

Career Pathing Example

The example illustrates how an employee may develop and advance within a career in various ways using the new job architecture for the following role:

- **Current Job Family:** Instructional Support
- **Current Job Function:** Lab Education
- **Current Position:** Academic Lab Professional I
- **Current Job Category:** Professional Contributor I
- **Current Job Level:** PC 1

ACADEMIC LAB PROFESSIONAL I	
Instructional Support > Lab Education > Professional Contributor	
SUMMARY & Maintains equipment, conducts preventive maintenance, maintains supplies and may assist in the instruction of students.	
RESPONSIBILITIES 1. Ensures proper setup of lab equipment, cleanliness and conducts preventative maintenance work. 2. Takes inventory of supplies and/or chemicals and purchases supplies for laboratory. 3. Adheres to and maintains safety regulations and advises students in the safe use of equipment and materials. 4. Supports faculty as needed with set up for demonstrations for students.	
ADDITIONAL REQUIREMENTS N/A	COMPLEXITY OF WORK Recognizes and escalates unusual situations or problems. Identifies opportunities to improve daily work outcomes. Work generally follows defined schedules, routines, and protocols. Position may need to modify work appropriately in response to new information.
AUTONOMY Follows standard principles and guidelines with minimal latitude for personal decision making. Operates under general supervision.	COMMUNICATION & COLLABORATION May interact with others within the department or unit on a regular basis either written or verbally.
EFFECTIVE KNOWLEDGE Demonstrates baseline working knowledge of routine work processes and tools. Minimum Education/Experience: High school degree; may require an Associates or undergraduate bachelor's degree. 1 year of relevant work experience may be required. OR Equivalent Effective Knowledge may be considered where capability has been demonstrated.	PEOPLE MANAGEMENT N/A

Career Pathing Example: Promote to new role

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Promote to new role:

- **Same Job Family:** Instructional Support
- **Same Job Function:** Lab Education
- **New Position:** Academic Lab Professional II
- **New Job Category:** Professional Contributor II
- **New Job Level:** PC 2

Job Family	Instructional Support: Positions related to aiding instructional needs of students, faculty and academic programs.			
Job Function	Lab Education: A function that supports educational delivery in a clinical or scientific laboratory setting. Includes instruction on safe, ethical, and effective use of scientific instruments, resources, and facilities.			
Job Category	Operational Contributor	Professional Contributor	Manager/Leader	Executive
Job Level				E Executive
			M5 N/A	
			M4 N/A	
			M3 N/A	
			M2 N/A	
			M1 N/A	
		PC5 N/A		
		PC4 N/A		
		PC3 Academic Lab Professional III		
		PC2 Academic Lab Professional II		
		PC1 Academic Lab Professional I		
	OC3 N/A			
	OC2 N/A			
	OC1 N/A			

Job Summary: Organizes, coordinates and supervises the operations of a scientific laboratory.

Career Pathing Example: Lateral Move

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Move laterally between departments:

- **Same Job Family:** Instructional Support
- **Same Job Function:** Lab Education
- **Same Position:** Academic Lab Professional I
- **Same Job Category:** Professional Contributor I
- **Same Job Level:** PC 1

Job Family	Instructional Support: Positions related to aiding instructional needs of students, faculty and academic programs.			
Job Function	Lab Education: A function that supports educational delivery in a clinical or scientific laboratory setting. Includes instruction on safe, ethical, and effective use of scientific instruments, resources, and facilities.			
Job Category	Operational Contributor	Professional Contributor	Manager/Leader	Executive
Job Level				E Executive
			M5 N/A	
			M4 N/A	
			M3 N/A	
			M2 N/A	
			M1 N/A	
		PC5 N/A		
		PC4 N/A		
		PC3 Academic Lab Professional III		
		PC2 Academic Lab Professional II		
		PC1 Academic Lab Professional I		
	OC3 N/A			
	OC2 N/A			
	OC1 N/A			

May include remaining in the same or similar job and moving to new department and/or college to gain a new experience (Ex. Academic Lab Professional I within the College of Arts & Sciences moves to College of Engineering).

Career Pathing Example: Change Career Path

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New Career Path:

- **New Job Family:** Research
- **New Job Function:** Researchers and Scientists
- **New Position:** Researcher II
- **New Job Category:** Professional Contributor 2
- **New Job Level:** PC 2

PC3 Academic Lab Professional III
PC2 Academic Lab Professional II
PC1 Academic Lab Professional I

Job Family	Research: Positions related to participating in student and faculty research activities.			
Job Function	Researchers and Scientists: A function that designs, organizes, manages, and carries out research activities. Activities may include operationalizing research protocols, gathering data, and analyzing research hypotheses using controlled investigations, experiments and/or trials.			
Job Category	Operational Contributor	Professional Contributor 	Manager/Leader	Executive
Job Level			M5 Research Manager V	E N/A
			M4 Research Manager IV	
			M3 Research Manager III	
			M2 Research Manager II	
			M1 N/A	
		PC5 Research Scientist V		
		PC4 Research Scientist IV		
		PC3 Researcher III		
		PC2 Researcher II		
		PC1 Researcher I		
	OC3 Research Assistant III			
	OC2 Research Assistant II			
	OC1 Research Assistant I			

Job Summary: Provides research expertise to research projects under the direction of senior research personnel or faculty and solves problems in research, development, and applications to support the advancement of research.