CIMAS SALARY RANGES AND RESEARCH POSITION CLASSIFICATIONS

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Pay Band</th>
<th>Minimum</th>
<th>Mid-Point</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>Research Associate I</td>
<td>6</td>
<td>32,929</td>
<td>47,285</td>
<td>58,277</td>
</tr>
<tr>
<td>Research Associate II</td>
<td>7</td>
<td>37,190</td>
<td>54,139</td>
<td>67,437</td>
</tr>
<tr>
<td>Research Associate III</td>
<td>8</td>
<td>42,697</td>
<td>61,929</td>
<td>77,135</td>
</tr>
<tr>
<td>Sr. Research Associate I</td>
<td>8</td>
<td>42,697</td>
<td>61,929</td>
<td>77,135</td>
</tr>
<tr>
<td>Sr. Research Associate II</td>
<td>9</td>
<td>49,778</td>
<td>70,875</td>
<td>88,253</td>
</tr>
<tr>
<td>Sr. Research Associate III</td>
<td>10</td>
<td>54,862</td>
<td>81,104</td>
<td>102,159</td>
</tr>
<tr>
<td>Assistant Scientist</td>
<td>9</td>
<td>49,778</td>
<td>70,875</td>
<td>88,253</td>
</tr>
<tr>
<td>Associate Scientist</td>
<td>11</td>
<td>62,391</td>
<td>92,803</td>
<td>116,889</td>
</tr>
<tr>
<td>Scientist</td>
<td>13</td>
<td>83,126</td>
<td>120,643</td>
<td>151,905</td>
</tr>
<tr>
<td>Visiting Researcher</td>
<td>10</td>
<td>54,862</td>
<td>81,104</td>
<td>102,159</td>
</tr>
<tr>
<td>Visiting Scientist</td>
<td>13</td>
<td>83,127</td>
<td>120,643</td>
<td>151,905</td>
</tr>
</tbody>
</table>

Note that the above salary ranges are specific to the UM “Pay Bands” associated with the position. These dollar values are correct as of June 1, 2012.

Research Employee Classifications and Requirements

Research Associate
The Research Associate is the entry-level Research professional position.

Appointees will support research activities at the University. The Research Associate will understand and interpret research protocols and procedures. The Research Associate will work under the direction of a principal investigator or program director or designee of the principal investigator or program director such as a Senior Research Associate or above. Appointees at Level II work under general supervision and are expected to use some creativity and latitude in performing research tasks. Appointees at Level III are expected to use a wide degree of creativity and latitude in performing research tasks. Promotion to higher levels is not automatic as a result of longevity in position. Rather, promotion requires increased duties and responsibilities, a recommendation by the appointing academic department, and approval by the appropriate Offices of Faculty and Professional Affairs and Human Resources. Appointees will contribute to basic and applied research activities, participate in the publication of significant results, and advance their expertise through education, training and/or research experience. Appointees are not expected to write extramural proposals or independently to gain such
support but Level III appointees are expected to demonstrate tangible contributions to these responsibilities. Appointees at Level III may have supervisory responsibilities.

Research Associate I – Bachelors degree.

Research Associate II – Bachelors degree and at least 2-5 years of relevant work related experience.

Research Associate III – Bachelors degree and at least 5+ years of relevant work related experience including evidence of research accomplishments leading to the dissemination of new information (i.e. publications, presentations, etc.)

**Senior Research Associate**
The Senior Research Associate is the second level Research professional position.

Appointees will support research activities at the University and work under the direction of a principal investigator or program director or designee of the principal investigator or program director such as Assistant Scientist or above. Appointees may be required to supervise Research employees. Appointees at Level I work under direct supervision but are expected to carry out research tasks with some creativity and latitude as assigned. Appointees at Level II are expected to perform research duties with creativity and latitude. Appointees at Level III are expected to carry out research duties and to supervise others with creativity and latitude. Promotion to higher levels is not automatic as a result of longevity in position. Rather, promotion requires increased duties and responsibilities, a recommendation by the appointing academic department, and approval by the appropriate Offices of Faculty and Professional Affairs and Human Resources. Appointees will contribute to basic and applied research activities and may play a lead role, including authorship of scientific monographs, and advance their expertise through education, training and/or research experience. Appointees at the I or II level are not expected to write extramural proposals nor to independently gain such support, but may do so with approval by the principal investigator/program director and the lead designee. Appointees at the III level may be expected to contribute to extramural proposals, publications and presentations relevant to the specific area of research. Appointees at all levels may have supervisory responsibilities.

Sr. Research Associate I – Masters degree and some research experience gained during education/training or in employment in a research position.

Sr. Research Associate II – Masters degree and at least 1-3 years relevant work related experience with evidence of tangible contributions to the dissemination of new research information.

Sr. Research Associate III – Masters degree and at least 3-5 years of relevant work related experience including significant evidence of
research productivity such as publications, presentations or a tangible contributory role in grants. Supervisory experience required if supervisory responsibilities are involved.

**Assistant Scientist**
The Assistant Scientist is the third level Research position. Appointees will support research activities at the University and work under the direction of a principal investigator or program director. Appointees will contribute to basic and applied research activities and may play a lead role, including authorship of scientific publications, technical and agency reports, or patent preparation. Appointees are expected to publish in refereed journals in collaboration with the principal investigator or program director, or independently within the scope of his/her responsibilities in the programs of the principal investigator or program director. Appointees are not expected to write and submit independent extramural proposals or to independently gain such support, but may do so with approval by the principal investigator program director and the lead designee.

Assistant Scientist – Ph.D. or M.D. or other doctoral level degree and one year of relevant post-doctoral experience.

**Associate Scientist**
The Associate Scientist is the fourth level Research position. Appointees are expected to have achieved national recognition in their field as evidenced by publications in quality journals and presentations at national meetings. Appointees will support research activities at the University and may work under the direction of a principal investigator or program director. Appointees may be required to supervise Research employees and/or nonexempt staff. Appointees will play a leadership role in basic and applied research activities, including authorship of scientific publications, technical and agency reports, or in patent preparation. Appointees are not expected to independently write extramural proposals nor to independently gain such support, but may do so with approval by the principal investigator program director and the lead designee.

Associate Scientist – Ph.D. or M.D. and a minimum of 5 years of relevant post-doctoral research experience.

**Scientist**
The Scientist is the fifth and highest level Research position. Appointees are expected to have national recognition in their field as evidenced by publications in quality journals with some evidence of leadership as denoted by the first or lead authorship in some of these publications. Appointees are also expected to have presented research accomplishments at national meetings. Appointees will support research activities at the University and may work under the direction of a principal investigator or program director. Appointees may be required to supervise Research employees and/or nonexempt staff. Appointees will play a leadership role in basic and applied research activities and are expected to author, scientific publications, technical and agency reports, or patent
applications independently or in collaborations. Appointees may assist in the
development of research staff training. Appointees are not expected to write extramural
proposals nor to independently gain such support, but may do so with approval by the
principal investigator/program director and the lead designee.

Scientist – Ph.D. or M.D. and at least 10 years of relevant post-doctoral experience.

Postdoctoral Associate
The Post-Doctoral Associate position is a limited duration appointment (typically two
years) in the research classification for visiting scholars who are pursuing cooperative
research or research training with a member of the University faculty. **Appointees must possess a doctoral degree or equivalent in their specialty.** Appointees must support research activities at the University and work under the supervision of a member of the University faculty. This interaction may lead to the advancement of knowledge and be documented by scientific publications.

Visiting Researcher
The Visiting Researcher position is a limited duration appointment in the research
classification for visiting scholars who are pursuing cooperative research or research
training with a member of the University faculty. **Appointees must possess a Master's degree or equivalent in their specialty.** Appointees will support research activities at the University and work under the supervision of a member of the University faculty. This interaction may lead to the advancement of knowledge and be documented by scientific publications.

Visiting Scientist
The Visiting Scientist position is a limited duration appointment in the research
classification for visiting scholars who are pursuing cooperative research or research
training with a member of the University faculty. **Appointees must possess a doctoral degree or equivalent in their specialty and have a minimum of five years of experience in their field.** Appointees will support research activities at the University and work in collaboration with a member of the University faculty. This interaction may lead to the advancement of knowledge and be documented by scientific publications.