NOTICE TO PROFESSIONAL RESEARCHERS HIRED PRIOR TO JULY 1, 2013:

As you may know, the definition of the Professional Research series has changed. Effective July 1, 2013, appointees in the Professional Researcher series shall be required to:

1) engage in independent research equivalent to that required for 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:
Current appointees at the Assistant rank will have to decide if they want to remain in the Professional Research series or transfer to the Project Scientist series at the time of next advancement.

At your next advancement, you will be required to demonstrate that you are meeting the new criteria for appointment in the Professional Research series. If it is determined you are not, you may elect to transfer to and advance in the Project Scientist series instead. Unless advancement in the Professional Research series is approved, you shall remain at your current step in that series until mandatory Eight-Year Limit Review or Five-Year Review is conducted.

Your eight-year clock begins on July 1, 2013. You shall have eight years to advance to Associate Researcher from that date.

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 reviewed for advancement.

You shall 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, your advancement(s) will be conducted according to the “old” criteria utilized for the Professional Research series. For advancements starting July 1, 2018, however, you shall be required to demonstrate that you are engaged in program of research equivalent to that of the Professorial series.

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