



Canadian Association of University Teachers  
Association canadienne des professeures et professeurs d'université

# Memorandum 24:13

**Date:** March 21, 2024

**To:** Presidents and Administrative Officers  
Local and Federated Associations

**From:** David Robinson, Executive Director

**Re:** **2022-2023 Salaries of Full-time University Faculty**

The 2022-2023 full-time university faculty salary data from Statistics Canada's University and College Academic Staff Survey (UCASS) is now available on CAUT's member website [in the Collective Bargaining section](#). Information is categorized by institution.

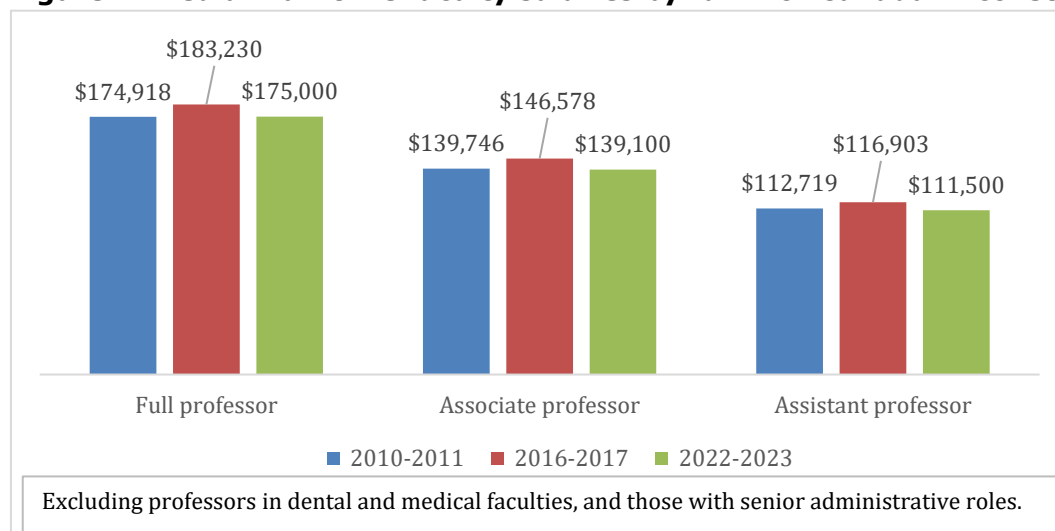
## Median salaries have fallen when accounting for inflation

Below are the median salaries of full-time professors across various ranks, excluding dental and medical faculty as well as senior administrators.

In 2022, the median salary for full professors was \$175,000, \$139,100 for associate professors, \$111,500 for assistant professors, and \$99,975 for ranks below assistant professors. These figures reflect a modest increase of 1.2%, 1.5%, 1%, and 0.8% respectively compared to the previous year.

Factoring inflation, salaries have stagnated for full professors and decreased for both associate and assistant professors. Between 2010 and 2022, median salaries for associate professors, after inflation, decreased by 0.5% while median salaries for assistant professors decreased by 1.1%.

**Figure 1: Median full-time faculty salaries by rank for Canada in constant 2022\$**



**Full-time faculty gender pay gap stays the same**

While there has been a significant improvement in salary parity between men and women over the last 50 years, the rate of change has plateaued more recently. The unadjusted pay gap between full-time male identified and female identified professors at Canadian universities decreased from nearly 20% in 1970 to about 10% in 2016 and has remained at this level.

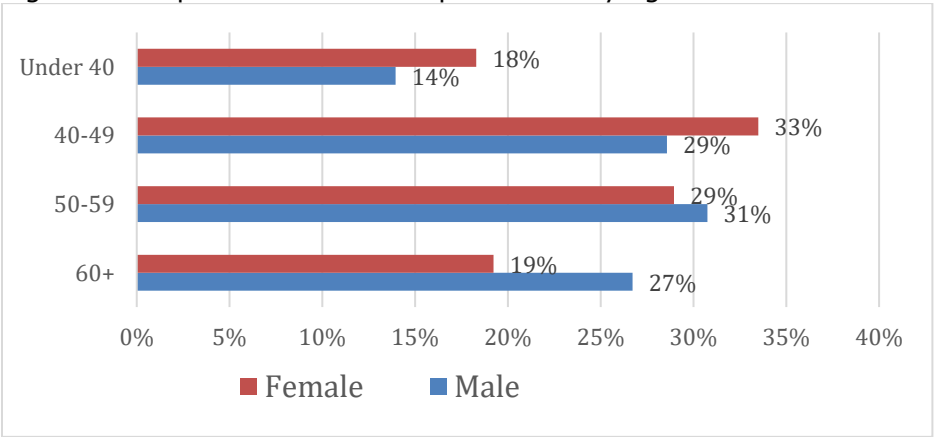
The gender salary gap is most pronounced among full professors, where women remain underrepresented (see Table 1). In 2022, women full professors earned approximately 95.8% of what men earned, with women earning a median salary of \$162,880 compared to \$170,425 for men. Conversely, in positions where women held a larger share of professorial roles, such as associate professors and assistant professors, the salary differentials were smaller. Specifically, women associate professors earned 97.5% of men salaries, with women earning a median salary of \$137,000 and men earning \$140,500. Similarly, women assistant professors earned 97.0% of male salaries, with women earning \$110,000 and men earning \$112,175. There was no salary disparity between men and women in the rank "below assistant," with both genders earning \$99,975. Women are overrepresented in these non-tenure track positions.

**Table 1: Proportion of full-time women professors by rank**

	2010	2022
All ranks	37.4%	42.8%
Full professor	23.8%	31.7%
Associate professor	38.5%	44.3%
Assistant professor	46.6%	51.8%
Ranks or level below assistant	54.4%	55.8%

The predominance of men in higher ranks, inherently skews the age distribution; men tend to be overrepresented in older age groups. More than a quarter of full-time male professors are over the age of sixty, compared to less than 20 percent of women.

**Figure 2: Proportion of full-time professors by age**



While age and rank play a role in exacerbating the gendered salary gap, they are not the sole determinants. Scholarly discipline and other factors contribute to the wage differential.

**Table 2: Pay gap by rank, assuming men's age distribution**

<b>Rank</b>	<b>Year</b>	<b>Controlled for</b>	<b>No control</b>
Full professor	1992-1993	93.7%	92.8%
	2002-2003	94.0%	93.7%
	2012-2013	94.7%	94.9%
	2022-2023	96.4%	95.7%
Associate professor	1992-1993	95.2%	94.5%
	2002-2003	95.6%	95.3%
	2012-2013	96.4%	96.6%
	2022-2023	97.1%	96.9%
Assistant professor	1992-1993	96.0%	97.1%
	2002-2003	94.4%	94.8%
	2012-2013	96.2%	96.8%
	2022-2023	96.5%	96.6%
Ranks or level below assistant professor	1992-1993	96.4%	97.2%
	2002-2003	93.4%	95.1%
	2012-2013	93.3%	94.4%
	2022-2023	95.4%	95.1%

Please note that the national UCASS data upon which this analysis is based includes estimates for the University of Toronto, Toronto Metropolitan University, Concordia University, and Laurentian University based on their previous year's data. This information will be updated with the next UCASS release which is expected April 29, 2024. Salary changes for any associations that concluded bargaining after the UCASS collection date of October 1, 2022, will be included in the UCASS 2023-2024 data release.

If you have any questions or require further assistance, please contact us at [cautresearch-rechercheacppu@caut.ca](mailto:cautresearch-rechercheacppu@caut.ca).