

## Graduate School Primer Series: Exploring Career Options In and Outside Academia—Make an Action Plan for Your Future

[MUSIC PLAYING] SARAH DAY: All right, folks, hi. My name is Sarah Day. I am a program coordinator here at the Graduate School. And we are so happy to have you here today for our final, for fall of 2023, primer session. Today's session is "Exploring career options in and outside academia-- make an action plan for your future." I'm going to go over a couple of things before we get started here. So we have the closed captioning available on the Zoom today. You can, on your Menu bar, you should be able to see Captions. If you can't see it, there should be a More button, and then you can select captions and turn those on for yourself. Also, we are recording today's session. We will edit out most of the student commentary. But just to let you know, we're recording today, and we have recorded all of the sessions. And as they are being edited and captioned, we will start posting them to the Orientation Hub Canvas course that you hopefully have already checked out. But if you haven't, I will put the link to it in the chat that you can join. And you just hit Enroll in Course when you get in there when you log in-- excuse me-- you log in with your NetID. And there's lots of great information there, including the schedule of events at the Big Red Barn Graduate and Professional Student Center. There's a couple of social events coming up that are targeted directly at new at incoming students, and we welcome you guys to come and check all that out. And last, I want to remind you that this Thursday, August 17, is our graduate school dean's welcome here on campus in person in Bailey Hall. And we really look forward to greeting all of you in person on Thursday morning. So with all of that said, I am going to turn the session over to my good colleague Susi Varvayanis and Colleen-- and sorry, Christine Holmes. I apologize, so deeply. All right. SUSI VARVAYANIS: Welcome, everybody. It's so nice to see so many faces in the crowd. I'm Susi Varvayanis. I'm executive director in the Graduate School of Careers Beyond Academia. And-- CHRISTINE HOLMES: --and I'm Christine Holmes. I'm also part of the team in the-- part of the team of Career Development. We have a new name, and I can still not get used to a new name. So I work with lovely Sarah and Susi, and we are all here to help you as you're navigating your journey to Cornell as well as, you will be thinking about what you want to do after college. I know you're [INAUDIBLE], not ready to leave yet. I am the director of the post-doctoral studies course. SUSI VARVAYANIS: So welcome everyone. So we get to know each other and know who you are, would you please take a moment in the chat to add your NetID, your field of study, and maybe what your current career goal is. And having no idea is totally legitimate as a career goal for now. CHRISTINE HOLMES: Or having multiple career goals. You might not quite know what you want. You're exploring, which is what you're here for. SUSI VARVAYANIS: And then what I'd like to do is start sharing. I have a short presentation. But I want to encourage you at any time during this presentation to take a moment and ask a question. Either put it in the chat, and one of my colleagues will alert me to the fact that we have a question. Or just unmute and interrupt. I'm fine with that. So as Sarah said, we're going to explore career options in and outside of academia and hopefully help you make an action plan for your future. So if you think of your career as a sculpture or set of sculptures or a body of work, then we can understand that there's an ongoing evolution and a lifelong pursuit, a personal style, that maybe you can find by copying

others and ultimately find and define one as yours alone. And we're each individual artist in charge of sculpting and influencing others along the way. So today, I'm going to walk through this process a little bit. So I'm going to be looking in the chat for some of your responses. Thank you very much for filling out your name, NetID, and possible career ideas. I see maybe industry, academia, research, maybe in industry, teaching. Fantastic. This is great. And we hope that, before you think about positions itself, the first step in any large undertaking might be reflective or immersive, depending on your style. So feel free to think of these tips I'll share with you to be taken completely out of order, not that it has to be one step before the next. But it's really valuable to consider your interests and values. Career Services can help you with these self-assessments to help build your vocabulary around your personality traits and strengths. And if you don't already know about the Career Development Toolkit, we'll put the link in the chat shortly that Career Services has developed in collaboration with many of us in the graduate school to help you think through the different aspects of your career search. So ask yourself, honestly, what do you love to do, the kind of people you love to work with, and what drives you to persist despite obstacles? So these will help you develop a plan and drive what you can do to attain the impact that you're looking for. So I invite you to think of the products the influence, and maybe the legacy you'll leave behind during your career. So they're going to reflect your values. So if you think of the job application process, many people focus solely on that which leads oftentimes to fruitless effort, put into jobs that aren't really a good fit. So don't underestimate the power of understanding yourself, acquiring the data about the jobs that-- so how the jobs really function-- and developing contacts in various sectors so that your fewer, more targeted applications will yield interviews and offers. Because you'll know how to set yourself apart from every other candidate that's just jumping right into the application process. And so you see, during this process, you're going to be gathering information about the who, what, and where of these roles and then maybe prepare. And the last person on our team is Colleen McLinn that, if you were in the primary session last week, she directs the Future Faculty and Academic Careers Office where she and the Teaching Institute help you develop your teaching statement, your mentoring philosophy, and maybe how you're going to be contributing to justice, equity, inclusion, and diversity in your role. And so we hope that you're also going to weigh some maybe geographical aspects. Or maybe you need to be near family. Maybe there are personal aspects of your career that you want to take in. Because not all plans are feasible, and you'll have to weigh the pros and the cons. And so as the sculptor Edmonia Lewis said, "I would not stay a week pent up in cities if it were not for my passion for art." So it's possible that you might have to start in an area you don't love 100% and then end up in an adjacent position so that you could get your foot in the door. And you might have to adjust to circumstances beyond your control, like a partner's job search or, as we found, the pandemic restrictions on travel. And luckily, the current worldwide situation has forced employers to think more creatively about more remote work and possibilities. So I'd like to help you think about ruling in and out various career pathways because, up until now, maybe you were mostly exposed to the academic world. And indeed, half of you will probably end up in that career. So it helps if you can start ruling in or out different areas that you do or don't have interest in through a quick examination of what's involved. And there are many resources for you to consult to find out more like O\*Net Or Science Careers has this myIDP if you're in the sciences or STEM fields. And if you have a particular area in mind, we've collaborated with the library to create a career

search guide for Careers Beyond Academia. And this is a link that we'll also share in the chat shortly. So whether you're interested in various roles in communication or publishing, policy, law, or regulatory affairs, government, think tanks, nonprofits, national labs, thinking of going into data science, medicine, or health care, technical or management consulting, entrepreneurship, or innovation, management within or beyond academia, don't feel like you have to do only one. Because think about it. Plenty of professors consult on the side. They start companies with their students or postdocs. They collaborate with industry and get involved in policymaking. And likewise, some folks in industry publish with academics. They consult on the side. They teach at nearby academic institutions and might do outreach to the public and maybe, in their avocation or in their jobs, volunteer for various mission-driven organizations. So I'll be asking you, in a minute where your interests lie specifically. So how do you go about ruling in and out options? So if there are any questions, I just want to pause quickly. Feel free to unmute or pop it in the chat. And thank you, Christine, for adding those links. So if we think about academia, you're probably well aware of the tenure and non-tenure track options. But there are lots of other folks with either PhD or master's degrees who are going on to higher Ed administration. They're leading units in career services. They're librarians, they're core facility managers, they're in communication, licensing, maybe grants and contracts, even fundraising, and alumni affairs. And so you might have a larger set of functions than you previously realized, even just within the academic sector. And each of those other sectors has additional roles that you might be interested in. So if you go by a mentor of Meta Vaux Warrick Fuller Auguste Rodin, he says, just choose a block of marble, and chop whatever off you don't need. But for those of us who might be not that skilled, maybe you want to work in wax first and then in stone. So it's really nice that, while you're at Cornell, you can try on different aspects of various career paths. So take advantage of this protected time to work on your career sculptures, maybe in wax, and then melt them down. So maybe we should think about the skills that are needed for your success. It's great that your disciplinary and technical knowledge are in demand and valued. You'll see, on the doctoral career outcomes pages or on the postdoctoral career outcomes pages, that there's very little low-- very low unemployment. But degree-holders often undervalue their research skills and communication, management, leadership, professionalism, teamwork, and ownership of your career development. Because these are also essential for your future success, no matter what career path you're going to follow. So we want to help you describe all the skills you have acquired or help you get these skills that show you have an interest and experience in the sector you wish to pursue. So we want you to feel empowered to unlock your inner sculptor. As Michelangelo said, "Every block of stone has a statue inside it, and it's the task of the sculptor to discover it." And so actually, in 1990, the then New York State Governor Mario Cuomo presented this sculpture by Ruth Inge Hardison. It's called Sojourner Truth, to Nelson Mandela who said, "It always seems impossible until it's done." So take a small step, a tiny action. It's better than doing nothing. And please, don't wait to think about it until your defense is over. So with that, no matter what career you want to pursue-- and you will likely follow several over your lifetime-- we're here to support you. I mentioned our colleague, Colleen McLinn, the associate dean for career and professional development who leads the future faculty in academic careers. I lead the Careers Beyond Academia. And Christine Holmes here directs the Office of Postdoctoral Studies. And we're all here to help you. And our top level site is at the Graduate School website called Career and Professional Development. I'm going to

leave you with another resource that involves the Career Development Toolkit developed in concert with Career Services that will give you some background information. It's a Canvas course site, but it's not a course. You just log in with your NetID, and you have access to all sorts of modules-- interviewing and resumes and, of course, the current grad module. So from my perspective, if you're interested in a career beyond academia, we hope that you'll get involved. My website is just [gradcareers.cornell.edu](http://gradcareers.cornell.edu). We have it set out by stage, so you can see how to get involved, how to explore, how to go further and try on different aspects. And there are lots of examples that-- I'm going to be going through a few now. But you want to make an appointment perhaps with me to learn more and answer your detailed questions to help brainstorm how we can personalize programming to your needs. And you might want to get on our mailing list for pertinent opportunities. And Frida, thank you for your question about sharing the link to the Career Development Toolkit. We'll get on that shortly. Oh, that's-- Christine, the one above is the Career Guide. So right now, while we're working on that-- I'll try and find the link. I would like to have you go to [menti.com](https://www.menti.com) and, right now, use this code or just put your phone if you have it next to you to scan this QR code with your image search. And fill out your interests in various careers. Because I'd like the whole community here to learn what you all are thinking. So with that, I'm going to stop sharing and give you a moment to fill that out. And let me know if you have some issues to get to that. So it looks like we actually have a fair number, increasing, who are interested in academia. We have, maybe tied for next, are business, industry, entrepreneurship, and innovation, a fair number interested in national labs and maybe going into nonprofits here. So as you see, there are really a wide variety of careers that you and your colleagues are all interested in going into. So that is something, just food for thought, that is of interest to-- oops, hang on-- to all of you. I'm trying to multitask as I go through these. Many of you have skills in communication that you've developed already and will continue to develop throughout your studies. But the idea is, can you write clearly and succinctly to a non-specialist audience as equally well as to a technical audience? If you want to hone your skills in these areas, we offer periodic workshops. One of them is a course-- a weekend workshop course coming up in September or October, and, typically, in March or April we do it again, taught by Bruce Lewenstein called Comm 5660. Another one is now being held August 18 and 25 called Finding Your Research Voice where we incorporate improv techniques to hone your presentation and learn how to incorporate visuals and analogies into your first 10 minutes of your talk. There are lots of ways to engage in action. We have an annual, three-minute thesis competition run by the Graduate School for which we've always had a very good showing in the regional and national competition. But there are lots of other things that you could be doing while on campus to determine whether these are things that you want to do. So along-- CHRISTINE HOLMES: Susi, we had a question about how to join the courses and if we you need to tell me some numbers. SUSI VARVAYANIS: Yes. So to enroll in courses, you just go to the class roster, and you enroll. And so those will be on their, Comm 5660 is a course. Finding Your Research Voice is a workshop. We favor people further along in their studies that are ready to present at a conference. So look for that in future years. And I keep those advertised on the [gradcareers.cornell.edu](http://gradcareers.cornell.edu) events listing, so you'll keep an eye on that. But right now, you can see the event. So you can decide whether that would be worth your while to go into. So you can see it advertised right now on there for the upcoming dates. So if you think about mentoring and outreach experiences, these helped a former postdoc realize they wanted to stay within a

training function at an academic institution. Because of their love for grant writing, they took an initial position in sponsored programs to gain an understanding of the pre- and post-award process. Very quickly, they were promoted to grant administration and carved out a new position to help faculty improve their large collaborative grant success through broader impacts. This newly sculpted position was actually replicated to add a team member due to their success. And as a result of demonstrating the ability to bring faculty together for large grants with impressive outcomes, this individual is now a vice provost at another institution. And Christine, you'd probably recognize Kim Holloway. So in addition, you might be interested in science policy. Not that many people are into that. So I'm going to just skip to the next slide. Because it's OK for your preferences to change over time. And in fact, they likely will. Like the sculpture of Janus who looks backward and forward into the future, it can help solidify your next steps. So for instance, if you want to go into regulatory affairs-- actually, that wasn't one of the choices, but you might be interested in the guidelines that regulate how your field works. We helped a former postdoc who came to us thinking they wanted to be in regulatory affairs. They networked both with the licensing office and a mentor on campus in environmental health and safety who worked to create a flexible internship experience to join in executive-level meetings, review cases, and create guidance documents, and learn about the process for applying for a very prestigious biosafety fellowship which, actually, she won and just completed the program and is now at Duke University as their health and safety specialist. And a doctoral graduate who was also a finalist for this fellowship now works at the EPA, the Environmental Protection Agency. So these can lead to various outcomes. Not that many are interested in a nonprofit, so I'm going to skip that one and go to consulting, which was even less popular. But there are lots of courses to find out if that's what you like. But think also, it's not just about sculpting. So as Constantine Brancusi said, "Why talk about sculpture when I can photograph it." So be creative about the options based on your preferences, style, and maybe the time you have. And so, if you do like creative thinking-- and several of you said you're interested in entrepreneurship and innovation. The business side of your field might actually be very interesting for you no matter what career you want to go into because it's helpful to know what the measurements and drivers are for industry positions that, maybe, as an academic your students will follow. The entrepreneurship also includes social entrepreneurship, which has a large network on campus of people who seek to ultimately have a greater impact on the world's most pressing problems. And there are various ways that you can just dip your toes in. For instance, there are over 12 hackathons a year in digital agriculture, in health sciences, and so on that involve a weekend of your time where you work on teams. It simulates the entrepreneurial environment. And you give a pitch to future investors that actually get cash prizes to move the idea forward. And actually, there are several products that are now on the market as a result of these weekend workshops, such as a no-bark collar developed by several vet students who partnered up with business students and others across campus. And there are various fellowships that allow you, even on campus, to explore these various areas. Depending on your research, you might not be able to get away for a classic internship, for instance. So I'd like to ask you now in the chat if you have an idea for what you would like to do as a next step to culture your next career idea? And Tori, yes, the science boot camp information is called BME 4440. It's taught by Chris Schaffer, and it's called Science Policy from Concept to Conclusion. You actually are on teams in the class to pursue different ideas that are proposed during the class. You get an exposure to how

government works, how federal budgets are put together. And then you actually embark on a real preparation to pitch that idea to policymakers. For instance, there are people in the class who were very interested in local energy generation and did a search on different state policies on agri-generation from manure waste. And their brief actually was incorporated into the clean energy bill that was passed by New York state, their 30-page brief. So that's really exciting, a really hands-on outcome of that class. Leah, thank you. You say you hope to do an internship with an NGO or through a government agency co-op. That's fantastic. And there are many organizations and opportunities right on campus that you can start rubbing shoulders with the organizations that might be doing your work. There are probably-- especially natural resources-- through the Atkinson Center for Sustainable Future, you might have seen a building going up right on campus next to Bradfield Hall. That will now house the Atkinson Center. And there are Engage Cornell opportunities where you can actually write a proposal to do research with a community organization, either right here in Ithaca, or of a partner of your choice. And the folks that Engaged Cornell are happy to work with you to identify the appropriate target. And so depending on what your research area is and what you want to go into, that is a fantastic opportunity to show that you've already been doing the work during your PhD. And it might help shape the kind of research questions you have based on feedback from the organizations that might benefit from your research. Very, very good question. So what is everybody going to do as a next step? Or maybe we want to modify that to, what was a takeaway from today's talk that might help you narrow down an option for the future, either to rule it in or to rule it out? So another thing we might be thinking about is to make appointments with folks. Here's my email. And you can have the generic email that goes to me and to Sarah Day. You can contact Christine. If you're thinking about a postdoc, she loves to brainstorm about careers in and outside of academia, as a fantastic resource. She's been here for a long time. At Careers Beyond Academia, we help you build awareness of these different pathways and test drive and engage with people in the targeted industry so you can understand what's involved in the workplace. And then maybe think about the skills that you have or want to reframe or develop to get the lingo of how they're described in the different positions that you might want to go to. And so we do this through interactive workshops, through career panels. And maybe you would like to invite people in to your departmental seminar series. I help provide funding for that. And so we can work out some kind of experiential opportunity. So for instance, we had a person from entomology come in who worked at Wired magazine. And they actually did a workshop on how to design a tweet that might go viral and help people describe their research in very few characters so that lots of people would get excited about it. We had another person from a nonprofit foundation that brought in examples of the applications for grant funds from that foundation. And in real time, the participants helped triage those applications and justify why some of them should be funded and others would not. And so it was an example of how you would contribute in that sector. So we'd like to fund your experiential ideas, especially if it benefits more than just you, preferably more people either in your department or in adjacent fields, and involves some kind of hands-on activity, either on or off campus. And so on our website, it's just called Create Your Own Activity. So you can search for that on [gradcareers.cornell.edu](http://gradcareers.cornell.edu). A lot of people tell us they've gotten involved in this early on because it increased their awareness of their options and improved confidence in the decision that they were making about their next step after Cornell. It helped them reframe the skills they had and

develop these deeper professional connections. By inviting speakers in, they were seen as an equal not as someone who just ran up to the speaker after a seminar. But rather, they put Cornell speaking engagement on their resumes. And so it's actually helps you get a leg up and gets much more intimate questioning allowed when you invite a speaker in. So don't forget about the advantages of your departmental seminar series where lots of folks are usually invited in, and you have, many times, opportunities to have lunch with them. So we hope to connect you with experiences, opportunities, and industry mentors. And I see some questions are coming in here. So Maryann, if you talk to anyone who's been in a career-- and I include myself here-- I don't know what my next career goal is going to be. There might be some surprising chapter. If you had told me 25 years ago, as a trained, technical cancer cell biology researcher, that I would be combining my love for entrepreneurship, policy, communication, mentoring, and business development, I probably would have told you, I think I have to focus on just one of those because my job did not exist. So when is the good stage for you to solidify a career goal? Now and later and throughout your lifetime. I think maybe what you're asking is, when should you be thinking about the next position after Cornell? And I encourage you to fail 10 or 12 times at choosing a goal. Just like maybe in your work, you're following false leads and experiments that fail and arguments that go nowhere. So I think it's really great-- I actually chaired a workshop at a national biomedical chair's conference where the chair people of academic programs across the country came together for this conference. And one of the questions I asked was, when in the PhD should your students be thinking about their careers, and what should they know when? And I had a board where everybody put down early on and then middle time and late. The late one was completely blank. The early one was, have confidence that you have skills. Seek many mentors. Try to discover where your skills and interests lie. Experiment with lots of different aspects of different careers. Mid-stage was look for an internship. Try to get experience in the sector that you're interested in. Be involved in student organizations and so on, essentially, all the little things that are covered on our website. So when is the right stage? It's when ready. That's the bottom line when you have time. Maybe now as you're coming in, you're trying to set up your classes, establish your thesis committee, and so on. When you have a breather and maybe only just 10 minutes at a time, you could be thinking about these things. It doesn't have to be a full-time aspect. Leah has a question on if you have advice on maintaining full-time student status while also doing an internship potentially off campus. Well, if it's a part-time internship, you can be a full-time student. I suggest you look at policy 1.3, which defines, depending on your funding source and your visa status for internationals, how many hours a week you can be working in a role outside of your obligations at the University. It's going to vary between 5 and 20 hours. Alternatively, some people have taken a leave, and they get paid during their internship, and they're off campus. So there are lots of different ways of slicing that. And actually have a publication on this in CBE Life Sciences Education which talks about the different varieties and flavors of getting that internship experience. And maybe you want to think about what it is you want to get out of the internship. Does it have to be off campus? Does it have to be full time? Does it need to be paid? What skills are you getting? Who are you networking with and so on? So I'm happy to walk you through that process. Umar brings up a very good question. I wanted to work with UN agencies after my MPS in global development. What are the steps that I should take now? So certainly, you should start looking for people who are in those positions who might have global development degrees

from Cornell who are now at the UN. And you can work with your program administrator, the GFA, who might track the alumni who are in those areas. You can start thinking about how the UN hires folks because they do look for a representation from multiple countries. So you might have a better chance or worse chance depending on what country you're from. In fact, if you're from the US or China, probably you have a lesser chance just because they have overrepresentation. If you're from many African countries, you have a higher chance because they see lesser representation in general. And so things you should do is try and figure out the process. And sometimes that involves either looking at the UN career site itself. Sometimes it involves looking at people who are working at the UN agencies and searching for alumni who are doing the roles that you're interested in. I hope that helps. And Nicole is interested in working in a cultural institution abroad in the Middle East or museums as a cultural ambassador advocate for female voices delivering workshops or the like. Fantastic, Nicole. It sounds like you're combining loves in outreach, education, and your passion, and your geographic area. So this is a really good combination of the interdisciplinary training you're likely getting during your degree here. So you can look for, if you can target jobs abroad-- and Christine, you're going to have to remind me if we still have a subscription or if that's running out? CHRISTINE HOLMES: Yeah, GoinGlobal? SUSI VARVAYANIS: Yes. CHRISTINE HOLMES: Is run-- the subscription is running out in November, but there is still a lot of information available even to us without having to [INAUDIBLE], a lot of information. SUSI VARVAYANIS: So Nicole, going global, just one G between the two words-- it's goingglobal.com-- would be probably a really great way to start because then you can narrow by country, by region, by function and so on. It's a great resource for you to look for international positions. Tori-- do I have more career development Zoom meetings throughout the semester? Absolutely. And I'm taking requests. So if you want to have a topic covered, I would love to have something. We coordinate our workshop requests through Career Services. And so if you would like to go to the Career Services site and make a workshop request, depending on what you're interested and getting out of it and maybe if your whole group would like to come to that, that would be even better. And so yes, we love Zoom meetings because then we can share links. We can involve people in different time zones, everybody who's on and off campus. And so yes, they will be on Zoom. One-on-one meetings are also an option. You can look at our events calendar to see what events are coming up. So for instance, a "What can you be with a PhD" is coming up in October. It's hosted by New York University. And we have a paid lock where Cornell grad students and postdocs can attend. And so you'll also see these programs and meetings, as Christine says, advertised in the grad school newsletter, the "Grad Announcements." And I realize I'm still sharing, so I'm going to quickly share my last slide, which is just, maybe you want to consider joining our LinkedIn group and look over the LibGuide website. Because we really want to give you the chance to test drive specific aspects of various careers through flexible, experiential, and empowering opportunities. And so I'd love to have you join others to sculpt your future. And Tori, you will be automatically registered for the grad school announcements. All students are automatically enrolled. And with that, I'm going to stop sharing to see if you have any additional questions. I'm happy to share the presentation slides with you. It might take a week or two until they're all compiled. I know the recording will be captioned and edited. So that's going to be taken care of. And I can just look at your-- if you remind me of your NetID-- or I can save that in the chat-- I can definitely send it to you personally or to the people who entered their NetID in the chat. I can send a--



thank you, Frida. I can send a PDF of these slides immediately to everybody who's on this Zoom. Yay, now suddenly everybody would like it. Beautiful. Because there are a lot of links and a lot of information I didn't cover. This is intended not to overwhelm you with the options in front of you but just get your creative juices flowing, to get you thinking about what you could do for your next steps. I would say it's not 100%, but almost everybody is going to have some kind of winding career path that varies. I'm a trained microbiologist and immunologist. I really don't use those technical skills every day. But my knowledge in the research enterprise and the experience that I gained since in business development, workforce development, and now career and professional development, have all kind of led that way. And it's only in retrospect that I can pull those threads together. I started out teaching French and English at a private school. So I've wandered quite a bit through just my personal career. And Christine, likewise, with an MBA-- she's not in business. She's in academia. Who knew she was going to start a postdoctoral office at Cornell? And so this is not unusual for people to either have multiple career paths, completely about-face on their areas of specialty. Because face it, you're multitasking individuals with truly interdisciplinary skills. So it's not unusual to think that you might be able to add value in many different fields. CHRISTINE HOLMES: And as Susi mentioned earlier, the world is changing so rapidly. When we started our career, the positions we have now that do not exist, [INAUDIBLE] did not exist. Even when I started at Cornell, the position I have now is not. So we don't know what's going to come up. The only thing I was going to add to that is, are you thinking of [INAUDIBLE] while you are doing your PhD, or are you thinking more about, once you have your PhD in computer science, going in a different direction? SUSI VARVAYANIS: Well, think of it as the best that can happen, right? You're going to apply your skills in a new area. And guess what? The world's problems are changing in priorities. Even a data scientist position didn't formally exist 40 years ago. There are going to be career paths that some of you take that didn't exist when you were an undergraduate. So let's be creative about how you're going to solve the world's problems and how you're going to contribute your legacy to the world. CHRISTINE HOLMES: Yeah, really think about the type of projects you want to be involved with during your PhD. Cornell is highly collaborative. We do have students who are committee members in different departments. And maybe that's something you want to do. SUSI VARVAYANIS: Even ad hoc members outside of the University or minor completely outside their field. I've known chemistry PhDs that have communication minors and so on. Knowing this now is fantastic because now there are plenty of veterinary researchers-- I'm thinking of several right now that collaborate with industry, that collaborate with human medical professionals. And so that would definitely be on the target. And I think your approach-- you might end up using animal models to develop these products, if that's what you want to be doing. But in the dermatology field, peristology is really important. And so definitely it's an understudied area and not so common to combine those loves. But we're all about each of you having your own, unique, sculpted career and defining yourself as an artist to combine these other things. So fantastic. And so it would be a matter of looking-- you can start close, let's say, with the veterinary faculty and look at their research pages to see if they collaborate with industry or with medical professionals. You can ask your advisors in your MBS program who will be more familiar with the research that's going on in the Vet College. And then we can help you do searches. And there are folks like Jai Sweet who work with DVMs and look at their career trajectories. So you might have graduates who are actually bridging the veterinary and medical

fields. Yeah, absolutely. Yes, absolutely. And this is such an important aspect. About 15 years ago, when I did my first career panels, I always brought in bioethicists when I exposed researchers to the different career paths in biomedical sciences because it really is an important aspect. And I think history has shown us that it's at our peril that we ignore the ethical implications of the work that we do. So there is an annual research ethical practices training session that goes on where you can actually lead a discussion session. And so we talk about different aspects, new technologies. We can certainly suggest ChatGPT and other AI mechanisms as a theme for next year's conference. There are student groups, for instance the science policy class-- another example project was a group that looked at AI and face recognition and how it's actually discriminatory because there aren't as many examples of people with brown and black skin. And so therefore, it's not as effective. And some of that has translated even into, some of you might have noticed when you have those optical sensors for when you wash your hands, it doesn't work as well for dark-skinned people. It's really something that needs technical improvement. And so there have been different groups that have looked at and developed policies to make recommendations to improve the ethical considerations of some of the aspects of new technologies that are coming out. And so you can explore this if it's an idea of your own, through even bringing it into a hackathon, or we have a group called Black Entrepreneurs in Training that is a student group that actually involves looking at different new technologies for improving equity and inclusion. And then we have different people on campus who are looking at AI and ethics. And I'm going to have to look through my emails to get back to you on the specific one. So I'm going to make a note of that because I was speaking to a faculty member recently who's very interested in bringing AI ethical considerations and computer science together. So Evan says, in my limited knowledge/experience connecting with academics in other fields that have a stake in responsible AI has gotten me into conversations with actual practitioners and the like. So you can meet people at FACCT, AIES, EAMO, and other academic conferences. Evan, that's why we have this group. Thank you so much for including those. And in fact, I'm going to shamelessly steal those resources and share them on a page that I'm working on to include in the LibGuide. So thank you very much for that. CHRISTINE HOLMES: And I think we are quite right time. Well, we are two minutes past 3 o'clock. SUSI VARVAYANIS: Thank you, Christine, for keeping us on time. I look forward to connecting with everybody as you continue your trajectory at Cornell. Christine and I are at your service. And I think Sarah just wanted to quickly remind everybody of additional resources. If not, then you're free to go, and we will connect with you and send the presentation and the video link soon.