



**CCEC Professional Development Pathways Guide**

**I. Students**

**a. Volunteers**

- i. Do not need to be enrolled at OSU
- ii. Unpaid position
- iii. Generally, hours limited to < 20 per week
- iv. Engaged in both research-related and administrative tasks
- v. Receives no employee benefits
- vi. Must be aged 16+ and complete Volunteer Application prior to volunteer appointment

**b. Student Research Assistant**

- i. Enrolled at OSU in an undergraduate, master's or doctoral program, or a recent graduate
- ii. Paid hourly
- iii. Limits to number of hours worked per week (as set by HR)
- iv. Engaged in both research-related and administrative tasks
- v. Receives some employee benefits (as set by HR)
- vi. Prior research experience and/or interest in early childhood education and policy is preferred, but not required for hire

**c. Graduate Research Associate**

- i. Enrolled at OSU in a terminal-degree granting program in the College of Education and Human Ecology
- ii. Funded either through the CCEC or college-allocated funds
- iii. Must commit to working 20 hours per week on site at the Schoenbaum Family Center
- iv. Paid via monthly stipend and receives tuition fee waiver
- v. Role governed by annual MOU with the CCEC
- vi. Responsibilities must be research-related
- vii. Expected to contribute to at least one peer-reviewed publication during appointment
- viii. Must attend monthly GRA meetings, colloquia, Symposium on Children, researcher workshops, and be active in writing group
- ix. Must present research poster at the Spring Distinguished Speaker event
- x. Receives some employee benefits (as set by HR)
- xi. Requires prior research experience and evidence of research productivity prior to appointment

**II. Staff**

**a. Program Assistant/Field Assessor**

- i. Has completed a degree-granting program
- ii. Includes both part-time and full-time positions
- iii. Paid either hourly or monthly (as determined by HR)
- iv. Engaged in both research-related and administrative tasks
- v. Position involves some travel to schools to conduct assessments
- vi. Receives employee benefits (as set by HR)
- vii. Requires prior research or teaching experience before hire

**b. Program Coordinator/Lead Field Assessor**



- i. Has completed a degree-granting program
- ii. Includes both part-time and full-time positions
- iii. Paid either hourly or monthly (as determined by HR)
- iv. Engaged in both research-related and administrative tasks
- v. Position involves some travel to schools to conduct assessments
- vi. Position involves some managerial responsibility and oversight of students and/or other assessors
- vii. Receives employee benefits (as set by HR)
- viii. Requires prior research experience and/or experience as a field assessor or teacher prior to promotion or hire

**c. Project Director**

- i. Has completed a degree-granting program, graduate degree preferred
- ii. Full-time positions
- iii. Paid either hourly or monthly (as determined by HR)
- iv. Engaged in both research-related and administrative tasks
- v. Position involves extensive managerial responsibility and oversight of students/other research staff
- vi. Position may involve some travel to schools to conduct assessments
- vii. Receives employee benefits (as set by HR)
- viii. Requires prior experience as a program coordinator or lead field assessor before promotion

**III. Researchers**

**a. Postdoctoral Researcher**

- i. Has completed a terminal degree program in a field relevant to the CCEC's mission
- ii. Full-time, temporary position, not to last more than three years
- iii. Paid either hourly or monthly (as determined by HR)
- iv. Responsibilities are research-related
- v. Position may involve managerial responsibility and oversight of students/other research staff
- vi. Receives some employee benefits (as set by HR)
- vii. Requires evidence of extensive research experience, as well as productivity prior to appointment

**b. Senior Research Associate**

- i. Has completed a terminal degree program in a field relevant to the CCEC's mission
- ii. Full-time, permanent staff position
- iii. Paid either hourly or monthly (as determined by HR)
- iv. Engaged in both research-related and administrative tasks
- v. Position involves extensive managerial responsibility and oversight of students/other research staff
- vi. Receives employee benefits (as set by HR)
- vii. Promoted as a continuation of funding and affiliation with the CCEC
- viii. Actively pursuing internal and external funding through the CCEC in collaboration with Senior Research Scientists and Faculty
- ix. Requires evidence of extensive research experience, as well as productivity prior to appointment

**c. Senior Research Scientist**

- i. Has completed a terminal degree program in a field relevant to the CCEC's mission
- ii. Full-time staff position
- iii. Paid monthly



- iv. Engaged in both research-related and administrative tasks
- v. Position involves extensive managerial responsibility and oversight of students/other research staff
- vi. Receives employee benefits (as set by HR)
- vii. Serves as Principal Investigator and/or Co-Investigator on one or more of CCEC grant-funded projects
- viii. Requires evidence of extensive research experience, as well as productivity prior to appointment
- ix. Must show capacity to self-fund a portion of position using internal and external funding awarded through the CCEC

**IV. Faculty**

**a. Faculty Affiliate**

- i. Faculty member at an accredited university conducting research related to the CCEC's mission
- ii. Unpaid position
- iii. Limited fringe benefits provided, including being listed on the CCEC's website as an affiliate and subscription to our monthly newsletter
- iv. Must sign and return Faculty Affiliate letter prior to appointment as an affiliate with the CCEC

**b. Faculty Associate**

- i. Faculty member in the College of Education and Human Ecology at OSU conducting research related to the CCEC's mission
- ii. Pay is generally equivalent to one course buy-out
- iii. Responsibilities governed by an agreement between the Department Chair, Faculty Associate, and CCEC Executive Director
- iv. Engaged in research-related activities with the CCEC
- v. Position involves some managerial responsibility and oversight of students/other research staff
- vi. Receives employee benefits (as set by HR)
- vii. Generally, serves as Principal Investigator on one or more CCEC grant-funded projects
- viii. Requires evidence of extensive research experience, productivity and potential to be a leader in the field prior to appointment