

UMMS Research Career Ladder
~ Wet Lab ~

Date: 3-2014

Criteria	Research Lab Technician I	Research Lab Technician II	Research Associate	Research Associate I	Research Associate II	Sr. Research Scientist	For Reference Only - Not Part of Career Ladder	
	Post Doctoral	Instructor						
General Summary of Position	Under the supervision of the Principal Investigator or designee, the Research Laboratory Technician I performs a variety of specimen preparatory techniques, data collection, and routine laboratory maintenance	Under the direct supervision of a Principal Investigator or designee, the Research Lab Tech II performs and interprets routine and highly complex experiments	Under the direction of the Principal Investigator or Designee, the Research Associate performs a variety of complex research experiments.	Under the general direction of the Principal Investigator or Designee, the Research Associate I performs a variety of complex research experiments.	Under the general direction of the Principal Investigator or Designee, the Research Associate II performs a variety of complex research experiments and is responsible for overseeing laboratory operations within the Department.	Under the general direction of the Principal Investigator or Designee, the Senior Research Scientist performs a variety of complex research experiments laboratory research on topics pertinent to the interests of the research programs of the laboratory.		
Major Responsibilities /Scope	The Research Lab Tech I is an entry level position that is expected to report into a PI or higher level Research Associate. This new college graduate or equivalent is expected to work under direct supervision and perform routine work	The Research Lab Tech II is a position that is expected to report into a PI or higher level Research Associate. This employee is expected to perform routine tasks with independence and to perform more technically difficult work under direct supervision	The Research Associate is an entry level professional position that is expected to report into a PI or higher level Research Associate. This position will perform complex experiments, problem solve, and synthesize data and knowledge. May modify protocols and contribute to the research product. This level may have functional supervision over research support positions	The Research Associate I is expected to report into a PI or higher level Research Associate. In addition to the tasks of the Research Associate the Research Associate I will determine next steps, plan experiments, and participate in budgets. This level will modify protocols, contribute to the research product, and may supervise and train lower level research positions	The Research Associate II is the highest level of Research Associate and is expected to report into a PI or Sr Research Scientist. The Research Associate II directs the people and resources of the department/group. The Research Associate II will develop protocols, complete in- depth research, and contribute significantly to the research product	The Sr Research Scientist is the highest level of research position reporting into the PI. This role is expected to stand in for the PI and represent the University externally on research matters. The position is expected to lead the lab in all complex research matters including providing information and guidance to all research staff in matters regarding the research product		
Required Qualifications	Bachelor's degree in Biological Science or equivalent	Bachelor's degree in Biological Science or equivalent	Bachelor's degree in Biological Science, or equivalent 1 of year relevant research experience	Bachelor's degree in Biological Science, or equivalent 3 years of relevant research experience	Bachelor's degree in Biological Science, or equivalent 5 years of relevant research experience	Bachelor's degree in Biological Science, or equivalent 7 years of relevant research experience. Expertise in specific procedures and instrumentation necessary to complete specific research programs	Ph.D or equivalent doctorate	Appropriate degree
Job Code	MR0004	MR0006	MR2240	MR0008	MR0009	MR0010	MF19XX	MF06XX
Pay Grade	14	16	40	42	44	46	86	90
Pay Range	\$30,555 - \$37,586 - \$44,616	\$33,883 - \$41,974 - \$50,066	\$32,843 - \$43,805 - \$54,766	\$39,000 - \$52,998 - \$66,997	\$46,592 - \$64,500 - \$82,410	\$55,536 - \$78,749 - \$101,962	\$38,938 (Prevailing Wage)	\$54,180 (NIH Stipend Level)
FLSA Status	Non- Exempt	Non- Exempt	Exempt	Exempt	Exempt	Exempt	Exempt	Exempt
Promotional Process	Requisition or In-family Promotion for Research Lab Aide III	Requisition or In-family Promotion from Lab Tech I	Requisition or In-family Promotion from Lab Tech I or II	Requisition or In-family Promotion from Research Associate	Requisition or In-family Promotion from Research Associate I	Requisition or In-family Promotion from Research Associate II	Requisition	Requisition