

Sent: Thursday, December 5, 2019 3:33 PM  
Subject: Reclassification of Staff Officers of Research

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Dear fellow members of the Columbia community,

Staff officers of research play a crucial role in the scholarly life of our institution. Presently, they are appointed in one of two categories, staff associates and senior staff associates, categories originally established in the early 1980s. For some time, it has been evident that these classifications are no longer adequate.

My predecessor John Coatsworth convened a committee comprised of faculty, research officers, and senior administrators to determine appointments that would more effectively reflect the actual responsibilities that these officers of research hold. The recommendations of this committee, which were reviewed and endorsed by representatives from schools across both campuses, have now been accepted.

As a result, each rank has been subdivided into three new categories. A description of this classification is available online. Promotion from one category to the next will be based on an individual's increased responsibilities or change in duties.

With the assistance of Latha Venkataraman, Vice Provost for Faculty Affairs, we will begin to reclassify all staff associates and senior staff associates into these new categories. This process will commence on the Morningside campus in January 2020, followed by the CUIMC campus during the 2020-21 academic year. New salary guidelines will then be established by the Office of the Provost. Acting within these guidelines, departments, schools, institutes, and centers will determine salaries for the staff officers of research associated with each category.

The central purpose is to underscore support for these vital members of our research community.

Sincerely,

Ira Katznelson  
Interim Provost  
Ruggles Professor of Political Science and History