

	Title	Job Code	Qualifications/Requirements for Assignment	Salary Requirements	Duration of Assignment	PI Status	Evaluation
Paid Employee Positions - Regular	Senior Research Scientist	0701-Employee	Documentation of research accomplishments and professional experience equivalent to that of a full professor, including supervision of research programs/projects as a PI. "Engineer" title requires registration as a professional engineer in the State of Texas.	Minimum \$80,004 per year	One year minimum	Principal Investigator (PI) status - Automatic approval	
	Senior Research Engineer	0703-Employee					
	Research Scientist	0702-Employee	Documentation of research accomplishments and professional experience equivalent to that of an established assistant professor or new associate professor. The individual must have an established record as a mature, independent research scientist/engineer.	Minimum \$55,008 per year			
	Research Engineer	0704-Employee					
	Research Associate	0708-Employee	Qualifications comparable to an assistant professor. Must have the professional qualifications to conduct independent research and the potential to become an established researcher. Documentation of the nominee's professional credentials and accomplishments, along with copies of the job posting and letter of offer.	Minimum \$50,004 per year			
	Senior Engineering Scientist	0707-Employee				This title is generally restricted to individuals who are highly qualified in their field but do not hold a terminal degree in their discipline. Bachelor's degree minimum with 10 years of applicable experience.	
Paid Employee Positions - Temporary	Senior Research Fellow	0705-Employee	Ph.D. received more than 3 years ago. At time of initial assignment, a determination should be made as to the appropriate title to use (senior research fellow, research fellow or postdoctoral fellow). An employee cannot move between these titles (except as noted in #5 below). Title can be used for: 1) a visiting scientist/engineer who is regularly based at another institution or in industry and plans to return after a limited stay at UT Austin, 2) a visiting scientist/engineer who is invited to collaborate on University sponsored activities and who is established professionally in their field, 3) a temporary research assignment for individuals whose primary assignment is as a member of the non-tenure track faculty (exception to assignment time limitation), 4) temporary positions that do not fit in one of the other categories due to limited time the position is needed, limited number of hours per week that the position is needed, limited funding, or 5) bridging an assignment into a postdoctoral fellow position prior to receipt of the Ph.D. (exception to no transfer between titles procedure).	Minimum \$54,000 per year	One year minimum, renewable for up to three years.	PI status subject to approval from the Office of Sponsored Projects (OSP)	Annual performance evaluation is required.
	Research Fellow	0706-Employee		Minimum \$47,476 per year			
	Postdoctoral Fellow	0712-Employee mentoring	PhD degree, within 3 years of completion	Minimum \$47,476 per year			
Unpaid Positions	Research Affiliate Postdoctoral Fellow	A010-Non-Employee Mentoring	Externally awarded fellowship or traineeship	Unpaid position. Must be supported by external funding.	There is no time limit for these titles but the initial assignment should be for no more than two years with a renewal of the assignment at two year intervals.	PI status subject to approval of the Vice President for Research, on a case-by-case basis	Annual performance evaluation is recommended, but optional.
	Research Affiliate Senior Research Fellow	A012-Non-Employee	The specific title used reflects the home institution position. Have been invited to collaborate on University sponsored activities. Non-employee affiliate assignment of researchers who are permanently based at another institution or company (industry) and plan to return to it after a limited assignment at UT Austin. Received Ph.D. more than 3 years ago.				
	Research Affiliate Research Fellow	A011-Non-Employee					
	Research Affiliate Visiting Scholar/Researcher	A006-Non-Employee	For visitors seeking to pursue individually defined research or scholarly activities on the University campus. These titles require a University sponsor. Non-employee affiliate assignment of researchers who are permanently based at another institution or company (industry) and plan to return to it after a limited assignment at UT Austin.				
Other Paid Positions Temporary	Researcher (non exempt)	0710	Defined for use in exceptional cases where a <b>regular</b> paid research title is needed, but the salary is at less than \$455 per week. May not work hours in excess of an assigned appointment.	Salary may fall below \$455 per week.	No limit	May retain PI status, while in transition in this title.	Evaluation process for permanent position applies for the duration of this temporary title.
	Researcher Fellow (non exempt)	0711	Defined for use in exceptional cases where a <b>temporary</b> paid research title is needed, but the salary is at less than \$455 per week. May not work hours in excess of an assigned appointment.		No limit		