FACT SHEET: Research Personnel as SFU Employees

Creating the Necessary Processes & Documents

Processes, forms and guidelines will be created to support the hiring, onboarding and ongoing employment of research personnel: current eligible, and future new (and re-appointments).

Decisions have not yet been made around things like who will be responsible for employment contracts, what the steps for hiring new RAs will be, etc. – grant holders and Department Administrators will be involved in discussions about how these should work, and support will be provided for any new steps or forms that result.

Tailored onboarding documents need to be created for eligible research personnel who will be appointed in the fall semester e.g. Offers of Employment, requiring specific details from grant holders.

Understanding the Work Research Assistants Do

We need to understand what type of work our RAs are doing to inform planning for their employment, facilitate hiring and employment practices for PIs and Depts, and assist with future collective bargaining.

The title "Research Assistant" is currently used for a variety of individuals, doing a variety of work and there's a chance not all of them are eligible for employment status.

Our approach has been to