



Faculty Salary Scales, Stipends, and Professional Differentials

KC Policy # HR 160

APPLIES TO: All academic departments

ISSUED: July 11, 2024

KEYWORDS: faculty, base salary, stipend

EFFECTIVE: July 21, 2024

PURPOSE: The purpose of this policy is to ensure a competitive and equitable base salary scale and stipends for Kettering College (KC) faculty through regular assessments and adjustments recommended by academic and HR leaders, tailored to rank, teaching duration, and any work, or clinical qualifications, beyond the regular faculty roles and responsibilities.

DEFINITION OF TERMS IN THIS POLICY:

- 1. Regular faculty:** persons whose job descriptions include responsibility for facilitating the learning of students and who have been appointed to part- or full-time academic rank.
- 2. Base salary:** the fixed amount of money a faculty member receives for their work that does not include benefits, stipends, or professional differential.
- 3. Stipend:** a fixed regular sum paid for performance of institutionally-approved administrative responsibilities (e.g., non-clinical department chair; clinical department chair; associate dean) above the standard faculty roles and responsibilities.
- 4. Professional differential:** a supplement to based salary to ensure total compensation is more competitive with wages earned in their respective area of clinical/professional practice.

POLICY DETAILS:

The faculty base salary scale differentiates between different ranks and whether the faculty member teaches across two ("standard") or three ("extended") semesters. Salaries may also be adjusted or prorated based on the faculty member's full-time equivalence. For example, regular faculty working part-time but across three terms should have an extended contract with a prorated salary. Similarly, faculty on standard contracts working part-time should have prorated salaries.

Stipend and professional differential amounts are based on a full-time, three-semester contract and should be prorated for standard contracts or part-time work.

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

PROCEDURE

1. Kettering Health's Department of Human Resources regularly assesses the base salary scales, stipends, and professional differentials to ensure they remain competitive in the market.
2. The proposed base scales, stipends, and professional differentials are reported to and reviewed by the College's Executive Committee (EC).
3. The EC will make recommendations to the College President for any necessary adjustments.
4. The College President shares the recommendation with the KC Board of Directors, who reviews and, if appropriate, approves them for implementation.



Faculty Salary Scales, Stipends, and
Professional Differentials

KC Policy # HR 160

Standard (2-Semester) Contract

Rank	Minimum	Maximum
Instructor	\$47,100	\$58,896
Assistant Professor	\$51,830	\$64,793
Associate Professor	\$58,320	\$72,878
Professor	\$73,883	\$92,359

Extended (3-Semester) Contract

Rank	Minimum	Maximum
Instructor	\$54,695	\$68,364
Assistant Professor	\$60,786	\$75,972
Associate Professor	\$68,349	\$85,414
Professor	\$86,576	\$108,210

RESOURCES/REFERENCES:

Related KH Policy: N/A

Maintained by: Office of Academic Affairs

HISTORY OF REVISION:

Original date: Faculty Handbook 2014-2015

Revision dates: December 20, 2016; July 30, 2017; December 2022; June 2023; July 11, 2024