

## Salary Scales

**Policy Number: HR 160**

**Responsibility:**

The salary scale is authorized by the Kettering College Board of Directors on recommendation of the President of the College. The Dean for Academic Affairs of the College and the Department of Human Resources of the Kettering Health Network periodically review the salary scale to maintain market comparability, and make recommendations to the College President for changes whenever they deem appropriate. The scale distinguishes between ranks and is based on the standard two semester academic year, although contracts may be extended when faculty teach for more than two semesters.

### **KETTERING COLLEGE FACULTY SALARY SCALE**

#### **Standard Contract Scale (two semesters)**

Rank	Min	Max
Professor - 111170	\$ 69,700	\$ 87,130
Associate Professor - 111180	\$ 56,080	\$ 70,080
Assistant Professor - 111130	\$ 47,800	\$ 59,740
Instructor - 11110	\$ 41,140	\$ 51,440

**Extended Contract Scale (three semesters)**

Rank	Min	Max
Professor - 111180	\$ 80,160	\$ 100,190
Associate Professor - 111160	\$ 64,480	\$ 80,580
Assistant Professor - 111140	\$ 54,950	\$ 68,700
Instructor - 111120	\$ 47,310	\$ 59,120

Annual salaries are paid in 26 equal installments, whether based on two or three semesters.

**DATE OF ORIGIN: Faculty Handbook 2014-15**

**LAST REVIEWED: December 23, 2016**

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**REPLACES:**

**APPROVED BY:**

**EFFECTIVE DATE: July 30, 2017**