



Postdoctoral Associate in Equitable and Open Scholarship - Two-year position (Sept 2024-Aug 2026)

Center for Research on Equitable and Open Scholarship (CREOS), MIT Libraries interdisciplinary with MIT Faculty in Brain and Cognitive Science, Computer Science, Economics

The MIT Libraries' [Center for Research on Equitable and Open Scholarship](#) (CREOS) seeks two postdoctoral associates to conduct original research that will advance knowledge in the service of equitable and open scholarship. We are especially interested in applicants who wish to pursue research on incentives and barriers, impacts, and/or economic models in these areas of open science.

RESPONSIBILITIES:

Conduct and disseminate original research in an area of current CREOS interests which include open and equitable scholarship related to advancing data and code sharing processes, computational social science (broadly construed), tools for sharing information among scholars, peer review, or the economics of publishing. The successful applicants for this postdoctoral position will be interested in the challenges of scientific rigor and reproducible science in order to further research about biased publication processes, incentives at hiring and promotion, and obstacles to equity and justice in the scholarly ecosystem and global communities. Participating in a weekly research seminar is part of the program to help develop knowledge and skills in these areas as well to lean into the unique strengths of MIT, MIT Libraries, CREOS and what we can bring to research related to open scholarship.

CREOS research includes applied methodologies from observational causal inference (e.g. through data mining, web-mining approach), embedded research, and field experiments (e.g. through instrumentation of existing platforms) to questions addressing the direct effect and indirect impact of open and equitable models on individual incentives and barriers, organizations and scholarly communities, and economic and societal systems. Postdocs will work closely with CREOS and also with a faculty mentor and will be aligned with their lab. Your research topics will be determined in collaboration with both of these teams. The postdoctoral associates will have the opportunity to contribute to CREOS established research questions and to develop their own research agenda within the context of the broader CREOS mission. We hope this research will inform and influence the policy, practices, and initiatives of open and equitable science.

Based on research interests, postdocs will have the opportunity to work with one or more MIT faculty members and CREOS research staff, including: [Micah Altman](#) (CREOS Research Scientist), [Pierre Azoulay](#) (Professor at MIT's Sloan School of Management), [Chris Bourg](#) (Director of MIT Libraries and Founding Director of CREOS), [David Karger](#) (Professor at MIT in the Computer Science and Artificial Intelligence Laboratory), [Roger Levy](#) (Professor in the Department of Brain and Cognitive Sciences at the & Director of MIT's Computational Psycholinguistics Laboratory) [Rebecca Saxe](#) (Professor of Cognitive Neuroscience in the department of Brain and Cognitive Science).

December, 2023

The postdoctoral associates will also have the opportunity to contribute to CREOS established research questions as well as to develop their own ideas for research in the areas of open and equitable research; specifically, the barriers, impacts, and/or economic models therein.

MINIMUM QUALIFICATIONS:

- PhD, or equivalent terminal degree, in a computational social science or related discipline, psychology, cognitive science, neuroscience, economics, natural language processing, digital humanities, sociology, law, linguistics, information science or a related field.
- Background or demonstrated interest in research on scholarly communications, the science of science, studies of knowledge and knowledge production, and/or information sciences is preferred.
- Experience conducting and disseminating basic research in an academic environment.
- Understanding of the complex and changing landscape of scholarship and scholarly communications; and ability to identify significant and relevant research questions.
- Familiarity with multiple methodologies (e.g. experimental design, survey methods, interviews, etc.); experience in using both qualitative and quantitative data to test hypotheses preferred.
- Ability to work on interdisciplinary and multidisciplinary research projects.
- Proven success in working in a dynamic and team environment.
- Clear and effective written and verbal communication, including presentation skills; preparation, creation and presentation of the published work.
- Demonstrated commitment to promoting the values of diversity, equity, and inclusion in all work activities and in interpersonal interactions.

PREFERRED QUALIFICATIONS:

- Background in research on scholarly communications, the science of science, studies of knowledge and knowledge production, and/or information sciences preferred.
- Experience in and a commitment to teaching.

We expect the candidate to be stronger in some qualifications listed above than others; we are committed to helping our future colleague expand their skills, as well as learning from their areas of strength.

SALARY AND BENEFITS: \$66,950 USD/year. MIT offers excellent [benefits](#) including a choice of health and retirement plans, a dental plan, tuition assistance, and fully subsidized MBTA passes for local bus and subway service. Flexible work arrangements, including flex-time and telecommuting, are considered for positions that meet established criteria. The MIT Libraries is a collegial and supportive working environment and fosters professional growth of staff with management training and travel funding for professional meetings

APPLICATION PROCESS: Apply online at: <https://hr.mit.edu/careers>. Priority will be given to applications received January 22, 2024; deadline for applications is February 16, 2024.

Applications must include the following:

- Cover letter addressing qualifications for undertaking the research project including your interest and background in some subset of topics listed under Responsibilities and any additional topics that may fit into the research scope.
- CV.

- *Writing sample, such as an excerpt from the dissertation or other relevant publication, of no more than 5,000 words.
- *Two letters of recommendation.

*Please send the writing sample and letters of recommendation to lib-hr@mit.edu

THE ENVIRONMENT:

The [MIT Libraries](#) are an engine for creating, sharing, and safeguarding knowledge at the Institute and beyond. The Libraries work to improve the world's collective knowledge by equipping current and future scholars with the best content and the skills to use it, whether examining medieval manuscripts or flying drones to collect data. We make MIT research — from the LIGO detection of gravitational waves, to the design of humanoid robots, to advances in drug delivery — openly accessible to the world. [CREOS](#) tackles the big challenges in scholarly communication, ranging from accessibility and inclusion in library systems to economic models for equitable and open scholarship.

Through this work, we are building a library of the future, reimagining and reinvigorating the use of libraries from simply quiet places to study into a global network of partnerships that can build “a more inclusive, equitable, trustworthy, and sustainable scholarly knowledge ecosystem.”

MIT is strongly and actively committed to diversity within its community and particularly welcomes applications from qualified women and minority candidates. The Libraries seek professionals who enthusiastically embrace the empathy, courage, self-reflection and respect of a multi-cultural, diverse, and inclusive workplace, and who strive to incorporate those values in their work and interactions.

Equal Employment Opportunity:

MIT has a publicly posted [Nondiscrimination Policy](#) with a commitment to equal opportunity. The Institute prohibits discrimination against individuals on the basis of race, color, sex, sexual orientation, gender identity, pregnancy, religion, disability, age, genetic information, veteran status, or national or ethnic origin in the administration of its educational policies, admissions policies, employment policies, scholarship and loan programs, and other Institute administered programs and activities.

BACKGROUND CHECKS:

Employment is contingent upon the completion of a satisfactory background check.

VISA SPONSORSHIP:

This position is eligible for visa sponsorship. MIT sponsors visas only for certain academic and research positions. MIT does not sponsor the following individuals for employment-based visas or for exchange visitor visas: students; technical, administrative, library, or support staff members; individuals with inadequate funding, insurance, or credentials; or those whose particular visa history precludes sponsorship.