

# Undergraduate, Graduate, Postdoc, and Professional Research Assistant Wage Levels and Rates

(For funding applications, please add 9.5% fringe benefits)

## Undergraduate Research Assistants

Rates include 4% vacation pay

| Wage Grade            | Description  | Rate           |
|-----------------------|--|----------------|
| <b>Wage Grade I</b>   | <b><u>Student Research/Field/Lab Assistant I:</u></b> Perform routine tasks in a research environment. Assist staff in laboratory or fieldwork. Dispense supplies to laboratories, clean glassware, maintain inventory, perform assays, set up and conduct experiences and experiments. Relevant coursework as well as knowledge of lab equipment and processes may be required.   | <b>\$11.99</b> |
| <b>Wage Grade II</b>  | <b><u>Student Research/Field/Lab Assistant II:</u></b> Assist in performing assigned laboratory tasks without constant supervision. May act as lead person in absence of supervisor. Must be able to organize work, collect and analyze data, make calculations, prepare reports, keep records and make independent decisions. Ability to complete assigned special projects, with minimal supervision. Requires previous, related coursework and knowledge of equipment used in labs. | <b>\$12.99</b> |
| <b>Wage Grade III</b> | <b><u>Student Research/Field/Lab Assistant III:</u></b> Assist professors in development and implementation of experiments. Perform complex laboratory tasks with minimal supervision. Responsible for care of research animals/plants during weekends and vacations. Advanced or upper level coursework along with extensive knowledge of lab equipment and procedures are required.  | <b>\$13.99</b> |

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| <b>Wage Grade IV</b> | <b><u>Student Research/Field/Lab Assistant IV:</u></b> Performs complex laboratory and diagnostic tests with minimal supervision. Maintains records associated with diagnostic/lab tests. Determines proper tests for research work. Conducts library searches for information related to research problems. May assist and direct clients and/or staff who require the services of the lab. Supervises other laboratory assistants. Extensive and comprehensive knowledge of related course material. Experience with diagnostics and laboratory procedures/equipment required | <b>\$17.99</b> |

### **Graduate Research Assistants**

Rates include 4% vacation pay

| <b>Wage Grade</b>   | <b>Description</b>  | <b>Rate</b>    |
|---------------------|---|----------------|
| <b>Wage Grade V</b> | <p><b><u>Masters:</u></b> Includes duties and responsibilities related to research activities as assigned by the Principal Investigator or faculty member such as:</p> <ul style="list-style-type: none"> <li>○ review of the literature</li> <li>○ preparing questionnaires/surveys</li> <li>○ conducting surveys and interviews</li> <li>○ working in archives</li> <li>○ compiling data</li> <li>○ preparing research meetings</li> <li>○ drafting sections of reports</li> <li>○ preparing drafts/sections of publications</li> <li>○ assisting faculty in gathering data for grants</li> </ul> | <b>\$23.00</b> |

|                             |   |                       |
|-----------------------------|---|-----------------------|
|                             | <ul style="list-style-type: none"> <li>○ coordinating research workshop activities</li> <li>○ assisting students during labs or field work</li> <li>○ ensuring directives of the local Animal Care Committee are followed</li> <li>○ performing histological techniques</li> <li>○ disposing of used compounds and histological waste</li> <li>○ attending lab meetings</li> <li>○ organizing and storing all chemicals in accordance with WHMIS</li> <li>○ adhering to WHMIS guidelines</li> <li>○ setup, cleanup and perform maintenance on lab equipment</li> <li>○ feed, water and clean lab animals in accordance with national guidelines and provincial statutes</li> </ul>  |                       |
| <p><b>Wage Grade VI</b></p> | <p><b><u>Doctoral:</u></b> Includes duties and responsibilities related to research activities as assigned by the Principal Investigator or faculty member such as:</p> <ul style="list-style-type: none"> <li>○ review of the literature</li> <li>○ preparing questionnaires/surveys</li> <li>○ conducting surveys and interviews</li> <li>○ working in archives</li> <li>○ compiling data</li> <li>○ preparing research meetings</li> <li>○ drafting sections of reports</li> <li>○ preparing drafts/sections of publications</li> <li>○ assisting faculty in gathering data for grants</li> <li>○ coordinating research workshop activities</li> <li>○ assisting students during labs or field work</li> <li>○ ensuring directives of the local Animal Care Committee are</li> </ul> | <p><b>\$28.00</b></p> |

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|  | <p>followed</p> <ul style="list-style-type: none"> <li>○ performing histological techniques</li> <li>○ disposing of used compounds and histological waste</li> <li>○ attending lab meetings</li> <li>○ organizing and storing all chemicals in accordance with WHMIS</li> <li>○ adhering to WHMIS guidelines</li> <li>○ setup, cleanup and perform maintenance on lab equipment</li> <li>○ feed, water and clean lab animals in accordance with national guidelines and provincial statutes</li> </ul> |  |
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### Post-Doctoral and Professional Rates

Rates include 4% vacation pay

| Wage Grade     | Description   | Rate           |
|----------------|---|----------------|
| Wage Grade II  | <b>PostDoc:</b> Paid by Stipend for a certain number of hours per week/month  | <b>\$28.00</b> |
| Wage Grade III | <b>Professional:</b> Performs specific duties and activities required for the task at hand based on specifically requested education, knowledge, expertise, skill and qualifications. | <b>\$18.93</b> |