**P3: Level Standards**

**GENERAL ROLE**

This level is accountable for directly providing service to any assigned work unit at the University. The service can focus on a single or a variety of job functions with varying degrees of independence. Positions at this level may supervise student or support employees.

Incumbents:

* Put into effect what is required by defined job duties and responsibilities following professional norms or established procedures and protocols for guidance.
* Alter the order in which work or a procedure is performed to improve efficiency and effectiveness.
* Recommend or implement modifications to practices and procedures to improve efficiency and quality, directly affecting the specific office operation or departmental procedure or practice.

**INDEPENDENCE AND DECISION-MAKING**

*🡪 Supervision Receive*d

* Works under limited supervision.

*🡪 Context of Decisions*

* Utilizes general departmental guidelines to develop resolutions outside the standard practice.

*🡪 Job Controls*

* Possesses considerable freedom from technical and administrative oversight while the work is in progress.
* Defines standard work tasks within departmental policies, practices, and procedures to achieve outcomes.
* Serves as the advanced resource to whom more junior employees go to for technical guidance.

**COMPLEXITY AND PROBLEM SOLVING**

*🡪 Range of issues*

* Handles a variety of work situations that are cyclical in character, with occasionally complex situations.
* Issues are regularly varied.
* Problems tend to be technical or programmatic in nature.

*🡪 Course of Resolution*

* Assesses a variety of situations, and develops resolutions through choosing among options based on past practice or experience.

*🡪 Measure of Creativity*

* Issues are solvable through deep technical know-how and imaginative workarounds.
* Most of the obstacles, issues, or concerns encountered require considering alternative practice or policy interpretation.

**COMMUNICATION EXPECTATIONS**

*🡪 Manner of Delivery and Content*

* Regularly provides information on finished materials to others.

**SCOPE AND MEASURABLE EFFECT**

* Actions regularly affect an individual, item, event, or incident, etc.
* Actions taken are generally done to meet reporting requirements or regulatory guidelines, or to satisfy internal checks and balances and/or existing standards.
* Incumbents have an indirect impact on a larger action or process, such as serving as a single component in an approval process, where the process is “owned” by a different work unit.
* May be designated to guide or organize the work of several employees within the unit.

**Job Template**

**GENERAL SUMMARY**

Assists with compiling, building, and maintaining databases for planning, decision-making, publication, and compliance with government regulations purposes. Assists with the generation and analysis of data-utilizing queries.

**REPORTING RELATIONSHIPS AND TEAM WORK**

Works under general supervision of a supervisor or manager.

**ESSENTIAL DUTIES & RESPONSIBILITIES**

*The intent of this section is to list the primary, fundamental responsibilities of the job – that is, the duties that are central and vital to the role.*

* Collects, maintains, and reports data related to institutional characteristics, strategic planning, accreditation, enrollment, staffing, degrees, and certificates awarded.
* Follows standardized practices for collection and interpretation of data to ensure data accuracy and integrity in reports.
* Gathers, summarizes, reports on, produces, and distributes information as an aid in administrative planning using data received from available resources.
* Performs basic analysis and interpretation of data received from various University and external sources.
* Generates periodic and special reports and narratives, surveys, and trend analyses. Provides information and statistics in response to authorized internal or external requests.
* Keeps abreast of developments and trends, which may require discussing new studies or modification of current projects or practices.
* Consults with computer programmer/analysts in designing and maintaining information systems and databases for data analysis, studies, reports and other data needs.
* Administers data collection systems such as faculty productivity and other academic and management information systems for the University.
* Composes and disseminates instructional and explanatory information as needed.
* Performs related work as required.

**MINIMUM QUALIFICATIONS**

* Bachelor’s degree in related field.
* Two to three years of experiencein higher education.

**COMPETENCIES**

**Knowledge of:**

* Institutional research data content
* Institutional research reporting
* Basic institutional research developments and trends
* Higher education data and trends
* Basic statistical analyses and techniques
* Microsoft Office and related software applications
* SAS, SPSS, SQL and other related statistical software

**Skill in:**

* Basic quantitative skills
* Planning and organization
* Troubleshooting
* Developing and maintaining effective and appropriate working relationships
* Critical thinking, problem solving and analysis

**Ability to:**

* Communicate effectively through both oral and written means
* Respect diversity and work collaboratively with individuals of diverse cultural, social and educational backgrounds
* Design and develop survey instruments
* Collect, analyze, and interpret various types of data
* Maintain the confidentiality of information and professional boundaries
* Work independently to create data reports