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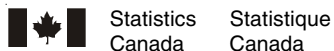
Culture, Tourism and the Centre for Education Statistics

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

by Education Finances, Postsecondary Faculty and Tuition Statistics Section

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

Statistics Canada

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Background

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

This report presents information on the salaries of full-time teaching staff at those institutions that have more than 100 staff, along with information on their salary scales for the 2007/2008 academic year.

It should be noted that many factors can influence salaries, including qualifications and number of years teaching. As well, some universities impose a maximum to the salary range for each rank while others have an open-ended scale.

A note on confidentiality

The University and College Academic Staff Survey is conducted under the *Statistics Act*. To release data at the institutional level, institutions must authorize Statistics Canada to release their information. Furthermore, to ensure the confidentiality of individuals, Statistics Canada will not release data at the institutional level for any institution with fewer than 100 full-time teaching staff. For institutions with more than 100 staff, the data is available at the institutional level however, information is processed in such a way that results are not shown where there are too few individuals.

Due to the *Statistics Act* which, in part, prohibits the identification of individuals, a number of measures have been taken to ensure that no one individual or their salary can be identified or extrapolated. Information is processed in such a way that salary information is not shown when a given rank has less than three (3) people and when the mean in a given rank contains less than six (6) people. As well, medians and percentiles are not calculated when there are less than 10 people.

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

The following tables present, for each of the universities listed below, the number of full-time teaching staff, along with their average and median salaries.

In addition, as a measure of distribution, the salary at the 10th and 90th percentile is given. In other words, the teaching staff is ranked by salary from

lowest to highest and divided into ten even groups; the values presented in the table are the cutoff points for the lowest and highest 10% of the distribution.

Target population

The target population of this survey is full-time teaching staff in degree-granting institutions who are under contract for twelve months or more. This includes all teachers within faculties, academic staff in teaching hospitals, visiting academic staff in faculties and research staff who have an academic rank and salary similar to teaching staff. Administrative and support staff and librarians are excluded, as are staff solely engaged in research. Teaching and research assistants are also excluded.

The salary represents the reported annual rate of pay plus administrative stipends, if any, for all reported faculty members, including those on sabbatical leave.

Notes on terms used in the tables

In the following tables, the title *Canadian Universities and Colleges* refers to degree-granting institutions. The column labelled *Numbers* refers to the number of teachers included in the salary calculations, that is, the average, the median and the 10th and 90th percentiles.

The column labelled *Excluded* shows the number of teachers at the institution who are excluded from the salary calculations. This group consists of:

- deans
- directors equivalent to deans i.e. directors who have significant administrative responsibilities
- staff not paid according to regular salary scales
- staff on leave of absence
- visiting professors

Note that while deans and directors equivalent to deans are not counted in the salary calculations for specific ranks, they are included in the category *All ranks combined*, and in the breakdown of this comprehensive category by gender.

The sum of the two columns *Numbers* and *Excluded* yields the total number of full-time teachers by rank at the institution.

Full professors and *associate professors* are subdivided into those *with* and *without senior administrative duties*. Assistant deans, associate deans, vice-deans, directors not equivalent to deans, department heads, coordinators and chairpersons are classified as *with senior administrative duties*. Persons in these posts are included in the salary calculations.

The category *rank below assistants* refers to the next rank directly below that of an Assistant professor. Institutions use a variety of terms to label this position

however, in many institutions lecturers are included here. The category *rank below preceding* covers the remaining full-time teachers (in many cases instructors) with the exception of *Other teaching staff* which refers to ungraded staff.

Salary scales for university teachers

The final table in this report presents 2007/2008 salary scales for full-time university teachers. Note that the institutions included in this table are not a subset of the institutions covered in the salary tables.

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

Universities included in the following tables:

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

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

Memorial University of Newfoundland

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

Memorial University of Newfoundland

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

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

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

Acadia University

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

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Table 1 (continued)

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

Dalhousie University

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

Dalhousie University

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

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

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

St. Francis Xavier University

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

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Table 1 (continued)

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

St. Mary's University

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

Cape Breton University

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

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

0 true zero or a value rounded to zero

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

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

University of New Brunswick

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

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

0 true zero or a value rounded to zero

Table 1 (continued)

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

Université de Moncton

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

St. Thomas University

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

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

0 true zero or a value rounded to zero

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

McGill University¹

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

McGill University¹

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

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

0 true zero or a value rounded to zero

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

Table 1 (continued)

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

Université de Montréal¹

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

Université de Montréal¹

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

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

0 true zero or a value rounded to zero

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

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

Bishop's University¹

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

École Polytechnique¹

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

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

0 true zero or a value rounded to zero

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

Table 1 (continued)

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

École des hautes études commerciales¹

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

Université du Québec à Chicoutimi¹

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

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

0 true zero or a value rounded to zero

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

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

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

Université du Québec en Abitibi-Témiscamingue¹

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

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

0 true zero or a value rounded to zero

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

Table 1 (continued)

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

Université du Québec à Trois-Rivières¹

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

Université du Québec en Outaouais¹

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

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

0 true zero or a value rounded to zero

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

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

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

Université du Québec à Rimouski¹

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

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

0 true zero or a value rounded to zero

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

Table 1 (continued)

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

Université Laval¹

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

Université Laval¹

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

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

0 true zero or a value rounded to zero

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

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

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

Université de Sherbrooke¹

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

0 true zero or a value rounded to zero

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

Table 1 (continued)

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

Concordia University¹

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

École de technologie supérieure¹

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

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

0 true zero or a value rounded to zero

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

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

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

Carleton University

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

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0 true zero or a value rounded to zero

Table 1 (continued)

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

University of Guelph

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

Lakehead University

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

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0 true zero or a value rounded to zero

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

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

Trent University

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

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0 true zero or a value rounded to zero

Table 1 (continued)

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

McMaster University

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

McMaster University

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

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

0 true zero or a value rounded to zero

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

University of Ottawa

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

University of Ottawa

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

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

0 true zero or a value rounded to zero

Table 1 (continued)

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

Queen's University

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

Queen's University

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

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

0 true zero or a value rounded to zero

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

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

University of Toronto

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

0 true zero or a value rounded to zero

Table 1 (continued)

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

University of Waterloo

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

University of Windsor

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

0 true zero or a value rounded to zero

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

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

University of Western Ontario

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

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

0 true zero or a value rounded to zero

Table 1 (continued)

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

York University

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

Wilfred Laurier University

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

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0 true zero or a value rounded to zero

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

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

Ryerson University

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

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0 true zero or a value rounded to zero

2. Estimate.

Table 1 (continued)

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

Nipissing University

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

University of Ontario – Institute of Technology

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

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0 true zero or a value rounded to zero

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

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

University of Manitoba

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

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0 true zero or a value rounded to zero

Table 1 (continued)

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

Brandon University

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

University of Winnipeg

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

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0 true zero or a value rounded to zero

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

University of Saskatchewan

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

University of Saskatchewan

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

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

0 true zero or a value rounded to zero

Table 1 (continued)

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

University of Regina

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

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0 true zero or a value rounded to zero

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

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

University of Alberta

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

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

0 true zero or a value rounded to zero

Table 1 (continued)

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

University of Calgary

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

University of Calgary

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

0 true zero or a value rounded to zero

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

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

University of Lethbridge

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

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

0 true zero or a value rounded to zero

Table 1 (continued)

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

University of British Columbia

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

University of British Columbia

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

0 true zero or a value rounded to zero

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

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

University of Victoria

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

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

0 true zero or a value rounded to zero

Table 1 (concluded)

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

Trinity Western University

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

University of Northern British Columbia

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

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

0 true zero or a value rounded to zero

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

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

Table 2 (continued)

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

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

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

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

Table 2 (continued)

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

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

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

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

Table 2 (continued)

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

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

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

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

Table 2 (continued)

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

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

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

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

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

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

... None/not applicable

0 true zero or a value rounded to zero

1. Scales are not final.

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

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

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

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

6. This represents the mode merit point value.

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

8. Subject to negotiations and a pooled calculation.

Culture, Tourism and the Centre for Education Statistics Research Papers Cumulative index

Statistics Canada's **Division of Culture, Tourism and the Centre for Education Statistics** develops surveys, provides statistics and conducts research and analysis relevant to current issues in its three areas of responsibility.

The **Culture Statistics Program** creates and disseminates timely and comprehensive information on the culture sector in Canada. The program manages a dozen regular census surveys and databanks to produce data that support policy decision and program management requirements. Issues include the economic impact of culture, the consumption of culture goods and services, government, personal and corporate spending on culture, the culture labour market, and international trade of culture goods and services. Analysis is also published in *Focus on Culture* (87-004-XIE, free, <http://www.statcan.ca/bsolc/english/bsolc?catno=87-004-X>).

The **Tourism Statistics Program** provides information on domestic and international tourism. The program covers the Canadian Travel Survey and the International Travel Survey. Together, these surveys shed light on the volume and characteristics of trips and travellers to, from and within Canada.

The **Centre for Education Statistics** develops and delivers a comprehensive program of pan-Canadian education statistics and analysis in order to support policy decisions and program management, and to ensure that accurate and relevant information concerning education is available to the Canadian public and to other educational stakeholders. The Centre conducts fifteen institutional and over ten household education surveys. Analysis is also published in *Education Matters* (81-004-XIE, free, <http://www.statcan.ca/bsolc/english/bsolc?catno=81-004-X>), and in the *Analytical Studies Branch research paper series* (11F0019MIE, free, <http://www.statcan.ca/bsolc/english/bsolc?catno=11F0019M>).

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