

**University of Waterloo**  
**Compensation Rates for Academic Positions**  
**2025 – 2026**

<b><u>Regular Faculty</u></b>	<b><u>Annual Salary</u></b>	<b><u>Effective Date</u></b>	<b><u>Comments</u></b>
Lecturer	\$74,588	May 1/25	Minimum
Clinical Lecturer	\$96,135	May 1/25	Minimum
Assistant Professor	\$96,135	May 1/25	Minimum
Associate Professor	\$120,997	May 1/25	Minimum
Professor	\$154,147	May 1/25	Minimum
Assistant Professor, Teaching Stream	\$74,588	May 1/25	Minimum
Clinical Assistant Professor, Teaching Stream	\$96,135	May 1/25	Minimum
Associate Professor, Teaching Stream	\$93,876	May 1/25	Minimum
Clinical Associate Professor, Teaching Stream	\$120,997	May 1/25	Minimum
Professor, Teaching Stream	\$119,599	May 1/25	Minimum
Clinical Professor, Teaching Stream	\$154,147	May 1/25	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 1/25	Minimum*
Associate Dean	\$10,000	January 1/25	Minimum*
Associate Chair or Associate Director	\$2,000	January 1/25	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 (1)	Sept 1/22	Minimum per one-term course
Teaching Assistants (TA)	\$8,020.80 (1)(2)	May 1/25	Per one term (4 mo.) (Max per month \$2,005.20)
Research Assistants-Master's	\$7,648.00(1)(2)	May 1/25	Per one term (4 mo.) (Max per month \$1,912.00)
Research Assistants-Doctoral	\$9,099.20(1)(2)	May 1/25	Per one term (4 mo.) (Max per month \$2,274.80)

(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.