

We are seeking a *highly-motivated up-and-coming researcher* to help develop and administer a series of research studies associated with increasing the number of women, particularly women of color, in faculty positions in the Colleges of Science, Technology, and Engineering at Purdue University. This project is supported by a grant through the National Science Foundation's ADVANCE-IT Cooperative Agreement HRD-0811194 (<http://www.nsf.gov/awardsearch/showAward.do?AwardNumber=0811194>).

The scholar will work closely with Dr. Alice Pawley (co-PI and assistant professor in the School of Engineering Education, affiliate with Women's Studies Program) in carrying out two studies:

Study 1 Model checking: *determine the extent to which women's career pathways into and through academic faculty levels in STEM disciplines are modeled by pipeline or chilly climate ideas.* An explicit and critical component of Study 1 is to determine the applicability of these models to women of different ethnicities. This study will be completed through interviews and surveys. Data analysis will assess *quantitatively and qualitatively* the effectiveness of pipeline and chilly climate models for explaining women's persisting underrepresentation in STEM disciplines at Purdue and will inform PCFS programs.

Study 2 New models: *develop alternative models, such as boundary model conceptualization, that provide other explanations of career pathway decisions experienced by women STEM faculty members of different ethnicities at Purdue.* This study will be completed via an institutional ethnography applied to the colleges of Engineering, Science and Technology to explore the impact of Purdue's organization and rules through the experiences of people, particularly women, who work within them. Researchers will use interviews, discursive analysis of texts, and participant observation to understand the institution structure and organization by exploring how real individuals negotiate the "everyday world" (lived realities in a particular institutional location).

This post-doctoral scholar will also be involved in the quantitative data analysis required for NSF-ADVANCE reporting purposes, as well as securing the institutionalization and future funding of the project.

The successful candidate must have a Ph.D. in STEM Education, Sociology, Psychology, Gender Studies, Ethnic Studies, Education, or related fields and must demonstrate a strong working knowledge of both qualitative and quantitative research techniques, an ability to work effectively within interdisciplinary environments, and an ability to communicate effectively with local and national leadership teams. Strong literature search, research design, written, and verbal skills are required. The successful applicant for this position must be able to work independently and demonstrate leadership. Existing expertise in critical race theory and gender theory is preferred.

The starting salary for this position is \$40,000 US, and includes benefits. The starting date is flexible, but should fall between December 1, 2008 and February 1, 2008. Up to three years of funding are available given satisfactory performance, assessed yearly. Applicants should apply by sending electronically 1) a cover letter, 2) a statement of your relevant research experiences, interests and goals, 3) a curriculum vitae, and 4) the names, email addresses and phone numbers of three references to Dr. Alice Pawley (apawley@purdue.edu), subject ADVANCE-Purdue postdoc position. Please contact Dr. Pawley with queries.

Purdue University is committed to maintaining a community which recognizes and values the inherent worth and dignity of every person; fosters tolerance, sensitivity, understanding, and mutual respect among its members; and encourages each individual to strive to reach his or her own potential. In pursuit of its goal of academic excellence, the University seeks to develop and nurture diversity. The University believes that diversity among its many members strengthens the institution, stimulates creativity, promotes the exchange of ideas, and enriches campus life. Purdue University is an equal opportunity, equal access, affirmative action employer fully committed to achieving a diverse workforce.