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Culture, Tourism and the Centre for Education Statistics

Salaries and salary scales of full-time teaching staff at Canadian universities, 2002-2003: final report

by Institutional Surveys Section

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**Culture, Tourism and the Centre for Education Statistics
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Salaries and salary scales of full-time teaching staff at Canadian universities, 2002-2003: final report

Institutional Surveys Section

Statistics Canada

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Table of Contents

Acknowledgements	4
Background	6
Salaries of full-time teaching staff at Canadian universities and colleges	9
Salary scales for teachers at Canadian universities and colleges	43

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 2002-2003 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 2002-2003 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	Lakehead University
University of Prince Edward Island	Laurentian University
Acadia University	McMaster University
Université Ste Anne	Université d'Ottawa
Dalhousie University	Huron University College
Mount St. Vincent University	Université Saint-Paul
St. Francis Xavier University	Queen's University
University College of Cape Breton	University of Toronto
Saint Mary's University	Trent University
Mount Allison University	University of Waterloo
University of New Brunswick	University of Western Ontario
Université de Moncton	York University
St. Thomas University	Nipissing University
Bishop's University	Wilfrid Laurier University
McGill University	Ryerson University
Université de Montréal	University of Windsor
École Polytechnique de Montréal	Royal Military College of Canada
École des Hautes Études Commerciales	University of Windsor
Université du Québec à Chicoutimi	Brandon University
Université du Québec à Rimouski	University of Manitoba
Université du Québec en Outaouais	University of Winnipeg
Université du Québec à Trois-Rivières	University of Regina
Université du Québec à Montréal	University of Alberta
Institut national de la recherche scientifique	Augustana University College
École de technique supérieure	University of Calgary
Université Laval	University of Lethbridge
Université de Sherbrooke	University of British Columbia
Concordia University	Simon Fraser University
Brock University	University of Victoria
Carleton University	Trinity Western University
University of Guelph	University of Northern British Columbia

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

2002-2003

Memorial University of Newfoundland

Including Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	297	11	87,576	87,313	73,218	99,287
With senior administrative duties	41	8	90,040	89,598	75,732	106,459
Without senior administrative duties	256	3	87,181	86,868	73,218	97,788
Associate professors	335	10	72,839	71,853	62,298	84,138
With senior administrative duties	38	1	80,618	78,151	66,171	94,684
Without senior administrative duties	297	9	71,844	70,488	60,933	84,138
Assistant professors	170	6	57,173	56,838	50,013	63,663
Rank below assistant	9	...	47,283	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	1	...	x	x	x	x
All ranks combined (including deans)	821	18	x	x	x	x
Male	585	8	x	x	x	x
Female	236	10	x	x	x	x
Visiting staff	...	...	...	...	...	...

2002-2003

Memorial University of Newfoundland

Excluding Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	255	10	87,220	88,003	73,218	98,193
With senior administrative duties	33	7	89,490	89,598	74,763	104,101
Without senior administrative duties	222	3	86,883	86,868	73,218	97,642
Associate professors	282	10	73,489	72,623	62,298	84,138
With senior administrative duties	30	1	81,543	79,448	66,298	96,868
Without senior administrative duties	252	9	72,531	71,853	60,933	84,138
Assistant professors	110	4	57,694	56,838	48,648	67,758
Rank below assistant	9	...	47,283	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	664	16	76,282	77,313	56,838	95,058
Male	480	8	78,934	80,043	58,203	96,423
Female	184	8	69,364	68,326	50,013	86,868
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 2002-2003

University of Prince Edward Island

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	50	4	85,239	84,821	69,037	101,938
With senior administrative duties	16	3	87,456	84,821	68,642	102,029
Without senior administrative duties	34	1	84,196	84,821	69,037	100,649
Associate professors	70	7	72,520	71,631	58,806	88,550
With senior administrative duties	10	6	74,812	66,698	58,806	97,722
Without senior administrative duties	60	1	72,138	73,071	58,806	87,435
Assistant professors	68	1	58,025	56,466	46,601	76,704
Rank below assistant	4	...	x	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	202	2	70,685	70,207	50,547	89,978
Male	133	1	72,885	72,617	52,520	92,483
Female	69	1	66,444	62,752	46,625	87,244
Visiting staff	...	...	...	...	...	...

2002-2003 Acadia University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	53	6	92,563	93,919	76,759	102,602
With senior administrative duties	16	5	97,733	99,699	87,273	104,079
Without senior administrative duties	37	1	90,328	92,358	73,956	101,283
Associate professors	58	3	70,100	69,962	59,853	78,367
With senior administrative duties	5	...	x	x	x	x
Without senior administrative duties	53	3	x	x	x	x
Assistant professors	74	...	56,341	56,742	48,873	63,300
Rank below assistant	12	...	47,462	48,961	40,978	51,480
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	202	4	70,626	64,156	50,486	99,960
Male	146	3	73,084	67,234	52,152	101,459
Female	56	1	64,217	62,499	47,051	82,053
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 2002-2003

Dalhousie University

Including Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	340	13	100,703	99,546	84,724	117,397
With senior administrative duties	55	11	109,124	104,049	89,129	132,289
Without senior administrative duties	285	2	99,078	99,239	84,183	116,363
Associate professors	277	6	82,213	83,471	65,598	97,206
With senior administrative duties	33	4	87,356	84,678	63,560	107,505
Without senior administrative duties	244	2	81,517	83,311	65,785	94,646
Assistant professors	243	4	66,006	66,051	50,455	84,249
Rank below assistant	31	1	59,328	55,156	44,766	72,160
Rank below preceding	22	...	63,858	67,908	43,031	67,908
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	930	7	x	x	x	x
Male	631	3	x	x	x	x
Female	299	4	x	x	x	x
Visiting staff	...	...	...	...	...	...

2002-2003

Dalhousie University

Excluding Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	235	12	99,819	99,636	84,728	115,684
With senior administrative duties	36	10	101,122	100,250	87,703	111,556
Without senior administrative duties	199	2	99,583	99,630	84,209	115,750
Associate professors	181	5	80,137	79,815	65,420	92,174
With senior administrative duties	26	3	82,852	81,148	62,631	100,476
Without senior administrative duties	155	2	79,681	79,548	65,570	91,858
Assistant professors	160	4	62,813	65,000	48,975	70,614
Rank below assistant	24	1	54,620	55,078	44,740	62,774
Rank below preceding	19	...	63,087	67,908	40,523	67,908
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	634	7	82,223	81,318	58,048	108,074
Male	420	3	87,932	89,238	64,395	111,911
Female	214	4	71,019	67,821	50,412	92,805
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 2002-2003 Mount Saint Vincent University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	31	3	89,076	92,518	77,414	93,884
With senior administrative duties	8	2	90,893	x	x	x
Without senior administrative duties	23	1	88,443	91,590	76,223	93,884
Associate professors	68	4	74,143	76,949	63,204	78,949
With senior administrative duties	18	...	74,704	76,949	63,180	79,999
Without senior administrative duties	50	4	73,941	77,069	62,949	78,199
Assistant professors	28	4	54,452	54,126	48,669	59,128
Rank below assistant	...	...	...	...	...	...
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	130	8	74,026	77,349	52,380	93,809
Male	53	2	77,686	78,199	59,128	93,884
Female	77	6	71,506	75,027	51,472	91,353
Visiting staff	...	...	...	...	...	...

2002-2003

St. Francis Xavier University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	67	5	86,309	87,457	74,314	96,166
With senior administrative duties	16	2	86,438	87,544	77,267	94,986
Without senior administrative duties	51	3	86,268	86,775	73,119	96,166
Associate professors	69	4	67,229	65,095	57,757	78,326
With senior administrative duties	9	...	73,937	x	x	x
Without senior administrative duties	60	4	66,223	64,584	57,757	76,991
Assistant professors	65	4	54,785	55,000	48,161	60,055
Rank below assistant	5	...	x	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	15	...	50,800	54,000	33,574	58,375
All ranks combined (including deans)	223	11	x	x	x	x
Male	140	4	x	x	x	x
Female	83	7	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

2002-2003

Saint Mary's University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	79	5	97,364	102,454	80,694	104,548
With senior administrative duties	12	3	98,165	103,390	81,657	105,165
Without senior administrative duties	67	2	97,221	101,709	80,643	103,987
Associate professors	77	4	74,840	74,876	58,363	89,343
With senior administrative duties	14	...	77,470	76,480	63,260	89,229
Without senior administrative duties	63	4	74,255	74,876	57,807	88,932
Assistant professors	45	4	57,997	54,590	49,623	73,596
Rank below assistant	6	...	58,752	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	210	10	79,818	80,467	53,596	102,915
Male	148	6	83,995	83,368	54,391	103,937
Female	62	4	69,847	64,679	51,610	99,550
Visiting staff	...	...	...	...	...	...

2002-2003

Mount Allison University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	43	3	96,753	99,388	86,601	103,041
With senior administrative duties	9	3	96,749	x	x	x
Without senior administrative duties	34	...	96,755	99,388	85,505	103,041
Associate professors	37	...	72,136	68,335	62,307	86,601
With senior administrative duties	7	...	73,292	x	x	x
Without senior administrative duties	30	...	71,866	68,335	61,028	86,601
Assistant professors	42	...	56,380	55,548	50,433	63,950
Rank below assistant	4	...	x	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	129	...	75,423	68,335	51,895	103,041
Male	89	...	78,059	79,295	53,721	103,041
Female	40	...	69,559	61,942	50,198	99,388
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 2002-2003 University of New Brunswick

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	264	13	97,212	98,140	81,776	109,999
With senior administrative duties	44	13	99,424	98,909	83,908	115,153
Without senior administrative duties	220	...	96,769	96,500	81,776	109,999
Associate professors	130	3	76,102	75,123	62,960	89,958
With senior administrative duties	15	1	86,528	84,160	73,979	94,823
Without senior administrative duties	115	2	74,742	73,126	62,960	89,958
Assistant professors	112	...	61,013	60,919	52,738	69,479
Rank below assistant	18	...	57,826	56,946	48,903	63,457
Rank below preceding	54	...	60,227	54,528	43,544	87,963
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	592	2	81,617	83,219	55,087	109,999
Male	404	1	85,834	88,049	57,879	109,999
Female	188	1	72,556	69,945	49,570	94,204
Visiting staff	...	...	...	...	...	...

2002-2003

Université de Moncton – Campus de Moncton

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	116	6	86,094	87,553	73,814	95,850
With senior administrative duties	25	5	88,282	90,451	71,089	97,083
Without senior administrative duties	91	1	85,492	87,553	74,320	95,223
Associate professors	89	4	69,238	68,988	59,657	78,120
With senior administrative duties	18	2	75,252	77,965	64,847	81,138
Without senior administrative duties	71	2	67,714	67,180	58,677	77,475
Assistant professors	64	3	55,748	56,459	45,497	61,985
Rank below assistant	4	...	x	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	280	6	73,236	73,017	54,686	92,753
Male	191	2	75,109	77,363	54,851	94,053
Female	89	4	69,216	67,688	51,955	87,553
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 2002-2003

McGill University

Including Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	538	19	107,327	103,814	82,738	138,050
With senior administrative duties	105	12	122,153	114,081	87,223	172,584
Without senior administrative duties	433	7	103,732	102,600	82,033	131,634
Associate professors	526	10	82,834	82,543	66,271	101,902
With senior administrative duties	68	3	89,968	88,691	64,922	112,713
Without senior administrative duties	458	7	81,775	81,887	66,512	99,119
Assistant professors	243	2	70,980	67,000	53,909	91,455
Rank below assistant	75	1	65,792	64,432	45,237	92,314
Rank below preceding	...	...	...	...	...	...
Other teaching staff	25	...	62,522	56,900	42,000	88,119
All ranks combined (including deans)	1,420	19	x	x	x	x
Male	1,053	14	x	x	x	x
Female	367	5	x	x	x	x
Visiting staff	...	...	...	...	...	...

2002-2003

McGill University

Excluding Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	417	16	107,453	103,700	88,323	130,945
With senior administrative duties	68	10	117,774	111,377	90,984	145,015
Without senior administrative duties	349	6	105,442	102,663	87,999	125,800
Associate professors	449	10	84,918	83,027	69,970	102,529
With senior administrative duties	53	3	95,082	91,111	79,168	113,747
Without senior administrative duties	396	7	83,558	82,475	68,913	98,596
Assistant professors	226	2	71,444	67,151	54,024	94,426
Rank below assistant	75	1	65,792	64,432	45,237	92,314
Rank below preceding	...	...	...	...	...	...
Other teaching staff	25	...	62,522	56,900	42,000	88,119
All ranks combined (including deans)	1,203	18	89,081	87,198	60,039	118,010
Male	862	13	92,545	90,655	63,300	120,832
Female	341	5	80,324	78,184	55,000	108,020
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 2002-2003

Université de Montréal Including Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	711	11	100,867	97,270	87,742	116,995
With senior administrative duties	107	11	108,757	108,076	94,288	124,429
Without senior administrative duties	604	...	99,470	97,270	87,742	112,754
Associate professors	407	1	80,602	80,612	71,438	89,394
With senior administrative duties	35	1	86,735	84,514	73,471	99,182
Without senior administrative duties	372	...	80,025	80,438	70,054	87,719
Assistant professors	258	...	64,994	64,892	56,618	73,319
Rank below assistant	10	...	46,704	46,354	42,432	51,976
Rank below preceding	...	...	...	...	...	...
Other teaching staff	10	...	56,147	63,195	10,000	81,768
All ranks combined (including deans)	1,408	...	87,907	87,742	64,892	108,834
Male	979	...	90,866	93,356	67,828	111,212
Female	429	...	81,153	80,612	59,030	101,260
Visiting staff	...	...	...	...	...	...

2002-2003

Université de Montréal Excluding Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	616	9	100,240	97,270	87,742	117,482
With senior administrative duties	93	9	107,074	107,270	93,819	121,770
Without senior administrative duties	523	...	99,024	97,270	86,251	113,678
Associate professors	371	...	79,926	79,888	70,054	85,849
With senior administrative duties	29	...	86,113	84,228	72,845	97,235
Without senior administrative duties	342	...	79,401	79,660	70,054	85,102
Assistant professors	238	...	64,702	64,892	56,618	73,079
Rank below assistant	7	...	45,905	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	10	...	56,147	63,195	10,000	81,768
All ranks combined (including deans)	1,251	...	86,933	85,660	64,267	107,270
Male	852	...	89,873	90,856	66,146	111,160
Female	399	...	80,654	80,612	59,030	98,897
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 2002-2003 École Polytechnique

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	134	...	102,842	107,486	93,296	108,098
With senior administrative duties	6	...	118,244	x	x	x
Without senior administrative duties	128	...	102,120	106,263	92,808	108,098
Associate professors	34	...	90,511	90,367	81,712	97,032
With senior administrative duties	1	...	x	x	x	x
Without senior administrative duties	33	...	x	x	x	x
Assistant professors	40	...	74,260	77,099	66,100	77,745
Rank below assistant	1	...	x	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	209	...	95,205	97,032	75,157	108,098
Male	190	...	95,730	97,701	75,157	108,098
Female	19	...	89,958	94,029	68,428	105,162
Visiting staff	...	...	...	...	...	...

2002-2003 École des Hautes Études Commerciales

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	66	1	113,976	115,819	100,105	124,518
With senior administrative duties	15	1	126,446	123,294	113,191	137,778
Without senior administrative duties	51	...	110,309	112,420	95,726	117,555
Associate professors	80	...	91,491	93,791	80,816	95,197
With senior administrative duties	8	...	107,597	x	x	x
Without senior administrative duties	72	...	89,701	92,405	80,816	95,197
Assistant professors	42	...	72,274	71,600	68,167	77,708
Rank below assistant	4	...	x	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	193	...	x	x	x	x
Male	143	...	x	x	x	x
Female	50	...	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 2002-2003

Université Laval

Including Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	735	36	93,556	94,269	86,195	102,527
With senior administrative duties	77	16	104,664	103,624	91,999	114,164
Without senior administrative duties	658	20	92,256	94,269	86,195	94,269
Associate professors	338	12	81,767	81,671	68,357	90,642
With senior administrative duties	23	2	x	x	x	x
Without senior administrative duties	315	10	x	x	x	x
Assistant professors	227	13	65,946	63,724	57,718	76,908
Rank below assistant	16	5	x	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	1,333	49	x	x	x	x
Male	998	40	x	x	x	x
Female	335	9	x	x	x	x
Visiting staff	...	...	...	...	...	...

2002-2003

Université Laval

Excluding Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	677	31	92,768	94,269	86,195	94,269
With senior administrative duties	69	15	104,297	103,269	91,537	113,902
Without senior administrative duties	608	16	91,460	94,269	86,195	94,269
Associate professors	317	5	81,421	81,671	68,357	90,642
With senior administrative duties	22	1	96,737	94,501	80,519	107,505
Without senior administrative duties	295	4	80,279	80,465	68,357	90,642
Assistant professors	216	1	65,357	63,724	57,718	75,399
Rank below assistant	14	1	47,276	46,822	43,448	47,996
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	1,240	22	84,877	89,693	63,724	94,269
Male	918	16	86,341	90,642	65,000	94,269
Female	322	6	80,702	84,088	60,586	94,269
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 2002-2003

Université de Sherbrooke Including Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	325	7	93,459	92,414	83,436	102,275
With senior administrative duties	51	7	97,847	96,562	89,673	107,346
Without senior administrative duties	274	...	92,643	92,111	83,399	102,275
Associate professors	234	4	80,896	80,748	71,059	92,034
With senior administrative duties	15	4	87,236	88,779	76,324	94,978
Without senior administrative duties	219	...	80,462	80,326	70,880	92,034
Assistant professors	229	...	64,816	65,350	57,576	72,429
Rank below assistant	11	...	x	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	810	...	x	x	x	x
Male	593	...	x	x	x	x
Female	217	...	x	x	x	x
Visiting staff	...	...	...	...	...	...

2002-2003

Université de Sherbrooke Excluding Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	282	6	92,731	92,111	83,416	102,275
With senior administrative duties	46	6	97,066	96,195	89,049	107,129
Without senior administrative duties	236	...	91,887	91,662	82,889	102,275
Associate professors	157	4	78,883	78,885	70,010	88,316
With senior administrative duties	12	4	86,533	86,286	76,138	95,594
Without senior administrative duties	145	...	78,250	77,963	69,568	86,867
Assistant professors	149	...	63,935	63,988	56,811	72,429
Rank below assistant	10	...	56,781	53,378	41,788	75,000
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	608	...	81,117	83,436	61,002	99,220
Male	446	...	84,100	87,163	62,532	102,171
Female	162	...	72,905	73,794	57,895	91,207
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 2002-2003 Concordia University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	196	1	92,419	92,446	70,048	112,842
With senior administrative duties	32	1	100,002	95,234	71,912	129,225
Without senior administrative duties	164	...	90,940	91,431	69,076	109,215
Associate professors	280	1	72,611	70,719	56,160	90,650
With senior administrative duties	30	1	84,063	81,329	64,137	113,073
Without senior administrative duties	250	...	71,237	69,698	55,015	89,342
Assistant professors	234	...	58,189	54,000	45,000	75,000
Rank below assistant	72	...	50,960	45,391	42,000	63,617
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	784	...	x	x	x	x
Male	530	...	x	x	x	x
Female	254	...	x	x	x	x
Visiting staff	...	...	...	...	...	...

2002-2003

Institut national de la recherche scientifique

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	66	...	92,051	93,846	82,043	93,846
With senior administrative duties	1	...	x	x	x	x
Without senior administrative duties	65	...	x	x	x	x
Associate professors	58	...	77,637	76,823	67,612	86,008
With senior administrative duties	1	...	x	x	x	x
Without senior administrative duties	57	...	x	x	x	x
Assistant professors	23	...	63,628	64,428	53,709	69,224
Rank below assistant	...	...	...	...	...	...
Rank below preceding	...	...	...	...	...	...
Other teaching staff	5	...	x	x	x	x
All ranks combined (including deans)	152	...	82,783	84,312	64,739	93,846
Male	123	...	83,029	84,312	66,000	93,846
Female	29	...	81,739	82,673	61,304	93,846
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 2002-2003

Université du Québec à Chicoutimi

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	79	6	90,314	92,549	80,941	95,080
With senior administrative duties	21	6	93,111	93,846	84,489	97,842
Without senior administrative duties	58	...	89,302	91,911	79,516	93,846
Associate professors	85	1	78,165	77,819	64,428	86,008
With senior administrative duties	23	1	81,543	80,762	72,728	87,831
Without senior administrative duties	62	...	76,912	75,847	59,079	86,008
Assistant professors	35	...	57,466	56,872	48,567	66,896
Rank below assistant	2	...	x	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	208	...	80,113	83,272	56,872	93,846
Male	152	...	83,101	86,008	57,168	95,958
Female	56	...	72,003	70,779	56,872	85,856
Visiting staff	...	...	...	...	...	...

2002-2003

Université du Québec en Outaouais

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	27	...	91,522	93,846	78,080	100,398
With senior administrative duties	5	...	x	x	x	x
Without senior administrative duties	22	...	x	x	x	x
Associate professors	83	...	80,247	82,409	67,631	87,007
With senior administrative duties	22	...	81,122	84,312	67,301	88,491
Without senior administrative duties	61	...	79,932	82,409	67,631	87,007
Assistant professors	29	...	60,155	59,001	50,833	66,896
Rank below assistant	1	...	x	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	140	...	78,028	80,667	58,353	92,549
Male	94	...	79,742	83,819	59,367	94,445
Female	46	...	74,525	74,953	56,872	88,835
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 2002-2003

École de technique supérieure

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	44	...	96,784	98,315	84,856	105,121
With senior administrative duties	10	...	99,274	102,205	85,734	110,700
Without senior administrative duties	34	...	96,052	97,006	83,895	105,121
Associate professors	40	...	85,788	85,604	79,202	93,752
With senior administrative duties	6	...	90,351	x	x	x
Without senior administrative duties	34	...	84,983	85,291	77,046	92,841
Assistant professors	15	...	66,368	67,229	57,618	70,633
Rank below assistant	...	...	...	...	...	...
Rank below preceding	...	...	...	...	...	...
Other teaching staff	13	...	69,066	66,896	52,807	79,510
All ranks combined (including deans)	112	...	85,566	85,886	66,136	105,121
Male	100	...	86,559	87,215	66,896	105,121
Female	12	...	77,293	81,565	56,210	85,518
Visiting staff	...	...	...	...	...	...

2002-2003

Université du Québec à Rimouski

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	113	...	87,300	89,930	74,730	93,846
With senior administrative duties	31	...	85,411	85,755	73,117	93,846
Without senior administrative duties	82	...	88,015	89,930	77,925	93,846
Associate professors	32	...	71,694	73,775	64,428	80,234
With senior administrative duties	6	...	75,802	x	x	x
Without senior administrative duties	26	...	70,746	68,428	62,432	80,234
Assistant professors	16	...	54,222	52,354	50,230	59,101
Rank below assistant	...	...	...	...	...	...
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	161	...	80,911	84,243	59,516	93,846
Male	122	...	81,686	84,243	60,962	93,846
Female	39	...	78,486	80,234	56,420	93,846
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 2002-2003

Université du Québec à Trois-Rivières

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	109	...	89,343	92,549	79,357	96,312
With senior administrative duties	32	...	92,970	94,171	82,670	98,336
Without senior administrative duties	77	...	87,836	89,930	76,324	93,846
Associate professors	184	...	77,301	77,819	66,043	86,008
With senior administrative duties	31	...	78,658	78,752	65,167	89,902
Without senior administrative duties	153	...	77,027	77,819	66,043	86,008
Assistant professors	34	...	58,917	56,872	55,371	66,120
Rank below assistant	...	...	...	...	...	...
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	327	...	79,404	81,358	62,776	93,846
Male	238	...	80,629	82,673	64,428	93,846
Female	89	...	76,127	76,324	59,079	92,549
Visiting staff	...	...	...	...	...	...

2002-2003

Université du Québec à Montréal

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	404	4	92,248	93,846	82,673	98,703
With senior administrative duties	110	4	95,788	94,787	85,956	98,703
Without senior administrative duties	294	...	90,923	93,846	81,729	93,846
Associate professors	387	3	79,951	81,374	69,224	86,008
With senior administrative duties	86	3	82,387	83,914	70,900	90,865
Without senior administrative duties	301	...	79,255	81,358	67,790	86,008
Assistant professors	72	...	60,736	59,079	53,865	66,896
Rank below assistant	...	...	...	...	...	...
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	870	...	84,265	86,008	66,896	93,846
Male	600	...	85,313	86,008	67,631	96,129
Female	270	...	81,936	84,343	66,043	93,846
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 2002-2003 Brock University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	106	8	103,277	105,103	83,704	120,264
With senior administrative duties	18	7	101,980	104,743	80,769	116,670
Without senior administrative duties	88	1	103,542	105,103	84,308	120,556
Associate professors	154	4	87,929	87,482	69,660	104,819
With senior administrative duties	17	...	91,568	85,449	76,885	107,328
Without senior administrative duties	137	4	87,477	87,630	69,177	102,344
Assistant professors	116	...	66,339	64,082	54,777	80,737
Rank below assistant	28	...	60,022	60,887	47,373	67,879
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	411	5	84,664	83,334	59,227	112,665
Male	254	4	89,840	90,849	59,888	115,808
Female	157	1	76,290	74,212	57,875	95,557
Visiting staff	...	...	...	...	...	...

2002-2003 Carleton University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	220	15	99,626	101,836	82,575	108,530
With senior administrative duties	29	8	102,354	106,272	79,689	114,927
Without senior administrative duties	191	7	99,212	101,703	83,106	108,530
Associate professors	233	5	86,156	86,441	68,077	104,748
With senior administrative duties	16	1	92,373	92,198	78,768	105,507
Without senior administrative duties	217	4	85,698	85,959	67,946	103,182
Assistant professors	143	4	67,066	66,388	53,926	80,850
Rank below assistant	5	...	x	x	x	x
Rank below preceding	64	5	60,203	59,632	43,752	76,473
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	672	22	84,185	84,759	58,000	108,530
Male	469	13	88,557	90,360	62,881	108,530
Female	203	9	74,084	73,504	50,065	98,247
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

2002-2003

University of Guelph

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	221	10	105,693	105,776	97,086	114,466
With senior administrative duties	39	10	109,919	111,021	102,155	117,219
Without senior administrative duties	182	...	104,787	104,898	96,998	112,272
Associate professors	202	7	92,781	92,719	84,489	101,387
With senior administrative duties	6	...	100,413	x	x	x
Without senior administrative duties	196	7	92,548	92,170	84,489	100,509
Assistant professors	277	2	69,591	68,030	53,371	86,684
Rank below assistant	6	1	57,877	x	x	x
Rank below preceding	1	...	x	x	x	x
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	716	11	87,914	91,073	61,447	108,396
Male	531	8	91,056	95,242	63,641	110,255
Female	185	3	78,895	81,197	54,424	100,509
Visiting staff	...	...	...	...	...	...

2002-2003

Lakehead University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	81	5	98,613	101,909	81,514	108,600
With senior administrative duties	16	5	92,798	87,944	79,486	109,400
Without senior administrative duties	65	...	100,044	103,660	84,901	108,600
Associate professors	87	4	79,704	77,295	67,144	96,840
With senior administrative duties	17	4	80,153	77,295	66,287	98,518
Without senior administrative duties	70	...	79,595	77,563	67,280	95,936
Assistant professors	72	...	62,531	62,695	55,196	69,187
Rank below assistant	3	...	x	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	1	...	x	x	x	x
All ranks combined (including deans)	253	...	81,347	79,057	59,153	107,600
Male	186	...	83,891	82,544	59,356	107,600
Female	67	...	74,287	70,198	57,520	94,895
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 2002-2003 Laurentian University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	102	5	102,314	101,962	82,827	122,392
With senior administrative duties	11	4	107,208	113,467	83,281	120,222
Without senior administrative duties	91	1	101,722	101,336	82,705	123,377
Associate professors	101	9	80,836	77,128	67,273	98,480
With senior administrative duties	14	1	83,721	78,611	72,173	97,993
Without senior administrative duties	87	8	80,372	77,090	66,921	98,237
Assistant professors	65	1	62,182	61,851	51,389	74,506
Rank below assistant	5	...	x	x	x	x
Rank below preceding	1	...	x	x	x	x
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	279	10	84,182	80,834	58,050	116,037
Male	190	7	88,451	88,457	62,427	117,884
Female	89	3	75,069	74,514	52,344	99,661
Visiting staff	...	...	...	...	...	...

2002-2003 Trent University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	72	3	108,702	113,005	91,052	116,695
With senior administrative duties	21	1	108,519	113,005	91,898	117,546
Without senior administrative duties	51	2	108,778	113,005	89,202	116,511
Associate professors	82	3	86,494	87,173	69,902	96,398
With senior administrative duties	17	1	87,660	85,328	77,845	99,080
Without senior administrative duties	65	2	86,189	87,173	67,349	96,398
Assistant professors	44	...	60,079	60,693	51,251	68,626
Rank below assistant	...	...	...	...	...	...
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	200	4	x	x	x	x
Male	132	2	x	x	x	x
Female	68	2	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

2002-2003

University of Waterloo

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	291	12	109,343	110,357	94,559	122,960
With senior administrative duties	51	6	113,895	115,876	94,750	126,770
Without senior administrative duties	240	6	108,375	108,970	94,499	120,819
Associate professors	282	6	91,236	90,645	71,312	110,232
With senior administrative duties	34	...	102,290	101,626	86,155	117,564
Without senior administrative duties	248	6	89,720	89,269	70,557	107,298
Assistant professors	160	7	70,978	70,692	54,000	87,085
Rank below assistant	45	...	69,018	65,000	42,374	91,955
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	784	19	92,977	95,296	64,638	117,356
Male	627	16	95,183	98,466	65,922	118,420
Female	157	3	84,170	84,796	59,179	106,808
Visiting staff	...	...	...	...	...	...

2002-2003

Ryerson University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	230	21	87,538	88,943	77,153	94,279
With senior administrative duties	31	11	92,573	94,741	77,445	101,565
Without senior administrative duties	199	10	86,754	87,976	77,153	92,708
Associate professors	88	3	74,719	73,114	67,011	87,897
With senior administrative duties	17	2	83,484	79,880	71,635	93,327
Without senior administrative duties	71	1	72,620	72,000	63,923	81,800
Assistant professors	183	5	61,683	61,580	53,278	69,952
Rank below assistant	10	...	57,235	60,439	25,000	66,697
Rank below preceding	4	...	x	x	x	x
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	528	16	76,228	75,678	56,696	92,817
Male	336	5	77,658	77,503	58,310	92,921
Female	192	11	73,727	73,596	55,000	91,904
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 2002-2003

McMaster University

Including Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	362	10	100,786	106,598	61,198	119,830
With senior administrative duties	76	6	109,140	111,853	82,660	128,638
Without senior administrative duties	286	4	98,566	105,346	59,640	115,064
Associate professors	286	5	77,894	82,253	39,999	101,605
With senior administrative duties	33	1	77,487	81,087	35,799	105,774
Without senior administrative duties	253	4	77,947	82,393	39,999	101,430
Assistant professors	311	11	62,015	66,202	30,000	85,608
Rank below assistant	27	...	60,290	60,000	45,403	70,037
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	992	20	81,117	83,529	40,647	112,457
Male	691	5	84,372	87,293	40,062	114,725
Female	301	15	73,645	75,000	40,914	103,980
Visiting staff	...	...	...	...	...	...

2002-2003

McMaster University

Excluding Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	230	8	106,094	107,673	89,885	118,972
With senior administrative duties	52	6	110,771	112,630	91,015	123,438
Without senior administrative duties	178	2	104,728	107,064	89,355	115,183
Associate professors	155	3	86,580	85,404	72,911	102,163
With senior administrative duties	18	...	91,655	92,110	71,601	106,897
Without senior administrative duties	137	3	85,913	84,999	73,073	101,507
Assistant professors	161	2	67,456	66,557	49,043	86,004
Rank below assistant	24	...	60,026	60,000	44,315	70,219
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	575	8	88,425	88,500	58,334	113,527
Male	431	3	92,828	94,498	65,576	115,236
Female	144	5	75,246	74,581	48,955	103,663
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**2002-2003****University of Ottawa**

Including Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	364	16	101,669	103,499	86,373	116,729
With senior administrative duties	53	10	104,977	108,822	87,894	118,449
Without senior administrative duties	311	6	101,105	103,011	86,030	116,729
Associate professors	288	9	84,730	84,354	71,961	98,256
With senior administrative duties	34	2	x	x	x	x
Without senior administrative duties	254	7	x	x	x	x
Assistant professors	210	3	65,170	65,615	55,155	72,545
Rank below assistant	29	...	55,733	53,233	46,000	65,099
Rank below preceding	...	...	...	...	...	...
Other teaching staff	8	7	46,296	x	x	x
All ranks combined (including deans)	910	24	x	x	x	x
Male	620	12	x	x	x	x
Female	290	12	x	x	x	x
Visiting staff	...	1	...	...	...	...

2002-2003**University of Ottawa**

Excluding Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	302	15	103,645	103,705	89,791	116,729
With senior administrative duties	42	9	104,475	107,656	87,796	117,593
Without senior administrative duties	260	6	103,511	103,551	90,274	116,729
Associate professors	263	7	85,775	85,262	73,217	98,256
With senior administrative duties	32	2	87,529	84,886	76,783	98,256
Without senior administrative duties	231	5	85,532	85,262	72,217	98,256
Assistant professors	194	2	64,919	65,000	54,566	72,545
Rank below assistant	29	...	55,733	53,233	46,000	65,099
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	798	20	86,964	88,215	61,508	114,020
Male	530	10	90,443	92,968	63,724	116,729
Female	268	10	80,085	79,628	57,250	101,786
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 2002-2003

Queen's University

Including Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	297	9	107,025	105,515	88,406	124,462
With senior administrative duties	69	9	117,770	115,330	95,414	142,210
Without senior administrative duties	228	...	103,774	103,233	87,364	119,307
Associate professors	237	5	87,256	85,095	73,229	103,291
With senior administrative duties	20	...	x	x	x	x
Without senior administrative duties	217	5	x	x	x	x
Assistant professors	172	4	75,010	73,017	56,333	94,735
Rank below assistant	4	...	x	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	718	10	93,035	91,910	69,252	116,884
Male	497	6	96,257	95,400	72,071	118,737
Female	221	4	85,790	83,740	64,577	108,472
Visiting staff	...	...	...	...	...	...

2002-2003

Queen's University

Excluding Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	245	9	106,711	105,650	89,250	124,490
With senior administrative duties	52	9	115,795	113,433	95,364	141,539
Without senior administrative duties	193	...	104,263	104,030	88,270	120,082
Associate professors	202	4	87,029	85,030	72,361	103,376
With senior administrative duties	18	...	95,458	94,518	81,540	110,984
Without senior administrative duties	184	4	86,204	84,438	72,144	101,968
Assistant professors	136	4	73,696	72,808	55,300	93,814
Rank below assistant	4	...	x	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	595	9	92,736	92,540	69,390	116,550
Male	420	5	96,601	96,678	72,358	119,035
Female	175	4	83,462	81,900	62,915	105,063
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 2002-2003

University of Toronto Including Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	974	35	121,386	119,125	92,163	152,960
With senior administrative duties	125	20	135,168	130,057	108,367	167,260
Without senior administrative duties	849	15	119,357	118,014	90,806	145,544
Associate professors	734	20	91,540	92,658	51,684	114,923
With senior administrative duties	30	3	109,738	104,627	91,256	135,774
Without senior administrative duties	704	17	90,764	91,748	51,613	112,999
Assistant professors	576	9	76,695	74,540	42,200	108,893
Rank below assistant	180	5	74,998	75,129	54,570	95,920
Rank below preceding	70	2	79,268	78,943	59,637	95,721
Other teaching staff	12	1	53,130	36,441	35,400	97,905
All ranks combined (including deans)	2,569	49	98,539	98,561	57,453	135,878
Male	1,780	25	103,362	105,465	60,000	141,200
Female	789	24	87,658	85,197	52,835	119,614
Visiting staff	...	...	...	...	...	...

2002-2003

University of Toronto Excluding Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	722	29	124,684	120,160	104,609	150,378
With senior administrative duties	84	16	133,505	130,221	113,747	162,144
Without senior administrative duties	638	13	123,522	119,411	103,965	145,562
Associate professors	502	16	97,473	95,632	78,414	114,927
With senior administrative duties	22	3	106,266	103,375	88,302	115,891
Without senior administrative duties	480	13	97,070	95,316	78,184	113,150
Assistant professors	387	7	83,153	77,250	62,000	111,164
Rank below assistant	177	5	74,613	74,657	54,204	94,115
Rank below preceding	64	2	78,218	78,544	59,637	95,125
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	1,871	40	102,874	103,605	68,766	136,400
Male	1,280	20	108,505	108,838	73,424	141,236
Female	591	20	90,678	87,016	64,996	119,738
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 2002-2003 York University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	296	14	109,303	104,278	90,075	139,091
With senior administrative duties	51	5	111,963	104,979	92,702	143,334
Without senior administrative duties	245	9	108,750	103,902	89,135	137,961
Associate professors	564	15	93,165	92,259	76,870	108,704
With senior administrative duties	104	3	95,791	94,078	80,158	110,151
Without senior administrative duties	460	12	92,571	91,478	75,802	106,725
Assistant professors	252	8	74,791	70,350	59,467	97,494
Rank below assistant	18	...	63,787	61,329	51,215	75,770
Rank below preceding	...	...	...	...	...	...
Other teaching staff	3	...	x	x	x	x
All ranks combined (including deans)	1,141	29	93,097	93,095	67,926	115,766
Male	702	20	96,350	97,246	69,482	119,751
Female	439	9	87,894	87,525	65,519	107,007
Visiting staff	...	3	...	...	...	...

2002-2003 Wilfrid Laurier University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	101	11	105,735	106,548	84,771	121,561
With senior administrative duties	9	7	105,069	x	x	x
Without senior administrative duties	92	4	105,800	106,262	84,796	122,308
Associate professors	107	2	87,304	88,628	67,407	107,840
With senior administrative duties	11	1	95,222	90,704	71,726	117,226
Without senior administrative duties	96	1	86,396	87,099	66,912	105,985
Assistant professors	124	...	63,879	60,000	50,000	88,148
Rank below assistant	24	...	58,436	57,899	44,800	67,500
Rank below preceding	...	...	...	...	...	...
Other teaching staff	6	...	51,822	x	x	x
All ranks combined (including deans)	370	5	82,908	83,374	53,300	116,351
Male	235	3	90,115	92,033	56,577	118,735
Female	135	2	70,363	65,885	49,230	95,964
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

2002-2003

University of Western Ontario

Including Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	391	19	103,204	100,107	79,014	128,919
With senior administrative duties	72	9	112,758	107,296	86,323	144,786
Without senior administrative duties	319	10	101,048	99,100	76,543	125,472
Associate professors	393	11	87,059	83,088	65,091	111,375
With senior administrative duties	24	3	91,073	89,627	69,100	113,510
Without senior administrative duties	369	8	86,798	82,952	64,889	109,464
Assistant professors	284	7	72,254	64,948	54,813	110,180
Rank below assistant	61	2	x	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	1,140	28	x	x	x	x
Male	880	13	x	x	x	x
Female	260	15	x	x	x	x
Visiting staff	...	...	...	...	...	...

2002-2003

University of Western Ontario

Excluding Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	262	15	107,885	103,025	88,941	131,557
With senior administrative duties	42	8	114,045	109,327	91,160	127,480
Without senior administrative duties	220	7	106,709	102,070	88,747	132,212
Associate professors	319	10	88,966	83,632	68,522	112,637
With senior administrative duties	19	3	89,358	89,038	69,850	112,637
Without senior administrative duties	300	7	88,941	83,351	68,341	112,002
Assistant professors	237	6	73,048	64,896	54,729	116,596
Rank below assistant	60	2	59,217	57,980	42,444	77,618
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	888	23	88,782	86,125	57,954	122,426
Male	659	10	92,837	90,954	60,016	126,450
Female	229	13	77,114	74,789	54,837	105,129
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 2002-2003 Royal Military College of Canada

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	74	8	98,094	101,011	89,736	101,011
With senior administrative duties	28	8	98,457	101,011	90,332	105,011
Without senior administrative duties	46	...	97,873	101,011	89,736	101,011
Associate professors	30	...	76,434	78,803	61,243	83,313
With senior administrative duties	9	...	76,131	x	x	x
Without senior administrative duties	21	...	76,564	78,803	61,654	83,313
Assistant professors	37	...	65,261	68,008	58,988	68,008
Rank below assistant	1	...	x	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	150	...	85,840	89,736	63,498	101,011
Male	138	...	86,612	90,481	64,980	101,011
Female	12	...	76,961	68,008	61,694	100,705
Visiting staff	...	...	...	...	...	...

2002-2003 University of Windsor¹

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	146	9	103,673	103,716	84,614	121,707
With senior administrative duties	21	8	110,568	107,664	95,562	127,557
Without senior administrative duties	125	1	102,515	103,095	83,794	118,334
Associate professors	143	6	84,824	81,733	70,276	101,295
With senior administrative duties	15	2	91,004	90,821	76,036	111,974
Without senior administrative duties	128	4	84,100	81,726	70,185	100,938
Assistant professors	148	1	67,484	66,897	59,775	76,998
Rank below assistant	21	...	57,239	52,916	48,000	69,900
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	468	6	85,029	81,146	61,945	109,999
Male	313	2	88,790	88,718	63,408	113,415
Female	155	4	77,436	73,183	59,913	101,124
Visiting staff	...	...	...	...	...	...

... Not applicable.

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

1. The percentiles calculated by the University of Windsor vary from the percentiles calculated by Statistics Canada.

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

2002-2003

University of Manitoba

Including Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	412	35	105,663	105,218	85,259	117,521
With senior administrative duties	81	27	114,725	109,773	92,348	142,823
Without senior administrative duties	331	8	103,446	105,011	84,025	116,639
Associate professors	309	7	83,243	81,428	65,497	94,625
With senior administrative duties	40	...	84,152	84,239	71,339	95,343
Without senior administrative duties	269	7	83,108	79,804	65,040	92,251
Assistant professors	317	17	67,033	61,741	51,817	83,987
Rank below assistant	40	4	52,091	53,083	46,927	54,937
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	1,104	37	x	x	x	x
Male	788	18	x	x	x	x
Female	316	19	x	x	x	x
Visiting staff	...	...	...	...	...	...

2002-2003

University of Manitoba

Excluding Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	303	29	102,911	105,311	85,360	114,875
With senior administrative duties	52	24	107,571	109,132	94,278	118,638
Without senior administrative duties	251	5	101,945	105,170	85,360	113,428
Associate professors	226	6	78,919	81,365	65,409	90,277
With senior administrative duties	32	...	83,992	84,827	70,915	94,679
Without senior administrative duties	194	6	78,082	79,747	65,044	90,124
Assistant professors	237	14	61,946	60,270	51,371	75,000
Rank below assistant	37	4	51,752	53,083	46,927	54,937
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	827	30	82,747	82,596	54,937	110,135
Male	589	14	87,970	89,026	57,897	112,138
Female	238	16	69,821	65,129	50,543	92,596
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 2002-2003 University of Winnipeg

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	81	2	89,969	92,872	74,844	100,128
With senior administrative duties	11	2	81,380	77,442	71,010	94,544
Without senior administrative duties	70	...	91,318	94,508	77,074	100,128
Associate professors	62	...	67,509	66,657	57,715	76,775
With senior administrative duties	13	...	69,115	66,933	59,564	77,900
Without senior administrative duties	49	...	67,084	65,324	57,572	76,480
Assistant professors	61	...	51,256	50,488	43,846	60,176
Rank below assistant	9	...	46,199	x	x	x
Rank below preceding	42	...	53,798	56,983	37,445	63,283
Other teaching staff	2	...	x	x	x	x
All ranks combined (including deans)	259	...	x	x	x	x
Male	173	...	x	x	x	x
Female	86	...	x	x	x	x
Visiting staff	...	...	...	...	...	...

2002-2003 University of Regina

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	109	15	94,517	95,472	82,413	102,320
With senior administrative duties	25	8	97,232	98,672	85,929	103,094
Without senior administrative duties	84	7	93,709	95,472	80,753	100,092
Associate professors	99	7	72,924	73,821	62,097	82,806
With senior administrative duties	14	3	76,037	75,494	60,720	88,592
Without senior administrative duties	85	4	72,411	73,094	62,097	81,388
Assistant professors	112	9	57,864	58,068	52,009	64,118
Rank below assistant	6	8	46,495	x	x	x
Rank below preceding	41	6	46,311	47,460	37,748	52,301
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	378	34	72,404	68,306	49,243	98,412
Male	253	19	75,235	74,538	52,022	99,923
Female	125	15	66,674	62,248	47,460	95,472
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 2002-2003

University of Alberta

Including Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	712	26	109,464	106,217	88,089	133,451
With senior administrative duties	89	14	121,333	118,559	96,795	146,610
Without senior administrative duties	623	12	107,769	104,894	87,761	128,750
Associate professors	418	6	80,933	80,428	65,986	91,860
With senior administrative duties	15	...	x	x	x	x
Without senior administrative duties	403	6	80,463	79,856	65,758	91,647
Assistant professors	300	11	68,184	64,356	53,731	83,130
Rank below assistant	2	...	x	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	1,446	29	x	x	x	x
Male	1,036	17	x	x	x	x
Female	410	12	x	x	x	x
Visiting staff	...	...	...	...	...	...

2002-2003

University of Alberta

Excluding Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	588	22	107,712	105,064	87,820	128,455
With senior administrative duties	68	13	115,886	112,183	95,012	142,307
Without senior administrative duties	520	9	106,643	104,155	87,383	127,699
Associate professors	355	6	80,576	80,189	65,348	91,302
With senior administrative duties	14	...	95,525	88,911	83,882	120,936
Without senior administrative duties	341	6	79,962	79,476	64,973	90,771
Assistant professors	274	11	68,165	64,356	53,730	83,537
Rank below assistant	...	...	...	...	...	...
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	1,230	26	91,457	88,068	61,956	122,682
Male	864	15	94,967	93,188	64,932	126,464
Female	366	11	83,170	82,032	58,637	111,587
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 2002-2003

University of Calgary

Including Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	556	22	119,482	109,426	87,026	156,537
With senior administrative duties	100	16	131,368	115,969	88,406	201,773
Without senior administrative duties	456	6	116,875	107,621	85,788	151,517
Associate professors	451	10	90,943	83,428	68,270	107,364
With senior administrative duties	53	2	88,483	86,025	71,326	106,870
Without senior administrative duties	398	8	91,270	83,181	68,116	107,318
Assistant professors	430	9	75,076	66,448	56,917	91,421
Rank below assistant	14	2	49,198	49,526	41,768	56,280
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	1,468	26	x	x	x	x
Male	1,021	12	x	x	x	x
Female	447	14	x	x	x	x
Visiting staff	...	...	...	...	...	...

2002-2003

University of Calgary

Excluding Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	380	19	107,600	104,912	84,578	132,223
With senior administrative duties	69	14	112,323	108,719	88,005	138,577
Without senior administrative duties	311	5	106,552	104,413	83,863	131,507
Associate professors	345	9	80,921	80,667	66,501	94,177
With senior administrative duties	50	2	87,010	85,847	71,317	100,387
Without senior administrative duties	295	7	79,889	80,042	65,936	90,484
Assistant professors	319	8	65,856	64,086	56,653	77,209
Rank below assistant	14	2	49,198	49,526	41,768	56,280
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	1,074	22	86,286	82,473	60,851	116,384
Male	714	10	91,818	87,624	63,742	121,935
Female	360	12	75,314	70,641	56,718	102,770
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

2002-2003

University of Lethbridge

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	55	7	109,649	107,410	88,868	132,972
With senior administrative duties	9	7	122,792	x	x	x
Without senior administrative duties	46	...	107,077	105,233	88,328	132,627
Associate professors	93	5	81,589	80,257	64,866	102,684
With senior administrative duties	8	...	95,465	x	x	x
Without senior administrative duties	85	5	80,283	79,915	63,905	99,844
Assistant professors	110	2	59,289	55,491	51,328	73,000
Rank below assistant	11	...	52,281	47,000	31,080	68,900
Rank below preceding	49	3	56,476	54,540	44,500	69,338
Other teaching staff	19	...	76,027	71,379	49,947	106,369
All ranks combined (including deans)	343	11	74,833	69,338	51,308	109,115
Male	218	4	79,222	71,743	51,988	113,004
Female	125	7	67,179	61,371	49,914	94,202
Visiting staff	...	...	...	...	...	...

2002-2003

University of Victoria

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	260	9	100,586	100,358	82,507	116,250
With senior administrative duties	22	6	104,642	104,055	90,394	116,113
Without senior administrative duties	238	3	100,211	100,116	81,851	115,956
Associate professors	207	3	79,908	77,688	68,770	95,595
With senior administrative duties	11	...	83,707	80,366	72,018	97,986
Without senior administrative duties	196	3	79,695	77,355	68,202	95,120
Assistant professors	115	1	64,088	61,971	52,860	77,055
Rank below assistant	7	...	59,492	x	x	x
Rank below preceding	27	1	59,087	59,323	50,484	66,693
Other teaching staff	21	...	65,252	64,256	48,000	80,662
All ranks combined (including deans)	643	8	84,235	81,584	58,796	111,438
Male	415	5	89,453	90,654	61,872	113,945
Female	228	3	74,736	73,259	54,990	95,997
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
2002-2003**
University of British Columbia
Including Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	780	11	120,556	111,207	96,114	157,430
With senior administrative duties	107	11	132,140	124,543	105,818	159,616
Without senior administrative duties	673	...	118,714	109,379	95,535	155,000
Associate professors	531	...	96,405	88,763	78,737	118,937
With senior administrative duties	22	...	106,318	103,811	95,586	116,210
Without senior administrative duties	509	...	95,976	88,193	78,249	118,987
Assistant professors	417	...	80,582	74,300	64,420	100,141
Rank below assistant	2	...	x	x	x	x
Rank below preceding	168	...	67,442	66,266	51,229	84,114
Other teaching staff	3	...	x	x	x	x
All ranks combined (including deans)	1,912	...	x	x	x	x
Male	1,382	...	x	x	x	x
Female	530	...	x	x	x	x
Visiting staff	...	...	...	...	...	...

2002-2003
University of British Columbia
Excluding Medical/Dental

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	577	9	114,217	109,370	96,165	141,937
With senior administrative duties	80	9	123,885	119,498	104,546	151,089
Without senior administrative duties	497	...	112,661	107,915	95,621	139,928
Associate professors	386	...	91,285	88,002	80,273	108,813
With senior administrative duties	16	...	104,013	101,960	94,822	114,962
Without senior administrative duties	370	...	90,734	87,700	80,227	106,997
Assistant professors	314	...	78,224	74,046	67,572	96,000
Rank below assistant	2	...	x	x	x	x
Rank below preceding	153	...	66,851	65,000	51,111	84,683
Other teaching staff	2	...	x	x	x	x
All ranks combined (including deans)	1,443	...	95,543	93,520	68,557	124,838
Male	1,024	...	99,882	98,422	71,828	130,635
Female	419	...	84,939	81,970	63,569	111,038
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 2002-2003 Simon Fraser University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	258	13	108,909	107,540	95,379	125,212
With senior administrative duties	31	6	116,779	117,048	103,106	134,824
Without senior administrative duties	227	7	107,835	106,212	94,330	122,255
Associate professors	190	3	86,801	83,974	75,013	100,980
With senior administrative duties	21	...	94,289	90,827	82,577	105,126
Without senior administrative duties	169	3	85,870	83,974	74,498	100,205
Assistant professors	134	1	70,967	69,987	58,085	88,147
Rank below assistant	9	...	70,590	x	x	x
Rank below preceding	71	...	69,147	69,702	57,449	76,008
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	668	11	90,259	88,940	65,055	112,850
Male	475	8	92,731	93,247	67,379	113,279
Female	193	3	84,176	81,983	62,732	108,668
Visiting staff	...	...	...	...	...	...

2002-2003 Trinity Western University

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	15	6	65,584	65,328	58,851	70,629
With senior administrative duties	7	6	68,325	x	x	x
Without senior administrative duties	8	...	63,185	x	x	x
Associate professors	28	1	59,056	58,499	53,218	67,776
With senior administrative duties	8	1	62,700	x	x	x
Without senior administrative duties	20	...	57,599	55,859	52,794	66,718
Assistant professors	52	...	49,447	48,535	42,977	56,003
Rank below assistant	10	...	38,668	37,331	36,314	41,915
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	112	...	54,514	53,324	41,065	67,658
Male	77	...	57,359	56,130	45,102	69,187
Female	35	...	48,254	46,752	37,331	59,081
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 2002-2003

University of Northern British Columbia

	Numbers	Excluded	Average	Median	Percentile	
					10th	90th
Full professors	17	3	94,386	94,154	81,815	100,397
With senior administrative duties	7	3	97,378	x	x	x
Without senior administrative duties	10	...	92,292	92,870	81,837	97,088
Associate professors	62	...	71,656	69,098	65,104	83,108
With senior administrative duties	8	...	71,978	x	x	x
Without senior administrative duties	54	...	71,608	69,098	65,022	82,913
Assistant professors	59	2	57,735	55,537	52,130	65,994
Rank below assistant	11	...	53,167	52,000	43,795	55,030
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	152	2	68,355	65,623	52,690	91,621
Male	103	1	70,382	66,581	53,303	93,404
Female	49	1	64,093	64,567	52,046	73,608
Visiting staff	...	...	...	...	...	...

... Not applicable.

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

Salary Scales for Teachers at Canadian Universities and Colleges, 2002-2003

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
University of Prince Edward Island¹					
Minimum	65,091	52,887	40,682	34,580	...
Maximum	84,821	77,552	58,439	44,445	...
Annual increment	1,973	1,973/987	1,973	1,973	...
Acadia University					
Minimum	69,642	56,162	45,482	35,578	37,741
Maximum	103,818	78,367	64,156	48,961	48,710
Annual increment	(2)	(2)	(2)	(2)	(2)
Université Sainte-Anne					
Minimum	58,410	46,938	36,900	32,598	28,296
Maximum	85,656	74,184	64,146	36,900	55,542
Annual increment	1,434	1,434	1,434	1,434	1,434
Dalhousie University					
Minimum	58,631	50,056	41,481	36,336	39,874
Maximum	111,911	89,238	66,051	55,508	67,908
Annual increment	1,715	1,715	1,715	1,715	1,623
Saint Mary's University					
Minimum	73,741	56,257	45,648	39,688	...
Maximum	102,781	80,476	58,564	43,395	...
Annual increment	1.6%-2.9%	2.0%-3.6%	1.7%-4.2%	4.3%-4.5%	...
St. Francis Xavier University					
Minimum	69,706	54,343	44,101	37,273	...
Maximum	96,166	79,095	60,316	40,687	...
Annual increment	1,707	1,707	1,707	1,707	...
University College of Cape Breton¹					
Minimum	67,039	48,672	37,472	30,355	...
Maximum	80,539	65,172	48,672	37,355	...
Annual increment	1,500	1,500	1,400	1,400	...
Mount Saint Vincent University					
Minimum	71,953	56,268	45,632	39,345	...
Maximum	93,884	78,199	59,128	46,093	...
Annual increment	1,687	1,687	1,687	1,687	...
Mount Allison University¹					
Minimum	71,988	55,548	46,415	39,839	...
Maximum	103,041	86,601	71,988	55,548	...
Annual increment	1,827	1,827	1,827	1,827	...
Université de Moncton					
Minimum	66,107	53,243	43,595	30,731	...
Maximum	95,051	77,363	61,283	46,811	...
Annual increment	1,632	1,632	1,632	1,632	...
St. Thomas University					
Minimum	77,202	60,046	47,787	42,887	...
Maximum	104,401	87,491	70,330	58,075	...
Annual increment	2,451	2,451	2,451	2,451	...
Bishop's University					
Minimum	77,865	61,917	48,314	38,932	48,314
Maximum	106,475	92,875	68,483	51,128	68,483
Annual increment	...	...	...	...	...

... Not applicable.

Salary Scales for Teachers at Canadian Universities and Colleges, 2002-2003

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
McGill University					
Minimum	69,000	55,000	46,000	38,000	...
Maximum	...	...	...	...	...
Annual increment	1% + merit	1% + merit	1% + merit	1% + merit	...
Université de Montréal					
Minimum	72,176	58,064	49,384	40,736	...
Maximum	97,270	84,228	70,088	47,272	...
Annual increment	3%	3%	3%	3%	...
École Polytechnique de Montréal					
Minimum	86,691	69,770	48,326	39,305	...
Maximum	108,098	97,032	77,745	69,297	...
Annual increment	2.5%	2.5%	2.5%	2.5%	...
École des Hautes Études Commerciales					
Minimum	89,028	76,519	68,297	43,543	...
Maximum	121,705	97,101	79,262	47,613	...
Annual increment	...	...	...	...	...
Université du Québec					
Minimum	69,587	59,984	48,764	39,287	...
Maximum	95,723	87,728	68,234	44,410	...
Annual increment	2%	2%	2%	2%	...
Université Laval					
Minimum	67,333	56,108	51,253	41,343	...
Maximum	94,269	90,642	80,015	47,996	...
Annual increment	...	...	...	...	...
Concordia University					
Minimum	78,733	64,929	51,125	43,968	40,450
Maximum	115,031	95,604	64,929	48,569	41,984
Annual increment	2.25%	2.25%	2.25%	2.25%	2.25%
Brock University					
Minimum	79,149	62,056	51,754	39,977	...
Maximum	...	...	...	...	...
Annual increment	2,047	2,047	2,047	...	...
Carleton University					
Minimum	71,630	54,270	43,410	34,860	...
Maximum	108,510	108,510	71,620	56,430	...
Annual increment	...	...	...	...	...
Lakehead University					
Minimum	67,835	53,980	43,040	36,465	...
Maximum	107,600	96,840	67,835	53,980	...
Annual increment	2%	2%	2%	2%	...
University of Guelph					
Minimum	72,419	57,935	43,891	41,782	...
Maximum	...	...	...	...	...
Annual increment	...	...	...	...	...
Laurentian University					
Minimum	74,119	58,867	47,326	38,152	30,666
Maximum	...	...	...	...	...
Annual increment	2,100	1,950	1,650	1,500	1,300

... Not applicable.

Salary Scales for Teachers at Canadian Universities and Colleges, 2002-2003

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
McMaster University					
Minimum	76,027	60,053	46,456	37,500	...
Maximum	...	...	...	...	...
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	...	...	...	...	...
Queen's University					
Minimum	65,363	51,771	49,142	...	...
Maximum	...	...	...	...	...
Annual increment	...	...	...	...	...
Trent University					
Minimum	75,156	63,096	48,827	40,034	...
Maximum	109,913	100,089	81,638	65,221	...
Annual increment	1,845	2,127	2,424	2,127	...
University of Waterloo					
Minimum	78,187	60,932	48,529	...	...
Maximum	...	...	...	...	...
Annual increment	...	...	...	...	...
University of Ottawa					
Minimum	69,566	57,941	48,268	41,453	...
Maximum	116,729	98,256	72,545	53,233	...
Annual increment	2.6%	2.6%	2.6%	2.6%	...
Huron University College					
Minimum	65,221	54,144	44,455	35,400	...
Maximum	...	...	...	...	...
Annual increment	2,193	2,193	2,486	2,997	...
York University					
Minimum	74,565	58,200	48,535	40,755	...
Maximum	...	...	...	...	...
Annual increment	...	...	...	...	...
Nipissing University					
Minimum	81,096	66,689	51,396	39,373	32,642
Maximum	112,116	92,105	73,198	54,691	41,987
Annual increment	2,585	2,118	1,982	1,702	1,335
Wilfrid Laurier University					
Minimum	72,686	59,152	46,000	36,445	...
Maximum	...	...	...	...	...
Annual increment	2.4%	2.4%	2.4%	2.4%	2.4%
University of Regina					
Minimum	72,212	56,469	45,974	36,780	41,523
Maximum	...	84,679	70,166	53,436	63,292
Annual increment	2,326	2,170	2,016	1,388	1,979
Brandon University					
Minimum	67,279	53,712	40,893	34,752	34,752
Maximum	95,674	78,061	60,724	44,783	44,783
Annual increment	1,183-2,366	974-1,948	763-1,525	558-1,114	558-1,114

... Not applicable.

Salary Scales for Teachers at Canadian Universities and Colleges, 2002-2003

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
University of Manitoba					
Minimum	75,597	58,502	45,352	35,230	...
Maximum	113,368	87,721	68,000	52,833	...
Annual increment	1,409-2,820	1,091-2,181	846-1,691	657-1,314	...
University of Lethbridge					
Minimum	63,000	53,000	50,000	30,187	44,500
Maximum	...	...	...	...	69,338
Annual increment	3%	3%	3%	0%	2.7%
University of Alberta					
Minimum	72,990	58,636	47,184	...	...
	82,878				
	91,286				
Maximum	82,877	83,860	66,816	...	...
	91,285				
Annual increment	2,472	2,102	1,636	...	...
	2,102				
	1,636				
Augustana University College¹					
Minimum	56,713	45,832	37,366	32,204	...
Maximum	77,271	65,178	53,087	53,087	...
Annual increment	1,209/605	1,209	1,209	988/1,209	...
University of Victoria					
Minimum	73,635	64,035	48,000	48,000	48,000
Maximum	...	...	...	...	...
Annual increment	...	...	...	...	...
University of Northern British Columbia					
Minimum	75,553	61,667	50,019	42,253	32,003
Maximum	...	85,553	67,795	55,029	41,604
Annual increment	(2)	(2)	(2)	(2)	(2)

... Not applicable

1. Scales are not final.

2. Scales vary.

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, \$8, <http://www.statcan.ca:8096/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. Analysis is also published in *Travel-log* (87-003-XIE, \$5, <http://www.statcan.ca:8096/bsolc/english/bsolc?catno=87-003-X>).

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:8096/bsolc/english/bsolc?catno=81-004-X>), and in the *Analytical Studies Branch research paper series* (11F0019MIE, free, <http://www.statcan.ca:8096/bsolc/english/bsolc?catno=11F0019M>).

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

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

Research papers

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|-------------------|--|
| 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 |