

# Academic Lab Personnel

## Non – Senate Criteria

Title and APM	Duties	Degree Requirement	Criteria for Appointment	Salary Scale UCOP academic salary scales: <a href="https://www.ucop.edu/academic-personnel-programs/compensation/">https://www.ucop.edu/academic-personnel-programs/compensation/</a>
<p><b>Postdoctoral Scholar, Postdoctoral Fellow, Postdoc Paid Direct, Interim Postdoc</b></p> <p><a href="#">UAW CONTRACT</a></p>	<p>Conduct research under the general oversight of a mentor in preparation for a permanent position in academia, industry, government or private sector; enhance graduate and undergraduate education and research programs. <b><i>Emphasis is on training rather than performing a job.</i></b></p>	<p>Doctoral Degree required (Ph.D., M.D. or equivalent.) No exceptions.</p>	<p>Emphasis is on advanced academic preparation and research training under faculty mentors in preparation for academic or research career.</p> <p>First appointment must be for one year and must be full time always unless postdoc formally requests part time for medical or family reasons. First reappointment must be for two years. Annual evaluations required as well as annual increases to next salary experience level or 2%, whichever is greater. 5 years in title max including postdoc experience elsewhere. For Postdoc Paid Direct, PI must make up salary if agency not paying at salary scale. PI responsible for benefits for postdoc and family in all cases as well unless other agency paying.</p> <p>Interim Postdoc is a bridge type appointment for when your graduate student has finished Ph.D. and still has a few months of research to finish up in your lab. Initial appointment can be 3 months up to 12.</p>	<p><a href="#">Table 23</a> or through web address above</p>
<p><b>Jr. Specialist</b></p> <p><a href="#">APM 330</a></p>	<p>Engage in research in specialized areas and who do not have any teaching responsibilities. Do not conduct independent research but provide contributions to the research team.</p>	<p>Degree requirements are not specified in APM - <b><i>cannot have Ph.D.</i></b></p>	<p>Appointment and advancement depend upon the contributions made to the work of the research team.</p> <p>Generally, <b><i>this appointment is for a student who recently obtained their bachelor's.</i></b> Can be part time or full time and for any period of time, generally June 30 end dates. No reappointments after two years.</p>	<p><a href="#">Table 24</a> or through web address above</p>

<p><b>Specialist (Assistant, Associate, and Full)</b></p> <p><a href="#">APM 330</a></p>	<p>Engage in research in specialized areas and who do not have any teaching responsibilities. <b>Do not conduct independent research but provide technical contributions to the research team.</b></p>	<p>Assist: Minimal M.S. or 5 years experience in the field</p> <p>Associate: Min. M.S. or 10 years in the field</p> <p>Full: Generally a Ph.D. or 10 years In the field</p>	<p>Appointment and advancement depend upon the technical contributions made to the work of the research team:</p> <ol style="list-style-type: none"> <li>1. Performance in research in specialized areas.</li> <li>2. Professional competence and activity.</li> <li>3. University and public service.</li> </ol> <p>Note, Assistant Specialists overlap with Postdoc salary scales-lateral move. Must recruit if position is expected to go beyond 2 years.</p>	<p><a href="#">Table 24</a> or through web address above</p>
<p><b>Project Scientist (Assistant, Associate and Full)</b></p> <p><a href="#">APM 311</a></p>	<p>Make significant and creative contributions to a research project in any academic discipline; may engage in University and public service; they have no teaching responsibilities; not required to be independent researchers or develop an independent research reputation; does not usually serve as a P.I.; <b>are expected to have a broader range of knowledge and competency and a higher level of independence than appointees in the Specialist series</b> and whose appointment and advancement depend on the technical contributions that they make to the work of the research team.</p>	<p>Must have a Ph.D. or its equivalent; Chancellor may grant an exception to this requirement.</p>	<p>Expected to have a broader range of knowledge and competency and a higher level of independence than appointees in the Specialist series:</p> <ol style="list-style-type: none"> <li>1. Demonstrated significant, original and creative contributions to a research or creative program or project.</li> <li>2. Professional competence and activity.</li> <li>3. University and public service encouraged, not required.</li> </ol> <p>Can be part time or full time and for any period of time, generally June 30 end dates.</p> <p>Must recruit if position is expected to go beyond 2 years.</p>	<p><a href="#">Table 37</a> or through web address above</p>
<p><b>Professional Researcher (Assist, Associate, or Full)</b></p> <p><a href="#">APM 310</a></p>	<p>Engage in <b>independent research</b> and demonstrate the accomplishment and independence <b>equivalent to that required for the Professor series</b>; does not have teaching responsibilities; appointees in this series who teach must hold concurrently an appropriate faculty title. Must have a Ph.D. or its equivalent; Chancellor may grant an exception to this requirement.</p>	<p>Must have a Ph.D. or its equivalent; Chancellor may grant an exception to this requirement.</p>	<p>Must demonstrate continuous and effective engagement in independent and creative research activity of high quality and significance, equivalent to Professor series:</p> <ol style="list-style-type: none"> <li>1. Research qualifications and accomplishments.</li> <li>2. Professional competence and activity.</li> <li>3. University and/or public service (not expected at Assistant level).</li> </ol> <p>Can be part time or full time and for any period of time, generally June 30 end dates. Must recruit if position is expected to go beyond 2 years.</p>	<p><a href="#">Table 13</a> or through web address above</p>

<p><b>Academic Coordinator Level I, II, III</b></p> <p><a href="#">APM 375</a></p>	<p><b>Primarily administrative;</b> those in this title who are assigned research or instructional duties are required to hold a dual title (i.e. researcher or lecturer without salary)</p>	<p>An M.S. degree (or equivalent) or other appropriate degree may be required; certain positions might require a Ph.D. or equivalent experience.</p>	<p>Must have a professional background of academic training and/or experience; an M.S. degree (or equivalent) or other appropriate degree may be required; certain positions might require a Ph.D. or equivalent experience; see APM-375, Appendix A for criteria for appointment to a specific level.</p>	<p><a href="#">Table 36 Level I</a>  <a href="#">Table 36 Level II</a>  <a href="#">Table 36 Level III</a></p> <p>or through web address above</p>
<p><b>Visiting Scholar</b></p> <p><a href="#">APM 430</a></p>	<p>A without salary appointment used to give recognition and campus privileges to visitors whose qualifications are compared to those of our own faculty members.</p>	<p>A Visiting Scholar must possess a terminal degree appropriate for this status</p>	<p>Visiting Scholars are appointed for short periods not to exceed one year (12 months), and more typically, for six (6) months or less. <b>Typically used for colleagues who come to UCR on sabbatical.</b> The appointment is self-terminating and reappointment is permitted.</p>	<p><b><i>This is a without salary position.</i></b></p>
<p><b>Visiting Grad</b></p> <p><b>Visiting Undergrad</b></p> <p><a href="#">APM 430</a></p>	<p>A without salary appointment for visitors who are enrolled in a degree granting program or equivalent at an institution of higher education <b>other</b> than the University of California.</p>	<p>Master’s or Ph.D. students</p> <p>Bachelor’s students</p>	<p>The appointment must serve an academic purpose for the unit in which they are visiting and are appointed for short periods not to exceed one year (12 months), and more typically, for six (6) months or less. The appointment is self-termination and reappointment is permitted.</p>	<p><b><i>This is a without salary position.</i></b></p>