

CLASSIFICATION GUIDELINES ADMINISTRATIVE and PROFESSIONAL RESEARCH PERSONNEL

ADMINISTRATIVE RESEARCH PERSONNEL

These individuals generally require a minimum of a bachelor's or a master's degree. Their involvement in research activities will range from discussion and input into the design of the experiment and collection and interpretation of data to the design and analysis of the experiment and the writing of papers and conclusions.

Research Assistant

- Normally requires a degree in the area they are working in.
- Focus of their job more in the "theoretical" aspects of the research in an independent role
- Assist with research projects
- Involved in the complete project including developing the concepts, ideas, gathering data, and interpretation of results, recommended follow-up, report writing, etc.
- Working for someone on a project; involved in the complete project

Research Officer

- Requires a minimum of a Master's degree or Bachelor's degree with minimum of 3-5 years of directly related experience
- Does independent research
- Stress is not on collecting data or analyzing it
- Involved with the design and analysis of the experiment and with the writing of papers/conclusions and may co-author these

Research Engineer

- A professional designation; Licensed Engineer
- Requires a minimum of a bachelor's degree

PROFESSIONAL RESEARCH PERSONNEL

For personnel employed to participate in research programs, three classifications have been established: Professional Research Associate, Research Scientist, and Senior Research Scientist. For personnel employed to participate in service or other programs not specifically related to research, the corresponding classifications are Professional Associate I, II, and III.

Professional Research Personnel are defined as qualified professionals or scientists who are engaged to participate in the service or research programs of individual faculty members, departments, colleges or other administrative units within the University.

These individuals have advanced degrees, as well as training and experience beyond the post-doctoral level. They are generally appointed as project collaborators or senior supervisory and/or professional staff. Professional Research Associates and the Research Scientists participate directly in research programs.

Professional Research Associate

- Degree (Ph.D.), training and experience comparable to those required of a faculty member with the rank of Assistant Professor (or Lecturer if only has a Master's).
- Responsible for generating their own research grants
- Responsible for independent research involving the write-up, theory and publication of results
- Usually involved in collaborative effort in the research
- Take full responsibility for directing the activities of a project, including the theoretical/conceptual design, analysis and future direction

Research Scientist

- Degree (Ph.D.), training and experience comparable to those required of a faculty member with the rank of Associate Professor
- Publication record and experience warrant higher grade than Professional Research Associate

Senior Research Scientist

- Degree (Ph.D.), training and experience comparable to those required of a faculty member with the rank of full Professor

Scientist I – III

One of our research units uses these classifications for their scientists. All must have a Ph. D. and a minimum of 2-3 years of post Ph.D. experience.

Professional Associates, I - III

- Do Not participate directly in research programs but in service or other programs not specifically related to research
- Equivalent to Assistant Professor through to Full Professor in terms of qualifications and experience.

Research Associate – implies the person does independent research and has a Ph.D.

- We do not use this title in our Classification Guidelines; use Professional Research Associate