

**CLASSIFICATION OF RESEARCH PERSONNEL
LONG-TERM APPOINTMENTS
Final – May 12, 2006**

The University's Research Engineers¹/Scholars/Scientists (RE/S) contribute to Lehigh's research activities in various ways. Some are involved only in research while others specialize in engineering design, computer analysis, problem solving or technology transfer, program development, marketing, liaison program coordination and/or project management. Experienced RE/S (level 3 and above) may also contribute to the educational mission of the University by collaborating with faculty in the supervision of undergraduate and graduate student research, participation in doctoral committees, appropriate classroom and laboratory teaching and related activities. The range of professional activities of the RE/S referred to in the "Description of Position" include all of those listed above. All positions are funded from internal Lehigh sources².

Degree and experience guidelines are listed below for each position. Exceptional performers, however, may be promoted without regard to the experience guidelines.

<u>Position</u> ³	<u>Degree and Experience Guidelines</u>	<u>Description of Position</u>
RE/S-1	Entry level BS/BA or the equivalent	Provides support for research activity. Works under detailed supervision. No supervisory responsibilities.
RE/S-2	Entry level MS/MA degree or BS/BA degree with 2-5 years experience or the equivalent.	Demonstrated proficiency in area of specialization. Works under moderate supervision, receiving instructions for specific tasks. May have supervisory responsibilities over technicians and student assistants.
RE/S-3	Entry level PhD/EdD or equivalent, or MS/MA degree with 3 to 6 years or more experience at the Master's level or BS/BA degree with 5 to 10 years or more experience or the equivalent.	Demonstrated expertise and accomplishments in area of specialization. Significant contributor to new concepts/approaches. Receives supervision for general objective(s) and is then able to carry out work independently. Supervises tasks of others. Demonstrated accomplishment in project management skills. Encouraged to act as PI on research proposals
Senior RE/S	PhD/EdD or equivalent with	Demonstrated potential for performing

	experience (5 years or more) at the PhD level, MS/MA degree with 10 years or more experience at the Master's level or BS/BA degree with 10 to 15 years or more experience or the equivalent.	at level expected of Principal RE/S. Expert/authority in his/her field. Initiates new activities and/or establishes new directions. A clear record of professional accomplishments in area of expertise as explained in note above. Provides leadership at the project level. Supervises others. Expected to act as PI on own research proposals if appropriate.
Principal RE/S	PhD/EdD or equivalent with substantial experience (10 years or more) at the doctoral level or MS/MA degree with 15 years or more experience at the Master's level or BS/BA degree with 15 to 20 years or more experience or the equivalent.	Recognized expert/authority. Initiates new activities and/or has established significant new directions in his/her field. Substantial record of professional accomplishments and PI experience single/multi-investigator research grants in area of expertise if appropriate. Provides leadership for the research effort. Supervises others.
University Fellow Or Distinguished RE/S	For a Principal (Research) Engineer or Scientist who attains a record of achievement and professional reputation which brings unusual distinction to the University, Lehigh may choose to bestow the honorary title of "University Fellow" or "Distinguished RE/S." Individuals who are selected for this honor will have the rank of Principal RE/S and will simultaneously be referred to as University Fellow or University Distinguished RE/S.	

¹ REs must have Professional Engineering Status in Pennsylvania.

² "Lehigh sources" include federal, state, industrial, foundation and other grants/contracts administered by Lehigh, as well as Lehigh's own sources.

³ Position titles will be chosen appropriately; for example, Senior Research Engineer, or Senior Research Scholar/Scientist. RE/S are expected to participate in the research program of the University. Promotions are recommended via application to the Office of the Vice Provost for Research and approved with appropriate pay raises through the Dean of the relevant College.

Since all RE/S are long-term appointments they receive the full university benefits package and their pay raises have to be recommended and approved via the standard, annual University merit process.