

**University of Waterloo**  
**Compensation Rates for Academic Positions**  
**2024 – 2025**

<b><u>Regular Faculty</u></b>	<b><u>Annual Salary</u></b>	<b><u>Effective Date</u></b>	<b><u>Comments</u></b>
Lecturer	\$71,996	May 1/24	Minimum
Clinical Lecturer	\$92,794	May 1/24	Minimum
Assistant Professor	\$92,794	May 1/24	Minimum
Associate Professor	\$116,792	May 1/24	Minimum
Professor	\$148,791	May 1/24	Minimum
Assistant Professor, Teaching Stream	\$71,996	Sept 1/24	Minimum
Clinical Assistant Professor, Teaching Stream	\$92,794	Sept 1/24	Minimum
Associate Professor, Teaching Stream	\$90,614	Sept 1/24	Minimum
Clinical Associate Professor, Teaching Stream	\$116,792	Sept 1/24	Minimum
Professor, Teaching Stream	\$115,443	Sept 1/24	Minimum
Clinical Professor, Teaching Stream	\$148,791	Sept 1/24	Minimum
<b><u>Administrative Appointments</u></b>	<b><u>Annual Stipend</u></b>	<b><u>Effective Date</u></b>	<b><u>Comments</u></b>
Department Chair or Director	\$4,000	January 1/24	Minimum*
Associate Dean	\$10,000	January 1/24	Minimum*
Associate Chair or Associate Director	\$2,000	January 1/24	Minimum*
*Stipend amounts depend on unit size			
<b><u>Other Academic Positions</u></b>	<b><u>Term Salary</u></b>	<b><u>Effective Date</u></b>	<b><u>Comments</u></b>
Sessional*	\$8,910 <sup>(1)</sup>	Sept 1/22	Minimum per one-term course
Teaching Assistants (TA)	\$7,674.48 <sup>(1)(2)</sup>	May 1/24	Per one term (4 mo.) (Max per month \$1,918.62)
Research Assistants-Master's	\$7,318.34 <sup>(1)(2)</sup>	May 1/24	Per one term (4 mo.) (Max per month \$1,829.59)
Research Assistants-Doctoral	\$8,707.78 <sup>(1)(2)</sup>	May 1/24	Per one term (4 mo.) (Max per month \$2,176.94)

(1) Rates do not include 4% vacation pay.

(2) Please refer to the [Graduate Studies and Postdoctoral Affairs](#) website for hourly rates. Term salary is calculated based on 10 hours per week for 16 weeks; however, payroll processing is based on the actual hours of work in each pay period.

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\*Sessional Rate under review. Applicable to Faculty and Staff Members, Post-Doctoral Fellows, Research Associates, and Graduate Students with Sessional appointment.