



HeterodoxAcademy.org | @hdxacademy

Position Title: Senior Researcher (Metrics)

Start Date: October 1, 2019

Position Summary: Heterodox Academy (HxA) seeks an academic researcher who has a passion for using social science research to understand and measure attitudes and behavior within specific institutions and contexts, and who has demonstrated experience in evaluating academic environments. As the Senior Researcher (Metrics), this individual will lead the organization's work in identifying and developing metrics to measure open inquiry, viewpoint diversity, and constructive disagreement in campus environments, with a particular focus on post-secondary academic institutions. The individual must be confident leading multi-site collaborations with other researchers, and have the expertise to determine the validity and effectiveness of metrics in these environments. The Senior Researcher (Metrics) will work in close collaboration with the Senior Researcher (Interventions), who will be focusing on effective interventions to improve open inquiry, viewpoint diversity, and constructive disagreement in academic environments.

Specific duties include:

- Identify and recruit subject matter experts;
- With the support of the Executive Director and Event Planner, convene subject matter experts to organize collaborative effort;
- Identify and evaluate existing measures;
- Generate ideas for new metrics;
- Design empirical validation studies;
- Conduct empirical validation studies;
- Analyze results of empirical validation studies;
- With the support of the Executive Director and Event Planner, convene subject matter experts to discuss validation studies;
- Contribute to writing grant reports that discuss the progress of the work, specifically outlining successes and opportunities;
- Writing and speaking about the organization's work on a regular basis, for publication on HxA's blog, in partner channels, on HxA's podcast, and at conferences;
- Regularly collaborate with the Senior Researcher (Interventions), to deepen and support each other's work; and
- Other duties as required.

Required Qualifications:

- PhD degree strongly preferred, MA degree required;
- At least three years of related experience leading survey research on effective tools and/or methodologies, preferably in an academic environment; subject matter expertise in some aspect of open inquiry, viewpoint diversity, or constructive disagreement preferred;
- Knowledgeable in various research and testing methodologies, including survey development and metric validation;
- Excellent quantitative and statistical skills, including the ability to clearly communicate complex findings to a variety of audiences;

- Deep expertise using statistical analysis software (i.e., SPSS, R), and well-versed in data management;
- Significant writing samples, with strong preference given to those who show published peer-reviewed articles and/or funded grant proposals;
- Clear understanding of the importance of objective and ethical research, and the ability to self-manage to ensure research is performed objectively and ethically at all times;
- Work well under pressure; ability to prioritize and have exceptional time-management skills;
- Excellent written and verbal communication skills, and the ability to tailor those skills to a variety of different audiences;
- Service-oriented and a team player; display positive “can-do” attitude;
- Ability to multitask in a fast-paced environment;
- Keen attention to detail;
- Ability to exercise good judgement and independent decision making;
- Demonstrated fluency with the Microsoft Office Suite, Google Suite for Business, Salesforce (or similar database), and Asana project manager (or similar software);
- Prior work in the academic world and/or a non-profit organization a plus.

Duties are performed independently and involve planning, attention to detail, initiative, and follow through. Work is performed without close review and involves knowledge of the organization, its interests, partners, and goals, and the exercise of frequent independent judgement in making decisions about the efficacy of research methodologies and evaluations.

This full-time, at-will position starts immediately. While most hours will be scheduled during the work week, for the right candidate we are happy to offer a good deal of flexibility in terms of when they will need to be in the office. Some evening or weekend hours may be required to support high-profile events.

Knowledge, Skills, and Dispositions: You would be a good fit for our team if the following attributes describe you:

- **Team player.** We are a small team that values collaboration, support and engagement. You enjoy being a team player, display a positive, optimistic attitude, have the ability to recognize and celebrate wins of all sizes, are open to constructive, supportive feedback, and demonstrate a commitment to consistently improve both your own performance and that of your team.
- **Political tolerance and flexibility.** We don’t care what your politics are, but you must be able to respect and advocate for the inclusion of diverse people with diverse perspectives, including progressive, conservative, and libertarian ideas and scholars.
- **Excellent organizational and process skills,** including the ability to effectively track the status of ongoing projects and find needed documents and information quickly. Ability to independently organize, plan, prioritize, and carry out responsibilities, establish processes for self and others, and to finish tasks by established deadlines.
- **Excellent interpersonal skills.** Personal integrity, professionalism, empathy, resourcefulness, partnership, tact, proactive communication, and a commitment to high standards of work quality and maintaining confidentiality.
- **Persistent and creative problem-solver and opportunity-seeker.** The willingness/ability to anticipate problems, seek out information, and show persistence in finding solutions. We are a

young organization with incredible potential to create positive change on college campuses. We seek an entrepreneurial colleague who can help us realize our potential.

- **Excellent oral and written communication skills.** Demonstrated ability to write clearly and powerfully; to edit and proofread; and to ensure high-quality, high-impact work.

Reports To: Executive Director

Direct Reports: None

Location: New York City, relocation available. 10 months of the year we are in the office, but during the summer we are location flexible!

Position Type: Regular, full-time, exempt

Salary and Benefits: Salary will be \$75,000 - \$85,000 commensurate to industry standards and candidate's prior relevant skills and experiences. HxA also provides strong benefits, including:

- Medical, dental, vision, life and disability insurances;
- A significant health insurance contribution for employees and their families;
- A retirement plan with company matching;
- Additional tax-deferred savings opportunities, such as pre-tax deductions and FSAs;
- Unlimited paid time off, provided the employee is in good standing;
- A performance-based bonus program based on both the individual's and company's performance target acquisition; and
- A demonstrated commitment to the ongoing training and development of each employee, supporting ongoing professional skills development.

To apply for this position, please submit a cover letter and resume/CV to Jobs@heterodoxacademy.org

About the Organization: Heterodox Academy (HxA) is an NYC-based non-partisan, non-profit collaborative of over 3,200 professors, administrators, and graduate students committed to enhancing the quality and impact of research — and improving education — by promoting open inquiry, viewpoint diversity, and constructive disagreement in institutions of higher learning.

We aspire to create college classrooms and campuses that welcome diverse people with diverse viewpoints and that equip learners with the habits of heart and mind to engage that diversity in open inquiry and constructive disagreement. We see an academy eager to welcome professors, students, and speakers who approach problems and questions from different points of view, explicitly valuing the role such diversity plays in advancing the pursuit of knowledge, discovery, growth and innovation.

We work to increase public awareness to elevate the importance of these issues on campus; develop tools that professors, administrators, and others can deploy to assess and then improve their campus and disciplinary cultures; celebrate institutions that make progress on these matters; and cultivate communities of practice among teachers, researchers, and administrators.