



Catalogue no. 81-595-MIE — No. 046

ISSN: 1711-831X

ISBN: 0-662-43679-2

## Research Paper

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

# Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2005/2006: Preliminary Report



by Institutional Surveys Section

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# **Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2005/2006: Preliminary Report**

**Institutional Surveys Section**

Statistics Canada

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July 2006

Catalogue no. 81-595-MIE2006046

Frequency: Occasional

ISSN: 1711-831X

ISBN: 0-662-43679-2

Ottawa

Cette publication est disponible en français (n° 81-595-MIF2006046 au catalogue).

Statistics Canada

## Acknowledgements

The Centre for Education Statistics wishes to thank participating universities and colleges for their commitment to this survey; we are most grateful for their cooperation and good will.

## Note of appreciation

Canada owes the success of its statistical system to a long-standing partnership between Statistics Canada, the citizens of Canada, its businesses, governments and other institutions. Accurate and timely statistical information could not be produced without their continued cooperation and goodwill.

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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 29 Canadian universities, along with information on their salary scales for the 2005/2006 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 institutions with more than 100 staff, the data is available at the institutional level however, information is processed in such a way that results are not shown where there are too few individuals.

Due to the *Statistics Act* which, in part, prohibits the identification of individuals, a number of measures have been taken to ensure that no one individual or their salary can be identified or extrapolated. Information is processed in such a way that the mean is not shown when the given rank contains less than six (6) people and medians and percentiles are not calculated when there are less than 10 people.

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

The following tables present, for each of the universities listed, 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 10<sup>th</sup> and 90<sup>th</sup> 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 are under contract for twelve months or more. This includes all teachers within faculties, academic staff in teaching hospitals, visiting academic staff in faculties and research staff who have an academic rank and salary similar to teaching staff. Administrative and support staff and librarians 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 title *Canadian Universities and Colleges* refers to degree-granting institutions. The column labelled *Numbers* refers to the number of teachers included in the salary calculations, that is, the average, the median and the 10<sup>th</sup> and 90<sup>th</sup> 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
- directors equivalent to deans i.e. 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 full-time 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, coordinators 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 the next rank directly below that of an Assistant professor. Institutions use a variety of terms to label this position however, in many institutions lecturers are included here. The category *rank below preceding* covers the remaining full-time teachers (in many cases instructors) with the exception of *Other teaching staff* which refers to ungraded staff.

## Salary scales for university teachers

The final table in this report presents 2005/2006 salary scales for full-time university teachers. The 64 institutions included in this table are those that reported their scales by the mid June, 2006. 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	St. Jerome's University
University of Prince Edward Island	Conrad Grebel University College
Acadia University	University of Western Ontario
Atlantic School of Theology	Brescia University College
Dalhousie University	Huron University College
Mount Saint Vincent University	University of Windsor
Nova Scotia College of Art and Design	York University
St. Francis Xavier University	Wilfred Laurier University
Saint Mary's University	Royal Military College of Canada
University of King's College	Ryerson University
University College of Cape Breton	Redeemer University College
Nova Scotia Agricultural College	Nipissing University
Mount Allison University	Ontario College of Art and Design
University of New Brunswick	Brandon University
Université de Moncton	University of Manitoba
St. Thomas University	University of Winnipeg
Brock University	University of Saskatchewan
Carleton University	College of Emmanuel and Saint Chad
University of Guelph	Lutheran Theological Seminary
Lakehead University	University of Regina
Laurentian University	Luther College
Collège universitaire de Hearst	University of Alberta
Huntington University	University of Calgary
University of Sudbury	Canadian University College
Thorneloe University	University of Lethbridge
McMaster University	Athabasca University
University of Ottawa	The King's University College
Université Saint-Paul	Concordia University College of Alberta
Queen's University	Alliance University College
St. Augustine's Seminary	University of British Columbia
University of St. Michael's College	Simon Fraser University
University of Trinity College	University of Victoria
Victoria University	Trinity Western University
Knox College	University of Northern British Columbia
Trent University	Royal Roads University
University of Waterloo	

**Table 1**  
**Salaries of full-time teaching staff at Canadian universities and colleges**  
**2005/2006**  
**Memorial University of Newfoundland**  
**Including Medical/Dental**

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>287</b>	<b>10</b>	<b>103,520</b>	<b>103,217</b>	<b>88,053</b>	<b>118,130</b>
With senior administrative duties	42	7	107,335	105,051	92,319	126,179
Without senior administrative duties	245	3	102,865	102,300	86,470	117,339
<b>Associate professors</b>	<b>307</b>	<b>12</b>	<b>85,414</b>	<b>83,304</b>	<b>73,806</b>	<b>97,551</b>
With senior administrative duties	37	1	93,805	94,636	78,656	110,611
Without senior administrative duties	270	11	84,264	82,513	72,223	97,551
<b>Assistant professors</b>	<b>232</b>	<b>7</b>	<b>66,522</b>	<b>65,891</b>	<b>57,976</b>	<b>76,655</b>
<b>Rank below assistant</b>	<b>10</b>	<b>...</b>	<b>52,910</b>	<b>54,810</b>	<b>48,478</b>	<b>54,810</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>1</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>All ranks combined (including deans)</b>	<b>845</b>	<b>21</b>	<b>86,476</b>	<b>86,470</b>	<b>62,725</b>	<b>111,424</b>
Male	574	9	90,116	89,636	64,308	113,931
Female	271	12	78,765	76,972	59,559	101,018
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

**2005/2006**  
**Memorial University of Newfoundland**  
**Excluding Medical/Dental**

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>242</b>	<b>8</b>	<b>103,374</b>	<b>103,883</b>	<b>88,053</b>	<b>116,547</b>
With senior administrative duties	32	6	108,398	106,550	90,403	127,846
Without senior administrative duties	210	2	102,609	102,300	88,053	116,547
<b>Associate professors</b>	<b>246</b>	<b>11</b>	<b>86,618</b>	<b>84,887</b>	<b>73,806</b>	<b>97,551</b>
With senior administrative duties	27	1	96,324	94,719	78,956	113,625
Without senior administrative duties	219	10	85,421	84,887	73,806	97,551
<b>Assistant professors</b>	<b>169</b>	<b>6</b>	<b>66,911</b>	<b>65,891</b>	<b>56,393</b>	<b>77,289</b>
<b>Rank below assistant</b>	<b>10</b>	<b>...</b>	<b>52,910</b>	<b>54,810</b>	<b>48,478</b>	<b>54,810</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>674</b>	<b>18</b>	<b>87,669</b>	<b>88,053</b>	<b>62,725</b>	<b>111,798</b>
Male	466	8	91,158	92,802	65,891	113,381
Female	208	10	79,852	77,764	59,242	102,300
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

... not applicable

x suppressed to meet the confidentiality requirements of the *Statistics Act*

Table 1 (continued)

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

2005/2006

## University of Prince Edward Island

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>46</b>	<b>2</b>	<b>101,457</b>	<b>100,611</b>	<b>84,602</b>	<b>123,194</b>
With senior administrative duties	11	2	105,793	103,973	82,772	126,510
Without senior administrative duties	35	...	100,094	100,611	84,602	121,992
<b>Associate professors</b>	<b>103</b>	<b>4</b>	<b>84,091</b>	<b>81,890</b>	<b>68,168</b>	<b>104,444</b>
With senior administrative duties	23	4	86,465	84,177	68,854	100,388
Without senior administrative duties	80	...	83,409	81,173	68,168	104,935
<b>Assistant professors</b>	<b>63</b>	<b>...</b>	<b>69,426</b>	<b>67,742</b>	<b>56,307</b>	<b>87,840</b>
<b>Rank below assistant</b>	<b>4</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>222</b>	<b>...</b>	<b>83,497</b>	<b>81,955</b>	<b>60,881</b>	<b>107,721</b>
Male	141	...	86,155	86,465	63,168	108,752
Female	81	...	78,870	72,350	58,594	101,966
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

2005/2006

## Acadia University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>51</b>	<b>7</b>	<b>105,014</b>	<b>108,021</b>	<b>83,183</b>	<b>117,882</b>
With senior administrative duties	15	5	112,070	115,382	94,726	118,991
Without senior administrative duties	36	2	102,074	103,881	79,787	114,048
<b>Associate professors</b>	<b>72</b>	<b>1</b>	<b>78,548</b>	<b>76,660</b>	<b>69,395</b>	<b>88,144</b>
With senior administrative duties	7	...	85,482	x	x	x
Without senior administrative duties	65	1	77,802	x	x	x
<b>Assistant professors</b>	<b>73</b>	<b>...</b>	<b>64,913</b>	<b>63,821</b>	<b>58,658</b>	<b>71,197</b>
<b>Rank below assistant</b>	<b>12</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>213</b>	<b>3</b>	<b>79,993</b>	<b>72,160</b>	<b>59,221</b>	<b>111,915</b>
Male	153	2	81,452	72,160	59,221	113,530
Female	60	1	76,271	72,160	58,658	90,462
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

... not applicable

x suppressed to meet the confidentiality requirements of the *Statistics Act*

**Table 1 (continued)**  
**Salaries of full-time teaching staff at Canadian universities and colleges**  
**2005/2006**  
**Mount Saint Vincent University**

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>33</b>	<b>8</b>	<b>103,295</b>	<b>108,196</b>	<b>87,900</b>	<b>109,810</b>
With senior administrative duties	5	4	x	x	x	x
Without senior administrative duties	28	4	x	x	x	x
<b>Associate professors</b>	<b>63</b>	<b>2</b>	<b>87,577</b>	<b>90,331</b>	<b>77,984</b>	<b>91,741</b>
With senior administrative duties	16	1	87,393	90,951	77,621	92,131
Without senior administrative duties	47	1	87,639	90,331	77,822	90,331
<b>Assistant professors</b>	<b>42</b>	<b>1</b>	<b>63,969</b>	<b>62,658</b>	<b>58,358</b>	<b>69,108</b>
<b>Rank below assistant</b>	<b>1</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>145</b>	<b>5</b>	<b>84,911</b>	<b>90,331</b>	<b>60,508</b>	<b>108,970</b>
Male	60	3	87,885	90,331	59,971	108,970
Female	85	2	82,811	85,795	61,583	107,658
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

**2005/2006**  
**Saint Mary's University**

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>78</b>	<b>2</b>	<b>111,402</b>	<b>113,549</b>	<b>92,926</b>	<b>124,258</b>
With senior administrative duties	11	2	109,332	112,001	92,513	116,144
Without senior administrative duties	67	...	111,742	113,549	92,274	124,329
<b>Associate professors</b>	<b>86</b>	<b>4</b>	<b>85,409</b>	<b>86,260</b>	<b>68,377</b>	<b>103,296</b>
With senior administrative duties	12	1	88,275	86,260	72,666	101,543
Without senior administrative duties	74	3	84,944	86,035	68,377	103,392
<b>Assistant professors</b>	<b>64</b>	<b>...</b>	<b>67,698</b>	<b>66,182</b>	<b>58,575</b>	<b>82,768</b>
<b>Rank below assistant</b>	<b>5</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>236</b>	<b>3</b>	<b>89,253</b>	<b>90,240</b>	<b>62,921</b>	<b>114,637</b>
Male	157	1	94,039	92,232	66,076	115,843
Female	79	2	79,742	74,268	58,575	113,549
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

... not applicable

x suppressed to meet the confidentiality requirements of the *Statistics Act*

Table 1 (continued)

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

2005/2006

## University College of Cape Breton

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>24</b>	<b>1</b>	<b>93,262</b>	<b>93,490</b>	<b>82,240</b>	<b>100,240</b>
With senior administrative duties	5	1	x	x	x	x
Without senior administrative duties	19	...	x	x	x	x
<b>Associate professors</b>	<b>33</b>	<b>2</b>	<b>76,008</b>	<b>79,272</b>	<b>62,942</b>	<b>83,272</b>
With senior administrative duties	7	2	82,414	x	x	x
Without senior administrative duties	26	...	74,283	x	x	x
<b>Assistant professors</b>	<b>46</b>	<b>1</b>	<b>57,718</b>	<b>57,931</b>	<b>52,531</b>	<b>61,531</b>
<b>Rank below assistant</b>	<b>2</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>108</b>	<b>1</b>	<b>72,259</b>	<b>64,272</b>	<b>52,531</b>	<b>100,240</b>
Male	67	...	75,361	79,272	54,331	100,240
Female	41	1	67,190	61,531	52,531	92,290
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

2005/2006

## Mount Allison University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>39</b>	<b>3</b>	<b>108,482</b>	<b>112,596</b>	<b>97,241</b>	<b>112,596</b>
With senior administrative duties	15	2	109,234	112,596	91,970	112,596
Without senior administrative duties	24	1	108,012	112,596	89,220	112,596
<b>Associate professors</b>	<b>48</b>	<b>1</b>	<b>81,848</b>	<b>80,511</b>	<b>69,053</b>	<b>99,303</b>
With senior administrative duties	7	1	83,130	x	x	x
Without senior administrative duties	41	...	81,629	x	x	x
<b>Assistant professors</b>	<b>45</b>	<b>...</b>	<b>62,788</b>	<b>62,177</b>	<b>55,302</b>	<b>71,344</b>
<b>Rank below assistant</b>	<b>1</b>	<b>1</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>136</b>	<b>2</b>	<b>83,791</b>	<b>79,366</b>	<b>58,969</b>	<b>112,596</b>
Male	83	1	88,506	85,095	62,865	112,596
Female	53	1	76,407	69,053	57,594	112,596
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

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**Table 1 (continued)**  
**Salaries of full-time teaching staff at Canadian universities and colleges**  
**2005/2006**  
**Université de Moncton**

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>92</b>	<b>10</b>	<b>101,430</b>	<b>102,400</b>	<b>87,791</b>	<b>111,975</b>
With senior administrative duties	11	10	109,686	112,923	88,919	114,234
Without senior administrative duties	81	...	100,309	100,157	87,791	111,724
<b>Associate professors</b>	<b>97</b>	<b>3</b>	<b>80,623</b>	<b>80,889</b>	<b>68,554</b>	<b>91,311</b>
With senior administrative duties	13	2	86,301	88,302	74,704	94,562
Without senior administrative duties	84	1	79,745	79,981	68,099	90,858
<b>Assistant professors</b>	<b>59</b>	<b>...</b>	<b>65,200</b>	<b>64,858</b>	<b>55,618</b>	<b>73,190</b>
<b>Rank below assistant</b>	<b>11</b>	<b>...</b>	<b>55,507</b>	<b>55,618</b>	<b>42,682</b>	<b>69,755</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>5</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>All ranks combined (including deans)</b>	<b>276</b>	<b>1</b>	<b>84,300</b>	<b>83,800</b>	<b>59,314</b>	<b>110,620</b>
Male	176	1	87,580	88,882	63,010	111,546
Female	100	...	78,527	74,164	57,466	101,653
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

**2005/2006**  
**Brock University**

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>111</b>	<b>11</b>	<b>115,979</b>	<b>114,316</b>	<b>97,673</b>	<b>135,876</b>
With senior administrative duties	17	8	119,050	114,063	102,430	141,330
Without senior administrative duties	94	3	115,424	114,495	97,592	134,953
<b>Associate professors</b>	<b>186</b>	<b>4</b>	<b>99,183</b>	<b>97,793</b>	<b>78,097</b>	<b>120,839</b>
With senior administrative duties	29	...	103,631	102,247	77,381	129,041
Without senior administrative duties	157	4	98,362	97,263	78,156	117,952
<b>Assistant professors</b>	<b>168</b>	<b>2</b>	<b>75,265</b>	<b>72,394</b>	<b>62,000</b>	<b>101,500</b>
<b>Rank below assistant</b>	<b>45</b>	<b>...</b>	<b>66,195</b>	<b>66,287</b>	<b>51,891</b>	<b>80,239</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>518</b>	<b>9</b>	<b>93,136</b>	<b>92,004</b>	<b>63,243</b>	<b>125,105</b>
Male	303	4	98,390	100,301	64,909	130,518
Female	215	5	85,733	80,785	62,000	111,587
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

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**Table 1 (continued)**  
**Salaries of full-time teaching staff at Canadian universities and colleges**  
**2005/2006**  
**University of Guelph**

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>251</b>	<b>10</b>	<b>114,307</b>	<b>113,356</b>	<b>102,833</b>	<b>125,690</b>
With senior administrative duties	34	8	124,547	125,422	109,111	134,939
Without senior administrative duties	217	2	112,702	112,399	102,833	121,965
<b>Associate professors</b>	<b>221</b>	<b>3</b>	<b>98,681</b>	<b>98,050</b>	<b>86,093</b>	<b>110,486</b>
With senior administrative duties	11	...	113,966	114,747	103,231	121,555
Without senior administrative duties	210	3	97,881	98,050	86,093	108,573
<b>Assistant professors</b>	<b>296</b>	<b>1</b>	<b>77,946</b>	<b>76,527</b>	<b>66,961</b>	<b>92,072</b>
<b>Rank below assistant</b>	<b>9</b>	<b>...</b>	<b>65,315</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>785</b>	<b>6</b>	<b>96,068</b>	<b>96,855</b>	<b>69,353</b>	<b>119,509</b>
Male	555	6	98,851	100,442	73,806	121,009
Female	230	...	89,353	90,876	66,961	111,638
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

**2005/2006**  
**Lakehead University**

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>72</b>	<b>10</b>	<b>109,976</b>	<b>110,555</b>	<b>94,964</b>	<b>121,900</b>
With senior administrative duties	17	8	106,442	102,239	88,508	121,983
Without senior administrative duties	55	2	111,068	111,560	95,142	121,900
<b>Associate professors</b>	<b>101</b>	<b>...</b>	<b>89,718</b>	<b>88,464</b>	<b>76,900</b>	<b>109,133</b>
With senior administrative duties	17	...	97,682	95,472	80,968	111,660
Without senior administrative duties	84	...	88,106	86,285	75,344	104,537
<b>Assistant professors</b>	<b>85</b>	<b>1</b>	<b>71,785</b>	<b>71,110</b>	<b>59,265</b>	<b>81,853</b>
<b>Rank below assistant</b>	<b>16</b>	<b>...</b>	<b>66,834</b>	<b>65,908</b>	<b>57,760</b>	<b>75,786</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>282</b>	<b>3</b>	<b>89,296</b>	<b>85,973</b>	<b>64,625</b>	<b>120,293</b>
Male	200	1	90,435	88,217	65,048	121,698
Female	82	2	86,519	84,214	62,143	110,959
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

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**Table 1 (continued)**  
**Salaries of full-time teaching staff at Canadian universities and colleges**  
**2005(concluded)2006**  
**Laurentian University**

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>97</b>	<b>8</b>	<b>118,782</b>	<b>116,470</b>	<b>97,539</b>	<b>140,869</b>
With senior administrative duties	16	5	116,355	111,786	97,095	138,156
Without senior administrative duties	81	3	119,262	120,374	97,832	140,610
<b>Associate professors</b>	<b>104</b>	<b>4</b>	<b>95,886</b>	<b>95,216</b>	<b>78,185</b>	<b>119,813</b>
With senior administrative duties	14	...	101,378	99,343	82,241	120,833
Without senior administrative duties	90	4	95,032	94,100	76,726	117,326
<b>Assistant professors</b>	<b>105</b>	<b>3</b>	<b>73,409</b>	<b>71,642</b>	<b>61,881</b>	<b>86,926</b>
<b>Rank below assistant</b>	<b>19</b>	<b>...</b>	<b>60,004</b>	<b>58,194</b>	<b>46,579</b>	<b>68,826</b>
<b>Rank below preceding</b>	<b>2</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>332</b>	<b>10</b>	<b>93,711</b>	<b>93,566</b>	<b>64,129</b>	<b>127,298</b>
Male	221	8	97,451	96,917	63,248	128,854
Female	111	2	86,266	83,848	64,437	113,881
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

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**Table 1 (continued)**  
**Salaries of full-time teaching staff at Canadian universities and colleges**  
**2005/2006**  
**McMaster University**  
**Including Medical/Dental**

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>377</b>	<b>7</b>	<b>115,652</b>	<b>121,171</b>	<b>68,107</b>	<b>141,725</b>
With senior administrative duties	69	5	124,353	129,102	80,675	153,566
Without senior administrative duties	308	2	113,703	120,490	60,162	138,146
<b>Associate professors</b>	<b>369</b>	<b>5</b>	<b>85,662</b>	<b>94,506</b>	<b>34,943</b>	<b>117,233</b>
With senior administrative duties	52	...	97,915	105,881	39,999	125,857
Without senior administrative duties	317	5	83,653	93,447	31,620	114,272
<b>Assistant professors</b>	<b>370</b>	<b>14</b>	<b>68,139</b>	<b>74,883</b>	<b>15,300</b>	<b>97,840</b>
<b>Rank below assistant</b>	<b>31</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>1,152</b>	<b>21</b>	<b>89,665</b>	<b>94,097</b>	<b>39,997</b>	<b>128,311</b>
Male	786	3	92,721	97,761	39,999	130,897
Female	366	18	83,102	85,075	34,770	120,532
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

**2005/2006**  
**McMaster University**  
**Excluding Medical/Dental**

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>250</b>	<b>6</b>	<b>122,514</b>	<b>123,339</b>	<b>103,386</b>	<b>140,335</b>
With senior administrative duties	50	4	129,925	130,098	110,200	147,697
Without senior administrative duties	200	2	120,662	121,497	101,115	137,945
<b>Associate professors</b>	<b>179</b>	<b>2</b>	<b>99,789</b>	<b>99,207</b>	<b>82,324</b>	<b>118,034</b>
With senior administrative duties	21	...	110,585	111,959	94,503	124,483
Without senior administrative duties	158	2	98,354	98,262	81,935	116,582
<b>Assistant professors</b>	<b>204</b>	<b>2</b>	<b>77,122</b>	<b>78,988</b>	<b>53,710</b>	<b>98,159</b>
<b>Rank below assistant</b>	<b>28</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>665</b>	<b>6</b>	<b>100,323</b>	<b>100,826</b>	<b>62,802</b>	<b>129,894</b>
Male	486	3	104,662	104,644	71,469	131,531
Female	179	3	88,543	89,748	54,997	121,827
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

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**Table 1 (continued)**  
**Salaries of full-time teaching staff at Canadian universities and colleges**  
**2005/2006**  
**Queen's University**  
**Including Medical/Dental**

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>285</b>	<b>6</b>	<b>121,690</b>	<b>118,775</b>	<b>102,083</b>	<b>143,620</b>
With senior administrative duties	69	5	132,545	130,450	111,775	149,830
Without senior administrative duties	216	1	118,223	115,798	100,947	134,902
<b>Associate professors</b>	<b>252</b>	<b>8</b>	<b>102,486</b>	<b>100,288</b>	<b>87,461</b>	<b>119,305</b>
With senior administrative duties	27	3	x	x	x	x
Without senior administrative duties	225	5	x	x	x	x
<b>Assistant professors</b>	<b>228</b>	<b>2</b>	<b>88,274</b>	<b>85,385</b>	<b>67,745</b>	<b>112,094</b>
<b>Rank below assistant</b>	<b>5</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>777</b>	<b>9</b>	<b>105,804</b>	<b>104,665</b>	<b>77,853</b>	<b>133,287</b>
Male	510	6	109,242	108,343	83,090	135,560
Female	267	3	99,239	96,640	73,896	124,856
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

**2005/2006**  
**Queen's University**  
**Excluding Medical/Dental**

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>232</b>	<b>6</b>	<b>120,763</b>	<b>119,555</b>	<b>101,197</b>	<b>143,672</b>
With senior administrative duties	50	5	129,135	124,905	108,545	149,790
Without senior administrative duties	182	1	118,463	116,465	99,085	135,480
<b>Associate professors</b>	<b>222</b>	<b>7</b>	<b>102,378</b>	<b>100,165</b>	<b>87,284</b>	<b>119,305</b>
With senior administrative duties	25	3	113,255	111,420	93,565	132,240
Without senior administrative duties	197	4	100,998	97,920	86,976	116,347
<b>Assistant professors</b>	<b>186</b>	<b>2</b>	<b>87,560</b>	<b>85,145</b>	<b>66,346</b>	<b>113,690</b>
<b>Rank below assistant</b>	<b>5</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>652</b>	<b>8</b>	<b>105,225</b>	<b>104,320</b>	<b>76,844</b>	<b>131,495</b>
Male	439	5	109,290	109,215	82,609	134,980
Female	213	3	96,845	94,460	70,880	122,665
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

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**Table 1 (continued)**  
**Salaries of full-time teaching staff at Canadian universities and colleges**  
**2005/2006**  
**Trent University**

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>80</b>	<b>5</b>	<b>132,059</b>	<b>138,103</b>	<b>115,914</b>	<b>142,612</b>
With senior administrative duties	21	2	128,524	128,319	110,813	143,054
Without senior administrative duties	59	3	133,317	138,103	115,652	142,612
<b>Associate professors</b>	<b>90</b>	<b>3</b>	<b>105,276</b>	<b>108,787</b>	<b>84,907</b>	<b>120,062</b>
With senior administrative duties	18	...	112,646	116,925	87,139	124,235
Without senior administrative duties	72	3	103,434	106,534	84,907	117,807
<b>Assistant professors</b>	<b>66</b>	<b>2</b>	<b>76,929</b>	<b>74,503</b>	<b>68,569</b>	<b>87,506</b>
<b>Rank below assistant</b>	<b>7</b>	<b>1</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	...	...	...	...	...	...
<b>Other teaching staff</b>	...	...	...	...	...	...
<b>All ranks combined (including deans)</b>	<b>245</b>	<b>9</b>	<b>105,731</b>	<b>110,246</b>	<b>71,537</b>	<b>140,359</b>
Male	158	3	111,181	116,527	73,917	140,810
Female	87	6	95,833	92,702	71,537	120,062
<b>Visiting staff</b>	...	...	...	...	...	...

**2005/2006**  
**University of Waterloo**

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>306</b>	<b>9</b>	<b>126,347</b>	<b>126,392</b>	<b>109,475</b>	<b>143,255</b>
With senior administrative duties	51	7	135,586	134,653	112,779	152,105
Without senior administrative duties	255	2	124,499	124,979	108,819	140,526
<b>Associate professors</b>	<b>300</b>	<b>5</b>	<b>103,902</b>	<b>103,248</b>	<b>84,240</b>	<b>124,489</b>
With senior administrative duties	33	...	113,674	110,388	92,152	132,654
Without senior administrative duties	267	5	102,694	101,794	83,557	122,818
<b>Assistant professors</b>	<b>232</b>	<b>1</b>	<b>79,732</b>	<b>79,325</b>	<b>61,000</b>	<b>97,108</b>
<b>Rank below assistant</b>	<b>61</b>	<b>1</b>	<b>79,083</b>	<b>77,191</b>	<b>57,310</b>	<b>104,561</b>
<b>Rank below preceding</b>	...	...	...	...	...	...
<b>Other teaching staff</b>	...	...	...	...	...	...
<b>All ranks combined (including deans)</b>	<b>906</b>	<b>9</b>	<b>104,142</b>	<b>104,893</b>	<b>72,115</b>	<b>133,356</b>
Male	695	7	107,217	108,863	76,067	136,202
Female	211	2	94,015	93,200	62,698	124,025
<b>Visiting staff</b>	...	<b>1</b>	...	...	...	...

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**Table 1 (continued)**  
**Salaries of full-time teaching staff at Canadian universities and colleges**  
**2005/2006**  
**University of Western Ontario**  
**Including Medical/Dental**

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>376</b>	<b>13</b>	<b>116,772</b>	<b>113,329</b>	<b>90,648</b>	<b>145,711</b>
With senior administrative duties	72	10	123,730	121,866	98,390	146,952
Without senior administrative duties	304	3	115,123	112,515	86,609	144,776
<b>Associate professors</b>	<b>382</b>	<b>4</b>	<b>99,039</b>	<b>94,611</b>	<b>80,489</b>	<b>120,215</b>
With senior administrative duties	35	2	x	x	x	x
Without senior administrative duties	347	2	x	x	x	x
<b>Assistant professors</b>	<b>375</b>	<b>12</b>	<b>79,674</b>	<b>75,358</b>	<b>63,142</b>	<b>94,585</b>
<b>Rank below assistant</b>	<b>86</b>	<b>4</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	...	...	...	...	...	...
<b>Other teaching staff</b>	...	...	...	...	...	...
<b>All ranks combined (including deans)</b>	<b>1,230</b>	<b>22</b>	<b>96,866</b>	<b>92,493</b>	<b>65,782</b>	<b>130,646</b>
Male	885	10	100,169	96,546	66,568	135,527
Female	345	12	88,395	82,579	62,986	117,551
<b>Visiting staff</b>	...	...	...	...	...	...

**2005/2006**  
**University of Western Ontario**  
**Excluding Medical/Dental**

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>251</b>	<b>12</b>	<b>122,005</b>	<b>114,637</b>	<b>100,606</b>	<b>154,395</b>
With senior administrative duties	34	9	126,615	123,098	107,347	138,762
Without senior administrative duties	217	3	121,282	113,830	100,328	155,322
<b>Associate professors</b>	<b>323</b>	<b>4</b>	<b>101,158</b>	<b>95,153</b>	<b>81,581</b>	<b>125,222</b>
With senior administrative duties	31	2	106,537	101,320	89,069	125,755
Without senior administrative duties	292	2	100,587	94,611	81,354	124,018
<b>Assistant professors</b>	<b>313</b>	<b>11</b>	<b>79,878</b>	<b>74,798</b>	<b>62,980</b>	<b>96,677</b>
<b>Rank below assistant</b>	<b>84</b>	<b>4</b>	<b>64,561</b>	<b>65,000</b>	<b>45,191</b>	<b>85,156</b>
<b>Rank below preceding</b>	...	...	...	...	...	...
<b>Other teaching staff</b>	...	...	...	...	...	...
<b>All ranks combined (including deans)</b>	<b>981</b>	<b>21</b>	<b>97,244</b>	<b>92,718</b>	<b>65,414</b>	<b>132,964</b>
Male	675	10	101,521	98,926	66,568	137,397
Female	306	11	87,810	82,625	62,881	117,550
<b>Visiting staff</b>	...	...	...	...	...	...

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Table 1 (continued)

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

2005/2006

## University of Windsor

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>133</b>	<b>10</b>	<b>117,820</b>	<b>118,747</b>	<b>96,283</b>	<b>136,560</b>
With senior administrative duties	18	10	124,679	123,095	104,593	148,009
Without senior administrative duties	115	...	116,746	117,317	94,807	135,621
<b>Associate professors</b>	<b>160</b>	<b>1</b>	<b>98,061</b>	<b>96,116</b>	<b>79,547</b>	<b>117,156</b>
With senior administrative duties	23	...	108,857	106,241	89,219	129,521
Without senior administrative duties	137	1	96,249	93,485	78,464	116,670
<b>Assistant professors</b>	<b>189</b>	<b>2</b>	<b>74,169</b>	<b>74,029</b>	<b>63,000</b>	<b>84,691</b>
<b>Rank below assistant</b>	<b>32</b>	<b>...</b>	<b>64,113</b>	<b>64,402</b>	<b>56,712</b>	<b>70,000</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>524</b>	<b>3</b>	<b>93,554</b>	<b>88,165</b>	<b>65,542</b>	<b>125,639</b>
Male	339	1	97,494	92,781	65,873	129,734
Female	185	2	86,334	82,490	64,118	111,837
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

2005/2006

## York University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>291</b>	<b>15</b>	<b>124,888</b>	<b>119,009</b>	<b>104,543</b>	<b>160,495</b>
With senior administrative duties	63	8	132,003	121,411	107,237	172,901
Without senior administrative duties	228	7	122,921	118,542	103,439	151,628
<b>Associate professors</b>	<b>551</b>	<b>19</b>	<b>107,376</b>	<b>104,981</b>	<b>88,032</b>	<b>126,786</b>
With senior administrative duties	117	2	108,854	105,552	90,715	130,145
Without senior administrative duties	434	17	106,977	104,903	87,059	126,786
<b>Assistant professors</b>	<b>404</b>	<b>18</b>	<b>84,426</b>	<b>79,988</b>	<b>67,808</b>	<b>111,260</b>
<b>Rank below assistant</b>	<b>49</b>	<b>1</b>	<b>78,408</b>	<b>77,276</b>	<b>60,318</b>	<b>95,461</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>45</b>	<b>2</b>	<b>93,943</b>	<b>96,499</b>	<b>76,365</b>	<b>107,471</b>
<b>All ranks combined (including deans)</b>	<b>1,350</b>	<b>45</b>	<b>103,231</b>	<b>102,028</b>	<b>74,500</b>	<b>131,586</b>
Male	755	25	107,645	106,002	76,535	137,918
Female	595	20	97,631	96,550	72,000	120,879
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

... not applicable

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**Table 1 (continued)**  
**Salaries of full-time teaching staff at Canadian universities and colleges**  
**2005/2006**  
**Royal Military College of Canada**

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>75</b>	<b>6</b>	<b>116,276</b>	<b>118,850</b>	<b>108,901</b>	<b>119,356</b>
With senior administrative duties	27	6	118,598	118,850	110,643	122,850
Without senior administrative duties	48	...	114,970	118,013	106,415	118,850
<b>Associate professors</b>	<b>44</b>	<b>...</b>	<b>93,289</b>	<b>94,359</b>	<b>82,919</b>	<b>102,511</b>
With senior administrative duties	16	...	95,232	96,008	83,914	103,031
Without senior administrative duties	28	...	92,178	92,278	81,427	99,506
<b>Assistant professors</b>	<b>64</b>	<b>1</b>	<b>75,234</b>	<b>77,481</b>	<b>61,068</b>	<b>82,454</b>
<b>Rank below assistant</b>	<b>7</b>	<b>...</b>	<b>65,015</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>197</b>	<b>...</b>	<b>96,112</b>	<b>95,171</b>	<b>67,912</b>	<b>118,850</b>
Male	175	...	97,842	99,331	70,021	118,850
Female	22	...	82,347	80,946	55,176	118,352
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

**2005/2006**  
**Ryerson University**

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>196</b>	<b>6</b>	<b>115,430</b>	<b>115,049</b>	<b>102,889</b>	<b>126,579</b>
With senior administrative duties	24	6	126,521	125,488	109,133	139,259
Without senior administrative duties	172	...	113,883	114,393	102,389	123,423
<b>Associate professors</b>	<b>196</b>	<b>2</b>	<b>99,439</b>	<b>97,034</b>	<b>88,054</b>	<b>113,397</b>
With senior administrative duties	31	1	111,949	112,506	96,627	124,956
Without senior administrative duties	165	1	97,088	95,564	87,060	107,452
<b>Assistant professors</b>	<b>200</b>	<b>1</b>	<b>78,508</b>	<b>77,793</b>	<b>68,293</b>	<b>88,301</b>
<b>Rank below assistant</b>	<b>28</b>	<b>...</b>	<b>67,708</b>	<b>65,322</b>	<b>56,213</b>	<b>79,834</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>627</b>	<b>2</b>	<b>97,050</b>	<b>96,172</b>	<b>72,196</b>	<b>119,885</b>
Male	379	1	100,212	99,629	74,855	120,846
Female	248	1	92,219	91,043	67,003	117,331
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

... not applicable

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Table 1 (continued)

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

2005/2006

## University of Winnipeg

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>78</b>	<b>3</b>	<b>100,645</b>	<b>104,528</b>	<b>86,444</b>	<b>110,009</b>
With senior administrative duties	15	2	97,749	94,485	81,377	110,230
Without senior administrative duties	63	1	101,334	104,626	87,372	110,009
<b>Associate professors</b>	<b>70</b>	<b>...</b>	<b>76,449</b>	<b>74,889</b>	<b>65,295</b>	<b>87,662</b>
With senior administrative duties	8	...	79,863	x	x	x
Without senior administrative duties	62	...	76,009	x	x	x
<b>Assistant professors</b>	<b>68</b>	<b>1</b>	<b>60,087</b>	<b>58,411</b>	<b>55,049</b>	<b>68,497</b>
<b>Rank below assistant</b>	<b>6</b>	<b>...</b>	<b>52,289</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	<b>43</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>267</b>	<b>2</b>	<b>77,043</b>	<b>72,478</b>	<b>55,122</b>	<b>108,259</b>
Male	177	...	79,682	74,407	56,076	110,009
Female	90	2	71,853	70,148	53,709	93,127
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

2005/2006

## University of Regina

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>95</b>	<b>15</b>	<b>102,503</b>	<b>103,426</b>	<b>92,049</b>	<b>110,148</b>
With senior administrative duties	19	7	106,741	106,936	93,337	117,124
Without senior administrative duties	76	8	101,444	101,629	91,694	106,970
<b>Associate professors</b>	<b>130</b>	<b>10</b>	<b>77,698</b>	<b>76,304</b>	<b>68,579</b>	<b>88,309</b>
With senior administrative duties	20	4	83,784	85,415	69,464	95,314
Without senior administrative duties	110	6	76,591	75,495	68,579	85,535
<b>Assistant professors</b>	<b>96</b>	<b>8</b>	<b>62,485</b>	<b>62,068</b>	<b>53,596</b>	<b>68,422</b>
<b>Rank below assistant</b>	<b>13</b>	<b>3</b>	<b>53,178</b>	<b>52,492</b>	<b>46,952</b>	<b>53,950</b>
<b>Rank below preceding</b>	<b>52</b>	<b>4</b>	<b>53,130</b>	<b>53,341</b>	<b>40,398</b>	<b>61,778</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>398</b>	<b>28</b>	<b>77,619</b>	<b>72,658</b>	<b>52,984</b>	<b>103,974</b>
Male	253	16	81,185	76,894	57,141	105,862
Female	145	12	71,399	66,302	51,484	100,622
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

... not applicable

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**Table 1 (continued)**  
**Salaries of full-time teaching staff at Canadian universities and colleges**  
**2005/2006**  
**University of Alberta**  
**Including Medical/Dental**

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>738</b>	<b>22</b>	<b>126,347</b>	<b>121,193</b>	<b>100,176</b>	<b>155,555</b>
With senior administrative duties	100	15	136,436	133,438	107,170	164,402
Without senior administrative duties	638	7	124,766	119,444	99,992	153,271
<b>Associate professors</b>	<b>447</b>	<b>9</b>	<b>91,857</b>	<b>90,222</b>	<b>76,518</b>	<b>104,256</b>
With senior administrative duties	27	...	x	x	x	x
Without senior administrative duties	420	9	x	x	x	x
<b>Assistant professors</b>	<b>293</b>	<b>9</b>	<b>77,180</b>	<b>73,150</b>	<b>59,160</b>	<b>94,055</b>
<b>Rank below assistant</b>	<b>1</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>1,494</b>	<b>25</b>	<b>106,917</b>	<b>101,824</b>	<b>71,756</b>	<b>146,264</b>
Male	1,051	13	110,929	107,111	74,751	149,755
Female	443	12	97,399	94,704	67,530	132,182
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

**2005/2006**  
**University of Alberta**  
**Excluding Medical/Dental**

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>594</b>	<b>21</b>	<b>124,295</b>	<b>119,649</b>	<b>100,005</b>	<b>151,775</b>
With senior administrative duties	77	14	131,277	129,266	107,119	154,056
Without senior administrative duties	517	7	123,255	118,289	99,804	151,175
<b>Associate professors</b>	<b>382</b>	<b>9</b>	<b>91,281</b>	<b>89,022</b>	<b>76,143</b>	<b>103,758</b>
With senior administrative duties	22	...	99,681	99,031	82,728	107,617
Without senior administrative duties	360	9	90,768	88,339	75,473	102,980
<b>Assistant professors</b>	<b>267</b>	<b>8</b>	<b>77,327</b>	<b>73,096</b>	<b>59,160</b>	<b>94,109</b>
<b>Rank below assistant</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>1,257</b>	<b>24</b>	<b>104,871</b>	<b>100,000</b>	<b>71,236</b>	<b>143,251</b>
Male	861	13	108,981	104,758	73,613	147,286
Female	396	11	95,935	93,381	67,525	129,952
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

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Table 1 (continued)

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

2005/2006

## University of Lethbridge

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>61</b>	<b>4</b>	<b>125,112</b>	<b>120,697</b>	<b>103,385</b>	<b>151,925</b>
With senior administrative duties	6	4	150,735	x	x	x
Without senior administrative duties	55	...	122,316	x	x	x
<b>Associate professors</b>	<b>113</b>	<b>4</b>	<b>96,289</b>	<b>93,430</b>	<b>75,631</b>	<b>120,669</b>
With senior administrative duties	7	...	122,857	x	x	x
Without senior administrative duties	106	4	94,535	x	x	x
<b>Assistant professors</b>	<b>126</b>	<b>9</b>	<b>70,352</b>	<b>69,131</b>	<b>58,278</b>	<b>81,026</b>
<b>Rank below assistant</b>	<b>17</b>	<b>1</b>	<b>56,964</b>	<b>54,000</b>	<b>33,500</b>	<b>81,370</b>
<b>Rank below preceding</b>	<b>68</b>	<b>4</b>	<b>66,412</b>	<b>65,987</b>	<b>54,182</b>	<b>78,980</b>
<b>Other teaching staff</b>	<b>2</b>	<b>1</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>All ranks combined (including deans)</b>	<b>391</b>	<b>19</b>	<b>86,408</b>	<b>78,890</b>	<b>58,103</b>	<b>125,554</b>
Male	248	7	91,012	82,830	58,322	130,593
Female	143	12	78,424	72,779	57,215	110,461
<b>Visiting staff</b>	<b>...</b>	<b>1</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

... not applicable

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**Table 1 (continued)**  
**Salaries of full-time teaching staff at Canadian universities and colleges**  
**2005/2006**  
**University of British Columbia**  
**Including Medical/Dental**

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>806</b>	<b>15</b>	<b>134,693</b>	<b>125,416</b>	<b>104,008</b>	<b>175,329</b>
With senior administrative duties	113	15	148,769	138,027	116,831	195,068
Without senior administrative duties	693	...	132,398	122,236	103,031	172,776
<b>Associate professors</b>	<b>691</b>	<b>2</b>	<b>101,881</b>	<b>93,299</b>	<b>84,895</b>	<b>124,885</b>
With senior administrative duties	28	2	113,525	x	x	x
Without senior administrative duties	663	...	101,390	x	x	x
<b>Assistant professors</b>	<b>614</b>	<b>...</b>	<b>89,858</b>	<b>82,116</b>	<b>68,116</b>	<b>111,824</b>
<b>Rank below assistant</b>	<b>7</b>	<b>...</b>	<b>83,121</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	<b>204</b>	<b>...</b>	<b>74,953</b>	<b>72,544</b>	<b>55,000</b>	<b>92,853</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>2,339</b>	<b>...</b>	<b>108,321</b>	<b>98,850</b>	<b>72,746</b>	<b>152,387</b>
Male	1,594	...	113,730	105,226	75,905	159,436
Female	745	...	96,747	88,218	68,273	129,340
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

**2005/2006**  
**University of British Columbia**  
**Excluding Medical/Dental**

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>584</b>	<b>13</b>	<b>127,767</b>	<b>122,246</b>	<b>104,782</b>	<b>155,717</b>
With senior administrative duties	86	13	139,927	133,662	116,159	172,995
Without senior administrative duties	498	...	125,668	119,698	104,085	153,365
<b>Associate professors</b>	<b>554</b>	<b>2</b>	<b>96,408</b>	<b>92,205</b>	<b>85,908</b>	<b>115,458</b>
With senior administrative duties	22	2	106,646	101,662	89,754	125,365
Without senior administrative duties	532	...	95,985	91,712	85,661	114,416
<b>Assistant professors</b>	<b>455</b>	<b>...</b>	<b>85,615</b>	<b>81,710</b>	<b>70,588</b>	<b>105,944</b>
<b>Rank below assistant</b>	<b>7</b>	<b>...</b>	<b>83,121</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	<b>185</b>	<b>...</b>	<b>75,426</b>	<b>74,422</b>	<b>55,716</b>	<b>92,811</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>1,800</b>	<b>...</b>	<b>102,393</b>	<b>95,955</b>	<b>73,869</b>	<b>140,383</b>
Male	1,193	...	107,712	102,760	77,853	145,120
Female	607	...	91,940	86,718	68,886	120,648
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

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Table 1 (continued)

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

2005/2006

## Simon Fraser University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>270</b>	<b>15</b>	<b>117,361</b>	<b>114,789</b>	<b>99,479</b>	<b>139,415</b>
With senior administrative duties	44	8	120,884	119,297	102,314	137,043
Without senior administrative duties	226	7	116,675	114,415	98,103	139,524
<b>Associate professors</b>	<b>208</b>	<b>...</b>	<b>94,487</b>	<b>90,185</b>	<b>82,362</b>	<b>108,181</b>
With senior administrative duties	24	...	98,043	96,586	90,296	105,881
Without senior administrative duties	184	...	94,023	89,711	81,321	108,182
<b>Assistant professors</b>	<b>233</b>	<b>...</b>	<b>79,398</b>	<b>76,577</b>	<b>62,333</b>	<b>100,331</b>
<b>Rank below assistant</b>	<b>6</b>	<b>...</b>	<b>72212</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	<b>99</b>	<b>3</b>	<b>71,531</b>	<b>73,628</b>	<b>60,850</b>	<b>77,573</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>824</b>	<b>10</b>	<b>94,978</b>	<b>91,862</b>	<b>66,620</b>	<b>123,086</b>
Male	564	6	98,284	96,175	68,943	127,358
Female	260	4	87,806	86,577	64,297	111,096
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

2005/2006

## University of Victoria

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>255</b>	<b>13</b>	<b>111,484</b>	<b>110,164</b>	<b>93,446</b>	<b>129,638</b>
With senior administrative duties	22	9	119,035	113,318	101,873	143,950
Without senior administrative duties	233	4	110,771	109,774	92,962	128,772
<b>Associate professors</b>	<b>205</b>	<b>1</b>	<b>89,885</b>	<b>88,034</b>	<b>75,404</b>	<b>105,774</b>
With senior administrative duties	20	1	98,425	96,696	90,146	108,079
Without senior administrative duties	185	...	88,962	87,103	75,129	104,614
<b>Assistant professors</b>	<b>194</b>	<b>4</b>	<b>71,234</b>	<b>70,578</b>	<b>59,464</b>	<b>84,132</b>
<b>Rank below assistant</b>	<b>4</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	<b>41</b>	<b>...</b>	<b>68,328</b>	<b>66,297</b>	<b>56,033</b>	<b>81,953</b>
<b>Other teaching staff</b>	<b>22</b>	<b>...</b>	<b>71,680</b>	<b>60,050</b>	<b>52,000</b>	<b>100,000</b>
<b>All ranks combined (including deans)</b>	<b>731</b>	<b>8</b>	<b>91,304</b>	<b>88,909</b>	<b>62,934</b>	<b>120,439</b>
Male	456	4	96,702	95,985	65,314	125,289
Female	275	4	82,352	81,856	60,735	105,989
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

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**Table 1 (concluded)**  
**Salaries of full-time teaching staff at Canadian universities and colleges**  
**2005/2006**  
**University of Northern British Columbia**

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>23</b>	<b>5</b>	<b>101,201</b>	<b>101,015</b>	<b>81,445</b>	<b>119,401</b>
With senior administrative duties	5	4	x	x	x	x
Without senior administrative duties	18	1	x	x	x	x
<b>Associate professors</b>	<b>69</b>	<b>1</b>	<b>77,115</b>	<b>74,632</b>	<b>65,926</b>	<b>90,496</b>
With senior administrative duties	10	...	80,757	78,262	74,632	92,274
Without senior administrative duties	59	1	76,498	73,989	65,926	85,374
<b>Assistant professors</b>	<b>76</b>	<b>2</b>	<b>65,452</b>	<b>61,610</b>	<b>56,752</b>	<b>76,103</b>
<b>Rank below assistant</b>	<b>9</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>181</b>	<b>4</b>	<b>75,449</b>	<b>72,222</b>	<b>59,036</b>	<b>102,710</b>
Male	122	2	78,076	73,137	59,052	103,973
Female	59	2	70,018	65,524	58,826	80,618
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

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**Table 2**  
**Salary scales for teachers at Canadian universities and colleges, 2005/2006**

	Full professor \$	Associate professor \$	Assistant professor \$	Lecturer \$	Other ranks \$
<b>Memorial University of Newfoundland</b>					
Minimum	75,389	62,725	53,227	46,895	45,312
Maximum	121,296	97,551	67,474	54,810	80,138
Annual increment	1,583	1,583	1,583	1,583	1,583
<b>University of Prince Edward Island<sup>1</sup></b>					
Minimum	75,454	61,307	47,159	40,085	...
Maximum	100,611	89,897	67,742	51,520	...
Annual increment	2,287	2,287	2,287	2,287	...
<b>Acadia University</b>					
Minimum	78,331	63,169	51,156	40,017	...
Maximum	116,770	88,144	72,160	55,069	...
Annual increment					
Minimum	649	877	963	771	...
Maximum	2,426	2,075	1,875	1,388	...
<b>Atlantic School of Theology</b>					
Minimum	62,000	59,000	52,000	41,000	...
Maximum	78,000	71,000	64,000	49,000	...
Annual increment	...	...	...	...	...
<b>Dalhousie University</b>					
Minimum <sup>2</sup>	67,506	57,646	47,786	42,170	...
Maximum <sup>2</sup>	126,687	101,960	79,763	68,264	...
Annual increment	1,872	1,872	1,872	1,872	...
<b>Mount Saint Vincent University</b>					
Minimum	83,170	64,531	51,908	44,540	...
Maximum	108,970	90,331	69,108	53,140	...
Annual increment	2,150	2,150	2,150	2,150	...
<b>Nova Scotia College of Art and Design</b>					
Minimum	73,704	62,322	46,287	41,823	...
Maximum	106,212	91,218	69,765	50,853	...
Annual increment	1,806	1,806	1,806	1,806	...
<b>St. Francis Xavier University</b>					
Minimum	79,672	62,885	51,693	44,232	...
Maximum	108,586	89,932	69,411	47,962	...
Annual increment	1,865	1,865	1,865	1,865	...
<b>Saint Mary's University</b>					
Minimum	85,463	66,076	54,228	47,419	...
Maximum	113,549	90,240	67,268	52,054	...
Annual increment					
1st level	2,443	2,301	2,173	2,462	...
2nd level	1,831	1,726	1,087	2,173	...
<b>University of King's College</b>					
Minimum	67,506	57,646	47,786	42,170	35,413
Maximum	126,687	101,960	79,763	68,264	63,094
Annual increment	1,872	1,872	1,872	1,872	1,772
<b>University College of Cape Breton</b>					
Minimum	80,240	60,473	47,131	40,013	...
Maximum	100,240	85,173	61,531	47,013	...
Annual increment	2,000	1,900	1,800	1,400	...
<b>Nova Scotia Agricultural College<sup>1</sup></b>					
Minimum	65,700	52,900	46,100	38,900	...
Maximum	90,000	74,000	60,700	47,800	...
Annual increment	1,436	1,827	1,827	1,488	...

**Table 2 (continued)**  
**Salary scales for teachers at Canadian universities and colleges, 2005/2006**

	Full professor \$	Associate professor \$	Assistant professor \$	Lecturer \$	Other ranks \$
<b>Mount Allison University</b>					
Minimum	82,803	62,177	50,719	42,469	...
Maximum	112,596	101,137	82,803	62,177	...
Annual increment	2,292	2,292	2,292	2,292	...
<b>University of New Brunswick</b>					
Minimum	84,024	67,779	54,251	48,054	...
Maximum	121,925	99,818	82,670	61,331	...
Annual increment	...	...	...	...	...
<b>Université de Moncton</b>					
Minimum	79,642	64,858	53,770	38,986	...
Maximum	111,058	90,730	72,250	55,618	...
Annual increment	924	924	924	924	...
<b>St. Thomas University</b>					
Minimum	83,539	64,974	51,712	46,410	...
Maximum	115,750	94,678	76,107	62,845	...
Annual increment	2,652	2,652	2,652	2,652	...
<b>Brock University</b>					
Minimum	88,543	69,421	57,897	44,722	...
Maximum	...	...	...	...	...
Annual increment	% 6.35	6.35	6.35	6.35	...
<b>Carleton University</b>					
Minimum	83,300	61,300	50,480	40,390	...
Maximum	126,200	126,200	83,370	65,690	...
Annual increment	% 3.0	3.0	3.0	3.0	...
<b>University of Guelph</b>					
Minimum	78,919	63,135	47,829	45,438	...
Maximum	...	...	...	...	...
Annual increment	...	...	...	...	...
<b>Laurentian University</b>					
Minimum	83,122	66,641	54,117	44,014	...
Maximum	...	...	...	...	...
Annual increment	2,500	2,375	2,250	2,125	...
<b>Collège universitaire de Hearst<sup>1</sup></b>					
Minimum	51,566	48,134	43,841	42,982	...
Maximum	78,380	73,164	66,638	60,175	...
Annual increment	2,063	1,925	1,754	1,719	...
<b>Huntington University</b>					
Minimum	68,815	55,114	44,817	36,650	...
Maximum	117,357	97,536	73,545	57,302	...
Annual increment	...	...	...	...	...
<b>University of Sudbury</b>					
Minimum	82,491	65,830	53,427	43,070	...
Maximum	119,066	98,956	74,616	58,136	...
Annual increment	2,500	2,350	2,050	1,900	...
<b>Thorneloe University<sup>1</sup></b>					
Minimum	83,122	66,641	54,117	44,014	...
Maximum	...	...	...	...	...
Annual increment	2,500	2,375	2,250	2,125	...

Table 2 (continued)

## Salary scales for teachers at Canadian universities and colleges, 2005/2006

	Full professor \$	Associate professor \$	Assistant professor \$	Lecturer \$	Other ranks \$
<b>McMaster University</b>					
Minimum	84,048	66,389	51,357	41,456	...
Maximum	...	...	...	...	...
Annual increment	...	...	...	...	...
<b>University of Ottawa<sup>1</sup></b>					
Minimum	69,566	57,941	48,268	41,453	...
Maximum	116,729	98,256	72,545	53,233	...
Annual increment	% 2.6	2.6	2.6	2.6	...
<b>Université Saint-Paul</b>					
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	...
<b>Queen's University</b>					
Minimum	78,408	62,103	53,594	...	...
Maximum	...	...	...	...	...
Annual increment	...	...	...	...	...
<b>St. Augustine's Seminary</b>					
Minimum	...	73,552	60,000	...	...
Maximum	...	...	...	...	...
Annual increment	% ...	2.0	2.0	...	...
<b>University of St. Michael's College</b>					
Minimum	75,900	56,650	46,250	62,500	...
Maximum	...	...	78,600	...	...
Annual increment	...	...	...	...	...
<b>University of Trinity College</b>					
Minimum	73,700	55,000	44,900	52,100	...
Maximum	...	...	76,300	...	...
Annual increment					
1st level	2,655	2,655	2,655	2,030	...
2nd level	1,515	1,515	1,515	1,165	...
<b>Victoria University<sup>1</sup></b>					
Minimum	75,700	55,000	44,900	52,100	...
Maximum	...	...	76,300	...	...
Annual increment	...	...	...	...	...
<b>Knox College<sup>1</sup></b>					
Minimum	78,003	69,058	66,862	...	...
Maximum	...	72,918	...	...	...
Annual increment	...	...	...	...	...
<b>Trent University</b>					
Minimum	92,571	73,200	56,647	48,927	...
Maximum	137,523	118,258	94,712	74,503	...
Annual increment	2,140	2,460	2,601	2,598	...
<b>University of Waterloo</b>					
Minimum	96,069	75,409	59,914	46,485	...
Maximum	...	...	...	...	...
Annual increment	...	...	...	...	...
<b>St. Jerome's University</b>					
Minimum	96,069	75,409	59,914	...	...
Maximum	...	...	...	...	...
Annual increment	% 3.3	3.3	3.3	...	...

**Table 2 (continued)**  
**Salary scales for teachers at Canadian universities and colleges, 2005/2006**

	Full professor \$	Associate professor \$	Assistant professor \$	Lecturer \$	Other ranks \$
<b>Conrad Grebel University College</b>					
Minimum	96,069	75,409	59,914	46,485	...
Maximum	149,785	149,785	123,960	104,230	...
Annual increment	2,930	2,930	2,930	2,930	...
<b>Brescia University College<sup>1</sup></b>					
Minimum	53,365	53,365	53,365	48,365	...
Maximum	102,000	96,000	85,000	72,000	...
Annual increment	1,944	1,908	1,817	1,454	...
<b>Huron University College</b>					
Minimum	...	70,000	56,000	...	...
Maximum	110,000	96,000	70,000	...	...
Annual increment	...	...	...	...	...
<b>York University</b>					
Minimum	74,565	58,200	48,535	40,755	...
Maximum	...	...	...	...	...
Annual increment	% 3.5	3.5	3.5	3.5	...
<b>Wilfrid Laurier University</b>					
Minimum	87,000	71,000	55,000	47,600	...
Maximum	...	...	...	...	...
Annual increment	% 3.5	3.5	3.5	3.5	...
<b>Ryerson University</b>					
Minimum	82,000	72,000	57,000	...	...
Maximum	...	...	100,000	...	...
Annual increment					
1st level	2,000	1,700	1,700	...	...
2nd level	...	1,900	1,900	...	...
3rd level	...	2,400	2,400	...	...
<b>Redeemer University College</b>					
Minimum	...	...	44,119	41,368	...
Maximum	68,876	68,876	63,375	59,248	...
Annual increment	1,375	1,375	1,375	1,375	...
<b>Nipissing University</b>					
Minimum	89,669	73,926	57,215	44,077	...
Maximum	124,069	102,194	81,530	61,317	...
Annual increment	2,825	2,314	2,165	1,860	...
<b>Ontario College of Art and Design</b>					
Minimum	78,415	67,213	56,010	...	...
Maximum	103,281	91,805	80,329	...	...
Annual increment <sup>4</sup>	...	...	...	...	...
<b>Brandon University</b>					
Minimum	83,875	67,160	51,274	42,958	...
Maximum	115,891	95,721	73,621	54,262	...
Annual increment	2,668	2,197	1,719	1,256	...
<b>University of Manitoba</b>					
Minimum	83,028	64,252	54,961	43,843	...
Maximum	123,279	95,389	79,095	62,602	...
Annual increment					
Minimum	1,532	1,187	920	714	...
Maximum	3,067	2,372	1,839	1,429	...



Table 2 (continued)

## Salary scales for teachers at Canadian universities and colleges, 2005/2006

	Full professor \$	Associate professor \$	Assistant professor \$	Lecturer \$	Other ranks \$
<b>University of Winnipeg</b>					
Minimum	77,177	63,194	51,687	40,071	...
Maximum	110,009	89,460	68,497	53,729	...
Annual increment					
1st level	2,627	2,101	1,681	1,366	...
2nd level	1,313	1,051	...	...	...
<b>University of Saskatchewan<sup>1</sup></b>					
Minimum	81,045	64,961	52,494	41,807	32,867
Maximum	...	91,549	78,018	61,226	52,286
Annual increment	2,429	2,127	2,127	1,387	1,387
<b>College of Emmanuel and Saint Chad</b>					
Minimum	65,766	61,535	54,700	...	...
Maximum	...	...	...	...	...
Annual increment	% 2.0	2.0	2.0	...	...
<b>Lutheran Theological Seminary</b>					
Minimum	...	...	...	...	...
Maximum	...	59,421	56,063	...	...
Annual increment	...	...	...	...	...
<b>Luther College<sup>1</sup></b>					
Minimum	77,038	60,456	49,360	39,370	...
Maximum	101,528	83,256	68,422	52,492	...
Annual increment	2,444	2,279	2,118	1,458	...
<b>University of Alberta</b>					
Minimum	82,890	66,600	53,580	...	...
Maximum	...	95,256	75,900	...	...
Annual increment					
1st level	2,810	2,388	1,860	...	...
2nd level	2,388	...	...	...	...
3rd level	1,860	...	...	...	...
<b>University of Calgary</b>					
Minimum					
Medical	80,520	66,718	55,214	44,862	...
Non-medical	80,520	66,718	55,214	...	48,204
Maximum					
Medical	...	111,577	83,971	60,621	...
Non-medical	...	101,225	83,971	...	83,971
Annual increment medical					
1st level	2,612	2,363	1,826	1,612	...
2nd level	2,223	1,182	...	...	...
3rd level	1,961	...	...	...	...
4th level	1,400	...	...	...	...
Annual increment non-medical					
1st level	2,363	2,148	1,826	1,612	1,826
2nd level	2,041	1,074	...	...	...
3rd level	1,719	...	...	...	...
4th level	1,400	...	...	...	...
<b>Canadian University College</b>					
Minimum	52,296	50,808	45,384	39,468	...
Maximum	53,280	51,804	50,316	44,400	...
Annual increment					
Minimum	% 1.0	1.0	2.0	2.0	...
Maximum	% ...	...	3.0	3.0	...

**Table 2 (concluded)**  
**Salary scales for teachers at Canadian universities and colleges, 2005/2006**

	Full professor \$	Associate professor \$	Assistant professor \$	Lecturer \$	Other ranks \$
<b>Athabasca University</b>					
Minimum	84,770	67,966	54,494	42,501	42,501
Maximum	114,857	92,093	73,837	59,204	73,837
Annual increment	% 2.8	2.8	2.8	2.8	2.8
<b>The King's University College</b>					
Minimum	62,611	54,023	45,435	39,584	...
Maximum	72,273	67,979	54,023	40,637	...
Annual increment	1,074	1,074	1,074	1,053	...
<b>Concordia University College of Alberta</b>					
Minimum	66,745	58,418	48,941	...	...
Maximum	95,465	91,733	88,000	...	...
Annual increment	1,149	1,149	1,149	...	...
<b>Alliance University College</b>					
Minimum	61,536	50,305	43,952	...	...
Maximum	72,718	64,519	56,518	...	...
Annual increment	...	...	...	...	...
<b>Simon Fraser University</b>					
Minimum	82,883	66,620	55,003	50,357	50,837
Maximum	117,070	90,185	78,569	77,573	55,003
Annual increment <sup>4</sup>	...	...	...	...	...
<b>University of Victoria</b>					
Minimum	79,000	69,000	52,000	50,000	...
Maximum	...	...	...	...	...
Annual increment	...	...	...	...	...
<b>Trinity Western University</b>					
Minimum	60,769	52,842	46,745	40,648	...
Maximum	71,585	62,988	56,655	45,363	...
Annual increment	...	...	...	...	...
<b>University of Northern British Columbia</b>					
Minimum	79,242	65,078	53,197	45,276	...
Maximum	...	88,409	70,417	57,497	...
Annual increment					
Minimum	1,111	556	556	555	...
Maximum	2,222	2,222	2,222	2,222	...
<b>Royal Roads University<sup>1</sup></b>					
Minimum	80,000	...	...	...	...
Maximum	107,200	...	...	...	...
Annual increment	1,600	...	...	...	...

... not applicable

1. Scales are not final.

2. Higher for Law, Business, Engineering, Computer Science and Medicine.

3. Based on merit.

4. Varies.

# 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. Analysis is also published in *Focus on Culture* (87-004-XIE, free, <http://www.statcan.ca/bsolc/english/bsolc?catno=87-004-X>).

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.

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. Analysis is also published in *Education Matters* (81-004-XIE, free, <http://www.statcan.ca/bsolc/english/bsolc?catno=81-004-X>), and in the *Analytical Studies Branch research paper series* (11F0019MIE, free, <http://www.statcan.ca/bsolc/english/bsolc?catno=11F0019M>).

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

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**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

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**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
81-595-MIE2005032	Survey of Earned Doctorates: A Profile of Doctoral Degree Recipients
81-595-MIE2005033	The Education Services Industry in Canada
81-595-MIE2005034	Connectivity and ICT Integration in First Nations Schools: Results from the Information and Communications Technologies in Schools Survey, 2003/04
81-595-MIE2005035	Registered Apprentices: A Class Ten Years Later

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**Research papers**

81-595-MIE2005036	Participation in Postsecondary Education: Evidence from the Survey of Labour Income Dynamics
81-595-MIE2006037	Economic Contribution of the Culture sector to Canada's Provinces
81-595-MIE2006038	Profile of Selected Culture Industries in Ontario
81-595-MIE2006039	Factors Affecting the Repayment of Student Loans
81-595-MIE2006040	Culture Goods Trade Data User Guide
81-595-MIE2006041	Health Human Resources and Education: Outlining Information Needs
81-595-MIE2006042	How Students Fund Their Postsecondary Education: Findings from the Postsecondary Education Participation Survey
81-595-MIE2006043	Educational outcomes at age 19 Associated with Reading Ability at Age 15
81-595-MIE2006044	Summary Public School Indicators for the Provinces and Territories, 1997-1998 to 2003-2004
81-595-MIE2006045	Follow-up on Education and Labour Market Pathways of Young Canadians Aged 18 to 20 – Results from YITS Cycle 3
81-595-MIE2006046	Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2005/2006: Preliminary Report