

Catalogue no. 81-595-M — No. 082
ISSN: 1711-831X
ISBN: 978-1-100-15369-8

Research Paper

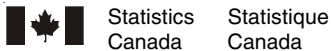
Culture, Tourism and the Centre for Education Statistics

Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2007/2008: Final Report

by Education Finances, Postsecondary Faculty and Tuition Statistics Section

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

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

Statistics Canada

Published by authority of the Minister responsible for Statistics Canada

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May 2010

Catalogue no. 81-595-M No. 082

Frequency: Occasional

ISSN 1711-831X

ISBN 978-1-100-15369-8

Ottawa

Cette publication est disponible en français (N° 81-595-M n° 082 au catalogue)

Statistics Canada

Acknowledgements

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

Note of appreciation

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

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Background

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

This report presents information on the salaries of full-time teaching staff at those institutions that have more than 100 staff, along with information on their salary scales for the 2007/2008 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 salary information is not shown when a given rank has less than three (3) people and when the mean in a given rank contains less than six (6) people. As well, 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 2007/2008 salary scales for full-time university teachers. Note that the institutions included in this table are not a subset of the institutions covered in the salary tables.

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

Universities included in the following tables:

| | |
|--|---|
| Memorial University of Newfoundland | University of Ottawa |
| University of Prince Edward Island | Université de Saint Paul |
| Acadia University | Queen's University |
| Acadia Divinity College | University of Toronto |
| Atlantic School of Theology | University of St. Michael's College |
| Université Sainte-Anne | University of Trinity College |
| Dalhousie University | Victoria University |
| Mount St. Vincent University | Knox College |
| Nova Scotia College of Art and Design | Trent University |
| Sr. Francis Xavier University | University of Waterloo |
| Sr. Mary's University | St. Jerome's University |
| University of King's College | Conrad Grebel University |
| Cape Breton University | Huron University College |
| Nova Scotia Agricultural College | University of Western Ontario |
| Mount Allison University | University of Windsor |
| University of New Brunswick | York University |
| Université de Moncton | Wilfred Laurier University |
| Université de Moncton (Campus de Shippagan) | Collège dominicain de philosophie et théologie |
| Université de Moncton (Campus d'Edmunston) | Royal Military College |
| St. Thomas University | Ryerson University |
| Bishop's University | Redeemer University College |
| McGill University | Nipissing University |
| Université de Montréal | University of Ontario – Institute of Technology |
| École Polytechnique | Ontario College of Art and Design |
| École des hautes études commerciales | Brandon University |
| Université du Québec à Chicoutimi | University of Manitoba |
| Université du Québec à Montréal | Collège universitaire de Saint-Boniface |
| Université du Québec en Abitibi-Témiscaminque | Canadian Mennonite University |
| Université du Québec à Trois-Rivières | University of Winnipeg |
| Université du Québec en Outaouais | University of Saskatchewan |
| Institut national de la recherche scientifique | College of Emmanuel and Saint Chad |
| Université du Québec à Rimouski | Lutheran Theological Seminary |
| École de technologie supérieure | Saint Thomas More College |
| Télé-université du Québec | University of Regina |
| Université Laval | Campion College |
| Université de Sherbrooke | Luther College |
| Concordia University | University of Alberta |
| Brock University | University of Calgary |
| Concordia Lutheran Theological Seminary | Canadian University College |
| Carleton University | University of Lethbridge |
| University of Guelph | Athabasca University |
| Lakehead University | King's University College |
| Laurentian University of Sudbury | Concordia University College of Alberta |
| Collège universitaire de Hearst | Alliance University College |
| Huntington University | University of British Columbia |
| University of Sudbury | Simon Fraser University |
| Thorneloe University | University of Victoria |
| McMaster University | Trinity Western University |
| | University of Northern British Columbia |
| | Royal Roads University |

Table 1
Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

Memorial University of Newfoundland

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|---------------|----------------|---------|------|
| | | | | | dollars | dollars | 10th | 90th |
| | | | | | | | dollars | |
| numbers | | dollars | | dollars | | | | |
| Including medical/dental | | | | | | | | |
| Full professors | 284 | 9 | 109,285 | 108,610 | 93,940 | 126,540 | | |
| With senior administrative duties | 29 | 6 | 118,479 | 113,720 | 94,680 | 139,910 | | |
| Without senior administrative duties | 255 | 3 | 108,240 | 108,610 | 93,940 | 124,910 | | |
| Associate professors | 318 | 4 | 90,173 | 87,420 | 77,640 | 103,720 | | |
| With senior administrative duties | 26 | 1 | 97,380 | 92,985 | 80,990 | 123,044 | | |
| Without senior administrative duties | 292 | 3 | 89,531 | 87,420 | 77,640 | 103,720 | | |
| Assistant professors | 258 | 5 | 70,190 | 69,490 | 61,340 | 79,270 | | |
| Rank below assistant | 10 | 0 | 56,613 | 56,450 | 53,353 | 59,547 | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 1 | 0 | x | x | x | x | | |
| All ranks combined (including deans) | 878 | 11 | 90,610 | 89,050 | 64,600 | 118,390 | | |
| Male | 579 | 3 | 94,147 | 95,570 | 66,230 | 120,020 | | |
| Female | 299 | 8 | 83,762 | 80,900 | 64,600 | 106,980 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

Memorial University of Newfoundland

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|---------------|----------------|---------|------|
| | | | | | dollars | dollars | 10th | 90th |
| | | | | | | | dollars | |
| numbers | | dollars | | dollars | | | | |
| Excluding medical/dental | | | | | | | | |
| Full professors | 237 | 7 | 109,051 | 108,610 | 94,532 | 124,954 | | |
| With senior administrative duties | 23 | 5 | 116,197 | 114,610 | 94,680 | 138,066 | | |
| Without senior administrative duties | 214 | 2 | 108,283 | 108,610 | 93,940 | 124,910 | | |
| Associate professors | 246 | 4 | 91,290 | 89,050 | 77,640 | 103,720 | | |
| With senior administrative duties | 23 | 1 | 98,528 | 93,420 | 80,840 | 127,478 | | |
| Without senior administrative duties | 223 | 3 | 90,543 | 89,050 | 77,640 | 103,720 | | |
| Assistant professors | 200 | 3 | 69,906 | 67,860 | 61,340 | 80,900 | | |
| Rank below assistant | 10 | 0 | x | x | x | x | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 | | |
| All ranks combined (including deans) | 699 | 8 | 91,204 | 92,310 | 64,600 | 118,390 | | |
| Male | 466 | 2 | 94,696 | 97,200 | 66,230 | 120,020 | | |
| Female | 233 | 6 | 84,220 | 81,140 | 62,970 | 110,240 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

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

0 true zero or a value rounded to zero

Table 1 (continued)**Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008****University of Prince Edward Island**

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | |
|---|----------------------------|-------------------------------|----------------|----------------|---------------|----------------|
| | | | | | 10th | 90th |
| | | | | | dollars | |
| | numbers | | dollars | | dollars | |
| Full professors | 35 | 1 | 116,277 | 114,245 | 94,009 | 138,193 |
| With senior administrative duties | 3 | 1 | x | x | x | x |
| Without senior administrative duties | 32 | 0 | 115,046 | x | x | x |
| Associate professors | 90 | 3 | 95,801 | 92,013 | 75,008 | 121,228 |
| With senior administrative duties | 18 | 2 | 108,723 | 106,176 | 81,256 | 140,622 |
| Without senior administrative duties | 72 | 1 | 92,570 | 88,716 | 75,008 | 117,178 |
| Assistant professors | 43 | 7 | 76,711 | 73,734 | 62,202 | 98,754 |
| Rank below assistant | 21 | 3 | 85,176 | 84,940 | 75,168 | 102,858 |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 |
| Other teaching staff | 6 | 0 | 74,073 | x | x | x |
| All ranks combined (including deans) | 203 | 6 | 94,211 | 89,974 | 70,042 | 122,029 |
| Male | 134 | 1 | 97,073 | 96,293 | 72,134 | 123,559 |
| Female | 69 | 5 | 88,653 | 79,974 | 67,168 | 114,251 |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 |

Acadia University

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | |
|---|----------------------------|-------------------------------|----------------|----------------|---------------|----------------|
| | | | | | 10th | 90th |
| | | | | | dollars | |
| | numbers | | dollars | | dollars | |
| Full professors | 52 | 3 | 111,832 | 114,729 | 89,659 | 125,601 |
| With senior administrative duties | 13 | 3 | 117,813 | 118,644 | 102,452 | 126,659 |
| Without senior administrative duties | 39 | 0 | 109,838 | 111,659 | 89,659 | 123,659 |
| Associate professors | 72 | 1 | 84,235 | 83,275 | 75,275 | 95,275 |
| With senior administrative duties | 8 | 1 | 90,915 | x | x | x |
| Without senior administrative duties | 64 | 0 | 83,400 | x | x | x |
| Assistant professors | 65 | 0 | 71,842 | 71,611 | 64,411 | 78,811 |
| Rank below assistant | 11 | 0 | x | x | x | x |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 |
| All ranks combined (including deans) | 204 | 0 | 86,695 | 81,275 | 66,211 | 119,659 |
| Male | 144 | 0 | 88,638 | 82,608 | 68,011 | 121,782 |
| Female | 60 | 0 | 82,032 | 78,811 | 62,530 | 108,771 |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 |

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

0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

Dalhousie University

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|---------------|----------------|---------|------|
| | | | | | numbers | dollars | 10th | 90th |
| | | | | | | | dollars | |
| Including medical/dental | | | | | | | | |
| Full professors | 372 | 11 | 119,923 | 119,563 | 94,621 | 145,312 | | |
| With senior administrative duties | 51 | 8 | 132,906 | 130,500 | 103,706 | 160,382 | | |
| Without senior administrative duties | 321 | 3 | 117,860 | 117,361 | 93,978 | 143,483 | | |
| Associate professors | 294 | 3 | 95,977 | 93,987 | 79,302 | 116,614 | | |
| With senior administrative duties | 31 | 2 | 111,153 | 110,657 | 88,529 | 135,031 | | |
| Without senior administrative duties | 263 | 1 | 94,189 | 92,529 | 78,175 | 112,876 | | |
| Assistant professors | 299 | 4 | 79,006 | 78,237 | 64,500 | 95,017 | | |
| Rank below assistant | 28 | 0 | 69,370 | 72,046 | 55,472 | 81,255 | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 | | |
| All ranks combined (including deans) | 1,003 | 8 | 99,772 | 95,954 | 69,412 | 133,816 | | |
| Male | 627 | 3 | 105,395 | 103,407 | 71,200 | 139,970 | | |
| Female | 376 | 5 | 90,396 | 86,065 | 67,628 | 117,205 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

Dalhousie University

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|----------------|----------------|---------|------|
| | | | | | numbers | dollars | 10th | 90th |
| | | | | | | | dollars | |
| Excluding medical/dental | | | | | | | | |
| Full professors | 269 | 10 | 122,971 | 122,488 | 100,329 | 145,312 | | |
| With senior administrative duties | 39 | 7 | 128,046 | 128,390 | 111,039 | 150,059 | | |
| Without senior administrative duties | 230 | 3 | 122,110 | 121,212 | 100,009 | 145,144 | | |
| Associate professors | 214 | 3 | 96,702 | 94,191 | 82,598 | 114,688 | | |
| With senior administrative duties | 22 | 2 | 111,239 | 111,427 | 88,588 | 133,067 | | |
| Without senior administrative duties | 192 | 1 | 95,037 | 93,136 | 82,093 | 110,657 | | |
| Assistant professors | 238 | 4 | 77,636 | 78,207 | 64,998 | 87,288 | | |
| Rank below assistant | 26 | 0 | x | x | x | x | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 | | |
| All ranks combined (including deans) | 756 | 8 | 99,934 | 94,991 | 71,242 | 133,923 | | |
| Male | 465 | 3 | 106,326 | 106,555 | 72,932 | 140,532 | | |
| Female | 291 | 5 | 89,720 | 85,417 | 68,592 | 115,131 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

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

0 true zero or a value rounded to zero

Table 1 (continued)**Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008****Mount St. Vincent University**

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|---------------|----------------|---------|------|
| | | | | | dollars | dollars | 10th | 90th |
| | | | | | | | dollars | |
| Full professors | 35 | 4 | 108,807 | 111,858 | 92,795 | 115,909 | | |
| With senior administrative duties | 10 | 4 | 109,278 | 112,756 | 99,151 | 116,509 | | |
| Without senior administrative duties | 25 | 0 | 108,618 | 111,858 | 90,547 | 116,735 | | |
| Associate professors | 63 | 2 | 89,808 | 94,442 | 76,456 | 95,942 | | |
| With senior administrative duties | 17 | 1 | 91,395 | 95,492 | 78,345 | 96,242 | | |
| Without senior administrative duties | 46 | 1 | 89,221 | 94,442 | 75,782 | 94,442 | | |
| Assistant professors | 41 | 2 | x | x | x | x | | |
| Rank below assistant | 1 | 0 | x | x | x | x | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 | | |
| All ranks combined (including deans) | 146 | 2 | 88,787 | 94,418 | 65,509 | 113,929 | | |
| Male | 57 | 0 | 91,697 | 94,442 | 65,509 | 114,049 | | |
| Female | 89 | 2 | 86,923 | 90,932 | 65,509 | 113,656 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

St. Francis Xavier University

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|---------------|----------------|---------|------|
| | | | | | dollars | dollars | 10th | 90th |
| | | | | | | | dollars | |
| Full professors | 60 | 6 | 106,461 | 105,217 | 91,587 | 118,342 | | |
| With senior administrative duties | 13 | 3 | 104,873 | 104,143 | 91,336 | 125,187 | | |
| Without senior administrative duties | 47 | 3 | 106,900 | 109,417 | 92,954 | 118,342 | | |
| Associate professors | 75 | 2 | 83,842 | 83,822 | 72,761 | 95,837 | | |
| With senior administrative duties | 15 | 0 | 88,510 | 89,177 | 69,782 | 103,673 | | |
| Without senior administrative duties | 60 | 2 | 82,676 | 82,430 | 72,761 | 93,341 | | |
| Assistant professors | 82 | 4 | 65,934 | 64,805 | 58,485 | 74,279 | | |
| Rank below assistant | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 17 | 3 | x | x | x | x | | |
| All ranks combined (including deans) | 236 | 13 | 82,289 | 78,924 | 60,444 | 110,047 | | |
| Male | 129 | 4 | 87,906 | 89,241 | 62,405 | 115,192 | | |
| Female | 107 | 9 | 75,516 | 73,568 | 60,052 | 96,524 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

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

0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

St. Mary's University

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|---------------|----------------|---------|------|
| | | | | | numbers | dollars | 10th | 90th |
| | | | | | | | dollars | |
| Full professors | 73 | 5 | 119,151 | 121,633 | 96,373 | 137,473 | | |
| With senior administrative duties | 10 | 3 | 122,624 | 126,320 | 95,847 | 146,599 | | |
| Without senior administrative duties | 63 | 2 | 118,599 | 121,633 | 96,373 | 135,804 | | |
| Associate professors | 88 | 3 | 91,758 | 90,411 | 75,764 | 112,352 | | |
| With senior administrative duties | 16 | 1 | 94,220 | 92,773 | 74,990 | 116,890 | | |
| Without senior administrative duties | 72 | 2 | 91,211 | 90,411 | 75,764 | 110,797 | | |
| Assistant professors | 73 | 1 | x | x | x | x | | |
| Rank below assistant | 1 | 0 | x | x | x | x | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 | | |
| All ranks combined (including deans) | 239 | 5 | 95,119 | 93,039 | 67,276 | 123,738 | | |
| Male | 156 | 4 | 99,808 | 97,298 | 69,581 | 126,680 | | |
| Female | 83 | 1 | 86,305 | 83,088 | 65,892 | 119,685 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

Cape Breton University

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|---------------|---------------|---------------|----------------|---------|------|
| | | | | | numbers | dollars | 10th | 90th |
| | | | | | | | dollars | |
| Full professors | 21 | 1 | 98,676 | 97,561 | 89,581 | 110,161 | | |
| With senior administrative duties | 3 | 1 | x | x | x | x | | |
| Without senior administrative duties | 18 | 0 | x | x | x | x | | |
| Associate professors | 33 | 3 | 80,578 | 82,030 | 66,030 | 94,226 | | |
| With senior administrative duties | 7 | 3 | 87,969 | x | x | x | | |
| Without senior administrative duties | 26 | 0 | 78,588 | x | x | x | | |
| Assistant professors | 52 | 1 | x | x | x | x | | |
| Rank below assistant | 3 | 0 | x | x | x | x | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 | | |
| All ranks combined (including deans) | 113 | 1 | 76,799 | 68,910 | 59,410 | 103,021 | | |
| Male | 71 | 0 | 78,750 | 70,030 | 57,890 | 109,338 | | |
| Female | 42 | 1 | 73,499 | 68,910 | 61,310 | 97,561 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

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

0 true zero or a value rounded to zero

Table 1 (continued)**Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008****Mount Allison University**

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|----------------|----------------|---------|------|
| | | | | | dollars | dollars | 10th | 90th |
| | | | | | | | dollars | |
| Full professors | 33 | 2 | 119,970 | 121,773 | 112,850 | 121,773 | | |
| With senior administrative duties | 10 | 2 | 120,038 | 121,773 | 110,124 | 121,773 | | |
| Without senior administrative duties | 23 | 0 | 119,941 | 121,773 | 112,850 | 121,773 | | |
| Associate professors | 56 | 2 | 91,234 | 89,552 | 78,895 | 109,380 | | |
| With senior administrative duties | 13 | 1 | 91,649 | 94,509 | 77,160 | 105,414 | | |
| Without senior administrative duties | 43 | 1 | 91,108 | 87,074 | 79,638 | 109,380 | | |
| Assistant professors | 40 | 0 | x | x | x | x | | |
| Rank below assistant | 5 | 1 | x | x | x | x | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 | | |
| All ranks combined (including deans) | 137 | 2 | 91,786 | 87,074 | 67,246 | 121,773 | | |
| Male | 78 | 1 | 96,993 | 96,988 | 69,724 | 121,773 | | |
| Female | 59 | 1 | 84,902 | 82,117 | 64,767 | 121,773 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

University of New Brunswick

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|---------------|----------------|---------|------|
| | | | | | dollars | dollars | 10th | 90th |
| | | | | | | | dollars | |
| Full professors | 260 | 16 | 116,522 | 117,336 | 97,069 | 130,358 | | |
| With senior administrative duties | 44 | 14 | 123,560 | 121,324 | 110,970 | 139,862 | | |
| Without senior administrative duties | 216 | 2 | 115,088 | 116,431 | 96,926 | 130,358 | | |
| Associate professors | 184 | 1 | 90,235 | 87,877 | 78,497 | 106,721 | | |
| With senior administrative duties | 20 | 0 | 105,291 | 109,252 | 86,950 | 115,137 | | |
| Without senior administrative duties | 164 | 1 | 88,399 | 86,944 | 78,497 | 105,627 | | |
| Assistant professors | 104 | 5 | 71,750 | 72,031 | 60,550 | 83,542 | | |
| Rank below assistant | 6 | 0 | 81,034 | x | x | x | | |
| Rank below preceding | 28 | 0 | 57,671 | x | x | x | | |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 | | |
| All ranks combined (including deans) | 596 | 8 | 98,028 | 97,069 | 67,650 | 130,358 | | |
| Male | 382 | 2 | 102,516 | 104,087 | 72,468 | 130,358 | | |
| Female | 214 | 6 | 90,016 | 86,219 | 60,564 | 121,168 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

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

0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

Université de Moncton

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|---------------|----------------|---------|------|
| | | | | | numbers | dollars | 10th | 90th |
| | | | | | | | dollars | |
| Full professors | 82 | 10 | 110,156 | 111,288 | 94,461 | 120,275 | | |
| With senior administrative duties | 16 | 9 | 114,854 | 116,417 | 98,474 | 124,838 | | |
| Without senior administrative duties | 66 | 1 | 109,017 | 109,690 | 93,504 | 119,760 | | |
| Associate professors | 87 | 3 | 88,862 | 90,034 | 75,590 | 99,067 | | |
| With senior administrative duties | 10 | 3 | 92,157 | 93,051 | 74,469 | 102,276 | | |
| Without senior administrative duties | 77 | 0 | 88,435 | 90,034 | 75,590 | 98,227 | | |
| Assistant professors | 73 | 0 | 73,064 | 73,468 | 63,568 | 81,734 | | |
| Rank below assistant | 12 | 0 | 60,563 | 59,608 | 48,322 | 86,808 | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 17 | 0 | 76,306 | 75,448 | 54,460 | 97,149 | | |
| All ranks combined (including deans) | 283 | 1 | 90,151 | 89,829 | 65,548 | 117,694 | | |
| Male | 177 | 1 | 93,726 | 93,614 | 67,528 | 119,760 | | |
| Female | 106 | 0 | 84,180 | 80,020 | 59,608 | 113,852 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

St. Thomas University

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|---------------|----------------|---------|------|
| | | | | | numbers | dollars | 10th | 90th |
| | | | | | | | dollars | |
| Full professors | 23 | 0 | 103,819 | 105,201 | 78,289 | 119,802 | | |
| With senior administrative duties | 2 | 0 | x | x | x | x | | |
| Without senior administrative duties | 21 | 0 | x | x | x | x | | |
| Associate professors | 37 | 1 | 84,489 | 85,628 | 71,189 | 97,045 | | |
| With senior administrative duties | 12 | 0 | 86,816 | 86,987 | 72,348 | 98,445 | | |
| Without senior administrative duties | 25 | 1 | 83,372 | 82,909 | 70,133 | 97,045 | | |
| Assistant professors | 47 | 1 | x | x | x | x | | |
| Rank below assistant | 4 | 0 | x | x | x | x | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 | | |
| All ranks combined (including deans) | 111 | 2 | 80,460 | 78,010 | 58,444 | 110,220 | | |
| Male | 64 | 2 | 82,791 | 80,101 | 57,764 | 117,666 | | |
| Female | 47 | 0 | 77,286 | 77,473 | 57,900 | 97,480 | | |
| Visiting staff | 0 | 1 | 0 | 0 | 0 | 0 | | |

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

0 true zero or a value rounded to zero

Table 1 (continued)**Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008****McGill University¹**

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|----------------|----------------|------|------|
| | | | | | numbers | dollars | 10th | 90th |
| | | | | | | | | |
| Including medical/dental | | | | | | | | |
| Full professors | 590 | 15 | 134,919 | 130,033 | 105,750 | 169,711 | | |
| With senior administrative duties | 98 | 10 | 158,520 | 143,713 | 120,827 | 218,589 | | |
| Without senior administrative duties | 492 | 5 | 130,218 | 126,288 | 101,971 | 162,674 | | |
| Associate professors | 590 | 8 | 105,136 | 102,656 | 83,305 | 129,981 | | |
| With senior administrative duties | 73 | 4 | 124,696 | 120,581 | 96,292 | 159,143 | | |
| Without senior administrative duties | 517 | 4 | 102,374 | 100,567 | 82,682 | 124,077 | | |
| Assistant professors | 372 | 13 | 84,831 | 83,247 | 66,651 | 99,638 | | |
| Rank below assistant | 106 | 2 | 74,851 | 70,251 | 49,713 | 111,186 | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 14 | 1 | 87,437 | 71,808 | 57,632 | 147,500 | | |
| All ranks combined (including deans) | 1,686 | 25 | 109,850 | 105,519 | 71,956 | 149,958 | | |
| Male | 1,206 | 11 | 113,999 | 109,489 | 75,029 | 155,683 | | |
| Female | 480 | 14 | 99,426 | 96,381 | 65,062 | 136,732 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

McGill University¹

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|----------------|----------------|------|------|
| | | | | | numbers | dollars | 10th | 90th |
| | | | | | | | | |
| Excluding medical/dental | | | | | | | | |
| Full professors | 462 | 13 | 135,882 | 130,266 | 111,977 | 164,569 | | |
| With senior administrative duties | 75 | 8 | 155,358 | 142,972 | 121,663 | 198,366 | | |
| Without senior administrative duties | 387 | 5 | 132,107 | 127,552 | 110,520 | 159,962 | | |
| Associate professors | 520 | 8 | 106,617 | 103,820 | 86,232 | 128,324 | | |
| With senior administrative duties | 64 | 4 | 124,526 | 120,047 | 102,619 | 158,811 | | |
| Without senior administrative duties | 456 | 4 | 104,104 | 102,142 | 86,081 | 123,571 | | |
| Assistant professors | 348 | 13 | 85,088 | 83,541 | 66,651 | 100,515 | | |
| Rank below assistant | 105 | 2 | x | x | x | x | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 14 | 1 | 87,437 | 71,808 | 57,632 | 147,500 | | |
| All ranks combined (including deans) | 1,461 | 25 | 108,863 | 105,728 | 73,523 | 147,088 | | |
| Male | 1,009 | 11 | 113,288 | 110,000 | 79,255 | 151,091 | | |
| Female | 452 | 14 | 98,986 | 96,280 | 65,616 | 135,725 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

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

0 true zero or a value rounded to zero

1. Salaries in Quebec are under-represented since professors on sabbatical are reported with a reduced annual rate of salary.

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

Université de Montréal¹

| | Total teaching staff | Teaching staff excluded | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|----------------|----------------|
| | | | Average | Median | 10th | 90th |
| | | | | | dollars | |
| numbers | | dollars | | dollars | | |
| Including medical/dental | | | | | | |
| Full professors | 736 | 8 | 123,813 | 117,110 | 109,279 | 146,350 |
| With senior administrative duties | 91 | 8 | 136,621 | 133,612 | 117,110 | 165,236 |
| Without senior administrative duties | 645 | 0 | 122,006 | 117,110 | 107,512 | 144,154 |
| Associate professors | 436 | 1 | 98,708 | 98,202 | 84,346 | 111,560 |
| With senior administrative duties | 21 | 1 | 109,914 | 108,050 | 94,476 | 122,288 |
| Without senior administrative duties | 415 | 0 | 98,141 | 97,346 | 84,346 | 110,661 |
| Assistant professors | 274 | 0 | 79,279 | 77,454 | 69,620 | 89,095 |
| Rank below assistant | 15 | 0 | 57,279 | 56,360 | 51,700 | 67,748 |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 |
| Other teaching staff | 10 | 0 | 80,986 | 68,330 | 39,400 | 198,870 |
| All ranks combined (including deans) | 1,480 | 0 | 107,421 | 108,202 | 76,874 | 134,104 |
| Male | 983 | 0 | 110,972 | 113,640 | 80,937 | 140,589 |
| Female | 497 | 0 | 100,397 | 99,756 | 73,974 | 127,140 |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 |

Université de Montréal¹

| | Total teaching staff | Teaching staff excluded | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|----------------|----------------|
| | | | Average | Median | 10th | 90th |
| | | | | | dollars | |
| numbers | | dollars | | dollars | | |
| Excluding medical/dental | | | | | | |
| Full professors | 639 | 6 | 122,680 | 117,110 | 107,512 | 145,930 |
| With senior administrative duties | 79 | 6 | 134,603 | 132,334 | 115,780 | 155,558 |
| Without senior administrative duties | 560 | 0 | 120,998 | 117,110 | 107,512 | 143,057 |
| Associate professors | 389 | 1 | 97,489 | 97,056 | 84,346 | 108,206 |
| With senior administrative duties | 16 | 1 | 107,767 | 106,127 | 91,217 | 126,921 |
| Without senior administrative duties | 373 | 0 | 97,048 | 96,702 | 84,346 | 108,176 |
| Assistant professors | 258 | 0 | 78,760 | 76,874 | 69,620 | 89,077 |
| Rank below assistant | 13 | 0 | x | x | x | x |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 |
| Other teaching staff | 10 | 0 | 80,986 | 68,330 | 39,400 | 198,870 |
| All ranks combined (including deans) | 1,316 | 0 | 105,839 | 105,640 | 75,717 | 133,742 |
| Male | 853 | 0 | 109,166 | 111,894 | 79,380 | 137,350 |
| Female | 463 | 0 | 99,708 | 98,202 | 73,974 | 127,200 |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 |

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

0 true zero or a value rounded to zero

1. Salaries in Quebec are under-represented since professors on sabbatical are reported with a reduced annual rate of salary.

Table 1 (continued)**Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008****Bishop's University¹**

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | |
|---|----------------------------|-------------------------------|----------------|----------------|---------------|----------------|
| | | | | | 10th | 90th |
| | | | | | | |
| | numbers | | dollars | | dollars | dollars |
| Full professors | 52 | 3 | 106,147 | 105,827 | 91,751 | 118,336 |
| With senior administrative duties | 0 | 2 | 0 | 0 | 0 | 0 |
| Without senior administrative duties | 52 | 1 | 106,147 | 105,827 | 91,751 | 118,336 |
| Associate professors | 34 | 0 | 75,744 | 74,809 | 68,814 | 81,325 |
| With senior administrative duties | 0 | 0 | 0 | 0 | 0 | 0 |
| Without senior administrative duties | 34 | 0 | 75,744 | 74,809 | 68,814 | 81,325 |
| Assistant professors | 26 | 2 | x | x | x | x |
| Rank below assistant | 2 | 1 | x | x | x | x |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 |
| All ranks combined (including deans) | 118 | 2 | 88,432 | 81,325 | 64,122 | 118,336 |
| Male | 81 | 1 | 91,368 | 89,145 | 68,814 | 118,336 |
| Female | 37 | 1 | 82,005 | 78,719 | 60,994 | 106,661 |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 |

École Polytechnique¹

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | |
|---|----------------------------|-------------------------------|----------------|----------------|----------------|----------------|
| | | | | | 10th | 90th |
| | | | | | | |
| | numbers | | dollars | | dollars | dollars |
| Full professors | 120 | 0 | 125,939 | 127,468 | 115,732 | 131,874 |
| With senior administrative duties | 5 | 0 | x | x | x | x |
| Without senior administrative duties | 115 | 0 | x | x | x | x |
| Associate professors | 53 | 0 | 107,674 | 108,224 | 94,186 | 115,829 |
| With senior administrative duties | 2 | 0 | x | x | x | x |
| Without senior administrative duties | 51 | 0 | x | x | x | x |
| Assistant professors | 47 | 0 | x | x | x | x |
| Rank below assistant | 1 | 0 | x | x | x | x |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 |
| All ranks combined (including deans) | 221 | 0 | 113,904 | 115,829 | 89,670 | 131,874 |
| Male | 198 | 0 | 114,861 | 117,199 | 91,285 | 131,874 |
| Female | 23 | 0 | 105,667 | 104,948 | 86,432 | 130,405 |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 |

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

0 true zero or a value rounded to zero

1. Salaries in Quebec are under-represented since professors on sabbatical are reported with a reduced annual rate of salary.

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

École des hautes études commerciales¹

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|----------------|----------------|---------|------|
| | | | | | numbers | dollars | 10th | 90th |
| | | | | | | | dollars | |
| Full professors | 85 | 0 | 133,217 | 134,013 | 112,086 | 156,072 | | |
| With senior administrative duties | 22 | 0 | 147,944 | 145,010 | 125,900 | 172,739 | | |
| Without senior administrative duties | 63 | 0 | 128,074 | 130,080 | 110,558 | 134,013 | | |
| Associate professors | 77 | 0 | 102,417 | 106,920 | 90,767 | 107,310 | | |
| With senior administrative duties | 7 | 0 | 116,616 | x | x | x | | |
| Without senior administrative duties | 70 | 0 | 100,997 | x | x | x | | |
| Assistant professors | 51 | 0 | 82,467 | 83,465 | 77,476 | 87,278 | | |
| Rank below assistant | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 | | |
| All ranks combined (including deans) | 213 | 0 | 109,931 | 106,920 | 81,014 | 134,013 | | |
| Male | 157 | 0 | 110,996 | 106,920 | 80,775 | 135,946 | | |
| Female | 56 | 0 | 106,947 | 106,920 | 81,014 | 134,013 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

Université du Québec à Chicoutimi¹

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|---------------|----------------|---------|------|
| | | | | | numbers | dollars | 10th | 90th |
| | | | | | | | dollars | |
| Full professors | 70 | 4 | 105,594 | 107,616 | 94,019 | 111,235 | | |
| With senior administrative duties | 17 | 4 | 111,147 | 107,672 | 96,053 | 131,592 | | |
| Without senior administrative duties | 53 | 0 | 103,813 | 107,616 | 92,539 | 107,616 | | |
| Associate professors | 88 | 6 | 86,199 | 85,809 | 73,956 | 97,558 | | |
| With senior administrative duties | 24 | 6 | 91,697 | 89,382 | 76,827 | 104,372 | | |
| Without senior administrative duties | 64 | 0 | 84,137 | 82,671 | 73,956 | 96,437 | | |
| Assistant professors | 42 | 0 | 65,361 | 64,354 | 58,874 | 74,125 | | |
| Rank below assistant | 13 | 0 | 48,732 | 45,000 | 42,000 | 61,500 | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 | | |
| All ranks combined (including deans) | 223 | 0 | 87,635 | 87,744 | 60,198 | 107,616 | | |
| Male | 152 | 0 | 90,134 | 93,135 | 60,198 | 107,616 | | |
| Female | 71 | 0 | 82,287 | 80,246 | 60,040 | 106,776 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

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

0 true zero or a value rounded to zero

1. Salaries in Quebec are under-represented since professors on sabbatical are reported with a reduced annual rate of salary.

Table 1 (continued)**Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008****Université du Québec à Montréal¹**

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|---------------|----------------|---------|------|
| | | | | | numbers | dollars | 10th | 90th |
| | | | | | | | dollars | |
| Full professors | 381 | 6 | 102,859 | 106,550 | 90,005 | 108,381 | | |
| With senior administrative duties | 23 | 6 | 107,278 | 109,606 | 96,614 | 112,771 | | |
| Without senior administrative duties | 358 | 0 | 102,575 | 106,550 | 88,240 | 107,616 | | |
| Associate professors | 435 | 1 | 85,823 | 86,448 | 73,387 | 96,916 | | |
| With senior administrative duties | 22 | 1 | 94,514 | 95,328 | 85,762 | 102,071 | | |
| Without senior administrative duties | 413 | 0 | 85,360 | 85,170 | 72,328 | 96,916 | | |
| Assistant professors | 125 | 0 | 66,677 | 65,802 | 60,198 | 74,125 | | |
| Rank below assistant | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 | | |
| All ranks combined (including deans) | 948 | 0 | 90,269 | 93,641 | 66,790 | 107,616 | | |
| Male | 605 | 0 | 91,819 | 95,958 | 69,427 | 107,616 | | |
| Female | 343 | 0 | 87,535 | 89,066 | 65,802 | 107,616 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

Université du Québec en Abitibi-Témiscamingue¹

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|---------------|----------------|---------|------|
| | | | | | numbers | dollars | 10th | 90th |
| | | | | | | | dollars | |
| Full professors | 19 | 0 | 100,025 | 103,417 | 83,561 | 107,616 | | |
| With senior administrative duties | 6 | 0 | 103,382 | x | x | x | | |
| Without senior administrative duties | 13 | 0 | 98,477 | x | x | x | | |
| Associate professors | 41 | 0 | 90,306 | 92,214 | 79,071 | 99,055 | | |
| With senior administrative duties | 8 | 0 | 91,652 | x | x | x | | |
| Without senior administrative duties | 33 | 0 | 89,980 | x | x | x | | |
| Assistant professors | 46 | 0 | 68,025 | x | x | x | | |
| Rank below assistant | 1 | 0 | x | x | x | x | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 | | |
| All ranks combined (including deans) | 107 | 0 | 82,047 | 82,671 | 60,198 | 103,417 | | |
| Male | 68 | 0 | 84,396 | 88,125 | 60,066 | 103,648 | | |
| Female | 39 | 0 | 77,952 | 74,830 | 60,198 | 96,916 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

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

0 true zero or a value rounded to zero

1. Salaries in Quebec are under-represented since professors on sabbatical are reported with a reduced annual rate of salary.

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

Université du Québec à Trois-Rivières¹

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|---------------|----------------|------|------|
| | | | | | numbers | dollars | 10th | 90th |
| | | | | | | | | |
| Full professors | 111 | 0 | 105,793 | 106,540 | 93,982 | 113,295 | | |
| With senior administrative duties | 12 | 0 | 104,399 | 105,333 | 91,302 | 113,368 | | |
| Without senior administrative duties | 99 | 0 | 105,962 | 106,540 | 94,917 | 111,829 | | |
| Associate professors | 168 | 0 | 89,239 | 89,499 | 75,889 | 98,854 | | |
| With senior administrative duties | 10 | 0 | 92,415 | 92,289 | 76,430 | 103,467 | | |
| Without senior administrative duties | 158 | 0 | 89,038 | 89,499 | 75,796 | 98,854 | | |
| Assistant professors | 50 | 0 | x | x | x | x | | |
| Rank below assistant | 1 | 0 | x | x | x | x | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 | | |
| All ranks combined (including deans) | 330 | 0 | 91,525 | 93,126 | 68,126 | 109,768 | | |
| Male | 222 | 0 | 93,189 | 94,998 | 69,478 | 109,768 | | |
| Female | 108 | 0 | 88,105 | 88,177 | 65,497 | 108,681 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

Université du Québec en Outaouais¹

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|---------------|----------------|------|------|
| | | | | | numbers | dollars | 10th | 90th |
| | | | | | | | | |
| Full professors | 44 | 0 | 108,529 | 110,278 | 93,584 | 119,147 | | |
| With senior administrative duties | 17 | 0 | 115,139 | 115,954 | 100,598 | 133,825 | | |
| Without senior administrative duties | 27 | 0 | 104,368 | 107,140 | 90,025 | 111,930 | | |
| Associate professors | 98 | 0 | 90,343 | 90,903 | 76,618 | 100,405 | | |
| With senior administrative duties | 21 | 0 | 92,965 | 90,988 | 80,811 | 104,758 | | |
| Without senior administrative duties | 77 | 0 | 89,627 | 88,236 | 76,483 | 100,405 | | |
| Assistant professors | 30 | 0 | 67,296 | 66,671 | 59,923 | 76,405 | | |
| Rank below assistant | 1 | 0 | x | x | x | x | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 | | |
| All ranks combined (including deans) | 173 | 0 | 90,756 | 91,417 | 66,671 | 111,490 | | |
| Male | 101 | 0 | 93,996 | 96,488 | 68,171 | 115,747 | | |
| Female | 72 | 0 | 86,210 | 84,419 | 66,671 | 107,932 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

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

0 true zero or a value rounded to zero

1. Salaries in Quebec are under-represented since professors on sabbatical are reported with a reduced annual rate of salary.

Table 1 (continued)**Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008****Institut national de la recherche scientifique¹**

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|---------------|----------------|---------|------|
| | | | | | dollars | dollars | 10th | 90th |
| | | | | | | | dollars | |
| Full professors | 60 | 0 | 108,297 | 108,657 | 98,628 | 108,657 | | |
| With senior administrative duties | 3 | 0 | x | x | x | x | | |
| Without senior administrative duties | 57 | 0 | x | x | x | x | | |
| Associate professors | 60 | 1 | 86,516 | 86,210 | 76,830 | 95,107 | | |
| With senior administrative duties | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Without senior administrative duties | 60 | 1 | 86,516 | 86,210 | 76,830 | 95,107 | | |
| Assistant professors | 34 | 1 | x | x | x | x | | |
| Rank below assistant | 1 | 0 | x | x | x | x | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 | | |
| All ranks combined (including deans) | 155 | 2 | 93,012 | 90,101 | 74,346 | 108,657 | | |
| Male | 120 | 1 | 93,586 | 90,658 | 75,163 | 108,657 | | |
| Female | 35 | 1 | 91,045 | 84,952 | 69,288 | 108,657 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

Université du Québec à Rimouski¹

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|---------------|----------------|---------|------|
| | | | | | dollars | dollars | 10th | 90th |
| | | | | | | | dollars | |
| Full professors | 107 | 0 | 100,470 | 102,393 | 87,894 | 107,616 | | |
| With senior administrative duties | 11 | 0 | 103,967 | 107,423 | 90,242 | 117,615 | | |
| Without senior administrative duties | 96 | 0 | 100,069 | 101,887 | 86,510 | 107,616 | | |
| Associate professors | 44 | 0 | 78,912 | 76,744 | 69,180 | 92,214 | | |
| With senior administrative duties | 7 | 0 | 85,661 | x | x | x | | |
| Without senior administrative duties | 37 | 0 | 77,635 | x | x | x | | |
| Assistant professors | 25 | 0 | x | x | x | x | | |
| Rank below assistant | 1 | 0 | x | x | x | x | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 | | |
| All ranks combined (including deans) | 177 | 0 | 89,613 | 93,641 | 64,354 | 107,616 | | |
| Male | 116 | 0 | 93,335 | 98,398 | 69,892 | 107,616 | | |
| Female | 61 | 0 | 82,534 | 81,521 | 59,139 | 104,451 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

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

0 true zero or a value rounded to zero

1. Salaries in Quebec are under-represented since professors on sabbatical are reported with a reduced annual rate of salary.

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

Université Laval¹

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|---------------|----------------|---------|------|
| | | | | | numbers | dollars | 10th | 90th |
| | | | | | | | dollars | |
| Including medical/dental | | | | | | | | |
| Full professors | 735 | 21 | 112,351 | 112,281 | 99,672 | 130,172 | | |
| With senior administrative duties | 55 | 21 | 121,849 | 119,376 | 108,821 | 137,896 | | |
| Without senior administrative duties | 680 | 0 | 111,583 | 112,281 | 99,561 | 128,986 | | |
| Associate professors | 321 | 3 | 90,578 | 91,256 | 79,810 | 98,792 | | |
| With senior administrative duties | 13 | 3 | 103,746 | 108,792 | 68,292 | 126,623 | | |
| Without senior administrative duties | 308 | 0 | 90,022 | 89,907 | 79,810 | 98,792 | | |
| Assistant professors | 260 | 0 | 76,647 | 75,195 | 67,961 | 87,512 | | |
| Rank below assistant | 36 | 0 | 57,384 | 57,887 | 45,060 | 66,104 | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 | | |
| All ranks combined (including deans) | 1,376 | 0 | 99,463 | 101,053 | 72,701 | 121,639 | | |
| Male | 973 | 0 | 101,825 | 104,225 | 73,938 | 125,910 | | |
| Female | 403 | 0 | 93,758 | 94,015 | 69,470 | 112,281 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

Université Laval¹

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|---------------|----------------|---------|------|
| | | | | | numbers | dollars | 10th | 90th |
| | | | | | | | dollars | |
| Excluding medical/dental | | | | | | | | |
| Full professors | 673 | 19 | 112,226 | 112,281 | 99,672 | 129,069 | | |
| With senior administrative duties | 47 | 19 | 119,726 | 118,987 | 108,383 | 132,102 | | |
| Without senior administrative duties | 626 | 0 | 111,663 | 112,281 | 99,639 | 128,983 | | |
| Associate professors | 294 | 3 | 90,569 | 89,907 | 79,810 | 98,792 | | |
| With senior administrative duties | 8 | 3 | 104,589 | x | x | x | | |
| Without senior administrative duties | 286 | 0 | 90,177 | 89,907 | 79,810 | 98,792 | | |
| Assistant professors | 252 | 0 | 76,727 | 75,195 | 67,961 | 87,512 | | |
| Rank below assistant | 33 | 0 | 58,987 | 57,887 | 49,595 | 66,104 | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 | | |
| All ranks combined (including deans) | 1,274 | 0 | 99,126 | 99,741 | 72,701 | 120,093 | | |
| Male | 888 | 0 | 101,601 | 104,225 | 75,176 | 125,261 | | |
| Female | 386 | 0 | 93,432 | 93,268 | 69,735 | 112,281 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

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

0 true zero or a value rounded to zero

1. Salaries in Quebec are under-represented since professors on sabbatical are reported with a reduced annual rate of salary.

Table 1 (continued)**Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008****Université de Sherbrooke¹**

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|----------------|----------------|---------|------|
| | | | | | numbers | dollars | 10th | 90th |
| | | | | | | | dollars | |
| Including medical/dental | | | | | | | | |
| Full professors | 353 | 8 | 115,930 | 115,819 | 104,811 | 128,805 | | |
| With senior administrative duties | 55 | 8 | 120,772 | 120,250 | 109,603 | 133,703 | | |
| Without senior administrative duties | 298 | 0 | 115,037 | 114,686 | 103,766 | 126,324 | | |
| Associate professors | 303 | 0 | 94,716 | 95,526 | 82,403 | 103,112 | | |
| With senior administrative duties | 19 | 0 | 100,625 | 103,673 | 85,342 | 112,039 | | |
| Without senior administrative duties | 284 | 0 | 94,321 | 95,244 | 82,403 | 103,112 | | |
| Assistant professors | 289 | 0 | 76,393 | 76,330 | 67,615 | 84,385 | | |
| Rank below assistant | 13 | 0 | 64,878 | 60,315 | 55,475 | 80,130 | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 | | |
| All ranks combined (including deans) | 966 | 0 | 97,062 | 98,054 | 72,123 | 119,154 | | |
| Male | 634 | 0 | 101,005 | 102,758 | 75,128 | 125,921 | | |
| Female | 332 | 0 | 89,534 | 84,715 | 69,619 | 113,176 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

Université de Sherbrooke¹

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|----------------|----------------|---------|------|
| | | | | | numbers | dollars | 10th | 90th |
| | | | | | | | dollars | |
| Excluding medical/dental | | | | | | | | |
| Full professors | 295 | 7 | 117,130 | 117,110 | 105,639 | 131,591 | | |
| With senior administrative duties | 47 | 7 | 121,908 | 123,438 | 108,538 | 134,103 | | |
| Without senior administrative duties | 248 | 0 | 116,224 | 117,110 | 104,653 | 126,645 | | |
| Associate professors | 176 | 0 | 94,974 | 95,244 | 82,403 | 105,419 | | |
| With senior administrative duties | 13 | 0 | 102,497 | 108,104 | 84,758 | 113,919 | | |
| Without senior administrative duties | 163 | 0 | 94,375 | 94,761 | 82,403 | 103,112 | | |
| Assistant professors | 153 | 0 | 78,227 | 78,128 | 69,619 | 84,385 | | |
| Rank below assistant | 13 | 0 | 64,878 | 60,315 | 55,475 | 80,130 | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 | | |
| All ranks combined (including deans) | 644 | 0 | 101,057 | 103,112 | 75,136 | 126,074 | | |
| Male | 441 | 0 | 104,284 | 106,235 | 75,426 | 126,324 | | |
| Female | 203 | 0 | 94,047 | 93,526 | 72,061 | 117,110 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

0 true zero or a value rounded to zero

1. Salaries in Quebec are under-represented since professors on sabbatical are reported with a reduced annual rate of salary.

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

Concordia University¹

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|---------------|----------------|---------|------|
| | | | | | numbers | dollars | 10th | 90th |
| | | | | | | | dollars | |
| Full professors | 235 | 7 | 123,001 | 118,756 | 98,995 | 151,818 | | |
| With senior administrative duties | 28 | 7 | 123,123 | 118,696 | 102,234 | 157,043 | | |
| Without senior administrative duties | 207 | 0 | 122,985 | 118,756 | 97,286 | 151,381 | | |
| Associate professors | 338 | 3 | 94,732 | 93,484 | 76,775 | 115,518 | | |
| With senior administrative duties | 34 | 2 | 102,512 | 99,513 | 83,080 | 133,988 | | |
| Without senior administrative duties | 304 | 1 | 93,862 | 92,583 | 76,775 | 114,368 | | |
| Assistant professors | 250 | 3 | 71,272 | 68,165 | 51,220 | 92,704 | | |
| Rank below assistant | 83 | 0 | 57,198 | 52,073 | 48,421 | 75,916 | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 | | |
| All ranks combined (including deans) | 915 | 4 | 92,907 | 91,949 | 55,189 | 128,158 | | |
| Male | 602 | 2 | 96,691 | 95,265 | 57,977 | 131,102 | | |
| Female | 313 | 2 | 85,629 | 83,229 | 51,220 | 116,052 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

École de technologie supérieure¹

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|----------------|----------------|---------|------|
| | | | | | numbers | dollars | 10th | 90th |
| | | | | | | | dollars | |
| Full professors | 55 | 0 | 116,008 | 117,493 | 104,539 | 125,080 | | |
| With senior administrative duties | 8 | 0 | 121,298 | x | x | x | | |
| Without senior administrative duties | 47 | 0 | 115,107 | x | x | x | | |
| Associate professors | 60 | 3 | 97,692 | 98,913 | 81,813 | 108,425 | | |
| With senior administrative duties | 3 | 0 | x | x | x | x | | |
| Without senior administrative duties | 57 | 3 | x | x | x | x | | |
| Assistant professors | 29 | 0 | 82,112 | 82,671 | 70,687 | 91,300 | | |
| Rank below assistant | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 | | |
| All ranks combined (including deans) | 144 | 3 | 101,550 | 103,153 | 78,604 | 121,595 | | |
| Male | 125 | 2 | 102,172 | 104,176 | 78,147 | 121,595 | | |
| Female | 19 | 1 | 97,458 | 98,922 | 82,671 | 116,140 | | |
| Visiting staff | 0 | 1 | 0 | 0 | 0 | 0 | | |

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

0 true zero or a value rounded to zero

1. Salaries in Quebec are under-represented since professors on sabbatical are reported with a reduced annual rate of salary.

Table 1 (continued)**Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008****Brock University**

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|----------------|----------------|---------|------|
| | | | | | dollars | dollars | 10th | 90th |
| | | | | | | | dollars | |
| Full professors | 119 | 8 | 129,386 | 124,908 | 110,176 | 153,167 | | |
| With senior administrative duties | 29 | 8 | 127,659 | 121,928 | 112,762 | 152,923 | | |
| Without senior administrative duties | 90 | 0 | 129,942 | 126,346 | 109,500 | 156,281 | | |
| Associate professors | 211 | 0 | 108,401 | 105,428 | 87,675 | 135,015 | | |
| With senior administrative duties | 27 | 0 | 115,068 | 116,907 | 89,603 | 139,553 | | |
| Without senior administrative duties | 184 | 0 | 107,422 | 104,862 | 86,990 | 132,562 | | |
| Assistant professors | 186 | 1 | 84,888 | 79,582 | 71,590 | 114,507 | | |
| Rank below assistant | 26 | 0 | 75,403 | 72,752 | 60,700 | 92,080 | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 | | |
| All ranks combined (including deans) | 550 | 1 | 104,421 | 100,857 | 73,812 | 138,309 | | |
| Male | 317 | 0 | 109,885 | 110,081 | 75,821 | 147,274 | | |
| Female | 233 | 1 | 96,985 | 93,110 | 72,924 | 124,219 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

Carleton University

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|----------------|----------------|---------|------|
| | | | | | dollars | dollars | 10th | 90th |
| | | | | | | | dollars | |
| Full professors | 205 | 9 | 125,701 | 127,903 | 104,524 | 138,650 | | |
| With senior administrative duties | 30 | 6 | 128,367 | 128,022 | 108,960 | 143,200 | | |
| Without senior administrative duties | 175 | 3 | 125,244 | 127,903 | 104,022 | 138,650 | | |
| Associate professors | 280 | 8 | 106,016 | 107,750 | 85,316 | 126,438 | | |
| With senior administrative duties | 25 | 0 | 110,085 | 112,083 | 88,648 | 127,899 | | |
| Without senior administrative duties | 255 | 8 | 105,617 | 106,881 | 84,097 | 126,231 | | |
| Assistant professors | 207 | 3 | 83,370 | 81,292 | 69,132 | 100,280 | | |
| Rank below assistant | 5 | 1 | x | x | x | x | | |
| Rank below preceding | 98 | 2 | x | x | x | x | | |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 | | |
| All ranks combined (including deans) | 801 | 17 | 101,814 | 101,423 | 71,554 | 133,448 | | |
| Male | 528 | 10 | 106,634 | 108,230 | 75,166 | 136,212 | | |
| Female | 273 | 7 | 92,490 | 90,158 | 66,690 | 122,041 | | |
| Visiting staff | 0 | 1 | 0 | 0 | 0 | 0 | | |

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

0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

University of Guelph

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|----------------|----------------|---------|------|
| | | | | | numbers | dollars | 10th | 90th |
| | | | | | | | dollars | |
| Full professors | 258 | 9 | 124,768 | 124,720 | 112,877 | 136,672 | | |
| With senior administrative duties | 38 | 8 | 135,912 | 135,226 | 123,487 | 147,240 | | |
| Without senior administrative duties | 220 | 1 | 122,843 | 123,174 | 111,012 | 131,978 | | |
| Associate professors | 291 | 1 | 104,895 | 104,363 | 90,029 | 120,092 | | |
| With senior administrative duties | 18 | 0 | 122,962 | 121,870 | 107,181 | 136,918 | | |
| Without senior administrative duties | 273 | 1 | 103,704 | 103,074 | 90,029 | 118,038 | | |
| Assistant professors | 207 | 0 | 86,553 | 84,976 | 74,663 | 100,496 | | |
| Rank below assistant | 6 | 0 | 77,170 | x | x | x | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 | | |
| All ranks combined (including deans) | 770 | 2 | 107,202 | 105,652 | 79,829 | 129,897 | | |
| Male | 528 | 1 | 110,144 | 110,809 | 84,976 | 131,022 | | |
| Female | 242 | 1 | 100,784 | 100,445 | 77,241 | 126,247 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

Lakehead University

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|----------------|----------------|---------|------|
| | | | | | numbers | dollars | 10th | 90th |
| | | | | | | | dollars | |
| Full professors | 67 | 8 | 120,857 | 122,715 | 106,012 | 133,045 | | |
| With senior administrative duties | 13 | 6 | 125,633 | 121,905 | 115,656 | 136,105 | | |
| Without senior administrative duties | 54 | 2 | 119,707 | 122,778 | 102,494 | 131,845 | | |
| Associate professors | 127 | 1 | 97,148 | 97,519 | 79,676 | 118,390 | | |
| With senior administrative duties | 26 | 1 | 102,226 | 100,474 | 90,118 | 120,690 | | |
| Without senior administrative duties | 101 | 0 | 95,840 | 95,584 | 79,183 | 116,572 | | |
| Assistant professors | 67 | 0 | 79,094 | 78,581 | 68,195 | 91,855 | | |
| Rank below assistant | 17 | 0 | 72,733 | 72,085 | 58,778 | 87,000 | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 | | |
| All ranks combined (including deans) | 285 | 2 | 98,037 | 96,207 | 71,441 | 130,171 | | |
| Male | 195 | 2 | 100,774 | 99,283 | 73,491 | 131,845 | | |
| Female | 90 | 0 | 92,105 | 93,451 | 68,239 | 120,480 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

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

0 true zero or a value rounded to zero

Table 1 (continued)**Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008****Laurentian University of Sudbury**

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|----------------|----------------|---------|------|
| | | | | | dollars | dollars | 10th | 90th |
| | | | | | | | dollars | |
| Full professors | 92 | 6 | 133,296 | 133,825 | 114,761 | 152,467 | | |
| With senior administrative duties | 12 | 5 | 130,726 | 129,056 | 114,121 | 155,370 | | |
| Without senior administrative duties | 80 | 1 | 133,682 | 134,111 | 114,948 | 152,513 | | |
| Associate professors | 117 | 1 | 108,600 | 109,925 | 87,721 | 130,409 | | |
| With senior administrative duties | 15 | 1 | 111,509 | 108,087 | 96,604 | 130,825 | | |
| Without senior administrative duties | 102 | 0 | 108,172 | 110,868 | 87,441 | 131,594 | | |
| Assistant professors | 140 | 3 | 82,886 | 82,597 | 68,765 | 99,118 | | |
| Rank below assistant | 27 | 0 | x | x | x | x | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 7 | 0 | 64,651 | x | x | x | | |
| All ranks combined (including deans) | 389 | 4 | 102,234 | 99,664 | 70,000 | 139,408 | | |
| Male | 244 | 2 | 106,546 | 107,170 | 71,733 | 142,822 | | |
| Female | 145 | 2 | 94,979 | 91,857 | 64,390 | 126,507 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

Trent University

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|----------------|----------------|---------|------|
| | | | | | dollars | dollars | 10th | 90th |
| | | | | | | | dollars | |
| Full professors | 80 | 2 | 137,938 | 144,695 | 116,819 | 151,782 | | |
| With senior administrative duties | 19 | 2 | 138,503 | 144,695 | 121,100 | 154,107 | | |
| Without senior administrative duties | 61 | 0 | 137,762 | 144,695 | 116,343 | 149,419 | | |
| Associate professors | 103 | 4 | 106,811 | 104,689 | 88,588 | 125,792 | | |
| With senior administrative duties | 23 | 0 | 112,862 | 111,619 | 97,945 | 128,430 | | |
| Without senior administrative duties | 80 | 4 | 105,072 | 99,905 | 88,588 | 125,556 | | |
| Assistant professors | 77 | 2 | x | x | x | x | | |
| Rank below assistant | 4 | 0 | x | x | x | x | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 | | |
| All ranks combined (including deans) | 266 | 6 | 109,343 | 104,532 | 79,534 | 146,428 | | |
| Male | 166 | 0 | 114,059 | 113,980 | 81,119 | 147,059 | | |
| Female | 100 | 6 | 101,515 | 96,510 | 77,497 | 128,158 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

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

0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

McMaster University

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|----------------|----------------|---------|------|
| | | | | | dollars | dollars | 10th | 90th |
| | | | | | | | dollars | |
| numbers | | dollars | | dollars | | | | |
| Including medical/dental | | | | | | | | |
| Full professors | 384 | 7 | 135,426 | 133,356 | 113,981 | 159,999 | | |
| With senior administrative duties | 81 | 4 | 145,545 | 141,482 | 117,676 | 169,333 | | |
| Without senior administrative duties | 303 | 3 | 132,721 | 130,314 | 112,362 | 154,858 | | |
| Associate professors | 418 | 10 | 106,091 | 104,658 | 91,105 | 127,567 | | |
| With senior administrative duties | 58 | 0 | 120,773 | 118,117 | 97,215 | 137,119 | | |
| Without senior administrative duties | 360 | 10 | 103,725 | 101,156 | 89,346 | 125,001 | | |
| Assistant professors | 362 | 14 | 82,551 | 76,983 | 65,727 | 107,744 | | |
| Rank below assistant | 30 | 1 | x | x | x | x | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 | | |
| All ranks combined (including deans) | 1,198 | 28 | 107,701 | 107,018 | 69,159 | 140,865 | | |
| Male | 812 | 8 | 111,852 | 112,251 | 69,159 | 144,821 | | |
| Female | 386 | 20 | 98,968 | 95,538 | 69,159 | 131,941 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

McMaster University

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|----------------|----------------|---------|------|
| | | | | | dollars | dollars | 10th | 90th |
| | | | | | | | dollars | |
| numbers | | dollars | | dollars | | | | |
| Excluding medical/dental | | | | | | | | |
| Full professors | 265 | 1 | 134,953 | 134,322 | 114,166 | 157,553 | | |
| With senior administrative duties | 60 | 1 | 140,681 | 140,976 | 116,549 | 162,011 | | |
| Without senior administrative duties | 205 | 0 | 133,276 | 131,962 | 113,738 | 153,953 | | |
| Associate professors | 247 | 7 | 108,733 | 108,730 | 88,161 | 128,431 | | |
| With senior administrative duties | 29 | 0 | 122,749 | 120,376 | 105,842 | 136,901 | | |
| Without senior administrative duties | 218 | 7 | 106,868 | 107,640 | 87,360 | 125,821 | | |
| Assistant professors | 201 | 7 | 87,957 | 87,303 | 61,006 | 114,207 | | |
| Rank below assistant | 30 | 1 | x | x | x | x | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 | | |
| All ranks combined (including deans) | 744 | 15 | 111,008 | 112,502 | 73,434 | 141,326 | | |
| Male | 503 | 3 | 114,512 | 115,634 | 79,686 | 144,867 | | |
| Female | 241 | 12 | 103,696 | 105,124 | 68,330 | 134,370 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

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

0 true zero or a value rounded to zero

Table 1 (continued)**Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008****University of Ottawa**

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|----------------|----------------|---------|------|
| | | | | | dollars | dollars | 10th | 90th |
| | | | | | | | dollars | |
| Including medical/dental | | | | | | | | |
| Full professors | 366 | 15 | 126,593 | 128,511 | 112,092 | 142,627 | | |
| With senior administrative duties | 46 | 9 | 129,184 | 132,841 | 114,330 | 147,248 | | |
| Without senior administrative duties | 320 | 6 | 126,220 | 128,071 | 111,455 | 142,627 | | |
| Associate professors | 357 | 3 | 102,588 | 103,271 | 91,020 | 118,161 | | |
| With senior administrative duties | 27 | 1 | 109,732 | 109,580 | 99,210 | 121,661 | | |
| Without senior administrative duties | 330 | 2 | 102,004 | 102,875 | 90,716 | 118,161 | | |
| Assistant professors | 375 | 2 | 82,209 | 82,482 | 70,067 | 93,386 | | |
| Rank below assistant | 40 | 0 | 64,781 | 64,338 | 60,000 | 71,597 | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 13 | 26 | 65,001 | 64,926 | 57,076 | 77,163 | | |
| All ranks combined (including deans) | 1,161 | 36 | 102,428 | 100,922 | 70,802 | 137,328 | | |
| Male | 747 | 26 | 105,070 | 103,762 | 71,126 | 141,839 | | |
| Female | 414 | 10 | 97,660 | 93,990 | 70,056 | 128,006 | | |
| Visiting staff | 0 | 26 | 0 | 0 | 0 | 0 | | |

University of Ottawa

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|----------------|----------------|---------|------|
| | | | | | dollars | dollars | 10th | 90th |
| | | | | | | | dollars | |
| Excluding medical/dental | | | | | | | | |
| Full professors | 297 | 15 | 130,021 | 129,000 | 115,543 | 142,627 | | |
| With senior administrative duties | 35 | 9 | 130,298 | 132,578 | 115,579 | 143,827 | | |
| Without senior administrative duties | 262 | 6 | 129,984 | 128,592 | 115,382 | 142,627 | | |
| Associate professors | 320 | 3 | 104,341 | 103,349 | 91,698 | 118,161 | | |
| With senior administrative duties | 25 | 1 | x | x | x | x | | |
| Without senior administrative duties | 295 | 2 | x | x | x | x | | |
| Assistant professors | 348 | 2 | 82,392 | 82,593 | 70,222 | 93,387 | | |
| Rank below assistant | 39 | 0 | 64,776 | 64,286 | 60,000 | 71,597 | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 13 | 25 | 65,001 | 64,926 | 57,076 | 77,163 | | |
| All ranks combined (including deans) | 1,027 | 35 | 102,966 | 100,970 | 73,017 | 136,229 | | |
| Male | 649 | 25 | 105,634 | 103,985 | 75,462 | 140,421 | | |
| Female | 378 | 10 | 98,385 | 94,384 | 71,553 | 128,326 | | |
| Visiting staff | 0 | 25 | 0 | 0 | 0 | 0 | | |

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

0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

Queen's University

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|----------------|----------------|---------|------|
| | | | | | dollars | dollars | 10th | 90th |
| | | | | | | | dollars | |
| numbers | | dollars | | dollars | | | | |
| Including medical/dental | | | | | | | | |
| Full professors | 314 | 9 | 132,941 | 128,965 | 111,560 | 158,522 | | |
| With senior administrative duties | 81 | 8 | 143,918 | 135,590 | 119,820 | 169,895 | | |
| Without senior administrative duties | 233 | 1 | 129,126 | 126,370 | 108,095 | 148,162 | | |
| Associate professors | 283 | 3 | 110,407 | 108,150 | 93,915 | 128,341 | | |
| With senior administrative duties | 30 | 0 | 119,457 | x | x | x | | |
| Without senior administrative duties | 253 | 3 | 109,334 | x | x | x | | |
| Assistant professors | 204 | 3 | 97,035 | 92,475 | 76,418 | 124,325 | | |
| Rank below assistant | 11 | 0 | 81,971 | 74,000 | 69,361 | 105,376 | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 | | |
| All ranks combined (including deans) | 819 | 8 | 116,153 | 115,025 | 86,320 | 143,760 | | |
| Male | 526 | 6 | 120,277 | 119,915 | 90,638 | 146,664 | | |
| Female | 293 | 2 | 108,748 | 105,970 | 80,802 | 135,356 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

Queen's University

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|----------------|----------------|---------|------|
| | | | | | dollars | dollars | 10th | 90th |
| | | | | | | | dollars | |
| numbers | | dollars | | dollars | | | | |
| Excluding medical/dental | | | | | | | | |
| Full professors | 266 | 9 | 131,359 | 129,150 | 109,268 | 155,544 | | |
| With senior administrative duties | 63 | 8 | 139,663 | 134,160 | 119,242 | 169,108 | | |
| Without senior administrative duties | 203 | 1 | 128,782 | 126,965 | 107,727 | 147,230 | | |
| Associate professors | 257 | 3 | 110,397 | 108,165 | 93,529 | 128,726 | | |
| With senior administrative duties | 27 | 0 | 118,108 | 114,765 | 100,007 | 144,442 | | |
| Without senior administrative duties | 230 | 3 | 109,492 | 107,878 | 93,377 | 126,884 | | |
| Assistant professors | 179 | 3 | 96,507 | 90,795 | 76,000 | 125,000 | | |
| Rank below assistant | 11 | 0 | 81,971 | 74,000 | 69,361 | 105,376 | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 | | |
| All ranks combined (including deans) | 720 | 8 | 115,185 | 114,433 | 85,044 | 141,888 | | |
| Male | 456 | 6 | 120,026 | 120,040 | 89,882 | 146,270 | | |
| Female | 264 | 2 | 106,823 | 105,720 | 79,992 | 133,065 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

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

0 true zero or a value rounded to zero

Table 1 (continued)**Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008****University of Toronto**

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|----------------|----------------|---------|------|
| | | | | | numbers | dollars | 10th | 90th |
| | | | | | | | dollars | |
| Including medical/dental | | | | | | | | |
| Full professors | 936 | 29 | 150,381 | 147,107 | 109,714 | 191,628 | | |
| With senior administrative duties | 115 | 24 | 176,379 | 168,127 | 144,353 | 211,917 | | |
| Without senior administrative duties | 821 | 5 | 146,740 | 144,612 | 100,860 | 184,114 | | |
| Associate professors | 761 | 8 | 115,616 | 115,796 | 59,820 | 149,682 | | |
| With senior administrative duties | 43 | 2 | 142,163 | 144,125 | 112,177 | 168,640 | | |
| Without senior administrative duties | 718 | 6 | 114,026 | 114,860 | 58,500 | 145,191 | | |
| Assistant professors | 603 | 5 | 94,989 | 91,789 | 65,000 | 130,087 | | |
| Rank below assistant | 269 | 2 | 92,379 | 92,000 | 70,000 | 115,568 | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 | | |
| All ranks combined (including deans) | 2,595 | 18 | 122,159 | 119,312 | 72,908 | 171,992 | | |
| Male | 1,713 | 6 | 127,580 | 128,391 | 73,200 | 180,534 | | |
| Female | 882 | 12 | 111,630 | 106,930 | 71,029 | 154,807 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

University of Toronto

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|----------------|----------------|---------|------|
| | | | | | numbers | dollars | 10th | 90th |
| | | | | | | | dollars | |
| Excluding medical/dental | | | | | | | | |
| Full professors | 707 | 27 | 157,566 | 150,431 | 128,470 | 194,111 | | |
| With senior administrative duties | 94 | 22 | 174,055 | 166,934 | 142,428 | 207,369 | | |
| Without senior administrative duties | 613 | 5 | 155,037 | 148,437 | 126,904 | 187,069 | | |
| Associate professors | 574 | 8 | 123,581 | 119,680 | 97,522 | 150,479 | | |
| With senior administrative duties | 37 | 2 | 142,949 | 143,029 | 113,197 | 166,847 | | |
| Without senior administrative duties | 537 | 6 | 122,247 | 118,330 | 96,828 | 147,791 | | |
| Assistant professors | 481 | 5 | 97,944 | 92,067 | 70,200 | 133,635 | | |
| Rank below assistant | 254 | 2 | 92,050 | 91,991 | 70,000 | 114,504 | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 | | |
| All ranks combined (including deans) | 2,040 | 18 | 126,588 | 123,097 | 82,000 | 174,726 | | |
| Male | 1,331 | 6 | 133,093 | 131,906 | 85,174 | 181,930 | | |
| Female | 709 | 12 | 114,375 | 108,222 | 76,626 | 155,410 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

University of Waterloo

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|----------------|----------------|---------|------|
| | | | | | numbers | dollars | 10th | 90th |
| | | | | | | | dollars | |
| Full professors | 327 | 14 | 137,942 | 137,189 | 119,858 | 157,211 | | |
| With senior administrative duties | 65 | 6 | 147,254 | 146,643 | 126,899 | 167,340 | | |
| Without senior administrative duties | 262 | 8 | 135,632 | 135,734 | 118,264 | 153,382 | | |
| Associate professors | 302 | 14 | 112,636 | 111,869 | 91,362 | 135,401 | | |
| With senior administrative duties | 33 | 0 | 123,402 | 124,375 | 105,414 | 144,604 | | |
| Without senior administrative duties | 269 | 14 | 111,315 | 111,221 | 90,392 | 133,735 | | |
| Assistant professors | 226 | 16 | 87,486 | 85,865 | 68,000 | 107,368 | | |
| Rank below assistant | 75 | 3 | 90,652 | 90,000 | 66,914 | 115,304 | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 | | |
| All ranks combined (including deans) | 936 | 41 | 114,167 | 114,395 | 78,785 | 146,151 | | |
| Male | 708 | 25 | 117,267 | 117,722 | 81,560 | 148,666 | | |
| Female | 228 | 16 | 104,541 | 101,695 | 70,972 | 138,141 | | |
| Visiting staff | 0 | 2 | 0 | 0 | 0 | 0 | | |

University of Windsor

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|----------------|----------------|---------|------|
| | | | | | numbers | dollars | 10th | 90th |
| | | | | | | | dollars | |
| Full professors | 129 | 8 | 134,179 | 135,836 | 109,621 | 157,313 | | |
| With senior administrative duties | 19 | 8 | 144,214 | 141,100 | 118,340 | 183,790 | | |
| Without senior administrative duties | 110 | 0 | 132,446 | 134,794 | 108,872 | 154,774 | | |
| Associate professors | 185 | 4 | 106,766 | 104,963 | 88,608 | 129,185 | | |
| With senior administrative duties | 25 | 0 | 114,758 | 111,146 | 97,591 | 134,329 | | |
| Without senior administrative duties | 160 | 4 | 105,517 | 103,311 | 87,951 | 128,810 | | |
| Assistant professors | 181 | 3 | 83,709 | 81,666 | 68,900 | 96,132 | | |
| Rank below assistant | 24 | 0 | 78,210 | 79,233 | 66,995 | 90,912 | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 | | |
| All ranks combined (including deans) | 527 | 7 | 105,396 | 100,000 | 75,350 | 141,379 | | |
| Male | 339 | 2 | 109,711 | 104,675 | 77,199 | 144,761 | | |
| Female | 188 | 5 | 97,614 | 95,480 | 72,140 | 122,799 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

0 true zero or a value rounded to zero

Table 1 (continued)**Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008****University of Western Ontario**

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | |
|---|----------------------------|-------------------------------|----------------|----------------|----------------|----------------|
| | | | | | 10th | 90th |
| | | | | | | |
| Including medical/dental | | | | | | |
| Full professors | 405 | 10 | 130,681 | 127,094 | 101,320 | 166,720 |
| With senior administrative duties | 84 | 9 | 136,156 | 132,719 | 106,693 | 172,143 |
| Without senior administrative duties | 321 | 1 | 129,249 | 126,020 | 100,101 | 165,577 |
| Associate professors | 412 | 14 | 109,737 | 105,473 | 86,577 | 138,695 |
| With senior administrative duties | 35 | 4 | 117,174 | 112,661 | 97,230 | 133,888 |
| Without senior administrative duties | 377 | 10 | 109,047 | 104,002 | 85,951 | 139,831 |
| Assistant professors | 382 | 15 | 85,525 | 82,030 | 68,217 | 102,105 |
| Rank below assistant | 93 | 2 | 73,003 | 71,833 | 52,108 | 95,050 |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 |
| All ranks combined (including deans) | 1,304 | 29 | 107,323 | 101,869 | 71,839 | 147,807 |
| Male | 919 | 14 | 111,085 | 107,589 | 72,326 | 153,013 |
| Female | 385 | 15 | 98,343 | 92,184 | 70,118 | 133,591 |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 |

University of Western Ontario

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | |
|---|----------------------------|-------------------------------|----------------|----------------|----------------|----------------|
| | | | | | 10th | 90th |
| | | | | | | |
| Excluding medical/dental | | | | | | |
| Full professors | 273 | 9 | 134,408 | 128,316 | 110,927 | 166,093 |
| With senior administrative duties | 40 | 8 | 135,243 | 132,139 | 114,732 | 152,847 |
| Without senior administrative duties | 233 | 1 | 134,265 | 127,525 | 110,532 | 168,583 |
| Associate professors | 340 | 13 | 112,125 | 106,113 | 89,436 | 142,803 |
| With senior administrative duties | 31 | 4 | 118,886 | 112,956 | 99,732 | 135,852 |
| Without senior administrative duties | 309 | 9 | 111,446 | 105,190 | 89,234 | 147,641 |
| Assistant professors | 313 | 15 | 83,845 | 80,000 | 67,926 | 100,380 |
| Rank below assistant | 92 | 1 | x | x | x | x |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 |
| All ranks combined (including deans) | 1,029 | 27 | 106,698 | 101,622 | 71,650 | 147,344 |
| Male | 694 | 13 | 111,244 | 107,961 | 72,317 | 152,600 |
| Female | 335 | 14 | 97,282 | 89,946 | 68,989 | 131,734 |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 |

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

0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

York University

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|----------------|----------------|---------|------|
| | | | | | numbers | dollars | 10th | 90th |
| | | | | | | | dollars | |
| Full professors | 303 | 23 | 136,609 | 129,860 | 112,919 | 176,502 | | |
| With senior administrative duties | 77 | 9 | 145,414 | 134,039 | 115,393 | 204,007 | | |
| Without senior administrative duties | 226 | 14 | 133,609 | 129,109 | 111,660 | 170,692 | | |
| Associate professors | 580 | 18 | 116,288 | 113,215 | 93,425 | 144,017 | | |
| With senior administrative duties | 130 | 2 | 118,277 | 114,996 | 97,408 | 146,222 | | |
| Without senior administrative duties | 450 | 16 | 115,714 | 112,269 | 92,526 | 143,972 | | |
| Assistant professors | 456 | 20 | 91,099 | 86,586 | 73,948 | 116,450 | | |
| Rank below assistant | 50 | 2 | 87,380 | 85,432 | 69,039 | 106,928 | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 48 | 3 | 102,239 | 105,244 | 78,891 | 119,112 | | |
| All ranks combined (including deans) | 1,448 | 55 | 111,729 | 108,589 | 80,000 | 145,181 | | |
| Male | 802 | 29 | 116,254 | 113,351 | 82,547 | 154,835 | | |
| Female | 646 | 26 | 106,112 | 103,893 | 78,858 | 132,020 | | |
| Visiting staff | 0 | 9 | 0 | 0 | 0 | 0 | | |

Wilfred Laurier University

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|----------------|----------------|---------|------|
| | | | | | numbers | dollars | 10th | 90th |
| | | | | | | | dollars | |
| Full professors | 109 | 7 | 131,467 | 131,159 | 109,707 | 146,520 | | |
| With senior administrative duties | 25 | 7 | 140,060 | 141,934 | 124,638 | 160,305 | | |
| Without senior administrative duties | 84 | 0 | 128,910 | 126,894 | 107,400 | 143,307 | | |
| Associate professors | 172 | 3 | 103,763 | 101,787 | 82,888 | 125,824 | | |
| With senior administrative duties | 31 | 2 | 117,345 | 116,529 | 96,823 | 139,884 | | |
| Without senior administrative duties | 141 | 1 | 100,777 | 97,737 | 82,105 | 123,967 | | |
| Assistant professors | 171 | 0 | 78,699 | 75,779 | 63,800 | 94,796 | | |
| Rank below assistant | 25 | 0 | 73,773 | x | x | x | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 8 | 0 | 75,047 | x | x | x | | |
| All ranks combined (including deans) | 494 | 1 | 100,008 | 94,016 | 68,506 | 138,085 | | |
| Male | 293 | 1 | 104,910 | 101,834 | 70,615 | 141,759 | | |
| Female | 201 | 0 | 92,863 | 88,963 | 66,889 | 124,045 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

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

0 true zero or a value rounded to zero

Table 1 (continued)**Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008****Royal Military College of Canada²**

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|----------------|----------------|---------|---------|
| | | | | | dollars | dollars | 10th | 90th |
| | | | | | | | dollars | dollars |
| Full professors | 74 | 6 | 119,140 | 121,821 | 111,624 | 124,046 | | |
| With senior administrative duties | 28 | 6 | 120,730 | 121,821 | 113,647 | 125,821 | | |
| Without senior administrative duties | 46 | 0 | 118,172 | 121,821 | 111,085 | 121,821 | | |
| Associate professors | 44 | 0 | 95,750 | 96,718 | 85,246 | 104,814 | | |
| With senior administrative duties | 16 | 0 | 98,598 | 101,266 | 86,072 | 105,814 | | |
| Without senior administrative duties | 28 | 0 | 94,123 | 94,168 | 83,972 | 101,814 | | |
| Assistant professors | 72 | 1 | 77,512 | 79,418 | 64,124 | 84,515 | | |
| Rank below assistant | 7 | 0 | 64,148 | x | x | x | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 | | |
| All ranks combined (including deans) | 204 | 0 | 97,598 | 96,525 | 69,416 | 121,821 | | |
| Male | 179 | 0 | 99,520 | 101,814 | 72,507 | 121,821 | | |
| Female | 25 | 0 | 83,832 | 76,870 | 60,712 | 121,821 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

Ryerson University

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|----------------|----------------|---------|---------|
| | | | | | dollars | dollars | 10th | 90th |
| | | | | | | | dollars | dollars |
| Full professors | 184 | 6 | 128,252 | 127,706 | 114,103 | 142,550 | | |
| With senior administrative duties | 23 | 2 | 144,528 | 142,780 | 128,889 | 158,222 | | |
| Without senior administrative duties | 161 | 4 | 125,927 | 126,761 | 113,897 | 138,537 | | |
| Associate professors | 246 | 3 | 107,770 | 107,547 | 91,871 | 123,108 | | |
| With senior administrative duties | 25 | 2 | 121,871 | 123,335 | 106,539 | 132,894 | | |
| Without senior administrative duties | 221 | 1 | 106,175 | 105,030 | 91,582 | 119,471 | | |
| Assistant professors | 218 | 7 | 87,869 | 87,268 | 76,388 | 99,959 | | |
| Rank below assistant | 61 | 2 | 78,978 | x | x | x | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 8 | 2 | 119,450 | x | x | x | | |
| All ranks combined (including deans) | 722 | 15 | 105,181 | 102,844 | 78,753 | 131,759 | | |
| Male | 426 | 7 | 108,110 | 108,075 | 80,818 | 133,686 | | |
| Female | 296 | 8 | 100,967 | 98,221 | 76,470 | 127,797 | | |
| Visiting staff | 0 | 1 | 0 | 0 | 0 | 0 | | |

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

0 true zero or a value rounded to zero

2. Estimate.

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

Nipissing University

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|---------------|---------------|----------------|---------|---------|
| | | | | | dollars | dollars | 10th | 90th |
| | | | | | | | dollars | dollars |
| Full professors | 9 | 0 | 113,488 | x | x | x | | |
| With senior administrative duties | 2 | 0 | x | x | x | x | | |
| Without senior administrative duties | 7 | 0 | 113,167 | x | x | x | | |
| Associate professors | 22 | 0 | 97,946 | 99,296 | 79,184 | 108,388 | | |
| With senior administrative duties | 7 | 0 | 97,101 | x | x | x | | |
| Without senior administrative duties | 15 | 0 | 98,341 | x | x | x | | |
| Assistant professors | 111 | 2 | 78,908 | 79,075 | 68,978 | 86,466 | | |
| Rank below assistant | 5 | 0 | x | x | x | x | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 3 | 0 | x | x | x | x | | |
| All ranks combined (including deans) | 150 | 2 | 82,547 | 80,883 | 67,590 | 108,378 | | |
| Male | 88 | 1 | 84,952 | 81,372 | 67,590 | 110,115 | | |
| Female | 62 | 1 | 79,134 | 79,075 | 67,590 | 93,158 | | |
| Visiting staff | 0 | 1 | 0 | 0 | 0 | 0 | | |

University of Ontario – Institute of Technology

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|----------------|----------------|---------|---------|
| | | | | | dollars | dollars | 10th | 90th |
| | | | | | | | dollars | dollars |
| Full professors | 15 | 8 | 126,161 | 119,827 | 105,293 | 151,614 | | |
| With senior administrative duties | 3 | 8 | x | x | x | x | | |
| Without senior administrative duties | 12 | 0 | x | x | x | x | | |
| Associate professors | 20 | 0 | 106,205 | 104,585 | 93,054 | 119,837 | | |
| With senior administrative duties | 1 | 0 | x | x | x | x | | |
| Without senior administrative duties | 19 | 0 | x | x | x | x | | |
| Assistant professors | 64 | 0 | 89,418 | 88,764 | 75,624 | 102,082 | | |
| Rank below assistant | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 | | |
| All ranks combined (including deans) | 107 | 0 | 103,374 | 95,348 | 80,000 | 143,541 | | |
| Male | 70 | 0 | 108,027 | 99,679 | 84,211 | 145,979 | | |
| Female | 37 | 0 | 94,571 | 89,382 | 72,600 | 123,752 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

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

0 true zero or a value rounded to zero

Table 1 (continued)**Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008****University of Manitoba**

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|----------------|----------------|---------|------|
| | | | | | numbers | dollars | 10th | 90th |
| | | | | | | | dollars | |
| Including medical/dental | | | | | | | | |
| Full professors | 406 | 28 | 127,963 | 127,916 | 103,492 | 140,763 | | |
| With senior administrative duties | 79 | 21 | 133,683 | 129,990 | 108,550 | 142,625 | | |
| Without senior administrative duties | 327 | 7 | 126,581 | 126,901 | 103,401 | 136,016 | | |
| Associate professors | 365 | 6 | 95,747 | 92,675 | 77,978 | 107,052 | | |
| With senior administrative duties | 40 | 2 | 104,396 | 102,561 | 87,463 | 127,268 | | |
| Without senior administrative duties | 325 | 4 | 94,683 | 90,419 | 77,296 | 105,282 | | |
| Assistant professors | 329 | 5 | 80,173 | 74,607 | 64,000 | 95,716 | | |
| Rank below assistant | 13 | 0 | 69,914 | 65,462 | x | x | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 | | |
| All ranks combined (including deans) | 1,137 | 15 | 103,787 | 97,687 | 68,426 | 134,827 | | |
| Male | 775 | 11 | 108,684 | 104,436 | 70,316 | 135,747 | | |
| Female | 362 | 4 | 93,303 | 87,161 | 66,382 | 124,481 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

University of Manitoba

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|----------------|----------------|---------|------|
| | | | | | numbers | dollars | 10th | 90th |
| | | | | | | | dollars | |
| Excluding medical/dental | | | | | | | | |
| Full professors | 300 | 23 | 125,551 | 128,609 | 105,617 | 135,888 | | |
| With senior administrative duties | 54 | 19 | 127,558 | 129,895 | 111,850 | 139,595 | | |
| Without senior administrative duties | 246 | 4 | 125,110 | 128,008 | 103,492 | 135,459 | | |
| Associate professors | 293 | 5 | 91,346 | 90,197 | 77,221 | 105,104 | | |
| With senior administrative duties | 31 | 2 | 99,768 | 99,436 | 84,503 | 115,387 | | |
| Without senior administrative duties | 262 | 3 | 90,350 | 88,289 | 76,806 | 104,813 | | |
| Assistant professors | 240 | 3 | 75,088 | x | x | x | | |
| Rank below assistant | 9 | 0 | 65,462 | x | x | x | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 | | |
| All ranks combined (including deans) | 864 | 9 | 99,849 | 95,849 | 67,870 | 133,996 | | |
| Male | 595 | 6 | 104,217 | 103,492 | 68,810 | 134,807 | | |
| Female | 269 | 3 | 90,187 | 86,809 | 66,167 | 121,088 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

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

0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

Brandon University

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|---------------|----------------|---------|------|
| | | | | | numbers | dollars | 10th | 90th |
| | | | | | | | dollars | |
| Full professors | 37 | 3 | 108,802 | 112,934 | 93,621 | 122,344 | | |
| With senior administrative duties | 11 | 3 | 110,507 | 116,693 | 94,731 | 122,344 | | |
| Without senior administrative duties | 26 | 0 | 108,080 | 112,692 | 91,368 | 122,344 | | |
| Associate professors | 44 | 3 | 86,348 | 81,343 | 75,543 | 101,052 | | |
| With senior administrative duties | 16 | 3 | 88,164 | 82,888 | 77,166 | 105,140 | | |
| Without senior administrative duties | 28 | 0 | 85,310 | 81,343 | 75,450 | 101,052 | | |
| Assistant professors | 59 | 2 | 67,706 | 66,025 | 59,577 | 77,728 | | |
| Rank below assistant | 12 | 0 | 53,088 | 53,973 | 46,149 | 57,287 | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 | | |
| All ranks combined (including deans) | 158 | 2 | 83,388 | 77,862 | 57,763 | 117,750 | | |
| Male | 99 | 0 | 88,738 | 82,503 | 59,798 | 122,344 | | |
| Female | 59 | 2 | 74,411 | 74,611 | 54,635 | 99,559 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

University of Winnipeg

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|---------------|----------------|---------|------|
| | | | | | numbers | dollars | 10th | 90th |
| | | | | | | | dollars | |
| Full professors | 74 | 3 | 108,498 | 111,737 | 91,840 | 118,208 | | |
| With senior administrative duties | 16 | 3 | 108,922 | 111,338 | 94,021 | 120,481 | | |
| Without senior administrative duties | 58 | 0 | 108,381 | 112,582 | 90,692 | 118,208 | | |
| Associate professors | 80 | 1 | 82,232 | 81,576 | 69,571 | 95,409 | | |
| With senior administrative duties | 11 | 1 | 88,959 | 92,088 | 79,638 | 96,450 | | |
| Without senior administrative duties | 69 | 0 | 81,159 | 79,975 | 69,415 | 95,413 | | |
| Assistant professors | 84 | 0 | 65,001 | 63,908 | 58,768 | 74,169 | | |
| Rank below assistant | 6 | 0 | 52,726 | x | x | x | | |
| Rank below preceding | 45 | 0 | 67,181 | x | x | x | | |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 | | |
| All ranks combined (including deans) | 293 | 0 | 81,664 | 77,123 | 58,768 | 116,058 | | |
| Male | 182 | 0 | 85,390 | 79,560 | 60,471 | 118,208 | | |
| Female | 111 | 0 | 75,555 | 71,623 | 57,142 | 103,168 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

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

0 true zero or a value rounded to zero

Table 1 (continued)
Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

University of Saskatchewan

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|----------------|----------------|---------|------|
| | | | | | dollars | dollars | 10th | 90th |
| | | | | | | | | |
| | numbers | | dollars | | dollars | | dollars | |
| Including medical/dental | | | | | | | | |
| Full professors | 373 | 24 | 130,106 | 125,528 | 106,349 | 156,986 | | |
| With senior administrative duties | 73 | 14 | 135,986 | 131,570 | 111,327 | 152,020 | | |
| Without senior administrative duties | 300 | 10 | 128,675 | 123,212 | 104,261 | 158,582 | | |
| Associate professors | 326 | 16 | 105,252 | 98,517 | 87,478 | 156,463 | | |
| With senior administrative duties | 24 | 2 | 115,953 | 106,817 | 96,410 | 176,640 | | |
| Without senior administrative duties | 302 | 14 | 104,401 | 97,662 | 86,757 | 155,746 | | |
| Assistant professors | 249 | 23 | 89,978 | 81,776 | 71,806 | 144,988 | | |
| Rank below assistant | 9 | 1 | 64,447 | x | x | x | | |
| Rank below preceding | 4 | 1 | x | x | x | x | | |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 | | |
| All ranks combined (including deans) | 975 | 51 | 111,377 | 102,478 | 77,580 | 154,107 | | |
| Male | 660 | 29 | 114,572 | 107,490 | 79,561 | 155,334 | | |
| Female | 315 | 22 | 104,683 | 98,517 | 73,766 | 151,346 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

University of Saskatchewan

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|----------------|----------------|---------|------|
| | | | | | dollars | dollars | 10th | 90th |
| | | | | | | | | |
| | numbers | | dollars | | dollars | | dollars | |
| Excluding medical/dental | | | | | | | | |
| Full professors | 248 | 18 | 124,793 | 125,364 | 103,993 | 144,836 | | |
| With senior administrative duties | 47 | 12 | 128,586 | 129,803 | 112,823 | 143,767 | | |
| Without senior administrative duties | 201 | 6 | 123,906 | 123,152 | 102,252 | 144,943 | | |
| Associate professors | 215 | 10 | 97,051 | 97,640 | 88,126 | 104,458 | | |
| With senior administrative duties | 18 | 1 | 106,226 | 105,890 | 95,748 | 119,382 | | |
| Without senior administrative duties | 197 | 9 | 96,213 | 97,629 | 87,861 | 102,673 | | |
| Assistant professors | 179 | 6 | 79,622 | 79,815 | 71,337 | 88,529 | | |
| Rank below assistant | 9 | 1 | 64,447 | x | x | x | | |
| Rank below preceding | 4 | 1 | x | x | x | x | | |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 | | |
| All ranks combined (including deans) | 666 | 25 | 103,234 | 100,049 | 75,453 | 134,483 | | |
| Male | 449 | 15 | 106,455 | 101,113 | 77,688 | 136,807 | | |
| Female | 217 | 10 | 96,570 | 92,372 | 72,765 | 127,094 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

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

0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

University of Regina

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|----------------|----------------|---------|------|
| | | | | | dollars | dollars | 10th | 90th |
| | | | | | | | dollars | |
| Full professors | 82 | 5 | 115,164 | 116,168 | 101,962 | 126,621 | | |
| With senior administrative duties | 17 | 5 | 122,019 | 122,335 | 109,618 | 134,419 | | |
| Without senior administrative duties | 65 | 0 | 113,371 | 116,167 | 98,855 | 122,555 | | |
| Associate professors | 123 | 5 | 89,187 | 88,108 | 78,862 | 100,825 | | |
| With senior administrative duties | 22 | 5 | 98,438 | 100,119 | 82,995 | 107,018 | | |
| Without senior administrative duties | 101 | 0 | 87,172 | 86,950 | 77,701 | 95,851 | | |
| Assistant professors | 96 | 1 | 72,074 | 72,381 | 63,132 | 79,316 | | |
| Rank below assistant | 25 | 0 | x | x | x | x | | |
| Rank below preceding | 78 | 0 | 62,954 | 64,938 | 48,505 | 73,639 | | |
| Other teaching staff | 3 | 0 | x | x | x | x | | |
| All ranks combined (including deans) | 417 | 1 | 85,046 | 79,316 | 60,243 | 118,835 | | |
| Male | 263 | 0 | 88,899 | 84,465 | 60,862 | 120,984 | | |
| Female | 154 | 1 | 78,466 | 72,381 | 57,766 | 111,958 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

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

0 true zero or a value rounded to zero

Table 1 (continued)
Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

University of Alberta

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|----------------|----------------|---------|------|
| | | | | | dollars | dollars | 10th | 90th |
| | | | | | | | dollars | |
| Including medical/dental | | | | | | | | |
| Full professors | 767 | 26 | 138,051 | 132,135 | 108,982 | 171,860 | | |
| With senior administrative duties | 101 | 14 | 150,148 | 145,706 | 118,036 | 185,262 | | |
| Without senior administrative duties | 666 | 12 | 136,216 | 129,838 | 107,850 | 170,725 | | |
| Associate professors | 454 | 13 | 101,167 | 99,093 | 83,738 | 116,924 | | |
| With senior administrative duties | 29 | 2 | 113,864 | 108,448 | 84,749 | 169,462 | | |
| Without senior administrative duties | 425 | 11 | 100,301 | 98,375 | 83,571 | 115,929 | | |
| Assistant professors | 326 | 15 | x | x | x | x | | |
| Rank below assistant | 1 | 0 | x | x | x | x | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 | | |
| All ranks combined (including deans) | 1,564 | 38 | 116,305 | 110,145 | 77,447 | 159,588 | | |
| Male | 1,086 | 13 | 121,048 | 115,906 | 79,753 | 165,524 | | |
| Female | 478 | 25 | 105,527 | 102,397 | 73,515 | 143,488 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

University of Alberta

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|----------------|----------------|---------|------|
| | | | | | dollars | dollars | 10th | 90th |
| | | | | | | | dollars | |
| Excluding medical/dental | | | | | | | | |
| Full professors | 629 | 22 | 135,877 | 130,329 | 107,876 | 166,785 | | |
| With senior administrative duties | 80 | 13 | 148,371 | 145,018 | 117,947 | 179,874 | | |
| Without senior administrative duties | 549 | 9 | 134,056 | 128,653 | 107,583 | 165,571 | | |
| Associate professors | 397 | 10 | 100,858 | 98,216 | 83,186 | 117,021 | | |
| With senior administrative duties | 24 | 2 | 112,282 | 106,190 | 83,938 | 170,178 | | |
| Without senior administrative duties | 373 | 8 | 100,123 | 97,549 | 83,181 | 116,272 | | |
| Assistant professors | 307 | 13 | 82,322 | 77,958 | 64,623 | 98,833 | | |
| Rank below assistant | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 | | |
| All ranks combined (including deans) | 1,348 | 30 | 114,042 | 108,153 | 76,623 | 156,799 | | |
| Male | 917 | 10 | 118,716 | 112,889 | 78,668 | 161,416 | | |
| Female | 431 | 20 | 104,098 | 100,686 | 72,706 | 141,299 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

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

0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

University of Calgary

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|----------------|----------------|---------|------|
| | | | | | numbers | dollars | 10th | 90th |
| | | | | | | | dollars | |
| Including medical/dental | | | | | | | | |
| Full professors | 609 | 30 | 146,809 | 137,789 | 110,852 | 189,871 | | |
| With senior administrative duties | 107 | 19 | 165,923 | 156,849 | 115,367 | 230,465 | | |
| Without senior administrative duties | 502 | 11 | 142,734 | 135,641 | 109,857 | 180,417 | | |
| Associate professors | 499 | 25 | 113,846 | 105,035 | 88,057 | 138,412 | | |
| With senior administrative duties | 51 | 0 | 113,612 | 112,977 | 92,651 | 146,564 | | |
| Without senior administrative duties | 448 | 25 | 113,873 | 104,313 | 87,376 | 134,559 | | |
| Assistant professors | 350 | 25 | 94,928 | 84,281 | 73,690 | 114,267 | | |
| Rank below assistant | 154 | 5 | 82,789 | 81,157 | 57,310 | 108,946 | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 | | |
| All ranks combined (including deans) | 1,630 | 67 | 119,958 | 109,815 | 79,006 | 171,245 | | |
| Male | 1,111 | 27 | 126,706 | 115,041 | 82,821 | 180,156 | | |
| Female | 519 | 40 | 105,511 | 95,541 | 73,800 | 142,037 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

University of Calgary

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|----------------|----------------|---------|------|
| | | | | | numbers | dollars | 10th | 90th |
| | | | | | | | dollars | |
| Excluding medical/dental | | | | | | | | |
| Full professors | 402 | 27 | 136,669 | 133,228 | 109,131 | 173,956 | | |
| With senior administrative duties | 65 | 19 | 144,697 | 141,859 | 112,512 | 192,874 | | |
| Without senior administrative duties | 337 | 8 | 135,120 | 132,240 | 108,320 | 168,997 | | |
| Associate professors | 346 | 18 | 102,836 | 100,237 | 85,507 | 123,032 | | |
| With senior administrative duties | 41 | 0 | 111,394 | 107,421 | 92,217 | 146,564 | | |
| Without senior administrative duties | 305 | 18 | 101,685 | 99,684 | 85,231 | 120,542 | | |
| Assistant professors | 218 | 11 | 84,067 | 82,956 | 72,519 | 94,973 | | |
| Rank below assistant | 150 | 5 | 82,724 | 80,697 | 56,597 | 109,616 | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 | | |
| All ranks combined (including deans) | 1,134 | 43 | 109,875 | 104,713 | 76,377 | 152,314 | | |
| Male | 739 | 23 | 116,419 | 110,764 | 81,000 | 159,603 | | |
| Female | 395 | 20 | 97,633 | 91,668 | 71,001 | 131,962 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

0 true zero or a value rounded to zero

Table 1 (continued)**Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008****Athabasca University**

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|----------------|----------------|---------|------|
| | | | | | dollars | dollars | 10th | 90th |
| | | | | | | | dollars | |
| Full professors | 23 | 3 | 128,859 | 127,765 | 109,779 | 151,117 | | |
| With senior administrative duties | 7 | 3 | 121,814 | x | x | x | | |
| Without senior administrative duties | 16 | 0 | 131,942 | x | x | x | | |
| Associate professors | 48 | 6 | 97,845 | 99,682 | 84,814 | 108,101 | | |
| With senior administrative duties | 7 | 6 | 101,208 | x | x | x | | |
| Without senior administrative duties | 41 | 0 | 97,271 | x | x | x | | |
| Assistant professors | 51 | 0 | 74,694 | 74,542 | 64,557 | 80,438 | | |
| Rank below assistant | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Rank below preceding | 31 | 0 | 73,160 | 74,838 | 60,480 | 82,240 | | |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 | | |
| All ranks combined (including deans) | 162 | 0 | 91,429 | 84,072 | 68,610 | 127,074 | | |
| Male | 84 | 0 | 97,388 | 93,164 | 68,240 | 137,095 | | |
| Female | 78 | 0 | 85,011 | 80,438 | 68,966 | 106,916 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

University of Lethbridge

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|----------------|----------------|---------|------|
| | | | | | dollars | dollars | 10th | 90th |
| | | | | | | | dollars | |
| Full professors | 72 | 6 | 136,074 | 131,650 | 106,636 | 167,336 | | |
| With senior administrative duties | 7 | 4 | 169,976 | x | x | x | | |
| Without senior administrative duties | 65 | 2 | 132,423 | x | x | x | | |
| Associate professors | 124 | 4 | 105,225 | 101,706 | 83,748 | 132,785 | | |
| With senior administrative duties | 10 | 0 | 132,946 | 129,072 | 111,770 | 157,760 | | |
| Without senior administrative duties | 114 | 4 | 102,793 | 100,177 | 83,168 | 127,740 | | |
| Assistant professors | 118 | 7 | 77,879 | 76,864 | 63,239 | 95,586 | | |
| Rank below assistant | 11 | 1 | 75,643 | 84,030 | 51,763 | 97,346 | | |
| Rank below preceding | 90 | 4 | x | x | x | x | | |
| Other teaching staff | 1 | 1 | x | x | x | x | | |
| All ranks combined (including deans) | 420 | 19 | 95,714 | 87,004 | 63,802 | 137,873 | | |
| Male | 259 | 7 | 101,065 | 92,824 | 65,379 | 145,300 | | |
| Female | 161 | 12 | 87,107 | 81,995 | 63,037 | 123,118 | | |
| Visiting staff | 0 | 1 | 0 | 0 | 0 | 0 | | |

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

0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

University of British Columbia

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|----------------|----------------|---------|------|
| | | | | | dollars | dollars | 10th | 90th |
| | | | | | | | dollars | |
| numbers | | dollars | | dollars | | | | |
| Including medical/dental | | | | | | | | |
| Full professors | 838 | 15 | 146,422 | 136,110 | 111,802 | 194,931 | | |
| With senior administrative duties | 58 | 15 | 166,716 | 150,481 | 129,062 | 229,847 | | |
| Without senior administrative duties | 780 | 0 | 144,913 | 134,395 | 111,413 | 189,934 | | |
| Associate professors | 716 | 1 | 110,607 | 102,445 | 91,787 | 134,933 | | |
| With senior administrative duties | 24 | 1 | 132,478 | 121,818 | 105,601 | 183,422 | | |
| Without senior administrative duties | 692 | 0 | 109,848 | 101,445 | 91,787 | 132,943 | | |
| Assistant professors | 621 | 0 | 96,823 | 90,189 | 75,000 | 123,975 | | |
| Rank below assistant | 82 | 0 | 93,544 | 89,859 | 78,676 | 111,629 | | |
| Rank below preceding | 58 | 0 | 77,304 | 75,663 | 64,914 | 94,162 | | |
| Other teaching staff | 91 | 0 | 76,975 | 75,679 | 57,614 | 99,198 | | |
| All ranks combined (including deans) | 2,422 | 0 | 117,597 | 107,225 | 80,123 | 165,205 | | |
| Male | 1,629 | 0 | 122,856 | 113,359 | 82,756 | 174,312 | | |
| Female | 793 | 0 | 106,793 | 97,314 | 76,847 | 142,915 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

University of British Columbia

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|----------------|----------------|----------------|---------|------|
| | | | | | dollars | dollars | 10th | 90th |
| | | | | | | | dollars | |
| numbers | | dollars | | dollars | | | | |
| Excluding medical/dental | | | | | | | | |
| Full professors | 587 | 11 | 140,617 | 133,240 | 112,611 | 178,010 | | |
| With senior administrative duties | 48 | 11 | 161,318 | 148,279 | 126,592 | 211,129 | | |
| Without senior administrative duties | 539 | 0 | 138,773 | 131,976 | 112,124 | 171,480 | | |
| Associate professors | 572 | 1 | 104,987 | 100,944 | 91,787 | 125,017 | | |
| With senior administrative duties | 19 | 1 | 121,315 | 114,459 | 104,605 | 150,751 | | |
| Without senior administrative duties | 553 | 0 | 104,426 | 100,394 | 91,787 | 122,431 | | |
| Assistant professors | 447 | 0 | 93,075 | 89,785 | 78,532 | 113,211 | | |
| Rank below assistant | 71 | 0 | 93,171 | 87,702 | 78,260 | 112,430 | | |
| Rank below preceding | 43 | 0 | 77,942 | 75,319 | 65,712 | 94,628 | | |
| Other teaching staff | 85 | 0 | 77,064 | 75,679 | 57,807 | 99,654 | | |
| All ranks combined (including deans) | 1,817 | 0 | 111,932 | 104,544 | 81,106 | 152,004 | | |
| Male | 1,190 | 0 | 117,200 | 111,154 | 84,444 | 158,806 | | |
| Female | 627 | 0 | 101,934 | 95,855 | 76,724 | 132,280 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

0 true zero or a value rounded to zero

Table 1 (continued)**Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008****Simon Fraser University**

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | |
|---|----------------------------|-------------------------------|----------------|----------------|----------------|----------------|
| | | | | | 10th | 90th |
| | | | | | | |
| numbers | dollars | dollars | dollars | dollars | dollars | |
| Full professors | 290 | 10 | 128,192 | 124,199 | 107,734 | 156,483 |
| With senior administrative duties | 42 | 7 | 130,101 | 129,012 | 112,159 | 146,298 |
| Without senior administrative duties | 248 | 3 | 127,868 | 124,199 | 106,767 | 158,384 |
| Associate professors | 236 | 4 | 102,653 | 97,621 | 87,931 | 120,502 |
| With senior administrative duties | 21 | 1 | 113,577 | 105,854 | 98,833 | 165,255 |
| Without senior administrative duties | 215 | 3 | 101,586 | 95,678 | 87,338 | 119,545 |
| Assistant professors | 271 | 5 | 85,438 | 81,945 | 68,212 | 109,759 |
| Rank below assistant | 3 | 0 | x | x | x | x |
| Rank below preceding | 116 | 0 | x | x | x | x |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 |
| All ranks combined (including deans) | 923 | 12 | 102,874 | 99,457 | 70,694 | 136,421 |
| Male | 611 | 6 | 107,073 | 105,452 | 73,142 | 142,418 |
| Female | 312 | 6 | 94,653 | 92,861 | 68,318 | 121,382 |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 |

University of Victoria

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | |
|---|----------------------------|-------------------------------|----------------|----------------|---------------|----------------|
| | | | | | 10th | 90th |
| | | | | | | |
| numbers | dollars | dollars | dollars | dollars | dollars | |
| Full professors | 242 | 13 | 119,338 | 118,112 | 98,893 | 141,351 |
| With senior administrative duties | 43 | 8 | 128,537 | 125,738 | 107,578 | 156,245 |
| Without senior administrative duties | 199 | 5 | 117,350 | 115,930 | 98,308 | 135,603 |
| Associate professors | 204 | 3 | 95,701 | 94,216 | 80,422 | 112,850 |
| With senior administrative duties | 27 | 3 | 103,514 | 102,098 | 91,674 | 121,962 |
| Without senior administrative duties | 177 | 0 | 94,509 | 92,920 | 79,571 | 111,782 |
| Assistant professors | 206 | 4 | 76,151 | 74,227 | 64,204 | 90,640 |
| Rank below assistant | 8 | 0 | 67,637 | x | x | x |
| Rank below preceding | 51 | 0 | 75,072 | 73,452 | 63,514 | 92,696 |
| Other teaching staff | 11 | 0 | 85,344 | x | x | x |
| All ranks combined (including deans) | 732 | 10 | 96,969 | 94,295 | 67,712 | 128,172 |
| Male | 444 | 8 | 101,818 | 99,336 | 70,008 | 132,846 |
| Female | 288 | 2 | 89,492 | 88,748 | 66,985 | 114,816 |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 |

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

0 true zero or a value rounded to zero

Table 1 (concluded)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

Trinity Western University

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|---------------|---------------|---------------|---------------|---------|------|
| | | | | | numbers | dollars | 10th | 90th |
| | | | | | | | dollars | |
| Full professors | 19 | 5 | 78,231 | 77,241 | 65,499 | 95,000 | | |
| With senior administrative duties | 12 | 5 | 81,107 | x | x | x | | |
| Without senior administrative duties | 7 | 0 | 73,300 | x | x | x | | |
| Associate professors | 37 | 3 | 67,201 | 66,027 | 60,281 | 80,686 | | |
| With senior administrative duties | 15 | 3 | 68,570 | 66,426 | 57,270 | 83,902 | | |
| Without senior administrative duties | 22 | 0 | 66,268 | 65,769 | 61,453 | 71,112 | | |
| Assistant professors | 54 | 1 | 55,769 | 56,305 | 47,308 | 63,095 | | |
| Rank below assistant | 14 | 0 | 39,584 | 39,489 | 35,269 | 47,399 | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 | | |
| All ranks combined (including deans) | 133 | 0 | 62,548 | 61,630 | 42,239 | 80,728 | | |
| Male | 89 | 0 | 66,010 | 65,499 | 46,411 | 83,405 | | |
| Female | 44 | 0 | 55,545 | 57,263 | 39,489 | 67,718 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

University of Northern British Columbia

| | Total teaching staff | Teaching staff excluded | Average | Median | Percentile | | | |
|---|----------------------------|-------------------------------|----------------|---------------|---------------|----------------|---------|------|
| | | | | | numbers | dollars | 10th | 90th |
| | | | | | | | dollars | |
| Full professors | 34 | 3 | 100,348 | 95,512 | 83,764 | 118,768 | | |
| With senior administrative duties | 7 | 3 | 102,395 | x | x | x | | |
| Without senior administrative duties | 27 | 0 | 99,817 | x | x | x | | |
| Associate professors | 74 | 3 | 79,699 | 79,572 | 71,583 | 87,463 | | |
| With senior administrative duties | 12 | 1 | 81,853 | 81,345 | 73,833 | 95,507 | | |
| Without senior administrative duties | 62 | 2 | 79,282 | 79,449 | 71,158 | 87,192 | | |
| Assistant professors | 64 | 2 | 67,211 | 67,334 | 58,552 | 73,196 | | |
| Rank below assistant | 10 | 0 | x | x | x | x | | |
| Rank below preceding | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Other teaching staff | 0 | 0 | 0 | 0 | 0 | 0 | | |
| All ranks combined (including deans) | 186 | 4 | 78,766 | 75,533 | 62,329 | 98,243 | | |
| Male | 119 | 2 | 81,070 | 78,512 | 64,663 | 105,466 | | |
| Female | 67 | 2 | 74,675 | 72,686 | 56,771 | 91,663 | | |
| Visiting staff | 0 | 0 | 0 | 0 | 0 | 0 | | |

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

0 true zero or a value rounded to zero

Table 2
Salary scales for teachers at Canadian universities and colleges, 2007/2008

| | Full professor | Associate professor | Assistant professor | Lecturer | Other ranks |
|--|----------------|---------------------|---------------------|----------|-------------|
| | dollars | | | | |
| Memorial University¹ | | | | | |
| Minimum | 80,900 | 67,860 | 58,080 | 48,300 | 0 |
| Maximum | 128,170 | 103,720 | 72,750 | 56,450 | 0 |
| Annual increment | 1,630 | 1,630 | 1,630 | 1,630 | 0 |
| University of Prince Edward Island | | | | | |
| Minimum | 89,615 | 71,168 | 55,063 | 47,051 | 0 |
| Maximum | 120,341 | 103,203 | 78,598 | 60,126 | 0 |
| Annual increment | 2,615 | 2,615 | 2,615 | 6,215 | 0 |
| Acadia University | | | | | |
| Minimum | 85,659 | 71,275 | 57,211 | 45,730 | 0 |
| Maximum | 123,659 | 95,275 | 78,811 | 62,530 | 0 |
| Annual increment | 2,000 | 2,000 | 2,000 | 1,400 | 0 |
| Acadia Divinity College | | | | | |
| Minimum | 67,600 | 54,600 | 51,100 | 39,755 | 0 |
| Maximum | 88,820 | 71,735 | 67,137 | 59,074 | 0 |
| Annual increment | % 4.00 | 4.00 | 4.00 | 4.00 | 0 |
| Atlantic School of Theology | | | | | |
| Minimum | 68,750 | 63,750 | 54,750 | 0 | 0 |
| Maximum | 82,750 | 75,750 | 66,750 | 0 | 0 |
| Annual increment | 2,750 | 2,750 | 2,750 | 0 | 0 |
| Université Sainte-Anne | | | | | |
| Minimum | 68,370 | 55,810 | 44,820 | 40,110 | 0 |
| Maximum | 98,200 | 85,640 | 74,650 | 44,820 | 0 |
| Annual increment | 2,316 | 2,316 | 2,316 | 2,316 | 0 |
| Additional increment | 1,570 | 1,570 | 1,570 | 1,570 | 0 |
| Mount Saint Vincent University | | | | | |
| Minimum | 86,950 | 67,463 | 54,268 | 51,061 | 0 |
| Maximum | 113,929 | 94,442 | 72,254 | 55,558 | 0 |
| Annual increment | 2,248 | 2,248 | 2,248 | 2,248 | 0 |
| Nova Scotia College of Art and Design | | | | | |
| Minimum | 82,912 | 69,073 | 54,104 | 50,721 | 0 |
| Maximum | 113,054 | 97,061 | 75,634 | 55,027 | 0 |
| Annual increment | 2,153 | 2,153 | 2,153 | 2,153 | 0 |
| St. Francis Xavier University | | | | | |
| Minimum | 84,218 | 66,581 | 54,566 | 46,727 | 0 |
| Maximum | 118,342 | 96,451 | 73,182 | 50,646 | 0 |
| Annual increment | 2,100 | 2,060 | 1,959 | 1,959 | 0 |
| Saint Mary's University | | | | | |
| Minimum | 91,190 | 70,880 | 58,053 | 50,307 | 0 |
| Maximum | 121,633 | 97,125 | 73,039 | 55,224 | 0 |
| Annual increment | | | | | |
| Minimum | 2,305 | 1,153 | 1,831 | 1,943 | 0 |
| Maximum | 2,612 | 2,306 | 2,443 | 2,592 | 0 |
| University of King's College | | | | | |
| Minimum | 74,097 | 64,162 | 53,727 | 47,766 | 41,101 |
| Maximum | 136,903 | 110,670 | 86,621 | 74,422 | 69,437 |
| Annual increment | 1,987 | 1,987 | 1,987 | 1,987 | 1,881 |

Table 2 (continued)
Salary scales for teachers at Canadian universities and colleges, 2007/2008

| | Full professor | Associate professor | Assistant professor | Lecturer | Other ranks |
|--|----------------|---------------------|---------------------|----------|-------------|
| dollars | | | | | |
| Cape Breton University | | | | | |
| Minimum | 84,961 | 64,030 | 51,810 | 42,366 | 0 |
| Maximum | 112,261 | 94,030 | 68,910 | 52,726 | 0 |
| Annual increment | 2,100 | 2,000 | 1,900 | 1,480 | 0 |
| Nova Scotia Agricultural College¹ | | | | | |
| Minimum | 78,300 | 63,100 | 55,000 | 43,500 | 0 |
| Maximum | 107,000 | 88,300 | 72,400 | 53,500 | 0 |
| Annual increment | 1,500 | 1,900 | 2,200 | 1,700 | 0 |
| Mount Allison University | | | | | |
| Minimum | 89,552 | 69,724 | 57,332 | 46,179 | 0 |
| Maximum | 121,773 | 109,380 | 89,552 | 67,246 | 0 |
| Annual increment | 2,479 | 2,479 | 2,479 | 2,479 | 0 |
| University of New Brunswick | | | | | |
| Minimum | 89,835 | 72,467 | 58,003 | 51,378 | 0 |
| Maximum | 130,358 | 106,721 | 88,388 | 65,573 | 0 |
| Annual increment | % 3.5 | 3.5 | 3.5 | 3.5 | 0 |
| Additional increment | 2,385 | 2,385 | 2,385 | 2,385 | 0 |
| Université de Moncton | | | | | |
| Minimum | 85,348 | 69,508 | 57,628 | 41,788 | 0 |
| Maximum | 120,805 | 98,695 | 78,595 | 60,505 | 0 |
| Annual increment | % 3.0 | 3.0 | 3.0 | 3.0 | 0 |
| Université de Moncton (Campus de Shippagan)¹ | | | | | |
| Minimum | 78,220 | 63,595 | 50,920 | 41,170 | 0 |
| Maximum | 115,270 | 93,820 | 74,320 | 56,770 | 0 |
| Annual increment | 0 | 0 | 0 | 0 | 0 |
| Université de Moncton (Campus d'Edmunston)¹ | | | | | |
| Minimum | 74,239 | 59,614 | 46,939 | 37,189 | 0 |
| Maximum | 113,239 | 91,789 | 82,039 | 54,739 | 0 |
| Annual increment | 0 | 0 | 0 | 0 | 0 |
| St. Thomas University | | | | | |
| Minimum | 91,835 | 71,746 | 57,397 | 48,997 | 0 |
| Maximum | 124,593 | 102,197 | 80,350 | 66,559 | 0 |
| Annual increment | 0 | 0 | 0 | 0 | 0 |
| Bishop's University | | | | | |
| Minimum | 86,539 | 68,814 | 53,696 | 43,269 | 0 |
| Maximum | 118,336 | 103,221 | 76,112 | 56,823 | 0 |
| Annual increment ² | 0 | 0 | 0 | 0 | 0 |
| McGill University | | | | | |
| Minimum | 85,000 | 70,000 | 60,000 | 46,000 | 0 |
| Maximum | ... | ... | ... | ... | 0 |
| Annual increment ³ | | | | | |
| Minimum | % 1.3 | 1.3 | 1.3 | 1.3 | 0 |
| Maximum | % 3.2 | 3.2 | 3.2 | 3.2 | 0 |

Table 2 (continued)
Salary scales for teachers at Canadian universities and colleges, 2007/2008

| | | Full professor | Associate professor | Assistant professor | Lecturer | Other ranks |
|--|---|-------------------|------------------------|------------------------|----------|----------------|
| dollars | | | | | | |
| Université de Montreal | | | | | | |
| Minimum | | | | | | |
| Medical/dental | | 102,322 | 89,720 | 76,038 | 52,878 | 0 |
| Non medical/dental | | 86,898 | 69,908 | 59,456 | 49,042 | 0 |
| Maximum | | | | | | |
| Medical/dental | | 123,716 | 112,392 | 88,936 | 62,610 | 0 |
| Non medical/dental | | 117,110 | 103,110 | 84,384 | 56,914 | 0 |
| Annual increment ² | | | | | | |
| Medical/dental | % | 3.5 | 3.5 | 3.5 | 3.5 | 0 |
| Non medical/dental | % | 3.5 | 3.5 | 3.5 | 3.5 | 0 |
| École Polytechnique | | | | | | |
| Minimum | | 103,992 | 84,101 | 60,799 | 0 | 0 |
| Maximum | | 131,874 | 115,829 | 95,535 | 0 | 0 |
| Annual increment ² | % | 2.0 | 2.0 | 2.0 | 0 | 0 |
| École des hautes études commerciales | | | | | | |
| Minimum | | 98,030 | 84,257 | 75,203 | 47,947 | 0 |
| Maximum | | 134,013 | 106,920 | 87,278 | 52,428 | 0 |
| Annual increment ² | % | 2.3 | 2.3 | 2.3 | 2.3 | 0 |
| Université du Québec à Chicoutimi | | | | | | |
| Minimum ⁴ | | 79,923 | 66,169 | 56,312 | 43,509 | 0 |
| Maximum ⁴ | | 107,616 | 96,916 | 74,125 | 48,027 | 0 |
| Annual increment ² | % | 2.0 | 2.0 | 2.0 | 2.0 | 0 |
| Université du Québec à Montréal | | | | | | |
| Minimum | | 79,923 | 66,169 | 56,312 | 43,509 | 0 |
| Maximum | | 107,616 | 96,916 | 74,125 | 48,027 | 0 |
| Annual increment ² | % | 2.0 | 2.0 | 2.0 | 2.0 | 0 |
| Université du Québec en Abitibi-Témiscamingue | | | | | | |
| Minimum ⁴ | | 80,722 | 66,831 | 56,875 | 48,994 | 0 |
| Maximum ⁴ | | 121,595 | 108,425 | 89,257 | 53,557 | 0 |
| Annual increment ^{2,4} | | | | | | |
| Minimum | % | 2.0 | 2.0 | 2.0 | 13.8 | 0 |
| Maximum | % | 3.0 | 3.0 | 3.0 | 14.9 | 0 |
| Université du Québec à Trois Rivières | | | | | | |
| Minimum | | 81,521 | 67,492 | 57,438 | 44,379 | 0 |
| Maximum | | 109,768 | 98,854 | 75,608 | 48,988 | 0 |
| Annual increment ² | % | 4.0 | 4.0 | 4.0 | 4.0 | 0 |
| Université du Québec en Outaouais | | | | | | |
| Minimum | | 82,800 | 68,551 | 58,339 | 49,000 | 0 |
| Maximum | | 111,490 | 100,405 | 76,794 | 53,000 | 0 |
| Annual increment ^{2,3} | | | | | | |
| Minimum | % | 5.7 | 5.7 | 5.7 | 14.4 | 0 |
| Maximum | % | 5.7 | 5.7 | 5.7 | 14.9 | 0 |
| École nationale d'administration publique | | | | | | |
| Minimum | | 79,923 | 66,169 | 56,312 | 43,509 | 0 |
| Maximum | | 107,616 | 96,916 | 74,125 | 48,027 | 0 |
| Annual increment ² | % | 2.0 | 2.0 | 2.0 | 2.0 | 0 |

Table 2 (continued)
Salary scales for teachers at Canadian universities and colleges, 2007/2008

| | | Full professor | Associate professor | Assistant professor | Lecturer | Other ranks |
|---|---|----------------|---------------------|---------------------|----------|-------------|
| dollars | | | | | | |
| Institut national de la recherche scientifique | | | | | | |
| Minimum | | 78,883 | 67,210 | 57,309 | 0 | 0 |
| Maximum | | 108,657 | 95,107 | 74,909 | 0 | 0 |
| Annual increment ² | % | 2.0 | 2.0 | 2.0 | 0 | 0 |
| Université du Québec à Rimouski | | | | | | |
| Minimum | | 79,923 | 66,169 | 56,312 | 43,509 | 0 |
| Maximum | | 107,616 | 96,916 | 74,125 | 48,027 | 0 |
| Annual increment ² | % | 2.0 | 2.0 | 2.0 | 2.0 | 0 |
| École de technologie supérieure | | | | | | |
| Minimum ⁴ | | 91,900 | 66,169 | 56,312 | 43,509 | 0 |
| Maximum ⁴ | | 121,595 | 108,425 | 89,257 | 48,027 | 0 |
| Annual increment ^{2,4} | % | 2.0 | 2.0 | 2.0 | 2.0 | 0 |
| Télé-université | | | | | | |
| Minimum | | 79,923 | 66,169 | 56,312 | 43,509 | 0 |
| Maximum | | 107,616 | 96,916 | 74,125 | 48,027 | 0 |
| Annual increment ² | % | 2.0 | 2.0 | 2.0 | 2.0 | 0 |
| Université Laval | | | | | | |
| Minimum | | | | | | |
| Medical/dental ⁴ | | 91,533 | 78,958 | 66,706 | 52,029 | 0 |
| Non medical/dental | | 87,174 | 75,198 | 63,530 | 49,551 | 0 |
| Maximum | | | | | | |
| Medical/dental ⁴ | | 130,247 | 114,598 | 101,515 | 79,498 | 0 |
| Non medical/dental | | 112,281 | 98,792 | 87,512 | 66,104 | 0 |
| Annual increment ² | | | | | | |
| Medical/dental | % | 6.0 | 4.5 | 3.0 | 3.0 | 0 |
| Non medical/dental | % | 6.0 | 4.5 | 3.0 | 3.0 | 0 |
| Université de Sherbrooke | | | | | | |
| Minimum | | | | | | |
| Medical/dental | | 84,744 | 72,423 | 58,600 | 52,289 | 0 |
| Non medical/dental ⁴ | | 81,192 | 68,232 | 55,358 | 48,240 | 0 |
| Maximum | | | | | | |
| Medical/dental | | 109,988 | 101,573 | 79,936 | 63,108 | 0 |
| Non medical/dental ⁴ | | 126,324 | 111,812 | 92,498 | 63,684 | 0 |
| Annual increment | | | | | | |
| Medical/dental ² | % | 2.0 | 2.0 | 2.0 | 2.0 | 0 |
| Non medical/dental ^{2,4} | | | | | | |
| Minimum | % | 3.5 | 3.5 | 3.5 | 3.5 | 0 |
| Maximum | % | 4.5 | 4.5 | 4.5 | 4.5 | 0 |
| Concordia University | | | | | | |
| Minimum ⁴ | | 88,739 | 73,357 | 49,712 | 48,037 | 0 |
| Maximum ⁴ | | 129,191 | 107,541 | 105,122 | 70,368 | 0 |
| Annual increment ^{2,4} | | | | | | |
| Minimum | % | 2.8 | 3.0 | 2.0 | 2.0 | 0 |
| Maximum | % | 3.0 | 3.3 | 3.8 | 3.8 | 0 |
| Brock University | | | | | | |
| Minimum | | 95,768 | 75,086 | 62,622 | 48,371 | 0 |
| Maximum | | ... | ... | ... | ... | 0 |
| Annual increment ⁵ | % | 7.0 | 7.0 | 7.0 | 7.0 | 0 |

Table 2 (continued)
Salary scales for teachers at Canadian universities and colleges, 2007/2008

| | Full professor | Associate professor | Assistant professor | Lecturer | Other ranks |
|--|----------------|---------------------|---------------------|----------|-------------|
| | dollars | | | | |
| Concordia Lutheran Theological Seminary | | | | | |
| Minimum | 55,472 | 45,338 | 42,320 | 0 | 0 |
| Maximum | 72,746 | 65,312 | 59,909 | 0 | 0 |
| Annual increment | 0 | 0 | 0 | 0 | 0 |
| University of Guelph | | | | | |
| Minimum | 81,600 | 74,400 | 70,000 | ... | 0 |
| Maximum | ... | ... | ... | ... | 0 |
| Annual increment | 0 | 0 | 0 | 0 | 0 |
| Lakehead University | | | | | |
| Minimum | 83,190 | 66,190 | 52,785 | 44,710 | 0 |
| Maximum | 131,845 | 118,390 | 82,535 | 65,685 | 0 |
| Annual increment | % 3.0 | 3.0 | 3.0 | 3.0 | 0 |
| Laurentian University of Sudbury | | | | | |
| Minimum | 91,229 | 74,047 | 61,473 | 50,754 | 0 |
| Maximum | ... | ... | ... | ... | 0 |
| Annual increment | 2,600 | 2,500 | 2,400 | 2,300 | 0 |
| Collège universitaire de Hearst | | | | | |
| Minimum | 58,005 | 54,143 | 49,316 | 48,349 | 0 |
| Maximum | 88,165 | 82,301 | 74,965 | 67,689 | 0 |
| Annual increment | 2,320 | 2,166 | 1,973 | 1,934 | 0 |
| Huntington University | | | | | |
| Minimum | 76,535 | 61,454 | 50,147 | 41,184 | 0 |
| Maximum | 117,945 | 95,895 | 74,974 | 58,061 | 0 |
| Annual increment | 0 | 0 | 0 | 0 | 0 |
| University of Sudbury | | | | | |
| Minimum | 90,082 | 72,577 | 60,030 | 48,393 | 0 |
| Maximum | 130,024 | 108,062 | 81,483 | 63,486 | 0 |
| Annual increment | 2,500 | 2,400 | 2,300 | 2,200 | 0 |
| Thorneloe University | | | | | |
| Minimum | 91,229 | 74,047 | 61,473 | 50,754 | 0 |
| Maximum | ... | ... | ... | ... | 0 |
| Annual increment | 2,600 | 2,500 | 2,400 | 2,300 | 0 |
| McMaster University | | | | | |
| Minimum | 90,035 | 71,118 | 55,015 | 44,409 | 0 |
| Maximum | ... | ... | ... | ... | 0 |
| Annual increment | 0 | 0 | 0 | 0 | 0 |
| University of Ottawa | | | | | |
| Minimum | 81,696 | 68,044 | 61,597 | 48,681 | 0 |
| Maximum | 142,627 | 118,161 | 85,194 | 64,391 | 0 |
| Annual increment | % 3.6 | 3.6 | 3.6 | 3.6 | 0 |
| Université Saint-Paul | | | | | |
| Minimum | 63,022 | 53,597 | 46,021 | 38,377 | 0 |
| Maximum | 92,501 | 78,716 | 62,817 | 52,377 | 0 |
| Annual increment | 1,500 | 1,500 | 1,500 | 1,500 | 0 |

Table 2 (continued)

Salary scales for teachers at Canadian universities and colleges, 2007/2008

| | Full professor | Associate professor | Assistant professor | Lecturer | Other ranks |
|--|----------------|---------------------|---------------------|----------|-------------|
| | dollars | | | | |
| Queen's University | | | | | |
| Minimum | 83,223 | 65,916 | 56,885 | 0 | 0 |
| Maximum | ... | ... | ... | 0 | 0 |
| Annual increment | % 3.1 | 3.1 | 3.1 | 0 | 0 |
| Additional increment ⁶ | 2,590 | 2,590 | 2,590 | 0 | 0 |
| University of Toronto | | | | | |
| Minimum | 80,800 | 60,300 | 49,100 | 66,400 | 0 |
| Maximum | ... | ... | 83,600 | ... | 0 |
| Annual increment | 0 | 0 | 0 | 0 | 0 |
| University of St. Michael's College | | | | | |
| Minimum | 80,800 | 60,300 | 49,100 | 0 | 0 |
| Maximum | ... | ... | ... | 0 | 0 |
| Annual increment | 0 | 0 | 0 | 0 | 0 |
| University of Trinity College¹ | | | | | |
| Minimum | 80,800 | 60,300 | 49,100 | 66,400 | 0 |
| Maximum | ... | ... | 83,600 | ... | 0 |
| Annual increment | 0 | 0 | 0 | 0 | 0 |
| Victoria University | | | | | |
| Minimum | 80,800 | 60,300 | 49,100 | 66,400 | 0 |
| Maximum | ... | ... | 83,600 | ... | 0 |
| Annual increment | 0 | 0 | 0 | 0 | 0 |
| Knox College | | | | | |
| Minimum | 92,911 | 86,274 | 77,690 | 0 | 0 |
| Maximum | ... | ... | ... | 0 | 0 |
| Annual increment | 0 | 0 | 0 | 0 | 0 |
| Trent University | | | | | |
| Minimum | 102,168 | 84,061 | 70,481 | 61,428 | 0 |
| Maximum | 144,695 | 123,430 | 99,905 | 86,325 | 0 |
| Annual increment | 2,361 | 2,330 | 2,263 | 2,263 | 0 |
| University of Waterloo | | | | | |
| Minimum | 102,316 | 80,312 | 63,810 | 49,508 | 0 |
| Maximum | ... | ... | ... | ... | 0 |
| Annual increment | 0 | 0 | 0 | 0 | 0 |
| St. Jerome's University | | | | | |
| Minimum | 102,316 | 80,312 | 63,811 | 49,508 | 0 |
| Maximum | ... | ... | ... | ... | 0 |
| Annual increment | 0 | 0 | 0 | 0 | 0 |
| Conrad Grebel University College | | | | | |
| Minimum | | | | | |
| Minimum | 102,316 | 80,312 | 63,810 | 49,508 | 0 |
| Maximum | ... | ... | ... | 63,810 | 0 |
| Maximum | | | | | |
| Minimum | 159,524 | 159,524 | 159,524 | 111,007 | 0 |
| Maximum | ... | ... | ... | 131,800 | 0 |
| Annual increment | 3,121 | 3,121 | 3,121 | 3,121 | 0 |
| Huron University College | | | | | |
| Minimum | ... | 74,099 | 59,319 | 0 | 0 |
| Maximum | 120,550 | 101,547 | 74,099 | 0 | 0 |
| Annual increment | 0 | 0 | 0 | 0 | 0 |

Table 2 (continued)
Salary scales for teachers at Canadian universities and colleges, 2007/2008

| | | Full professor | Associate professor | Assistant professor | Lecturer | Other ranks |
|---|---|----------------|---------------------|---------------------|----------|-------------|
| dollars | | | | | | |
| University of Windsor | | | | | | |
| Minimum | | 89,807 | 70,561 | 56,305 | 46,329 | 0 |
| Maximum | | ... | 119,954 | 95,718 | 78,760 | 0 |
| Annual increment | % | 4.5 | 4.5 | 4.5 | 4.5 | 0 |
| Additional increment | | 2,200 | 2,200 | 2,200 | 2,200 | 0 |
| York University | | | | | | |
| Minimum | | 82,000 | 65,000 | 55,000 | 48,000 | 0 |
| Maximum | | ... | ... | ... | ... | 0 |
| Annual increment | % | 3.5 | 3.5 | 3.5 | 3.5 | 0 |
| Wilfrid Laurier University | | | | | | |
| Minimum | | 93,197 | 76,057 | 58,917 | 50,990 | 0 |
| Maximum | | ... | ... | ... | ... | 0 |
| Annual increment | % | 3.5 | 3.5 | 3.5 | 3.5 | 0 |
| Collège dominicain de philosophie et théologie | | | | | | |
| Minimum | | 62,394 | 56,093 | 49,667 | 40,715 | 0 |
| Maximum | | ... | ... | ... | ... | 0 |
| Annual increment | % | 2.0 | 2.0 | 2.0 | 2.0 | 0 |
| Ryerson University⁷ | | | | | | |
| Minimum | | 87,205 | 76,570 | 60,618 | 0 | 0 |
| Maximum | | ... | ... | 106,347 | 0 | 0 |
| Annual increment | % | 3.3 | 3.3 | 3.3 | 0 | 0 |
| Additional increment | | | | | | |
| Minimum | | 2,000 | 1,700 | 1,700 | 0 | 0 |
| Maximum | | ... | 2,400 | 2,400 | 0 | 0 |
| Redeemer University College | | | | | | |
| Minimum | | ... | ... | 46,014 | 43,145 | 0 |
| Maximum | | 71,835 | 71,835 | 66,097 | ... | 0 |
| Annual increment | | 1,434 | 1,434 | 1,434 | 1,434 | 0 |
| Nipissing University | | | | | | |
| Minimum | | 95,130 | 78,428 | 60,699 | 46,761 | 0 |
| Maximum | | 131,594 | 108,388 | 86,466 | 65,018 | 0 |
| Annual increment | | 2,997 | 2,445 | 2,297 | 1,973 | 0 |
| University of Ontario Institute of Technology | | | | | | |
| Minimum | | ... | ... | ... | ... | 0 |
| Maximum | | ... | ... | ... | ... | 0 |
| Annual increment | % | 5.0 | 5.0 | 5.0 | 5.0 | 0 |
| Ontario College of Art and Design | | | | | | |
| Minimum | | 90,293 | 74,849 | 59,404 | 47,524 | 0 |
| Maximum | | 114,054 | 98,611 | 83,165 | 71,285 | 0 |
| Annual increment | % | 2.0 | 2.0 | 2.0 | 2.0 | 0 |
| Brandon University | | | | | | |
| Minimum | | 88,552 | 70,905 | 54,133 | 45,353 | 0 |
| Maximum | | 122,344 | 101,052 | 77,728 | 57,287 | 0 |
| Annual increment | | 2,816 | 2,319 | 1,815 | 1,326 | 0 |
| University of Manitoba | | | | | | |
| Minimum | | 87,657 | 67,835 | 58,025 | 48,337 | 0 |
| Maximum | | 130,151 | 100,707 | 83,505 | 68,142 | 0 |
| Annual increment | | | | | | |
| Minimum | | 2,130 | 1,766 | 1,484 | 1,266 | 0 |
| Maximum | | 3,238 | 2,504 | 1,941 | 1,509 | 0 |

Table 2 (continued)

Salary scales for teachers at Canadian universities and colleges, 2007/2008

| | Full professor | Associate professor | Assistant professor | Lecturer | Other ranks |
|--|----------------|---------------------|---------------------|----------|-------------|
| | dollars | | | | |
| Collège universitaire de Saint-Boniface | | | | | |
| Minimum | 83,759 | 64,672 | 56,763 | 44,968 | 0 |
| Maximum | 122,795 | 101,295 | 77,250 | 60,884 | 0 |
| Annual increment | % 3.0 | 3.0 | 3.0 | 3.0 | 0 |
| Canadian Mennonite University | | | | | |
| Minimum | | | | | |
| Minimum | 68,003 | 58,289 | 48,573 | 38,859 | 38,859 |
| Maximum | ... | ... | ... | ... | 48,573 |
| Maximum | | | | | |
| Minimum | ... | ... | ... | ... | 48,573 |
| Maximum | 82,751 | 76,467 | 63,898 | 48,573 | 63,898 |
| Annual increment | | | | | |
| Minimum | % ... | ... | ... | ... | 12.0 |
| Maximum | % 16.0 | 14.0 | 12.0 | 20.0 | 20.0 |
| University of Saskatchewan | | | | | |
| Minimum | 97,640 | 83,066 | 68,492 | 53,667 | 42,867 |
| Maximum | ... | ... | ... | ... | 0 |
| Annual increment | 2,429 | 2,429 | 2,429 | 2,429 | 1,800 |
| College of Emmanuel and Saint Chad | | | | | |
| Minimum | 71,135 | 65,278 | 59,420 | 0 | 0 |
| Maximum | ... | ... | ... | 0 | 0 |
| Annual increment | 1,395 | ... | 1,165 | 0 | 0 |
| Lutheran Theological Seminary | | | | | |
| Minimum | 67,652 | 63,822 | 60,199 | ... | 0 |
| Maximum | ... | ... | ... | ... | 0 |
| Annual increment | 0 | 0 | 0 | 0 | 0 |
| Saint Thomas More College¹ | | | | | |
| Minimum | 81,045 | 64,961 | 52,494 | 41,807 | 32,867 |
| Maximum | 105,334 | 91,549 | 78,018 | 61,226 | 52,286 |
| Annual increment | 2,429 | 2,127 | 2,127 | 1,387 | 1,387 |
| University of Regina | | | | | |
| Minimum | 86,820 | 68,494 | 56,196 | 44,570 | 0 |
| Maximum | 113,500 | 100,825 | 83,940 | 63,674 | 0 |
| Annual increment | 2,668 | 2,487 | 2,312 | 1,592 | 0 |
| Campion College | | | | | |
| Minimum | 86,820 | 68,494 | 56,196 | 44,570 | 0 |
| Maximum | 113,500 | 93,364 | 77,004 | 58,898 | 0 |
| Annual increment | 2,668 | 2,487 | 2,312 | 1,592 | 0 |
| Luther College | | | | | |
| Minimum | 86,820 | 68,494 | 56,196 | 44,570 | 0 |
| Maximum | 113,500 | 93,364 | 77,004 | 58,898 | 0 |
| Annual increment | 2,668 | 2,487 | 2,312 | 1,592 | 0 |
| University of Alberta | | | | | |
| Minimum | 89,137 | 71,632 | 57,618 | 0 | 0 |
| Maximum | ... | 102,448 | 81,642 | 0 | 0 |
| Annual increment | | | | | |
| Minimum | 2,002 | ... | ... | 0 | 0 |
| Maximum | 3,022 | 2,568 | 2,002 | 0 | 0 |

Table 2 (continued)
Salary scales for teachers at Canadian universities and colleges, 2007/2008

| | Full professor | Associate professor | Assistant professor | Lecturer | Other ranks |
|--|----------------|---------------------|---------------------|----------|-------------|
| | dollars | | | | |
| University of Calgary | | | | | |
| Minimum | 85,000 | 70,000 | 60,000 | 52,000 | 0 |
| Maximum | ... | 121,000 | 92,000 | 92,000 | 0 |
| Annual increment | | | | | |
| Minimum | 2,000 | 1,200 | ... | ... | 0 |
| Maximum | 2,700 | 2,400 | 1,900 | 1,900 | 0 |
| Canadian University College | | | | | |
| Minimum | 57,028 | 54,548 | 47,316 | 41,148 | 0 |
| Maximum | 58,060 | 55,568 | 52,464 | 46,284 | 0 |
| Annual increment | % 7.0 | 5.0 | 2.5 | 2.0 | 0 |
| University of Lethbridge | | | | | |
| Minimum | 80,000 | 65,000 | 55,000 | 36,000 | 0 |
| Maximum | ... | ... | ... | ... | 0 |
| Annual increment ⁸ | ... | ... | ... | ... | 0 |
| Athabasca University | | | | | |
| Minimum | 97,593 | 78,246 | 59,365 | 46,301 | 0 |
| Maximum | 125,126 | 100,326 | 80,438 | 64,497 | 0 |
| Annual increment | % 2.8 | 2.8 | 2.8 | 2.8 | 0 |
| King's University College | | | | | |
| Minimum | 65,809 | 56,780 | 47,751 | 41,709 | 0 |
| Maximum | 75,967 | 71,451 | 56,779 | 42,836 | 0 |
| Annual increment | 1,128 | 1,128 | 1,128 | 1,128 | 0 |
| Concordia University College of Alberta | | | | | |
| Minimum | 72,389 | 62,553 | 51,508 | 0 | 48,419 |
| Maximum | 102,616 | 97,616 | 92,616 | 0 | 89,256 |
| Annual increment | % 3.1 | 3.1 | 3.1 | 0 | 3.1 |
| Alliance University College | | | | | |
| Minimum | 66,745 | 60,448 | 52,053 | 0 | 0 |
| Maximum | 85,635 | 73,042 | 64,688 | 0 | 0 |
| Annual increment | 1,260 | 1,260 | 1,260 | 0 | 0 |
| Simon Fraser University | | | | | |
| Minimum | | | | | |
| Minimum | 87,931 | 70,677 | 58,353 | 53,423 | 53,423 |
| Maximum | ... | ... | ... | 65,747 | ... |
| Maximum | | | | | |
| Minimum | ... | ... | ... | 69,973 | ... |
| Maximum | 124,199 | 95,678 | 83,353 | 85,114 | 58,353 |
| Annual increment | 0 | 0 | 0 | 0 | 0 |
| Trinity Western University | | | | | |
| Minimum | 61,984 | 53,899 | 47,680 | 41,461 | 0 |
| Maximum | 73,017 | 64,248 | 57,788 | 46,270 | 0 |
| Annual increment | % 2.0 | 1.2 | 1.3 | 1.2 | 0 |
| University of Northern British Columbia | | | | | |
| Minimum | 83,739 | 68,833 | 56,329 | 47,993 | 0 |
| Maximum | ... | 92,164 | 73,550 | 60,214 | 0 |
| Annual increment | 1,111 | 1,111 | 1,111 | 1,111 | 0 |
| Additional increment | 2,248 | 1,872 | 1,557 | 1,346 | 0 |

Table 2 (concluded)**Salary scales for teachers at Canadian universities and colleges, 2007/2008**

| | Full professor | Associate professor | Assistant professor | Lecturer | Other ranks |
|-------------------------------|-------------------|------------------------|------------------------|----------|----------------|
| dollars | | | | | |
| Royal Roads University | | | | | |
| Minimum | | | | | |
| Minimum | 84,872 | 72,100 | 49,440 | 0 | 41,200 |
| Maximum | ... | ... | ... | 0 | 46,350 |
| Maximum | | | | | |
| Minimum | ... | ... | ... | 0 | 56,650 |
| Maximum | 113,728 | 97,850 | 77,250 | 0 | 61,800 |
| Annual increment | % 3.0 | 3.0 | 3.0 | 0 | 3.0 |

... None/not applicable

0 true zero or a value rounded to zero

1. Scales are not final.

2. Annual increment also includes an increase due to progression through the salary range which averages about 1.5% and which is not reported here.

3. Comprises 2 components: a cost of living allowance and a pooled calculation.

4. These minimum and maximum salary scales are extracted from more than one salary scale.

5. Includes "progress through the rank", scale and market adjustment and catch-up.

6. This represents the mode merit point value.

7. In addition to the increments listed, there is a sector adjustment of \$950.

8. Subject to negotiations and a pooled calculation.

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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