

JOB CATEGORIES IN TRACK I: Research Associate (RA I, RA II, & RA III), Senior Research Associate (SRA I, SRA II, & SRA III), and Scientist (Assistant Scientist, Associate Scientist, & Scientist)

Research Associate (RA I, RA II, & RA III)

- **Description:** The Research Associate is the first research-professional category.
- **Levels**
 - RA I
 - will support research activities at the University
 - will understand and interpret research protocols and procedures
 - will work under the direction of a Principal Investigator, Program Director, or designee of the Principal Investigator or Program Director (e.g., a Senior Research Associate or higher)
 - RA II
 - all conditions of RA I
 - will work under general supervision
 - expected to use *some* creativity and latitude in performing research tasks.
 - RA III
 - all conditions of RA I
 - will work under general supervision
 - expected to use *a wide degree* of creativity and latitude in performing research tasks
 - may have advisory responsibilities
- **Requirements**
 - RA I: Bachelor's degree
 - RA II: Bachelor's degree and at least 2 years of relevant work-related experience
 - RA III: Bachelor's degree and at least 5 years of relevant work-related experience, including evidence of research accomplishments leading to the dissemination of new information (i.e., publications, presentations, etc.)

Senior Research Associate (SRA I, SRA II, & SRA III)

- **Description:** The Senior Research Associate is the second research-professional category.
- **Levels**
 - SRA I
 - will support research activities at the University
 - will work under the direction of a Principal Investigator, Program Director, or a designee of the Principal Investigator or Program Director (e.g., Assistant Scientist or higher)
 - will work under direct supervision but are expected to carry out research tasks with some creativity and latitude as assigned
 - may be required to supervise Research employees
 - SRA II
 - all conditions of SRA I
 - expected to perform research duties utilizing a wide degree of creativity and latitude

- SRA III
 - all conditions of SRA II
 - expected to supervise others with creativity and latitude
- Requirements
 - SRA I: Master's degree and some research experience gained during education, training, or in employment in a research position
 - SRA II: Master's degree and at least 1 year of relevant work-related experience with evidence of tangible contributions to the dissemination of new research information
 - SRA III: Master's degree and at least 3 years relevant work-related experience including significant evidence of research productivity such as publications, presentations, or a tangible contributory role in grants. Advisory experience required if advisory responsibilities are involved

Scientist

- Description: Scientist is the third research-professional category.
- Levels
 - Assistant Scientist
 - will support research activities at the University
 - will work under the direction of the Principal Investigator or Program Director
 - will contribute to basic and applied research activities
 - may play a lead role (e.g., authorship of scientific publications, technical and agency reports, patent preparation, etc.)
 - expected to publish in refereed journals in collaboration with the Principal Investigator or Program Director, or independently within the scope of their responsibilities in the programs of the Principal Investigator or Program Director
 - Associate Scientist
 - all conditions of Assistant Scientist
 - expected to have achieved national recognition in their field as evidenced by publications in quality refereed journals and presentations at national meetings
 - may work under the direction of a Principal Investigator or Program Director
 - may be required to supervise Research employees and/or nonexempt staff
 - Scientist
 - all conditions of Associate Scientist
 - expected have some first or lead authorship in some of their publications
 - will play a leadership role in basic and applied research activities
 - expected to author scientific publications, technical and agency reports, or patent applications independently or in collaborations
 - may assist in the development of research staff training
- Requirements
 - Assistant Scientist: Ph.D., M.D., or other doctoral level degree and one year of relevant post-doctoral experience
 - Associate Scientist: Ph.D., M.D. and a minimum of five years of relevant post-doctoral research experience
 - Scientist: Ph.D., M.D., and at least 10 years of relevant post-doctoral experience

TRACK II

Track II appointments

- are for a limited duration (i.e., terminal; three years maximum)

- are non-degree seeking
- have no research-classification progression
- are approved by the Provost/designee upon recommendation of the respective department chair and dean
- are confirmed by signed contract as issued by Provost/designee
- have benefits defined for the Research position
- may consult in accordance with University policy (see Consulting Activities, Policy B-65)
- are normally supported by extramural funding
- are exempt from University recruitment/advertising procedures

JOB CATEGORIES IN TRACK II: Visiting Researcher, Post-Doctoral Associate, and Visiting Scientist

Visiting Researcher, Post-Doctoral Associate, and Visiting Scientist

- Description
 - will support research activities at the University
 - will work under the supervision of a member of the University faculty
 - may lead to the advancement of knowledge and be documented by scientific publications
- Requirements
 - Visiting Researcher: Master's degree or equivalent in their specialty
 - Post-Doctoral Associate: Doctoral degree or equivalent in their specialty
 - Visiting Scientist: Doctoral degree or equivalent in their specialty and have a minimum of five years of experience in their field