

Postdoctoral Scholar – Validity Evidence of Selection Processes

Position Description

Area: Selection, Psychometrics, Validity

Duration: Two year with the possibility of renewal

Start Date: Immediate

Salary: 50,000 CAD per year, plus Alberta Blue Cross Plan C Health Insurance Benefits

The **Faculty of Veterinary Medicine** at the **University of Calgary** is accepting applications for a Postdoctoral Scholar in Veterinary Medical Education

Job Description:

The **Faculty of Veterinary Medicine, University of Calgary (UCVM)**, has a history of publishing high impact veterinary educational research in admissions, assessment, communication, and simulation. UCVM has published some of the first work in veterinary medicine reporting validity evidence for the multiple mini interview and utility of an on site written statement. The Post Doctoral position will build on this foundational work with veterinary educational scholars, extending the research evidence to include the study of stakeholder values associated with admissions processes and predictive validity of assessment methods for future performance in the cognitive, affective, and psychomotor domains.

Candidates will have a PhD in health professions education, education, measurement and assessment, organizational psychology, psychometrics, personnel selection, or their equivalents.

The successful candidate will have a strong foundation in measurement and methods (mixed methods and quantitative) used to study validity questions associated with admissions processes. This would include studying

Supervisors:

The position will report to Dr. Rob McCorkell – Associate Dean, Admissions and Academic Outreach and Dr. Kent Hecker, Veterinary Education Research

Qualifications:

- PhD-degree completion (including PhD thesis defense and final PhD submission) in the field of health professions education, education, measurement, organizational psychology and assessment, or their equivalents. Thesis / dissertation must be approved prior to appointment.
- Demonstrated proficiency mixed or quantitative methods
- Experience in validity theory, validation and validity frameworks as they pertain to selection practices
- Experience with data analytic toolsets, such as R, SPSS, EQS, HLM, NVIVO etc.
- Ability to communicate effectively with both clinical and health professions education researchers. machine learning and medical researchers
- Please review the Postdoc Eligibility Guidelines for more information prior to applying for this position.

Application details:

To apply, please submit your application via email as a single PDF file with the subject line: Postdoctoral Application - (Your Name) to Drs. Kent Hecker (kghecker@ucalgary.ca) and Robert McCorkell (rbmccork@ucalgary.ca).

Application Materials:

- Curriculum vitae

- Brief statement of interest related to data science postdoc opportunity above
- (eventually) Contact information for three references

Review of the applicants will begin immediately. We thank all applicants' interests, but only short-listed candidates will be contacted for more information and invited to interview. Review of applications will continue until the positions are filled.

Additional Information

To learn more about postdoctoral scholar opportunities at the University of Calgary and all we have to offer, view our **Postdoc Careers website**. For more information about the Faculty of Veterinary Medicine visit **UCVM webpage**.

The University strongly recommends all faculty and staff are fully vaccinated against COVID-19.

About the University of Calgary

The University of Calgary is Canada's leading next-generation university - a living, growing and youthful institution that embraces change and opportunity with a can-do attitude. Located in the nation's most enterprising city, the university is making tremendous progress on its Eyes High journey to be recognized as one of Canada's top five research universities, grounded in innovative learning and teaching and fully integrated with the community it both serves and leads. The University of Calgary inspires and supports discovery, creativity and innovation across all disciplines. For more information, visit **ucalgary.ca**.

To succeed as one of Canada's top universities, where new ideas are created, tested and applied through first-class teaching and research, the University of Calgary needs more of the best minds in our classrooms and labs. We're increasing our scholarly capacity by investing in people who want to change the world, bringing the best and brightest to Calgary to form a global intellectual hub and achieve advances that matter to everyone.

For more information visit **research.ucalgary.ca/postdocs**.

About Calgary, Alberta

Calgary is one of the world's cleanest cities and has been named one of the world's most livable cities for years. Calgary is a city of leaders - in business, community, philanthropy and volunteerism. Calgarians benefit from the strongest economy in the nation and enjoy more days of sunshine per year than any other major Canadian city. Calgary is less than an hour's drive from the Rocky Mountains and boasts the most extensive urban pathway and bikeway network in North America.

The University of Calgary has launched an institution-wide Indigenous Strategy in line with the foundational goals of *Eyes High*, committing to creating a rich, vibrant, and culturally competent campus that welcomes and supports Indigenous Peoples, encourages Indigenous community partnerships, is inclusive of Indigenous perspectives in all that we do.

The University of Calgary recognizes that a diverse staff/faculty benefits and enriches the work, learning and research experiences of the entire campus and greater community. We are committed to removing barriers that have been historically encountered by some people in our society. We strive to recruit individuals who will further enhance our diversity and will support their professional success while they are here.