

Series Comparison: Specialist vs Staff Research Associate

	Junior, Assistant, Associate, and Full Specialist	Staff Research Associate I-V
Position Type	Academic	Staff
Supervised by	Academic supervisor	Academic or staff supervisor
Union Representation	Yes, Academic Researcher Collective Bargaining Unit	Yes, Research Support Staff (RX) - UPTe (levels I-IV)
Description	The Specialist series is used for academic appointees who are engaged in any specialized research, professional activity, University and/or public service and who do not have any formal teaching responsibilities. Specialists are expected to use their professional expertise to make scientific and scholarly contributions to the research enterprise of the University and to achieve recognition in the professional and scientific community. Specialists may participate in University and/or public service depending upon funding source and the duties required by the job description for the position. Appointment, reappointment, and promotion in this series may be made based on such criteria as level of expertise and independence required for the position, professional competence, the complexity of the research responsibilities (for example, possible eligibility to serve as principal investigator), the potential for intellectual/scientific contributions to the field, the scope of professional activities and University and public service.	Staff Research Associates (SRAs) perform or supervise the performance of laboratory and/or field experimental procedures in support of academically-supervised research and teaching; and perform other related duties as required. Incumbents perform technical determinations and/or make technical observations in one or more fields of scientific endeavor that usually yield technical data about the phenomena under investigation. They may participate or assist in teaching activities by discussing experimental procedures with students, demonstrating procedures, working with faculty in presenting, developing or modifying portions of course material, and by providing technical supervision to students and visitors during assigned periods. However, they do not have formal responsibility for teaching and course content, which is an academic function. Incumbents participate in research activities at several levels of difficulty and responsibility. Incumbents at the highest level make significant innovative contributions to research methodology of a degree that typically changes the course of the investigation. However, they are not principal

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		investigators, which is an academic role; and they may participate in but are not assigned final responsibility for determining (a) the general nature and course of investigation, (b) general methodological approaches for investigation, and (c) the scientific validity of research results.
Minimum Qualifications	• Junior Specialist - Baccalaureate degree (or equivalent degree) or at least four years of research experience • Assistant Specialist - Master's degree or a baccalaureate degree with 3 or more years of research experience • Associate Specialist - Master's degree (or equivalent degree) or five to ten years of experience in the relevant specialization • Full Specialist - terminal degree (or equivalent degree) or ten or more years of experience in the relevant specialization	Incumbents are expected to possess the skills, knowledge, and abilities essential to the successful performance of the duties assigned to the positions. These skills, knowledge, and abilities are typically acquired through a combination of extensive study and experience.
Policy	https://www.ucop.edu/academic-personnel-programs/_files/apm/apm-330.pdf	https://ucnet.universityofcalifornia.edu/job/class-i-sciences-laboratory-and-allied-services/staff-research-associate/