

**Western Michigan University
Research Staff Pay Structure**

Effective June 22, 2026 (nonexempt/hourly) and July 1, 2026 (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	\$44,597	\$59,091	\$73,585	010816	\$21.44	\$28.41	\$35.38
Research Associate	R4B	010801	\$53,516	\$70,909	\$88,302	010817	\$25.73	\$34.09	\$42.45
Senior Research Associate	R5B	010802	\$63,030	\$85,091	\$107,151	010818	\$30.30	\$40.91	\$51.51
Principal Research Associate	R6B	010803	\$81,939	\$110,618	\$139,297	010819	\$39.39	\$53.18	\$66.97
Pay Band C									
Post-Graduate Fellow	R3C	010804	\$47,727	\$63,239	\$78,751	010820	\$22.95	\$30.40	\$37.86
Research Associate	R4C	010805	\$57,273	\$75,887	\$94,501	010821	\$27.54	\$36.48	\$45.43
Senior Research Associate	R5C	010806	\$67,455	\$91,065	\$114,674	010822	\$32.43	\$43.78	\$55.13
Principal Research Associate	R6C	010807	\$87,692	\$118,384	\$149,076	010823	\$42.16	\$56.92	\$71.67
Pay Band D									
Post-Graduate Fellow	R3D	010808	\$47,921	\$63,495	\$79,069	010824	\$23.04	\$30.53	\$38.01
Research Associate	R4D	010809	\$57,505	\$76,194	\$94,883	010825	\$27.65	\$36.63	\$45.62
Senior Research Associate	R5D	010810	\$67,728	\$91,433	\$115,138	010826	\$32.56	\$43.96	\$55.35
Principal Research Associate	R6D	010811	\$88,046	\$118,862	\$149,678	010827	\$42.33	\$57.15	\$71.96
Pay Band E									
Post-Graduate Fellow	R3E	010812	\$48,363	\$64,081	\$79,799	010828	\$23.25	\$30.81	\$38.36
Research Associate	R4E	010813	\$58,036	\$76,898	\$95,759	010829	\$27.90	\$36.97	\$46.04
Senior Research Associate	R5E	010814	\$68,353	\$92,277	\$116,200	010830	\$32.86	\$44.36	\$55.87
Principal Research Associate	R6E	010815	\$88,859	\$119,960	\$151,061	010831	\$42.72	\$57.67	\$72.63