

University of Mississippi Center for Population Studies (CPS) and State Data Center of Mississippi

Senior Research Associate

Location: Oxford, MS 38655

Employee Designation: 12-month regular full-time (benefits eligible)

Position Description:

The Center for Population Studies (CPS, <http://cps.olemiss.edu>) and State Data Center of Mississippi (SDC, <http://sdc.olemiss.edu>) at the University of Mississippi invite applications for a Senior Research Associate, beginning Summer or Fall 2022. We seek a scholar to support the demographic and outreach mission of the Centers. Specifically, we invite applications from individuals with expertise and an interest in working with staff, non-profit, local, state, and federal organizations on research projects related to Mississippi's demographic characteristics, population change, population projections, data collection and cleaning.

About UM Center for Population Studies and State Data Center of Mississippi

The Center for Population Studies (CPS) educates, conducts research, and engages in public outreach concerning population issues and is the lead agency for the State Data Center (SDC) of Mississippi. CPS works closely with faculty, government and non-profit agencies, and community organizations across the State and has a 40-year history of helping Mississippians access, use, and interpret public data for the purposes of local development. In this capacity, CPS distributes census and related data, provides instruction on data analysis, and serves as the liaison between the Census Bureau and the users of census and related data.

CPS also houses the Applied Policy and Community Research Laboratory, providing an avenue through which students are able to collaborate with faculty and nonprofit organizations to engage in timely and meaningful research. CPS also coordinates the Society and Health Minor in collaboration with the College of Liberal Arts. This minor is for undergraduates interested in the social, cultural, and ethical dimensions to understanding and improving population health.

The SDC exists through a collaborative agreement established in the late 1970's between UM, the State of MS, and the US Census Bureau and provides outreach, technical assistance, and dissemination of public data, particularly concerning population characteristics and change. Much of this work is conducted in partnership with the SDC Affiliates network across the state, including planning and development districts. The SDC also plays a key role in the Decennial Census in MS, providing demographic expertise to state-level and federal stakeholders on census participation, dissemination of data, and education related to accessing, using, and reporting on the data. Center Staff have participated in the 2020 Census Count Review Operation (CRO) in Mississippi, routinely engage in outreach activities with rural communities around the state, and work in partnership with state agencies, including MS State Extension specialists.

CPS, through the SDC, represents MS in the Federal-State Cooperative for Population Estimates (FSCPE), coordinating the fulfillment of data requests for official population estimates, participating in the statewide Complete Count Committee, and calculating and publishing population projections for the state and counties. The latter are used by state agencies, businesses, foundations, and researchers to plan for the future. Additionally, with the releases of 2020 Decennial Census data for redistricting, the SDC is responsible for providing technical input and legal testimony related to redistricting plans.

CPS is committed to building an inclusive, equitable, and supportive environment for scholars and students from historically underrepresented groups.

Position Details

Appointment: 12-month

Essential Duties/Responsibilities:

- Update and publish regular population projects for the state of Mississippi
- Act as a liaison between the State Data Center (SDC) and the United States Census Bureau
- Represent CPS and SDC in the FSCPE meetings, and participate in any SDC Affiliates workshops or activities
- Work closely with State officials around Census data collection, outreach, and reporting, including but not limited to participating in the Census CRO.
- Engage in independent research and publish academic research
- Produce public facing publications on relevant population trends to MS, and more broadly—connect these trends to current policy developments.
- Supervise a research team including research associates, graduate and undergraduate students
- Build and maintain strong, trusting relationships with CPS clients and community organizations/members

Minimum Education/Experience

Education:

Ph.D. in Demography, Applied Demography, Rural Sociology, or a closely related discipline.

Experience, Knowledge, Skills & Abilities:

- Experience in demographic analysis and techniques, including mapping
- Experience in writing peer-reviewed publications
- Proficiency in data collection and data analysis (your choice of statistical packages, Excel, and ArcGIS)
- Excellent oral, written, and presentation skills (both technical and non-technical)
- Ability to communicate with lay and professional audiences

Application Procedures

For full consideration, candidates will submit the following documents: (1) a cover letter outlining your research qualifications and related experience for the advertised position, (2) a C.V., (3) a research statement, (4) a diversity statement, with specific reference to your approach to working with communities. Review of applications will begin May 15 and will continue until the position is filled. Candidates who are selected for further review will be asked to provide a writing sample and letters of reference (to be submitted by the candidate's referees through the online application website). If you have any questions, please contact Dr. Anne Cafer, chair of the search committee and Director of CPS at amcafer@olemiss.edu or (662) 915-7295.

EEO Statement

The University of Mississippi provides equal opportunity in any employment practice, education program, or education activity to all qualified persons. The University complies with all applicable laws regarding equal opportunity and affirmative action and does not unlawfully discriminate against any employee or applicant for employment based upon race, color, gender, sex, pregnancy, sexual orientation, gender identity or expression, religion, citizenship, national origin, age, disability, veteran status, or genetic information.

Background Check Statement

The University of Mississippi is committed to providing a safe campus community. UM conducts background investigations for applicants being considered for employment. Background investigations include a criminal history record check, and when appropriate, a financial (credit) report or driving history check.

About the University of MS & Oxford, MS

Founded in 1848, the University of Mississippi (UM), affectionately known to alumni, students and friends as Ole Miss, is Mississippi's flagship university. Included in the elite group of R-1: Doctoral Universities - Highest Research Activity by the Carnegie Classification, it has a long history of producing leaders in public service, academics and business. The University of Mississippi, consistently named by The Chronicle of Higher Education as a "Great College to Work For," is located in Oxford, MS, which is ranked one of the "Top 10 Best College Towns." With more than 24,000 students, UM is the state's largest university and is ranked among the nation's fastest-growing institutions. The University of Mississippi, which has aggressively implemented many health and wellness initiatives for its more than 2,900 employees, has consistently been named one of Mississippi's Healthiest Workplaces.

Touted as the "Cultural Mecca of the South", creativity abounds in Oxford as musicians, artists and writers alike find inspiration in Oxford's rich history, small town charm and creative community. Oxford is a one-hour drive south of Memphis, TN and is known as the home of Nobel Prize winning author William Faulkner. Over the years Oxford has also been known for offering exceptional culinary experiences and as the home of the University of Mississippi and the Ole Miss Rebels, there is always something here to immerse yourself in. Oxford has also been featured as a literary and arts destination in such publications as The New York Times,

Southern Living, Condé Nast Traveler, and GQ. Among other cultural activities, annual events include the Oxford Film Festival, a thriving local music scene, and the Ford Center Performing Arts Series. Oxford is a vibrant university town, filled with unique shops and galleries, eclectic restaurants and clubs, historic landmarks, and comfortable inns.

University of Mississippi College of Liberal Arts Equity Statement

The University of Mississippi College of Liberal Arts is committed to equity in higher education. We seek to build diversity, equity, and inclusion into the heart of our research, teaching, and service missions. We strive to create an environment of learning and discovery where students, faculty, and staff are supported and can expect respect and a sense of belonging as they pursue their best work. Our view of diversity is rooted in the recognition that access to higher education has been blocked or hindered for groups of people based on race/ethnicity and gender (and other systems of power, including socio-economic status/class, sexual orientation, ability, nationality, religious beliefs and practices, among others). As the largest academic area at the University of Mississippi, the flagship university in the state, we have a deep responsibility to reflect the diverse public we serve in order to effectively educate and train problem-solving leaders and lifelong learners. To foster this work and build the strongest College possible, our goal is to collectively create policies and practices in the College that ensure that power, resources, and decision-making are equitably distributed. We will strive to develop authentic relationships and partnerships in this ongoing academic and civic journey and we will hold one another accountable for our progress towards equity, learning from our failures and celebrating our successes as we go.

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