# University of Waterloo
## Compensation Rates
### 2017-18

<table>
<thead>
<tr>
<th>Faculty Salaries</th>
<th>Rates</th>
<th>Effective Date</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lecturer</td>
<td>$60,961</td>
<td>May 1/17</td>
<td>Minimum</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>$78,572</td>
<td>May 1/17</td>
<td>Minimum</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>$98,890</td>
<td>May 1/17</td>
<td>Minimum</td>
</tr>
<tr>
<td>Professor</td>
<td>$125,985</td>
<td>May 1/17</td>
<td>Minimum</td>
</tr>
</tbody>
</table>

**Faculty Professional Expense Reimbursement Plan**
- Rates: $1,830
- Effective Date: May 1/17
- Comments: Maximum

**Administrative Stipends for Academic Admin. Appts.**
- Dept. Chair or Director: $4,000, July 1/17, Minimum *
- Associate Dean: $8,000, July 1/17, Minimum *
- Assoc. Chair or Assoc. Director: $2,000, July 1/17, Minimum *

* stipend amounts depend on unit size

**Sessionals**
- Faculty & Staff members, Post Doctoral Fellows, Research Associates, Graduate Students:
  - Rates: $8,203
  - Effective Date: Sept 1/17
  - Comments: Minimum per one-term course (4 mo.)

**Teaching Assistants**
- Rates: $5,104
- Effective Date: May 1/17
- Comments: Per one term (4 mo.)
  - (Maximum per month $1,276.00)

**Research Assistants-Master's**
- Rates: $6,346
- Effective Date: May 1/17
- Comments: Per one term (4 mo.)
  - (Maximum per month $1,586.50)

**Research Assistants-Doctoral**
- Rates: $7,299
- Effective Date: May 1/17
- Comments: Per one term (4 mo.)
  - (Maximum per month $1,824.75)

(1) Hourly rate of $31.90 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 $7,656 associated with the TA per term. Typically the award is one-half the value of the TA.

(2) This is a guideline recommended by the Graduate Student Support Advisory Committee.

(3) Does not include 4% vacation pay.

Finance
Mar-17