

## DESCRIPTION OF RESEARCH ASSOCIATE WORKING TITLES

***Determining Factors for Research Associate Working Titles:***  
*complexity/diversity, impact, supervision, independence,*  
*responsibility for resources, physical requirements, hazards*

**Research Associate/Technician.** Performs field and/or laboratory duties of a routine or repetitive nature. This position generally has no supervisory responsibility and has duties of limited complexity. Incumbents must have a baccalaureate or master's degree in agriculture or other field related to the duties of the position. (Another degree may be acceptable if combined with experience related to the duties of the position.)

**Research Associate/Specialist.** Performs a variety of field and/or laboratory duties or repetitive duties of an advanced nature. This is the standard level for research associate positions that support a faculty member's overall program of work. Incumbents must have a baccalaureate or master's degree in agriculture or other field related to the duties of the position. (Another degree may be acceptable if combined with experience related to the duties of the position.) In addition to the degree, related experience is desirable.

**Research Associate/Coordinator.** Performs a variety of field and/or laboratory duties where there are at least two of the following: advanced complexity, a high level of independence, or significant supervisory responsibility. The scope of the position in terms of its impact on an overall unit or units may also be a factor. Incumbents must have a baccalaureate or master's degree in agriculture or other field related to the duties of the position. (Another degree may be acceptable if combined with experience related to the duties of the position.) Incumbents with only a baccalaureate degree must also have two years of related experience at a professional, managerial or supervisory level depending on the function of the position. NOTE: This section does not preclude the establishment of different qualifications provided they are directly related to the position and are fully justified (e.g., special recruiting circumstances, specialized skill requirements, etc.).

***Positions which perform a major management function will generally fall at the Research Associate/Coordinator level and will have an added title of Supervisor or Manager to denote that function. An example would be Manager of Farm Operations.***

**Supervisor.** Performs a management function in support of the research programs of a unit. This position has a high degree of independence and either supervises a large number (4 or more) of full-time, regular employees or supervises a small number (1-3) but has a high degree of complexity. Required training and experience are the same as for a Coordinator except that one additional year of experience is required regardless of the degree.

**Manager.** Performs a management function in support of the research programs of a unit. This position has a high degree of independence, complexity and supervisory responsibility over a minimum of 4 regular full-time employees. The scope of the position is such that its impact is well beyond that of a single program. Required training and experience are the same as for a Coordinator except that two additional years of experience are required regardless of the degree.