

Stanford University Employees (Main Campus and SLAC)

"Employees" are individuals compensated for work performed via University payroll (or, if outside the US, by payroll services).

Benefits-Eligible Employees

AG §2.2.2.8

Individuals must be "Regular Employees" (employed in these capacities ≥50% FTE for ≥6 consecutive months) to be considered "benefits-eligible."

"Benefits" here are those made available to faculty and staff; other benefits programs may be offered to students, postdocs, and others.

Many academic roles may be filled by benefits-eligible employees, non-benefits-eligible employees, or non-employee affiliates; these appear in all relevant groups.

Exempt Employees

AG §2.2.2.12

"Employees may be exempt from the overtime pay and record keeping requirements when they occupy bona fide professional, managerial, or executive positions."

Professoriate Faculty

FH §2

Includes tenure line, non-tenure line, medical center line, senior/center fellows. Rights and privileges vary significantly by group.

Other Exempt Employees

AG §2.2.2.12

"Executive officers...and certain professional, administrative, and executive staff."

Includes senior staff, clinician educators, recalled emeriti, and many administrative and other staff types

Academic Staff

AS-T

FH§6-8

AS-R

RPH§10.1.2

AS-L

Consulting

Other Teaching Staff

FH §9

Visiting

Teaching Specialist
DAPER only

(by Courtesy)

Instructor

Acting

Visiting Artist

Prof of the Practice

Non-Exempt Employees

AG §2.2.2.13

"These are the employees who are not 'exempt' under federal and state overtime regulations. They must receive compensation for overtime work."

Non-Exempt Salaried Employees (non-Bargaining Unit)

Compensation is salaried, i.e., an established amount per month; employees receive additional compensation for overtime work

Bargaining Unit Employees

HOURLY

Service Employees International Union (SEIU)

SEIU/Stanford Collective Bargaining Agreement

Stanford Deputy Sheriffs' Association (DSA)

DSA/Stanford Collective Bargaining Agreement

Note that there are other Public Safety employees who are not part of the DSA

HOURLY

Non-Exempt Hourly Employees (non-Bargaining Unit)

Includes employees in the Blood Center, Guest House, and elsewhere

Non-Benefits-Eligible Employees

Individuals are not eligible for faculty/staff benefits, but may be eligible for other benefits programs, e.g., via their status as students.

Contingent Employees

Headcounts vary significantly by time of year

Graduate Assistants

AG §2.2.3.5.e,
AG §10.2.1

Includes RAs, TAs, CAs

Is a type of Student Employee
AG §2.2.2.11

Contingent Salaried Employees

Comparable roles to benefits-eligible exempt employees, but <50% FTE and/or <6 months

Professoriate Faculty

Academic Staff

Other Teaching Staff

HOURLY

Temporary Employees

AG §2.2.2.10

≥50% FTE,
≤6 months/calendar year;
≤980 hours/calendar year
across all jobs

HOURLY

Casual Employees

AG §2.2.2.9

<50% FTE;
≤980 hours/calendar year
across all jobs

HOURLY

Students

AG §2.2.3.5.c,
AG §10.1, AG §10.2.1.1

Is a type of Student Employee
AG §2.2.2.11

Generally ≤15 hours/week, or
≤8 hours/week for graduate
students with 50%
assistantships or full
fellowships
AG §10.1.1.1.b, AG §10.2.1.8,
GAP §7.1.1.7

Legend

HOURLY

Compensation is on a salaried basis unless noted as "hourly."

ABBREVIATIONS:

AS-T: Academic Staff – Teaching

AS-R: Academic Staff – Research

AS-L: Academic Staff – Library

AG: Administrative Guide

FH: Faculty Handbook

GAP: Graduate Academic Policies

RPH: Research Policy Handbook

SoMFH: School of Medicine

Faculty Handbook

Group Name

References

Notes

Subgroup

This representation is based on properties of jobs. A single employee may have jobs of different types, so may belong to multiple categories.

Note that some academic appointments may be captured in multiple ways in PeopleSoft (benefits-eligible, contingent, or non-employee affiliate).

Stanford University Employee and Affiliate Groupings

IR&DS and UHR

Last updated 2/13/2014

For current version, see <http://irds.stanford.edu/maps>

Non-Employee Affiliates

Affiliates are not compensated via University payroll, though some may serve in similar roles to employees.

Affiliates are tracked in the PeopleSoft Person of Interest module, which includes people who are unpaid but need to be tracked so they can access other Stanford privileges.

Academic Staff

AS-T

FH §6-8

Non-Employee Affiliates (not AS-T, OTS, CE, or VS)

Includes affiliates serving as trustees, J1 exchange visitors and dependents, faculty candidates, and others

Other Teaching Staff

FH §9

Consulting

Instructor

Visiting

Adjunct Clinical

Acting

Clinician Educators (Affiliated)

SoMFH §3

Visiting Scholars

RPH §10.5

This representation does not include:

- **Fellowship recipients.** Typically merit-based; receive quarterly/monthly stipends; generally students, postdocs, or program participants (Knights, Stegners, CASBS, etc.).
- **Postdoctoral scholars.** Primarily categorized as non-degree-seeking graduate students in PS-Student.
- **Contractors.** Paid through Procurement; not tracked in PS-HR or PS-Person of Interest.
- **Retirees.** All retirees (including emeriti) are tracked in PS-HR, regardless of recall to active service.
- **Stanford Hospital & Clinics employees.** Interns, residents, and others.