



Position Title: Post-Doctoral Research Fellow

Start Date: As soon as possible

Position Summary: Heterodox Academy (HxA) seeks a post-doctoral researcher who has a passion for using social science research to understand and improve campus climate vis a vis open inquiry, viewpoint diversity, and constructive disagreement.

Specific duties include:

- Set sampling parameters, update survey, collect data, analyze data, and write brief reports for our ongoing panel study of campus climate;
- Use structural equation modeling to evaluate the factor structure of existing data;
- Liaise with an external vendor to design, collect, and analyze data from cluster samples;
- Call for, select, and coordinate multi-site experimental studies;
- Contribute to writing grant reports that discuss the progress of the work, specifically outlining successes and opportunities;
- Engage in other original, self-directed research projects related to the HxA mission;
- Other duties as required.

Required Qualifications:

- PhD in social psychology, personality psychology, psychometrics, or related research-focused social science field;
- At least three years of related experience leading survey development research and conducting experimental research (this can include work completed during graduate school);
- Excellent quantitative and statistical skills;
- Deep expertise using statistical analysis software (i.e., SPSS, R), and well-versed in data management;
- Excellent written and verbal communication skills, and the ability to tailor those skills to a variety of different audiences;
- Significant writing samples, with strong preference given to those who show published peer-reviewed articles, funded grant proposals, brief reports for non-expert audiences, and evidence of independent scholarship (e.g., single-authored works);
- 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;
- 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;

Preferred Qualifications:



- Subject matter expertise in some aspect of open inquiry, viewpoint diversity, or constructive disagreement;
- Demonstrated fluency with Tableau;
- Familiarity with Salesforce or other CRMs;
- Prior work in the academic world and/or a non-profit organization.

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 methodological and statistical decisions.

This full-time, at-will position starts immediately.

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: Director of Academic Engagement

Direct Reports: None

Location: Mostly remote

Position Type: Regular, full-time, exempt

Position Duration: This grant-funded position terminates August 30, 2022



Salary and Benefits: Salary will be \$65,000 - \$70,000 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 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, CV, and up to 3 representative publications (ideally, including at least 1 sole-authored academic piece and at least 1 piece written for a general audience) to Jobs@heterodoxacademy.org

About the Organization: Heterodox Academy (HxA) is an NYC-based non-partisan, non-profit collaborative of nearly 4,000 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.