

Classification Guidelines for Research Funded Positions

Research Support Staff (Phases 1 to 6)

Refer to the job placement manual at:

<http://working.usask.ca/documents/salaries/compensationmodels/cupe1975specsjobplacementmanual.pdf>

Operational Services (Research Clerical Assistant)

The Operational Services job family encompasses positions which primarily perform clerical tasks and procedures in compliance with established processes and standards. The work typically assigned to positions in this job family involves the application of clerical, library, customer or printing services skills and knowledge in support of research operations.

Applied Scientific Services (Research Technician)

The Applied Scientific Services job family encompasses positions which primarily perform specialized tasks and procedures of a scientific and technical nature. The work typically assigned to positions in this job family involves the application of specialized technical knowledge and skills to support science-based technical activities.

Research Specialists (Phase 1, 2 or 3)

Refer to the criteria matrix at:

<http://working.usask.ca/documents/salaries/compensationmodels/researchcriteriamatrix.pdf>

These individuals generally require a minimum of a bachelor's or a master's degree. Their involvement in research activities may include discussion and input into the design of the experiment, collection of data, analysis and interpretation of results, and writing of papers and conclusions.

Research Assistant (Phase 1 or 2):

- Normally requires an undergraduate degree in the area they are working in, along with 1 -2 years' experience.
- Assist with research projects.
- Involved in the complete project including developing the concepts and ideas, gathering data and interpretation of results, recommending follow-up, writing reports, etc.
- Reporting to more senior staff on a project; involved in the complete project.

Research Officer (Phase 2 or 3):

- Normally requires a minimum of a Master's degree or Bachelor's degree plus 3-5 years of directly related experience.
- Works independently.
- Analysis of data, including interpretation; involvement in the design and analysis of the experiment and with the writing of papers/conclusions and may co-author these.

Research Personnel

Research Personnel are defined as qualified professionals or scientists who are engaged to participate directly in research programs at the university. These individuals have advanced degrees, and typically would have training and experience beyond the doctoral level. They are generally appointed as project collaborators or senior supervisory and/or professional staff. Research Personnel participate directly in research programs.

Research Associate

May be responsible for independent research involving the write-up, theory and publication of results

- Degree (typically Ph.D. or Masters).
- May take full responsibility for directing the activities of a project, including the theoretical/conceptual design, analysis and future direction.

Research Scientist

- Degree (typically Ph.D.).
- Publication record and experience warrant higher grade than Research Associate.