NOTICE TO PRINCIPAL INVESTIGATORS ON PROFESSIONAL RESEARCHERS HIRED PRIOR TO JULY 1, 2013:

As you may know, the definition of the Professional Research series has changed. The Professional Research series is no longer intended for those whose duties are limited to contributing high-level skills to a specific research or creative program or to providing technical assistance to a research activity.

Under the new definition, Professional Researchers shall be required to:

1) engage in independent research equivalent to that of faculty in the Professorial series;
2) participate in service (for appointees at the Associate and Full ranks);
3) undergo an Eight-Year Limit Review (for appointees at the Assistant rank);
4) undergo a Five-Year Review (for appointees who have not had a formal review for advancement in the last five years).

Review for Professional Researchers at the Assistant rank:

As Assistant Researchers become eligible for advancement to the next step or Associate rank, they will have the option to transfer to the Project Scientist series if they do not meet the new criteria for appointment in the Professional Research series. For individuals who do not meet the criteria, a primary reason to transfer to the Project Scientist series is that they will not advance in the Professional Research series and will remain at their existing step until the Eight-Year Limit or mandatory Five-Year Review is conducted. For Assistant Researchers hired prior to July of 2013, the clock starts on July 1, 2013 and they have eight years to advance to Associate Researcher.

Review for Professional Researchers at the Associate and Full Ranks:

Professional Researchers at the Associate and Full ranks have the option of transferring to the Project Scientist series when they are eligible for advancement to the next step or rank. These individuals, however, will be allowed a five-year grace period starting July 1, 2013 to make the decision to transfer to the Project Scientist series. During that five-year window, their advancements will be conducted according to the “old” criteria utilized for the Professional Research series. For actions effective July 1, 2018, the revised criteria for advancement in the Professional Research series will be in effect for the review.

Policy on Salaries for Existing Professional Researchers Transferring to Project Scientist:

So as not to penalize current Professional Researchers who move to the Project Scientist series, the University has agreed to honor their current salaries in the Professional Researcher series as a starting point. Salary increases for subsequent Project Scientist advancements will be based on percentage increases between steps on the Project Scientist salary scale and then added to their salary as it was at the time of transfer.

Review of New Appointees in to Project Scientist and Professional Research Series:

New appointments in the Project Scientist and Professional Research series will be based on criteria currently in The UCLA Call. See above for the Professional Research series.