



Catalogue no. 81-595-MIE — No. 048

ISSN: 1711-831X

ISBN: 0-662-43814-0

## Research Paper

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

# Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2004/2005: Final Report



by Institutional Surveys Section

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

# **Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2004/2005: Final Report**

**Institutional Surveys Section**

Statistics Canada

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December 2006

Catalogue no. 81-595-MIE2006048

Frequency: Occasional

ISSN 1711-831X

ISBN 0-662-43814-0

Ottawa

Cette publication est disponible en français (n° 81-595-MIF2006048 au catalogue).

Statistics Canada

## Acknowledgements

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

## Note of appreciation

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

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## Background

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

This report presents information on the salaries of full-time teaching staff at those institutions that have more than 100 staff, along with information on their salary scales for the 2004/2005 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 the mean is not shown when the given rank contains less than six (6) people and medians and percentiles are not calculated when there are less than 10 people.

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

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

In addition, as a measure of distribution, the salary at the 10<sup>th</sup> and 90<sup>th</sup> 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 10<sup>th</sup> and 90<sup>th</sup> 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 2004/2005 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	Royal Military College of Canada
University of Prince Edward Island	Ryerson University
Acadia University	Trent University
Dalhousie University	University of Guelph
Acadia Divinity College	University of Ottawa
Dalhousie University	Université Saint-Paul
Mount Saint Vincent University	University of Toronto
Nova Scotia College of Art and Design	University of St. Michael's College
St. Francis Xavier University	University of Trinity College
Saint Mary's University	Knox College
Université Sainte-Anne – Collège de l'Acadie	University of Waterloo
University College of Cape Breton	St. Jerome's University
University of King's College	Conrad Grebel University College
Mount Allison University	Renison College
Université de Moncton	University of Western Ontario
University of New Brunswick	Huron University College
St. Thomas University	King's University College
Bishop's University	University of Windsor
Concordia University	Wilfrid Laurier University
École de technologie supérieure	York University
École des Hautes Études Commerciales	Brandon University
École polytechnique	University of Manitoba
Institut national de la recherche scientifique	University of Winnipeg
McGill University	Canadian Mennonite University
Université de Montréal	University of Saskatchewan
Université de Sherbrooke	College of Emmanuel and Saint Chad
Université du Québec à Chicoutimi	Lutheran Theological Seminary
Université du Québec à Montréal	University of Regina
Université du Québec à Rimouski	Luther College
Université du Québec à Trois-Rivières	University of Alberta
Université du Québec en Outaouais	University of Calgary
Université Laval	University of Lethbridge
Brock University	Athabasca University
Carleton University	The King's University College
Lakehead University	Concordia University College of Alberta
Laurentian University	University of British Columbia
Université de Hearst	Simon Fraser University
Huntington University	University of Victoria
University of Sudbury	Vancouver School of Theology
McMaster University	Trinity Western University
Nipissing University	University of Northern British Columbia
Queen's University	Royal Roads University

**Table 1**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2004/2005**

**Memorial University of Newfoundland**

Including medical and dental	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>291</b>	<b>11</b>	<b>100,735</b>	<b>99,790</b>	<b>84,350</b>	<b>116,620</b>
With senior administrative duties	44	6	105,470	103,996	86,541	123,318
Without senior administrative duties	247	5	99,891	99,790	84,350	113,686
<b>Associate professors</b>	<b>310</b>	<b>9</b>	<b>83,461</b>	<b>81,262</b>	<b>70,454</b>	<b>95,158</b>
With senior administrative duties	48	1	89,093	89,372	76,524	101,067
Without senior administrative duties	262	8	82,430	81,262	70,454	95,158
<b>Assistant professors</b>	<b>214</b>	<b>8</b>	<b>65,310</b>	<b>65,006</b>	<b>56,558</b>	<b>75,086</b>
<b>Rank below assistant</b>	<b>7</b>	<b>...</b>	<b>53,249</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>1</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>All ranks combined (including deans)</b>	<b>830</b>	<b>21</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
Male	574	11	x	x	x	x
Female	256	10	x	x	x	x
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

**Memorial University of Newfoundland**

Excluding medical and dental	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>247</b>	<b>8</b>	<b>100,276</b>	<b>99,790</b>	<b>84,350</b>	<b>113,686</b>
With senior administrative duties	34	5	105,733	105,312	84,380	123,851
Without senior administrative duties	213	3	99,405	99,790	84,350	112,142
<b>Associate professors</b>	<b>252</b>	<b>9</b>	<b>84,498</b>	<b>83,946</b>	<b>71,998</b>	<b>95,158</b>
With senior administrative duties	36	1	91,048	90,938	76,507	104,126
Without senior administrative duties	216	8	83,406	82,806	70,454	95,158
<b>Assistant professors</b>	<b>150</b>	<b>5</b>	<b>66,202</b>	<b>65,822</b>	<b>56,558</b>	<b>81,262</b>
<b>Rank below assistant</b>	<b>7</b>	<b>...</b>	<b>53,249</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>662</b>	<b>16</b>	<b>86,327</b>	<b>85,894</b>	<b>63,043</b>	<b>107,510</b>
Male	467	9	89,398	90,526	65,822	109,164
Female	195	7	78,972	76,630	58,102	99,224
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

... not applicable

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

**Table 1 (continued)**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2004/2005**

### University of Prince Edward Island

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>49</b>	<b>2</b>	<b>99,223</b>	<b>100,611</b>	<b>82,086</b>	<b>122,301</b>
With senior administrative duties	12	2	104,322	102,292	80,943	126,085
Without senior administrative duties	37	...	97,570	100,611	77,943	120,930
<b>Associate professors</b>	<b>88</b>	<b>4</b>	<b>83,628</b>	<b>82,934</b>	<b>68,168</b>	<b>104,541</b>
With senior administrative duties	16	4	79,195	73,886	64,966	93,607
Without senior administrative duties	72	...	84,613	85,321	68,168	104,993
<b>Assistant professors</b>	<b>63</b>	<b>...</b>	<b>68,070</b>	<b>65,455</b>	<b>56,307</b>	<b>86,656</b>
<b>Rank below assistant</b>	<b>4</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>210</b>	<b>...</b>	<b>82,537</b>	<b>81,890</b>	<b>59,520</b>	<b>106,289</b>
Male	135	...	85,377	85,321	60,881	107,683
Female	75	...	77,425	72,153	56,307	100,243
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

### Acadia University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>51</b>	<b>7</b>	<b>102,611</b>	<b>104,875</b>	<b>85,471</b>	<b>113,408</b>
With senior administrative duties	17	6	105,495	105,770	89,686	114,448
Without senior administrative duties	34	1	101,169	103,905	85,471	112,236
<b>Associate professors</b>	<b>68</b>	<b>1</b>	<b>75,917</b>	<b>74,428</b>	<b>65,359</b>	<b>85,577</b>
With senior administrative duties	5	...	x	x	x	x
Without senior administrative duties	63	1	x	x	x	x
<b>Assistant professors</b>	<b>68</b>	<b>...</b>	<b>62,353</b>	<b>61,962</b>	<b>56,586</b>	<b>69,124</b>
<b>Rank below assistant</b>	<b>15</b>	<b>1</b>	<b>51,919</b>	<b>53,465</b>	<b>46,736</b>	<b>53,465</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>208</b>	<b>3</b>	<b>77,657</b>	<b>70,058</b>	<b>55,131</b>	<b>109,594</b>
Male	148	2	80,030	71,406	56,950	110,851
Female	60	1	71,802	68,382	53,465	92,263
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

... not applicable

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

Table 1 (continued)

## Salaries of full-time teaching staff at Canadian universities and colleges, 2004/2005

## Dalhousie University

Including medical and dental	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>369</b>	<b>12</b>	<b>107,977</b>	<b>107,805</b>	<b>86,111</b>	<b>129,489</b>
With senior administrative duties	65	10	119,159	115,435	96,309	143,345
Without senior administrative duties	304	2	105,587	105,486	86,111	126,418
<b>Associate professors</b>	<b>284</b>	<b>5</b>	<b>87,975</b>	<b>87,592</b>	<b>71,670</b>	<b>105,744</b>
With senior administrative duties	39	2	98,488	x	x	x
Without senior administrative duties	245	3	86,301	x	x	x
<b>Assistant professors</b>	<b>268</b>	<b>3</b>	<b>71,753</b>	<b>72,191</b>	<b>54,902</b>	<b>86,357</b>
<b>Rank below assistant</b>	<b>44</b>	<b>...</b>	<b>68,231</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	<b>33</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Other teaching staff</b>	<b>1</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>All ranks combined (including deans)</b>	<b>1,011</b>	<b>8</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
Male	662	6	x	x	x	x
Female	349	2	x	x	x	x
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

## Dalhousie University

Excluding medical and dental	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>248</b>	<b>10</b>	<b>107,822</b>	<b>109,183</b>	<b>89,233</b>	<b>126,218</b>
With senior administrative duties	46	8	110,945	113,199	90,906	128,835
Without senior administrative duties	202	2	107,111	107,794	89,028	126,113
<b>Associate professors</b>	<b>186</b>	<b>5</b>	<b>86,927</b>	<b>86,807</b>	<b>71,923</b>	<b>101,755</b>
With senior administrative duties	33	2	93,332	91,234	75,693	111,505
Without senior administrative duties	153	3	85,546	84,218	70,926	101,334
<b>Assistant professors</b>	<b>178</b>	<b>3</b>	<b>68,866</b>	<b>70,439</b>	<b>55,028</b>	<b>77,522</b>
<b>Rank below assistant</b>	<b>37</b>	<b>...</b>	<b>63,966</b>	<b>63,385</b>	<b>52,744</b>	<b>72,625</b>
<b>Rank below preceding</b>	<b>30</b>	<b>...</b>	<b>60,938</b>	<b>58,646</b>	<b>45,450</b>	<b>74,125</b>
<b>Other teaching staff</b>	<b>1</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>All ranks combined (including deans)</b>	<b>690</b>	<b>8</b>	<b>88,301</b>	<b>85,152</b>	<b>61,841</b>	<b>116,297</b>
Male	433	6	95,032	96,807	67,363	122,568
Female	257	2	76,961	73,908	55,163	98,795
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

... not applicable

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

**Table 1** (continued)**Salaries of full-time teaching staff at Canadian universities and colleges, 2004/2005****Mount Saint Vincent University**

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>32</b>	<b>5</b>	<b>97,792</b>	<b>100,876</b>	<b>87,885</b>	<b>103,185</b>
With senior administrative duties	6	3	98,824	x	x	x
Without senior administrative duties	26	2	97,554	x	x	x
<b>Associate professors</b>	<b>66</b>	<b>5</b>	<b>82,499</b>	<b>86,545</b>	<b>71,862</b>	<b>86,804</b>
With senior administrative duties	12	1	82,901	85,805	68,399	88,345
Without senior administrative duties	54	4	82,410	86,545	71,725	86,545
<b>Assistant professors</b>	<b>36</b>	<b>3</b>	<b>60,233</b>	<b>59,661</b>	<b>53,811</b>	<b>65,511</b>
<b>Rank below assistant</b>	<b>1</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>139</b>	<b>9</b>	<b>80,496</b>	<b>86,545</b>	<b>57,711</b>	<b>103,185</b>
Male	59	3	83,723	86,545	57,078	103,185
Female	80	6	78,116	81,095	57,711	96,548
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

**St. Francis Xavier University**

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>71</b>	<b>6</b>	<b>94,845</b>	<b>96,446</b>	<b>80,301</b>	<b>104,598</b>
With senior administrative duties	11	2	95,270	97,237	81,807	105,293
Without senior administrative duties	60	4	94,767	95,541	80,148	104,598
<b>Associate professors</b>	<b>69</b>	<b>5</b>	<b>74,360</b>	<b>74,487</b>	<b>65,660</b>	<b>84,812</b>
With senior administrative duties	17	...	76,784	75,421	67,426	83,560
Without senior administrative duties	52	5	73,568	72,904	65,660	84,518
<b>Assistant professors</b>	<b>75</b>	<b>4</b>	<b>60,888</b>	<b>60,984</b>	<b>51,172</b>	<b>68,009</b>
<b>Rank below assistant</b>	<b>4</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>23</b>	<b>...</b>	<b>57,569</b>	<b>58,195</b>	<b>55,620</b>	<b>60,384</b>
<b>All ranks combined (including deans)</b>	<b>244</b>	<b>13</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
Male	135	8	x	x	x	x
Female	109	5	x	x	x	x
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

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Table 1 (continued)

## Salaries of full-time teaching staff at Canadian universities and colleges, 2004/2005

## Saint Mary's University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>81</b>	<b>4</b>	<b>106,143</b>	<b>110,242</b>	<b>90,112</b>	<b>116,006</b>
With senior administrative duties	14	3	102,769	103,015	85,955	117,046
Without senior administrative duties	67	1	106,848	110,242	90,263	115,595
<b>Associate professors</b>	<b>89</b>	<b>1</b>	<b>81,033</b>	<b>80,863</b>	<b>64,152</b>	<b>100,353</b>
With senior administrative duties	10	...	89,339	90,250	70,327	102,854
Without senior administrative duties	79	1	79,982	78,620	64,152	94,805
<b>Assistant professors</b>	<b>58</b>	<b>...</b>	<b>63,265</b>	<b>61,089</b>	<b>52,648</b>	<b>80,395</b>
<b>Rank below assistant</b>	<b>4</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>235</b>	<b>2</b>	<b>85,736</b>	<b>87,089</b>	<b>58,979</b>	<b>111,054</b>
Male	159	1	90,812	90,087	61,917	112,535
Female	76	1	75,116	69,410	54,758	106,186
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

## University College of Cape Breton

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>21</b>	<b>2</b>	<b>88,931</b>	<b>88,703</b>	<b>78,263</b>	<b>95,903</b>
With senior administrative duties	4	2	x	x	x	x
Without senior administrative duties	17	...	x	x	x	x
<b>Associate professors</b>	<b>37</b>	<b>1</b>	<b>72,545</b>	<b>74,911</b>	<b>60,511</b>	<b>78,511</b>
With senior administrative duties	7	1	74,366	x	x	x
Without senior administrative duties	30	...	72,120	x	x	x
<b>Assistant professors</b>	<b>45</b>	<b>1</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below assistant</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>105</b>	<b>2</b>	<b>68,750</b>	<b>65,011</b>	<b>50,858</b>	<b>92,753</b>
Male	67	1	70,828	74,011	50,858	94,103
Female	38	1	65,087	59,358	49,158	84,383
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

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**Table 1** (continued)**Salaries of full-time teaching staff at Canadian universities and colleges, 2004/2005****Mount Allison University**

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>39</b>	<b>2</b>	<b>105,613</b>	<b>109,316</b>	<b>92,486</b>	<b>109,316</b>
With senior administrative duties	13	2	106,214	109,316	94,986	109,316
Without senior administrative duties	26	...	105,312	109,316	92,152	109,316
<b>Associate professors</b>	<b>40</b>	<b>1</b>	<b>77,104</b>	<b>74,988</b>	<b>64,260</b>	<b>92,152</b>
With senior administrative duties	9	1	77,232	x	x	x
Without senior administrative duties	31	...	77,066	x	x	x
<b>Assistant professors</b>	<b>49</b>	<b>2</b>	<b>60,209</b>	<b>59,969</b>	<b>53,533</b>	<b>66,406</b>
<b>Rank below assistant</b>	<b>5</b>	<b>1</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	...	...	...	...	...	...
<b>Other teaching staff</b>	...	...	...	...	...	...
<b>All ranks combined (including deans)</b>	<b>136</b>	<b>3</b>	<b>79,140</b>	<b>72,842</b>	<b>55,678</b>	<b>109,316</b>
Male	87	1	83,212	79,279	58,978	109,316
Female	49	2	71,910	64,260	53,533	107,386
<b>Visiting staff</b>	...	...	...	...	...	...

**University of New Brunswick**

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>250</b>	<b>18</b>	<b>105,687</b>	<b>106,130</b>	<b>90,611</b>	<b>116,474</b>
With senior administrative duties	50	15	109,503	111,266	92,364	123,483
Without senior administrative duties	200	3	104,733	105,533	89,814	116,474
<b>Associate professors</b>	<b>143</b>	<b>4</b>	<b>82,455</b>	<b>82,422</b>	<b>69,066</b>	<b>95,355</b>
With senior administrative duties	19	2	90,831	91,690	73,276	100,557
Without senior administrative duties	124	2	81,172	80,442	69,063	95,355
<b>Assistant professors</b>	<b>124</b>	<b>4</b>	<b>67,606</b>	<b>67,610</b>	<b>58,291</b>	<b>75,848</b>
<b>Rank below assistant</b>	<b>18</b>	<b>1</b>	<b>64,144</b>	<b>63,116</b>	<b>56,405</b>	<b>71,001</b>
<b>Rank below preceding</b>	<b>49</b>	<b>2</b>	<b>65,757</b>	<b>61,762</b>	<b>50,271</b>	<b>92,297</b>
<b>Other teaching staff</b>	<b>3</b>	...	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>All ranks combined (including deans)</b>	<b>604</b>	<b>12</b>	<b>88,177</b>	<b>88,854</b>	<b>62,327</b>	<b>116,474</b>
Male	408	5	91,919	93,855	64,749	116,474
Female	196	7	80,388	77,591	56,297	105,871
<b>Visiting staff</b>	...	...	...	...	...	...

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Table 1 (continued)

## Salaries of full-time teaching staff at Canadian universities and colleges, 2004/2005

## Université de Moncton

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>97</b>	<b>9</b>	<b>95,466</b>	<b>95,476</b>	<b>82,214</b>	<b>106,235</b>
With senior administrative duties	13	9	101,573	104,765	84,319	107,638
Without senior administrative duties	84	...	94,521	94,366	82,214	106,028
<b>Associate professors</b>	<b>106</b>	<b>3</b>	<b>77,104</b>	<b>76,495</b>	<b>65,874</b>	<b>86,728</b>
With senior administrative duties	13	3	80,781	82,854	69,335	89,804
Without senior administrative duties	93	...	76,590	76,186	65,578	86,555
<b>Assistant professors</b>	<b>54</b>	<b>1</b>	<b>62,025</b>	<b>62,482</b>	<b>53,202</b>	<b>69,214</b>
<b>Rank below assistant</b>	<b>2</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>4</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>All ranks combined (including deans)</b>	<b>276</b>	<b>...</b>	<b>81,199</b>	<b>82,214</b>	<b>60,570</b>	<b>105,052</b>
Male	183	...	83,619	84,038	62,376	106,028
Female	93	...	76,437	75,066	58,138	96,194
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

## Saint Thomas University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>19</b>	<b>...</b>	<b>97,153</b>	<b>103,678</b>	<b>83,816</b>	<b>104,401</b>
With senior administrative duties	6	...	97,918	x	x	x
Without senior administrative duties	13	...	96,800	x	x	x
<b>Associate professors</b>	<b>29</b>	<b>...</b>	<b>76,578</b>	<b>77,199</b>	<b>64,702</b>	<b>87,491</b>
With senior administrative duties	9	...	78,389	x	x	x
Without senior administrative duties	20	...	75,764	x	x	x
<b>Assistant professors</b>	<b>47</b>	<b>1</b>	<b>60,023</b>	<b>58,818</b>	<b>50,240</b>	<b>70,330</b>
<b>Rank below assistant</b>	<b>5</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>100</b>	<b>1</b>	<b>71,292</b>	<b>69,846</b>	<b>50,481</b>	<b>96,805</b>
Male	61	1	72,859	69,846	50,239	104,329
Female	39	...	68,840	69,846	51,466	87,002
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

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**Table 1** (continued)**Salaries of full-time teaching staff at Canadian universities and colleges, 2004/2005****McGill University**

Including medical and dental	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>572</b>	<b>14</b>	<b>117,996</b>	<b>114,091</b>	<b>91,789</b>	<b>149,854</b>
With senior administrative duties	114	9	131,303	126,718	98,171	172,746
Without senior administrative duties	458	5	114,683	112,127	90,895	146,113
<b>Associate professors</b>	<b>530</b>	<b>7</b>	<b>91,629</b>	<b>91,010</b>	<b>74,334</b>	<b>111,030</b>
With senior administrative duties	73	2	98,291	99,697	68,438	121,636
Without senior administrative duties	457	5	90,565	90,270	74,471	109,366
<b>Assistant professors</b>	<b>352</b>	<b>3</b>	<b>75,318</b>	<b>72,158</b>	<b>60,000</b>	<b>90,822</b>
<b>Rank below assistant</b>	<b>111</b>	<b>6</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	...	...	...	...	...	...
<b>Other teaching staff</b>	...	...	...	...	...	...
<b>All ranks combined (including deans)</b>	<b>1,576</b>	<b>19</b>	<b>96,529</b>	<b>93,262</b>	<b>63,395</b>	<b>132,068</b>
Male	1,144	13	100,178	97,803	65,831	135,926
Female	432	6	86,867	84,950	59,444	117,486
<b>Visiting staff</b>	...	<b>5</b>	...	...	...	...

**McGill University**

Excluding medical and dental	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>333</b>	<b>12</b>	<b>116,578</b>	<b>112,062</b>	<b>95,300</b>	<b>141,953</b>
With senior administrative duties	50	7	123,327	121,922	105,303	143,076
Without senior administrative duties	283	5	115,386	111,526	94,405	140,184
<b>Associate professors</b>	<b>367</b>	<b>7</b>	<b>92,070</b>	<b>90,438</b>	<b>76,720</b>	<b>109,321</b>
With senior administrative duties	46	2	99,732	99,070	85,229	114,822
Without senior administrative duties	321	5	90,972	89,490	76,240	107,459
<b>Assistant professors</b>	<b>265</b>	<b>2</b>	<b>75,366</b>	<b>70,875</b>	<b>59,785</b>	<b>91,858</b>
<b>Rank below assistant</b>	<b>109</b>	<b>4</b>	<b>69,459</b>	<b>63,767</b>	<b>45,512</b>	<b>106,170</b>
<b>Rank below preceding</b>	...	...	...	...	...	...
<b>Other teaching staff</b>	...	...	...	...	...	...
<b>All ranks combined (including deans)</b>	<b>1,083</b>	<b>16</b>	<b>93,803</b>	<b>91,398</b>	<b>63,455</b>	<b>125,944</b>
Male	762	11	97,913	96,647	67,207	129,993
Female	321	5	84,047	81,000	58,012	114,947
<b>Visiting staff</b>	...	<b>3</b>	...	...	...	...

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Table 1 (continued)

## Salaries of full-time teaching staff at Canadian universities and colleges, 2004/2005

## Université de Montréal

Including medical and dental	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>727</b>	<b>12</b>	<b>110,284</b>	<b>104,448</b>	<b>95,890</b>	<b>129,956</b>
With senior administrative duties	115	12	119,755	115,760	100,717	147,007
Without senior administrative duties	612	...	108,504	104,448	95,890	128,227
<b>Associate professors</b>	<b>390</b>	<b>...</b>	<b>88,791</b>	<b>87,938</b>	<b>78,268</b>	<b>98,010</b>
With senior administrative duties	30	...	x	x	x	x
Without senior administrative duties	360	...	x	x	x	x
<b>Assistant professors</b>	<b>303</b>	<b>...</b>	<b>70,870</b>	<b>70,000</b>	<b>62,092</b>	<b>79,318</b>
<b>Rank below assistant</b>	<b>8</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>9</b>	<b>...</b>	<b>59,817</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>All ranks combined (including deans)</b>	<b>1,449</b>	<b>...</b>	<b>95,803</b>	<b>95,890</b>	<b>68,564</b>	<b>120,261</b>
Male	994	...	99,132	102,148	72,788	124,610
Female	455	...	88,530	86,562	64,318	110,338
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

## Université de Montréal

Excluding medical and dental	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>630</b>	<b>10</b>	<b>109,129</b>	<b>104,448</b>	<b>95,890</b>	<b>129,348</b>
With senior administrative duties	99	10	116,736	114,448	99,122	136,185
Without senior administrative duties	531	...	107,711	104,448	95,877	128,263
<b>Associate professors</b>	<b>347</b>	<b>...</b>	<b>87,591</b>	<b>86,562</b>	<b>78,268</b>	<b>95,551</b>
With senior administrative duties	25	...	91,529	91,964	79,064	99,204
Without senior administrative duties	322	...	87,285	86,562	78,268	93,891
<b>Assistant professors</b>	<b>278</b>	<b>...</b>	<b>70,638</b>	<b>69,682</b>	<b>62,092</b>	<b>79,210</b>
<b>Rank below assistant</b>	<b>6</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>9</b>	<b>...</b>	<b>59,817</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>All ranks combined (including deans)</b>	<b>1,280</b>	<b>...</b>	<b>94,518</b>	<b>93,573</b>	<b>67,270</b>	<b>118,922</b>
Male	856	...	97,738	99,608	71,912	123,390
Female	424	...	88,017	86,071	64,281	107,430
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

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**Table 1 (continued)**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2004/2005**

### École Polytechnique

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>127</b>	...	<b>113,682</b>	<b>116,872</b>	<b>103,571</b>	<b>119,534</b>
With senior administrative duties	5	...	x	x	x	x
Without senior administrative duties	122	...	x	x	x	x
<b>Associate professors</b>	<b>40</b>	...	<b>98,017</b>	<b>97,605</b>	<b>89,033</b>	<b>104,991</b>
With senior administrative duties	2	...	x	x	x	x
Without senior administrative duties	38	...	x	x	x	x
<b>Assistant professors</b>	<b>48</b>	...	<b>79,482</b>	<b>80,543</b>	<b>67,008</b>	<b>86,596</b>
<b>Rank below assistant</b>	<b>1</b>	...	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	...	...	...	...	...	...
<b>Other teaching staff</b>	...	...	...	...	...	...
<b>All ranks combined (including deans)</b>	<b>216</b>	...	<b>103,021</b>	<b>104,991</b>	<b>79,492</b>	<b>119,534</b>
Male	195	...	103,696	104,991	79,805	119,534
Female	21	...	96,750	104,903	67,993	114,101
<b>Visiting staff</b>	...	...	...	...	...	...

### École des Hautes Études Commerciales

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>56</b>	<b>16</b>	<b>121,080</b>	<b>123,276</b>	<b>100,678</b>	<b>137,614</b>
With senior administrative duties	24	16	128,984	131,952	106,804	140,638
Without senior administrative duties	32	...	115,153	118,417	98,600	124,748
<b>Associate professors</b>	<b>75</b>	<b>7</b>	<b>94,276</b>	<b>96,609</b>	<b>84,493</b>	<b>99,529</b>
With senior administrative duties	1	7	x	x	x	x
Without senior administrative duties	74	...	x	x	x	x
<b>Assistant professors</b>	<b>49</b>	...	<b>75,889</b>	<b>76,546</b>	<b>71,055</b>	<b>80,163</b>
<b>Rank below assistant</b>	<b>5</b>	...	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	...	...	...	...	...	...
<b>Other teaching staff</b>	...	...	...	...	...	...
<b>All ranks combined (including deans)</b>	<b>208</b>	...	<b>98,990</b>	<b>99,529</b>	<b>74,300</b>	<b>126,602</b>
Male	153	...	100,737	99,529	74,300	130,412
Female	55	...	94,131	95,180	71,055	124,571
<b>Visiting staff</b>	...	...	...	...	...	...

... not applicable

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Table 1 (continued)

## Salaries of full-time teaching staff at Canadian universities and colleges, 2004/2005

## Université du Québec à Chicoutimi

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>71</b>	<b>6</b>	<b>99,552</b>	<b>101,399</b>	<b>91,805</b>	<b>105,106</b>
With senior administrative duties	19	6	103,332	103,422	97,264	106,899
Without senior administrative duties	52	...	98,170	100,395	91,805	101,399
<b>Associate professors</b>	<b>90</b>	<b>1</b>	<b>83,232</b>	<b>82,073</b>	<b>72,683</b>	<b>91,318</b>
With senior administrative duties	21	1	89,728	86,672	77,047	96,733
Without senior administrative duties	69	...	81,255	80,653	71,084	91,318
<b>Assistant professors</b>	<b>41</b>	<b>...</b>	<b>62,805</b>	<b>63,247</b>	<b>56,715</b>	<b>71,038</b>
<b>Rank below assistant</b>	<b>7</b>	<b>...</b>	<b>51,549</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>216</b>	<b>...</b>	<b>85,026</b>	<b>86,672</b>	<b>60,494</b>	<b>101,399</b>
Male	156	...	87,721	91,289	61,855	102,208
Female	60	...	78,017	75,990	60,494	96,478
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

## Université du Québec à Montréal

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>394</b>	<b>6</b>	<b>100,935</b>	<b>101,399</b>	<b>94,577</b>	<b>106,354</b>
With senior administrative duties	128	6	102,668	102,209	93,195	112,231
Without senior administrative duties	266	...	100,101	101,399	94,577	101,399
<b>Associate professors</b>	<b>422</b>	<b>1</b>	<b>84,199</b>	<b>85,608</b>	<b>71,084</b>	<b>91,318</b>
With senior administrative duties	83	1	88,417	88,153	77,130	96,273
Without senior administrative duties	339	...	83,166	84,337	71,084	91,318
<b>Assistant professors</b>	<b>90</b>	<b>...</b>	<b>64,436</b>	<b>64,196</b>	<b>59,163</b>	<b>71,247</b>
<b>Rank below assistant</b>	<b>1</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>914</b>	<b>...</b>	<b>89,640</b>	<b>91,318</b>	<b>69,520</b>	<b>101,433</b>
Male	621	...	90,798	91,318	69,568	106,354
Female	293	...	87,186	90,414	69,520	101,399
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

... not applicable

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**Table 1 (continued)**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2004/2005**

**Université du Québec à Trois-Rivières**

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>106</b>	...	<b>96,582</b>	<b>98,764</b>	<b>84,814</b>	<b>101,399</b>
With senior administrative duties	26	...	99,309	101,106	90,736	106,376
Without senior administrative duties	80	...	95,696	98,417	83,151	101,399
<b>Associate professors</b>	<b>167</b>	...	<b>82,719</b>	<b>83,091</b>	<b>72,683</b>	<b>91,318</b>
With senior administrative duties	34	...	83,239	85,172	72,572	92,193
Without senior administrative duties	133	...	82,586	83,091	72,683	91,318
<b>Assistant professors</b>	<b>41</b>	<b>2</b>	<b>63,773</b>	<b>63,247</b>	<b>56,588</b>	<b>71,247</b>
<b>Rank below assistant</b>	...	...	...	...	...	...
<b>Rank below preceding</b>	...	...	...	...	...	...
<b>Other teaching staff</b>	...	...	...	...	...	...
<b>All ranks combined (including deans)</b>	<b>314</b>	<b>2</b>	<b>84,925</b>	<b>86,672</b>	<b>66,279</b>	<b>101,399</b>
Male	225	1	85,918	88,633	67,160	101,399
Female	89	1	82,415	83,091	63,247	99,401
<b>Visiting staff</b>	...	...	...	...	...	...

**Université du Québec en Outaouais**

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>36</b>	...	<b>104,028</b>	<b>101,399</b>	<b>89,918</b>	<b>112,371</b>
With senior administrative duties	9	...	100,609	x	x	x
Without senior administrative duties	27	...	105,167	x	x	x
<b>Associate professors</b>	<b>101</b>	...	<b>84,754</b>	<b>85,602</b>	<b>72,683</b>	<b>91,318</b>
With senior administrative duties	19	...	87,982	85,627	77,497	96,521
Without senior administrative duties	82	...	84,006	85,602	70,153	91,318
<b>Assistant professors</b>	<b>29</b>	...	<b>63,564</b>	<b>63,247</b>	<b>55,343</b>	<b>71,308</b>
<b>Rank below assistant</b>	...	...	...	...	...	...
<b>Rank below preceding</b>	...	...	...	...	...	...
<b>Other teaching staff</b>	...	...	...	...	...	...
<b>All ranks combined (including deans)</b>	<b>166</b>	...	<b>85,232</b>	<b>86,069</b>	<b>64,196</b>	<b>101,399</b>
Male	103	...	88,501	89,788	64,485	105,774
Female	63	...	79,888	80,653	61,855	96,422
<b>Visiting staff</b>	...	...	...	...	...	...

... not applicable

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Table 1 (continued)

## Salaries of full-time teaching staff at Canadian universities and colleges, 2004/2005

## Institut national de recherche scientifique

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>63</b>	...	<b>102,661</b>	<b>103,306</b>	<b>93,073</b>	<b>103,306</b>
With senior administrative duties	4	...	x	x	x	x
Without senior administrative duties	59	...	x	x	x	x
<b>Associate professors</b>	<b>49</b>	...	<b>83,314</b>	<b>82,863</b>	<b>75,155</b>	<b>91,414</b>
With senior administrative duties	...	...	...	...	...	...
Without senior administrative duties	49	...	83,314	82,863	75,155	91,414
<b>Assistant professors</b>	<b>34</b>	...	<b>71,185</b>	<b>72,084</b>	<b>62,723</b>	<b>79,287</b>
<b>Rank below assistant</b>	...	...	...	...	...	...
<b>Rank below preceding</b>	...	...	...	...	...	...
<b>Other teaching staff</b>	<b>1</b>	...	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>All ranks combined (including deans)</b>	<b>147</b>	...	<b>88,835</b>	<b>88,755</b>	<b>68,699</b>	<b>103,306</b>
Male	118	...	89,241	89,628	71,771	103,306
Female	29	...	87,182	86,602	64,997	103,306
<b>Visiting staff</b>	...	...	...	...	...	...

## Université du Québec à Rimouski

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>103</b>	...	<b>95,543</b>	<b>97,443</b>	<b>84,814</b>	<b>101,399</b>
With senior administrative duties	23	...	93,420	95,523	83,650	101,399
Without senior administrative duties	80	...	96,154	97,443	84,814	101,399
<b>Associate professors</b>	<b>41</b>	...	<b>76,298</b>	<b>74,318</b>	<b>66,494</b>	<b>85,602</b>
With senior administrative duties	11	...	75,583	74,318	63,889	85,351
Without senior administrative duties	30	...	76,560	74,318	66,494	85,602
<b>Assistant professors</b>	<b>29</b>	...	<b>60,415</b>	<b>60,494</b>	<b>56,464</b>	<b>63,342</b>
<b>Rank below assistant</b>	<b>2</b>	...	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	...	...	...	...	...	...
<b>Other teaching staff</b>	...	...	...	...	...	...
<b>All ranks combined (including deans)</b>	<b>175</b>	...	<b>84,649</b>	<b>86,510</b>	<b>60,494</b>	<b>101,399</b>
Male	126	...	86,879	91,562	63,247	101,399
Female	49	...	78,912	81,521	59,033	97,540
<b>Visiting staff</b>	...	...	...	...	...	...

... not applicable

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**Table 1 (continued)**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2004/2005**

### École de technologie supérieure

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>48</b>	...	<b>107,504</b>	<b>108,183</b>	<b>95,718</b>	<b>115,048</b>
With senior administrative duties	11	...	111,960	110,100	97,679	123,765
Without senior administrative duties	37	...	106,179	106,836	95,718	114,582
<b>Associate professors</b>	<b>65</b>	...	<b>92,576</b>	<b>93,208</b>	<b>82,408</b>	<b>102,171</b>
With senior administrative duties	3	...	x	x	x	x
Without senior administrative duties	62	...	x	x	x	x
<b>Assistant professors</b>	<b>14</b>	...	<b>73,674</b>	<b>74,520</b>	<b>64,765</b>	<b>78,310</b>
<b>Rank below assistant</b>	...	...	...	...	...	...
<b>Rank below preceding</b>	...	...	...	...	...	...
<b>Other teaching staff</b>	<b>19</b>	...	<b>74,518</b>	<b>71,247</b>	<b>61,786</b>	<b>86,780</b>
<b>All ranks combined (including deans)</b>	<b>146</b>	...	<b>93,321</b>	<b>94,555</b>	<b>72,683</b>	<b>114,582</b>
Male	129	...	94,218	95,718	73,401	114,582
Female	17	...	86,514	90,568	66,966	98,473
<b>Visiting staff</b>	...	...	...	...	...	...

### Bishop's University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>50</b>	...	<b>102,312</b>	<b>99,992</b>	<b>88,435</b>	<b>114,059</b>
With senior administrative duties	...	...	...	...	...	...
Without senior administrative duties	50	...	102,312	99,992	88,435	114,059
<b>Associate professors</b>	<b>23</b>	...	<b>77,813</b>	<b>75,874</b>	<b>66,327</b>	<b>95,722</b>
With senior administrative duties	...	...	...	...	...	...
Without senior administrative duties	23	...	77,813	75,874	66,327	95,722
<b>Assistant professors</b>	<b>38</b>	...	<b>64,805</b>	<b>64,316</b>	<b>54,267</b>	<b>73,361</b>
<b>Rank below assistant</b>	<b>3</b>	...	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	...	...	...	...	...	...
<b>Other teaching staff</b>	...	...	...	...	...	...
<b>All ranks combined (including deans)</b>	<b>114</b>	...	<b>83,493</b>	<b>79,391</b>	<b>59,292</b>	<b>114,059</b>
Male	77	...	85,921	83,411	59,292	114,059
Female	37	...	78,440	75,874	53,866	99,992
<b>Visiting staff</b>	...	...	...	...	...	...

... not applicable

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Table 1 (continued)

## Salaries of full-time teaching staff at Canadian universities and colleges, 2004/2005

## Université Laval

Including medical and dental	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>749</b>	<b>35</b>	<b>99,818</b>	<b>103,042</b>	<b>90,119</b>	<b>103,215</b>
With senior administrative duties	75	14	111,747	x	x	x
Without senior administrative duties	674	21	98,491	x	x	x
<b>Associate professors</b>	<b>289</b>	<b>13</b>	<b>85,207</b>	<b>84,949</b>	<b>75,410</b>	<b>91,964</b>
With senior administrative duties	19	2	x	x	x	x
Without senior administrative duties	270	11	x	x	x	x
<b>Assistant professors</b>	<b>287</b>	<b>6</b>	<b>70,420</b>	<b>69,830</b>	<b>63,112</b>	<b>78,976</b>
<b>Rank below assistant</b>	<b>21</b>	<b>4</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	...	...	...	...	...	...
<b>Other teaching staff</b>	...	...	...	...	...	...
<b>All ranks combined (including deans)</b>	<b>1,362</b>	<b>42</b>	<b>90,165</b>	<b>91,964</b>	<b>67,515</b>	<b>103,042</b>
Male	986	35	92,006	94,236	68,662	103,215
Female	376	7	85,339	84,949	66,386	103,042
<b>Visiting staff</b>	...	...	...	...	...	...

## Université Laval

Excluding medical and dental	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>695</b>	<b>26</b>	<b>99,520</b>	<b>103,042</b>	<b>90,119</b>	<b>103,042</b>
With senior administrative duties	69	13	111,164	110,842	98,035	124,270
Without senior administrative duties	626	13	98,237	101,519	88,788	103,042
<b>Associate professors</b>	<b>271</b>	<b>6</b>	<b>84,850</b>	<b>84,949</b>	<b>75,410</b>	<b>91,964</b>
With senior administrative duties	16	2	100,599	98,464	88,940	112,230
Without senior administrative duties	255	4	83,862	83,693	74,853	91,964
<b>Assistant professors</b>	<b>276</b>	<b>1</b>	<b>70,163</b>	<b>69,830</b>	<b>63,112</b>	<b>78,575</b>
<b>Rank below assistant</b>	<b>20</b>	<b>1</b>	<b>53,693</b>	<b>50,672</b>	<b>49,674</b>	<b>62,432</b>
<b>Rank below preceding</b>	...	...	...	...	...	...
<b>Other teaching staff</b>	...	...	...	...	...	...
<b>All ranks combined (including deans)</b>	<b>1,277</b>	<b>19</b>	<b>89,660</b>	<b>91,964</b>	<b>67,515</b>	<b>103,042</b>
Male	914	14	91,390	92,843	67,657	103,042
Female	363	5	85,306	84,949	66,386	103,042
<b>Visiting staff</b>	...	...	...	...	...	...

... not applicable

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**Table 1 (continued)**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2004/2005**

### Université de Sherbrooke

Including medical and dental	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>333</b>	<b>16</b>	<b>101,918</b>	<b>104,448</b>	<b>90,921</b>	<b>110,179</b>
With senior administrative duties	49	10	x	x	x	x
Without senior administrative duties	284	6	x	x	x	x
<b>Associate professors</b>	<b>243</b>	<b>7</b>	<b>85,998</b>	<b>87,078</b>	<b>74,169</b>	<b>97,630</b>
With senior administrative duties	20	3	91,555	x	x	x
Without senior administrative duties	223	4	85,499	x	x	x
<b>Assistant professors</b>	<b>246</b>	<b>3</b>	<b>70,057</b>	<b>70,368</b>	<b>62,521</b>	<b>76,833</b>
<b>Rank below assistant</b>	<b>6</b>	<b>...</b>	<b>51,113</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>841</b>	<b>13</b>	<b>87,112</b>	<b>89,202</b>	<b>66,434</b>	<b>105,099</b>
Male	600	9	89,954	92,142	69,151	105,717
Female	241	4	80,034	76,833	64,824	100,396
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

### Université de Sherbrooke

Excluding medical and dental	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>288</b>	<b>14</b>	<b>101,411</b>	<b>104,321</b>	<b>90,876</b>	<b>110,472</b>
With senior administrative duties	46	9	107,600	108,022	98,151	114,115
Without senior administrative duties	242	5	100,234	103,298	90,876	104,448
<b>Associate professors</b>	<b>157</b>	<b>6</b>	<b>83,322</b>	<b>82,508</b>	<b>72,642</b>	<b>90,408</b>
With senior administrative duties	14	2	89,898	91,721	76,378	97,643
Without senior administrative duties	143	4	82,678	82,134	72,642	89,997
<b>Assistant professors</b>	<b>167</b>	<b>1</b>	<b>69,620</b>	<b>70,309</b>	<b>62,521</b>	<b>74,218</b>
<b>Rank below assistant</b>	<b>6</b>	<b>...</b>	<b>51,113</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>629</b>	<b>10</b>	<b>87,329</b>	<b>89,810</b>	<b>66,434</b>	<b>104,448</b>
Male	449	7	90,014	92,384	68,163	104,554
Female	180	3	80,631	77,527	63,662	104,448
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

... not applicable

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

Table 1 (continued)

## Salaries of full-time teaching staff at Canadian universities and colleges, 2004/2005

## Concordia University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>221</b>	<b>8</b>	<b>108,293</b>	<b>106,205</b>	<b>88,730</b>	<b>130,092</b>
With senior administrative duties	38	8	118,598	112,292	93,336	151,491
Without senior administrative duties	183	...	106,153	105,428	86,594	124,935
<b>Associate professors</b>	<b>270</b>	<b>4</b>	<b>84,541</b>	<b>82,133</b>	<b>69,487</b>	<b>103,718</b>
With senior administrative duties	24	4	97,965	94,956	78,974	120,135
Without senior administrative duties	246	...	83,232	80,712	67,883	102,842
<b>Assistant professors</b>	<b>275</b>	<b>1</b>	<b>57,226</b>	<b>56,659</b>	<b>47,572</b>	<b>63,073</b>
<b>Rank below assistant</b>	<b>90</b>	<b>...</b>	<b>53,019</b>	<b>47,412</b>	<b>45,969</b>	<b>74,683</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>869</b>	<b>...</b>	<b>79,421</b>	<b>75,901</b>	<b>49,143</b>	<b>113,638</b>
Male	577	...	82,302	80,000	50,458	115,510
Female	292	...	73,729	71,091	47,572	100,792
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

## Brock University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>104</b>	<b>9</b>	<b>112,114</b>	<b>111,250</b>	<b>94,429</b>	<b>130,486</b>
With senior administrative duties	14	9	110,813	104,870	94,425	129,038
Without senior administrative duties	90	...	112,317	111,610	94,429	131,239
<b>Associate professors</b>	<b>180</b>	<b>3</b>	<b>95,588</b>	<b>94,913</b>	<b>75,282</b>	<b>114,863</b>
With senior administrative duties	27	...	100,636	96,615	80,396	121,123
Without senior administrative duties	153	3	94,698	94,104	74,669	113,040
<b>Assistant professors</b>	<b>153</b>	<b>...</b>	<b>72,468</b>	<b>69,497</b>	<b>58,709</b>	<b>94,207</b>
<b>Rank below assistant</b>	<b>44</b>	<b>...</b>	<b>63,093</b>	<b>63,379</b>	<b>45,849</b>	<b>76,701</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>490</b>	<b>3</b>	<b>89,873</b>	<b>88,992</b>	<b>62,000</b>	<b>120,566</b>
Male	290	2	94,829	97,612	62,287	123,851
Female	200	1	82,687	79,416	59,485	106,069
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

... not applicable

**Table 1 (continued)**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2004/2005**

### Carleton University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>221</b>	<b>10</b>	<b>109,916</b>	<b>112,320</b>	<b>94,582</b>	<b>121,111</b>
With senior administrative duties	26	5	109,709	112,661	90,254	121,620
Without senior administrative duties	195	5	109,944	112,320	94,766	121,111
<b>Associate professors</b>	<b>227</b>	<b>6</b>	<b>94,394</b>	<b>94,180</b>	<b>76,224</b>	<b>112,853</b>
With senior administrative duties	18	...	100,506	102,405	82,323	110,417
Without senior administrative duties	209	6	93,868	93,063	76,025	112,839
<b>Assistant professors</b>	<b>190</b>	<b>4</b>	<b>73,221</b>	<b>72,001</b>	<b>56,482</b>	<b>90,056</b>
<b>Rank below assistant</b>	<b>7</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	<b>108</b>	<b>3</b>	<b>62,835</b>	<b>60,018</b>	<b>46,000</b>	<b>82,387</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>758</b>	<b>18</b>	<b>89,107</b>	<b>89,184</b>	<b>57,750</b>	<b>117,356</b>
Male	503	9	94,272	97,074	64,726	119,425
Female	255	9	78,920	77,765	54,654	106,946
<b>Visiting staff</b>	<b>...</b>	<b>1</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

### University of Guelph

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>269</b>	<b>6</b>	<b>112,767</b>	<b>112,325</b>	<b>99,159</b>	<b>128,160</b>
With senior administrative duties	34	2	123,492	122,358	113,459	132,324
Without senior administrative duties	235	4	111,215	110,591	97,992	122,957
<b>Associate professors</b>	<b>220</b>	<b>3</b>	<b>96,448</b>	<b>96,243</b>	<b>83,993</b>	<b>107,992</b>
With senior administrative duties	13	1	107,992	107,992	96,093	116,911
Without senior administrative duties	207	2	95,723	95,659	83,993	105,925
<b>Assistant professors</b>	<b>296</b>	<b>2</b>	<b>73,903</b>	<b>72,328</b>	<b>61,595</b>	<b>88,660</b>
<b>Rank below assistant</b>	<b>10</b>	<b>...</b>	<b>66,627</b>	<b>65,328</b>	<b>48,459</b>	<b>79,794</b>
<b>Rank below preceding</b>	<b>1</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>799</b>	<b>8</b>	<b>93,304</b>	<b>94,492</b>	<b>67,661</b>	<b>116,677</b>
Male	578	7	96,541	99,159	69,994	118,524
Female	221	1	84,840	86,326	61,595	106,858
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

... not applicable

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Table 1 (continued)

## Salaries of full-time teaching staff at Canadian universities and colleges, 2004/2005

## Lakehead University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>68</b>	<b>8</b>	<b>105,882</b>	<b>107,364</b>	<b>91,248</b>	<b>117,210</b>
With senior administrative duties	15	7	101,622	96,927	91,213	116,809
Without senior administrative duties	53	1	107,088	109,979	90,103	117,210
<b>Associate professors</b>	<b>102</b>	<b>1</b>	<b>85,349</b>	<b>83,140</b>	<b>72,651</b>	<b>104,390</b>
With senior administrative duties	18	1	87,663	83,879	76,237	107,350
Without senior administrative duties	84	...	84,853	82,786	72,117	102,922
<b>Assistant professors</b>	<b>70</b>	<b>...</b>	<b>68,343</b>	<b>68,598</b>	<b>58,750</b>	<b>76,816</b>
<b>Rank below assistant</b>	<b>12</b>	<b>...</b>	<b>58,697</b>	<b>58,132</b>	<b>52,570</b>	<b>65,033</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>260</b>	<b>1</b>	<b>85,941</b>	<b>82,730</b>	<b>62,000</b>	<b>115,974</b>
Male	189	...	87,117	83,880	61,540	117,210
Female	71	1	82,809	78,967	63,397	105,215
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

## Laurentian University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>107</b>	<b>5</b>	<b>112,558</b>	<b>111,399</b>	<b>90,146</b>	<b>134,847</b>
With senior administrative duties	15	4	108,908	102,717	88,232	128,964
Without senior administrative duties	92	1	113,153	112,365	91,962	135,223
<b>Associate professors</b>	<b>105</b>	<b>2</b>	<b>89,568</b>	<b>87,635</b>	<b>73,769</b>	<b>111,305</b>
With senior administrative duties	12	...	96,531	97,342	75,639	112,101
Without senior administrative duties	93	2	88,669	87,421	72,710	110,202
<b>Assistant professors</b>	<b>95</b>	<b>1</b>	<b>67,815</b>	<b>66,390</b>	<b>56,522</b>	<b>81,234</b>
<b>Rank below assistant</b>	<b>11</b>	<b>...</b>	<b>57,068</b>	<b>54,873</b>	<b>42,632</b>	<b>64,408</b>
<b>Rank below preceding</b>	<b>1</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>323</b>	<b>4</b>	<b>89,997</b>	<b>87,639</b>	<b>60,794</b>	<b>121,987</b>
Male	218	3	94,139	90,176	62,657	128,055
Female	105	1	81,398	77,299	59,050	107,905
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

... not applicable

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**Table 1 (continued)**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2004/2005**

### McMaster University

Including medical and dental	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>373</b>	<b>10</b>	<b>110,675</b>	<b>116,403</b>	<b>68,190</b>	<b>134,260</b>
With senior administrative duties	71	5	118,350	123,540	81,148	139,779
Without senior administrative duties	302	5	108,871	115,940	60,110	133,065
<b>Associate professors</b>	<b>345</b>	<b>5</b>	<b>82,651</b>	<b>90,737</b>	<b>35,551</b>	<b>110,971</b>
With senior administrative duties	51	...	86,461	91,324	39,999	120,832
Without senior administrative duties	294	5	81,990	90,737	32,742	108,660
<b>Assistant professors</b>	<b>371</b>	<b>13</b>	<b>65,515</b>	<b>70,701</b>	<b>20,091</b>	<b>92,918</b>
<b>Rank below assistant</b>	<b>33</b>	<b>1</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	...	...	...	...	...	...
<b>Other teaching staff</b>	...	...	...	...	...	...
<b>All ranks combined (including deans)</b>	<b>1,127</b>	<b>24</b>	<b>86,162</b>	<b>90,000</b>	<b>39,999</b>	<b>123,342</b>
Male	762	8	89,805	94,946	39,999	125,516
Female	365	16	78,557	80,437	34,750	115,007
<b>Visiting staff</b>	...	...	...	...	...	...

### McMaster University

Excluding medical and dental	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>244</b>	<b>9</b>	<b>117,652</b>	<b>118,212</b>	<b>99,018</b>	<b>133,737</b>
With senior administrative duties	53	5	124,287	123,871	105,519	137,483
Without senior administrative duties	191	4	115,811	116,835	98,326	132,664
<b>Associate professors</b>	<b>173</b>	<b>3</b>	<b>95,295</b>	<b>95,000</b>	<b>77,352</b>	<b>111,883</b>
With senior administrative duties	20	...	105,075	107,081	80,571	120,874
Without senior administrative duties	153	3	94,017	94,200	77,289	108,890
<b>Assistant professors</b>	<b>202</b>	<b>5</b>	<b>74,186</b>	<b>75,288</b>	<b>51,361</b>	<b>94,662</b>
<b>Rank below assistant</b>	<b>31</b>	...	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	...	...	...	...	...	...
<b>Other teaching staff</b>	...	...	...	...	...	...
<b>All ranks combined (including deans)</b>	<b>655</b>	<b>12</b>	<b>96,297</b>	<b>96,294</b>	<b>62,036</b>	<b>124,193</b>
Male	477	7	100,934	100,848	70,637	126,680
Female	178	5	83,873	83,815	51,361	115,446
<b>Visiting staff</b>	...	...	...	...	...	...

... not applicable

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Table 1 (continued)

## Salaries of full-time teaching staff at Canadian universities and colleges, 2004/2005

## University of Ottawa

Including medical and dental	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>325</b>	<b>13</b>	<b>108,174</b>	<b>x</b>	<b>x</b>	<b>x</b>
With senior administrative duties	41	9	x	x	x	x
Without senior administrative duties	284	4	x	x	x	x
<b>Associate professors</b>	<b>294</b>	<b>13</b>	<b>86,652</b>	<b>x</b>	<b>x</b>	<b>x</b>
With senior administrative duties	19	1	92,330	89,413	82,975	100,495
Without senior administrative duties	275	12	86,259	x	x	x
<b>Assistant professors</b>	<b>287</b>	<b>4</b>	<b>67,773</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below assistant</b>	<b>19</b>	<b>2</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	...	...	...	...	...	...
<b>Other teaching staff</b>	<b>8</b>	<b>1</b>	<b>66,336</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>All ranks combined (including deans)</b>	<b>942</b>	<b>24</b>	<b>88,078</b>	<b>87,217</b>	<b>60,824</b>	<b>117,275</b>
Male	611	13	x	x	x	x
Female	331	11	x	x	x	x
<b>Visiting staff</b>	...	...	...	...	...	...

## University of Ottawa

Excluding medical and dental	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>318</b>	<b>13</b>	<b>107,367</b>	<b>107,657</b>	<b>92,716</b>	<b>119,297</b>
With senior administrative duties	39	9	107,872	107,657	94,255	119,588
Without senior administrative duties	279	4	107,297	107,657	92,634	119,297
<b>Associate professors</b>	<b>287</b>	<b>13</b>	<b>87,549</b>	<b>86,616</b>	<b>74,620</b>	<b>100,418</b>
With senior administrative duties	19	1	92,330	89,413	82,975	100,495
Without senior administrative duties	268	12	87,210	86,206	74,396	100,418
<b>Assistant professors</b>	<b>280</b>	<b>4</b>	<b>67,820</b>	<b>68,413</b>	<b>57,413</b>	<b>76,366</b>
<b>Rank below assistant</b>	<b>18</b>	<b>2</b>	<b>56,939</b>	<b>54,404</b>	<b>53,979</b>	<b>57,201</b>
<b>Rank below preceding</b>	...	...	...	...	...	...
<b>Other teaching staff</b>	<b>8</b>	<b>1</b>	<b>66,336</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>All ranks combined (including deans)</b>	<b>920</b>	<b>24</b>	<b>88,149</b>	<b>87,689</b>	<b>61,774</b>	<b>116,725</b>
Male	591	13	91,375	92,125	64,890	119,297
Female	329	11	82,356	80,949	58,762	107,003
<b>Visiting staff</b>	...	...	...	...	...	...

... not applicable

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**Table 1** (continued)**Salaries of full-time teaching staff at Canadian universities and colleges, 2004/2005****Queen's University**

Including medical and dental	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>286</b>	<b>9</b>	<b>115,733</b>	<b>113,543</b>	<b>95,340</b>	<b>136,985</b>
With senior administrative duties	70	8	126,330	124,313	100,165	144,695
Without senior administrative duties	216	1	112,299	110,823	94,004	129,330
<b>Associate professors</b>	<b>240</b>	<b>5</b>	<b>97,982</b>	<b>95,438</b>	<b>82,555</b>	<b>115,415</b>
With senior administrative duties	31	...	x	x	x	x
Without senior administrative duties	209	5	x	x	x	x
<b>Assistant professors</b>	<b>230</b>	<b>4</b>	<b>83,795</b>	<b>81,758</b>	<b>63,000</b>	<b>106,320</b>
<b>Rank below assistant</b>	<b>2</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>766</b>	<b>10</b>	<b>101,012</b>	<b>99,795</b>	<b>74,866</b>	<b>127,359</b>
Male	506	7	104,637	104,860	80,058	130,000
Female	260	3	93,958	91,440	69,475	119,640
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

**Queen's University**

Excluding medical and dental	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>235</b>	<b>9</b>	<b>115,017</b>	<b>114,085</b>	<b>95,048</b>	<b>137,685</b>
With senior administrative duties	51	8	123,726	121,365	99,459	145,467
Without senior administrative duties	184	1	112,603	111,635	93,496	129,462
<b>Associate professors</b>	<b>211</b>	<b>4</b>	<b>97,853</b>	<b>95,290</b>	<b>82,559</b>	<b>115,397</b>
With senior administrative duties	29	...	108,675	112,630	87,939	123,403
Without senior administrative duties	182	4	96,129	93,803	82,307	111,558
<b>Assistant professors</b>	<b>193</b>	<b>4</b>	<b>82,909</b>	<b>81,310</b>	<b>61,792</b>	<b>107,436</b>
<b>Rank below assistant</b>	<b>2</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>649</b>	<b>9</b>	<b>100,407</b>	<b>99,545</b>	<b>73,062</b>	<b>125,881</b>
Male	439	6	104,683	105,205	80,415	129,548
Female	210	3	91,469	89,230	67,250	116,680
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

... not applicable

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Table 1 (continued)

## Salaries of full-time teaching staff at Canadian universities and colleges, 2004/2005

## University of Toronto

Including medical and dental	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>970</b>	<b>30</b>	<b>131,037</b>	<b>128,463</b>	<b>99,763</b>	<b>166,425</b>
With senior administrative duties	122	24	144,729	138,780	113,118	181,243
Without senior administrative duties	848	6	129,067	126,620	95,227	161,674
<b>Associate professors</b>	<b>735</b>	<b>2</b>	<b>99,518</b>	<b>101,003</b>	<b>55,114</b>	<b>125,903</b>
With senior administrative duties	34	1	x	x	x	x
Without senior administrative duties	701	1	x	x	x	x
<b>Assistant professors</b>	<b>577</b>	<b>2</b>	<b>83,897</b>	<b>80,293</b>	<b>44,600</b>	<b>118,554</b>
<b>Rank below assistant</b>	<b>253</b>	<b>1</b>	<b>80,623</b>	<b>80,408</b>	<b>58,631</b>	<b>98,924</b>
<b>Rank below preceding</b>	...	...	...	...	...	...
<b>Other teaching staff</b>	...	...	...	...	...	...
<b>All ranks combined (including deans)</b>	<b>2,560</b>	<b>10</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
Male	1,732	7	x	x	x	x
Female	828	3	x	x	x	x
<b>Visiting staff</b>	...	<b>10</b>	...	...	...	...

## University of Toronto

Excluding medical and dental	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>721</b>	<b>28</b>	<b>135,680</b>	<b>130,706</b>	<b>112,670</b>	<b>165,463</b>
With senior administrative duties	97	22	142,115	136,711	113,561	175,244
Without senior administrative duties	624	6	134,680	129,964	111,987	162,124
<b>Associate professors</b>	<b>532</b>	<b>2</b>	<b>106,592</b>	<b>104,178</b>	<b>85,956</b>	<b>128,566</b>
With senior administrative duties	30	1	119,688	115,253	98,745	137,524
Without senior administrative duties	502	1	105,810	103,505	85,776	126,012
<b>Assistant professors</b>	<b>425</b>	<b>2</b>	<b>89,386</b>	<b>82,990</b>	<b>68,068</b>	<b>120,247</b>
<b>Rank below assistant</b>	<b>234</b>	<b>1</b>	<b>80,635</b>	<b>80,209</b>	<b>59,228</b>	<b>98,743</b>
<b>Rank below preceding</b>	...	...	...	...	...	...
<b>Other teaching staff</b>	...	...	...	...	...	...
<b>All ranks combined (including deans)</b>	<b>1,935</b>	<b>10</b>	<b>111,513</b>	<b>110,740</b>	<b>74,154</b>	<b>149,350</b>
Male	1,292	7	117,572	117,519	78,595	155,198
Female	643	3	99,336	95,281	69,001	132,663
<b>Visiting staff</b>	...	<b>10</b>	...	...	...	...

... not applicable

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**Table 1 (continued)**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2004/2005**

### Trent University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>80</b>	<b>4</b>	<b>124,309</b>	<b>131,102</b>	<b>107,555</b>	<b>135,383</b>
With senior administrative duties	21	2	122,540	124,679	103,022	136,629
Without senior administrative duties	59	2	124,939	131,102	107,341	135,383
<b>Associate professors</b>	<b>83</b>	<b>2</b>	<b>100,932</b>	<b>103,272</b>	<b>80,603</b>	<b>113,976</b>
With senior administrative duties	15	...	106,680	105,414	87,136	119,309
Without senior administrative duties	68	2	99,664	102,203	80,109	111,835
<b>Assistant professors</b>	<b>77</b>	<b>1</b>	<b>71,239</b>	<b>70,726</b>	<b>62,279</b>	<b>80,603</b>
<b>Rank below assistant</b>	<b>11</b>	<b>...</b>	<b>65,350</b>	<b>65,093</b>	<b>59,741</b>	<b>70,726</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>253</b>	<b>5</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
Male	162	2	x	x	x	x
Female	91	3	x	x	x	x
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

### University of Waterloo

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>310</b>	<b>9</b>	<b>120,824</b>	<b>120,600</b>	<b>103,003</b>	<b>137,880</b>
With senior administrative duties	50	7	132,493	130,463	117,282	153,891
Without senior administrative duties	260	2	118,580	118,299	102,777	134,107
<b>Associate professors</b>	<b>278</b>	<b>7</b>	<b>99,590</b>	<b>98,940</b>	<b>80,479</b>	<b>120,072</b>
With senior administrative duties	38	...	109,579	109,984	89,272	128,309
Without senior administrative duties	240	7	98,008	98,242	78,510	115,791
<b>Assistant professors</b>	<b>221</b>	<b>6</b>	<b>75,846</b>	<b>75,648</b>	<b>58,647</b>	<b>92,997</b>
<b>Rank below assistant</b>	<b>57</b>	<b>2</b>	<b>75,183</b>	<b>72,999</b>	<b>52,853</b>	<b>100,196</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>873</b>	<b>17</b>	<b>100,038</b>	<b>100,535</b>	<b>68,540</b>	<b>129,019</b>
Male	675	14	103,011	104,669	71,748	130,596
Female	198	3	89,906	89,896	60,189	116,508
<b>Visiting staff</b>	<b>...</b>	<b>2</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

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Table 1 (continued)

## Salaries of full-time teaching staff at Canadian universities and colleges, 2004/2005

## University of Western Ontario

Including medical and dental	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>377</b>	<b>16</b>	<b>111,982</b>	<b>108,736</b>	<b>84,272</b>	<b>140,371</b>
With senior administrative duties	74	11	119,089	117,230	92,228	145,096
Without senior administrative duties	303	5	110,246	107,675	81,509	138,682
<b>Associate professors</b>	<b>370</b>	<b>6</b>	<b>95,702</b>	<b>91,100</b>	<b>74,958</b>	<b>118,793</b>
With senior administrative duties	37	2	x	x	x	x
Without senior administrative duties	333	4	x	x	x	x
<b>Assistant professors</b>	<b>352</b>	<b>10</b>	<b>77,027</b>	<b>70,519</b>	<b>60,000</b>	<b>95,199</b>
<b>Rank below assistant</b>	<b>82</b>	<b>4</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	...	...	...	...	...	...
<b>Other teaching staff</b>	...	...	...	...	...	...
<b>All ranks combined (including deans)</b>	<b>1,194</b>	<b>23</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
Male	879	8	x	x	x	x
Female	315	15	x	x	x	x
<b>Visiting staff</b>	...	...	...	...	...	...

## University of Western Ontario

Excluding medical and dental	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>246</b>	<b>14</b>	<b>117,271</b>	<b>110,660</b>	<b>97,322</b>	<b>148,136</b>
With senior administrative duties	35	10	121,736	120,371	104,001	134,926
Without senior administrative duties	211	4	116,530	109,975	95,888	150,167
<b>Associate professors</b>	<b>312</b>	<b>6</b>	<b>97,770</b>	<b>91,482</b>	<b>76,888</b>	<b>122,922</b>
With senior administrative duties	32	2	105,591	100,915	86,571	124,181
Without senior administrative duties	280	4	96,876	91,053	76,116	120,795
<b>Assistant professors</b>	<b>288</b>	<b>10</b>	<b>77,459</b>	<b>70,000</b>	<b>59,998</b>	<b>99,068</b>
<b>Rank below assistant</b>	<b>80</b>	<b>4</b>	<b>60,502</b>	<b>59,588</b>	<b>42,532</b>	<b>80,589</b>
<b>Rank below preceding</b>	...	...	...	...	...	...
<b>Other teaching staff</b>	...	...	...	...	...	...
<b>All ranks combined (including deans)</b>	<b>938</b>	<b>22</b>	<b>94,218</b>	<b>90,280</b>	<b>62,000</b>	<b>130,378</b>
Male	663	7	98,745	96,355	63,931	134,581
Female	275	15	83,306	78,534	57,545	113,174
<b>Visiting staff</b>	...	...	...	...	...	...

... not applicable

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

**Table 1 (continued)**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2004/2005**

### University of Windsor

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>136</b>	<b>9</b>	<b>113,720</b>	<b>115,239</b>	<b>93,363</b>	<b>132,200</b>
With senior administrative duties	19	9	120,087	118,358	98,682	143,908
Without senior administrative duties	117	...	112,686	114,256	92,010	129,542
<b>Associate professors</b>	<b>149</b>	<b>1</b>	<b>95,124</b>	<b>93,199</b>	<b>80,049</b>	<b>111,791</b>
With senior administrative duties	19	...	104,399	101,317	88,472	126,730
Without senior administrative duties	130	1	93,768	92,054	79,734	111,296
<b>Assistant professors</b>	<b>194</b>	<b>1</b>	<b>72,057</b>	<b>72,543</b>	<b>61,557</b>	<b>82,083</b>
<b>Rank below assistant</b>	<b>25</b>	<b>...</b>	<b>61,816</b>	<b>64,235</b>	<b>52,438</b>	<b>67,156</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>513</b>	<b>2</b>	<b>90,664</b>	<b>86,407</b>	<b>64,235</b>	<b>120,231</b>
Male	335	1	93,924	90,894	64,235	122,405
Female	178	1	84,529	80,982	63,356	108,247
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

### York University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>293</b>	<b>11</b>	<b>119,097</b>	<b>113,269</b>	<b>98,582</b>	<b>148,392</b>
With senior administrative duties	46	5	122,536	116,515	99,673	152,048
Without senior administrative duties	247	6	118,457	112,654	98,299	147,400
<b>Associate professors</b>	<b>548</b>	<b>25</b>	<b>102,136</b>	<b>99,901</b>	<b>84,498</b>	<b>119,807</b>
With senior administrative duties	74	2	103,734	98,781	89,105	118,581
Without senior administrative duties	474	23	101,886	100,205	84,020	119,807
<b>Assistant professors</b>	<b>358</b>	<b>17</b>	<b>80,635</b>	<b>75,831</b>	<b>65,000</b>	<b>105,379</b>
<b>Rank below assistant</b>	<b>54</b>	<b>3</b>	<b>79,943</b>	<b>81,125</b>	<b>56,000</b>	<b>100,000</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>40</b>	<b>5</b>	<b>85,856</b>	<b>87,427</b>	<b>68,722</b>	<b>96,531</b>
<b>All ranks combined (including deans)</b>	<b>1,300</b>	<b>54</b>	<b>98,836</b>	<b>97,889</b>	<b>71,350</b>	<b>126,512</b>
Male	745	31	102,805	101,917	73,300	130,825
Female	555	23	93,507	93,382	69,645	115,988
<b>Visiting staff</b>	<b>...</b>	<b>4</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

... not applicable

Table 1 (continued)

## Salaries of full-time teaching staff at Canadian universities and colleges, 2004/2005

## Wilfrid Laurier University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>98</b>	<b>8</b>	<b>113,653</b>	<b>113,298</b>	<b>93,376</b>	<b>129,394</b>
With senior administrative duties	9	7	107,062	x	x	x
Without senior administrative duties	89	1	114,320	x	x	x
<b>Associate professors</b>	<b>138</b>	<b>6</b>	<b>92,662</b>	<b>90,473</b>	<b>72,735</b>	<b>113,583</b>
With senior administrative duties	15	1	100,618	99,617	73,086	125,669
Without senior administrative duties	123	5	91,692	90,385	72,676	112,005
<b>Assistant professors</b>	<b>156</b>	<b>1</b>	<b>64,798</b>	<b>61,592</b>	<b>54,424</b>	<b>80,289</b>
<b>Rank below assistant</b>	<b>29</b>	<b>...</b>	<b>62,225</b>	<b>63,000</b>	<b>50,416</b>	<b>68,914</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>6</b>	<b>...</b>	<b>56,683</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>All ranks combined (including deans)</b>	<b>435</b>	<b>7</b>	<b>85,755</b>	<b>80,640</b>	<b>56,651</b>	<b>122,426</b>
Male	263	3	92,166	94,759	60,000	125,315
Female	172	4	75,952	72,582	54,949	104,568
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

## Royal Military College of Canada

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>74</b>	<b>8</b>	<b>103,626</b>	<b>104,822</b>	<b>94,509</b>	<b>108,759</b>
With senior administrative duties	30	8	103,025	104,009	89,759	108,759
Without senior administrative duties	44	...	104,036	108,759	95,459	108,759
<b>Associate professors</b>	<b>29</b>	<b>...</b>	<b>82,286</b>	<b>85,369</b>	<b>65,273</b>	<b>92,233</b>
With senior administrative duties	10	...	86,838	89,744	72,038	93,619
Without senior administrative duties	19	...	79,890	82,994	63,743	90,119
<b>Assistant professors</b>	<b>39</b>	<b>...</b>	<b>68,797</b>	<b>69,250</b>	<b>61,413</b>	<b>74,000</b>
<b>Rank below assistant</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>150</b>	<b>...</b>	<b>90,906</b>	<b>94,509</b>	<b>65,753</b>	<b>108,759</b>
Male	138	...	92,159	96,884	67,781	108,759
Female	12	...	76,502	68,998	56,007	102,507
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

... not applicable

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**Table 1 (continued)**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2004/2005**

### Ryerson University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>210</b>	<b>15</b>	<b>108,150</b>	<b>109,147</b>	<b>96,693</b>	<b>116,913</b>
With senior administrative duties	30	7	115,949	115,853	96,605	130,333
Without senior administrative duties	180	8	106,850	108,249	96,693	114,818
<b>Associate professors</b>	<b>161</b>	<b>7</b>	<b>92,413</b>	<b>91,530</b>	<b>81,403</b>	<b>105,738</b>
With senior administrative duties	33	3	101,934	100,400	90,668	113,138
Without senior administrative duties	128	4	89,958	88,804	80,821	100,382
<b>Assistant professors</b>	<b>185</b>	<b>4</b>	<b>76,138</b>	<b>75,747</b>	<b>65,947</b>	<b>87,598</b>
<b>Rank below assistant</b>	<b>23</b>	<b>...</b>	<b>63,985</b>	<b>65,496</b>	<b>55,001</b>	<b>72,571</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>589</b>	<b>16</b>	<b>92,575</b>	<b>92,762</b>	<b>69,096</b>	<b>113,328</b>
Male	372	7	94,784	95,315	71,199	113,795
Female	217	9	88,789	87,240	65,344	111,747
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

### Nipissing University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>5</b>	<b>2</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
With senior administrative duties	1	2	x	x	x	x
Without senior administrative duties	4	...	x	x	x	x
<b>Associate professors</b>	<b>28</b>	<b>...</b>	<b>90,801</b>	<b>88,852</b>	<b>77,166</b>	<b>99,544</b>
With senior administrative duties	8	...	99,432	x	x	x
Without senior administrative duties	20	...	87,348	x	x	x
<b>Assistant professors</b>	<b>80</b>	<b>...</b>	<b>72,370</b>	<b>70,263</b>	<b>63,957</b>	<b>79,171</b>
<b>Rank below assistant</b>	<b>3</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>118</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
Male	72	...	x	x	x	x
Female	46	...	x	x	x	x
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

... not applicable

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Table 1 (continued)

## Salaries of full-time teaching staff at Canadian universities and colleges, 2004/2005

## University of Manitoba

Including medical and dental	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>433</b>	<b>23</b>	<b>115,496</b>	<b>113,730</b>	<b>91,949</b>	<b>129,167</b>
With senior administrative duties	84	21	121,032	114,343	95,789	146,187
Without senior administrative duties	349	2	114,164	113,513	90,238	129,157
<b>Associate professors</b>	<b>318</b>	<b>13</b>	<b>88,397</b>	<b>84,886</b>	<b>69,991</b>	<b>98,818</b>
With senior administrative duties	39	4	92,250	x	x	x
Without senior administrative duties	279	9	87,859	x	x	x
<b>Assistant professors</b>	<b>342</b>	<b>7</b>	<b>72,364</b>	<b>66,915</b>	<b>56,517</b>	<b>89,906</b>
<b>Rank below assistant</b>	<b>17</b>	<b>2</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	...	...	...	...	...	...
<b>Other teaching staff</b>	...	...	...	...	...	...
<b>All ranks combined (including deans)</b>	<b>1,134</b>	<b>21</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
Male	801	8	x	x	x	x
Female	333	13	x	x	x	x
<b>Visiting staff</b>	...	...	...	...	...	...

## University of Manitoba

Excluding medical and dental	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>316</b>	<b>20</b>	<b>111,650</b>	<b>113,872</b>	<b>93,156</b>	<b>124,172</b>
With senior administrative duties	57	19	113,883	114,206	98,126	125,994
Without senior administrative duties	259	1	111,158	113,840	92,161	123,786
<b>Associate professors</b>	<b>241</b>	<b>13</b>	<b>83,002</b>	<b>83,218</b>	<b>69,002</b>	<b>95,900</b>
With senior administrative duties	30	4	89,229	90,739	78,220	100,009
Without senior administrative duties	211	9	82,117	82,215	68,755	95,577
<b>Assistant professors</b>	<b>242</b>	<b>5</b>	<b>67,735</b>	<b>65,536</b>	<b>56,361</b>	<b>79,908</b>
<b>Rank below assistant</b>	<b>12</b>	<b>1</b>	<b>55,675</b>	<b>55,462</b>	<b>52,554</b>	<b>58,666</b>
<b>Rank below preceding</b>	...	...	...	...	...	...
<b>Other teaching staff</b>	...	...	...	...	...	...
<b>All ranks combined (including deans)</b>	<b>833</b>	<b>17</b>	<b>90,291</b>	<b>88,882</b>	<b>62,168</b>	<b>119,367</b>
Male	596	7	94,505	95,177	63,398	122,146
Female	237	10	79,692	75,828	59,156	109,777
<b>Visiting staff</b>	...	...	...	...	...	...

... not applicable

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**Table 1 (continued)**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2004/2005**

### Brandon University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>34</b>	<b>3</b>	<b>99,347</b>	<b>99,360</b>	<b>83,859</b>	<b>112,298</b>
With senior administrative duties	10	2	92,147	93,493	83,859	101,599
Without senior administrative duties	24	1	102,347	103,709	87,145	112,298
<b>Associate professors</b>	<b>55</b>	<b>4</b>	<b>78,796</b>	<b>75,723</b>	<b>67,207</b>	<b>91,685</b>
With senior administrative duties	20	3	78,492	75,254	67,207	91,685
Without senior administrative duties	35	1	78,970	75,724	67,207	91,685
<b>Assistant professors</b>	<b>58</b>	<b>1</b>	<b>60,977</b>	<b>58,850</b>	<b>52,212</b>	<b>71,347</b>
<b>Rank below assistant</b>	<b>9</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>161</b>	<b>3</b>	<b>75,646</b>	<b>71,347</b>	<b>53,016</b>	<b>101,117</b>
Male	100	1	81,022	82,960	54,683	108,668
Female	61	2	66,834	66,344	51,350	91,612
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

### University of Winnipeg

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>81</b>	<b>3</b>	<b>97,452</b>	<b>101,856</b>	<b>82,743</b>	<b>107,326</b>
With senior administrative duties	15	3	92,138	89,618	76,834	105,466
Without senior administrative duties	66	...	98,659	101,946	83,331	107,326
<b>Associate professors</b>	<b>71</b>	<b>1</b>	<b>74,466</b>	<b>73,833</b>	<b>63,703</b>	<b>84,898</b>
With senior administrative duties	11	...	78,835	76,712	69,175	87,428
Without senior administrative duties	60	1	73,665	72,217	63,703	84,499
<b>Assistant professors</b>	<b>63</b>	<b>...</b>	<b>58,296</b>	<b>56,986</b>	<b>52,629</b>	<b>66,826</b>
<b>Rank below assistant</b>	<b>4</b>	<b>1</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	<b>39</b>	<b>...</b>	<b>62,701</b>	<b>66,904</b>	<b>49,227</b>	<b>70,835</b>
<b>Other teaching staff</b>	<b>1</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>All ranks combined (including deans)</b>	<b>262</b>	<b>2</b>	<b>76,099</b>	<b>70,605</b>	<b>54,678</b>	<b>105,569</b>
Male	177	...	78,613	75,373	55,243	106,809
Female	85	2	70,865	68,799	53,706	93,255
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

... not applicable

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Table 1 (continued)

## Salaries of full-time teaching staff at Canadian universities and colleges, 2004/2005

## University of Saskatchewan

Including medical and dental	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>404</b>	<b>24</b>	<b>125,396</b>	<b>116,911</b>	<b>98,356</b>	<b>152,838</b>
With senior administrative duties	77	12	136,743	119,611	108,260	201,892
Without senior administrative duties	327	12	122,724	115,941	97,462	149,589
<b>Associate professors</b>	<b>306</b>	<b>14</b>	<b>102,996</b>	<b>91,338</b>	<b>75,596</b>	<b>162,416</b>
With senior administrative duties	18	1	x	x	x	x
Without senior administrative duties	288	13	x	x	x	x
<b>Assistant professors</b>	<b>229</b>	<b>11</b>	<b>87,812</b>	<b>70,595</b>	<b>61,002</b>	<b>146,887</b>
<b>Rank below assistant</b>	<b>6</b>	<b>1</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	<b>3</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>960</b>	<b>38</b>	<b>108,923</b>	<b>96,622</b>	<b>67,383</b>	<b>155,000</b>
Male	687	23	113,376	107,976	70,101	158,065
Female	273	15	97,716	88,827	64,663	146,418
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

## University of Saskatchewan

Excluding medical and dental	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>274</b>	<b>16</b>	<b>116,886</b>	<b>116,023</b>	<b>98,356</b>	<b>137,106</b>
With senior administrative duties	51	9	121,456	118,177	107,138	132,124
Without senior administrative duties	223	7	115,841	115,724	97,495	137,576
<b>Associate professors</b>	<b>210</b>	<b>9</b>	<b>87,178</b>	<b>89,586</b>	<b>75,596</b>	<b>95,613</b>
With senior administrative duties	15	...	93,467	95,148	78,008	102,420
Without senior administrative duties	195	9	86,694	89,213	75,469	93,679
<b>Assistant professors</b>	<b>172</b>	<b>4</b>	<b>68,623</b>	<b>68,082</b>	<b>61,002</b>	<b>77,391</b>
<b>Rank below assistant</b>	<b>5</b>	<b>1</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	<b>3</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>672</b>	<b>22</b>	<b>94,725</b>	<b>91,549</b>	<b>65,727</b>	<b>125,587</b>
Male	485	14	98,235	93,676	67,050	127,581
Female	187	8	85,620	83,658	62,996	116,310
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

... not applicable

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**Table 1 (continued)**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2004/2005**

**University of Regina**

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>104</b>	<b>18</b>	<b>101,035</b>	<b>101,528</b>	<b>89,222</b>	<b>108,777</b>
With senior administrative duties	17	9	104,572	105,228	94,360	112,282
Without senior administrative duties	87	9	100,344	101,528	89,021	106,409
<b>Associate professors</b>	<b>119</b>	<b>9</b>	<b>76,871</b>	<b>75,411</b>	<b>66,444</b>	<b>88,535</b>
With senior administrative duties	20	3	82,117	84,806	67,185	92,314
Without senior administrative duties	99	6	75,812	74,142	66,303	85,535
<b>Assistant professors</b>	<b>100</b>	<b>8</b>	<b>62,914</b>	<b>62,068</b>	<b>55,713</b>	<b>68,422</b>
<b>Rank below assistant</b>	<b>13</b>	<b>3</b>	<b>52,116</b>	<b>52,492</b>	<b>46,078</b>	<b>53,513</b>
<b>Rank below preceding</b>	<b>43</b>	<b>7</b>	<b>52,631</b>	<b>55,061</b>	<b>39,104</b>	<b>61,718</b>
<b>Other teaching staff</b>	...	...	...	...	...	...
<b>All ranks combined (including deans)</b>	<b>391</b>	<b>33</b>	<b>77,839</b>	<b>72,815</b>	<b>53,596</b>	<b>103,974</b>
Male	253	20	81,094	77,622	57,831	105,228
Female	138	13	71,872	69,479	51,389	97,755
<b>Visiting staff</b>	...	...	...	...	...	...

... not applicable

Table 1 (continued)

## Salaries of full-time teaching staff at Canadian universities and colleges, 2004/2005

## University of Alberta

Including medical and dental	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>738</b>	<b>26</b>	<b>121,773</b>	<b>116,878</b>	<b>97,445</b>	<b>149,176</b>
With senior administrative duties	92	15	131,225	126,587	102,172	165,638
Without senior administrative duties	646	11	120,427	115,778	97,139	147,082
<b>Associate professors</b>	<b>425</b>	<b>15</b>	<b>88,155</b>	<b>87,258</b>	<b>73,567</b>	<b>101,109</b>
With senior administrative duties	23	1	x	x	x	x
Without senior administrative duties	402	14	x	x	x	x
<b>Assistant professors</b>	<b>307</b>	<b>13</b>	<b>75,088</b>	<b>71,516</b>	<b>57,163</b>	<b>90,667</b>
<b>Rank below assistant</b>	<b>1</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>1,487</b>	<b>38</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
Male	1,053	20	x	x	x	x
Female	434	18	x	x	x	x
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

## University of Alberta

Excluding medical and dental	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>607</b>	<b>24</b>	<b>119,845</b>	<b>115,500</b>	<b>96,992</b>	<b>145,418</b>
With senior administrative duties	73	14	126,538	122,107	100,620	155,413
Without senior administrative duties	534	10	118,930	114,783	96,644	145,136
<b>Associate professors</b>	<b>366</b>	<b>14</b>	<b>87,602</b>	<b>85,784</b>	<b>73,560</b>	<b>100,936</b>
With senior administrative duties	20	1	97,429	96,243	74,864	104,389
Without senior administrative duties	346	13	87,034	85,213	73,459	99,917
<b>Assistant professors</b>	<b>279</b>	<b>13</b>	<b>75,414</b>	<b>71,516</b>	<b>57,164</b>	<b>92,074</b>
<b>Rank below assistant</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>1,267</b>	<b>36</b>	<b>101,240</b>	<b>97,036</b>	<b>68,723</b>	<b>138,121</b>
Male	880	19	105,203	102,201	71,519	141,472
Female	387	17	92,228	89,788	64,340	126,862
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

... not applicable

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**Table 1** (continued)**Salaries of full-time teaching staff at Canadian universities and colleges, 2004/2005****University of Calgary**

Including medical and dental	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>568</b>	<b>18</b>	<b>130,525</b>	<b>119,980</b>	<b>95,845</b>	<b>169,682</b>
With senior administrative duties	126	14	145,119	130,632	100,021	214,682
Without senior administrative duties	442	4	126,365	117,468	95,091	157,702
<b>Associate professors</b>	<b>489</b>	<b>10</b>	<b>98,218</b>	<b>91,503</b>	<b>75,020</b>	<b>116,992</b>
With senior administrative duties	73	3	105,212	97,501	78,677	121,319
Without senior administrative duties	416	7	96,990	90,346	74,313	115,191
<b>Assistant professors</b>	<b>431</b>	<b>4</b>	<b>81,887</b>	<b>72,940</b>	<b>63,058</b>	<b>96,996</b>
<b>Rank below assistant</b>	<b>2</b>	<b>1</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	...	...	...	...	...	...
<b>Other teaching staff</b>	...	...	...	...	...	...
<b>All ranks combined (including deans)</b>	<b>1,506</b>	<b>17</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
Male	1,040	6	x	x	x	x
Female	466	11	x	x	x	x
<b>Visiting staff</b>	...	...	...	...	...	...

**University of Calgary**

Excluding medical and dental	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>388</b>	<b>16</b>	<b>118,983</b>	<b>115,633</b>	<b>93,803</b>	<b>149,452</b>
With senior administrative duties	80	13	127,165	121,516	98,427	167,551
Without senior administrative duties	308	3	116,858	114,567	92,626	143,520
<b>Associate professors</b>	<b>366</b>	<b>9</b>	<b>88,844</b>	<b>88,082</b>	<b>73,686</b>	<b>104,261</b>
With senior administrative duties	61	3	95,318	95,362	78,229	111,934
Without senior administrative duties	305	6	87,549	86,577	73,230	98,678
<b>Assistant professors</b>	<b>320</b>	<b>4</b>	<b>71,890</b>	<b>70,596</b>	<b>61,374</b>	<b>82,800</b>
<b>Rank below assistant</b>	<b>2</b>	<b>1</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	...	...	...	...	...	...
<b>Other teaching staff</b>	...	...	...	...	...	...
<b>All ranks combined (including deans)</b>	<b>1,091</b>	<b>15</b>	<b>95,636</b>	<b>91,064</b>	<b>67,600</b>	<b>129,423</b>
Male	718	4	101,645	95,940	70,720	135,992
Female	373	11	84,070	79,267	64,226	113,577
<b>Visiting staff</b>	...	...	...	...	...	...

... not applicable

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Table 1 (continued)

## Salaries of full-time teaching staff at Canadian universities and colleges, 2004/2005

## University of Lethbridge

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>60</b>	<b>4</b>	<b>118,305</b>	<b>114,758</b>	<b>100,000</b>	<b>140,334</b>
With senior administrative duties	6	4	131,386	x	x	x
Without senior administrative duties	54	...	116,851	x	x	x
<b>Associate professors</b>	<b>106</b>	<b>5</b>	<b>90,907</b>	<b>88,943</b>	<b>73,399</b>	<b>112,266</b>
With senior administrative duties	6	1	102,677	x	x	x
Without senior administrative duties	100	4	90,201	x	x	x
<b>Assistant professors</b>	<b>117</b>	<b>3</b>	<b>67,792</b>	<b>65,274</b>	<b>58,611</b>	<b>79,532</b>
<b>Rank below assistant</b>	<b>14</b>	<b>...</b>	<b>59,369</b>	<b>60,391</b>	<b>35,000</b>	<b>78,377</b>
<b>Rank below preceding</b>	<b>61</b>	<b>3</b>	<b>63,495</b>	<b>62,500</b>	<b>50,978</b>	<b>75,759</b>
<b>Other teaching staff</b>	<b>17</b>	<b>2</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>All ranks combined (including deans)</b>	<b>380</b>	<b>12</b>	<b>82,989</b>	<b>75,759</b>	<b>58,751</b>	<b>119,986</b>
Male	235	3	86,565	79,611	60,100	122,433
Female	145	9	77,195	70,618	56,014	107,661
<b>Visiting staff</b>	<b>...</b>	<b>2</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

## Athabasca University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>17</b>	<b>1</b>	<b>107,223</b>	<b>108,275</b>	<b>89,650</b>	<b>119,677</b>
With senior administrative duties	2	1	x	x	x	x
Without senior administrative duties	15	...	x	x	x	x
<b>Associate professors</b>	<b>42</b>	<b>8</b>	<b>86,831</b>	<b>87,327</b>	<b>76,788</b>	<b>96,659</b>
With senior administrative duties	5	7	x	x	x	x
Without senior administrative duties	37	1	x	x	x	x
<b>Assistant professors</b>	<b>24</b>	<b>2</b>	<b>68,727</b>	<b>70,357</b>	<b>63,983</b>	<b>71,340</b>
<b>Rank below assistant</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Rank below preceding</b>	<b>16</b>	<b>...</b>	<b>63,824</b>	<b>63,625</b>	<b>52,614</b>	<b>71,340</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>107</b>	<b>3</b>	<b>83,450</b>	<b>82,237</b>	<b>63,924</b>	<b>108,295</b>
Male	63	...	87,809	86,554	66,418	112,763
Female	44	3	77,209	73,733	59,367	97,071
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

... not applicable

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**Table 1 (continued)**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2004/2005**

**University of British Columbia**

Including medical and dental	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>773</b>	<b>12</b>	<b>130,434</b>	<b>121,719</b>	<b>101,973</b>	<b>168,375</b>
With senior administrative duties	111	12	141,266	131,071	112,430	169,439
Without senior administrative duties	662	...	128,618	118,275	100,966	167,528
<b>Associate professors</b>	<b>532</b>	<b>...</b>	<b>103,789</b>	<b>94,949</b>	<b>84,601</b>	<b>128,763</b>
With senior administrative duties	16	...	x	x	x	x
Without senior administrative duties	516	...	x	x	x	x
<b>Assistant professors</b>	<b>557</b>	<b>...</b>	<b>87,932</b>	<b>80,491</b>	<b>70,567</b>	<b>109,490</b>
<b>Rank below assistant</b>	<b>4</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	<b>194</b>	<b>...</b>	<b>73,021</b>	<b>71,309</b>	<b>56,342</b>	<b>87,920</b>
<b>Other teaching staff</b>	<b>3</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>All ranks combined (including deans)</b>	<b>2,075</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
Male	1,451	...	x	x	x	x
Female	624	...	x	x	x	x
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

**University of British Columbia**

Excluding medical and dental	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>564</b>	<b>10</b>	<b>124,079</b>	<b>118,185</b>	<b>102,438</b>	<b>152,559</b>
With senior administrative duties	83	10	132,961	129,123	111,538	157,884
Without senior administrative duties	481	...	122,547	116,489	101,398	150,295
<b>Associate professors</b>	<b>383</b>	<b>...</b>	<b>98,756</b>	<b>94,128</b>	<b>86,125</b>	<b>120,827</b>
With senior administrative duties	12	...	116,756	111,700	102,199	136,258
Without senior administrative duties	371	...	98,174	93,979	86,109	119,469
<b>Assistant professors</b>	<b>411</b>	<b>...</b>	<b>83,864</b>	<b>79,926</b>	<b>72,562</b>	<b>103,614</b>
<b>Rank below assistant</b>	<b>4</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	<b>173</b>	<b>...</b>	<b>73,673</b>	<b>72,166</b>	<b>58,711</b>	<b>88,245</b>
<b>Other teaching staff</b>	<b>1</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>All ranks combined (including deans)</b>	<b>1,546</b>	<b>...</b>	<b>101,939</b>	<b>97,902</b>	<b>73,426</b>	<b>137,290</b>
Male	1,063	...	106,732	104,125	76,691	141,416
Female	483	...	91,390	86,718	66,874	121,119
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

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Table 1 (continued)

## Salaries of full-time teaching staff at Canadian universities and colleges, 2004/2005

## Simon Fraser University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>259</b>	<b>11</b>	<b>115,873</b>	<b>113,087</b>	<b>100,457</b>	<b>135,259</b>
With senior administrative duties	38	6	119,982	118,612	104,107	132,978
Without senior administrative duties	221	5	115,167	113,087	97,339	135,196
<b>Associate professors</b>	<b>195</b>	<b>6</b>	<b>92,085</b>	<b>88,384</b>	<b>81,107</b>	<b>107,794</b>
With senior administrative duties	22	...	98,885	95,185	86,567	112,900
Without senior administrative duties	173	6	91,220	87,530	80,129	107,581
<b>Assistant professors</b>	<b>196</b>	<b>18</b>	<b>78,330</b>	<b>75,882</b>	<b>60,850</b>	<b>98,336</b>
<b>Rank below assistant</b>	<b>5</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	<b>84</b>	<b>10</b>	<b>71,683</b>	<b>74,093</b>	<b>60,845</b>	<b>78,339</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>745</b>	<b>39</b>	<b>94,443</b>	<b>91,035</b>	<b>66,620</b>	<b>121,359</b>
Male	528	18	97,248	95,928	68,889	123,019
Female	217	21	87,617	85,870	64,322	110,894
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

## University of Victoria

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>260</b>	<b>14</b>	<b>107,551</b>	<b>105,854</b>	<b>89,248</b>	<b>125,300</b>
With senior administrative duties	20	10	117,508	117,018	99,971	128,544
Without senior administrative duties	240	4	106,721	105,451	88,879	124,670
<b>Associate professors</b>	<b>211</b>	<b>1</b>	<b>86,347</b>	<b>84,743</b>	<b>72,746</b>	<b>101,904</b>
With senior administrative duties	22	...	93,484	90,991	83,330	107,884
Without senior administrative duties	189	1	85,516	83,741	72,549	101,392
<b>Assistant professors</b>	<b>171</b>	<b>...</b>	<b>67,965</b>	<b>66,612</b>	<b>57,344</b>	<b>80,943</b>
<b>Rank below assistant</b>	<b>8</b>	<b>...</b>	<b>65,540</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	<b>39</b>	<b>...</b>	<b>65,886</b>	<b>65,246</b>	<b>55,522</b>	<b>77,721</b>
<b>Other teaching staff</b>	<b>20</b>	<b>...</b>	<b>67,894</b>	<b>55,000</b>	<b>48,000</b>	<b>93,850</b>
<b>All ranks combined (including deans)</b>	<b>719</b>	<b>5</b>	<b>88,508</b>	<b>86,362</b>	<b>60,330</b>	<b>117,797</b>
Male	451	4	93,805	93,727	63,132	122,452
Female	268	1	79,594	78,990	58,821	102,674
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

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**Table 1 (concluded)**  
**Salaries of full-time teaching staff at Canadian universities and colleges, 2004/2005**

### Trinity Western University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>20</b>	<b>8</b>	<b>78,498</b>	<b>75,614</b>	<b>70,828</b>	<b>83,766</b>
With senior administrative duties	10	8	84,545	78,710	75,842	102,285
Without senior administrative duties	10	...	72,452	71,739	69,916	75,385
<b>Associate professors</b>	<b>37</b>	<b>2</b>	<b>67,169</b>	<b>64,888</b>	<b>59,029</b>	<b>79,602</b>
With senior administrative duties	17	2	72,709	74,388	61,328	81,871
Without senior administrative duties	20	...	62,460	62,561	57,910	65,943
<b>Assistant professors</b>	<b>59</b>	<b>1</b>	<b>52,817</b>	<b>54,348</b>	<b>43,326</b>	<b>62,467</b>
<b>Rank below assistant</b>	<b>6</b>	<b>...</b>	<b>34,897</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	<b>11</b>	<b>...</b>	<b>36,326</b>	<b>35,640</b>	<b>32,583</b>	<b>40,562</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>144</b>	<b>...</b>	<b>60,942</b>	<b>60,926</b>	<b>36,683</b>	<b>81,703</b>
Male	94	...	65,017	63,869	42,247	83,534
Female	50	...	53,280	55,081	34,990	68,826
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

### University of Northern British Columbia

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
<b>Full professors</b>	<b>22</b>	<b>4</b>	<b>98,714</b>	<b>98,892</b>	<b>83,083</b>	<b>112,234</b>
With senior administrative duties	6	3	101,265	x	x	x
Without senior administrative duties	16	1	97,757	x	x	x
<b>Associate professors</b>	<b>66</b>	<b>1</b>	<b>76,010</b>	<b>72,501</b>	<b>69,352</b>	<b>86,860</b>
With senior administrative duties	9	...	81,576	x	x	x
Without senior administrative duties	57	1	75,131	x	x	x
<b>Assistant professors</b>	<b>75</b>	<b>1</b>	<b>64,602</b>	<b>60,418</b>	<b>57,641</b>	<b>74,668</b>
<b>Rank below assistant</b>	<b>8</b>	<b>...</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Rank below preceding</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>Other teaching staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>
<b>All ranks combined (including deans)</b>	<b>174</b>	<b>3</b>	<b>73,926</b>	<b>70,521</b>	<b>57,651</b>	<b>100,347</b>
Male	112	3	76,953	71,989	57,679	101,275
Female	62	...	68,459	66,324	57,641	78,829
<b>Visiting staff</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>	<b>...</b>

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**Table 2**  
**Salary scales for teachers at Canadian universities and colleges, 2004/2005**

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
			\$		
<b>Memorial University of Newfoundland</b>					
Minimum	73,542	61,190	51,926	45,750	...
Maximum	118,318	95,158	65,822	53,470	...
Annual increment	1,544	1,544	1,544	1,544	...
<b>University of Prince Edward Island</b>					
Minimum	75,454	61,307	47,159	40,085	...
Maximum	100,611	89,897	67,742	51,520	...
Annual increment	2,287	2,287	2,287	2,287	...
<b>Acadia University</b>					
Minimum	76,049	61,329	49,666	38,851	...
Maximum	113,369	85,577	70,058	53,465	...
Annual increment	...	...	...	...	...
<b>Acadia Divinity College</b>					
Minimum	77,925	62,610	54,216	46,795	36,032
Maximum	86,077	82,258	71,231	61,482	47,341
Annual increment	...	...	...	...	...
<b>Mount Saint Vincent University</b>					
Minimum	77,835	61,195	49,911	43,242	...
Maximum	103,185	86,545	65,511	51,042	...
Annual increment	1,950	1,950	1,950	1,950	...
<b>Nova Scotia College of Art and Design</b>					
Minimum	70,869	59,925	44,506	40,215	...
Maximum	102,126	87,709	67,081	48,897	...
Annual increment	1,736	1,736	1,736	1,736	...
<b>St. Francis Xavier University</b>					
Minimum	76,526	60,228	49,362	42,118	...
Maximum	104,598	86,488	66,564	45,740	...
Annual increment	1,811	1,811	1,811	1,811	...
<b>Saint Mary's University</b>					
Minimum	80,603	61,917	50,538	44,013	...
Maximum	110,242	87,611	65,309	48,428	...
Annual increment					
Minimum	% 1.7	1.9	1.6	4.6	...
Maximum	% 2.9	3.6	4.2	5.2	...
<b>University of King's College</b>					
Minimum	63,593	54,508	45,423	39,972	33,410
Maximum	122,997	98,990	77,439	66,275	78,405
Annual increment					
	% 3.0	3.0	3.0	3.0	3.0
additional increment	1,817	1,817	1,817	1,817	1,720
<b>University College of Cape Breton</b>					
Minimum	77,903	58,711	45,758	37,447	...
Maximum	95,903	82,111	59,358	44,447	...
Annual increment	1,800	1,800	1,700	1,400	...
<b>Mount Allison University</b>					
Minimum	79,279	59,969	49,242	41,518	...
Maximum	109,316	96,443	79,279	59,969	...
Annual increment	2,145	2,145	2,145	2,145	...

**Table 2 (continued)**  
**Salary scales for teachers at Canadian universities and colleges, 2004/2005**

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
	\$				
<b>Université de Moncton</b>					
Minimum	76,186	62,042	51,434	37,290	...
Maximum	105,358	85,910	68,230	53,202	...
Annual increment	884	884	884	884	...
<b>St. Thomas University</b>					
Minimum	81,502	63,389	50,451	45,278	...
Maximum	111,836	92,369	74,251	61,313	...
Annual increment	% 5.0	5.0	5.0	...	...
<b>Brock University</b>					
Minimum	85,466	67,009	55,885	43,168	...
Maximum	...	...	...	...	...
Annual increment	% 6.25	6.25	6.25	6.25	...
<b>Carleton University</b>					
Minimum	80,870	61,270	49,010	39,210	...
Maximum	122,530	122,530	80,860	63,710	...
Annual increment	% 3.0	3.0	3.0	3.0	...
Additional increment	2,450	2,450	2,450	2,450	...
<b>University of Guelph</b>					
Minimum	76,994	61,595	46,663	44,330	...
Maximum	...	...	...	...	...
Annual increment	...	...	...	...	...
<b>Lakehead University</b>					
Minimum	75,400	59,995	47,840	40,520	...
Maximum	117,210	105,250	73,375	58,390	...
Annual increment	...	...	...	...	...
<b>Laurentian University</b>					
Minimum	79,015	62,756	50,452	40,672	...
Maximum	...	...	...	...	...
Annual increment	2,500	2,350	2,050	1,900	...
<b>Huntington University</b>					
Minimum	63,779	51,212	41,789	34,320	...
Maximum	107,223	87,177	68,158	52,783	...
Annual increment	...	...	...	...	...
<b>University of Sudbury</b>					
Minimum	78,939	62,695	50,403	40,633	...
Maximum	113,939	94,695	71,403	55,633	...
Annual increment	2,125	1,900	1,600	1,400	...
<b>Université de Hearst</b>					
Minimum	51,566	48,134	43,841	42,982	...
Maximum	78,380	73,164	66,639	60,175	...
Annual increment	2,063	1,925	1,754	1,719	...
<b>Queen's University</b>					
Minimum	76,124	60,294	52,033	...	...
Maximum	...	...	...	...	...
Annual increment	...	...	...	...	...

Table 2 (continued)

## Salary scales for teachers at Canadian universities and colleges, 2004/2005

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
			\$		
<b>University of Toronto<sup>1</sup></b>					
Minimum	73,200	54,700	44,600	51,800	...
Maximum	...	...	75,800	...	...
Annual increment	...	...	...	...	...
<b>University of St Michael's College</b>					
Minimum	73,700	55,000	44,900	52,100	...
Maximum	...	...	76,300	...	...
Annual increment	...	...	...	...	...
<b>University of Trinity College</b>					
Minimum	73,200	54,700	44,600	51,800	...
Maximum	...	...	75,800	...	...
Annual increment	...	...	...	...	...
<b>Knox College</b>					
Minimum	78,003	69,058	66,862	...	...
Maximum	78,003	72,918	66,862	...	...
Annual Increment	...	1,285	...	...	...
<b>Trent University</b>					
Minimum	92,571	73,200	56,647	46,447	...
Maximum	137,523	118,258	94,712	75,665	...
Annual increment	2,140	2,466	2,815	2,466	...
<b>University of Waterloo</b>					
Minimum	93,000	73,000	58,000	45,000	...
Maximum	...	...	...	...	...
Annual increment	...	...	...	...	...
<b>St. Jerome's University</b>					
Minimum	96,069	75,409	59,914	46,485	...
Maximum	...	...	...	...	...
Annual increment	...	...	...	...	...
<b>Conrad Grebel University College</b>					
Minimum	93,000	73,000	58,000	58,000	45,000
Maximum	145,000	145,000	145,000	119,800	100,900
Annual increment	2,836	2,836	2,836	2,836	2,836
<b>Renison College</b>					
Minimum	93,000	73,000	58,000	45,000	...
Maximum	...	...	...	...	...
Annual increment	% 3.3	3.3	...	...	...
<b>University of Western Ontario</b>					
Minimum	78,510	64,235	56,000	41,176	...
Maximum	...	...	...	...	...
Annual increment	...	...	...	...	...
<b>Huron University College</b>					
Minimum	...	70,000	56,000	...	...
Maximum	110,000	96,000	70,000	...	...
Annual increment	...	...	...	...	...
<b>King's University College</b>					
Minimum	53,365	53,365	53,365	52,365	...
Maximum	...	...	...	...	...
Annual increment	2,011	1,915	1,817	1,817	...

**Table 2 (continued)**  
**Salary scales for teachers at Canadian universities and colleges, 2004/2005**

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
			\$		
<b>York University</b>					
Minimum	74,565	58,200	48,535	40,755	...
Maximum	...	...	...	...	...
Annual increment	...	...	...	...	...
<b>Wilfrid Laurier University</b>					
Minimum	76,217	62,025	48,235	38,216	...
Maximum	...	...	...	...	...
Annual increment	% 2.4	2.4	2.4	2.4	...
<b>Royal Military College of Canada</b>					
Minimum	70,760	59,245	43,126	31,611	...
Maximum	108,759	90,119	74,000	64,861	...
Annual increment	2,375	2,375	2,375	2,375	...
<b>Ryerson University</b>					
Minimum	69,505	59,101	48,697	...	...
Maximum	...	117,000	84,500	...	...
Annual increment					
1st Level	2,100	2,300	2,800	...	...
2nd Level	...	2,100	2,300	...	...
<b>Université Saint-Paul</b>					
Minimum	63,022	53,947	46,021	38,377	...
Maximum	81,022	68,947	55,021	45,877	...
Annual increment	1,500	1,500	1,500	1,500	...
<b>Nipissing University</b>					
Minimum	87,057	71,773	55,549	42,793	...
Maximum	120,473	99,237	79,171	59,547	...
Annual increment	2,743	2,247	2,102	1,806	...
<b>Brandon University</b>					
Minimum	81,274	65,078	49,684	41,626	...
Maximum	112,298	92,751	71,347	52,582	...
Annual increment	2,585	2,129	1,666	1,217	...
<b>University of Manitoba</b>					
Minimum	80,610	62,381	53,360	42,566	...
Maximum	119,688	92,611	76,791	60,779	...
Annual increment					
Minimum	1,487	1,152	893	693	...
Maximum	2,978	2,303	1,785	1,387	...
<b>Canadian Mennonite University</b>					
Minimum	64,843	55,580	46,316	37,053	...
Maximum	78,906	72,914	60,929	46,316	...
Annual increment	% 16.0	14.0	12.0	20.0	...
<b>University of Saskatchewan</b>					
Minimum	81,045	64,961	52,494	41,807	32,867
Maximum	...	91,549	78,018	61,226	52,286
Annual increment	2,429	2,127	2,127	1,387	1,387

Table 2 (continued)

## Salary scales for teachers at Canadian universities and colleges, 2004/2005

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
			\$		
<b>College of Emmanuel and Saint Chad</b>					
Minimum					
1st level	56,807	51,126	45,446	...	...
2nd level	64,476	60,328	53,627	...	...
Maximum	...	...	...	...	...
Annual increment <sup>2</sup>	...	...	...	...	...
<b>Lutheran Theological Seminary</b>					
Minimum	...	57,691	53,264	...	...
Maximum	...	...	...	...	...
Annual increment	...	...	...	...	...
<b>University of Regina</b>					
Minimum	77,088	60,466	49,360	39,370	34,738
Maximum					
1st level	101,528	83,256	68,422	52,492	61,304
2nd level	...	90,093	74,776	56,866	67,544
Annual increment					
1st level	2,444	2,279	2,118	1,458	1,618
2nd level	...	...	...	...	1,849
3rd level	...	...	...	...	2,080
<b>Luther College</b>					
Minimum	77,088	60,456	49,360	39,370	...
Maximum	101,528	83,256	68,422	54,492	...
Annual increment	2,444	2,279	2,118	1,458	...
<b>University of Alberta</b>					
Minimum	80,087	64,340	51,768	...	...
Maximum	100,174	92,036	73,320	...	...
Annual increment					
1st level	2,714	2,308	1,796	...	...
2nd level	2,308	...	...	...	...
3rd level	1,796	...	...	...	...
<b>Canadian University College</b>					
Minimum	51,024	49,572	44,280	38,508	...
Maximum	51,984	50,544	49,092	43,320	...
Annual increment					
Minimum	% 1.0	1.0	2.0	2.0	...
Maximum	% ...	...	3.0	3.0	...
<b>Athabasca University</b>					
Minimum	81,903	65,668	52,651	41,064	...
Maximum	110,973	88,979	71,340	57,202	...
Annual increment					
Minimum	% 2.0	2.0	2.8	2.8	...
Maximum	% 2.8	2.8	...	...	...
<b>Concordia University College of Alberta</b>					
Minimum	65,088	57,339	48,452	...	...
Maximum	93,521	90,321	87,121	...	...
Annual increment	7,740	4,540	1,340	...	...

**Table 2 (concluded)**  
**Salary scales for teachers at Canadian universities and colleges, 2004/2005**

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
			\$		
<b>The King's University College</b>					
Minimum	61,070	52,807	44,544	32,113	...
Maximum	70,366	66,233	52,806	39,840	...
Annual increment	1,033	1,033	1,033	1,032	...
<b>University of Victoria</b>					
Minimum	79,000	69,000	52,000	50,000	...
Maximum	...	...	...	...	...
Annual increment	...	...	...	...	...
<b>Vancouver School of Theology</b>					
Minimum	92,800	77,800	62,200	...	...
Maximum	100,000	85,000	68,200	...	...
Annual increment	1,200	1,200	1,200	...	...
<b>Trinity Western University</b>					
Minimum	60,769	52,842	46,745	40,648	...
Maximum	71,585	62,988	56,655	45,363	...
Annual increment	% 5.3	5.3	5.3	5.3	...
<b>University of Northern British Columbia</b>					
Minimum	79,242	65,078	53,196	45,276	...
Maximum	...	88,409	70,417	57,497	...
Annual increment					
Minimum	1,111	555	555	555	...
Maximum	2,222	2,222	2,222	2,222	...
<b>Royal Roads University<sup>3</sup></b>					
Minimum	80,000	...	...	...	...
Maximum	99,200	...	...	...	...
Annual increment	1,600	...	...	...	...

... not applicable

1. Scales are not final.
2. Cost of living allowance.
3. Single faculty level only.

# Culture, Tourism and the Centre for Education Statistics

## Research Papers

### Cumulative index

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

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

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

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

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81-595-MIE2002001	Understanding the rural-urban reading gap
81-595-MIE2003002	Canadian education and training services abroad: the role of contracts funded by international financial institution
81-595-MIE2003003	Finding their way: a profile of young Canadian graduates
81-595-MIE2003004	Learning, earning and leaving – The relationship between working while in high school and dropping out
81-595-MIE2003005	Linking provincial student assessments with national and international assessments
81-595-MIE2003006	Who goes to post-secondary education and when: Pathways chosen by 20 year-olds
81-595-MIE2003007	Access, persistence and financing: First results from the Postsecondary Education Participation Survey (PEPS)
81-595-MIE2003008	The labour market impacts of adult education and training in Canada
81-595-MIE2003009	Issues in the design of Canada's Adult Education and Training Survey
81-595-MIE2003010	Planning and preparation: First results from the Survey of Approaches to Educational Planning (SAEP) 2002
81-595-MIE2003011	A new understanding of postsecondary education in Canada: A discussion paper
81-595-MIE2004012	Variation in literacy skills among Canadian provinces: Findings from the OECD PISA
81-595-MIE2004013	Salaries and salary scales of full-time teaching staff at Canadian universities, 2001-2002: final report
81-595-MIE2004014	In and out of high school: First results from the second cycle of the Youth in Transition Survey, 2002
81-595-MIE2004015	Working and Training: First Results of the 2003 Adult Education and Training Survey
81-595-MIE2004016	Class of 2000: Profile of Postsecondary Graduates and Student Debt
81-595-MIE2004017	Connectivity and ICT integration in Canadian elementary and secondary schools: First results from the Information and Communications Technologies in Schools Survey, 2003-2004



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81-595-MIE2004019	Salaries and salary scales of full-time teaching staff at Canadian universities, 2003-2004
81-595-MIE2004020	Culture Goods Trade Estimates: Methodology and Technical Notes
81-595-MIE2004021	Canadian Framework for Culture Statistics
81-595-MIE2004022	Summary public school indicators for the provinces and territories, 1996-1997 to 2002-2003
81-595-MIE2004023	Economic Contribution of Culture in Canada
81-595-MIE2004024	Economic Contributions of the Culture Sector in Ontario
81-595-MIE2004025	Economic Contribution of the Culture Sector in Canada – A Provincial Perspective
81-595-MIE2004026	Who pursues postsecondary education, who leaves and why: Results from the Youth in Transition Survey
81-595-MIE2005027	Salaries and salary scales of full-time teaching staff at Canadian universities, 2002-2003: final report
81-595-MIE2005028	Canadian School Libraries and Teacher-Librarians: Results from the 2003/04 Information and Communications Technologies in Schools Survey
81-595-MIE2005029	Manitoba Postsecondary Graduates from the Class of 2000: How Did They Fare?
81-595-MIE2005030	Salaries and Salary Scales of Full-time teaching Staff at Canadian Universities, 2004-2005: Preliminary Report
81-595-MIE2005031	Salaries and salary scales of full-time teaching staff at Canadian universities, 2003-2004: final report
81-595-MIE2005032	Survey of Earned Doctorates: A Profile of Doctoral Degree Recipients
81-595-MIE2005033	The Education Services Industry in Canada
81-595-MIE2005034	Connectivity and ICT Integration in First Nations Schools: Results from the Information and Communications Technologies in Schools Survey, 2003/04
81-595-MIE2005035	Registered Apprentices: A Class Ten Years Later

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81-595-MIE2006038	Profile of Selected Culture Industries in Ontario
81-595-MIE2006039	Factors Affecting the Repayment of Student Loans
81-595-MIE2006040	Culture Goods Trade Data User Guide
81-595-MIE2006041	Health Human Resources and Education: Outlining Information Needs
81-595-MIE2006042	How Students Fund Their Postsecondary Education: Findings from the Postsecondary Education Participation Survey
81-595-MIE2006043	Educational Outcomes at age 19 Associated with Reading Ability at Age 15
81-595-MIE2006044	Summary Public School Indicators for the Provinces and Territories, 1997-1998 to 2003-2004
81-595-MIE2006045	Follow-up on Education and Labour Market Pathways of Young Canadians Aged 18 to 20 – Results from YITS Cycle 3
81-595-MIE2006046	Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2005/2006: Preliminary Report
81-595-MIE2006047	Canada Student Loans Repayment Assistance: Who Does and Does Not Use Interest Relief?
81-595-MIE2006048	Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2004/2005: Final Report