

**Tenure-stream Academics**  
**- with full-time Faculty Lecturers / with full-time Assistant Librarians (NTT) -**  
**(as at January 31, 2008)**

|                                           | Full-time<br>faculty count | Salary percentile:                  |                          |                           |                          |
|-------------------------------------------|----------------------------|-------------------------------------|--------------------------|---------------------------|--------------------------|
|                                           |                            | Avg. years since<br>highest degree: | 25th.<br>1st<br>quartile | Median<br>2nd<br>quartile | 75th.<br>3rd<br>quartile |
| <b>Agricultural &amp; Envir. Sciences</b> |                            |                                     |                          |                           |                          |
| A. Professor                              | 25                         | 26.6                                | \$114,225                | \$120,692                 | \$130,038                |
| B. Associate Professor                    | 48                         | 20.1                                | \$91,562                 | \$97,385                  | \$106,888                |
| C. Assistant Professor                    | 14                         | 5.8                                 | \$71,980                 | \$76,013                  | \$82,422                 |
| D. Faculty Lecturer                       | 16                         | 9.0                                 | \$54,452                 | \$59,945                  | \$72,788                 |

Notes:

Only the salary from full-time professorial or faculty lecturer appointments is used in the salary calculations

James McGill Professor, William Dawson Scholar, CRC and Endowed/Named Chair stipend appointments are included in the salary calculations

Administrative appointments are excluded from the salary calculations

Staff on leave are included

Staff on Reduced Load are included with their full-time equivalent salary

To ensure confidentiality, some data are not presented where the population is too small (5 or less)

**Tenure-stream Academics**  
**- with full-time Faculty Lecturers / with full-time Assistant Librarians (NTT) -**  
**(as at January 31, 2008)**

|                        | Full-time<br>faculty count | Salary percentile:                  |                 |                 |                 | 4th<br>quartile |
|------------------------|----------------------------|-------------------------------------|-----------------|-----------------|-----------------|-----------------|
|                        |                            | Avg. years since<br>highest degree: | 1st<br>quartile | 2nd<br>quartile | 3rd<br>quartile |                 |
| <b>Arts</b>            |                            |                                     |                 |                 |                 |                 |
| A. Professor           | 87                         |                                     | 28.9            | \$117,395       | \$128,754       | \$141,754       |
| B. Associate Professor | 110                        |                                     | 13.5            | \$88,314        | \$96,530        | \$107,906       |
| C. Assistant Professor | 77                         |                                     | 4.7             | \$65,616        | \$70,000        | \$75,071        |
| D. Faculty Lecturer    | 36                         |                                     | 5.2             | \$49,238        | \$54,000        | \$70,186        |

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**(as at January 31, 2008)**

|                             | Full-time<br>faculty count | Salary percentile:                  |                          |                           |                          |                 |
|-----------------------------|----------------------------|-------------------------------------|--------------------------|---------------------------|--------------------------|-----------------|
|                             |                            | Avg. years since<br>highest degree: | 25th.<br>1st<br>quartile | Median<br>2nd<br>quartile | 75th.<br>3rd<br>quartile | 4th<br>quartile |
| <b>Continuing Education</b> |                            |                                     |                          |                           |                          |                 |
| A. Professor                | 0                          |                                     |                          |                           |                          |                 |
| B. Associate Professor      | 0                          |                                     |                          |                           |                          |                 |
| C. Assistant Professor      | 0                          |                                     |                          |                           |                          |                 |
| D. Faculty Lecturer         | 12                         | 15.3                                | \$59,155                 | \$77,855                  | \$92,099                 | 26.0            |

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**(as at January 31, 2008)**

|                        | Full-time<br>faculty count | Salary percentile:                  |                          |                           |                          |                 |
|------------------------|----------------------------|-------------------------------------|--------------------------|---------------------------|--------------------------|-----------------|
|                        |                            | Avg. years since<br>highest degree: | 25th.<br>1st<br>quartile | Median<br>2nd<br>quartile | 75th.<br>3rd<br>quartile | 4th<br>quartile |
| <b>Dentistry</b>       |                            |                                     |                          |                           |                          |                 |
| A. Professor           | 5                          |                                     |                          | \$149,615                 |                          |                 |
| B. Associate Professor | 6                          | 11.5                                | \$103,859                | \$110,473                 | \$117,905                | 10.0            |
| C. Assistant Professor | 5                          |                                     |                          | \$91,210                  |                          |                 |
| D. Faculty Lecturer    | 0                          |                                     |                          |                           |                          |                 |

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**Tenure-stream Academics**  
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**(as at January 31, 2008)**

|                             | Full-time<br>faculty count | Salary percentile:                  |                          |                           |                          |                 |
|-----------------------------|----------------------------|-------------------------------------|--------------------------|---------------------------|--------------------------|-----------------|
|                             |                            | Avg. years since<br>highest degree: | 25th.<br>1st<br>quartile | Median<br>2nd<br>quartile | 75th.<br>3rd<br>quartile | 4th<br>quartile |
| <b>Desautels Management</b> |                            |                                     |                          |                           |                          |                 |
| A. Professor                | 10                         | 30.3                                | \$145,749                | \$190,032                 | \$209,186                | 28.5            |
| B. Associate Professor      | 29                         | 19.6                                | \$133,300                | \$144,240                 | \$178,617                | 13.3            |
| C. Assistant Professor      | 19                         | 6.4                                 | \$119,816                | \$131,108                 | \$161,030                | 3.5             |
| D. Faculty Lecturer         | 18                         | 25.0                                | \$70,014                 | \$97,854                  | \$114,592                | 26.8            |

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**Tenure-stream Academics**  
**- with full-time Faculty Lecturers / with full-time Assistant Librarians (NTT) -**  
**(as at January 31, 2008)**

|                        | Full-time<br>faculty count | Salary percentile:                  |                          |                           |                          |                 |
|------------------------|----------------------------|-------------------------------------|--------------------------|---------------------------|--------------------------|-----------------|
|                        |                            | Avg. years since<br>highest degree: | 25th.<br>1st<br>quartile | Median<br>2nd<br>quartile | 75th.<br>3rd<br>quartile | 4th<br>quartile |
| <b>Education</b>       |                            |                                     |                          |                           |                          |                 |
| A. Professor           | 25                         | 31.0                                | \$117,611                | \$124,715                 | \$137,478                | 27.3            |
| B. Associate Professor | 36                         | 15.2                                | \$84,694                 | \$92,167                  | \$101,904                | 16.1            |
| C. Assistant Professor | 22                         | 4.0                                 | \$66,651                 | \$76,548                  | \$80,790                 | 8.2             |
| D. Faculty Lecturer    | 7                          | 25.5                                | \$56,173                 | \$59,883                  | \$77,930                 | 27.0            |

Notes:

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Administrative appointments are excluded from the salary calculations

Staff on leave are included

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**Tenure-stream Academics**  
**- with full-time Faculty Lecturers / with full-time Assistant Librarians (NTT) -**  
**(as at January 31, 2008)**

|                        | Full-time<br>faculty count | Salary percentile:                  |                 |                 |                 | 4th<br>quartile |
|------------------------|----------------------------|-------------------------------------|-----------------|-----------------|-----------------|-----------------|
|                        |                            | Avg. years since<br>highest degree: | 1st<br>quartile | 2nd<br>quartile | 3rd<br>quartile |                 |
| <b>Engineering</b>     |                            |                                     |                 |                 |                 |                 |
| A. Professor           | 49                         |                                     | 30.2            | \$122,599       | \$131,718       | \$145,828       |
| B. Associate Professor | 55                         |                                     | 16.6            | \$98,960        | \$106,325       | \$113,340       |
| C. Assistant Professor | 37                         |                                     | 5.8             | \$85,000        | \$91,716        | \$97,527        |
| D. Faculty Lecturer    | 2                          |                                     |                 |                 |                 |                 |

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**Tenure-stream Academics**  
**- with full-time Faculty Lecturers / with full-time Assistant Librarians (NTT) -**  
**(as at January 31, 2008)**

|                        | Full-time<br>faculty count | Salary percentile:                  |                          |                           |                          |                 |
|------------------------|----------------------------|-------------------------------------|--------------------------|---------------------------|--------------------------|-----------------|
|                        |                            | Avg. years since<br>highest degree: | 25th.<br>1st<br>quartile | Median<br>2nd<br>quartile | 75th.<br>3rd<br>quartile | 4th<br>quartile |
| <b>Law</b>             |                            |                                     |                          |                           |                          |                 |
| A. Professor           | 17                         | 24.0                                | \$138,031                | \$142,856                 | \$159,796                | 22.5            |
| B. Associate Professor | 14                         | 20.8                                | \$113,444                | \$120,067                 | \$123,714                | 8.0             |
| C. Assistant Professor | 13                         | 2.0                                 | \$85,646                 | \$90,393                  | \$98,379                 | 5.3             |
| D. Faculty Lecturer    | 0                          |                                     |                          |                           |                          |                 |

Notes:

Only the salary from full-time professorial or faculty lecturer appointments is used in the salary calculations

James McGill Professor, William Dawson Scholar, CRC and Endowed/Named Chair stipend appointments are included in the salary calculations

Administrative appointments are excluded from the salary calculations

Staff on leave are included

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**Tenure-stream Academics**  
**- with full-time Faculty Lecturers / with full-time Assistant Librarians (NTT) -**  
**(as at January 31, 2008)**

|                        | Full-time<br>faculty count | Salary percentile:                  |                          |                           |                          | 4th<br>quartile |
|------------------------|----------------------------|-------------------------------------|--------------------------|---------------------------|--------------------------|-----------------|
|                        |                            | Avg. years since<br>highest degree: | 25th.<br>1st<br>quartile | Median<br>2nd<br>quartile | 75th.<br>3rd<br>quartile |                 |
| <b>Medicine</b>        |                            |                                     |                          |                           |                          |                 |
| A. Professor           | 165                        |                                     | \$122,677                | \$132,617                 | \$147,011                |                 |
|                        |                            | 29.5                                | 28.7                     | 28.9                      | 27.4                     |                 |
| B. Associate Professor | 118                        |                                     | \$99,680                 | \$106,418                 | \$112,316                |                 |
|                        |                            | 19.0                                | 20.6                     | 19.2                      | 21.2                     |                 |
| C. Assistant Professor | 106                        |                                     | \$76,030                 | \$83,044                  | \$88,604                 |                 |
|                        |                            | 7.5                                 | 9.0                      | 10.5                      | 11.3                     |                 |
| D. Faculty Lecturer    | 13                         |                                     | \$68,500                 | \$71,510                  | \$78,357                 |                 |
|                        |                            | 13.8                                | 9.7                      | 11.7                      | 23.3                     |                 |

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Administrative appointments are excluded from the salary calculations

Staff on leave are included

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GFT-U staff are excluded

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**- with full-time Faculty Lecturers / with full-time Assistant Librarians (NTT) -**  
**(as at January 31, 2008)**

|                          | Full-time<br>faculty count | Salary percentile:                          |                                  |                                   |                                  |
|--------------------------|----------------------------|---------------------------------------------|----------------------------------|-----------------------------------|----------------------------------|
|                          |                            | <i>Avg. years since<br/>highest degree:</i> | 25th.<br><i>1st<br/>quartile</i> | Median<br><i>2nd<br/>quartile</i> | 75th.<br><i>3rd<br/>quartile</i> |
| <b>Religious Studies</b> |                            |                                             |                                  |                                   |                                  |
| A. Professor             | 5                          |                                             |                                  | \$128,543                         |                                  |
| B. Associate Professor   | 5                          |                                             |                                  | \$102,748                         |                                  |
| C. Assistant Professor   | 3                          |                                             |                                  |                                   |                                  |
| D. Faculty Lecturer      | 1                          |                                             |                                  |                                   |                                  |

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**(as at January 31, 2008)**

|                                 | Full-time<br>faculty count | Salary percentile:                  |                 |           |           | 4th<br>quartile |
|---------------------------------|----------------------------|-------------------------------------|-----------------|-----------|-----------|-----------------|
|                                 |                            | Avg. years since<br>highest degree: | 1st<br>quartile | 25th.     | Median    |                 |
| <b>Schulich School of Music</b> |                            |                                     |                 |           |           |                 |
| A. Professor                    | 7                          |                                     | 32.5            | \$125,123 | \$131,222 | \$133,533       |
| B. Associate Professor          | 37                         |                                     | 14.4            | \$91,676  | \$98,762  | \$108,111       |
| C. Assistant Professor          | 12                         |                                     | 8.0             | \$66,651  | \$79,642  | \$87,634        |
| D. Faculty Lecturer             | 1                          |                                     |                 |           |           |                 |

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**(as at January 31, 2008)**

|                        | Full-time<br>faculty count | Salary percentile:                  |                          |                           |                          |                 |
|------------------------|----------------------------|-------------------------------------|--------------------------|---------------------------|--------------------------|-----------------|
|                        |                            | Avg. years since<br>highest degree: | 25th.<br>1st<br>quartile | Median<br>2nd<br>quartile | 75th.<br>3rd<br>quartile | 4th<br>quartile |
| <b>Science</b>         |                            |                                     |                          |                           |                          |                 |
| A. Professor           | 113                        | 30.2                                | \$113,328                | \$122,532                 | \$138,074                | 23.8            |
| B. Associate Professor | 74                         | 18.3                                | \$93,327                 | \$100,272                 | \$106,605                | 16.5            |
| C. Assistant Professor | 68                         | 5.3                                 | \$80,904                 | \$86,466                  | \$90,765                 | 8.3             |
| D. Faculty Lecturer    | 15                         | 13.5                                | \$57,000                 | \$79,028                  | \$86,963                 | 28.7            |

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**(as at January 31, 2008)**

|                                            | Full-time<br>faculty count | Salary percentile:                  |                          |                           |                          |                 |
|--------------------------------------------|----------------------------|-------------------------------------|--------------------------|---------------------------|--------------------------|-----------------|
|                                            |                            | Avg. years since<br>highest degree: | 25th.<br>1st<br>quartile | Median<br>2nd<br>quartile | 75th.<br>3rd<br>quartile | 4th<br>quartile |
| <b>McGill University Libraries</b>         |                            |                                     |                          |                           |                          |                 |
| A. Librarian                               | 7                          |                                     | \$84,179                 | \$111,637                 | \$133,132                |                 |
|                                            |                            | 30.0                                | 19.5                     | 39.5                      | 21.0                     |                 |
| B. Associate Librarian                     | 29                         |                                     | \$80,399                 | \$92,148                  | \$95,355                 |                 |
|                                            |                            | 18.0                                | 32.3                     | 27.4                      | 29.7                     |                 |
| C. Assistant Librarian                     | 29                         |                                     | \$48,000                 | \$55,753                  | \$60,000                 |                 |
|                                            |                            | 2.6                                 | 3.7                      | 7.7                       | 11.1                     |                 |
| D. Assistant Librarian (non tenure-stream) | 6                          |                                     | \$48,000                 | \$54,610                  | \$68,052                 |                 |
|                                            |                            | 2.5                                 | 1.0                      | 26.0                      | 26.0                     |                 |

Notes:

**++The data for the Libraries are taken from 31-July-2008 rather than 31-January-2008 due to recent changes in classifications**

Only the salary from full-time librarian or full-time assistant librarian (ntt) appointments is used in the salary calculations

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