Postdoctoral Scholar Position at Oregon State University School of Language, Culture and Society

OREGON STATE ADVANCE is a multi-year Institutional Transformation project supported by the National Science Foundation (#1409171). These grants are awarded to support the development, implementation, and evaluation of innovative systemic change strategies that promote gender equity for STEM faculty within an institution of higher education. The signature program for OREGON STATE ADVANCE was a two-week immersive summer seminar targeted to senior administrators and senior STEM faculty. The seminar used critical pedagogies to introduce participants to theories of systems of oppression, to help participants apply these theories to their own work in the university, and to facilitate their development and implementation of action plans to bring about institutional change within their spheres of influence. Participants in the summer seminar were interviewed as part of the research component of the grant as well as part of the evaluation. The postdoctoral scholar will work with program faculty to analyze the collected data to assess the impact of the seminar.

The scholar will be employed by Oregon State University, under the direct supervision of Dr. Michelle Bothwell, but will be part of an interdisciplinary research team working with Dr. Rebecca Warner, Dr. Dwaine Plaza and Dr. Susan Shaw. Optimally, the work will be done in residence on the Corvallis campus. However, the research team is open to negotiating partial or fully remote work, with visits to the Corvallis campus.

Responsibilities will include:

- Coding and analyzing all qualitative data collected as part of the 5-year project, including:
  - Pre- and post-seminar interviews with research participants
  - Action plans, and action plan follow-up reports
  - 18-month follow-up interviews with all seminar participants.
- Preparing presentations and manuscripts that summarize the results of the research.

Duties:

- 30% - coding data related to project goals.
- 20% - analyzing data under supervision of OREGON STATE ADVANCE research team.
- 35% - preparing written results into publishable format; provide summaries of results for reports.
- 15% - participating in professional development activities.

Professional development:

Participation at all research team meetings; attendance at one (or more) professional conferences where current research will be shared; networking with faculty in the post-doc's disciplinary field for career preparation.

Minimum/Required qualifications:
Recent Ph.D. in social science or related field. The ideal candidate will have knowledge of theories of systems of oppression as well as theories of organizational change. They should be skilled in qualitative methods of analysis and have a strong writing record.

**Desired qualifications:**
The NSF ADVANCE program is focused on STEM; therefore, knowledge of, or experience in, STEM cultures is desired. Experience/awareness of the NSF ADVANCE program is also a desired qualification.

**Position available:**
- Start date August 1, 2021 (negotiable).
- U.S. citizens and residents will be prioritized.
- Stipend and benefits conform with postdoctoral scholar standards at Oregon State University. More information about postdoctoral scholar appointments at Oregon State can be found at [http://gradschool.oregonstate.edu/postdocs](http://gradschool.oregonstate.edu/postdocs).

**Application:**
- Position will remain open until filled. Review of applications will begin on or after July 12, 2021.
- Applicants must send the following documents in a single file to Michelle Bothwell: michelle.bothwell@oregonstate.edu:
  - A detailed CV
  - A one-page cover letter describing your background and how you fit the advertised position
  - Contact information for two references
  - The subject line of your email should contain the following test: “Post-doctoral scholar ADVANCE (your last name)”
  - Please note that only candidates that meet the required skills and expertise will be contacted.