

# NICOLE M. JALBERT

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Home address: 11900 Cardinal Court NW Apt. J, Blacksburg, VA (540) 961-7723

Business address: Psychology Dept., 5094 Derring Hall, Virginia Polytechnic and State University, Blacksburg, VA 24060

E-mail address: njalbert@vt.edu

## EDUCATION:

**Doctor of Philosophy in Psychology, (Candidate),** Expected May 1999

Concentration: Industrial/Organizational Psychology,  
Virginia Polytechnic Institute and State University, Blacksburg, VA

Thesis: **The Search for Construct Validity of Assessment Centers: Does the ease of evaluation of dimensions matter?**

**Master of Science Degree in Psychology,** December, 1996

Concentration: Industrial/Organizational Psychology  
Virginia Polytechnic Institute and State University, Blacksburg, VA

Thesis: **Ethical Decision Making by Managers: A Policy-Capturing Approach**

**Bachelor of Science Degree in Psychology,** May 1994

Concentration: Applied Psychology  
Ithaca College, Ithaca, New York

## WORK EXPERIENCE

- January 1998 – present     **Assessment Specialist**- Department of Psychology, Virginia Tech. Conduct evaluations of the undergraduate and graduate psychology programs for the university. Compile survey statistics, interview current students, alumni, and the employers of alumni. Design and administer evaluation methods for university required core courses. Generate reports of findings and present to department and university executives.
- August 1998 – present     **Course Instructor** – Department of Psychology, Virginia Tech. Responsible for core curriculum required course in *Social Psychology*. Prepare and deliver lectures, write tests, and advise and tutor students.
- January 1998 – May 1998     **Course Instructor** – Department of Psychology, Virginia Tech. Responsible for senior-level class in *Industrial/Organizational Psychology*. Prepared and delivered lectures, wrote tests, and advised and tutored students.

- June 1997 - December 1997 **Senior Research Assistant/ Consultant**- American Institutes for Research, Washington, DC. Assisted with large-scale job analysis for the State Department and the Department of Defense. Identified present and future competencies. Developed surveys, conducted focus groups, developed databases, analyzed data, and wrote technical reports. Interacted frequently with clients. Presented findings to senior level executives.
- January 1997 - May 1997 **Assessor** – Tennessee Valley Authority, Tennessee. Conducted developmental assessment centers for first line supervisors, participated in assessor training, wrote feedback reports, and presented overall evaluations to executives.
- Sept 1995 – May 1997 **Director** – Undergraduate Advising Office, Department of Psychology, Virginia Tech. Duties included advising undergraduate majors on coursework, graduate schools, and other career options. Supervised three co-workers. Attended college fairs for high school students as a representative of the psychology department at Virginia Tech. Transferred students into and out of the psychology department, and coordinated the psychology department’s graduation ceremonies.
- May 1995 - August 1995 **Research Analyst** - Academic Assessment Office, Virginia Tech. Evaluated teaching/learning initiatives and other University-implemented projects using survey research techniques. Disseminated findings of research projects via campus-wide newsletter. Analyzed and presented research findings to department and university executives.
- May 1995 - August 1995 **Research Analyst/Programmer** - State Council for Higher Education (SCHEV), Richmond, VA. Analyzed large, statewide university and college data sets. Generated reports of findings and presented to SCHEV executives.
- Sept 1994 – May 1995 **Graduate Lab Instructor** – Department of Psychology, Virginia Tech. Developed and taught two *Introduction to Psychology* undergraduate labs. Designed and delivered lectures, graded exams and essays. Advised and tutored students.

## **RELEVANT GRADUATE COURSES**

Organizational Psychology I and II  
Industrial Psychology I and II  
Research Methods  
Statistics for the Social Sciences I and II  
Advanced Psychometric Theory  
Quantitative Topics in Applied Psychology: IRT  
Compensation and Reward Systems

Psychological Measurement  
Cognitive Psychology  
Social Psychology  
Multiple Regression  
Seminar in Leadership  
Seminar in Test Development  
Structural Equation Modeling

## **HONORS/AFFILIATIONS**

Student member of the American Psychological Association  
Student member of the Society for Industrial-Organizational Psychology  
PSI Chi National Psychology Honor Society (president, 1993-1994)  
Who's Who of American Colleges and Universities (1994)

## **COMPUTER SOFTWARE EXPERIENCE**

Experience using SPSS/PC, SPSS-x, and SAS statistical packages. Experience using Word for Windows, WordPerfect, PowerPoint, and Access. Comfortable in both IBM and Macintosh environments.