

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



Salaries and Salary Scales of  
Full-time Teaching Staff at Canadian  
Universities, 2010/2011: Final Report

2011



Statistics  
Canada

Statistique  
Canada

Canada

## How to obtain more information

For information about this product or the wide range of services and data available from Statistics Canada, visit our website at [www.statcan.gc.ca](http://www.statcan.gc.ca), e-mail us at [infostats@statcan.gc.ca](mailto:infostats@statcan.gc.ca), or telephone us, Monday to Friday from 8:30 a.m. to 4:30 p.m., at the following numbers:

### Statistics Canada's National Contact Centre

Toll-free telephone (Canada and the United States):

Inquiries line	1-800-263-1136
National telecommunications device for the hearing impaired	1-800-363-7629
Fax line	1-877-287-4369

Local or international calls:

Inquiries line	1-613-951-8116
Fax line	1-613-951-0581

### Depository Services Program

Inquiries line	1-800-635-7943
Fax line	1-800-565-7757

## To access this product

This product, Catalogue no. 81-595-M, is available free in electronic format. To obtain a single issue, visit our website at [www.statcan.gc.ca](http://www.statcan.gc.ca) and browse by "Key resource" > "Publications."

## Standards of service to the public

Statistics Canada is committed to serving its clients in a prompt, reliable and courteous manner. To this end, Statistics Canada has developed *standards of service* that its employees observe. To obtain a copy of these service standards, please contact Statistics Canada toll-free at 1-800-263-1136. The service standards are also published on [www.statcan.gc.ca](http://www.statcan.gc.ca) under "About us" > "The agency" > "Providing services to Canadians."

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

Salaries and Salary Scales of Full-time Teaching Staff at Canadian  
Universities, 2010/2011: Final Report

Note: This is the final issue of “Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities”. The “Full-time University and College Academic Staff Survey” has been discontinued.

2011

Published by authority of the Minister responsible for Statistics Canada

© Minister of Industry, 2012

All rights reserved. Use of this publication is governed by the *Statistics Canada  
Open License Agreement*.

<http://www.statcan.gc.ca/reference/copyright-droit-auteur-eng.htm>

May 2012

Catalogue no. 81-595-M, no. 97

ISSN 1711-831X  
ISBN 978-1-100-20594-6

Frequency: Occasional

Ottawa

Cette publication est également disponible en français.

---

**Note of appreciation**

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

# User information

---

## Symbols

The following standard symbols are used in Statistics Canada publications:

- . not available for any reference period
- .. not available for a specific reference period
- ... not applicable
- 0 true zero or a value rounded to zero
- 0<sup>s</sup> 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 ( $p < 0.05$ )

# Table of contents

---

<b>Highlights</b>	<b>6</b>
<b>Analysis</b>	<b>7</b>
<b>Related products</b>	<b>10</b>
<b>Statistical tables</b>	
1 Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011	12
1-1 Memorial University of Newfoundland	12
1-2 University of Prince Edward Island	12
1-3 Acadia University	13
1-4 Cape Breton University	13
1-5 Dalhousie University	14
1-6 Mount St. Vincent University	14
1-7 St. Francis Xavier University	15
1-8 St. Mary's University	15
1-9 Mount Allison University	16
1-10 University of New Brunswick	16
1-11 Université de Moncton	17
1-12 St. Thomas University	17
1-13 Bishop's University	18
1-14 McGill University	18
1-15 Université de Montréal	19
1-16 École Polytechnique	19
1-17 École des Hautes Études Commerciales	20
1-18 Université Laval	20
1-19 Université de Sherbrooke	21
1-20 Concordia University	21
1-21 Université du Québec à Chicoutimi	22
1-22 Université du Québec à Montréal	22
1-23 Université du Québec à Trois-Rivières	23
1-24 Université du Québec en Outaouais	23
1-25 Institut National de la Recherche Scientifique	24
1-26 Université du Québec à Rimouski	24
1-27 École de Technologie Supérieure	25

**Table of contents – continued**

1-28	Brock University	25
1-29	Carleton University	26
1-30	University of Guelph	26
1-31	Lakehead University	27
1-32	Laurentian University of Sudbury	27
1-33	McMaster University	28
1-34	Nipissing University	28
1-35	University of Ottawa	29
1-36	Queen’s University	30
1-37	Royal Military College of Canada	30
1-38	Ryerson University	31
1-39	University of Toronto	31
1-40	Trent University	32
1-41	University of Waterloo	32
1-42	University of Western Ontario	33
1-43	Wilfrid Laurier University	33
1-44	University of Windsor	34
1-45	York University	34
1-46	Ontario College of Art and Design	35
1-47	University of Ontario - Institute of Technology	35
1-48	Brandon University	36
1-49	University of Manitoba	36
1-50	University of Winnipeg	37
1-51	University of Regina	37
1-52	University of Saskatchewan	38
1-53	University of Alberta	39
1-54	Athabasca University	39
1-55	The University of Calgary	40
1-56	University of Lethbridge	40
1-57	Grant MacEwan University	41
1-58	Mount Royal University	41
1-59	University of British Columbia	42
1-60	University of Northern British Columbia	42
1-61	Simon Fraser University	43
1-62	Trinity Western University	43
1-63	University of Victoria	44
1-64	Thompson Rivers University	44
1-65	Capilano University	45
1-66	Vancouver Island University	45

**Table of contents – continued**

1-67	Kwantlan Polytechnic University	46
1-68	University of the Fraser Valley	46
2	Salary scales of full-time teaching staff at Canadian universities and colleges, 2010/2011	47

**Data quality, concepts and methodology**

Explanatory Notes	57
-------------------	----

**Charts**

1.	Full-time Teaching Staff at Canadian Universities, 1970/1971 to 2010/2011	7
2.	Proportion of full-time faculty, by sex, 1970/1971 to 2010/2011	8
3.	Median Age of Full-time Teaching Staff at Canadian Universities, 1970/1971 to 2010/2011	9

## Highlights

---

- In 2010/2011, there was 44,934 full-time teaching staff at Canadian degree granting institutions. Of these, 14,946 (33.3%) were full professors, 15,473 (34.4%) were associate professors, 10,161 (22.6%) were assistant professors, and 4,354 (9.7%) were unranked.
- Among institutions reporting in both years, the number of full teaching staff at Canadian degree granting institutions increased by 0.8% from 2009/2010 to 2010/2011
- Between 2009/2010 and 2010/2011, the number of full professors increased by 1.5%, associate professors increased by 3.3% and “rank below assistant” increased by 2.5%. The number of assistant professors decreased by 4.2% and the number in the “other” category by 1.4%.
- In 2010/2011, women accounted for over a third of full-time teaching staff, compared to just over 10% in 1970/1971.
- The average salary of full-time faculty at Canadian degree granting institutions in 2010/2011 was \$115,513, 2.8% higher than the year before.
- Full-time teaching staff at Canadian universities are getting older. In 2010/2011, the median age was 50 years as compared to 37 years in 1970/1971.



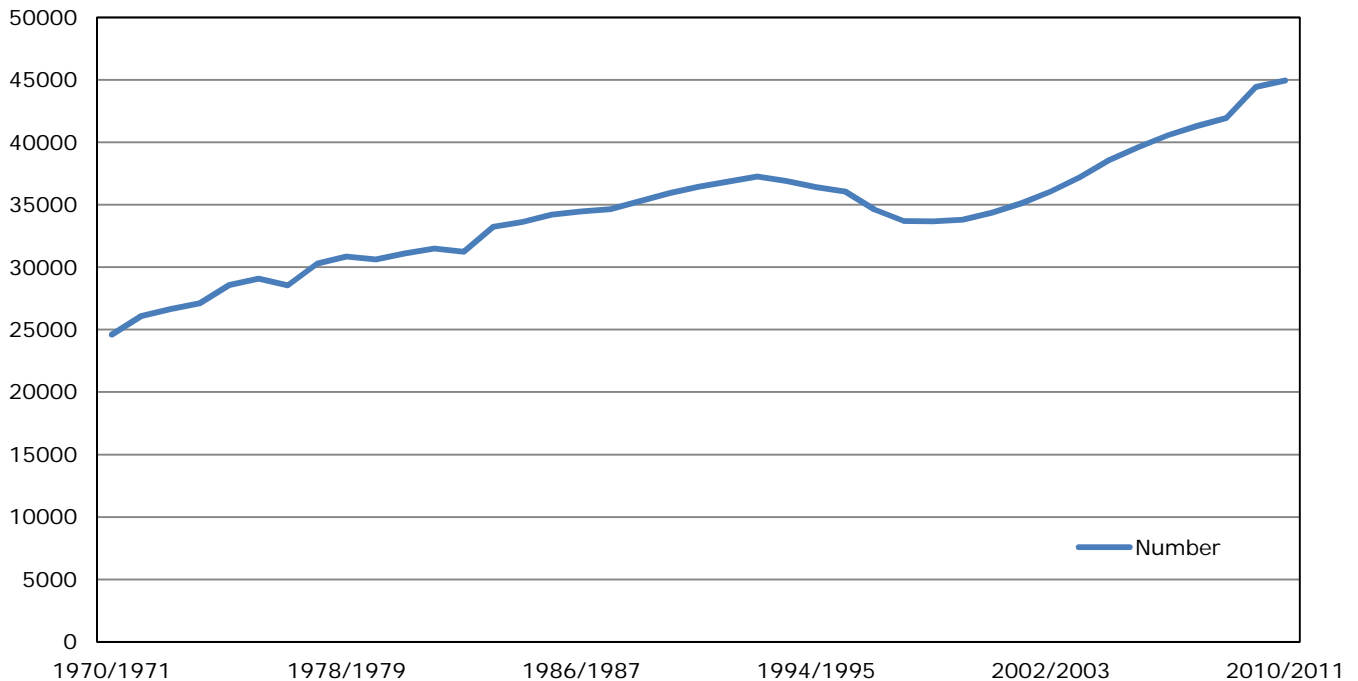
# Analysis

---

In 2010/2011, there were 44,934 full-time teaching staff at Canadian degree granting institutions. Of these, 14,946 (33.3%) were full professors, 15,473 (34.4%) were associate professors, 10,161 (22.6%) were assistant professors, and 4,354 (9.7%) were unranked. These proportions remained almost unchanged from the 2009/2010.

In the last 40 years, full-time teaching staff has increased by 82.7%. In comparison, during the same time period (1970/1971 to 2009/2010) the number of students enrolled in Canadian universities has increased 158.3%.

**Chart 1**  
**Full-time Teaching Staff at Canadian Universities, 1970/1971 to 2010/2011**



Compared to 2009/2010, the number of full-time university teaching staff in Canada increased by 1.2%. This increase is partly due to the inclusion of two universities who were new to the survey in 2010-2011. The following analysis excludes these institutions.<sup>1</sup>

There were 116 Canadian degree granting institutions<sup>2</sup> reporting their full-time teaching staff in both 2009/2010 and 2010/2011. Among these institutions the number of staff increased by 0.8%, with 48.3% of them reporting gains, 27.6% reporting declines and 24.1% reporting no change. Increases occurred in all but two provinces, with the largest in Prince Edward Island (8.3%), British Columbia (2.0%) and Manitoba (2.0%). Decreases were reported in Alberta (-1.7%) and Saskatchewan (-.30%).

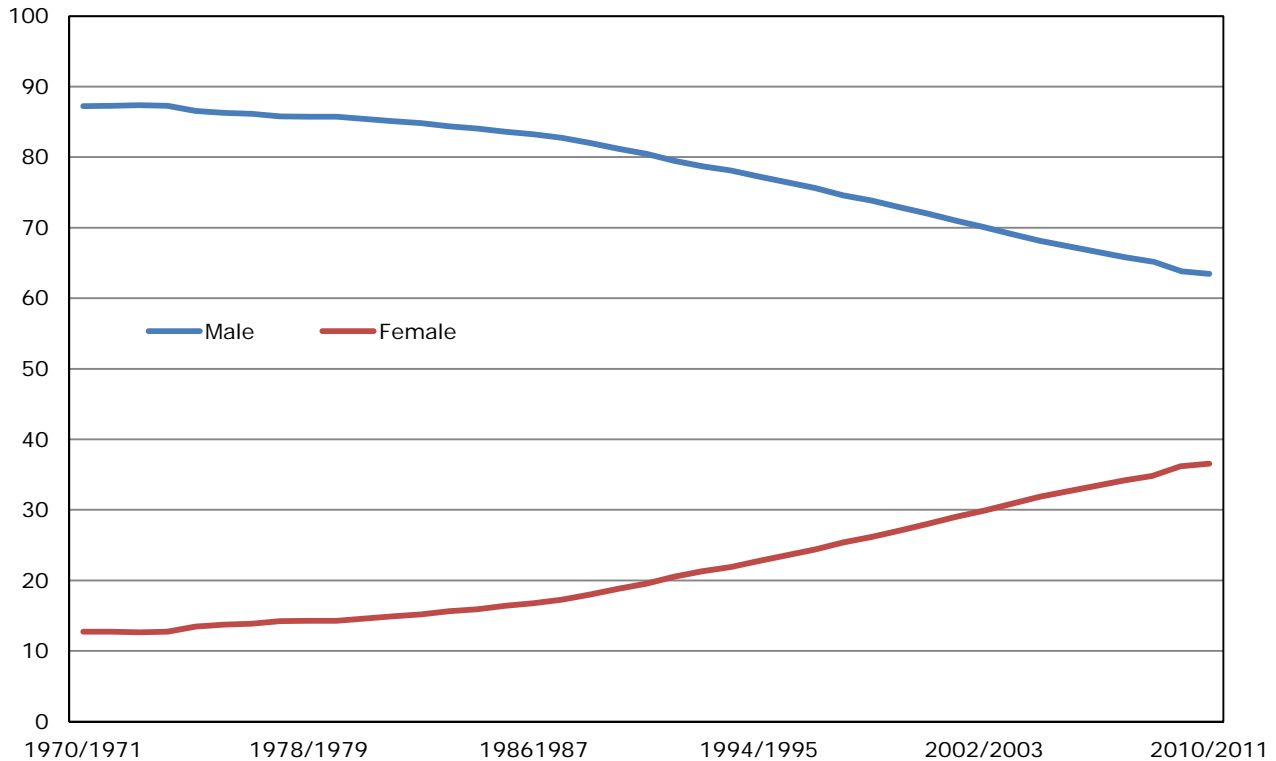
1. The following institutions were included in the FT-UCASS survey for the first time in 2010-2011: Emily Carr University of Art and Design and Capilano University in British Columbia. Formerly, these institutions were colleges but became universities (received degree granting status) in 2009-2010.  
2. Information on the two new institutions will be excluded for the rest of the analysis

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 10<sup>th</sup> and 90<sup>th</sup> 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.

The increase in full-time teaching staff was not distributed evenly across either rank or sex. Between 2009/2010 and 2010/2011, the number of full professors increased by 1.5%, associate professors increased by 3.3% and “rank below assistant” increased by 2.5%. However, the number of assistant professors decreased by 4.2% as well as the “other” category by 1.4%. The increase in full-time faculty was concentrated among women, with their numbers increasing by 1.9%, whereas the number of men remained almost unchanged.

Women account for over a third of full-time faculty. Their number has risen dramatically over the past 40 years. In 1970/1971 women comprised just over 10% of faculty; by 2010, their proportion had reached 36.6% (Chart 2). The share of women grew in all ranks. In 2010/2011, women accounted for 23.4% of full professors, 38.2% of associate professors and 46.4% of assistant professors. This is in contrast to 40 years earlier, when women comprised just 3.4% of full professors, 8.1% of associate professors and 13.8% of assistant professors.

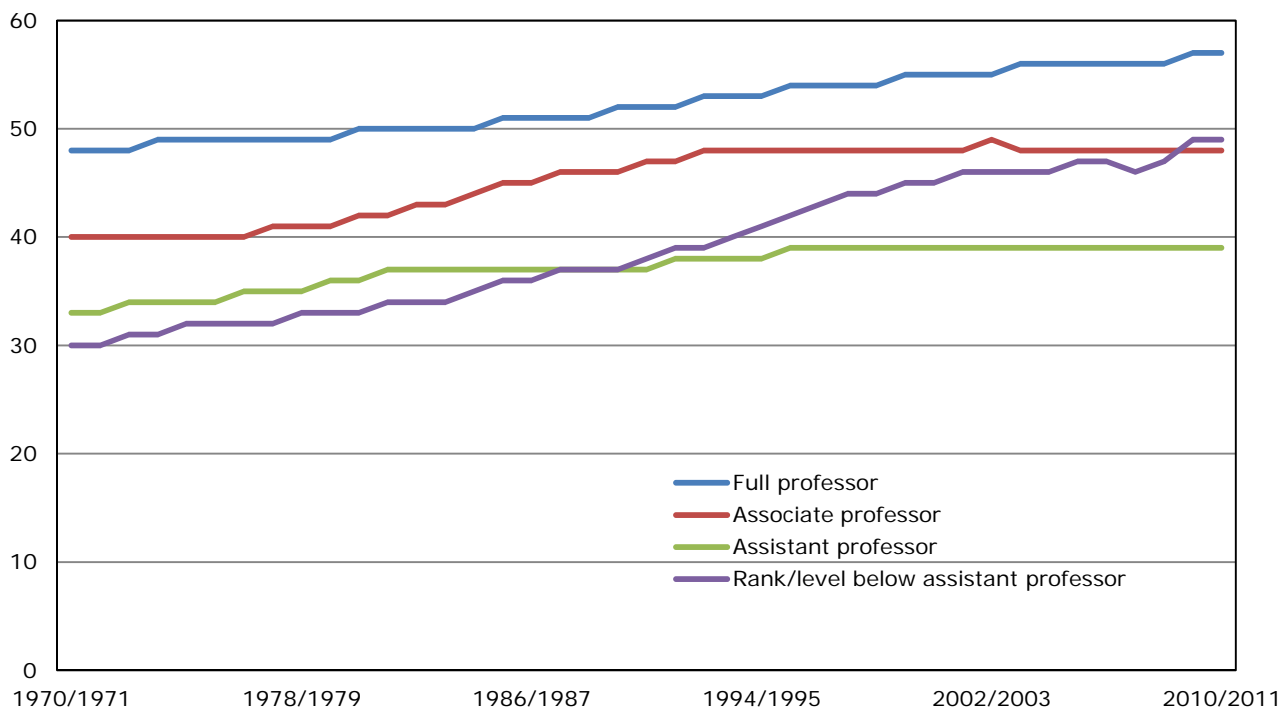
**Chart 2**  
**Proportion of full-time faculty, by sex, 1970/1971 to 2010/2011**



Within the ranked categories, the overwhelming majority of full-time teaching staff held a PhD in 2010/2011: 88.9% of full professors, 85.8% of associate professors, and 76.2% of assistant professors. These proportions are unchanged from 2009/2010. In the unranked categories, only 34.2% of staff held at PhD., 46.5% held a Master’s degree and 9.3% had a Bachelor’s degree.

Over the last 40 years, full-time teaching staff at Canadian universities have been getting older. In 2010/2011 the median age was 50 years, compared to 37 in 1970/1971. This aging trend is seen across ranks as well (Chart 3).

**Chart 3**  
**Median Age of Full-time Teaching Staff at Canadian Universities, 1970/1971 to 2010/2011**



The average salary of full-time teaching staff was \$115,513 in 2010/2011, as compared to \$112,419 in 2009/2010, an increase of 2.8%. In 2010/2011, a full professor earned an average of \$143,366; associate professors earned \$112,175; assistant professors earned \$91,035; and the average salary of those in the category “rank below assistant” was \$87,461.

From a provincial perspective, the average salary ranged from \$101,580 in New Brunswick to \$123,907 in Alberta in 2010-2011.

Average salaries differed by sex. In 2010/2011, males earned on average \$120,378, while females earned on average \$106,970, or 88.9% 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 2010/2011, full-time males earned \$145,045 on average, while females earned 95.0% of that (\$137,846). The average salary of female associate professors was 97.0% that of males (at \$110,106 and \$113,448 respectively). The average salary of female assistant professors was 97.7% that of males (at \$89,886 and \$92,014 respectively). In the “rank below assistant” professors, the average female salary was 96.7% that of males (at \$86,065 and \$89,057, respectively).

However, 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 faculty earned 78.3% of what males earned in 1970/1971, that figure has increased to 88.9% in 2010/2011.

## 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

---

### Selected technical and analytical products from Statistics Canada

---

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, 2010/2011 — Memorial University of Newfoundland**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
			dollars			
numbers			dollars			
<b>Including medical dental</b>						
Full professors	282	12	135,141	132,910	116,230	153,950
With senior administrative duties	39	7	145,132	142,204	122,730	168,564
Without senior administrative duties	243	5	133,538	131,318	116,230	153,196
Associate professors	355	3	109,137	108,686	93,598	125,660
With senior administrative duties	33	1	118,082	114,300	104,238	133,428
Without senior administrative duties	322	2	108,220	106,800	93,598	125,660
Assistant professors	275	3	86,654	86,054	78,510	93,598
Rank below assistant	14	1	x	x	x	x
Other teaching staff	1	0	x	x	x	x
All ranks combined (including deans)	935	11	110,491	108,686	82,282	144,520
Male	585	8	115,050	114,344	84,168	148,034
Female	350	3	102,870	97,370	80,396	127,546
Visiting staff	0	0	0	0	0	0
<b>Excluding medical dental</b>						
Full professors	233	9	135,472	133,204	116,230	153,950
With senior administrative duties	26	6	145,620	146,726	124,480	169,211
Without senior administrative duties	207	3	134,197	131,318	116,230	152,064
Associate professors	279	3	109,563	108,686	93,598	125,660
With senior administrative duties	24	1	119,793	115,743	104,427	136,967
Without senior administrative duties	255	2	108,600	108,686	92,844	125,660
Assistant professors	185	2	86,462	86,054	76,624	97,370
Rank below assistant	14	1	68,137	67,194	65,308	72,852
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	718	8	111,937	110,572	80,396	146,366
Male	459	5	116,580	118,116	84,168	148,292
Female	259	3	103,707	99,256	78,510	131,318
Visiting staff	0	0	0	0	0	0

**Table 1-2**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — University of Prince Edward Island**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
			dollars			
numbers			dollars			
Full professors	66	6	126,093	126,903	101,943	151,083
With senior administrative duties	23	5	125,898	128,476	97,199	153,877
Without senior administrative duties	43	1	126,197	126,903	104,690	149,239
Associate professors	101	1	103,193	99,250	86,397	126,558
With senior administrative duties	25	1	102,582	98,709	87,037	130,134
Without senior administrative duties	76	0	103,394	99,559	86,077	126,303
Assistant professors	67	2	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)	244	3	104,046	99,867	75,668	134,872
Male	151	2	107,828	104,987	77,876	137,845
Female	93	1	97,905	93,193	69,094	129,591
Visiting staff	0	0	0	0	0	0

**Table 1-3**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — Acadia University**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	70	4	116,632	111,750	102,500	132,500
With senior administrative duties	9	4	119,807	x	x	x
Without senior administrative duties	61	0	116,164	x	x	x
Associate professors	81	1	93,750	92,500	86,500	104,500
With senior administrative duties	7	1	106,532	x	x	x
Without senior administrative duties	74	0	92,541	x	x	x
Assistant professors	46	0	81,228	x	x	x
Rank below assistant	6	1	67,833	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	208	1	98,836	94,500	79,500	132,050
Male	145	0	100,727	98,500	82,500	132,500
Female	63	1	94,485	90,500	76,500	111,383
Visiting staff	0	0	0	0	0	0

**Table 1-4**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — Cape Breton University**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	21	2	107,016	112,463	69,502	127,166
With senior administrative duties	4	2	x	x	x	x
Without senior administrative duties	17	0	x	x	x	x
Associate professors	43	2	87,787	84,768	76,884	104,478
With senior administrative duties	7	2	95,970	x	x	x
Without senior administrative duties	36	0	86,196	x	x	x
Assistant professors	55	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)	123	0	87,127	81,384	67,884	114,623
Male	64	0	91,100	82,578	71,259	117,039
Female	59	0	82,817	81,384	63,384	106,798
Visiting staff	0	0	0	0	0	0

**Table 1-5**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — Dalhousie University**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
			dollars			
numbers			dollars			
<b>Including medical dental</b>						
Full professors	367	10	135,029	132,715	105,027	167,154
With senior administrative duties	72	8	149,523	148,202	123,165	181,390
Without senior administrative duties	295	2	131,492	128,481	103,957	161,564
Associate professors	295	16	107,644	106,498	85,266	129,151
With senior administrative duties	29	8	123,018	119,152	88,587	167,088
Without senior administrative duties	266	8	105,968	104,745	84,025	129,151
Assistant professors	288	5	89,392	89,272	71,449	105,247
Rank below assistant	28	0	x	x	x	x
Other teaching staff	1	0	x	x	x	x
All ranks combined (including deans)	996	14	112,864	108,425	78,425	153,816
Male	605	6	118,457	116,189	80,214	159,155
Female	391	8	104,210	99,695	76,518	134,389
Visiting staff	0	0	0	0	0	0
<b>Excluding medical dental</b>						
Full professors	228	8	137,496	135,998	111,500	163,298
With senior administrative duties	49	7	144,210	141,775	121,392	171,482
Without senior administrative duties	179	1	135,658	134,911	110,184	160,377
Associate professors	204	13	109,130	107,482	90,684	129,151
With senior administrative duties	24	6	117,339	116,831	88,412	140,547
Without senior administrative duties	180	7	108,036	105,415	91,141	129,151
Assistant professors	204	4	89,178	89,358	73,860	101,387
Rank below assistant	24	0	85,620	86,519	72,585	97,824
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	674	11	113,089	108,041	80,780	150,665
Male	394	4	118,972	117,110	81,052	155,643
Female	280	7	104,812	99,695	80,436	132,529
Visiting staff	0	0	0	0	0	0

**Table 1-6**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — Mount St. Vincent University**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
			dollars			
numbers			dollars			
Full professors	33	0	121,047	125,184	108,684	125,304
With senior administrative duties	5	0	x	x	x	x
Without senior administrative duties	28	0	x	x	x	x
Associate professors	59	2	97,651	101,527	85,627	103,827
With senior administrative duties	13	0	100,219	101,527	87,527	106,527
Without senior administrative duties	46	2	96,925	101,327	83,827	103,827
Assistant professors	19	8	x	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)	112	11	100,953	103,827	77,868	125,184
Male	45	2	102,230	103,827	74,118	125,184
Female	67	9	100,094	103,827	79,118	125,184
Visiting staff	0	0	0	0	0	0



**Table 1-7**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — St. Francis Xavier University**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	64	5	119,552	123,673	106,240	131,144
With senior administrative duties	12	4	119,188	117,416	106,764	134,310
Without senior administrative duties	52	1	119,636	123,673	102,754	131,144
Associate professors	83	3	93,284	95,345	76,860	106,094
With senior administrative duties	18	0	98,321	100,025	81,424	109,057
Without senior administrative duties	65	3	91,888	92,399	76,844	106,094
Assistant professors	87	0	74,801	74,377	65,665	84,549
Rank below assistant	19	0	x	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	257	4	92,902	85,252	70,021	131,144
Male	144	1	97,880	97,718	70,021	131,144
Female	113	3	86,559	81,911	70,021	109,486
Visiting staff	0	0	0	0	0	0

**Table 1-8**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — St. Mary's University**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	73	4	128,507	133,361	101,634	150,875
With senior administrative duties	10	3	130,185	137,182	112,187	138,710
Without senior administrative duties	63	1	128,241	133,361	101,204	152,770
Associate professors	102	2	98,012	94,070	80,176	122,152
With senior administrative duties	11	1	107,040	110,623	87,957	126,951
Without senior administrative duties	91	1	96,921	93,490	80,176	121,082
Assistant professors	55	5	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)	238	7	105,213	101,879	78,612	135,638
Male	155	5	108,953	106,802	78,173	138,710
Female	83	2	98,230	93,490	78,612	125,944
Visiting staff	0	0	0	0	0	0

**Table 1-9**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — Mount Allison University**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	30	3	127,669	133,704	112,205	133,704
With senior administrative duties	6	3	129,622	x	x	x
Without senior administrative duties	24	0	127,181	x	x	x
Associate professors	65	2	101,341	101,048	86,353	120,097
With senior administrative duties	16	0	101,048	98,327	89,346	116,288
Without senior administrative duties	49	2	101,437	101,048	84,720	120,097
Assistant professors	41	0	x	x	x	x
Rank below assistant	4	2	x	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	143	4	99,920	98,327	71,113	133,704
Male	78	0	103,459	103,769	70,841	133,704
Female	65	4	95,674	92,884	70,025	133,704
Visiting staff	0	0	0	0	0	0

**Table 1-10**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — University of New Brunswick**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	250	18	123,747	126,205	101,206	139,375
With senior administrative duties	39	14	129,564	133,196	106,266	145,423
Without senior administrative duties	211	4	122,672	124,417	101,206	139,375
Associate professors	139	6	97,726	98,118	82,642	114,102
With senior administrative duties	18	2	111,115	111,134	100,082	120,903
Without senior administrative duties	121	4	95,735	95,897	82,509	114,102
Assistant professors	53	6	72,960	72,328	66,398	83,342
Rank below assistant	118	5	80,241	77,480	58,634	112,772
Other teaching staff	10	0	88,877	86,757	66,269	111,737
All ranks combined (including deans)	585	20	104,101	103,785	68,780	139,375
Male	358	6	109,911	111,731	73,697	139,375
Female	227	14	94,939	92,989	64,399	128,276
Visiting staff	0	0	0	0	0	0

**Table 1-11**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — Université de Moncton**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	78	10	124,583	127,090	107,850	135,780
With senior administrative duties	15	9	124,768	126,610	107,166	138,866
Without senior administrative duties	63	1	124,538	127,570	107,850	134,530
Associate professors	82	0	101,473	101,320	88,222	112,240
With senior administrative duties	16	0	97,986	96,410	87,208	113,316
Without senior administrative duties	66	0	102,318	104,550	88,273	113,140
Assistant professors	86	2	83,706	85,810	73,514	91,178
Rank below assistant	17	0	72,925	67,250	65,346	89,986
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	274	1	101,710	99,450	75,370	132,775
Male	172	1	104,743	107,850	78,158	134,530
Female	102	0	96,597	91,610	69,570	130,870
Visiting staff	0	0	0	0	0	0

**Table 1-12**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — St. Thomas University**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	23	1	120,099	124,829	99,863	135,150
With senior administrative duties	5	1	x	x	x	x
Without senior administrative duties	18	0	x	x	x	x
Associate professors	64	2	93,476	92,816	77,128	108,420
With senior administrative duties	17	1	94,394	91,338	79,587	112,820
Without senior administrative duties	47	1	93,143	94,383	76,115	108,420
Assistant professors	21	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)	110	1	95,255	94,339	68,656	127,874
Male	63	0	96,597	95,338	67,590	132,495
Female	47	1	93,455	89,816	69,722	116,619
Visiting staff	0	0	0	0	0	0

**Table 1-13**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — Bishop's University**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	49	4	115,945	117,830	92,701	137,910
With senior administrative duties	11	4	130,887	124,682	109,537	158,110
Without senior administrative duties	38	0	111,620	112,245	92,701	126,762
Associate professors	35	0	86,416	84,882	77,287	99,002
With senior administrative duties	10	0	92,010	91,402	78,692	104,363
Without senior administrative duties	25	0	84,179	82,648	75,947	92,973
Assistant professors	21	0	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)	112	0	99,214	92,701	76,587	126,762
Male	74	0	102,874	98,197	79,018	127,038
Female	38	0	92,087	84,882	74,261	117,830
Visiting staff	0	0	0	0	0	0

**Table 1-14**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — McGill University**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
<b>Including medical dental</b>						
Full professors	553	17	145,251	138,187	110,814	187,472
With senior administrative duties	97	10	168,311	154,557	120,096	226,730
Without senior administrative duties	456	7	140,346	135,104	108,754	179,672
Associate professors	665	15	107,658	105,468	86,306	131,767
With senior administrative duties	71	4	127,246	120,011	95,339	175,438
Without senior administrative duties	594	11	105,317	104,058	85,438	124,761
Assistant professors	327	2	89,275	83,925	70,334	114,855
Rank below assistant	116	2	x	x	x	x
Other teaching staff	21	0	x	x	x	x
All ranks combined (including deans)	1,695	23	115,162	109,296	75,000	159,814
Male	1,169	16	120,349	112,862	78,116	167,809
Female	526	7	103,634	98,457	70,334	143,312
Visiting staff	0	0	0	0	0	0
<b>Excluding medical dental</b>						
Full professors	427	15	145,570	138,540	117,539	179,962
With senior administrative duties	69	8	163,500	150,516	123,129	198,062
Without senior administrative duties	358	7	142,114	136,207	115,955	177,259
Associate professors	595	13	108,993	106,380	88,127	131,908
With senior administrative duties	62	4	128,450	121,057	96,269	172,580
Without senior administrative duties	533	9	106,729	105,148	87,560	124,830
Assistant professors	312	2	89,373	83,952	70,334	115,091
Rank below assistant	115	2	79,279	74,318	53,523	119,780
Other teaching staff	20	0	96,358	80,000	60,500	148,500
All ranks combined (including deans)	1,480	21	113,596	108,506	75,380	155,459
Male	984	14	118,951	112,734	79,980	161,986
Female	496	7	102,973	98,247	70,307	142,487
Visiting staff	0	0	0	0	0	0

**Table 1-15**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — Université de Montréal**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile		
					10th	90th	
			dollars				
			numbers				
<b>Including medical dental</b>							
Full professors	724	9	132,109	125,400	117,132	154,700	
With senior administrative duties	86	9	140,995	137,496	121,186	163,932	
Without senior administrative duties	638	0	130,911	125,400	117,132	153,628	
Associate professors	469	2	104,452	103,924	90,316	118,562	
With senior administrative duties	26	2	112,947	110,694	96,943	128,163	
Without senior administrative duties	443	0	103,954	103,924	90,316	116,451	
Assistant professors	225	0	84,404	82,316	74,546	97,155	
Rank below assistant	13	0	x	x	x	x	
Other teaching staff	16	0	53,565	50,500	11,437	99,087	
All ranks combined (including deans)	1,458	0	114,352	117,132	82,656	141,140	
Male	946	0	117,657	122,575	84,996	144,118	
Female	512	0	108,245	108,586	79,295	133,940	
Visiting staff	0	0	0	0	0	0	
<b>Excluding medical dental</b>							
Full professors	628	7	131,029	125,400	117,132	154,053	
With senior administrative duties	76	7	140,195	135,968	121,163	163,932	
Without senior administrative duties	552	0	129,767	125,400	117,132	152,380	
Associate professors	419	2	103,048	102,696	90,316	114,228	
With senior administrative duties	19	2	108,784	109,204	92,098	124,692	
Without senior administrative duties	400	0	102,776	102,696	90,316	113,891	
Assistant professors	221	0	84,250	82,316	74,546	97,192	
Rank below assistant	12	0	60,310	60,942	54,594	64,653	
Other teaching staff	16	0	53,565	50,500	11,437	99,087	
All ranks combined (including deans)	1,305	0	112,515	113,378	82,316	140,210	
Male	823	0	115,639	119,408	83,658	142,628	
Female	482	0	107,182	106,423	79,210	133,724	
Visiting staff	0	0	0	0	0	0	

**Table 1-16**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — École Polytechnique**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile		
					10th	90th	
			dollars				
			numbers				
Full professors	116	0	138,155	140,634	123,421	152,091	
With senior administrative duties	6	0	151,810	x	x	x	
Without senior administrative duties	110	0	137,410	x	x	x	
Associate professors	59	0	114,423	113,088	99,743	123,524	
With senior administrative duties	1	0	x	x	x	x	
Without senior administrative duties	58	0	113,941	x	x	x	
Assistant professors	30	0	99,371	101,680	90,769	101,882	
Rank below assistant	17	0	66,878	66,432	60,011	71,740	
Other teaching staff	0	0	0	0	0	0	
All ranks combined (including deans)	222	0	121,149	123,524	94,140	143,116	
Male	197	0	121,594	123,524	93,892	145,366	
Female	25	0	117,641	119,589	96,015	141,327	
Visiting staff	0	0	0	0	0	0	

**Table 1-17**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — École des Hautes Études Commerciales**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	86	0	140,233	143,332	120,805	156,543
With senior administrative duties	19	0	142,314	144,915	120,206	156,140
Without senior administrative duties	67	0	139,642	143,332	120,826	157,636
Associate professors	96	0	109,186	112,754	96,650	114,356
With senior administrative duties	5	0	x	x	x	x
Without senior administrative duties	91	0	x	x	x	x
Assistant professors	52	0	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)	235	0	115,323	114,356	85,369	150,384
Male	168	0	116,844	114,356	86,648	152,616
Female	67	0	111,510	114,356	83,858	148,477
Visiting staff	0	0	0	0	0	0

**Table 1-18**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — Université Laval**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
<b>Including medical dental</b>						
Full professors	757	20	122,158	120,268	108,742	139,511
With senior administrative duties	58	20	134,205	132,364	123,369	150,437
Without senior administrative duties	699	0	121,158	120,268	108,363	136,721
Associate professors	330	2	98,115	96,301	86,771	108,040
With senior administrative duties	14	2	116,113	117,444	103,652	125,403
Without senior administrative duties	316	0	97,317	96,301	86,771	105,819
Assistant professors	214	0	81,890	77,872	72,795	93,737
Rank below assistant	25	0	68,950	68,730	59,226	84,866
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	1,348	0	109,374	113,313	79,176	131,289
Male	926	0	112,009	116,739	81,912	136,895
Female	422	0	103,592	105,819	76,573	121,195
Visiting staff	0	0	0	0	0	0
<b>Excluding medical dental</b>						
Full professors	696	18	121,667	120,268	108,363	138,714
With senior administrative duties	50	18	133,309	131,297	123,137	150,437
Without senior administrative duties	646	0	120,766	120,268	108,363	136,326
Associate professors	305	2	97,240	96,301	86,771	105,819
With senior administrative duties	10	2	116,737	118,058	99,974	128,790
Without senior administrative duties	295	0	96,579	96,301	86,771	105,819
Assistant professors	207	0	81,450	77,872	72,795	93,737
Rank below assistant	20	0	68,423	68,730	59,086	83,288
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	1,248	0	108,571	111,638	77,872	129,912
Male	845	0	111,188	116,739	80,061	136,441
Female	403	0	103,083	105,819	76,573	120,268
Visiting staff	0	0	0	0	0	0

**Table 1-19**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — Université de Sherbrooke**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
			numbers	dollars		
<b>Including medical dental</b>						
Full professors	375	8	122,172	122,192	109,741	134,745
With senior administrative duties	49	8	129,334	130,133	115,588	145,555
Without senior administrative duties	326	0	121,096	120,834	109,123	134,431
Associate professors	323	1	100,749	101,612	86,938	108,985
With senior administrative duties	26	1	111,394	111,261	99,518	126,380
Without senior administrative duties	297	0	99,817	100,877	86,605	108,785
Assistant professors	343	0	80,118	80,665	71,910	89,028
Rank below assistant	20	0	70,259	64,352	58,293	88,625
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	1,070	0	101,562	102,453	75,185	125,515
Male	656	0	106,280	107,865	78,163	130,617
Female	414	0	94,087	89,693	71,914	121,626
Visiting staff	0	0	0	0	0	0
<b>Excluding medical dental</b>						
Full professors	309	7	123,876	123,554	110,521	136,531
With senior administrative duties	40	7	131,539	130,617	115,682	147,411
Without senior administrative duties	269	0	122,736	123,554	109,476	134,745
Associate professors	202	1	101,441	101,184	87,401	111,793
With senior administrative duties	18	1	111,902	112,608	98,943	124,137
Without senior administrative duties	184	0	100,418	100,877	86,938	108,785
Assistant professors	160	0	82,489	81,915	74,981	89,028
Rank below assistant	20	0	70,259	64,352	58,293	88,625
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	699	0	106,685	108,785	79,577	130,617
Male	451	0	110,535	113,493	81,105	134,745
Female	248	0	99,682	98,241	78,046	123,554
Visiting staff	0	0	0	0	0	0

**Table 1-20**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — Concordia University**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
			numbers	dollars		
Full professors	259	8	131,991	129,723	109,928	159,002
With senior administrative duties	26	8	135,746	133,065	116,114	172,366
Without senior administrative duties	233	0	131,572	128,189	109,928	158,976
Associate professors	378	1	102,920	100,859	84,535	124,685
With senior administrative duties	39	1	116,745	114,301	94,162	145,480
Without senior administrative duties	339	0	101,329	99,535	84,535	121,609
Assistant professors	264	0	78,836	77,600	53,810	105,636
Rank below assistant	82	0	60,623	55,541	51,997	76,447
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	992	0	101,260	100,244	56,997	139,908
Male	642	0	105,531	105,044	57,792	143,888
Female	350	0	93,427	92,000	55,442	126,608
Visiting staff	0	0	0	0	0	0

**Table 1-21**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — Université du Québec à Chicoutimi**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	74	3	119,523	120,584	103,390	125,352
With senior administrative duties	13	3	118,749	117,981	102,348	127,298
Without senior administrative duties	61	0	119,688	121,184	102,775	122,395
Associate professors	101	0	100,040	98,322	86,006	110,226
With senior administrative duties	16	0	103,480	100,724	92,033	122,936
Without senior administrative duties	85	0	99,393	96,867	85,249	110,226
Assistant professors	38	0	74,173	73,192	68,315	83,185
Rank below assistant	12	0	x	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	228	0	100,617	102,462	71,583	122,395
Male	146	0	102,933	104,878	71,583	122,395
Female	82	0	96,493	95,350	71,583	122,032
Visiting staff	0	0	0	0	0	0

**Table 1-22**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — Université du Québec à Montréal**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	376	7	115,799	118,240	108,112	121,575
With senior administrative duties	32	7	118,535	122,154	107,137	123,904
Without senior administrative duties	344	0	115,544	118,240	108,112	118,240
Associate professors	451	0	96,016	96,407	83,084	106,484
With senior administrative duties	18	0	104,872	105,861	94,892	112,148
Without senior administrative duties	433	0	95,647	94,982	83,084	106,484
Assistant professors	122	0	73,658	73,384	67,628	81,444
Rank below assistant	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	956	0	101,082	104,943	79,052	118,240
Male	604	0	102,295	106,484	79,262	118,240
Female	352	0	99,000	100,313	76,735	118,240
Visiting staff	0	0	0	0	0	0



**Table 1-23**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — Université du Québec à Trois-Rivières**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	123	3	119,261	119,984	109,500	124,391
With senior administrative duties	16	3	120,959	118,723	104,208	147,303
Without senior administrative duties	107	0	119,007	119,984	110,369	122,945
Associate professors	192	0	99,425	101,292	84,682	110,226
With senior administrative duties	7	0	103,831	x	x	x
Without senior administrative duties	185	0	99,258	x	x	x
Assistant professors	63	0	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)	382	0	101,981	104,721	75,063	122,395
Male	233	0	104,820	108,631	82,262	122,395
Female	149	0	97,542	99,795	73,192	122,395
Visiting staff	0	0	0	0	0	0

**Table 1-24**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — Université du Québec en Outaouais**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	51	0	119,478	124,127	105,828	131,503
With senior administrative duties	16	0	123,094	124,718	107,193	132,651
Without senior administrative duties	35	0	117,825	122,975	103,065	126,701
Associate professors	92	0	100,416	99,774	83,477	114,104
With senior administrative duties	21	0	104,940	102,796	91,306	120,054
Without senior administrative duties	71	0	99,078	99,774	83,477	114,104
Assistant professors	44	0	75,316	74,274	68,714	84,294
Rank below assistant	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	187	0	99,709	99,846	72,640	126,701
Male	100	0	103,591	106,193	75,946	126,701
Female	87	0	95,247	95,189	71,041	118,901
Visiting staff	0	0	0	0	0	0

**Table 1-25**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — Institut National de la Recherche Scientifique**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	66	0	116,085	118,163	101,758	123,214
With senior administrative duties	3	0	x	x	x	x
Without senior administrative duties	63	0	x	x	x	x
Associate professors	65	0	94,729	95,605	84,379	103,426
With senior administrative duties	0	0	0	0	0	0
Without senior administrative duties	65	0	94,729	95,605	84,379	103,426
Assistant professors	22	0	81,609	84,379	70,697	88,827
Rank below assistant	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	153	0	102,055	100,418	84,379	118,163
Male	121	0	102,486	100,418	84,379	118,163
Female	32	0	100,425	97,121	83,097	118,163
Visiting staff	0	0	0	0	0	0

**Table 1-26**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — Université du Québec à Rimouski**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	109	0	108,879	111,370	93,170	118,219
With senior administrative duties	24	0	110,108	111,926	96,935	118,219
Without senior administrative duties	85	0	108,532	111,370	92,440	118,219
Associate professors	42	0	86,544	83,071	75,997	103,752
With senior administrative duties	8	0	86,490	x	x	x
Without senior administrative duties	34	0	86,557	x	x	x
Assistant professors	47	0	70,242	69,140	63,254	78,107
Rank below assistant	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	198	0	94,970	96,935	67,618	118,219
Male	123	0	98,692	102,868	69,140	118,219
Female	75	0	88,866	84,938	66,130	115,203
Visiting staff	0	0	0	0	0	0

**Table 1-27**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — École de Technologie Supérieur**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	62	0	124,573	126,640	114,046	132,306
With senior administrative duties	7	0	127,661	x	x	x
Without senior administrative duties	55	0	124,180	x	x	x
Associate professors	82	0	105,425	105,996	93,281	116,190
With senior administrative duties	5	0	x	x	x	x
Without senior administrative duties	77	0	104,998	x	x	x
Assistant professors	15	0	82,802	83,743	69,752	93,294
Rank below assistant	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	159	0	110,757	111,637	87,794	130,303
Male	136	0	111,016	113,566	87,794	130,303
Female	23	0	109,225	109,968	91,566	126,514
Visiting staff	0	0	0	0	0	0

**Table 1-28**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — Brock University**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	135	10	149,889	145,985	129,989	176,824
With senior administrative duties	23	8	144,523	138,519	125,272	170,045
Without senior administrative duties	112	2	150,990	146,730	130,165	177,054
Associate professors	279	2	121,587	115,062	98,382	153,374
With senior administrative duties	41	2	124,742	119,782	98,724	153,239
Without senior administrative duties	238	0	121,044	114,453	98,378	153,386
Assistant professors	111	1	100,716	95,000	81,144	132,513
Rank below assistant	28	0	85,961	86,143	67,900	107,543
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	563	3	123,584	119,472	91,248	160,408
Male	326	0	128,760	129,401	94,419	167,486
Female	237	3	116,465	113,128	89,543	147,412
Visiting staff	0	0	0	0	0	0

**Table 1-29**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — Carleton University**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	209	9	138,776	139,281	119,814	153,300
With senior administrative duties	28	7	139,853	138,183	125,307	160,072
Without senior administrative duties	181	2	138,610	140,216	119,228	153,300
Associate professors	327	8	115,950	115,741	93,123	138,343
With senior administrative duties	27	0	123,900	126,918	102,816	146,165
Without senior administrative duties	300	8	115,235	115,155	92,854	137,750
Assistant professors	183	4	92,817	91,300	75,140	112,256
Rank below assistant	93	2	x	x	x	x
Other teaching staff	1	1	x	x	x	x
All ranks combined (including deans)	821	16	114,126	114,413	80,777	147,902
Male	541	6	118,907	120,513	85,702	151,481
Female	280	10	104,887	102,794	75,211	136,749
Visiting staff	0	0	0	0	0	0

**Table 1-30**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — University of Guelph**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	268	10	148,042	148,052	132,409	161,340
With senior administrative duties	33	9	160,717	160,081	145,318	173,949
Without senior administrative duties	235	1	146,263	146,722	132,326	158,952
Associate professors	345	3	122,596	123,142	105,788	140,385
With senior administrative duties	19	1	143,124	141,801	120,630	172,933
Without senior administrative duties	326	2	121,399	122,705	105,452	138,826
Assistant professors	159	9	101,817	99,639	87,470	121,362
Rank below assistant	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	780	14	127,819	127,307	97,197	156,476
Male	528	7	130,917	130,837	100,142	157,642
Female	252	7	121,328	122,577	92,215	150,241
Visiting staff	0	0	0	0	0	0

**Table 1-31**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — Lakehead University**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	80	1	138,543	139,680	117,620	154,027
With senior administrative duties	7	0	143,850	x	x	x
Without senior administrative duties	73	1	138,034	x	x	x
Associate professors	148	2	112,885	111,621	93,889	137,283
With senior administrative duties	29	1	125,259	124,315	109,131	141,655
Without senior administrative duties	119	1	109,869	109,042	93,306	128,928
Assistant professors	65	0	85,811	83,892	70,210	102,389
Rank below assistant	14	0	x	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	308	2	112,535	112,392	81,282	144,748
Male	203	1	115,787	115,013	84,150	148,901
Female	105	1	106,248	102,389	77,997	139,112
Visiting staff	0	0	0	0	0	0

**Table 1-32**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — Laurentian University of Sudbury**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	97	6	149,482	152,847	129,002	166,790
With senior administrative duties	11	5	146,267	145,519	127,015	166,915
Without senior administrative duties	86	1	149,893	154,144	129,260	166,848
Associate professors	125	3	120,290	119,566	98,991	140,227
With senior administrative duties	23	0	124,164	125,550	106,002	143,450
Without senior administrative duties	102	3	119,416	119,409	97,660	140,231
Assistant professors	111	2	97,938	95,409	80,379	118,551
Rank below assistant	18	0	86,045	x	x	x
Other teaching staff	9	2	80,305	x	x	x
All ranks combined (including deans)	365	8	119,230	116,214	83,632	155,206
Male	221	5	124,471	125,550	89,165	158,645
Female	144	3	111,186	109,874	80,426	146,410
Visiting staff	0	0	0	0	0	0

**Table 1-33**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — McMaster University**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
			numbers	dollars		
<b>Including medical dental</b>						
Full professors	411	16	154,775	150,730	133,303	181,817
With senior administrative duties	89	9	167,518	161,814	141,374	209,024
Without senior administrative duties	322	7	151,253	148,043	131,807	175,792
Associate professors	494	5	118,792	117,750	95,743	146,322
With senior administrative duties	44	0	138,294	135,481	106,372	179,190
Without senior administrative duties	450	5	116,885	116,895	95,743	143,113
Assistant professors	371	13	87,410	78,000	71,063	119,710
Rank below assistant	20	0	87,432	80,571	55,801	124,936
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	1,305	25	121,340	121,569	71,063	161,814
Male	864	13	125,726	128,450	71,063	166,561
Female	441	12	112,747	110,743	71,063	150,002
Visiting staff	0	0	0	0	0	0
<b>Excluding medical dental</b>						
Full professors	279	12	154,058	151,804	133,300	178,951
With senior administrative duties	58	8	160,261	159,824	142,572	181,032
Without senior administrative duties	221	4	152,430	149,915	132,639	178,517
Associate professors	265	2	126,336	126,317	104,224	148,457
With senior administrative duties	27	0	140,358	140,533	119,089	157,400
Without senior administrative duties	238	2	124,745	124,227	103,918	146,536
Assistant professors	189	8	95,099	90,847	66,540	127,120
Rank below assistant	20	0	87,432	80,571	55,801	124,936
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	761	14	128,530	131,696	82,173	164,221
Male	499	6	132,787	136,960	84,000	168,000
Female	262	8	120,423	122,020	80,000	153,924
Visiting staff	0	0	0	0	0	0

**Table 1-34**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — Nipissing University**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
			numbers	dollars		
Full professors	16	2	126,419	128,515	107,227	143,752
With senior administrative duties	2	2	x	x	x	x
Without senior administrative duties	14	0	x	x	x	x
Associate professors	53	1	102,410	99,115	91,066	118,396
With senior administrative duties	13	1	103,033	101,798	92,139	117,123
Without senior administrative duties	40	0	102,208	99,115	91,066	118,396
Assistant professors	105	0	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)	181	0	95,718	94,438	76,368	118,396
Male	108	0	98,028	94,438	76,368	123,930
Female	73	0	92,300	93,938	76,368	109,847
Visiting staff	0	0	0	0	0	0

**Table 1-35**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — University of Ottawa**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
<b>Including medical dental</b>						
Full professors	413	14	144,042	147,070	125,441	158,947
With senior administrative duties	72	8	149,967	145,953	128,301	183,214
Without senior administrative duties	341	6	142,791	147,167	124,148	157,964
Associate professors	453	8	115,470	115,565	102,036	130,867
With senior administrative duties	41	5	121,680	125,131	108,253	133,973
Without senior administrative duties	412	3	114,852	114,802	101,838	130,867
Assistant professors	333	4	92,810	93,794	79,702	107,546
Rank below assistant	31	3	80,275	73,824	70,516	97,668
Other teaching staff	11	6	84,859	81,196	69,199	122,176
All ranks combined (including deans)	1,254	22	118,404	116,620	84,008	157,964
Male	793	15	122,073	121,210	85,918	157,964
Female	461	7	112,094	108,530	81,977	147,260
Visiting staff	0	9	0	0	0	0
<b>Excluding medical dental</b>						
Full professors	341	12	147,284	147,070	129,018	157,964
With senior administrative duties	62	6	148,219	145,302	129,681	168,460
Without senior administrative duties	279	6	147,076	147,300	128,980	157,964
Associate professors	421	7	116,114	115,283	102,596	130,867
With senior administrative duties	38	4	123,596	125,030	109,343	134,086
Without senior administrative duties	383	3	115,371	114,440	102,113	130,867
Assistant professors	310	4	92,438	92,896	79,194	106,147
Rank below assistant	31	3	80,275	73,824	70,516	97,668
Other teaching staff	11	6	84,859	81,196	69,199	122,176
All ranks combined (including deans)	1,124	22	118,352	115,839	84,820	157,040
Male	697	15	122,211	121,106	87,493	157,964
Female	427	7	112,053	108,189	81,994	147,314
Visiting staff	0	9	0	0	0	0

**Table 1-36**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — Queen's University**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
			numbers	dollars		
<b>Including medical dental</b>						
Full professors	340	13	151,274	145,775	128,852	176,767
With senior administrative duties	82	8	164,738	156,560	134,974	210,078
Without senior administrative duties	258	5	146,994	143,913	127,386	166,822
Associate professors	301	4	126,655	125,390	106,747	143,161
With senior administrative duties	27	1	134,723	128,120	110,422	156,388
Without senior administrative duties	274	3	125,860	124,660	106,580	142,720
Assistant professors	150	0	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)	802	9	135,769	134,360	103,626	164,117
Male	521	5	139,203	137,580	107,665	166,593
Female	281	4	129,402	126,445	100,163	156,294
Visiting staff	0	0	0	0	0	0
<b>Excluding medical dental</b>						
Full professors	288	12	149,466	145,775	127,459	175,983
With senior administrative duties	64	7	161,732	154,138	133,950	209,260
Without senior administrative duties	224	5	145,961	144,283	127,038	166,140
Associate professors	274	4	126,328	125,745	106,002	143,110
With senior administrative duties	23	1	133,752	128,120	107,436	146,726
Without senior administrative duties	251	3	125,647	125,365	105,992	142,735
Assistant professors	132	0	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)	704	9	134,534	133,395	102,955	162,240
Male	451	5	138,831	137,260	107,046	164,681
Female	253	4	126,874	125,830	98,653	151,165
Visiting staff	0	0	0	0	0	0

**Table 1-37**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — Royal Military College of Canada**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
			numbers	dollars		
Full professors	58	5	128,013	129,401	118,569	129,701
With senior administrative duties	5	5	x	x	x	x
Without senior administrative duties	53	0	x	x	x	x
Associate professors	73	1	104,161	108,150	91,905	111,150
With senior administrative duties	12	1	110,480	111,400	104,652	112,150
Without senior administrative duties	61	0	102,918	105,443	89,739	108,150
Assistant professors	57	0	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)	195	0	106,232	108,150	81,654	129,401
Male	162	0	108,872	108,150	87,067	129,401
Female	33	0	93,271	89,197	73,530	118,851
Visiting staff	0	0	0	0	0	0



**Table 1-38**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — Ryerson University**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	191	5	147,800	148,201	132,270	164,858
With senior administrative duties	22	4	162,459	159,432	147,050	182,888
Without senior administrative duties	169	1	145,892	146,058	131,432	161,221
Associate professors	275	7	125,045	123,822	110,102	141,541
With senior administrative duties	33	2	140,060	139,771	123,765	160,786
Without senior administrative duties	242	5	122,997	121,635	109,563	137,033
Assistant professors	250	11	104,121	102,767	90,014	119,243
Rank below assistant	208	0	113,358	118,556	59,342	148,294
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	931	16	121,983	121,469	92,307	150,961
Male	504	3	124,792	125,136	93,891	154,889
Female	427	13	118,667	118,184	90,112	148,443
Visiting staff	0	0	0	0	0	0

**Table 1-39**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — University of Toronto**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
<b>Including medical dental</b>						
Full professors	1,018	27	163,086	160,652	109,882	211,204
With senior administrative duties	107	27	190,645	181,182	158,091	229,851
Without senior administrative duties	911	0	159,849	158,409	93,160	205,260
Associate professors	811	2	127,233	127,465	77,194	159,313
With senior administrative duties	37	2	151,393	152,513	126,435	179,141
Without senior administrative duties	774	0	126,078	126,632	72,000	156,509
Assistant professors	511	0	103,528	98,492	76,600	137,987
Rank below assistant	328	1	101,049	98,485	75,607	125,184
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	2,698	0	134,195	131,275	79,997	188,459
Male	1,716	0	140,734	142,801	81,000	199,206
Female	982	0	122,769	118,319	78,413	170,974
Visiting staff	0	0	0	0	0	0
<b>Excluding medical dental</b>						
Full professors	760	25	174,175	166,290	143,002	213,744
With senior administrative duties	86	25	190,569	179,590	158,683	227,193
Without senior administrative duties	674	0	172,083	163,676	141,718	210,954
Associate professors	639	2	134,945	129,422	108,499	161,483
With senior administrative duties	32	2	152,346	150,322	127,226	174,768
Without senior administrative duties	607	0	134,028	128,399	107,943	159,058
Assistant professors	412	0	106,526	99,102	79,638	144,028
Rank below assistant	312	1	100,636	98,371	75,632	123,947
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	2,151	0	139,543	136,483	88,819	192,344
Male	1,348	0	147,660	145,878	95,486	202,706
Female	803	0	125,918	119,877	84,830	171,281
Visiting staff	0	0	0	0	0	0

**Table 1-40**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — Trent University**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	63	6	154,392	158,876	136,218	169,410
With senior administrative duties	15	5	153,048	158,876	127,780	169,837
Without senior administrative duties	48	1	154,812	158,876	136,723	169,427
Associate professors	125	7	117,945	114,333	101,412	137,778
With senior administrative duties	25	2	122,841	121,913	107,029	140,826
Without senior administrative duties	100	5	116,721	114,045	101,412	137,778
Assistant professors	33	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)	229	7	126,142	119,387	96,360	161,516
Male	134	1	129,713	127,230	96,360	166,789
Female	95	6	121,104	114,333	96,360	153,108
Visiting staff	0	0	0	0	0	0

**Table 1-41**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — University of Waterloo**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	365	6	152,090	151,544	131,496	173,349
With senior administrative duties	70	5	161,517	161,571	134,828	183,611
Without senior administrative duties	295	1	149,853	150,001	130,721	170,043
Associate professors	321	12	124,062	123,930	101,011	148,155
With senior administrative duties	36	2	134,873	132,640	107,500	164,219
Without senior administrative duties	285	10	122,696	122,467	100,716	146,161
Assistant professors	231	14	96,791	96,373	76,968	119,942
Rank below assistant	100	5	97,794	99,532	63,586	127,574
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	1,023	31	125,851	127,238	85,208	161,738
Male	774	17	129,270	131,447	89,072	163,752
Female	249	14	115,225	113,205	78,875	153,239
Visiting staff	0	0	0	0	0	0

**Table 1-42**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — University of Western Ontario**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
			dollars			
numbers			dollars			
<b>Including medical dental</b>						
Full professors	428	11	146,023	140,221	111,919	192,846
With senior administrative duties	62	6	147,780	143,886	110,774	198,214
Without senior administrative duties	366	5	145,725	139,539	111,508	190,219
Associate professors	468	11	119,075	113,407	93,188	145,251
With senior administrative duties	43	4	127,375	123,864	107,261	147,861
Without senior administrative duties	425	7	118,235	112,543	92,789	145,496
Assistant professors	322	23	99,388	92,044	76,147	133,500
Rank below assistant	94	3	x	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	1,322	38	121,197	114,675	82,000	166,676
Male	910	20	125,847	121,176	82,764	173,828
Female	412	18	110,928	105,988	78,855	150,988
Visiting staff	0	0	0	0	0	0
<b>Excluding medical dental</b>						
Full professors	291	10	150,396	140,755	123,127	192,920
With senior administrative duties	37	5	147,872	143,689	125,364	192,424
Without senior administrative duties	254	5	150,764	140,293	122,333	193,436
Associate professors	385	11	120,023	113,302	94,477	150,204
With senior administrative duties	36	4	128,852	123,931	107,504	156,635
Without senior administrative duties	349	7	119,113	111,833	93,621	150,000
Assistant professors	251	21	98,678	90,411	75,847	146,806
Rank below assistant	93	3	85,409	84,000	52,836	108,828
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	1,029	36	120,722	114,835	83,000	164,080
Male	673	19	126,021	122,116	84,606	174,104
Female	356	17	110,706	104,757	80,902	150,751
Visiting staff	0	0	0	0	0	0

**Table 1-43**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — Wilfrid Laurier University**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
			dollars			
numbers			dollars			
Full professors	110	7	144,010	147,100	119,792	162,169
With senior administrative duties	23	6	150,835	154,433	125,173	170,147
Without senior administrative duties	87	1	142,206	146,139	118,783	160,184
Associate professors	227	8	113,265	108,932	93,676	142,300
With senior administrative duties	46	4	121,505	116,857	98,417	151,569
Without senior administrative duties	181	4	111,170	106,273	92,605	139,868
Assistant professors	146	0	88,016	81,265	73,987	115,699
Rank below assistant	32	0	81,096	x	x	x
Other teaching staff	8	0	85,387	x	x	x
All ranks combined (including deans)	533	5	111,242	105,270	75,206	152,789
Male	315	2	115,322	109,644	75,115	156,906
Female	218	3	105,346	99,763	75,225	141,970
Visiting staff	0	0	0	0	0	0

**Table 1-44**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — University of Windsor**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	146	11	150,912	147,453	122,983	186,695
With senior administrative duties	22	8	156,915	155,774	121,098	207,134
Without senior administrative duties	124	3	149,847	145,306	122,926	180,534
Associate professors	227	4	118,861	115,339	99,479	143,366
With senior administrative duties	26	2	125,706	124,087	106,472	148,190
Without senior administrative duties	201	2	117,976	114,167	99,416	143,179
Assistant professors	121	4	96,775	95,334	81,342	113,323
Rank below assistant	20	0	93,182	90,194	82,922	110,095
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	523	10	123,021	116,998	89,918	163,483
Male	328	6	128,550	122,422	93,996	168,587
Female	195	4	113,720	111,592	87,287	141,399
Visiting staff	0	0	0	0	0	0

**Table 1-45**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — York University**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	331	24	159,462	150,245	132,112	203,122
With senior administrative duties	62	10	161,318	154,633	135,382	197,551
Without senior administrative duties	269	14	159,034	149,870	131,087	204,462
Associate professors	713	14	128,898	123,959	104,387	154,693
With senior administrative duties	140	0	133,102	124,563	110,727	167,306
Without senior administrative duties	573	14	127,870	123,469	103,636	153,911
Assistant professors	278	13	102,891	97,748	85,100	125,774
Rank below assistant	64	5	109,488	108,391	83,026	134,662
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	1,396	46	130,845	126,664	95,276	170,170
Male	768	21	135,612	130,360	97,950	180,759
Female	628	25	125,016	121,731	93,472	154,312
Visiting staff	0	10	0	0	0	0

**Table 1-46**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — Ontario College of Art and Design**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	27	1	103,138	102,303	96,823	109,656
With senior administrative duties	8	1	107,633	x	x	x
Without senior administrative duties	19	0	101,246	x	x	x
Associate professors	46	8	94,008	94,852	84,339	100,476
With senior administrative duties	10	3	97,936	96,726	91,531	110,322
Without senior administrative duties	36	5	92,917	93,778	82,155	99,198
Assistant professors	29	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)	107	6	92,889	94,387	70,949	105,573
Male	62	3	92,439	95,777	72,052	103,156
Female	45	3	93,507	93,778	67,599	112,368
Visiting staff	0	0	0	0	0	0

**Table 1-47**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — University of Ontario - Institute of Technology**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	22	9	134,921	130,971	111,294	164,868
With senior administrative duties	9	7	129,210	x	x	x
Without senior administrative duties	13	2	138,875	x	x	x
Associate professors	48	0	110,171	108,345	98,620	128,200
With senior administrative duties	15	0	116,547	113,990	99,369	142,473
Without senior administrative duties	33	0	107,273	106,605	95,204	117,522
Assistant professors	81	0	89,083	88,382	77,291	102,318
Rank below assistant	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	158	2	105,844	100,441	81,417	141,946
Male	96	1	111,246	106,694	83,100	149,417
Female	62	1	97,480	91,747	79,373	119,906
Visiting staff	0	0	0	0	0	0

**Table 1-48**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — Brandon University**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	38	4	123,177	122,551	109,070	136,766
With senior administrative duties	9	4	126,489	x	x	x
Without senior administrative duties	29	0	122,149	x	x	x
Associate professors	55	1	96,563	95,220	86,601	112,956
With senior administrative duties	17	1	94,399	92,685	84,574	112,956
Without senior administrative duties	38	0	97,531	95,220	87,109	112,956
Assistant professors	66	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)	165	1	95,442	88,026	69,069	132,320
Male	93	0	101,838	95,220	74,597	136,757
Female	72	1	87,179	85,929	67,085	112,784
Visiting staff	0	0	0	0	0	0

**Table 1-49**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — University of Manitoba**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
<b>Including medical dental</b>						
Full professors	428	21	140,099	138,566	108,197	160,443
With senior administrative duties	76	18	149,092	142,034	116,505	188,467
Without senior administrative duties	352	3	138,157	137,821	106,780	158,509
Associate professors	385	10	104,753	98,996	85,475	114,177
With senior administrative duties	42	1	110,166	104,840	90,831	130,729
Without senior administrative duties	343	9	104,090	98,311	84,952	112,468
Assistant professors	320	7	91,203	80,594	70,500	107,578
Rank below assistant	11	0	x	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	1,164	18	115,082	105,667	75,642	144,894
Male	770	7	119,651	110,358	77,452	148,047
Female	394	11	106,155	98,299	74,054	139,870
Visiting staff	0	0	0	0	0	0
<b>Excluding medical dental</b>						
Full professors	318	17	134,239	138,258	108,197	147,570
With senior administrative duties	53	16	137,806	141,480	118,134	148,221
Without senior administrative duties	265	1	133,526	137,493	107,042	144,972
Associate professors	297	8	99,621	97,959	86,417	112,301
With senior administrative duties	35	1	106,050	103,969	92,318	123,492
Without senior administrative duties	262	7	98,762	97,173	85,570	112,036
Assistant professors	221	6	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)	859	13	108,677	104,241	75,500	143,928
Male	574	5	112,757	109,465	76,178	144,312
Female	285	8	100,460	96,384	73,376	136,845
Visiting staff	0	0	0	0	0	0

**Table 1-50**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — University of Winnipeg**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	78	7	117,553	122,336	94,651	132,355
With senior administrative duties	17	7	112,462	110,598	97,978	131,917
Without senior administrative duties	61	0	118,972	123,175	93,593	132,355
Associate professors	101	2	89,142	85,157	75,927	105,847
With senior administrative duties	17	1	96,209	92,828	81,409	112,612
Without senior administrative duties	84	1	87,711	84,835	75,647	104,207
Assistant professors	77	1	73,459	72,283	63,754	81,994
Rank below assistant	62	4	71,281	69,615	53,683	88,012
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	326	6	90,239	84,766	63,755	127,553
Male	195	5	93,354	87,088	63,754	130,349
Female	131	1	85,603	80,811	66,286	120,553
Visiting staff	0	0	0	0	0	0

**Table 1-51**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — University of Regina**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	113	1	137,908	139,244	114,429	160,669
With senior administrative duties	33	0	128,702	129,027	100,405	151,946
Without senior administrative duties	80	1	141,706	139,956	118,561	163,194
Associate professors	144	4	103,346	104,161	94,138	116,336
With senior administrative duties	23	0	110,734	111,818	98,125	123,215
Without senior administrative duties	121	4	101,941	102,605	93,867	114,033
Assistant professors	83	1	86,348	85,854	79,211	93,827
Rank below assistant	100	0	76,985	79,194	59,945	90,418
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	440	6	103,024	98,614	72,446	142,801
Male	260	3	107,486	102,717	77,148	145,386
Female	180	3	96,580	90,565	69,553	133,394
Visiting staff	0	0	0	0	0	0

**Table 1-52**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — University of Saskatchewan**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
<b>Including medical dental</b>						
Full professors	402	21	148,754	142,596	122,942	181,476
With senior administrative duties	77	12	158,258	152,423	136,106	184,699
Without senior administrative duties	325	9	146,502	139,987	121,284	180,441
Associate professors	328	15	121,339	113,640	102,400	176,092
With senior administrative duties	35	3	128,467	126,578	109,877	147,434
Without senior administrative duties	293	12	120,487	113,028	101,700	177,338
Assistant professors	291	29	105,102	94,954	84,275	166,340
Rank below assistant	34	1	x	x	x	x
Other teaching staff	2	8	x	x	x	x
All ranks combined (including deans)	1,078	53	127,626	118,043	89,619	178,207
Male	712	21	130,934	123,626	91,567	178,327
Female	366	32	121,190	113,634	86,622	178,203
Visiting staff	0	0	0	0	0	0
<b>Excluding medical dental</b>						
Full professors	277	17	142,990	141,478	121,288	166,818
With senior administrative duties	49	11	152,301	151,177	135,684	173,203
Without senior administrative duties	228	6	140,989	137,960	120,531	164,943
Associate professors	222	11	113,117	113,190	101,846	122,501
With senior administrative duties	26	2	124,926	122,915	112,169	142,151
Without senior administrative duties	196	9	111,550	112,334	101,637	118,875
Assistant professors	198	14	93,629	93,523	84,186	101,636
Rank below assistant	29	1	x	x	x	x
Other teaching staff	2	7	x	x	x	x
All ranks combined (including deans)	746	32	119,955	114,807	88,199	156,269
Male	493	15	123,784	118,819	89,620	161,964
Female	253	17	112,494	109,147	85,437	146,913
Visiting staff	0	0	0	0	0	0



**Table 1-53**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — University of Alberta**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
<b>Including medical dental</b>						
Full professors	786	20	164,570	155,123	129,148	209,377
With senior administrative duties	135	17	179,852	169,634	140,286	227,401
Without senior administrative duties	651	3	161,400	151,496	127,363	205,410
Associate professors	470	5	120,284	115,714	98,512	139,059
With senior administrative duties	38	0	131,398	125,666	107,228	153,667
Without senior administrative duties	432	5	119,306	114,752	97,344	134,303
Assistant professors	334	14	97,180	91,949	77,176	112,294
Rank below assistant	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	1,606	23	138,817	130,311	90,536	193,730
Male	1,084	9	145,589	136,473	92,086	203,880
Female	522	14	124,755	119,986	85,174	164,714
Visiting staff	0	0	0	0	0	0
<b>Excluding medical dental</b>						
Full professors	654	19	161,266	153,304	127,840	203,171
With senior administrative duties	108	16	174,951	166,514	138,284	211,227
Without senior administrative duties	546	3	158,559	149,811	126,724	198,706
Associate professors	423	5	118,391	114,907	97,724	133,632
With senior administrative duties	35	0	131,171	124,631	107,038	170,935
Without senior administrative duties	388	5	117,238	114,026	97,018	131,794
Assistant professors	318	14	97,421	92,025	77,176	111,468
Rank below assistant	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	1,410	23	135,155	126,549	89,741	186,695
Male	936	9	140,973	132,381	91,300	197,776
Female	474	14	123,667	118,257	85,174	163,374
Visiting staff	0	0	0	0	0	0

**Table 1-54**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — Athabasca University**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	27	5	143,762	142,105	121,694	165,999
With senior administrative duties	8	5	150,276	x	x	x
Without senior administrative duties	19	0	141,019	x	x	x
Associate professors	52	0	110,428	112,517	92,738	124,699
With senior administrative duties	8	0	116,999	x	x	x
Without senior administrative duties	44	0	109,234	x	x	x
Assistant professors	57	1	83,555	83,933	70,927	92,913
Rank below assistant	36	0	x	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	177	1	103,183	93,214	76,908	142,722
Male	96	1	107,915	98,651	74,561	155,125
Female	81	0	97,574	90,214	77,230	124,229
Visiting staff	0	0	0	0	0	0

**Table 1-55**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — The University of Calgary**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
<b>Including medical dental</b>						
Full professors	618	27	164,328	154,602	125,419	213,210
With senior administrative duties	94	16	184,893	166,997	133,404	261,464
Without senior administrative duties	524	11	160,639	153,056	124,851	204,450
Associate professors	531	15	126,010	116,092	99,088	151,402
With senior administrative duties	52	1	134,047	130,680	107,378	161,318
Without senior administrative duties	479	14	125,138	114,947	98,761	145,949
Assistant professors	334	14	108,393	95,225	82,175	131,617
Rank below assistant	178	9	95,125	93,021	66,281	122,587
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	1,677	49	134,092	122,239	88,414	189,027
Male	1,112	15	142,395	129,841	92,785	200,525
Female	565	34	117,751	108,406	82,280	157,095
Visiting staff	0	0	0	0	0	0
<b>Excluding medical dental</b>						
Full professors	393	26	154,652	149,638	123,193	197,506
With senior administrative duties	58	16	160,654	152,772	127,679	208,122
Without senior administrative duties	335	10	153,613	149,001	123,169	192,874
Associate professors	365	10	115,803	112,810	98,348	136,836
With senior administrative duties	39	0	131,574	123,539	106,305	164,154
Without senior administrative duties	326	10	113,916	111,283	97,007	134,574
Assistant professors	184	9	95,243	92,647	82,164	107,897
Rank below assistant	167	9	93,849	91,769	65,094	120,482
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	1,125	38	124,013	117,682	86,607	170,763
Male	718	13	131,309	124,851	91,052	180,726
Female	407	25	111,141	105,715	81,863	151,221
Visiting staff	0	0	0	0	0	0

**Table 1-56**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — University of Lethbridge**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	91	3	145,928	143,316	111,204	191,489
With senior administrative duties	6	3	180,283	x	x	x
Without senior administrative duties	85	0	143,502	x	x	x
Associate professors	151	4	111,595	107,387	89,568	136,960
With senior administrative duties	7	0	145,925	x	x	x
Without senior administrative duties	144	4	109,926	x	x	x
Assistant professors	96	1	83,609	79,736	67,667	107,088
Rank below assistant	7	1	78,514	x	x	x
Other teaching staff	102	3	84,128	x	x	x
All ranks combined (including deans)	450	9	106,431	99,592	72,860	148,634
Male	274	3	111,262	101,994	72,277	157,594
Female	176	6	98,911	94,494	73,073	135,431
Visiting staff	0	1	0	0	0	0

**Table 1-57**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — 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	333	1	x	x	x	x
Other teaching staff	1	0	x	x	x	x
All ranks combined (including deans)	334	1	90,397	96,987	64,222	103,976
Male	144	1	94,860	96,987	80,964	104,176
Female	190	0	87,014	94,792	62,180	103,976
Visiting staff	0	0	0	0	0	0

**Table 1-58**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — 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	197	4	102,249	104,014	88,812	112,505
With senior administrative duties	24	0	111,968	112,074	103,888	118,236
Without senior administrative duties	173	4	100,900	101,974	87,275	110,299
Assistant professors	137	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)	336	7	94,621	97,218	74,531	110,299
Male	163	1	97,140	101,974	77,080	112,074
Female	173	6	92,248	92,831	74,531	108,136
Visiting staff	0	0	0	0	0	0

**Table 1-59**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — University of British Columbia**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
			dollars			
numbers			dollars			
<b>Including medical dental</b>						
Full professors	976	9	161,503	150,337	121,254	224,820
With senior administrative duties	105	9	179,923	165,336	146,743	225,984
Without senior administrative duties	871	0	159,282	147,181	120,349	224,112
Associate professors	795	1	119,131	111,449	98,495	149,852
With senior administrative duties	29	1	x	x	x	x
Without senior administrative duties	766	0	x	x	x	x
Assistant professors	565	0	100,486	95,237	77,808	125,071
Rank below assistant	284	0	87,835	85,894	62,000	110,012
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	2,630	0	127,929	117,209	84,964	182,513
Male	1,737	0	134,486	123,907	87,388	193,788
Female	893	0	115,175	107,016	78,096	161,353
Visiting staff	0	0	0	0	0	0
<b>Excluding medical dental</b>						
Full professors	662	7	155,372	147,945	122,425	199,812
With senior administrative duties	75	7	172,296	164,594	145,698	215,120
Without senior administrative duties	587	0	153,210	145,143	121,784	198,896
Associate professors	624	1	116,259	110,750	99,432	140,704
With senior administrative duties	27	1	124,357	119,231	105,219	160,291
Without senior administrative duties	597	0	115,893	110,387	99,377	140,067
Assistant professors	398	0	98,768	95,245	80,858	120,644
Rank below assistant	252	0	87,432	84,996	61,898	111,604
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	1,944	0	122,806	114,356	84,996	170,226
Male	1,266	0	129,311	121,750	89,260	178,040
Female	678	0	110,661	104,985	78,000	152,113
Visiting staff	0	0	0	0	0	0

**Table 1-60**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — University of Northern British Columbia**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
			dollars			
numbers			dollars			
Full professors	48	1	106,433	100,534	92,206	126,470
With senior administrative duties	9	0	104,469	x	x	x
Without senior administrative duties	39	1	106,886	x	x	x
Associate professors	79	4	85,345	83,578	77,024	93,810
With senior administrative duties	14	3	93,407	88,578	84,162	122,310
Without senior administrative duties	65	1	83,609	82,544	76,384	92,654
Assistant professors	49	0	71,982	x	x	x
Rank below assistant	9	0	60,652	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	188	2	86,416	82,835	67,649	107,150
Male	120	1	90,096	87,843	70,532	116,631
Female	68	1	79,923	78,203	65,300	98,801
Visiting staff	0	0	0	0	0	0

**Table 1-61**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — Simon Fraser University**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	306	19	138,548	133,045	118,780	166,764
With senior administrative duties	47	10	139,979	137,186	122,583	160,519
Without senior administrative duties	259	9	138,289	133,045	118,173	168,045
Associate professors	283	6	111,554	106,817	94,371	133,077
With senior administrative duties	22	0	122,077	110,678	102,646	172,690
Without senior administrative duties	261	6	110,667	104,239	94,203	131,370
Assistant professors	197	10	94,992	89,290	78,267	116,780
Rank below assistant	147	0	84,757	88,009	71,788	96,376
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	943	25	113,654	109,447	82,312	149,921
Male	620	17	118,371	115,619	86,273	153,381
Female	323	8	104,600	101,740	75,711	133,165
Visiting staff	0	0	0	0	0	0

**Table 1-62**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — Trinity Western University**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	23	5	79,451	77,826	68,948	92,931
With senior administrative duties	10	4	82,201	77,826	69,204	115,509
Without senior administrative duties	13	1	77,335	77,826	68,031	89,511
Associate professors	41	4	66,448	66,720	60,715	73,463
With senior administrative duties	20	3	67,165	66,720	60,623	74,331
Without senior administrative duties	21	1	65,764	66,720	60,400	69,354
Assistant professors	28	1	59,742	60,366	54,617	66,057
Rank below assistant	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	100	2	69,266	67,229	57,578	85,315
Male	67	2	71,745	69,354	60,189	89,253
Female	33	0	64,232	62,778	55,517	73,038
Visiting staff	0	0	0	0	0	0

**Table 1-63**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — University of Victoria**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	258	10	130,514	130,690	108,770	155,707
With senior administrative duties	41	9	141,267	136,133	123,258	163,924
Without senior administrative duties	217	1	128,482	128,541	107,594	153,897
Associate professors	253	3	102,988	101,697	87,543	120,563
With senior administrative duties	30	1	115,484	114,201	95,893	134,444
Without senior administrative duties	223	2	101,307	100,647	87,495	116,000
Assistant professors	161	11	83,564	81,258	71,836	98,251
Rank below assistant	59	1	84,655	82,906	67,000	110,000
Other teaching staff	14	0	94,045	89,994	67,552	129,396
All ranks combined (including deans)	755	15	107,657	105,029	77,133	141,651
Male	450	5	112,295	109,123	78,519	147,802
Female	305	10	100,814	98,918	75,875	128,722
Visiting staff	0	0	0	0	0	0

**Table 1-64**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — Thompson Rivers University**

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	15	0	98,097	98,178	95,451	99,876
With senior administrative duties	1	0	x	x	x	x
Without senior administrative duties	14	0	x	x	x	x
Associate professors	36	1	92,160	92,723	89,178	93,258
With senior administrative duties	3	0	x	x	x	x
Without senior administrative duties	33	1	x	x	x	x
Assistant professors	105	5	82,707	84,542	72,104	84,542
Rank below assistant	132	8	78,946	84,542	59,776	89,052
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	288	14	82,967	84,542	65,136	92,723
Male	156	5	84,869	84,542	73,176	94,563
Female	132	9	80,719	84,542	61,317	92,723
Visiting staff	0	0	0	0	0	0

**Table 1-65**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — Capilano 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	96	10	84,672	84,896	84,896	84,896
All ranks combined (including deans)	96	10	84,672	84,896	84,896	84,896
Male	54	4	84,497	84,896	84,896	84,896
Female	42	6	84,896	84,896	84,896	84,896
Visiting staff	0	0	0	0	0	0

**Table 1-66**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — 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	275	9	80,733	82,946	72,379	82,946
All ranks combined (including deans)	275	9	80,733	82,946	72,379	82,946
Male	143	3	81,204	82,946	72,379	82,946
Female	132	6	80,222	82,946	69,416	82,946
Visiting staff	0	0	0	0	0	0

**Table 1-67**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — 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	367	41	84,073	84,896	84,896	84,896
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	375	33	84,774	84,896	84,896	84,896
Male	201	11	85,179	84,896	84,896	84,896
Female	174	22	84,306	84,896	79,529	84,896
Visiting staff	0	0	0	0	0	0

**Table 1-68**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — 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	246	7	x	x	x	x
All ranks combined (including deans)	249	4	79,264	83,231	64,553	83,231
Male	121	2	80,827	83,231	69,655	89,231
Female	128	2	77,787	83,231	62,002	83,231
Visiting staff	0	0	0	0	0	0



**Table 2**  
**Salary scales of full-time teaching staff at Canadian universities and colleges, 2010/2011**

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
dollars					
<b>Memorial University</b>					
Minimum	99,256	84,168	72,852	57,764	...
Maximum	153,950	125,660	89,826	67,194	...
Annual increment	1,886	1,886	1,886	1,886	...
<b>University of Prince Edward Island<sup>1</sup></b>					
Minimum	91,738	72,287	58,062	49,614	...
Maximum	126,903	108,831	82,884	63,404	...
Annual increment					
1 <sup>st</sup> Level	2,758	2,758	2,758	2,758	...
2 <sup>nd</sup> Level	2,069	1,379	...	...	...
<b>Acadia University</b>					
Minimum	98,500	82,500	66,500	54,500	...
Maximum	132,500	104,500	84,500	68,500	...
Annual increment	2,000	2,000	2,000	2,000	...
<b>Acadia Divinity College</b>					
Minimum	68,952	53,550	52,122	40,550	...
Maximum	90,596	70,356	68,479	60,255	...
Annual increment (percentage)	2.0	2.0	2.0	2.0	...
<b>Atlantic School of Theology</b>					
Minimum	83,221	67,370	57,859	...	...
Maximum	106,471	90,619	72,654	...	...
Annual increment	2,114	2,114	2,114	...	...
<b>Cape Breton University</b>					
Minimum	96,446	73,818	58,884	46,251	...
Maximum	128,480	104,478	81,384	58,151	...
Annual increment	2,288	2,190	2,250	1,700	...
<b>Dalhousie University<sup>2</sup></b>					
Minimum	87,447	76,542	65,137	58,594	...
Maximum	157,928	129,151	101,220	87,838	...
Annual increment	2,181	2,181	2,181	2,181	...
<b>University of King's College</b>					
Minimum	87,447	76,542	65,137	58,594	52,837
Maximum	157,928	129,151	101,220	87,838	83,920
Annual increment	2,181	2,181	2,181	2,181	2,065
<b>Mount Saint Vincent University</b>					
Minimum	102,684	81,327	59,618	56,095	...
Maximum	125,184	103,827	79,618	61,095	...
Annual increment	2,500	2,500	2,500	2,500	...
<b>Nova Scotia Agricultural College<sup>1</sup></b>					
Minimum	78,304	63,111	54,998	43,535	...
Maximum	106,968	88,239	72,422	53,515	...
Annual increment <sup>3</sup>	...	...	...	...	...
<b>Nova Scotia College of Art and Design</b>					
Minimum	95,788	80,585	64,142	58,060	...
Maximum	124,168	106,600	83,062	65,155	...
Annual increment	2,365	2,365	2,365	2,365	...

See notes at the end of the table.

Table 2 – continued

**Salary scales of full-time teaching staff at Canadian universities and colleges, 2010/2011**

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
	dollars				
<b>Université Sainte-Anne</b>					
Minimum	78,767	64,879	52,727	47,519	...
Maximum	111,751	97,863	85,711	52,727	...
Annual increment (percentage)	4.0	4.0	4.0	4.0	...
Additional increment <sup>4</sup>	1,736	1,736	1,736	1,736	...
<b>St. Francis Xavier University</b>					
Minimum	93,788	74,504	61,308	52,751	...
Maximum	131,144	106,094	80,911	57,004	...
Annual increment	2,491	2,340	2,179	2,126	...
<b>Saint Mary's University</b>					
Minimum					
Minimum	99,453	77,515	63,525	54,865	...
Maximum	...	...	...	67,423	...
Maximum					
Minimum	...	...	...	60,228	...
Maximum	133,361	106,802	81,125	79,306	...
Annual increment					
Minimum	...	...	...	2,360	...
Maximum	2,826	2,663	2,514	2,848	...
<b>University of New Brunswick</b>					
Minimum	96,049	77,480	62,015	54,933	...
Maximum	139,375	114,102	94,502	70,110	...
Annual increment (percentage)	1.8	1.8	1.8	1.8	...
<b>Université de Moncton</b>					
Minimum	97,410	78,850	64,930	48,690	...
Maximum	137,206	113,546	89,886	68,592	...
Annual increment (percentage)	4.0	4.0	4.0	4.0	...
<b>St. Thomas University <sup>1</sup></b>					
Minimum	97,427	76,115	60,892	51,981	...
Maximum	133,963	106,561	82,204	70,249	...
Annual increment	3,045	3,045	3,045	3,045	...
<b>Bishop's University</b>					
Minimum	92,701	75,947	63,102	50,482	...
Maximum	126,762	110,570	81,531	62,544	...
Annual increment (percentage)	3.0	3.0	3.0	3.0	...
<b>McGill University</b>					
Minimum	90,000	77,500	65,000	65,000	...
Maximum	...	...	...	...	...
Annual increment (percentage)	5.2	5.2	5.2	5.2	...
<b>Université de Montréal</b>					
Minimum					
Medical-dental	109,564	96,070	81,418	56,618	...
Non medical-dental	93,048	74,856	63,664	52,512	...
Maximum					
Medical-dental	132,470	120,346	95,230	67,040	...
Non medical-dental	125,400	110,408	90,356	60,942	...
Annual increment (percentage)	3.0	3.0	3.0	3.0	...
<b>École des Hautes Études Commerciales</b>					
Minimum	104,848	90,116	80,433	51,282	...
Maximum	143,332	114,356	93,348	56,075	...
Annual increment (percentage)	2.0	2.0	2.0	2.0	...

See notes at the end of the table.

Table 2 – continued

## Salary scales of full-time teaching staff at Canadian universities and colleges, 2010/2011

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
	dollars				
<b>Université Laval</b>					
Minimum					
Medical-dental					
Minimum	98,043	84,574	71,451	55,729	...
Maximum	108,314	93,433	78,937	64,860	...
Non medical-dental	93,374	80,547	68,049	53,075	...
Maximum					
Medical-dental					
Minimum	126,281	111,110	98,424	74,346	...
Maximum	139,511	122,748	108,736	85,152	...
Non medical-dental	120,268	105,819	93,737	70,806	...
Annual increment (percentage)	1.0	1.0	1.0	1.0	...
<b>Université de Sherbrooke</b>					
Minimum					
Medical-dental	88,168	75,349	60,967	54,402	...
Non medical-dental	87,260	71,985	61,384	51,742	...
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)					
Minimum	0.0	0.0	0.0	0.0	...
Maximum	0.5	0.5	0.5	0.5	...
<b>Concordia University</b>					
Minimum	97,231	80,907	53,810	51,977	...
Maximum	140,159	117,184	104,514	77,307	...
Annual increment (percentage)					
Minimum	2.7	2.9	2.0	2.0	...
Maximum	3.1	3.3	3.7	3.6	...
<b>Université du Québec à Chicoutimi</b>					
Minimum	90,898	75,256	64,046	49,484	...
Maximum	122,395	110,226	84,305	81,089	...
Annual increment (percentage)	3.0	3.0	3.0	3.0	...
<b>Université du Québec à Montréal</b>					
Minimum	87,812	72,701	61,871	47,805	...
Maximum	118,240	106,484	81,444	52,770	...
Annual increment (percentage)	3.5	3.5	3.5	3.5	...
<b>Université du Québec en Abitibi-Témiscamingue</b>					
Minimum	89,931	74,454	62,439	54,583	...
Maximum	130,303	116,190	95,649	59,666	...
Annual increment (percentage)					
Minimum	3.0	3.0	3.0	...	...
Maximum	4.0	4.0	4.0	4.0	...
<b>Université du Québec à Trois-Rivières</b>					
Minimum	90,898	75,256	64,046	49,484	...
Maximum	122,395	110,226	84,305	54,623	...
Annual increment (percentage)	3.0	3.0	3.0	3.0	...
<b>Université du Québec en Outaouais</b>					
Minimum	92,244	76,369	64,993	54,588	...
Maximum	126,701	114,104	85,552	59,045	...
Annual increment (percentage)	3.0	3.0	3.0	3.0	...

See notes at the end of the table.

Table 2 – continued

## Salary scales of full-time teaching staff at Canadian universities and colleges, 2010/2011

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
	dollars				
<b>École National d'Administration Publique</b>					
Minimum	90,984	75,327	64,106	49,530	...
Maximum	122,510	110,329	84,384	54,674	...
Annual increment (percentage)	3.0	3.0	3.0	3.0	...
<b>Institut National de la Recherche Scientifique</b>					
Minimum	84,942	72,372	61,711	...	...
Maximum	118,163	103,426	80,663	...	...
Annual increment (percentage)	3.5	3.5	3.5	...	...
<b>École de Technologie Supérieure</b>					
Minimum	98,481	72,326	61,552	47,557	...
Maximum	130,303	116,190	95,649	52,495	...
Annual increment (percentage)	3.0	3.0	3.0	3.0	...
<b>Télé-Université du Québec</b>					
Minimum	87,812	72,701	61,871	47,805	...
Maximum	118,240	106,484	81,444	52,770	...
Annual increment (percentage)	3.5	3.5	3.5	3.5	...
<b>Brock University</b>					
Minimum	108,817	85,317	71,155	54,962	...
Maximum	...	...	...	...	...
Annual increment (percentage) <sup>5</sup>	6.8	6.8	6.8	6.8	...
<b>Concordia Lutheran Theological Seminary</b>					
Minimum	58,279	47,632	44,462	...	...
Maximum	76,427	64,398	62,940	...	...
Annual increment	...	...	...	...	...
<b>Carleton University</b>					
Minimum	101,920	77,220	61,770	49,420	...
Maximum	154,430	154,430	101,940	80,320	...
Annual increment (percentage)	0.5	0.5	0.5	0.5	...
Additional increment	375	375	375	375	...
<b>Collège Dominicain de Philosophie et de Théologie</b>					
Minimum	64,475	58,360	51,673	42,360	...
Maximum	...	...	...	...	...
Annual increment (percentage)	2.0	2.0	2.0	2.0	...
<b>University of Guelph</b>					
Minimum	88,277	81,077	76,677	...	...
Maximum	...	...	...	...	...
Annual increment (percentage)	4.8	4.8	4.8	...	...
Additional increment	2,100	2,100	2,100	...	...
<b>Lakehead University</b>					
Minimum	99,620	79,265	63,210	53,540	...
Maximum	154,080	138,355	96,455	76,765	...
Annual increment	3,100	3,100	3,100	3,100	...
<b>Laurentian University of Sudbury</b>					
Minimum	101,697	82,827	69,073	57,298	...
Maximum	...	...	...	...	...
Annual increment	2,800	2,800	2,800	2,800	...

See notes at the end of the table.

Table 2 – continued

## Salary scales of full-time teaching staff at Canadian universities and colleges, 2010/2011

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
	dollars				
<b>Algoma University</b>					
Minimum	94,523	79,993	64,630	52,335	...
Maximum	135,877	119,757	95,169	71,846	...
Annual increment (percentage)	2.5	2.5	2.5	2.5	...
<b>Collège universitaire de Hearst</b>					
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	...
<b>Huntington University</b>					
Minimum	101,697	82,827	69,073	57,298	...
Maximum	...	...	...	...	...
Annual increment (percentage)	3.3	3.3	3.3	3.3	...
<b>University of Sudbury</b>					
Minimum	97,947	80,442	67,895	56,258	...
Maximum	137,889	115,927	89,348	71,351	...
Annual increment	2,600	2,600	2,600	2,600	...
<b>Thorneloe University</b>					
Minimum	101,697	82,827	69,073	57,298	...
Maximum	...	...	...	...	...
Annual increment	2,800	2,800	2,800	2,800	...
<b>McMaster University</b>					
Minimum	99,824	78,849	60,997	49,237	...
Maximum	...	...	...	...	...
Annual increment	...	...	...	...	...
<b>Nipissing University</b>					
Minimum	103,952	85,700	66,328	51,097	...
Maximum	143,752	118,396	94,438	71,001	...
Annual increment	3,275	2,683	2,510	2,156	...
<b>University of Ottawa</b>					
Minimum	90,481	75,361	68,220	55,811	...
Maximum	157,964	130,867	94,355	73,823	...
Annual increment (percentage)	3.0	3.0	3.0	3.0	...
Additional increment					
Minimum	2,197	2,197	3,663	4,030	...
Maximum	3,663	3,908	4,151	4,151	...
<b>Saint Paul University</b>					
Minimum	67,032	57,776	49,691	41,895	...
Maximum	100,088	85,172	68,080	57,222	...
Annual increment	1,400	1,400	1,400	1,400	...
Additional increment <sup>4</sup>	2,000	2,000	2,000	2,000	...
<b>Queen's University</b>					
Minimum	91,472	72,449	62,523	...	...
Maximum	...	...	...	...	...
Annual increment (percentage)	3.2	3.2	3.2	...	...
<b>Redeemer University College</b>					
Minimum	68,647	60,291	51,936	48,544	...
Maximum	79,155	74,306	65,862	54,721	...
Annual increment					
1 <sup>st</sup> Level	943	1,393	1,393	2,000	...
2 <sup>nd</sup> Level	808	943	...	1,393	...

See notes at the end of the table.

Table 2 – continued

## Salary scales of full-time teaching staff at Canadian universities and colleges, 2010/2011

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
	dollars				
<b>Ryerson University</b>					
Minimum	98,377	86,380	68,384	...	...
Maximum	...	...	126,829	...	...
Annual increment	4.1	4.1	4.1	...	...
<b>University of Toronto</b>					
Minimum	87,000	64,900	52,800	71,500	...
Maximum	...	...	90,000	...	...
Annual increment <sup>6</sup>	...	...	...	...	...
<b>University of St Michael's College</b>					
Minimum	87,000	64,900	52,800	...	...
Maximum	...	...	90,000	...	...
Annual increment	...	...	...	...	...
<b>University of Trinity College</b>					
Minimum	87,900	65,500	53,300	72,200	...
Maximum	...	...	90,900	...	...
Annual increment <sup>7</sup>	...	...	...	...	...
<b>Victoria University</b>					
Minimum					
Minimum	87,000	64,900	44,300	71,500	...
Maximum	...	...	52,800	...	...
Maximum	...	...	...	...	...
Minimum	...	...	73,400	...	...
Maximum	...	...	90,000	...	...
Annual increment	...	...	...	...	...
<b>Trent University</b>					
Minimum	114,045	93,833	78,674	68,569	...
Maximum	161,516	137,778	111,519	96,360	...
Annual increment	2,638	2,638	2,526	2,526	...
<b>University of Waterloo</b>					
Minimum	109,286	85,783	68,158	52,881	...
Maximum	...	...	...	...	...
Annual increment	...	...	...	...	...
<b>St. Jerome's University</b>					
Minimum	109,286	85,783	68,158	52,881	...
Maximum	...	...	...	...	...
Annual increment	...	...	...	...	...
<b>Renison College</b>					
Minimum	109,286	85,783	68,158	52,881	...
Maximum	...	...	...	...	...
Annual increment	...	...	...	...	...
<b>Conrad Grebel University College</b>					
Minimum	109,286	85,783	68,158	52,881	...
Maximum	170,391	170,391	170,391	170,391	...
Annual increment	3,318	3,318	3,318	3,318	...
<b>Brescia University College</b>					
Minimum	65,599	65,599	65,599	60,599	...
Maximum	121,793	114,629	101,494	85,972	...
Annual increment <sup>8</sup>	...	...	...	...	...

See notes at the end of the table.

Table 2 – continued

## Salary scales of full-time teaching staff at Canadian universities and colleges, 2010/2011

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
	dollars				
<b>Huron University College</b>					
Minimum	...	81,105	65,033	...	...
Maximum	131,616	110,952	81,105	...	...
Annual increment (percentage)	2.5	2.5	2.5	...	...
<b>Wilfrid Laurier University</b>					
Minimum	103,487	85,101	69,341	57,784	...
Maximum	...	...	...	...	...
Annual increment (percentage)	2.5	2.5	2.5	2.5	...
<b>University of Windsor</b>					
Minimum	98,135	77,104	61,526	50,625	...
Maximum	...	131,077	104,594	86,062	...
Annual increment	2,439	2,439	2,439	2,439	...
Additional increment (percentage)	3.0	3.0	3.0	3.0	...
<b>York University</b>					
Minimum	82,000	65,000	55,000	48,000	...
Maximum	...	...	...	...	...
Annual increment (percentage)	3.0	3.0	3.0	3.0	...
<b>Brandon University</b>					
Minimum	99,840	80,014	61,136	51,007	...
Maximum	136,766	112,956	86,919	64,048	...
Annual increment	3,077	2,534	1,983	1,449	...
<b>Canadian Mennonite University</b>					
Minimum					
Minimum	71,387	61,189	50,990	40,793	...
Maximum	...	...	...	50,990	...
Maximum					
Minimum	...	...	...	50,990	...
Maximum	86,869	80,272	67,078	67,078	...
Annual increment (percentage) <sup>9</sup>					
Minimum	...	...	...	0.1	...
Maximum	0.2	0.1	0.1	0.2	...
<b>University of Manitoba</b>					
Minimum	92,954	72,047	61,701	51,482	...
Maximum	137,774	106,719	88,575	72,372	...
Annual increment					
Minimum	2,246	1,862	1,565	1,336	...
Maximum	3,415	2,641	2,048	1,592	...
<b>Collège universitaire de Saint-Boniface</b>					
Minimum					
Minimum	91,107	70,498	60,502	50,232	...
Maximum	...	...	...	56,391	...
Maximum					
Minimum	...	...	...	68,660	...
Maximum	135,539	107,897	83,745	91,718	...
Annual increment (percentage)	0.5	0.5	0.5	0.5	...
<b>University of Regina</b>					
Minimum	108,583	87,105	72,567	57,549	...
Maximum	...	121,413	101,805	77,679	...
Annual increment	3,067	2,809	2,658	1,850	...

See notes at the end of the table.

Table 2 – continued

## Salary scales of full-time teaching staff at Canadian universities and colleges, 2010/2011

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
dollars					
<b>Campion College</b>					
Minimum	108,583	87,105	72,567	57,549	...
Maximum	136,186	112,836	93,831	72,189	...
Annual increment	3,067	2,859	2,658	1,830	...
<b>Luther College</b>					
Minimum	108,583	87,105	72,567	57,549	...
Maximum	136,186	112,036	93,831	72,189	...
Minimum	...	121,413	101,805	77,679	...
Maximum	...	...	...	...	...
Annual increment	3,067	2,859	2,658	1,830	...
<b>University of Saskatchewan</b>					
Minimum	110,995	94,963	78,931	62,626	50,747
Maximum	...	...	...	...	...
Annual increment	2,672	2,672	2,672	2,672	1,980
<b>Saint Thomas More College</b>					
Minimum	105,924	90,584	75,245	59,642	...
Maximum	121,263	105,924	90,584	82,651	...
Annual increment	2,527	2,527	2,527	2,527	...
<b>Horizon College and Seminary</b>					
Minimum	42,000	...	...	...	...
Maximum	62,160	...	...	...	...
Annual increment (percentage)					
Minimum	0.8	...	...	...	...
Maximum	2.0	...	...	...	...
<b>University of Calgary</b>					
Minimum					
1 <sup>st</sup> Level	93,000	77,000	66,000	58,000	...
2 <sup>nd</sup> Level	138,000	113,001	...	...	...
Maximum					
1 <sup>st</sup> Level	138,000	113,000	102,000	102,000	...
2 <sup>nd</sup> Level	...	133,000	...	...	...
Additional increment					
1 <sup>st</sup> Level	2,700	2,400	1,900	1,900	...
2 <sup>nd</sup> Level	2,000	1,200	...	...	...
<b>Concordia University College of Alberta</b>					
Minimum	75,093	65,047	53,740	...	50,138
Maximum	106,629	101,629	96,629	...	92,944
Annual increment <sup>10</sup>	1,262	1,262	1,262	...	...
<b>University of Lethbridge</b>					
Minimum	100,000	65,000	55,000	46,000	...
Maximum	...	...	...	...	...
Annual increment	...	...	...	...	...
<b>The King's University College</b>					
Minimum	77,120	66,511	55,901	49,132	...
Maximum	89,057	83,750	66,509	50,457	...
Annual increment	1,326	1,326	1,326	1,326	...
<b>Ambrose University College</b>					
Minimum	68,747	62,262	53,614	...	...
Maximum	88,204	75,233	66,629	...	...
Annual increment	1,297	1,297	1,297	...	...

See notes at the end of the table.



Table 2 – continued

## Salary scales of full-time teaching staff at Canadian universities and colleges, 2010/2011

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
	dollars				
<b>Mount Royal University</b> <sup>1</sup>					
Minimum	...	...	...	...	52,322
Maximum	...	...	...	...	112,505
Annual increment	...	...	...	...	...
<b>University of Northern British Columbia</b>					
Minimum	90,084	74,162	60,982	51,945	...
Maximum	...	97,493	78,203	64,166	...
Annual increment					
Minimum	1,111	1,111	1,111	1,111	...
Maximum	2,222	2,222	2,222	2,222	...
<b>Simon Fraser University</b>					
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 <sup>11</sup>	...	...	...	...	...
<b>Trinity Western University</b>					
Minimum	63,522	54,869	48,538	42,207	...
Maximum	74,829	65,404	58,828	47,103	...
Annual increment	...	...	...	...	...
<b>University of Victoria</b>					
Minimum	94,000	79,000	68,000	65,000	...
Maximum	...	...	...	...	...
Annual increment	800	800	800	800	...
<b>Thompson Rivers University</b>					
Minimum					
Minimum	76,360	65,136	54,415	54,415	...
Maximum	...	...	...	76,360	...
Maximum					
Minimum	...	...	...	84,542	...
Maximum	106,905	98,178	84,542	106,905	...
Annual increment <sup>12</sup>					
Minimum	2,181	2,181	2,181	2,181	...
Maximum	3,273	3,273	3,273	3,273	...
<b>Capilano University</b> <sup>1</sup>					
Minimum	...	...	...	...	52,833
Maximum	...	...	...	...	84,896
Annual increment	...	...	...	...	...
<b>Vancouver Island University</b>					
Minimum	...	...	...	...	51,797
Maximum	...	...	...	...	83,231
Annual increment	...	...	...	...	...
<b>Kwantlen Polytechnic University</b>					
Minimum	...	...	...	...	52,833
Maximum	...	...	...	...	84,896
Annual increment	...	...	...	...	...

See notes at the end of the table.

Table 2 – continued

Salary scales of full-time teaching staff at Canadian universities and colleges, 2010/2011

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
	dollars				
<b>University of the Fraser Valley <sup>1</sup></b>					
Minimum	...	...	...	...	51,796
Maximum	...	...	...	...	83,231
Annual increment					
Minimum	...	...	...	...	2,551
Maximum	...	...	...	...	5,342

1. Scales are not final.
2. Scales are \$9,226 higher for Law, Engineering, Business and Computer Science and \$15,804 for Medicine.
3. Presently negotiating increment.
4. This increment includes a progress through the ranks.
5. This is an overall faculty increment and includes the scale increases, progress through the ranks and catch-up.
6. Scales are increased by the current year's negotiated "across the board " salary increase.
7. Increments include across the board and/or progress through the ranks.
8. Increment is based on year of service multiplied by a "progress through the rank (PTR) and a "rank rate".
9. In addition to this increment, there is another equal to the consumer price index (C.P.I.).
10. This includes one step on the grid. Increments for instructors varies.
11. Varies.
12. This represents a step within the salary scale.

# 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 2010-2011, 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 2010-2011 salary scales for full-time university teachers in 91 institutions. Note that the institutions included in this table are not a subset of the institutions covered in the salary tables.