



Graduate School

Exploring Career Options in and Outside Academia: Make an Action Plan for Your Future

SUSI VARVAYANIS: Well, welcome, everybody, to the final session of the fall 2024 primer series on exploring career options in and outside of academia; make an action plan for your future. So it might seem early to be thinking about your ultimate career. One might start out by copying others' career paths and ultimately find and define ours alone. There's an ongoing evolution and a lifelong pursuit of your career path that's personal to you. And we're each individuals in charge of sculpting our future and influencing others along the way. So today we'll walk you through this process and share some resources that might be helpful as you progress through your time at Cornell. Building backwards from possible endpoints can inform small decisions as you go. So, knowing that plans are likely to change, we'd like to expose you now to the many career options in and outside of academia that might make up your future so you could be thinking about what you can do to take advantage of the resources during your protected time here at Cornell. So I'm Susi Varvayanis, executive director of careers beyond academia.

CHRISTINE HOLMES: And I am Christine Holmes. I'm the director of the postdoctoral studies program. And we are both looking forward to meeting with you at some point and working with you as you are going to be exploring what you are going to do once you have finished your graduate degree. And we are also joined by our colleague Sara Day. Sara, would you like to introduce yourself quickly?

SARAH DAY: Sure. Hi, everybody. My name is Sarah Day. I am the program coordinator for the Office of Career and Professional Development at the graduate school that Christine and Susi work in.

CHRISTINE HOLMES: And you will get to hear-- get a lot of messages from Sarah and hear from her at different times. So, as we are starting, we would love to have quick introduction from all of you via the chat. If you could give us your net ID, your field of study, and what degree you are currently looking for. Are you a masters student? Are you a PhD student? So we have a better idea of what you are interested in. And next, we are going to-- oh, I'm seeing that it's populating, which I love. Hey, everybody, so we have a lot of PhD students, law school. It's nearly moving too fast for me to read all of them. So next, we want to know a little bit more about what career you are interested in. And Susi, if you could put the-- if you haven't done it yet, the menti-- you can, of course, use the QR code to answer the question. Or you can click directly on the link for menti. So we just are trying to get an idea of what you're looking at, perfectly understanding that as you are starting right

now, your degree, what you end up being interested in in two years, three years, four years, five years could be very different. But that will help us a little bit as we are talking to you today.

SUSI VARVAYANIS: And let us know if you're having trouble getting into that Mentimeter. And having no idea where you want to go is a totally legitimate selection. So I'm going to go quickly over some resources that you can play around with. This doctoral career outcomes link allows you to click on the place where you would like to see the outcomes from your own field. So what you see here on this slide is that 2, 5, 10, and 15, and 20 years out from the PhD-- and this excludes any postdocs that people might have as an additional training period-- what you'll see here is that maybe half go into education tenure track and nontenure track positions. And about half are ending up in business, industry, nonprofit, government, and maybe self-employed positions. So the point here is that there's a wide variety of outcomes of our PhD students. I didn't see in the chat, but in this slide here, there is likewise a link to the master's employment sectors, for those of you in master's programs or if you're just interested anyway. You can see that the vast majority go into tech-related careers or manufacturing. But they're also in retail and financial, consulting, biotechnology, and a whole wide variety of different employment sectors. So the next slide, Christine will go over.

CHRISTINE HOLMES: And of course, as you are thinking about your career, a lot of what you are going to also need to do is really think about your values and your strength and what you actually like and what you are also good at. So what you are good at could be very different from what you like. And spending some time on reflection is really, really important. Before you really start thinking about position, you should be thinking about what are you passionate about? If you are passionate about the environment and you are in chemical engineering, it might lead you in different direction than if you are passionate about other things in life. What type of people do you like to work with? What impact do you want to have? What drives you? There are many, many things you need to think about, and it is so important to really know what you want out of your professional life. And, as I'm going to talk a little bit in the next slide, also what you want about maybe your personal life will also play into it. So this graph that we all love really showing trying to merge all of those passion and what you want and what the world needs and, of course, what you also agree to get paid for, which is very important. We all know you're getting more education for learning, of course. All of you are here getting a PhD. It seems most of you are getting PhDs. You generally get a PhD because you do have a passion for learning. But you also need to think about your professional life and what you're going to get paid for. So we really want you to keep that in mind as you are thinking about your future and as you are working on your PhD because we want to make sure that you are also-- as you are working on your degree, that you are doing everything you can for your professional future.

SUSI VARVAYANIS: So as Christine said, it's really well worth your time to invest in reflection because it actually saves time in the long run. We've really seen far too many fruitless applications filled out in the last months of a degree that really don't match the

organization and are very easy for the employer to just put in a circular file-- that means in the trash-- without even looking at it. And so we'd like to save you some time for that. And there are several tools that maybe you can look at that might be helpful for you to think about to do these self-assessments. So, if you're in a master's program, look at career services. They will help you do a self-assessment. They can help you look at your strengths, look at your personality type to assess better fits. And, for those of you in the PhD program, in the sciences, there's a myIDP, which is just individual development plan. And, for those of you in the humanities, Imagine PhD is a very useful tool for you to peruse the different sectors that you might be interested in peeking into to see if it's a good fit. And the next stage after your introspection really is to gather information about what you'd like to do, so the who, what, where. And this is where you can research different employers that have caught your eye. Maybe you attend career panels or talks by people from different places. And you can go on Handshake in the career services portal to see different events that are being advertised throughout the year. And then you can start to do informational interviews. That means, hey, Sofia Mattsson, what do you do for a living? How do [INAUDIBLE] you work? What really got you into this role? Why are you excited about the work you do, right? And you can just have informal conversations, and these can happen informally, at the bus stop, or as you're waiting to get into the gym or on a grocery line, or maybe in more formal networking sessions. But the idea is to gather the information that will help you decide even if it's worth going into, applying to anything. And then the next stage really is to do this preparation. And so you have a more focused job search strategy, and you're much better prepared to apply. And, for me, the ideal would be is that if you have an interview for a job, you know three people in the room that are interviewing you because over the years at Cornell you've been developing these relationships long before you needed a reference or a contact in that industry. And you really know why you want to apply to those places, and you've established that there's a good fit. And so, for those of you wanting to go into academia, into teaching, this is also a good time, long before you're really applying, to think about, what is your mentoring philosophy? How are you going to summarize your research? Can you do a chalk talk? Can you have a coherent teaching statement about how you teach inclusively, for instance, or across differences? Now, there were other primer sessions that you can now look at the recordings, or maybe you attended one of those, to look at those kinds of things as well. And so, hopefully, you've acquired and practiced the skills all through your time at Cornell so that we can then help you refine your resume or CV and help you practice for the interview. And so I think you all know that you're going to develop skills while you're here at Cornell. So right now, let's think about these skills. Why don't you just unmute and think about some of the skills you're going to develop during your time here.

CHRISTINE HOLMES: And feel free to also use the chat if you want to, if you want to just put in the chat skills that you are interested in developing as well as skills that you want to develop but you're not certain how to do it. Networking skill is great.

SUSI VARVAYANIS: Networking, good. Communication, excellent. Lesson planning, yeah. Research planning, very good. Presentation, yeah. Technical writing, yeah. Research,

yeah, research, absolutely. Policy influencing, teaching and research skills. Yeah, these are all really important. And so if we go to the next slide, you can see that oftentimes people are thinking, right? That's why you're going on for further education, to learn some disciplinary expertise. And Max, thank you for bringing [AUDIO OUT]. That's fantastic, to make sure you can make it through to the other side, right? And publishing and conferences and how to sustain your network, these are fantastic. And it is easy to think about skills that are critical to success. And you're going to depend on your disciplinary and technical knowledge that are certainly in demand. And Cornell has a fantastic brand that's going to open up lots of doors for you. But degree holders often undervalue what they've learned from their research and teaching along with, on the next slide, this communication and teamwork, which you've started to identify, but also management and leadership skills, the fact that maybe you can collaborate outside your direct unit. Employers are going to want people who can take initiative on their own and who are professional. They are ethical and can show up on time and are good team players. They have a forward-thinking, entrepreneurial mindset. And so these are essential for your future success no matter what career path you're going to follow. And so we can help you describe all these skills you've acquired or help you acquire new skills that show you have an interest and experience in the sector that you want to pursue. And so up until now, maybe many of you have been mostly exposed to the academic world, as some of you might have been in the workforce and had maybe internships or other experiences beyond just the research area that you want to go into. And so half of you will probably end up in an academic institution or in an academic role. And so it helps if you can start ruling in or out the different areas that you do or do not have interest in. Already, you've brought up possibly policy influencing, but there are lots of other ways also to influence policy through nonprofits or think tanks or nongovernmental organizations, the NGOs. And maybe you have an ancillary function that maybe you never thought you would ever be interested in. For instance, I have never met someone who says, I'm doing my PhD, and I'm really interested in marketing and sales. But every single one I know who have gone into that really enjoys it and is motivated by the financial rewards of commission-based pay as well. So those are things that maybe you're not thinking about, and maybe you're not thinking about technical sales or facility support or boutique consulting in your particular field. So these, again, O*Net is another great resource that's linked on these slides, and we will share all these slides with all the participants and, in fact, anybody who has a net ID. So you'll be able to get these afterwards. And I was going to say in addition to the recording, but we haven't been recording. So that's OK. So what we'd like to go through now is maybe this Mentimeter thing. And if you haven't quite answered that yet, go to the next slide, or go right into the link in the chat here to vote. And so far, the results are showing an interest actually across the board, many in academia. Looks like business and industry is popular. And perhaps, some people are thinking about national labs or think tanks. Maybe you don't know what consulting entails. And so that's something maybe you want to dip your toes into. And several have also talked about communication or publishing-type roles. There are journals that publish research results, and they need PhD folks to help triage the submissions of manuscripts, and so on. And so I think what I'd like to go is maybe perhaps through some of these categories where you've shown an

interest. So we can look at maybe some of the additional functional options within those areas. So let's take academia, for instance.

[INTERPOSING VOICES]

CHRISTINE HOLMES: Yeah, when you're looking at academic position, you're probably thinking automatically about tenure track, right? That's what we think about. You do a PhD to eventually go into a tenure track position. You may do a postdoc first. That's a temporary position. So we don't really consider it as the future career. But we also want you to realize that aside from tenure track, there are a lot of other position within academia. Higher Ed administration is very popular among our PhD students, whether it is going to work, for example, in a research unit as a grant manager or working as a dean in graduate school or other units. Career services, we do have a lot of our students that end up doing the type of job that Susi and Sarah and I are doing, working with our graduate students and helping them move forward. Librarian, of course; call facility manager, for the students that are in STEM; communication, of course. We know that communication came up quite a lot in the chat, that it was a skill you wanted to work on. And within communication there are a lot of different position you can have, from pure communication to working, for example for press. We have the Cornell Press on campus. They do also offer internships for some of our students, and they have some wonderful opportunities. Licensing is also a very, very popular option in academia, where you really put your skills together, and multiple skills, right? You need to know, of course, the research. You need to understand the research. You need to understand where the research is going and how it can be interpreted and brought to market as well as great communication, as well as great networking. Grant and contract is another one, as well as fundraising and alumni affairs. So you can see that academia is very, very vast, and it is not just one position. It's a lot more than tenure track, even though tenure track is the one that first come to mind. So we want to give you also some example maybe of what you want to do if you are going into a tenure track position. So you might want to attend workshop from the Center for Teaching Innovation and also from our colleague Colleen McLinn, who is part of our career and professional development program here and lead the future faculty and academic programs. You can join professional group, CIRTl, the CIRTl network is one of them. And Cornell is a member of the CIRTl, of the network. As well as you can also engage. We have a lot of opportunities for our students to be engaged with students at all levels, from expanding your horizon, which is for high school students. There is another program called Grasshopper that [? student ?] also offer to local high school students. And there are many, many outreaches to different schools around here. So we know you want all have the opportunity maybe to teach, but that's a way of teaching at a level where you would develop your own curriculum for a very specific program for students. I see-- oh, thank you, Susi. I see that you put that. And if you need more ideas, you can also-- we should have said that at the beginning. Also, you can always reach out to us, and we are happy to help you at any time in figuring out what you want to do while you are here and maybe what will be best use of your time. SUSI VARVAYANIS: Yeah, and before we get to the next slide, I'd like to answer Adauga Enuka's question, which is elaborating a little bit more about

collaborations outside the unit. And so this is a form of teamwork, where they would like to know if you can talk to people outside your discipline. Adaugo, what field are you in?

STUDENT: I'm in chemical engineering, PhD.

SUSI VARVAYANIS: OK, all right, so in chemical engineering, they want to know that you can't just only speak with organic chemists and inorganic chemists. They also want to know, can you speak to someone in finance? Can you speak to someone who's in the licensing arm of the company? Can you speak to clinicians who aren't used to thinking about the elegant 47-step synthesis that you have to produce some kind of product. They want to know, is it soluble in a water-based saline solution, right? And so just having the understanding of how to describe your work in words that help others understand the importance of what you do and to be able to collaborate with them to add value to what they have to do and to understand enough so that you could be collaborative together. And so an example might be have you worked in a university-wide committee to improve diversity within your college? Or have you worked on a project-- I just gave the example of writing an article for the Association for Women in Science that two students collaborated on with an alumna in a remote situation to be able to produce an article, interview folks out of their fields at various levels within the workplace, and then come up with an article and produce a product. And so that was about entrepreneurship and the entrepreneurial mindset. And so those kinds of collaborations indicate that you're going to be a little bit more flexible, and you've experienced the world outside of your small field of chemical engineering, let's say. So that's a really great question. And so I just want to give a few examples of slides that maybe you're thinking, well, I know what science policy really is. But if you-- and we'll give you examples of these resources that are all housed within a platform, a LibGuide at Cornell. But anyway, here, this is, for instance, if you're interested in science policy, a biomedical engineering professor who was a science and technology policy fellow during his sabbatic came back and created a course called The Science Policy Boot Camp, where people work in teams across disciplines, across degrees to go live with a policy solution for a societal problem. So that might be local energy generation on farms. It might be creating a outreach program to improve the vaccine hesitancy that we have in our area. So these projects have been varied and interesting and collaborative, and they've been implemented at the end of the class. There are over 100 different clubs on campus that welcome PhD and master's students. And so I encourage you to look maybe through keywords of things that are of interest to you and join some of them. In science policy, there's an advancing science and policy student-led group that's very active in bringing people together at the intersection of science and policy. And, together, they have either written op eds. They've prepared briefs. They've actually been assistant editors for the Journal of Policy Governance while they were a student. And so, when they go to apply for a science and technology policy fellowship, they're very likely to be interviewed and win those fellowships because they've already been involved in that area and can give assurance to the folks who are recruiting people to those fellowships that you have a long-standing interest in those areas. And so if we go on to maybe nobody's really interested in compliance or regulatory affairs, but maybe in your self-assessment you

realize that you love following the rules. You love attention to detail. You love having a lot of different projects rather than one main project. Maybe this is the kind of thing that might be of interest to you. And you can get your toes in there by, let's say, being deputized as a safety and compliance officer for your building. And that's something you can try out. And if you don't like doing that, then maybe that's not for you, and you haven't wasted your time applying for a position in that area. But now it might be showing that you have additional skills in things that might be relevant to being a core facility manager, for instance. And so there are lots of ways that we can help you work with the constraints of your research that might have to go on campus to shadow folks and learn about risk assessments and maybe apply for, again, a fellowship that we have previous students and postdocs who have won those. So I'm just going to quickly skip through. Maybe we'll pause on communication because that's something it can help any career. And I just noticed here, Sophia was nice enough-- and this is why I love having interactive sessions here-- the Einhorn Center for Community Engagement has a new student event on the 19th and 20 at Hope Plaza. So anybody who's interested in more engagement, please do participate in that. Thank you for sharing that. Communication, in fact, on Monday and Tuesday, I myself will be co-leading a Finding Your Research Voice workshop for folks in any discipline to practice describing their research to audiences that are educated but maybe not directly in your sliver of research area. And that's often very popular for third-year students or second-year masters once you have a body of research that you want to share, let's say, at a conference. And another workshop, COMM 5660, is actually a class, but it's compressed into one weekend for a credit and will be offered again in October, led by Bruce Lewenstein, where you actually learn to write for public audiences. And you practice being interviewed as if a journalist were calling you up and asking you about your work. And so these are very hands-on, short dips into practicing the skills that you might want to learn more about. And then there are professional groups, like the Public Communication of Science and Technology International Network, the National Association for Science Writers. Or you might have heard of NPR, the radio program. They have actually a group of science communicators and can help you with editing and creating an op ed, an opinion piece that would be published in a journal or paper or maybe a local newspaper. And so lots of folks have participated in the Three-Minute Thesis that the graduate school holds every year. It's one of our favorite activities. You have three minutes to share your research, and it's judged by professionals and alumni. And it's just a festive event. Many have written columns for the Ithaca Voice. I had a theoretical physicist, for instance, who wrote a regular column analyzing foreign films that were going to be shown in Ithaca. It shows you have a broader scope to your talents than just your technical area. And there's a science center downtown where you can create an exhibit. I had one student create an exhibit about the history of maize and the use of corn in many cultures and the history of it. And so I'm just going to quickly go through these other slides just to indicate that there are lots of other areas in nonprofits and [INAUDIBLE].

CHRISTINE HOLMES: Yeah, I also was going to bring up that it's so important to bring your passion also maybe outside of your research to do-- so Susi just mentioned the person who was writing about foreign films. That's a passion, right, that he was able to take that passion

to also bring it to communication. And, of course, every time we do something that we love, it's a lot easier to do. So sometimes it's starting in a way that you think might not be related, but it is related because it is bringing you to an end result, which is communication. It's also networking. So you are going to be networking at a different level, and people are going to be reading and might be getting in touch with you. So your research, of course, is what you are here for, but looking a little bit broader is also very, very important. And I didn't mean to interrupt, Susi.

SUSI VARVAYANIS: No, that's great. That's why we love presenting together because we add the things that the other person has forgotten. So I'm just going to pop through these pretty quickly. But there are lots of databases. If you want to see the 850,000 nonprofits and search them by keywords for your specific research or outcome that you'd like to have, these are all accessible to you while you are at Cornell. And you will lose access to them once you graduate. So this is another thing to take advantage of while you're here. And so then if you are interested in a nonprofit, maybe you want to be thinking more about volunteering to fundraise or show how you can bring in speakers and develop your network in the field. And so there are lots of opportunities on campus for you to do so. Likewise, I curate a short list of courses in communication, policy, business, and consulting that are specifically open to graduate students that would welcome you to dip your toes in and try them out. So maybe not in your first year, but maybe after your qualifying exam you might think about slipping one of these in. Or some people have actually minored in business, entrepreneurship, or communication. So those are all options as well as you progress through your time here. And of course, my passion, entrepreneurship and innovation, I'm going to encourage you that there are weekend hackathons going on. They're like 12 of them a year on campus, and anybody can participate. Whether you're in computer science or not, it's a really fun event. You meet lots of professionals, and it's just a super fun way to look at very quickly in a pressure cooker time situation, come up with real relevant solutions to technical problems and real industry issues that can serve society better and help you all do the greatest good. And so I'd like to pass it over to Christine for the career development toolkit.

CHRISTINE HOLMES: So we want to now talk a little bit more about the different tools that you have while you are here at Cornell and that we really want you to take advantage of. So the career development toolkit is an award-winning Canvas module that was collaboration. See? Even as we collaborate together, collaboration among, I want to say, nearly 100 people on campus. So a lot of us in career who work in the career service arena from all over campus got together and worked on many parts of the toolkit. Of course, Susi and I worked mainly on the graduate student part. But I know Susi worked also on a lot of information about entrepreneurship and other things. We can put the link in the chat. You also can find it just by going to Canvas and looking for the toolkit. It has an incredible amount of information from exploring career, writing your documents for academic position as well as position outside of academia. It has a lot of information on negotiating for job. It has a lot of information if you are an international student and what are maybe some of the steps you need to take care of. So please spend some time,

familiarize yourself with the toolkit because you will need it as you move along. So what we want you to do is to be really creative about your career and also to realize that it is OK to start thinking in one way but then to realize that maybe you want to do in a different way. And we are not saying that you are going to change your mind on a career because your career, of course, is going to be based on the research you're doing. But we have a lot of faculty members who are also consultants, right? So you can be in academia and be a consultant. You also can go to industry and come back to academia. So careers ebb and flow, and that's perfectly fine. Nothing is linear. If you ask Susi and I how many careers we have had in our life, it has been a few. And we have gone in different direction, and we have worked in different countries. And that's perfectly fine. You are never stuck. So don't think that this is it, right? It's a linear-- it's not. You can also start as a faculty member and then become the president of an association. You can start as a faculty member and become a provost, a president of a university. So there is a lot going on that you can do. And it's perfectly fine. So don't be afraid to also explore. Take this time as you are doing-- as you are getting your degree to also explore and really think about what you want to do. You might have started thinking about one thing. I would love to meet with all of you five years from now and see where you are five years from now because it could be a completely different line of profession, or it could be the same. You might know exactly what you want to do. So, oh, Susi, it's back to you.

SUSI VARVAYANIS: So yeah, when you're trying to think of options, it's like, well, I don't know. How do I try these out to see if they're really for me? And so we can help you with that process. But there is a publication I want to share with you that I collaborated with, many fantastic co-authors at other institutions across the United States, where we actually helped people think about the different time commitments that you might have. Maybe you're all thinking of an internship, a summer internship. That's more common at the undergraduate level. But now as you're moving on might not have that luxury of time. Maybe your advisor will allow you to do that. And maybe you have the summers off and you can do that sort of thing. So I encourage you to still think about that. But there are lots of other ways to just have a couple of days or maybe a day a week over the course of a year or a semester to think about getting those skills. And the location can be on or off campus, and it could be completely self-directed that you found it yourself or that you have some staff either coordinated or facilitate it for you. And they can include different levels of mentorship from none at all, where you just do the experience on your own. Maybe you go to a website and take some online training. Or perhaps you have some shadowing in a group together and you learn from others and see from their perspectives how they experience a site visit elsewhere. Or maybe you are directly mentored by someone in a project that you're going to be doing. And so I just want to include those aspects because it's nice that while you're at Cornell, you can try on these different aspects of these various career paths and take advantage of the protected time to work on them and try on another. Hopefully, you'll be able to rule out a whole bunch of them before you go out into the workplace. And think also that the career you end up in might not even have existed when you were an undergraduate. That's kind of cool.

CHRISTINE HOLMES: That is such a good point. That is such a good point. Careers do ebb and flow, and it does change. So a few more resources for you. CUeLINKS is very specific to Cornell, and it's a great place to meet with alumni. So it's a great way to find-- to build your network, to read discussion, to explore path. And it's really Cornell centric. LinkedIn, of course, everybody's familiar with LinkedIn. If you do not have a LinkedIn account yet, get one. Susi has monthly workshop where she will help you get the best profile that you can get to help you with your profile and help you also network with other. You need to start networking right now. So you are just starting, but now is the best time to network. Susi and I often meet with students who are a month from graduation and ask us, how do I start networking? You can still do it, but it's really not as effective. So you need to remember to do that right now. And Handshake, some of you might be familiar with it. You might have used Handshake in your undergraduate institution. That is the platform that we use for career workshop, fair, employer sessions. When you go-- you have all been added to Handshake. So as you are starting this semester, you will need to take a quick test type of thing to be in it. And then you will have access to all of it. If you look under PhDs, you will find positions that are advertised on Handshake that will be for you. We do have a career fair, the Cornell, the broad Cornell career fair coming up at the end of September. So that will be starting. And I believe-- I think I just looked at it. I believe so far we have 151 employers signed up for it. I know you're not looking for jobs yet. Great place to get free pens. They still give out goodies during those fair and just to see what's going on. So if you have a chance to go there, it's in Barton Hall, and it is an exciting time.

SUSI VARVAYANIS: So another place to find potential mentors who remember what it's like to be in your shoes as a student or have been invited in to speak about these kinds of topics, is this LibGuide. And the idea is that it's arranged under different sectors so that if you have a particular area in mind, let's say you want to go into a national lab or you are thinking of going into nonprofits, you can click on those tabs. And, instead of seeing the first page of each of the federally-funded research centers, you can actually go to their jobs, internships, and careers pages. So we hope to have saved you a bit of time in navigating-- just accessing the industries and access the databases through finding employers and researching by companies for, let's say you want to go into a startup, or you'd like to work in a foundation. Or you'd like to be involved in a think tank, and you want to find one that aligns with your political leaning. So those are the kinds of things that you might experience. And Arthur has a great question here. In your experience as advisors, do students mainly go through their careers by moving away from jobs they don't like or towards positions they do like? OK, that is a great question. It brings up something that's very close to our hearts, which is often people talk about leaving academia. So what we'd like to do is think from the employer perspective. Do you want to be the second person asked to the dance? I think probably you want to be the number one choice of whoever's applying. And so they're seeking people who are running towards them, not people who are running away from things that they don't like. So, even though you might be making decisions based on what you don't like, you should always be thinking about where is your next destination because there are always parts of every job that are kind of onerous, boring, tedious, and that we don't like as much. And so we'd like to stack up a job that

actually includes fewer of those kinds of things. And so I think focusing on the things that you love and that you're running towards as you describe yourself to the employer is very helpful. But personally, you should also be tracking those things that you like less and can rule out. And I think that's an equally valid triage mechanism. So thank you for that question.

CHRISTINE HOLMES: Yeah, and I was going to add, by the time you're done with your degree, you are going to be the expert in your field, right? You will have an incredible amount of knowledge that is going to be so highly valued. And we want you to go toward what you love. We don't want you running away from something. And we are hoping that you will come and talk to us and that you will take advantage-- and I mean that in a positive way-- of all the resources to be able to do that, to explore what you love and to go in that direction.

SUSI VARVAYANIS: Fantastic. And so I just want to give you a little bit of an idea of how to get involved. My office is called Careers Beyond Academia. So if one of those selections includes some area outside of a tenure track position, well then please make an appointment for an individual consultation. We maintain a LinkedIn group that actually is only populated by about a 1/3 of Cornell current students and postdocs. And the rest are scattered all over the world, either as alumni or professionals who see the site and say, hey, if anybody wants to go into grant writing, I'm happy to talk with them. And they post positions and share knowledge and salary reports, and it's really fun. And so I would encourage you all to visit GradCareers.Cornell.edu, fill out a short survey on how to get involved so we know what your needs are. And then we have a personalized appointment for you. If you're not ready for personalized appointments, we have small group sessions that you're welcome to just drop in on and have conversations with others who are similar to you, finding their way and wondering what they should do first and just trying to navigate conversations with their advisors and other just random questions that we feel all the time. And so also you can get on our mailing list to see the opportunities that we consolidate. This is separate from the weekly grad announcements that you'll get on Monday evenings from the graduate school and an opt-in fellowship listserv that the graduate school also maintains. And there are actually several newsletters that the career services offices also provide. And you can search for those listservs by looking at the dash list option for many of these. And yes, the LinkedIn group is here on this page, but I'm also going to add it to the chat so you can join. And I'll look forward to seeing you at [? Summit. ?] Fantastic. And while I'm at it, I'll add our website, the grad careers website. And sorry to overwhelm you with all these links, but it really is easier to just have them bookmarked, and then you can come back to them at your leisure when you want to later. And that's the one for the LibGuide.

CHRISTINE HOLMES: So we want you to feel empowered. I hope that you got that from our talk today. We want you to see that you can do whatever it is that you want to do. The iceberg is used in so many examples of what we see and what is actually happening. And we do realize how difficult at times it is going to be. I wish I could say, piece of cake. It's

going to be such an easy process. Of course not, nothing is easy. They're going to have late nights. You are going to be spending a lot of time on your research. You are going to fail. I promise you that it is going to happen. We still fail at times in what we do. We all do. And that's OK because you're also going to learn from those failures. You are going to be persistent. You might change your research. But what you're going to also get out of it is going to be incredible. As I mentioned earlier, you are going to be the expert in your fields. You are going to join a community that is going to be extremely supportive. And if you have attended some of the other workshops in the primer series, I'm sure that you have heard that message, right? Surround yourself with people that can help you and that are going to be working with you. So we just want you to realize that you can do anything you want. And being here at Cornell is going to give you an incredible place to start that journey in your research and what you want to do next. So the other thing I wanted to mention, and it goes a little bit in line with what I mentioned about LinkedIn, start your network right now. Add to your living CV. Right now, you have a CV. You all have a CV. I'm sure you have applied for graduate school. Anything you do, add to it even if it's a small thing that you think has no significance because you will forget. You are going to be doing-- you are going to be exploring so much. You are going to be doing so much while you are here. You will forget certain things. So just have one living document. Doesn't have to be pretty. It's just going to be a place where you put everything you have done. Quantify it as much as you can because that will become helpful. So if you are part of a committee and you are part of a committee that is looking at students coming in for next year, read 25 application, interview 10 student, gave recommendation on the three students that we should bring in. That's what quantify means. And you can do that, of course, with everything. Add all volunteer activities, add, of course, any professional presentation and everything you're doing, but also anything that you're doing that's a volunteer activity. And I know you're not believing me right now, but trust me that you will forget what you have done. So what is your next step? And that's for you to tell us. What are you going to do as a next step to explore your future options? Do you have something in mind? And how can we help you with that. So if any of you have something in mind you want to do next, let us know in the chat. And as you are finishing, because I know we are getting short on time-- we're actually doing really well-- we wanted to also have a slide about our offices. So Susi and I are part of the Office of Career and Professional Development in the graduate school. And we are three different offices, a Future Faculty and Academic Careers Office, Careers Beyond Academia, which is Susi's office and my office, Office of Postdoctoral Studies. And I'm seeing that some people have some great idea. Oh, understanding visa restriction better for international students, that's so, so important. So I'm glad that you also brought that up because we haven't really discussed it. Susi and I will be doing a workshop later in October where we'll be talking about career outside of academia, and we will have a lot of different tools for international students. One of them is Interstride, and we can add it to the chat.

SUSI VARVAYANIS: I added that earlier, but yes, that is a very helpful [? trip. ?] So yeah, several of you-- look at Imagine PhD, maybe myIDP. Learn about the jobs you'd like to do but you don't even know they exist yet. Yes, that's fantastic. Maybe you're going to sculpt your own, Louis. Fantastic. Good for you. And check out the resources.

CHRISTINE HOLMES: Update by LinkedIn for the first time in two years. That's great.

SUSI VARVAYANIS: Yes.

CHRISTINE HOLMES: That is great. So again, this is our information. That's how you can contact us. We also both have booking websites if you want to book an appointment. If you can't find a booking website, you can email us, and we can let you know where it is. And we want to make sure to ask if you have any questions. We also have a short evaluation. If you would not mind filling that out, that would be really useful. And any other questions.

SUSI VARVAYANIS: We use the session evaluations to get out of doing this next year. If you hated this session, please tell us. And then we won't have to do it next year. But you might have some good ideas about maybe better timing or other suggestions or just things that we could do to make this more effective for you. So it's specifically about this session, but don't hold back about the whole primer series because we really want to make it serve you best. So we're here. If you have one more question, feel free to ask it. If not, feel free to just pop off as you wish.

CHRISTINE HOLMES: And I want to say again, congratulations. You are here. Welcome to Cornell, and we are so excited to see you. And it's a huge achievement. So enjoy it. Enjoy it. And we hope we will see you next Thursday. So next Thursday, we have a dean's welcome from the graduate school, and we also will have a great career-- not a career fair, what do we call it?

SUSI VARVAYANIS: Resource, resource fair.

CHRISTINE HOLMES: Resource fair. Both Susi and I will be there at the career and professional development table. So come and say hi. And the resource fair is fun. You'll get to see a lot of different information, anything from dining to NYSEG came last year and was giving out light bulbs. Yes, the resource fair is in person as well as the dean's welcome. The dean's welcome is in Bailey Hall, which is a big, beautiful building on campus. Resource fair is in Barton Hall, very close by.