



OFFICE OF THE
VICE PRESIDENT
FOR EMPLOYEE RELATIONS

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March 31, 1992

MEMORANDUM

TO: Byron Pipes and David Hollowell

FROM: Maxine Colm *M. Colm*

SUBJECT: Research Professionals

On March 30th, a group of academic deans (John Nye, Dan Rich, Mary Richards, Carolyn Thoroughgood) met with me to discuss whether researchers, currently classified as professionals, should remain part of the University's classification and compensation system. The following recommendations represent the thinking of the group:

1. The current "Research Scholar Series," which runs from level 11 - level 17 on the Professional Classification and Compensation Guide, adequately describes (and classifies) the functions performed by professional researchers at Delaware. These positions, therefore, should remain part of the Guide.
2. A new professional category should be established, "limited term researcher," that is not part of the professional classification system. Individuals in this category would be:
 - Called **post doctoral research associates** in order to attract top-quality Ph.D.'s to the University's grant-funded research initiatives.
 - Appointed for a term not to exceed 3 years; if employment continues beyond that time, the post-doctoral research associate must be placed at an appropriate level on the professional classification system.
 - Receive all employee benefits including eligibility for participation in retirement programs; annual salaries would, however, be determined by the Principal Investigator (PI) in consultation with the department chair/dean and the Office of Employee Relations.

Rationale

Extension of benefits (not available to post doctoral fellows and graduate assistants who have student status) will enable Colleges to attract quality Ph.D.'s for the term of most grants and eliminate the need for "bridge money" to meet mandated annual salary adjustments.

3. The Office of Employee Relations should routinely provide advice and counsel when PI's submit grant proposals to assure that any research professional positions called for under the grant are classified at the appropriate level. The Office will also advise PI's when the term of a post-doctoral research associate is nearing the 3-year limit.

Please let me know if these recommendations meet with your approval or if further discussion is needed.

/pb

cc: D. Roselle
J. Nye
D. Rich
M. Richards
C. Thoroughgood

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December 3, 1992

MEMORANDUM

TO: Academic Deans
FROM: Maxine Colm *M. Colm*
SUBJECT: Research Professionals

92 DEC -7 P2:44

A.P.O.

Last March, a group of deans whose colleges draw heavily on research professionals met with me to discuss their function at the University. Of particular interest was the development of a professional title that would permit us to offer benefits to post-doctoral researchers. The result of this discussion was to recommend that a new title be created, "Post-doctoral Research Associate." Individuals employed in this category would receive full benefits; their annual salaries, however, were to be determined by the principal investigator for a period not to exceed three years.

The rationale for this recommendation was contained in a March 31, 1992 memorandum to Byron Pipes and Dave Hollowell (copy attached). They approved use of the new title shortly thereafter. It has come to my attention that my office did not officially inform the academic deans that use of the title had been authorized. I regret any inconvenience this may have caused and if you have additional questions please let me know.

/pb

cc: B. Pipes
D. Hollowell

bcc: J. Flynn
B. Bachman