

Goshen College
Salary and Wage Schedule for 2025-2026
(With comparative prior years)

	21-22	22-23	23-24	24-25	25-26
Teaching Faculty: (Base salaries - 42 weeks)					
Professor	\$68,000	\$70,720	\$72,135	\$74,155	\$75,265
Associate Professor, Ph.D./terminal degree	\$59,025	\$61,385	\$62,615	\$64,680	\$66,620
Associate Professor, Ph.D. Candidate	\$53,040	\$55,160	\$56,265	\$58,120	\$59,865
Associate Professor, Minimum	\$51,755	\$53,825	\$54,900	\$56,710	\$58,410
Assistant Professor, Ph.D./terminal degree	\$51,335	\$53,390	\$54,460	\$56,255	\$58,505
Assistant Professor, Ph.D. Candidate	\$47,625	\$49,530	\$50,520	\$52,185	\$54,270
Assistant Professor, Master's + 1 year	\$45,715	\$47,545	\$48,970	\$50,585	\$52,610
Assistant Professor, Minimum	\$44,440	\$46,220	\$48,070	\$49,655	\$51,640
Instructor	\$41,260	\$42,910	\$43,770	\$45,215	\$47,025

(Note: \$100/year is added to base salaries for years of service.)

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

Level 1.7	\$68,645	\$71,390	\$72,820	\$74,275	\$75,020
Level 2.0	\$62,765	\$65,275	\$66,580	\$67,910	\$68,590
Level 2.3	\$57,050	\$59,330	\$60,515	\$61,725	\$62,340
Level 2.7	\$51,445	\$53,505	\$54,575	\$55,665	\$56,220
Level 3.0	\$46,945	\$48,825	\$49,800	\$50,795	\$51,305
Level 3.3	\$42,950	\$44,670	\$45,565	\$46,475	\$46,940
Level 3.7	\$39,025	\$40,585	\$41,395	\$42,225	\$42,645
Level 4.0	\$36,280	\$37,730	\$38,485	\$39,255	\$39,650
Level 4.3	\$16.08	\$16.72	\$17.05	\$17.39	\$17.57
Level 4.7	\$15.14	\$15.74	\$16.06	\$16.38	\$16.55

(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	\$15.50	\$15.50-\$16.50	\$15.70-\$16.70	\$16.00-\$17.00	\$16.16-\$17.16
Office Level VII	\$14.50	\$14.50-\$15.50	\$14.70-\$15.70	\$15.00-\$16.00	\$15.16-\$16.16
Office Level VI	\$13.50	\$13.50-\$14.50	\$13.70-\$14.70	\$13.97-\$14.97	\$14.12-\$15.12
Office Level V	\$12.50	\$12.50-\$13.50	\$12.70-\$13.70	\$12.95-\$13.95	\$13.08-\$14.08
Physical Plant Level VIII	\$20.00	\$20.00-\$21.00	\$20.20-\$21.20	\$20.60-\$21.60	\$20.81-\$21.81
Physical Plant Level VII	\$18.00	\$18.00-\$19.00	\$18.20-\$19.20	\$18.56-\$19.56	\$18.75-\$19.75
Physical Plant Level VI	\$15.00	\$15.00-\$16.00	\$15.20-\$16.20	\$15.50-\$16.50	\$15.66-\$16.66
Physical Plant Level V	\$14.00	\$14.00-\$15.00	\$14.20-\$15.20	\$14.48-\$15.48	\$14.62-\$15.62
Physical Plant Level IV	\$13.00	\$13.00-\$14.00	\$13.20-\$14.20	\$13.46-\$14.46	\$13.60-\$14.60

(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	\$1,300	\$1,300
Ph.D or Terminal Degree	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200
Master's	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000

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	\$60
Bachelor's	\$50	\$50	\$50	\$50	\$50

ENL Instructors, per hour:	\$20	\$22-\$23	\$22-23	\$22-23	\$22-23
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updated 5/25, mmp