

**ACADEMIC CLASSIFICATION GUIDELINES
NON-SENATE RESEARCH TITLES (revised VCRO 4/2013)**

<u>CRITERIA</u>	<u>NON-EMPLOYEES</u> <u>VSPA</u>	<u>POSTDOCTORAL SERIES</u> <u>UAW-PX contract</u>	<u>SPECIALIST SERIES</u> <u>APM 330</u>	<u>PROJECT SCIENTIST SERIES</u> <u>APM 311</u>	<u>PROFESSIONAL RESEARCH SERIES</u> <u>APM 310</u>
Job Codes/ Compensation (Salary Table)	NO SALARY Visiting Scholar N3298 Vis Student Research N3265 UC Affiliate N99AF Volunteer N99VO LBL EE N99LB* LBL/DOE postdoc N3255*	Salary Table 23 Employee 3252C Fellow 3253C Paid Direct 3254C	Salary Table 24 Jr. 3330, Asst. 3320, Asso. 3310, Full 3300	Salary Table 37 Asst. 3394, Asso. 3392, Full 3390 Salary Table 38 (BEE) Asst. 3395, Asso. 3393, Full 3391	Salary Table 14 - FY Asst. 3220M, Asso. 3210M, Full 3200M Salary Table 15 (BEE) - FY Asst. 1989M, Asso. 1988M, Full 1987M
Education/ Experience/ Definition	Ph.D. or equivalent foreign degree/experience required for Visiting Scholar affiliation. Visiting Student Researchers cannot be UC students or students from Universities that have a student exchange agreement with Berkeley.	Ph.D. or equivalent foreign degree. May not have previous employment in Professorial title. Total duration in title may not exceed 5 years including previous experience. Minimum initial appointment 12 months. 6 th year appointment by exception.	Ph.D. not required. B.S. or B.A. in related field for entry level (Jr. Specialist). Advanced degree is normal for upper levels. M.A. + 5 years at Asso. level; M.A. + 10 years at Full level. Provide technical assistance to research. Title may also be used for technical contributions to curriculum development.	Ph.D. or equivalent foreign degree. Make significant and creative contributions to a research or creative project; may engage in University and public service.	Ph.D. or equivalent foreign degree. Engage in independent research equivalent to that required for Professorial series. Expectation to secure independent funding as research program/project grows.
Duties	VS: Conduct independent research for a period of one month to two years. VSR: Conduct research in order to meet degree (usually Ph.D.) requirements from another university, for a period of one month to one year.	Conduct research under supervision and mentorship of faculty Principal Investigator. Principal Investigator status by exception or by virtue of appointment on a designated distinguished fellowship.	Conduct research in specialized areas, or provide significant research support to Principal Investigator. May be responsible for successful operation of research facility or lab, or conduct field studies to support research/curriculum development. Principal Investigator status by exception only.	Usually carry out research under the supervision of a Professor or Professional Researcher. Not expected to demonstrate the same capacity for fully independent research or research leadership as the Professional Research series; has a broader range of knowledge and competency and a higher level of independence than appointees in the Specialist series. Principal Investigator status by exception only.	Demonstrate the same capacity for fully independent research and research leadership as the Professor series. 19900-funded have automatic Principal Investigator status by virtue of title. Non-19900 are eligible for Principal Investigator status by exception only (usually project specific).
Other Duties: Administrative	None	N/A	None required, but at higher levels administrative duties may be part of job responsibilities. Principal Investigator duties if applicable.	Additional duties implied as part of serving as Principal Investigator on research projects.	None required, but implied as part of serving as Principal Investigator on large research projects involving numerous staff.
Review Criteria	N/A	Reappointment dependent on funding availability and at University discretion.	Evaluated on research in specialized areas, professional competence and activity, and University and public service.	Evaluated on demonstrated significant, original, and creative contributions to a research or creative program or project; professional competence and activity. University and public service are encouraged, but not required.	Evaluated on research and accomplishments, professional competence and creative activity equivalent to Professor series. University and public service expected at Asso. rank and above. Publishing essential to advancement.
Notes	Supplements up to \$10K per year paid through disbursements. Glacier required for int'l scholars. *LBL Postdoc and Employee affiliations managed by LBL Help Desk.	Publications not required. Additional criteria may be stipulated by outside fellowship awards, if applicable.	Publications not required, but most generally publish/co-publish in some form. Required to contribute efforts that are critical to the scientific advancement of or publications by a Principal Investigator or faculty member.	Publications not required, but expected to contribute towards published works. Exceptional Principal Investigators more likely to publish.	Joint Research appointments for AY faculty should mirror their AY faculty rank, step, and salary in the Research title.