

UMMS Research Career Ladder  
~ Wet Lab ~

|                               |   |  |   |  |  |   | For Reference Only - Not Part of Career Ladder |                              |
|-------------------------------|---|--|---|--|--|---|--|------------------------------|
| Criteria                      | Research Lab Technician I   | Research Lab Technician II   | Research Associate  | Research Associate I   | Research Associate II  | Sr. Research Scientist  | 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 Principle Investigator, 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 expirements, 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 postion 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<br><br>1 year of related experience  | Bachelor's degree in Biological Science, or equivalent<br>1 of year relevant research experience<br><br>Strong ability to analyze complex visual data in a quantitative and objective manner  | Bachelor's degree in Biological Science, or equivalent<br>3 years of relevant research experience<br><br>Strong ability to analyze complex visual data in a quantitative and objective manner  | Bachelor's degree in Biological Science, or equivalent<br>5 years of relevant research experience<br><br>Strong ability to analyze complex visual data in a quantitative and objective manner  | Bachelor's degree in Biological Science, or equivalent<br>7 years of relevant research experience.<br>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                  |