

**RESEARCH TITLE MATRIX**

Research Title	Title Code	Job Posting Required	ORP Eligible	Committee Approval Required	Minimum Qualifications	Minimum of Lower Band	Maximum of Middle Band	Maximum of Upper Band	Pay Grade
<a href="#">Research Assistant</a>	8544	HR			Appropriate bachelor's or equivalent combination of education and experience	\$23,912.00	\$37,544.00	\$44,408.00	5
<a href="#">Research Associate</a>	8545	HR			Bachelor's and 2 years' relevant professional experience*	\$30,212.00	\$47,465.60	\$56,108.00	7
<a href="#">Senior Research Associate</a>	8554	HR			Bachelor's and 4 years' relevant professional experience*	\$36,512.00	\$57,366.40	\$67,808.00	9
<a href="#">Research Specialist I</a>	8556	HR			Bachelor's and 4 years' related experience*	\$40,712.00	\$63,960.00	\$75,608.00	10
<a href="#">Research Specialist II</a>	8551	HR			Bachelor's and 6 years' related experience*	\$44,912.00	\$70,574.40	\$83,408.00	11
<a href="#">Research Specialist III</a>	8552	HR			Bachelor's and 8 years' related experience*	\$50,162.00	\$78,811.20	\$93,158.00	12
<a href="#">Research Specialist IV</a>	8557	HR			Bachelor's and 10 years' related experience*	\$55,412.00	\$87,068.80	\$102,908.00	13
<a href="#">Research Specialist V</a>	8553	HR			Bachelor's and 12 years' related experience*	\$61,012.00	\$95,846.40	\$113,308.00	14
						<b>Minimum</b>	<b>Median</b>	<b>Maximum</b>	
<a href="#">PostDoc Research Associate</a>	8630	VPR or HR	✓		Appropriate PhD	\$20,001.00	\$42,000.00	\$75,701.00	N/A
<a href="#">Assistant Research Scientist</a>	8627	VPR or HR	✓	✓	Appropriate PhD and relevant professional experience	\$41,085.00	\$55,677.00	\$84,161.52	N/A
<a href="#">Associate Research Scientist</a>	8628	VPR or HR	✓	✓	Appropriate PhD and 3 years' relevant professional experience	\$44,456.00	\$64,062.00	\$105,066.24	N/A
<a href="#">Research Scientist</a>	8634	VPR or HR	✓	✓	Appropriate PhD and 6 years' relevant professional experience	\$55,844.00	\$94,440.00	\$174,276.00	N/A

\*Master's degree is equivalent to two years of experience

For additional information on specific research titles please click on the title above.