**Policy Title:** Research Assistant/Associate (PRA) - AMC  
**Policy Number:** 4025  
**Policy Functional Area:** Human Resources

<table>
<thead>
<tr>
<th>Date Submitted:</th>
<th>February 15, 2019</th>
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<tbody>
<tr>
<td>Proposed Action:</td>
<td>Update</td>
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<tr>
<td>Brief Description:</td>
<td>This policy documents the basic human resource tenets for the research associate title series and should serve as a guide for the proper administration of these positions.</td>
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<td>Desired Effective Date:</td>
<td>April 1, 2019</td>
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| Responsible University Officer: | Executive Vice Chancellor for Administration and Finance and Chief Financial Officer, CU Anschutz  
Senior Vice Chancellor for Administration and Finance and Chief Financial Officer, CU Denver  
Associate Vice Chancellor for Human Resources |
| Policy Contact: | Senior Director of Talent Acquisition and Compensation, HR |
| Last Reviewed/Updated: | January 16, 2019 |
| Applies to: | University of Colorado Anschutz Medical Campus  
University of Colorado Denver |

**Reason for Policy:** The research associate series of faculty titles was established by the Board of Regents to recognize the role of faculty members whose primary duties are to conduct research activities of the University of Colorado. This policy documents the basic human resource tenets for the research associate.

### I. REASON FOR PROPOSED ACTION

July 1, 2019: Reviewed as part of the spring 2019 semi-annual review process. Policy was expanded to include both campuses, minor updates made.

### II. STAKEHOLDER ENGAGEMENT IN THE POLICY REVIEW

Provost (In-Parallel—FYI only)  
Legal (TBD)
Executive Vice Chancellor for Administration & Finance/CFO, CU Anschutz (TBD)
Associate Vice Chancellor for Human Resources (TBD)
Senior Vice Chancellor for Administration and Finance & CFO, CU Denver (TBD)
HR Personnel at Schools and Colleges (TBD—Various)
Affirmative Action Plan Officer (L. Fontana—TBD)
Academic Planning Coordinator (M. Heredia, February 21, 2019)

III. LEGAL REVIEW

A. Do you think legal review would be required for these proposed changes?

   Yes

   1. If no, please explain. Policy remains valid and has not changed. NA

   2. If yes, what is your plan to get the legal review? Will ask Legal EA to assign attorney for review

   3. Date legal review completed: TBD

   4. Person completing legal review: TBD

IV. FISCAL REVIEW: Are there any financial (human resources, technology, operations, training, etc.) or other resource impacts of implementing this policy (e.g., cost savings, start-up costs, additional time for faculty or staff, new systems, or software)? No