

Research and Other Externally Funded Positions

Definition:

Research scientists, postdoctoral fellows, and the research and program staff of the Wellesley Centers for Women are examples of staff members who fall into this category. The criteria for someone in this employment category include:

- 1) Ph.D. or equivalent, or equivalent experience, or
- 2) Responsible for securing external funding or is supported by external funding, and
- 3) Is in a position that furthers research activities or the implementation of research as her/his primary job function.

The category would not include administrative staff who may support academic research, but not as their primary job function. Employees in this new category will not be classified under the Valuing Work program.

Additional defining information:

- Recruitment – research and other externally funded positions will be posted under a distinct new category to attract well-qualified applicants to these distinct roles.
- Retention – the reputation and visibility of research work hinges on scholarly recognition, and this new category accurately reflects the importance of this work.
- Compensation – starting salaries will be determined by a combination of prevailing market rates, salaries of existing researchers with similar experience, and external grant funding available and will not be considered part of the Wellesley College administrative salary program.
- Raises – Human Resources, in partnership with the principal investigator or with the Wellesley Centers for Women, will determine appropriate annual increase percentages based on increases in the prevailing market at the time of the annual raise and on the availability of funds. Market adjustments at other times of the year will be reviewed by Human Resources and are also contingent on funding availability.
- Intellectual Property Considerations – research staff will be guided by the College's Intellectual Property policy.