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Culture, Tourism and the Centre for Education Statistics

Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2008/2009: Preliminary Report


by Education Finances, Postsecondary Faculty
and Tuition Statistics Section

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Research papers**

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and Tuition Statistics Section**

Statistics Canada

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Background

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

This report presents information on the salaries of full-time teaching staff at 27 Canadian universities, along with information on salary scales for the 2008-2009 academic year. In 2006-07 (the last year for which final data on full-time teaching staff is available) these institutions accounted for 41% of the full-time teaching staff of the 116 institutions that were included in the survey.

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 2008-2009 salary scales for full-time university teachers. The 63 institutions included in this table are those that reported their scales by the beginning of April, 2009. Note that the institutions included in this table are not a subset of the institutions covered in the salary tables.

Universities included in the following tables:

Memorial University of Newfoundland

University of Prince Edward Island

Acadia University

Atlantic School of Theology

Université Sainte-Anne

Mount St. Vincent University

Nova Scotia College of Art and Design

St. Francis Xavier University

St. Mary's University

University of King's College

Cape Breton University

Nova Scotia Agricultural College

Mount Allison University

University of New Brunswick

Université de Moncton

Université de Moncton (Campus de Shippagan)

Université de Moncton (Campus d'Edmundston)

St. Thomas University

Brock University

University of Guelph

Laurentian University of Sudbury

Université de Hearst

Huntington University

University of Sudbury

Thornloe University

McMaster University

University of Ottawa

Université Saint-Paul

University of Toronto

University of St. Michael's College

University of Trinity College

Knox College

Trent University

University of Waterloo

St. Jerome's University

Conrad Grebel University College

Huron University College

King's University College

York University

College dominicain de philosophie et de théologie

Ryerson University

Redeemer University College

Nipissing University

University of Ontario Institute of Technology

Ontario College of Art and Design

Brandon University

University of Manitoba

Collège universitaire de Saint-Boniface

Canadian Mennonite University

University of Saskatchewan

St. Thomas More College

Campion College

Luther College

University of Alberta

University of Calgary

Canadian University College

University of Lethbridge

Athabasca University

The King's University College

Concordia University College of Alberta

Ambrose University College

University of British Columbia

Simon Fraser University

University of Northern British Columbia

Royal Roads University

Table 1
Salaries of full-time teaching staff at Canadian universities and colleges, 2008/2009

Memorial University of Newfoundland

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers	numbers	dollars	dollars	dollars	dollars
Including medical/dental						
Full professors	290	9	117,111	115,230	100,119	133,699
With senior administrative duties	41	5	123,416	120,193	102,676	144,914
Without senior administrative duties	249	4	116,073	115,230	100,119	133,699
Associate professors	314	6	95,562	93,956	83,329	110,193
With senior administrative duties	32	2	101,458	99,672	86,007	118,393
Without senior administrative duties	282	4	94,893	93,403	83,329	110,193
Assistant professors	270	3	75,565	74,934	66,539	84,840
Rank below assistant	18	0	x	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	1	0	x	x	x	x
All ranks combined (including deans)	900	11	96,324	95,082	70,065	125,304
Male	582	5	100,031	100,119	71,576	127,082
Female	318	6	89,538	86,687	68,218	115,230
Visiting staff	...	...	...	...	...	...

Memorial University of Newfoundland

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers	numbers	dollars	dollars	dollars	dollars
Excluding medical/dental						
Full professors	241	6	117,017	116,193	101,798	133,684
With senior administrative duties	30	4	121,695	119,730	102,440	142,839
Without senior administrative duties	211	2	116,352	115,230	100,455	130,341
Associate professors	243	6	96,412	95,082	83,329	110,193
With senior administrative duties	23	2	102,475	100,261	86,293	129,260
Without senior administrative duties	220	4	95,778	95,082	83,329	110,193
Assistant professors	206	3	75,081	74,934	66,539	86,687
Rank below assistant	18	0	61,595	59,823	57,976	69,225
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	714	9	96,828	96,761	69,897	125,304
Male	468	3	100,588	101,798	71,408	128,562
Female	246	6	89,676	86,687	67,714	116,237
Visiting staff

... not applicable

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Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2008/2009

University of Prince Edward Island

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile			
					dollars	dollars	10th	90th
							dollars	dollars
Full professors	59	4	119,378	120,341	94,845	144,983		
With senior administrative duties	12	4	125,054	119,513	99,844	148,372		
Without senior administrative duties	47	0	117,929	120,341	94,322	143,650		
Associate professors	94	4	95,735	89,473	79,013	119,984		
With senior administrative duties	14	2	95,648	90,673	81,094	134,076		
Without senior administrative duties	80	2	95,750	89,473	79,013	120,011		
Assistant professors	57	4	x	x	x	x		
Rank below assistant	1	0	x	x	x	x		
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	217	6	97,764	92,230	70,753	128,246		
Male	142	3	100,706	98,598	71,538	129,570		
Female	75	3	92,194	85,843	69,319	123,275		
Visiting staff	...	...	...	...	...	...

Acadia University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile			
					dollars	dollars	10th	90th
							dollars	dollars
Full professors	57	5	113,252	112,657	92,657	129,106		
With senior administrative duties	11	5	121,196	127,642	100,268	137,757		
Without senior administrative duties	46	0	111,353	109,657	92,657	128,657		
Associate professors	70	1	90,212	89,769	81,769	99,769		
With senior administrative duties	8	1	98,892	x	x	x		
Without senior administrative duties	62	0	89,092	x	x	x		
Assistant professors	62	0	77,640	79,213	69,213	83,213		
Rank below assistant	7	0	67,530	x	x	x		
Rank below preceding	1	0	x	x	x	x		
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	203	0	92,936	89,769	71,213	125,857		
Male	143	0	94,553	89,769	75,213	128,251		
Female	60	0	89,081	83,769	69,213	117,515		
Visiting staff	...	...	...	...	...	...

... 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, 2008/2009****Mount St. Vincent University**

	Total teaching staff numbers	Teaching staff excluded numbers	Average dollars	Median dollars	Percentile	
					10th dollars	90th dollars
Full professors	35	5	113,080	118,206	100,630	120,683
With senior administrative duties	9	4	113,124	x	x	x
Without senior administrative duties	26	1	113,064	x	x	x
Associate professors	59	2	92,101	98,026	79,358	99,826
With senior administrative duties	14	1	94,641	98,480	77,586	100,726
Without senior administrative duties	45	1	91,310	98,026	79,358	98,026
Assistant professors	36	2	x	x	x	x
Rank below assistant	2	0	x	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	138	3	92,519	98,026	67,995	118,253
Male	54	1	95,296	98,026	67,995	118,253
Female	84	2	90,733	94,071	66,828	118,054
Visiting staff	...	...	...	...	...	...

St. Mary's University

	Total teaching staff numbers	Teaching staff excluded numbers	Average dollars	Median dollars	Percentile	
					10th dollars	90th dollars
Full professors	69	5	122,177	125,950	101,933	141,944
With senior administrative duties	8	3	125,892	x	x	x
Without senior administrative duties	61	2	121,689	x	x	x
Associate professors	92	1	93,922	92,892	75,521	115,811
With senior administrative duties	17	1	99,255	101,865	83,407	121,847
Without senior administrative duties	75	0	92,713	90,609	75,521	115,556
Assistant professors	67	5	x	x	x	x
Rank below assistant	3	0	x	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	235	7	97,792	95,638	71,668	127,459
Male	153	5	102,064	100,667	71,668	130,226
Female	82	2	89,821	87,433	69,294	119,905
Visiting staff	...	...	...	...	...	...

... 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, 2008/2009

Cape Breton University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile			
					dollars	dollars	10th	90th
							dollars	dollars
Full professors	23	1	100,170	101,890	73,412	117,017		
With senior administrative duties	2	1	x	x	x	x		
Without senior administrative duties	21	0	x	x	x	x		
Associate professors	39	3	85,685	83,751	71,753	100,297		
With senior administrative duties	8	3	92,373	x	x	x		
Without senior administrative duties	31	0	83,960	x	x	x		
Assistant professors	53	2	x	x	x	x		
Rank below assistant	2	0	x	x	x	x		
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	121	2	81,363	75,805	61,502	110,102		
Male	71	0	83,704	76,686	61,112	116,404		
Female	50	2	78,039	72,809	65,012	102,235		
Visiting staff	...	...	...	...	...	...

Mount Allison University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile			
					dollars	dollars	10th	90th
							dollars	dollars
Full professors	27	4	124,257	126,644	113,755	126,644		
With senior administrative duties	7	3	125,171	x	x	x		
Without senior administrative duties	20	1	123,937	x	x	x		
Associate professors	63	2	94,689	93,134	82,824	113,755		
With senior administrative duties	18	1	95,426	93,134	82,824	113,755		
Without senior administrative duties	45	1	94,395	90,557	80,246	113,755		
Assistant professors	39	0	x	x	x	x		
Rank below assistant	2	2	x	x	x	x		
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	135	4	94,996	90,557	69,936	126,644		
Male	75	2	99,371	100,867	69,936	126,644		
Female	60	2	89,526	85,401	70,194	126,644		
Visiting staff	...	...	...	...	...	...

... 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, 2008/2009

University of New Brunswick

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers	numbers	dollars	dollars	dollars	dollars
Full professors	252	18	121,373	123,879	100,303	135,288
With senior administrative duties	41	14	127,720	125,804	109,626	146,401
Without senior administrative duties	211	4	120,140	123,072	99,264	135,288
Associate professors	191	2	94,065	92,505	79,971	110,756
With senior administrative duties	26	1	107,844	110,889	89,713	123,023
Without senior administrative duties	165	1	91,893	90,995	78,978	108,906
Assistant professors	96	3	73,339	72,713	62,917	85,234
Rank below assistant	2	0	x	x	x	x
Rank below preceding	23	1	x	x	x	x
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	579	9	102,125	101,589	70,154	135,288
Male	357	4	107,367	108,614	75,215	135,288
Female	222	5	93,695	90,231	62,584	126,789
Visiting staff	...	...	...	...	...	...

Université de Moncton

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers	numbers	dollars	dollars	dollars	dollars
Full professors	85	9	114,755	116,163	98,947	125,989
With senior administrative duties	14	8	117,268	119,155	95,203	129,571
Without senior administrative duties	71	1	114,259	116,163	98,978	124,771
Associate professors	81	4	93,493	95,719	78,888	103,599
With senior administrative duties	14	3	94,356	95,649	77,819	106,901
Without senior administrative duties	67	1	93,313	95,719	80,042	103,251
Assistant professors	70	0	76,889	76,889	66,667	87,111
Rank below assistant	10	0	62,928	62,363	54,185	80,144
Rank below preceding	...	...	...	...	...	...
Other teaching staff	19	0	84,999	81,731	62,363	108,403
All ranks combined (including deans)	276	2	95,212	95,605	69,895	123,695
Male	173	1	98,442	98,947	72,047	124,771
Female	103	1	89,786	86,035	65,376	118,646
Visiting staff

... not applicable

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Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2008/2009

St. Thomas University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers	numbers	dollars	dollars	dollars	dollars
Full professors	23	0	114,811	115,821	97,546	131,214
With senior administrative duties	4	0	x	x	x	x
Without senior administrative duties	19	0	x	x	x	x
Associate professors	37	1	95,050	96,810	81,878	105,262
With senior administrative duties	9	0	99,256	x	x	x
Without senior administrative duties	28	1	93,698	x	x	x
Assistant professors	43	0	x	x	x	x
Rank below assistant	3	0	x	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	106	1	91,029	87,744	68,385	118,237
Male	61	1	92,909	91,634	69,624	124,810
Female	45	0	88,480	82,766	67,986	111,734
Visiting staff	...	1	...	...	...	...

Brock University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers	numbers	dollars	dollars	dollars	dollars
Full professors	126	9	135,593	131,545	117,928	160,701
With senior administrative duties	25	9	132,170	128,929	115,973	159,832
Without senior administrative duties	101	0	136,440	133,639	117,442	161,038
Associate professors	224	1	113,357	108,437	90,860	140,720
With senior administrative duties	34	1	116,108	114,893	94,497	147,456
Without senior administrative duties	190	0	112,865	107,857	90,279	139,953
Assistant professors	184	0	89,873	85,155	75,100	119,559
Rank below assistant	37	0	77,503	75,000	64,124	92,785
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	581	0	109,658	105,197	78,428	144,695
Male	330	0	115,176	115,125	80,415	151,845
Female	251	0	102,403	98,768	76,894	131,465
Visiting staff	...	...	...	...	...	...

... 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, 2008/2009****McMaster University**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers	numbers	dollars	dollars	dollars	dollars
Including medical/dental						
Full professors	377	11	142,278	138,600	120,239	168,154
With senior administrative duties	75	9	153,941	150,179	124,256	189,652
Without senior administrative duties	302	2	139,382	136,286	119,347	162,853
Associate professors	443	7	111,421	108,422	94,572	135,200
With senior administrative duties	37	0	133,286	129,468	108,361	165,072
Without senior administrative duties	406	7	109,429	106,141	93,685	132,180
Assistant professors	367	16	83,284	74,344	65,588	110,609
Rank below assistant	32	0	72,939	65,058	46,874	114,470
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	1,227	26	112,010	111,255	69,446	149,884
Male	817	9	116,808	117,921	69,446	153,005
Female	410	17	102,449	97,653	69,446	137,140
Visiting staff	...	...	...	...	...	...

McMaster University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers	numbers	dollars	dollars	dollars	dollars
Excluding medical/dental						
Full professors	255	8	141,834	140,111	120,664	167,017
With senior administrative duties	52	8	148,613	149,107	123,108	171,965
Without senior administrative duties	203	0	140,097	138,159	120,262	162,806
Associate professors	246	6	115,467	115,240	94,125	136,719
With senior administrative duties	26	0	131,009	129,663	108,195	145,386
Without senior administrative duties	220	6	113,631	114,076	93,420	134,026
Assistant professors	198	5	90,428	90,525	63,237	116,604
Rank below assistant	32	0	72,939	65,058	46,874	114,470
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	738	12	116,699	119,028	74,995	150,412
Male	484	6	121,348	122,836	82,081	155,084
Female	254	6	107,840	109,112	68,686	141,404
Visiting staff	...	...	...	...	...	...

... not applicable

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2008/2009

University of Ottawa

	Total teaching staff numbers	Teaching staff excluded numbers	Average dollars	Median dollars	Percentile	
					10th dollars	90th dollars
Including medical/dental						
Full professors	372	12	128,262	130,515	112,462	142,627
With senior administrative duties	51	8	135,293	132,977	117,594	158,855
Without senior administrative duties	321	4	127,145	130,000	110,740	142,627
Associate professors	382	5	104,507	104,254	90,391	118,161
With senior administrative duties	32	1	112,461	112,284	97,481	135,811
Without senior administrative duties	350	4	103,780	103,493	90,300	118,161
Assistant professors	380	2	83,619	84,110	69,813	95,227
Rank below assistant	36	0	x	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	11	28	68,142	69,240	58,819	78,359
All ranks combined (including deans)	1,190	38	104,437	101,260	73,763	139,549
Male	761	28	107,335	105,774	74,583	142,627
Female	429	10	99,297	95,452	69,813	129,058
Visiting staff	...	28	...	...	...	...

University of Ottawa

	Total teaching staff numbers	Teaching staff excluded numbers	Average dollars	Median dollars	Percentile	
					10th dollars	90th dollars
Excluding medical/dental						
Full professors	305	12	131,233	130,666	116,963	142,627
With senior administrative duties	38	8	131,340	128,809	116,975	147,927
Without senior administrative duties	267	4	131,217	130,796	116,808	142,627
Associate professors	349	5	105,357	104,179	91,307	118,161
With senior administrative duties	27	1	112,039	112,108	99,840	123,161
Without senior administrative duties	322	4	104,796	103,329	90,920	118,161
Assistant professors	355	2	83,682	83,607	69,813	95,410
Rank below assistant	35	0	68,868	64,391	60,683	87,513
Rank below preceding	...	...	...	...	...	...
Other teaching staff	11	28	68,142	69,240	58,819	78,359
All ranks combined (including deans)	1,064	38	104,612	101,157	75,522	138,488
Male	668	28	107,552	105,645	77,652	141,636
Female	396	10	99,653	95,496	71,413	129,058
Visiting staff	...	28

... not applicable

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Table 1 (continued)**Salaries of full-time teaching staff at Canadian universities and colleges, 2008/2009****University of Guelph**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile					
					numbers	numbers	dollars	dollars	10th	90th
									dollars	dollars
Full professors	254	11	132,883	132,785	119,371	145,967				
With senior administrative duties	38	8	144,475	144,695	129,826	156,785				
Without senior administrative duties	216	3	130,844	131,233	118,821	140,670				
Associate professors	312	2	111,346	110,636	96,083	127,076				
With senior administrative duties	26	0	128,184	129,340	109,921	147,875				
Without senior administrative duties	286	2	109,816	108,970	94,753	124,374				
Assistant professors	224	0	91,810	91,362	77,880	106,972				
Rank below assistant	...	...	...	...	...	...
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	798	5	113,494	112,415	85,961	138,439				
Male	544	3	116,596	116,064	88,802	140,448				
Female	254	2	106,851	106,413	83,260	133,604				
Visiting staff	...	...	...	...	...	...

Trent University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile					
					numbers	numbers	dollars	dollars	10th	90th
									dollars	dollars
Full professors	72	3	145,825	152,119	126,562	158,379				
With senior administrative duties	15	1	143,691	146,581	116,284	160,366				
Without senior administrative duties	57	2	146,386	153,372	127,854	158,880				
Associate professors	119	4	111,183	108,295	93,900	130,831				
With senior administrative duties	24	0	118,673	117,091	102,296	137,831				
Without senior administrative duties	95	4	109,291	105,896	91,501	130,831				
Assistant professors	54	1	x	x	x	x				
Rank below assistant	3	0	x	x	x	x				
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	249	7	116,316	110,800	86,703	153,372				
Male	153	0	120,994	120,815	86,703	155,877				
Female	96	7	108,861	104,696	85,983	138,346				
Visiting staff				

... not applicable

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Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2008/2009

University of Waterloo

	Total teaching staff numbers	Teaching staff excluded numbers	Average dollars	Median dollars	Percentile	
					10th	90th
					dollars	dollars
Full professors	334	12	145,250	143,556	125,515	164,903
With senior administrative duties	64	6	156,858	154,121	132,285	178,746
Without senior administrative duties	270	6	142,499	142,027	124,780	159,982
Associate professors	310	11	118,188	118,052	95,883	140,904
With senior administrative duties	36	0	126,484	124,694	108,384	149,908
Without senior administrative duties	274	11	117,098	116,634	94,897	140,872
Assistant professors	242	20	91,901	90,275	71,704	112,467
Rank below assistant	83	4	93,707	93,000	65,000	121,365
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	975	41	119,267	119,320	80,311	152,647
Male	735	25	122,708	123,049	84,828	155,337
Female	240	16	108,729	107,709	74,075	145,324
Visiting staff	...	2	...	...	...	...

York University

	Total teaching staff numbers	Teaching staff excluded numbers	Average dollars	Median dollars	Percentile	
					10th	90th
					dollars	dollars
Full professors	306	23	145,252	137,318	120,202	185,263
With senior administrative duties	40	10	147,830	137,363	121,873	188,009
Without senior administrative duties	266	13	144,865	137,318	119,732	185,263
Associate professors	630	22	121,700	118,173	97,684	151,867
With senior administrative duties	98	2	123,993	118,699	104,220	153,924
Without senior administrative duties	532	20	121,278	117,930	96,670	150,580
Assistant professors	402	30	95,419	91,089	78,255	119,133
Rank below assistant	49	3	88,974	85,733	73,080	107,581
Rank below preceding	...	...	...	...	...	...
Other teaching staff	51	2	105,203	109,725	75,949	125,594
All ranks combined (including deans)	1,449	69	118,330	115,677	84,803	154,280
Male	810	28	122,658	118,638	87,593	162,221
Female	639	41	112,842	110,060	82,519	140,375
Visiting staff	...	10	...	...	...	...

... not applicable

Table 1 (continued)**Salaries of full-time teaching staff at Canadian universities and colleges, 2008/2009****University of Ontario – Institute of Technology**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile			
					Average	Median	10th	90th
					numbers	numbers	dollars	dollars
Full professors	20	7	135,063	135,000	114,580	163,037		
With senior administrative duties	6	7	122,370	x	x	x		
Without senior administrative duties	14	0	140,503	x	x	x		
Associate professors	29	0	109,479	105,480	97,358	124,190		
With senior administrative duties	5	0	x	x	x	x		
Without senior administrative duties	24	0	x	x	x	x		
Assistant professors	81	0	90,612	90,000	78,456	105,152		
Rank below assistant	...	...	...	...	...	...
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	137	0	105,234	99,163	80,000	144,372		
Male	88	0	109,606	103,512	84,043	147,278		
Female	49	0	97,383	90,521	78,000	121,009		
Visiting staff	...	...	...	...	...	...

Brandon University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile			
					Average	Median	10th	90th
					numbers	numbers	dollars	dollars
Full professors	37	4	112,685	114,413	97,009	128,914		
With senior administrative duties	8	3	111,752	x	x	x		
Without senior administrative duties	29	1	112,943	x	x	x		
Associate professors	50	3	89,935	84,977	77,810	106,472		
With senior administrative duties	19	3	91,560	84,977	77,810	106,472		
Without senior administrative duties	31	0	88,938	84,977	77,810	106,472		
Assistant professors	65	2	x	x	x	x		
Rank below assistant	4	0	x	x	x	x		
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	162	3	87,299	81,929	61,365	120,121		
Male	100	0	92,973	88,033	63,625	124,239		
Female	62	3	78,147	77,810	59,495	104,680		
Visiting staff		

... not applicable

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Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2008/2009

University of Manitoba

	Total teaching staff numbers	Teaching staff excluded numbers	Average dollars	Median dollars	Percentile	
					10th dollars	90th dollars
Including medical/dental						
Full professors	410	26	133,404	132,811	104,951	150,792
With senior administrative duties	78	20	141,559	135,120	113,706	179,053
Without senior administrative duties	332	6	131,488	131,893	104,483	147,453
Associate professors	371	4	97,648	93,341	79,751	109,069
With senior administrative duties	38	0	106,982	105,175	88,391	130,518
Without senior administrative duties	333	4	96,583	92,323	79,413	108,229
Assistant professors	316	5	84,539	75,961	66,053	104,170
Rank below assistant	11	0	78,046	70,897	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	1,128	15	108,149	100,210	70,857	139,651
Male	762	11	112,895	107,481	72,316	143,108
Female	366	4	98,269	91,868	69,634	130,875
Visiting staff	...	...	...	...	...	...

University of Manitoba

	Total teaching staff numbers	Teaching staff excluded numbers	Average dollars	Median dollars	Percentile	
					10th dollars	90th dollars
Excluding medical/dental						
Full professors	309	22	129,559	132,996	104,610	144,056
With senior administrative duties	53	18	131,684	134,164	113,253	145,600
Without senior administrative duties	256	4	129,119	132,441	103,638	142,427
Associate professors	295	4	94,217	92,218	79,938	108,213
With senior administrative duties	31	0	102,398	101,358	88,277	117,326
Without senior administrative duties	264	4	93,257	91,797	79,474	107,698
Assistant professors	229	5	77,064	x	x	x
Rank below assistant	7	0	68,303	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	858	13	103,551	98,862	70,261	138,688
Male	586	9	107,959	105,567	71,094	139,390
Female	272	4	94,055	90,178	69,840	126,434
Visiting staff

... not applicable

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Table 1 (continued)**Salaries of full-time teaching staff at Canadian universities and colleges, 2008/2009****University of Regina**

	Total teaching staff numbers	Teaching staff excluded numbers	Average dollars	Median dollars	Percentile	
					10th dollars	90th dollars
Full professors	90	6	116,204	116,353	100,825	127,631
With senior administrative duties	20	6	124,527	124,047	112,708	136,508
Without senior administrative duties	70	0	113,826	116,165	98,012	124,711
Associate professors	140	3	88,202	87,300	77,195	99,846
With senior administrative duties	24	3	97,863	98,358	86,748	107,406
Without senior administrative duties	116	0	86,203	86,777	77,002	95,851
Assistant professors	89	0	72,430	72,380	64,000	79,316
Rank below assistant	31	0	60,993	60,493	49,477	73,242
Rank below preceding	55	0	64,416	68,702	51,658	73,727
Other teaching staff	24	0	66,761	69,501	49,690	78,575
All ranks combined (including deans)	438	0	85,812	79,316	60,914	118,836
Male	274	0	89,351	84,813	62,445	121,134
Female	164	0	79,898	74,587	60,176	109,076
Visiting staff	...	...	...	...	...	...

... not applicable

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2008/2009

University of Alberta

	Total teaching staff numbers	Teaching staff excluded numbers	Average dollars	Median dollars	Percentile	
					10th dollars	90th dollars
Including medical/dental						
Full professors	786	32	144,061	137,647	113,844	180,893
With senior administrative duties	97	15	153,925	151,119	122,817	185,867
Without senior administrative duties	689	17	142,672	136,085	113,576	180,377
Associate professors	459	10	106,384	103,908	87,844	125,484
With senior administrative duties	26	1	121,112	113,437	103,582	145,751
Without senior administrative duties	433	9	105,500	102,663	87,753	121,996
Assistant professors	346	10	85,213	82,287	68,251	99,779
Rank below assistant	...	...	...	...	...	...
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	1,607	36	121,499	114,861	80,022	167,677
Male	1,100	17	126,538	120,727	83,823	173,344
Female	507	19	110,566	106,537	76,573	148,978
Visiting staff	...	...	...	...	...	...

University of Alberta

	Total teaching staff numbers	Teaching staff excluded numbers	Average dollars	Median dollars	Percentile	
					10th dollars	90th dollars
Excluding medical/dental						
Full professors	644	30	141,980	136,197	113,606	175,348
With senior administrative duties	77	14	153,168	147,316	121,295	185,867
Without senior administrative duties	567	16	140,461	135,362	113,176	172,768
Associate professors	404	9	106,140	102,805	87,524	125,628
With senior administrative duties	21	1	119,597	112,837	103,040	141,666
Without senior administrative duties	383	8	105,402	102,243	87,217	123,459
Assistant professors	328	9	85,454	82,534	68,251	100,235
Rank below assistant	...	...	...	...	...	...
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	1,391	33	119,138	112,862	79,651	164,467
Male	933	16	124,036	117,591	82,805	170,435
Female	458	17	109,159	105,188	75,538	146,757
Visiting staff	...	...	...	...	...	...

... not applicable

Table 1 (continued)
Salaries of full-time teaching staff at Canadian universities and colleges, 2008/2009

University of Lethbridge

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile			
					Average	Median	10th	90th
					numbers	numbers	dollars	dollars
Full professors	72	7	142,765	138,073	109,450	180,182		
With senior administrative duties	6	5	193,642	x	x	x		
Without senior administrative duties	66	2	138,140	x	x	x		
Associate professors	143	5	107,223	102,334	86,131	135,142		
With senior administrative duties	8	0	143,765	x	x	x		
Without senior administrative duties	135	5	105,058	x	x	x		
Assistant professors	105	6	81,250	78,850	66,146	101,459		
Rank below assistant	10	3	x	x	x	x		
Rank below preceding	98	3	76,753	76,448	59,747	93,187		
Other teaching staff	5	1	x	x	x	x		
All ranks combined (including deans)	438	20	100,559	92,460	68,056	142,626		
Male	266	11	106,714	98,207	68,654	154,664		
Female	172	9	91,039	87,243	66,776	127,110		
Visiting staff	...	1	...	...	...	...

Athabasca University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile			
					Average	Median	10th	90th
					numbers	numbers	dollars	dollars
Full professors	20	6	137,079	137,628	118,847	154,001		
With senior administrative duties	5	5	x	x	x	x		
Without senior administrative duties	15	1	x	x	x	x		
Associate professors	50	6	102,136	103,167	87,080	114,700		
With senior administrative duties	1	5	x	x	x	x		
Without senior administrative duties	49	1	x	x	x	x		
Assistant professors	54	0	79,013	79,847	69,116	85,558		
Rank below assistant	...	...	...	...	...	...
Rank below preceding	34	0	78,295	79,811	65,146	89,470		
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	168	2	95,809	86,972	71,972	133,256		
Male	89	1	101,382	93,535	72,184	141,185		
Female	79	1	89,531	84,058	70,000	113,556		
Visiting staff		

... not applicable

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Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2008/2009

University of British Columbia

	Total teaching staff numbers	Teaching staff excluded numbers	Average dollars	Median dollars	Percentile	
					10th dollars	90th dollars
Including medical/dental						
Full professors	881	16	154,346	143,487	116,380	209,864
With senior administrative duties	105	16	176,928	163,028	136,507	240,872
Without senior administrative duties	776	0	151,291	140,809	115,321	203,072
Associate professors	726	3	114,382	106,735	95,342	140,099
With senior administrative duties	32	3	128,371	117,761	104,307	172,430
Without senior administrative duties	694	0	113,737	106,271	95,308	138,418
Assistant professors	588	0	100,338	93,778	76,151	127,722
Rank below assistant	89	0	98,653	94,714	83,220	119,942
Rank below preceding	54	0	81,364	81,505	69,450	92,027
Other teaching staff	100	0	80,409	78,262	55,138	106,053
All ranks combined (including deans)	2,457	0	123,462	113,051	83,330	175,019
Male	1,654	0	129,159	119,182	86,482	183,681
Female	803	0	111,726	103,022	79,978	153,304
Visiting staff	...	...	...	...	...	...

University of British Columbia

	Total teaching staff numbers	Teaching staff excluded numbers	Average dollars	Median dollars	Percentile	
					10th dollars	90th dollars
Excluding medical/dental						
Full professors	606	13	148,655	141,595	117,851	189,657
With senior administrative duties	80	13	167,217	158,640	136,409	217,828
Without senior administrative duties	526	0	145,832	139,019	116,938	185,767
Associate professors	581	3	110,481	106,023	95,832	134,041
With senior administrative duties	28	3	122,008	117,002	103,101	152,914
Without senior administrative duties	553	0	109,897	105,550	95,625	132,341
Assistant professors	419	0	96,834	93,131	80,070	118,113
Rank below assistant	75	0	98,320	92,480	82,695	121,710
Rank below preceding	39	0	82,322	81,045	70,000	98,499
Other teaching staff	95	0	80,334	77,673	54,807	107,712
All ranks combined (including deans)	1,831	0	118,149	109,859	84,558	161,655
Male	1,217	0	123,702	116,926	88,000	167,732
Female	614	0	107,143	101,280	78,850	143,106
Visiting staff	...	...	...	...	...	...

... not applicable

Table 1 (concluded)
Salaries of full-time teaching staff at Canadian universities and colleges, 2008/2009

Simon Fraser University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile			
					Average	Median	10th	90th
							dollars	dollars
Full professors	298	12	132,728	128,546	114,022	161,221		
With senior administrative duties	41	8	137,839	135,251	115,165	177,136		
Without senior administrative duties	257	4	131,912	127,089	113,006	160,832		
Associate professors	253	2	107,086	103,111	92,158	127,389		
With senior administrative duties	16	0	119,455	109,202	104,102	161,893		
Without senior administrative duties	237	2	106,251	101,511	91,373	125,723		
Assistant professors	273	4	90,068	86,125	73,151	113,640		
Rank below assistant	6	0	71,781	x	x	x		
Rank below preceding	143	1	78,568	x	x	x		
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	981	11	106,423	103,049	73,151	141,013		
Male	649	3	110,854	108,866	77,524	146,635		
Female	332	8	97,759	96,111	70,964	126,253		
Visiting staff	...	...	...	...	...	...

University of Northern British Columbia

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile			
					Average	Median	10th	90th
							dollars	dollars
Full professors	40	2	105,152	99,650	88,993	125,190		
With senior administrative duties	10	2	116,443	110,563	91,988	164,129		
Without senior administrative duties	30	0	101,388	99,367	88,988	118,790		
Associate professors	75	5	81,263	82,094	72,545	90,122		
With senior administrative duties	13	2	86,393	83,504	77,199	99,641		
Without senior administrative duties	62	3	80,188	80,962	72,238	87,771		
Assistant professors	55	3	x	x	x	x		
Rank below assistant	11	0	x	x	x	x		
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	185	6	82,622	77,650	62,873	107,736		
Male	119	3	85,330	82,690	66,991	111,872		
Female	66	3	77,740	73,933	60,651	97,125		
Visiting staff		

... not applicable

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Table 2
Salary scales for teachers at Canadian universities and colleges, 2008/2009

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
	dollars				
Memorial University					
Minimum	86,687	73,255	63,181	51,428	...
Maximum	135,378	110,193	78,292	59,823	...
Annual increment	1,679	1,679	1,679	1,679	...
University of Prince Edward Island					
Minimum	89,615	71,168	55,063	47,051	...
Maximum	120,341	103,203	78,598	60,126	...
Annual increment	2,615	2,615	2,615	2,615	...
Acadia University					
Minimum	92,657	77,769	63,213	51,330	...
Maximum	128,657	99,769	83,213	67,530	...
Annual increment	2,000	2,000	2,000	1,800	...
Atlantic School of Theology					
Minimum	80,876	65,471	56,228	...	...
Maximum	103,470	88,065	68,552	...	...
Annual increment	...	...	...	...	...
Université Sainte-Anne					
Minimum	71,898	58,938	47,598	42,738	...
Maximum	102,678	89,718	78,378	47,598	...
Annual increment	2,478	2,478	2,478	2,478	...
Additional increment ¹	1,620	1,620	1,620	1,620	...
Mount Saint Vincent University					
Minimum	91,894	71,818	55,908	52,604	...
Maximum	117,372	97,296	74,438	57,236	...
Annual increment	2,316	2,316	2,316	2,316	...
Nova Scotia College of Art & Design					
Minimum	87,623	73,366	57,946	54,461	...
Maximum	116,457	99,982	77,908	58,897	...
Annual increment	2,218	2,218	2,218	2,218	...
St. Francis Xavier University					
Minimum	86,323	68,246	55,930	47,896	...
Maximum	126,307	100,291	75,472	51,912	...
Annual increment	2,352	2,210	2,058	2,008	...
Saint Mary's University					
Minimum	93,926	73,007	59,795	51,816	...
Maximum	125,950	100,667	76,417	56,881	...
Annual increment					
1st level	2,669	2,515	2,375	2,375	...
2nd level	...	...	...	2,690	...
University of King's College					
Minimum	78,309	68,074	57,339	51,198	44,835
Maximum	143,511	116,491	91,220	78,655	74,021
Annual increment	2,047	2,047	2,047	2,047	1,938
Cape Breton University					
Minimum	88,925	67,637	53,312	43,595	...
Maximum	117,017	98,507	70,862	54,235	...
Annual increment	2,160	2,058	1,950	1,520	...

Table 2 (continued)
Salary scales for teachers at Canadian universities and colleges, 2008/2009

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
	dollars				
Nova Scotia Agricultural College²					
Minimum	78,300	63,100	55,000	43,500	...
Maximum	107,000	88,300	72,400	53,500	...
Annual increment	1,500	1,900	2,200	1,700	...
Mount Allison University					
Minimum	93,134	72,513	59,625	48,026	...
Maximum	126,644	113,755	93,134	69,936	...
Annual increment	2,578	2,578	2,578	2,578	...
University of New Brunswick					
Minimum	94,397	75,207	60,196	53,321	...
Maximum	136,978	110,756	91,730	68,053	...
Annual increment	% 3.8	3.8	3.8	3.8	...
Additional increment ¹	2,519	2,519	2,519	2,519	...
Université de Moncton					
Minimum	90,339	73,123	60,211	45,147	...
Maximum	126,763	104,903	83,043	63,369	...
Annual increment	% 3.3	3.3	3.3	3.3	...
Université de Moncton (Campus de Shippagan)					
Minimum	83,027	67,502	54,047	43,697	...
Maximum	122,357	99,587	78,887	60,257	...
Annual increment	% 3.0	3.0	3.0	3.0	...
Université de Moncton (Campus d'Edmundston)					
Minimum	79,382	63,872	50,430	40,090	...
Maximum	120,742	97,994	87,654	58,702	...
Annual increment	% 3.0	3.0	3.0	3.0	...
St. Thomas University					
Minimum	94,590	73,898	59,119	50,467	...
Maximum	131,214	105,262	82,761	68,556	...
Annual increment	...	...	...	...	...
Brock University					
Minimum	99,934	78,352	65,346	50,475	...
Maximum	...	...	...	...	...
Annual increment ³	% 6.8	6.8	6.8	6.8	...
University of Guelph					
Minimum	83,700	76,500	72,100	...	...
Maximum	...	...	...	...	...
Annual increment	...	...	...	...	...
Laurentian University of Sudbury					
Minimum	93,966	76,268	63,317	52,277	...
Maximum	...	...	...	...	...
Annual increment	2,600	2,600	2,600	2,600	...
Université de Hearst					
Minimum	60,325	56,309	51,289	50,283	...
Maximum	91,694	85,585	77,965	70,393	...
Annual increment	2,413	2,252	2,052	2,011	...
Huntington University					
Minimum	93,966	76,268	63,317	52,277	...
Maximum	...	...	...	...	...
Annual increment	% 3.3	3.3	3.3	3.3	...

Table 2 (continued)

Salary scales for teachers at Canadian universities and colleges, 2008/2009

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
	dollars				
University of Sudbury					
Minimum	92,539	75,034	62,487	50,850	...
Maximum	132,481	110,519	83,940	65,943	...
Annual increment	2,500	2,500	2,500	2,500	...
Thorneloe University²					
Minimum	91,229	74,047	61,473	50,754	...
Maximum	...	...	...	...	...
Annual increment	2,600	2,500	2,400	2,300	...
McMaster University					
Minimum	93,186	73,607	56,941	45,963	...
Maximum	...	...	...	...	...
Annual increment	...	...	...	...	...
University of Ottawa²					
Minimum	81,692	68,044	61,597	48,681	...
Maximum	142,627	118,161	85,194	64,391	...
Annual increment					
Minimum	1,984	1,984	3,197	3,748	...
Maximum	3,307	3,528	3,748	...	...
Université Saint-Paul					
Minimum	64,282	55,026	46,941	39,145	...
Maximum	96,201	81,865	65,330	54,472	...
Annual increment	2,000	2,000	2,000	2,000	...
University of Toronto					
Minimum	83,600	62,400	50,800	68,700	...
Maximum	...	...	86,500	...	...
Annual increment	...	...	...	...	...
University of St. Michael's College					
Minimum	83,600	62,400	50,800	...	...
Maximum	...	...	86,500	...	...
Annual increment	...	...	...	...	...
University of Trinity College²					
Minimum	81,200	60,600	49,300	66,700	41,500
Maximum	...	...	84,000	...	68,500
Annual increment	...	...	...	...	...
Knox College					
Minimum	92,993	79,238	69,628	...	...
Maximum	101,684	86,642	76,134	...	...
Annual increment	% 1.5	1.5	1.5	...	...
Trent University					
Minimum	108,295	89,102	74,707	65,112	...
Maximum	153,372	130,831	105,896	91,501	...
Annual increment	2,505	2,505	2,399	2,399	...
University of Waterloo					
Minimum	105,744	83,002	65,949	51,167	...
Maximum	...	...	...	...	...
Annual increment	...	...	...	...	...
St. Jerome's University					
Minimum	105,744	83,002	65,949	51,167	...
Maximum	...	...	...	...	...
Annual increment	...	...	...	...	...

Table 2 (continued)
Salary scales for teachers at Canadian universities and colleges, 2008/2009

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
	dollars				
Conrad Grebel University College					
Minimum	105,744	83,002	65,949	51,167	...
Maximum	164,310	164,310	164,310	114,337	...
Annual increment	3,215	3,215	3,215	3,215	...
Huron University College					
Minimum	...	76,822	61,599	...	...
Maximum	124,666	105,094	76,822	...	...
Annual increment	...	...	...	...	...
King's University College					
Minimum	62,424	62,424	62,424	61,424	...
Maximum	...	...	...	...	...
Annual increment	2,278	2,169	2,060	2,060	...
York University					
Minimum	82,000	65,000	55,000	48,000	...
Maximum	...	...	...	...	...
Annual increment	% 3.5	3.5	3.5	3.5	...
Collège dominicain de philosophie et de théologie					
Minimum	63,642	57,215	50,660	41,529	...
Maximum	...	...	...	...	...
Annual increment	% 2.0	2.0	2.0	2.0	...
Ryerson University					
Minimum	90,780	79,710	63,103	...	63,103
Maximum	...	...	112,798	...	112,798
Annual increment					
Minimum	2,200	1,870	1,870	...	1,870
Maximum	...	2,640	2,640	...	2,640
Redeemer University College					
Minimum	...	...	46,474	43,576	...
Maximum	72,553	72,553	66,758	62,411	...
Annual increment	1,449	1,449	1,449	1,449	...
Nipissing University					
Minimum	97,984	80,781	62,520	48,164	...
Maximum	135,528	111,629	89,046	66,952	...
Annual increment	3,087	2,529	2,366	2,032	...
University of Ontario Institute of Technology					
Minimum	...	...	...	...	...
Maximum	...	...	...	...	...
Annual increment	% 5.0	5.0	5.0	...	...
Ontario College of Art & Design					
Minimum	92,099	76,346	60,592	48,474	...
Maximum	116,335	100,583	84,828	72,711	...
Annual increment	% 2.0	2.0	2.0	2.0	...
Brandon University					
Minimum	94,109	75,421	57,626	48,079	...
Maximum	128,915	106,472	81,929	60,371	...
Annual increment	2,900	2,389	1,869	1,366	...

Table 2 (continued)

Salary scales for teachers at Canadian universities and colleges, 2008/2009

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
	dollars				
University of Manitoba					
Minimum	89,848	69,531	59,476	49,545	...
Maximum	133,405	103,225	85,593	69,846	...
Annual increment					
Minimum	2,183	1,810	1,521	1,298	...
Maximum	3,319	2,567	1,990	1,547	...
Collège universitaire de Saint-Boniface					
Minimum					
Minimum	86,271	66,612	58,466	...	46,317
Maximum	...	...	...	...	54,117
Maximum					
Minimum	126,478	104,334	79,568	...	62,711
Maximum	...	...	...	...	88,021
Annual increment	% 3.0	3.0	3.0	...	3.0
Canadian Mennonite University					
Minimum					
Minimum	69,635	59,638	49,739	39,791	39,791
Maximum	...	...	...	...	49,739
Maximum					
Minimum	84,737	78,302	65,432	49,738	49,738
Maximum	...	...	...	...	65,431
Annual increment	% 16.0	14.0	12.0	20.0	12.0
University of Saskatchewan					
Minimum	100,640	86,066	71,492	56,667	45,867
Maximum	...	...	...	...	...
Annual increment	2,429	2,429	2,429	2,429	1,800
Saint Thomas More College					
Minimum	100,640	86,066	71,492	56,667	45,867
Maximum	115,214	100,640	86,066	78,528	62,067
Annual increment	2,429	2,429	2,429	2,429	1,800
Campion College					
Minimum	86,820	68,494	56,196	44,570	...
Maximum	113,500	93,364	77,004	58,898	...
Annual increment	2,668	2,487	2,312	1,592	...
Luther College ²					
Minimum	86,820	68,494	56,196	44,570	...
Maximum	113,500	100,025	83,940	63,674	...
Annual increment	2,668	2,487	2,312	1,592	...
University of Calgary					
Minimum					
Minimum	88,000	74,000	63,000	...	55,000
Maximum	132,001	107,001	...	...	...
Maximum					
Minimum	132,000	107,000	97,000	...	97,000
Maximum	...	127,000	...	...	...
Annual increment					
1st level	2,700	2,400	1,900	...	1,900
2nd level	2,000	1,200	...	...	...
Canadian University College					
Minimum	58,536	56,604	48,360	42,048	...
Maximum	62,147	57,540	53,616	47,304	...
Annual increment	% 2.0	1.0	2.5	2.0	

Table 2 (concluded)
Salary scales for teachers at Canadian universities and colleges, 2008/2009

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
	dollars				
University of Lethbridge					
Minimum	80,000	65,000	55,000	36,000	...
Maximum	...	...	...	...	...
Annual increment	...	...	...	...	...
Athabasca University					
Minimum	101,985	81,767	62,036	48,385	...
Maximum	130,757	104,841	84,058	67,399	...
Annual increment	% 2.8	2.8	2.8	2.8	...
The King's University College					
Minimum	69,591	60,041	50,491	44,207	...
Maximum	80,335	75,559	60,040	45,400	...
Annual increment	1,194	1,194	1,194	1,194	...
Concordia University College of Alberta					
Minimum	74,448	64,453	53,208	...	49,738
Maximum	105,799	100,799	95,799	...	92,325
Annual increment	1,251	1,251	1,251	...	1,251
Additional increment	% 3.3	3.3	3.3	...	3.3
Ambrose University College					
Minimum	68,747	62,262	53,614	...	...
Maximum	88,204	75,233	66,629	...	...
Annual increment	1,297	1,297	1,297	...	...
Simon Fraser University					
Minimum					
Minimum	91,009	73,151	60,395	55,293	55,293
Maximum	...	...	...	68,049	...
Maximum					
Minimum	128,546	99,026	86,271	72,422	60,395
Maximum	...	...	...	88,093	...
Annual increment	% 3.5	3.5	3.5	3.5	3.5
University of Northern British Columbia					
Minimum	86,766	71,310	58,429	49,841	...
Maximum	...	94,641	75,650	62,062	...
Annual increment					
1st level	1,111	1,111	1,111	1,111	...
2nd level	3,027	2,477	2,100	1,848	...
Royal Roads University					
Minimum					
Minimum	87,843	74,624	51,170	...	42,642
Maximum	...	...	...	...	47,972
Maximum					
Minimum	117,709	101,275	79,954	...	58,633
Maximum	...	...	...	...	63,963
Annual increment	% 2.0	2.0	2.0	...	2.0
Additional increment	% 1.5	1.5	1.5	...	1.5

... none/not applicable

1. Salary increment due to progress through the ranks.

2. Scales are not final.

3. Includes salary scale increment, progress through the ranks and catch-up.

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-M no. 001	Understanding the rural-urban reading gap
81-595-M no. 002	Canadian education and training services abroad: the role of contracts funded by international financial institution
81-595-M No. 003	Finding their way: a profile of young Canadian graduates
81-595-M No. 004	Learning, earning and leaving – The relationship between working while in high school and dropping out
81-595-M No. 005	Linking provincial student assessments with national and international assessments
81-595-M No. 006	Who goes to post-secondary education and when: Pathways chosen by 20 year-olds
81-595-M No. 007	Access, persistence and financing: First results from the Postsecondary Education Participation Survey (PEPS)
81-595-M No. 008	The labour market impacts of adult education and training in Canada
81-595-M No. 009	Issues in the design of Canada’s Adult Education and Training Survey
81-595-M No. 010	Planning and preparation: First results from the Survey of Approaches to Educational Planning (SAEP) 2002
81-595-M No. 011	A new understanding of postsecondary education in Canada: A discussion paper
81-595-M No. 012	Variation in literacy skills among Canadian provinces: Findings from the OECD PISA
81-595-M No. 013	Salaries and salary scales of full-time teaching staff at Canadian universities, 2001-2002: final report
81-595-M No. 014	In and out of high school: First results from the second cycle of the Youth in Transition Survey, 2002
81-595-M No. 015	Working and Training: First Results of the 2003 Adult Education and Training Survey
81-595-M No. 016	Class of 2000: Profile of Postsecondary Graduates and Student Debt
81-595-M No. 017	Connectivity and ICT integration in Canadian elementary and secondary schools: First results from the Information and Communications Technologies in Schools Survey, 2003-2004
81-595-M No. 018	Education and Labour Market Pathways of Young Canadians Between age 20 and 22: an Overview
81-595-M No. 019	Salaries and salary scales of full-time teaching staff at Canadian universities, 2003-2004
81-595-M No. 020	Culture Goods Trade Estimates: Methodology and Technical Notes
81-595-M No. 021	Canadian Framework for Culture Statistics
81-595-M No. 022	Summary public school indicators for the provinces and territories, 1996-1997 to 2002-2003

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- 81-595-M No. 024 Economic Contributions of the Culture Sector in Ontario
- 81-595-M No. 025 Economic Contribution of the Culture Sector in Canada – A Provincial Perspective
- 81-595-M No. 026 Who pursues postsecondary education, who leaves and why: Results from the Youth in Transition Survey
- 81-595-M No. 027 Salaries and salary scales of full-time teaching staff at Canadian universities, 2002-2003: final report
- 81-595-M No. 028 Canadian School Libraries and Teacher-Librarians: Results from the 2003/04 Information and Communications Technologies in Schools Survey
- 81-595-M No. 029 Manitoba Postsecondary Graduates from the Class of 2000: How Did They Fare?
- 81-595-M No. 030 Salaries and Salary Scales of Full-time teaching Staff at Canadian Universities, 2004-2005: Preliminary Report
- 81-595-M No. 031 Salaries and salary scales of full-time teaching staff at Canadian universities, 2003-2004: final report
- 81-595-M No. 032 Survey of Earned Doctorates: A Profile of Doctoral Degree Recipients
- 81-595-M No. 033 The Education Services Industry in Canada
- 81-595-M No. 034 Connectivity and ICT Integration in First Nations Schools: Results from the Information and Communications Technologies in Schools Survey, 2003/04
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- 81-595-M No. 036 Participation in Postsecondary Education: Evidence from the Survey of Labour Income Dynamics
- 81-595-M No. 037 Economic Contribution of the Culture sector to Canada's Provinces
- 81-595-M No. 038 Profile of Selected Culture Industries in Ontario
- 81-595-M No. 039 Factors Affecting the Repayment of Student Loans
- 81-595-M No. 040 Culture Goods Trade Data User Guide
- 81-595-M No. 041 Health Human Resources and Education: Outlining Information Needs
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81-595-M No. 048	Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2004/2005: Final Report
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81-595-M No. 051	Culture Employment in a North American Context
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81-595-M No. 062	Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2007/2008: Preliminary Report
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81-595-M No. 067	Summary Public School Indicators for the Provinces and Territories, 1999/2000 to 2005/2006
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- 81-595-M No. 071 Statistics Canada’s Definition and Classification of Postsecondary and Adult Education Providers in Canada
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- 81-595-M No. 073 Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2006/2007: Final Report
- 81-595-M No. 074 Graduating in Canada: Profile, Labour Market Outcomes and Student Debt of the Class of 2005
- 81-595-M No. 075 Education and Labour Market Transitions in Young Adulthood
- 81-595-M No. 076 Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2008/2009: Preliminary Report