

Division of Research

RESEARCH TITLE MATRIX								
RESEARCH TITLE	TITLE CODE	JOB POSTING REQUIRED	"ORP ELIGIBLE"	MINIMUM QUALIFICATIONS	MINIMUM OF LOWER BAND	MAXIMUM OF MIDDLE BAND	MAXIMUM OF UPPER BAND	PAY GRADE
Research Assistant	8544	HR		Appropriate bachelor's or equivalent combination of education and experience	\$23,912.00	\$37,544.00	\$44,408.00	5
Research Associate	8545	HR		Bachelor's and 2 years' relevant professional experience*	\$30,212.00	\$47,465.60	\$56,108.00	7
Senior Research Associate	8554	HR		Bachelor's and 4 years' relevant professional experience*	\$36,512.00	\$57,366.40	\$67,808.00	9
Research Specialist I	8556	HR		Bachelor's and 4 years' related experience*	\$40,712.00	\$63,960.00	\$75,608.00	10
Research Specialist II	8551	HR		Bachelor's and 6 years' related experience*	\$44,912.00	\$70,574.40	\$83,408.00	11
Research Specialist III	8552	HR		Bachelor's and 8 years' related experience*	\$50,162.00	\$78,811.20	\$93,158.00	12
Research Specialist IV	8557	HR		Bachelor's and 10 years' related experience*	\$55,412.00	\$87,068.80	\$102,908.00	13
Research Specialist V	8553	HR		Bachelor's and 12 years' related experience*	\$61,012.00	\$95,846.40	\$113,308.00	14
					MINIMUM	MEDIAN	MAXIMUM	
PostDoc Research Associate	8630	VPR or HR	✓	Appropriate PhD	\$36,000.00	\$42,000.00	\$75,701.00	N/A
Assistant Research Scientist	8627	VPR or HR	✓	Appropriate PhD and relevant professional experience	\$41,085.00	\$55,677.00	\$84,161.52	N/A
Associate Research Scientist	8628	VPR or HR	✓	Appropriate PhD and 3 years' relevant professional experience	\$44,456.00	\$64,062.00	\$105,066.24	N/A
Research Scientist	8634	VPR or HR	✓	Appropriate PhD and 6 years' relevant professional experience	\$55,844.00	\$94,440.00	\$174,276.00	N/A

*Master's degree is equivalent to two years experience.

For additional research staffing information:
<https://vpr.tamu.edu/division-resources/research-titles-and-staffing>