

University of Houston

Research Pay Plan

Effective 9/1/97

University of Houston
Research Pay Plan
Pay Ranges

Job Code	Job Title	FLSA	Salary Plan	Salary Grade	Minimum	Midpoint	Maximum
T2B1	Senior Researcher	E	RSE	007	3,147.73	5,792.80	8,233.33
T3D2	Senior Research Engineer	E	RSE	007	3,147.73	5,792.80	8,233.33
T2B2	Researcher 4	E	RSE	006	2,724.80	4,839.47	6,777.33
T3D4	Research Engineer	E	RSE	006	2,724.80	4,839.47	6,777.33
T4F2	Research Associate 2	E	RSE	006	2,724.80	4,839.47	6,777.33
T5H4	Research Lab Manager	E	RSE	006	2,724.80	4,839.47	6,777.33
T2B4	Researcher 3	E	RSE	005	2,364.27	4,047.33	5,579.60
T4F4	Research Associate 1	E	RSE	005	2,364.27	4,047.33	5,579.60
T2B6	Researcher 2	E	RSE	004	2,057.47	3,393.87	4,595.07
T4F6	Post Doctoral Fellow 2	E	RSE	004	2,057.47	3,393.87	4,595.07
T5H6	Research Lab Supervisor 2	E	RSE	004	2,057.47	3,393.87	4,595.07
T6J2	Research Tech Supervisor	E	RSE	004	2,057.47	3,393.87	4,595.07
T2B8	Researcher 1	E	RSE	003	1,721.20	2,839.20	3,848.00
T4F8	Post Doctoral Fellow 1	E	RSE	003	1,721.20	2,839.20	3,848.00
T5H8	Research Lab Supervisor 1	E	RSE	003	1,721.20	2,839.20	3,848.00
T7L4	Senior Technical Assistant	E	RSE	003	1,721.20	2,839.20	3,848.00
T6J4	Lead Research Tech	N	RSN	003	9.93	16.38	22.20
T6J6	Research Tech 2	N	RSN	002	8.33	13.75	18.62
T7L6	Technical Assistant 2	N	RSN	002	8.33	13.75	18.62
T6J8	Research Tech 1	N	RSN	001	7.01	11.56	15.66
T7L8	Technical Assistant 1	N	RSN	001	7.01	11.56	15.66

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Job Descriptions

Technical Assistants

Provides assistance and expertise in various areas of research such as preparation of results for presentation, monitoring test subjects, gathering and entering data, ensuring adherence to procedures, and basic analyses of data.

Ensures experiments are performed according to specifications. May make practical recommendations to changes in procedures as appropriate.

T7L8 Technical Assistant 1 RSN 01

Requirements: High School Diploma with 0 years of experience

Skill Level: Develops basic skills set.

Duties: Simple and may be repetitive. May assist in advanced functions as part of training. Refers questions and problems to higher levels.

Supervision: Immediate supervision is available. Verbal or written instructions are usually detailed.

T7L6 Technical Assistant 2 RSN 02

Requirements: High School Diploma with 3 years of experience

Skill Level: Applies basic skills and develops advanced skills.

Duties: Varied but standardized. Often assists with, and may perform, some advanced functions. Solves most routine problems while referring more complex questions to higher levels.

Supervision: Receives direct supervision but is expected to select from a variety of standard procedures to complete tasks.

T7L4 Senior Technical Assistant RSN 03

Requirements: Bachelor's Degree with 0 years of experience

Skill Level: Applies advanced skills

Duties: Varied and nonstandardized. Performs advanced functions and copes independently with new or complex situations.

Supervision: Receives minimal supervision. May orient, guide and/or train employees.

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Job Descriptions

Research Technicians

Provides assistance and expertise in various areas of research such as calibration of instrumentation, equipment maintenance and repair, preparation of samples for testing, monitoring of safety equipment and procedures, development and fabrication of prototype equipment, recording of test results, and basic analyses of data.

Ensures experiments are performed according to specifications. May make practical technical recommendations to changes in procedures, equipment, or prototype design.

T6J8 Research Tech 1 RSN 01

Requirements: High School Diploma with 0 years of experience

Skill Level: Develops basic skill set.

Duties: Simple and may be repetitive. May assist in advanced functions as part of training. Refers questions and problems to higher levels.

Supervision: Immediate supervision is available. Verbal or written instructions are usually detailed.

T6J6 Research Tech 2 RSN 02

Requirements: Associate's Degree with 1 years experience

Skill Level: Applies basic skills and develops advanced skills.

Duties: Varied but standardized. Often assists with, and may perform, some advanced functions. Solves most routine problems while referring more complex questions to higher levels.

Supervision: Receives direct supervision but is expected to select from a variety of standard procedures to complete tasks.

T6J4 Lead Research Tech RSN 03

Requirements: Associate's Degree with 3 years experience

Skill Level: Applies advanced skills adapting techniques, tools, or procedures to meet special needs. Develops leadership and management skills.

Duties: Varied and technically complex. Resolves most questions referring only the most complex to higher levels. Adapts procedures to meet special needs.

Supervision: Receives general supervision. May orient and train lower level employees.

T6J2 Research Tech Supervisor RSE 04

Requirements: Associate's Degree with 5 years experience

Skill Level: Applies a mastery of skills adapting techniques, tools, or procedures to meet special needs. Understands and uses effective management techniques.

Duties: Substantial variety and complexity. Adapts procedure to meet special needs.

Supervision: Receives general supervision. Orients and trains lower level employees.

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Job Descriptions

Post Doctoral Fellows/ Research Associates

Works under the direction of a faculty member. Provides expertise in the design, operation and analysis of experiments or research projects in areas such as chemistry, biology, psychology, sociology, mathematics, statistics, computer science, physics, optometry, all fields of engineering, etc. May prepare samples for testing. Performs advanced testing procedures and performs analyses of data. Prepares reports. Makes uses of a variety of specialized equipment typical within area of specialization. May contribute to grant proposal development.

Ensures experiments or research efforts are performed according to specifications. May make recommendations to changes in procedures, processes, or experimental design. May prepare and/or edit research papers, proposals and reports.

T4F8 Post Doctoral Fellow 1 RSE 03

Requirements: Ph.D. Degree with 0 years experience

Skill Level: Possesses, understands, and applies a comprehensive knowledge in area of specialization. Develops understanding and skills to allow for completion of assignments that cross fields of specialization. Develops leadership and management skills.

Duties: Reviews progress and evaluates results of experiments or projects under control or supervisory responsibility. Recommends changes in research procedure. May be responsible for a single highly technical and complex piece of research equipment.

Supervision: Receives supervision. May plan for and assign personnel to projects under control. May review and evaluate the effectiveness of personnel. Operates with latitude for unreviewed action.

T4F6 Post Doctoral Fellow 2 RSE 04

Requirements: Ph.D. Degree with 1 year experience

Skill Level: Possesses, understands, and applies a comprehensive knowledge in area of specialization. Develops understanding and skills to allow for completion of assignments that cross fields of specialization. Develops leaderships and management skills.

Duties: Reviews progress and evaluates results of experiments under control or supervisory responsibility. Recommends changes in testing or experimental procedures. May be responsible for a single highly technical and complex piece of research equipment.

Supervision: Receives general supervision conferring with higher levels only in unusual situations. May plan for and assign personnel to projects under control. May review and evaluate the effectiveness of personnel. Operates with latitude for unreviewed action.

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Job Descriptions

Post Doctoral Fellow/Research Associates (continued)

T4F4 Research Associate 1 RSE 05

Requirements: Ph.D. Degree with 2 years experience
Skill Level: Possesses, understands, and applies a comprehensive knowledge that crosses fields of specialization. Understands and uses effective management techniques.
Duties: Designs, operates and analyzes large experiments or research projects. May serve as liaison with other areas of specialization to obtain support or technical expertise for projects. Recommends major changes in procedures or processes for research investigations. May personally conduct important and/or technically complex investigations.
Supervision: Operates with considerable latitude for unreviewed action. Provides direction and supervision of graduate or undergraduate research assistants involved in experiments or research.

T4F2 Research Associate 2 RSE 06

Requirements: Ph.D. Degree with 3 years experience
Skill Level: Possesses, understands, and applies an advanced knowledge crossing fields of specialization to develop unique and new approaches or ideas. Understands and uses effective management techniques.
Duties: Designs, operates and analyzes multiple large and/or complex experiments or research projects. Reviews progress of projects. May serve as liaison with other areas of specialization to obtain support or technical expertise for projects. Defines procedures or processes to be used in the research investigations. May personally conduct important and/or technically complex investigations.
Supervision: Operates with wide latitude for unreviewed action subject only to institutional policies and guidelines and ethical considerations. Provides direction and supervision of graduate and undergraduate research assistants involved in experiments or research.

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Job Descriptions

Researchers

Provides expertise through research design and implementation in areas such as biology, psychology, sociology, mathematics, statistics, computer science, physics, etc. May prepare samples for testing. Performs advanced testing procedure and performs analyses of data. Prepares reports. Makes use of a variety of specialized equipment typical within area of specialization. May contribute to grant proposal development.

Ensures experiments are performed according to specifications. May make recommendations to changes in procedure, processes, or experimental design. May prepare and/or edit research papers, proposals and reports.

T2B8 Researcher 1 RSE 03

Requirements: Bachelor's Degree with 1 year experience
Skill Level: Understands and applies fundamental theoretical concepts. Develops understanding of advanced theoretical concepts.
Duties: Work is varied and somewhat difficult. Originality and ingenuity is required.
Supervision: Receives direct supervision referring complex situation to higher levels.

T2B6 Researcher 2 RSE 04

Requirement: Bachelor's Degree with 3 years experience
Skill Level: Understands and applies broad theoretical concepts. Develops understanding of relationships among differing fields of specialization. Develops leadership and management skills.
Duties: Assignments are difficult and broad requiring originality and ingenuity. May be assisted by lower level personnel.
Supervision: Receives minimal supervision conferring with higher levels only in usual situations.

T2B4 Researcher 3 RSE 05

Requirements: Master's Degree with 3 years experience
Skill Level: Possesses, understands, and applies a comprehensive knowledge in area of specialization. Develops understanding and skills to allow for completion of assignments that cross fields of specialization. Develops leadership and management skills.
Duties: Reviews progress and evaluates results of experiments under control or supervisory responsibility. Recommends changes in testing or experimental procedures. May be responsible for a single highly technical and complex piece of research equipment.
Supervision: Receives general supervision conferring with higher levels only in unusual situations. May plan for and assign personnel to projects under control. May review and evaluate the effectiveness of personnel. Operates with latitude for unreviewed action.

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Job Descriptions

Researchers (continued)

T2B2 Researcher 4 RSE 06

Requirements: Master's Degree with 5 years experience
Skill Level: Possesses, understands, and applies a comprehensive knowledge that crosses fields of specialization. Understands and uses effective management techniques.
Duties: Plans assignments and sequence of events for large and complex projects. Reviews progress of projects. May liaison with other areas of specialization to obtain support or technical expertise for projects. Recommends major changes in procedures or processes to experimental process. May personally conduct important and/or technically complex investigations.
Supervision: Operates with considerable latitude for unreviewed action. Reviews and evaluates the effectiveness of personnel.

T2B1 Senior Researcher RSE 07

Requirements: Master's Degree with 7 years experience
Skill Level: Possesses, understands, and applies an advanced knowledge crossing fields of specialization to develop unique and new approaches or ideas. Understands and uses effective management techniques.
Duties: Plans assignments and sequence of events for multiple large and complex projects. Reviews progress of projects. May liaison with other areas of specialization to obtain support or technical expertise for projects. Defines procedures or processes to be used in the experimental processes. May personally conduct important and/or technically complex investigations.
Supervision: Operates with wide latitude for unreviewed action subject only to institutional policies and guidelines and ethical considerations. Reviews and evaluates the effectiveness of personnel.

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Job Descriptions

Research Engineer

Plans, conducts and supports a research program in an engineering discipline. Prepares and edits research papers, proposal, and reports. Performs advanced testing procedure and analyses of data. May prepare samples for testing. Makes use of a variety of specialized equipment typical within area of specialization.

Ensures experiments are performed according to specifications. May make recommendations to changes in procedures, processes or experimental design.

T3D4 Researcher Engineer RSE 06

Requirements: Bachelor's Degree with 5 years experience

Skill Level: Possesses, understands and applies a comprehensive knowledge of a professional engineer field. Requires proficiency in the use of equipment and tools commonly used in research laboratories.

Duties: Plans and conducts research in a specialized area of engineering. Reviews progress of research/experiments. May liaison with other areas of specialization to obtain support or technical expertise for projects. Recommends major changes in research procedure or processes. May formulate financial plans and document expenditures.

Supervision: Operates with considerable latitude for unreviewed action.

T3D2 Senior Research Engineer RSE 07

Requirements: Master's Degree with 7 years experience

Skill Level: Possesses, understands and applies an advanced knowledge of a professional engineering field. Requires proficiency in the use of equipment and tools commonly used in research laboratories.

Duties: Plans and conducts research in a specialized area of engineering. Reviews progress of research/experiments. May liaison with other areas of specialization to obtain support or technical expertise for projects. Defines procedures or processes to be used in the research/experimental processes. Formulates financial plans and document expenditures.

Supervision: Operates with wide latitude for unreviewed action subject only to institutional policies and guidelines and ethical considerations. Guides graduate student research.

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Job Descriptions

Research Lab Supervisors

Supervises and coordinates the activities of personnel engaged in research and experimental testing. Maintains lab operations. May investigate complaints regarding lab services, equipment, and/or capabilities.

T5H8 Research Lab Supervisor 1 RSE 03

Requirements: Bachelor's Degree with 1 years experience
Skill Level: Possesses, understands, and applies a comprehensive knowledge in area of specialization. Provides technical guidance when necessary.
Duties: Assigns, checks, and monitors assignments. Maintains operations and functioning of lab. May be responsible for maintaining inventory of equipment, chemicals, and other materials.
Supervision: Receives general supervision referring difficult situations or requests to higher levels. Generally supervises other personnel without undergraduate degrees.

T5H6 Research Lab Supervisor 2 RSE 04

Requirements: Bachelor's Degree with 3 years experience
Skill Level: Possesses, understands, and applies a comprehensive knowledge in area of specialization. Provides technical guidance when necessary.
Duties: Assigns, checks, and monitors assignments. Maintains operations and functioning of lab. May be responsible for maintaining inventory of equipment, chemicals, and other materials. Estimates personnel needs to obtain lab and research objectives. Performs personnel evaluations, recommends hiring and terminations, and other management functions
Supervision: Receives general supervision referring difficult situations or requests to higher levels. Generally supervises other personnel with undergraduate degrees or higher.

T5H4 Research Lab Manager RSE 06

Requirements: Bachelor's Degree with 5 years experience
Skill Level: Possesses, understands, and applies a comprehensive knowledge in area of specialization. Understands and uses effective management techniques.
Duties: Manages the operation of two or more research laboratories. Assigns, checks, and monitors assignments of lab personnel. Maintains an adequate inventory of equipment, chemicals, and other materials. Estimates personnel needs to obtain lab and research objectives. Conducts personnel evaluations, recommends hiring and terminations, and performs other management functions
Supervision: Operates with considerable latitude for unreviewed action. Reviews and evaluates the effectiveness of personnel.