

**TABLE 21**  
**Changes in Average Salaries of Full-time Faculty in Canadian**  
**Departments of Psychology by Rank: 1993-94 to 1995-96**

|                                          | Full<br>professor | Associate<br>professor | Assistant<br>professor | Lecturer/<br>Instructor | All ranks         |
|------------------------------------------|-------------------|------------------------|------------------------|-------------------------|-------------------|
| <b>All Canadian Departments</b>          |                   |                        |                        |                         |                   |
| 1993-94 (18 departments)                 | \$83,118<br>N=261 | \$69,498<br>N=241      | \$50,372<br>N=84       | a<br>N=1                | \$73,089<br>N=587 |
| 1994-95 (14 departments)                 | \$85,718<br>N=191 | \$69,267<br>N=161      | \$49,102<br>N=64       | a<br>N=1                | \$73,676<br>N=417 |
| 1995-96 (14 departments)                 | \$85,228<br>N=227 | \$68,939<br>N=176      | \$48,859<br>N=71       | a<br>N=1                | \$73,666<br>N=475 |
| <b>Percent change in monetary salary</b> |                   |                        |                        |                         |                   |
| 1993-94 to 1994-95                       | +3.1%             | -0.3%                  | -2.5%                  | a                       | +0.8%             |
| 1994-95 to 1995-96                       | -0.6%             | -0.5%                  | -0.5%                  | a                       | -0.0%             |
| <b>Percent change in real terms</b>      |                   |                        |                        |                         |                   |
| 1993-94 to 1994-95                       | +2.9%             | -0.5%                  | -2.7%                  | a                       | +0.6%             |
| 1994-95 to 1995-96                       | -2.9%             | -2.8%                  | -2.8%                  | a                       | -2.3%             |

Source: 1994-95 and 1995-96 Surveys of Graduate Departments of Psychology, Research Office, American Psychological Association and Council of Graduate Departments of Psychology.

**Note.** All salaries are 11-12-month salaries and are reported in Canadian dollars. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for inflation in Canada as reported by the Bureau of Labor Statistics. These percentage changes were 0.2% for the period from September 1993 to September 1994 and 2.3% for the period from September 1994 to September 1995.

<sup>a</sup> There was an insufficient number of faculty for analysis.