

 <b>Research</b> <b>University of Kansas Job Title Definitions</b>		
<b>Job Family Definition:</b> Manages, conducts or supports research with specific reference to the collection and analysis of scientific data.		
<b>Proposed Title</b>	<b>Description</b>	<b>Qualifications</b>
Research Aide R-01 (\$26,122 - \$37,878)  Job Code: 000553	Follows established research guidelines to collect data and/or specimens from or make observations or interviews/contacts/corresponds with participants, subjects or experiments. In a research and/or laboratory setting, runs routine samples; sets-up research activities; observes subjects; prepares research equipment. May conduct interviews in person or clinical setting or via telephone/Skype. Collects, compiles, codes, keys & reports data. May perform some analysis of results and may develop output of observations.	High school diploma OR GED and related experience or classroom study.
Assistant Researcher R-03 (\$31,940 - \$52,700)  Job Code: 000534	Under general direction, participates in the development of a research plan. Conducts pre-designed research, working as part of a research team, or performing research related activities. Interacts with other researchers and may collaborate on lab or study techniques. May conduct literature search and research activities independently in labs, fieldwork or program settings under the direction of faculty, senior researchers or a research team leader. In research settings, runs research equipment or protocols, monitors output, or observes subjects. Acquires and performs preliminary analysis of data, technical assistance, as assigned, in the collection, processing, and coordination of data, samples, and/or specimens for a specified research study or group of studies. May assist senior researchers in publication of data. May supervise Research Aides or students. May train researchers in equipment use, study methodology, and data collection techniques. Travels to various sites within a specified geographical area, as appropriate to the objectives of the study.	High school diploma/GED and four years of related experience OR Bachelor's degree in a related field.
Assistant Researcher Senior R-04 (\$36,731 - \$60,605)  Job Code: 000535	Provides senior-level technical and/or research related support for performing a broad range of complex laboratory and/or research related tasks. Acts as a specialist on research methods and/or equipment functions. Performs a variety of research protocols requiring a high degree of proficiency. Troubleshoots problems and recommends solutions. Evaluates experiment or study results using complex statistical and multivariate analysis. Participates in the development of a research plan. Conducts research, working as part of a research team, or performs research related activities. Interacts with other researchers and collaborates on lab techniques, study methodology, and suggests new techniques. Conducts literature search and research activities independently in labs, fieldwork, or program settings under the direction of faculty, senior researchers or a research team leader. In research settings, runs research equipment or protocols, monitors output, or observes subjects. Performs skilled instrumentation or protocol activities. Acquires and performs preliminary analysis of data. Assists senior researchers in publication of data. On specific occasions, may serve as co-PI or PI. May occasionally co-author or author publications. May supervise Research Assistants, Research Aides or students. May train less senior researchers in equipment use, study methodology, and data collection techniques.	Bachelor's degree in a related field and 3 years of related experience OR a Master's degree in the area of discipline.

<p>Associate Researcher R-05 (\$42,474 - \$74,329)</p> <p>Job Code: 000536</p>	<p>Operates in a specialized research and/or laboratory setting with considerable latitude. May act as liaison with other departments. Develops designs and conducts one or more large research efforts in line with a research plan; reviews progress and evaluates results. Prepares, studies, and conserves scientific research materials. Formulates research methods and suggests improvements for quality and may serve as part of a design team or may serve in a leadership role. May serve as co-PI or PI. Identifies problems, recommends and implements solutions. Trains other researchers as needed. Consults with others to refine or adapt methodologies to fit research requirements. Coordinates data collection and screening to verify data. Implements research methodology, conducts data analysis, and interprets results. May co-author or author publications. Co-presents or presents results at meetings and/or conferences. Oversees daily operations of research setting and may supervise students or staff.</p>	<p>Master's degree and 3 years of additional experience in the field/area of research.</p>
<p>Associate Researcher Senior R-06 (\$53,092 - \$92,912)</p> <p>Job Code: 000537</p>	<p>In collaboration with other researchers, participates as skilled contributor and/or lead researcher on one or more research projects, serving as an expert in a specialized area. Coordinates administrative, financial, personnel and planning aspects of a project. May serve as co-PI or as a PI. Designs or serves as a leader in the design of research or theoretical models, instrumentation, equipment, creation of algorithms and designs, study protocols, system development or other data collecting and gathering methodologies. Investigates, modifies, and applies new procedures, techniques or applications of research methods. Conducts research in an area of expertise, writing results for inclusion in broader research projects. Oversees development of data collection. Monitors integrity of data collection and use of protocols and procedures. May review and critique reports and analysis of other researchers and conducts ongoing, periodic and final analysis of data. Writes and/or collaborates with other researchers on manuscripts, abstracts and other publications of research findings. May perform research related activities in a laboratory setting. May supervise students and/or staff.</p>	<p>A doctorate or highest professional degree (including international equivalents) in field/area of study AND 5 years of additional postdoc experience in the field/area of research.</p>
<p>Postdoctoral Researcher R-04a (\$47,476 - \$64,634)</p> <p>Job Code: 000547</p>	<p>Under the supervision and mentorship of a faculty member, senior researcher or a research team leader, advances his/her training in an individualized research program area, teaching or other aspects of academic work or combination thereof. May develop, design and conduct research efforts in line with a research plan; reviews progress and evaluates results. May formulate research methods and suggests improvements for quality and may serve as part of a design team. On specific occasions, may serve as co-PI. Identifies problems, recommends and implements solutions. Consults with others to refine or adapt methodologies to fit research requirements. Coordinates data collection and screening to verify data. Implements research methodology, conducts data analysis, and interprets results. May perform research related activities in a laboratory setting. May co-author or author publications. May co-present or presents results at meetings and/or conferences.</p>	<p>Doctoral degree conferred at the time of appointment, not to exceed six months from the date of hire. Position is limited term with a typical duration of 1-5 years. Individuals who have served as a postdoctoral fellow/researcher for up to five years in the same area of research are not eligible.</p>
<p>Research Technician C-06 (\$44,105 - \$66,157)</p> <p>Job Code: 000558 USS Job Code: KU3068</p>	<p>Under general supervision, performs a variety of technical duties involved in conducting physical, chemical, biological and other research laboratory tests, experiments and determinations to obtain data for research purposes. Collects, analyzes and maintains accurate record of test results. Makes minor modifications to existing laboratory procedures and techniques to meet the needs of the particular equipment as required. Reviews laboratory methods manual, scientific journals, abstracts and other literature for information applicable to research experiments.</p>	<p>High school/GED and 1 year related experience OR Associate's degree.</p>

<p>Research Technician Senior C-07 (\$49,618 - \$74,426)</p> <p>Job Code: 000559</p>	<p>Develops, improves and implements a variety of laboratory techniques and performs complex laboratory procedures to contribute to the timely completion and success of sponsored research projects. Makes statistical calculations, analyzes data and prepares reports summarizing results. Provides principle investigator with information to evaluate direction of research. Applies standard quality control procedures to assure accuracy of test results and makes recommendations to principal investigator as requested. Designs and/or fabricates specialized equipment as needed. Trains and oversees research technicians and students participating in research in the laboratory.</p>	<p>High school/GED and 2 years related experience OR Associate's degree and 1 year related experience OR Bachelor's degree in field related to discipline.</p>
<p>Microscopist C-07 (\$49,618 - \$74,426)</p> <p>Job Code: 000712</p>	<p>Assists and consults scientists, faculty, students, and/or external clients in the design and execution of experimental protocols. Interacts with customers to understand requirements or gain feedback on acquired images. Conceptualize, develop and deliver complex and tailored individual training responsive to user needs on various microscopes and other equipment. Manages data collection, may research new analysis methods, and advises researchers on protocol design for the data collection process. Analyses data, interprets results and trains clients to do so. Documents new areas of protocol development and related analysis techniques, conclusions, etc. Monitors and operates highly specialized and sensitive equipment, conducts alignments, works with service technicians in order to keep the facility operating at an efficient and high level of productivity. May publish or co-author research papers.</p>	<p>PhD in a core science area, materials or related field of study and relevant laboratory experience OR Master's degree and three years of related experience in microscopy and/or use of equipment OR Bachelor's degree and five years of related experience in microscopy and/or use of equipment.</p>
<p>Scientific Copy Editor C-05 (\$39,204 - \$58,806)</p> <p>Job Code: 000560</p>	<p>Provides and develops copy and/or production editing for scientific, technical, and educational publications, reports, and/or grant proposals. Develops content based on style requirements, and provides writing support. Highlights research areas, features and benefits by providing content for brochures, feature articles, training programs and websites. May help public relations team to prepare papers or presentations for conferences or scientific journals. May coordinate production of publications with outside printers.</p>	<p>Bachelor's degree in English, Journalism, Communications, or a related field. Minimum of one year editing experience in a research related field of study.</p>
<p>Research Project Specialist C-04 (\$34,848 - \$52,272)</p> <p>Job Code: 000557</p>	<p>Assists research team(s) with project implementation, budgets, grants &amp; administrative procedures. Under direction, organizes field work, workshops, conferences and/or educational/research events; drafts materials, scientific papers and/or proposals for presentation, submission, and/or publication. Prepares and may teach program content to engage students, visitors, and/or community members in the research, instruction and service of the unit. May supervise students.</p>	<p>Bachelor's OR high school diploma/GED and 3 years of experience in field of study.</p>
<p>Research Project Coordinator C-06 (\$44,105 - \$66,157)</p> <p>Job Code: 000554</p>	<p>Coordinates research team activities. Monitors study performance, analyzes and reviews results, and supervises development and implementation of new protocols. Implements budgets, grants and administrative procedures. Ensures quality of intervention and integrity of protocols to meet project goals and deadlines of the projects as defined by the scope of work. May co-author scientific papers for presentation and publication and coordinates writing, submission and administration of grants. May train, assign duties to, and supervise research staff, students, residents and/or fellows.</p>	<p>Bachelor's degree in a related field and 1 year of experience in field of study.</p>

<p>Research Project Manager C-08 (\$57,060 - \$85,590)  Job Code: 000556</p>	<p>Manages the activities of personnel involved in a large and/or complex research group or project. Provides work direction and technical assistance to designated personnel involved in a large and/or complex research group or project. Manages budgets, grants and administrative procedures. Monitors progress to ensure successful completion. Evaluates the meaningfulness of specific methods, planning methods and techniques, carries out procedures, and records results of an experiment. Performs work under general supervision of a principal investigator or research project manager. May co-author scientific papers for presentation and publication and coordinates writing, submission and administration of grants. May conduct complex experiments/research according to previously adopted and outlined procedures and techniques. May train and/or supervise research staff, students, residents, and/or fellows.</p>	<p>Master's degree and 1 year of experience in field of study OR Bachelor's degree and 4 years of experience in field of study.</p>
<p>Research Project Director C-09 (\$64,333 - \$99,715)  Job Code: 000555</p>	<p>Oversees, develops, and directs all aspects of multiple academic and/or research projects' progress, strategic planning, and direction. Develops and monitors multiple projects and their budgets and expenses. Performs research to benchmark the position of the University among peer institutions in specific areas; Expands and develops networks in field of study, plans for and manages day-to-day operations and personnel, and works to expand a programs capacity and funding base. Formulates, develops and executes meaningful measures for programs performance, program reporting, work plan, compliance, annual reports of the overall program. Reviews applications for research projects to ensure protocols. Identifies collaborative opportunities. May co-author scientific papers for presentation and publication and coordinates writing, submission and administration of grants. May provide supervision.</p>	<p>Master's degree and 3 years of experience in field of study OR Bachelor's degree and 6 years of experience in field of study.</p>
<p>Asst Laboratory Animal Tech C-03 (\$31,608 - \$45,832)  Job Code: 000538 USS Job Code: KU3065</p>	<p>Ensures research animals and facilities are maintained consistent with exemplary standards of animal care. Under immediate supervision, provides routine husbandry and care of research animals. Responsibilities also include cage sanitation and preparation for reuse.</p>	<p>High School diploma or GED equivalency and one year of relevant experience and AALAS certification at ALAT level or AALAS certification within 6 months of eligibility.</p>
<p>Laboratory Animal Technician C-04 (\$34,848 - \$52,272)  Job Code: 000545 USS Job Code: KU3066</p>	<p>Ensures research animals and facilities are maintained consistent with exemplary standards of animal care. Under indirect supervision, provides routine husbandry and care of research animals. Responsibilities also include cage sanitation and preparation for reuse. Serves as a leader within the ACU and can act in absence of the supervisor with guidance from ACU veterinary personnel.</p>	<p>High School diploma or GED equivalency and eighteen months of laboratory animal science experience and AALAS certification at LAT level.</p>
<p>Laboratory Animal Technologist C-05 (\$39,204 - \$58,806)  Job Code: 000546 USS Job Code: KU3067</p>	<p>Functions as a front-line leader and trainer. Provides technical expertise in one or more areas of ACU husbandry operations. Plays an integral role in ensuring research animals and facilities are maintained consistent with exemplary standards of animal care. Under indirect supervision, provides routine husbandry and care of research animals. Responsibilities also include cage sanitation and preparation for reuse. Serves as a leader within the ACU and can act in absence of the supervisor with guidance from ACU veterinary personnel.</p>	<p>High School diploma or GED equivalency and two years of laboratory animal science experience and AALAS certification at LATG level.</p>

<p>Animal Facility Supervisor C-06 (\$44,105 - \$66,157)</p> <p>Job Code: 000533</p>	<p>Functions as an integral member of ACU leadership team. Supervises daily animal husbandry and facility operation within specified ACU facilities, including direct supervision of husbandry personnel. Directly responsible for operation of animal facilities in assigned areas to ensure efficient operation and compliance with applicable regulations and standards. Performs husbandry and operation duties as necessary to effectively manage the workload. Provides back up for facility manager and establishes appropriate lines of authority in the absence of manager and other husbandry personnel. Under the direction and/or supervision of an ACU veterinarian, provides preventative, clinical, and surgical care to research animals utilized by KU-L investigators.</p>	<p>Associate's degree with four years laboratory animal science/ veterinary medical experience OR High School diploma or GED equivalency and six years laboratory animal science/veterinary medical experience. AALAS certification at LATG level. An incumbent without LATG certification must achieve certification within 12 months of appointment.</p>
<p>Animal Facility Manager C-07 (\$49,618 - \$74,426)</p> <p>Job Code: 000532</p>	<p>Functions as an integral member of ACU leadership team. Has responsibility for managing ACU daily operations. Supervises husbandry personnel within an assigned area. Establishes, implements, and enforces work guidelines for all husbandry employees. Develops, implements, and manages animal resource operational needs in accordance with federal and accrediting agency guidelines. Establishes, implements, and oversees a preventive maintenance program for existing equipment and develops specifications for purchase of new equipment to fit departmental husbandry needs. Oversees the development of quality control and training programs for operation of the facility and animal husbandry needs.</p>	<p>Bachelor's degree with three years laboratory animal science experience OR High School diploma or GED equivalency and seven years laboratory animal science experience. AALAS certification at LATG level.</p>
<p>Clinical Veterinarian C-11 (\$88,779 - \$137,607)</p> <p>Job Code: 000539</p>	<p>Functions as an integral member of ACU leadership team. Provide preventative, clinical, and surgical care to research animals utilized by KU-L investigators. Prepare and maintain records detailing diagnostic decisions ensuring compliance with applicable Federal, state, and local regulations. Direct and maintain a health surveillance program to include coordination of requests for importation of non-vendor source animals. Consult with investigators and staff regarding research animal needs and provide instruction and assistance in the special care and treatment of animals. Assist the Institutional Animal Care and Use Committee (IACUC) and ACU Director in maintaining compliance with all applicable Federal, state, and university laws, regulations, policies, and guidelines related to animal care and use.</p>	<p>Doctorate of Veterinary Medicine degree or equivalent from an AVMA accredited institution. Current veterinary license in a least one state. Must obtain Kansas veterinary license within 12 months of appointment.</p>
<p>Curr &amp; Assessment Assistant C-04 (\$34,848 - \$52,272)</p> <p>Job Code: 000540</p>	<p>Performs tasks under the direct supervision of a more senior curriculum and assessment specialists. Responsibilities relate to developing assessments in a specific subject area (e.g., math or science). Manages the preparation, review, and entry of test content into test development software. Organizes assessment materials and supports the coordination of test development efforts. Duties may include providing support for test development meetings.</p>	<p>Bachelor's degree in a designated field or teacher certification in an appropriate field.</p>

<p>Curr &amp; Assessment Specialist C-06 (\$44,105 - \$66,157)</p> <p>Job Code: 000543</p>	<p>Performs assessment development activities, including item development, internal and external review, quality assurance and approval of test content. Works with a senior curriculum and assessment specialist to design the assessment, create test blueprints and item specifications. Develops and reviews items. Conducts meetings with educators on item reviews. Minor interaction with clients. Oversees curriculum and assessment assistants and graduate research assistants in item writing and item entry.</p>	<p>Bachelor's degree and 5 years teaching experience or Master's degree and 3 years teaching experience.</p>
<p>Curr &amp; Assessment Spec Sr C-07 (\$49,618 - \$74,426)</p> <p>Job Code: 000542</p>	<p>Leads research on test blueprint and item development of 1-2 subjects over multiple projects. Develops and implements plans for multiple projects related to test development. Monitors implementation progress and goal attainment. Collaborates with other team members on issues related to test development. Assists program director in full test design. Oversees curriculum and assessment specialist work in item writing and reviews. Supervises staff and interacts with clients.</p>	<p>Master's degree and 3 years large-scale test development experience.</p>
<p>Curr &amp; Assessment Spec Mngr C-09 (\$64,333 - \$99,715)</p> <p>Job Code: 000541</p>	<p>Supervises all curriculum and assessment specialists in all subject areas on multiple projects. Proposes test designs that maximize efficiencies. Interacts heavily with project management, including program directors and managing psychometricians. Ensures that tests developed by CETE meet professional standards and leads validity studies of the content and construct.</p>	<p>Master's degree, 3 years large-scale test development experience at least one year of which will be as the person with primary responsibility for the subject within a testing program.</p>
<p>Psychometrician Assistant C-06 (\$44,105 - \$66,157)</p> <p>Job Code: 000549</p>	<p>Works alongside fully degreed psychometricians assisting with basic statistical tasks such as cleaning data and running descriptive statistics. Performs quality assurance checks on analysis outputs, prepares technical reports and assists with validity studies. Ability to work with large datasets, conduct analyses in SAS, SPSS, R, Parscale, or Winsteps.</p>	<p>Bachelor's or master's degree in quantitative field. Experience with programming in SAS, SPSS, or other statistical software.</p>
<p>Psychometrician C-08 (\$57,060 - \$85,590)</p> <p>Job Code: 000548</p>	<p>Performs psychometric tasks including item and test analysis, equating, differential item functioning, and standard setting. Uses both classical and IRT psychometric models to analyze large-scale assessment data for a single project. Produces item analyses, summary data tables for use in reporting. Prepares documentation of operational results with direction from senior staff. Proposes detailed research designs and analyses for common psychometric approaches. Supervises GRAs, reviews their statistical programs, and oversees their work.</p>	<p>Ph.D. in educational measurement.</p>
<p>Psychometrician Senior C-10 (\$73,982 - \$114,673)</p> <p>Job Code: 000552</p>	<p>Designs and implements complex psychometric research projects under the direction of a lead psychometrician. Applies knowledge of statistical procedures, psychometric methods and their applications, and statistical programming. Uses both classical and IRT psychometric models to analyze large-scale assessment data for multiple projects. Produces item analyses, summary data tables, and data for use in reporting. Leads equating analyses, quality assurance procedures, and research studies. Proposes detailed research designs and analyses for novel psychometric analyses. May supervise psychometricians on multiple projects.</p>	<p>Ph.D. in educational measurement plus 5 years of experience working in field of large scale assessment analyzing assessment data.</p>

<p>Psychometrician Lead C-12 (\$106,535 - \$165,129)  Job Code: 000550</p>	<p>Works independently on multiple large-scale assessment programs, overseeing all psychometric work. Has advanced knowledge of multiple psychometric models and selects the best one for the purpose. Reviews plans and results, and provides guidance to junior-level psychometricians. Designs, develops and documents technical and operational procedures and statistical guidelines for assigned area. Designs scaling and equating studies, runs multiple analyses of large-scale assessment data, and can troubleshoot ways to work with flawed data. Supervises psychometricians on multiple projects.</p>	<p>Ph.D. in educational measurement plus 7 years of experience working in field of large scale assessment analyzing assessment data.</p>
<p>Psychometrician Manager C-13 (\$125,383 - \$200,613)  Job Code: 00051</p>	<p>Responsible for review and implementation of psychometric processes and procedures across all CETE testing programs. Represents organization's position on technical issues to clients, external boards/panels, professional associations, and other agencies. Coordinates with CETE management, all program leadership, and clients. Oversees psychometric staff across all projects.</p>	<p>Ph.D. in educational measurement plus 10 years of experience working in field of large scale assessment analyzing assessment data, including experience in managing more junior-level psychometricians.</p>
<p>Engineer C-09 (\$64,333 - \$99,715)  Job Code: 000544</p>	<p>Conducts work in a field or specialization of an engineering discipline to discover facts, or performs research directed toward investigation, evaluation, and application of known engineering theories and principles. Evaluates findings to develop new concepts, products, equipment, or processes; develops new applications to utilize findings in applicable fields of study or specializations; prepares technical reports for the use of other engineering or research staff. May plan, conduct, or direct engineering and/or research personnel performing complex engineering analyses and experiments to test, prove, or modify theoretical propositions based on similar research findings and experiences of other researchers.</p>	<p>Bachelor's degree in an Engineering or Science discipline.</p>