

3061: GENERAL GUIDELINES

The Specialist series is used for an academic appointee who has an identified area of technical specialization and provides technical or specialized expertise (e.g., with instrumentation and research equipment or with social science research methods) in the planning and execution of a research project or projects. At the Junior and Assistant levels, the appointee enables research as part of a team. At the Associate and Full levels, the appointee provides considerable independent input into the planning and execution of research. Normally, Specialists do not have Principal Investigator (PI) status, but may obtain permission by exception and/or collaborate with a PI in preparing research proposals for extramural funding. Specialists do not have any teaching responsibilities.

A Specialist differs from a Staff Research Associate title (or any other staff title) in that Specialists are required to be actively/significantly involved in publishable research activities as documented through publications or other methods; are required to maintain/enhance their professional competence; are required to show leadership in their technical expertise; and as is the case in other academic series, mere length of service and continuous meritorious performance are not sufficient justification for advancement.

Appointees in the Specialist series are assessed on their professional competence and activity, their University and public service, and the value and impact of their contributions to their areas of research and their advancement of knowledge in the discipline as judged by other academics and scientists through a process of peer review (APM 330).

Ranks and Steps for Specialist Series	
Level	Normal Periods of Service
Junior Specialist I, II	1 Year per Step
Assistant Specialist I, II, III	2 Years per Step
Associate Specialist I - IV	2 Years per Step
Specialist I – IV	3 Years per Step
Specialist V, Above Scale	4 years; may be of indefinite duration