

Proposed EPA Professional Research Titles & Qualifications 5-20-2010

These positions are appointed as EPA professional research staff, rather than faculty, and are distinct from non-tenure-track faculty appointments such as Research Asst Professor, Research Assoc Professor, and Research Professor.

These positions meet the standard for professional exemption from the federal Fair Labor Standards Act (FLSA) and are considered salaried rather than hourly positions (except part-time positions that fall below the FLSA minimum salary of \$455/wk and must be compensated on an hourly basis).

Research Assistant - A Research Assistant supports the execution of certain aspects of a research project (after the research design is established), with minimal supervision. Requires a minimum of –

- Bachelor's degree (or equivalent degree from a non-US institution), with preference for a Master's degree (or equivalent degree or experience).
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Research Associate – A Research Associate independently performs components of a research program as directed by a senior member of the research team. A Research Associate may be involved in designing certain aspects of research projects and independently conducts work complementary to the overall research objectives. Requires a minimum of –

- Master's (or equivalent) degree, or
 - Bachelor's (or equivalent) degree, plus at least 2 years of post-bachelor's work experience in a role that is demonstrably similar to that of a Research Assistant.
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Research Scholar – A Research Scholar serves as an independent researcher, or a collaborator on a multi-scholar research initiative, and may have lead responsibility for discrete components of a larger project under the general direction of a senior or principal researcher. Requires a minimum of --

- Ph.D. (or equivalent terminal degree in a relevant discipline), or
 - Master's (or equivalent) degree, plus at least 5 years of relevant post-master's professional work experience, or
 - In rare instances, a Bachelor's (or equivalent) degree, plus at least 8 years of exceptional relevant professional experience will be considered
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Senior Research Scholar – A Senior Research Scholar is an accomplished and experienced professional researcher who conducts significant original research, or serves as a senior collaborator on a multi-scholar research initiative, typically leading substantive aspects of the overall project under the general guidance of a principal researcher. A Senior Research Scholar may serve as a co-investigator on a funded research project. Requires a minimum of --

- Ph.D. (or equivalent terminal degree in a relevant discipline), plus at least 5 years of formal “post-doc” training and/or post-degree professional work experience, and must have a demonstrated record of research achievement, or
- Master’s (or equivalent) degree in a relevant discipline, plus at least 8 years of exceptional relevant professional work experience and a record of research achievement, or
- In rare instances, a Bachelor’s (or equivalent) degree, plus at least 10 years of exceptional relevant professional experience and a record of research achievement will be considered

Principal Research Scholar – A Principal Research Scholar leads a highly specialized or multifaceted research program and directs the work of other research scholars and associates. Individuals at this level may lead the submission of proposals for external sponsored funding and may serve as principal investigators on sponsored projects. Requires a minimum of --

- Ph.D. (or equivalent terminal degree in a relevant discipline), with at least 3 years of experience similar to that of a Senior Research Scholar.
- In rare instances, an individual with comparable professional experience but less than a doctoral degree will be considered, on an exception basis

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For information on PI/Co-Investigator requirements, please see:
http://www.ncsu.edu/sparcs/policy/pi_eligibility.html

For questions about establishing, recruiting, or compensating research positions, contact Laurie Textor, EPA Coordinator, Human Resources, at 513-0765 or laurie_textor@ncsu.edu