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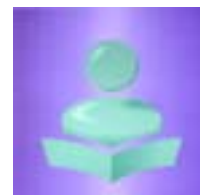
Research Paper

Culture, Tourism and the Centre for Education Statistics

Salaries and salary scales of full-time teaching staff at Canadian universities, 2003-2004: Final report

by Institutional Surveys Section

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**Culture, Tourism and the Centre for Education Statistics
Research papers**

Salaries and salary scales of full-time teaching staff at Canadian universi- ties, 2003-2004: Final report

Institutional Surveys Section

Statistics Canada

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Background

The data in this report are drawn from the *University and College Academic Staff Survey (UCASS)*. Conducted since 1946, UCASS presents a national picture of the socio-economic characteristics of full-time university teachers in degree-granting institutions. The survey is conducted annually, with a reference date of October 1. Therefore, the data collected through this survey present a snapshot of full-time teaching staff as of that date.

This report presents information on the salaries of full-time teaching staff at those institutions that have more than 100 staff, along with information on their salary scales for the 2003-2004 academic year.

It should be noted that many factors can influence salaries, including qualifications and number of years teaching. As well, some universities impose a maximum to the salary range for each rank while others have an open-ended scale.

A note on confidentiality

The University and College Academic Staff Survey is conducted under the *Statistics Act*. To release data at the institutional level, institutions must authorize Statistics Canada to release their information. Furthermore, to ensure the confidentiality of individuals, Statistics Canada will not release data at the institutional level for any institution with fewer than 100 full-time teaching staff. For larger institutions, information is processed in such a way that results are not shown where there are too few individuals.

Salaries of full-time teaching staff at Canadian universities and colleges

The following tables present, for each of the universities listed below, the number of full-time teaching staff, along with their average and median salaries.

In addition, as a measure of distribution, the salary at the 10th and 90th percentile is given. In other words, the teaching staff is ranked by salary from lowest to highest and divided into ten even groups; the values presented in the table are the cutoff points for the lowest and highest 10% of the distribution.

Target population

The target population of this survey is full-time teaching staff in degree-granting institutions who have a teaching assignment and are under contract for twelve months or more. Administrative and support staff are excluded, as are staff solely engaged in research. Teaching and research assistants are also excluded.

The salary represents the reported annual rate of pay plus administrative stipends, if any, for all reported faculty members, including those on sabbatical leave.

Notes on terms used in the tables

In the following tables, the column labelled *Numbers* refers to the number of teachers included in the salary calculations, that is, the average, the median and the 10th and 90th percentiles.

The column labelled *Excluded* shows the number of teachers at the institution who are excluded from the salary calculations. This group consists of:

- deans and directors who have significant administrative responsibilities
- staff not paid according to regular salary scales
- staff on leave of absence
- visiting professors

Note that while deans and directors equivalent to deans are not counted in the salary calculations for specific ranks, they are included in the category *All ranks combined*, and in the breakdown of this comprehensive category by gender.

The sum of the two columns *Numbers* and *Excluded* yields the total number of teachers by rank at the institution.

Full professors and associate professors are subdivided into those *with* and *without senior administrative duties*. Assistant deans, associate deans, vice-deans, directors not equivalent to deans, department heads and chairpersons are classified as *with senior administrative duties*. Persons in these posts are included in the salary calculations.

The category *rank below assistants* refers to lecturers. The category *rank below preceding* covers teachers below the rank of lecturer (instructors). *Other* refers to ungraded staff.

Salary scales for university teachers

The final table in this report presents 2003-2004 salary scales for full-time university teachers. Note that the institutions included in this table are not a subset of the institutions covered in the salary tables.

Most universities for which information is included here reported their salary scales as final.

Universities included in the following tables:

Memorial University of Newfoundland	Laurentian University
University of Prince Edward Island	McMaster University
Acadia University	Université Saint-Paul
Dalhousie University	Queen's University
Université Sainte-Anne – Collège de l'Acadie	Trent University
Saint Mary's University	University of Waterloo
St. Francis Xavier University	University of Western Ontario
University College of Cape Breton	University of Windsor
Nova Scotia College of Art and Design	University of Ottawa
Mount Saint Vincent University	University of Toronto
Mount Allison University	Huron University College
University of New Brunswick	York University
Université de Moncton	Nipissing University
St.Thomas University	Royal Military College of Canada
Université de Montréal	Wilfrid Laurier University
École polytechnique	Ryerson University
École des Hautes Études Commerciales	Brandon University
Université du Québec à Chicoutimi	University of Manitoba
Université du Québec à Montréal	University of Winnipeg
Université du Québec à Trois-Rivières	University of Saskatchewan
Université du Québec à Rimouski	University of Regina
École de technologie supérieure	Concordia University College of Alberta
Institut national de la recherche scientifique	University of Alberta
Université de Sherbrooke	University of Calgary
Bishop's University	University of Lethbridge
McGill University	Augustana University College
Université Laval	University of British Columbia
Concordia University	University of Victoria
Brock University	Simon Fraser University
Carleton University	University of Northern British Columbia
Lakehead University	Trinity Western University
University of Guelph	

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges 2003-2004

Memorial University of Newfoundland Including Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	303	12	95,695	94,958	78,799	109,648
With senior administrative duties	45	7	97,146	96,989	80,784	115,883
Without senior administrative duties	258	5	95,442	94,958	78,799	109,648
Associate professors	320	10	78,529	77,111	67,047	90,551
With senior administrative duties	39	1	85,967	85,237	71,372	99,288
Without senior administrative duties	281	9	77,497	75,861	65,578	90,551
Assistant professors	186	6	62,186	62,640	53,826	72,923
Rank below assistant	9	...	51,051	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	1	...	x	x	x	x
All ranks combined (including deans)	827	20	x	x	x	x
Male	577	11	x	x	x	x
Female	250	9	x	x	x	x
Visiting staff	...	...	...	...	...	...

2003-2004

Memorial University of Newfoundland Excluding Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	259	10	95,597	95,989	80,268	109,310
With senior administrative duties	35	6	97,448	96,989	80,784	113,976
Without senior administrative duties	224	4	95,308	94,958	79,387	106,710
Associate professors	265	10	79,514	78,799	67,047	90,551
With senior administrative duties	32	1	87,522	85,768	71,528	100,732
Without senior administrative duties	233	9	78,414	77,330	67,047	90,551
Assistant professors	124	3	62,687	62,640	53,826	75,861
Rank below assistant	9	...	51,051	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	664	16	82,694	83,206	61,171	103,772
Male	471	9	86,041	86,144	64,109	105,241
Female	193	7	74,526	72,923	55,295	93,882
Visiting staff	...	...	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges 2003-2004

University of Prince Edward Island

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	48	3	85,397	84,821	68,801	104,612
With senior administrative duties	14	3	90,356	91,473	68,642	108,142
Without senior administrative duties	34	...	83,355	84,821	68,329	98,218
Associate professors	81	4	72,703	72,617	57,030	89,287
With senior administrative duties	11	4	70,204	66,698	55,057	81,794
Without senior administrative duties	70	...	73,096	73,111	58,806	89,408
Assistant professors	67	...	59,296	58,439	48,574	78,131
Rank below assistant	5	...	x	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	208	...	71,071	70,609	52,065	90,329
Male	134	...	73,109	72,800	52,520	92,734
Female	74	...	67,381	61,583	48,574	87,854
Visiting staff	...	...	...	...	...	...

2003-2004

Acadia University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	51	5	92,438	93,289	77,868	102,643
With senior administrative duties	18	4	93,379	93,184	78,058	103,620
Without senior administrative duties	33	1	91,925	94,263	74,603	101,743
Associate professors	65	3	68,799	67,243	59,853	78,367
With senior administrative duties	5	...	x	x	x	x
Without senior administrative duties	60	3	x	x	x	x
Assistant professors	65	...	55,415	55,316	48,815	62,473
Rank below assistant	16	...	46,684	48,961	42,397	48,961
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	201	4	69,470	63,543	48,961	97,818
Male	142	3	71,938	66,312	50,486	99,094
Female	59	1	63,531	61,698	46,911	81,254
Visiting staff	...	...	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges 2003-2004

Dalhousie University

Including Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	361	14	103,766	103,204	84,960	124,048
With senior administrative duties	55	11	116,328	111,700	89,916	144,202
Without senior administrative duties	306	3	101,508	100,784	84,135	120,974
Associate professors	280	7	85,016	86,056	68,400	100,000
With senior administrative duties	29	4	94,724	92,976	66,450	114,213
Without senior administrative duties	251	3	83,894	84,624	68,562	97,459
Assistant professors	273	2	68,859	68,070	53,068	86,042
Rank below assistant	39	...	64,997	59,289	51,108	76,634
Rank below preceding	26	...	62,871	69,810	43,398	69,810
Other teaching staff	1	...	x	x	x	x
All ranks combined (including deans)	996	7	x	x	x	x
Male	675	4	x	x	x	x
Female	321	3	x	x	x	x
Visiting staff	...	...	...	...	...	...

2003-2004

Dalhousie University

Excluding Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	244	12	102,409	103,900	84,131	120,486
With senior administrative duties	36	9	105,930	106,386	88,566	123,745
Without senior administrative duties	208	3	101,800	102,958	83,206	120,292
Associate professors	184	6	83,009	83,909	68,187	96,290
With senior administrative duties	24	4	87,864	87,794	65,951	103,220
Without senior administrative duties	160	2	82,281	82,898	68,513	94,728
Assistant professors	176	2	65,944	67,901	53,934	74,121
Rank below assistant	30	...	60,793	59,272	51,170	67,481
Rank below preceding	23	...	x	x	x	x
Other teaching staff	1	...	x	x	x	x
All ranks combined (including deans)	672	6	84,698	83,358	59,367	110,644
Male	441	4	90,172	91,737	66,102	116,803
Female	231	2	74,248	69,810	55,882	96,120
Visiting staff	...	...	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges 2003-2004

Mount Saint Vincent University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	33	3	91,852	96,075	81,463	96,701
With senior administrative duties	6	2	94,536	x	x	x
Without senior administrative duties	27	1	91,255	92,374	81,999	96,701
Associate professors	68	3	76,274	79,311	66,364	80,595
With senior administrative duties	12	...	76,690	77,460	66,493	82,285
Without senior administrative duties	56	3	76,185	79,824	66,112	80,545
Assistant professors	27	5	56,712	55,689	50,476	60,902
Rank below assistant	...	...	...	...	...	...
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	131	8	76,744	80,525	55,157	96,701
Male	53	1	80,410	80,545	57,253	96,701
Female	78	7	74,253	77,637	53,951	95,894
Visiting staff	...	...	...	...	...	...

2003-2004

St. Francis Xavier University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	70	5	90,429	90,624	77,218	99,900
With senior administrative duties	13	2	91,498	93,042	76,111	100,577
Without senior administrative duties	57	3	90,185	88,470	77,394	99,900
Associate professors	69	3	69,579	69,130	61,087	81,192
With senior administrative duties	12	...	73,360	71,141	65,737	81,043
Without senior administrative duties	57	3	68,783	67,372	60,340	80,207
Assistant professors	67	4	58,418	58,406	51,021	63,985
Rank below assistant	5	...	x	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	22	...	53,415	55,250	38,338	58,700
All ranks combined (including deans)	235	10	x	x	x	x
Male	138	5	x	x	x	x
Female	97	5	x	x	x	x
Visiting staff	...	...	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges 2003-2004 Saint Mary's University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	84	5	102,565	107,031	85,262	111,171
With senior administrative duties	14	3	99,971	99,949	80,227	114,666
Without senior administrative duties	70	2	103,083	107,031	86,217	110,649
Associate professors	81	2	78,435	79,637	62,283	94,959
With senior administrative duties	14	...	77,559	72,827	62,738	90,632
Without senior administrative duties	67	2	78,618	81,347	61,931	95,230
Assistant professors	48	3	62,936	59,309	53,163	79,729
Rank below assistant	9	...	57,759	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	225	7	83,802	85,059	57,261	107,721
Male	158	5	87,688	86,419	59,309	109,271
Female	67	2	74,639	69,211	55,212	105,822
Visiting staff	...	...	...	...	...	...

2003-2004 University College of Cape Breton

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	18	2	86,050	88,084	77,334	90,934
With senior administrative duties	3	1	x	x	x	x
Without senior administrative duties	15	1	x	x	x	x
Associate professors	41	2	68,682	70,601	58,701	74,001
With senior administrative duties	6	1	71,234	x	x	x
Without senior administrative duties	35	1	68,244	70,601	57,851	74,001
Assistant professors	40	1	52,271	54,025	46,025	56,925
Rank below assistant	...	...	...	...	...	...
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	101	3	x	x	x	x
Male	67	2	x	x	x	x
Female	34	1	x	x	x	x
Visiting staff	...	...	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges 2003-2004

Mount Allison University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	43	2	100,977	104,188	91,162	106,132
With senior administrative duties	11	2	102,774	106,132	92,523	106,132
Without senior administrative duties	32	...	100,360	103,216	87,469	106,132
Associate professors	34	1	74,968	71,137	62,972	90,579
With senior administrative duties	6	1	77,941	x	x	x
Without senior administrative duties	28	...	74,331	71,137	61,416	90,579
Assistant professors	47	...	58,934	57,528	51,696	65,305
Rank below assistant	6	...	52,990	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	133	...	77,254	71,137	53,640	106,132
Male	90	...	80,666	80,026	55,584	106,132
Female	43	...	70,111	61,416	51,689	104,383
Visiting staff	...	...	...	...	...	...

2003-2004

University of New Brunswick

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	259	15	101,345	101,178	86,467	113,357
With senior administrative duties	50	15	105,455	107,624	89,287	118,883
Without senior administrative duties	209	...	100,361	99,966	85,744	113,357
Associate professors	134	4	79,604	78,337	67,155	92,777
With senior administrative duties	15	1	90,696	95,540	70,639	97,813
Without senior administrative duties	119	3	78,205	78,074	66,873	92,777
Assistant professors	111	5	64,780	64,542	56,658	72,530
Rank below assistant	20	1	60,527	60,108	52,720	66,816
Rank below preceding	53	1	62,049	55,592	47,216	91,726
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	593	10	85,213	86,476	58,757	113,357
Male	403	2	89,306	91,512	62,952	113,357
Female	190	8	76,532	73,810	52,951	102,012
Visiting staff	...	...	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges 2003-2004

Université de Moncton

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	105	11	89,117	90,999	76,083	98,716
With senior administrative duties	11	10	93,334	95,999	79,618	98,678
Without senior administrative duties	94	1	88,624	88,701	75,898	98,716
Associate professors	94	2	72,036	72,569	62,376	80,377
With senior administrative duties	12	2	74,469	75,140	61,899	83,270
Without senior administrative duties	82	...	71,680	71,608	62,333	79,984
Assistant professors	68	1	57,443	57,665	48,039	63,667
Rank below assistant	4	...	x	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	283	2	75,395	75,759	55,085	97,538
Male	190	1	77,730	79,677	57,151	98,216
Female	93	1	70,624	69,869	53,398	90,597
Visiting staff	...	...	...	...	...	...

2003-2004

École polytechnique

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	121	...	105,695	109,636	96,035	110,260
With senior administrative duties	6	...	119,997	x	x	x
Without senior administrative duties	115	...	104,949	108,387	95,910	110,260
Associate professors	37	...	91,776	91,205	85,377	98,973
With senior administrative duties	1	...	x	x	x	x
Without senior administrative duties	36	...	x	x	x	x
Assistant professors	42	...	73,166	74,020	60,685	79,300
Rank below assistant	1	...	x	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	201	...	96,161	98,973	74,020	110,260
Male	183	...	96,711	98,973	74,020	110,260
Female	18	...	90,572	97,159	66,233	106,669
Visiting staff	...	...	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges 2003-2004

McGill University

Including Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	569	10	112,084	108,545	86,817	144,453
With senior administrative duties	124	10	125,922	120,242	91,656	174,340
Without senior administrative duties	445	...	108,228	106,631	85,647	135,916
Associate professors	527	2	86,909	86,268	69,935	105,453
With senior administrative duties	71	2	93,275	93,382	67,963	116,130
Without senior administrative duties	456	...	85,917	85,342	69,994	103,789
Assistant professors	318	...	72,976	70,000	58,000	88,593
Rank below assistant	91	...	67,201	62,949	44,099	97,995
Rank below preceding	...	...	...	...	...	...
Other teaching staff	23	...	61,519	57,196	46,874	69,021
All ranks combined (including deans)	1,540	...	x	x	x	x
Male	1,130	...	x	x	x	x
Female	410	...	x	x	x	x
Visiting staff	...	...	...	...	...	...

2003-2004

McGill University

Excluding Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	445	8	111,901	108,349	92,664	136,397
With senior administrative duties	80	8	125,296	120,242	99,521	152,372
Without senior administrative duties	365	...	108,965	106,733	90,448	130,405
Associate professors	448	2	89,049	86,939	73,418	105,451
With senior administrative duties	52	2	99,547	96,547	83,415	116,069
Without senior administrative duties	396	...	87,670	85,899	73,035	103,285
Assistant professors	295	...	73,674	70,000	58,896	89,736
Rank below assistant	91	...	67,201	62,949	44,099	97,995
Rank below preceding	...	...	...	...	...	...
Other teaching staff	23	...	61,519	57,196	46,874	69,021
All ranks combined (including deans)	1,312	...	91,868	89,378	61,895	123,462
Male	929	...	95,618	94,417	65,000	126,420
Female	383	...	82,771	80,580	57,000	111,824
Visiting staff	...	...	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges 2003-2004

Université de Montréal¹ Including Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	718	12	101,929	97,270	89,300	121,100
With senior administrative duties	112	12	108,711	107,270	91,545	126,960
Without senior administrative duties	606	...	100,676	97,270	87,873	117,574
Associate professors	410	...	82,193	82,195	71,438	92,372
With senior administrative duties	42	...	87,426	85,428	73,185	102,368
Without senior administrative duties	368	...	81,595	81,564	71,438	90,259
Assistant professors	294	...	65,595	65,672	57,500	73,866
Rank below assistant	10	...	53,036	50,700	44,128	59,000
Rank below preceding	...	...	...	...	...	...
Other teaching staff	7	...	62,189	x	x	x
All ranks combined (including deans)	1,451	...	x	x	x	x
Male	1,003	...	x	x	x	x
Female	448	...	x	x	x	x
Visiting staff	...	...	...	...	...	...

2003-2004

Université de Montréal¹ Excluding Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	627	10	101,161	97,270	87,742	120,504
With senior administrative duties	98	10	106,982	105,853	89,817	125,516
Without senior administrative duties	529	...	100,083	97,270	87,742	118,037
Associate professors	370	...	81,194	81,109	71,438	90,000
With senior administrative duties	36	...	87,089	85,428	72,888	103,482
Without senior administrative duties	334	...	80,559	80,556	71,438	86,934
Assistant professors	271	...	65,367	64,892	57,532	74,140
Rank below assistant	8	...	53,040	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	7	...	62,189	x	x	x
All ranks combined (including deans)	1,293	...	87,610	86,402	63,832	109,950
Male	876	...	90,486	92,174	66,444	112,507
Female	417	...	81,569	79,960	60,236	99,470
Visiting staff	...	...	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

1. Salaries are not final.

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges 2003-2004

École des Hautes Études Commerciales

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	68	1	115,857	118,135	97,347	130,038
With senior administrative duties	15	1	129,747	130,038	112,919	140,855
Without senior administrative duties	53	...	111,926	112,974	96,339	121,705
Associate professors	82	...	93,495	95,667	82,432	97,101
With senior administrative duties	7	...	112,309	x	x	x
Without senior administrative duties	75	...	91,739	94,253	81,823	97,101
Assistant professors	42	...	73,613	73,575	69,530	79,028
Rank below assistant	4	...	x	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	197	...	x	x	x	x
Male	144	...	x	x	x	x
Female	53	...	x	x	x	x
Visiting staff	...	...	...	...	...	...

2003-2004

Université du Québec à Chicoutimi

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	74	6	92,081	94,400	83,363	95,723
With senior administrative duties	9	6	93,290	x	x	x
Without senior administrative duties	65	...	91,914	94,400	82,721	95,723
Associate professors	85	3	78,711	79,375	67,364	87,728
With senior administrative duties	16	3	81,074	80,607	70,209	87,059
Without senior administrative duties	69	...	78,163	79,375	67,199	87,728
Assistant professors	42	...	60,016	59,520	54,942	68,234
Rank below assistant	...	...	...	...	...	...
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	210	...	80,412	82,985	59,520	95,723
Male	151	...	82,818	85,998	58,009	95,723
Female	59	...	74,257	71,025	59,520	87,851
Visiting staff	...	...	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges 2003-2004

Université du Québec en Outaouais

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	30	...	99,079	100,395	84,814	105,395
With senior administrative duties	9	...	98,469	x	x	x
Without senior administrative duties	21	...	99,340	100,395	90,185	104,895
Associate professors	90	...	83,401	85,602	72,683	90,414
With senior administrative duties	19	...	81,364	80,653	70,928	89,891
Without senior administrative duties	71	...	83,947	86,672	72,683	90,414
Assistant professors	27	...	x	x	x	x
Rank below assistant	...	...	...	...	...	...
Rank below preceding	...	...	...	...	...	...
Other teaching staff	1	...	x	x	x	x
All ranks combined (including deans)	148	...	83,322	85,208	64,196	100,395
Male	95	...	85,533	88,633	65,192	100,395
Female	53	...	79,360	79,461	63,247	97,835
Visiting staff	...	...	...	...	...	...

2003-2004

Université du Québec à Rimouski

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	104	...	88,783	90,370	76,875	95,723
With senior administrative duties	24	...	86,480	88,212	76,225	95,723
Without senior administrative duties	80	...	89,474	91,045	79,484	95,723
Associate professors	35	...	73,922	76,680	64,023	81,839
With senior administrative duties	13	...	73,899	76,680	61,645	81,839
Without senior administrative duties	22	...	73,935	73,644	67,364	81,839
Assistant professors	23	...	x	x	x	x
Rank below assistant	1	...	x	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	163	...	80,665	82,721	58,009	95,723
Male	120	...	81,872	85,127	58,009	95,723
Female	43	...	77,298	79,484	54,324	92,687
Visiting staff	...	...	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges 2003-2004

Institut national de la recherche scientifique

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	65	...	101,447	102,176	93,936	102,176
With senior administrative duties	2	...	x	x	x	x
Without senior administrative duties	63	...	x	x	x	x
Associate professors	48	...	83,420	81,653	74,991	91,414
With senior administrative duties	1	...	x	x	x	x
Without senior administrative duties	47	...	x	x	x	x
Assistant professors	35	...	70,090	70,520	60,176	78,709
Rank below assistant	...	...	...	...	...	...
Rank below preceding	...	...	...	...	...	...
Other teaching staff	3	...	x	x	x	x
All ranks combined (including deans)	151	...	88,806	90,519	69,151	102,176
Male	122	...	89,208	90,519	70,520	102,176
Female	29	...	87,118	85,337	63,741	102,176
Visiting staff	...	...	...	...	...	...

2003-2004

École de technologie supérieure

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	47	...	100,361	102,242	89,693	107,223
With senior administrative duties	7	...	107,690	x	x	x
Without senior administrative duties	40	...	99,079	100,929	88,761	107,223
Associate professors	53	...	87,389	87,646	78,090	96,382
With senior administrative duties	2	...	x	x	x	x
Without senior administrative duties	51	...	x	x	x	x
Assistant professors	13	...	68,413	70,289	55,974	72,802
Rank below assistant	...	...	...	...	...	...
Rank below preceding	...	...	...	...	...	...
Other teaching staff	16	...	74,544	74,189	58,642	85,602
All ranks combined (including deans)	129	...	88,610	89,848	70,289	107,223
Male	114	...	89,445	89,848	70,289	107,223
Female	15	...	82,262	83,815	68,574	92,102
Visiting staff	...	...	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges 2003-2004

Université du Québec à Montréal

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	399	5	100,002	100,395	93,641	105,350
With senior administrative duties	110	5	102,587	103,372	94,960	105,350
Without senior administrative duties	289	...	99,018	100,395	91,805	100,395
Associate professors	410	2	84,386	85,602	74,318	90,414
With senior administrative duties	88	2	87,741	88,963	77,536	95,369
Without senior administrative duties	322	...	83,470	85,602	72,683	90,414
Assistant professors	92	...	64,626	64,196	59,163	71,247
Rank below assistant	...	...	...	...	...	...
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	908	...	89,476	90,414	71,084	100,669
Male	616	...	90,796	90,414	71,247	105,350
Female	292	...	86,690	89,292	69,520	100,395
Visiting staff	...	...	...	...	...	...

2003-2004

Université du Québec à Trois-Rivières

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	108	...	90,198	93,097	79,484	95,745
With senior administrative duties	29	...	91,084	93,097	80,944	98,835
Without senior administrative duties	79	...	89,873	93,097	76,225	95,723
Associate professors	170	...	79,338	80,406	68,984	87,728
With senior administrative duties	31	...	80,966	80,556	69,027	91,818
Without senior administrative duties	139	...	78,975	79,375	68,822	87,728
Assistant professors	37	1	60,188	59,520	53,553	68,234
Rank below assistant	...	...	...	...	...	...
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	315	1	80,812	82,985	64,023	95,723
Male	230	1	81,875	84,326	65,717	95,723
Female	85	...	77,935	78,047	61,876	93,097
Visiting staff	...	...	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges 2003-2004

Université Laval

Including Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	740	35	93,978	94,853	87,593	102,203
With senior administrative duties	73	14	104,276	104,303	93,058	117,861
Without senior administrative duties	667	21	92,851	94,853	86,729	94,853
Associate professors	312	12	82,139	82,176	68,781	91,203
With senior administrative duties	22	2	96,517	94,477	82,971	112,898
Without senior administrative duties	290	10	81,048	82,176	68,781	91,203
Assistant professors	240	10	66,286	65,402	58,076	77,384
Rank below assistant	21	5	47,501	45,495	43,761	48,293
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	1,329	46	x	x	x	x
Male	976	37	x	x	x	x
Female	353	9	x	x	x	x
Visiting staff	...	...	...	...	...	...

2003-2004

Université Laval

Excluding Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	682	27	93,215	94,853	86,902	94,853
With senior administrative duties	66	13	103,429	102,818	92,993	116,101
Without senior administrative duties	616	14	92,120	94,853	86,729	94,853
Associate professors	294	7	81,725	82,176	68,781	91,203
With senior administrative duties	21	2	96,620	94,603	82,960	113,301
Without senior administrative duties	273	5	80,579	82,176	68,781	91,203
Assistant professors	230	...	65,805	65,402	58,076	74,377
Rank below assistant	20	1	46,998	45,495	43,717	48,293
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	1,241	20	84,954	90,009	64,118	94,853
Male	900	14	86,420	91,149	64,118	94,853
Female	341	6	81,084	84,660	61,628	94,853
Visiting staff	...	...	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges 2003-2004

Université de Sherbrooke Including Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	334	13	98,624	98,733	88,363	107,097
With senior administrative duties	51	8	104,606	105,719	94,263	113,938
Without senior administrative duties	283	5	97,545	98,733	87,288	105,717
Associate professors	228	8	85,778	86,942	74,811	97,630
With senior administrative duties	16	4	91,264	93,346	75,965	99,665
Without senior administrative duties	212	4	85,364	86,519	74,811	97,630
Assistant professors	252	1	69,724	70,309	62,521	76,833
Rank below assistant	14	...	51,804	53,007	46,907	53,007
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	840	10	x	x	x	x
Male	608	7	x	x	x	x
Female	232	3	x	x	x	x
Visiting staff	...	...	...	...	...	...

2003-2004

Université de Sherbrooke Excluding Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	289	12	97,768	98,733	87,826	107,097
With senior administrative duties	45	7	103,784	105,006	93,732	113,480
Without senior administrative duties	244	5	96,659	98,733	87,057	104,321
Associate professors	147	7	83,556	83,366	72,780	90,408
With senior administrative duties	13	4	90,147	92,700	74,395	97,495
Without senior administrative duties	134	3	82,917	82,285	72,674	89,922
Assistant professors	158	1	69,298	69,851	62,521	73,949
Rank below assistant	14	...	51,804	53,007	46,907	53,007
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	619	9	86,131	89,032	65,946	102,773
Male	452	6	88,490	90,082	67,902	104,321
Female	167	3	79,745	78,277	64,462	98,733
Visiting staff	...	...	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges 2003-2004 Concordia University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	202	2	104,022	103,328	84,812	124,570
With senior administrative duties	34	1	114,286	109,677	90,711	145,297
Without senior administrative duties	168	1	101,945	100,723	84,705	122,159
Associate professors	287	2	81,024	77,367	66,390	100,399
With senior administrative duties	31	...	94,420	91,421	76,743	119,471
Without senior administrative duties	256	2	79,402	76,515	66,390	99,039
Assistant professors	186	...	57,011	56,196	52,275	61,685
Rank below assistant	55	...	55,153	51,230	44,957	74,047
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	731	3	x	x	x	x
Male	486	3	x	x	x	x
Female	245	...	x	x	x	x
Visiting staff	...	...	...	...	...	...

2003-2004 Brock University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	103	7	108,840	108,928	90,155	126,683
With senior administrative duties	14	7	106,494	104,939	89,901	122,582
Without senior administrative duties	89	...	109,209	110,410	89,711	127,205
Associate professors	165	5	92,944	91,987	74,725	110,721
With senior administrative duties	24	...	94,945	90,892	79,831	112,329
Without senior administrative duties	141	5	92,603	92,199	74,403	109,053
Assistant professors	148	...	68,305	65,720	54,720	84,293
Rank below assistant	45	1	59,579	59,302	46,220	71,364
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	468	6	86,201	86,164	58,062	116,788
Male	274	3	92,201	94,820	59,862	120,985
Female	194	3	77,727	73,405	56,200	100,929
Visiting staff	...	...	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges 2003-2004

Carleton University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	220	10	106,658	108,596	89,334	116,836
With senior administrative duties	29	6	107,858	110,711	86,489	121,258
Without senior administrative duties	191	4	106,476	108,517	89,689	115,797
Associate professors	232	6	91,846	92,941	73,852	109,331
With senior administrative duties	28	1	95,079	96,071	78,327	111,538
Without senior administrative duties	204	5	91,402	91,954	73,598	109,230
Assistant professors	181	3	70,045	69,830	53,340	85,596
Rank below assistant	6	...	65,582	x	x	x
Rank below preceding	88	7	60,504	56,338	45,800	80,066
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	734	19	87,339	87,342	55,894	114,173
Male	496	10	92,468	95,478	64,000	115,797
Female	238	9	76,649	75,149	51,598	104,153
Visiting staff	...	...	...	...	...	...

2003-2004

University of Guelph

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	284	7	107,141	106,258	94,275	118,769
With senior administrative duties	29	5	118,483	118,066	110,373	128,200
Without senior administrative duties	255	2	105,851	105,353	93,823	115,979
Associate professors	214	6	91,237	91,562	77,771	101,736
With senior administrative duties	12	...	101,234	102,667	88,988	108,886
Without senior administrative duties	202	6	90,643	91,562	76,867	100,832
Assistant professors	249	2	69,665	70,085	56,068	83,650
Rank below assistant	5	...	x	x	x	x
Rank below preceding	1	...	x	x	x	x
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	758	10	90,205	91,658	63,302	113,040
Male	559	8	92,926	96,084	65,563	114,272
Female	199	2	82,563	85,910	59,685	103,545
Visiting staff	...	...	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges 2003-2004

Lakehead University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	71	6	101,865	104,237	87,106	112,700
With senior administrative duties	20	4	99,555	95,516	86,036	114,700
Without senior administrative duties	51	2	102,771	106,338	87,223	112,700
Associate professors	86	5	83,574	80,811	71,332	101,200
With senior administrative duties	17	4	87,514	84,077	73,574	103,200
Without senior administrative duties	69	1	82,603	79,178	70,773	100,274
Assistant professors	73	...	65,344	65,208	55,150	72,397
Rank below assistant	12	...	54,742	54,013	49,000	61,100
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	249	4	82,830	79,176	60,000	110,106
Male	180	2	84,450	83,142	60,946	112,700
Female	69	2	78,605	74,687	59,462	100,274
Visiting staff	...	...	...	...	...	...

2003-2004

Laurentian University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	109	4	106,888	106,685	86,966	128,372
With senior administrative duties	13	3	112,247	113,475	86,064	128,120
Without senior administrative duties	96	1	106,163	105,167	86,864	128,283
Associate professors	101	5	85,274	82,371	70,670	104,675
With senior administrative duties	15	1	89,831	90,325	72,549	104,468
Without senior administrative duties	86	4	84,479	81,629	70,558	104,392
Assistant professors	73	1	65,866	63,640	55,062	79,894
Rank below assistant	7	...	59,737	x	x	x
Rank below preceding	1	...	x	x	x	x
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	295	6	88,265	84,427	60,978	120,851
Male	202	5	92,560	91,373	62,916	123,974
Female	93	1	78,938	77,426	56,470	103,584
Visiting staff	...	...	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges 2003-2004

McMaster University

Including Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	371	13	105,263	111,547	60,207	125,829
With senior administrative duties	72	6	114,331	118,037	85,656	133,675
Without senior administrative duties	299	7	103,080	110,449	59,910	121,331
Associate professors	324	1	79,878	86,301	38,498	106,559
With senior administrative duties	45	...	78,553	86,526	36,250	111,023
Without senior administrative duties	279	1	80,091	86,270	39,734	105,298
Assistant professors	333	12	64,223	69,354	29,981	89,405
Rank below assistant	31	...	65,159	65,000	43,165	85,500
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	1,065	20	83,752	86,235	39,999	117,583
Male	723	9	86,811	90,824	39,999	119,021
Female	342	11	77,285	79,144	40,331	110,736
Visiting staff	...	...	...	...	...	...

2003-2004

McMaster University

Excluding Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	239	13	111,815	113,055	95,552	125,979
With senior administrative duties	54	6	117,476	118,245	97,716	131,173
Without senior administrative duties	185	7	110,162	111,875	94,801	123,538
Associate professors	168	1	90,824	90,281	74,429	107,152
With senior administrative duties	18	...	99,729	100,865	74,229	115,909
Without senior administrative duties	150	1	89,756	89,515	74,005	103,803
Assistant professors	180	5	71,471	71,171	51,999	87,579
Rank below assistant	28	...	64,923	63,428	42,272	86,712
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	621	13	92,628	92,743	61,346	119,041
Male	454	9	96,923	97,388	70,044	119,972
Female	167	4	80,950	79,512	51,999	111,362
Visiting staff	...	...	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges 2003-2004

University of Ottawa

Including Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	356	17	105,269	107,233	88,354	119,297
With senior administrative duties	50	11	107,465	106,765	92,079	122,297
Without senior administrative duties	306	6	104,910	107,369	87,661	119,297
Associate professors	289	10	86,132	86,217	72,972	100,418
With senior administrative duties	27	4	89,261	89,551	75,525	100,418
Without senior administrative duties	262	6	85,809	86,126	72,970	100,418
Assistant professors	241	3	66,470	67,821	55,050	74,141
Rank below assistant	23	1	58,504	54,404	51,650	69,306
Rank below preceding	...	...	...	...	...	...
Other teaching staff	7	6	47,539	x	x	x
All ranks combined (including deans)	931	22	x	x	x	x
Male	624	9	x	x	x	x
Female	307	13	x	x	x	x
Visiting staff	...	1	...	...	...	...

2003-2004

University of Ottawa

Excluding Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	297	16	107,407	107,977	92,618	119,297
With senior administrative duties	40	10	107,693	106,344	92,944	120,532
Without senior administrative duties	257	6	107,363	108,129	92,403	119,297
Associate professors	262	8	87,009	86,285	73,851	100,418
With senior administrative duties	25	4	88,434	87,293	73,606	100,418
Without senior administrative duties	237	4	86,859	86,228	73,726	100,418
Assistant professors	227	3	66,706	67,640	55,500	74,141
Rank below assistant	23	1	58,504	54,404	51,650	69,306
Rank below preceding	...	...	...	...	...	...
Other teaching staff	3	6	x	x	x	x
All ranks combined (including deans)	826	20	88,500	88,526	60,673	117,939
Male	543	8	91,855	93,734	63,942	119,297
Female	283	12	82,063	81,380	56,948	105,097
Visiting staff	...	1	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges**2003-2004****Queen's University**

Including Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	286	10	111,661	109,545	92,019	130,682
With senior administrative duties	73	9	121,656	118,890	99,863	143,508
Without senior administrative duties	213	1	108,236	106,655	90,604	124,467
Associate professors	243	2	92,185	90,365	77,466	108,069
With senior administrative duties	26	...	104,097	105,785	80,268	126,161
Without senior administrative duties	217	2	90,758	89,380	77,351	105,702
Assistant professors	194	2	79,632	77,790	61,347	100,186
Rank below assistant	2	...	x	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	733	6	97,116	95,565	71,643	122,622
Male	500	5	100,682	99,925	76,090	124,085
Female	233	1	89,463	87,185	66,150	112,131
Visiting staff	...	...	...	...	...	...

2003-2004**Queen's University**

Excluding Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	237	10	111,131	109,600	92,282	131,435
With senior administrative duties	57	9	119,363	117,000	97,407	145,525
Without senior administrative duties	180	1	108,524	108,168	89,830	125,470
Associate professors	205	2	92,030	90,295	77,445	108,225
With senior administrative duties	23	...	103,060	105,635	81,201	121,595
Without senior administrative duties	182	2	90,636	88,768	77,119	105,884
Assistant professors	161	1	78,646	77,060	60,025	100,297
Rank below assistant	2	...	x	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	613	5	96,684	95,645	71,456	121,041
Male	428	4	100,842	100,470	76,162	124,726
Female	185	1	87,066	85,705	64,468	109,148
Visiting staff	...	...	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges 2003-2004

University of Toronto

Including Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	973	28	125,578	122,234	95,260	159,514
With senior administrative duties	125	26	142,007	139,132	113,432	174,727
Without senior administrative duties	848	2	123,156	120,855	91,259	154,840
Associate professors	736	5	95,844	97,079	55,325	119,916
With senior administrative duties	40	3	114,832	112,061	93,906	136,607
Without senior administrative duties	696	2	94,753	95,866	54,080	119,061
Assistant professors	563	...	80,503	77,220	43,150	113,370
Rank below assistant	278	1	77,352	79,987	55,699	96,912
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	2,580	4	102,740	101,695	63,000	142,040
Male	1,766	3	107,778	109,192	65,529	148,539
Female	814	1	91,810	88,879	56,058	124,579
Visiting staff	...	4	...	...	...	...

2003-2004

University of Toronto

Excluding Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	722	25	129,087	124,065	107,484	158,735
With senior administrative duties	97	23	138,894	138,329	113,737	163,638
Without senior administrative duties	625	2	127,565	123,220	106,332	154,740
Associate professors	541	4	101,725	99,709	81,820	122,440
With senior administrative duties	37	2	114,452	111,822	93,745	137,812
Without senior administrative duties	504	2	100,790	98,924	81,584	119,775
Assistant professors	409	...	85,796	79,488	64,962	115,125
Rank below assistant	261	1	77,471	79,555	56,458	94,773
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	1,959	4	106,272	105,409	70,820	142,028
Male	1,318	3	111,956	112,162	74,481	147,950
Female	641	1	94,584	90,517	66,991	124,560
Visiting staff	...	4	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges

2003-2004

Trent University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	74	3	116,827	121,819	97,950	125,797
With senior administrative duties	16	2	116,367	117,840	100,710	126,311
Without senior administrative duties	58	1	116,954	121,819	95,960	125,797
Associate professors	85	4	93,348	93,972	74,896	104,912
With senior administrative duties	15	...	97,104	97,248	80,627	107,544
Without senior administrative duties	70	4	92,543	93,972	72,602	103,917
Assistant professors	51	2	65,660	65,718	57,869	72,602
Rank below assistant	8	...	58,522	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	219	8	x	x	x	x
Male	142	4	x	x	x	x
Female	77	4	x	x	x	x
Visiting staff	...	...	...	...	...	...

2003-2004

University of Waterloo

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	303	11	112,866	112,145	98,540	127,638
With senior administrative duties	49	7	120,774	120,211	100,353	135,669
Without senior administrative duties	254	4	111,340	111,510	98,307	125,980
Associate professors	277	5	94,672	92,922	76,346	114,330
With senior administrative duties	37	...	106,062	107,657	84,014	121,967
Without senior administrative duties	240	5	92,916	92,080	74,681	110,899
Assistant professors	180	4	71,690	71,153	55,000	87,409
Rank below assistant	60	...	69,677	67,080	47,040	94,439
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	827	13	95,088	97,287	65,000	121,043
Male	656	11	97,323	100,601	66,718	123,005
Female	171	2	86,514	88,498	59,813	111,259
Visiting staff	...	2	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges 2003-2004

University of Western Ontario Including Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	390	14	107,321	104,699	80,749	134,269
With senior administrative duties	69	9	116,240	111,500	92,885	148,569
Without senior administrative duties	321	5	105,404	103,400	80,086	130,502
Associate professors	383	8	91,964	86,871	70,708	114,941
With senior administrative duties	28	3	96,079	93,191	76,762	117,428
Without senior administrative duties	355	5	91,639	86,664	70,691	113,126
Assistant professors	308	7	75,757	68,199	58,254	104,583
Rank below assistant	67	1	x	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	1,159	19	x	x	x	x
Male	870	11	x	x	x	x
Female	289	8	x	x	x	x
Visiting staff	...	...	...	...	...	...

2003-2004

University of Western Ontario Excluding Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	260	12	112,604	107,834	93,268	140,000
With senior administrative duties	37	8	119,046	111,500	99,868	132,057
Without senior administrative duties	223	4	111,535	106,676	92,938	140,265
Associate professors	317	8	93,913	87,835	74,433	116,997
With senior administrative duties	25	3	97,386	94,624	79,279	118,370
Without senior administrative duties	292	5	93,616	86,866	74,071	116,135
Assistant professors	252	5	76,318	68,028	58,048	122,875
Rank below assistant	66	1	61,070	60,320	44,450	80,042
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	905	16	92,427	89,296	60,630	127,302
Male	650	9	96,851	94,984	63,129	132,357
Female	255	7	81,149	77,687	55,718	111,781
Visiting staff	...	...	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges

2003-2004

University of Windsor

	Numbers	Excluded	Average	Median	Percentile ²	
					10th	90th
Full professors	132	10	107,708	108,893	88,370	123,943
With senior administrative duties	21	10	113,667	112,891	92,338	133,175
Without senior administrative duties	111	...	106,581	107,046	88,302	121,342
Associate professors	146	2	88,928	87,068	74,617	104,271
With senior administrative duties	19	...	97,176	93,799	82,488	117,312
Without senior administrative duties	127	2	87,694	86,025	73,593	103,376
Assistant professors	182	2	68,804	68,911	59,820	78,517
Rank below assistant	26	...	59,887	60,000	49,200	70,988
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	496	4	86,043	81,708	61,000	113,721
Male	325	2	89,289	86,589	62,206	116,476
Female	171	2	79,875	76,204	60,029	101,432
Visiting staff	...	...	...	...	...	...

2003-2004

York University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	284	19	113,754	108,840	93,858	141,316
With senior administrative duties	54	7	120,943	110,639	96,339	167,658
Without senior administrative duties	230	12	112,066	108,171	93,673	135,451
Associate professors	571	8	97,613	96,464	80,120	113,358
With senior administrative duties	104	3	100,991	99,350	84,565	116,016
Without senior administrative duties	467	5	96,860	95,427	79,752	112,285
Assistant professors	294	4	78,256	74,222	62,200	102,767
Rank below assistant	40	1	71,068	68,000	51,858	90,000
Rank below preceding	...	...	...	...	...	...
Other teaching staff	3	1	x	x	x	x
All ranks combined (including deans)	1,202	23	96,237	95,479	69,986	120,000
Male	719	14	99,883	100,849	72,304	123,970
Female	483	9	90,811	90,416	67,034	111,289
Visiting staff	...	7	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

2. Calculations of the percentile by the institution varied from those that were calculated by Statistics Canada.

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges 2003-2004

Wilfrid Laurier University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	100	9	110,005	110,962	89,554	125,579
With senior administrative duties	10	8	107,225	108,314	87,401	121,390
Without senior administrative duties	90	1	110,314	110,962	89,811	126,953
Associate professors	122	2	90,958	92,650	72,497	110,672
With senior administrative duties	15	1	96,696	93,125	74,655	120,260
Without senior administrative duties	107	1	90,153	92,106	71,334	108,218
Assistant professors	157	1	62,082	59,875	50,895	76,611
Rank below assistant	30	...	60,504	59,500	47,206	84,400
Rank below preceding	...	...	...	...	...	...
Other teaching staff	6	...	52,962	x	x	x
All ranks combined (including deans)	424	3	83,044	80,254	52,060	119,820
Male	262	2	89,512	93,109	55,000	122,359
Female	162	1	72,583	68,850	51,302	99,515
Visiting staff	...	...	...	...	...	...

2003-2004

Royal Military College of Canada

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	74	8	103,394	104,099	94,275	108,759
With senior administrative duties	30	8	102,454	104,009	92,484	108,759
Without senior administrative duties	44	...	104,036	108,759	95,459	108,759
Associate professors	29	...	81,945	85,369	65,273	90,185
With senior administrative duties	10	...	85,848	87,944	72,038	92,134
Without senior administrative duties	19	...	79,890	82,994	63,743	90,119
Assistant professors	39	...	68,797	69,250	61,413	74,000
Rank below assistant	...	...	...	...	...	...
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	150	...	90,657	94,314	65,753	108,759
Male	138	...	91,888	96,884	67,781	108,759
Female	12	...	76,502	68,998	56,007	102,507
Visiting staff	...	...	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges 2003-2004

Ryerson University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	221	18	102,092	103,426	91,335	110,360
With senior administrative duties	38	11	108,218	109,808	91,288	120,875
Without senior administrative duties	183	7	100,820	102,554	91,335	107,428
Associate professors	131	2	87,569	87,264	76,217	98,134
With senior administrative duties	27	2	95,380	94,360	84,044	106,843
Without senior administrative duties	104	...	85,541	85,762	76,015	95,670
Assistant professors	191	4	72,800	73,263	61,709	83,247
Rank below assistant	14	...	60,405	59,469	51,496	66,647
Rank below preceding	2	...	x	x	x	x
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	572	11	88,566	88,803	66,482	107,172
Male	359	3	90,578	91,919	69,828	107,938
Female	213	8	85,174	84,473	63,079	106,216
Visiting staff	...	...	...	...	...	...

2003-2004

Nipissing University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	4	2	x	x	x	x
With senior administrative duties	1	2	x	x	x	x
Without senior administrative duties	3	...	x	x	x	x
Associate professors	22	1	89,857	89,555	78,168	96,124
With senior administrative duties	6	...	96,850	x	x	x
Without senior administrative duties	16	1	87,235	87,242	77,295	96,124
Assistant professors	77	...	69,588	67,975	61,852	76,639
Rank below assistant	3	...	x	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	108	1	75,446	74,098	61,852	93,726
Male	68	...	77,653	74,098	61,852	96,124
Female	40	1	71,695	72,057	61,852	84,279
Visiting staff	...	...	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges 2003-2004 Brandon University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	36	3	93,847	93,956	78,906	106,517
With senior administrative duties	10	1	91,121	90,946	78,906	106,517
Without senior administrative duties	26	2	94,896	94,706	80,770	106,517
Associate professors	54	5	76,221	78,033	63,183	86,948
With senior administrative duties	18	3	76,698	79,866	63,183	86,948
Without senior administrative duties	36	2	75,982	77,556	63,183	86,948
Assistant professors	51	4	57,252	54,711	49,855	67,651
Rank below assistant	6	...	45,438	x	x	x
Rank below preceding	1	...	x	x	x	x
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	153	7	73,124	70,200	50,255	96,134
Male	104	3	77,221	79,312	51,594	103,328
Female	49	4	64,428	63,183	49,178	86,948
Visiting staff	...	...	...	...	...	...

2003-2004 University of Winnipeg

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	81	2	94,663	98,122	79,180	104,708
With senior administrative duties	12	2	87,748	87,118	76,633	100,140
Without senior administrative duties	69	...	95,866	98,266	81,072	104,708
Associate professors	63	4	70,884	70,032	60,149	81,514
With senior administrative duties	10	...	73,636	70,901	65,463	83,548
Without senior administrative duties	53	4	70,364	70,032	60,149	80,936
Assistant professors	53	...	56,597	55,296	50,796	65,196
Rank below assistant	4	...	x	x	x	x
Rank below preceding	42	...	58,669	62,583	40,970	68,083
Other teaching staff	2	...	x	x	x	x
All ranks combined (including deans)	247	4	x	x	x	x
Male	166	3	x	x	x	x
Female	81	1	x	x	x	x
Visiting staff	...	...	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges 2003-2004

University of Manitoba Including Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	424	33	109,927	109,220	88,411	122,120
With senior administrative duties	87	25	116,602	113,456	92,766	137,047
Without senior administrative duties	337	8	108,203	109,101	87,551	119,874
Associate professors	312	17	85,830	82,638	67,093	96,864
With senior administrative duties	35	2	88,920	88,313	74,712	103,138
Without senior administrative duties	277	15	85,440	81,141	66,834	93,684
Assistant professors	334	7	68,103	64,218	53,698	80,000
Rank below assistant	20	5	59,940	56,310	51,170	63,000
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	1,116	36	x	x	x	x
Male	788	19	x	x	x	x
Female	328	17	x	x	x	x
Visiting staff	...	2	...	...	...	...

2003-2004

University of Manitoba Excluding Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	308	28	106,839	109,213	90,359	118,608
With senior administrative duties	59	23	110,403	111,052	93,759	122,357
Without senior administrative duties	249	5	105,994	109,206	88,854	117,394
Associate professors	232	16	80,847	82,233	66,968	92,847
With senior administrative duties	27	2	88,830	88,767	74,566	98,242
Without senior administrative duties	205	14	79,796	80,216	66,829	92,543
Assistant professors	246	3	64,417	63,168	53,873	76,949
Rank below assistant	17	3	55,257	55,758	50,690	59,514
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	827	26	86,283	85,416	58,964	114,140
Male	590	14	91,081	92,254	60,755	115,974
Female	237	12	74,338	70,046	55,872	99,375
Visiting staff	...	1	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges 2003-2004

University of Saskatchewan Including Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	411	26	118,098	113,625	96,424	143,683
With senior administrative duties	78	13	125,678	119,402	102,700	149,920
Without senior administrative duties	333	13	116,323	112,303	95,343	138,681
Associate professors	300	6	91,450	87,918	72,406	111,815
With senior administrative duties	17	...	105,387	93,673	82,681	153,095
Without senior administrative duties	283	6	90,612	87,707	72,406	109,268
Assistant professors	216	17	76,244	67,332	60,408	91,221
Rank below assistant	6	...	46,072	x	x	x
Rank below preceding	2	...	x	x	x	x
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	946	38	99,860	93,603	65,356	133,947
Male	688	23	104,129	103,346	67,335	138,603
Female	258	15	88,473	84,863	61,399	114,559
Visiting staff	...	...	...	...	...	...

2003-2004

University of Saskatchewan Excluding Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	278	16	113,511	112,792	96,530	131,880
With senior administrative duties	51	10	119,223	116,139	99,560	142,647
Without senior administrative duties	227	6	112,228	111,250	95,627	129,420
Associate professors	213	3	84,928	86,236	72,406	92,615
With senior administrative duties	12	...	94,694	89,311	79,428	107,998
Without senior administrative duties	201	3	84,345	85,668	72,406	92,326
Assistant professors	152	7	66,215	66,344	59,618	73,270
Rank below assistant	5	...	x	x	x	x
Rank below preceding	2	...	x	x	x	x
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	658	18	92,921	89,812	64,366	122,262
Male	481	12	96,503	93,673	66,345	125,326
Female	177	6	83,186	80,491	60,416	110,852
Visiting staff	...	...	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges 2003-2004

University of Regina

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	107	16	97,429	98,573	86,054	104,433
With senior administrative duties	18	10	102,295	102,273	91,930	108,070
Without senior administrative duties	89	6	96,445	98,573	84,148	103,280
Associate professors	108	9	74,588	73,144	64,369	85,181
With senior administrative duties	16	3	79,126	79,932	64,375	91,817
Without senior administrative duties	92	6	73,798	72,914	64,369	83,057
Assistant professors	107	8	60,594	60,298	54,090	66,426
Rank below assistant	15	2	49,609	50,967	45,303	50,967
Rank below preceding	47	4	48,915	49,991	39,221	56,376
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	398	25	74,332	68,713	50,967	101,173
Male	256	15	77,616	74,925	53,268	102,283
Female	142	10	68,412	66,426	48,133	97,809
Visiting staff	...	...	...	...	...	...

2003-2004

University of Lethbridge

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	53	7	113,955	113,584	94,330	134,841
With senior administrative duties	6	7	121,961	x	x	x
Without senior administrative duties	47	...	112,933	112,611	93,944	134,870
Associate professors	103	2	86,429	86,341	69,305	108,222
With senior administrative duties	8	...	100,309	x	x	x
Without senior administrative duties	95	2	85,260	83,615	69,063	106,392
Assistant professors	119	4	64,261	61,858	55,031	77,006
Rank below assistant	10	...	60,202	62,312	40,000	73,927
Rank below preceding	53	3	62,097	60,510	49,025	72,671
Other teaching staff	19	1	83,601	77,025	55,981	115,121
All ranks combined (including deans)	363	11	79,443	72,671	55,626	113,655
Male	229	4	82,772	76,000	56,775	117,295
Female	134	7	73,755	69,362	55,000	101,022
Visiting staff	...	1	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges 2003-2004

University of Alberta Including Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	742	21	115,383	111,101	92,710	141,053
With senior administrative duties	93	13	126,974	122,955	99,636	156,582
Without senior administrative duties	649	8	113,723	110,000	91,895	136,632
Associate professors	417	5	84,409	83,894	69,884	95,643
With senior administrative duties	17	...	95,479	93,099	79,632	111,594
Without senior administrative duties	400	5	83,938	83,125	69,884	95,245
Assistant professors	295	14	71,588	67,098	56,012	87,266
Rank below assistant	2	...	x	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	1,469	27	x	x	x	x
Male	1,045	17	x	x	x	x
Female	424	10	x	x	x	x
Visiting staff	...	...	...	...	...	...

2003-2004

University of Alberta Excluding Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	604	20	113,716	110,150	92,012	136,557
With senior administrative duties	72	12	121,569	118,278	96,754	150,265
Without senior administrative duties	532	8	112,653	109,522	91,818	135,613
Associate professors	361	5	84,052	83,609	69,521	95,425
With senior administrative duties	14	...	96,546	92,624	84,153	115,005
Without senior administrative duties	347	5	83,548	83,012	69,404	95,218
Assistant professors	271	13	71,682	67,098	55,249	87,945
Rank below assistant	...	...	...	...	...	...
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	1,248	26	96,442	92,711	65,392	130,083
Male	869	17	100,174	97,829	68,794	133,698
Female	379	9	87,886	85,529	61,980	119,122
Visiting staff	...	...	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges**2003-2004****University of Calgary**

Including Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	555	24	123,531	113,409	90,171	161,783
With senior administrative duties	88	15	132,886	117,816	94,204	209,416
Without senior administrative duties	467	9	121,769	112,639	89,615	158,243
Associate professors	463	10	93,976	87,846	70,571	111,397
With senior administrative duties	49	2	91,542	90,392	75,296	107,391
Without senior administrative duties	414	8	94,264	87,059	70,364	112,051
Assistant professors	430	6	79,227	69,674	60,391	95,142
Rank below assistant	12	...	50,633	50,000	43,785	57,654
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	1,476	24	x	x	x	x
Male	1,012	11	x	x	x	x
Female	464	13	x	x	x	x
Visiting staff	...	...	...	...	...	...

2003-2004**University of Calgary**

Excluding Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	384	20	112,256	109,728	88,389	140,873
With senior administrative duties	63	14	114,569	112,103	90,826	144,038
Without senior administrative duties	321	6	111,802	109,167	88,180	139,909
Associate professors	342	10	84,943	85,086	69,561	98,902
With senior administrative duties	46	2	90,732	90,374	74,498	106,411
Without senior administrative duties	296	8	84,043	82,874	69,242	96,397
Assistant professors	317	5	69,205	67,598	59,432	80,339
Rank below assistant	12	...	50,633	50,000	43,785	57,654
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	1,070	20	90,603	87,059	64,117	122,014
Male	702	8	96,557	91,760	67,374	127,133
Female	368	12	79,244	74,005	59,976	107,900
Visiting staff	...	...	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges 2003-2004

University of British Columbia Including Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	759	12	127,005	117,731	99,187	165,177
With senior administrative duties	105	12	136,281	128,744	110,753	164,228
Without senior administrative duties	654	...	125,516	115,374	98,642	165,224
Associate professors	536	...	100,737	93,023	81,988	123,260
With senior administrative duties	21	...	115,745	113,067	99,044	123,636
Without senior administrative duties	515	...	100,125	92,592	81,733	123,184
Assistant professors	502	...	83,479	77,672	66,566	104,692
Rank below assistant	8	...	78,886	x	x	x
Rank below preceding	175	...	71,446	70,061	52,800	87,456
Other teaching staff	3	...	x	x	x	x
All ranks combined (including deans)	1,995	...	x	x	x	x
Male	1,409	...	x	x	x	x
Female	586	...	x	x	x	x
Visiting staff	...	...	...	...	...	...

2003-2004

University of British Columbia Excluding Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	554	10	120,830	115,172	99,429	149,622
With senior administrative duties	82	10	130,749	124,821	109,620	157,708
Without senior administrative duties	472	...	119,107	112,958	98,804	147,907
Associate professors	388	...	95,916	92,322	82,774	117,277
With senior administrative duties	15	...	109,428	108,741	96,848	121,301
Without senior administrative duties	373	...	95,373	91,909	82,774	116,796
Assistant professors	370	...	81,141	77,409	69,354	100,824
Rank below assistant	8	...	78,886	x	x	x
Rank below preceding	162	...	71,341	69,162	53,332	88,306
Other teaching staff	1	...	x	x	x	x
All ranks combined (including deans)	1,493	...	99,529	96,141	71,285	133,178
Male	1,037	...	104,273	101,341	73,945	138,402
Female	456	...	88,741	83,923	65,000	116,468
Visiting staff	...	...	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges 2003-2004

Simon Fraser University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	261	12	112,995	111,670	97,092	130,683
With senior administrative duties	27	6	121,385	118,612	104,585	139,769
Without senior administrative duties	234	6	112,026	110,431	96,723	129,440
Associate professors	193	2	90,128	85,538	78,551	105,086
With senior administrative duties	22	...	97,347	94,789	85,989	106,559
Without senior administrative duties	171	2	89,200	85,538	78,241	104,366
Assistant professors	160	1	75,197	72,594	59,649	94,188
Rank below assistant	5	...	x	x	x	x
Rank below preceding	78	...	71,548	72,943	59,649	77,572
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	703	9	93,164	90,400	66,619	118,612
Male	504	6	95,677	94,832	68,545	120,504
Female	199	3	86,799	84,874	65,441	109,370
Visiting staff	...	...	...	...	...	...

2003-2004

University of Victoria

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	266	12	104,136	103,671	86,015	120,985
With senior administrative duties	22	9	106,488	102,696	94,800	121,106
Without senior administrative duties	244	3	103,924	103,671	85,772	120,300
Associate professors	210	2	82,908	80,588	71,073	98,414
With senior administrative duties	16	1	85,416	84,124	72,665	97,272
Without senior administrative duties	194	1	82,701	80,388	71,023	98,408
Assistant professors	145	...	65,812	64,552	55,000	78,978
Rank below assistant	6	1	62,837	x	x	x
Rank below preceding	35	...	62,819	63,817	54,119	71,372
Other teaching staff	22	...	68,404	55,405	49,200	98,770
All ranks combined (including deans)	694	5	86,580	84,473	59,267	114,906
Male	443	4	91,774	91,962	62,602	118,392
Female	251	1	77,411	76,464	56,176	100,337
Visiting staff	...	...	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges 2003-2004

Trinity Western University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	18	8	69,277	69,336	64,052	73,434
With senior administrative duties	9	8	72,342	x	x	x
Without senior administrative duties	9	...	66,211	x	x	x
Associate professors	34	2	63,047	62,277	54,200	74,718
With senior administrative duties	15	2	69,583	67,907	63,576	75,721
Without senior administrative duties	19	...	57,887	58,400	50,564	61,772
Assistant professors	53	2	49,801	51,463	40,080	58,714
Rank below assistant	5	...	x	x	x	x
Rank below preceding	10	...	33,742	34,021	29,908	35,305
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	132	...	57,050	57,195	34,894	75,407
Male	89	...	60,667	60,006	39,830	76,146
Female	43	...	49,565	51,463	32,740	65,022
Visiting staff	...	...	...	...	...	...

2003-2004

University of Northern British Columbia

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	19	3	92,953	95,904	80,016	100,274
With senior administrative duties	6	3	97,649	x	x	x
Without senior administrative duties	13	...	90,785	95,292	72,603	99,318
Associate professors	65	1	74,526	71,262	67,361	86,332
With senior administrative duties	13	1	79,504	74,336	70,722	87,013
Without senior administrative duties	52	...	73,282	70,098	66,890	84,382
Assistant professors	62	2	62,153	58,174	55,480	68,382
Rank below assistant	13	...	57,809	55,894	46,349	62,900
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	163	2	71,625	68,602	55,826	95,952
Male	108	1	74,523	69,982	56,093	98,482
Female	55	1	65,936	66,380	55,608	75,335
Visiting staff	...	...	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

Salary Scales for Teachers at Canadian Universities and Colleges, 2003-2004

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
Memorial University of Newfoundland					
Minimum	71,741	59,693	50,657	44,633	...
Maximum	115,415	92,825	64,211	52,163	...
Annual increment	1,506	1,506	1,506	1,506	...
University of Prince Edward Island¹					
Minimum	65,091	52,887	40,682	34,580	...
Maximum	84,821	77,552	58,439	44,445	...
Annual increment	1,973	987-1,973	1,973	1,973	...
Acadia University					
Minimum	73,124	58,970	47,756	37,357	...
Maximum	109,009	82,285	67,364	51,409	...
Annual increment	²	²	²	²	...
Université Sainte-Anne – Collège de l'Acadie					
Minimum	60,162	48,346	38,007	33,576	29,145
Maximum	88,225	76,409	66,070	38,007	57,208
Annual increment	1,477	1,477	1,477	1,477	1,477
Saint Mary's University					
Minimum	78,255	60,114	49,066	42,732	...
Maximum	107,031	85,059	63,407	47,017	...
Annual increment	...	...	...	...	...
St. Francis Xavier University					
Minimum	72,647	56,823	46,274	39,241	...
Maximum	99,901	82,318	62,975	42,757	...
Annual increment	1,758	1,758	1,758	1,758	...
University College of Cape Breton					
Minimum	75,634	57,001	44,425	34,956	...
Maximum	90,934	75,701	57,225	41,956	...
Annual increment	1,700	1,700	1,600	1,400	...
Nova Scotia College of Art and Design					
Minimum	68,143	57,620	42,794	38,668	...
Maximum	98,198	84,335	64,501	47,017	...
Annual increment	1,669	1,669	1,669	1,669	...
Mount Saint Vincent University					
Minimum	74,112	57,956	47,001	40,525	...
Maximum	96,701	80,545	60,902	47,476	...
Annual increment	1,738	1,738	1,738	1,738	...
Mount Allison University					
Minimum	75,026	57,528	47,807	40,808	...
Maximum	106,132	90,579	75,026	57,528	...
Annual increment	1,944	1,944	1,944	1,944	...
St. Thomas University					
Minimum	77,202	60,046	47,787	42,887	...
Maximum	104,401	87,491	70,330	58,075	...
Annual increment	2,451	2,451	2,451	2,451	...
Université de Sherbrooke					
Minimum	70,380	59,160	52,245	44,036	...
Maximum	98,733	89,810	73,938	53,007	...
Annual increment	...	...	...	...	...

... Not applicable.

Salary Scales for Teachers at Canadian Universities and Colleges, 2003-2004

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
Bishop's University					
Minimum	77,865	61,917	48,314	38,932	48,314
Maximum	106,475	92,875	68,483	51,128	68,483
Annual increment	...	...	...	...	...
McGill University					
Minimum	75,000	65,000	55,000	39,000	...
Maximum	...	...	...	...	...
Annual increment	...	...	...	...	...
Université Laval					
Minimum	67,749	56,455	51,570	41,599	...
Maximum	94,853	91,203	80,511	48,293	...
Annual increment	...	...	...	...	...
Concordia University					
Minimum	80,504	66,390	52,275	44,957	41,360
Maximum	117,619	97,755	66,390	49,662	42,928
Annual increment	1,045-1,568	522-1,568	1,568	1,568	1,568
Brock University					
Minimum	82,576	64,743	53,995	41,708	...
Maximum	...	...	...	...	...
Annual increment	6.93%	6.93%	6.93%	6.93%	...
Carleton University					
Minimum	78,510	59,480	47,580	38,070	51,590
Maximum	118,350	113,950	78,530	61,870	95,510
Annual increment	5.0%	5.0%	5.0%	5.0%	5.0%
Lakehead University					
Minimum	72,500	57,685	46,000	38,965	...
Maximum	112,700	101,200	70,550	56,140	...
Annual increment	3%	3%	3%	3%	...
University of Guelph					
Minimum	74,606	59,685	45,216	42,955	...
Maximum	...	...	...	...	...
Annual increment	...	...	...	...	...
Laurentian University					
Minimum	76,491	60,751	48,840	39,373	31,647
Maximum	...	...	...	...	...
Annual increment	2,300	2,150	1,850	1,700	1,500
McMaster University					
Minimum	78,764	62,215	48,129	38,850	...
Maximum	...	...	...	...	...
Annual increment	...	...	...	...	...
Université Saint-Paul					
Minimum	63,022	53,947	46,021	38,377	...
Maximum	81,022	68,947	55,021	45,877	...
Annual increment	1,500	1,500	1,500	1,500	...
Queen's University					
Minimum	66,994	53,062	50,371	...	...
Maximum	...	...	...	...	...
Annual increment	...	...	...	...	...

... Not applicable.

Salary Scales for Teachers at Canadian Universities and Colleges, 2003-2004

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
Trent University					
Minimum	86,017	68,017	52,636	43,158	...
Maximum	127,786	109,885	88,006	70,308	...
Annual increment	1,989	2,292	2,616	2,292	...
University of Waterloo					
Minimum	80,220	62,516	49,791	...	...
Maximum	...	...	...	...	...
Annual increment	...	...	...	...	...
University of Ottawa					
Minimum	71,097	59,216	49,330	42,365	...
Maximum	119,297	100,418	74,141	54,404	...
Annual increment	...	...	...	...	...
University of Toronto					
Minimum	71,200	53,200	43,400	50,400	...
Maximum	...	...	73,800	...	...
Annual increment	...	...	...	...	...
Huron University College					
Minimum	66,471	56,343	46,200	35,800	...
Maximum	...	...	...	...	...
Annual increment	...	...	...	...	...
York University					
Minimum	74,565	58,200	48,535	40,755	...
Maximum	...	...	...	...	...
Annual increment	...	...	...	...	...
Nipissing University					
Minimum	84,279	69,440	53,688	41,304	36,349
Maximum	116,735	96,124	76,639	57,581	46,751
Annual increment	2,663	2,182	2,041	1,753	1,486
Wilfrid Laurier University					
Minimum	74,431	60,572	47,104	37,320	...
Maximum	...	...	...	...	...
Annual increment	2.4%	2.4%	2.4%	2.4%	...
Ryerson University					
Minimum	69,504	59,100	48,696	...	...
Maximum	...	117,000	82,038	...	...
Annual increment	²	²	²	²	²
Brandon University					
Minimum	76,396	61,116	46,619	39,232	35,471
Maximum	106,518	87,983	67,651	49,869	45,048
Annual increment	2,510	2,067	1,618	1,182	1,064
University of Winnipeg					
Minimum	73,458	60,149	49,196	38,140	50,550
Maximum	104,708	85,149	65,196	51,140	64,950
Annual increment	1,250-2,500	1,000-2,000	1,600	1,300	1,600
University of Regina					
Minimum	74,873	58,705	47,922	38,223	43,363
Maximum	...	87,474	72,594	55,215	65,572
Annual increment	2,373	2,213	2,056	1,416	2,019

... Not applicable.

Salary Scales for Teachers at Canadian Universities and Colleges, 2003-2004

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
Concordia University College of Alberta					
Minimum	64,957	53,885	44,080	...	...
Maximum	87,632	81,632	77,313	...	...
Annual increment	1,080	1,080	1,080	...	...
University of Alberta					
Minimum	76,092	61,130	49,188	...	...
Maximum	...	87,434	69,660 ³	...	...
Annual increment	1,706-2,578	2,192	1,706	...	...
Augustana University College					
Minimum	56,713	45,832	37,366	32,204	...
Maximum	77,271	65,178	53,087	53,087	...
Annual increment	605-1,209	1,209	1,209	988-1,209	...
Simon Fraser University					
Minimum	82,883	61,973	50,357	45,710	61,973
Maximum	114,415	85,539	73,922	50,357	77,573
Annual increment	...	...	...	...	...
University of Northern British Columbia¹					
Minimum	79,242	65,078	53,196	45,276	32,643
Maximum	...	88,409	70,417	57,497	42,436
Annual increment	1,111-2,222	555-2,222	555-2,222	555-2,222	...

... Not applicable.

1. Scales are not final.

2. Scales vary.

3. The maximum does not apply to assistant professors on probation.

Culture, Tourism and the Centre for Education Statistics

Research Papers

Cumulative Index

Statistics Canada's **Division of Culture, Tourism and the Centre for Education Statistics** develops surveys, provides statistics and conducts research and analysis relevant to current issues in its three areas of responsibility.

The **Culture Statistics Program** creates and disseminates timely and comprehensive information on the culture sector in Canada. The program manages a dozen regular census surveys and databanks to produce data that support policy decision and program management requirements. Issues include the economic impact of culture, the consumption of culture goods and services, government, personal and corporate spending on culture, the culture labour market, and international trade of culture goods and services. Its analytical output appears in the flagship publication *Focus on Culture* (www.statcan.ca/english/IPS/Data/87-004-XIE.htm) and in *Arts, culture and recreation – Research papers*.

The **Tourism Statistics Program** provides information on domestic and international tourism. The program covers the Canadian Travel Survey and the International Travel Survey. Together, these surveys shed light on the volume and characteristics of trips and travellers to, from and within Canada. Its analytical output appears in the flagship publication *Travel-log* (www.statcan.ca/english/IPS/Data/87-003-XIE.htm) and in *Travel and tourism – Research papers*.

The **Centre for Education Statistics** develops and delivers a comprehensive program of pan-Canadian education statistics and analysis in order to support policy decisions and program management, and to ensure that accurate and relevant information concerning education is available to the Canadian public and to other educational stakeholders. The Centre conducts fifteen institutional and over ten household education surveys. Its analytical output appears in the flagship publication *Education quarterly review* (www.statcan.ca/english/IPS/Data/81-003-XIE.htm), in various monographs and in *Education, skills and learning – Research papers* (www.statcan.ca/english/IPS/Data/81-595-MIE.htm).

Following is a cumulative index of Culture, Tourism and the Centre for Education Statistics research papers published to date

Research papers

81-595-MIE2002001	Understanding the rural-urban reading gap
81-595-MIE2003002	Canadian education and training services abroad: the role of contracts funded by international financial institution
81-595-MIE2003003	Finding their way: a profile of young Canadian graduates
81-595-MIE2003004	Learning, earning and leaving – The relationship between working while in high school and dropping out
81-595-MIE2003005	Linking provincial student assessments with national and international assessments
81-595-MIE2003006	Who goes to post-secondary education and when: Pathways chosen by 20 year-olds
81-595-MIE2003007	Access, persistence and financing: First results from the Postsecondary Education Participation Survey (PEPS)
81-595-MIE2003008	The labour market impacts of adult education and training in Canada
81-595-MIE2003009	Issues in the design of Canada’s Adult Education and Training Survey
81-595-MIE2003010	Planning and preparation: First results from the Survey of Approaches to Educational Planning (SAEP) 2002
81-595-MIE2003011	A new understanding of postsecondary education in Canada: A discussion paper
81-595-MIE2004012	Variation in literacy skills among Canadian provinces: Findings from the OECD PISA
81-595-MIE2004013	Salaries and salary scales of full-time teaching staff at Canadian universities, 2001-2002: final report
81-595-MIE2004014	In and out of high school: First results from the second cycle of the Youth in Transition Survey, 2002
81-595-MIE2004015	Working and Training: First Results of the 2003 Adult Education and Training Survey
81-595-MIE2004016	Class of 2000: Profile of Postsecondary Graduates and Student Debt
81-595-MIE2004017	Connectivity and ICT integration in Canadian elementary and secondary schools: First results from the Information and Communications Technologies in Schools Survey, 2003-2004

**Following is a cumulative index of Culture, Tourism and the Centre for Education
Statistics research papers published to date**

Research papers

- 81-595-MIE2004018 Education and labour market pathways of young Canadians between age 20 and 22: an Overview
- 81-595-MIE2004019 Salaries and salary scales of full-time teaching staff at Canadian universities, 2003-2004
- 81-595-MIE2004020 Culture Goods Trade Estimates: Methodology and Technical Notes
- 81-595-MIE2004021 Canadian Framework for Culture Statistics
- 81-595-MIE2004022 Summary public school indicators for the provinces and territories, 1996-1997 to 2002-2003
- 81-595-MIE2004023 Economic Contribution of Culture in Canada
- 81-595-MIE2004024 Economic Contributions of the Culture Sector in Ontario
- 81-595-MIE2004025 Economic Contribution of the Culture Sector in Canada – A Provincial Perspective
- 81-595-MIE2004026 Who pursues postsecondary education, who leaves and why: Results from the Youth in Transition Survey
- 81-595-MIE2005027 Salaries and salary scales of full-time teaching staff at Canadian universities, 2002-2003: final report
- 81-595-MIE2005028 Canadian School Libraries and Teacher-Librarians: Results from the 2003/04 Information and Communications Technologies in Schools Survey
- 81-595-MIE2005029 Manitoba postsecondary graduates from the Class of 2000 : how did they fare?
- 81-595-MIE2005030 Salaries and salary scales of full-time teaching staff at Canadian universities, 2004-2005: preliminary report
- 81-595-MIE2005031 Salaries and salary scales of full-time teaching staff at Canadian universities, 2003-2004: final report

