

FAS Guide to Research Appointments, FY 2023

| <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. |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |          |                              |                   |                  |                         |                       |                 |                     |                    |                                |                                                                                                                                                     |                                         |                                                                                          |
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| Appointment                                                                                                                                                                                     | Typical title(s)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Job code | Short Job Description ***    | Working for a PI? | Doctoral degree? | In a Life Science dept? | Paid through Harvard? | PD Fellows hip? | Payroll object code | Fringe object code | FY23 Fringe Rates              | 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               | 25.3%                          | 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               | \$9,536 / year (\$797 / month) | Ph.D. 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. Unpaid appts. only unless w/pre-approval from Asst. Dean for Faculty Affairs to supplement a primary post doc appt. for benefits.             | Stipend top-up paid by 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                                                                                     |
| Research Associates                                                                                                                                                                             | Research Associate in [department or center]                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 061101   | Research Associate (Oth Fac) | yes               | yes              | N/A                     | yes                   | no              | 6030                | 6250               | 22.1%                          | 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                        |
| Research Scientists                                                                                                                                                                             | Research Scientist in [department or center]/Research Scholar in [department or center within FAS Arts and Humanities and Social Sciences]                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 061605   | Research Scientist           | yes               | yes              | N/A                     | yes                   | no              | 6030                | 6250               | 22.1%                          | Five-year term limit pending funding and space. Addt'l five-year term requires review in first six months of fifth year w/reappt reviews thereafter | On HU payroll                           | All employee benefits except pay for unused vacation on departure                        |
|                                                                                                                                                                                                 | Senior Research Scientists in [department or center]/Senior Research Scholar in [department or center within FAS Arts and Humanities and Social Sciences]                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 061604   | Research Scientist, Senior   | N / A             | yes              | N / A                   | yes                   | no              | 6030                | 6250               | 22.1%                          | Five-year term limit pending funding and space. Addt'l five-year term requires review in first six months of fifth year w/reappt reviews thereafter | On HU payroll                           | All employee benefits except pay for unused vacation on departure                        |
| Department or Program Fellows                                                                                                                                                                   | 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 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 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               | 22.1%                          | With permission from appropriate Assistant Dean for Faculty Affairs.                                                                                | On HU payroll                           | All employee benefits except pay for unused vacation on departure                        |
| Visiting Scholars                                                                                                                                                                               | 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               | 22.1%                          | 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            |
| 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. Must hold outside paid position.                       | Not paid through Harvard                | None                                                                                     |
| Special Appointees                                                                                                                                                                              | Senior Research Fellow in [department or center]                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 061303   | Research Fellow (Oth Fac)    | no                | yes              | N/A                     | yes                   | no              | 6030                | 6250               | 22.1%                          | 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               | 22.1%                          | 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               | 22.1%                          | 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               | 15.5%                          | 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               | 22.1%                          | Harvard faculty members only.                                                                                                                       | On HU payroll, or unpaid                | Full faculty benefits, if paid                                                           |
|                                                                                                                                                                                                 | (*) 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: <a href="https://osp.finance.harvard.edu/files/osp/files/guidance-concerning-charging-stipends-to-sponsored-awardsdecember-2014.pdf">https://osp.finance.harvard.edu/files/osp/files/guidance-concerning-charging-stipends-to-sponsored-awardsdecember-2014.pdf</a> . |          |                              |                   |                  |                         |                       |                 |                     |                    |                                |                                                                                                                                                     |                                         |                                                                                          |
|                                                                                                                                                                                                 | (***) 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" (8.8% in FY 23) used to accrue salary for future vacation time.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |          |                              |                   |                  |                         |                       |                 |                     |                    |                                |                                                                                                                                                     |                                         |                                                                                          |
| 05/26/22                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |          |                              |                   |                  |                         |                       |                 |                     |                    |                                |                                                                                                                                                     |                                         |                                                                                          |