Job Class: MnSCU Academic Professional 6 – Job SO022P
Working Title: Senior Research Associate

Who May Apply: Open to all qualified job seekers
Date Posted: 1/6/2020
Closing Date: 1/21/2020
Hiring Agency/Seniority Unit: Minnesota State - System Office/MAPE
Division/Unit: Academic and Student Affairs
Appointment Type: Unlimited, Full-time
Work Shift/Work Hours: Day Shift
Days of Work: M-F
Travel Required: Yes, Occasionally
Salary Range: $33.14 - $49.25/hourly; $69,196- $102,834/annually
Classified Status: Unclassified
Option Code: Education Policy Research
Bargaining Unit/Union: 214/MAPE
Location: St. Paul
Connect 700 Program Eligible: No

Job Summary:

This position will be responsible for leading and providing Research Unit support for major system initiatives related to equity and student success, including the system’s Equity 2030 predictive modeling and target setting projects. The position will work closely with other Equity 2030 staff and stakeholders, including Chancellor Fellows and senior system and campus leadership and staff. The position will be responsible for:

1. Developing, designing, and testing models of student success and enrollment using advanced statistical methods

2. Engaging with national networks and building a national presence for Minnesota State’s work on predictive modeling, including partnering with national experts and organizations and presenting and sharing the system’s work at regional and national conferences
3. Writing complex queries to create data sets and data marts utilizing system student record data and incorporating, as appropriate, national, state and local data (e.g., National Student Clearinghouse data on student transfer, national and local economic and unemployment data, federal census data and state and national labor market information)

4. Performing other complex analyses to inform the Board of Trustees, system and campus leadership, the legislature and federal and state agencies.

The position will provide analytical expertise to system-wide and interagency committees, teams, taskforces and workgroups regarding appropriate statistical techniques and the federal, state and local data sources that can be used to inform decision making.

About Minnesota State

Minnesota State is the largest single provider of higher education in the state. With 37 institutions, including 30 community and technical colleges and seven state universities, Minnesota State serves 64 percent of the state’s undergraduate student population.

We employ more than 15,900 dedicated faculty and staff focused on student success. We provide essential training and specialized certification options for business, industry, and professionals throughout Minnesota.

The work location is in the heart of downtown St. Paul, right in the skyway system. Benefits include excellent low cost and low deductible health and dental insurance, retirement package, tuition waiver at Minnesota State institutions (after three years of employment) and flexible working hours.

Minnesota State System Office is proud to be a Minnesota Yellow Ribbon agency.

Minimum Qualifications:

Resume must reflect all minimum qualifications. Please enter your experience in chronological order, including the month and year of employment.

- Master’s Degree
- Seven (7) years of experience demonstrating the ability to conduct sophisticated and highly complex research and analysis.
- Demonstrated experience and expertise in advanced statistical methods appropriate to modeling postsecondary enrollment and student success.
- Demonstrated experience and expertise in the use of statistical software (e.g., SPSS, R, etc.)
- Demonstrated expertise in querying data from large and complex relational data sets (e.g., using tools such as TOAD, SQL queries, etc.)
• Familiarity with federal and state data privacy and data practices requirements
• Demonstrated understanding of factors influencing student enrollment and success
• Ability to clearly communicate information, orally and in writing, to lay persons and professionals and able to work effectively with leadership at all levels throughout the organization
• Demonstrated ability to work independently

**Preferred Qualifications:**

• Doctorate
• Ten years of experience demonstrating the ability to conduct sophisticated and highly complex research and analysis.
• Degree in statistics, mathematics, economics or related field
• Experience working at the national and statewide levels on data reporting and/or policy issues
• Experience and expertise in developing and implementing models for student success and/or enrollment management at the postsecondary level
• Experience in leading complex research and analysis projects in collaboration with multidisciplinary stakeholder groups

**Additional Requirements**

In accordance with the Minnesota State Colleges & Universities (Minnesota State) Vehicle Fleet Safety Program, employees driving on college/university business who use a rental or state vehicle shall be required to conform to Minnesota State’s Vehicle use criteria and consent to Motor Vehicle Records check.

**Other Information:**

Employment information for this position can be found in its collective bargaining agreement or its plan document at https://mn.gov/mmb/employee-relations/labor-relations/labor/mape.jsp

**Why Work for Us**

At Minnesota State we promote the ability for our employees to move within the Minnesota State system of Colleges and Universities, located throughout the State of MN. To learn more, please visit: Work at Minnesota State!

At Minnesota State, we have a GREAT BENEFITS PACKAGE! Our generous benefits include 11 paid Holidays, Vacation Time, Sick Time, six weeks of Paid Parental Leave, low cost medical and dental insurance with low deductibles, a Pension Plan, 457(b) and 403(b) retirement plans and other retirement investment options, pre-tax medical and dental
expense (with roll-over option) and dependent care accounts, employer paid life insurance, short and long term disability, as well as professional development and a tuition waiver program for employees and their dependents, etc. We promote the health and well-being of our employees and take work/life balance seriously.

**How to Apply**

- Please go PeopleAdmin at: [http://mnsystem.peopleadmin.com/postings/1491](http://mnsystem.peopleadmin.com/postings/1491) and look for job SO022P.
- All application materials must be received by the Human Resources Department by 11:59pm on the date the position closes.

**Contact**

If you have questions about the position, contact Jessica White at jessica.white@minnstate.edu or 651/201-1845.

**Equal Employment Opportunity**

Minnesota State Colleges and Universities is an Equal Opportunity employer/educator committed to the principles of diversity. We prohibit discrimination against qualified individuals based on their race, sex, color, creed, religion, age, national origin, disability, protected veteran status, marital status, status with regard to public assistance, sexual orientation, gender identity, gender expression, or membership in a local commission as defined by law. As an affirmative action employer, we actively seek and encourage applications from women, minorities, persons with disabilities, and individuals with protected veteran status.

Reasonable accommodations will be made to all qualified applicants with disabilities. If you are an individual with a disability who needs assistance or cannot access the online job application system, please contact the job information line at 651.259.3637 or email careers@state.mn.us. Please indicate what assistance is needed.