

PROFESSIONAL RESEARCH SERIES	
Title Codes	AY: 003173, 003175, 003183, 003185, 003193, 003195, 003203, 003205, 003209, 003213, 003215, 003223, 003225 FY: 003170, 003180, 003190, 003200, 003210, 003220
Policy Reference	APM 310
Academic Senate Membership	No.
Titles/Levels	Research (003203/003200); Research NEX (003173,003170); Research 1/9 (003205); Research 1/9-NEX (003175); Research Recalled (003209); Associate Research (003213/003210); Associate Research NEX (003183/003180); Associate Research 1/9 (003215); Associate Research 1/9-NEX (003185); Assistant Research (003223/003220); Assistant Research NEX (003193/003190); Assistant Research 1/9 (003225); Assistant Research 1/9-NEX (003195)
Definition	Professional Researchers engage in independent research equivalent to that required for the Professor Series without teaching responsibilities.
Terms of Service	May serve full-time, part-time or without salary; an appointment or reappointment in the Asst. Researcher title shall have a specified ending date; an appointment or reappointment in the Assoc. Researcher or Researcher title may have a specified ending date or no specified ending date depending on long-term funding. <u>NOTE: Appointments/reappointments in this series can be made for more than one year (i.e., same terms as the Professorial series), but only when funding is available at the start of the appointment/reappointment</u> -see form on CNAS SharePoint site. Reappointments must be made at the same rank and step as the previous ending appointment, unless accompanied by a merit or promotion file. The merit or promotion file contains all the documents that would be found in a reappointment file, therefore, the faculty or committee (varies by department) can vote on reappointment and merit/promotion in the same meeting. Appointments should always have a 6/30 end date unless funding expires prior to that date.
Duties	Engage in independent research and demonstrate the accomplishment and independence equivalent to that required for the Professor series; does not have teaching responsibilities; appointees in this series who teach must hold concurrently an appropriate faculty title.
Degree Requirement	Must have a Ph.D. or its equivalent; Chancellor may grant an exception to this requirement. Campus Practice: not aware of any exceptions to this requirement.
Criteria for Appointment	Must demonstrate continuous and effective engagement in independent and creative research activity of high quality and significance, equivalent to Professor series: 1. Research qualifications and accomplishments. 2. Professional competence and activity. 3. University and/or public service (not expected at Assistant level).
P.I. Status	Yes, appointees at 50% or more of full time can be P.I.s and have the major responsibility and leadership for their research programs. If appointees are less than 50% or WOS then the appointee needs to fill out a P.I. eligibility to submit proposals form which can be found on the Research and Economic website.
Merit Review Criteria	Appointments, reappointments, merits and promotions shall be reviewed on research qualifications and accomplishments equivalent to those for the Professor series, professional competence and activity equivalent to those for the Professor series and University and public service; the Asst. Researcher is not required to participate in service activities; Assoc. Researcher and Researcher are expected to engage in University and/or public service.
Approval Authority	Appointments/Reappointments, merits, promotions and terminations, following appropriate review, rest with the Dean.
Salary Scale Range	Fiscal Year --see salary scale Table 13; Fiscal Year NEX-see salary scale Table 13N; Academic Year --see salary scale Table 11; Academic Year NEX-see salary scale Table 11N; Academic Year 1/9th-see salary scale Table 12; Academic Year 1/9th NEX-see salary scale Table 12N; off-scale salaries may apply
Off-Scale Allowed	Yes per APM 620-14
Vacation Leave	Appointments on a fiscal-year basis for six months or more at 50% time or more accrue vacation.
Sick Leave	Fiscal-year appointees accrue sick leave provided the appointment is at 50% or more time.
8-Year-Rule	There is an eight-year limit for an appointee who holds the Assistant Researcher title, either in that title alone or when combined with a Visiting Assistant Researcher title, with or without salary - see APM 310-17.
Subject to Layoff	Appointments which have specific ending dates are subject to APM - 137. When appointment in this series is terminated due to budgetary reasons, lack of work, or programmatic needs, APM - 145 applies. Dept. will contact the Labor Relations Office and copy the Dean's Office; Affirmative Action will review/approve letter before the action can occur. Once approved, the dept. will give to employee a 30-day written notice of action.
Funding	May be supported by State funds and/or non-State funds.
Sabbatical Leave	Not eligible.
Leave with Pay	Eligible - when the leave is in the interest of the University and if funds are available. Dean's approval; use UPAY 573.
Affirmative Action Search or Waiver Needed for Appointment	Affirmative Action Search - Yes. Use Guideline Two from the Faculty Recruitment & Hiring Toolkit - "Affirmative Action Recruitment Guidelines for Academic Positions." Request for Waiver of Search - refer to "UCR Academic Recruitments - Search and Search Waiver Requirements" policy effective 4-16-12 - can be found on APO website or on CNAS Prime. If a waiver is appropriate then process Affirmative Action Search Waiver through AP Recruit.
Faculty Vote for Appt/Reappt	Yes.
Extramural Letters needed for Appointment	Yes - minimum requirement of three. The P.I. cannot be one of the extramural letter writers.
Job Description	Not Required.
Visiting Titles	Yes - Asst/Assoc/Full - Dean's appointment; by-agreement salary or WOS; limited to two years; no affirmative action search or waiver required; three extramural letters required. The P.I. cannot be one of the extramural letter writers. No exception requests to waive letters will be entertained unless there is appropriate justification.
Bargaining Unit	Non-represented. (FX)
APPOINTMENT/ REAPPOINTMENT FILES	Use Professional Research Series Appt/Reappt form on CNAS Prime and submit electronically to Dean's Office with appropriate documentation.