

## **Project Scientist**

### ***(1) Definition***

Appointees in this series are normally either ongoing members of research teams or are employed for a limited period of time to contribute high-level skills to specific research programs. Appointees in this series may engage in University and public service.

The Project Scientist/Scholar tier differs from the Research Scientist/Scholar tier in that the former need not demonstrate the same leadership ability and capacity for fully independent research required of Research Scientists/Scholars and Professors. Normally, Project Scientists/Scholar carry out research programs with faculty supervision.

The Project Scientist/Scholar tier differs from the Specialist series in that Project Scientists/Scholars are expected to have a broader range of knowledge and competency and a higher level of independence than Specialists.

An appointment as a Visiting Project Scientist/Scholar may be made for an established scholar with a permanent position at a university, college, or research institute who is engaged in a UCSD research program with no teaching responsibilities. Such appointments normally are made at the same rank and salary as the home institution appointment and for a period of up to one year.

On the general campus, the dean of the Office of Graduate Studies and Research reviews appointments at the Assistant rank. At SIO and SOM, the dean and the dean of Academic Affairs, respectively, have authority for these appointments. Appointments above the Assistant rank are reviewed by the Project Scientists/Specialist Review Panel (PSSRP).

### ***(2) Ranks***

Assistant Project Scientist/Scholar  
Associate Project Scientist/Scholar  
Project Scientist/Scholar

### ***(3) Criteria for Appointment***

Criteria for appointment include possession of the Ph.D. or equivalent and ability to make original and significant contributions to a research program. University and public service are encouraged, but not required.

### ***(4) Restrictions***

Project Scientists/Scholars may not serve as Principal Investigators, but may serve as Co-Principal Investigators with members of the Professorial or Research Scientist/Scholar series.

For Project Scientists/Scholars who demonstrate strong potential for independent research, the Vice Chancellor for Research will consider requests from department chairs for exceptions to the Principal Investigator eligibility policy.

The award of Principal Investigator status does not in itself justify a tier change to the Research Scientist/Scholar series.

### ***(5) Terms of Service***

Assistant Project Scientists/Scholars are appointed for a maximum of two years, ending on the second June 30 following the date of appointment. Appointment is renewable following academic and administrative review.

University service in the Assistant Project Scientist/Scholar title, whether salaried or nonsalaried or in a regular or visiting capacity, is limited to eight years. Time spent as an Assistant Research Scientist/Scholar counts toward the eight-year limit for Assistant Project Scientist/Scholar. This includes service at UCSD or another UC campus, in either a salaried or nonsalaried status, in a regular or visiting title.

Associate and full Project Scientists/Scholars may have finite (two, three or four years or less) or indefinite appointments. Indefinite appointments may be made only when there is a reasonable expectation of long-term funding, which must be fully documented in the file.

### ***(6) Salary***

Salary scales for this series are issued by the Office of the President. New appointees are normally paid at the minimum salary rate for the rank to which they are appointed. Salary increases are based on merit. The normal period of service

prescribed for each salary level does not preclude more rapid advancement in cases of exceptional merit, nor does it preclude less rapid advancement.

### ***(7) Conditions of Employment***

Project Scientists normally will be provided use of research laboratory space by the faculty members or Research Scientists with whom they are working. In unusual cases, department chairs may assign departmental space to Project Scientists.

This series does not convey membership in the Academic Senate. This series does not accord tenure nor security of employment. Appointees to this series are not eligible for sabbatical leave.

## **Research Scientist**

### ***(1) Definition***

Appointees in this series function as independent investigators, have complete responsibility for their research programs, and are leaders or have the potential for leadership in their fields. The ability to sustain an independent research program is a necessary but not sufficient criterion for appointment as a Research Scientist/Scholar. Appointees in this series may engage in University and public service.

Research Scientists/Scholars normally will be fully self-funded Principal Investigators. Occasionally, Research Scientist/Scholar appointments will be given to individuals who satisfy the quality and independence criteria, but who are not Principal Investigators. Typically these individuals will be funded from large center or program project grants on which many independent investigators are working.

Assistant Research Scientists/Scholars also may be funded as Co-Principal Investigators on grants. They should demonstrate strong potential to become independent and distinguished researchers and should work independently on the grant.

An appointment as a Visiting Research Scientist/Scholar may be made for an established scholar with a permanent position at a university, college, or research institute who is engaged in a UCSD research program with no teaching responsibilities. Such appointments normally are made at the same rank and salary as the home institution appointment and for a period of up to one year.

On occasion, a Research Scientist/Scholar whose full-time salary is administered by the University participates in the instructional program. For formal instruction and/or significant participation, the individual must be appointed in a salaried instructional title. The combined percentage of appointment cannot exceed 100%. Appointees also may be appointed to and perform services under a nonsalaried instructional title. For example, a nonsalaried instructional title may be accorded for an occasional lecture or seminar dealing with the research being sponsored by the funding agency. A nonsalaried instructional title also is required for a Research Scientist/Scholar to supervise a doctoral thesis, and the thesis should be related to the investigator's line of research.

Appointees totally funded from federal sources may also supervise the activities of Research Assistants or other students if the supervision is directly connected with the objectives of the grant award.

Under no circumstances should a person paid entirely from federal funds be permitted to be an officer of instruction in a regularly scheduled course. In such cases, the researcher should be appointed to a salaried instructional title and paid from state funds for the proportion of time spent on teaching.

### ***(2) Ranks***

Assistant Research Scientist/Scholar  
Associate Research Scientist/Scholar

### ***(3) Criteria for Appointment***

The primary appointment criteria are the possession of a Ph.D. degree or equivalent and research qualifications and accomplishments equivalent to those of appointees in the professorial ranks. The appointment standards in the area of research are the same as for ladder-rank faculty. University and public service are encouraged, but not required.

The ability to secure funding does not automatically qualify individuals for appointment to a Research Scientist/Scholar title.

**(4) Restrictions**

A registered student or candidate for a degree at UCSD or another campus of the University of California shall not be eligible for appointment in the Professional Research series.

### **(5) Terms of Service**

Assistant Research Scientists/Scholars are appointed for a maximum of two years, ending on the second June 30 following the date of appointment. Appointment is renewable following academic and administrative review.

University service in the Assistant Research Scientist/Scholar title, whether salaried or nonsalaried or in a regular or visiting capacity, is limited to eight years. This includes service at UCSD or other UC campuses.

Associate and full Research Scientists/Scholars may have finite or indefinite appointments. Indefinite appointments may be made only when there is a reasonable expectation of long-term funding, which must be fully documented in the file.

Nonsalaried appointments must be finite and may be for two, three or four years, depending on rank and step.

### **(6) Salary**

Salary scales for this series are issued by the Office of the President. New appointees are normally paid at the minimum salary rate for the rank to which they are appointed. Salary increases are based on merit. The normal period of service prescribed for each salary level does not preclude more rapid advancement in cases of exceptional merit, nor does it preclude less rapid advancement.

### **(7) Conditions of Employment**

Research Scientists/Scholars are to be provided use of space and facilities sufficient to enable them to carry out independent research activities. This space should be made available in accordance with departmental or ORU guidelines used to assign research space. It is recognized that there will be situations which Research Scientists/Scholars will work in space assigned to faculty members when their independent research programs will benefit from close interaction.

This series does not convey membership in the Academic Senate. This series does not accord tenure nor security of employment. Appointees to this series are not eligible for sabbatical leave.

## **Specialist Series**

### **(1) Definition**

The Specialist series is used for academic appointees who are engaged in research in specialized areas, make contributions to a research project, and have no teaching responsibilities.

Most Specialists are appointed to provide special skills, experience, and knowledge for research projects. A Specialist provides specialized skills and considerable independent input into the planning and execution of research; however, he or she generally works under the direction of a member of the professorial or Professional Research series.

Appointments above the Assistant rank are reviewed by the Project Scientist/Specialist Review Panel (PSSRP).

### **(2) Ranks**

Junior Specialist  
Assistant Specialist  
Associate Specialist  
Specialist

### **(3) Criteria for Appointment**

- Performance of research in specialized areas
- Professional competence and activity
- University and public service

### **(4) Restrictions**

The Specialist may work without direct supervision, but usually not independently. He or she provides a service to a supervisor, a group, or the institution. Specialists may not serve as Principal Investigators, but may serve as Co-Principal Investigators by exception and with a member of a professorial or Professional Research series.

The Specialist appointment is not meant to be a route into the Professional Research series; Specialist appointments are generally inadvisable in cases where the candidate appears capable of performing the functions of or developing to the point where he or she may be appointed in one of the Professional Research tiers.

The Specialist series is not a series to which Staff Research Associates and other staff personnel appointees can expect to be transferred.

***(5) Terms of Service***

The normal period of service is two years for Assistant Specialist, Steps I-III, and Associate Specialist, Steps I-IV. The normal period of service is three years for Specialist, Steps I-V.

***(6) Salary***

New appointees are normally paid at the minimum salary rate for the rank to which they are appointed. An off-scale salary cannot be used in the Specialist series. The Senior Vice Chancellor, Academic Affairs has the authority to approve above-scale salary levels up to and including the Regental compensation threshold ([Section 101.2](#) of the Standing Orders of The Regents).

***(7) Conditions of Employment***

This series does not convey membership in the Academic Senate. This series does not accord tenure nor security of employment. Appointees to this series are not eligible for sabbatical leave.