The Research Professional Career Track is designed to enable The University of Alabama to recruit and retain world-class employees extensively, if not entirely, focused on various types of research and creative activities. The Track is not intended to support those employees with any effort relating to administrative, project management, human resources, formal teaching, or financial responsibilities. Research Professionals are full-time (12 month) staff positions. They are usually 100% funded by external grants and contracts and employment is based on the contingency of continued availability of funding. More advanced Research Professionals (i.e., Research and Senior Research Professional) should be expected to pursue external funding as principal investigator (PI) and/or Co-PI or Co-I. Research Professionals may be engaged in basic (i.e., acquiring new knowledge), applied (i.e., solving problems) and/or development research and creative activities (i.e., improvements and new processes or products, and production of creative works). Within their research and creative activity responsibilities, Research Professionals may be asked to mentor students or other trainees involved in related tasks. Research Professionals have the opportunity to provide significant intellectual contribution that may lead to an invention, discovery, or copyright material(s) and are expected to contribute to the dissemination of findings or knowledge, including, but not limited to, public access such as on-line and through exhibits, peer-reviewed reports and publications, and presentation at meetings. There is no maximum time limit for service in any research professional track level. Assignment to and promotion within the research professional track includes consideration of years in professional service, levels of experience and accomplishment, evidence of peer recognition, and impact within one’s areas of responsibility.

**Assistant Research Professional**

**Job Summary**: Individuals in this track level should show evidence of competence in the disciplinary area of the position and demonstrated promise of moving towards excellence in professional leadership, practice, and/or research and scholarly activities as appropriate for the position. As directed, individuals in this track level independently contribute to the planning and design of research and creative projects. He/she performs supporting research and creative activities such as data analysis, monitoring outcomes, performing lab maintenance, and/or performing experiments and creating creative projects. May assist in both short-term and long-term planning and project goals, as well as in research and creative proposals and dissemination of project findings. This is only a representation of possible duties and is not an all-inclusive listing.

**Minimum Requirements**: A relevant post-Baccalaureate degree is highly preferred (Master’s degree or higher). For candidates demonstrating comparable independent research and creative productivity, a relevant four-year undergraduate degree (B.A. or B.S.) and one (1) or more years of documented relevant experience may be substituted. May require terminal degree and licensure.

**Associate Research Professional**

**Job Summary**: Individuals in this track level should show a high level of achievement and impact as appropriate for the position’s duties. Oversees research projects and assumes responsibility for the day-to-day activity supporting the project. Contributes significantly to the planning and design of research and creative projects. May assist in both short-term and long-term planning and project goals, as well as
in research and creative proposals and dissemination of project findings. This is only a representation of possible duties and is not an all-inclusive listing.

**Minimum Requirements:** A relevant post-Baccalaureate degree is highly preferred (Master’s degree or higher). For candidates demonstrating exceptional comparable independent research productivity, a relevant four-year undergraduate degree (B.A. or B.S.) and four (4) or more years of documented relevant experience may be substituted. May require terminal degree and licensure.

**Research Professional**

**Job Summary:** Individuals in this track level should show a high level of achievement and impact as appropriate for the position’s duties, as well as recognition of professional excellence by peers. Assumes full responsibility for overall support of research activities. Directs and mentors others in research practices. Contributes to the design, interpretation and writing of grant proposals and publications. Independently designs, conducts, and reports on research activities. Must demonstrate clear potential to pursue external funding as principal investigator and/or Co-PI or Co-I, leading or co-leading contribution to the dissemination of findings or knowledge, including, but not limited to, public access such as on-line and through exhibits, peer-reviewed reports and publications, and presentation at meetings. This is only a representation of possible duties and is not an all-inclusive listing.

**Minimum Requirements:** A relevant post-Baccalaureate degree (Master’s degree or higher) with a high level of achievement and recognition and clear potential as PI is required. For candidates demonstrating exceptional comparable independent research productivity, a relevant four-year undergraduate degree (B.A. or B.S.) and ten (10) or more years of relevant experience may be substituted. May require terminal degree and licensure.

**Senior Research Professional**

**Job Summary:** Individuals in this track level must present documented evidence of an established national or international reputation within the scope of their assigned duties. Documented evidence should include success in pursuing external funding as principal investigator and/or Co-PI or Co-I, leading or co-leading contribution to the dissemination of findings or knowledge, including, but not limited to, public access such as on-line and through exhibits, peer-reviewed reports and publications, and presentation at meetings.

**Minimum Requirements:** A relevant post-Baccalaureate degree (Master’s degree or higher) with evidence of an established national or international reputation is required. For candidates demonstrating exceptional comparable independent research productivity, a relevant four-year undergraduate degree (B.A. or B.S.) and fifteen (15) or more years of relevant experience may be substituted. May require terminal degree and licensure.

*Note: In rare and extraordinary circumstances, exceptions to the experience requirement may be considered.*