

**Goshen College**  
**Salary and Wage Schedule for 2024-2025**  
(With comparative prior years)

	20-21	21-22	22-23	23-24	24-25
<b>Teaching Faculty:</b> (Base salaries - 42 weeks)					
Professor	\$66,665	\$68,000	\$70,720	\$72,135	<b>\$74,155</b>
Associate Professor, Ph.D.	\$57,870	\$59,025	\$61,385	\$62,615	<b>\$64,680</b>
Associate Professor, Ph.D. Candidate	\$52,000	\$53,040	\$55,160	\$56,265	<b>\$58,120</b>
Associate Professor, Minimum	\$50,740	\$51,755	\$53,825	\$54,900	<b>\$56,710</b>
Assistant Professor, Ph.D.	\$50,330	\$51,335	\$53,390	\$54,460	<b>\$56,255</b>
Assistant Professor, Ph.D. Candidate	\$46,690	\$47,625	\$49,530	\$50,520	<b>\$52,185</b>
Assistant Professor, Master's + 1 year	\$44,820	\$45,715	\$47,545	\$48,970	<b>\$50,585</b>
Assistant Professor, Minimum	\$43,570	\$44,440	\$46,220	\$46,070	<b>\$49,655</b>
Instructor	\$40,450	\$41,260	\$42,910	\$43,770	<b>\$45,215</b>

(Note: \$50/year is added to base salaries for years of service.)

**Administrative Faculty and Professional Staff:** (Base salaries - 12 months)

Level 1.7	\$67,300	\$68,645	\$71,390	\$72,820	<b>\$74,275</b>
Level 2.0	\$61,535	\$62,765	\$65,275	\$66,580	<b>\$67,910</b>
Level 2.3	\$55,930	\$57,050	\$59,330	\$60,515	<b>\$61,725</b>
Level 2.7	\$50,435	\$51,445	\$53,505	\$54,575	<b>\$55,665</b>
Level 3.0	\$46,025	\$46,945	\$48,825	\$49,800	<b>\$50,795</b>
Level 3.3	\$42,110	\$42,950	\$44,670	\$45,565	<b>\$46,475</b>
Level 3.7	\$38,260	\$39,025	\$40,585	\$41,395	<b>\$20.30</b>
Level 4.0	\$35,568	\$36,280	\$37,730	\$38,485	<b>\$18.87</b>
Level 4.3	\$15.76	\$16.08	\$16.72	\$17.05	<b>\$17.39</b>
Level 4.7	\$14.84	\$15.14	\$15.74	\$16.06	<b>\$16.38</b>

(Notes: \$200 is added to base salaries annually for every completed year of service as of July 1. Part-time positions that do not meet the FLSA minimum requirement will be converted to an equivalent hourly rate.)

**Staff:** (Starting hourly rate range, based on credit for comparable experience)

Office Level VIII	\$14.50	\$15.50	\$15.50-\$16.50	\$15.70-\$16.70	<b>\$16.00-\$17.00</b>
Office Level VII	\$13.50	\$14.50	\$14.50-\$15.50	\$14.70-\$15.70	<b>\$15.00-\$16.00</b>
Office Level VI	\$12.50	\$13.50	\$13.50-\$14.50	\$13.70-\$14.70	<b>\$13.97-\$14.97</b>
Office Level V	\$11.50	\$12.50	\$12.50-\$13.50	\$12.70-\$13.70	<b>\$12.95-\$13.95</b>
Physical Plant Level VIII	\$20.00	\$20.00	\$20.00-\$21.00	\$20.20-\$21.20	<b>\$20.60-\$21.60</b>
Physical Plant Level VII	\$18.00	\$18.00	\$18.00-\$19.00	\$18.20-\$19.20	<b>\$18.56-\$19.56</b>
Physical Plant Level VI	\$15.00	\$15.00	\$15.00-\$16.00	\$15.20-\$16.20	<b>\$15.50-\$16.50</b>
Physical Plant Level V	\$13.00	\$14.00	\$14.00-\$15.00	\$14.20-\$15.20	<b>\$14.48-\$15.48</b>
Physical Plant Level IV	\$12.00	\$13.00	\$13.00-\$14.00	\$13.20-\$14.20	<b>\$13.46-\$14.46</b>

(Notes: There is a \$1 range for hourly positions when hired. New hires receive the base amount listed above plus 10 cents per hour additional for each year of comparable experience up to a maximum of 10 years. Ongoing staff will receive an additional 10 cents per hour for each year of service at Goshen College up to a maximum of 15 years, or \$1.50/hour.)

**Teaching Faculty Part-time (Adjuncts), per load hour:**

Emeritus Faculty		\$1,300	\$1,300	\$1,300	<b>\$1,300</b>
Ph.D or Terminal Degree	\$650-\$1,100	\$1,200	\$1,200	\$1,200	<b>\$1,200</b>
Master's	\$625-\$1,000	\$1,000	\$1,000	\$1,000	<b>\$1,000</b>

(Note: The emeritus faculty rate is only available to faculty with earned emeritus status from Goshen College. Those holding a bachelor's degree and a specialized credential will be paid at the master's rate.)

**Applied Music Instructors, per hour:**

PhD or Master's	\$60	\$60	\$60	\$60	<b>\$60</b>
Bachelor's	\$50	\$50	\$50	\$50	<b>\$50</b>

<b>ENL Instructors, per hour:</b>	\$20	\$20	\$22-\$23	\$22-\$23	<b>\$22-\$23</b>
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updated 5/24, jhb