



## Academic Support Job Family: **Statistician Progression**

These generic job title summaries are intended to indicate the kinds of tasks and levels of work complexity that will be required of positions classified to any of these titles and are not intended to be construed as declaring the specific duties and responsibilities of any particular position. The use of particular expressions or illustrations describing functions within a specific job title does not exclude other duties of a similar kind and/or level of complexity. Positions are classified to a particular job title based upon the predominant level of expected work complexity. ***A position that is classified into this title and band must meet the Cornell requirements for exemption under the FLSA.***

### GENERIC JOB PROFILE SUMMARIES

<b>Statistician II INDIVIDUAL CONTRIBUTOR</b>	<b>Statistician III INDIVIDUAL CONTRIBUTOR</b>	<b>Statistician IV INDIVIDUAL CONTRIBUTOR</b>
Design, implement, and analyze data; may provide statistical research used for publishing results related to statistical research.	Collaborate with researchers to develop objectives, design samples and randomization schemes, and data collection procedures to achieve study objectives.	Develop and implement strategic plan and financial model. Organize and direct long term projects and goals.
Provide statistical support including database development, statistical coding, analytical planning and investigation of data.	Provide guidance for consulting and contractual work assignments; may provide input into staff development and evaluation.	Direct statistical support group, administer daily consulting work and contractual work assignments. Recruit, train and evaluate staff and promote department services.
Design tables and statistical procedures for specific research studies.	Design statistical analyses and report generation procedures for specific research studies, and writes statistical methods and results sections of reports and publications.	Design advanced statistical analyses and report generation procedures for specific research studies, and writes statistical methods and results sections of reports and publications.
Perform efficient completion of analysis and accuracy of results.	Ensure efficient completion of analysis and accuracy of results.	Ensure efficient completion of analysis and accuracy of results; assess overall success of unit.
Assist development of research projects.	Manage contractual work relationships and promote departmental research projects.	Develop marketing plan and direct execution of contractual work and departmental research projects.
Act as point of contact for faculty, staff and research collaborators for the interpretation of data.	Act as point of contact for faculty, staff and research collaborators for the interpretation of data.	Represent the data analysis to faculty, staff, research collaborators as well as external clients.

Statistician II INDIVIDUAL CONTRIBUTOR	Statistician III INDIVIDUAL CONTRIBUTOR	Statistician IV INDIVIDUAL CONTRIBUTOR
Provide general and advanced statistical and methodological consulting for planning, design, analysis and reporting of research.	Provide advanced statistical and methodological consulting for planning, design, analysis and reporting of research. Provide guidance to junior statisticians.	Direct and oversee general and advanced statistical and methodological consulting for planning, design, analysis and reporting of research.
Test, adapt, and write statistical design programs and procedures; recommend and identify appropriate software to researchers.	Test, adapt, and write statistical programs and procedures, methods, and analysis for research proposals; recommend and identify appropriate software to researchers.	Test, adapt, and write statistical programs and procedures, methods, and analysis for research proposals; recommend and identify appropriate software to researchers.
Interpret and translate results for non-statistical researchers.	Present and write statistical methods and results sections of reports and publications for client.	Oversee, and may, present and write statistical methods and results sections of reports and publications for client.
Use a wide variety of software including, but not limited to SAS, SESS, STATA and SQL.	Use a wide variety of software including, but not limited to SAS, SESS, STATA and SQL.	Use a wide variety of software including, but not limited to SAS, SESS, STATA and SQL
Provide instructional workshops, lectures and training on basic and advanced techniques for students and researchers.	Provide instructional workshops, lectures and training on basic and advanced techniques for students and researchers.	Determine and schedule instructional assignments; encourage and approve newly created workshops.
Analyze data and prepare tables, data and publications for final reports.	Prepare scientific summaries; makes oral presentations at professional/scientific meetings, workshops, and seminar series.	Prepare scientific summaries; makes oral presentations at professional/scientific meetings, workshops, and seminar series.
Develop the statistical design and planned analyses for research grant proposals and assists in writing statistical design, including sample size, and statistical considerations in grant proposals for faculty throughout the school.	Assist with grant writing and funded research. Develop analysis plans, ensuring sound statistical methods and strong study design.	Develop the statistical design and planned analyses for research grant proposals and takes primary responsibility for writing statistical design, including sample size, and statistical considerations in grant proposals.
Recommend new innovative procedures in the areas of data collection, quality control, presentation of results, and statistical analyses.	Develop and recommend new innovative procedures in the areas of data collection, quality control, presentation of results, and statistical analyses.	Develop and implement new innovative procedures in the areas of data collection, quality control, presentation of results, and statistical analyses.
	Participate on committees, working groups, and research project teams including directing and/or supervising project personnel, coordinating quality control efforts, and serving on writing teams.	Assume leadership responsibilities on committees, working groups, and research project teams including directing and/or supervising project personnel, coordinating quality control efforts, and serving on writing teams.
		Partner with Principal Investigator to apply for specific extramural grants using statistical analysis.

<b>Statistician II</b> <b>INDIVIDUAL CONTRIBUTOR</b>	<b>Statistician III</b> <b>INDIVIDUAL CONTRIBUTOR</b>	<b>Statistician IV</b> <b>INDIVIDUAL CONTRIBUTOR</b>
		Develop and oversee department budget, planning and/or proposing staffing patterns and business plans.

## JOB FACTOR PROFILE TABLE

FACTOR PROFILE	11706 STATISTICIAN II, BAND F	11707 STATISTICIAN III, BAND G	11708 STATISTICIAN IV, BAND H
<b>MINIMUM EDUCATION AND EXPERIENCE EQUIVALENCY</b>	Master's degree or equivalent; Up to 2 years of experience or equivalent	Master's degree or equivalent; 3 but less than 5 years of experience or equivalent	Master's degree or equivalent; 5 but less than 7 years of experience or equivalent
<b>IMPACT</b>	Moderate impact	Substantial impact	Substantial impact
<b>CONTACTS - INSIDE</b>	Assists others Cooperation of task completion	Provide guidance Coordinate activities	Provide guidance Coordinate activities
<b>CONTACTS - OUTSIDE</b>	Providing/receiving guidance, advice or information that must be analyzed and developed by the position	Providing/receiving guidance, advice or information that must be analyzed and developed by the position	Providing/receiving guidance, advice or information that must be analyzed and developed by the position
<b>CONTACTS - STUDENTS</b>	Occasional contact to provide information and instruction	Occasional contact to provide information and instruction	Frequent contact to provide information and instruction

<b>FACTOR PROFILE</b>	<b>11706 STATISTICIAN II, BAND F</b>	<b>11707 STATISTICIAN III, BAND G</b>	<b>11708 STATISTICIAN IV, BAND H</b>
<b>SUPERVISION</b>	Responsible for providing occasional guidance on work methods or procedures to employees who do similar work	Provide guidance, counsel and information to employees throughout the University in specific support areas	Day-to-day supervision to employees within the dept
<b>COMPLEXITY</b>	Occasionally required to develop new innovative solutions, services, products, processes or programs. Work requires sophisticated reasoning skills	Occasionally required to develop new innovative solutions, services, products, processes or programs. Work requires sophisticated reasoning skills	Occasionally required to develop new innovative solutions, services, products, processes or programs. Work requires sophisticated reasoning skills
<b>LEVEL OF DECISION MAKING</b>	Responsible for assisting in and influencing decisions concerning policy-setting, research, planning or students	Responsible for assisting in and influencing decisions concerning policy-setting, research, planning or students	Responsible for assisting in and influencing decisions concerning policy-setting, research, planning or students
<b>FREEDOM OF ACTION</b>	Directly effects entire department Moderate effect on students and employees	Directly affect several dept within a college, school or administrative unit Moderate effect on students and employees	Directly affect several dept. within a college, school or administrative unit Moderate effect on students and employees
<b>EFFECT OF DECISION MAKING</b>	Very general supervision Interpretation of work policies and procedures, and, at times deviation from standard work practice	Very general supervision Interpretation of work policies and procedures, and, at times deviation from standard work practice	Very general supervision Interpretation of work policies and procedures, and, at times deviation from standard work practice
<b>WORKING CONDITIONS</b>	Normal working conditions, including no or limited exposure to hazardous conditions/ materials/ equipment. Safety gear may sometimes be required	Normal working conditions, including no or limited exposure to hazardous conditions/ materials/ equipment. Safety gear may sometimes be required	Normal working conditions, including no or limited exposure to hazardous conditions/ materials/ equipment. Safety gear may sometimes be required