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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, 2006/2007: Preliminary Report

by Education Finances, Postsecondary Faculty and Tuition Statistics Section

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# **Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2006/2007: Preliminary Report**

**Education Finances, Postsecondary Faculty  
and Tuition Statistics Section**

Statistics Canada

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## Table of contents

Acknowledgements	4
Background	6
<b>Table 1</b> Salaries of full-time teaching staff at Canadian universities and colleges	10
Memorial University	10
University of Prince Edward Island	11
Dalhousie University	12
Mount Saint Vincent University	13
St. Mary's University	13
Mount Allison University	14
University of New Brunswick	14
Université de Moncton (Campus de Moncton)	15
St. Thomas University	15
Brock University	16
Guelph University	16
Lakehead University	17
Laurentian University	17
Trent University	18
University of Waterloo	18
York University	19
Brandon University	19
University of Winnipeg	20
Simon Fraser University	20
University of British Columbia	21
University of Victoria	22
University of Northern British Columbia	22
<b>Table 2</b> Salary scales for teachers at Canadian universities and colleges	23
Cumulative index	30

## 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 22 Canadian universities, along with information on their salary scales for the 2006/2007 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 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 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 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
- 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 2006/2007 salary scales for full-time university teachers. The 67 institutions included in this table are those that reported their scales by the end of June, 2007. 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	Victoria University
University of Prince Edward Island	Knox College
Acadia University	Trent University
Atlantic School of Theology	University of Waterloo
Université Sainte-Anne	St. Jerome's University
Dalhousie University	King's University College
Mount St. Vincent University	University of Windsor
Nova Scotia College of Arts and Design	York University
St. Francis Xavier University	Collège Dominicain de Philosophie et de Théologie
St. Mary's University	Ryerson University
University of King's College	Redeemer University College
Cape Breton University	Nipissing University
Nova Scotia Agricultural College	University of Ontario Institute of Technology
Mount Allison University	Ontario College of Art and Design
University of New Brunswick	Brandon University
Université de Moncton (Parent Institution)	University of Manitoba
Université de Moncton – Campus de Shippagan	Collège Universitaire de Saint-Boniface
St. Thomas University	Canadian Mennonite University
Brock University	University of Saskatchewan
Concordia Lutheran Theological Seminary	Saint Thomas More College
University of Guelph	Luther College
Lakehead University	University of Alberta
Laurentian University	University of Calgary
Collège Universitaire de Hearst	Canadian University College
Huntington University	University of Lethbridge
University of Sudbury	Athabasca University
Thorneloe University	The King's University College
McMaster University	Concordia University College of Alberta
University of Ottawa	Canadian Nazarene University College
Université Saint-Paul	Alliance University College
Queen's University	University of British Columbia
University of Toronto	Simon Fraser University
University of St. Michael's College	University of Victoria
University of Trinity College	University of Northern British Columbia

**Table 1**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2006/2007**

**Memorial University**

Including medical and dental	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>285</b>	<b>13</b>	<b>103,696</b>	<b>102,300</b>	<b>88,053</b>	<b>119,713</b>
With senior administrative duties	36	6	108,464	107,134	90,487	126,847
Without senior administrative duties	249	7	103,007	102,300	88,053	118,130
<b>Associate professors</b>	<b>316</b>	<b>6</b>	<b>85,143</b>	<b>83,304</b>	<b>72,223</b>	<b>97,551</b>
With senior administrative duties	29	1	93,354	91,053	75,615	108,858
Without senior administrative duties	287	5	84,313	83,304	72,223	97,551
<b>Assistant professors</b>	<b>241</b>	<b>3</b>	<b>66,742</b>	<b>65,891</b>	<b>56,551</b>	<b>76,814</b>
<b>Rank below assistant</b>	<b>10</b>	<b>...</b>	<b>55,601</b>	<b>54,019</b>	<b>50,061</b>	<b>64,308</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>2</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>All ranks combined (including deans)</b>	<b>861</b>	<b>15</b>	<b>86,230</b>	<b>86,470</b>	<b>62,725</b>	<b>111,798</b>
Male	575	7	89,633	89,636	64,308	113,381
Female	286	8	79,388	76,181	61,142	101,350
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

**Memorial University**

Excluding medical and dental	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>240</b>	<b>11</b>	<b>103,662</b>	<b>102,300</b>	<b>88,887</b>	<b>118,130</b>
With senior administrative duties	27	5	109,293	108,966	88,412	128,096
Without senior administrative duties	213	6	102,948	102,300	88,528	116,547
<b>Associate professors</b>	<b>244</b>	<b>6</b>	<b>86,606</b>	<b>84,887</b>	<b>72,223</b>	<b>97,551</b>
With senior administrative duties	21	1	95,520	96,302	75,572	113,325
Without senior administrative duties	223	5	85,767	84,887	72,223	97,551
<b>Assistant professors</b>	<b>184</b>	<b>1</b>	<b>66,912</b>	<b>65,891</b>	<b>56,393</b>	<b>78,555</b>
<b>Rank below assistant</b>	<b>10</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>1</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>All ranks combined (including deans)</b>	<b>685</b>	<b>12</b>	<b>87,255</b>	<b>88,053</b>	<b>62,725</b>	<b>111,798</b>
Male	465	6	90,518	91,219	64,308	113,381
Female	220	6	80,358	78,555	59,559	102,300
<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, 2006/2007

## University of Prince Edward Island

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>38</b>	<b>...</b>	<b>108,558</b>	<b>108,375</b>	<b>88,621</b>	<b>130,420</b>
With senior administrative duties	...	...	...	...	...	...
Without senior administrative duties	38	...	x	x	x	x
<b>Associate professors</b>	<b>90</b>	<b>4</b>	<b>92,352</b>	<b>90,186</b>	<b>71,794</b>	<b>116,762</b>
With senior administrative duties	15	2	109,793	103,557	88,294	132,552
Without senior administrative duties	75	2	88,864	83,969	71,794	111,765
<b>Assistant professors</b>	<b>45</b>	<b>2</b>	<b>74,018</b>	<b>68,939</b>	<b>59,303</b>	<b>97,080</b>
<b>Rank below assistant</b>	<b>23</b>	<b>5</b>	<b>82,085</b>	<b>81,430</b>	<b>70,668</b>	<b>99,544</b>
<b>Rank below preceding</b>	<b>1</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Other teaching staff</b>	<b>6</b>	<b>...</b>	<b>69,895</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>All ranks combined (including deans)</b>	<b>210</b>	<b>4</b>	<b>90,002</b>	<b>86,694</b>	<b>66,530</b>	<b>115,858</b>
Male	134	2	92,782	93,763	66,708	117,248
Female	76	2	85,103	76,980	63,157	110,885
<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, 2006/2007****Dalhousie University**

Including medical and dental	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>374</b>	<b>13</b>	<b>116,744</b>	<b>115,975</b>	<b>91,670</b>	<b>141,527</b>
With senior administrative duties	68	9	126,513	126,155	96,322	150,807
Without senior administrative duties	306	4	114,573	113,936	91,217	139,634
<b>Associate professors</b>	<b>284</b>	<b>6</b>	<b>93,753</b>	<b>90,929</b>	<b>77,773</b>	<b>112,555</b>
With senior administrative duties	36	3	107,035	106,642	84,369	129,511
Without senior administrative duties	248	3	91,825	89,098	76,543	106,373
<b>Assistant professors</b>	<b>300</b>	<b>5</b>	<b>76,109</b>	<b>75,104</b>	<b>61,500</b>	<b>90,016</b>
<b>Rank below assistant</b>	<b>22</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>991</b>	<b>13</b>	<b>97,200</b>	<b>92,915</b>	<b>68,043</b>	<b>131,969</b>
Male	630	8	102,927	102,275	70,000	136,041
Female	361	5	87,207	82,156	65,324	113,414
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

**Dalhousie University**

Excluding medical and dental	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>239</b>	<b>11</b>	<b>118,497</b>	<b>118,527</b>	<b>97,258</b>	<b>139,003</b>
With senior administrative duties	47	8	120,707	122,064	96,238	141,307
Without senior administrative duties	192	3	117,956	117,234	97,740	138,300
<b>Associate professors</b>	<b>188</b>	<b>5</b>	<b>93,348</b>	<b>90,905</b>	<b>78,551</b>	<b>109,965</b>
With senior administrative duties	29	3	104,360	103,602	83,986	118,239
Without senior administrative duties	159	2	91,340	89,118	78,059	105,019
<b>Assistant professors</b>	<b>219</b>	<b>5</b>	<b>74,306</b>	<b>74,938</b>	<b>61,782</b>	<b>82,891</b>
<b>Rank below assistant</b>	<b>20</b>	<b>...</b>	<b>67,321</b>	<b>70,312</b>	<b>50,220</b>	<b>76,368</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>676</b>	<b>11</b>	<b>96,207</b>	<b>91,203</b>	<b>68,011</b>	<b>128,174</b>
Male	414	6	103,225	105,019	70,862	133,960
Female	262	5	85,119	80,607	66,882	108,781
<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, 2006/2007

## Mount Saint Vincent University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>33</b>	<b>4</b>	<b>108,079</b>	<b>112,239</b>	<b>92,087</b>	<b>115,234</b>
With senior administrative duties	4	4	x	x	x	x
Without senior administrative duties	29	...	x	x	x	x
<b>Associate professors</b>	<b>60</b>	<b>5</b>	<b>88,714</b>	<b>93,040</b>	<b>73,110</b>	<b>94,540</b>
With senior administrative duties	16	2	90,680	94,015	80,923	94,840
Without senior administrative duties	44	3	87,999	93,040	73,110	93,040
<b>Assistant professors</b>	<b>42</b>	<b>2</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</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>142</b>	<b>5</b>	<b>87,163</b>	<b>93,040</b>	<b>64,096</b>	<b>112,239</b>
Male	59	-	89,744	93,040	62,324	112,239
Female	83	5	85,329	89,962	64,538	107,142
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

## St. Mary's University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>75</b>	<b>3</b>	<b>115,856</b>	<b>117,841</b>	<b>95,831</b>	<b>131,936</b>
With senior administrative duties	10	3	117,155	119,633	93,184	123,302
Without senior administrative duties	65	...	115,656	117,841	95,831	131,936
<b>Associate professors</b>	<b>84</b>	<b>3</b>	<b>89,506</b>	<b>91,540</b>	<b>73,057</b>	<b>109,356</b>
With senior administrative duties	15	1	92,911	92,586	76,557	109,632
Without senior administrative duties	69	2	88,766	90,168	73,057	108,664
<b>Assistant professors</b>	<b>65</b>	<b>2</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</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>232</b>	<b>4</b>	<b>93,193</b>	<b>93,137</b>	<b>65,356</b>	<b>119,362</b>
Male	150	2	98,598	95,831	70,059	121,341
Female	82	2	83,306	80,199	62,828	116,368
<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, 2006/2007****Mount Allison University**

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>36</b>	<b>2</b>	<b>113,875</b>	<b>115,974</b>	<b>105,588</b>	<b>115,974</b>
With senior administrative duties	10	2	115,029	115,974	108,893	115,974
Without senior administrative duties	26	...	113,432	115,974	104,172	115,974
<b>Associate professors</b>	<b>52</b>	<b>1</b>	<b>84,243</b>	<b>82,927</b>	<b>71,125</b>	<b>103,700</b>
With senior administrative duties	10	1	80,802	79,387	68,764	87,648
Without senior administrative duties	42	...	85,063	84,108	73,485	104,172
<b>Assistant professors</b>	<b>41</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</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>133</b>	<b>1</b>	<b>86,939</b>	<b>82,927</b>	<b>61,683</b>	<b>115,974</b>
Male	81	...	91,321	87,648	64,279	115,974
Female	52	1	80,112	73,485	59,322	115,974
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

**University of New Brunswick**

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>262</b>	<b>19</b>	<b>113,192</b>	<b>112,446</b>	<b>96,091</b>	<b>125,915</b>
With senior administrative duties	41	15	118,899	118,151	101,730	133,168
Without senior administrative duties	221	4	112,134	112,401	93,889	125,915
<b>Associate professors</b>	<b>194</b>	<b>6</b>	<b>86,051</b>	<b>84,014</b>	<b>74,498</b>	<b>103,084</b>
With senior administrative duties	15	2	103,662	108,058	84,379	111,610
Without senior administrative duties	179	4	84,576	83,304	74,095	100,368
<b>Assistant professors</b>	<b>73</b>	<b>6</b>	<b>69,513</b>	<b>67,676</b>	<b>60,686</b>	<b>79,106</b>
<b>Rank below assistant</b>	<b>14</b>	<b>1</b>	<b>64,983</b>	<b>65,786</b>	<b>47,880</b>	<b>74,762</b>
<b>Rank below preceding</b>	<b>29</b>	<b>...</b>	<b>61,310</b>	<b>63,088</b>	<b>52,071</b>	<b>71,965</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>589</b>	<b>15</b>	<b>95,481</b>	<b>95,148</b>	<b>66,717</b>	<b>125,915</b>
Male	383	10	99,279	100,751	69,924	125,915
Female	206	5	88,420	83,872	63,059	115,521
<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, 2006/2007

## Université de Moncton (Campus de Moncton)

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>87</b>	<b>9</b>	<b>106,859</b>	<b>107,757</b>	<b>92,980</b>	<b>116,137</b>
With senior administrative duties	13	7	111,284	113,949	90,522	119,235
Without senior administrative duties	74	2	106,081	105,800	92,980	115,914
<b>Associate professors</b>	<b>90</b>	<b>5</b>	<b>85,607</b>	<b>86,141</b>	<b>73,795</b>	<b>94,527</b>
With senior administrative duties	13	5	91,198	88,853	80,260	99,870
Without senior administrative duties	77	...	84,663	85,233	73,034	94,243
<b>Assistant professors</b>	<b>68</b>	<b>...</b>	<b>69,351</b>	<b>70,160</b>	<b>59,239</b>	<b>78,950</b>
<b>Rank below assistant</b>	<b>10</b>	<b>...</b>	<b>58,264</b>	<b>54,832</b>	<b>46,210</b>	<b>74,950</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>7</b>	<b>1</b>	<b>69,366</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>All ranks combined (including deans)</b>	<b>274</b>	<b>3</b>	<b>87,922</b>	<b>86,781</b>	<b>62,829</b>	<b>114,219</b>
Male	172	2	91,210	92,339	67,286	115,691
Female	102	1	82,379	78,725	59,622	109,830
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

## St. Thomas University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>23</b>	<b>...</b>	<b>103,818</b>	<b>105,201</b>	<b>77,066</b>	<b>119,801</b>
With senior administrative duties	2	...	x	x	x	x
Without senior administrative duties	21	...	x	x	x	x
<b>Associate professors</b>	<b>37</b>	<b>1</b>	<b>84,489</b>	<b>85,628</b>	<b>71,125</b>	<b>97,045</b>
With senior administrative duties	12	...	86,816	86,987	72,004	96,921
Without senior administrative duties	25	1	83,372	82,909	69,997	97,045
<b>Assistant professors</b>	<b>47</b>	<b>1</b>	<b>68,106</b>	<b>66,598</b>	<b>55,725</b>	<b>78,610</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>111</b>	<b>2</b>	<b>80,459</b>	<b>78,010</b>	<b>58,444</b>	<b>105,201</b>
Male	64	2	82,790	80,101	57,629	114,443
Female	47	-	77,286	77,473	57,628	97,045
<b>Visiting staff</b>	<b>...</b>	<b>1</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, 2006/2007****Brock University**

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>113</b>	<b>10</b>	<b>123,965</b>	<b>120,002</b>	<b>105,893</b>	<b>144,893</b>
With senior administrative duties	25	8	123,134	115,781	109,373	143,847
Without senior administrative duties	88	2	124,201	123,002	105,011	145,572
<b>Associate professors</b>	<b>197</b>	<b>4</b>	<b>104,689</b>	<b>102,417</b>	<b>83,941</b>	<b>129,224</b>
With senior administrative duties	29	1	111,938	111,301	86,503	132,500
Without senior administrative duties	168	3	103,437	100,970	83,710	127,199
<b>Assistant professors</b>	<b>196</b>	<b>3</b>	<b>79,491</b>	<b>76,050</b>	<b>66,950</b>	<b>107,150</b>
<b>Rank below assistant</b>	<b>42</b>	<b>...</b>	<b>68,511</b>	<b>66,295</b>	<b>52,350</b>	<b>86,125</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>556</b>	<b>9</b>	<b>97,957</b>	<b>94,347</b>	<b>67,938</b>	<b>131,844</b>
Male	317	6	103,851	105,222	70,030	139,392
Female	239	3	90,139	86,418	66,157	117,428
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

**Guelph University**

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>250</b>	<b>10</b>	<b>119,578</b>	<b>119,303</b>	<b>108,413</b>	<b>131,244</b>
With senior administrative duties	35	8	130,626	131,244	119,014	141,729
Without senior administrative duties	215	2	117,779	117,323	107,423	126,729
<b>Associate professors</b>	<b>265</b>	<b>2</b>	<b>101,112</b>	<b>100,245</b>	<b>86,631</b>	<b>114,353</b>
With senior administrative duties	17	1	117,449	120,393	99,898	127,513
Without senior administrative duties	248	1	99,993	100,245	86,631	112,571
<b>Assistant professors</b>	<b>234</b>	<b>9</b>	<b>82,383</b>	<b>81,681</b>	<b>71,780</b>	<b>95,294</b>
<b>Rank below assistant</b>	<b>7</b>	<b>...</b>	<b>62,525</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>763</b>	<b>14</b>	<b>101,696</b>	<b>101,482</b>	<b>76,730</b>	<b>123,759</b>
Male	532	9	104,377	105,195	79,206	125,244
Female	231	5	95,521	95,294	74,255	119,303
<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, 2006/2007

## Lakehead University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>72</b>	<b>6</b>	<b>116,556</b>	<b>117,914</b>	<b>101,351</b>	<b>126,775</b>
With senior administrative duties	13	6	119,537	115,558	103,796	130,475
Without senior administrative duties	59	...	115,899	118,345	99,435	126,775
<b>Associate professors</b>	<b>116</b>	<b>1</b>	<b>94,139</b>	<b>92,405</b>	<b>80,142</b>	<b>113,835</b>
With senior administrative duties	23	...	98,534	96,739	85,226	114,411
Without senior administrative duties	93	1	93,052	91,527	78,263	113,650
<b>Assistant professors</b>	<b>73</b>	<b>1</b>	<b>76,244</b>	<b>74,295</b>	<b>64,265</b>	<b>89,219</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>276</b>	<b>2</b>	<b>95,517</b>	<b>92,873</b>	<b>70,552</b>	<b>126,239</b>
Male	193	1	96,729	94,685	71,080	126,775
Female	83	1	92,697	91,418	68,920	116,570
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

## Laurentian University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>90</b>	<b>8</b>	<b>125,115</b>	<b>124,615</b>	<b>107,374</b>	<b>143,521</b>
With senior administrative duties	16	6	124,617	120,528	105,063	145,268
Without senior administrative duties	74	2	125,223	124,953	107,433	141,939
<b>Associate professors</b>	<b>114</b>	<b>3</b>	<b>101,270</b>	<b>101,607</b>	<b>81,671</b>	<b>124,619</b>
With senior administrative duties	14	1	101,565	99,165	86,873	111,402
Without senior administrative duties	100	2	101,229	101,607	80,570	125,433
<b>Assistant professors</b>	<b>119</b>	<b>4</b>	<b>78,593</b>	<b>77,528</b>	<b>66,057</b>	<b>91,746</b>
<b>Rank below assistant</b>	<b>24</b>	<b>1</b>	<b>67,821</b>	<b>65,313</b>	<b>56,134</b>	<b>76,665</b>
<b>Rank below preceding</b>	<b>1</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Other teaching staff</b>	<b>6</b>	<b>...</b>	<b>62,400</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>All ranks combined (including deans)</b>	<b>361</b>	<b>9</b>	<b>97,334</b>	<b>94,742</b>	<b>68,287</b>	<b>131,113</b>
Male	235	5	100,082	99,898	67,777	133,867
Female	126	4	92,209	89,428	68,589	120,200
<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, 2006/2007**

### Trent University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>80</b>	<b>3</b>	<b>134,834</b>	<b>140,644</b>	<b>119,975</b>	<b>145,236</b>
With senior administrative duties	22	2	132,565	135,420	115,079	147,401
Without senior administrative duties	58	1	135,695	140,644	119,975	145,236
<b>Associate professors</b>	<b>96</b>	<b>2</b>	<b>105,652</b>	<b>106,198</b>	<b>86,109</b>	<b>122,271</b>
With senior administrative duties	17	...	110,936	113,086	89,199	127,173
Without senior administrative duties	79	2	104,515	106,198	84,643	119,975
<b>Assistant professors</b>	<b>76</b>	<b>1</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below assistant</b>	<b>8</b>	<b>...</b>	<b>74,866</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>262</b>	<b>4</b>	<b>106,369</b>	<b>106,198</b>	<b>74,867</b>	<b>142,942</b>
Male	166	1	111,390	116,547	74,867	142,942
Female	96	3	97,688	93,198	74,867	122,271
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

### University of Waterloo

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>304</b>	<b>9</b>	<b>132,589</b>	<b>131,207</b>	<b>115,056</b>	<b>150,363</b>
With senior administrative duties	55	7	144,593	142,746	126,702	163,087
Without senior administrative duties	249	2	129,937	129,583	114,213	146,001
<b>Associate professors</b>	<b>323</b>	<b>3</b>	<b>108,477</b>	<b>108,230</b>	<b>87,657</b>	<b>129,069</b>
With senior administrative duties	38	...	119,978	117,143	96,959	138,838
Without senior administrative duties	285	3	106,943	106,286	87,054	126,819
<b>Assistant professors</b>	<b>232</b>	<b>3</b>	<b>84,013</b>	<b>83,786</b>	<b>65,584</b>	<b>102,629</b>
<b>Rank below assistant</b>	<b>72</b>	<b>...</b>	<b>85,116</b>	<b>84,101</b>	<b>62,483</b>	<b>108,470</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>938</b>	<b>8</b>	<b>108,987</b>	<b>109,389</b>	<b>75,385</b>	<b>139,872</b>
Male	711	8	111,744	112,454	80,000	142,022
Female	227	...	100,354	99,836	68,868	130,885
<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, 2006/2007

## York University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>285</b>	<b>18</b>	<b>123,152</b>	<b>117,307</b>	<b>103,350</b>	<b>159,430</b>
With senior administrative duties	30	9	127,606	120,756	103,284	162,781
Without senior administrative duties	255	9	122,628	117,196	103,340	157,872
<b>Associate professors</b>	<b>558</b>	<b>19</b>	<b>105,062</b>	<b>102,672</b>	<b>85,095</b>	<b>128,220</b>
With senior administrative duties	57	2	104,627	102,110	90,300	116,809
Without senior administrative duties	501	17	105,112	102,713	84,252	129,054
<b>Assistant professors</b>	<b>439</b>	<b>16</b>	<b>83,698</b>	<b>79,408</b>	<b>67,000</b>	<b>110,000</b>
<b>Rank below assistant</b>	<b>50</b>	<b>...</b>	<b>80,258</b>	<b>78,994</b>	<b>62,310</b>	<b>95,515</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>49</b>	<b>3</b>	<b>91,584</b>	<b>94,257</b>	<b>72,501</b>	<b>105,973</b>
<b>All ranks combined (including deans)</b>	<b>1,392</b>	<b>45</b>	<b>101,238</b>	<b>98,871</b>	<b>73,966</b>	<b>129,474</b>
Male	769	27	105,324	103,522	75,000	136,976
Female	623	18	96,195	95,272	70,975	119,847
<b>Visiting staff</b>	<b>...</b>	<b>9</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

## Brandon University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>35</b>	<b>3</b>	<b>105,484</b>	<b>107,937</b>	<b>88,923</b>	<b>119,074</b>
With senior administrative duties	13	3	105,726	110,829	88,923	119,074
Without senior administrative duties	22	...	105,340	107,554	88,923	119,074
<b>Associate professors</b>	<b>45</b>	<b>5</b>	<b>83,525</b>	<b>80,293</b>	<b>72,393</b>	<b>98,348</b>
With senior administrative duties	14	4	85,830	83,228	74,425	97,222
Without senior administrative duties	31	1	x	x	x	x
<b>Assistant professors</b>	<b>57</b>	<b>1</b>	<b>66,122</b>	<b>65,054</b>	<b>57,843</b>	<b>75,642</b>
<b>Rank below assistant</b>	<b>10</b>	<b>1</b>	<b>54,857</b>	<b>55,110</b>	<b>48,011</b>	<b>55,758</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>153</b>	<b>4</b>	<b>81,523</b>	<b>75,780</b>	<b>57,659</b>	<b>112,653</b>
Male	96	-	87,389	84,312	59,751	119,074
Female	57	4	71,645	71,264	54,460	94,488
<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, 2006/2007****University of Winnipeg**

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>77</b>	<b>2</b>	<b>103,876</b>	<b>107,227</b>	<b>87,393</b>	<b>112,759</b>
With senior administrative duties	18	2	101,427	102,472	81,487	112,986
Without senior administrative duties	59	...	104,623	108,487	90,387	112,759
<b>Associate professors</b>	<b>72</b>	<b>3</b>	<b>78,364</b>	<b>77,372</b>	<b>66,928</b>	<b>90,786</b>
With senior administrative duties	7	2	82,769	x	x	x
Without senior administrative duties	65	1	77,890	x	x	x
<b>Assistant professors</b>	<b>72</b>	<b>2</b>	<b>62,851</b>	<b>61,594</b>	<b>56,425</b>	<b>70,209</b>
<b>Rank below assistant</b>	<b>8</b>	<b>...</b>	<b>53,510</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	<b>42</b>	<b>...</b>	<b>65,790</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>275</b>	<b>3</b>	<b>79,364</b>	<b>74,715</b>	<b>56,600</b>	<b>110,835</b>
Male	179	1	82,812	76,838	58,148	112,759
Female	96	2	72,935	71,236	56,319	95,309
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

**Simon Fraser University**

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>277</b>	<b>8</b>	<b>122,923</b>	<b>120,582</b>	<b>102,784</b>	<b>147,145</b>
With senior administrative duties	42	7	125,762	123,921	107,390	142,273
Without senior administrative duties	235	1	122,416	119,214	102,268	148,332
<b>Associate professors</b>	<b>220</b>	<b>2</b>	<b>99,311</b>	<b>93,207</b>	<b>85,765</b>	<b>116,212</b>
With senior administrative duties	20	1	105,977	100,381	95,245	120,477
Without senior administrative duties	200	1	98,644	92,891	85,370	115,584
<b>Assistant professors</b>	<b>266</b>	<b>3</b>	<b>81,900</b>	<b>79,290</b>	<b>63,832</b>	<b>103,275</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>114</b>	<b>...</b>	<b>74,151</b>	<b>75,932</b>	<b>61,439</b>	<b>81,951</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>890</b>	<b>5</b>	<b>98,467</b>	<b>94,309</b>	<b>67,935</b>	<b>130,582</b>
Male	592	1	102,683	100,823	70,788	136,538
Female	298	4	90,091	89,047	66,123	115,206
<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, 2006/2007

## University of British Columbia

Including medical and dental	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>811</b>	<b>15</b>	<b>140,169</b>	<b>130,238</b>	<b>108,003</b>	<b>182,324</b>
With senior administrative duties	107	15	158,944	146,834	124,279	202,975
Without senior administrative duties	704	...	137,315	127,153	106,846	179,281
<b>Associate professors</b>	<b>710</b>	<b>2</b>	<b>105,835</b>	<b>97,889</b>	<b>89,136</b>	<b>128,836</b>
With senior administrative duties	31	2	114,449	111,274	95,516	132,828
Without senior administrative duties	679	...	105,442	97,603	89,059	128,438
<b>Assistant professors</b>	<b>640</b>	<b>1</b>	<b>93,533</b>	<b>86,773</b>	<b>72,000</b>	<b>119,214</b>
<b>Rank below assistant</b>	<b>8</b>	<b>...</b>	<b>78,010</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	<b>210</b>	<b>...</b>	<b>79,864</b>	<b>78,071</b>	<b>60,478</b>	<b>99,367</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>2,397</b>	<b>...</b>	<b>112,488</b>	<b>102,821</b>	<b>76,612</b>	<b>157,431</b>
Male	1,624	...	117,888	109,137	78,887	165,520
Female	773	...	101,145	93,041	72,751	135,411
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

## University of British Columbia

Excluding medical and dental	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>588</b>	<b>12</b>	<b>134,122</b>	<b>127,755</b>	<b>109,096</b>	<b>164,743</b>
With senior administrative duties	81	12	149,338	143,645	123,864	180,560
Without senior administrative duties	507	...	131,691	125,172	108,630	162,175
<b>Associate professors</b>	<b>576</b>	<b>2</b>	<b>101,387</b>	<b>97,111</b>	<b>89,137</b>	<b>122,043</b>
With senior administrative duties	24	2	110,245	105,387	95,754	126,026
Without senior administrative duties	552	...	101,001	96,840	89,137	120,855
<b>Assistant professors</b>	<b>472</b>	<b>1</b>	<b>89,376</b>	<b>85,990</b>	<b>74,730</b>	<b>111,613</b>
<b>Rank below assistant</b>	<b>8</b>	<b>...</b>	<b>78,010</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	<b>191</b>	<b>...</b>	<b>80,189</b>	<b>78,754</b>	<b>60,800</b>	<b>101,358</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>1,850</b>	<b>...</b>	<b>107,146</b>	<b>100,527</b>	<b>77,551</b>	<b>146,527</b>
Male	1,221	...	112,623	107,547	80,273	151,716
Female	629	...	96,515	91,704	72,797	125,944
<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, 2006/2007**

### University of Victoria

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>244</b>	<b>12</b>	<b>114,358</b>	<b>113,086</b>	<b>95,496</b>	<b>134,617</b>
With senior administrative duties	22	8	123,298	116,710	104,439	145,141
Without senior administrative duties	222	4	113,472	112,539	94,404	133,227
<b>Associate professors</b>	<b>208</b>	<b>3</b>	<b>92,765</b>	<b>90,897</b>	<b>77,698</b>	<b>109,323</b>
With senior administrative duties	17	2	103,310	102,309	87,250	116,443
Without senior administrative duties	191	1	91,826	90,090	77,456	108,547
<b>Assistant professors</b>	<b>209</b>	<b>1</b>	<b>73,557</b>	<b>72,000</b>	<b>62,683</b>	<b>87,141</b>
<b>Rank below assistant</b>	<b>7</b>	<b>...</b>	<b>64,430</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	<b>46</b>	<b>...</b>	<b>71,595</b>	<b>70,079</b>	<b>59,196</b>	<b>86,932</b>
<b>Other teaching staff</b>	<b>29</b>	<b>...</b>	<b>68,736</b>	<b>62,102</b>	<b>38,794</b>	<b>100,523</b>
<b>All ranks combined (including deans)</b>	<b>753</b>	<b>6</b>	<b>92,646</b>	<b>90,331</b>	<b>65,000</b>	<b>123,493</b>
Male	460	5	97,947	97,673	66,853	128,170
Female	293	1	84,324	84,878	63,187	108,368
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

### University of Northern British Columbia

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>27</b>	<b>4</b>	<b>104,167</b>	<b>103,899</b>	<b>86,033</b>	<b>120,282</b>
With senior administrative duties	6	4	114,598	x	x	x
Without senior administrative duties	21	...	101,187	103,218	85,424	113,115
<b>Associate professors</b>	<b>72</b>	<b>1</b>	<b>79,093</b>	<b>77,572</b>	<b>69,340</b>	<b>88,647</b>
With senior administrative duties	12	...	84,228	83,370	76,709	89,390
Without senior administrative duties	60	1	78,066	77,222	68,958	86,780
<b>Assistant professors</b>	<b>74</b>	<b>...</b>	<b>68,551</b>	<b>65,577</b>	<b>59,532</b>	<b>76,516</b>
<b>Rank below assistant</b>	<b>12</b>	<b>...</b>	<b>66,202</b>	<b>58,868</b>	<b>47,091</b>	<b>88,400</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>189</b>	<b>1</b>	<b>78,910</b>	<b>74,917</b>	<b>61,406</b>	<b>106,282</b>
Male	123	...	81,792	76,277	63,559	109,303
Female	66	1	73,539	69,494	59,217	88,480
<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, 2006/2007**

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
	\$				
<b>Memorial University<sup>1</sup></b>					
Minimum	75,389	62,725	53,227	46,895	...
Maximum	121,296	97,551	67,474	54,810	...
Annual increment	1,583	1,583	1,583	1,583	...
<b>University of Prince Edward Island</b>					
Minimum	81,876	66,976	49,667	42,217	...
Maximum	108,375	96,488	71,348	54,262	...
Annual increment	2,344	2,344	2,344	2,344	...
<b>Acadia University</b>					
Minimum	81,950	67,985	54,331	43,184	...
Maximum	119,295	92,249	74,737	57,808	...
Annual increment	...	...	...	...	...
<b>Atlantic School of Theology</b>					
Minimum	66,000	61,000	52,000	41,000	...
Maximum	80,000	73,000	64,000	49,000	...
Annual increment	...	...	...	...	...
<b>Université Sainte-Anne</b>					
Minimum	65,109	52,909	42,234	37,659	...
Maximum	94,084	81,884	71,209	42,234	...
Annual increment (%)	5.0	5.0	5.0	5.0	...
<b>Dalhousie University<sup>2</sup></b>					
Minimum	70,540	60,380	50,220	44,433	...
Maximum	130,488	105,019	82,156	70,312	...
Annual increment	1,929	1,929	1,929	1,929	...
<b>Mount Saint Vincent University</b>					
Minimum	85,665	66,466	53,466	45,877	...
Maximum	112,239	93,040	71,182	54,735	...
Annual increment	2,215	2,215	2,215	2,215	...
<b>Nova Scotia College of Art and Design</b>					
Minimum	76,105	64,351	47,792	43,183	...
Maximum	109,675	94,191	72,037	52,508	...
Annual increment	1,865	1,865	1,865	1,865	...
<b>St. Francis Xavier University</b>					
Minimum	82,164	64,957	53,235	45,588	...
Maximum	111,800	92,680	71,397	49,411	...
Annual increment	1,912	1,912	1,912	1,912	...
<b>Saint Mary's University</b>					
Minimum	88,284	68,316	56,112	48,842	...
Maximum	117,841	93,796	70,662	53,616	...
Annual increment					
Minimum	1,886	1,778	1,119	2,238	...
Maximum	2,516	2,371	2,239	2,536	...
<b>University of King's College</b>					
Minimum	70,540	60,380	50,220	44,433	37,476
Maximum	130,488	105,019	82,156	70,312	64,987
Annual increment	1,929	1,929	1,929	1,929	1,826

**Table 2 (continued)**  
**Salary scales for teachers at Canadian universities and colleges, 2006/2007**

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
			\$		
<b>Cape Breton University<sup>1</sup></b>					
Minimum	80,240	60,472	47,131	40,012	...
Maximum	100,240	85,172	61,531	47,012	...
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	...
<b>Mount Allison University</b>					
Minimum	85,288	64,043	52,241	43,743	...
Maximum	115,974	104,172	85,288	64,043	...
Annual increment	2,360	2,360	2,360	2,360	...
<b>University of New Brunswick</b>					
Minimum	87,858	70,872	56,727	50,247	...
Maximum	127,489	104,373	86,443	64,130	...
Annual increment (%)	3.5	3.5	3.5	3.5	...
Additional increment	2,385	2,385	2,385	2,385	...
<b>Université de Moncton</b>					
Minimum	84,070	68,470	56,770	41,170	...
Maximum	117,220	95,770	76,270	58,720	...
Annual increment (%)	3.5	3.5	3.5	3.5	...
<b>Université de Moncton (Campus de Shippagan)</b>					
Minimum	78,220	63,595	50,920	41,170	...
Maximum	115,270	93,820	74,320	56,770	...
Annual increment	...	...	...	...	...
<b>St. Thomas University</b>					
Minimum	85,628	66,598	53,005	47,570	...
Maximum	119,801	97,045	78,010	64,417	...
Annual increment	2,718	2,718	2,718	2,718	...
<b>Brock University</b>					
Minimum	92,085	72,198	60,213	46,511	...
Maximum	...	...	...	...	...
Annual increment (%)	7.9	7.9	7.9	7.9	...
<b>Concordia Lutheran Theological Seminary</b>					
Minimum	53,586	44,017	41,087	...	...
Maximum	70,627	63,410	58,164	...	...
Annual increment	...	...	...	...	...
<b>University of Guelph</b>					
Minimum	81,681	65,345	49,504	47,029	...
Maximum	...	...	...	...	...
Annual increment	...	...	...	...	...
<b>Lakehead University</b>					
Minimum	80,765	64,265	51,250	43,405	...
Maximum	126,775	113,835	79,360	63,160	...
Annual increment (%)	3.0	3.0	3.0	3.0	...



Table 2 (continued)

## Salary scales for teachers at Canadian universities and colleges, 2006/2007

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
			\$		
<b>Laurentian University</b>					
Minimum	87,116	70,434	57,741	47,334	...
Maximum	...	...	...	...	...
Annual increment	2,500	2,400	2,300	2,200	...
<b>Collège universitaire de Hearst</b>					
Minimum	55,774	52,061	47,419	46,489	...
Maximum	84,777	79,127	72,080	65,089	...
Annual increment	2,231	2,082	1,897	1,860	...
<b>Huntington University</b>					
Minimum	76,535	61,454	50,147	41,184	...
Maximum	117,945	95,895	74,974	58,061	...
Annual increment	...	...	...	...	...
<b>University of Sudbury</b>					
Minimum	86,203	69,121	56,632	45,654	...
Maximum	124,425	103,409	77,974	60,752	...
Annual increment	2,500	2,375	2,250	2,125	...
<b>Thorneloe University</b>					
Minimum	87,116	70,434	57,741	47,334	...
Maximum	...	...	...	...	...
Annual increment	2,500	2,400	2,300	2,200	...
<b>McMaster University</b>					
Minimum	86,990	68,713	53,155	42,907	...
Maximum	...	...	...	...	...
Annual increment	...	...	...	...	...
<b>University of Ottawa</b>					
Minimum	78,857	65,680	57,391	46,989	...
Maximum	137,671	114,055	82,234	62,153	...
Annual increment					
Minimum	1,800	1,800	3,192	3,618	...
Maximum	3,192	3,299	3,618	...	...
<b>Université Saint-Paul</b>					
Minimum	63,022	53,957	46,021	38,377	...
Maximum	92,501	78,716	62,817	52,377	...
Annual increment	1,500	1,500	1,500	1,500	...
<b>Queen's University</b>					
Minimum	80,760	63,966	55,202	...	...
Maximum	...	...	...	...	...
Annual increment (%)	3.0	3.0	3.0	3.0	...
<b>University of Toronto</b>					
Minimum	78,400	58,500	47,700	64,500	...
Maximum	...	...	81,200	...	...
Annual increment	...	...	...	...	...
<b>University of St Michael's College</b>					
Minimum	78,400	58,500	47,700	...	...
Maximum	...	...	...	...	...
Annual increment	...	...	...	...	...

**Table 2** (continued)**Salary scales for teachers at Canadian universities and colleges, 2006/2007**

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
			\$		
<b>University of Trinity College</b>					
Minimum	78,400	58,500	47,700	...	...
Maximum	...	...	81,200	...	...
Annual increment	3,210	3,210	3,210	...	...
<b>Victoria University</b>					
Minimum	78,400	58,500	47,700	64,500	...
Maximum	...	...	81,200	...	...
Annual increment	...	...	...	...	...
<b>Knox College</b>					
Minimum	88,612	82,211	73,990	...	...
Maximum	...	...	...	...	...
Annual increment	...	...	...	...	...
<b>Trent University</b>					
Minimum	99,308	79,755	63,914	55,313	...
Maximum	140,644	119,975	95,114	82,199	...
Annual increment	2,297	2,444	2,400	2,444	...
<b>University of Waterloo</b>					
Minimum	99,143	77,822	61,831	47,973	...
Maximum	...	...	...	...	...
Annual increment	...	...	...	...	...
<b>St. Jerome's University</b>					
Minimum	99,143	77,822	61,831	47,973	...
Maximum	...	...	...	...	...
Annual increment	...	...	...	...	...
<b>King's University College</b>					
Minimum	57,441	57,441	57,441	56,441	...
Maximum	...	...	...	...	...
Annual increment	2,139	2,037	1,934	1,934	...
<b>University of Windsor</b>					
Minimum	85,940	67,523	53,880	44,334	...
Maximum	...	114,789	91,596	75,368	...
Annual increment (%)	3.0	3.0	3.0	3.0	...
Additional increment	2,100	2,100	2,100	2,100	...
<b>York University<sup>1</sup></b>					
Minimum	74,565	58,200	48,535	40,755	...
Maximum	...	...	...	...	...
Annual increment	...	...	...	...	...
<b>College Dominicain de Philosophie et de Théologie</b>					
Minimum	61,170	54,993	48,693	39,917	...
Maximum	...	...	...	...	...
Annual increment (%)	2.0	2.0	2.0	2.0	...
<b>Ryerson University</b>					
Minimum	84,460	74,160	58,710	...	...
Maximum	...	...	103,000	...	...
Annual increment					
Minimum	2,000	1,700	1,700	...	...
Maximum	...	2,400	2,400	...	...

**Table 2 (continued)****Salary scales for teachers at Canadian universities and colleges, 2006/2007**

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
			\$		
<b>Redeemer University College</b>					
Minimum	...	...	...	43,250	...
Maximum	70,426	70,426	64,800	60,581	...
Annual increment	1,406	1,406	1,406	1,406	...
<b>Nipissing University</b>					
Minimum	92,359	76,144	58,931	45,399	...
Maximum	127,779	105,240	83,961	63,143	...
Annual increment	2,910	2,383	2,230	1,916	...
<b>University of Ontario Institute of Technology</b>					
Minimum	...	...	...	...	...
Maximum	...	...	...	...	...
Annual increment (%)	5.0	5.0	5.0	5.0	...
<b>Ontario College of Art and Design<sup>1</sup></b>					
Minimum	80,329	68,854	57,378	41,312	...
Maximum	103,281	91,805	80,329	62,418	...
Annual increment (%)	1.5	1.5	1.5	1.5	...
<b>Brandon University</b>					
Minimum	86,182	69,007	52,684	44,139	...
Maximum	119,074	98,348	75,642	55,758	...
Annual increment	2,741	2,257	1,766	1,291	...
<b>University of Manitoba</b>					
Minimum	85,519	66,180	56,610	45,158	...
Maximum	126,977	98,251	81,468	64,480	...
Annual increment					
Minimum	1,578	1,223	948	735	...
Maximum	3,159	2,443	1,894	1,472	...
<b>Collège universitaire de Saint-Boniface</b>					
Minimum	81,319	62,788	55,110	43,658	...
Maximum	119,218	98,345	75,000	59,111	...
Annual increment					
Minimum	1,578	1,340	948	735	...
Maximum	3,159	2,680	1,894	1,472	...
<b>Canadian Mennonite University</b>					
Minimum	66,932	57,371	47,808	38,247	...
Maximum	81,448	75,263	62,892	47,808	...
Annual increment (%)	16.0	14.0	12.0	20.0	...
<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>Saint Thomas More College<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

**Table 2 (continued)**  
**Salary scales for teachers at Canadian universities and colleges, 2004/2005**

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
			\$		
<b>Luther College<sup>1</sup></b>					
Minimum	77,038	60,456	49,350	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	85,791	68,937	55,455	...	...
Maximum	...	98,601	78,567	...	...
Annual increment					
1st level	2,908	2,472	1,926	...	...
2nd level	2,472	...	...	...	...
3rd level	1,926	...	...	...	...
<b>University of Calgary</b>					
Minimum medical	82,936	68,720	56,871	46,208	...
Non-medical	82,936	68,720	56,871	...	...
Maximum medical	148,099	114,925	86,491	62,440	...
Non-medical	148,099	104,262	86,491	...	...
Annual increment medical					
Minimum	1,400	1,182	1,826	1,612	...
Maximum	2,612	2,363	...	...	...
Annual increment non-medical					
Minimum	1,400	1,074	1,826	...	...
Maximum	2,363	2,148	...	...	...
<b>Canadian University College</b>					
Minimum	53,184	51,672	46,164	40,140	...
Maximum	54,180	52,680	51,180	45,156	...
Annual increment					
Minimum (%)	1.0	1.0	2.0	2.0	...
Maximum (%)	...	...	3.0	3.0	...
<b>University of Lethbridge</b>					
Minimum	74,000	62,000	53,000	33,500	...
Maximum	...	...	...	...	...
Annual increment <sup>3</sup>	...	...	...	...	...
<b>Athabasca University</b>					
Minimum	93,839	75,237	57,082	44,520	...
Maximum	120,313	96,467	77,344	62,016	...
Annual increment (%)	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	55,097	40,637	...
Annual increment	1,074	1,074	1,074	1,053	...
<b>Concordia University College of Alberta</b>					
Minimum	70,514	60,832	49,959	46,701	...
Maximum	99,831	94,831	89,831	86,573	...
Annual increment (%)	2.08	2.08	2.08	2.08	...
<b>Canadian Nazarene Universtiy College</b>					
Minimum	62,795	55,377	44,831	...	...
Maximum	80,346	70,828	59,335	...	...
Annual increment (%)	3.0	3.0	3.0	...	...

**Table 2 (concluded)****Salary scales for teachers at Canadian universities and colleges, 2004/2005**

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
	\$				
<b>Alliance University College</b>					
Minimum	62,795	55,377	44,831	...	...
Maximum	80,346	70,828	59,335	...	...
Annual increment (%)	3.0	3.0	3.0	...	...
<b>Simon Fraser University</b>					
Minimum	85,370	68,619	56,653	51,867	51,867
Maximum	120,582	92,891	80,926	82,635	56,653
Annual increment <sup>4</sup>	...	...	...	...	2,393
<b>University of Victoria</b>					
Minimum	80,901	70,901	54,701	51,901	...
Maximum	...	...	...	...	...
Annual increment	...	...	...	...	...
<b>University of Northern British Columbia</b>					
Minimum	81,492	66,961	54,773	46,647	...
Maximum	...	90,292	71,994	58,868	...
Annual increment	2,249	1,883	1,576	1,371	...
Additional increment					
Minimum	1,111	1,111	1,111	1,111	...
Maximum	2,222	2,222	2,222	2,222	...

... not applicable

1. Scales are not final.
2. Scales are \$8,164 higher for Law, Engineering, Business and Computer Science and \$13,985 for Medicine.
3. Comprises 2 components: a cost of living allowance and a pooled calculation.
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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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
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81-595-MIE2003011	A new understanding of postsecondary education in Canada: A discussion paper
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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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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
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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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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
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81-595-MIE2006046	Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2005/2006: Preliminary Report
81-595-MIE2006047	Canada Student Loans Repayment Assistance: Who Does and Does Not Use Interest Relief?
81-595-MIE2006048	Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2004/2005: Final Report
81-595-MIE2007049	Educating Health Workers: A Statistical Portrait
81-595-MIE2007050	Summary Public School Indicators for the Provinces and Territories, 1998-1999 to 2004-2005
81-595-MIE2007051	Culture Employment in a North American Context
81-595-MIE2007052	Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2006/2007: Preliminary Report