

Culture, Tourism and the Centre for Education Statistics: Research Papers



Salaries and Salary Scales of
Full-time Teaching Staff at Canadian
Universities, 2009/2010: Final Report

2011



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December 2011

Catalogue no. 81-595-M, no. 96

ISSN 1711-831X

ISBN 978-1-100-19850-7

Frequency: Irregular

Ottawa

Cette publication est également disponible en français.

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- .. not available for a specific reference period
- ... not applicable
- 0 true zero or a value rounded to zero
- 0^s value rounded to 0 (zero) where there is a meaningful distinction between true zero and the value that was rounded
- p preliminary
- r revised
- x suppressed to meet the confidentiality requirements of the *Statistics Act*
- E use with caution
- F too unreliable to be published
- * significantly different from reference category ($p < 0.05$)

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Highlights

- In 2009/2010, there were 44,423 full-time faculty at Canadian degree-granting institutions. Of these, 14,718 (33%) were full professors, 14,941 (34%) were associate professors, 10,591 (24%) were assistant professors and 4,173 (9%) were unranked.
- Between 2008/2009 and 2009/2010, the number of full-time teaching staff at Canadian degree-granting institutions increased by 1.5%.
- Between 2008/2009 and 2009/2010, the number of full professors increased by 2.3%, associate professors, by 3.6% and “rank below assistant” by 16.6%. The number of assistant professors decreased by 4.5%.
- In 2009/2010, women accounted for one third of full-time teaching staff, compared to less than 20% in 1989/1990.
- The average salary of full-time faculty at Canadian degree-granting institutions in 2009/2010 was \$113,407, an increase of 4.4% from 2008/2009.
- In 2009/2010, the earnings of female full professors were 95% those of their male counterparts; female associate professors earned 97% of male earnings; assistant professors, 98%; and “rank below assistant” earned 97%.

Analysis

In 2009/2010, there were 44,423 full-time faculty at Canadian degree-granting institutions. Of these, 14,718 (33.1%) were full professors, 14,941 (33.6%) were associate professors, 10,591 (23.8%) were assistant professors and 4,173 (9.4%) were unranked. These proportions have remained relatively stable over the past 20 years.

Compared to 2008/2009, the number of full-time faculty increased by 5.9%. This increase is primarily due to the inclusion of several new universities in 2009/2010.¹ The analysis of trends over time that follows excludes the institutions that were new to the survey in 2009/2010.

Table 1 of this report presents information for institutions that have greater than 100 staff. The information includes the following for each institution: the number of full-time teaching staff; the number of staff excluded from salary calculations; average and median salary; and salaries at the 10th and 90th percentiles. Although data are collected for institutions that have less than 100 staff and are included in the analysis, they are excluded from Table 1 for reasons of confidentiality.

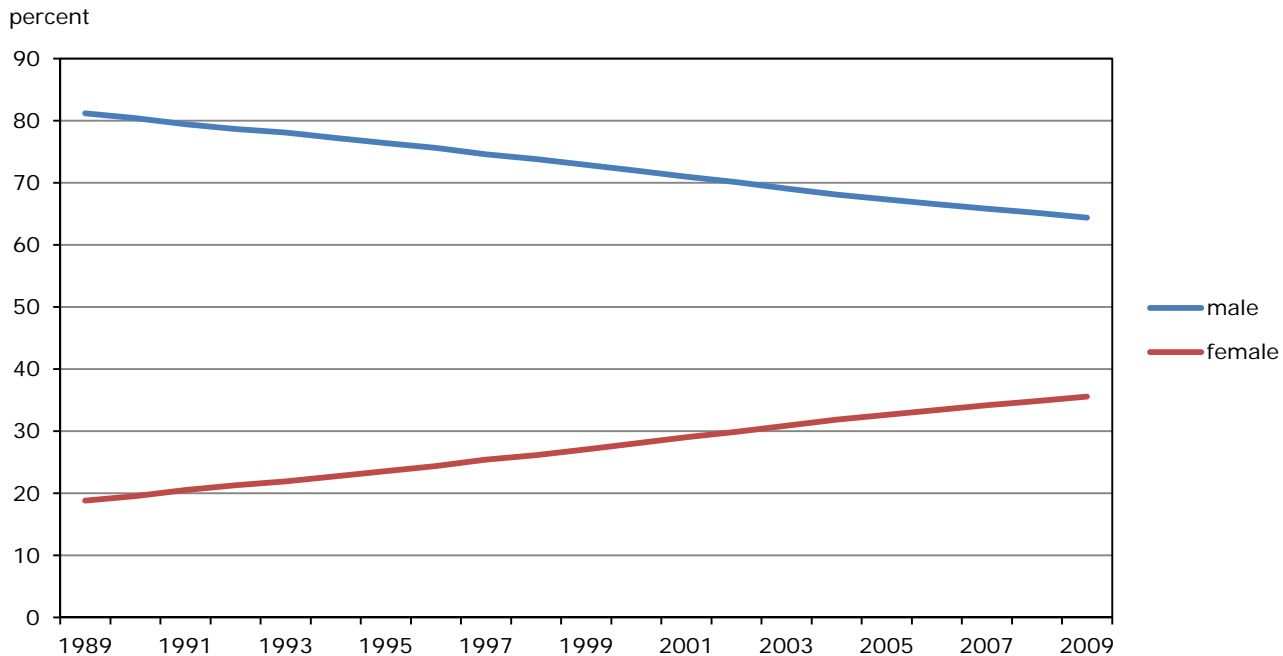
Among the 116 Canadian degree-granting institutions reporting in both 2008/2009 and 2009/2010, the number of full-time faculty increased by 1.5%, with 74% of them reporting gains. Increases occurred in all provinces, with the largest being in Saskatchewan (4.0%), Manitoba (2.5%) and Newfoundland and Labrador (2.4%).

The increase in full-time faculty was not distributed evenly across either rank or sex. Between 2008/2009 and 2009/2010, the number of full professors increased by 2.3%, associate professors, by 3.6%, and the rank below assistant professor, by 16.6%. However, the number of assistant professors decreased by 4.5% and the number of "Other staff" fell by almost one third (30.2%). The increase in full-time faculty was concentrated among females, with their numbers increasing by 3.7%, whereas the number of males was almost unchanged.

Women account for a minority of faculty; however, their proportion has risen steadily over the past 20 years. In 1989/1990, women comprised less than 20% of faculty; by 2009, their share had reached 35.6 % (Chart 1). The share of women grew within all ranks. In 2009/2010, women accounted for 22.8% of full professors, 37.5% of associate professors and 45.7% of assistant professors. This stands in contrast to 20 years earlier, when women comprised just 7.2% of full professors, 18.5% of associate professors and 32.0% of assistant professors.

1. The following institutions were included in the FT-UCASS survey for the first time in 2009/2010: Mount Royal University and Grant MacEwan University in Alberta and the University of the Fraser Valley, Vancouver Island University, and Kwantlan Polytechnic University in British Columbia. Formerly, these institutions were colleges but became universities (that is, had degree-granting status) in 2009/2010. In addition, Thompson Rivers University in British Columbia was included in the FT-UCASS survey for the first time.

Chart 1
Proportion of full-time faculty, by sex, 1989/1990 to 2009/2010



Within the ranked categories, the overwhelming majority of full-time teaching staff held a PhD in 2009/2010: 88.4% of full professors, 85.6% of associate professors and 77.3% of assistant professors. However, in the “rank below assistant” category, only 30.7% of staff held a PhD, 48.7% had a Master’s degree and 7.5% had a Bachelor’s degree.

The average salary of full-time teaching staff was \$113,407 in 2009/2010, compared to \$108,643 in 2008/2009, an increase of 4.4%. In 2009/2010, a full professor earned \$139,861, on average; associate professors earned \$109,535; assistant professors earned \$88,932; and the average salary of those in the category “rank below assistant” was \$85,386. The increase in average salary between 2008/2009 and 2009/2010 was greatest for the category “rank below assistant,” which increased by 7.7%.

Average salaries differed by sex. In 2009/2010, the average male earned \$118,145, while the average female earned \$104,832, or 89% of the average male salary. The difference between men and women is largely influenced by the larger number of males at the higher academic ranks.

The male/female salary gap narrows when within-rank comparisons between males and females are made. Among full professors in 2009/2010, full-time males earned \$141,521, on average, while females earned 95% of that (\$134,238). The average salary of female associate professors was 97% that of males (at \$107,324 and \$110,863, respectively), and that of female assistant professors was 98% that of males (at \$87,945 and \$89,761, respectively). In the “rank below assistant” professors, the average female salary was 97% that of males (at \$84,026 and \$87,054, respectively).

The overall wage gap between men and women has narrowed over time as women have come to occupy higher ranks in higher proportions. Whereas women academic staff earned 89% of what males earned in 2009/2010, that figure was 82% in 1989/1990.

There were some differences across provinces. In 2009/2010, the average salary ranged from \$98,814 in Nova Scotia to \$124,502 in Alberta.

Related products

Selected publications from Statistics Canada

11F0019M	Analytical Studies Branch Research Paper Series
81-004-X	Education Matters: Insights on Education, Learning and Training in Canada
81-599-X	Education Indicators in Canada: Fact Sheet
81-599-X2009003	Postsecondary Enrolment and Graduation
81-599-X2009004	School-age Population Living in Low-income Circumstances
81-599-X2010005	Interrupting High School and Returning to Education
87-003-X	Travel-log (Touriscope)
87-004-X	Focus on Culture
87-213-X	Culture Services Trade: Data Tables
89-588-X	International Adult Literacy Survey Database

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11-008-X20040037735	Provincial variation in reading scores of 15-year-olds
89-552-M2007016	Gaining and Losing Literacy Skills over the Lifecourse
89-552-M2007017	Adult Learning: A Comparative Perspective: Results from the Adult Literacy and Life Skills Survey

Statistical tables

Table 1-1
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — Memorial University of Newfoundland

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
			dollars			
numbers			dollars			
Including medical dental						
Full professors	286	11	129,104	126,623	109,932	148,005
With senior administrative duties	34	6	137,735	134,123	114,652	160,192
Without senior administrative duties	252	5	127,940	126,249	109,932	146,192
Associate professors	333	5	105,143	104,493	89,989	120,810
With senior administrative duties	38	1	110,127	108,680	95,470	120,788
Without senior administrative duties	295	4	104,501	104,493	89,989	120,810
Assistant professors	277	2	83,772	84,550	75,485	93,615
Rank below assistant	19	0	65,657	64,607	64,607	68,233
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	922	11	105,745	104,493	79,111	137,127
Male	578	7	110,099	109,932	80,924	140,753
Female	344	4	98,429	93,615	76,392	123,310
Visiting staff	0	0	0	0	0	0
Excluding medical dental						
Full professors	235	9	129,130	128,062	111,745	147,253
With senior administrative duties	22	5	138,398	138,375	121,471	160,017
Without senior administrative duties	213	4	128,173	126,249	109,932	144,379
Associate professors	260	5	105,800	104,493	89,989	120,810
With senior administrative duties	27	1	111,349	109,554	95,202	123,308
Without senior administrative duties	233	4	105,157	104,493	89,989	120,810
Assistant professors	200	1	83,607	82,737	73,672	95,428
Rank below assistant	19	0	65,657	64,607	64,607	68,233
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	720	9	106,668	106,306	77,298	138,940
Male	458	5	111,102	111,745	79,111	140,934
Female	262	4	98,918	95,428	75,485	128,062
Visiting staff	0	0	0	0	0	0

Table 1-2
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — University of Prince Edward Island

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
			dollars			
numbers			dollars			
Full professors	54	12	126,517	126,903	106,328	151,910
With senior administrative duties	4	12	x	x	x	x
Without senior administrative duties	50	0	x	x	x	x
Associate professors	92	6	101,169	95,164	86,077	126,129
With senior administrative duties	12	2	94,305	93,193	85,746	102,838
Without senior administrative duties	80	4	102,198	96,069	86,077	126,609
Assistant professors	57	4	x	x	x	x
Rank below assistant	3	0	x	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	220	8	103,810	97,109	74,776	137,740
Male	142	3	107,363	104,664	76,599	138,743
Female	78	5	97,343	91,841	65,689	130,638
Visiting staff	0	0	0	0	0	0

Table 1-3
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — Acadia University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	65	5	116,063	110,000	100,000	132,000
With senior administrative duties	11	5	118,952	118,000	99,895	135,705
Without senior administrative duties	54	0	115,474	110,000	100,000	132,000
Associate professors	78	1	92,598	90,000	84,000	104,000
With senior administrative duties	8	1	102,805	x	x	x
Without senior administrative duties	70	0	91,431	x	x	x
Assistant professors	49	0	79,735	x	x	x
Rank below assistant	6	0	68,000	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	204	0	97,267	92,400	77,000	132,000
Male	141	0	99,348	96,000	79,201	132,000
Female	63	0	92,610	86,000	74,000	116,506
Visiting staff	0	0	0	0	0	0

Table 1-4
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — Cape Breton University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	22	2	97,947	102,622	65,212	120,634
With senior administrative duties	4	2	x	x	x	x
Without senior administrative duties	18	0	x	x	x	x
Associate professors	42	2	85,002	81,294	72,355	101,481
With senior administrative duties	7	2	94,649	x	x	x
Without senior administrative duties	35	0	83,072	x	x	x
Assistant professors	57	0	x	x	x	x
Rank below assistant	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	125	0	82,635	75,981	64,611	108,785
Male	67	0	85,521	75,981	65,451	114,289
Female	58	0	79,302	75,951	62,931	107,292
Visiting staff	0	0	0	0	0	0

Table 1-5
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — Dalhousie University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
			dollars			
numbers			dollars			
Including medical dental						
Full professors	364	3	129,280	127,458	99,267	162,460
With senior administrative duties	57	2	140,624	142,349	111,925	174,335
Without senior administrative duties	307	1	127,174	124,546	98,156	159,239
Associate professors	297	7	104,063	102,632	80,541	122,686
With senior administrative duties	19	4	x	x	x	x
Without senior administrative duties	278	3	x	x	x	x
Assistant professors	295	4	85,248	84,683	70,000	101,234
Rank below assistant	26	1	x	x	x	x
Other teaching staff	1	0	x	x	x	x
All ranks combined (including deans)	989	9	107,313	103,094	74,586	145,373
Male	600	4	113,157	110,986	76,274	150,743
Female	389	5	98,300	93,805	72,912	126,614
Visiting staff	0	0	0	0	0	0
Excluding medical dental						
Full professors	226	2	132,181	131,604	107,509	159,095
With senior administrative duties	40	1	135,864	136,406	111,046	164,110
Without senior administrative duties	186	1	131,389	130,126	106,271	158,472
Associate professors	204	6	104,507	102,266	88,977	122,486
With senior administrative duties	16	3	106,703	108,535	78,225	124,793
Without senior administrative duties	188	3	104,320	101,895	88,977	122,486
Assistant professors	210	3	85,105	85,000	72,401	95,957
Rank below assistant	22	1	x	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	666	8	107,150	101,895	76,887	142,445
Male	382	4	113,591	111,924	77,952	148,530
Female	284	4	98,487	93,805	75,754	122,719
Visiting staff	0	0	0	0	0	0

Table 1-6
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — Mount St. Vincent University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
			dollars			
numbers			dollars			
Full professors	34	1	119,528	122,460	105,514	125,610
With senior administrative duties	5	0	x	x	x	x
Without senior administrative duties	29	1	x	x	x	x
Associate professors	61	2	95,415	101,521	82,153	103,681
With senior administrative duties	13	1	97,374	98,929	82,815	104,221
Without senior administrative duties	48	1	94,884	101,521	82,151	101,525
Assistant professors	24	2	x	x	x	x
Rank below assistant	2	0	x	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	122	4	97,689	101,521	72,975	122,460
Male	46	1	98,420	101,521	70,798	122,460
Female	76	3	97,246	101,521	72,249	122,460
Visiting staff	0	0	0	0	0	0

Table 1-7
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — St. Francis Xavier University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	61	5	112,230	114,547	98,083	126,307
With senior administrative duties	11	4	110,600	112,788	97,601	125,205
Without senior administrative duties	50	1	112,589	114,547	98,189	126,307
Associate professors	78	2	87,635	88,136	74,876	100,305
With senior administrative duties	18	0	92,805	93,129	76,961	103,257
Without senior administrative duties	60	2	86,084	85,926	72,887	99,719
Assistant professors	91	3	x	x	x	x
Rank below assistant	3	0	x	x	x	x
Other teaching staff	17	0	69,524	69,698	69,107	69,698
All ranks combined (including deans)	254	6	85,779	80,549	62,102	119,251
Male	142	3	90,540	89,414	62,102	124,830
Female	112	3	79,743	75,174	62,102	102,038
Visiting staff	0	0	0	0	0	0

Table 1-8
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — St. Mary's University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	68	4	125,390	129,603	105,485	145,605
With senior administrative duties	9	3	126,612	x	x	x
Without senior administrative duties	59	1	125,203	x	x	x
Associate professors	98	4	95,919	94,569	76,417	118,276
With senior administrative duties	13	1	101,598	94,569	86,733	121,555
Without senior administrative duties	85	3	95,050	93,442	76,417	118,298
Assistant professors	65	3	x	x	x	x
Rank below assistant	4	0	x	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	239	7	100,652	97,952	73,952	131,708
Male	157	3	104,413	103,792	73,952	133,427
Female	82	4	93,451	88,269	72,242	120,707
Visiting staff	0	0	0	0	0	0

Table 1-9
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — Mount Allison University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	29	4	126,049	130,443	109,203	130,443
With senior administrative duties	9	3	128,083	x	x	x
Without senior administrative duties	20	1	125,133	x	x	x
Associate professors	66	1	97,457	95,928	82,654	117,168
With senior administrative duties	15	1	98,052	95,928	85,839	113,982
Without senior administrative duties	51	0	97,282	95,928	82,654	117,168
Assistant professors	35	0	x	x	x	x
Rank below assistant	3	2	x	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	137	3	98,124	95,928	72,034	130,443
Male	73	1	102,304	101,238	72,034	130,443
Female	64	2	93,356	89,291	73,362	130,443
Visiting staff	0	0	0	0	0	0

Table 1-10
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — University of New Brunswick

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	242	19	122,109	123,117	101,623	136,978
With senior administrative duties	36	15	127,878	129,523	105,501	143,467
Without senior administrative duties	206	4	121,101	122,276	99,790	136,978
Associate professors	149	6	95,299	94,666	81,219	112,140
With senior administrative duties	18	1	108,411	108,818	93,286	119,445
Without senior administrative duties	131	5	93,497	93,825	81,216	111,934
Assistant professors	46	4	72,784	73,238	63,482	86,262
Rank below assistant	105	9	79,607	x	x	x
Other teaching staff	9	0	81,826	x	x	x
All ranks combined (including deans)	567	22	103,130	102,000	68,832	136,978
Male	351	8	108,855	109,712	76,233	136,978
Female	216	14	93,826	93,207	61,263	125,304
Visiting staff	0	0	0	0	0	0

Table 1-11
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — Université de Moncton

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	80	10	122,638	125,694	104,708	131,873
With senior administrative duties	15	10	121,651	122,986	101,910	135,754
Without senior administrative duties	65	0	122,866	126,188	107,996	131,873
Associate professors	83	2	100,275	102,311	85,908	109,258
With senior administrative duties	15	1	99,137	99,265	85,489	114,644
Without senior administrative duties	68	1	100,526	104,585	86,279	109,133
Assistant professors	83	0	82,173	84,119	71,612	91,842
Rank below assistant	28	0	71,912	66,496	61,606	86,734
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	285	1	99,336	97,852	73,886	131,191
Male	176	0	102,873	105,154	76,615	131,873
Female	109	1	93,624	88,667	65,927	126,003
Visiting staff	0	0	0	0	0	0

Table 1-12
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — St. Thomas University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	22	0	119,675	123,307	101,386	135,150
With senior administrative duties	2	0	x	x	x	x
Without senior administrative duties	20	0	x	x	x	x
Associate professors	61	2	92,590	91,338	76,115	108,420
With senior administrative duties	11	1	98,156	101,383	81,786	112,039
Without senior administrative duties	50	1	91,366	88,294	76,115	108,420
Assistant professors	23	0	x	x	x	x
Rank below assistant	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	107	1	94,265	91,338	70,026	124,954
Male	62	1	95,139	91,338	69,117	130,378
Female	45	0	93,060	87,727	73,984	112,588
Visiting staff	0	0	0	0	0	0

Table 1-13
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — Bishop's University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	48	4	113,428	115,482	95,150	124,674
With senior administrative duties	0	3	0	0	0	0
Without senior administrative duties	48	1	113,428	115,482	95,150	124,674
Associate professors	34	1	82,647	82,409	75,622	87,952
With senior administrative duties	0	0	0	0	0	0
Without senior administrative duties	34	1	82,647	82,409	75,622	87,952
Assistant professors	23	0	x	x	x	x
Rank below assistant	2	0	x	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	110	2	94,900	87,952	71,295	123,069
Male	73	1	97,562	92,711	75,903	123,069
Female	37	1	89,649	83,451	69,072	115,265
Visiting staff	0	0	0	0	0	0

Table 1-14
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — McGill University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Including medical dental						
Full professors	598	17	139,731	133,552	106,916	179,122
With senior administrative duties	100	11	164,882	149,653	119,786	222,664
Without senior administrative duties	498	6	134,680	130,824	101,082	173,623
Associate professors	641	10	105,373	102,620	83,479	129,390
With senior administrative duties	70	3	127,074	121,768	93,409	174,366
Without senior administrative duties	571	7	102,713	101,657	83,151	121,653
Assistant professors	337	11	85,554	81,900	67,754	104,852
Rank below assistant	121	3	x	x	x	x
Other teaching staff	11	0	x	x	x	x
All ranks combined (including deans)	1,721	28	111,966	106,686	71,890	154,700
Male	1,200	17	116,781	110,739	75,000	162,431
Female	521	11	100,874	95,557	67,314	139,946
Visiting staff	0	0	0	0	0	0
Excluding medical dental						
Full professors	461	15	140,237	133,750	114,176	173,251
With senior administrative duties	76	9	160,289	148,982	120,543	198,721
Without senior administrative duties	385	6	136,279	131,483	113,349	166,124
Associate professors	571	9	106,532	103,157	85,872	129,376
With senior administrative duties	65	3	125,960	121,228	93,686	162,757
Without senior administrative duties	506	6	104,037	102,036	85,200	122,574
Assistant professors	317	11	85,586	81,900	67,754	104,852
Rank below assistant	120	3	76,381	71,671	51,600	114,105
Other teaching staff	10	0	84,385	73,825	56,228	164,250
All ranks combined (including deans)	1,490	27	110,458	106,295	72,009	150,859
Male	1,000	16	115,387	110,935	77,522	154,534
Female	490	11	100,398	95,731	67,420	137,841
Visiting staff	0	0	0	0	0	0

Table 1-15
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — Université de Montréal

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
			dollars			
numbers			dollars			
Including medical dental						
Full professors	747	8	129,589	122,348	114,420	151,736
With senior administrative duties	92	8	146,032	138,948	124,184	183,000
Without senior administrative duties	655	0	127,279	121,736	113,710	149,615
Associate professors	450	2	102,723	102,078	87,676	116,830
With senior administrative duties	26	2	132,168	121,460	102,213	189,235
Without senior administrative duties	424	0	100,918	100,888	87,676	113,583
Assistant professors	258	0	82,281	79,910	72,368	93,451
Rank below assistant	9	0	58,265	x	x	x
Other teaching staff	22	0	55,980	x	x	x
All ranks combined (including deans)	1,496	0	112,187	113,941	79,910	140,912
Male	971	0	115,833	119,966	83,800	146,543
Female	525	0	105,444	105,414	76,591	135,710
Visiting staff	0	0	0	0	0	0
Excluding medical dental						
Full professors	647	6	128,482	121,736	113,710	151,036
With senior administrative duties	82	6	143,909	138,948	123,781	177,287
Without senior administrative duties	565	0	126,243	121,736	111,756	148,344
Associate professors	404	2	101,154	100,888	87,676	113,583
With senior administrative duties	18	2	126,826	119,745	101,531	180,476
Without senior administrative duties	386	0	99,957	99,761	87,676	110,659
Assistant professors	250	0	82,003	79,910	72,368	93,831
Rank below assistant	8	0	58,512	x	x	x
Other teaching staff	22	0	55,980	58,433	13,000	98,193
All ranks combined (including deans)	1,339	0	110,166	110,406	78,404	139,498
Male	847	0	113,618	117,366	81,214	142,654
Female	492	0	104,222	102,360	75,490	134,976
Visiting staff	0	0	0	0	0	0

Table 1-16
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — École Polytechnique

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
			dollars			
numbers			dollars			
Full professors	113	0	135,329	137,691	121,268	148,394
With senior administrative duties	5	0	x	x	x	x
Without senior administrative duties	108	0	x	x	x	x
Associate professors	54	0	113,285	113,419	96,268	122,301
With senior administrative duties	2	0	x	x	x	x
Without senior administrative duties	52	0	x	x	x	x
Assistant professors	37	0	97,781	99,837	89,183	100,873
Rank below assistant	17	0	66,180	65,774	60,592	71,030
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	221	0	118,337	122,301	91,404	139,242
Male	197	0	118,722	122,301	91,242	139,242
Female	24	0	115,181	116,959	92,038	139,627
Visiting staff	0	0	0	0	0	0

Table 1-17
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — École des Hautes Études Commerciales

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	81	0	147,062	140,522	117,883	175,923
With senior administrative duties	23	0	154,798	153,907	130,931	175,847
Without senior administrative duties	58	0	143,994	140,522	115,622	177,644
Associate professors	86	0	110,517	112,114	98,055	123,542
With senior administrative duties	5	0	x	x	x	x
Without senior administrative duties	81	0	x	x	x	x
Assistant professors	47	0	88,457	86,226	81,239	95,280
Rank below assistant	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	214	0	119,505	112,114	84,949	165,724
Male	155	0	121,970	112,114	86,226	166,946
Female	59	0	113,027	112,114	82,458	153,907
Visiting staff	0	0	0	0	0	0

Table 1-18
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — Université Laval

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Including medical dental						
Full professors	749	22	120,296	119,077	107,291	138,077
With senior administrative duties	53	22	132,084	129,747	122,412	145,531
Without senior administrative duties	696	0	119,398	119,077	107,291	136,053
Associate professors	348	1	97,458	97,190	85,912	107,935
With senior administrative duties	18	1	116,885	116,793	101,110	131,058
Without senior administrative duties	330	0	96,399	96,780	85,912	104,772
Assistant professors	205	0	81,128	78,413	72,074	92,809
Rank below assistant	30	0	x	x	x	x
Other teaching staff	1	0	x	x	x	x
All ranks combined (including deans)	1,356	0	107,769	112,010	78,413	129,752
Male	942	0	110,098	115,584	82,160	135,418
Female	414	0	102,469	104,772	75,814	119,077
Visiting staff	0	0	0	0	0	0
Excluding medical dental						
Full professors	687	20	119,612	119,077	107,291	136,739
With senior administrative duties	43	20	129,945	127,918	121,169	141,115
Without senior administrative duties	644	0	118,922	119,077	107,291	135,557
Associate professors	321	1	96,633	96,780	85,912	104,772
With senior administrative duties	13	1	116,399	117,344	100,367	132,515
Without senior administrative duties	308	0	95,799	95,348	85,785	104,772
Assistant professors	198	0	80,877	78,413	71,954	92,809
Rank below assistant	24	0	67,193	67,045	56,900	77,428
Other teaching staff	1	0	x	x	x	x
All ranks combined (including deans)	1,252	0	106,905	110,329	78,413	127,884
Male	860	0	109,157	113,874	79,866	134,414
Female	392	0	101,962	104,772	75,814	119,077
Visiting staff	0	0	0	0	0	0

Table 1-19
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — Université de Sherbrooke

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
			numbers	dollars		
Including medical dental						
Full professors	369	8	121,455	121,584	110,896	134,745
With senior administrative duties	48	8	126,782	125,978	115,922	136,181
Without senior administrative duties	321	0	120,658	120,233	109,741	134,745
Associate professors	318	1	100,256	100,980	86,605	108,315
With senior administrative duties	25	1	107,794	105,677	96,102	121,810
Without senior administrative duties	293	0	99,613	99,736	86,605	108,244
Assistant professors	322	0	80,030	80,665	71,559	88,585
Rank below assistant	18	0	69,095	64,722	58,305	85,228
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	1,036	0	101,486	103,091	75,818	125,107
Male	648	0	106,181	108,131	78,163	130,012
Female	388	0	93,644	88,585	73,084	121,584
Visiting staff	0	0	0	0	0	0
Excluding medical dental						
Full professors	302	7	123,272	122,939	111,112	134,745
With senior administrative duties	43	7	127,597	127,261	116,188	138,288
Without senior administrative duties	259	0	122,553	122,939	110,896	134,745
Associate professors	199	1	101,048	101,612	88,542	111,320
With senior administrative duties	15	1	109,946	108,953	95,593	123,020
Without senior administrative duties	184	0	100,322	100,779	87,988	108,844
Assistant professors	157	0	81,906	82,016	73,084	88,585
Rank below assistant	18	0	69,095	64,722	58,305	85,228
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	684	0	106,198	108,244	78,366	130,744
Male	448	0	110,187	113,771	80,697	134,745
Female	236	0	98,624	96,427	76,132	122,939
Visiting staff	0	0	0	0	0	0

Table 1-20
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — Concordia University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
			numbers	dollars		
Full professors	249	7	130,489	128,132	105,015	159,500
With senior administrative duties	29	7	133,710	132,575	113,014	165,326
Without senior administrative duties	220	0	130,065	127,190	105,014	158,574
Associate professors	365	1	100,673	98,501	81,897	122,356
With senior administrative duties	35	1	109,863	109,458	90,275	137,961
Without senior administrative duties	330	0	99,698	97,971	81,897	121,381
Assistant professors	259	0	78,400	76,562	52,755	105,035
Rank below assistant	71	0	65,511	60,880	50,977	84,706
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	952	0	100,423	98,824	59,812	138,034
Male	626	0	104,796	103,236	69,139	141,452
Female	326	0	92,024	89,532	54,355	123,751
Visiting staff	0	0	0	0	0	0

Table 1-21
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — Université du Québec à Chicoutimi

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	75	1	116,571	116,477	101,359	121,659
With senior administrative duties	14	1	115,076	116,094	100,914	121,680
Without senior administrative duties	61	0	116,914	117,191	101,359	125,130
Associate professors	96	3	94,804	94,378	81,654	107,003
With senior administrative duties	7	3	96,609	x	x	x
Without senior administrative duties	89	0	94,662	x	x	x
Assistant professors	40	0	71,108	69,490	66,464	80,513
Rank below assistant	11	0	59,494	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	226	0	96,676	97,903	67,960	118,816
Male	149	0	98,866	102,440	67,960	119,433
Female	77	0	92,437	89,928	69,184	116,476
Visiting staff	0	0	0	0	0	0

Table 1-22
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — Université du Québec à Montréal

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	365	7	112,425	114,203	104,421	119,673
With senior administrative duties	32	7	115,710	117,983	103,479	119,673
Without senior administrative duties	333	0	112,110	114,203	104,421	116,932
Associate professors	451	0	92,728	91,905	80,248	102,848
With senior administrative duties	21	0	101,258	102,358	91,905	108,318
Without senior administrative duties	430	0	92,312	91,739	80,248	102,848
Assistant professors	119	0	70,951	69,830	63,883	78,663
Rank below assistant	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	942	0	97,814	101,360	76,355	114,203
Male	588	0	99,317	102,848	76,756	114,203
Female	354	0	95,319	96,888	73,567	114,203
Visiting staff	0	0	0	0	0	0

Table 1-23
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — Université du Québec en Abitibi-Témiscamingue

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	24	0	111,844	114,140	103,340	116,813
With senior administrative duties	2	0	x	x	x	x
Without senior administrative duties	22	0	x	x	x	x
Associate professors	43	0	96,741	97,562	83,655	106,015
With senior administrative duties	6	0	95,118	x	x	x
Without senior administrative duties	37	0	97,004	x	x	x
Assistant professors	40	0	75,498	78,430	63,698	83,247
Rank below assistant	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	107	0	92,187	94,934	67,848	114,140
Male	66	0	94,356	98,779	66,596	114,407
Female	41	0	88,695	88,124	68,401	105,297
Visiting staff	0	0	0	0	0	0

Table 1-24
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — Université du Québec à Trois-Rivières

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	123	1	115,146	115,322	103,386	125,028
With senior administrative duties	17	1	117,040	114,051	98,720	139,744
Without senior administrative duties	106	0	114,843	115,379	103,386	121,328
Associate professors	180	0	96,057	96,877	83,491	107,003
With senior administrative duties	7	0	102,283	x	x	x
Without senior administrative duties	173	0	95,805	x	x	x
Assistant professors	54	0	x	x	x	x
Rank below assistant	2	0	x	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	360	0	98,938	100,804	73,660	118,816
Male	229	0	101,697	103,855	79,218	118,816
Female	131	0	94,114	95,447	71,052	118,816
Visiting staff	0	0	0	0	0	0

Table 1-25
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — Université du Québec en Outaouais

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	54	0	117,325	120,512	101,784	128,788
With senior administrative duties	18	0	122,644	122,239	102,525	139,437
Without senior administrative duties	36	0	114,666	119,393	100,261	123,011
Associate professors	88	0	98,003	96,282	84,735	110,781
With senior administrative duties	22	0	101,508	99,802	86,823	115,903
Without senior administrative duties	66	0	96,835	95,436	84,176	110,781
Assistant professors	38	0	73,311	74,288	65,826	81,956
Rank below assistant	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	180	0	98,587	99,799	73,734	123,011
Male	102	0	102,096	103,991	75,133	123,011
Female	78	0	93,999	95,237	68,972	119,505
Visiting staff	0	0	0	0	0	0

Table 1-26
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — Institut National de la Recherche Scientifique

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	60	0	112,555	113,047	97,196	132,806
With senior administrative duties	3	0	x	x	x	x
Without senior administrative duties	57	0	x	x	x	x
Associate professors	66	0	91,021	91,698	81,098	98,949
With senior administrative duties	0	0	0	0	0	0
Without senior administrative duties	66	0	91,021	91,698	81,098	98,949
Assistant professors	25	0	x	x	x	x
Rank below assistant	0	0	0	0	0	0
Other teaching staff	1	0	x	x	x	x
All ranks combined (including deans)	152	0	98,052	96,072	79,757	113,047
Male	119	0	98,880	96,072	79,757	113,047
Female	33	0	95,065	88,384	78,719	113,047
Visiting staff	0	0	0	0	0	0

Table 1-27
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — Université du Québec à Rimouski

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	106	0	105,511	108,113	90,446	114,762
With senior administrative duties	26	0	104,572	107,578	90,446	114,762
Without senior administrative duties	80	0	105,816	108,113	90,446	114,762
Associate professors	42	0	83,350	78,868	72,639	100,313
With senior administrative duties	4	0	x	x	x	x
Without senior administrative duties	38	0	x	x	x	x
Assistant professors	40	0	69,446	67,118	62,783	79,048
Rank below assistant	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	188	0	92,887	95,982	66,970	114,762
Male	116	0	96,476	100,313	70,910	114,762
Female	72	0	87,104	84,015	64,630	111,173
Visiting staff	0	0	0	0	0	0

Table 1-28
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — École de Technologie Supérieure

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	57	0	120,526	122,240	109,951	128,780
With senior administrative duties	7	0	121,806	x	x	x
Without senior administrative duties	50	0	120,346	x	x	x
Associate professors	78	0	101,437	102,848	87,602	112,068
With senior administrative duties	3	0	x	x	x	x
Without senior administrative duties	75	0	x	x	x	x
Assistant professors	11	0	80,110	81,304	68,141	90,283
Rank below assistant	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	146	0	107,282	109,316	84,936	126,508
Male	128	0	107,524	110,258	84,135	126,508
Female	18	0	105,563	106,937	90,770	119,528
Visiting staff	0	0	0	0	0	0

Table 1-29
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — Brock University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	126	7	142,486	137,666	123,123	168,591
With senior administrative duties	23	7	136,827	134,331	115,984	168,668
Without senior administrative duties	103	0	143,749	140,218	123,312	168,845
Associate professors	256	3	117,797	112,216	95,466	147,117
With senior administrative duties	36	1	121,689	117,668	93,889	156,373
Without senior administrative duties	220	2	117,160	111,699	95,710	146,785
Assistant professors	144	0	95,231	89,731	80,477	124,555
Rank below assistant	31	0	81,335	81,435	67,350	97,044
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	565	2	116,618	112,387	84,479	152,711
Male	324	1	121,920	122,277	87,060	159,810
Female	241	1	109,489	105,924	83,079	138,754
Visiting staff	0	0	0	0	0	0

Table 1-30
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — Carleton University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	214	7	135,531	135,571	115,810	150,250
With senior administrative duties	28	5	135,262	134,453	114,512	150,444
Without senior administrative duties	186	2	135,571	135,966	115,878	150,250
Associate professors	302	6	114,223	115,561	90,214	136,199
With senior administrative duties	25	0	124,233	124,482	99,960	142,370
Without senior administrative duties	277	6	113,319	113,673	89,934	135,516
Assistant professors	203	1	90,917	89,138	73,000	110,416
Rank below assistant	88	1	x	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	812	10	111,481	110,694	79,730	144,965
Male	529	4	116,191	117,951	82,916	147,887
Female	283	6	102,677	100,761	75,285	133,254
Visiting staff	0	0	0	0	0	0

Table 1-31
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — University of Guelph

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	258	8	140,057	139,934	125,032	153,086
With senior administrative duties	33	7	154,409	152,233	138,717	175,905
Without senior administrative duties	225	1	137,952	138,462	124,269	149,583
Associate professors	329	3	116,186	115,543	100,467	133,348
With senior administrative duties	18	0	137,097	133,168	112,758	173,159
Without senior administrative duties	311	3	114,975	115,120	99,445	131,009
Assistant professors	194	2	96,442	95,323	82,035	113,796
Rank below assistant	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	788	6	119,826	118,856	90,140	147,211
Male	534	4	122,990	122,537	92,809	149,036
Female	254	2	113,174	113,339	87,151	140,576
Visiting staff	0	0	0	0	0	0

Table 1-32
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — Lakehead University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	69	2	134,633	137,827	114,279	146,086
With senior administrative duties	9	0	135,209	x	x	x
Without senior administrative duties	60	2	134,546	x	x	x
Associate professors	140	2	109,464	110,429	91,141	131,569
With senior administrative duties	28	1	115,480	115,921	95,267	134,928
Without senior administrative duties	112	1	107,961	108,089	89,067	129,394
Assistant professors	57	3	88,409	88,300	74,994	101,585
Rank below assistant	16	0	x	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	283	6	109,797	109,369	82,267	141,545
Male	192	3	111,782	111,148	82,921	144,628
Female	91	3	105,607	106,394	79,702	131,728
Visiting staff	0	0	0	0	0	0

Table 1-33
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — Laurentian University of Sudbury

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	92	7	144,827	147,427	127,749	162,898
With senior administrative duties	11	6	140,184	142,082	119,304	161,283
Without senior administrative duties	81	1	145,458	148,737	127,722	166,969
Associate professors	121	3	116,708	117,437	96,109	135,935
With senior administrative duties	18	0	122,145	119,961	101,283	144,996
Without senior administrative duties	103	3	115,758	116,579	94,995	134,848
Assistant professors	132	3	92,092	90,414	74,397	112,544
Rank below assistant	19	0	85,262	x	x	x
Other teaching staff	9	0	74,041	x	x	x
All ranks combined (including deans)	379	7	113,147	109,995	78,740	151,011
Male	228	6	118,703	118,951	83,536	153,423
Female	151	1	104,759	102,083	74,305	138,642
Visiting staff	0	0	0	0	0	0

Table 1-34
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — McMaster University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Including medical dental						
Full professors	400	14	148,679	144,366	126,615	174,917
With senior administrative duties	89	11	160,788	156,152	133,973	194,559
Without senior administrative duties	311	3	145,214	141,327	126,095	169,805
Associate professors	482	1	114,476	112,028	94,935	141,260
With senior administrative duties	38	0	133,939	132,528	106,294	152,871
Without senior administrative duties	444	1	112,810	110,684	94,935	137,992
Assistant professors	369	9	86,412	78,291	70,000	114,209
Rank below assistant	31	0	73,930	65,891	50,000	116,476
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	1,293	13	116,737	115,729	71,064	156,152
Male	854	6	121,231	122,768	71,064	159,573
Female	439	7	107,996	103,765	71,064	145,316
Visiting staff	0	0	0	0	0	0
Excluding medical dental						
Full professors	271	11	147,643	145,137	126,694	172,198
With senior administrative duties	54	8	154,886	156,353	132,358	176,342
Without senior administrative duties	217	3	145,841	143,312	126,446	170,626
Associate professors	263	0	120,697	120,439	99,529	142,315
With senior administrative duties	28	0	133,126	137,943	109,218	149,364
Without senior administrative duties	235	0	119,217	119,509	99,016	140,075
Assistant professors	196	3	92,538	89,520	65,646	121,698
Rank below assistant	31	0	73,930	65,891	50,000	116,476
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	769	6	121,765	124,653	76,183	156,923
Male	502	3	126,253	129,000	80,144	160,714
Female	267	3	113,325	114,969	74,079	146,064
Visiting staff	0	0	0	0	0	0

Table 1-35
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — Nipissing University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	14	2	123,681	123,754	104,104	139,584
With senior administrative duties	3	2	x	x	x	x
Without senior administrative duties	11	0	x	x	x	x
Associate professors	47	1	98,454	96,229	88,414	114,964
With senior administrative duties	7	1	99,278	x	x	x
Without senior administrative duties	40	0	98,310	x	x	x
Assistant professors	103	0	84,765	83,892	74,144	91,703
Rank below assistant	5	0	x	x	x	x
Other teaching staff	2	0	x	x	x	x
All ranks combined (including deans)	174	0	91,864	91,019	74,144	114,964
Male	101	0	94,430	91,703	74,631	123,030
Female	73	0	88,314	88,766	74,144	104,044
Visiting staff	0	0	0	0	0	0

Table 1-36
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — University of Ottawa

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Including medical dental						
Full professors	396	16	138,411	141,417	119,356	153,353
With senior administrative duties	70	10	143,668	143,310	119,397	179,410
Without senior administrative duties	326	6	137,282	141,253	119,315	153,353
Associate professors	424	5	111,154	111,536	97,640	127,047
With senior administrative duties	39	2	x	x	x	x
Without senior administrative duties	385	3	x	x	x	x
Assistant professors	372	2	89,551	89,828	76,024	102,963
Rank below assistant	34	0	73,076	71,668	62,483	91,873
Other teaching staff	10	3	76,116	76,637	65,164	85,579
All ranks combined (including deans)	1,248	14	112,741	110,849	78,604	151,974
Male	780	11	116,315	115,520	80,761	153,353
Female	468	3	106,784	102,779	76,816	141,361
Visiting staff	0	3	0	0	0	0
Excluding medical dental						
Full professors	327	14	141,778	141,744	125,437	153,353
With senior administrative duties	59	8	142,075	140,644	119,714	162,054
Without senior administrative duties	268	6	141,712	142,289	125,521	153,353
Associate professors	390	5	111,989	111,300	98,383	127,047
With senior administrative duties	36	2	120,596	121,661	109,109	131,347
Without senior administrative duties	354	3	111,113	110,235	97,885	127,047
Assistant professors	345	2	89,473	89,473	76,027	102,706
Rank below assistant	34	0	73,076	71,668	62,483	91,873
Other teaching staff	10	3	76,116	76,637	65,164	85,579
All ranks combined (including deans)	1,116	14	112,923	110,235	80,735	150,022
Male	684	11	116,762	115,520	83,076	153,353
Female	432	3	106,846	102,408	76,905	141,445
Visiting staff	0	3	0	0	0	0

Table 1-37
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — Queen's University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Including medical dental						
Full professors	329	12	145,806	140,285	122,300	172,005
With senior administrative duties	90	7	159,259	150,108	135,415	205,219
Without senior administrative duties	239	5	140,740	137,805	120,100	160,495
Associate professors	303	2	120,896	119,140	101,799	137,585
With senior administrative duties	26	0	130,624	126,210	102,493	159,285
Without senior administrative duties	277	2	119,983	118,985	101,706	137,196
Assistant professors	168	2	x	x	x	x
Rank below assistant	5	0	x	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	812	9	128,973	127,885	97,114	157,606
Male	527	6	132,717	131,505	101,356	160,527
Female	285	3	122,049	118,985	92,268	148,503
Visiting staff	0	0	0	0	0	0
Excluding medical dental						
Full professors	278	12	143,937	140,278	120,592	168,878
With senior administrative duties	71	7	156,585	148,515	134,322	204,488
Without senior administrative duties	207	5	139,599	138,185	119,207	159,027
Associate professors	277	2	120,540	119,145	100,727	137,730
With senior administrative duties	22	0	129,602	126,210	100,137	144,756
Without senior administrative duties	255	2	119,758	119,025	100,714	137,282
Assistant professors	147	2	x	x	x	x
Rank below assistant	5	0	x	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	714	9	127,891	126,873	96,535	155,892
Male	456	6	132,419	131,418	100,702	159,097
Female	258	3	119,888	118,580	91,450	147,446
Visiting staff	0	0	0	0	0	0

Table 1-38
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — Royal Military College of Canada

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	61	5	127,766	129,401	119,111	129,401
With senior administrative duties	4	5	x	x	x	x
Without senior administrative duties	57	0	x	x	x	x
Associate professors	73	1	102,890	105,443	89,197	109,950
With senior administrative duties	8	1	110,911	x	x	x
Without senior administrative duties	65	0	101,902	x	x	x
Assistant professors	54	0	83,671	x	x	x
Rank below assistant	1	0	x	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	195	0	106,047	108,150	78,945	129,401
Male	164	0	108,653	108,150	86,491	129,401
Female	31	0	92,256	89,197	74,072	121,418
Visiting staff	0	0	0	0	0	0

Table 1-39
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — Ryerson University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	189	6	140,514	140,795	125,334	156,708
With senior administrative duties	25	4	154,181	150,771	135,440	176,995
Without senior administrative duties	164	2	138,431	139,233	124,608	152,740
Associate professors	269	9	118,342	116,843	104,118	135,775
With senior administrative duties	32	2	136,410	136,392	121,578	151,751
Without senior administrative duties	237	7	115,903	115,000	103,421	128,755
Assistant professors	245	12	97,963	97,555	85,337	112,363
Rank below assistant	205	0	105,812	112,974	53,371	144,924
Other teaching staff	0	1	0	0	0	0
All ranks combined (including deans)	915	21	115,285	114,683	85,337	145,835
Male	503	5	118,033	118,315	86,384	148,119
Female	412	16	111,931	111,984	82,878	144,769
Visiting staff	0	0	0	0	0	0

Table 1-40
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — University of Toronto

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Including medical dental						
Full professors	1,012	26	159,102	156,524	110,247	204,306
With senior administrative duties	111	26	189,131	177,170	151,824	238,831
Without senior administrative duties	901	0	155,402	153,740	100,183	197,816
Associate professors	805	0	123,032	122,707	62,806	156,982
With senior administrative duties	37	0	x	x	x	x
Without senior administrative duties	768	0	x	x	x	x
Assistant professors	539	1	101,664	96,539	74,035	136,250
Rank below assistant	291	0	99,947	100,297	75,549	124,310
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	2,674	0	131,022	128,476	78,984	184,733
Male	1,716	0	137,320	138,474	80,000	194,602
Female	958	0	119,741	114,760	78,387	165,318
Visiting staff	0	0	0	0	0	0
Excluding medical dental						
Full professors	759	24	168,359	160,865	137,900	206,852
With senior administrative duties	88	24	189,621	176,920	157,088	232,835
Without senior administrative duties	671	0	165,570	157,989	137,199	200,310
Associate professors	625	0	130,989	126,296	104,203	158,877
With senior administrative duties	34	0	157,271	158,446	126,402	188,212
Without senior administrative duties	591	0	129,477	123,618	103,764	154,332
Assistant professors	442	1	104,190	96,648	77,826	141,660
Rank below assistant	277	0	99,319	99,480	75,529	120,936
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	2,128	0	135,807	132,577	87,480	188,871
Male	1,342	0	143,623	141,597	93,472	197,212
Female	786	0	122,463	116,512	82,000	165,372
Visiting staff	0	0	0	0	0	0

Table 1-41
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — Trent University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	69	5	153,714	158,876	135,178	166,789
With senior administrative duties	13	2	153,986	148,328	135,652	169,025
Without senior administrative duties	56	3	153,651	158,876	133,585	167,580
Associate professors	125	3	117,675	114,045	100,402	137,778
With senior administrative duties	27	0	123,258	119,387	108,544	143,578
Without senior administrative duties	98	3	116,137	114,045	98,886	137,778
Assistant professors	42	1	x	x	x	x
Rank below assistant	1	0	x	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	239	7	124,481	119,320	93,833	161,516
Male	143	3	128,803	127,230	93,833	164,932
Female	96	4	118,043	112,782	93,075	148,328
Visiting staff	0	0	0	0	0	0

Table 1-42
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — University of Waterloo

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	346	9	150,324	149,697	129,783	171,998
With senior administrative duties	63	6	160,731	160,192	130,060	187,056
Without senior administrative duties	283	3	148,008	148,410	129,675	166,822
Associate professors	317	12	123,351	123,308	100,169	147,115
With senior administrative duties	38	0	132,602	134,124	100,964	155,912
Without senior administrative duties	279	12	122,091	122,034	100,140	146,333
Assistant professors	232	20	94,689	94,333	75,454	117,273
Rank below assistant	91	5	96,624	96,300	65,885	126,612
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	992	40	124,199	125,277	84,267	159,115
Male	751	23	127,680	129,795	88,374	161,469
Female	241	17	113,354	112,559	77,691	150,279
Visiting staff	0	1	0	0	0	0

Table 1-43
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — University of Western Ontario

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Including medical dental						
Full professors	426	12	144,412	138,291	111,976	189,858
With senior administrative duties	67	8	152,323	148,069	109,725	197,549
Without senior administrative duties	359	4	142,935	136,626	112,009	185,351
Associate professors	439	13	118,542	112,845	94,351	144,317
With senior administrative duties	34	3	125,576	121,119	103,310	142,011
Without senior administrative duties	405	10	117,952	111,568	94,249	144,641
Assistant professors	345	26	93,748	88,381	75,241	111,260
Rank below assistant	98	2	x	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	1,318	43	118,356	112,058	79,770	162,926
Male	918	23	122,712	117,907	80,147	166,980
Female	400	20	108,357	102,886	78,075	145,602
Visiting staff	0	0	0	0	0	0
Excluding medical dental						
Full professors	294	11	148,368	138,762	122,348	189,314
With senior administrative duties	36	7	145,312	142,430	125,662	172,412
Without senior administrative duties	258	4	148,795	138,291	119,972	196,775
Associate professors	360	13	119,476	112,468	94,360	149,517
With senior administrative duties	29	3	127,954	123,110	105,847	148,334
Without senior administrative duties	331	10	118,733	111,189	94,242	150,169
Assistant professors	279	22	92,435	87,601	75,232	108,363
Rank below assistant	97	2	83,255	81,146	53,500	109,620
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	1,039	39	117,496	111,474	79,985	161,044
Male	688	21	122,720	118,199	81,095	167,005
Female	351	18	107,258	100,979	77,502	143,349
Visiting staff	0	0	0	0	0	0

Table 1-44
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — Wilfrid Laurier University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	112	10	139,547	142,905	114,300	159,252
With senior administrative duties	30	6	144,430	148,885	114,890	164,655
Without senior administrative duties	82	4	137,761	141,566	113,439	155,007
Associate professors	203	7	110,435	105,853	90,214	137,236
With senior administrative duties	38	4	120,455	117,446	93,710	148,334
Without senior administrative duties	165	3	108,128	103,918	90,210	135,012
Assistant professors	158	0	85,732	80,463	70,325	116,910
Rank below assistant	25	0	76,981	x	x	x
Other teaching staff	7	0	82,563	x	x	x
All ranks combined (including deans)	515	7	108,065	101,995	73,496	148,514
Male	295	3	113,259	107,958	76,475	152,012
Female	220	4	101,101	94,694	71,401	136,832
Visiting staff	0	0	0	0	0	0

Table 1-45
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — University of Windsor

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	138	11	143,351	141,831	118,390	171,715
With senior administrative duties	24	10	154,315	152,202	120,195	198,721
Without senior administrative duties	114	1	141,043	138,265	116,978	168,028
Associate professors	212	1	114,177	110,664	96,340	136,787
With senior administrative duties	27	0	122,747	121,253	104,043	145,381
Without senior administrative duties	185	1	112,926	109,808	95,086	135,458
Assistant professors	143	2	90,713	89,220	75,195	105,482
Rank below assistant	19	0	86,364	85,750	78,000	95,940
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	522	4	115,971	109,867	84,414	155,305
Male	330	2	120,927	115,066	85,826	159,627
Female	192	2	107,453	104,792	81,420	134,745
Visiting staff	0	0	0	0	0	0

Table 1-46
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — York University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	314	19	150,705	143,091	125,884	192,739
With senior administrative duties	60	8	151,914	143,998	128,552	190,374
Without senior administrative duties	254	11	150,419	143,070	125,474	193,131
Associate professors	675	17	125,114	122,034	100,339	153,609
With senior administrative duties	141	0	127,178	122,101	105,820	161,473
Without senior administrative duties	534	17	124,569	121,839	99,372	152,153
Assistant professors	317	20	98,876	94,353	83,040	120,687
Rank below assistant	80	4	102,894	101,023	79,204	126,910
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	1,394	52	124,151	121,511	90,548	160,846
Male	773	21	128,690	124,647	92,375	169,476
Female	621	31	118,500	115,469	88,411	146,940
Visiting staff	0	11	0	0	0	0

Table 1-47
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — Ontario College of Art and Design

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	26	2	104,373	101,086	95,422	117,041
With senior administrative duties	8	1	109,009	x	x	x
Without senior administrative duties	18	1	102,312	x	x	x
Associate professors	40	11	92,487	93,363	84,035	98,597
With senior administrative duties	8	3	94,543	x	x	x
Without senior administrative duties	32	8	91,972	x	x	x
Assistant professors	27	0	80,787	x	x	x
Rank below assistant	1	1	x	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	97	11	93,289	94,166	72,831	106,208
Male	57	6	92,774	94,387	81,580	102,086
Female	40	5	94,024	92,559	67,472	114,275
Visiting staff	0	0	0	0	0	0

Table 1-48
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — University of Ontario - Institute of Technology

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	21	8	134,299	135,000	114,288	161,864
With senior administrative duties	6	8	124,135	x	x	x
Without senior administrative duties	15	0	138,365	x	x	x
Associate professors	45	0	107,406	105,000	97,296	122,722
With senior administrative duties	7	0	120,218	x	x	x
Without senior administrative duties	38	0	105,046	x	x	x
Assistant professors	75	0	87,093	87,000	73,279	99,847
Rank below assistant	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	149	0	104,558	98,885	79,533	143,670
Male	89	0	109,376	103,721	82,000	148,159
Female	60	0	97,412	90,261	75,874	124,601
Visiting staff	0	0	0	0	0	0

Table 1-49
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — Brandon University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	38	4	117,650	117,494	102,906	132,423
With senior administrative duties	8	4	118,091	x	x	x
Without senior administrative duties	30	0	117,533	x	x	x
Associate professors	52	1	93,086	89,986	82,604	109,666
With senior administrative duties	18	1	94,719	89,986	82,358	109,666
Without senior administrative duties	34	0	92,221	89,986	82,604	109,666
Assistant professors	66	1	x	x	x	x
Rank below assistant	3	0	x	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	164	1	91,026	84,726	65,132	125,530
Male	96	0	97,313	91,903	69,854	129,782
Female	68	1	82,150	81,572	63,206	109,666
Visiting staff	0	0	0	0	0	0

Table 1-50
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — University of Manitoba

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Including medical dental						
Full professors	421	25	138,381	137,765	105,788	157,873
With senior administrative duties	76	18	147,808	140,283	105,767	189,444
Without senior administrative duties	345	7	136,304	136,944	105,742	155,735
Associate professors	372	9	102,932	97,184	83,893	115,703
With senior administrative duties	41	1	108,920	106,568	92,404	129,389
Without senior administrative duties	331	8	102,191	96,737	82,666	111,883
Assistant professors	323	8	89,942	79,340	68,623	108,370
Rank below assistant	10	0	82,683	78,649	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	1,146	22	113,443	104,282	74,593	144,154
Male	771	11	118,122	110,089	75,131	148,596
Female	375	11	103,823	95,965	73,013	137,070
Visiting staff	0	0	0	0	0	0
Excluding medical dental						
Full professors	316	20	133,938	137,676	106,340	147,640
With senior administrative duties	50	16	136,368	140,283	111,185	149,852
Without senior administrative duties	266	4	133,481	136,875	106,110	144,468
Associate professors	289	8	98,465	96,775	84,911	111,855
With senior administrative duties	35	1	105,688	105,959	91,857	123,925
Without senior administrative duties	254	7	97,470	96,001	84,784	111,508
Assistant professors	232	6	x	x	x	x
Rank below assistant	4	0	x	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	859	16	107,594	102,713	73,755	143,296
Male	582	9	111,775	108,417	74,547	143,763
Female	277	7	98,810	93,960	72,543	134,256
Visiting staff	0	0	0	0	0	0

Table 1-51
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — University of Winnipeg

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	76	5	117,900	120,839	94,035	130,606
With senior administrative duties	14	4	115,607	113,488	96,546	141,166
Without senior administrative duties	62	1	118,418	123,745	92,124	130,606
Associate professors	93	1	89,982	87,018	75,552	105,378
With senior administrative duties	21	1	96,751	97,350	80,004	120,503
Without senior administrative duties	72	0	88,008	85,507	75,160	104,533
Assistant professors	81	0	72,740	71,266	61,517	81,663
Rank below assistant	58	0	x	x	x	x
Other teaching staff	2	0	x	x	x	x
All ranks combined (including deans)	315	1	89,622	85,000	65,416	126,387
Male	184	1	93,613	86,945	65,781	129,754
Female	131	0	84,016	79,053	65,224	114,246
Visiting staff	0	0	0	0	0	0

Table 1-52
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — University of Regina

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	111	12	125,060	128,770	105,572	143,666
With senior administrative duties	32	10	116,862	113,226	94,829	143,975
Without senior administrative duties	79	2	128,381	131,689	110,000	140,477
Associate professors	125	9	97,747	96,901	88,328	110,503
With senior administrative duties	8	1	102,976	x	x	x
Without senior administrative duties	117	8	97,389	x	x	x
Assistant professors	76	4	80,940	80,719	73,109	89,092
Rank below assistant	105	1	72,677	73,429	57,737	83,768
Other teaching staff	12	0	91,611	94,328	74,359	108,596
All ranks combined (including deans)	439	16	97,181	91,059	70,531	134,622
Male	262	9	101,266	96,709	73,109	137,538
Female	177	7	91,133	86,007	65,755	125,252
Visiting staff	0	0	0	0	0	0

Table 1-53
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — University of Saskatchewan

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Including medical dental						
Full professors	392	26	141,461	136,294	116,090	172,004
With senior administrative duties	72	11	148,254	144,094	125,389	171,792
Without senior administrative duties	320	15	139,932	134,303	114,906	174,298
Associate professors	324	21	115,400	108,459	96,964	161,898
With senior administrative duties	33	4	122,673	120,834	106,498	137,177
Without senior administrative duties	291	17	114,575	107,423	96,728	168,636
Assistant professors	284	33	100,041	89,892	78,654	159,910
Rank below assistant	30	1	x	x	x	x
Other teaching staff	2	6	x	x	x	x
All ranks combined (including deans)	1,048	71	121,183	113,085	84,051	170,669
Male	696	37	124,107	116,610	85,910	170,786
Female	352	34	115,401	108,104	82,596	170,190
Visiting staff	0	0	0	0	0	0
Excluding medical dental						
Full professors	265	19	136,095	135,022	114,832	159,304
With senior administrative duties	48	9	142,981	141,587	124,560	164,782
Without senior administrative duties	217	10	134,572	133,912	114,062	156,445
Associate professors	220	11	107,779	107,564	96,965	118,616
With senior administrative duties	28	2	120,614	120,761	105,440	134,185
Without senior administrative duties	192	9	105,908	106,954	96,740	113,931
Assistant professors	194	19	87,934	88,028	77,802	96,334
Rank below assistant	26	1	x	x	x	x
Other teaching staff	2	6	x	x	x	x
All ranks combined (including deans)	720	43	113,222	108,712	82,670	146,899
Male	479	25	116,853	111,037	84,023	150,986
Female	241	18	106,007	102,883	80,359	140,337
Visiting staff	0	0	0	0	0	0

Table 1-54
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — University of Alberta

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Including medical dental						
Full professors	817	23	155,272	146,605	120,981	193,651
With senior administrative duties	130	16	168,859	160,653	133,581	207,938
Without senior administrative duties	687	7	152,701	144,592	119,798	192,742
Associate professors	469	10	113,543	109,029	92,470	131,800
With senior administrative duties	33	1	x	x	x	x
Without senior administrative duties	436	9	x	x	x	x
Assistant professors	352	15	90,512	86,595	71,494	104,533
Rank below assistant	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	1,655	31	130,724	122,243	85,030	181,178
Male	1,122	9	136,874	128,389	87,529	190,685
Female	533	22	117,778	112,997	80,870	157,919
Visiting staff	0	0	0	0	0	0
Excluding medical dental						
Full professors	674	21	151,830	144,995	120,364	190,430
With senior administrative duties	102	15	164,834	157,119	131,000	196,637
Without senior administrative duties	572	6	149,512	142,482	119,407	186,285
Associate professors	422	8	111,663	108,148	91,979	126,166
With senior administrative duties	31	1	126,567	120,710	105,201	176,644
Without senior administrative duties	391	7	110,481	107,367	91,818	125,091
Assistant professors	334	15	90,692	86,723	71,494	104,840
Rank below assistant	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	1,446	28	126,972	119,988	84,573	176,395
Male	963	9	132,335	124,603	86,167	182,997
Female	483	19	116,278	111,360	80,582	156,887
Visiting staff	0	0	0	0	0	0

Table 1-55
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — Athabasca University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	26	0	144,087	144,689	126,234	162,718
With senior administrative duties	7	0	143,342	x	x	x
Without senior administrative duties	19	0	144,361	x	x	x
Associate professors	60	0	109,225	109,821	89,968	130,603
With senior administrative duties	7	0	123,416	x	x	x
Without senior administrative duties	53	0	107,350	x	x	x
Assistant professors	54	2	82,422	84,504	71,500	91,420
Rank below assistant	39	0	82,127	83,839	68,910	95,335
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	179	2	100,299	92,311	74,653	138,784
Male	97	0	104,925	97,384	74,427	145,372
Female	82	2	94,827	87,420	74,263	122,981
Visiting staff	0	0	0	0	0	0

Table 1-56
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — The University of Calgary

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
			dollars			
			numbers			
Including medical dental						
Full professors	620	28	163,928	154,008	124,614	211,086
With senior administrative duties	100	16	187,010	173,469	131,262	274,014
Without senior administrative duties	520	12	159,489	152,320	124,124	204,833
Associate professors	535	16	125,532	115,883	97,922	152,829
With senior administrative duties	56	4	132,761	131,003	104,442	159,068
Without senior administrative duties	479	12	124,687	114,660	97,606	148,529
Assistant professors	360	14	105,312	93,699	81,247	126,975
Rank below assistant	196	7	91,809	89,185	64,790	120,247
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	1,730	46	132,165	121,213	85,884	186,989
Male	1,137	20	140,847	129,048	91,650	199,997
Female	593	26	115,517	105,937	80,088	158,177
Visiting staff	0	0	0	0	0	0
Excluding medical dental						
Full professors	399	26	153,439	148,748	122,903	194,171
With senior administrative duties	62	16	161,247	158,839	124,748	207,030
Without senior administrative duties	337	10	152,003	147,848	122,268	191,217
Associate professors	369	11	114,834	112,000	96,974	136,384
With senior administrative duties	43	4	129,216	123,144	103,717	158,876
Without senior administrative duties	326	7	112,937	111,360	96,161	133,420
Assistant professors	216	8	93,635	92,091	80,526	106,372
Rank below assistant	187	6	90,452	87,015	64,263	118,814
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	1,190	32	121,579	114,693	83,297	169,185
Male	750	15	129,432	123,205	88,654	178,790
Female	440	17	108,192	101,965	79,268	147,492
Visiting staff	0	0	0	0	0	0

Table 1-57
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — University of Lethbridge

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
			dollars			
			numbers			
Full professors	82	4	147,774	144,255	111,581	193,081
With senior administrative duties	6	4	185,607	x	x	x
Without senior administrative duties	76	0	144,787	x	x	x
Associate professors	141	10	111,100	107,000	90,181	134,989
With senior administrative duties	5	0	x	x	x	x
Without senior administrative duties	136	10	110,087	x	x	x
Assistant professors	105	7	84,247	81,250	68,400	104,703
Rank below assistant	8	1	78,712	x	x	x
Other teaching staff	101	4	81,618	x	x	x
All ranks combined (including deans)	441	22	105,170	97,471	71,767	148,264
Male	266	10	110,442	101,276	70,521	156,041
Female	175	12	97,156	92,836	71,826	133,941
Visiting staff	0	1	0	0	0	0

Table 1-58
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — Grant MacEwan University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	0	0	0	0	0	0
With senior administrative duties	0	0	0	0	0	0
Without senior administrative duties	0	0	0	0	0	0
Associate professors	0	0	0	0	0	0
With senior administrative duties	0	0	0	0	0	0
Without senior administrative duties	0	0	0	0	0	0
Assistant professors	0	0	0	0	0	0
Rank below assistant	314	0	91,758	96,458	71,489	103,976
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	314	0	91,758	96,458	71,489	103,976
Male	148	0	94,278	96,987	79,558	103,976
Female	166	0	89,512	93,878	64,222	103,976
Visiting staff	0	0	0	0	0	0

Table 1-59
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — Mount Royal University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	0	0	0	0	0	0
With senior administrative duties	0	0	0	0	0	0
Without senior administrative duties	0	0	0	0	0	0
Associate professors	194	8	100,852	101,974	86,762	112,498
With senior administrative duties	26	0	110,900	113,047	100,314	118,142
Without senior administrative duties	168	8	99,297	101,974	84,725	110,299
Assistant professors	128	3	x	x	x	x
Rank below assistant	0	0	0	0	0	0
Other teaching staff	2	0	x	x	x	x
All ranks combined (including deans)	324	11	92,766	95,655	71,926	110,299
Male	155	3	95,423	97,577	74,531	110,791
Female	169	8	90,330	90,653	68,745	108,136
Visiting staff	0	0	0	0	0	0

Table 1-60
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — University of British Columbia

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
			dollars			
numbers			dollars			
Including medical dental						
Full professors	918	13	161,941	151,145	121,539	221,655
With senior administrative duties	108	13	185,559	171,996	146,021	241,829
Without senior administrative duties	810	0	158,792	147,126	120,893	215,001
Associate professors	775	3	120,491	112,515	99,051	148,791
With senior administrative duties	35	3	137,919	127,939	111,583	190,299
Without senior administrative duties	740	0	119,667	111,590	99,026	147,781
Assistant professors	591	0	103,494	97,485	78,577	129,853
Rank below assistant	272	0	89,110	88,205	61,971	110,024
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	2,572	0	128,800	117,900	86,046	182,378
Male	1,718	0	135,397	124,705	89,728	193,459
Female	854	0	115,528	108,130	79,728	161,032
Visiting staff	0	0	0	0	0	0
Excluding medical dental						
Full professors	625	10	155,610	148,766	122,475	198,666
With senior administrative duties	80	10	176,393	163,791	145,542	228,037
Without senior administrative duties	545	0	152,560	144,527	121,859	194,103
Associate professors	615	3	116,688	111,553	99,550	140,691
With senior administrative duties	29	3	127,275	123,086	110,298	158,209
Without senior administrative duties	586	0	116,165	111,022	99,512	140,342
Assistant professors	409	0	101,226	97,299	82,999	122,208
Rank below assistant	240	0	88,712	87,720	61,013	110,047
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	1,902	0	123,362	115,012	86,536	169,474
Male	1,250	0	129,879	121,910	91,798	175,872
Female	652	0	110,867	105,643	79,522	149,824
Visiting staff	0	0	0	0	0	0

Table 1-61
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — University of Northern British Columbia

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
			dollars			
numbers			dollars			
Full professors	44	2	107,734	103,796	92,306	126,696
With senior administrative duties	6	2	102,819	x	x	x
Without senior administrative duties	38	0	108,510	x	x	x
Associate professors	75	5	85,004	84,407	77,137	94,117
With senior administrative duties	14	2	91,163	90,691	83,606	102,952
Without senior administrative duties	61	3	83,590	81,541	77,035	91,712
Assistant professors	54	0	71,541	72,234	65,426	78,203
Rank below assistant	11	0	x	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	188	3	86,002	81,541	65,427	106,837
Male	122	2	89,261	86,723	67,649	117,712
Female	66	1	79,977	77,914	65,048	99,560
Visiting staff	0	0	0	0	0	0

Table 1-62
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — Simon Fraser University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	294	17	137,368	133,045	117,043	164,307
With senior administrative duties	45	10	140,428	140,583	122,326	159,939
Without senior administrative duties	249	7	136,815	133,045	117,011	164,421
Associate professors	267	3	111,383	106,849	94,129	132,800
With senior administrative duties	21	0	120,452	110,030	105,400	174,101
Without senior administrative duties	246	3	110,609	104,972	93,080	131,830
Assistant professors	226	14	93,490	89,290	77,031	115,086
Rank below assistant	140	1	83,531	86,013	70,430	95,826
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	936	26	111,964	107,897	80,692	146,855
Male	621	13	116,412	112,960	83,113	153,045
Female	315	13	103,193	100,847	74,957	133,045
Visiting staff	0	0	0	0	0	0

Table 1-63
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — Trinity Western University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	21	4	79,404	78,778	70,267	87,902
With senior administrative duties	8	4	80,806	x	x	x
Without senior administrative duties	13	0	78,542	x	x	x
Associate professors	39	6	68,367	67,598	61,453	74,961
With senior administrative duties	18	5	69,715	68,114	61,321	90,466
Without senior administrative duties	21	1	67,211	67,598	61,453	74,581
Assistant professors	32	2	x	x	x	x
Rank below assistant	5	0	x	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	107	2	68,760	67,321	57,101	85,683
Male	77	1	70,481	68,805	57,031	88,315
Female	30	1	64,342	63,922	56,377	71,848
Visiting staff	0	0	0	0	0	0

Table 1-64
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — University of Victoria

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	248	11	128,970	128,122	107,340	154,282
With senior administrative duties	51	9	140,809	139,834	121,683	165,105
Without senior administrative duties	197	2	125,905	125,548	106,832	146,157
Associate professors	232	6	102,193	101,874	86,084	118,563
With senior administrative duties	42	1	112,500	110,334	95,117	130,153
Without senior administrative duties	190	5	99,915	99,599	85,515	116,168
Assistant professors	177	5	82,984	80,752	70,977	97,985
Rank below assistant	58	0	83,037	81,292	67,620	104,345
Other teaching staff	13	0	86,212	75,229	64,410	116,878
All ranks combined (including deans)	738	12	105,846	104,031	74,811	139,848
Male	432	6	110,943	108,502	78,120	144,809
Female	306	6	98,652	96,865	73,037	126,123
Visiting staff	0	0	0	0	0	0

Table 1-65
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — Thompson Rivers University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	10	0	94,360	95,451	89,996	95,451
With senior administrative duties	1	0	x	x	x	x
Without senior administrative duties	9	0	x	x	x	x
Associate professors	22	0	90,191	89,996	87,269	94,187
With senior administrative duties	3	0	x	x	x	x
Without senior administrative duties	19	0	x	x	x	x
Assistant professors	118	3	84,149	84,542	80,996	84,542
Rank below assistant	134	4	77,455	84,542	59,776	84,542
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	284	7	81,818	84,542	65,996	89,996
Male	153	0	83,392	84,542	73,000	89,996
Female	131	7	79,980	84,542	59,776	84,542
Visiting staff	0	0	0	0	0	0

Table 1-66
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — Vancouver Island University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	0	0	0	0	0	0
With senior administrative duties	0	0	0	0	0	0
Without senior administrative duties	0	0	0	0	0	0
Associate professors	0	0	0	0	0	0
With senior administrative duties	0	0	0	0	0	0
Without senior administrative duties	0	0	0	0	0	0
Assistant professors	0	0	0	0	0	0
Rank below assistant	0	0	0	0	0	0
Other teaching staff	261	14	80,279	82,912	72,349	82,912
All ranks combined (including deans)	261	14	80,279	82,912	72,349	82,912
Male	139	5	80,955	82,912	72,349	82,912
Female	122	9	79,510	82,912	69,388	82,912
Visiting staff	0	0	0	0	0	0

Table 1-67
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — Kwantlan Polytechnic University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	0	0	0	0	0	0
With senior administrative duties	0	0	0	0	0	0
Without senior administrative duties	0	0	0	0	0	0
Associate professors	0	0	0	0	0	0
With senior administrative duties	0	0	0	0	0	0
Without senior administrative duties	0	0	0	0	0	0
Assistant professors	0	0	0	0	0	0
Rank below assistant	349	40	84,664	84,896	84,896	84,896
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	355	34	85,309	84,896	84,896	84,896
Male	199	8	85,577	84,896	84,896	84,896
Female	156	26	84,967	84,896	84,896	84,896
Visiting staff	0	0	0	0	0	0

Table 1-68
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010 — University of the Fraser Valley

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	0	0	0	0	0	0
With senior administrative duties	0	0	0	0	0	0
Without senior administrative duties	0	0	0	0	0	0
Associate professors	0	0	0	0	0	0
With senior administrative duties	0	0	0	0	0	0
Without senior administrative duties	0	0	0	0	0	0
Assistant professors	0	0	0	0	0	0
Rank below assistant	0	0	0	0	0	0
Other teaching staff	249	5	x	x	x	x
All ranks combined (including deans)	253	1	78,100	83,231	64,552	83,231
Male	128	0	79,362	83,231	67,104	83,231
Female	125	1	76,807	83,231	59,450	83,231
Visiting staff	0	0	0	0	0	0

Table 2
Salary scales for teachers at Canadian universities and colleges, 2009/2010

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
dollars					
Memorial University					
Minimum	95,428	80,924	70,046	55,542	...
Maximum	148,005	120,810	86,363	64,607	...
Annual increment	1,813	1,813	1,813	1,813	...
University of Prince Edward Island					
Minimum	94,496	75,045	58,062	49,614	...
Maximum	126,903	108,831	82,884	63,404	...
Annual increment	2,758	2,758	2,758	2,758	...
Acadia University					
Minimum	98,000	82,000	66,000	54,000	....
Maximum	132,000	104,000	84,000	68,000	....
Annual increment	2,000	2,000	2,000	2,000	....
Acadia Divinity College					
Minimum	70,304	54,600	53,144	41,345	...
Maximum	92,373	71,735	69,822	61,437	...
Annual increment	0	0	0	0	...
Atlantic School of Theology					
Minimum	80,876	65,471	56,228	...	...
Maximum	103,470	88,065	68,552	...	...
Annual increment					
Minimum	2,054	2,054	2,054	...	...
Maximum	...	...	3,081	...	...
Dalhousie University 1					
Minimum	82,650	72,105	61,060	54,733	...
Maximum	150,317	122,486	95,957	83,015	...
Annual increment	2,109	2,109	2,109	2,109	...
Université Sainte-Anne 2					
Minimum	71,898	58,938	47,598	42,738	...
Maximum	102,678	89,718	78,378	47,598	...
Annual increment	2,478	2,478	2,478	2,478	...
Additional increment 3	1,620	1,620	1,620	1,620	...
Mount Saint Vincent University					
Minimum	100,671	79,732	58,449	54,995	...
Maximum	122,464	101,525	77,821	59,838	...
Annual increment	2,421	2,421	2,421	2,421	...
Nova Scotia College of Art and Design					
Minimum	90,261	75,573	59,687	56,096	...
Maximum	119,966	102,993	80,252	60,666	...
Annual increment	2,285	2,285	2,285	2,285	...
St. Francis Xavier University 2					
Minimum	86,323	68,246	55,930	47,896	...
Maximum	126,307	100,291	75,472	51,912	...
Annual increment	2,352	2,210	2,058	2,008	...

See notes at the end of the table.

Table 2 – continued

Salary scales for teachers at Canadian universities and colleges, 2009/2010

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
	dollars				
Saint Mary's University					
Minimum					
Minimum	96,650	75,330	61,735	53,319	...
Maximum	...	...	...	65,523	...
Maximum					
Minimum	...	...	...	58,531	...
Maximum	129,603	103,792	78,839	77,071	...
Annual increment					
Minimum	...	...	...	2,293	...
Maximum	2,746	2,587	2,443	2,768	...
University of King's College					
Minimum	82,650	72,105	61,060	54,733	48,681
Maximum	150,317	122,486	95,957	83,015	78,742
Annual increment	2,109	2,109	2,109	2,109	1,997
Cape Breton University					
Minimum	91,504	69,606	54,951	44,895	...
Maximum	124,859	101,481	78,051	56,095	...
Annual increment	2,224	2,125	2,100	1,600	...
Nova Scotia Agricultural College²					
Minimum	78,304	63,111	54,998	43,535	...
Maximum	106,968	88,239	72,422	53,515	...
Annual increment ⁴	0	0	0	0	...
Mount Allison University					
Minimum	95,928	74,689	61,414	49,466	...
Maximum	130,443	117,168	95,928	72,034	...
Annual increment	2,655	2,655	2,655	2,655	...
Université de Moncton					
Minimum	93,629	75,789	62,409	46,799	...
Maximum	131,873	109,133	86,393	65,927	...
Annual increment (percentage)	4.0	4.0	4.0	4.0	...
St. Thomas University					
Minimum	97,427	76,115	60,892	51,981	...
Maximum	135,150	108,420	85,243	70,613	...
Annual increment (percentage)	3.0	3.0	3.0	3.0	...
Bishop's University					
Minimum	90,001	73,735	61,264	49,011	...
Maximum	123,069	107,350	79,156	60,723	...
Annual increment (percentage)					
Minimum	4.0	4.0	6.2	6.9	...
Maximum	...	7.2	12.3	13.3	...
McGill University					
Minimum	90,000	77,500	65,000	65,000	...
Maximum	...	...	...	...	...
Annual increment	0	0	0	0	...

See notes at the end of the table.

Table 2 – continued

Salary scales for teachers at Canadian universities and colleges, 2009/2010

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
	dollars				
Université de Montréal					
Minimum					
Medical/dental	106,362	93,262	79,038	54,964	...
Non medical/dental	90,330	72,668	61,804	50,978	...
Maximum					
Medical/dental	128,600	116,830	92,448	65,082	...
Non medical/dental	121,736	107,182	87,716	59,162	...
Annual increment (percentage)	1.0	1.0	1.0	1.0	...
École Polytechnique					
Minimum	109,803	78,209	60,378	47,835	...
Maximum	139,242	122,301	100,873	65,774	...
Annual increment (percentage)	2.5	2.5	2.5	2.5	...
École des Hautes Études Commerciales					
Minimum	102,792	88,349	78,856	50,276	...
Maximum	140,522	112,114	91,518	54,975	...
Annual increment (percentage)	2.3	2.3	2.3	2.3	...
Université du Québec à Chicoutimi					
Minimum	88,240	73,055	62,173	48,037	...
Maximum	118,816	107,003	81,840	78,717	...
Annual increment (percentage)	4.0	4.0	4.0	4.0	...
Université du Québec à Montréal					
Minimum	84,814	70,219	59,758	46,172	...
Maximum	114,203	102,848	78,663	50,967	...
Annual increment (percentage)	4.0	4.0	4.0	4.0	...
Université du Québec en Abitibi-Témiscamingue					
Minimum	86,472	71,591	60,620	52,484	...
Maximum	126,508	112,806	92,863	57,371	...
Annual increment (percentage)					
Minimum	2.0	2.0	2.0	...	...
Maximum	3.5	3.5	3.5	3.5	...
Université du Québec à Trois-Rivières					
Minimum	88,240	73,055	62,173	48,037	...
Maximum	118,816	107,003	81,840	53,026	...
Annual increment (percentage)	4.0	4.0	4.0	4.0	...
Université du Québec en Outaouais					
Minimum	89,557	74,145	63,100	52,998	...
Maximum	123,011	110,781	83,060	57,325	...
Annual increment (percentage)	4.0	4.0	4.0	4.0	...
École National d'Administration Publique					
Minimum	88,323	73,124	62,231	48,082	...
Maximum	118,927	107,102	81,916	53,075	...
Annual increment (percentage)	5.3	5.3	5.3	5.3	...
Institut National de la Recherche Scientifique					
Minimum	82,070	69,925	59,624	...	...
Maximum	113,047	98,949	77,935	...	...
Annual increment (percentage)	4.0	4.0	4.0	...	...

See notes at the end of the table.

Table 2 – continued

Salary scales for teachers at Canadian universities and colleges, 2009/2010

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
	dollars				
Université du Québec à Rimouski					
Minimum	85,230	70,563	60,052	51,524	...
Maximum	114,762	103,352	79,048	56,342	...
Annual increment (percentage)					
Minimum	...	...	...	15.0	...
Maximum	4.6	4.6	4.6	16.1	...
École de Technologie Supérieure					
Minimum	95,613	70,219	59,759	46,172	...
Maximum	126,508	112,806	92,863	50,966	...
Annual increment (percentage)	2.0	2.0	2.0	2.0	...
Télé-université					
Minimum	84,814	70,219	59,758	46,172	...
Maximum	114,203	102,848	78,663	50,967	...
Annual increment (percentage)	4.0	4.0	4.0	4.0	...
Université Laval					
Minimum					
Medical/dental					
Minimum	97,073	83,737	70,744	55,177	...
Maximum	107,242	92,508	78,155	64,218	...
Non medical/dental	92,450	79,749	67,375	52,550	...
Maximum					
Medical/dental					
Minimum	125,031	110,011	97,450	73,610	...
Maximum	138,130	121,533	107,659	84,309	...
Non medical/dental	119,077	104,772	92,809	70,105	...
Annual increment (percentage)	2.5	2.5	2.5	2.5	...
Université de Sherbrooke					
Minimum					
Medical/dental	88,168	75,349	60,967	54,402	...
Non medical/dental	86,826	71,627	60,957	51,485	...
Maximum					
Medical/dental	114,431	105,677	83,166	65,657	...
Non medical/dental	134,745	119,028	99,318	67,166	...
Annual increment (percentage) ⁵					
Minimum	2.0	2.0	...	2.0	...
Maximum	4.7	7.0	2.0	5.8	...
Université de Concordia					
Minimum	94,345	78,340	52,755	50,977	...
Maximum	136,430	113,905	101,622	74,948	...
Annual increment (percentage)					
Minimum	2.8	2.9	0.5	2.0	...
Maximum	3.1	3.3	3.7	3.7	...
Brock University					
Minimum	104,281	81,760	68,189	52,671	...
Maximum	...	...	...	...	...
Annual increment (percentage) ⁶	6.8	6.8	6.8	6.8	...
Concordia Lutheran Theological Seminary					
Minimum	57,136	46,698	43,590	...	...
Maximum	74,928	63,135	61,706	...	...
Annual increment	0	0	0	...	...

See notes at the end of the table.

Table 2 – continued

Salary scales for teachers at Canadian universities and colleges, 2009/2010

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
dollars					
Carleton University					
Minimum	99,170	75,130	60,100	48,080	...
Maximum	150,250	150,250	99,230	78,180	...
Annual increment (percentage)	2.2	2.2	2.2	2.2	...
Additional increment	400	400	400	400	...
University of Guelph					
Minimum	85,863	78,663	74,263	...	...
Maximum	...	...	...	...	...
Annual increment (percentage)	4.8	4.8	4.8	...	...
Additional increment	2,000	2,000	2,000	...	...
Laurentian University of Sudbury					
Minimum	97,527	79,252	65,930	54,526	...
Maximum	...	...	...	...	...
Annual increment	2,700	2,700	2,700	2,700	...
Algoma University					
Minimum	92,217	78,042	63,054	51,059	...
Maximum	132,563	116,836	92,848	70,094	...
Annual increment	3.5	3.5	3.5	3.5	...
Université de Hearst					
Minimum	62,738	58,561	53,341	52,294	...
Maximum	95,368	89,007	81,083	73,214	...
Annual increment	2,510	2,342	2,134	2,092	...
Huntington University					
Minimum	97,527	79,252	65,930	54,526	...
Maximum	...	...	...	...	...
Annual increment (percentage)	3.3	3.3	3.3	3.3	...
University of Sudbury					
Minimum	95,169	77,664	65,117	53,480	...
Maximum	135,111	113,149	86,570	68,573	...
Annual increment	2,550	2,550	2,550	2,550	...
Thorneloe University					
Minimum	97,527	79,252	65,930	54,526	...
Maximum	...	...	...	...	...
Annual increment	2,700	2,700	2,700	2,700	...
McMaster University					
Minimum	96,448	76,183	58,934	47,572	...
Maximum	...	...	...	...	...
Annual increment	0	0	0	0	...
University of Ottawa					
Minimum	87,840	73,161	66,229	54,182	...
Maximum	153,353	127,047	91,601	71,668	...
Annual increment (percentage)	3.5	3.5	3.5	3.5	...
Additional increment ³					
Minimum	2,133	2,133	3,556	3,912	...
Maximum	3,556	3,794	4,030	4,030	...

See notes at the end of the table.

Table 2 – continued

Salary scales for teachers at Canadian universities and colleges, 2009/2010

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
	dollars				
Saint-Paul University					
Minimum	65,632	56,376	48,291	40,495	...
Maximum	98,125	83,502	66,680	55,822	...
Annual increment	1,350	1,350	1,350	1,350	...
Additional increment ³	2,000	2,000	2,000	2,000	...
Queen's University					
Minimum	88,635	70,202	60,584	...	...
Maximum	...	...	...	...	...
Annual increment (percentage)	3.2	3.2	3.2	3.2	...
University of Toronto					
Minimum	85,100	63,500	51,600	69,900	...
Maximum	...	...	88,000	...	...
Annual increment ⁷	...	...	...	...	...
University of St. Michael's College					
Minimum	83,600	62,400	50,800	...	...
Maximum	...	...	86,500	...	...
Annual increment	0	0	0	...	...
Trent University					
Minimum	114,045	93,833	78,674	68,569	...
Maximum	161,516	137,778	111,519	96,360	...
Annual increment	2,638	2,688	2,527	2,526	...
University of Waterloo					
Minimum	109,286	85,783	68,158	52,881	...
Maximum	...	...	...	...	...
Annual increment	0	0	0	0	...
St. Jerome's University					
Minimum	109,286	85,783	68,158	52,881	...
Maximum	...	...	...	...	...
Annual increment	0	0	0	0	...
Conrad Grebel University College					
Minimum	109,286	85,783	68,158	52,881	...
Maximum	170,391	170,391	170,391	118,569	...
Annual increment	3,318	3,318	3,318	3,318	...
Renison University College					
Minimum	109,286	85,783	68,158	52,881	...
Maximum	...	...	...	...	...
Annual increment	0	0	0	0	...
Huron University College					
Minimum	...	79,127	63,447	0	...
Maximum	128,406	108,246	79,127	0	...
Annual increment	2,240	2,240	2,240	0	...
University of Windsor					
Minimum	95,276	74,858	59,734	49,150	...
Maximum	...	127,259	101,548	83,556	...
Annual increment	3.0	3.0	3.0	3.0	...
Additional increment ³	2,357	2,357	2,357	2,357	...

See notes at the end of the table.

Table 2 – continued

Salary scales for teachers at Canadian universities and colleges, 2009/2010

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
	dollars				
York University					
Minimum	82,000	65,000	55,000	48,000	...
Maximum	...	...	...	...	...
Annual increment (percentage)	3.0	3.0	3.0	3.0	...
Wilfrid Laurier University					
Minimum	100,963	83,025	67,650	56,375	...
Maximum	...	...	...	...	...
Annual increment (percentage)	...	...	...	...	...
Minimum	0	0	0	0	...
Maximum	2.5	2.5	2.5	2.5	...
Collège Dominicain de Philosophie et Théologie					
Minimum	63,642	57,215	50,660	41,529	...
Maximum	...	...	...	...	...
Annual increment (percentage)	2.0	2.0	2.0	2.0	...
Ryerson University					
Minimum	94,502	82,978	65,691	0	...
Maximum	...	...	119,672	0	...
Annual increment (percentage)	4.1	4.1	4.1	0	...
Redeemer University College					
Minimum	64,500	55,720	45,476	44,012	...
Maximum	73,278	73,278	61,572	49,866	...
Annual increment	1,463	1,463	1,463	1,463	...
Nipissing University					
Minimum	100,924	83,204	64,396	49,609	...
Maximum	139,584	114,964	91,703	68,946	...
Annual increment	3,180	2,605	2,437	2,093	...
Ontario College of Art and Design					
Minimum	92,559	76,728	60,895	48,716	...
Maximum	116,917	101,086	85,252	73,075	...
Annual increment (percentage)	0.5	0.5	0.5	0.5	...
Brandon University					
Minimum	96,932	77,683	59,355	49,522	...
Maximum	132,782	109,666	84,387	62,183	...
Annual increment	2,987	2,460	1,926	1,407	...
University of Manitoba					
Minimum	92,454	71,547	61,201	50,982	...
Maximum	137,274	106,219	88,075	71,872	...
Annual increment					
Minimum	2,246	1,862	1,565	1,336	...
Maximum	3,415	2,641	2,048	1,592	...
Collège Universitaire de Saint-Boniface					
Minimum					
Minimum	86,271	66,612	58,466	46,317	...
Maximum	...	...	...	54,117	...
Maximum					
Minimum	...	...	...	62,711	...
Maximum	126,478	104,334	79,568	88,021	...
Annual increment (percentage)	3.0	3.0	3.0	3.0	...

See notes at the end of the table.

Table 2 – continued

Salary scales for teachers at Canadian universities and colleges, 2009/2010

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
dollars					
Canadian Mennonite University					
Minimum	68,621	59,375	49,942	40,269	...
Maximum	82,305	76,526	64,737	49,942	...
Annual increment					
Minimum	352	358	367	378	...
Maximum	2,218	2,240	1,800	1,994	...
Saint Thomas More College					
Minimum	105,924	90,584	75,245	59,642	48,275
Maximum	121,263	105,924	90,584	82,651	65,326
Annual increment	2,527	2,527	2,527	2,527	1,895
University of Regina					
Minimum	102,418	81,914	68,035	53,698	...
Maximum	...	114,662	95,942	72,915	...
Annual increment	2,928	2,729	2,537	1,747	...
Campion College					
Minimum	96,533	76,958	63,709	50,022	...
Maximum	121,688	100,403	83,085	63,366	...
Annual increment	2,795	2,605	2,422	1,668	...
University of Calgary					
Minimum					
Minimum	93,000	77,000	66,000	...	58,000
Maximum	138,000	113,000	...	...	...
Maximum					
Minimum	138,000	113,000	...	...	...
Maximum	...	133,000	102,000	...	102,000
Annual increment					
1st level	2,700	2,400	1,900	...	1,900
2nd level	2,000	1,200	...	...	...
Canadian University College					
Minimum	58,536	56,604	48,360	0	42,048
Maximum	64,676	59,100	53,616	0	47,304
Annual increment	0	0	0	0	0
University of Lethbridge ²					
Minimum	80,000	65,000	55,000	36,000	...
Maximum	...	...	...	...	...
Annual increment ⁴	...	...	...	...	...
Athabasca University ²					
Minimum	106,064	85,038	64,517	50,320	...
Maximum	135,987	109,035	87,420	70,095	...
Annual increment (percentage)	2.8	2.8	2.8	2.8	...
King's University College					
Minimum	74,608	64,363	54,118	47,482	...
Maximum	86,134	81,010	64,362	48,762	...
Annual increment	1,280	1,280	1,280	1,280	...

See notes at the end of the table.

Table 2 – continued

Salary scales for teachers at Canadian universities and colleges, 2009/2010

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
	dollars				
Concordia University College of Alberta					
Minimum	75,093	65,047	53,740	0	50,138
Maximum	106,629	101,629	96,629	0	92,944
Annual increment (percentage)	1.0	1.0	1.0	0	1.0
Ambrose University College					
Minimum	65,998	59,771	51,470	...	...
Maximum	84,676	72,224	63,964	...	...
Annual increment	1,245	1,245	1,245	...	...
Simon Fraser University					
Minimum					
Minimum	94,194	75,711	62,509	57,228	57,228
Maximum	...	...	...	70,430	...
Maximum					
Minimum	...	...	...	74,957	...
Maximum	133,045	102,492	89,290	91,176	62,509
Annual increment ⁸	...	...	...	...	...
Trinity Western University					
Minimum	63,522	54,869	48,538	42,207	...
Maximum	74,829	65,404	58,828	47,103	...
Annual increment	0	0	0	0	...
University of Northern British Columbia					
Minimum	90,084	74,162	60,982	51,945	...
Maximum	...	97,493	78,203	64,166	...
Annual increment					
1st level	1,111	1,111	1,111	1,111	...
2nd level	2,222	2,222	2,222	2,222	...
Royal Roads University					
Minimum					
Minimum	90,917	77,235	52,961	...	44,134
Maximum	...	...	...	...	49,651
Maximum					
Minimum	...	...	...	...	60,685
Maximum	121,829	104,819	82,752	...	66,202
Annual increment (percentage)					
Minimum	1.0	1.0	1.0	...	1.0
Maximum	2.0	2.0	2.0	...	2.0
Capilano University					
Minimum	...	...	...	...	52,833
Maximum	...	...	...	...	84,896
Annual increment (percentage)					
Minimum	...	...	...	...	4.0
Maximum	...	...	...	...	9.0
University of the Fraser Valley					
Minimum	...	...	...	...	51,797
Maximum	...	...	...	...	83,231
Annual increment	...	...	...	...	2,551
Emily Carr University of Art and Design					
Minimum	51,797	51,797	51,797	...	...
Maximum	83,231	83,231	83,231	...	...
Annual increment (percentage)	2.1	2.1	2.1	...	...

See notes at the end of the table.

Table 2 – continued

Salary scales for teachers at Canadian universities and colleges, 2009/2010

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
	dollars				
Kwantlen Polytechnic University					
Minimum	...	...	...	...	52,746
Maximum	...	...	...	...	84,896
Annual increment	0	0	0	0	0

1. Scales are \$8,922 higher for Law, Business, Engineering and Computer Science and \$15,284 for Medicine.
2. Scales are not final.
3. Salary increment due to progress through the ranks
4. Under negotiations.
5. Explained by the change of the structure of the salary scales of non medical professors in the faculty of medicine.
6. Includes salary scale increment, progress through the ranks and catch-up.
7. Scales are increased by the current year's negotiated "across the board" salary increase.
8. Varies.

Explanatory Notes

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

Table 1 in this publication presents, for each institution with greater than 100 staff in 2009-2010, 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.

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.

Target population

The target population of this survey is full-time teaching staff in degree-granting institutions that 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

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, information is processed in such a way that results are not shown where there are too few individuals.

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

Notes on terms used in the tables

The title *Canadian Universities and Colleges* refers to degree-granting institutions.

In Table 1, the column labeled *Numbers* refers to the number of teachers included in the salary calculations, that is, the average, the median and the 10th and 90th percentiles. Furthermore, the column labeled *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 2009-2010 salary scales for full-time university teachers in 87 institutions. Note that the institutions included in this table are not a subset of the institutions covered in the salary tables.