

**University of Waterloo  
Compensation Rates  
2011-12**

| <b><u>Faculty Salaries</u></b>                                                         | <b><u>Rates</u></b> | <b><u>Effective Date</u></b> | <b><u>Comments</u></b>                                            |
|----------------------------------------------------------------------------------------|---------------------|------------------------------|-------------------------------------------------------------------|
| Lecturer                                                                               | \$52,881            | May 1/11                     | Minimum                                                           |
| Assistant Professor                                                                    | \$68,158            | May 1/11                     | Minimum                                                           |
| Associate Professor                                                                    | \$85,783            | May 1/11                     | Minimum                                                           |
| Professor                                                                              | \$109,286           | May 1/11                     | Minimum                                                           |
| <b>Faculty Professional Expense Reimbursement Plan</b>                                 | \$1,660             | May 1/11                     | Maximum                                                           |
| <b>Administrative Stipends for Academic Admin. Appts.</b>                              |                     |                              |                                                                   |
| Dept. Chair or Director                                                                | \$4,000             | July 1/11                    | Minimum *                                                         |
| Associate Dean                                                                         | \$8,000             | July 1/11                    | Minimum *                                                         |
| Assoc. Chair or Assoc. Director                                                        | \$2,000             | July 1/11                    | Minimum *                                                         |
| * stipend amounts depend on unit size.                                                 |                     |                              |                                                                   |
| <b>Sessionals</b>                                                                      |                     |                              |                                                                   |
| Faculty & Staff members, Post Doctoral Fellows, Research Associates, Graduate Students | \$7,116             | Sept 1/11                    | Minimum per one-term course (4 mo.)                               |
| <b>Teaching Assistants</b>                                                             | \$4,432 (1)         | May 1/11                     | Per one term (4 mo.)<br>(Maximum per month \$1,108.00)            |
| <b>Research Assistants-Master's</b>                                                    | \$5,500             | May 1/11                     | NSERC rate per one term (4 mo.)<br>(Maximum per month \$1,375.00) |
| <b>Research Assistants-Doctoral</b>                                                    | \$6,333             | May 1/11                     | NSERC rate per one term (4 mo.)<br>(Maximum per month \$1,583.25) |

(1) Hourly rate of \$27.70 for up to 10 hours per week to maximum of 16 weeks. The number of hours is determined by the contract between the student and the academic department, but is not less than 100 hours per term. Most faculties couple a Grad Experience Award with a TA, yielding aggregate support of up to \$6,648 associated with the TA per term. Typically the award is one-half the value of the TA.