

APA Webinars Series: How Did You Get that Job?

Speaker information and Biographical Form

Current Position Description and Information

Name: Rebekah L. Layton, PhD, CMC, PCC

Title: Director, Professional Development Programs

Current Affiliation: University of North Carolina at Chapel Hill

Degrees you currently have:

Bachelor's degree (BA/BS) and major:

Psychology (BA), History & Sociology of Science (BA) - UPenn

Master's Degree and program area of focus (i.e., I/O Psychology, Neuroscience, Social, Clinical):

Psychology (MA) – University at Albany, State University of New York (SUNY)

Doctoral Degree and program focus:

Social and Personality Psychology (PhD) – University at Albany (SUNY)

Postdoctoral training:

Health Psychology – University of North Carolina at Chapel Hill

1. Please provide us a short description of your current position, and the work you do on a daily basis. This will be made available to the attendees on a handout as part of the webinar resources (no more than 250 words is needed):

Rebekah is responsible for creating and evaluating professional development program effectiveness in support of 1000+ biological and biomedical science trainees at UNC. This allows her to use evidence-based methods for selecting training events, modifying existing programming, and expanding the current offerings of professional development opportunities. The Training Initiatives in Biological and Biomedical Sciences (TIBBS) program provides scaffolding for a number of specific career paths, increasingly through student-led career cohorts that she supports. She also collaborates nationally through colleagues and institutions in the Graduate Career Consortium (GCC) and from the NIH Broadening Experiences in Scientific Training (BEST) Institutions on cross-site program evaluations, including professional development programs, experiential learning, and career outcomes. She is a published author of both professional development related and psychology discipline-specific peer-reviewed publications and book chapters.

2. In your current job, are there other titles/roles for people doing similar work at other organization, universities, or companies? If so, what are those titles/roles?

- **Program Director** – most common
- **Assistant/Assoc/Director of X** (many domains – e.g., CPD/career service, diversity, pipeline/recruitment/admissions, student affairs/academic affairs, academic advising, faculty development/faculty affairs/CTL; postdoctoral affairs, graduate training; specific disciplines; specific departments)

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- **Assistant/Associate/Dean for X** (CPD, graduate education, postdoctoral affairs)
- 3. What skills and abilities did you learn in your psychology training? Do you find are most useful in your job/career?
 - **Generic:** Teaching/speaking/presenting; management (RAs in lab); experimental design; writing/communication
 - **CPD Job specific experience:** Organizing panels, workshops, cover letters/CV review, job search workshops; pedagogical training
 - **Psych specific training:** Social science research methods; survey design/administration; statistical analysis; human subjects research experience
 - **Diversity/student affairs training:** SafeSpace + Suicide Prevention; SafeZone, GreenZone, American Indian Center + Haven, Mental Health First Aid; Racial Equity Institute, Opening Doors

Quantitative methods and evaluation

Psychometrics + principles of effective survey design

Analysis of survey data - basic and advanced statistical techniques

Univariate and multivariate analysis of variance/covariance

Linear regression

Logistic regression

Survival/failure analyses

Principal component factor and factor analyses

Structural equation modeling

Meta-analysis

Survey design/administration software platforms

Qualtrics, Survey Monkey, MediaLab/DirectRT, Inquisit

Statistical analysis software

SPSS, R, JMP, SAS, AMOS, LISREL

Human subjects research

IRB applications, informed consent, CITI Training

Career Pathway and Past Experiences

4. How did you get the job you are currently in? Please provide a brief history of your career path/journey. Our attendees are interested in knowing more about how one achieves a current position like yours, and what opportunities or experiences help open doors or create opportunities.

Undergrad → Military Officer → Grad school → Postdoc → Assistant Director → Director

-Project Manager, Postdoctoral Research Associate

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- Program Director, Training Initiatives in Biological and Biomedical Sciences
Assistant Director of Professional Development
- Director of Professional Development Programs

5. If someone wanted to follow a similar career path to your own, how would you suggest going about it? Please offer specifics/examples whenever possible: (Example: Networking is key. You should join XXXX LinkedIn groups, go to XXXX Meetups and attend XXXX meetings)
 - Participate in **student/trainee leadership opportunities** for organizations on campus (e.g., student clubs, dept service) - Help plan and run events (panels, workshops)
 - Participate in **professional societies** + offerings + service (APA + regional EPA; JPSP; APS) – judge posters, present at national confs, attend pre-conferences on teaching, prof dev, communication skills, etc.
 - Participate **nationally in organizations related** to career fields you are interested in transitioning into (e.g., trainee membership for Grad Career Consortium, National Postdoc Assoc, POD network)
 - Pursue **teaching and mentoring opportunities** (courses as well as undergrad research training/supervision; academic advising; etc.)
 - Conduct **informational interviews and connect** with people doing what you want to do
 - Try doing your own **mini-education research projects** (e.g., CIRTl TAR projects; reflective teaching + pre/post assessments; do a poster on it e.g., STP)
6. Are there specific resources for open positions in your career field, and if so what are they?
 - Positions often advertised through GCC, NPA, Chronicle, HigherEdJobs, Societies (APA & others)
 - Don't be afraid to look outside your field directly, you may find your skills even more highly valued

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