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Culture, Tourism and the Centre for Education Statistics

Salaries and salary scales of full-time teaching staff at Canadian universities, 2004-2005: preliminary 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: preliminary report

Institutional Surveys Section

Statistics Canada

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Background

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

This report presents information on the salaries of full-time teaching staff at 30 Canadian universities, 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 larger institutions, information is processed in such a way that results are not shown where there are too few individuals.

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

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

In addition, as a measure of distribution, the salary at the 10th and 90th percentile is given. In other words, the teaching staff is ranked by salary from lowest to highest and divided into ten even groups; the values presented in the table are the cutoff points for the lowest and highest 10% of the distribution.

Target population

The target population of this survey is full-time teaching staff in degree-granting institutions who have a teaching assignment and are under contract for twelve months or more. Administrative and support staff 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 column labelled *Numbers* refers to the number of teachers included in the salary calculations, that is, the average, the median and the 10th and 90th percentiles.

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

- deans and 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 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 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 lecturers. The category *rank below preceding* covers teachers below the rank of lecturer (instructors). *Other* 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. The 57 institutions included in this table are those that reported their scales by the end of April, 2005. Note that the institutions included in this table are not a subset of the institutions covered in the salary tables.

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

Universities included in the following tables:

Memorial University of Newfoundland	University of Saint Michael's College
University of Prince Edward Island	University of Trinity College
Acadia University	Huron University College
Acadia Divinity College	King's University College
Université Sainte-Anne – Collège de l'Acadie	York University
Saint Mary's University	Nipissing University
University of King's College	Royal Military College of Canada
St. Francis Xavier University	Wilfrid Laurier University
University College of Cape Breton	Ryerson University
Nova Scotia College of Art and Design	Brandon University
Mount Saint Vincent University	University of Manitoba
Mount Allison University	Canadian Mennonite University
Université de Moncton	University of Saskatchewan
St. Thomas University	Lutheran Theological Seminary
Brock University	College of Emmanuel and Saint Chad
Carleton University	University of Regina
Lakehead University	Campion College
University of Guelph	Luther College
Laurentian University	Concordia University College of Alberta
Université de Hearst	University of Alberta
Hungtington University	Canadian University College
McMaster University	University of Lethbridge
Université Saint-Paul	Athabasca University
Queen's University	King's University College
Trent University	University of British Columbia
University of Waterloo	University of Victoria
St. Jerome's University	Vancouver School of Theology
Conrad Grebel University College	Trinity Western University
University of Western Ontario	University of Northern British Columbia
University of Ottawa	Royal Roads University
University of Toronto	

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges 2004-2005

Memorial University of Newfoundland Including Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	291	11	100,735	99,790	84,350	116,620
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
Associate professors	310	9	83,461	81,262	70,454	95,158
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
Assistant professors	214	8	65,310	65,006	56,558	75,086
Rank below assistant	7	...	53,249	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	1	...	x	x	x	x
All ranks combined (including deans)	830	21	x	x	x	x
Male	574	11	x	x	x	x
Female	256	10	x	x	x	x
Visiting staff	...	...	...	...	...	...

2004-2005

Memorial University of Newfoundland Excluding Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	247	8	100,276	99,790	84,350	113,686
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
Associate professors	252	9	84,498	83,946	71,998	95,158
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
Assistant professors	150	5	66,202	65,822	56,558	81,262
Rank below assistant	7	...	53,249	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	662	16	86,327	85,894	63,043	107,510
Male	467	9	89,398	90,526	65,822	109,164
Female	195	7	78,972	76,630	58,102	99,224
Visiting staff	...	...	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

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
Full professors	49	2	99,223	100,611	82,086	122,301
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
Associate professors	88	4	83,628	82,934	68,168	104,541
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
Assistant professors	63	...	68,070	65,455	56,307	86,656
Rank below assistant	4	...	x	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	210	...	82,537	81,890	59,520	106,289
Male	135	...	85,377	85,321	60,881	107,683
Female	75	...	77,425	72,153	56,307	100,243
Visiting staff	...	...	...	...	...	...

2004-2005

St. Francis Xavier University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	71	6	94,845	96,446	80,301	104,598
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
Associate professors	69	5	74,360	74,487	65,660	84,812
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
Assistant professors	75	4	60,888	60,984	51,172	68,009
Rank below assistant	4	...	x	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	23	...	57,569	58,195	55,620	60,384
All ranks combined (including deans)	244	13	x	x	x	x
Male	135	8	x	x	x	x
Female	109	5	x	x	x	x
Visiting staff	...	...	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges 2004-2005 University College of Cape Breton

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	21	2	88,931	88,703	78,263	95,903
With senior administrative duties	4	2	x	x	x	x
Without senior administrative duties	17	...	x	x	x	x
Associate professors	37	1	72,545	74,911	60,511	78,511
With senior administrative duties	7	1	74,366	x	x	x
Without senior administrative duties	30	...	72,120	74,911	60,511	78,511
Assistant professors	45	1	54,732	54,258	49,158	59,358
Rank below assistant	...	...	...	...	...	...
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	105	2	68,750	65,011	50,858	92,753
Male	67	1	70,828	74,011	50,858	94,103
Female	38	1	65,087	59,358	49,158	84,383
Visiting staff	...	...	...	...	...	...

2004-2005 Mount Allison University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	39	2	105,613	109,316	92,486	109,316
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
Associate professors	40	1	77,104	74,988	64,260	92,152
With senior administrative duties	9	1	77,232	x	x	x
Without senior administrative duties	31	...	77,066	74,988	66,406	91,995
Assistant professors	49	2	60,209	59,969	53,533	66,406
Rank below assistant	5	1	x	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	136	3	79,140	72,842	55,678	109,316
Male	87	1	83,212	79,279	58,978	109,316
Female	49	2	71,910	64,260	53,533	107,386
Visiting staff	...	...	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges 2004-2005

Université de Moncton

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	97	9	95,466	95,476	82,214	106,235
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
Associate professors	106	3	77,104	76,495	65,874	86,728
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
Assistant professors	54	1	62,025	62,482	53,202	69,214
Rank below assistant	2	...	x	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	4	...	x	x	x	x
All ranks combined (including deans)	276	...	81,199	82,214	60,570	105,052
Male	183	...	83,619	84,038	62,376	106,028
Female	93	...	76,437	75,066	58,138	96,194
Visiting staff	...	...	...	...	...	...

2004-2005

Brock University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	104	9	112,114	111,250	94,429	130,486
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
Associate professors	180	3	95,588	94,913	75,282	114,863
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
Assistant professors	153	...	72,468	69,497	58,709	94,207
Rank below assistant	44	...	63,093	63,379	45,849	76,701
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	490	3	89,873	88,992	62,000	120,566
Male	290	2	94,829	97,612	62,287	123,851
Female	200	1	82,687	79,416	59,485	106,069
Visiting staff	...	...	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges

2004-2005

Carleton University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	221	10	109,916	112,320	94,582	121,111
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
Associate professors	227	6	94,394	94,180	76,224	112,853
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
Assistant professors	190	4	73,221	72,001	56,482	90,056
Rank below assistant	7	...	64,992	x	x	x
Rank below preceding	108	3	62,835	60,018	46,000	82,387
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	758	18	89,107	89,184	57,750	117,356
Male	503	9	94,272	97,074	64,726	119,425
Female	255	9	78,920	77,765	54,654	106,946
Visiting staff	...	1	...	...	...	...

2004-2005

Laurentian University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	107	5	112,558	111,399	90,146	134,847
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
Associate professors	105	2	89,568	87,635	73,769	111,305
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
Assistant professors	95	1	67,815	66,390	56,522	81,234
Rank below assistant	11	...	57,068	54,873	42,632	64,408
Rank below preceding	1	...	x	x	x	x
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	323	4	89,997	87,639	60,794	121,987
Male	218	3	94,139	90,176	62,657	128,055
Female	105	1	81,398	77,299	59,050	107,905
Visiting staff	...	...	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges 2004-2005

University of Ottawa Including Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	325	13	108,174	107,657	92,708	119,297
With senior administrative duties	41	9	107,818	107,657	92,362	120,663
Without senior administrative duties	284	4	108,225	107,774	92,705	119,297
Associate professors	294	13	86,652	86,220	73,508	100,418
With senior administrative duties	19	1	92,330	89,413	82,975	100,495
Without senior administrative duties	275	12	86,259	86,206	73,194	100,418
Assistant professors	287	4	67,773	68,034	56,948	76,366
Rank below assistant	19	2	56,468	54,404	51,972	56,686
Rank below preceding	...	...	...	...	...	...
Other teaching staff	8	1	66,336	x	x	x
All ranks combined (including deans)	942	24	88,078	87,217	60,824	117,275
Male	611	13	91,309	91,554	63,510	119,297
Female	331	11	82,114	80,816	58,500	106,807
Visiting staff	...	...	...	...	...	...

2004-2005

University of Ottawa Excluding Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	318	13	107,367	107,657	92,716	119,297
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
Associate professors	287	13	87,549	86,616	74,620	100,418
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
Assistant professors	280	4	67,820	68,413	57,413	76,366
Rank below assistant	18	2	56,939	54,404	53,979	57,201
Rank below preceding	...	...	...	...	...	...
Other teaching staff	8	1	66,336	x	x	x
All ranks combined (including deans)	920	24	88,149	87,689	61,774	116,725
Male	591	13	91,375	92,125	64,890	119,297
Female	329	11	82,356	80,949	58,762	107,003
Visiting staff	...	...	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges 2004-2005

McMaster University

Including Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	373	10	110,675	116,403	68,190	134,260
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
Associate professors	345	5	82,651	90,737	35,551	110,971
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
Assistant professors	371	13	65,515	70,701	20,091	92,918
Rank below assistant	33	1	68,535	73,314	40,248	90,849
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	1,127	24	86,162	90,000	39,999	123,342
Male	762	8	89,805	94,946	39,999	125,516
Female	365	16	78,557	80,437	34,750	115,007
Visiting staff	...	...	...	...	...	...

2004-2005

McMaster University

Excluding Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	244	9	117,652	118,212	99,018	133,737
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
Associate professors	173	3	95,295	95,000	77,352	111,883
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
Assistant professors	202	5	74,186	75,288	51,361	94,662
Rank below assistant	31	...	69,537	73,314	40,248	91,118
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	655	12	96,297	96,294	62,036	124,193
Male	477	7	100,934	100,848	70,637	126,680
Female	178	5	83,873	83,815	51,361	115,446
Visiting staff	...	...	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges 2004-2005

Queen's University

Including Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	286	9	115,733	113,543	95,340	136,985
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
Associate professors	240	5	97,982	95,438	82,555	115,415
With senior administrative duties	31	...	109,002	112,630	87,807	126,747
Without senior administrative duties	209	5	96,348	94,345	82,384	111,590
Assistant professors	230	4	83,795	81,758	63,000	106,320
Rank below assistant	2	...	x	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	766	10	101,012	99,795	74,866	127,359
Male	506	7	104,637	104,860	80,058	130,000
Female	260	3	93,958	91,440	69,475	119,640
Visiting staff	...	...	...	...	...	...

2004-2005

Queen's University

Excluding Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	235	9	115,017	114,085	95,048	137,685
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
Associate professors	211	4	97,853	95,290	82,559	115,397
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
Assistant professors	193	4	82,909	81,310	61,792	107,436
Rank below assistant	2	...	x	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	649	9	100,407	99,545	73,062	125,881
Male	439	6	104,683	105,205	80,415	129,548
Female	210	3	91,469	89,230	67,250	116,680
Visiting staff	...	...	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges

2004-2005

Royal Military College of Canada

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	74	8	103,626	104,822	94,509	108,759
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
Associate professors	29	...	82,286	85,369	65,273	92,233
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
Assistant professors	39	...	68,797	69,250	61,413	74,000
Rank below assistant	...	...	...	...	...	...
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	150	...	90,906	94,509	65,753	108,759
Male	138	...	92,159	96,884	67,781	108,759
Female	12	...	76,502	68,998	56,007	102,507
Visiting staff	...	...	...	...	...	...

2004-2005

York University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	293	11	119,097	113,269	98,582	148,392
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
Associate professors	548	25	102,136	99,901	84,498	119,807
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
Assistant professors	358	17	80,635	75,831	65,000	105,379
Rank below assistant	54	3	79,943	81,125	56,000	100,000
Rank below preceding	...	...	...	...	...	...
Other teaching staff	40	5	85,856	87,427	68,722	96,531
All ranks combined (including deans)	1,300	54	98,836	97,889	71,350	126,512
Male	745	31	102,805	101,917	73,300	130,825
Female	555	23	93,507	93,382	69,645	115,988
Visiting staff	...	4	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges 2004-2005 University of Guelph

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	269	6	112,767	112,325	99,159	128,160
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
Associate professors	220	3	96,448	96,243	83,993	107,992
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
Assistant professors	296	2	73,903	72,328	61,595	88,660
Rank below assistant	10	...	66,627	65,328	48,459	79,794
Rank below preceding	1	...	x	x	x	x
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	799	8	93,304	94,492	67,661	116,677
Male	578	7	96,541	99,159	69,994	118,524
Female	221	1	84,840	86,326	61,595	106,858
Visiting staff	...	...	...	...	...	...

2004-2005 Trent University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	80	4	124,309	131,102	107,555	135,383
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
Associate professors	83	2	100,932	103,272	80,603	113,976
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
Assistant professors	77	1	71,239	70,726	62,279	80,603
Rank below assistant	11	...	65,350	65,093	59,741	70,726
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	253	5	x	x	x	x
Male	162	2	x	x	x	x
Female	91	3	x	x	x	x
Visiting staff	...	...	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges 2004-2005

University of Western Ontario Including Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	377	16	111,982	108,736	84,272	140,371
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
Associate professors	370	6	95,702	91,100	74,958	118,793
With senior administrative duties	37	2	103,854	97,000	82,718	125,060
Without senior administrative duties	333	4	94,796	90,605	74,807	115,523
Assistant professors	352	10	77,027	70,519	60,000	95,199
Rank below assistant	82	4	60,408	58,753	42,532	80,094
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	1,194	23	x	x	x	x
Male	879	8	x	x	x	x
Female	315	15	x	x	x	x
Visiting staff	...	...	...	...	...	...

2004-2005

University of Western Ontario Excluding Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	246	14	117,271	110,660	97,322	148,136
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
Associate professors	312	6	97,770	91,482	76,888	122,922
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
Assistant professors	288	10	77,459	70,000	59,998	99,068
Rank below assistant	80	4	60,502	59,588	42,532	80,589
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	938	22	94,218	90,280	62,000	130,378
Male	663	7	98,745	96,355	63,931	134,581
Female	275	15	83,306	78,534	57,545	113,174
Visiting staff	...	...	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges 2004-2005

Wilfrid Laurier University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	98	8	113,653	113,298	93,376	129,394
With senior administrative duties	9	7	107,062	x	x	x
Without senior administrative duties	89	1	114,320	113,823	93,804	130,263
Associate professors	138	6	92,662	90,473	72,735	113,583
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
Assistant professors	156	1	64,798	61,592	54,424	80,289
Rank below assistant	29	...	62,225	63,000	50,416	68,914
Rank below preceding	...	...	...	...	...	...
Other teaching staff	6	...	56,683	x	x	x
All ranks combined (including deans)	435	7	85,755	80,640	56,651	122,426
Male	263	3	92,166	94,759	60,000	125,315
Female	172	4	75,952	72,582	54,949	104,568
Visiting staff	...	...	...	...	...	...

2004-2005

Ryerson University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	210	15	108,150	109,147	96,693	116,913
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
Associate professors	161	7	92,413	91,530	81,403	105,738
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
Assistant professors	185	4	76,138	75,747	65,947	87,598
Rank below assistant	23	...	63,985	65,496	55,001	72,571
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	589	16	92,575	92,762	69,096	113,328
Male	372	7	94,784	95,315	71,199	113,795
Female	217	9	88,789	87,240	65,344	111,747
Visiting staff	...	...	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges

2004-2005

Nipissing University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	5	2	x	x	x	x
With senior administrative duties	1	2	x	x	x	x
Without senior administrative duties	4	...	x	x	x	x
Associate professors	28	...	90,801	88,852	77,166	99,544
With senior administrative duties	8	...	99,432	x	x	x
Without senior administrative duties	20	...	87,348	85,255	71,773	99,237
Assistant professors	80	...	72,370	70,263	63,957	79,171
Rank below assistant	3	...	x	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	118	...	x	x	x	x
Male	72	...	x	x	x	x
Female	46	...	x	x	x	x
Visiting staff	...	...	...	...	...	...

2004-2005

Brandon University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	34	3	99,347	99,360	83,859	112,298
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
Associate professors	55	4	78,796	75,723	67,207	91,685
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
Assistant professors	58	1	60,977	58,850	52,212	71,347
Rank below assistant	9	...	48,592	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	161	3	75,646	71,347	53,016	101,117
Male	100	1	81,022	82,960	54,683	108,668
Female	61	2	66,834	66,344	51,350	91,612
Visiting staff	...	...	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges 2004-2005

University of Manitoba Including Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	433	23	115,496	113,730	91,949	129,167
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
Associate professors	318	13	88,397	84,886	69,991	98,818
With senior administrative duties	39	4	92,250	90,967	78,930	103,818
Without senior administrative duties	279	9	87,859	83,776	69,469	96,378
Assistant professors	342	7	72,364	66,915	56,517	89,906
Rank below assistant	17	2	61,242	56,484	52,833	74,721
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	1,134	21	x	x	x	x
Male	801	8	x	x	x	x
Female	333	13	x	x	x	x
Visiting staff	...	...	...	...	...	...

2004-2005

University of Manitoba Excluding Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	316	20	111,650	113,872	93,156	124,172
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
Associate professors	241	13	83,002	83,218	69,002	95,900
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
Assistant professors	242	5	67,735	65,536	56,361	79,908
Rank below assistant	12	1	55,675	55,462	52,554	58,666
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	833	17	90,291	88,882	62,168	119,367
Male	596	7	94,505	95,177	63,398	122,146
Female	237	10	79,692	75,828	59,156	109,777
Visiting staff	...	...	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges

2004-2005

University of Regina

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	104	18	101,035	101,528	89,222	108,777
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
Associate professors	119	9	76,871	75,411	66,444	88,535
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
Assistant professors	100	8	62,914	62,068	55,713	68,422
Rank below assistant	13	3	52,116	52,492	46,078	53,513
Rank below preceding	43	7	52,631	55,061	39,104	61,718
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	391	33	77,839	72,815	53,596	103,974
Male	253	20	81,094	77,622	57,831	105,228
Female	138	13	71,872	69,479	51,389	97,755
Visiting staff	...	...	...	...	...	...

2004-2005

University of Lethbridge

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	60	4	118,305	114,758	100,000	140,334
With senior administrative duties	6	4	131,386	x	x	x
Without senior administrative duties	54	...	116,851	112,619	98,792	139,108
Associate professors	106	5	90,907	88,943	73,399	112,266
With senior administrative duties	6	1	102,677	x	x	x
Without senior administrative duties	100	4	90,201	87,992	72,890	110,546
Assistant professors	117	3	67,792	65,274	58,611	79,532
Rank below assistant	14	...	59,369	60,391	35,000	78,377
Rank below preceding	61	3	63,495	62,500	50,978	75,759
Other teaching staff	17	2	89,480	82,126	67,518	121,857
All ranks combined (including deans)	380	12	82,989	75,759	58,751	119,986
Male	235	3	86,565	79,611	60,100	122,433
Female	145	9	77,195	70,618	56,014	107,661
Visiting staff	...	2	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges 2004-2005

University of Alberta Including Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	738	26	121,773	116,878	97,445	149,176
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
Associate professors	425	15	88,155	87,258	73,567	101,109
With senior administrative duties	23	1	97,960	96,751	77,708	110,114
Without senior administrative duties	402	14	87,594	86,366	73,562	100,765
Assistant professors	307	13	75,088	71,516	57,163	90,667
Rank below assistant	1	...	x	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	1,487	38	x	x	x	x
Male	1,053	20	x	x	x	x
Female	434	18	x	x	x	x
Visiting staff	...	...	...	...	...	...

2004-2005

University of Alberta Excluding Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	607	24	119,845	115,500	96,992	145,418
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
Associate professors	366	14	87,602	85,784	73,560	100,936
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
Assistant professors	279	13	75,414	71,516	57,164	92,074
Rank below assistant	...	...	...	...	...	...
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	1,267	36	101,240	97,036	68,723	138,121
Male	880	19	105,203	102,201	71,519	141,472
Female	387	17	92,228	89,788	64,340	126,862
Visiting staff	...	...	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges**2004-2005****Athabasca University**

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	17	1	107,223	108,275	89,650	119,677
With senior administrative duties	2	1	x	x	x	x
Without senior administrative duties	15	...	x	x	x	x
Associate professors	42	8	86,831	87,327	76,788	96,659
With senior administrative duties	5	7	x	x	x	x
Without senior administrative duties	37	1	86,492	86,986	76,272	96,910
Assistant professors	24	2	68,727	70,357	63,983	71,340
Rank below assistant	...	...	...	...	...	...
Rank below preceding	16	...	63,824	63,625	52,614	71,340
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	107	3	83,450	82,237	63,924	108,295
Male	63	...	87,809	86,554	66,418	112,763
Female	44	3	77,209	73,733	59,367	97,071
Visiting staff	...	...	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges 2004-2005

University of British Columbia Including Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	773	12	130,434	121,719	101,973	168,375
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
Associate professors	532	...	103,789	94,949	84,601	128,763
With senior administrative duties	16	...	122,678	118,358	103,408	144,282
Without senior administrative duties	516	...	103,203	94,271	84,448	126,833
Assistant professors	557	...	87,932	80,491	70,567	109,490
Rank below assistant	4	...	x	x	x	x
Rank below preceding	194	...	73,021	71,309	56,342	87,920
Other teaching staff	3	...	x	x	x	x
All ranks combined (including deans)	2,075	...	x	x	x	x
Male	1,451	...	x	x	x	x
Female	624	...	x	x	x	x
Visiting staff	...	...	...	...	...	...

2004-2005

University of British Columbia Excluding Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	564	10	124,079	118,185	102,438	152,559
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
Associate professors	383	...	98,756	94,128	86,125	120,827
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
Assistant professors	411	...	83,864	79,926	72,562	103,614
Rank below assistant	4	...	x	x	x	x
Rank below preceding	173	...	73,673	72,166	58,711	88,245
Other teaching staff	1	...	x	x	x	x
All ranks combined (including deans)	1,546	...	101,939	97,902	73,426	137,290
Male	1,063	...	106,732	104,125	76,691	141,416
Female	483	...	91,390	86,718	66,874	121,119
Visiting staff	...	...	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges

2004-2005

University of Victoria

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	260	14	107,551	105,854	89,248	125,300
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
Associate professors	211	1	86,347	84,743	72,746	101,904
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
Assistant professors	171	...	67,965	66,612	57,344	80,943
Rank below assistant	8	...	65,540	x	x	x
Rank below preceding	39	...	65,886	65,246	55,522	77,721
Other teaching staff	20	...	67,894	55,000	48,000	93,850
All ranks combined (including deans)	719	5	88,508	86,362	60,330	117,797
Male	451	4	93,805	93,727	63,132	122,452
Female	268	1	79,594	78,990	58,821	102,674
Visiting staff	...	...	...	...	...	...

2004-2005

Trinity Western University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	20	8	78,498	75,614	70,828	83,766
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
Associate professors	37	2	67,169	64,888	59,029	79,602
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
Assistant professors	59	1	52,817	54,348	43,326	62,467
Rank below assistant	6	...	34,897	x	x	x
Rank below preceding	11	...	36,326	35,640	32,583	40,562
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	144	...	60,942	60,926	36,683	81,703
Male	94	...	65,017	63,869	42,247	83,534
Female	50	...	53,280	55,081	34,990	68,826
Visiting staff	...	...	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

Salaries of Full-time Teaching Staff at Canadian Universities and Colleges 2004-2005

University of Northern British Columbia

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	22	4	98,714	98,892	83,083	112,234
With senior administrative duties	6	3	101,265	x	x	x
Without senior administrative duties	16	1	97,757	98,892	82,546	105,604
Associate professors	66	1	76,010	72,501	69,352	86,860
With senior administrative duties	9	...	81,576	x	x	x
Without senior administrative duties	57	1	75,131	72,190	69,150	85,110
Assistant professors	75	1	64,602	60,418	57,641	74,668
Rank below assistant	8	...	55,151	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	174	3	73,926	70,521	57,651	100,347
Male	112	3	76,953	71,989	57,679	101,275
Female	62	...	68,459	66,324	57,641	78,829
Visiting staff	...	...	...	...	...	...

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

Salary Scales for Teachers at Canadian Universities and Colleges, 2004-2005

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
Memorial University of Newfoundland					
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	...
University of Prince Edward Island					
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	...
Acadia University					
Minimum	76,049	61,329	49,666	38,851	...
Maximum	113,369	85,577	70,058	53,465	...
Annual increment	...	...	...	...	...
Acadia Divinity College					
Minimum	77,925	62,610	54,216	46,795	36,032
Maximum	86,077	82,258	71,231	61,482	47,341
Annual increment	...	...	...	...	...
Nova Scotia College of Art and Design					
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	...
Saint Mary's University					
Minimum	80,603	61,917	50,538	44,013	...
Maximum	110,242	87,611	65,309	48,428	...
Annual increment	1.7%-2.9%	1.9%-3.6%	1.6%-4.2%	4.6%-5.2%	...
St. Francis Xavier University					
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	...
University of King's College					
Minimum	63,593	54,508	45,423	39,972	33,410
Maximum	122,997	98,990	77,439	66,275	61,256
Annual increment	3%+1,817	3%+1,817	3%+1,817	3%+1,817	3%+1,720
University College of Cape Breton					
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	...
Mount Saint Vincent University					
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	...
Mount Allison University					
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	...
Université de Moncton					
Minimum	76,186	62,042	51,434	37,290	...
Maximum	105,358	85,910	68,230	53,202	...
Annual increment	884	884	884	884	...

... None/not applicable.

Salary Scales for Teachers at Canadian Universities and Colleges, 2004-2005

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
St. Thomas University					
Minimum	81,502	63,389	50,451	45,278	...
Maximum	111,836	92,369	74,251	61,313	...
Annual increment	5%	5%	5%	...	...
Brock University					
Minimum	85,466	67,009	55,885	43,168	...
Maximum	...	...	...	...	...
Annual increment	6.25%	6.25%	6.25%	6.25%	...
Carleton University					
Minimum	80,870	61,270	49,010	39,210	...
Maximum	122,530	122,530	80,860	63,710	...
Annual increment	3% + 2,450	3% + 2,450	3% + 2,450	3% + 2,450	...
Lakehead University					
Minimum	75,400	59,995	47,840	40,520	...
Maximum	117,210	105,250	73,375	58,390	...
Annual increment	...	...	...	...	...
University of Guelph					
Minimum	76,994	61,595	46,663	44,330	...
Maximum	...	...	...	...	...
Annual increment	...	...	...	...	...
Laurentian University					
Minimum	79,015	62,756	50,452	40,672	...
Maximum	...	...	...	...	...
Annual increment	2,500	2,350	2,050	1,900	...
Université de Hearst					
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	...
Huntington University					
Minimum	63,779	51,212	41,789	34,320	...
Maximum	107,223	87,177	68,158	52,783	...
Annual increment	...	...	...	...	...
Université Saint-Paul					
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	...
Queen's University					
Minimum	76,124	60,294	52,033	...	...
Maximum	...	...	...	...	...
Annual increment	...	...	...	...	...
University of Toronto¹					
Minimum	73,200	54,700	44,600	51,800	...
Maximum	...	...	75,800	...	...
Annual increment	...	...	...	...	...
University of St Michael's College					
Minimum	73,700	55,000	44,900	52,100	37,700
Maximum	...	...	76,300	...	62,200
Annual increment	...	...	...	...	...

... None/not applicable.

Salary Scales for Teachers at Canadian Universities and Colleges, 2004-2005

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
University of Trinity College					
Minimum	73,200	54,700	44,600	51,800	...
Maximum	...	...	...	...	...
Annual increment	...	...	...	...	...
University of Sudbury					
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	...
Trent University					
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	...
University of Waterloo					
Minimum	93,000	73,000	58,000	45,000	...
Maximum	...	...	...	...	...
Annual increment	...	...	...	...	...
St. Jerome's University					
Minimum	96,069	75,409	59,914	46,485	...
Maximum	...	...	...	...	...
Annual increment	...	...	...	...	...
Conrad Grebel University College					
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
University of Western Ontario					
Minimum	78,510	64,235	56,000	41,176	...
Maximum	...	...	...	...	...
Annual increment	...	...	...	...	...
Huron University College					
Minimum	...	70,000	56,000	...	...
Maximum	110,000	96,000	70,000	...	...
Annual increment	...	...	...	...	...
King's University College					
Minimum	53,365	53,365	53,365	52,365	...
Maximum	...	...	...	...	...
Annual increment	2,011	1,915	1,817	1,817	...
York University					
Minimum	74,565	58,200	48,535	40,755	...
Maximum	...	...	...	...	...
Annual increment	...	...	...	...	...
Nipissing University					
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	...
Royal Military College of Canada					
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	...

... None/not applicable.

Salary Scales for Teachers at Canadian Universities and Colleges, 2004-2005

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
Wilfrid Laurier University					
Minimum	76,217	62,025	48,235	38,216	...
Maximum	...	...	...	...	...
Annual increment	2.4%	2.4%	2.4%	2.4%	2.4%
Ryerson University					
Minimum	69,504	59,100	48,696	...	...
Maximum	...	117,000	84,499	...	...
Annual increment	2,100	2,300/2,100	2,800/2,300	...	...
University of Saskatchewan					
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
College of Emmanuel and Saint Chad					
Minimum	64,476/ 56,807	60,328/ 51,126	53,627/ 45,446	...	...
Maximum	...	...	...	...	...
Annual increment	...	...	...	...	...
University of Regina					
Minimum	77,088	60,466	49,360	39,370	44,664
Maximum	101,528/ ...	83,256/ 90,093	68,422/ 74,776	52,492/ 56,866	61,514/ 67,544
Annual increment	2,444	2,279	2,118	1,458	2,080
Campion College					
Minimum	77,088	60,466	49,360	39,370	...
Maximum	101,528	83,256	68,422	52,492	...
Annual increment	2,444	2,279	2,118	1,458	...
Luther College					
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	...
Brandon University					
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	...
University of Manitoba					
Minimum	80,610	62,381	53,360	42,566	...
Maximum	119,688	92,611	76,791	60,779	...
Annual increment	1,487-2,978	1,152-2,303	893-1,785	693-1,387	...
Canadian Mennonite University					
Minimum	64,843	55,580	46,316	37,053	...
Maximum	78,906	72,914	60,929	46,316	...
Annual increment	16%	14%	12%	20%	...
Lutheran Seminary					
Minimum	...	57,691	53,264	...	...
Maximum	...	...	...	...	...
Annual increment	...	...	...	...	...

... None/not applicable.

Salary Scales for Teachers at Canadian Universities and Colleges, 2004-2005

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
Canadian University College					
Minimum	51,024	49,572	44,280	38,508	...
Maximum	51,984	50,544	49,092	43,320	...
Annual increment	1%	1%	3 - 2%	2 - 3%	...
University of Alberta²					
Minimum	80,087	64,340	51,768	...	...
Maximum	...	92,036	73,320	...	...
Annual increment	1,796-2,714	2,308	1,796	...	...
The King's University College					
Minimum	61,070	52,807	44,544	38,808	38,808
Maximum	70,366	66,233	52,806	39,840	32,113
Annual increment	1,033	1,033	1,033	1,032	...
Concordia University College of Alberta					
Minimum	65,088	57,339	48,452	...	...
Maximum	93,521	90,321	87,121	...	...
Annual increment	7,740	4,540	1,340	...	...
Athabasca University					
Minimum	81,903	65,668	52,651	41,064	41,064
Maximum	110,973	88,979	71,340	57,202	71,340
Annual increment	2.8%/2.0%	2.8%/2.0%	2.8%	2.8%	2.8%
Vancouver School of Theology					
Minimum	92,800	77,800	62,200	...	...
Maximum	100,000	85,000	68,200	...	...
Annual increment	1,200	1,200	1,200	...	...
Trinity Western University					
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%	...
University of Victoria					
Minimum	79,000	69,000	52,000	50,000	...
Maximum	...	...	...	...	...
Annual increment	...	...	...	...	...
Royal Roads University³					
Minimum	80,000	80,000	80,000	...	...
Maximum	99,200	99,200	99,200	...	...
Annual increment	1,600	1,600	1,600	...	...
University of Northern British Columbia					
Minimum	79,242	65,078	53,196	45,276	...
Maximum	...	88,409	70,417	57,497	...
Annual increment	1,111-2,222	555-2,222	555-2,222	555-2,222	...

... None/not applicable.

1. Scales are not final.

2. Increments vary depending upon the salary.

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. Its analytical output appears in the flagship publication *Focus on Culture* (www.statcan.ca/english/IPS/Data/87-004-XIE.htm) and in *Arts, culture and recreation – Research papers*.

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. Its analytical output appears in the flagship publication *Travel-log* (www.statcan.ca/english/IPS/Data/87-003-XIE.htm) and in *Travel and tourism – Research papers*.

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. Its analytical output appears in the flagship publication *Education quarterly review* (www.statcan.ca/english/IPS/Data/81-003-XIE.htm), in various monographs and in *Education, skills and learning – Research papers* (www.statcan.ca/english/IPS/Data/81-595-MIE.htm).

**Following is a cumulative index of Culture, Tourism and the Centre for Education
Statistics research papers published to date**

Research papers

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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Research papers

81-595-MIE2004018	Education and labour market pathways of young Canadians between age 20 and 22: an Overview
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