

## FAS Guide to Research Appointments, FY 2019

<b>Note:</b> Questions about staff appointment should be directed to HR, while questions about research appointments should be directed to the faculty affairs assistant dean of your division.														
Appointment	Typical title(s)	Job code	Short Job Description ***	Working for a PI?	Doctoral degree?	In a Life Science dept?	Paid through Harvard?	PD Fellowships?	Payroll object code	Fringe object code	FY19 Fringe Rates	Description/Comment	How paid?	Benefits
<b>Postdoctoral Fellows</b>	Postdoctoral Fellow in [department or center]	069591	Fellow, Post Doc (Int PD)	yes	yes	N/A	yes	no	6150	6260	25.4%	Ph.D. working for a PI.	On HU payroll	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	\$9,984 / year (\$832 / month)	Ph.D. working for a PI in CCB, MCB, OEB, Psych, CBS, Sys Bio, or SCRB. With permission from appropriate Assistant Dean for Faculty Affairs.	Stipend paid through Harvard	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, Psych, CBS, Sys Bio, or SCRB. With permission from appropriate Assistant Dean for Faculty Affairs.	Stipend paid through Harvard	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.	Not paid through Harvard	None
<b>Research Associates</b>	Research Associate in [department or center]	061103	Research Associate (Oth Fac)	yes	yes	N/A	yes	no	6030	6250	23.9%	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	All employee benefits except pay for unused vacation on departure
<b>Department or Program Fellows</b>	Fellow in [dept or center] or Visiting Fellow in [dept 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. With permission from appropriate Assistant Dean for Faculty Affairs.	Stipend paid through Harvard	None
	Fellow in [dept or center] or Visiting Fellow in [dept 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 paid through Harvard	None
	Fellow in [dept or center] or Visiting Fellow in [dept or center]	000913	Fellow, Institute	N/A	N/A	N/A	yes	no	6030	6250	23.9%	With permission from appropriate Assistant Dean for Faculty Affairs.	On HU payroll	All employee benefits except pay for unused vacation on departure
<b>Visiting Scholars</b>	Visiting Scholar in [department or center]	069602	Scholar, Visiting	N/A	yes	N/A	yes	no	6452**	None	None	Usually faculty from another institution. If paid, with permission from appropriate Assistant Dean for Faculty Affairs.	Stipend paid through Harvard, or unpaid	None
	Visiting Scholar in [department or center]	069603	Scholar, Visiting (EE)	yes	yes	N/A	yes	no	6030	6250	23.9%	Usually faculty from another institution. With permission from appropriate Assistant Dean for Faculty Affairs.	On HU payroll	All employee benefits except pension and pay for unused vacation on departure
<b>Associates</b>	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 paid through Harvard	None
<b>Special Appointees</b>	Senior Research Fellow in [department or center]	061303	Research Fellow (Oth Fac)	no	yes	N/A	yes	no	6030	6250	23.9%	Non-faculty, usually eligible to serve as PI.	HU payroll	Full faculty benefits
	Research Fellow in the Center for Systems Biology	000943	Fellow (Oth Fac)	N/A	N/A	N/A	yes	no	6030	6250	23.9%	With permission from appropriate Assistant Dean for Faculty Affairs.	On HU payroll	All employee benefits except pay for unused vacation on departure
	Junior Fellow in the Rowland Institute at Harvard	000943	Fellow (Oth Fac)	N/A	N/A	N/A	yes	no	6030	6250	23.9%	With permission from appropriate Assistant Dean for Faculty Affairs.	On HU payroll	All employee benefits except pay for unused vacation on departure
	Bureau of Study Counsel Intern (Fellow)	061011	Fellow, Visiting (Int PD)	no	N/A	N/A	yes	no	6152	6262	18.7%	May or may not have a Ph.D.	On HU payroll	Health, TDA, and statutory coverage (same as current)
	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. With permission from appropriate Assistant Dean for Faculty Affairs.	Stipend paid through Harvard	None
	Senior Fellow in [department or center]	000941	Fellow, Senior (Faculty)	no	yes	N/A	yes	no	6010	6250	23.9%	Harvard faculty members only.	On HU payroll, or unpaid	Full faculty benefits, if paid
<b>Staff Appointees</b>	Researcher, Humanities/Social Sciences *	391055-391056	Researcher, Human/Social Sci	N/A	yes	N/A	yes	no	6050	6270	45.3%	Staff appointment.	Grades 55-56	Full employee benefits
	Senior Researcher, Humanities/Social Sciences *	391057-391064	Researcher Human/Soc Sci Sr	N/A	yes	N/A	yes	no	6050	6270	31.1%	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	45.3%	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	31.1%	Staff appointment.	Grades 57-64	Full employee benefits

(\*) Note that titles in these categories are flexible.

(\*\*) 6450 and 6452 are stipend object codes and stipends are not compensation for services rendered and, therefore, are not allowable on federal research funds. 6450 and 6452 require the approval of the Faculty Affairs Divisional Assistant Deans; please submit your requests for appointments on 6450 and 6452 to the appropriate Divisional Assistant Dean. Stipends are only allowed if there are specific training activities included in the scope of work as proposed and awarded by the federal sponsor. Stipends may be allowable on non-federal research awards, however they should be anticipated and included in proposal budgets, and approved by the sponsor, as well as comply with University HR policies. Please refer to the "Guidance Concerning Charging Stipends to Sponsored Awards" for specific details: <https://osp.finance.harvard.edu/files/osp/files/guidance-concerning-charging-stipends-to-sponsored-awardsdecember-2014.pdf>.

(\*\*\*) 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.

(\*\*\*\*) As of 7/1/07, fringe rates for employees paid in object code 6050 now include a "vacation assessment" (10.4% in FY 19) used to accrue salary for future vacation time.

(\*\*\*\*\*) Departments will provide coding(s) for these benefits at the time of appointment. The NIH/NRSA institutional allowance can be used for health and dental premiums, but not other benefits. Please contact the assistant dean of your division for further details.