

Lab Manager for HGSE's Bridwell-Mitchell Lab

Project Description: Nearly 70% of teachers have reported working together in collaborative groups (Banilower et al., 2013). Teachers also often report being dissatisfied with these experiences and the effects of such groups on instructional practice and student learning is varied (Ronfeldt, Farmer, McQueen, & Grissom, 2015). Some research suggests this is because collaborative work is not focused on the right tasks. However, tasks only address the technical aspects of collaborative work. When conventional instruction and deeply ingrained beliefs about learning are institutionalized, they will tend to persist despite the technical aspects of work or its effectiveness. Hence, the underlying mechanisms of institutionalization must be addressed - one mechanism being the influence relationships have on individuals' understandings of their work, the norms to which they conform and the access they have to resources needed for work (Scott, 2008). The current research project is a lab-based experimental study examining the extent to which a work group design intervention affects the relational conditions of collaborative work – namely, the mutual presence of cohesion, socialization, functional diversity and innovation opportunities. The result, in turn, being to effect change in institutionalized work practices and beliefs.

Position Description: Candidates are sought to fill the temporary position of Laboratory Manager and Research Assistant for the above research project being conducted by primary investigator, [Professor Ebony N. Bridwell-Mitchell, Harvard Graduate School of Education](#). The main responsibility of this position is to manage the implementation of a set of experimental trials testing the effects of the work group design intervention. This includes but is not limited to (1) participant recruitment, (2) preparing experimental materials and procedures, (3) overseeing participants during experimental trials, (4) cleaning, managing and conducting preliminary analyses of data, (5) providing project administrative support and (6) collaborating with the Primary Investigator to ensure successful completion of data collection and preliminary analyses.

The position is best suited for candidates with an interest in experimental research, project management and institutional change. The most important dispositions, knowledge and skills are: (1) fastidious project management skills, attention to detail and a proclivity to check and revise work as needed; (2) high comfort level and social skills for recruiting and interacting with study participants; (3) the ability to work under the pressure of meeting regular deadlines; (4) comfort and skill with software applications for electronic data collection, such as Qualtrics, and data management and analysis, such as STATA; (5) some proclivity for systematically cataloguing and managing electronic files, including data entry, cleaning and organization; and (6) the ability to work independently with a commitment to high quality work.

Training will be provided in the theoretical background and research design for the study. Some training will be provided in the use of software, technology

and administrative systems specific to the research. Preference will be given to candidates with previous experience with experimental research and/or project management. The estimated time commitment is 15-20 hours per week from March 1 to July 31, 2019. While much work can be conducted remotely, the hired candidate must be available to work in-person on the majority of experimental trial dates, a list of which is [here](#). Remuneration is commensurate with experience, starting at \$30/hour.

Contact Information: Those interested in the position should attach a 2-page max resume to a brief e-mail describing (1) why they are interested in the position, (2) what relevant skills or experiences they possess and (3) what their availability is to meet to discuss the position. Please send the e-mail directly to Faculty Assistant, Bianca De Barcelos (bianca_de_barcelos@gse.harvard.edu) making sure to indicate "Bridwell-Mitchell Lab Manager/Research Assistant Position" in the subject line. Review of candidates will proceed on a rolling basis beginning February 4, 2018 and will continue until the position is filled.

References

Banilower, E. R., Smith, P. S., Weiss, I. R., Malzahn, K. A., Campbell, K. M., & Weis, A. M. (2013). *Report of the 2012 national survey of science and mathematics education*. Retrieved from Chapel Hill, NC: <http://www.horizon-research.com/2012nssme/research-products/reports/technical-report/>

Ronfeldt, M., Farmer, S. O., McQueen, K., & Grissom, J. A. (2015). Teacher collaboration in instructional teams and student achievement. *American Educational Research Journal*, 52(3), 475-514.

Scott, R. W. (2008). *Institutions and organizations: Ideas, interests, and identities*. Thousand Oaks, CA: Sage.