

Research Faculty Ranks : Postdoctoral/Research Professor Series

	Postdoctoral Associate	Research Scientist	Research Assistant Professor	Research Associate Professor	Research Professor
General					
Qualifications	Recent Ph.D. awarded no more than 4 years prior to start of appointment with a minimum of one year remaining).	Doctorate or terminal degree and significant experience.	Doctorate or terminal degree appropriate to the field. Credentials consistent for appointment to rank of assistant professor.	Doctorate or terminal degree appropriate to the field. Credentials consistent for appointment to rank of associate professor.	Doctorate or terminal degree appropriate to the field. Credentials consistent for appointment to rank of professor.
Approval Requirements	Department head; Dean, OVPR	Department head; Dean, OVPR	Standard departmental procedures, usually recommendation from departmental P&T committee, and OVPR approval.		
General Expectations	The position of postdoctoral associate is intended to be a limited term traineeship, lasting 2-4 years (not to exceed 4 years), working under the supervision of one or more senior faculty mentors in preparation for a career in academe or research. Training may include preparing grant proposals. The postdoc may serve as co-PI (with approval may serve as PI). Maximum allowable time one may be employed as postdoctoral associate at VT is 4 years. Continued appointment beyond 4 years requires a promotion in rank.	This is a senior role in a research program. By virtue of expertise and experience, the researcher makes significant contributions to the conceptualization and conduct of a project. May be involved in preparation of proposals, reports, and publications; presentation of research results; and development of patents.	The research professor series is designed for research faculty members who will have extended appointments at VT and who are expected to interact with graduate students, serving on committees or supervising their research. It is not appropriate for those with shorter-term or limited appointments since this would disadvantage the students they might work with. Faculty in this series may teach one course per year or two courses in a two-year period. They may teach more if funding is appropriately charged to the instructional budget and is approved by the department head/chair and dean. This series is parallel to Research Scientist and Senior Research Scientist, not necessarily above it.		
Salary Guidelines	Salaries should be comparable to those postdocs in the discipline as documented by professional associations, NSF, NIH, or other credible sources.	Salaries should be comparable to those with similar credentials and responsibilities in the field.	Salaries should be comparable to those with similar credentials and responsibilities as assistant, associate and instructional professors of the same or comparable discipline. Exceptions may be requested and approved by OVPR.		

	Postdoctoral Associate	Research Scientist	Research Assistant Professor	Research Associate Professor	Research Professor
Typical Position Responsibilities					
Eligible or expected to be PI	Eligible to serve as Co-PI. May serve as PI pending approval by department head, dean and OVPRI.	May serve as PI.	Expected to serve as PI.		
Design and initiation of research: Conceiving the research project, interacting with stakeholders, committees, developing funding source(s), communicating results to stakeholders, defining unit goals, allocating resources.	Role designed to enable individual to continue studies in a specialty training program while gaining practical experience in the field.	Contributes significantly to project design, execution, and interpretation.	Contributes significantly to project design, execution, and interpretation.	Typically responsible for design, execution, and interpretation of research projects, which he or she may head.	
Project management: Setting priorities, acquiring resources, monitoring budgets, measuring progress, preparing reports, problem solving.	Limited responsibility for project management.	Contributes significantly to project management.	Contributes significantly to project management.	Typically significant or complete responsibility for project(s).	
Supervisory: Assigning tasks, monitoring activity, performing evaluations, recommending personnel actions, personnel management.	May supervise undergraduate or graduate students in laboratory.	May have full or partial supervisory responsibility for project personnel.	May have full or partial supervisory responsibility for project personnel.	Typically significant responsibility for supervision of project personnel at all levels.	
Conducting research: Collecting data, applying standard methods, writing reports, communicating results, developing new methods.	Typically conducts research under supervision of one or more faculty members.	Carries out independent research in field of specialization under limited supervision.	Carries out independent research in field of specialization under general supervision	Carries out independent research in field of specialization.	

Research Faculty Ranks : Project Associate Series

General			
	Project Associate	Senior Project Associate	Project Director
Qualifications	Minimum is master's degree in field. An exception may be granted for individuals with bachelor's degrees and significant relevant experience.	Doctorate/terminal degree with some experience. An exception may be granted for individuals with lesser degree and substantial related experience.	Doctoral or terminal degree and 2 or more years experience. An exception may be granted for individuals with lesser degree and related experience of substantial scope and duration.
Approval Requirements	Department head; dean; OVPRI (OVPRI for exceptions)	Department head; dean; OVPRI (OVPRI for exceptions)	Department head; dean; OVPRI (OVPRI for exceptions)
General Expectations	Entry-level position for faculty members involved in sponsored projects that may deliver services to clients or involve program responsibilities other than traditional research. Range of responsibilities may vary from relatively new project professional to more experienced professional. Position generally requires supervision and evaluation by a project leader or PI, with limited independence and responsibility for overall project.	Position requires greater qualifications than the project associate in either or both education and experience. Expected to function with relatively high level of independence and responsibility for overall project.	Most senior rank in project associate series. Project directors or leaders provide considerable subject matter expertise and leadership for the program, project, or center. They typically have significant independence, responsibility, and authority for all aspects of the project. May also serve as assistant center director combining responsibility for business and administrative affairs of large center.
Salary Guidelines	Salaries should be comparable to those with similar credentials and responsibilities in the field.	Salaries should be comparable to those with similar credentials and responsibilities in the field.	Salaries should be comparable to those with similar credentials and responsibilities in the field.
Typical Position Responsibilities			
Eligible or expected to be PI	Not eligible. Exceptions may be requested and approved by OVPRI.	Not eligible. Exceptions may be requested and approved by OVPRI.	May serve as PI; expected to serve as director or manager of project.
Design and initiation of research: Conceiving the research project, interacting with stakeholders, committees, developing funding source(s), communicating results to stakeholders, defining unit goals, allocating resources.	May provide input into project development, but generally limited or no responsibility for project or program conceptualization or resource acquisition.	Provides significant input into project development, but may write or assist in writing proposals; assists in developing new programs and interacting with stakeholder groups or funders.	Typically responsible for design and execution of program or project, which he or she may head. Significant interaction with stakeholders.

	Project Associate	Senior Project Associate	Project Director
Project management: Setting priorities, acquiring resources, monitoring budgets, measuring progress, preparing reports, problem solving.	May provide input into budget preparation, hiring decisions, expenditures, but generally limited responsibility and authority.	Provides input into budget preparation, hiring decisions, expenditures, but may not have final authority or responsibility.	Typically significant or complete responsibility for project(s).
Supervisory: Assigning tasks, monitoring activity, performing evaluations, recommending personnel actions, personnel management.	May supervise or coordinate work of support personnel, but generally limited supervisory responsibilities.	Usually has some significant supervisory responsibility for project personnel.	Typically significant responsibility for hiring and management of project personnel at all levels.
Program or service delivery: Designing and/or delivering training; providing consultation or technical assistance to clients; developing content for manuals, reports, materials; evaluating initiatives.	Carries out project responsibilities under supervision. Applies accepted principles and practices of field. Prepares written reports, documents, and manuals for review by project leaders.	Carries out project responsibilities with limited supervision. Provides high level of professional service and expertise. Creates original materials requiring high level of knowledge and experience of subject matter.	Carries out project responsibilities with limited supervision. Designs and coordinates project services; evaluates project effectiveness; develops strategic plans; assigns resources.

Research Faculty Ranks : Research Associate / Scientist Series

	Research Associate	Senior Research Associate	Research Scientist	Senior Research Scientist
General				
Qualifications	Minimum is master's degree in field. An exception may be granted for individuals with bachelor's degrees and significant relevant experience.	Doctorate/terminal Degree with some experience. Exception may be granted for individuals with lesser degree and substantial related experience.	Doctorate or terminal degree and significant experience.	Doctorate or terminal degree appropriate to the field and considerable record of research.
Approval Requirements	Department head; dean; OVPRI (OVPRI for exceptions)	Department head; dean; OVPRI (OVPRI for exceptions)	Department head; dean; OVPRI	Department head; dean; OVPRI
General Expectations	Entry-level position for research faculty members involved in sponsored projects. Range of responsibilities may vary from relatively new research professional to more experienced professional. Position is generally characterized as requiring supervision.	Position requires greater qualification than the research associate in either or both education and experience. Expected to function with relative independence and responsibility.	This is a senior role in a research program. By virtue of expertise and experience, makes significant contributions to conceptualization and conduct of project. May be involved in preparation of proposals, reports, publications; presentation of research results; development of patents.	This is the highest rank in the research faculty series for those who do not also have involvement in the graduate program. Rank is parallel to research assoc. prof. or research prof. As most experienced research faculty, develop innovative research proposals, conduct pioneering research, and lead multidisciplinary project teams.
Salary Guidelines	Salaries should be comparable to those with similar credentials and responsibilities in the field.	Salaries should be comparable to those with similar credentials and responsibilities in the field.	Salaries should be comparable to those with similar credentials and responsibilities in the field.	Salaries should be comparable to those with similar credentials and responsibilities in the field.
Typical Position Responsibilities				
Eligible or expected to be PI	Not eligible. Exceptions may be requested and approved by OVPRI.	Not eligible. Exceptions may be requested and approved by OVPRI.	May serve as PI.	Expected to serve as PI.

	Research Associate	Senior Research Associate	Research Scientist	Senior Research Scientist
Design and initiation of research: Conceiving the research project, interacting with stakeholders, committees, developing funding source(s), communicating results to stakeholders, defining unit goals, allocating resources.	May provide input into project development, but generally limited or no responsibility or authority for research conceptualization or resource acquisition.	Contributes to research conceptualization, proposal development, and resource acquisition.	Contributes significantly to research project design, execution, and interpretation.	Typically responsible for design, execution, and interpretation of research projects, which he or she may head.
Project management: Setting priorities, acquiring resources, monitoring budgets, measuring progress, preparing reports, problem solving.	May provide input into budget preparation, hiring decisions, expenditures, but generally limited responsibility and authority.	Provides input into budget preparation, hiring decisions, expenditures, but may not have final authority or responsibility.	Contributes significantly to project management.	Typically significant or complete responsibility for project(s).
Supervisory: Assigning tasks, monitoring activity, performing evaluations, recommending personnel actions, personnel management.	May supervise or coordinate work of support personnel, but generally limited supervisory responsibilities.	Usually has some significant supervisory responsibility for project personnel.	May have full or partial supervisory responsibility for project personnel.	Typically significant responsibility for supervision of project personnel at all levels.
Conducting research: Collecting data, applying standard methods, writing reports, communicating results, developing new methods.	Conducts research under supervision using standard and non-standard procedures appropriate to field. Recognizes problems and inconsistencies in data; proposes solutions; interpretations. Prepares reports.	Conducts research <i>under limited supervision</i> using standard and non-standard procedures appropriate to the field. Interprets findings. Prepares reports; presents results.	Carries out independent research in field of specialization under limited supervision.	Carries out independent research in field of specialization.