



WESTERN MICHIGAN UNIVERSITY
The Evaluation Center

We're Hiring

Senior Research Associate

to work with EvaluATE project funded by NSF

The Evaluation Center at Western Michigan University is hiring a Senior Research Associate to join the **EvaluATE** (evalu-ate.org) team to play a lead role in designing and delivering materials and activities to enhance evaluation capacity. Funded by the National Science Foundation's Advanced Technological Education (ATE) program, EvaluATE educates people about evaluation through open-access events and resources.

This position will specifically **oversee the development of training materials to support EvaluATE's evaluation capacity building efforts.**

Apply

Submit your application through the Western Michigan University HR job portal by March 25, 2024.

<https://www.wmujobs.org/postings/1753>

Contact Lyssa Wilson Becho (lyssa.becho@wmich.edu) with any questions or to discuss the position.

Compensation & Benefits

The starting pay range for this position is **\$65,155 - \$87,960**.

The position (R5C) is Pay Band C of the WMU Research Staff Pay Structure. WMU pay rates are publicly available at <https://bit.ly/WMU-research-pay-rates-22>.

Additional information about WMU benefits, including tuition discounts, health care, and life and disability insurance is available at <https://wmich.edu/hr/benefits-research>.

The Evaluation Center encourages professional development through paid time to pursue training and annual attendance to the American Evaluation Association Conference.

Location: Kalamazoo, Michigan

Located half-way between Chicago and Detroit in southwest Michigan, Kalamazoo ranks high in coolness and affordability (bit.ly/kzoo-cool). We have three institutions of higher education, a lively arts scene, and great options for outdoor recreation. The Kalamazoo Promise covers 65 to 100% of tuition at most Michigan colleges and universities for graduates of Kalamazoo Public Schools (kalamazoopromise.com). Learn about the Kalamazoo area at www.discoverkalamazoo.com.



This job is for you if you...

- Are enthusiastic about teaching others about evaluation.
- Are looking to join a passionate team that does great work.
- Find value in supporting others in mission-driven work.
- Value diversity, equity, and inclusion.
- Have experience and interest in developing evaluation capacity in STEM education.

Minimum qualifications include...

- Doctoral or terminal degree in a relevant discipline, plus at least 2 years relevant experience, or master's degree in a relevant discipline, plus 6 years relevant experience. In rare instances, a bachelor's degree, plus at least 10 years' relevant experience.
- Knowledge of the evaluation process, data collection, and analytical methods
- Demonstrated record of teaching or training in evaluation.
- Strong interpersonal, written, and verbal communication skills.
- Demonstrated interest, skills, and experience working with diverse groups.



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Senior Research Associate

We are looking for someone who we can count on to...

- Develop and lead webinars and workshops on a range of evaluation topics for both evaluators and project staff, using proven training strategies and building off the effective practices already in use by EvaluATE
- Develop just-in-time resources such as checklists, guides, and templates to improve the work of ATE evaluators and enhance the evaluation capacity of ATE projects
- Collaborate in the development and implementation of a badging program, which will involve determining badging requirements, topics, and levels
- Facilitate the application of learning among EvaluATE's users by organizing and hosting learning cohorts
- Collect and analyze data as needed for project evaluation and action research in accordance with ethical and technical principles
- Collaborate with EvaluATE team members, ATE evaluators, and ATE project staff to ensure EvaluATE's training material and activities are relevant and appropriate to ATE context and needs
- Contribute to scholarship by writing articles and presenting at professional conferences





About EvaluATE

EvaluATE is funded by the National Science Foundation's (NSF) Advanced Technological Education (ATE) program. Our primary audience includes project staff, faculty, grants professionals, and evaluators involved with the NSF ATE program. Our work also benefits evaluation educators, the broader evaluation community, and others engaged in planning and implementing evaluation in STEM, higher education, and other diverse contexts.

Our Vision

EvaluATE envisions an ATE community in which evaluation is valued, systematic, and used to improve the education of technicians in high-tech fields.

Our Mission

We work towards our vision by engaging the ATE community with information, expertise, and tools to advance high-quality evaluation.

Evaluation Statement

We believe that evaluation is a systematic process of gathering, analyzing, and interpreting data for the primary purpose of learning and improvement. High-quality evaluation is actionable and equitable. It balances usefulness, feasibility, propriety, accuracy, and accountability. Effective evaluations are led by questions, not methods; engage diverse teams; balance questions about process and outcomes; and respond to context and culture.

Our Values

Service.

We respond to our audience's needs in ways that are practical, flexible, and context-sensitive.

Co-creation.

We are more impactful when we collaborate with others.

People.

We center people as their whole selves, build authentic relationships, and embrace compassion.

Equity.

We actively acknowledge societal injustices and strive to ensure that all members of our audience can benefit from our work by eliminating or minimizing imbalances as we work towards fairness and justice.

Inclusion.

We engage others with openness, appreciation, and humility to foster a sense of belonging.

Diversity.

We lift up the voices of people with diverse perspectives, lived experiences, and positionalities.

Quality.

We strive to be accurate, practical, and useful in all aspects of our work.