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Culture, Tourism and the Centre for Education Statistics

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

by Education Finances, Postsecondary Faculty and Tuition Statistics Section

Culture, Tourism and the Centre for Education Statistics Division
Main Building, Room 2001, Ottawa, K1A 0T6

Telephone: 1-800-307-3382

Fax: 1-613-951-9040



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

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

Statistics Canada

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Background

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

This report presents information on the salaries of full-time teaching staff at 20 Canadian universities, along with information on salary scales for the 2007-2008 academic year. In 2005-06 (the last year for which final data on full-time teaching staff is available) these institutions accounted for 27% of the full-time teaching staff of the 116 institutions that were included in the survey.

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

A note on confidentiality

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

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

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

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

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

Target population

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

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

Notes on terms used in the tables

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

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

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

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

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

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

The category *rank below assistants* refers to the next rank directly below that of an Assistant professor. Institutions use a variety of terms to label this position however, in many institutions lecturers are included here. The category *rank below preceding* covers the remaining full-time teachers (in many cases instructors) with the exception of *Other teaching staff* which refers to ungraded staff.

Salary scales for university teachers

The final table in this report presents 2007-2008 salary scales for full-time university teachers. The 15 institutions included in this table are those that reported their scales by the middle of March, 2008. Note that the institutions included in this table are not a subset of the institutions covered in the salary tables.

All 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 Prince Edward Island

Acadia University

Atlantic School of Theology

Mount Saint Vincent University

Saint Mary's University

Cape Breton University

University of New Brunswick

Brock University

Lakehead University

Laurentian University of Sudbury

University of Ottawa

Saint Paul University

Trent University

University of Waterloo

York University

Ontario College of Art and Design

University of Ontario Institute of Technology

Brandon University

University of Saskatchewan

College of Emmanuel and Saint Chad

University of Regina

University of Alberta

University of Lethbridge

Athabasca University

University of British Columbia

Simon Fraser University

University of Northern British Columbia

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

Memorial University of Newfoundland

	Total teaching staff numbers	Teaching staff excluded numbers	Average dollars	Median dollars	Percentile	
					10th dollars	90th dollars
Including medical/dental						
Full professors	284	9	109,285	108,610	93,940	126,540
With senior administrative duties	29	6	118,479	113,720	94,680	135,761
Without senior administrative duties	255	3	108,239	108,610	93,940	124,910
Associate professors	318	4	90,172	87,420	77,640	103,720
With senior administrative duties	26	1	97,380	92,985	80,940	115,676
Without senior administrative duties	292	3	89,530	87,420	77,640	103,720
Assistant professors	258	5	70,189	69,490	61,340	79,270
Rank below assistant	10	...	x	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	1	...	x	x	x	x
All ranks combined (including deans)	878	11	90,610	89,050	64,600	117,086
Male	579	3	94,146	95,570	66,230	120,020
Female	299	8	83,761	80,900	64,600	106,980
Visiting staff	...	...	...	...	...	...

Memorial University of Newfoundland

	Total teaching staff numbers	Teaching staff excluded numbers	Average dollars	Median dollars	Percentile	
					10th dollars	90th dollars
Excluding medical/dental						
Full professors	237	7	109,051	108,610	94,458	124,910
With senior administrative duties	23	5	116,196	114,610	94,680	134,205
Without senior administrative duties	214	2	108,283	108,610	93,940	124,258
Associate professors	246	4	91,289	89,050	77,640	103,720
With senior administrative duties	23	1	98,528	93,420	80,790	117,143
Without senior administrative duties	223	3	90,543	89,050	77,640	103,720
Assistant professors	200	3	69,905	67,860	61,340	80,900
Rank below assistant	10	...	x	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	699	8	91,204	92,310	64,600	118,390
Male	466	2	94,696	97,200	66,230	120,020
Female	233	6	84,219	81,140	62,970	109,595
Visiting staff	...	...	...	...	...	...

... not applicable

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

Table 1 (continued)

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

University of Prince Edward Island

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers	numbers	dollars	dollars	dollars	
Full professors	35	1	116,277	114,245	93,761	137,383
With senior administrative duties	3	1	x	x	x	x
Without senior administrative duties	32	...	x	x	x	x
Associate professors	90	3	95,800	92,013	75,008	120,875
With senior administrative duties	18	2	108,723	106,176	81,015	139,078
Without senior administrative duties	72	1	92,570	88,716	75,008	115,283
Assistant professors	43	7	76,710	73,734	62,202	95,576
Rank below assistant	21	3	85,176	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	6	...	74,073	x	x	x
All ranks combined (including deans)	203	6	94,210	89,974	70,042	121,916
Male	134	1	97,073	96,293	72,134	122,310
Female	69	5	88,652	79,974	67,168	114,246
Visiting staff	...	...	...	...	...	...

Acadia University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers	numbers	dollars	dollars	dollars	
Full professors	52	3	111,832	114,729	89,659	125,405
With senior administrative duties	13	3	117,813	118,644	102,210	126,359
Without senior administrative duties	39	...	109,838	111,659	89,659	123,659
Associate professors	72	1	84,235	83,275	75,275	95,275
With senior administrative duties	8	1	90,915	x	x	x
Without senior administrative duties	64	...	83,400	x	x	x
Assistant professors	65	...	71,841	71,611	64,411	78,811
Rank below assistant	11	...	x	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	204	...	86,695	81,275	66,211	119,659
Male	144	...	88,638	82,608	68,011	120,859
Female	60	...	82,031	78,811	62,530	100,780
Visiting staff	...	...	...	...	...	...

... not applicable

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

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

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers	numbers	dollars	dollars	dollars	
Full professors	35	4	108,806	111,858	92,571	115,376
With senior administrative duties	10	4	109,277	112,756	99,091	115,429
Without senior administrative duties	25	...	108,618	111,858	90,322	113,929
Associate professors	63	2	89,807	94,442	76,456	95,897
With senior administrative duties	17	1	91,394	95,492	77,416	96,242
Without senior administrative duties	46	1	89,221	94,442	75,557	94,442
Assistant professors	41	2	x	x	x	x
Rank below assistant	1	...	x	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	146	2	88,787	94,418	65,509	113,929
Male	57	...	91,697	94,442	65,509	113,929
Female	89	2	86,923	90,932	65,284	111,249
Visiting staff	...	...	...	...	...	...

St. Mary's University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers	numbers	dollars	dollars	dollars	
Full professors	73	5	119,150	121,633	96,373	135,833
With senior administrative duties	10	3	122,624	126,320	95,516	139,633
Without senior administrative duties	63	2	118,599	121,633	96,373	134,961
Associate professors	88	3	91,757	90,411	75,764	111,398
With senior administrative duties	16	1	94,219	92,773	74,918	113,839
Without senior administrative duties	72	2	91,210	90,411	75,764	109,516
Assistant professors	73	1	x	x	x	x
Rank below assistant	1	...	x	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	239	5	95,118	93,039	67,276	123,590
Male	156	4	99,808	97,298	69,581	126,680
Female	83	1	86,304	83,088	65,662	116,666
Visiting staff	...	...	...	...	...	...

... not applicable

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

Table 1 (continued)

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

Cape Breton University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers	numbers	dollars	dollars	dollars	
Full professors	21	1	98,676	97,561	89,371	110,161
With senior administrative duties	3	1	x	x	x	x
Without senior administrative duties	18	...	x	x	x	x
Associate professors	33	3	80,578	82,030	66,030	92,030
With senior administrative duties	7	3	87,969	x	x	x
Without senior administrative duties	26	...	78,588	x	x	x
Assistant professors	52	1	x	x	x	x
Rank below assistant	3	...	x	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	113	1	76,798	68,910	59,410	101,092
Male	71	...	78,750	70,030	57,700	106,855
Female	42	1	73,499	68,910	61,310	97,187
Visiting staff	...	...	...	...	...	...

University of New Brunswick

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers	numbers	dollars	dollars	dollars	
Full professors	260	16	116,521	117,336	97,069	130,358
With senior administrative duties	44	14	123,560	121,324	110,874	137,123
Without senior administrative duties	216	2	115,088	116,431	96,878	130,358
Associate professors	184	1	90,235	87,877	78,497	106,721
With senior administrative duties	20	...	105,291	109,252	86,846	112,521
Without senior administrative duties	164	1	88,398	86,944	78,497	105,303
Assistant professors	104	5	71,750	72,031	60,523	83,424
Rank below assistant	6	...	81,034	x	x	x
Rank below preceding	28	...	57,670	x	x	x
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	596	8	98,027	97,069	67,650	130,358
Male	382	2	102,516	104,087	72,468	130,358
Female	214	6	90,016	86,219	60,535	120,247
Visiting staff	...	...	...	...	...	...

... not applicable

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

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

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers	numbers	dollars	dollars	dollars	
Full professors	119	8	129,385	124,908	110,101	153,019
With senior administrative duties	29	8	127,658	121,928	112,307	151,209
Without senior administrative duties	90	...	129,942	126,346	109,425	153,167
Associate professors	211	...	108,400	105,428	87,666	134,787
With senior administrative duties	27	...	115,068	116,907	89,480	138,518
Without senior administrative duties	184	...	107,422	104,862	86,983	132,390
Assistant professors	186	1	84,888	79,582	71,560	114,105
Rank below assistant	26	...	75,402	72,752	60,600	87,571
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	550	1	104,420	100,857	73,783	137,681
Male	317	...	109,885	110,081	75,821	146,429
Female	233	1	96,985	93,110	72,872	123,674
Visiting staff	...	...	...	...	...	...

Lakehead University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers	numbers	dollars	dollars	dollars	
Full professors	67	8	120,856	122,715	105,653	132,145
With senior administrative duties	13	6	125,633	121,905	115,136	135,475
Without senior administrative duties	54	2	119,706	122,778	102,365	131,845
Associate professors	127	1	97,147	97,519	79,673	118,362
With senior administrative duties	26	1	102,225	100,474	89,874	120,690
Without senior administrative duties	101	...	95,840	95,584	79,183	115,575
Assistant professors	67	...	79,094	78,581	68,195	91,259
Rank below assistant	17	...	72,732	72,085	56,217	85,000
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	285	2	98,036	96,207	71,427	128,691
Male	195	2	100,774	99,283	73,466	131,845
Female	90	...	92,104	93,451	68,195	118,390
Visiting staff	...	...	...	...	...	...

... not applicable

Table 1 (continued)

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

University of Ottawa

	Total teaching staff numbers	Teaching staff excluded numbers	Average dollars	Median dollars	Percentile	
					10th dollars	90th dollars
Including medical/dental						
Full professors	366	15	126,592	128,511	112,082	142,627
With senior administrative duties	46	9	129,183	132,841	114,172	145,977
Without senior administrative duties	320	6	126,220	128,071	111,392	142,627
Associate professors	357	3	102,588	103,271	91,006	118,161
With senior administrative duties	27	1	109,732	109,580	99,116	120,661
Without senior administrative duties	330	2	102,003	102,875	90,705	118,161
Assistant professors	375	2	82,208	82,482	70,056	93,077
Rank below assistant	40	...	64,781	64,338	60,000	71,597
Rank below preceding	...	...	...	...	...	...
Other teaching staff	13	26	65,001	64,926	57,033	73,584
All ranks combined (including deans)	1,161	36	102,427	100,922	70,793	137,302
Male	747	26	105,069	103,762	71,111	141,522
Female	414	10	97,660	93,990	70,045	127,883
Visiting staff	...	26	...	...	...	...

University of Ottawa

	Total teaching staff numbers	Teaching staff excluded numbers	Average dollars	Median dollars	Percentile	
					10th dollars	90th dollars
Excluding medical/dental						
Full professors	297	15	130,021	129,000	115,510	142,627
With senior administrative duties	35	9	130,297	132,578	115,450	142,627
Without senior administrative duties	262	6	129,984	128,592	115,349	142,627
Associate professors	320	3	104,340	103,349	91,698	118,161
With senior administrative duties	25	1	x	x	x	x
Without senior administrative duties	295	2	x	x	x	x
Assistant professors	348	2	x	x	x	x
Rank below assistant	39	...	x	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	13	25	65,001	64,926	57,033	73,584
All ranks combined (including deans)	1,027	35	102,965	100,970	73,017	136,222
Male	649	25	105,633	103,985	75,438	140,138
Female	378	10	98,385	94,384	71,509	128,156
Visiting staff	...	25	...	...	...	...

... not applicable

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

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

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers	numbers	dollars	dollars	dollars	
Full professors	92	6	133,296	133,825	114,739	151,953
With senior administrative duties	12	5	130,726	129,056	114,040	148,198
Without senior administrative duties	80	1	133,681	134,111	114,917	152,305
Associate professors	117	1	108,600	109,925	87,689	129,857
With senior administrative duties	15	1	111,509	108,087	96,269	120,841
Without senior administrative duties	102	...	108,172	110,868	87,438	129,913
Assistant professors	140	3	82,885	82,597	68,673	98,188
Rank below assistant	27	...	70,986	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	7	...	64,651	x	x	x
All ranks combined (including deans)	389	4	102,234	99,664	69,969	139,041
Male	244	2	106,546	107,170	71,704	142,635
Female	145	2	94,979	91,857	64,304	125,488
Visiting staff	...	...	...	...	...	...

Trent University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers	numbers	dollars	dollars	dollars	
Full professors	79	2	137,852	144,695	116,343	151,782
With senior administrative duties	19	2	138,503	144,695	119,443	152,264
Without senior administrative duties	60	...	137,646	144,695	116,343	149,419
Associate professors	102	4	106,990	104,797	88,588	125,320
With senior administrative duties	23	...	112,861	111,619	97,619	126,930
Without senior administrative duties	79	4	105,280	99,905	88,362	123,666
Assistant professors	77	2	x	x	x	x
Rank below assistant	4	...	x	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	264	6	109,288	104,532	79,534	145,573
Male	165	-	114,213	113,980	80,666	147,059
Female	99	6	101,079	95,378	77,271	128,158
Visiting staff	...	...	...	...	...	...

... not applicable

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

Table 1 (continued)

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

University of Waterloo

	Total teaching staff numbers	Teaching staff excluded numbers	Average dollars	Median dollars	Percentile	
					10th dollars	90th dollars
Full professors	327	14	137,941	137,189	119,822	157,162
With senior administrative duties	65	6	147,253	146,643	126,716	166,347
Without senior administrative duties	262	8	135,631	135,734	118,123	152,961
Associate professors	302	14	112,635	111,869	91,340	135,211
With senior administrative duties	33	...	123,402	124,375	105,329	143,103
Without senior administrative duties	269	14	111,315	111,221	90,383	133,597
Assistant professors	226	16	87,486	85,865	68,000	107,246
Rank below assistant	75	3	90,652	90,000	66,762	114,358
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	936	41	114,166	114,395	78,768	146,034
Male	708	25	117,266	117,722	81,531	148,638
Female	228	16	104,540	101,695	70,943	137,928
Visiting staff	...	2	...	...	...	...

York University

	Total teaching staff numbers	Teaching staff excluded numbers	Average dollars	Median dollars	Percentile	
					10th dollars	90th dollars
Full professors	303	23	136,609	129,860	112,907	176,389
With senior administrative duties	77	9	145,414	134,039	115,353	203,229
Without senior administrative duties	226	14	133,609	129,109	111,659	170,220
Associate professors	580	18	116,288	113,215	93,410	144,017
With senior administrative duties	130	2	118,277	114,996	97,332	145,139
Without senior administrative duties	450	16	115,713	112,269	92,488	143,567
Assistant professors	456	20	91,098	86,586	73,931	115,935
Rank below assistant	50	2	87,379	85,432	69,000	106,870
Rank below preceding	...	...	...	...	...	...
Other teaching staff	48	3	102,239	105,244	77,960	118,155
All ranks combined (including deans)	1,448	55	111,729	108,589	80,000	144,929
Male	802	29	116,253	113,351	82,531	154,260
Female	646	26	106,112	103,893	78,811	131,887
Visiting staff	...	9	...	...	...	...

... not applicable

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

University of Ontario Institute of Technology

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers	numbers	dollars	dollars	dollars	
Full professors	15	8	126,160	119,827	105,238	144,586
With senior administrative duties	3	8	x	x	x	x
Without senior administrative duties	12	...	x	x	x	x
Associate professors	20	...	106,204	104,585	93,000	117,910
With senior administrative duties	1	...	x	x	x	x
Without senior administrative duties	19	...	x	x	x	x
Assistant professors	64	...	89,418	88,764	75,471	101,039
Rank below assistant	...	...	...	...	...	...
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	107	...	103,373	95,348	80,000	140,853
Male	70	...	108,026	99,679	83,906	142,844
Female	37	...	94,571	89,382	72,400	109,169
Visiting staff	...	...	...	...	...	...

Brandon University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers	numbers	dollars	dollars	dollars	
Full professors	37	3	108,801	112,934	93,339	122,344
With senior administrative duties	11	3	110,506	116,693	94,457	122,344
Without senior administrative duties	26	...	108,080	112,692	91,368	122,344
Associate professors	44	3	86,347	81,343	75,543	101,052
With senior administrative duties	16	3	88,164	82,888	76,934	100,709
Without senior administrative duties	28	...	85,309	81,343	75,357	101,052
Assistant professors	59	2	67,706	66,025	59,396	77,728
Rank below assistant	12	...	53,088	53,973	45,883	57,287
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	158	2	83,388	77,862	57,763	116,910
Male	99	...	88,738	82,503	59,776	122,344
Female	59	2	74,411	74,611	54,585	94,722
Visiting staff	...	...	...	...	...	...

... not applicable

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

Table 1 (continued)

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

Athabasca University

	Total teaching staff numbers	Teaching staff excluded numbers	Average dollars	Median dollars	Percentile	
					10th dollars	90th dollars
Full professors	23	3	128,859	127,765	109,582	146,026
With senior administrative duties	7	3	121,813	x	x	x
Without senior administrative duties	16	...	131,941	x	x	x
Associate professors	48	6	97,845	99,682	84,629	107,387
With senior administrative duties	7	6	101,207	x	x	x
Without senior administrative duties	41	...	97,271	x	x	x
Assistant professors	51	...	74,694	74,542	64,501	80,438
Rank below assistant	...	...	...	...	...	...
Rank below preceding	31	...	73,160	74,838	60,240	80,438
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	162	...	91,428	84,072	68,603	125,486
Male	84	...	97,388	93,164	68,195	131,592
Female	78	...	85,010	80,438	68,931	105,984
Visiting staff	...	...	...	...	...	...

... not applicable

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

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

	Total teaching staff numbers	Teaching staff excluded numbers	Average dollars	Median dollars	Percentile	
					10th dollars	90th dollars
Including medical/dental						
Full professors	838	15	145,902	135,493	111,721	192,970
With senior administrative duties	30	15	164,581	149,189	119,005	209,070
Without senior administrative duties	808	...	145,208	134,740	111,492	190,292
Associate professors	716	1	110,220	102,144	91,787	133,536
With senior administrative duties	12	1	122,982	118,339	104,568	145,633
Without senior administrative duties	704	...	110,003	101,655	91,787	133,236
Assistant professors	621	...	96,805	90,189	75,000	122,954
Rank below assistant	82	...	93,342	89,859	78,623	110,588
Rank below preceding	58	...	77,303	75,663	64,828	93,622
Other teaching staff	91	...	76,975	75,679	57,566	98,261
All ranks combined (including deans)	2,422	...	117,289	107,138	80,122	162,850
Male	1,629	...	122,572	113,345	82,754	172,745
Female	793	...	106,436	97,314	76,839	142,266
Visiting staff	...	...	...	...	...	...

University of British Columbia

	Total teaching staff numbers	Teaching staff excluded numbers	Average dollars	Median dollars	Percentile	
					10th dollars	90th dollars
Excluding medical/dental						
Full professors	587	11	140,047	132,558	112,298	175,155
With senior administrative duties	25	11	158,271	147,491	118,155	201,595
Without senior administrative duties	562	...	139,236	132,176	112,180	172,661
Associate professors	572	1	104,804	100,704	91,787	123,068
With senior administrative duties	10	1	x	x	x	x
Without senior administrative duties	562	...	x	x	x	x
Assistant professors	447	...	93,075	89,785	78,515	112,541
Rank below assistant	71	...	92,939	87,702	78,228	110,595
Rank below preceding	43	...	77,942	75,319	65,628	93,901
Other teaching staff	85	...	77,063	75,679	57,759	98,858
All ranks combined (including deans)	1,817	...	111,681	104,216	81,106	151,365
Male	1,190	...	116,954	111,117	84,422	158,683
Female	627	...	101,674	95,855	76,678	131,959
Visiting staff

... not applicable

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Table 1 (concluded)

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

Simon Fraser University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers	numbers	dollars	dollars	dollars	
Full professors	290	10	128,191	124,199	107,728	154,199
With senior administrative duties	42	7	130,101	129,012	111,912	141,918
Without senior administrative duties	248	3	127,868	124,199	106,740	157,110
Associate professors	236	4	102,652	97,621	87,931	120,446
With senior administrative duties	21	1	113,576	105,854	98,638	131,956
Without senior administrative duties	215	3	101,585	95,678	87,291	119,139
Assistant professors	271	5	85,438	81,945	68,212	109,075
Rank below assistant	3	...	x	x	x	x
Rank below preceding	116	...	x	x	x	x
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	923	12	102,874	99,457	70,690	136,269
Male	611	6	107,072	105,452	73,142	142,143
Female	312	6	94,653	92,861	68,282	121,125
Visiting staff	...	...	...	...	...	...

University of Northern British Columbia

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers	numbers	dollars	dollars	dollars	
Full professors	34	3	100,347	95,512	83,759	116,004
With senior administrative duties	7	3	102,394	x	x	x
Without senior administrative duties	27	...	99,817	x	x	x
Associate professors	74	3	79,699	79,572	71,546	87,132
With senior administrative duties	12	1	81,853	81,345	73,833	90,494
Without senior administrative duties	62	2	79,282	79,449	71,124	86,615
Assistant professors	64	2	67,211	67,334	58,552	72,780
Rank below assistant	10	...	x	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	186	4	78,766	75,533	62,107	96,667
Male	119	2	81,069	78,512	64,663	103,910
Female	67	2	74,675	72,686	56,715	91,438
Visiting staff

... not applicable

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

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
	dollars				
Atlantic School of Theology					
Minimum	68,750	63,750	54,750	...	...
Maximum	82,750	75,750	66,750	...	...
Annual increment	2,750	2,750	2,750	...	...
Brock University					
Minimum	95,768	75,086	62,222	48,371	...
Maximum	...	...	...	...	...
Annual increment	% 7.0	7.0	7.0	7.0	...
Lakehead University					
Minimum	83,190	66,190	52,785	44,710	...
Maximum	131,845	118,390	82,535	65,685	...
Annual increment	% 3.0	3.0	3.0	3.0	...
Université Saint-Paul					
Minimum	63,022	53,597	46,021	38,377	...
Maximum	92,501	78,716	62,817	52,377	...
Annual increment	1,500	1,500	1,500	1,500	...
Trent University					
Minimum	102,168	84,061	70,481	61,428	...
Maximum	144,695	123,430	99,905	86,325	...
Annual increment	2,361	2,330	2,263	2,263	...
York University					
Minimum	82,000	65,000	55,000	48,000	...
Maximum	...	...	...	...	...
Annual increment	% 3.5	3.5	3.5	3.5	...
Ontario College of Art and Design					
Minimum	90,293	74,849	59,404	47,524	...
Maximum	114,054	98,611	83,165	71,285	...
Annual increment	% 2.0	2.0	2.0	2.0	...
Brandon University					
Minimum	88,552	70,905	54,133	45,353	...
Maximum	122,344	101,052	77,728	57,287	...
Annual increment	2,816	2,319	1,815	1,326	...
University of Saskatchewan					
Minimum	97,640	83,066	68,492	53,667	42,867
Maximum	...	...	...	...	...
Annual increment	2,429	2,429	2,429	2,429	1,800
College of Emmanuel and Saint Chad					
Minimum	71,135	64,405	59,420	...	...
Maximum	...	...	...	...	...
Annual increment	% 2.0	2.0	2.0	...	...
University of Regina					
Minimum	86,820	64,494	56,196	44,570	...
Maximum	...	100,825	83,940	63,674	...
Annual increment	2,668	2,487	2,312	1,592	...

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

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
dollars					
University of Alberta					
Minimum	89,137	71,632	57,618	...	...
Maximum	...	102,448	81,642	...	...
Annual increment					
1st level	3,022	2,568	2,002	...	...
2nd level	2,568	...	...	...	...
3rd level	2,002	...	...	...	...
University of Lethbridge					
Minimum	80,000	65,000	55,000	36,000	...
Maximum	...	...	...	...	...
Annual increment ¹	...	...	...	...	...
Athabasca University					
Minimum	97,593	78,246	59,365	46,301	...
Maximum	125,126	100,326	80,438	64,497	...
Annual increment	% 2.8	2.8	...	...	...
Simon Fraser University					
Minimum	87,931	70,677	58,353	53,423	53,423
Maximum	124,199	95,678	83,353	85,114	58,353
Annual increment	...	...	...	...	...

... not applicable

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

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

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

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

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

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

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81-595-MIE2004021	Canadian Framework for Culture Statistics
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81-595-MIE2005029	Manitoba Postsecondary Graduates from the Class of 2000: How Did They Fare?
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81-595-MIE2005031	Salaries and salary scales of full-time teaching staff at Canadian universities, 2003-2004: final report
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81-595-MIE2006038	Profile of Selected Culture Industries in Ontario
81-595-MIE2006039	Factors Affecting the Repayment of Student Loans
81-595-MIE2006040	Culture Goods Trade Data User Guide
81-595-MIE2006041	Health Human Resources and Education: Outlining Information Needs
81-595-MIE2006042	How Students Fund Their Postsecondary Education: Findings from the Postsecondary Education Participation Survey
81-595-MIE2006043	Educational Outcomes at Age 19 Associated with Reading Ability at Age 15
81-595-MIE2006044	Summary Public School Indicators for the Provinces and Territories, 1997-1998 to 2003-2004
81-595-MIE2006045	Follow-up on Education and Labour Market Pathways of Young Canadians Aged 18 to 20 – Results from YITS Cycle 3
81-595-MIE2006046	Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2005/2006: Preliminary Report
81-595-MIE2006047	Canada Student Loans Repayment Assistance: Who Does and Does Not Use Interest Relief?
81-595-MIE2006048	Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2004/2005: Final Report
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81-595-MIE2007050	Summary Public School Indicators for the Provinces and Territories, 1997-1998 to 2003-2004
81-595-MIE2007051	Culture Employment in a North American Context
81-595-MIE2007052	Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2006/2007: Preliminary Report
81-595-MIE2007053	Towards a Geography of Culture: Culture Occupations Across the Canadian Urban-Rural Divide
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81-595-MIE2007058	Postsecondary Enrolment Trends to 2031: Three Scenarios
81-595-MIE2007059	Participation in Postsecondary Education: Graduates, Continuers and Drop Outs, Results from YITS Cycle 4
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81-595-MIE2008062	Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2007/2008: Preliminary Report