

November 1, 2024

**MEMORANDUM**

**TO:** Deans and Vice Presidents

**THROUGH:** Mr. Henry Judah <sup>Henry Judah (Nov 7, 2024 10:07 CST)</sup>  
Interim Vice President for Human Resources and Organizational Effectiveness

**FROM:** Dr. Jack G. Baldauf Jack Baldauf <sup>Jack Baldauf (Nov 6, 2024 07:49 CST)</sup>

**SUBJECT:** Delegation of Authority for Hiring Research Personnel

I hereby delegate compensation authority, through August 31, 2025, to approve new hire actions for the following research staff positions external to the Division of Research to the appropriate Dean or Vice President where the associated position resides as follows:

	Dean Approval	
Title	Minimum Rate	Up To
Research Technician	\$15.85	\$23.04
Research Coordinator	\$17.44	\$25.64
Research Assistant	\$45,000.00	\$60,517.20
Research Associate	\$45,000.00	\$64,824.63
Senior Research Associate	\$45,000.00	\$70,573.23
Research Specialist I	\$45,000.00	\$70,573.23
Research Specialist II	\$54,000.00	\$79,291.83
Research Specialist III	\$62,920.08	\$89,425.23
Research Specialist IV	\$61,212.00	\$96,050.66
Research Specialist V	\$91,253.28	\$123,210.08
Postdoctoral Research Associate	\$50,000.00	\$71,775.00
Assistant Research Scientist	\$45,000.00	\$88,501.59
Associate Research Scientist	\$55,120.08	\$98,369.33
Research Scientist	\$55,844.04	\$157,901.68

This authority may be delegated further with the Vice President of Research’s written approval. These approvals will be on file with the appropriate HR-HUB personnel. For a full listing of approvals needed, refer to the Research Salary Authority Approval Matrix on the [Vice President for Research website](#) or contact your local [HR Hub Teams](#).

- cc: Ms. Stacy Cohn
- Ms. Annette Shenkir
- Mr. Brian Payne
- Mr. Steve Schulze
- Mr. Tom Owen