



Definitions of Job Types

Nonexempt positions, as defined by the Fair Labor Standards Act (for more information visit <http://www.dol.gov>), are generally support positions in maintenance, office, service and technical/paraprofessional areas. These positions are subject to the minimum wage and overtime pay provisions of the Fair Labor Standards Act. Nonexempt employees are paid on an hourly basis and must be paid overtime for time worked that exceeds 40 hours in the standard workweek. Click on the following link for a description of [Benefits for Nonexempt Regular positions](#).

Exempt positions, as defined by the Fair Labor Standards Act (for more information visit <http://www.dol.gov>), are generally managerial, administrative and professional in nature. They are salaried positions that are not subject to the overtime provisions of the Fair Labor Standards Act. Exempt employees are ineligible to receive overtime; a full-time commitment typically requires a minimum of 80 hours per bi-weekly pay period. Click on the following link for a description of [Benefits for Exempt Regular positions](#).

Faculty positions are academic positions that involve research, teaching, scholarship, and institutional service. All faculty positions require a search. Click on the following link for a description of [Benefits for Faculty positions](#).

Contingent I positions are non-regular in nature, paid on an hourly basis. The Contingent I position may be seasonal or intermittent in nature, and the agreement shall be for a term of six months or fewer. Contingent I employees are ineligible for benefits pursuant to Board of Regents policy. Departments may hire a Contingent I employee without a competitive selection process as long as minimum qualifications are met.

Contingent II positions are non-regular in nature. A contingent agreement is for a term of more than six months, but no more than twelve months. A minimum level of benefits is guaranteed for Contingent II employees under applicable Board of Regents policy; additional benefits may be negotiated at the discretion of the department up to the level of the similarly-situated regular employee. Contingent II vacancies require a competitive selection process. Click on the following link for a description of [Benefits for Contingent II positions](#).

Graduate Assistant positions are available to registered graduate students enrolled in a degree program within the University System of Maryland. Graduate Assistants are generally paid a stipend during a 12 month term and are eligible for limited benefits. These positions do not require a search.

Hourly Student positions are available to registered students who wish to work less than 20-hours during the school semester. These students can be either undergraduate or graduate and are paid on an hourly basis. These positions do not require a search. Hourly Student positions are not eligible for benefits.

Interns/Non-Paid appointments are those in which the appointees are in a learning capacity or doing some sort of collaborative research with a UMBI faculty member(s). These appointments are reviewed on a case-by-case basis and do not require a search. Hourly Student positions are not eligible for benefits.