

## Dartmouth College Non-Faculty Academic Positions Summary

Title*	Role	Credentials	Hiring Process	Length of Service	Funding	FTE Group	Benefits Program	Fringe Rate	Benefits Category	Vacation Policy	Compensation Pool Eligibility	IRS Purpose	IRS Employment Status	FICA Status
<b>Postdoctoral Trainee**</b> (Labeled as "Fellow" in HRMS)	Trainee	Doctoral or appropriate Master's	Sponsored	Up to 3 years	Training Grant (e.g. NRSA, T32)	Research Associate	Standard	0	Post-tax	14 days per FY, pro-rated, no pay out at separation	Not included in annual program, increases managed by Dept	Training	Trainee, Non-Employee	FICA Exempt
<b>Research Associate A***</b>	Trainee	Doctoral or appropriate Master's	Appointed	Temporary, < 9 months	Sponsored projects (not training grant) or College funds	Research Associate	Not Benefits Eligible	Statutory	Pre-tax	N/A	Not included in annual program, increases managed by Dept	Provide Services	Employee	FICA Eligible
<b>Research Associate B***</b>	Trainee	Doctoral or appropriate Master's  (BA for Post-Grad Associate (PGA))	Appointed	> 9 months < 3 years, annual reappointment  PGA max 1yr	Sponsored projects (not training grant) or College funds	Research Associate	Standard	No Pension	Pre-tax	14 days per FY, pro-rated, unused paid at separation	Faculty Pool, Faculty Wkbs	Provide Services	Employee	FICA Eligible
<b>Research Associate C***</b>	Trainee	Doctoral or appropriate Master's	Appointed	> 3 years < 6 years, annual reappointment	Sponsored projects (not training grant) or College funds	Research Associate	Dartflex	Full	Pre-tax	22 days, earned in FY 1 for use in FY 2, etc., prorated, accrued and unused paid at separation (same as Exempt Staff)	Faculty Pool, Faculty Wkbs	Provide Services	Employee	FICA Eligible
<b>Research Scientist/Analyst/Engineer</b>	Research Leadership	Doctoral or appropriate Master's	Appointed	> 9 months, annual re-appointment	Sponsored projects (not training grant) or College funds	Staff	Dartflex	Full	Pre-tax	same as RAC	Faculty Pool, Faculty Wkbs	Provide Services	Employee	FICA Eligible
<b>Senior Research Scientist/Analyst/Engineer (Director or Technical Director)</b>	Research Leadership	Doctoral preferred	Appointed, Promoted or Search	> 9 months, annual re-appointment	Sponsored projects (not training grant) or College funds	Staff	Dartflex	Full	Pre-tax	same as RAC	Faculty Pool, Faculty Wkbs	Provide Services	Employee	FICA Eligible
<b>Principal Research Scientist/Analyst/Engineer</b>	Grant Submission and Research Leadership	Doctoral preferred	Appointed, Promoted or Search	> 9 months, annual re-appointment	Sponsored projects (not training grant) or College funds	Staff	Dartflex	Full	Pre-tax	same as RAC	Faculty Pool, Faculty Wkbs	Provide Services	Employee	FICA Eligible
<b>Distinguished Fellow</b>	Expert	National or Int'l Stature in Field	Waiver or search	3 yr term, eligible for renewal	External	Staff	Dartflex	Full	Pre-tax	same as RAC	Faculty Pool, Faculty Wkbs	Provide Services	Employee	FICA Eligible

\*Role descriptions can be found in the faculty handbook at: [https://faculty.dartmouth.edu/dean/sites/faculty\\_dean.prod/files/dean\\_faculty/wysiwyg/facultyhandbook\\_jan\\_2020\\_iii\\_0.pdf](https://faculty.dartmouth.edu/dean/sites/faculty_dean.prod/files/dean_faculty/wysiwyg/facultyhandbook_jan_2020_iii_0.pdf)

\*\*Grants are awarded to Dartmouth and usually paid through Dartmouth Payroll

\*\*\*Research Associates should meet the definition of Postdoctoral Scholar except in the case of a Post-Graduate Associate (PGA)

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