

There are eight research faculty ranks as listed below:

<b>Postdoctoral Associate</b>	<b>Senior Research Scientist</b>
<b>Research Associate</b>	<b>Research Assistant Professor</b>
<b>Senior Research Associate</b>	<b>Research Associate Professor</b>
<b>Research Scientist</b>	<b>Research Professor</b>

The following table describes each rank, scope of responsibility, educational requirements and typical duties.

<b>Non-Professorial Research Faculty Ranks: Postdoctoral Associate, Research Associate, Senior Research Associate, Research Scientist and Senior Research Scientist</b>					
	<b>Postdoctoral Associate</b>	<b>Research Associate</b>	<b>Senior Research Associate</b>	<b>Research Scientist</b>	<b>Senior Research Scientist</b>
<b>General Qualifications</b>	Recent Ph.D. awarded no more than 4 years prior to start of appointment with a minimum of one year remaining). Appointment may not exceed more than 5 years following conferral date.	Minimum is master's degree in field. An exception may be granted for individuals with bachelor's degrees and significant relevant experience.	Doctorate/terminal Degree with some experience. Exception may be granted for individuals with lesser degree and substantial related experience.	Doctorate or terminal degree and significant experience.	Doctorate or terminal degree appropriate to the field and considerable record of research.
<b>Approval Requirements</b>	Department head/Institute director; Dean, Research and Innovation	Department head/Institute director; dean; Research and Innovation- for exceptions	Department head/Institute director; dean; Research and Innovation- for exceptions	Department head/Institute director; dean; Research and Innovation	Department head/Institute director; dean; Research and Innovation
<b>General Expectations</b>	The position of postdoctoral associate is intended to be a limited term traineeship, lasting 1-5 years (not to exceed 5 years), working under the supervision of one or more senior faculty mentors in preparation for a career in academe or research. Training may include preparing grant proposals. The postdoc may serve as co-PI (with	Entry-level position for research faculty members involved in sponsored projects. Range of responsibilities may vary from relatively new research professional to more experienced professional. Position is generally characterized as requiring supervision.	Position requires greater qualification than the research associate in either or both education and experience. Expected to function with relative independence and responsibility.	This is a senior role in a research program. By virtue of expertise and experience, makes significant contributions to conceptualization and conduct of project. Rank is parallel to research assistant professor. May be involved in preparation of proposals, reports, publications; presentation of research results;	This is the highest rank in the research faculty series for those who do not also have involvement in the graduate program. Rank is parallel to research assoc. prof. or research prof. As most experienced research faculty, develop innovative research proposals,

	approval may serve as PI). Maximum allowable time one may be employed as postdoctoral associate is 5 years from conferral date. Continued appointment beyond 5 yrs from conferral date requires a Reassignment in rank.			development of patents.	conduct pioneering research, and lead multidisciplinary project teams.
<b>Salary Guidelines</b>	Salaries should be comparable to those postdocs in the discipline as documented by professional associations, NSF, NIH, or other credible sources. The University has established a minimum salary.	Salaries should be comparable to those with similar credentials and responsibilities in the field.	Salaries should be comparable to those with similar credentials and responsibilities in the field.	Salaries should be comparable to those with similar credentials and responsibilities in the field.	Salaries should be comparable to those with similar credentials and responsibilities in the field.
<b>Eligible or expected to be PI</b>	Eligible to serve as Co-PI. May serve as PI through exception requested and approved by department head/institute director, Dean and Research and Innovation.	Eligible to serve as Co-PI.	Eligible to serve as co-PI. May serve as PI through exception and approval of department head/institute director, Dean and Research and Innovation.	May serve as PI.	Expected to serve as PI.
<b>Design and initiate research: Conceive the project, interact with stake-holders, committees, develop funding source(s). Communicate results, goals, allocate resources.</b>	Role designed to enable individual to continue studies in a specialty training program while gaining practical experience in the field.	May provide input into project development, but generally limited to no responsibility for research conceptualization or resource acquisition.	Contributes to research conceptualization, proposal development, and resources acquisition.	Contributes significantly to research project design, execution and interpretation.	Typically responsible for design, execution, and interpretation of research projects, which he or she may head.
<b>Project Management: set priorities, acquire resources, monitor budgets, measure progress, prepare reports and solve problems.</b>	Limited responsibility for project management.	May provide input into budget preparation, hiring decision, expenditures, but generally limited responsibility and authority.	Provides input into budget preparation, hiring decision, expenditures, but may not have final authority or responsibility.	Contributes significantly to project management.	Typically, significant or complex responsibility for project(s).

<b>Supervisory: Assign tasks, monitor activity, perform evaluations, general personnel management</b>	May supervise undergraduate or graduate students in lab.	May supervise or coordinate work of support personnel, but generally limited supervisory responsibilities.	Usually has some significant supervisory responsibility for project personnel.	May have full or partial supervisory responsibility for project personnel.	Typically, significant responsibility for supervision of project personnel at all levels.
<b>Conduct research: collect data, apply standard methods, write reports, communicate results, develop new methods.</b>	Typically conducts research under supervision of one or more faculty members.	Conducts research under supervision using standard and non-standard procedures appropriate to field. Recognizes problems and inconsistencies in data, proposes solutions, interpretations. Prepares reports.	Conducts research under limited supervision using standard and non-standard procedures appropriate to the field. Interprets findings, Prepares reports and presents results.	Carries out independent research in field of specialization under limited supervision.	Carries out independent research in field of specialization.

### Research Faculty Professorial Ranks

	<b>Research Assistant Professor</b>	<b>Research Associate Professor</b>	<b>Research Professor</b>
<b>Qualifications</b>	Doctorate or terminal degree appropriate to the field. Credentials consistent for appointment to rank of assistant professor.	Doctorate or terminal degree appropriate to the field. Credentials consistent for appointment to rank of associate professor.	Doctorate or terminal degree appropriate to the field. Credentials consistent for appointment to rank of professor.
<b>Approval Requirements</b>	Standard departmental procedures, through either a competitive search or a recommendation from departmental P&T committee (see annual process timeline), and Research and Innovation approval.		
<b>General Expectations</b>	The research professor series is designed for research faculty members who will have extended appointments at VT and who are expected to interact with graduate students, serving on committees or supervising their research. It is not appropriate for those with shorter-term or limited appointments since this would disadvantage the students they might work with. Faculty in this series may teach one course per academic year or two courses in a two-academic year period. They may teach more if funding is appropriately charged to the instructional budget and is approved by the department head/chair and dean. This series is parallel to Research Scientist and Senior Research Scientist, not necessarily above it.		
<b>Salary Guidelines</b>	Salaries should be comparable to those with similar credentials and responsibilities as assistant, associate and instructional professors of the same or comparable discipline. Exceptions may be requested and approved by Research and Innovation.		

<b>Eligible or expected to be PI</b>	Expected to be a PI	
<b>Design and initiate research</b>	Contributes significantly to project design, execution and interpretation.	Typically, responsibility for design, execution and interpretation of research projects, which he or she may head.
<b>Project Management</b>	Contributes significantly to project management.	Typically, significant or full responsibility for project management.
<b>Supervision-management and evaluation of personnel</b>	May have partial or full responsibility for project personnel.	Typically, significant responsibility for supervision of project personnel at all levels.
<b>Conduct, report and publish Research</b>	Carries out independent research in field of specialization under general supervision.	Carries out independent research in field of specialization.