## SALARY PROJECTION

For research positions at the Associate “C” level, there is a base salary of MXN $25,000, to which an incentive for new researchers is added, equivalent to 46% of the base salary. After five years, this incentive can reach up to 85% of the base salary. Subsequently, it is possible to increase the base by obtaining tenure (a permanent position), four years after joining the institution. Ten years after being hired, the incentive for full-time academic staff can reach up to 105% of the base salary.

In addition to this, and other variable income (for example, participation in examinations), there are two annual bonuses, each equivalent to 20 days’ salary, as well as a seniority bonus, which begins to be paid after five years and increases annually by 2%.

Outside the university, researchers may apply for membership in the National System of Researchers (Sistema Nacional de Investigadoras e Investigadores, or SNII), which is administered by the Mexican government and provides its members with tax-free financial incentives. Applications are submitted once a year, and payments begin in January of the following year. In 2026, the SNII incentives for the first levels, Candidate and Level I, are as follows:

| **SNII Level** | **Equivalent in UMAs** | **Net Monthly Incentive** |
|---|---|---|
| Candidate | 3 UMAs | $10,698.66 |
| Level I | 6 UMAs | $21,397.32 |