

FAS Guide to Research Appointments, FY 2008

Category	Typical title(s)	Job code	Short Job Description (**)	Working for a PI?	Doctoral degree?	In CCB, MCB, OEB, or Psych?	On HU payroll?	PD Fellowship?	Payroll object code	Fringe object code	Fringe rate as of 7/1/07	Description/Comment	How paid?	Benefits
Postdoctoral Fellows	Postdoctoral Fellow in [department or center]	069591	Fellow, Post Doc (Int PD)	yes	yes	N/A	yes	no	6150	6260	22.6%	Ph.D. working for a PI	On HU payroll, but not on a fellowship.	All employee benefits except pension and pay for unused vacation on departure
	Postdoctoral Fellow in [department or center]	000949	Fellow, Post Doc (Ext PD)	yes	yes	yes	yes	yes	6450	6261	\$6900/yr. (***)	Ph.D. working for a PI in CCB, MCB, OEB, or Psychology	Fellowship recipient, on HU payroll.	All employee benefits except pension, TDA, FSA, and pay for unused vacation on departure
	Postdoctoral Fellow in [department or center]	061019	Post Doc, Visiting (Stip)	N/A	yes	no	yes	yes	6452	None	None	Ph.D., not in CCB, MCB, OEB, or Psychology	Fellowship recipient, on HU payroll.	None
	Postdoctoral Fellow in [department or center]	061019	Post Doc, Visiting (Stip)	N/A	yes	N/A	no	yes	None	None	None	Must have a Ph.D.	Fellowship recipient, not on HU payroll.	None
Research Associates	Research Associate in [department or center]	061103	Research Associate (Oth Fac)	yes	yes	N/A	yes	no	6030	6250	24.6%	Postdoc beyond the 3rd year (5th year in MCB) must be reappointed as Research Associate or some other faculty or staff position.	On HU payroll, but not on a fellowship.	All employee benefits except pay for unused vacation on departure
Department or Program Fellows	Fellow in [department or center] or Visiting Fellow in [department or center]	069649	Fellow, Dept/Prog (Stip)	N/A	N/A	N/A	yes	no	6452	None	None	May or may not have Ph.D.	On HU payroll, without benefits	None
	Fellow in [department or center] or Visiting Fellow in [department or center]	069649	Fellow, Dept/Prog (Stip)	N/A	N/A	N/A	no	no	None	None	None	May or may not have Ph.D.	Not on HU payroll	None
Associates	Associate of [department or center]	000502	Associate (Unpaid)	N/A	N/A	N/A	no	no	None	None	None	May or may not have Ph.D.; Dept or center review on appointment and every 5 years thereafter	Not on HU payroll	None
Visiting Scholars	Visiting Scholar in [department or center]	069602	Scholar, Visiting (Oth Fac)	N/A	yes	N/A	no	no	None	None	None	Usually faculty from another institution	Not on HU payroll	None
Special Appointees	Senior Research Fellow in [department or center]	061303	Research Fellow (Oth Fac)	no	yes	N/A	yes	no	6030	6250	24.6%	Non-faculty, usually eligible to serve as PI	HU payroll	Full faculty benefits
	Research Fellow in the Center for Genomics Research	100944	Fellow (Admin)	no	yes	no	yes	no	6050	6270	30.8%	Non-faculty, eligible to serve as PI	HU payroll	Full employee benefits
	Junior Fellow in the Rowland Institute at Harvard	100944	Fellow (Admin)	no	yes	no	yes	no	6050	6270	30.8%	Non-faculty	HU payroll	Full employee benefits
	Junior Fellow in the Society of Fellows	069659	Junior Fellow	no	yes	N/A	yes	no	6452	None	None	Society of Fellows only, eligible to serve as PI	HU payroll	None
Staff Appointees	Senior Fellow in [department or center]	000941	Fellow, Senior (Faculty)	no	yes	N/A	yes	no	6010	6250	24.6%	Harvard faculty members only	HU payroll, or unpaid	Full faculty benefits, if paid.
	Researcher, Humanities/Social Sciences (*)	391055-391056	Researcher, Human/Social Sci	N/A	yes	N/A	yes	no	6050	6270	30.8%	Staff appointment	Grades 55-56	Full employee benefits
	Senior Researcher, Humanities/Social Sciences (*)	391057-391064	Researcher Human/Socl Sci Sr	N/A	yes	N/A	yes	no	6050	6270	30.8%	Staff appointment	Grades 57-64	Full employee benefits
	Researcher, Physical/Medical/Basic Sciences (*)	392055-392056	Researcher, Phys/Med/Basic Sci	N/A	yes	N/A	yes	no	6050	6270	30.8%	Staff appointment	Grades 55-56	Full employee benefits
	Senior Researcher, Physical/Medical/Basic Sciences (*)	392057-392064	Researcher, Phys/Med/Basc Sci Sr	N/A	yes	N/A	yes	no	6050	6270	30.8%	Staff appointment	Grades 57-64	Full employee benefits
(*) Note: titles in these categories are flexible														
(**) Note that parenthesized items in the short job descriptions are a key to the object code: Faculty = 6010, Oth Fac = 6030, Admin = 6050, Int PD = 6150 or 6152, Ext PD and Stip = 6450 or 6452.														
(***) Departments will provide coding(s) for these appointments at the time of appointment. The NIH/NRSA institutional allowance can be used for health and dental premiums, but not other benefits, up to a maximum of \$6060 per year.														