|  Criteria  | LEVEL 1*(Research Assistant)* | LEVEL 2*(Research Associate)* | LEVEL 3*(Research Scholar)* | LEVEL 4*(Senior Research Scholar)* | LEVEL 5*(Principal Research Scholar)* |
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| **Nature and Scope of Research** *Considers the nature and scope of the studies undertaken and the complexity of data collection/analysis*  | * Independently supports, develops, designs, or executes fundamental research activities for a single or multiple research project(s); or
* Participates in formulating research methods and suggesting options for improving quality and recommending solutions.
 | * Independently supports, develops, designs, or executes moderately complex research activities for a single or multiple research projects; or
* May serve as co-investigator on a funded research project or principal investigator on small to moderate sized research projects; or
* May participate in writing grant proposals or the facilitation of the grant writing process; or
* Participates in formulating research methods and suggests options for improving quality and recommending solutions
 | * Develops, designs and conducts complex research activities for one or more midsize to large research projects , reviews progress and evaluates results; or
* May serve as co-investigator on a funded research project or principal investigator on midsize to large research projects; or
* May write grant proposals essential to the acquisition of research grant funding; or
* May act as liaison with other departments, organizations, divisions or institutions to ensure streamlined collaborative research efforts; or
* Formulates research methods and suggests options for improving quality, identifies potential problems, recommends and implements solutions; or

Coordinates data collection and screening and verification of data for one or more complex research projects. | * May serve as lead or Co-lead researcher or individual contributor on one or more highly complex; or research projects;
* Typically directs projects or components of highly complex large-scale programs or may be responsible for operation of a specialized research program area; or
* Oversees development of and monitors integrity of data collection; or
* May serve as co-investigator on a funded research project or principal investigator on moderate to large research project(s); or
* Obtains or assists in obtaining external research funding; or
* Typically, serve as an authoritative source of consultation for other scientists and researchers.
 | * Leads a highly specialized multi-faceted research program or makes substantive design/methodological contributions to multiple projects; or
* Conceives, plans and conducts pioneering work of outstanding scope, difficulty and complexity; or
* Directs the work of other research professionals; or
* Has full technical responsibility for interpreting, organizing and executing complex research projects; or
* Leads submission of proposals for external sponsored funding; or
* Demonstrates a high degree of creativity, foresight, and independent judgment in planning and guiding extensive research projects.
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| **Scientific Contribution** *Considers level of contribution to publications and other outreach to share results of research*  | * Contributes to research publications, reports and draft manuscripts.
 | * Contributes to publications, reports and draft manuscripts; may co-present results with Principal Investigator at meetings and/or conferences.
 | * Contributes to and/or co-authors publications and may co-present results with Principal Investigator at meetings and/or conferences.
 | * Authors and/or co-authors publications and presents and/or co-presents results with Principal Investigator at meetings and/or conferences.
 | * Defines and implements a publications program of substantial scope and complexity.
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| **Judgment and Discretion** *Considers level of independent judgment and decision making*  | * Works independently on collection of data and analyzes research results for certain aspects of a research project(s).
 | * Works independently to collect data and analyzes research results;
* May be responsible for the operation of a specialized laboratory or research area within a department and/or project.
 | * Independently formulates research methods and collaborates on options for improving quality;
* May be responsible for the operation of a specialized laboratory or moderately complex research area within a department and/or project.
 | * Serves as key staff member or manages a moderately to largely complex research program or projects;
* Operates with considerable latitude in un-reviewed action or decisions;
* Develops new/novel techniques;
* Designs and applies scientific and numerical models.
 | * Manages a significant research program of high visibility;
* Supervisory responsibility for important segment of a unit’s research programs.
* Responsible for administrative, financial, personnel and planning aspects of project/program
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| **Research Impact** *Considers the impact and outcomes associated with knowledge produced through assigned research* | * Results of actions and decisions contribute to the research project(s) under general guidance of the principal investigator.
 | * Results of actions and decisions contribute to research program operations under general guidance of the principal investigator
 | * Results of actions and decisions have demonstrated impact on research program operations under general supervision
 | * Results of actions and decisions have significant impact on research program operations
* Research contributes to funding agency standards and guidelines, research agenda, or funding priorities.
 | * Confers with researchers, faculty and representatives of granting agencies concerning research methods and requirements
* Results of actions and decisions have significant financial implications
* Reviews and critiques reports and analysis of other researchers
* Research results in significant contribution to funding agency standards and guidelines, research agenda, or funding priorities
* Research results in advancement of knowledge and may have broad clinical, community or economic benefit
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| **Supervision***Considers whether the individual has supervisory**responsibility for others* | * Usually no.
 | * Usually no.
 | * Typically no. May supervise research and support personnel.
 | * Typically yes. May oversee non-exempt and exempt researchers and support staff
 | * Almost always.
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| **Minimum Qualifications** | * Relevant Master’s degree, or
* Relevant Bachelor’s and 3 or more years of relevant experience, or relevant independent experience and education.
* May require licensure
 | * Relevant Master’s degree, or
* Relevant Bachelor’s and 3 or more years of relevant experience, relevant independent experience and education.
* May require licensure
 | • Ph.D. (or relevant terminal degree), or• Relevant Master’s degree with at least 5 years of formal post-degree professional work experience, or • In rare instances, an individual with a comparable professional experience but less than a master’s degree, plus 8 years of exceptional relevant professional experience will be considered.* May require licensure
 | • Ph.D. (or relevant terminal degree), with at least 5 years of formal “Post-Doc” training and/or post-degree professional work experience with a demonstrated record of research achievement, or• Relevant Master’s degree, plus at least 8 years of exceptional relevant professional work experience and a record of research achievement.• In rare instances, an individual with comparable professional experience but less than a master’s degree will be considered, on an exception basis.May require licensure | • Ph.D. (or relevant terminal degree), with at least 8 years of experience with a demonstrated record of research achievement.• In rare instances, an individual with comparable professional experience but less than a doctoral degree will be considered, on an exception basis.* May require licensure
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|  Criteria  | LEVEL 1*(Research Project Manager/**Research Program Manager)* | LEVEL 2*(Senior Research Project Manager/**Senior Research Program Manager)* | LEVEL 2*(Research Project Director/ Research Program Director)* |
| **RESEARCH PROJECT & PROGRAM MANAGERS and DIRECTORS ONLY** | Under the general direction of a Principal Investigator, provides overall coordination of a significant multi-funded and/or multi-site research project(s). * Tracks, analyzes and reports project progress and status
* May coordinate activities of multiple researchers on each project
* Provides instruction, training, and supervision of research assistants and students as needed.
* Participates in grant and manuscript writing
 | Manages day-to-day study operations of ongoing project and participates in development and implementation of research protocols * Analyzes and reports risks to project and recommends risk mitigation measures
* Monitors project plans, including tracking scheduling and costs, sponsor approvals and status reports
* Develops proposals and budgets, research plans and budget justifications
* Hires, trains and supervises the activities of one or more research projects' technical and support staff
 | Oversees all phases of program including planning, organizing and implementing the research project * Develops risk management processes, develops and implement risk mitigation plans
* Manages Institutional Review Board (IRB) submissions/renewals and administrative agreements
* Oversees budgets and expenditures for to ensure financial accountability
* Assists in developing and implementing fundraising strategy; soliciting potential investors and donors for the project (agencies, foundations, etc.).
* Manages project/program staff
* Advises University investigators and administrators on research methodologies
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