



UC HASTINGS

COLLEGE OF THE LAW

EST. 1878

The University of California Hastings College of the Law was founded in 1878 as the law department of the University of California and was the first law school in California. Over the years, it has built a legacy and reputation of being a preeminent institution comprised of renowned faculty committed to the study of legal theory and research, preparing students for careers in the judicial system, public service, and industry.

The College is redefining legal education through an experiential, interdisciplinary, and international approach to the law. By integrating rigorous academics with hands-on practice, the College is preparing its graduates to tackle the legal challenges—and leverage the opportunities—of the 21st century.

Research Director, Organizational Bias Center for WorkLife Law

Classification: Level 3 / Class Code 1750 / Exempt / Full-Time / Benefited

Hiring Salary Range: (commensurate with qualifications)

Posting Date: February 24, 2017

Start Date: June 5, 2017 (approximately)

ABOUT THE CENTER FOR WORKLIFE LAW

The [Center for WorkLife Law](#) (WLL), housed at the University of California, Hastings College of the Law, is one of the nation's leading nonprofit research organizations devoted to advancing gender and racial equality in the workplace and in education. WorkLife Law's current initiatives include:

- Social science research on bias in the legal profession, STEM, and other industries;
- [Bias Interrupters](#), an innovative metrics-based approach to workplace diversity;
- Research on how gender bias differs by race;
- A path-breaking [study on fair work schedules for hourly workers](#); and
- Programs and best practices for advancing women in the workplace ([Women's Leadership Edge](#) and [Hastings Leadership Academy for Women](#)).

THE ROLE

We're seeking someone to start between April and August 2017 to replace the outgoing Research Director. The Research Director will be involved in WorkLife Law's [Bias Interrupters](#) project, which is pioneering a paradigm-shifting approach to diversity. WorkLife Law uses research-tested strategies to help organizations identify and measure bias, then re-engineer business systems to address it. (To learn more, see [BiasInterrupters.org](#); [Hacking Tech's Diversity Problem](#), Harvard Business Review, October 2014).

Working under the supervision of WorkLife Law's Founding Director and Director of Women's Leadership, the Research Director will oversee and implement all aspects of data collection and analysis related to the Bias Interrupters project, along with other related applied research or consulting. S/he will be responsible for conceptualizing and managing research projects using survey and experimental methods; conducting data collection and analysis; writing materials describing research findings (including internal training-related materials for organizations and research-related reports and publications); giving presentations and trainings to organizations; and communicating with partner organizations about implementation and results of research.

The Research Director will also provide research and data analytical support to additional WorkLife Law projects, as needed.

This is a one-year employment contract position, with the possibility of renewal dependent on the availability of funding.

RESPONSIBILITIES

Typical duties and responsibilities consist of, but are not limited to, the following:

Substantive

- Co-author academic article(s) related to bias and interrupting bias;
- Co-author article(s) in the business and popular press about same topic;
- Design and implement survey instruments, prepare and conduct focus groups/interviews, and analyze quantitative and qualitative data collected;
- Construct and maintain a master database for the data collected from surveys and the www.biasinterrupters.org website;
- Conduct literature reviews to identify where future research is needed, and help organize researchers to undertake studies;
- Collaborate with WorkLife Law's Founding Director and Director of Women's Leadership, working group experts, and partner organizations to refine metrics to measure bias, and improve best practice interrupting bias;
- Provide training and present findings from the surveys/interviews to organizations studied;

Administrative

- Oversee financial, personnel, planning, compliance, and other administrative aspects of the Bias Interrupters research;
- Ensure projects progress according to plan, on schedule, and within budget;
- Oversee and manage the Institutional Review Board requirements of all projects at WLL;
- Work with and oversee administrative staff to plan and execute logistics of trainings, meetings with organizations, administration of surveys and other data collection, and other events.

REQUIREMENTS

EDUCATION AND EXPERIENCE

- Ph.D. or ABD ("all but dissertation") status in sociology, psychology, or related field.

KNOWLEDGE, SKILLS & ABILITIES.

- Sharp analytical abilities and creative problem-solving skills;
- Deep substantive knowledge of social science on gender and/or race;
- Expertise in designing and implementing surveys;
- Expertise in both survey and experimental methods a plus;
- Ability to plan and execute analysis of survey and experimental data using statistical programs, such as, but not limited to, SPSS, STATA or R;
- Strong verbal and written communication skills; adept at communicating complex statistical/data concepts in layman's terms;
- Strong public speaking skills required;
- Experience leading trainings or presentations, consulting, communicating with different audiences, or performing other outward-facing role preferred;
- Proven ability to conduct thorough and accurate literature reviews;
- Research experience or expertise in bias and discrimination issues (based on gender or race) is a plus;
- Experience using qualitative research methods such as focus groups and interviews is a plus; working knowledge with qualitative analytical tools such as Dedoose is a plus;
- Experience managing (social) psychological experiments preferred;
- Experience supervising others preferred;
- Excellent organizational skills and attention to detail;
- Ability to work independently and as part of a team.

BENEFITS

- Comprehensive medical, dental and vision insurance coverage
- Life Insurance
- University of California Retirement Plan (defined benefit)
- Disability Insurance
- Legal Insurance
- Generous vacation and sick leave
- Thirteen paid holidays per year
- Pre-tax Retirement Savings Programs
- Flexible Spending Accounts for transportation-related, healthcare and dependent care expenses

THE HIRING PROCESS

To apply, send your resume and cover letter to Marina Multhaup at multhaupm@uchastings.edu.

Failure to provide the information as required on the application form including attaching a cover letter and a resume shall immediately disqualify an applicant from employment consideration.

Please Note: *This position has been designated as “sensitive” and requires a pre-employment background check.***

Federal law requires employers to provide reasonable accommodation to qualified individuals with disabilities. Please contact Human Resources if you require a reasonable accommodation to apply for a job. Examples of reasonable accommodation include making a change to the application process, providing documents in an alternate format, using a sign language interpreter, or using specialized equipment.

WHAT TO EXPECT

Applicants who meet the position requirements will be competitively evaluated to identify the individuals whose breadth and depth of experience and education most closely relate to the stated requirements and the needs of the College. Depending on the quality and number of the applications received, only the better qualified applicants may be contacted for an interview. **The position is open until filled.**

UC Hastings College of the Law is an Equal Opportunity Employer