



THE EVERGREEN STATE COLLEGE
OLYMPIA, WASHINGTON

FACULTY HIRING



Full-Time Faculty Salary Grid & Guidelines 2007-08

The **salary grid** is based on an academic year; it does not include summer session. All faculty are placed on this scale according to a combination of their academic degrees, their teaching experience and their work experience. There are no disciplinary distinctions; that is, someone in the sciences is paid the same as someone in the humanities with equal academic and work experience. Faculty move up this scale with each additional year of experience. While actual placement on the scale is determined in a conversation with the Hiring Dean, prospective faculty may use the following guidelines to get a rough idea of what their placement might be.

Academic Degrees

- a. One year for a MS/MA
- b. Two years for all work toward a Ph.D. except the dissertation
- c. Three years total for a Ph.D. or equal professional degree
- d. Additional and other kinds of degrees (such as two Master's degrees in unrelated fields) will be evaluated on an individual basis.

Work Experience

- a. One year for each full-time academic teaching year or its equivalent.
- b. One year for each year post doc or research fellowship.
- c. One year for work experience directly related to teaching.
- d. One year for each 2 years of work experience outside of teaching
- e. Other credits depend on particular experiences and are determined during the interview process. For example, credit is given for Peace Corps experience, for Vista experience and for K-12 teaching experience.

Experience / Year	9-month Salary
1	31,482
2	32,931
3	34,351
4	35,742
5	37,103
6	38,436
7	39,739
8	41,012
9	42,257
10	43,472
11	44,658
12	45,814

13	46,941
14	48,039
15	49,108
16	50,148
17	51,158
18	52,139
19	53,090
20	54,013
21	54,906
22	55,769
23	56,604
24	57,409
25	58,185
26	58,932
27	59,649
28	60,337
29	60,996
30	61,626
31	62,226
32	62,797
33	63,339
34	63,851
35	64,334
36	64,788
37	65,213
38	65,608
39	65,974
40	66,311
41	66,619
42	66,897
43	67,146
44	67,366
45	67,366

Compare the cost of living with your current place of residence.

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