

## Researcher

### About the Center for Studies in Higher Education and the California Policy Lab

The [Center for Studies in Higher Education \(CSHE\)](#) at the Goldman School of Public Policy produces multi-disciplinary scholarly perspectives on strategic issues in higher education. Established in 1956, it was the first research institute in the United States devoted to the study of higher education. CSHE conducts policy relevant research, promotes the development of a community of scholars and policymakers engaged in policy oriented discussion, produces and supports multi-disciplinary scholarly perspectives on strategic issues in higher education, and serves as a resource on some of the most pressing higher education issues.

The [California Policy Lab \(CPL\)](#) generates research insights for government impact. Through hands-on partnerships with government agencies, CPL performs rigorous research across issue silos and builds the data infrastructure necessary to improve programs and policies that millions of Californians rely on every day. We work on California's most urgent issues, including homelessness, poverty, criminal justice reform, and education inequality. CPL recognizes the value of having a diverse staff at all levels of the organization. CPL-Berkeley is a center within the Institute for Research on Labor and Employment (IRLE).

### The Position

This is an open-rank role (campus title will be "Associate Specialist" or "Specialist") for a skilled, early or mid-career researcher who wants to design and conduct policy-relevant research in partnership with state and local agencies throughout California.

We are launching a new project, the [California College Data and Policy Project \(CCDPP\)](#), as a collaboration between CPL and CSHE that will bring together University of California researchers and government partners to advance equity and improve California's world class higher education system. Building on existing work at both centers that uses administrative data to study higher education in California, CCDPP will generate new insights and research on what works to better support California students and their families as they transition through the education system. A key asset will be CPL's unique data linkage that brings together data from California's three public higher education segments, as well as data from the California Department of Education, the California Student Aid Commission, the California Department of Social Services, and the UC Consumer Credit Panel. CPL has previously used these data to study college student use of CalFresh nutrition benefits and the effect of clearer information about college costs and scholarships, among other topics. The Researcher will have the opportunity to extend work on these topics and initiate new projects, both independently and collaboratively. The researcher may also collaborate with project teams working at the intersection of education and other CPL policy areas, including the social safety net, health, homelessness, employment, or criminal justice.

The Researcher will be the first hire at the CCDPP. For administrative purposes, their appointment will be at CSHE, but they will be a member of both the CSHE and CPL teams. They will report to CSHE and CPL's faculty director, Professor Jesse Rothstein. They will also work closely with CPL Research Director Dr. Johanna Lacoë, with CSHE and CPL researchers and faculty affiliates, and with state and local government agency staff.

The ideal candidate has expertise in education research and policy, working in both independent and collaborative capacities. The Researcher conducts independent quantitative research, including conceptualizing research questions and design; requesting, receiving, and cleaning data files; creating and implementing an analysis plan; conducting quality assurance reviews; summarizing results in documents for both academic and policy audiences; and generating replicability documentation. The Researcher can implement multiple research designs and analysis techniques, including but not limited to randomized control trials, quasi-experimental designs using natural experiments or other such variation, and difference-in-difference and event-study analyses. Further, a successful candidate can lead research projects with small teams, write proposals to support research projects, and ensure timely and high-quality completion of research tasks. The Researcher will mentor other research staff and may supervise other staff over time, though they will start without any direct reports.

Campus title (Associate Specialist/Specialist) will be based on experience and qualifications.

### Required Qualifications

- Minimum requirement of a Master's or doctoral degree in economics, sociology, political science, public policy, public health, business, education, or social science or vocational fields, or equivalent experience/training.
- Three or more years of professional experience, including two or more years of relevant post-baccalaureate research experience.
- Fluency in data-analysis packages from at least one commonly used programming language like Stata, R, Python, SAS, or SQL.

### Preferred Qualifications

- Doctorate degree in public policy, economics, education, statistics, or related social science field.
- Five or more years of professional experience, including three or more years of relevant post-baccalaureate research experience.
- Expertise in education research and policy.
- Experience designing and conducting quantitative research projects to draw causal inferences.
- Record of independent quantitative research and publication, including leading research design and analysis and writing for both academic and policy audiences.
- Experience writing grant proposals, communicating with funders, and managing grant reporting.
- Post-Ph.D. experience managing projects as a Principal Investigator and supervising project staff.
- A commitment to advancing racial equity and inclusion through research and through CPL's internal and external relationships.
- Experience collaborating with government agency partners.
- Knowledge of social science research methods.

- Experience writing research results for both academic and non-academic audiences, including translating data into compelling data visualization, including maps, interactive figures, and dashboards.
- Extensive experience in computer programming for statistical analysis, including fluency in data-analysis packages from at least one commonly used programming language like Stata, R, Python, SAS, or SQL.
- Experience working with large and complex datasets, including administrative datasets.
- Strong interpersonal and communication skills.
- Knowledge of data management systems, practices, and standards.
- Strong organizational skills and attention to detail.
- Ability to multi-task with demanding timeframes.
- Ability to work both independently and as a team member.
- Ability to work discreetly with sensitive and confidential data.

### Conviction History Background Check:

This is a designated position requiring fingerprinting and a background check due to the nature of the job responsibilities. Berkeley does hire people with conviction histories and reviews information received in the context of the job responsibilities. The University reserves the right to make employment contingent upon successful completion of the background check.

### Salary & Benefits

This position is full-time and will be in effect for a minimum of one year, provided there is work, programmatic need and appropriate funding.

Salary will be commensurate with experience. The UC academic salary scales set the minimum pay determined by rank and step at appointment. See the following table for the current salary scale for this position:

[https://www.ucop.edu/academic-personnel-programs/\\_files/2024-25/july-2024-scales/t24-b.pdf](https://www.ucop.edu/academic-personnel-programs/_files/2024-25/july-2024-scales/t24-b.pdf).

A reasonable estimate for this position is \$73,000 to \$151,000. "Off-scale" salaries, which yield compensation that is higher than the published system-wide salary at the designated rank and step, are offered when necessary to meet competitive conditions.

For information on the comprehensive benefits package offered by the University visit:

<http://ucnet.universityofcalifornia.edu/compensation-and-benefits/index.html>

### How to Apply

Go to <https://aprecruit.berkeley.edu/JPF04896>

This recruitment will remain open until filled. Specific questions regarding the recruitment can be directed to Helena Brykarz at [brykarz@berkeley.edu](mailto:brykarz@berkeley.edu).

UC Berkeley is committed to diversity, equity, inclusion, and belonging. The excellence of the institution requires an environment in which the diverse community of faculty, students, and staff are welcome and included. Successful candidates will demonstrate knowledge and skill

related to ensuring equity and inclusion in the activities of their academic position (e.g., teaching, research, and service, as applicable).

The University of California, Berkeley is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, or protected veteran status.

Please refer to the [University of California's Affirmative Action Policy](#) and the [University of California's Anti-Discrimination Policy](#).

In searches when letters of reference are required all letters will be treated as confidential per University of California policy and California state law. Please refer potential referees, including when letters are provided via a third party (i.e., dossier service or career center), to the [UC Berkeley statement of confidentiality](#) prior to submitting their letter.

As a University employee, you will be required to comply with all applicable University policies and/or collective bargaining agreements, as may be amended from time to time. Federal, state, or local government directives may impose additional requirements.

As a condition of employment, the finalist will be required to disclose if they are subject to any final administrative or judicial decisions within the last seven years determining that they committed any misconduct, are currently being investigated for misconduct, left a position during an investigation for alleged misconduct, or have filed an appeal with a previous employer.

- “Misconduct” means any violation of the policies or laws governing conduct at the applicant’s previous place of employment, including, but not limited to, violations of policies or laws prohibiting sexual harassment, sexual assault, or other forms of harassment, discrimination, dishonesty, or unethical conduct, as defined by the employer.
- [UC Sexual Violence and Sexual Harassment Policy](#)
- [UC Anti-Discrimination Policy for Employees, Students and Third Parties](#)
- [APM - 035: Affirmative Action and Nondiscrimination in Employment](#)