

STATE OF CALIFORNIA  
DECISION OF THE  
PUBLIC EMPLOYMENT RELATIONS BOARD



In the Matter of: )  
 )  
UNIT DETERMINATION FOR PROFESSIONAL ) Case Nos:  
NON-ACADEMIC SENATE INSTRUCTIONAL ) SF-PC-1001 et al.  
AND RESEARCH EMPLOYEES OF THE )  
UNIVERSITY OF CALIFORNIA PURSUANT ) PERB Decision No. 270-H  
TO CHAPTER 744 OF THE STATUTES OF 1978 )  
(HIGHER EDUCATION EMPLOYER-EMPLOYEE ) December 28, 1982  
RELATIONS ACT) )  
\_\_\_\_\_ )

Appearances: (Petitioners, Requestors, and Interested Parties)  
Robert J. Bezemek, Attorney (Bennett & Bezemek) for University Council, AFT, Locals 2199, 1966, 1474 and 1990;  
Lawrence Rosenzweig, Attorney (Levy & Goldman) for American Federation of Teachers, Locals 1966 and 1990;  
Christine Bologna, Attorney for California State Employees' Association; Hirsch Adell, Attorney (Reich, Adell & Crost) for American Federation of State, County and Municipal Employees, AFL-CIO; Douglas Barton, Kent Jonas and Terry Lewis, Attorneys (Corbett, Kane, Berk & Barton) and James N. Odle for the Regents of the University of California.

(Limited Parties) Robert J. Bezemek, Attorney (Bennett & Bezemek) for University Council, AFT, Locals 2034, 1474, 2141, 2023, 2026 and 1990; Christine Bologna, Attorney for California State Employees' Association.

Before Tovar, Jaeger, Morgenstern and Jensen, Members.\*

INTRODUCTION

The Higher Education Employer-Employee Relations Act (HEERA)<sup>1</sup> is a comprehensive collective bargaining act which gives the Public Employment Relations Board (PERB or Board)

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\*Chairperson Gluck did not participate in the determination of this matter.

<sup>1</sup>The HEERA is codified at Government Code section 3560 et seq. All statutory references are to the Government Code unless otherwise indicated.

jurisdiction over the employer-employee relations of the University of California (UC or University) and its employees, including authority to determine appropriate representational units.<sup>2</sup>

Pursuant to section 51100 of the PERB Regulations,<sup>3</sup> certain employee organizations filed with the Board petitions describing professional non-academic senate units.<sup>4</sup> The

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2subsection 3563(a) states:

This chapter shall be administered by the Public Employment Relations Board. In administering this chapter the board shall have all of the following rights, powers, duties and responsibilities:

(a) To determine in disputed cases, or otherwise approve, appropriate units.

. . . . .

<sup>3</sup>PERB Regulations for HEERA are codified at California Administrative Code, title 8, section 50000 et seq.

Section 51100 reads in part:

(a) Subject to the limitations expressed in section 51140(b), a petition for certification pursuant to Government Code section 3575(c) by an employee organization wishing to be certified by the Board as the exclusive representative in an appropriate unit shall be filed with the regional office, . . . .

. . . . .

<sup>4</sup>The Legislature determined that academic senate members shall be in a separate unit, either divisional or systemwide,

Board, however, is not limited by the parties' original or formally amended petitions. In Joint Hearing Order (7/16/80); HEERA-UC Unit Determination; Phase II, Professional and Operations Hearings (9/29/80) PERB Order No. Ad-101-H, the Board held that:

Any party may alter its original position or propose alternatives at any time without formal amendment as long as its new position or proposed alternative(s) does not expand the existing scope of the hearing.

Pursuant to the statutory responsibility of the PERB, a comprehensive hearing was held concerning non-academic senate professional employees of UC. The hearing officer issued his recommendation to the Board on February 8, 1982. Subsequently, the parties submitted briefs which contained post-hearing arguments, positions and alternative units.

The hearing officer addressed himself to all non-academic senate professional employees. The Board issued Decisions which established appropriate units of Professional Scientists and Engineers, Lawrence Livermore National Laboratory of the University of California (LLNL) (9/30/82) PERB Decision

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Section 3579 (e) reads in part:

Notwithstanding the foregoing provisions of this section, the only appropriate representation units including members of the academic senate of the University of California shall be either a single statewide unit consisting of all eligible members of the senate, or divisional units consisting of all eligible members of a division of the senate. . . .

No. 246-H, Professional Librarians of the University of California (9/30/82) PERB Decision No. 247-H, Professional Patient Care Employees of the University of California, (9/30/82) PERB Decision No. 248-H.5

This Decision, therefore, concerns the remaining non-academic senate units proposed by the interested parties.

The following unit proposals were presented to the Board:

1. The American Federation of State, County and Municipal Employees (AFSCME) maintained throughout the process the position that there should be one wall-to-wall unit of all non-academic senate professionals, excluding only those employed at LLNL.

2. California State Employees' Association (CSEA) took a pre-hearing position of a wall-to-wall unit, excluding only professional librarians and LLNL professionals.

In post-hearing briefing, it took two alternative positions:

a. It proposed that staff research associates constitute a separate unit or, in the alternative,

b. It would accept the hearing officer's alternative recommendation of two units rather than one academic and allied professional unit. One would be a unit of all research employees, including Lawrence Berkeley Lab (LBL)

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<sup>5</sup>Chairperson Gluck did not participate in the determination of these matters.

scientists and staff research associates, and another of all instructional employees.

3. University Council-American Federation of Teachers (UC-AFT) argued on behalf of its constituent locals<sup>6</sup> for the small campuswide units in which the locals expressed an interest. These proposals included employees in the following groups:

UCLA English as a Second Language (ESL) employees, teacher - University Extension (3570)

UC Riverside ESL Teacher - University Extension (3570)

AFT Locals 2034, 1474, 2141, 2026 and 1990 joined as limited parties and proposed campuswide units of academic lecturers.

UC-AFT Local 1990 proposed as an alternative a statewide unit of ESL teachers and a combined unit of UCLA and UC Berkeley Institute of Industrial Relations Professional Employees.

However, the UC-AFT post-hearing position calls for the establishment of the following units:

a. Non-academic senate instructional personnel, excluding clinical faculty, University extension teachers, and adjunct faculty.

b. Non-academic senate research personnel, excluding Lawrence Berkeley Laboratory scientists. Cooperative extension

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<sup>6</sup>The University Council-AFT, which is designated as Local 1990, is made up of constituent AFT locals which are organizing on UC campuses throughout the state, including: AFT Local 1474, UC Berkeley; AFT Local 2141, UC Santa Barbara; AFT Local 2023, UC Davis; AFT Local 2026, UC Irvine; AFT Local 2034, UC San Diego; AFT Local 2199, UC Santa Cruz; and AFT Local 1966, UC Riverside.

employees, agricultural experiment station employees, and staff research associates.

The University of California took a position in favor of a single systemwide unit of all non-academic senate professionals, excluding the employees of Lawrence Livermore National Laboratory. They, however, concede the possibility of alternative appropriate units divided along the organizational lines of the University:

- a. A systemside unit of all academic professionals, but including LBL scientists; and
- b. A separate systemwide unit of staff and administrative professionals.

#### DISCUSSION

Criteria for the determination of appropriate units are set forth in section 3579 of HEERA which, in pertinent part, provides:

(a) In each case where the appropriateness of a unit is an issue, in determining an appropriate unit, the board shall take into consideration all of the following criteria:

- (1) The internal and occupational community of interest among the employees, including, but not limited to, the extent to which they perform functionally related services or work toward established common goals, the history of employee representation with the employer, the extent to which such employees belong to the same employee organization, the extent to which the employees have common skills, working conditions, job duties, or similar educational or training requirements,

and the extent to which the employees have common supervision.

(2) The effect that the projected unit will have on the meet and confer relationships, emphasizing the availability and authority of employer representatives to deal effectively with employee organizations representing the unit, and taking into account such factors as work location, the numerical size of the unit, the relationship of the unit to organizational patterns of the higher education employer, and the effect on the existing classification structure or existing classification schematic of dividing a single class or single classification schematic among two or more units.

(3) The effect of the proposed unit on efficient operations of the employer and the compatibility of the unit with the responsibility of the higher education employer and its employees to serve students and the public.

(4) The number of employees and classifications in a proposed unit, and its effect on the operations of the employer, on the objectives of providing the employees the right to effective representation, and on the meet and confer relationship.

(5) The impact on the meet and confer relationship created by fragmentation of employee groups or any proliferation of units among the employees of the employer.

(b) There shall be a presumption that professional employees and nonprofessional employees shall not be included in the same representation unit. However, the presumption shall be rebuttable, depending upon what the evidence pertinent to the criteria set forth in subdivision (a) establishes.

(c) There shall be a presumption that all employees within an occupational group or groups shall be included within a single representation unit. However, the presumption shall be rebutted if there is a preponderance of evidence that a single representation unit is inconsistent with the criteria set forth in subdivision (a) or the purposes of this chapter.

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This Board has already decided that wall-to-wall units, as proposed by AFSCME and the University, are not appropriate in light of the statutory requirements. (See Unit Determination for Professional Librarians (9/30/82) PERB Decision No. 247-H.)

Subsection 3579(c) of the Act requires that, unless the evidence presented rebuts the presumption in favor of inclusion of all employees within an occupational group, we find systemwide units of occupational groups appropriate. Here, AFT preliminarily proposed several campuswide units. The evidence presented in favor of smaller campuswide units does not meet the criteria required and would lead to a needless proliferation of units. We, therefore, find these units described, supra, as inappropriate.

In considering the remaining proposals of AFT and CSEA, we must consider the evidence in light of the requirement of section 3579.

. . . all of the factors involved in a given situation must be balanced against one another. The result of any such balancing process is that in a particular factual setting some criteria are emphasized over others while in a different setting the weight given the same criteria may be



altered. Unit Determination for Employees of the California State University and Colleges (11/17/81) PERB Decision No. 176-H, al p. 6, quoting In Re; Unit Determination for the State of California (11/7/79) PERB Decision No. 110-S.

#### Non-Academic Senate Professionals

CSEA, UC-AFT and the hearing officer recommended alternative units based upon employees who performed interrelated functions and shared an occupational community of interest. They proposed that the employees be divided into units of those primarily involved in teaching students and those primarily involved in research. We find this division of non-academic senate employees appropriate based upon the unit determination requirements of the Act.

The instructional unit includes nearly 2,000 lecturers and other teaching employees (see Appendix A). Employees in these classifications are hired by the chancellor and approved by the budget review committee. They are selected because of their special knowledge and teaching ability. They, by and large, teach UC students in the undergraduate courses and writing programs. They have office hours for student consultation.

Lecturers have no formal salary scale. They do have an established minimum which is equivalent to that of acting assistant professor, Step I. Salary advancement is based upon a demonstrated growth in the value of the service rendered to the University; generally, this means the level of their

teaching competency. They do not receive moving expenses or sabbatical leave, as do academic researchers and academic senate faculty.

Lecturers are not generally appointed to more than yearly positions and do not have an expectation of job security until after the eighth year<sup>7</sup> as a lecturer. They generally have no research responsibilities and, as a result, often carry a heavier teaching load than their colleagues in the academic senate or the professional research classifications. They have little or no contact with the research classifications.

UC-AFT argues that University extension teachers should be excluded from the instructional unit. We agree.

Employees in the classifications, teacher-University Extension (3570) and assistant teacher-University Extension (3572), do not share an internal or occupational community of interest with the academic lecturers. The extension program is a separate and distinct entity within the University structure. There is a separate systemwide line of supervision which extends to the administrators of extension programs on each campus.

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<sup>7</sup>UC instituted a new series of lecturer classifications, included herein, entitled visiting lecturer (1604, 1608, 1609, 1611, 1618). These classifications establish a four-year maximum, with no expectation of security of employment, for year-to-year appointments for those teaching more than 50 percent of full time.

Program administrators hire and fire and set hourly wages based upon the administration's determination of the individual's qualifications to teach the particular course. The Extension teachers have contracts which are renewable quarterly. They generally instruct non-UC students off campus. They have no office hours. The courses they teach are offered either for no credit or for Extension credit. The teachers are compensated from a fund derived from tuition paid by enrollees in the Extension classes. For the above-cited dissimilarities in conditions of employment and community of interest, we find it inappropriate to place Extension teachers in the same unit as the academic lecturers and other teaching classifications.

Even though UC-AFT argued that University Extension teachers should be excluded from the instructional unit, they propose that ESL teachers are sufficiently distinct to either have their own systemwide unit or be joined with the instructional unit. There is, however, insufficient evidence in the record to divide them as a group of Extension teachers from others who share the same classification and occupation.

UC-AFT also argues in the alternative that Institute of Industrial Relations professionals at UCLA and Berkeley may be included in the instructional unit. That proposal is discussed and rejected infra.

The hearing officer recommended that clinical and adjunct faculty be included in the instructional unit. We disagree. The adjunct classification is generally a designation given an appointee who has another position with the University. They remain in and are compensated at the original appointment position. The adjunct designation only indicates that they may be involved for a time in classroom instruction. Their occupational community of interest lies not with classroom lecturers but with their colleagues in their primary occupation, be it a research or a staff position.

Clinical professors are employees with advanced medical degrees and professional licenses: medical doctors, dentists and pharmacists. Many are staff professionals who, in addition to their staff appointment, have clinical teaching responsibilities at one of the UC medical centers. Their teaching work involves supervising students directly responsible for patient care. Clinical professors have very little classroom contact with students. There is, therefore, no internal community of interest to join licensed professionals with the graduate and undergraduate lecturers. We find inappropriate a unit which would include these two occupational groups.

In place of an instructional unit, the University favored an academic and allied professionals unit. We reject such a

proposal. The University's position simply would not afford the diverse occupational groups under the academic umbrella the statutory objective of providing the possibility of effective representation. The University's plan did not recognize the close interaction of the research employees and their separation from the non-academic senate instructional employees,

We, therefore, find an instructional unit as proposed by AFT to be appropriate. We exclude from the instructional unit ESL instructors Institute of Industrial Relations professionals, and clinical and adjunct professors. See Appendix A.

#### Research Unit

The second primary function of the University is to research and through research to provide public service.

There are nearly 200 Organized Research Units (ORU's) in which employees in research classifications participate. Some employees participate in both the research and public service functions. The ORU's often consist of an academic senate faculty member to supervise the project. In addition, there are generally employees from the professional research series (3200-3245), the specialist series (3300-3330), and staff research associates (9610, 9611, 19612, 9613). There are approximately 3,600 staff research associates and 4,000 other research classifications.

Each classification has a particular function in the ORU. Staff research associates generally do not have as high an academic degree as the academic researcher or a specialist. However, depending on the requirements of the project, the classifications may take on different roles. An academic researcher may be used as a specialist in one project and then return to the academic researcher classification in another. An upper level staff research associate may be employed as a specialist if he/she has the requisite qualifications. They generally have little or no contact with the lecturer or associate classification.

CSEA proposes that the hearing officer's alternative recommendation of a research unit would be appropriate. We agree. The testimony indicates that there is substantial internal and occupational community of interest among research employees within the University structure. They perform functionally related services and work toward established common goals.

We include LBL scientists within the research classification. Their main function at the University is research. They receive their research appointments from the University. They interact with other researchers and faculty and often share facilities on the Berkeley campus with other research classifications.

The fact that LBL funds come from the federal government does not in itself preclude such a unit. The vast majority of the ORU's receive substantial federal funding to do research. LBL does not require the security clearances that the LLNL does and LBL is not geographically separate from the University. The community of interest and commonality of functions shared by LBL scientists, academic and staff researchers convince the Board that they should all be in the same unit.

The 3,600 staff research associates (9610-9613) do not have academic classifications, but they constitute an integral part of the research teams in virtually every research project. Their community of interest lies with the researchers, and they are included in the research unit.

Among the ORU's of the University are agricultural field stations and cooperative extension offices. These offices function as both research stations and public advice and instruction centers. Essentially, research classifications are employed at these locations, the incumbents either actually performing the research, writing the results in publishable form or communicating the results of the research to consumers and commercial interests. With the other previously noted research classifications, the following are employed at these ORU's: cooperative extension specialists (3400 series), agricultural extension station specialists, associates and researchers (3000 series).

Although individuals in these ORU's are involved in advising and instructing the public, that function is a direct product of and dependent upon the research function. They have contact with other research classifications; they are functionally related and work toward a common goal. We, therefore, conclude that it is appropriate to include the agricultural experiment station and cooperative extension office professional employees in the research unit proposed by CSEA and alternatively recommended by the hearing officer.

Included in the University's ORU's are programs dedicated to interdisciplinary research and publishing programs designed to increase and convey knowledge of specific areas of interest. The Institute of Industrial Relations, the Institute of Human Development and the Institute of International Studies are such programs. Employed in these programs are the research classifications and additional classifications: coordinator of public programs, continuing education specialists and program coordinators (3500-3540).

UC-AFT proposals would fragment these classifications and place Institute of Industrial Relations professionals in a separate unit or, alternatively, the instructional unit. We disagree. There is insufficient evidence presented to indicate that the coordinator of public programs/continuing education specialist classifications at the Institute of Industrial



Relations should be separate from the same classifications doing equivalent work in other ORU's.

The classifications within these institutes are essentially research classifications. The institutes are created to research and publish information relative to the particular area for which they were designed. Analogous to the cooperative extension employees, the public instruction provided is a result of the research mandated by the particular charter under which the institutes operate. They have little contact with academic lecturers but do have contact and community of interest with those in other research classifications. We, therefore, include the continuing education specialist, coordinator of public programs and program coordinator series in the systemwide research unit.

The establishment of instructional units consisting of lecturers and related teaching classifications (see Appendix A) and a research unit (see Appendix B) complies with the unit determination requirements of HEERA. It recognizes the community of interest shared by the employees who carry out the primary University functions. These divisions will have no adverse effect on the efficient operation of the University and, at the same time, they will provide the basis for effective representation of the employees within the specified classifications.

### Staff Administrative Unit

There remain a large number of employees in diverse occupational groups, designated by the University as administrative and staff professionals. This group is composed of 350 administrative and staff professionals at LBL, 2,600 University administrative and fiscal employees, 550 architectural engineers, 800 student services professionals, 420 communications professionals and 120 procurement professionals. The University argues in an alternative proposal that this residual group should constitute a separate unit based upon the fact that they are designated administrative employees by the University and operate under the Staff (Administrative) Employee Manual. However, no employee organization has expressed an interest in representing such a unit through a petition or alternative proposal.

Because no employee organization has petitioned for such a unit of these residual classifications and because the record is insufficient to prove that a residual unit of diverse occupational groups is appropriate merely because they are treated by the University similarly under administrative classifications, we shall refrain from placing employees in these classifications in a unit at this time.

### ORDER

Based on the foregoing Decision and the record as a whole, the Public Employment Relations Board hereby ORDERS as follows:

1. A unit of all lecturer and related teaching classifications, as set forth in Appendix A, is appropriate for the purpose of meeting and conferring in good faith pursuant to Government Code section 3560 et seq.

2. A unit of research classifications, set forth in Appendix B, is appropriate for the purpose of meeting and conferring in good faith pursuant to Government Code section 3560 et seq.

3. Each of the foregoing units found appropriate shall exclude managerial, supervisory, confidential, and casual employees of the University.

4. Any technical errors in the Order shall be presented to the director of representation who shall take appropriate action thereon in accordance with this Decision.

The Board hereby ORDERS a representation election in each of these units, and the General Counsel is hereby directed to proceed in accordance with California Administrative Code, title 8, part III, division 4.

By the BOARD.

## APPENDIX A #18

## NON-ACADEMIC SENATE INSTRUCTIONAL UNIT

<u>Code</u>	<u>(Employees)</u>	<u>Job Title</u>
1500	75	Associate in _____ 9 mos.
1505	122	Associate in _____ 9 mos. 1/9 payment
1510	13	Associate in _____ 11 mos.
1550		Associate in _____ Summer Session
1555		Assistant in _____ Summer Session
1570		Instructional Supervisor
1600	3	Senior Lecturer 9 mos.
1601	N	Senior Lecturer 9 mos.
1602	6	Senior Lecturer 9 mos. 1/9 payment
1604	N	Visiting Senior Lecturer 9 mos. 1/9 payment
1605	737	Lecturer 9 mos.
1606	572	Lecturer 9 mos. 1/9 payment
1608	N	Visiting Lecturer 9 mos.
1609	N	Visiting Lecturer 9 mos. 1/9 payment
1610	4	Senior Lecturer 11 mos.
1611	N	Visiting Senior Lecturer 11 mos.
1615	325	Lecturer 11 mos.
1616		Senior Lecturer 11 mos. CCM Continuity of Employment
1618	N	Visiting Lecturer 11 mos.
1619	2	Lecturer 11 mos. CCM Continuity of Employment
2100		Supervisor of Physical Education - 9 mos.
2105	38	Supervisor of Physical Education - 10 mos.
2106		Supervisor of Physical Education Recalled
2110		Supervisor of Physical Education - 11 mos.
2120		Associate Supervisor of Physical Education - 9 mos.
2130	16	Associate Supervisor of Physical Education - 11 mos.
2140	18	Assistant Supervisor of Physical Education - 9 mos.
2150	1	Assistant Supervisor of Physical Education - 11 mos.
2160		Junior Supervisor of Physical Education - 9 mos.
2170		Junior Supervisor of Physical Education - 11 mos.
2200		Coordinator of Teacher Education
2210	46	Demonstration Teacher
2215		Demonstration Teacher - Public School
2220	63	Supervisor of Teacher Education

<u>Code</u>	(Employees)	<u>Job Title</u>
2427		Substitute Teacher
2440		Coordinator of Instructional Laboratories
2460	23	Teacher - Special Programs
2650	10	Teacher - Lawrence Hall of Science

APPENDIX B #19

RESEARCH AND ALLIED PROFESSIONALS UNIT

1. Lawrence Berkeley Laboratory (LBL)

<u>Code</u>	<u>(Employees)</u>	<u>Job Title</u>
101.4	2	Staff Scientist 2/Physician
101.5	3	Staff Scientist 3/Physician
101.7	2	Staff Senior Scientist 2/Physician
102.1		Post-Doctoral Research Assoc/Medical Scientist
102.2		Divisional Fellow/Medical Scientist
102.3		Staff Scientist I/Medical Scientist
102.4		Staff Scientist 2/Medical Scientist
102.5	1	Staff Scientist 3/Medical Scientist
102.6		Staff Senior Scientist I/Medical Scientist
102.7	1	Staff Senior Scientist 2/Medical Scientist
103.1		Post-Doctoral Research Assoc/Biochemist
103.2		Divisional Fellow/Biochemist
103.3	3	Staff Scientist I/Biochemist
103.4	7	Staff Scientist 2/Biochemist
103.5	1	Staff Scientist 3/Biochemist
103.6	2	Staff Senior Scientist I/Biochemist
103.7	1	Staff Senior Scientist 2/Biochemist
105.1		Post-Doctoral Research Assoc/Biologist
105.2		Divisional Fellow/Biologist
105.3	2	Staff Scientist I/Biologist
105.4	6	Staff Scientist 2/Biologist
105.5	1	Staff Scientist 3/Biologist
105.6		Staff Senior Scientist I/Biologist
105.7		Staff Senior Scientist 2/Biologist
107.1		Post-Doctoral Research Assoc/Biophysicist
107.2		Divisional Fellow/Biophysicist
107.3		Staff Scientist 1/Biophysicist
107.4	15	Staff Scientist 2/Biophysicist
107.5	5	Staff Scientist 3/Biophysicist
107.6	5	Staff Senior Scientist 1/Biophysicist
107.7	3	Staff Senior Scientist 2/Biophysicist
109.1		Post-Doctoral Research Assoc/Physiologist
109.2		Divisional Fellow/Physiologist
109.3	1	Staff Scientist I/Physiologist
109.4	3	Staff Scientist 2/Physiologist
109.5	2	Staff Scientist 3/Physiologist
109.6		Staff Senior Scientist I/Physiologist
109.7	2	Staff Senior Scientist 2/Physiologist
111.1		Post-Doctoral Research Assoc/Chemist
111.2		Divisional Fellow/Chemist

<u>Code</u>	<u>(Employee S)</u>	<u>Job Title</u>
111.3	11	Staff Scientist I/Chemist
111.4	36	Staff Scientist 2/Chemist
111.5	25	Staff Scientist 3/Chemist
111.6	8	Staff Senior Scientist I/Chemist
111.7	14	Staff Senior Scientist 2/Chemist
113.1		Post-Doctoral Research Assoc/Physicist
113.2	8	Divisional Fellow/Physicist
113.3	11	Staff Scientist I/Physicist
113.4	68	Staff Scientist 2/Physicist
113.5	51	Staff Scientist 3/Physicist
113.6	16	Staff Senior Scientist I/Physicist
113.7	44	Staff Senior Scientist 2/Physicist
116.1		Post-Doctoral Research Assoc/Mathematician
116.2		Divisional Fellow/Mathematician
116.3	2	Staff Scientist I/Mathematician
116.4	3	Staff Scientist 2/Mathematician
116.5	4	Staff Scientist 3/Mathematician
116.6		Staff Senior Scientist I/Mathematician
116.7		Staff Senior Scientist 2/Mathematician
117.1		Post-Doctoral Research Assoc/Statistician
117.2		Divisional Fellow/Statistician
117.3	1	Staff Scientist I/Statistician
117.4	2	Staff Scientist 2/Statistician
117.5		Staff Scientist 3/Statistician
117.6		Staff Senior Scientist I/Statistician
117.7		Staff Senior Scientist 2/Statistician
118.1		Post-Doctoral Research Assoc/Comp Sci/Math Programmer
118.2		Divisional Fellow/Comp Sci/Math Programmer
118.3	24	Staff Scientist 1/Comp Sci/Math Programmer
118.4	78	Staff Scientist 2/Comp Sci/Math Programmer
118.5	59	Staff Scientist 3/Comp Sci/Math Programmer
118.6		Staff Senior Scientist 1/Comp Sci/Math Programmer
118.7		Staff Senior Scientist 2/Comp Sci/Math Programmer
120.1		Post-Doctoral Research Assoc/Electronic Engineer
120.2		Divisional Fellow/Electronic Engineer
120.3	11	Staff Scientist I/Electronic Engineer
120.4	13	Staff Scientist 2/Electronic Engineer
120.5	55	Staff Scientist 3/Electronic Engineer
120.6	10	Staff Senior Scientist I/Electronic Engineer
120.7	11	Staff Senior Scientist 2/Electronic Engineer
121.1		Post-Doctoral Research Assoc/Electrical Engineer

<u>Code</u>	<u>(Employees)</u>	<u>Job Title</u>
121.2		Divisional Fellow/Electrical Engineer
121.3		Staff Scientist I/Electrical Engineer
121.4	1	Staff Scientist 2/Electrical Engineer
121.5	8	Staff Scientist 3/Electrical Engineer
121.6	16	Staff Senior Scientist I/Electrical Engineer
121.7		Staff Senior Scientist 2/Electrical Engineer
122.1		Post-Doctoral Research Assoc/Mechanical Engineer
122.2		Divisional Fellow/Mechanical Engineer
122.3		Staff Scientist I/Mechanical Engineer
122.4	22	Staff Scientist 2/Mechanical Engineer
122.5	53	Staff Scientist 3/Mechanical Engineer
122.6	3	Staff Senior Scientist I/Mechanical Engineer
122.7	5	Staff Senior Scientist 2/Mechanical Engineer
123.1		Post-Doctoral Research Assoc/Chemical Engineer
123.2		Divisional Fellow/Chemical Engineer
123.3	4	Staff Scientist I/Chemical Engineer
123.4	6	Staff Scientist 2/Chemical Engineer
123.5	6	Staff Scientist 3/Chemical Engineer
123.6		Staff Senior Scientist I/Chemical Engineer
123.7	1	Staff Senior Scientist 2/Chemical Engineer
124.1		Post-Doctoral Research Assoc/Civil Engineer
124.2		Divisional Fellow/Civil Engineer
124.3	1	Staff Scientist I/Civil Engineer
124.4	2	Staff Scientist 2/Civil Engineer
124.5	4	Staff Scientist 3/Civil Engineer
124.6		Staff Senior Scientist I/Civil Engineer
124.7	1	Staff Senior Scientist 2/Civil Engineer
125.1		Post-Doctoral Research Assoc/Ceramic Engineer
125.2		Divisional Fellow/Ceramic Engineer
125.3	2	Staff Scientist I/Ceramic Engineer
125.4		Staff Scientist 2/Ceramic Engineer
125.5		Staff Scientist 3/Ceramic Engineer
125.6	1	Staff Senior Scientist I/Ceramic Engineer
125.7		Staff Senior Scientist 2/Ceramic Engineer
126.1		Post-Doctoral Research Assoc/Health & Safety Engineer
126.2		Divisional Fellow/Health & Safety Engineer
126.3	2	Staff Scientist I/Health & Safety Engineer
126.4	9	Staff Scientist 2/Health & Safety Engineer



<u>Code</u>	(Employees)	<u>Job Title</u>
126.5	5	Staff Scientist 3/Health & Safety Engineer
126.6		Staff Senior Scientist I/Health & Safety Engineer
126.7		Staff Senior Scientist 2/Health & Safety Engineer
127.1		Post-Doctoral Research Assoc/Industrial Engineer
127.2		Divisional Fellow/Industrial Engineer
127.3		Staff Scientist I/Industrial Engineer
127.4	1	Staff Scientist 2/Industrial Engineer
127.5	4	Staff Scientist 3/Industrial Engineer
127.6		Staff Senior Scientist I/Industrial Engineer
127.7		Staff Senior Scientist 2/Industrial Engineer
129.1		Post-Doctoral Research Assoc/Petroleum Engineer
129.2		Divisional Fellow/Petroleum Engineer
129.3		Staff Scientist I/Petroleum Engineer
129.4		Staff Scientist 2/Petroleum Engineer
129.5		Staff Scientist 3/Petroleum Engineer
129.6		Staff Senior Scientist I/Petroleum Engineer
129.7		Staff Senior Scientist 2/Petroleum Engineer
130.1		Post-Doctoral Research Assoc/Nuclear Engineer
130.2		Divisional Fellow/Nuclear Engineer
130.3		Staff Scientist I/Nuclear Engineer
130.4	1	Staff Scientist 2/Nuclear Engineer
130.5		Staff Scientist 3/Nuclear Engineer
130.6		Staff Senior Scientist I/Nuclear Engineer
130.7		Staff Senior Scientist 2/Nuclear Engineer
131.1		Post-Doctoral Research Assoc/Structural Engineer
131.2		Divisional Fellow/Structural Engineer
131.3		Staff Scientist I/Structural Engineer
131.4		Staff Scientist 2/Structural Engineer
131.5	1	Staff Scientist 3/Structural Engineer
131.6		Staff Senior Scientist I/Structural Engineer
131.7		Staff Senior Scientist 2/Structural Engineer
132.1		Post-Doctoral Research Assoc/Mining Engineer
132.2		Divisional Fellow/Mining Engineer
132.3		Staff Scientist I/Mining Engineer

<u>Code</u>	<u>(Employees)</u>	<u>Job Title</u>
132.4		Staff Scientist 2/Mining Engineer
132.5		Staff Scientist 3/Mining Engineer
132.6		Staff Senior Scientist 1/Mining Engineer
132.7		Staff Senior Scientist 2/Mining Engineer
133.1		Post-Doctoral Research Assoc/Architect
133.2		Divisional Fellow/Architect
133.3	2	Staff Scientist 1/Architect
133.4	4	Staff Scientist 2/Architect
133.5	13	Staff Scientist 3/Architect
133.6		Staff Senior Scientist 1/Architect
133.7		Staff Senior Scientist 2/Architect
140.1		Post-Doctoral Research Assoc/Metallurgist
140.2		Divisional Fellow/Metallurgist
140.3		Staff Scientist 1/Metallurgist
140.4	5	Staff Scientist 2/Metallurgist
140.5	2	Staff Scientist 3/Metallurgist
140.6	2	Staff Senior Scientist 1/Metallurgist
140.7		Staff Senior Scientist 2/Metallurgist
141.1		Post-Doctoral Research Assoc/Hydrologist
141.2		Divisional Fellow/Hydrologist
141.3		Staff Scientist 1/Hydrologist
141.4	1	Staff Scientist 2/Hydrologist
141.5	1	Staff Scientist 3/Hydrologist
141.6		Staff Senior Scientist 1/Hydrologist
141.7		Staff Senior Scientist 2/Hydrologist
142.1		Post-Doctoral Research Assoc/Geophysicist
142.2		Divisional Fellow/Geophysicist
142.3		Staff Scientist 1/Geophysicist
142.4		Staff Scientist 2/Geophysicist
142.5		Staff Scientist 3/Geophysicist
142.6		Staff Senior Scientist 1/Geophysicist
142.7		Staff Senior Scientist 2/Geophysicist
143.1		Post-Doctoral Research Assoc/Prog Mgmt Eng/Sci
143.2		Divisional Fellow/Prog Mgmt Eng/Sci
143.3		Staff Scientist 1/Prog Mgmt Eng/Sci
143.4		Staff Scientist 2/Prog Mgmt Eng/Sci
143.5	10	Staff Scientist 3/Prog Mgmt Eng/Sci
143.6		Staff Senior Scientist 1/Prog Mgmt Eng/Sci
143.7	1	Staff Senior Scientist 2/Prog Mgmt Eng/Sci
144.1		Post-Doctoral Research Assoc/Geological Eng
144.2		Divisional Fellow/Geological Eng
144.3	1	Staff Scientist 1/Geological Eng
144.4		Staff Scientist 2/Geological Eng
144.5		Staff Scientist 3/Geological Eng
144.6		Staff Senior Scientist I/Geological Eng

<u>Code</u>	<u>(Employees)</u>	<u>Job Title</u>
144.7		Staff Senior Scientist 2/Geological Eng
145.1		Post-Doctoral Research Assoc/Geologist
145.2		Divisional Fellow/Geologist
145.3	9	Staff Scientist 1/Geologist
145.4	11	Staff Scientist 2/Geologist
145.5	12	Staff Scientist 3/Geologist
145.6		Staff Senior Scientist 1/Geologist
145.7		Staff Senior Scientist 2/Geologist
146.1		Post-Doctoral Research Assoc/Geochemist
146.2		Divisional Fellow/Geochemist
146.3		Staff Scientist 1/Geochemist
146.4	1	Staff Scientist 2/Geochemist
146.5		Staff Scientist 3/Geochemist
146.6		Staff Senior Scientist 1/Geochemist
146.7		Staff Senior Scientist 2/Geochemist
147.1		Post-Doctoral Research Assoc/Economist
147.2		Divisional Fellow/Economist
147.3		Staff Scientist 1/Economist
147.4	1	Staff Scientist 2/Economist
147.5	2	Staff Scientist 3/Economist
147.6		Staff Senior Scientist 1/Economist
147.7		Staff Senior Scientist 2/Economist
148.1		Post-Doctoral Research Assoc/Energy/Envir Policy Analyst
148.2		Divisional Fellow/Energy/Envir Policy Analyst
148.3	2	Staff Scientist 1/Energy/Envir Policy Analyst
148.4	2	Staff Scientist 2/Energy/Envir Policy Analyst
148.5	5	Staff Scientist 3/Energy/Envir Policy Analyst
148.6		Staff Senior Scientist 1/Energy/Envir Policy Analyst
148.7		Staff Senior Scientist 2/Energy/Envir Policy Analyst
149.1		Post-Doctoral Research Assoc/Marine Scientist
149.2		Divisional Fellow/Marine Scientist
149.3		Staff Scientist 1/Marine Scientist
149.4		Staff Scientist 2/Marine Scientist
149.5	2	Staff Scientist 3/Marine Scientist
149.6		Staff Senior Scientist 1/Marine Scientist
149.7		Staff Senior Scientist 2/Marine Scientist
150.1		Post-Doctoral Research Assoc/Ecologist
150.2		Divisional Fellow/Ecologist
150.3		Staff Scientist 1/Ecologist

<u>Code</u>	(Employees)	<u>Job Title</u>
150.4		Staff Scientist 2/Ecologist
150.5		Staff Scientist 3/Ecologist
150.6		Staff Senior Scientist 1/Ecologist
150.7		Staff Senior Scientist 2/Ecologist
381.1	26	Research Associate I
381.2	47	Research Associate II
381.3	10	Research Associate III

University

<u>Code</u>	<u>(Employees)</u>	<u>Job Title</u>
1915		Strict Full Time (SFT) - Veterinary Medicine (VM) - Junior _____ in Agricultural Extension Station (A.E.S.)
1916		SFT - VM - Act Junior _____ in A.E.S.
1917		SFT - VM - Assistant _____ in A.E.S.
1918		SFT - VM - Act Assistant _____ in A.E.S.
1919		SFT - VM - Associate _____ in A.E.S.
1920		SFT - VM - Act Associate _____ in A.E.S.
1921		SFT - VM - _____ in A.E.S.
1922		SFT - VM - Act _____ in A.E.S.
1932		SFT/COMP Plan - Assistant Research
1933		SFT/COMP Plan - Associate Research
1934		SFT/COMP Plan - Research
1938		Rotating Research Professor - 9 mos.
1948		Rotating Research Professor - 11 mos.
3000	38	_____ in A.E.S.
3001	1	_____ in A.E.S. - SFT - VM
3004	3	Specialist in the A.E.S.
3005		_____ in A.E.S. - F.E.R.P.
3006		_____ in A.E.S. - Recalled to Active Duty
3010	7	Associate _____ in A.E.S.
3011		Associate _____ in A.E.S. - SFT - VM
3014	1	Associate Specialist in the A.E.S.
3020	10	Assistant _____ in A.E.S. - SFT - VM
3021		Assistant _____ in A.E.S. - SFT - UM
3024		Assistant Specialist in the A.E.S.
3030		Junior _____ in A.E.S.
3031		Junior _____ in A.E.S. - SFT - VM
3034	1	Junior Specialist in the A.E.S.
3050		Associate in A.E.S.
3100	1	Astronomer
3106		Astronomer - Recalled to Active Duty
3110		Associate Astronomer
3120	1	Assistant Astronomer
3130		Junior Astronomer
3200	169	Research _____ 11 mos.
3203		Research _____ 9 mos. State Funds
3204		RES _____ - CEB - Law School Scale
3205	1	Research _____ 9 mos. Extramural Funds
3206		Research _____ Strict Full Time
3209	17	Research _____ Recalled to Active Duty
3210	176	Associate Research _____ 11 mos.
3213		Associate Research _____ 11 mos. State Funds

<u>Code</u>	<u>(Employees)</u>	<u>Job Title</u>
3215		Associate Research _____ 11 mos. Extramural
3216		Associate Research _____ SFT
3220	736	Assistant Research _____ 11 mos.
3223		Assistant Research _____ 9 mos. State Funds
3225	1	Assistant Research _____ 9 mos. Extramural
3226		Assistant Research _____ SFT
3230	2	Field Program Supervisor
3234	1	Associate Field Program Supervisor
3236	4	Assistant Field Program Supervisor
3240		Postgrad Research _____ 11 mos.
3243	1008	Postgrad Research _____ 9 mos. State Funds
3245		Postgrad Research _____ 9 mos. Extramural
3300	197	Specialist
3310	182	Associate Specialist
3320	512	Assistant Specialist
3330	99	Junior Specialist
3401	110	Cooperative Extension Specialist
3411	22	Associate Cooperative Extension Specialist
3421	6	Assistant Cooperative Extension Specialist
3431		Junior Cooperative Extension Specialist
3441	196	Cooperative Extension Advisor
3451	61	Associate Cooperative Extension Advisor
3461	68	Assistant Cooperative Extension Advisor
3471	6	Junior Cooperative Extension Advisor
3475		Assistant Cooperative Extension (Agronomist)
3477	2	Associate Cooperative Extension (Agronomist)
3479	14	Cooperative Extension (Agronomist)
3500	1	Continuing Education Specialist VIII
3502	10	Continuing Education Specialist VII
3503	9	Coordinator of Public Programs VII
3504	17	Continuing Education Specialist VI
3505	3	Coordinator of Public Programs VI
3506	18	Continuing Education Specialist V
3507	10	Coordinator of Public Programs V
3508	25	Continuing Education Specialist IV
3509	1	Coordinator of Public Programs IV
3510	25	Continuing Education Specialist III
3511	3	Coordinator of Public Programs III
3540	37	Program Coordinator
3770	8	Staff Specialist in _____

<u>Code</u>	(Employees)	<u>Job Title</u>
3780	3	Associate Staff Specialist in _____
3790		Assistant Staff Specialist in _____
9610	461	Staff Research Associate IV
9611	543	Staff Research Associate III
9612	1167	Staff Research Associate II
9613	1276	Staff Research Associate I