

**University of Waterloo**  
**Compensation Rates for Academic Positions**  
**2023 – 2024**

<b><u>Regular Faculty</u></b>	<b><u>Annual Salary</u></b>	<b><u>Effective Date</u></b>	<b><u>Comments</u></b>
Lecturer	\$66,849	May 1/23	Minimum
Assistant Professor	\$86,160	May 1/23	Minimum
Associate Professor	\$108,442	May 1/23	Minimum
Professor	\$138,153	May 1/23	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	July 1/23	Minimum*
Associate Dean	\$8,000	July 1/23	Minimum*
Associate Chair or Associate Director	\$2,000	July 1/23	Minimum*

\*stipend amounts depending 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)	\$7,344 (1)(2)	May 1/23	Per one term (4 mo.) (Max per month \$1,836)
Research Assistants-Master's	\$7,003.20(1)(2)	May 1/23	Per one term (4 mo.) (Max per month \$1,750.80)
Research Assistants-Doctoral	\$8,332.80(1)(2)	May 1/23	Per one term (4 mo.) (Max per month \$2,083.20)

(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.