

OPTIONS FOR ENGAGING RESEARCH PERSONNEL

UNDERGRADUATE STUDENTS

RAY Program

The Research at York (RAY) program was created to enhance both the research culture of the University and the undergraduate student academic experience. Through the RAY program, eligible undergraduate students will have the opportunity to participate in research projects with faculty members and/or fellow students, while receiving compensation at a competitive rate. sfs.yorku.ca/employment/ray

Work/Study Students

The Work/Study program provides on campus part-time job opportunities for full-time York University undergraduate students. These positions are generally administrative in nature. sfs.yorku.ca/employment/workstudy

Casual Employees

Please see the section below on Research Staff - Research Assistants.

GRADUATE STUDENTS

Research Assistant

If activities are being undertaken predominantly for the purpose of advancing a student's progress toward fulfilment of their program and degree requirements, then the position is categorized as a Research Assistant (RA).

Rate: Any dollar amount

Contact: Student's home Graduate Program Assistant

Graduate Assistant

If work being undertaken is not predominantly for the purpose of advancing a student's progress toward fulfilment of their program and degree requirements, then a Graduate Assistant (GA) position can be created. A GA is a form of employment within CUPE 3909, Unit 3 and the terms and conditions of their collective agreement (i.e. wages and working conditions) must be met.

Rate: Up to \$13,898.29 for 5 hours per week per term;
Up to \$22,206.58 for 10 hours per week per term

Contact: Student's home Graduate Program Assistant

POSTDOCTORAL SCHOLARS

Postdoctoral Visitors

- Hold fellowships created at York University that are funded by monies administered by the university (e.g. grants held by faculty members);
- Are York University employees;
- Are supervised by York faculty members;
- Are unionized and are members of the York University Faculty Association, and are subject to the provisions of the [YUFA Collective Agreement](#);
- Are able to teach up to a maximum of 1.0 courses per year;
- have access to benefits and leaves as described in the [YUFA Collective Agreement](#); and
- Do not hold any form of postdoctoral fellowship or funding offered by any external agency.

Rate: Minimum of \$31,500 + statutory and health benefits annually; no maximum

Contact: Research Support Office, Faculty of Health

Postdoctoral Fellows

- Hold an external fellowship offered by agencies or other non-York sources such as NSERC, SSHRC, CIHR, etc.;
- Typically apply for such fellowships in their own name (rather than in that of their supervisor);
- Are not York University employees;
- Are supervised by York faculty members;
- Are not unionized;
- Are able to teach through applying for CUPE postings or CUPE exemptions only;
- At the discretion of the supervisor, may have access to benefits; and
- May or may not have their salary topped up by York University research funds.

Contact: Fellows in this category are not York University employees. FGS provides administrative and professional development services.

RESEARCH STAFF

Research Associates (full-time)

A research associate is an employee who possesses an advanced degree (PhD or equivalent) and who is actively and directly engaged in the research with the Principal Investigator (PI), and who may be credited in any dissemination of research results.

Rate: \$35,000-\$80,000 generally

Contact: Research Support Office or local research support personnel

Research Assistants (full-time)

A non-student research assistant is a research employee working on a research project in a technical, administrative, or research capacity where the work is highly directed by the principal investigator (PI).

Rate: \$35,000-\$60,000 generally

Contact: Research Support Office or local research support personnel

Research Associates (part-time)

A research associate is an employee who possesses an advanced degree (PhD or equivalent) and who is actively and directly engaged in the research with the Principal Investigator (PI), and who may be credited in any dissemination of research results.

Rate: \$35,000-\$80,000 generally

Contact: Research Support Office or local research support personnel

Research Assistants (part-time):

A non-student research assistant position offered on an hourly basis with the agreement at the time of hire that employment will not exceed three continuous months on a full-time basis (i.e. works 35 hours a week for no longer than 3 consecutive months); OR on a part-time basis working fewer than 24 hours per week, for a limited term, which may be greater than 3 months. These employees may be directly involved in research work and may also assist a PI with clerical duties.

Rate: \$35,000-\$60,000 generally

Contact: Research Support Office or local research support personnel

PROFESSIONAL AND TECHNICAL SERVICES

By definition a **Consultant** is a person or entity that under an agreement, other than an employment agreement, provides expert or strategic advice and related services for consideration and decision-making.

A **Contractor** is a person or entity retained under a fee-for-service arrangement that is not an employment agreement, to perform specific tasks under a clients' direction for a limited period of time.

Consultants must be competitively bid regardless of dollar value. Engaging Contractors on the other hand, follows the process outlined in the Procurement Goods and Services Procedure.

For additional information, please contact the Research Support Office and/or Procurement Services:
procurement.info.yorku.ca