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| **UW System Title (Jobcode)** | Research Assistant (SA009) | Research Technician (RE038) | Research Specialist (RE0047) | Project Assistant (SA006) | Research Intern (PD013) | Undergraduate Assistant (SA014) |
| **Salary Grade / Minimum** | 53 / No minimum | 15 / FTB of $28,100 (A-Basis) and FTB of $22,991 (C-Basis) | 18 / FTB of $32,000 (A-Basis) and FTB of $26,182 (C-Basis) | 54 / No minimum | 56 / No minimum  | 51 / No minimum |
| **Incumbent must…** | Be a student working towards a master’s or Doctorate | Can be a student or non-student.  | Can be a student or a non-student | Be a student working towards a master’s or Doctorate | Be a student or a non-student. | Be a student, but can be undergraduate level |
| **Quick Summary**  | An appointment as a research assistant is appropriate if the activity performed by the research assistant is primarily for the benefit of the individual's course of study and research and directly applicable to the individual's thesis or dissertation. | Conducts research experiments with limited supervision. Provides technical support with some degree of independence for research projects and/or labs under moderate supervision. | Develops, designs, and conducts one or more research projects and organizes daily operation of projects and specialized research areas to ensure work meets established objectives under moderate supervision. | These titles designate graduate students enrolled in a UW System institution who are employed to assist with research, training, or other academic programs or projects. | A research intern appointment is normally for a two- or three-year term. These individuals have been engaged in an area of research, service, or the like, and are pursuing additional training in their areas of expertise or a related field. | The undergraduate assistant title is used in those rare circumstances in which no qualified graduate student is available to perform what would normally be a project assistant or teaching assistant function.  |
| **FLSA Status** | Exempt (Salaried) \*Actual pay must be above $35,586 | Non-Exempt (Hourly) | Exempt (Salaried) \*Actual pay must be above $35,586 | Non-Exempt (Hourly) | Exempt (Salaried) \*Actual pay must be above $35,586 | Non-Exempt (Hourly) |
| **Employment Classification Code** | Student Assistant (SA2) / Research Assistant  | CP, CJ, or CL / University Staff | AS / Non-Instructional Academic Staff | Student Assistant (SA5) / GA/TA | Miscellaneous With Withholding (ET3) | Student Assistant (SA4) / Undergrad Assistant |
| **Choice of Project/Temporary** | No, the position is inherently temporary in nature. | Yes  | No; however, NIAS can be Fixed Term Terminal with an ‘at will’ statement; or appointment contingency due to funding | No, the position is inherently temporary in nature. | No, the position is inherently temporary in nature. | No, the position is inherently temporary in nature. |
| **Benefits / WRS Eligible**  | Contact HR depends on appointment FTE and length.  | Contact HR depends on appointment FTE and length. | Contact HR depends on appointment FTE and length. | Contact HR depends on appointment FTE and length. | Contact HR depends on appointment FTE and length. | Contact HR depends on appointment FTE and length. |
| **Leave Accrual** | No, no vacation or sick leave accrual | Yes, will receive vacation and sick leave accrual | Yes, will receive vacation and sick leave accrual | No, no vacation or sick leave accrual | No, no vacation or sick leave accrual | No, no vacation or sick leave accrual |
| **Approx. Fringe Rate\***(estimated as it varies year over year) | FY23 – 26.00% - See [fringe benefit rates](https://www.uwlax.edu/globalassets/offices-services/grants/fringe_indirect2.pdf) | FY23 – between 30.00% and 52.50%% - See [fringe benefit rates](https://www.uwlax.edu/globalassets/offices-services/grants/fringe_indirect2.pdf) | FY23 – 49.50% - See [fringe benefit rates](https://www.uwlax.edu/globalassets/offices-services/grants/fringe_indirect2.pdf) | FY23 – 26.00% - See [fringe benefit rates](https://www.uwlax.edu/globalassets/offices-services/grants/fringe_indirect2.pdf) | FY23 - 45.50% - See [fringe benefit rates](https://www.uwlax.edu/globalassets/offices-services/grants/fringe_indirect2.pdf) | FY23 – 26.00% - See [fringe benefit rates](https://www.uwlax.edu/globalassets/offices-services/grants/fringe_indirect2.pdf) |