University of Houston

Research Pay Plan

Effective March 1, 2014
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<th>Retire Plan</th>
<th>Salary Plan</th>
<th>Grade</th>
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Research Salary Structure Effective 3/1/14
Technical Assistants

Provides assistance and expertise in various areas of research such as preparation of results for presentation, monitoring test subjects, gathering and entering data, ensuring adherence to procedures, and basic analyses of data.

Ensures experiments are performed according to specifications. May make practical recommendations to changes in procedures as appropriate.

T7L6 Technical Assistant RSN 201

Requirements: High School Diploma with 0 years of experience
Skill Level: Applies basic skills and develops advanced skills.
Duties: Varied but standardized. May assist with some advanced functions. Solves most routine problems while referring more complex questions to higher levels.
Supervision: Receives direct supervision but is expected to select from a variety of standard procedures to complete tasks.

T7L4 Senior Technical Assistant RSN 202

Requirements: Bachelor’s Degree with 0 years of experience
Skill Level: Applies advanced skills
Duties: Varied and nonstandardized. Performs advanced functions and copes independently with new or complex situations.
Supervision: Receives minimal supervision. May orient, guide and/or train employees.
Research Technicians

Provides assistance and expertise in various areas of research such as calibration of instrumentation, equipment maintenance and repair, preparation of samples for testing, monitoring of safety equipment and procedures, development and fabrication of prototype equipment, recording of test results, and basic analyses of data.

Ensures experiments are performed according to specifications. May make practical technical recommendations to changes in procedures, equipment, or prototype design.

T6J8  Research Tech 1          RSN 202

Requirements:  High School Diploma with 1 year of experience  
Skill Level:     Develops basic skill set.  
Duties:         Simple and may be repetitive. May assist in advanced functions as part of training.  
                Refers questions and problems to higher levels.  
Supervision:    Immediate supervision is available. Verbal or written instructions are usually detailed.

T6J6  Research Tech 2          RSN 203

Requirements:  Associate’s Degree with 1 years experience  
Skill Level:     Applies basic skills and develops advanced skills.  
Duties:         Varied but standardized. Often assists with, and may perform, some advanced functions. Solves most routine problems while referring more complex questions to higher levels.  
Supervision:    Receives direct supervision but is expected to select from a variety of standard procedures to complete tasks.

T6J4  Lead Research Tech       RSN 204

Requirements:  Associate’s Degree with 3 years experience  
Skill Level:     Applies advanced skills adapting techniques, tools, or procedures to meet special needs. Develops leadership and management skills.  
Duties:         Varied and technically complex. Resolves most questions referring only the most complex to higher levels. Adapts procedures to meet special needs.  
Supervision:    Receives general supervision. May orient and train lower level employees.

T6J2  Research Tech Supervisor RSE 206

Requirements:  Associate’s Degree with 5 years experience  
Skill Level:     Applies a mastery of skills adapting techniques, tools, or procedures to meet special needs. Understands and uses effective management techniques.  
Duties:         Substantial variety and complexity. Adapts procedure to meet special needs.  
Supervision:    Receives general supervision. Orients and trains lower level employees.
Post Doctoral Fellows/ Research Associates

Works under the direction of a faculty member. Provides expertise in the design, operation and analysis of experiments or research projects in areas such as chemistry, biology, psychology, sociology, mathematics, statistics, computer science, physics, optometry, all fields of engineering, etc. May prepare samples for testing. Performs advanced testing procedures and performs analyses of data. Prepares reports. Makes uses of a variety of specialized equipment typical within area of specialization. May contribute to grant proposal development.

Ensures experiments or research efforts are performed according to specifications. May make recommendations to changes in procedures, processes, or experimental design. May prepare and/or edit research papers, proposals and reports.

T4F8  Post Doctoral Fellow 1       RSE 203

Requirements:  Ph.D. Degree with 0 years experience
Skill Level:    Possesses, understands, and applies a comprehensive knowledge in area of specialization. Develops understanding and skills to allow for completion of assignments that cross fields of specialization. Develops leadership and management skills.
Duties:        Reviews progress and evaluates results of experiments or projects under control or supervisory responsibility. Recommends changes in research procedure. May be responsible for a single highly technical and complex piece of research equipment.
Supervision:   Receives supervision. May plan for and assign personnel to projects under control. May review and evaluate the effectiveness of personnel. Operates with latitude for unreviewed action.

T4F6  Post Doctoral Fellow 2       RSE 204

Requirements:  Ph.D. Degree with 1 year experience
Skill Level:    Possesses, understands, and applies a comprehensive knowledge in area of specialization. Develops understanding and skills to allow for completion of assignments that cross fields of specialization. Develops leaderships and management skills.
Duties:        Reviews progress and evaluates results of experiments under control or supervisory responsibility. Recommends changes in testing or experimental procedures. May be responsible for a single highly technical and complex piece of research equipment.
Supervision:   Receives general supervision conferring with higher levels only in unusual situations. May plan for and assign personnel to projects under control. May review and evaluate the effectiveness of personnel. Operates with latitude for unreviewed action.
Post Doctoral Fellow/Research Associates (continued)

**T4F4  Research Associate 1  RSE 205**

Requirements: Ph.D. Degree with 2 years experience  
Skill Level: Possesses, understands, and applies a comprehensive knowledge that crosses fields of specialization. Understands and uses effective management techniques.  
Duties: Designs, operates and analyzes large experiments or research projects. May serve as liaison with other areas of specialization to obtain support or technical expertise for projects. Recommends major changes in procedures or processes for research investigations. May personally conduct important and/or technically complex investigations.  
Supervision: Operates with considerable latitude for unreviewed action. Provides direction and supervision of graduate or undergraduate research assistants involved in experiments or research.

**T4F2  Research Associate 2  RSE 206**

Requirements: Ph.D. Degree with 3 years experience  
Skill Level: Possesses, understands, and applies an advanced knowledge crossing fields of specialization to develop unique and new approaches or ideas. Understands and uses effective management techniques.  
Duties: Designs, operates and analyzes multiple large and/or complex experiments or research projects. Reviews progress of projects. May serve as liaison with other areas of specialization to obtain support or technical expertise for projects. Defines procedures or processes to be used in the research investigations. May personally conduct important and/or technically complex investigations.  
Supervision: Operates with wide latitude for unreviewed action subject only to institutional policies and guidelines and ethical considerations. Provides direction and supervision of graduate and undergraduate research assistants involved in experiments or research.
Social or Behavioral Science Researchers

Provides expertise in support of research projects in social science, behavioral science, or humanities, including psychology, sociology, education, etc. Performs advanced testing procedures, data collection, and analysis. Prepares reports. May work with human subjects and contribute to grant proposal development.

Ensures experiments are performed according to specifications. May make recommendations to changes in procedure, processes, or experimental design. May prepare and/or edit research papers, proposals and reports.

T2B8 Researcher 1 Soc/Behv Science   RSE 202

Requirements: Bachelor’s Degree with 1 year experience
Skill Level: Understands and applies fundamental theoretical concepts. Develops understanding of advanced theoretical concepts.
Duties: Work is varied and somewhat difficult. Originality and ingenuity is required.
Supervision: Receives direct supervision referring complex situation to higher levels.

T2B6 Researcher 2 Soc/Behv Science   RSE 203

Requirement: Bachelor’s Degree with 3 years experience
Skill Level: Understands and applies broad theoretical concepts. Develops understanding of relationships among differing fields of specialization. Develops leadership and management skills.
Duties: Assignments are difficult and broad requiring originality and ingenuity. May be assisted by lower level personnel.
Supervision: Receives minimal supervision conferring with higher levels only in usual situations.

T2B4 Researcher 3 Soc/Behv Science   RSE 204

Requirements: Master’s Degree with 3 years experience
Skill Level: Possesses, understands, and applies a comprehensive knowledge in area of specialization. Develops understanding and skills to allow for completion of assignments that cross fields of specialization. Develops leadership and management skills.
Duties: Reviews progress and evaluates results of experiments under control or supervisory responsibility. Recommends changes in testing or experimental procedures. May be responsible for a single research project or a segment of a large research project.
Supervision: Receives general supervision conferring with higher levels only in unusual situations. May plan for and assign personnel to projects under control. May review and evaluate the effectiveness of personnel. Operates with latitude for unreviewed action.
University of Houston
Research Pay Plan
Job Descriptions

Social or Behavioral Science Researchers (continued)

T2B2  Researcher 4 Soc/Behv Science  RSE 205

Requirements:  Master’s Degree with 5 years experience
Skill Level:  Possesses, understands, and applies a comprehensive knowledge that crosses fields of specialization. Understands and uses effective management techniques.
Duties:  Plans assignments and sequence of events for large and complex projects. Reviews progress of projects. May liaison with other areas of specialization to obtain support or technical expertise for projects. Recommends major changes in procedures or processes to experimental process. May personally conduct important and/or technically complex investigations.
Supervision:  Operates with considerable latitude for unreviewed action. Reviews and evaluates the effectiveness of personnel.

T2B1  Sr Researcher Soc/Behv Science  RSE 206

Requirements:  Master’s Degree with 7 years experience
Skill Level:  Possesses, understands, and applies an advanced knowledge crossing fields of specialization to develop unique and new approaches or ideas. Understands and uses effective management techniques.
Duties:  Plans assignments and sequence of events for multiple large and complex projects. Reviews progress of projects. May liaison with other areas of specialization to obtain support or technical expertise for projects. Defines procedures or processes to be used in the experimental processes. May personally conduct important and/or technically complex investigations.
Supervision:  Operates with wide latitude for unreviewed action subject only to institutional policies and guidelines and ethical considerations. Reviews and evaluates the effectiveness of personnel.
Natural or Physical Science Researchers

Provides expertise in support of research projects in engineering, biology, mathematics, statistics, computer science, physics, etc. Prepares and edits research papers, proposal, and reports. Performs advanced testing procedures and analyses of data. May prepare samples for testing. Performs advanced testing procedure and performs analyses of data. Makes uses of a variety of specialized equipment typical within area of specialization. May contribute to grant proposal development.

Ensures experiments are performed according to specifications. May make recommendations to changes in procedure, processes, or experimental design.

T3D8 Researcher 1 Nat Phys Science RSE 205

Requirements: Bachelor’s Degree with 1 year experience
Skill Level: Understands and applies fundamental theoretical concepts. Develops understanding of advanced theoretical concepts.
Duties: Work is varied and somewhat difficult. Originality and ingenuity is required.
Supervision: Receives direct supervision referring complex situation to higher levels.

T3D7 Researcher 2 Nat Phys Science RSE 206

Requirements: Bachelor’s Degree with 3 years experience
Skill Level: Understands and applies broad theoretical concepts. Develops understanding of specialized scientific or engineering field. Develops leadership and management skills.
Duties: Assignments are difficult and broad requiring originality and ingenuity. May be assisted by lower level personnel.
Supervision: Receives minimal supervision conferring with higher levels only in usual situations.

T3D6 Researcher 3 Nat Phys Science RSE 207

Requirements: Master’s Degree with 3 years experience
Skill Level: Possesses, understands, and applies an advanced knowledge of a professional natural, physical, or engineering field or multiple fields of specialization to develop unique and new approaches or ideas. Develops understanding and research skills to allow for completion of projects utilizing common research tools and equipment. Develops leadership and management skills.
Duties: Reviews progress and evaluates results of experiments under control or supervisory responsibility. Recommends changes in testing or experimental procedures. May be responsible for a single highly technical and complex piece of research equipment or project.
Supervision: Receives general supervision conferring with higher levels only in unusual situations. May plan for and assign personnel to projects under control. May review and evaluate the effectiveness of personnel. Operates with latitude for unreviewed action.
Natural or Physical Science Researchers (continued)

T3D4 Researcher 4 Nat Phys Science RSE 208

Requirements: Master’s Degree with 5 years experience
Skill Level: Possesses, understands, and applies an advanced knowledge of a professional natural, physical, or engineering field or multiple fields of specialization to develop unique and new approaches or ideas. Understands and uses research tools and equipment, and utilizes effective management techniques.
Duties: Plans and conducts research in one or more large and complex areas of specialization. Reviews progress of projects. May liaison with other areas of specialization to obtain support or technical expertise for projects. Defines procedures or processes to be used in the experimental processes. May personally conduct important and/or technically complex investigations
Supervision: Operates with considerable latitude for unreviewed action. Reviews and evaluates the effectiveness of personnel.

T3D2 Senior Researcher Nat Phys Science RSE 209

Requirements: Master’s Degree with 7 years experience
Skill Level: Possesses, understands, and applies an advanced knowledge of a professional natural, physical, or engineering field or multiple fields of specialization to develop unique and new approaches or ideas. Understands and uses research tools and equipment, and utilizes effective management techniques.
Duties: Plans and conducts research in one or more large and complex areas of specialization. Reviews progress of projects. May liaison with other areas of specialization to obtain support or technical expertise for projects. Defines procedures or processes to be used in the experimental processes. May personally conduct important and/or technically complex investigations.
Supervision: Operates with wide latitude for unreviewed action subject only to institutional policies and guidelines and ethical considerations. Reviews and evaluates the effectiveness of personnel.
T3D1 Research Manager RSE 210

Requirements: Ph.D. Degree with 5 years experience
Skill Level: Possesses, understands, and applies an advanced knowledge of a professional natural, physical, or engineering field or multiple fields of specialization to develop unique and new approaches or ideas. Understands and uses research tools and equipment, and utilizes effective management techniques.

Duties: Plans and conducts research in one or more large and complex areas of specialization. Reviews and manages progress of projects. Liaison with other areas of specialization to obtain support or technical expertise for projects. Defines procedures or processes to be used in the experimental processes. May personally conduct important and/or technically complex investigations. Responsible for administrative activities, including the supervision and evaluation of personnel.

Supervision: Operates with wide latitude for unreviewed action subject only to institutional policies and guidelines and ethical considerations. Reviews and evaluates the effectiveness of personnel.
Clinical Researchers

Provides expertise in support of physical or mental health research projects. Typically works out of a clinic or other health care facility and may travel to homes, schools or residential facilities to collect data. Performs advanced testing procedures, data collection, and analysis. Typically works directly with human subjects.

Ensures experiments are performed according to specifications. May make recommendations to changes in procedure, processes, or experimental design. May prepare and/or edit research papers, grant proposals and reports.

**T8B8  Researcher 1 Clinical RSE 203**

Requirements: Bachelor’s Degree with no experience  
Skill Level: Understands and applies fundamental theoretical concepts. Develops understanding of advanced theoretical concepts and basic clinical research skills  
Duties: Work is varied and somewhat difficult. May assist in advanced functions as part of training.  
Supervision: Receives direct supervision but is expected to learn how to select from a variety of standard procedures to complete tasks.

**T8B7  Researcher 2 Clinical RSE 204**

Requirement: Bachelor’s Degree with 1 year experience  
Skill Level: Understands and applies broad theoretical concepts. Develops understanding of relationships among differing fields of specialization.  
Duties: Assignments are difficult and broad requiring originality and ingenuity. May be assisted by lower level personnel.  
Supervision: Receives direct supervision, referring complex situations to higher levels.

**T8B6  Researcher 3 Clinical RSE 205**

Requirements: Bachelor’s Degree with 3 years  
Skill Level: Possesses, understands, and applies comprehensive knowledge in area of specialization. Develops understanding and skills to allow for completion of assignments that cross fields of specialization. Develops leadership and management skills.  
Duties: Reviews progress and evaluates results of experiments under control or supervisory responsibility. Recommends changes in testing or experimental procedures. May be responsible for a single research project or a segment of a large research project.  
Supervision: Receives moderate supervision referring complex situations to higher levels. May plan for and assign personnel to projects under control and evaluate their work. May operate with latitude for unreviewed action under prescribed circumstances.
Clinical Researchers (continued)

T8B4 Researcher 4 Clinical     RSE 206

Requirements: Master’s Degree with 3 years
Skill Level: Possesses, understands, and applies a comprehensive knowledge that crosses fields of specialization. Understands and uses effective management techniques.
Duties: Plans assignments and sequence of events for large and complex projects. Reviews progress of projects. May liaison with other areas of specialization to obtain support or technical expertise for projects. Recommends major changes in procedures or processes to experimental process. May personally conduct important and/or technically complex investigations.
Supervision: Operates with considerable latitude for unreviewed action, referring complex situations to higher levels as needed. May review and evaluate the effectiveness of personnel.

T8B2 Sr. Researcher, Clinical     RSE 207

Requirements: Master’s Degree with 5 years
Skill Level: Possesses, understands, and applies an advanced knowledge crossing fields of specialization to develop unique and new approaches or ideas. Understands and uses effective management techniques.
Duties: Plans assignments and sequence of events for large and complex projects. Reviews progress of projects. May liaison with other areas of specialization to obtain support or technical expertise for projects. Recommends major changes in procedures or processes to experimental process. May personally conduct important and/or technically complex investigations.
Supervision: Operates with considerable latitude for unreviewed action, referring complex situations to higher levels as needed. May review and evaluate the effectiveness of personnel.
Research Lab Management

Supervises and coordinates the activities of personnel engaged in research and experimental testing. Maintains lab operations. May investigate complaints regarding lab services, equipment, and/or capabilities.

T5H6 Research Lab Supervisor   RSE 205

Requirements: Bachelor’s Degree with 1 year experience
Skill Level: Possesses, understands, and applies a comprehensive knowledge in area of specialization. Provides technical guidance when necessary.
Duties: Assigns, checks, and monitors assignments. Maintains operations and functioning of lab. May be responsible for maintaining inventory of equipment, chemicals, and other materials. May perform personnel evaluations, recommends hiring and terminations, and other management functions
Supervision: Receives general supervision referring difficult situations or requests to higher levels. Generally supervises other personnel without undergraduate degrees.

T5H4 Research Lab Manager   RSE 206

Requirements: Bachelor’s Degree with 5 years experience
Skill Level: Possesses, understands, and applies a comprehensive knowledge in area of specialization. Understands and uses effective management techniques.
Duties: Manages the operation of two or more research laboratories. Assigns, checks, and monitors assignments of lab personnel. Maintains an adequate inventory of equipment, chemicals, and other materials. Estimates personnel needs to obtain lab and research objectives. Conducts personnel evaluations, recommends hiring and terminations, and performs other management functions
Supervision: Operates with considerable latitude for unreviewed action. Reviews and evaluates the effectiveness of personnel.

T5H2 Research Lab Manager, Senior   RSE 207

Requirements: Bachelor’s Degree with 7 years experience
Skill Level: Possesses, understands, and applies a comprehensive knowledge in area of specialization. Understands and uses effective management techniques.
Duties: Manages the budgets and operations of two or more research laboratories. Assigns, checks, and monitors assignments of lab personnel. Oversees and participates in the creation of annual budgets. Identifies funding sources and applies for grants, as appropriate. Estimates personnel needs to obtain lab and research objectives. Conducts personnel evaluations, recommends hiring and terminations, and performs other management functions.
Supervision: Operates with considerable latitude for unreviewed action. Reviews and evaluates the effectiveness of personnel.

Research Pay Plan Effective 3/1/14