

**SIMON FRASER UNIVERSITY  
Policies and Procedures**

**Date**  
October 1, 1992

**Number**  
R 50.01

**Revision Date**  
November 25, 2021

**Revision No.**  
B

**University Research Association the availability of funds.**

**2. Creation of Appointment**

#### 4. Conditions of Employment

##### 1. Benefits

(1) A University Research Associate ("URA") appointed under Policy R50.01 is able to participate in the benefit plans which are available to SFU faculty as described in Policy A 21.01 excluding the Academic Pension Plan, the BC College Pension Plan, professional development allowance, computer subsidy, and sabbatical leave.

(2) Relocation expenses will be provided in accordance with the policy governing such expenses for SFU faculty.

(3) A University Research Associate is entitled to one month's vacation each year at a time to be determined in consultation with the Supervisor.

(4) Effective July 1, 2021, no one is eligible or permitted to join the SFU Academic Pension

**2. Salary Review**

The review of progress and salary of the appointee shall be the responsibility of the Supervisor and shall be consistent with University practices.

**3. Committee Work**

University Research Associates may serve on committees with the prior approval of the Supervisor.

**4. Teaching Assistance**

After prior approval of the Supervisor, a University Research Associate may be invited by a department to give seminars, lectures or courses.

If such a course or series of lectures requires the setting of a university examination, then regulations of the University will apply to such lectures and examinations.

**5. Supervision of Graduate Students**

University Research Associates may supervise graduate students (e.g., M.S. or Ph.D. students) after prior