

UCSF STAFF RESEARCH ASSOCIATE JOB EVALUATION MATRIX

FACTORS	SRA I	SRA II	SRA III	SRA IV	SRA V
Nature of work	Incumbent is assigned standard repetitive technical laboratory and/or field experimental procedures and/or receives training in more difficult or specialized procedures to meet the needs of research projects.	Incumbent is assigned a variety of standard laboratory and/or field experimental procedures or a limited number of specialized procedures to meet the needs of research projects.	Incumbent is assigned responsibility for directing the work of a medium-sized laboratory and/or performing specialized experimental work that involves making innovative contributions to experimental procedures.	Incumbent is assigned a broad spectrum activities associated with directing the work of a large laboratory involving substantive responsibility for research projects or major portions of research projects.	Incumbent is assigned a broad spectrum activities associated with directing the work of a large, complex laboratory involving substantive responsibility for major or multi-disciplinary research projects.
Knowledge	Basic related scientific techniques and procedures as learned from academic laboratory or field experimental experience.	Comprehensive knowledge of standard related scientific procedures, typically in a well-established field of science.	Knowledge of scientific methodology and related research literature sufficient to contribute original ideas; or journey level knowledge of scientific procedures in two or more distinct fields of science.	Knowledge of highly specialized scientific procedures and research methodology sufficient to make substantive contributions to research protocol, experimental procedures and project management.	Knowledge of highly specialized scientific procedures and research methodology sufficient to make substantive contributions to research protocol, experimental procedures and project management for research of major scope and significance.

UCSF STAFF RESEARCH ASSOCIATE JOB EVALUATION MATRIX

FACTORS	SRA I	SRA II	SRA III	SRA IV	SRA V
Independence	Work is performed under supervision and some degree of training on specific techniques may be involved.	Work is performed under general supervision and is typically in a well-established professional field.	Work is performed under general supervision where independent and innovative contributions to experimental procedures are typically expected.	Work is performed under general direction where goals and objectives are broadly outlined and there is the expectation of important original contributions to experimental procedures.	Work is performed under general direction where it is expected that the incumbent exercise independent judgment and discretion, initiative and resourcefulness in making decisions about and reporting out the results of research.
FLSA Exemption Status	Non-Exempt	Exempt or non-exempt depending on outcome of professional basis test.	Exempt	Exempt	Exempt
Benchmark education and experience	BA/BS in a related science or an equivalent combination of education and experience.	BA/BS in a related science and 1+ years or an equivalent combination of education and experience.	BA/BS in a related science and 2+ years or an equivalent combination of education and experience.	BA/BS in a related science and 3+ years or an equivalent combination of education and experience.	BA/BS in a related science and 4+ years or an equivalent combination of education and experience.