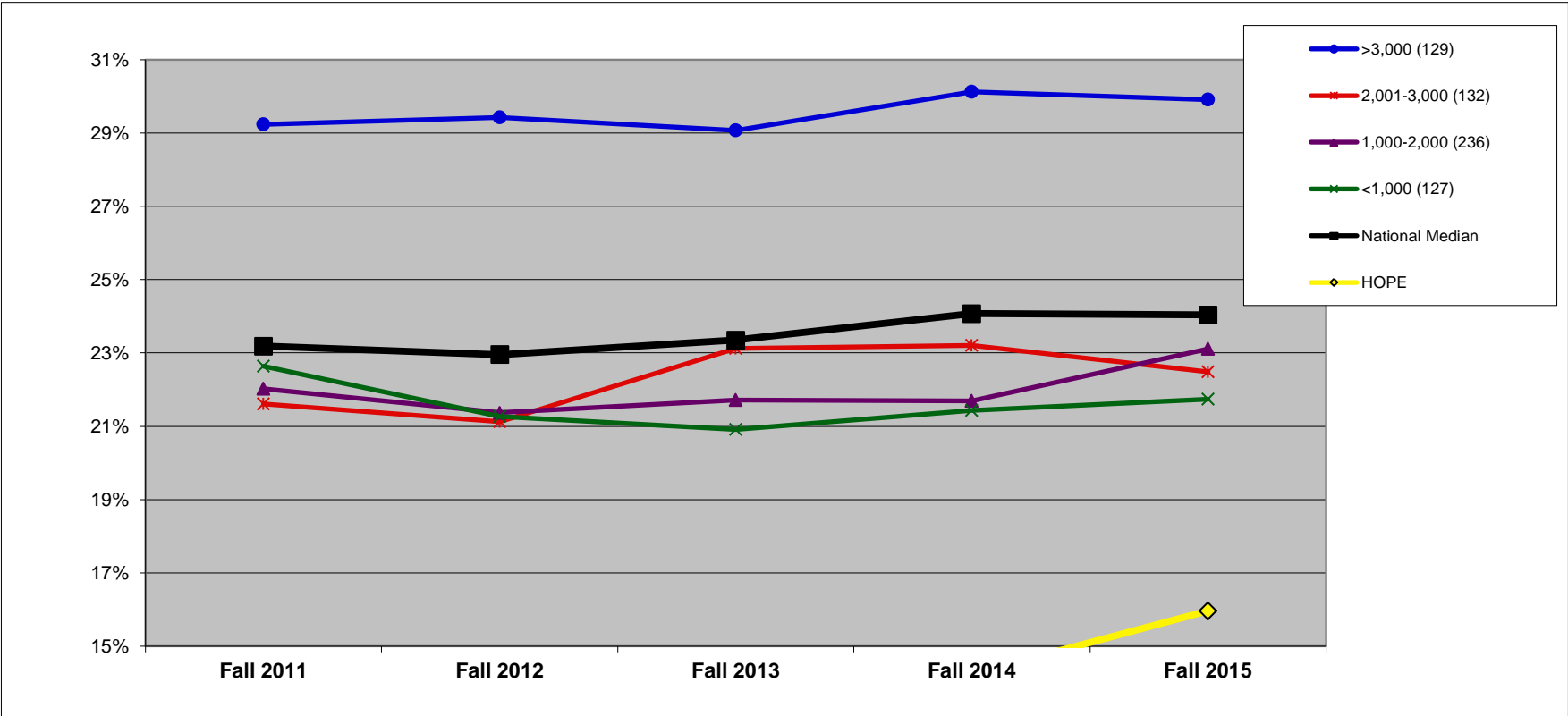
# PART-TIME FACULTY (%): BY ENROLLMENT SIZE (7S)

**DEFINITION:** Full-time equivalent (FTE) for part-time instructional faculty as a percentage of total instructional faculty FTE. (All national and regional data are presented as medians.)

	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015
HOPE	13.4%	13.5%	12.4%	14.2%	16.0%

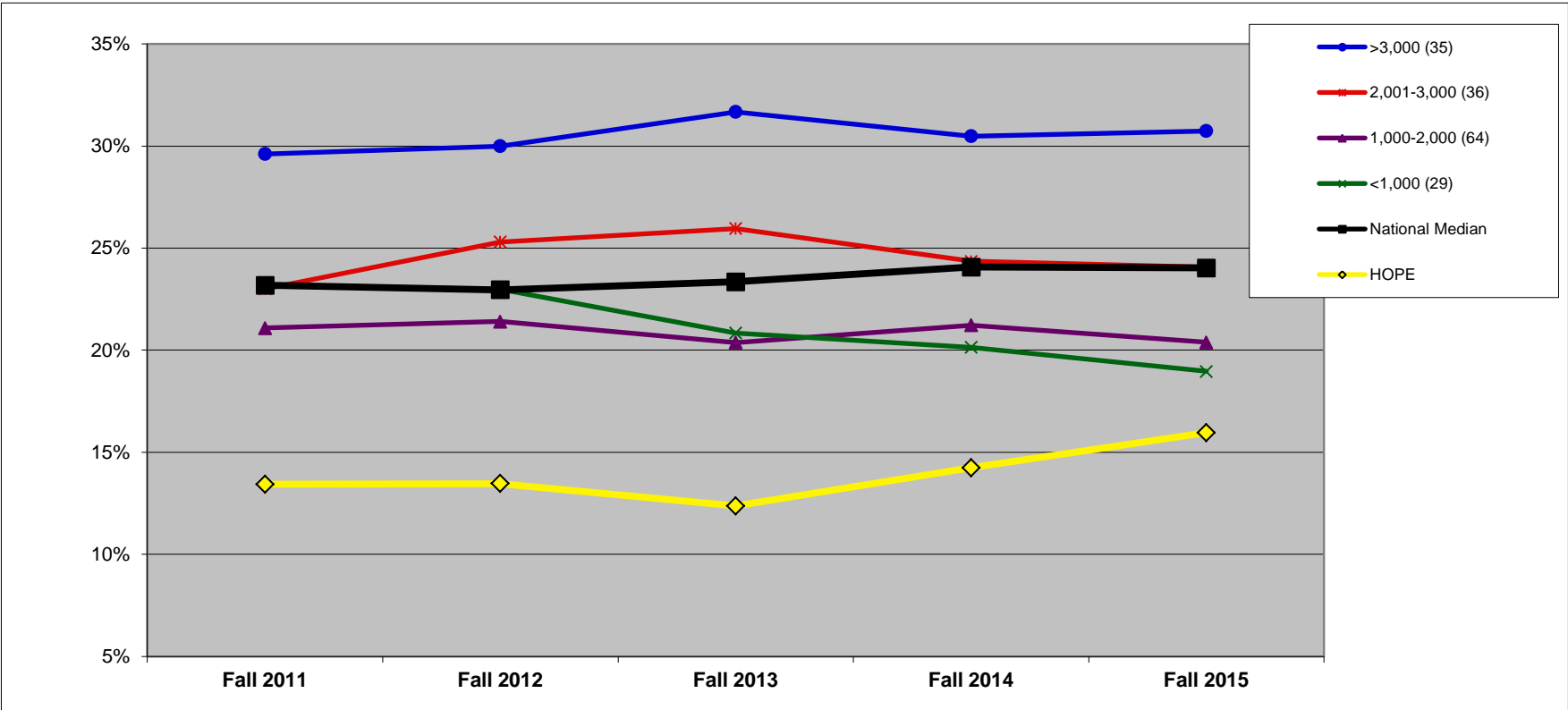
SIZE >3,000

NATIONAL: SIZE (n=624).



	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015
>3,000 (129)	29.2%	29.4%	29.1%	30.1%	29.9%
2,001-3,000 (132)	21.6%	21.1%	23.1%	23.2%	22.5%
1,000-2,000 (236)	22.0%	21.4%	21.7%	21.7%	23.1%
<1,000 (127)	22.6%	21.3%	20.9%	21.4%	21.7%
National Median	23.2%	23.0%	23.4%	24.1%	24.0%
HOPE	13.4%	13.5%	12.4%	14.2%	16.0%

MIDWEST REGION: SIZE (n=164).



	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015
>3,000 (35)	29.6%	30.0%	31.7%	30.5%	30.7%
2,001-3,000 (36)	23.0%	25.3%	26.0%	24.4%	24.1%
1,000-2,000 (64)	21.1%	21.4%	20.4%	21.2%	20.4%
<1,000 (29)	23.2%	23.0%	20.8%	20.1%	19.0%
National Median	23.2%	23.0%	23.4%	24.1%	24.0%
HOPE	13.4%	13.5%	12.4%	14.2%	16.0%

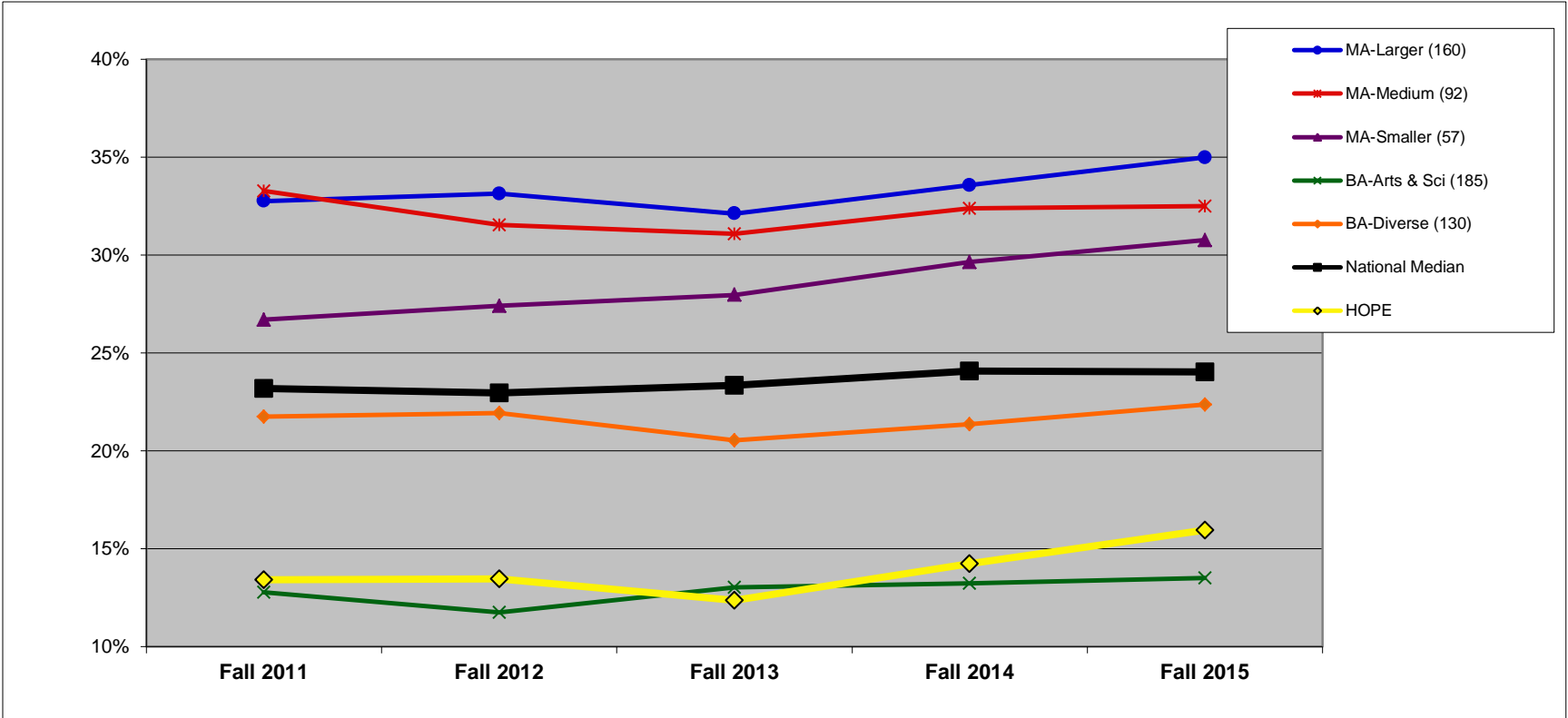
PART-TIME FACULTY (%): BY CARNEGIE CLASSIFICATION (7C)

**DEFINITION:** Full-time equivalent (FTE) for part-time instructional faculty as a percentage of total instructional faculty FTE. See Introduction for description of Carnegie classifications. (All national and regional data are presented as medians.)

	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015
HOPE	13.4%	13.5%	12.4%	14.2%	16.0%

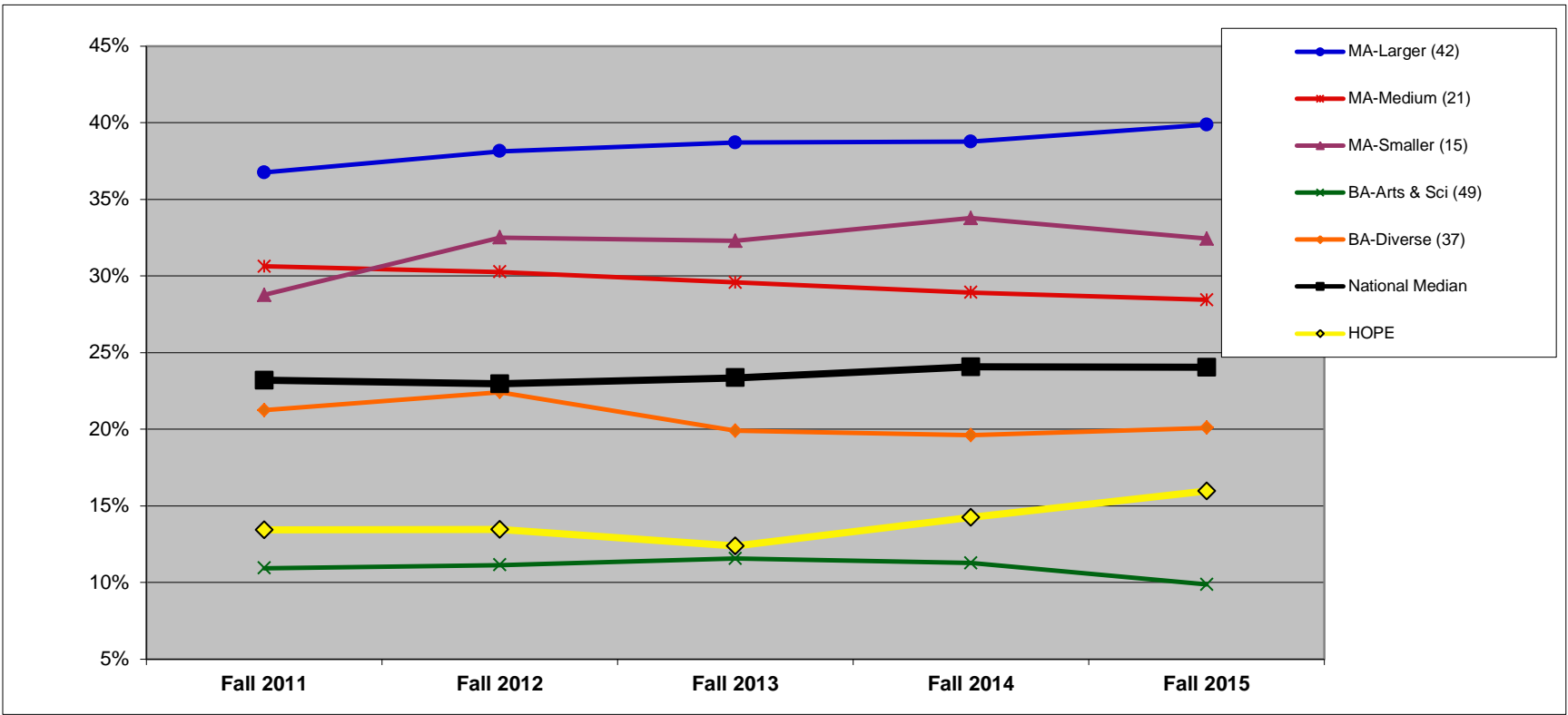
CARNEGIE BA-Arts & Sci

NATIONAL: CARNEGIE (n=624).



	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015
MA-Larger (160)	32.8%	33.1%	32.1%	33.6%	35.0%
MA-Medium (92)	33.3%	31.6%	31.1%	32.4%	32.5%
MA-Smaller (57)	26.7%	27.4%	28.0%	29.6%	30.8%
BA-Arts & Sci (185)	12.8%	11.8%	13.0%	13.2%	13.5%
BA-Diverse (130)	21.8%	21.9%	20.6%	21.4%	22.4%
National Median	23.2%	23.0%	23.4%	24.1%	24.0%
HOPE	13.4%	13.5%	12.4%	14.2%	16.0%

MIDWEST REGION: CARNEGIE (n=164).



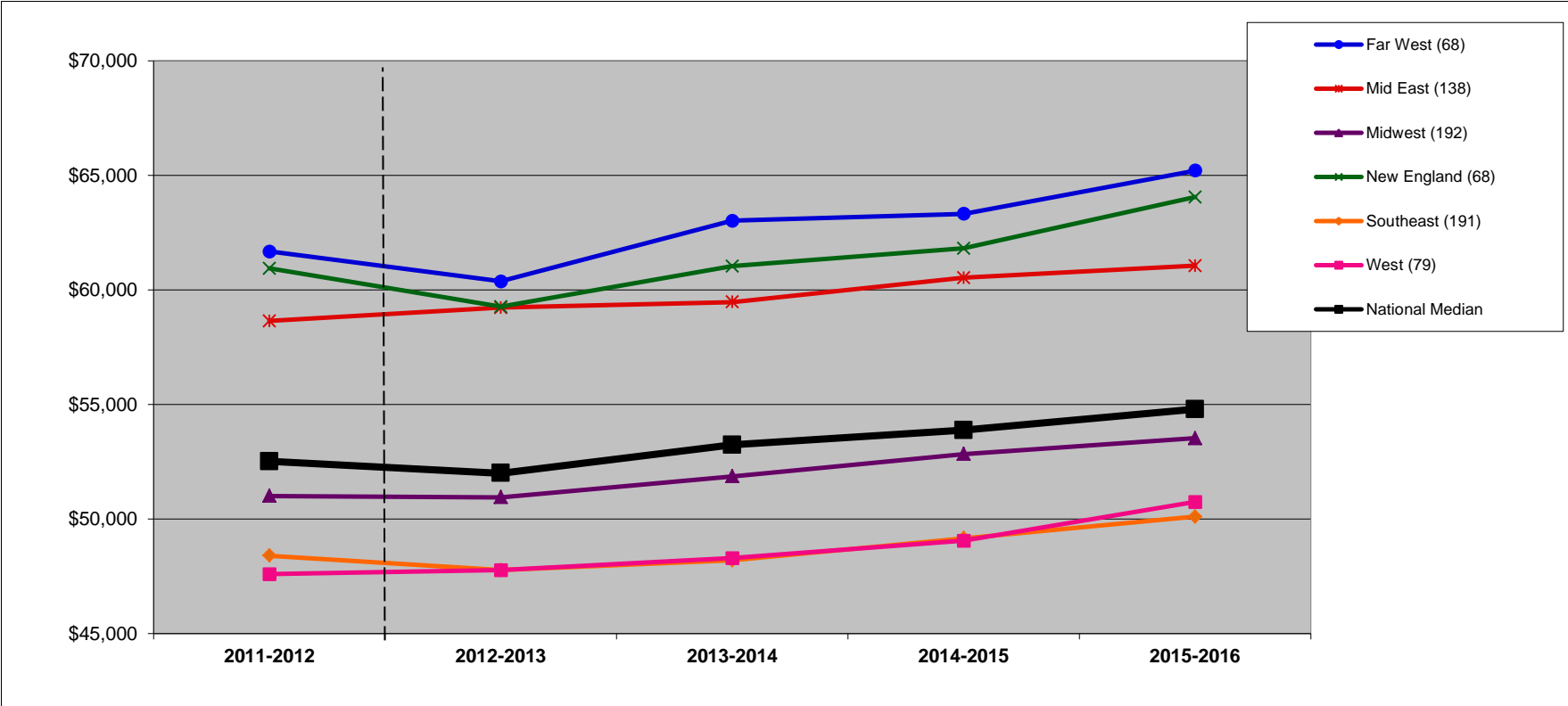
	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015
MA-Larger (42)	36.7%	38.1%	38.7%	38.8%	39.9%
MA-Medium (21)	30.6%	30.3%	29.6%	28.9%	28.4%
MA-Smaller (15)	28.8%	32.5%	32.3%	33.8%	32.4%
BA-Arts & Sci (49)	10.9%	11.1%	11.6%	11.3%	9.9%
BA-Diverse (37)	21.2%	22.4%	19.9%	19.6%	20.1%
National Median	23.2%	23.0%	23.4%	24.1%	24.0%
HOPE	13.4%	13.5%	12.4%	14.2%	16.0%

ASSISTANT PROFESSOR AVERAGE SALARY (\$): BY REGION (8R)

**DEFINITION:** The average salary for assistant professors equated to a 9-month contract. The salaries for year one are calculated by IPEDS using the 9/10 month equivalent method. Data for the four most recent years, however, are calculated by IPEDS using the 9-month equated contract method, which in most cases results in a slightly lower number. The dashed line separates the two calculation methods.

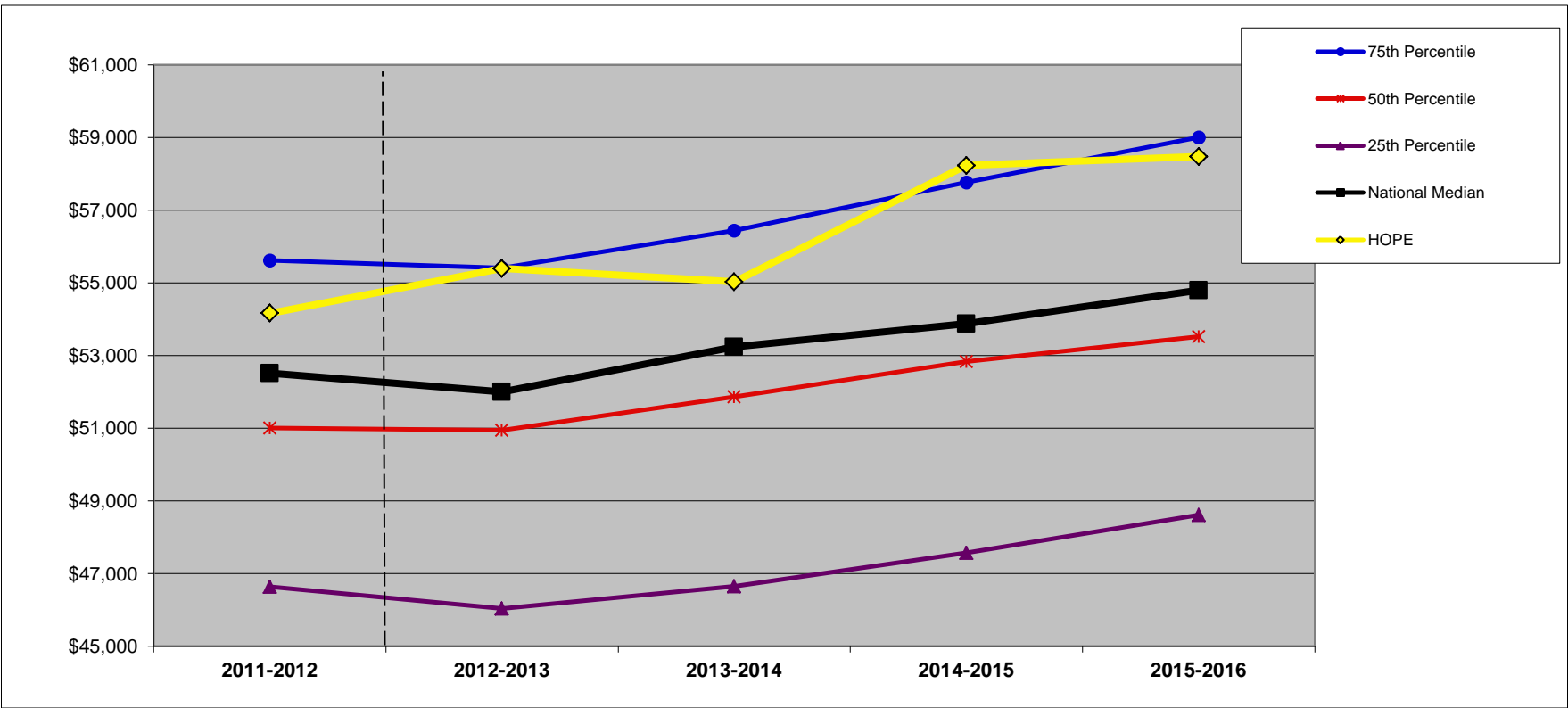
	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
HOPE	\$ 54,167	\$ 55,404	\$ 55,035	\$ 58,230	\$ 58,482

**NATIONAL (n=736).** All data on this chart are presented as medians. See Introduction for description of regions.



	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Far West (68)	\$ 61,688	\$ 60,381	\$ 63,023	\$ 63,329	\$ 65,219
Mid East (138)	\$ 58,642	\$ 59,234	\$ 59,477	\$ 60,539	\$ 61,061
Midwest (192)	\$ 51,011	\$ 50,949	\$ 51,867	\$ 52,839	\$ 53,523
New England (68)	\$ 60,951	\$ 59,270	\$ 61,047	\$ 61,826	\$ 64,058
Southeast (191)	\$ 48,403	\$ 47,772	\$ 48,195	\$ 49,158	\$ 50,103
West (79)	\$ 47,587	\$ 47,763	\$ 48,294	\$ 49,050	\$ 50,742
National Median	\$ 52,514	\$ 52,002	\$ 53,240	\$ 53,874	\$ 54,797

**MIDWEST REGION (n=192).** In addition to the median, which is the 50th percentile, this chart shows the 75th and 25th percentiles for the region.



	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
75th Percentile	\$ 55,624	\$ 55,418	\$ 56,441	\$ 57,771	\$ 59,006
50th Percentile	\$ 51,011	\$ 50,949	\$ 51,867	\$ 52,839	\$ 53,523
25th Percentile	\$ 46,640	\$ 46,044	\$ 46,647	\$ 47,570	\$ 48,616
National Median	\$ 52,514	\$ 52,002	\$ 53,240	\$ 53,874	\$ 54,797
HOPE	\$ 54,167	\$ 55,404	\$ 55,035	\$ 58,230	\$ 58,482

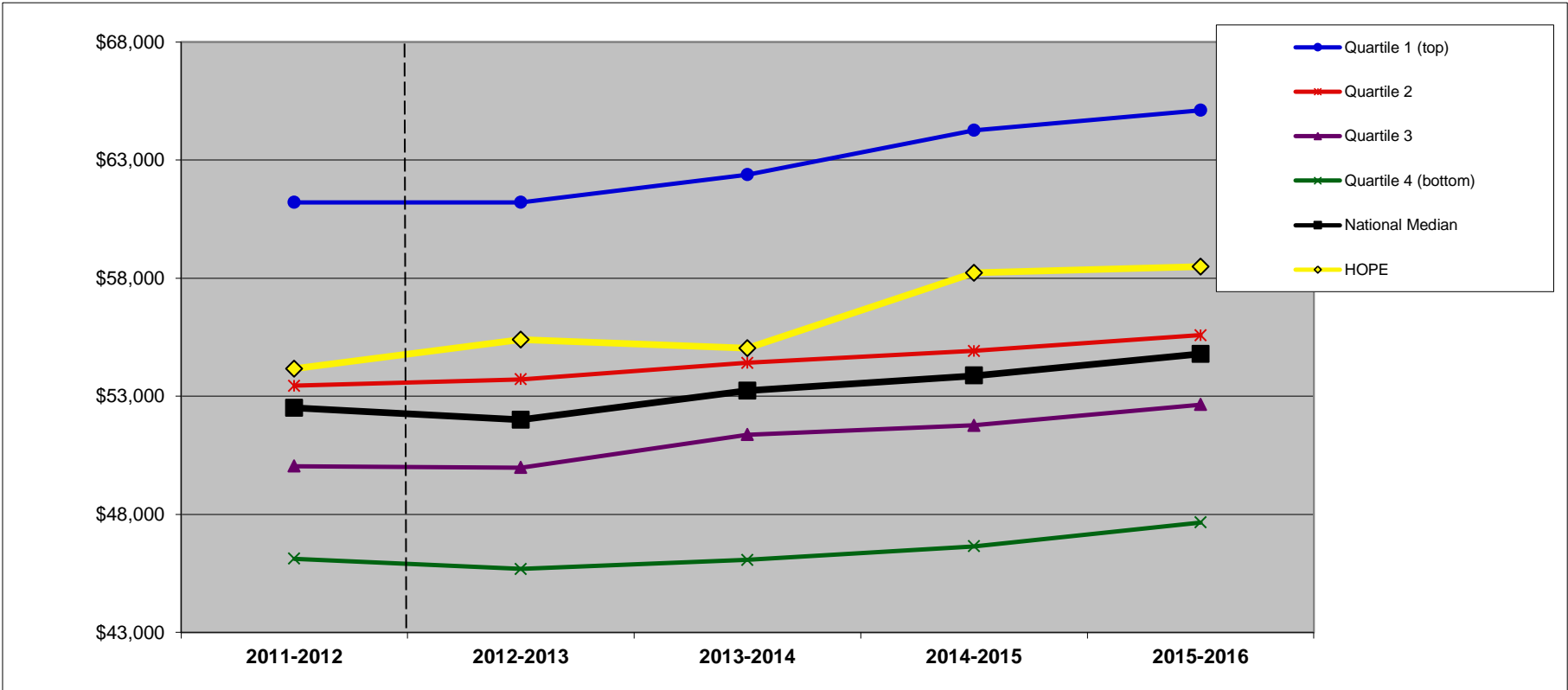
# ASSISTANT PROFESSOR AVERAGE SALARY (\$): BY FINANCIAL RESOURCES (8F)

**DEFINITION:** The average salary for assistant professors equated to a 9-month contract. The salaries for year one are calculated by IPEDS using the 9/10 month equivalent method. Data for the four most recent years, however, are calculated by IPEDS using the 9-month equated contract method, which in most cases results in a slightly lower number. The dashed line separates the two calculation methods. (All national and regional data are presented as medians.)

	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
HOPE	\$ 54,167	\$ 55,404	\$ 55,035	\$ 58,230	\$ 58,482

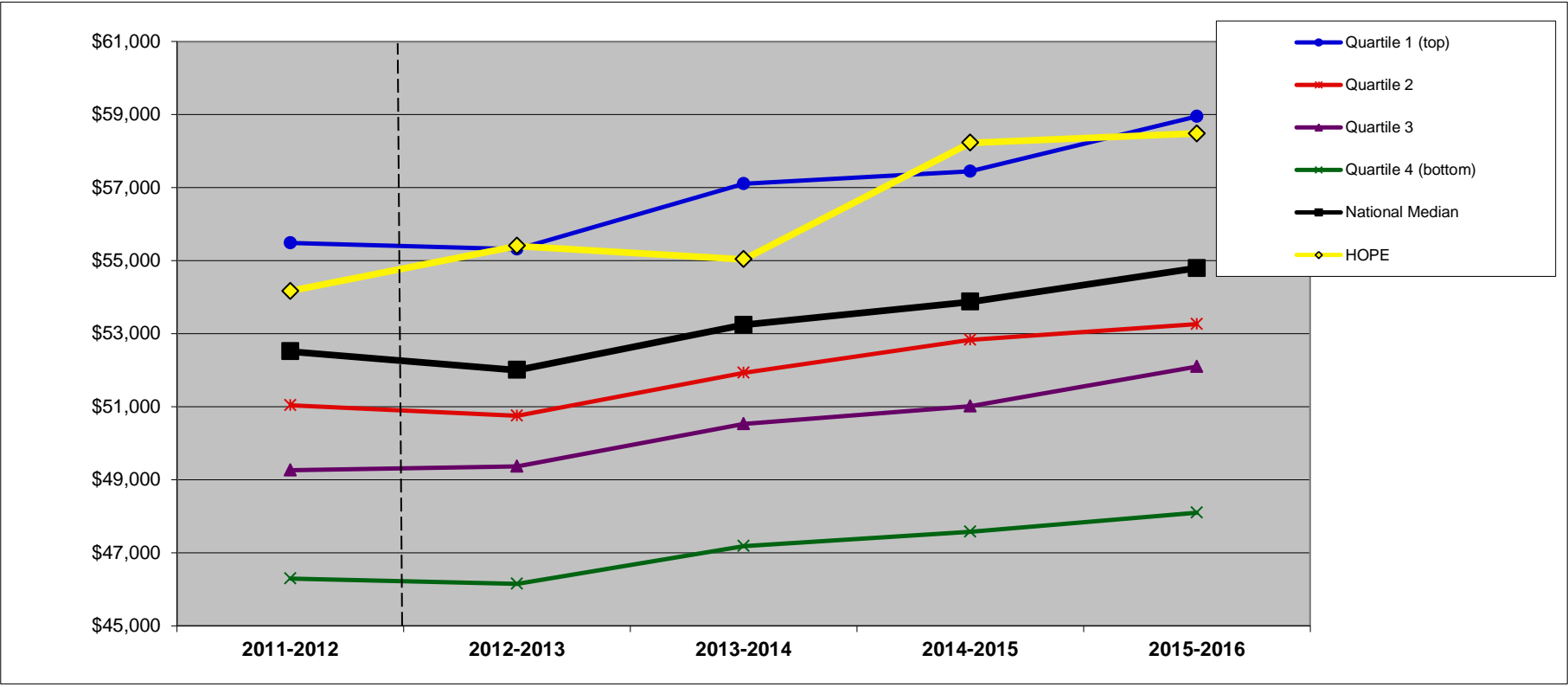
QUARTILES	
NATIONAL	1
REGIONAL	1

NATIONAL: FINANCIAL RESOURCES (n=728).



	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Quartile 1 (top)	\$ 61,207	\$ 61,214	\$ 62,379	\$ 64,260	\$ 65,115
Quartile 2	\$ 53,442	\$ 53,712	\$ 54,410	\$ 54,918	\$ 55,584
Quartile 3	\$ 50,046	\$ 49,982	\$ 51,377	\$ 51,768	\$ 52,641
Quartile 4 (bottom)	\$ 46,121	\$ 45,693	\$ 46,067	\$ 46,643	\$ 47,655
National Median	\$ 52,514	\$ 52,002	\$ 53,240	\$ 53,874	\$ 54,797
HOPE	\$ 54,167	\$ 55,404	\$ 55,035	\$ 58,230	\$ 58,482

MIDWEST REGION: FINANCIAL RESOURCES (n=191).



	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Quartile 1 (top)	\$ 55,486	\$ 55,314	\$ 57,105	\$ 57,447	\$ 58,950
Quartile 2	\$ 51,038	\$ 50,751	\$ 51,930	\$ 52,830	\$ 53,262
Quartile 3	\$ 49,260	\$ 49,361	\$ 50,531	\$ 51,017	\$ 52,092
Quartile 4 (bottom)	\$ 46,296	\$ 46,152	\$ 47,178	\$ 47,574	\$ 48,096
National Median	\$ 52,514	\$ 52,002	\$ 53,240	\$ 53,874	\$ 54,797
HOPE	\$ 54,167	\$ 55,404	\$ 55,035	\$ 58,230	\$ 58,482

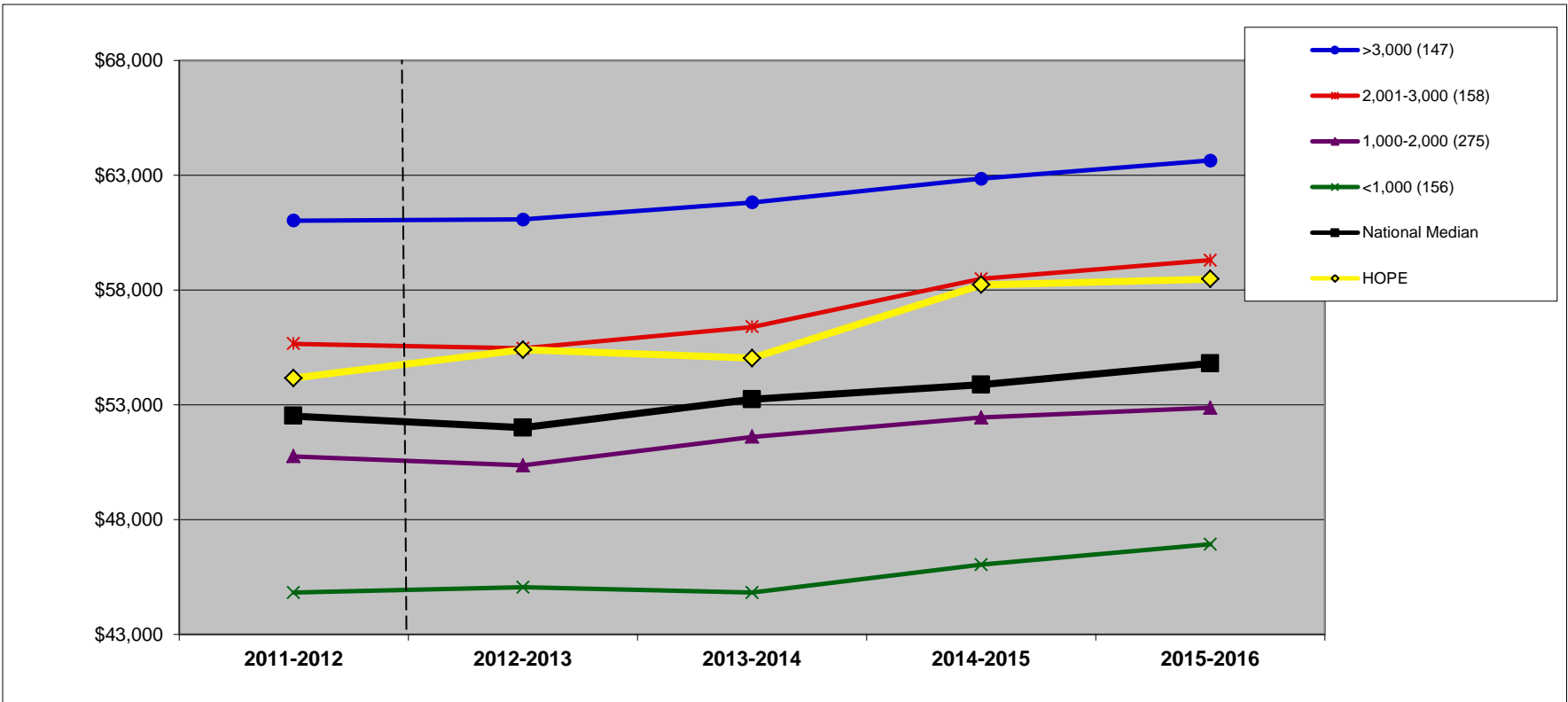
ASSISTANT PROFESSOR AVERAGE SALARY (\$): BY ENROLLMENT SIZE (8S)

**DEFINITION:** The average salary for assistant professors equated to a 9-month contract. The salaries for year one are calculated by IPEDS using the 9/10 month equivalent method. Data for the four most recent years, however, are calculated by IPEDS using the 9-month equated contract method, which in most cases results in a slightly lower number. The dashed line separates the two calculation methods. (All national and regional data are presented as medians.)

	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
HOPE	\$ 54,167	\$ 55,404	\$ 55,035	\$ 58,230	\$ 58,482

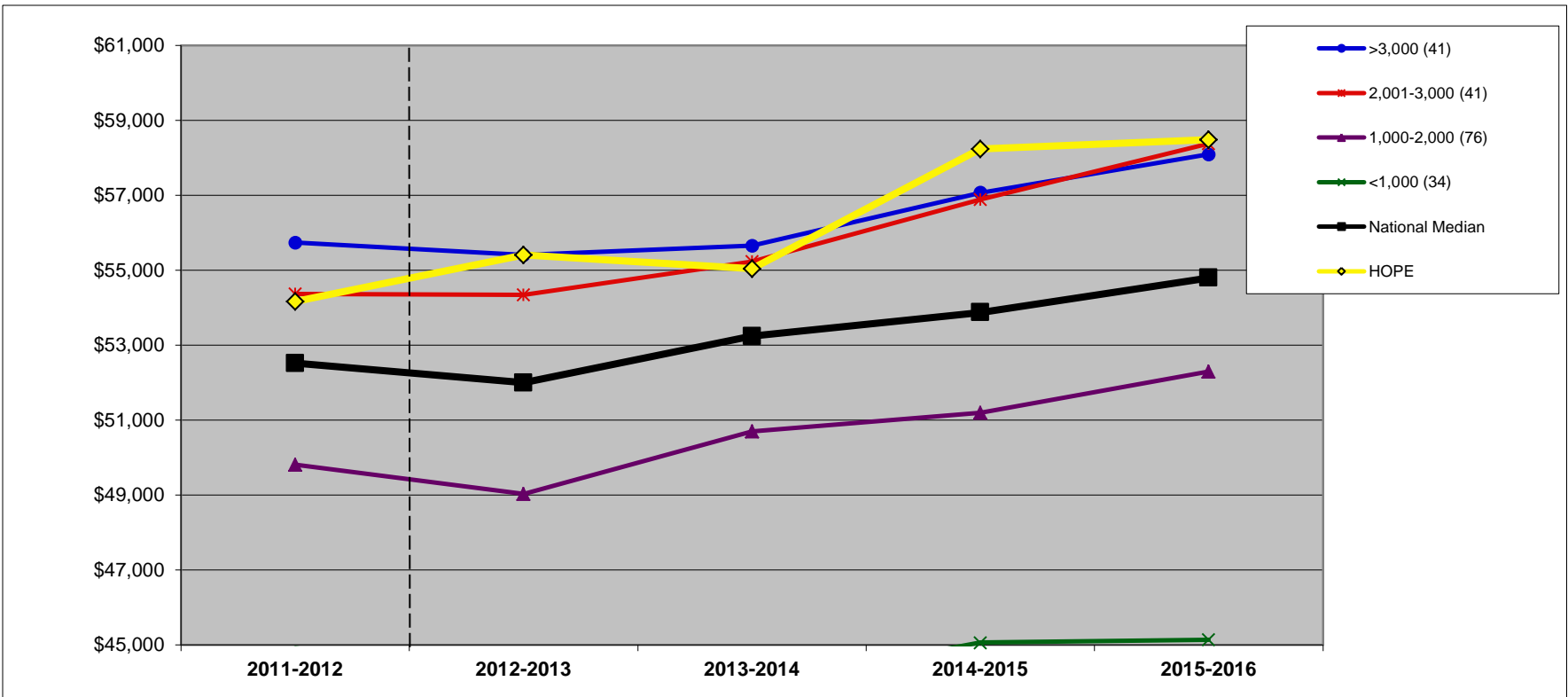
SIZE >3,000

NATIONAL: SIZE (n=736).



	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
>3,000 (147)	\$ 61,026	\$ 61,083	\$ 61,821	\$ 62,847	\$ 63,648
2,001-3,000 (158)	\$ 55,662	\$ 55,463	\$ 56,394	\$ 58,491	\$ 59,306
1,000-2,000 (275)	\$ 50,757	\$ 50,364	\$ 51,606	\$ 52,452	\$ 52,875
<1,000 (156)	\$ 44,816	\$ 45,054	\$ 44,825	\$ 46,035	\$ 46,931
National Median	\$ 52,514	\$ 52,002	\$ 53,240	\$ 53,874	\$ 54,797
HOPE	\$ 54,167	\$ 55,404	\$ 55,035	\$ 58,230	\$ 58,482

MIDWEST REGION: SIZE (n=192).



	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
>3,000 (41)	\$ 55,742	\$ 55,404	\$ 55,656	\$ 57,069	\$ 58,095
2,001-3,000 (41)	\$ 54,360	\$ 54,342	\$ 55,224	\$ 56,880	\$ 58,374
1,000-2,000 (76)	\$ 49,813	\$ 49,028	\$ 50,697	\$ 51,192	\$ 52,299
<1,000 (34)	\$ 44,912	\$ 44,321	\$ 43,920	\$ 45,059	\$ 45,140
National Median	\$ 52,514	\$ 52,002	\$ 53,240	\$ 53,874	\$ 54,797
HOPE	\$ 54,167	\$ 55,404	\$ 55,035	\$ 58,230	\$ 58,482

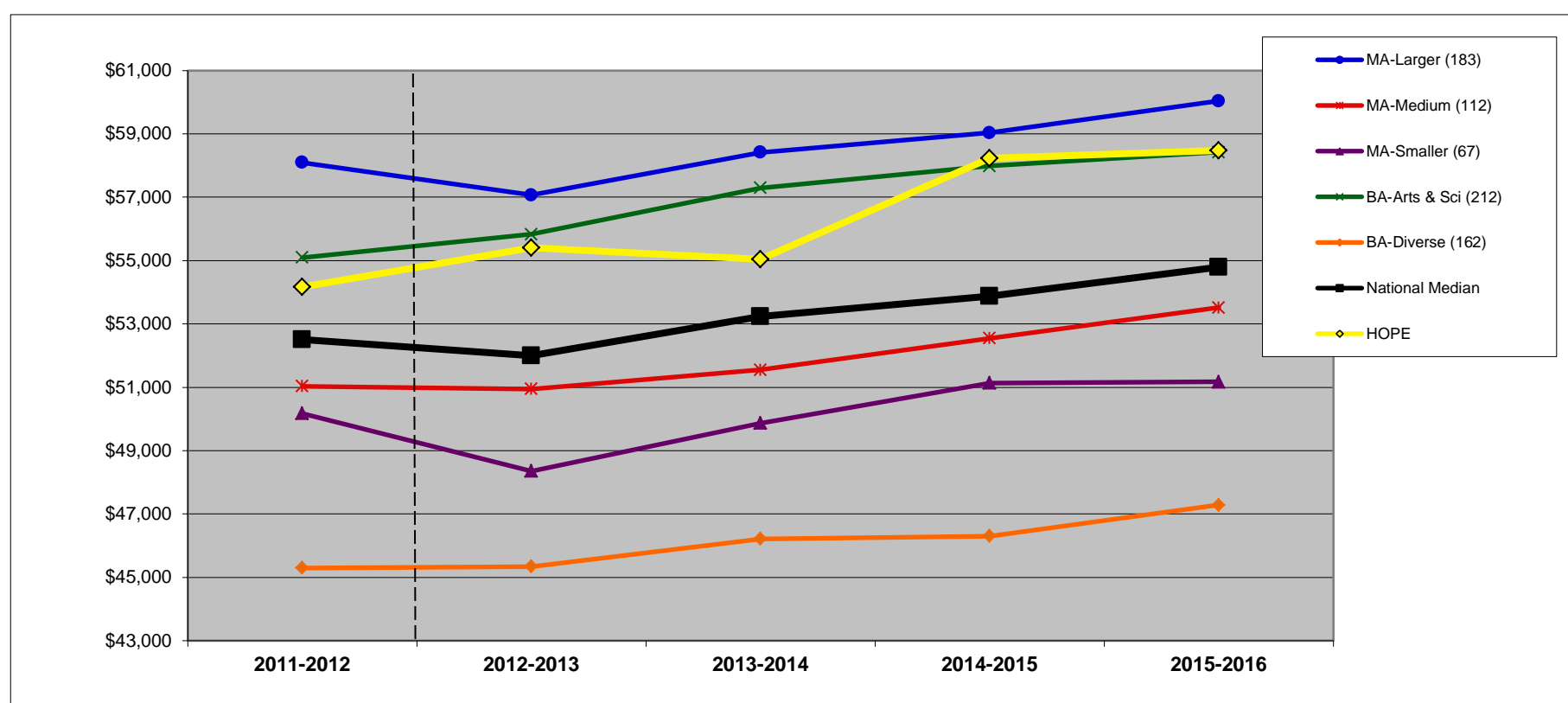
## ASSISTANT PROFESSOR AVERAGE SALARY (\$): BY CARNEGIE CLASSIFICATION (8C)

**DEFINITION:** The average salary for assistant professors equated to a 9-month contract. The salaries for year one are calculated by IPEDS using the 9/10 month equivalent method. Data for the four most recent years, however, are calculated by IPEDS using the 9-month equated contract method, which in most cases results in a slightly lower number. See Introduction for description of Carnegie classifications. (All national and regional data are presented as medians.) The dashed line separates the two calculation methods.

	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
HOPE	\$ 54,167	\$ 55,404	\$ 55,035	\$ 58,230	\$ 58,482

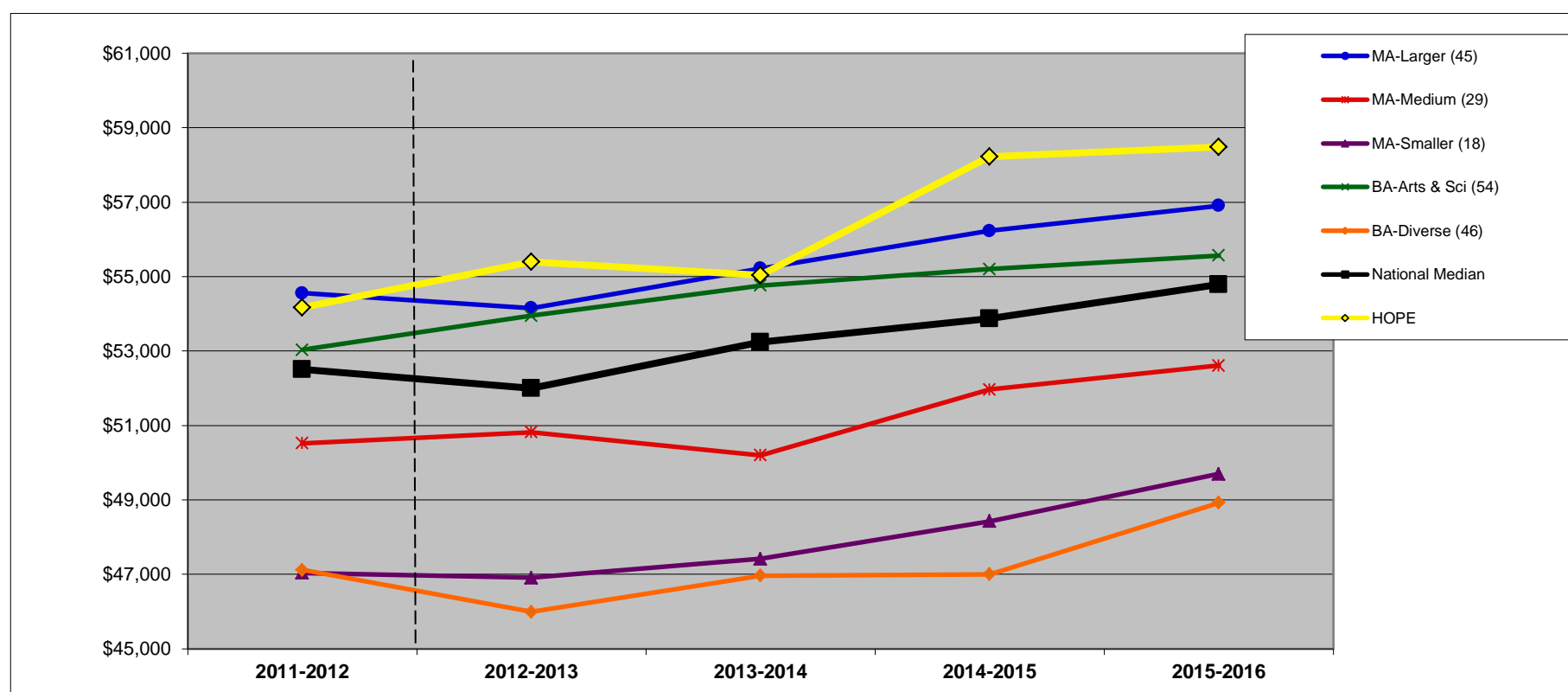
CARNEGIE BA-Arts & Sci

NATIONAL: CARNEGIE (n=736).



	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
MA-Larger (183)	\$ 58,092	\$ 57,069	\$ 58,410	\$ 59,031	\$ 60,039
MA-Medium (112)	\$ 51,033	\$ 50,949	\$ 51,552	\$ 52,547	\$ 53,514
MA-Smaller (67)	\$ 50,178	\$ 48,357	\$ 49,869	\$ 51,138	\$ 51,174
BA-Arts & Sci (212)	\$ 55,098	\$ 55,827	\$ 57,294	\$ 57,983	\$ 58,419
BA-Diverse (162)	\$ 45,299	\$ 45,347	\$ 46,215	\$ 46,301	\$ 47,286
National Median	\$ 52,514	\$ 52,002	\$ 53,240	\$ 53,874	\$ 54,797
HOPE	\$ 54,167	\$ 55,404	\$ 55,035	\$ 58,230	\$ 58,482

MIDWEST REGION: CARNEGIE (n=192).



	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
MA-Larger (45)	\$ 54,555	\$ 54,153	\$ 55,224	\$ 56,232	\$ 56,907
MA-Medium (29)	\$ 50,524	\$ 50,823	\$ 50,202	\$ 51,966	\$ 52,614
MA-Smaller (18)	\$ 47,038	\$ 46,913	\$ 47,421	\$ 48,429	\$ 49,698
BA-Arts & Sci (54)	\$ 53,033	\$ 53,951	\$ 54,763	\$ 55,201	\$ 55,566
BA-Diverse (46)	\$ 47,119	\$ 45,990	\$ 46,967	\$ 47,003	\$ 48,924
National Median	\$ 52,514	\$ 52,002	\$ 53,240	\$ 53,874	\$ 54,797
HOPE	\$ 54,167	\$ 55,404	\$ 55,035	\$ 58,230	\$ 58,482

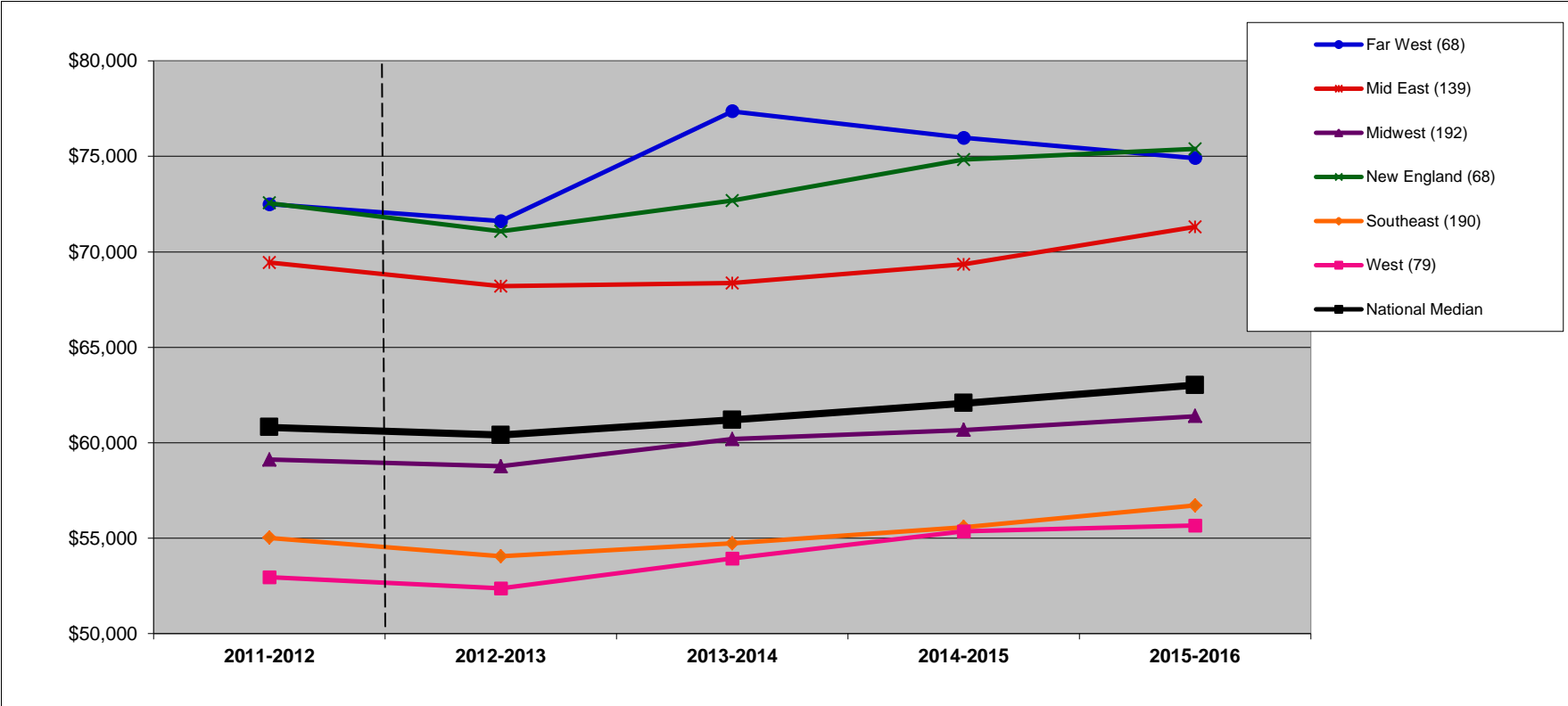


ASSOCIATE PROFESSOR AVERAGE SALARY (\$): BY REGION (9R)

**DEFINITION:** The average salary for associate professors equated to a 9-month contract. The salaries for year one are calculated by IPEDS using the 9/10 month equivalent method. Data for the four most recent years, however, are calculated by IPEDS using the 9-month equated contract method, which in most cases results in a slightly lower number. The dashed line separates the two calculation methods.

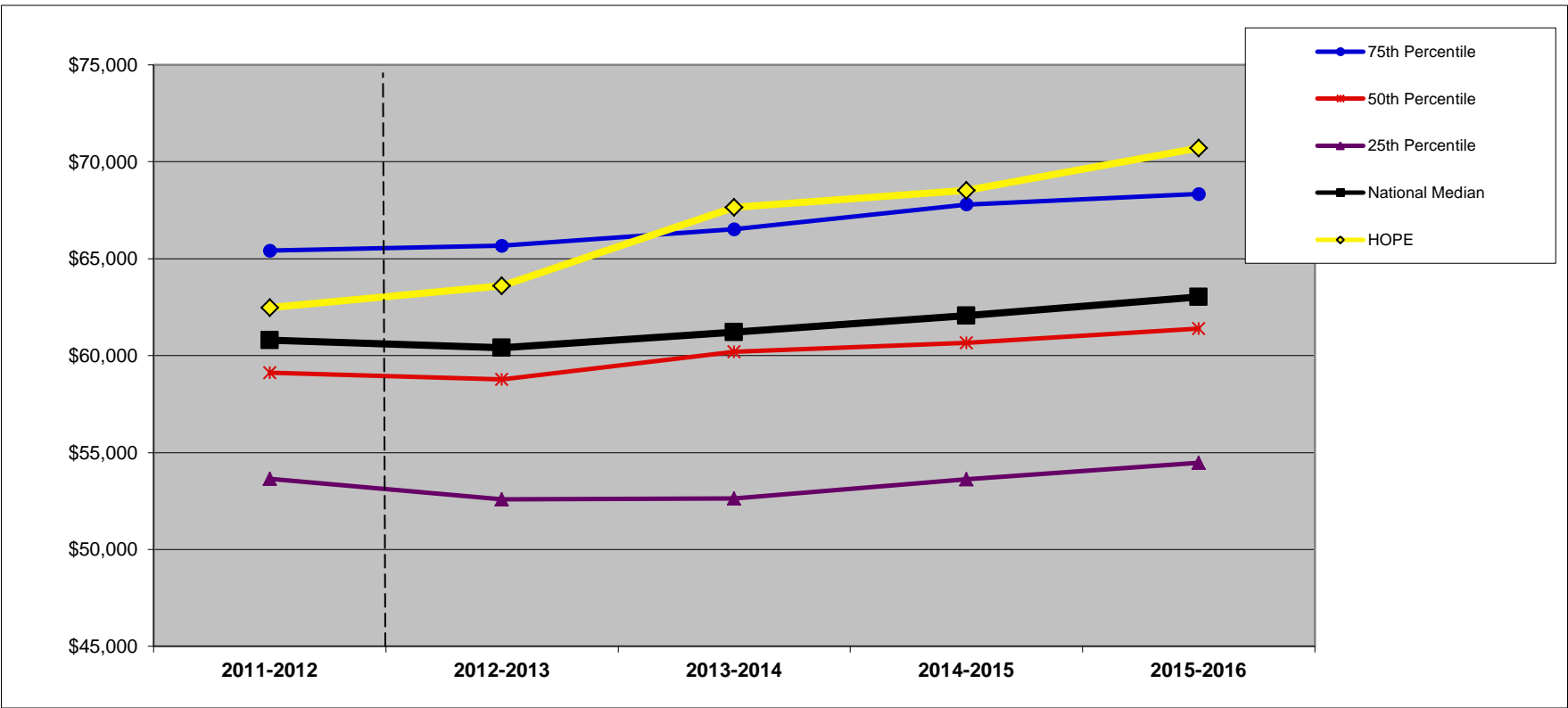
	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
HOPE	\$ 62,475	\$ 63,594	\$ 67,644	\$ 68,517	\$ 70,704

**NATIONAL (n=736).** All data on this chart are presented as medians. See Introduction for description of regions.



	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Far West (68)	\$ 72,495	\$ 71,613	\$ 77,369	\$ 75,969	\$ 74,912
Mid East (139)	\$ 69,434	\$ 68,193	\$ 68,355	\$ 69,345	\$ 71,298
Midwest (192)	\$ 59,107	\$ 58,770	\$ 60,197	\$ 60,669	\$ 61,394
New England (68)	\$ 72,553	\$ 71,064	\$ 72,684	\$ 74,831	\$ 75,389
Southeast (190)	\$ 55,015	\$ 54,054	\$ 54,731	\$ 55,575	\$ 56,705
West (79)	\$ 52,944	\$ 52,371	\$ 53,928	\$ 55,359	\$ 55,665
National Median	\$ 60,806	\$ 60,404	\$ 61,200	\$ 62,069	\$ 63,023

**MIDWEST REGION (n=192).** In addition to the median, which is the 50th percentile, this chart shows the 75th and 25th percentiles for the region.



	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
75th Percentile	\$ 65,419	\$ 65,666	\$ 66,521	\$ 67,802	\$ 68,348
50th Percentile	\$ 59,107	\$ 58,770	\$ 60,197	\$ 60,669	\$ 61,394
25th Percentile	\$ 53,644	\$ 52,589	\$ 52,628	\$ 53,629	\$ 54,477
National Median	\$ 60,806	\$ 60,404	\$ 61,200	\$ 62,069	\$ 63,023
HOPE	\$ 62,475	\$ 63,594	\$ 67,644	\$ 68,517	\$ 70,704

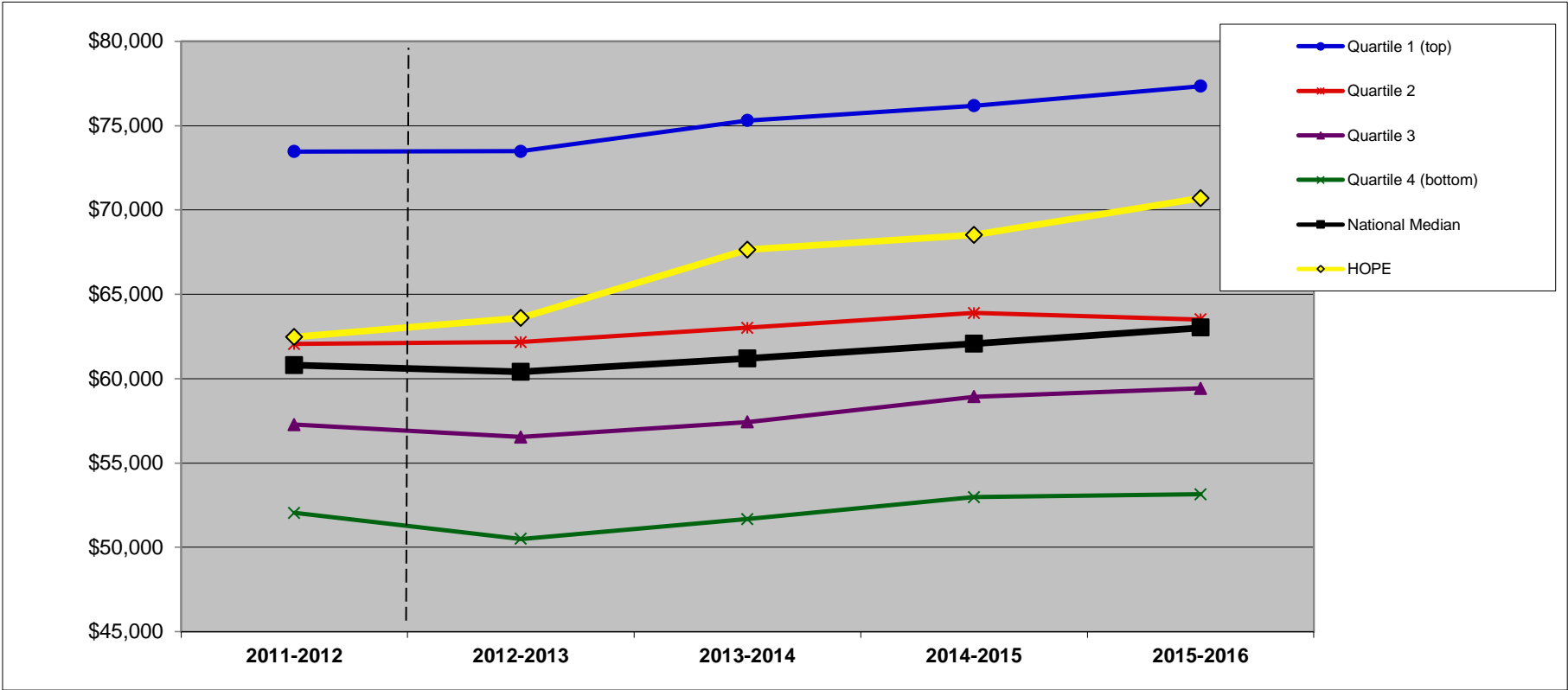
# ASSOCIATE PROFESSOR AVERAGE SALARY (\$): BY FINANCIAL RESOURCES (9F)

**DEFINITION:** The average salary for associate professors equated to a 9-month contract. The salaries for year one are calculated by IPEDS using the 9/10 month equivalent method. Data for the four most recent years, however, are calculated by IPEDS using the 9-month equated contract method, which in most cases results in a slightly lower number. See Introduction for description of Carnegie classifications. (All national and regional data are presented as medians.) The dashed line separates the two calculation methods.

	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
<b>HOPE</b>	\$ 62,475	\$ 63,594	\$ 67,644	\$ 68,517	\$ 70,704

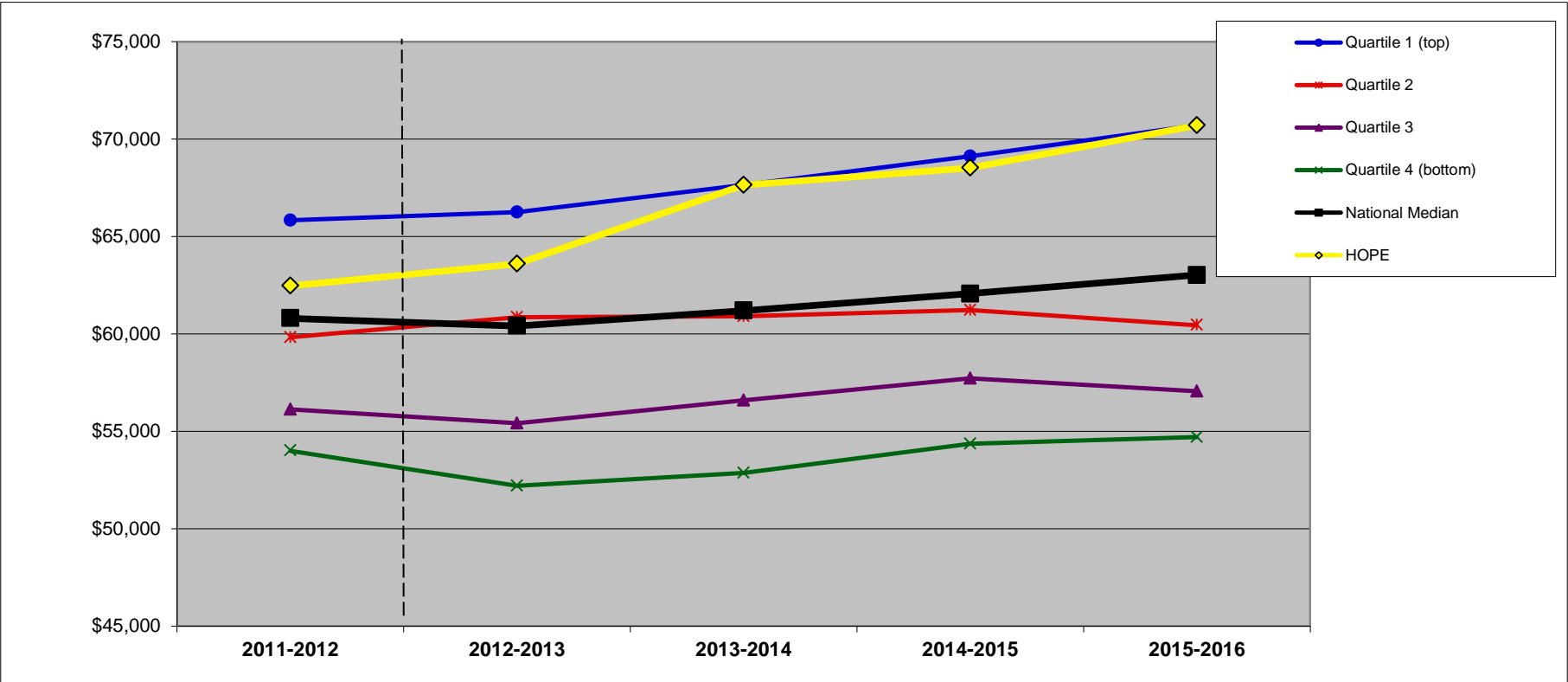
QUARTILES	
NATIONAL	1
REGIONAL	1

NATIONAL: FINANCIAL RESOURCES (n=729).



	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Quartile 1 (top)	\$ 73,461	\$ 73,476	\$ 75,294	\$ 76,176	\$ 77,346
Quartile 2	\$ 62,059	\$ 62,172	\$ 63,018	\$ 63,891	\$ 63,504
Quartile 3	\$ 57,274	\$ 56,534	\$ 57,425	\$ 58,923	\$ 59,427
Quartile 4 (bottom)	\$ 52,042	\$ 50,508	\$ 51,678	\$ 52,974	\$ 53,145
National Median	\$ 60,806	\$ 60,404	\$ 61,200	\$ 62,069	\$ 63,023
HOPE	\$ 62,475	\$ 63,594	\$ 67,644	\$ 68,517	\$ 70,704

MIDWEST REGION: FINANCIAL RESOURCES (n=191).



	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Quartile 1 (top)	\$ 65,837	\$ 66,249	\$ 67,644	\$ 69,120	\$ 70,704
Quartile 2	\$ 59,824	\$ 60,858	\$ 60,912	\$ 61,236	\$ 60,453
Quartile 3	\$ 56,118	\$ 55,409	\$ 56,588	\$ 57,722	\$ 57,051
Quartile 4 (bottom)	\$ 54,005	\$ 52,191	\$ 52,857	\$ 54,369	\$ 54,693
National Median	\$ 60,806	\$ 60,404	\$ 61,200	\$ 62,069	\$ 63,023
HOPE	\$ 62,475	\$ 63,594	\$ 67,644	\$ 68,517	\$ 70,704

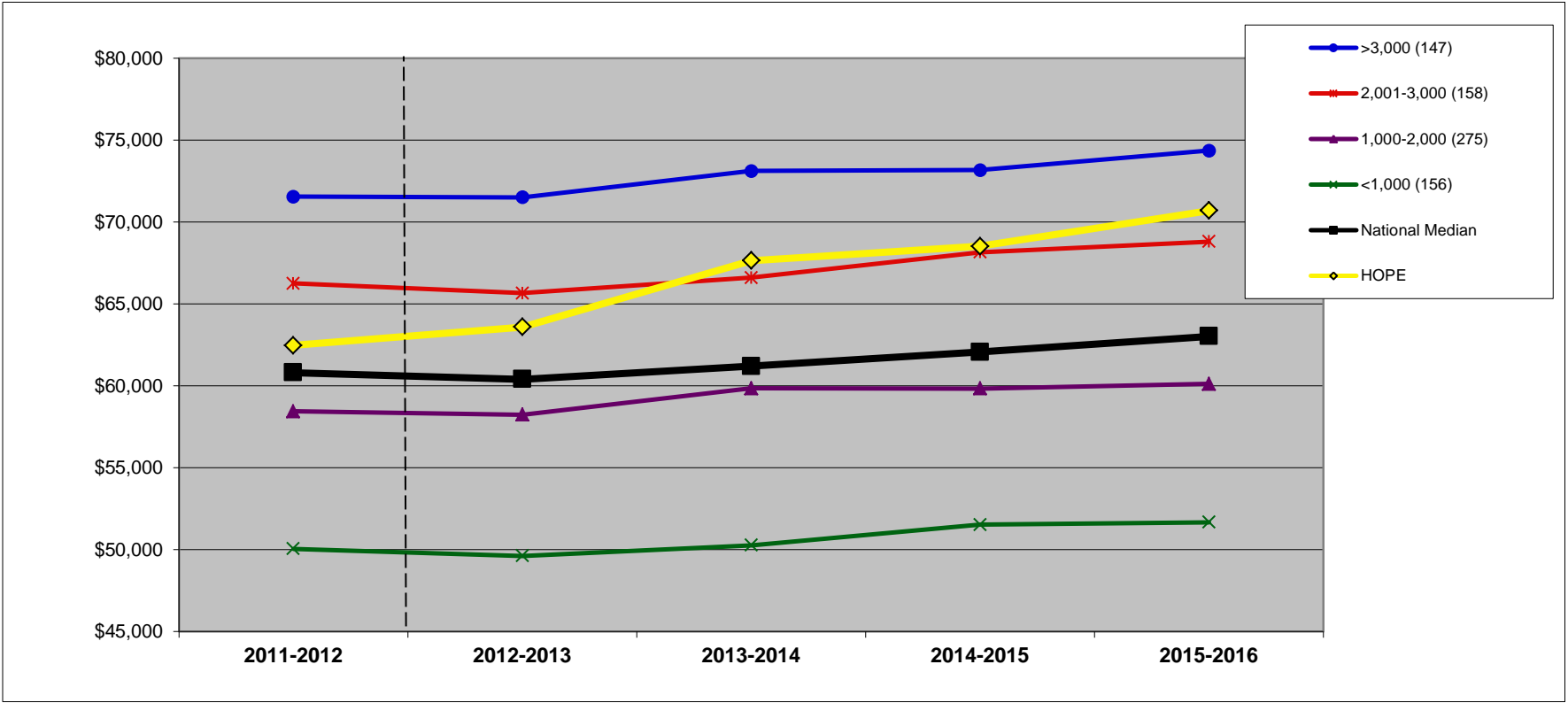
# ASSOCIATE PROFESSOR AVERAGE SALARY (\$): BY ENROLLMENT SIZE (9S)

**DEFINITION:** The average salary for associate professors equated to a 9-month contract. The salaries for year one are calculated by IPEDS using the 9/10 month equivalent method. Data for the four most recent years, however, are calculated by IPEDS using the 9-month equated contract method, which in most cases results in a slightly lower number. See Introduction for description of Carnegie classifications. (All national and regional data are presented as medians.) The dashed line separates the two calculation methods.

	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
HOPE	\$ 62,475	\$ 63,594	\$ 67,644	\$ 68,517	\$ 70,704

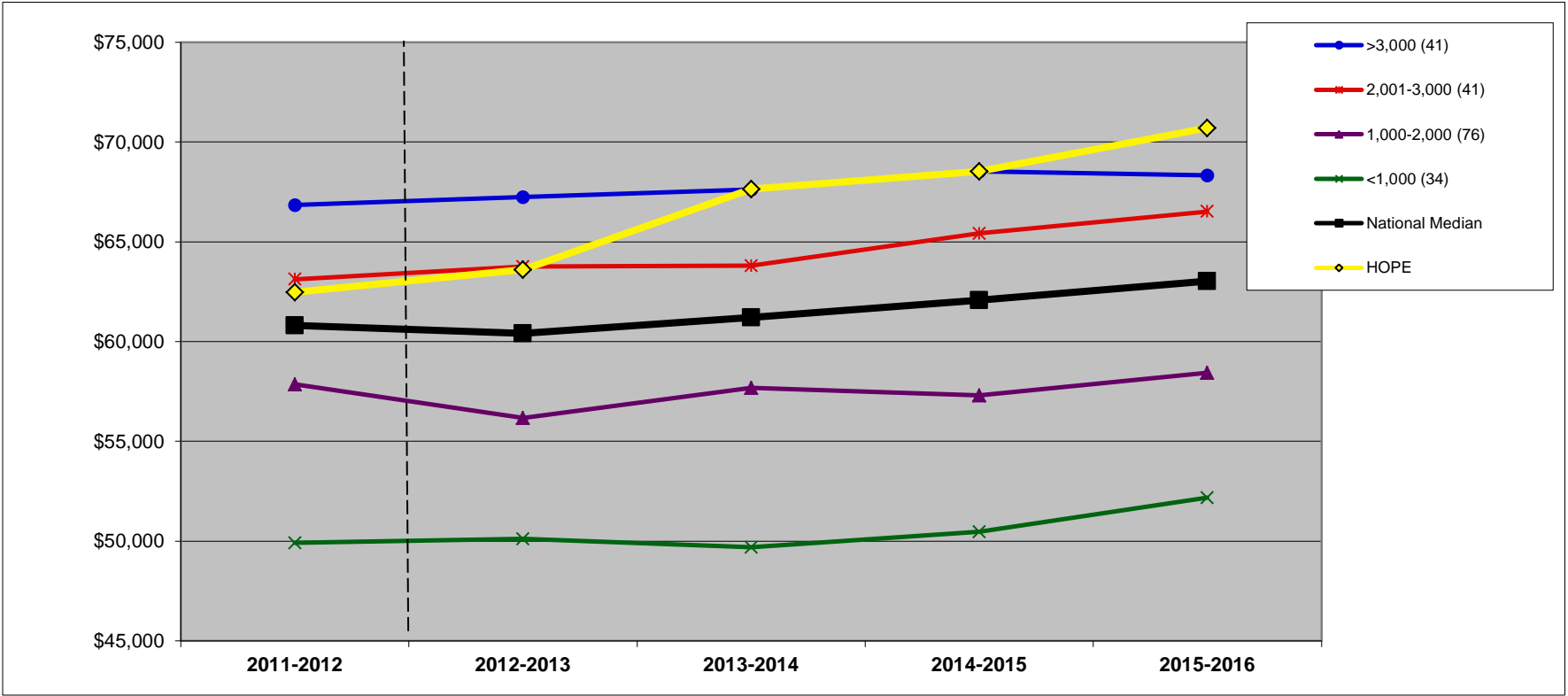
SIZE

**NATIONAL: SIZE (n=736).**



	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
>3,000 (147)	\$ 71,556	\$ 71,514	\$ 73,125	\$ 73,170	\$ 74,358
2,001-3,000 (158)	\$ 66,252	\$ 65,660	\$ 66,614	\$ 68,162	\$ 68,805
1,000-2,000 (275)	\$ 58,442	\$ 58,239	\$ 59,841	\$ 59,832	\$ 60,120
<1,000 (156)	\$ 50,052	\$ 49,617	\$ 50,265	\$ 51,525	\$ 51,674
National Median	\$ 60,806	\$ 60,404	\$ 61,200	\$ 62,069	\$ 63,023
HOPE	\$ 62,475	\$ 63,594	\$ 67,644	\$ 68,517	\$ 70,704

**MIDWEST REGION: SIZE (n=192).**



	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
>3,000 (41)	\$ 66,849	\$ 67,239	\$ 67,617	\$ 68,517	\$ 68,319
2,001-3,000 (41)	\$ 63,124	\$ 63,747	\$ 63,801	\$ 65,412	\$ 66,519
1,000-2,000 (76)	\$ 57,862	\$ 56,174	\$ 57,668	\$ 57,294	\$ 58,442
<1,000 (34)	\$ 49,905	\$ 50,121	\$ 49,698	\$ 50,459	\$ 52,187
National Median	\$ 60,806	\$ 60,404	\$ 61,200	\$ 62,069	\$ 63,023
HOPE	\$ 62,475	\$ 63,594	\$ 67,644	\$ 68,517	\$ 70,704

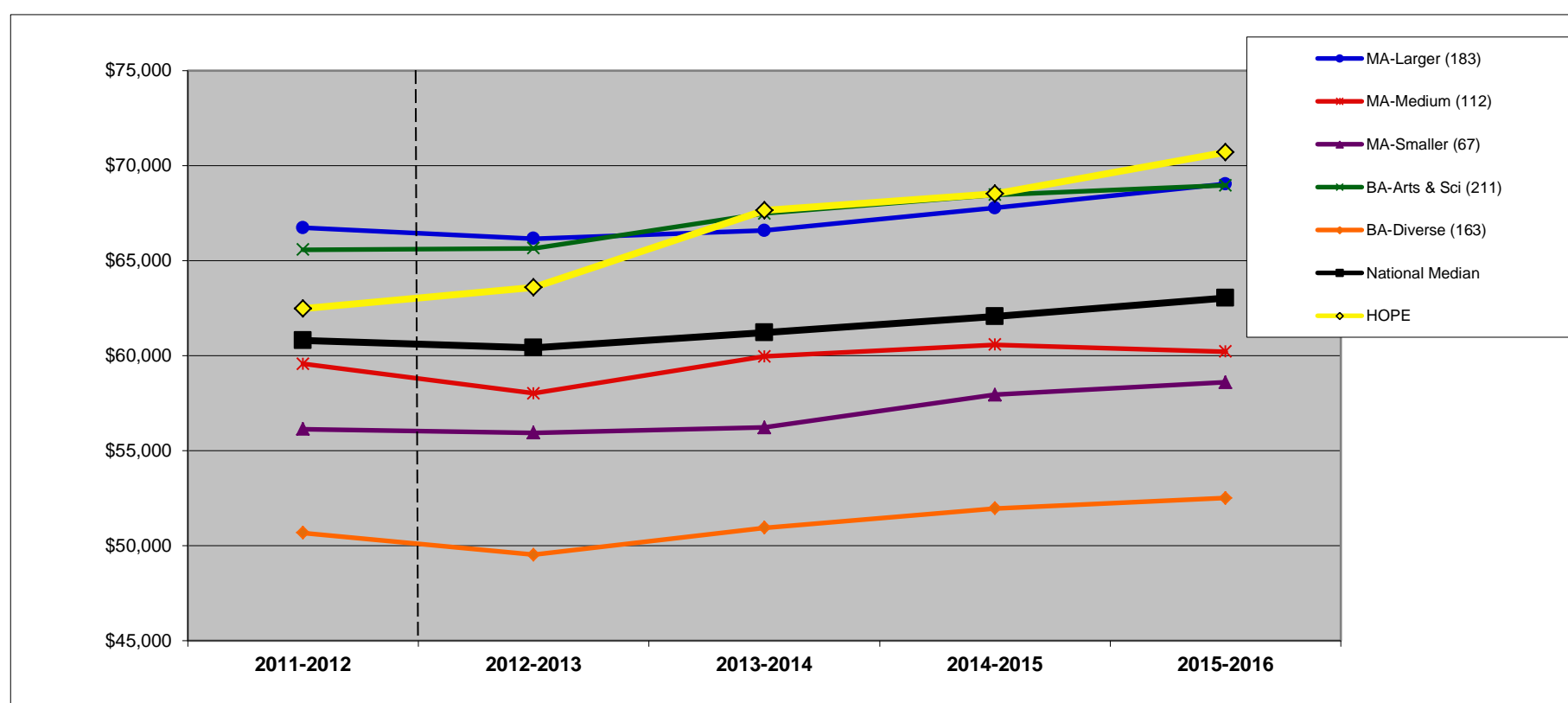
## ASSOCIATE PROFESSOR AVERAGE SALARY (\$): BY CARNEGIE CLASSIFICATION (9C)

**DEFINITION:** The average salary for associate professors equated to a 9-month contract. The salaries for year one are calculated by IPEDS using the 9/10 month equivalent method. Data for the four most recent years, however, are calculated by IPEDS using the 9-month equated contract method, which in most cases results in a slightly lower number. See Introduction for description of Carnegie classifications. (All national and regional data are presented as medians.) The dashed line separates the two calculation methods.

	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
HOPE	\$ 62,475	\$ 63,594	\$ 67,644	\$ 68,517	\$ 70,704

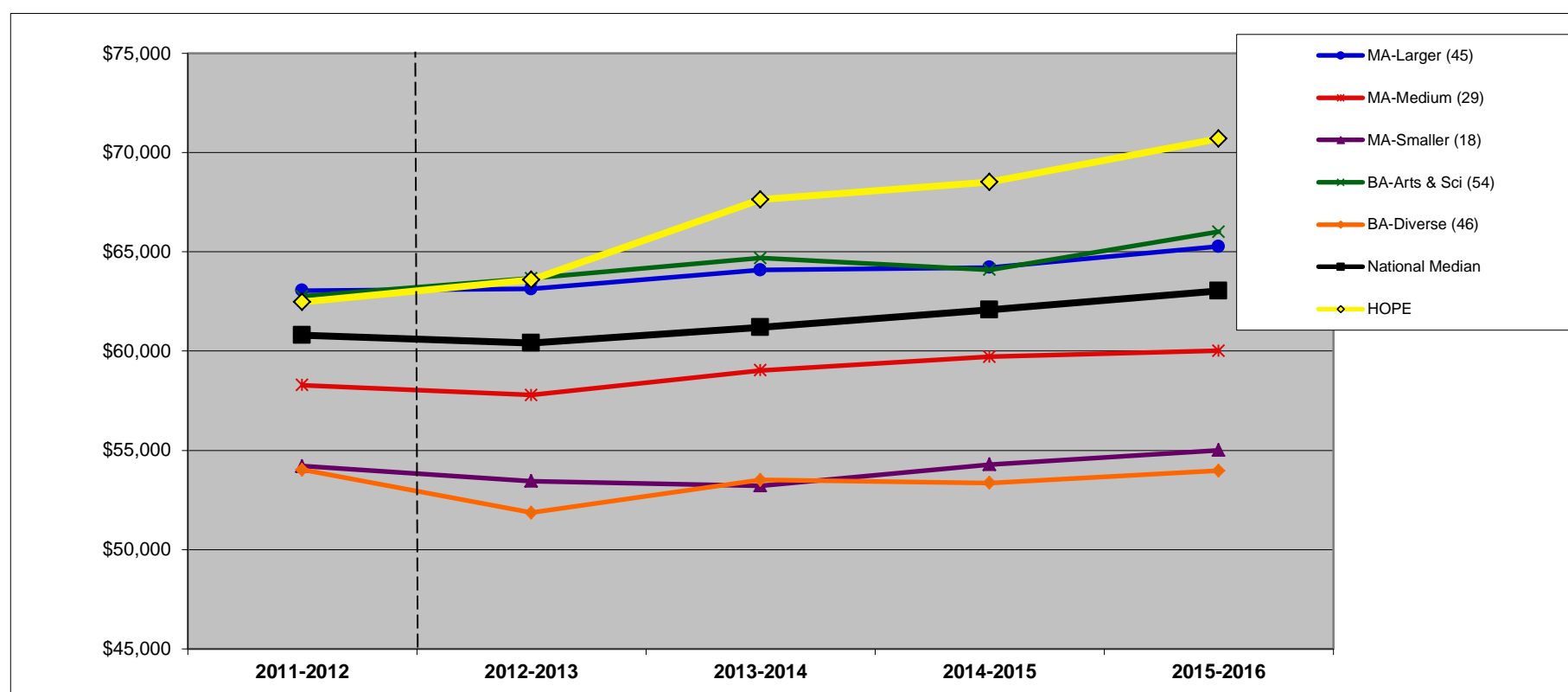
CARNEGIE BA-Arts & Sci

NATIONAL: CARNEGIE (n=736).



	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
MA-Larger (183)	\$ 66,722	\$ 66,150	\$ 66,582	\$ 67,770	\$ 69,030
MA-Medium (112)	\$ 59,564	\$ 58,019	\$ 59,958	\$ 60,575	\$ 60,215
MA-Smaller (67)	\$ 56,129	\$ 55,944	\$ 56,223	\$ 57,942	\$ 58,590
BA-Arts & Sci (211)	\$ 65,571	\$ 65,637	\$ 67,473	\$ 68,454	\$ 68,958
BA-Diverse (163)	\$ 50,676	\$ 49,518	\$ 50,940	\$ 51,966	\$ 52,506
National Median	\$ 60,806	\$ 60,404	\$ 61,200	\$ 62,069	\$ 63,023
HOPE	\$ 62,475	\$ 63,594	\$ 67,644	\$ 68,517	\$ 70,704

MIDWEST REGION: CARNEGIE (n=192).



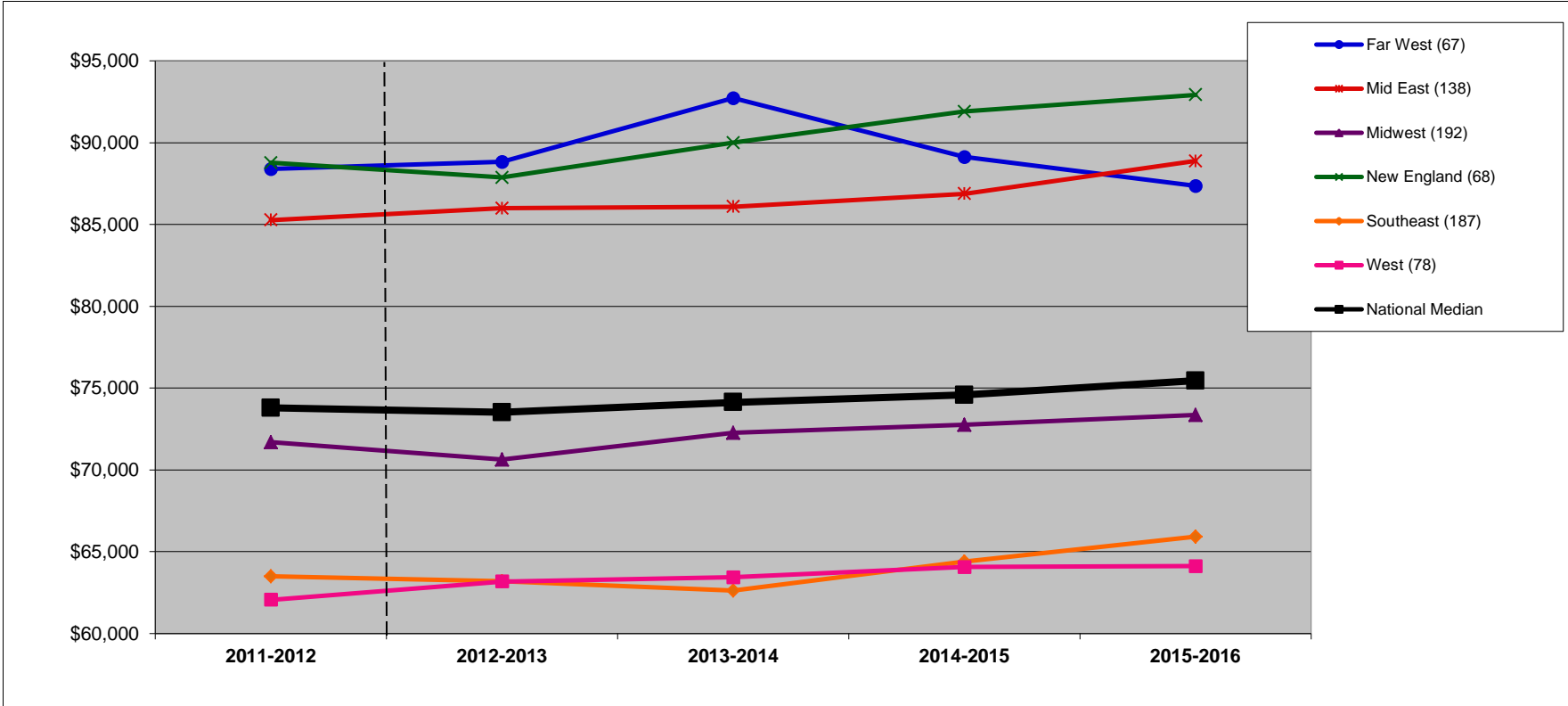
	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
MA-Larger (45)	\$ 63,045	\$ 63,135	\$ 64,089	\$ 64,215	\$ 65,268
MA-Medium (29)	\$ 58,280	\$ 57,780	\$ 59,031	\$ 59,715	\$ 60,021
MA-Smaller (18)	\$ 54,202	\$ 53,447	\$ 53,213	\$ 54,288	\$ 55,013
BA-Arts & Sci (54)	\$ 62,761	\$ 63,671	\$ 64,688	\$ 64,094	\$ 66,011
BA-Diverse (46)	\$ 54,020	\$ 51,858	\$ 53,510	\$ 53,358	\$ 53,976
National Median	\$ 60,806	\$ 60,404	\$ 61,200	\$ 62,069	\$ 63,023
HOPE	\$ 62,475	\$ 63,594	\$ 67,644	\$ 68,517	\$ 70,704

FULL PROFESSOR AVERAGE SALARY (\$): BY REGION (10R)

**DEFINITION:** The average salary for full professors equated to a 9-month contract. The salaries for year one are calculated by IPEDS using the 9/10 month equivalent method. Data for the four most recent years, however, are calculated by IPEDS using the 9-month equated contract method, which in most cases results in a slightly lower number. The dashed line separates the two calculation methods.

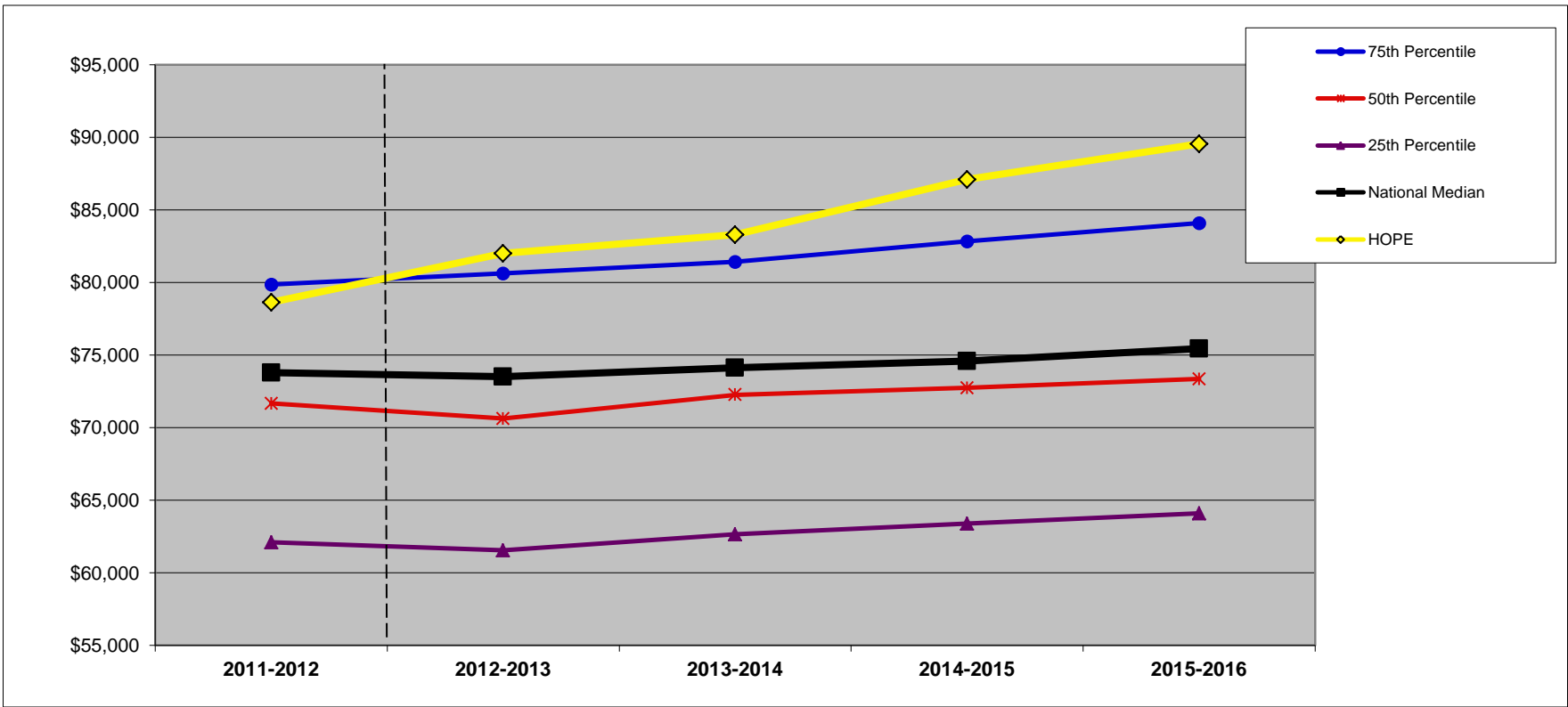
	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
HOPE	\$ 78,633	\$ 82,017	\$ 83,313	\$ 87,111	\$ 89,550

**NATIONAL (n=730).** All data on this chart are presented as medians. See Introduction for description of regions.



	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Far West (67)	\$ 88,403	\$ 88,839	\$ 92,736	\$ 89,136	\$ 87,354
Mid East (138)	\$ 85,277	\$ 86,000	\$ 86,099	\$ 86,886	\$ 88,889
Midwest (192)	\$ 71,687	\$ 70,641	\$ 72,275	\$ 72,752	\$ 73,350
New England (68)	\$ 88,776	\$ 87,872	\$ 90,005	\$ 91,904	\$ 92,934
Southeast (187)	\$ 63,485	\$ 63,189	\$ 62,631	\$ 64,386	\$ 65,925
West (78)	\$ 62,064	\$ 63,180	\$ 63,446	\$ 64,062	\$ 64,130
National Median	\$ 73,787	\$ 73,517	\$ 74,138	\$ 74,588	\$ 75,447

**MIDWEST REGION (n=192).** In addition to the median, which is the 50th percentile, this chart shows the 75th and 25th percentiles for the region.



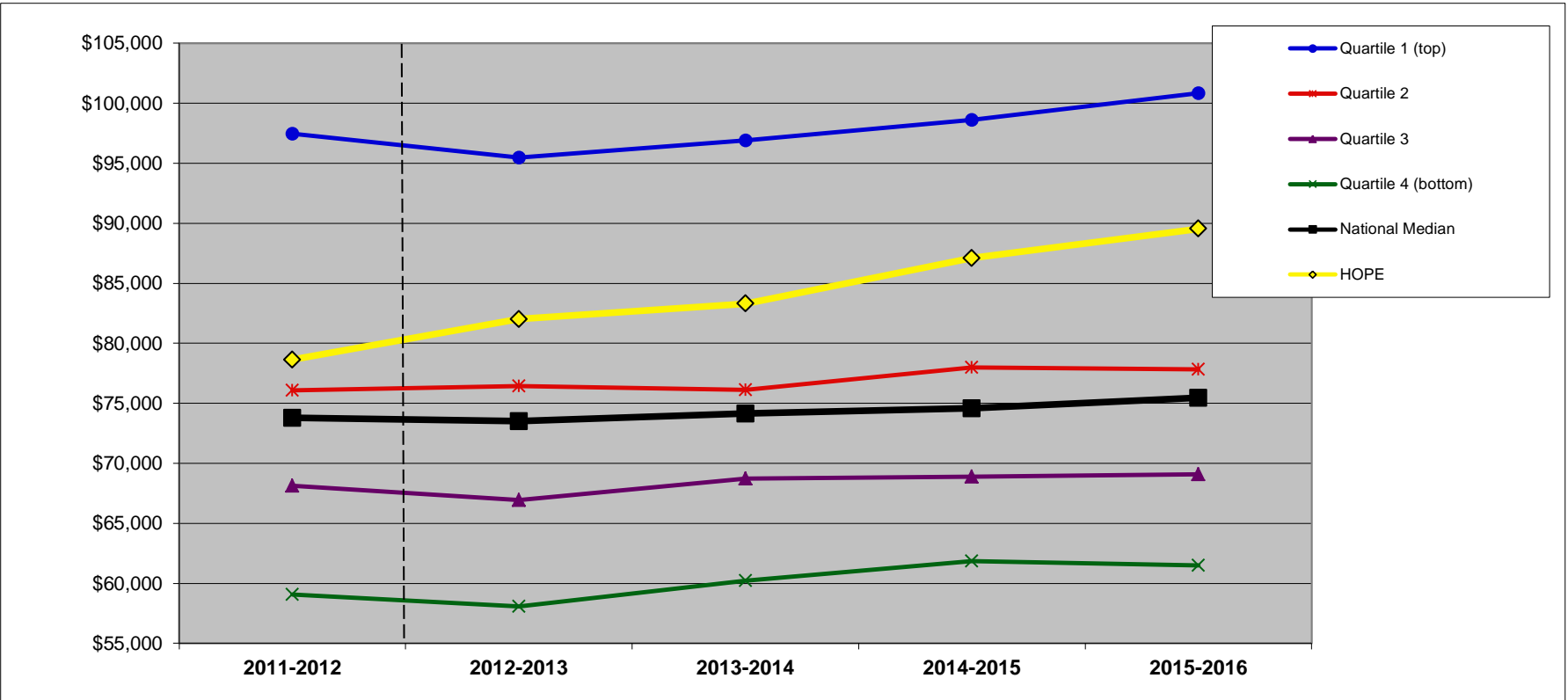
	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
75th Percentile	\$ 79,878	\$ 80,631	\$ 81,421	\$ 82,832	\$ 84,098
50th Percentile	\$ 71,687	\$ 70,641	\$ 72,275	\$ 72,752	\$ 73,350
25th Percentile	\$ 62,094	\$ 61,567	\$ 62,660	\$ 63,380	\$ 64,112
National Median	\$ 73,787	\$ 73,517	\$ 74,138	\$ 74,588	\$ 75,447
HOPE	\$ 78,633	\$ 82,017	\$ 83,313	\$ 87,111	\$ 89,550

# FULL PROFESSOR AVERAGE SALARY (\$): BY FINANCIAL RESOURCES (10F)

**DEFINITION:** The average salary for full professors equated to a 9-month contract. The salaries for year one are calculated by IPEDS using the 9/10 month equivalent method. Data for the four most recent years, however, are calculated by IPEDS using the 9-month equated contract method, which in most cases results in a slightly lower number. See Introduction for description of Carnegie classifications. (All national and regional data are presented as medians.) The dashed line separates the two calculation methods.

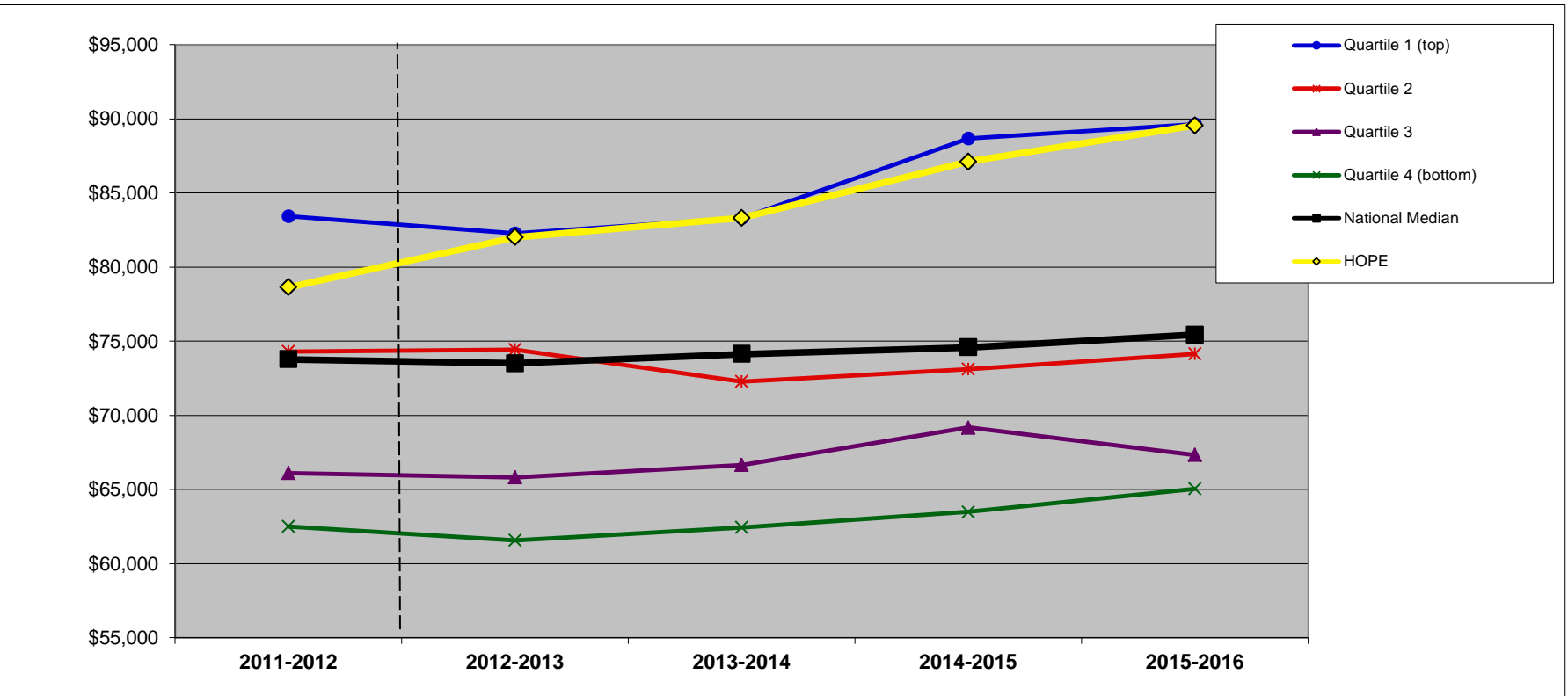
						QUARTILES	
		2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	NATIONAL
HOPE		\$ 78,633	\$ 82,017	\$ 83,313	\$ 87,111	\$ 89,550	1
							REGIONAL
							1

## NATIONAL: FINANCIAL RESOURCES (n=724).



	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Quartile 1 (top)	\$ 97,480	\$ 95,481	\$ 96,912	\$ 98,618	\$ 100,823
Quartile 2	\$ 76,078	\$ 76,424	\$ 76,113	\$ 77,999	\$ 77,841
Quartile 3	\$ 68,128	\$ 66,929	\$ 68,742	\$ 68,891	\$ 69,071
Quartile 4 (bottom)	\$ 59,087	\$ 58,068	\$ 60,219	\$ 61,853	\$ 61,506
National Median	\$ 73,787	\$ 73,517	\$ 74,138	\$ 74,588	\$ 75,447
HOPE	\$ 78,633	\$ 82,017	\$ 83,313	\$ 87,111	\$ 89,550

## MIDWEST REGION: FINANCIAL RESOURCES (n=192).



	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Quartile 1 (top)	\$ 83,452	\$ 82,278	\$ 83,313	\$ 88,668	\$ 89,640
Quartile 2	\$ 74,296	\$ 74,448	\$ 72,275	\$ 73,130	\$ 74,133
Quartile 3	\$ 66,110	\$ 65,808	\$ 66,668	\$ 69,179	\$ 67,316
Quartile 4 (bottom)	\$ 62,497	\$ 61,560	\$ 62,451	\$ 63,486	\$ 65,043
National Median	\$ 73,787	\$ 73,517	\$ 74,138	\$ 74,588	\$ 75,447
HOPE	\$ 78,633	\$ 82,017	\$ 83,313	\$ 87,111	\$ 89,550

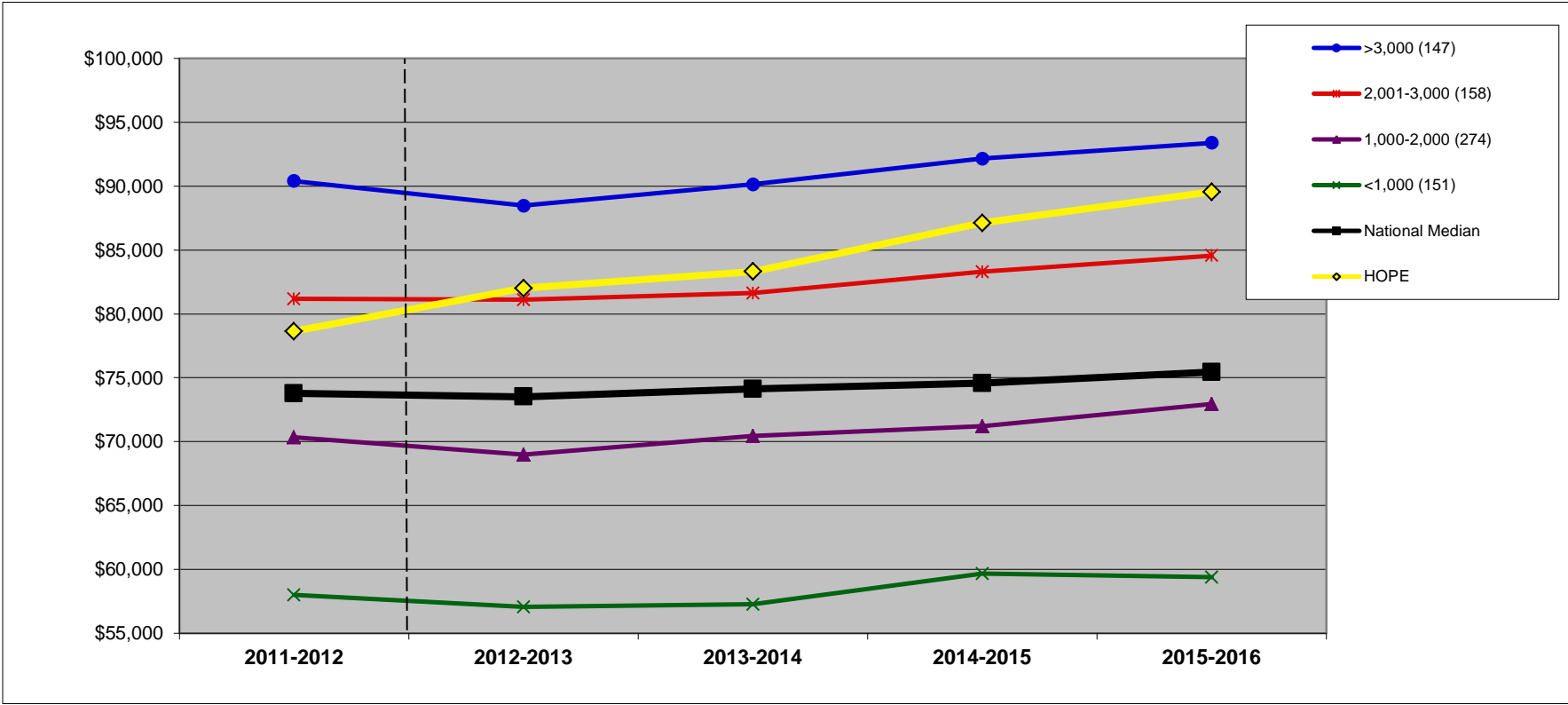
# FULL PROFESSOR AVERAGE SALARY (\$): BY ENROLLMENT SIZE (10S)

**DEFINITION:** The average salary for full professors equated to a 9-month contract. The salaries for year one are calculated by IPEDS using the 9/10 month equivalent method. Data for the four most recent years, however, are calculated by IPEDS using the 9-month equated contract method, which in most cases results in a slightly lower number. See Introduction for description of Carnegie classifications. (All national and regional data are presented as medians.) The dashed line separates the two calculation methods.

	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
<b>HOPE</b>	\$ 78,633	\$ 82,017	\$ 83,313	\$ 87,111	\$ 89,550

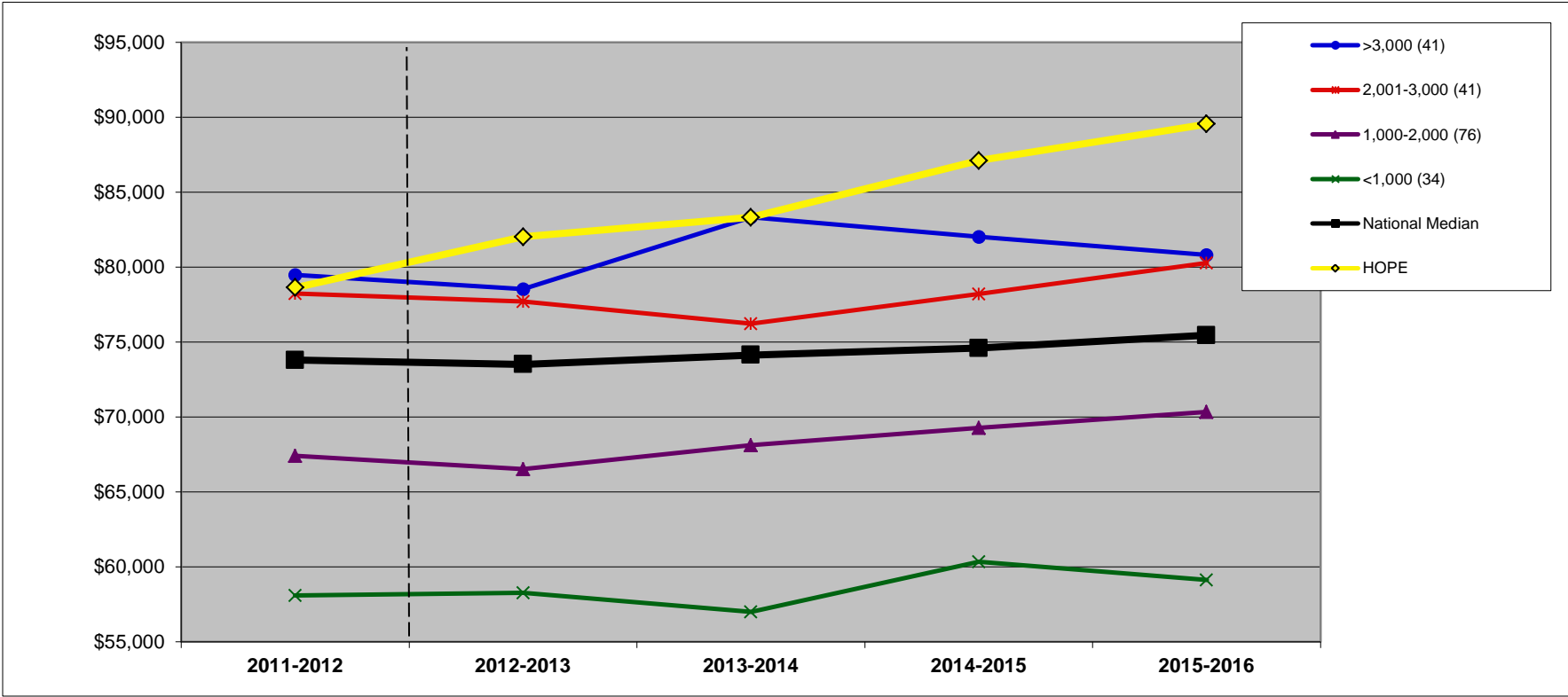
**SIZE** >3,000

**NATIONAL: SIZE (n=730).**



	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
>3,000 (147)	\$ 90,401	\$ 88,470	\$ 90,135	\$ 92,151	\$ 93,393
2,001-3,000 (158)	\$ 81,181	\$ 81,113	\$ 81,626	\$ 83,304	\$ 84,573
1,000-2,000 (274)	\$ 70,329	\$ 68,985	\$ 70,443	\$ 71,199	\$ 72,932
<1,000 (151)	\$ 57,992	\$ 57,051	\$ 57,267	\$ 59,661	\$ 59,391
National Median	\$ 73,787	\$ 73,517	\$ 74,138	\$ 74,588	\$ 75,447
<b>HOPE</b>	\$ 78,633	\$ 82,017	\$ 83,313	\$ 87,111	\$ 89,550

**MIDWEST REGION: SIZE (n=192).**



	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
>3,000 (41)	\$ 79,479	\$ 78,525	\$ 83,313	\$ 82,017	\$ 80,802
2,001-3,000 (41)	\$ 78,225	\$ 77,715	\$ 76,212	\$ 78,192	\$ 80,271
1,000-2,000 (76)	\$ 67,406	\$ 66,519	\$ 68,126	\$ 69,278	\$ 70,344
<1,000 (34)	\$ 58,082	\$ 58,253	\$ 56,988	\$ 60,332	\$ 59,117
National Median	\$ 73,787	\$ 73,517	\$ 74,138	\$ 74,588	\$ 75,447
<b>HOPE</b>	\$ 78,633	\$ 82,017	\$ 83,313	\$ 87,111	\$ 89,550



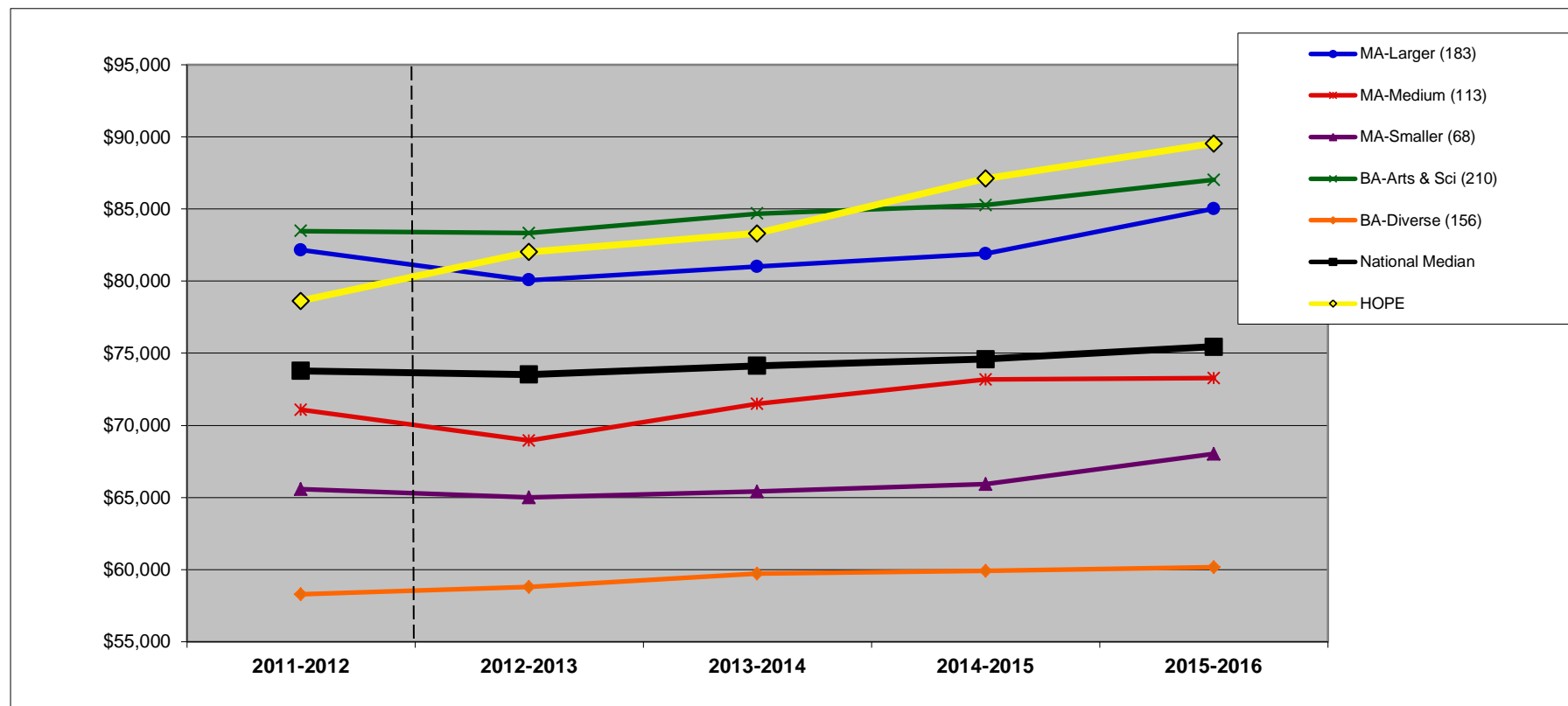
## FULL PROFESSOR AVERAGE SALARY (\$): BY CARNEGIE CLASSIFICATION (10C)

**DEFINITION:** The average salary for full professors equated to a 9-month contract. The salaries for year one are calculated by IPEDS using the 9/10 month equivalent method. Data for the four most recent years, however, are calculated by IPEDS using the 9-month equated contract method, which in most cases results in a slightly lower number. See Introduction for description of Carnegie classifications. (All national and regional data are presented as medians.) The dashed line separates the two calculation methods.

	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
<b>HOPE</b>	\$ 78,633	\$ 82,017	\$ 83,313	\$ 87,111	\$ 89,550

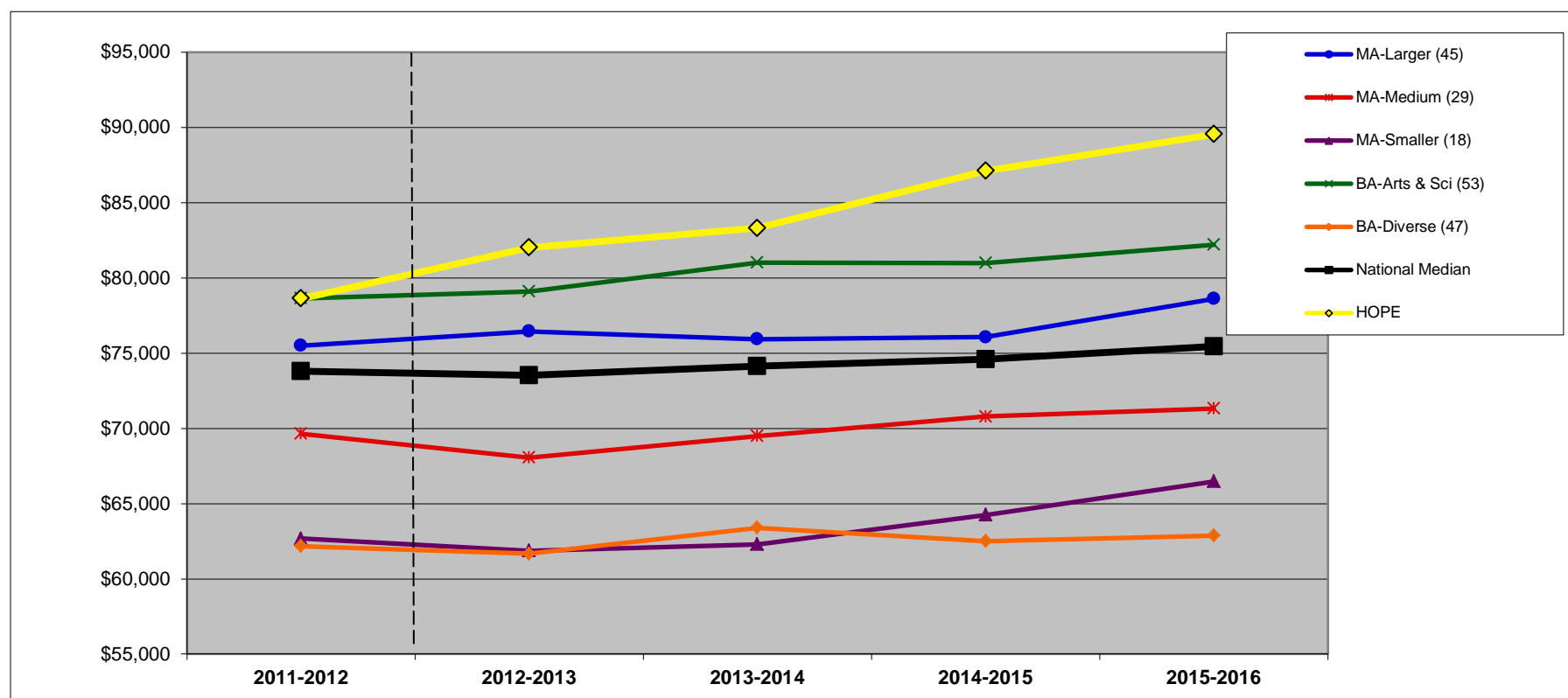
**CARNEGIE** BA-Arts & Sci

**NATIONAL: CARNEGIE (n=730).**



	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
<b>MA-Larger (183)</b>	\$ 82,148	\$ 80,073	\$ 81,009	\$ 81,909	\$ 85,023
<b>MA-Medium (113)</b>	\$ 71,080	\$ 68,949	\$ 71,496	\$ 73,179	\$ 73,269
<b>MA-Smaller (68)</b>	\$ 65,579	\$ 65,007	\$ 65,408	\$ 65,929	\$ 68,018
<b>BA-Arts &amp; Sci (210)</b>	\$ 83,480	\$ 83,340	\$ 84,686	\$ 85,271	\$ 87,039
<b>BA-Diverse (156)</b>	\$ 58,273	\$ 58,784	\$ 59,706	\$ 59,904	\$ 60,161
<b>National Median</b>	\$ 73,787	\$ 73,517	\$ 74,138	\$ 74,588	\$ 75,447
<b>HOPE</b>	\$ 78,633	\$ 82,017	\$ 83,313	\$ 87,111	\$ 89,550

**MIDWEST REGION: CARNEGIE (n=192).**



	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
<b>MA-Larger (45)</b>	\$ 75,484	\$ 76,428	\$ 75,924	\$ 76,059	\$ 78,606
<b>MA-Medium (29)</b>	\$ 69,642	\$ 68,049	\$ 69,498	\$ 70,785	\$ 71,325
<b>MA-Smaller (18)</b>	\$ 62,672	\$ 61,862	\$ 62,298	\$ 64,247	\$ 66,470
<b>BA-Arts &amp; Sci (53)</b>	\$ 78,633	\$ 79,101	\$ 81,018	\$ 80,973	\$ 82,206
<b>BA-Diverse (47)</b>	\$ 62,165	\$ 61,668	\$ 63,378	\$ 62,514	\$ 62,880
<b>National Median</b>	\$ 73,787	\$ 73,517	\$ 74,138	\$ 74,588	\$ 75,447
<b>HOPE</b>	\$ 78,633	\$ 82,017	\$ 83,313	\$ 87,111	\$ 89,550



## DATA INFORMATION: DEFINITIONS, IPEDS SOURCES, AND FORMULAS

To use this appendix, visit <http://nces.ed.gov/ipeds/datacenter/> and follow these steps:

- select "Compare Institutions"
- enter your institution's name
- select "Continue" to see variables

### 1) TOTAL FALL ENROLLMENT

---

**Definition:** Total fall full-time equivalent (FTE) enrollment, including undergraduate, graduate, and first-professional students.

**IPEDS:** Frequently used/Derived variables  
Fall enrollment/retention rates  
Total, full- and part-time enrollment and fall FTE  
**Full-time equivalent enrollment (Fall enrollment derivation)**

### 2) FIRST-YEAR ENROLLMENT

---

IPEDS changed the way this data variable is accessed in the Data Center beginning with the 2014-15 collection cycle. The values are the same, but their location on the variable tree in the Data Center is different so the method of getting to them has changed. Below are instructions for the new location.

**Definition:** Total fall full-time, first-time degree-seeking undergraduate students.

**IPEDS:** Fall Enrollment  
Gender, attendance status, and level of student  
Fall 1980, Fall 1984 to current year  
*Qualifying variable: First time*  
**Full time total**

### 3) ADMISSIONS YIELD RATE (%)

---

**Definition:** Percentage of admitted students who enrolled. (The year indicated is the year of the Institutional Characteristics IPEDS Survey. Institutions had the option of reporting data for the current or prior year. Only data from institutions reporting current year data for all five years were used in the comparisons.)

**IPEDS:** Admissions and Test Scores  
Admissions and test scores  
Number of applications, admissions, and enrollees  
**Admissions total**  
**Enrolled total**

**Formula:** 
$$\frac{\text{Enrolled total}}{\text{Admissions total}}$$

### 4) RETENTION RATE (%)

---

**Definition:** The first to second year retention rate is the percentage of the fall full-time cohort (minus exclusions) that re-enrolled at the institution as either full- or part-time students in the fall of the next year.

**IPEDS:** Retention rates, Entering Class and Student to faculty ratio  
Retention rates  
Fall 2003 to current year  
**Full-time retention rate**

## 5) GRADUATION RATE (%)

---

**Definition:** The six-year, cohort graduation rate for full-time, first-time degree-seeking undergraduate students. For example, the Fall 2004 Cohort rate is the percentage that graduated by end of Summer 2010.

**IPEDS:** Graduation Rates  
Graduation rate data within 150 percent of normal time - 4-year and 2-year institutions  
Gender - 1997 to current year  
*Qualifying variables: Bachelor's or equivalent degree/certificate-seeking subcohort (4-year institutions); select both Adjusted cohort (revised cohort minus exclusions) and Completers within 150% of normal time total*  
**Grand total**

**Formula:** 
$$\frac{\text{Completers within 150\% of normal time}}{\text{Adjusted Cohort (revised cohort minus exclusions)}}$$

## 6) STUDENT/FACULTY RATIO

---

**Definition:** Total 12-month student FTE (undergraduate, graduate, and first-professional) divided by instructional faculty FTE.

### 2011-2012

**IPEDS:** Human Resources  
Full- and part-time medical and non-medical staff by faculty status and primary function/occupational activity: Fall 2001 to 2011  
Fall 2001 to Fall 2011  
*Qualifying variable: Full time/Primarily instruction total*  
**Total employees**  
*Qualifying variable: Part time/Primarily instruction/Employee total*  
**Total employees**  
  
Frequently used/Derived variables  
12-month enrollment  
**12-month full-time equivalent enrollment**

### 2012-2013 through 2015-2016

**IPEDS:** Human Resources  
Full- and part-time medical and non-medical staff by occupational category, faculty and tenure status  
New HR occupational categories based on SOC 2010  
*Qualifying variable: Instructional staff, primarily instruction*  
**Full-time employees**  
**Part-time employees**  
  
Frequently used/Derived variables  
12-month enrollment  
**12-month full-time equivalent enrollment**

**Formula:** 
$$\frac{\text{12-month FTE}}{\text{FT Instructional Faculty + (PT Instructional Faculty / 3)}}$$

## 7) PART-TIME FACULTY (%)

---

**Definition:** Full-time equivalent (FTE) for part-time instructional faculty as a percentage of total instructional faculty FTE.

### Fall 2011

**IPEDS:** Human Resources  
Full- and part-time medical and non-medical staff by faculty status and primary function/occupational activity: Fall 2001 to 2011  
Fall 2001 to Fall 2011  
*Qualifying variable: Full time/Primarily instruction total*  
**Total employees**  
*Qualifying variable: Part time/Primarily instruction/Employee total*  
**Total employees**

**Fall 2012 to Fall 2015****IPEDS:** Human Resources

Full- and part-time medical and non-medical staff by occupational category, faculty and tenure status

New HR occupational categories based on SOC 2010

*Qualifying variable: Instructional staff, primarily instruction***Full-time employees****Part-time employees**

**Formula:** 
$$\frac{(\text{PT Instructional staff} / 3)}{\text{FT Instructional staff} + (\text{PT Instructional staff} / 3)}$$

**8) ASSISTANT PROFESSOR AVERAGE SALARY (\$)**

---

**Definition:** The average salary for assistant professors equated to a 9-month contract.**2012****IPEDS:** Human Resources

Salaries of full-time non-medical instructional staff: Academic year 1980-81 to 2011-12

Academic year 1980-81 to 2011-12

*Qualifying variable: Academic rank/Assistant professor**Qualifying variable: Contract length/Equated 9-month contract***Average salary of full time instructional staff total****2012-2013 to 2015-2016****IPEDS:** Frequently used/Derived variables

Average salaries and full-time equivalent staff

Average salaries of full-time non-medical instructional staff equated to 9-month contracts, by academic rank: 2012-13 to current year

**Average salary equated to 9 months of full-time instructional staff - assistant professors****9) ASSOCIATE PROFESSOR AVERAGE SALARY (\$)**

---

**Definition:** The average salary for associate professors equated to a 9-month contract.**2011-2012****IPEDS:** Human Resources

Salaries of full-time non-medical instructional staff: Academic year 1980-81 to 2011-12

Academic year 1980-81 to 2011-12

*Qualifying variable: Academic rank/Associate professor**Qualifying variable: Contract length/Equated 9-month contract***Average salary of full time instructional staff total****2012-2013 to 2015-2016****IPEDS:** Frequently used/Derived variables

Average salaries and full-time equivalent staff

Average salaries of full-time non-medical instructional staff equated to 9-month contracts, by academic rank: 2012-13 to current year

**Average salary equated to 9 months of full-time instructional staff - associate professors****10) FULL PROFESSOR AVERAGE SALARY (\$)**

---

**Definition:** The average salary for full professors equated to a 9-month contract.**2011-2012****IPEDS:** Human Resources

Salaries of full-time non-medical instructional staff: Academic year 1980-81 to 2011-12

Academic year 1980-81 to 2011-12

*Qualifying variable: Academic rank/Professor**Qualifying variable: Contract length/Equated 9-month contract***Average salary of full time instructional staff total**

**2012-2013 to 2015-2016**

**IPEDS:** Frequently used/Derived variables

Average salaries and full-time equivalent staff

Average salaries of full-time non-medical instructional staff equated to 9-month contracts, by academic rank: 2012-13 to current year

**Average salary equated to 9 months of full-time instructional staff - professors**