



1. Where did you attend college? What type of degree(s) did you earn, and in what field(s)?

I graduated from the University of Texas at Dallas, and earned a Bachelors degree in Interdisciplinary Studies. Back then, they didn't have a degree program for us 'HR folk.' Interdisciplinary Studies allowed me to combine two majors into one focusing on business issues and social concepts.

2. How long has your organization been in business and what geographic area do you serve?

SS&G has been around since 1968 and have offices throughout Ohio (including a satellite office in Northern Kentucky.) Although our presence is in Ohio, we have clients throughout the entire country.

3. What is your current job title, and what do you do?

Human Resources Generalist. As a generalist you wear a lot of hats. The main parts of my job include recruiting and hiring, working on retention programs, policy creation, and policy enforcement.

4. How did you get your current job?

Nothing too exciting ... Monster.com. SS&G posted the job. I applied and interviewed, and we both felt it was a good match. Almost five years later, I'm still here and still really enjoying it.

5. Coming out of college, did you know what you wanted for a career?

Going into it, I had no clue. Changed my majors twice. I guarantee everyone has heard this from someone they know as they get into high school and college and start thinking about what they want to do as a career: "get a job in what you enjoy most in life. Then it's not a job" or "find out which jobs pay the best and work toward that." So, that's what I did. I majored in communications because I wanted to be a DJ on the radio. After realizing that

you have to spend a lot of time in non-paying positions, I focused on what was paying well at the time – computer programming. Took one class in programming and realized it wasn't for me. I need to talk to people versus writing code on a screen. By the time I hit junior year, I looked back to a job I had at a grocery store chain in Dallas. I was a mid-level manager there, and they let me do payroll, evaluations on employees, manage a department, train people, and hold orientation. I enjoyed doing all of those things and those all fall into the HR realm.

6. Did you achieve that goal?

“That goal” meaning HR? Yes.

7. While in college, what did you do to prepare for graduation, your first job, and your current job?

I think the biggest factor that played into ending up where I'm current at in my career was an internship I had as a junior and senior. I learned so much from that experience and was able to prove to the company that I could contribute. They gave me a full-time offer when I graduated and worked with them a few more years.

8. What advice would you give underclassmen?

Get involved. Be a part of organizations or participate in events. The more you do the more people you meet, and the more opportunities (friendships, jobs, etc.) that could come about from these relationships.

9. What advice would you give seniors or graduate students who are seeking a job?

If you haven't already, get a “business” e-mail address. Recruiters aren't impressed with Lovedoctor29@gmail.com or sweetcakes34@hotmail.com. Also, have a professional voicemail for your cell phone. Consider all your options. If there aren't a lot of full-time positions open see if you can do an internship or go back to school and get your masters. If you've done all that and there's nothing out there, do some volunteer work. It's another great way to meet people and it gives you a warm, fuzzy feeling. Plus, its great resume filler when you can't find a job and shows the recruiter that you value your time.

10. How can you make yourself stand out among every other job candidate?

As a recruiter, this is one the questions I typically ask during interviews. The responses are usually, “Well, I'm hard working, dedicated, and am a quick learner.” While those are all great attributes to have, I hear this 95% of the time. If I hear that 95% of the time, then those qualities are not really making you stand out against other people. Take your previous experiences (work, school) and let the interviewer know what you learned from

those and what you came away with. I guarantee when I interviewed for my current job, no other candidates had worked for a large grocery-store chain in Dallas, TX, an international telecommunications company headquartered in Sweden, and in a union environment for an Ohio-based retail company.