

Goshen College
 Salary and Wage Schedule for 2020-21
 (With comparative years 2016-2019)
Effective January 1, 2021

	16-17	17-18	18-19	19-20	20-21
Teaching Faculty: (Base salaries - 42 weeks)					
Professor	64,710	64,710	66,005	66,665	66,665
Associate Professor, Ph.D.	56,170	56,170	57,295	57,870	57,870
Associate Professor, Ph.D. Candidate	50,475	50,475	51,485	52,000	52,000
Associate Professor, Minimum	49,255	49,255	50,240	50,740	50,740
Assistant Professor, Ph.D.	48,855	48,855	49,830	50,330	50,330
Assistant Professor, Ph.D. Candidate	45,325	45,325	46,230	46,690	46,690
Assistant Professor, Master + 1 year	43,505	43,505	44,375	44,820	44,820
Assistant Professor, Minimum	42,295	42,295	43,140	43,570	43,570
Instructor	39,265	39,265	40,050	40,450	40,450

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

	16-17	17-18	18-19	19-20	20-21
Administrative Faculty and Professional Staff: (Base salaries - 12 months)					
Level 1.7	65,330	65,330	66,635	67,300	67,300
Level 2.0	59,730	59,730	60,925	61,535	61,535
Level 2.3	54,290	54,290	55,375	55,930	55,930
Level 2.7	48,955	48,955	49,935	50,435	50,435
Level 3.0	44,675	44,675	45,570	46,025	46,025
Level 3.3	40,875	40,875	41,695	42,110	42,110
Level 3.7	37,135	37,135	37,880	38,260	38,260
Level 4.0	33,800	33,800	34,475	34,820	35,568
Level 4.3	31,825	31,825	32,460	32,785	\$15.76/hr
Level 4.7	29,970	29,970	30,570	30,875	\$14.84/hr

(Note: \$600 is added to base salaries for every 3rd year of service. For Levels 4.3 & 4.7, all FLSA minimum requirements except salary need to be met to rank on this scale.)

	16-17	17-18	18-19	19-20	20-21
Staff: (Starting hourly rate with no credit for experience)					
Office Level VIII	14.50	14.50	14.50	14.50	14.50
Office Level VII	13.50	13.50	13.50	13.50	13.50
Office Level VI	12.50	12.50	12.50	12.50	12.50
Office Level V	11.50	11.50	11.50	11.50	11.50
Office Level IV	10.50	10.50	10.50	10.50	10.50
Physical Plant Level VIII	19.00	19.00	19.00	19.00	20.00
Physical Plant Level VII	17.00	17.00	17.00	17.00	18.00
Physical Plant Level VI	11.50	11.50	11.50	15.00	15.00
Physical Plant Level V	10.25	11.00	11.00	11.00	13.00
Physical Plant Level IV	9.10	10.00	10.00	10.00	12.00

(Note: there is a \$1 range for hourly positions. Staff 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.)

	16-17	17-18	18-19	19-20	20-21
Teaching Faculty Part-time per load hour:					
Ph.D. or Masters + 2 years grad	725-775	650-1,100	650-1,100	650-1,100	650-1,100
Masters	625-675	625-1,000	625-1,000	625-1,000	625-1,000

	16-17	17-18	18-19	19-20	20-21
Applied Music Instructors, per hour					
PhD or Masters	60	60	60	60	60
Bachelors	50	50	50	50	50

updated 12/21/2020, dr

