

**Western Michigan University
Research Staff Pay Structure**

Effective June 23, 2025 (nonexempt/hourly) and July 1, 2025 (exempt/salaried)

Level	Pay Grade	Job Code (Salaried)	Minimum (Salaried)	Midpoint (Salaried)	Maximum (Salaried)	Job Code (Hourly)	Minimum (Hourly)	Midpoint (Hourly)	Maximum (Hourly)
Pay Band B									
Post-Graduate Fellow	R3B	010800	\$43,938	\$58,218	\$72,498	010816	\$21.12	\$27.99	\$34.85
Research Associate	R4B	010801	\$52,725	\$69,861	\$86,997	010817	\$25.35	\$33.59	\$41.83
Senior Research Associate	R5B	010802	\$62,099	\$83,834	\$105,568	010818	\$29.86	\$40.30	\$50.75
Principal Research Associate	R6B	010803	\$80,728	\$108,983	\$137,238	010819	\$38.81	\$52.40	\$65.98
Pay Band C									
Post-Graduate Fellow	R3C	010804	\$47,022	\$62,305	\$77,587	010820	\$22.61	\$29.95	\$37.30
Research Associate	R4C	010805	\$56,426	\$74,766	\$93,105	010821	\$27.13	\$35.94	\$44.76
Senior Research Associate	R5C	010806	\$66,458	\$89,719	\$112,979	010822	\$31.95	\$43.13	\$54.32
Principal Research Associate	R6C	010807	\$86,396	\$116,635	\$146,873	010823	\$41.54	\$56.07	\$70.61
Pay Band D									
Post-Graduate Fellow	R3D	010808	\$47,213	\$62,557	\$77,900	010824	\$22.70	\$30.08	\$37.45
Research Associate	R4D	010809	\$56,655	\$75,068	\$93,481	010825	\$27.24	\$36.09	\$44.94
Senior Research Associate	R5D	010810	\$66,727	\$90,082	\$113,436	010826	\$32.08	\$43.31	\$54.54
Principal Research Associate	R6D	010811	\$86,745	\$117,106	\$147,467	010827	\$41.70	\$56.30	\$70.90
Pay Band E									
Post-Graduate Fellow	R3E	010812	\$47,648	\$63,134	\$78,620	010828	\$22.91	\$30.35	\$37.80
Research Associate	R4E	010813	\$57,178	\$75,761	\$94,344	010829	\$27.49	\$36.42	\$45.36
Senior Research Associate	R5E	010814	\$67,342	\$90,913	\$114,483	010830	\$32.38	\$43.71	\$55.04
Principal Research Associate	R6E	010815	\$87,546	\$118,187	\$148,828	010831	\$42.09	\$56.82	\$71.55

Discipline Groups:

Pay Band B: Fine Arts, Humanities

Pay Band C: Education, Life Sciences, Social Sciences

Pay Band D: Aviation, Health and Human Services, Physical Sciences

Pay Band E: Engineering and Applied Sciences

Upon request, additional discipline groups will be assigned to pay bands by Human Resources and the Office of the Vice President for Research and Innovation based upon market rates of pay and parity with faculty research roles.

Prepared by WMU Human Resources, Revised September 12, 2025

