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

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, 2026