## Non-Faculty Researcher Career Ladder

| Scientist IV | PhD or MD* + 10 yrs exp  
| Grade WR140 Exempt |
| Scientist III | PhD or MD*+ 6 yrs exp  
| or MD + MS + 4 yrs exp  
| Grade WR135 Exempt |
| Scientist II | PhD or MD* + 4 yrs exp  
| or  
| MD + 4 yrs exp  
| or  
| MD+MS + 2 yrs exp  
| or  
| MS + 6 yrs exp  
| or  
| BS or BA + 8 yrs exp  
| Grade WR130 Exempt |
| Scientist I | PhD or MD* +2 yrs exp  
| or  
| MD+MS  
| or  
| MS + 4 yrs exp  
| or  
| BS or BA + 6 yrs exp  
| Grade WR125 Exempt |

### Note:

The qualifications listed on the graphic are the minimum qualifications for employment at each rank. Decisions concerning promotion to a higher rank will be made by the individual’s supervisor(s) and should be based on merit, as documented by outstanding performance evaluations and advanced skills and knowledge.

In addition, promotion will be dependent on the availability of funds.

* = PhD or MD or equivalent, e.g., DMD, DO, OD, DVM, etc. In rare circumstances, equivalent combinations of education/experience may be considered.