

CAREER SERVICES



15.16

WHAT'S NEXT?

**IT ALL
ADDS UP** p14

Graduating Soon? What Next?

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- Master of Entrepreneurship & Innovation
- Master of Finance (Toronto or Beijing)
- Master of Management Analytics (Toronto)
- Master of Science in Management

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FPO

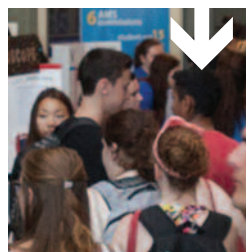
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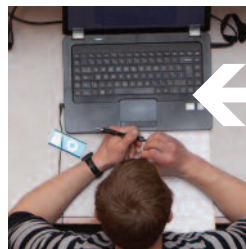
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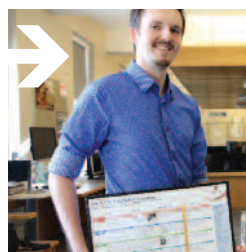
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**"Helped me close the gap
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what I was showing"**

**"Thank you for being
supportive and caring -
recognizing that it can be
stressful"**

**"I feel much better
prepared now!"**

**"Great experience,
very helpful!"**

**"Loved the interactive feel
of the workshop and
helping each other consider
different paths"**

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Queen's University Career Services



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Welcome!

A Message from the Director

What's next for you? How are you adding it all up?

Your courses, your summer jobs, your hobbies, the clubs and student groups you're in – it all adds up. The skills, experiences, and personal development you're gaining through participating in activities in and out of class will help you explore and prepare for your next steps after graduation. Regardless of your plans (and if you don't yet have plans), our annual *What's Next* magazine is full of tips, strategies, and insight on topics such as further education, leveraging your networks (on and off line), and on-campus recruitment, so that you can decide on your path, and then go after it.

In addition to this magazine, from career fairs to workshops to co-curricular activities and internships, there are many ways to get more support for your career planning. Whether you know exactly what you want to do and just need help getting there, or you still don't have any idea "what's next" for you, there are resources to help.

Best wishes for your time at Queen's and whatever is next for you!

Cathy Keates
Director, Career Services

A Message from the Vice-Provost and Dean of Student Affairs



In this issue of *What's Next* magazine, you can learn how all that you do in class, on campus and in the community "adds up" as you consider both your academic and career paths. Career Services can also advise you on graduate school options and how to effectively explore your options and chart your way forward.

Our new Major Maps are a key planning tool, whether you are working out your degree plan, deciding on graduate study, or planning to enter the job market after convocation. I encourage you to take advantage of all of the workshops, job fairs and one-on-one career counselling that

are available to all students and to new alumni.

During your years at Queen's, Career Services can also help you access opportunities to participate in community service, leadership, and co-curricular activities on and off campus that will support your academic and career goals, as well as foster your personal growth and development. I hope you will access the many services and programs that can support your success at Queen's and beyond!

Ann Tierney
Vice-Provost and Dean of Student Affairs

WHAT'S NEXT?

What's Next? is a Queen's Career Services annual publication. Career Services offers a wide range of accessible services to support and empower undergraduate and graduate students as well as recent grads from all disciplines in making informed decisions about their career, further education and employment goals. *What's Next?* provides information to students about job search, building career experience and networks, and choosing further education and career options.

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Career Services



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Be one of the people who makes Kingston work

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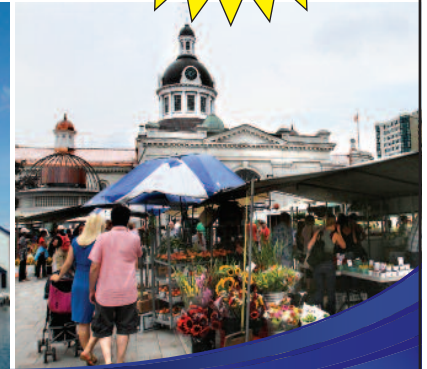
- Create a profile
- Search and apply to job postings
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Your Guide to **Grad School**



There are many choices and directions Queen's undergraduate students have upon graduation including work, travel, family responsibilities and further study. Graduate school or other further education is a very popular option among Queen's students, with 67% of graduates pursuing additional studies, according to the 2015 National Baccalaureate Graduate Outcomes Survey.

What is graduate school?

This can seem like a simple question but it's important to have a strong grasp on what it is and what you're seeking when moving forward with applications. Graduate school is often a more concentrated course of study and expectations regarding the quality and quantity of your academic work tend to be greater. You will likely participate in rigorous evaluation of your work by professors and peers and may be afforded the opportunity for greater networking and meeting other professionals in your field.

While graduate school can be an appealing option for many Queen's graduates, it is important that you are well versed in the many different types of programs available, so that the decision you make is the right fit for you.

You can find programs using Education Directories at Career Services, using online directories or speaking to professors in your department. Also, reach out to people who currently work in your occupations of interest.

Some example directories are:

gradschools.com

univcan.ca/canadian-universities/study-program

ontariocolleges.ca

petersons.com

Wondering how to find the right program(s) for you? Don't hesitate to stop by Career Services for drop-in career advising, book an appointment with one of our counsellors or attend the Graduate School workshops.

Here is a brief overview of some of the varieties of post-graduate education programs available:

Types of post-grad programs*

Master's degree – A master's degree builds on knowledge and competencies acquired during (usually) related undergraduate (bachelor's degree) study. Master's programs most often range from 1-3 years, depending on the program.

- **Thesis-based master's** programs require students to develop and demonstrate advanced research skills under the supervision of a professor. Thesis-based programs usually involve coursework, followed by research and a defence of the master's thesis. Examples include: Master of Arts (English), Master of Science (Pharmacology), Master of Science (Electrical

continued

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Engineering), Master of Arts (Philosophy), Master of Education. This type of degree may be required before entering a related PhD program.

- **Course-based master's** programs require students to take coursework in order to develop the necessary research, analytical, interpretive, methodological and expository skills. These programs often culminate in

a final project or capstone exercise. Examples include: Master of Anatomy Education, Master of Public Administration (MPA), Master of Engineering Management, Master of Industrial Relations (MIR), Master of Urban and Regional Planning (MPI), Master of Community Health and Epidemiology, Master of Business Administration (MBA). This type of degree may be a terminal degree i.e. it does not lead to a PhD option.

Professional and practice-oriented programs – These programs prepare graduates for the professional licensing or registration required to practice in a specific occupation. They range from 1-5+ years in length. Some are full-time, while others can be completed part-time. Some are offered at universities, while others require community college. Most require successful completion of pre-requisite courses (either at secondary school or at university). They include:

- At University

Professional degrees. They may or may not have the word “master’s” in the label, even though most require some undergraduate courses or a completed degree. Examples of this type of program include: speech pathology, teaching/education, pharmacy, nursing, psychology, optometry, dentistry, physical therapy, law, medicine

Post-degree certificates or diplomas. Examples include Business, Emergency Management, Marketing, Financial Planning, Sexuality Studies

- At College/Private Institute

Post-degree certificate and diplomas completed at college or in a specialized institute. Examples of these programs include: Cardiovascular Perfusion Technologist, Radiation Technologist, Child Life Specialist, Registered Practical Nurse, Social Services Worker, Behavioural Science Technologist, Publishing, Corporate Communications

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DeGrooteSchool.ca/test-drive



Accommodations at School and Work

Many students receive academic accommodations in order to participate equitably at university. You may or may not identify yourself as having a disability, but if you are currently registered with Accessibility Services in order to be academically accommodated, it is worth considering whether you might also need accommodations at work.

Here are some thoughts to consider:

- If you receive exam accommodations, might you require accommodation on evaluations or tests used by employers as part of their hiring process?
- Does your transcript look different than the transcripts of your peers because your pace of work/program accommodates you? Are you ready to talk with employers about this?
- If you currently receive accommodation in the form of altered schedules or time off, would this also be helpful on the job?
- If you use physical/technology accommodations for class, would they also be needed at work?
- Are there any other tools or tactics facilitated by Accessibility Services that benefit your academic life that might also help you transition to or do future work smoothly?

In Canada, you are entitled to be accommodated at any point during the employment cycle – from application stage, to interview stage, offer stage or once you're hired. If you request an accommodation, disclosure of the nature of your disability is not required... simply that you have "a disability that requires X accommodation".

Have questions about accommodation or disclosure at work? Career Services can help students strategize during 1-1 counselling appointments about a variety of career topics including disclosure and asking for workplace accommodations.

DID YOU KNOW?

Career Services has a workstation in our centre with accessible software including...

- **JAWS** (*Job Access With Speech*); a computer screen reader program that allows blind and low vision users to read the screen either with a text-to-speech output or by a Refreshable Braille display.
- **Kurzweil**; an assistive technology which provides a reading, writing and study platform aimed at people with learning disabilities or other disabilities that make reading or writing difficult.
- **Dragon**; speech recognition software which assists people with both physical and learning disabilities in creating electronic documents.



What to Consider when Considering Further Education

By Colette Steer

Getting more education after undergrad is a wonderful option, but there are several things to consider when deciding if it is what you want to pursue. Here are some common reasons students have for thinking about further education:

I want to study the subject/discipline/topic at the graduate level

Great! Consider checking out what graduate life is like in that area; talk to professors in those programs to find out what their research involves; talk to current grad students about the rewards and frustrations and what sustains them over time; compare individual departments and potential supervisors in terms of their research area and supervisory style.

I thrive in an educational environment and/or I don't want to leave yet

Great! Consider checking out different kinds of educational environments and programs. Find out the kind of environment that you thrive in best (in terms of your learning/work style). Visit in person to see for yourself.

Further education is necessary for the work I want to do

Are you sure? Consider checking out the work, and ensuring that you understand what the key skills and qualifications necessary to work in it might be and what it is like on a day-to-day basis; talk to people in the field and do information interviews; ask about the kinds of educational backgrounds; figure out some of the sub-specialties or different kinds of work environments within the field that might suit you.

The process seems more straightforward than looking for a job

After being in school for so many years, you may be quite comfortable with the steps involved in applying for education programs, while starting a professional job search can feel like unfamiliar territory. Just because the process is new to you, however, it doesn't mean job search is necessarily difficult. Find out a little about it so you can make an informed decision based on current information. It can only take a few minutes to get started. Take a job search workshop, or make an appointment to talk with a career counsellor.

The reasons for pursuing further education vary, but the better you understand your own, the more likely you will be to be satisfied with your decision over the long term.

Advice from a Graduate Recruitment Pro

What advice can you give students about the grad school research process?

Start early – as you go through your undergrad years, get to know your professors, get involved in research projects, chat with current graduate students, go to information sessions on graduate studies (both on campus and at other campuses) and ask questions about what you need to know before you start applying.

When should students start looking into specific programs?

As soon as they get an inkling that they may wish to go on to do graduate study.

How should students contact programs and what questions should they ask?

Firstly do some research about the program you are interested in. When that is done, contact the Graduate Assistant of that program if you have any questions. You may want to clarify things like the academic requirements to apply, how the funding package works, and whether they can assist you with contacting a potential supervisor in your area of interest.

If your program of choice requires you to find a potential supervisor prior to applying, then you can do a few things. If you know who you would like to work with, then contact the faculty member directly (remember do your research first to ensure the best fit). At times you may wish to go through the Graduate Assistant first as faculty members get a lot of emails. You want to ask whether they are taking on new students for the year you wish to start (some may also be going on sabbatical). Discuss your research interest and why you would like to have them as your supervisor. Find out how often they usually have contact with their

students. The student/supervisor relationship is very important.

How can students explore their options?

Talk to your professors if you are interested in a particular research area and ask for their guidance. Talk to current grad students on your campus in that field. Look at university websites (graduate section) for both the programs and research, as well as what the school is about. You need to find the right fit for you. Make contact!

What should students avoid during the research and application processes?


Leaving it to the last minute. If funding is important, keep in mind that government grant deadlines are usually before the deadlines of University applications. Know the requirements to apply for the program you wish to get into and remember, not all universities have the same requirements for the same program.


Colette Steer works as the Coordinator of Recruitment Activities for the School of Graduate Studies at Queen's University.

Thinking about further education?:

- Do I have a strong pull towards something that I want to learn more about (enough to sustain me through 1-5+ years of additional study)?
- Are there programs available that are a good fit with my scholarly or skills development interests? Are there different types of programs (research, professional, post-degree diplomas, certificates) to consider?
- What work do I want to do after my schooling? Is further education required and if not, in what ways do I think it will help with my career goals?
- What financial variables should I be considering (examples include available funding, tuition, supplies, living expenses, moving, loss of employment income if delaying entering a paid position)?
- Does the program or supervisor seem like a good fit (location, social environment, employment opportunities, etc.)?

Do you have more questions about further education? Career Services offers drop-in career advising, further education print resources and workshops as well as hosts further education programs at our annual Career Fair in September.



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For more information or to submit your application, please visit www.cnl.ca/positive.

Queen's Undergraduate Internship Program (QUIP)

If you are interested in QUIP please contact quip@queensu.ca and attend the info sessions throughout the year. This program is open to students in Engineering, Computing and Arts & Science.

By Timi Boyo



Timi Boyo, BSc Eng'15

Learning the fundamentals of solid mechanics, machine design, and materials processing is fascinating, but how do they all fit together and how can I apply them? Do I really need to know these equations? What are some of my career options after school? These were just some of the many questions I asked myself as I sought to connect my academics to “the real world”. Unfortunately, the answers to these questions were not in the back of my third year textbooks nor were they

straightforward. I knew I wanted to apply my engineering knowledge to solve problems while exploring the different career paths available to me as a Mechanical and Materials Engineer. But would I be able to gain experience in the field of my interest before completing my undergrad? Where would I get the information I needed to get started? And so the list of questions kept growing.

“...the days that followed were filled with new and exciting information. Information that was directly related to what I had been exposed to in my engineering courses.”

– TIMI BOYO

The last question took me to the Queen's Career Services office where I discovered QUIP, the Queen's Undergraduate Internship Program. The program promised to answer all of my questions while providing me with long-term and invaluable experience in the area of my choosing. As I explored the job openings designed specifically for QUIP students, I was thrilled when I came across a 16-month internship position with General Motors of Canada (GM). I had always been interested in the automotive industry and the opportunity to design and test vehicles was one which I could not forgo. It was time to update the old resume and cover letter!

What seemed like an arduous task was made effortless by the QUIP staff who guided me through the entire application process. From resume and cover letter workshops to interview tips, I was provided with the tools and resources I needed to get the job I wanted. Before I knew it, I was

loading up a U-Haul trailer and preparing myself for my first day at GM.

Aside from arriving at the wrong building at the right time, my first day went off without a hitch. That day, and the days that followed were filled with new and exciting information. Information that was directly related to what I had been exposed to in my engineering courses. It turns out those equations I had memorized did in fact come in handy.

As an engineering intern, I was responsible for designing, modeling, and testing brake and suspension systems for future vehicles. The projects I was assigned to were meaningful and I was pleased to see that my efforts contributed to the organization's strategy and vision. From spending days testing vehicles in a climatic wind tunnel to conference calls with senior management, I had great exposure to the R&D and business sides of the organization. Not only was I part of a world-class team, but I was working on some of the most challenging automotive design and engineering problems. Not bad for gaining experience before graduation!

I truly enjoyed my internship experience and as time went on, I was developing my analytical, communication, and interpersonal skills. Despite being a student at GM, I had the opportunity to lead long-term projects, travel, and work with a global team. Most importantly, I was making the connection

between my academics and “the real world”, having fun, and uncovering the potential of my engineering degree.

Leaving school for 12 or 16 months might seem daunting, but it is well worth the time investment. The internship program “eQUIPs” you with the skills you need to be successful in the workplace and sets you apart from other students. As a graduate of the program I have experienced first-hand its value and would recommend it to other undergrads. Some students worry about the transition back to school. However, upon my return to Queen's, I found classroom discussions were richer and I was better prepared to tackle my fourth year design project. These were benefits I had not anticipated but which made my fourth year more enjoyable.

Furthermore, the time and project management skills I had picked up while on internship also meant that I could take on a position as Project Manager for first year engineering

students. It was a great opportunity for me to help students connect the engineering methodologies they had been introduced to with first-hand examples of their application in industry.

With QUIP, one opportunity leads to another. After I graduated in the Spring of 2015, my experiences at GM and as a Project Manager led me to Oliver Wyman, a global management consulting firm. During my internship I became interested in organizational strategy development and execution. Now, as a consultant with the firm, I am able to interact with clients in a number of industries while helping them solve some of their most challenging problems. Before visiting the Queen's Career Services office or taking part in the internship program, I could not have imagined an engineering degree taking me down such a unique path.

With QUIP, the program is just the beginning of many career opportunities. Whether you find yourself working for a telecommunications company, a financial institution, or an automotive manufacturer, the skills you develop are universal and can be applied to various fields. QUIP is a great way to start your career. For me, it was also a perfect way to get answers to my many questions. However, the question that remains is: where will your internship take you?

Timi Boyo is a BSc Eng'15 graduate of Mechanical Engineering and is currently working as a Consultant at Oliver Wyman, an international consulting firm.



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Leveraging your Alumni Network

You may have already heard that the Queen's alumni network is unique, world-wide and diverse. As you step across the stage at your convocation you will become a member of this group. But, did you know that alumni can play an important role in helping you while you are still a student? The transition to work starts long before you graduate and conversations with alumni can help you with decisions while you are still in university.

One way to access this network is through the Queen's Connects Career Network for Students and Alumni, a group in LinkedIn. This group facilitates conversation between current students and alumni about different career paths or fields. Within the group, members are encouraged to start discussions, ask questions and message each other.

Kristen Oliver, BAH'15 (Political Studies), was a member of Queen's Connects this past year and wants to encourage other students to also join. "The guidance and advice of alumni in my field of interest provided invaluable insight into the profession and supported me through the process. From phone calls to meeting in person, alumni went out of their way to offer their advice and wish me well."

"The guidance and advice of alumni in my field of interest provided invaluable insight into the profession"

– KRISTEN OLIVER, BAH'15

As it currently stands, the Queen's Connects group has over 1685 members. Everyone who joins this group does so with the purpose of helping new and Alumni who join this group because they want to help students and soon-to-be alumni by sharing their own experiences and by providing encouragement.

Through Queen's Connects, you will be able to gain insight and perspective on career options as well as access to a global network of alumni, some of whom have had experiences similar to your own. Joining the group is a small commitment which can yield huge dividends by growing your knowledge about your targeted field. Also, your questions can be helpful to other students in the group.

While networking can sometimes feel like an intimidating process, Kristen found that there were a lot of resources available to her through this group and that it was not as scary as you might think. "Review some of the tip sheets provided by Career Services and don't be afraid to put yourself out there." She notes that starting off by

asking anyone for a job (or introductions) is not a good idea; instead, establish a connection by asking for advice or guidance.

Kristen has now begun her career in International Relations through a volunteer internship with the United Nations Development Programme in Rwanda, which started in the summer of 2015. With this internship she hopes to meet a lot of people and learn a lot more about her new field, all of which will help in building a career.

Queen's Connects is just one of the ways that you can get connected with your alumni network. Think about attending alumni events on campus, through the Queen's Student Alumni Association or at Homecoming. And finally, once you've graduated, stay connected with Queen's through Queen's Connects, your local alumni branch and your class groups.

It's never too early to start connecting with the Queen's alumni network as an incredible resource to you as you begin your career.

LinkedIn Tips

If you are new to LinkedIn and not sure how best to utilize it, consider attending a LinkedIn workshop at Career Services. These sessions help you build your LinkedIn profile as well as highlight some of the unique features that LinkedIn can offer students.

You can join the Queen's Connects group by requesting admission. An administrator will review your profile and verify your status as a Queen's student. Make sure your profile contains all necessary information to verify your connection to Queen's. Find more information at careers.queensu.ca/QueensConnects



Use your Queen's experience to expand your professional network.





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WHAT IS MScSM?

The MScSM degree is a 20-month graduate program that provides the training for graduates to integrate their knowledge addressing sustainability issues, and make leading contributions and lasting advances.

The program is unique in that it provides a strong foundation in sustainability management, while offering an opportunity to specialize in a management or science stream.

The program was developed in collaboration with leaders and future employers in business, not-for-profit, research, and government organizations and is part of the Institute for Management & Innovation: <http://www.utm.utoronto.ca/imi/>

WHO SHOULD APPLY?

The MScSM program is for students from diverse backgrounds including: management, social science, natural science, and engineering. MScSM is designed for those interested in careers in management, within organizations focused on sustainability.



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It All Adds Up

By Mackenzie Biddie



Ever felt the pressure to keep adding more and more to your plate? Students often think that in order to be successful in the future they need to keep piling on the activities. It's important to remember that the things you're already doing can benefit your next steps. It All Adds Up!

We spoke to three different Queen's students who found that the work they did at Queen's, both inside and outside the classroom 'added up' to careers:

For Jacqui, It All Adds Up to: Law



Jacqui Palef, BAH'14

Jacqui Palef, BAH'14 (Political Studies), is currently entering her second year of law school at the University of Windsor in the dual JD program. This will allow her to obtain degrees in both American and Canadian law. When reflecting on this career path Jacqui notes that "it was my extracurricular experiences at Queen's that helped me demonstrate that law school was the right place for me."

Both inside and outside of the classroom Jacqui began acquiring skills to find her passion for law. From starting her own club, to working on several different conferences Jacqui took advantage of many different opportunities that helped her confirm her current career path. Alongside that she said, "my time as a Political Studies major at Queen's fostered my passion for the law. Learning about the functions and operations of governments made me question our judicial system and gave me the push I needed to apply to law school"

Jacqui served as the President of the Queen's Pre Law Society which helped highlight her interest in legal studies and gain connections in the field. "I was exposed to a community of lawyers, professors and other members of the legal profession." While these were invaluable experiences to have when applying to law school it was also her experiences with other organizations such as the Alma Mater Society, Queen's International Affairs Association and the Queen's Student Alumni Association that taught her the skills in leadership and teamwork that her new school environment demands.

This past summer Jacqui worked at the Veteran's Law Clinic within the University of Detroit Mercy School of Law. The clinic allows students to develop essential lawyering skills and help clients obtain veteran's benefits. "By working at the clinic I am able to pursue my interests in the legal field and can continue the philanthropic spirit that I attribute to my time at Queen's."

continued

For Sarah, It All Adds Up to: Career Development Practitioner



Sarah Bunting, BAH'13, BEd'14

Sarah Bunting, BMus'13 (Music) and BEd'14, came to Queen's to study Music and concurrent education. Sarah's experience in education courses where she learned to facilitate group sessions and help students set goals and action plans helped her determine that she liked working one on one with students.

But she started to realize something else as well. "Although I had always had a love for educating others, I felt like the classroom wasn't the place for me," she noted. In her third year, Sarah got involved with her Departmental Student Council and then in fourth year found a volunteer position as a Peer Educator with Career Services. "When I started volunteering with Career Services I really liked the training I got working 1-on-1 with students, being able to pin point their goals and help them with strategies to get there." Sarah recently completed a post-graduate certificate program at Conestoga College to become a Career Development Practitioner.

Sarah found the program at Conestoga through a friend of hers who had also gone through concurrent education and had also decided not to pursue traditional teaching. Sarah knew that this path would work for her: "My volunteer experience really helped me to know exactly what I was getting into and helped me to determine that this is what I wanted to do... and my role at Career Services helped me realize just how much I loved working with individuals to reach their goals."

For Filza, It All Adds Up To: Journalist



Filza Naveed, BAH'13, MA'15

Filza, BAH'13 (History) and MA'15 (Cultural Studies), just finished her graduate program and is beginning her career as a reporter for Kingston East News. She had a passion for Journalism and Communications and was able to gain experience in those fields through many different publications in the Queen's community.

"I wrote for the Queen's Alumni Review, volunteered at CFRC and wrote articles for the School of Graduate Studies website." It is clear to Filza that it was her volunteering that helped develop her future career, as it allowed her to build her portfolio and make connections. "I think volunteering and interacting with people is the key to getting your dream job. You need to let everyone know about your passion."

Filza also worked for the Journal which allowed her to network and find an internship with Kingston Life Magazine in the summer of 2014. "It was one of the most rewarding experiences as it enabled me to learn about magazine journalism under an experienced mentor." This internship was a practicum component of her master's program in Cultural Studies. "This was a great option as it enabled me to gain journalism experience while simultaneously giving me course credit."

Her programs also taught her how to write effectively and valuable critical thinking skills. Filza noted, "I think I was able to apply all these skills I learned through my program towards my journalism career goals and interests."



It All Adds Up

For Sarah, Jacqui and Filza, it's all adding up. It can for you too! Whether it's inside or outside the classroom, take a moment to think about what you're already doing. Then, consider participating in this year's It All Adds Up campaign. The It All Adds Up campaign (a joint project between Career Services and the AMS) was created in 2014 to try to help reduce some of the career stress students stated they felt and to help them see that everything they do—in school, at work, extra-curriculars and even hobbies—"adds up" and can positively impact their future career.

During 2014-15, students stopped at the It All Adds Up photo booth and spent a few minutes writing what they were doing on a whiteboard. Then, they posted a picture of themselves and the whiteboard to Instagram using the hashtag #Qaddsup. As the campaign helped students realize, your degree is an incredibly important component of your time at Queen's, but, it's probably not the only thing you do here. Many students work, join clubs and contribute to important causes and initiatives on or off campus.

It All Adds Up. For more information, resources or to join the 2015-16 campaign (it's going province-wide this year), visit: careers.queensu.ca/qaddsup or follow [#italladdsup](https://www.instagram.com/italladdsup)



On-Campus Recruitment 101

Each year, many organizations travel to Kingston or post in MyCareer, hoping to find students and new graduates to hire to their organizations for the upcoming year.

TYPES OF ORGANIZATIONS

Organizations involved in On-Campus Recruiting (OCR) can range in sector from management consulting to government, insurance to oil and gas or food production companies. This means that OCR, while a great opportunity, is not for everyone, since not every student will want to work at these types of organizations. Keep in mind that OCR can be a great connection with job opportunities but you can't rely solely on it. OCR recruiters come to Queen's and other post-secondary institutions looking for future full-time employees as well as summer or internship candidates. These summer and internship roles are also great gateway positions for getting a full-time position with that company or sector later on.

INFORMATION SESSIONS

Some organizations will hold **information sessions** in early fall to speak about their company, explain the positions they are hiring for and to go over the hiring process and important deadlines. Info sessions can be held on or near campus and sometimes require registration beforehand, as there are often refreshments served. Find out times and locations as well as register through myCareer on the Career Services website. Be aware that organizations use these registration lists to plan their events, so registering and not showing up (without cancelling in the system) could be detrimental to your future application to that company.

We spoke to two different students who went through the on-campus recruitment (OCR) process to get their take on what they learned from their experiences



Rico Garcia, BAH'14

Rico Garcia, BAH'14 (Economics), secured an after graduation job and currently works as a Business Analyst at McKinsey & Company, a global management consulting firm. He found this job through on-campus recruitment and was hired in the fall of his final year at Queen's.

When asked about his experience, Rico spoke to three key things that he believes helped him be successful in this process: 1) having a consulting-focused resume, 2) networking with Queen's alumni to learn more about the process and each firm and 3) preparing for the interviews with other students and alumni.

"I strongly believe that my success came from being ready for recruiting prior to the info sessions. The info session became an opportunity to clarify any questions I had and meet more people rather than a starting point."

To that end, Rico encourages third year students who may be interested in participating in on-campus recruiting during their fourth year to begin attending info sessions while still in third year to learn more about the process so that they could have a targeted approach by the time they get to fourth year.

Kate Thompson, BSc Eng'15 (Civil Engineering), was hired through OCR by Newton North American Limited

and echoed Rico's words of wisdom, "I had attended many information sessions and practiced my interview skills in advance, so I felt prepared." Kate mentioned that some of her preparation came from participating in the Interview and Resume workshops provided by Career Services.

Recruitment processes can vary from organization to organization, however many of those participating in OCR will conduct a series of interviews with candidates. Often, the first interview takes place on campus. Sometimes, subsequent interviews take place at the company's offices (often in Toronto or outside Kingston).

Kate noted that her interview process started on campus with a series of basic tests, followed by an on-campus interview and was concluded by two days of case study interviews in Toronto at the company's headquarters. While each organization is unique, you can expect the process in this type of recruiting to follow a similar format and timeline to this.

Information sessions are a great opportunity to ask more questions about the company. Rico found info sessions to be "a great way to get a feel for the company and see whether I could imagine myself working there." Kate found that she stood out to recruiters when they "could tell that I had done my homework and was seriously interested in the projects."

When asked about the most challenging part of this process Rico and Kate spoke to different experiences. For Kate the most challenging part was the constant "rejection without feedback." She noted that "Online applications have very low success rates and this can be hard to handle." Rico said, "The most challenging part about this process is that it happens quickly." Rico said that by starting early and developing a clear strategy during the summer he was able to get his resume ready to go. This allowed him to start practicing interviews prior to attending the info sessions.

Looking back on the experience, Rico said that he had wished he had known how early the recruiting process began in the fall (sometimes on or before the first day of classes!) and about the resources available to him through different on-campus organizations. "I had no idea that there was a Queen's Consulting Association. Had I known about these kinds of resources I would

have taken advantage of them to be better prepared come September." Kate echoed these sentiments and said that she wished to have done more practice before. "It is critical to have practiced similar questions. Career Services runs excellent workshops, can do coaching on interviews and I would also recommend getting

continued

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continued from page 19

together with a friend or mentor and conducting some mock interviews.”

It is important to note that while on-campus recruitment can be a great way to get your career started it is a process that is used by very few sectors and therefore will not be relevant for everybody. While it is convenient because much of the events happen right on campus, they represent only a frac-

tion of the work available. If these are not industries or roles that you wish to pursue, remember that there are many other ways of finding work that interests you. Career Services can help you tailor a job search strategy that will work for you. If you have questions about the OCR process, be sure to come to drop-in career advising to get help with this and other types of summer or post-graduation job search.

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ENGINEERING & TECHNOLOGY FAIRS

October 20 & 21, 2015
January 20, 2016
Grant Hall, 10:30am - 3:30pm

SUMMER OPPORTUNITIES FAIR

January 19, 2016
The ARC, 10:30am - 3:30pm
Stop by the Resume Clinics,
Drop-in Career Advising and
Student Prep Areas

OCR 101

Types of Organizations

- Usually mid-size to large
- Often corporate head offices
- New grad/internship/summer positions
- Often located in large urban centres or in the field (e.g. Oil and Gas)
- Government

Information Sessions

- Information Sessions often run from mid-September until the end of October. In most cases, they are for full-time opportunities but some are also for summer employment.
- All of the information sessions are put on the Events Calendar in MyCareer
- Check MyCareer for location and signup details
- Unless otherwise stated, dress code for information sessions tends to be Business
- There will be some recruitment sessions in the winter but the majority take place in September

OCR Applications

- If a resume is requested it is assumed that you will also provide a cover letter with it
- If the organization requests a transcript, follow the instructions in MyCareer
- OCR applications are collected in September and October by most organizations. Follow the directions given for submission as they are sometimes requested for submission through MyCareer or directly to the organization's website

OCR Interviews

- Interviews can be any time from September to mid-November
- Interviews may take place at Career Services, in classrooms around campus or off campus



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Top 10 Tips for Budding

Entrepreneurs

By Rebecca Darling

1

Goals aren't enough. You need a plan. You need to execute the plan.

Planning every aspect of your business is not only a must, but also builds habits that every business owner should develop, implement, and maintain. The act of business planning is so important because it requires you to analyze each business situation, research and compile data, and make conclusions based on the facts revealed from the research. Business planning also serves a second function, which is having your goals and how you will achieve them on paper.

2

You need to fix the plan as you go. Learn from your mistakes. Learn the art of the pivot.

Today's business world evolves so rapidly that entrepreneurs must learn how to change course continually – the art of “pivot”. The needs of the customers change so fast with the rapid pace of technological advances, businesses can't afford to stick to one strategy and never deviate from the path.

3

Do not reinvent the wheel. Learn from others.

Find and leverage mentors. The right group of individuals who know your business domain and are willing to put their brains and their expertise at your disposal will be a huge asset. No entrepreneur is an island, so take the initiative to build a support system.

4

Make sure the numbers line up.

Plenty of people work hard and follow their passion but the numbers don't work. If the math doesn't work, neither does the business.

5

Be prepared to work. Hard.

The average new entrepreneur works over 75 hours a week. Success doesn't exist without hard work.

6

Build a top-notch business team.

One of the many perks of being an entrepreneur is the freedom to hire the people you want to work with – you have the opportunity to choose to be with people who share your drive, vision, and values. No one person can build a successful business. It's a task that requires a team that is as committed as you are to the business and its success. Hire your weaknesses – whatever your weaknesses are as a business person (perhaps you're not the best in sales, marketing or day-to-day management) you should seek out people who excel in the places you may not.

That way, you'll strengthen your business by building a powerhouse team who can really do it all.

7

Manage money wisely.

The lifeblood of any business enterprise is cash flow. You need it to buy inventory, pay for services, promote and market your business, repair and replace tools and equipment, and pay yourself so that you can continue to work. Therefore, all business owners must become wise money managers to ensure that the cash keeps flowing and the bills get paid.

8

Don't be scared to ask for help.

As an entrepreneur you will have a greater chance of meeting other people who have been in similar situations and struggling with some of the same issues. Your circle of friends and acquaintances will grow by sharing tips and asking for advice as well as partnering with other business owners. There are many amazing CEOs who love nothing more than to help young entrepreneurs build great companies – you just have to ask for their help. You'll be amazed and the nuggets of wisdom you pick up from CEOs who have “been there, done that.”

9

Be resilient.

There are going to be difficult times, and throughout these times you will need to keep a positive attitude. Rather than cave when things get tough, optimistic entrepreneurs go analytic, looking for pivots to keep their goals in sight. They are disciplined, upbeat thinkers, but they don't take themselves too seriously and know how and when to laugh it off.

10

Look for opportunities to do something better than just about everyone else.

The Entrepreneurship Centre is part of the Kingston Economic Development Corporation (KEDCO) and supported by the Ministry of Economic Development and Innovation. They provide entrepreneurs with assistance in opening and running their own businesses through consultations, workshops and a variety of business resources. They are also a community partner for the Canadian Youth Business Foundation (CYBF); an organization offering low interest start-up financing to empower young Canadians, age 18-34, across Canada.

For more information, contact the Small Business Development Centre at 613-544-2725 ext.7222 or at entrepreneurship@kingstoncanada.com

kingstonentrepreneurs.ca

Rebecca Darling, is a Senior Business Consultant, Small Business Development Centre at the Kingston Economic Development Corporation (KEDCO)

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“Doing your Research”

It’s a suggestion that nearly every interviewee will get before stepping into an important interview: “make sure you *do your research* beforehand.” It’s also a common complaint from employers about applicants: “they didn’t do their research”. But what does it mean to “do your research?” Research what? Where? And how? How can you be sure that the research you’re doing is going to help you succeed?

At a minimum, interview preparation research involves checking out the organization’s website, Facebook and LinkedIn pages and reading over the job description. However, there is more you can do. Julia Blackstock, a Queen’s Career Counsellor, suggested that undertaking a few extra steps can not only help you better prepare for your interview, but can help you figure out and communicate answers to the common question: “why are you right for this role/organization?”

Read the annual report

While this document may be a tad intimidating, it provides an extensive overview of the company’s priorities and strategic vision. Julia suggested that you do not need to read the entire thing but should at least read the Overview or Executive Summary. The Annual Report will present you with an abundance of product and service knowledge as well as a detailed breakdown of the organization’s structure, including separate branches or divisions. Having this knowledge will help you better answer questions in your interview by tying an answer back to the functions of the company. The annual report will also help you better understand the type of customer the organization works with and how they work with those customers

Follow on social media

Social media can be a great indication of the current priorities of an organization as well as a place for them to highlight current accomplishments. While these channels may not give the full picture, following a company on Twitter or Facebook will definitely help you to learn more. As well as following their posts, review profiles on LinkedIn. This can help you to understand more about the career paths of many of their current employees and start to assess if this is a place where your interests and skillset might be a good fit.

Talk to people currently doing the job

There is no better knowledge prior to an interview than a strong understanding of what the day-to-day responsibilities and expectations are of the position. If possible, find people who are currently in the role through the company's website or LinkedIn. You may even be able to find someone who is also a Queen's alumni. (Check out p. 12 to read about Queen's Connects and using your alumni network). Ask them if they are willing to share what their experience has been like and what they perceive the biggest challenges to be in the role. These challenges are things that you can speak to during your interview and then showcase how you plan to overcome them. A current employee can also speak to the internal culture of the company and the employee values that this particular company places emphasis on, be it teamwork, innovation, or open-work spaces. This will allow you to assess your fit as well as tailor your interview answers to these specific components.

Know the competition

You can also do some general research of other organizations in the field. It will benefit you to know about other organizations to better understand where this organization stands out. In your interview you will then be able to speak to these advantages and how you can continue to help the company improve or continue its mandate. Even if the organization and the field is not competitive or it is a 'non-profit' it is important to understand what others in the sector are doing. You want to be knowledgeable about the field in order to have an interesting conversation with the interviewer.

Take the time to reflect

Reflect on your own experiences and how they can help you succeed in the position. Do not assume that a company will make those connections themselves.

While gathering your research, think about how a specific position or experience you have had (it doesn't have to be a paid role!) in the past has prepared you for the types of challenges you have learned that you might face in this new position. The capacity to transfer your skills from previous

experiences to a new position is something that every interviewer would like to see in an applicant.

Each interview will be different but "doing your research" beforehand can definitely make a difference to your confidence and to the interviewer(s).



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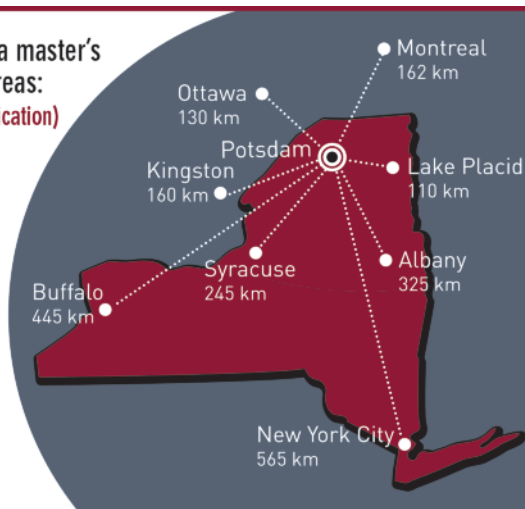
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Dealing with Offers



Congratulations! You're expecting an offer. This is a huge decision that you are about to make and there are many factors to consider. Here are a few tips that we have provided for when you are faced with this type of decision:

Salary and benefits

Salary is one component of your compensation, but many employers offer benefits too which can round out the package and, from a financial standpoint, can be worth up to 20% in addition to the actual salary. There is a considerable range of benefits such as health coverage, life insurance, a travel allowance, phone plan, re-location support, paid vacation time, options for leave for family obligations or illness, support for further education or training, a pension plan or an option to invest in the company.

Timelines

The amount of time you will be given to consider an offer varies greatly with each situation. When you receive an offer, you have the option to thank the interviewer for the offer and ask for time to consider your decision. If you need more time than offered, ask if that's possible.

Your bottom line

Make a budget and know what you can afford to live on. If the pay is low, perhaps you are gaining terrific skills and experience to compensate. In most cases, the pay reflects the industry or level of experience required to do the work. Do your homework, be realistic and remember to show what you can contribute. It's up to you to determine how the offer meets your needs.

Red flags and warning signs

If an offer seems too good to be true, pause and investigate a little further. If things just don't seem to add up, clarify what's fuzzy. It's important to be aware of the terms and conditions (and their impact on you) before accepting an offer. Find out more information about fraudulent offers here:

careers.queensu.ca/sites/webpublish.queensu.ca.cswww/files/files/Tipsheets/JobPostingScams.pdf

Accepting an offer

Avoid accepting "in the heat of the moment"

Once you have accepted an offer, *even verbally*, there is an implied legal contract to which you are bound. Instead of an immediate 'yes' consider responding with, "Thank you for the offer. When do you need me to make a decision?"

Get it in writing—Although this is not always the norm in short-term work or part-time jobs, it is always useful to ask for written confirmation of your offer. This way you ensure that you and the employer both understand the terms of your relationship (start date, pay, supervisor, role, etc.) A written outline also gives a good base for discussion if you have questions or need clarification.

Honour your commitment

If you accept an offer, stick to your decision. It is considered unethical to accept one offer and then shop around or wait for something "better" to come along.

Follow up

As soon as possible, confirm your thanks for the opportunity, your acceptance of the terms, and your understanding of the details (e.g. "I look forward to meeting with you on Monday, September 5th at 9 a.m. in your office"). Notify other employers who are considering your candidacy that you are withdrawing from their selection process because you have accepted an offer.

Declining an offer

Avoid burning bridges

It is possible to decline an offer and still maintain great relations with an organization so as not to damage any connection you have with it or others in the future.

Decline as early in the process as possible

Reflection immediately after you meet with an organization is a good way to determine if an opportunity is still the right one for you and if it is what you expected. The earlier you can let employers know that you have re-considered your candidacy, the easier it is for them (and you) to continue with their search.

Example

"Thank you very much for this offer. With difficulty, I have made the decision to decline the opportunity at this time. I would like to thank you again for considering me and for the time you took to review my application and meet with me."

Negotiating Pay and Terms

Be realistic

As a student or new graduate, you usually start at a base rate of pay determined by the organization or position.

Organizations may consider raising that initial rate if you have a set of skills or experiences that are extraordinary, or if you have worked in the position. Do your homework on salary ranges to get an idea of what is a realistic wage to expect.

Negotiate graciously

Ask if it is appropriate to ask more questions about compensation. Ask if there is any flexibility in the rate of pay. Ask if they have ever given raises based on performance.

continued



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Complications

Two Offers

Be fair and ethical

Consider your options carefully before making a decision. Then stand by that decision. Reneging on an accepted offer may significantly damage your relationship with that organization.

No Offers

Reflect realistically on the experience

If you have had an interview but didn't receive an offer, there can be a number of reasons. Don't be afraid to seek feedback from your interviewers:

1) You may have "ranked" in the top few candidates on the employer's list, but someone who was ranked higher than you accepted the position.

2) You may have done very well (and been ranked very highly) but circumstances at play in the background and over which you have no control prevented the employer from making you an offer.

3) You may not have ranked in the top few candidates on the employer's list, in which case, you may need to analyze your suitability for the work or your interview skills. Not getting an offer can be really disappointing but not unusual for most people over the course of their lifetime.

Seek help

De-briefing your experiences with someone familiar with interviewing can be very helpful. Consider making an appointment with Career Services staff if you are interested in this opportunity.

Some Helpful Resources:

Rates of Pay, Policy Guidelines,
Treasury Board of Canada
tbssct.gc.ca/pubs_pol/hrpubs/coll_agre/rates-taux-eng.asp

Monster Canada
career-advice.monster.ca/Salary-Benefits/careers.aspx

SALARY, BENEFITS AND
NEGOTIATION ARTICLES

Salary Expert
career-advice.monster.ca/Salary-Benefits/careers.aspx

SEARCH JOB BY SALARY; INCLUDE
COST OF LIVING CALCULATOR

Salaries and Wages, Labour Market
Information, Government of Canada
jobbank.gc.ca/home-eng.do?lang=eng

Salary Surveys for Canada
canadavisa.com/canadian-salary-survey.html

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Kingston: Living and working in Kingston

By Carey Bidtnes



Kingston is a smart choice for current students seeking summer experience, recent graduates embarking on a new journey and alumni who fell in love with the Limestone City during their Queen's years. Kingston is consistently ranked as one of the Best Places to Live in Canada, has been ranked a Top Canadian Hotspot for Young, Talented workers, and has earned a place on the Intelligent Communities Smart21.

Here are just a few of the reasons why Kingston is a smart choice:

Kingston is hiring, and with the launch of kingstonishiring.com, job seekers have a centralized tool to view and apply to job postings. From summer employment to internships and graduate employment programs to full-time positions, kingstonishiring.com highlights them all. Kingston enterprises create 600 new jobs every year, with the healthcare, education, manufacturing and construction sectors leading the numbers.

Kingston is buzzing, with great restaurants, a vibrant live music scene and an active, year-round sports and recreation culture. Kingston is home to more than 200 restaurants, boasts the best fresh water sailing and windsurfing in the world and hosts internationally acclaimed music acts such as Sting, Sum 41, The Tragically Hip and Serena Ryder.

Kingston is live-able, with enviable work commute times of less than 15 minutes on average, a walkable city core, affordable housing prices and access to world class amenities. An active city, with hiking, biking, canoeing, rowing, swimming and windsurfing available within city limits, Kingstonians don't need to fight traffic to enjoy the "cottage" life.

Kingston is well-connected, with our road, rail and air travel keeping us a comfortable distance to larger urban centres including Ottawa, Toronto, Montreal and Syracuse, New York. If it is rest and relaxation you crave, Kingston is within a one hour drive of 7 provincial parks, hundreds of lakes, and the UNESCO designated Frontenac Arch Biosphere Reserve.

When you think about your future, think about Kingston, a smart choice.

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Building your



With over 1.3 billion users on Facebook, 236 million active Twitter accounts and 346 million LinkedIn users (whew!), social media platforms have become fundamental in the lives of many professionals. For students and recent alumni, that means that these platforms are no longer for simply sharing posts among friends but are now an opportunity to harness an online presence which may benefit (or hinder) your career.

Most students have heard the warning: watch out for what you put online, because an employer might look at it one day. However, while social media was once a caution, it can now be looked at as a way for you to stand out. "Social media can be what swings a decision in your favour," agrees Sidneye Matrix. Dr. Matrix is a professor in the Film and Media Department at Queen's, whose work focuses on digital media. "You want to make sure you're competitive and have demonstrated your competency online." Indeed, according to Jobvite's survey on Social Recruitment, 93% of hiring

Online Presence

By Mackenzie Biddie

managers reviewed a candidate's social profile before making their hiring decision. Looking at a profile is not solely restricted to hiring decisions, but over 40% of employers said that they had found and hired a candidate through social media, indicating that these sites are also being used as part of recruitment.

What employers look for when they search through your social networks can vary but, three key things seem to be 1) determining if you will be a good fit in the company, 2) reaffirming your qualifications as a candidate and 3) assessing your creativity and digital savvy, if relevant to the position.

Dr. Matrix's advice for students places a lot of emphasis on *thought leadership*. "You want to be sure that you demonstrate how you have your finger on the pulse of the industry," she said. "You should ensure that about every fifth tweet is industry-specific and stay connected with the key players in that field." She also noted that demonstrating your understanding of the industry by sharing new and interesting content can show an employer your knowledge of trends and upcoming innovations within your chosen field.

Erin Gallagher, BScH'16 (Computing), is an example of what can happen if you work to make your profile employer-ready. Erin was hired as Data Systems Analyst/Software Developer for Energy Profiles Limited and was recruited to the position through LinkedIn. The President of the company found her profile on LinkedIn and reached out. While it wasn't her profile alone that got her the job, her strong profile made her stand out and got her foot in the door.

Erin thinks that her profile stood out because she included links and photos to her development portfolio. "In software design, employers are looking for students who are involved in projects inside and outside of school. I clearly stated my contributions and had examples."

Julia Blackstock, a Career Counsellor at Career Services shares the following tips for LinkedIn beginners: "While editing your profile," Julia says, "you can change the default privacy settings so that you do not leave 'footprints' while exploring LinkedIn (thereby inadvertently allowing others to see your incomplete profile)". Once your profile is ready, you can

change your privacy settings to increase your ability to connect. Once you have created a profile, it is worth checking and updating it periodically. Julia advises students to create a professional online profile early on at university and to keep it updated as career interests evolve.

Aside from industry-based knowledge, Dr. Matrix suggested that volunteering shows the ways that you are participating and giving back to your community. "By showcasing these experiences you are sharing your 'social good footprint' online as well as showing your commitment to a balanced lifestyle."

Dr. Matrix suggests that your online profiles should be an accurate portrait of what you're like as a person. She also advises ensuring that this portrayal contains the things that you would like an employer to know about you as these will be the traits that help them determine whether or not you are a good fit for their company. "And of course," reminds Dr. Matrix, "it may indicate how you will represent the company when you're not on company time."

Erin also stressed how important it was for her to keep her profile up to date and eye catching, "I strive to keep my most important projects and experiences at the top of my profile; you need to catch their eye immediately." Another important piece of advice she shared focused on the 'summary' section, "I try to provide an employer with a sense of my personality...You want to make sure you differentiate yourself from your peers." She also noted how this was a great way for an employer to determine whether you would be good fit for their team.

While social media has often been paired with a warning to students about protecting their professionalism, it can – as seen in the case of Erin – be a huge help in terms of getting yourself out there and building your career profile. Used properly, it can make you stand out and may show a different side to you that a resume and cover letter can't always accurately convey. Ultimately, don't fear social media, but rather, consider it a tool in your career kit. You never know what opportunities may await you because of it.

QUICK TIPS FOR GETTING YOUR PROFILES EMPLOYER-READY:

- 1** Take some nice professional headshots.
- 2** Remain discoverable online. While it may be easiest to hide your profile that may in fact be a missed opportunity. According to Professor Matrix, "If the competition looks established online it may swing the decision in their favour. It is a lost opportunity when you may have been able to stand out."
- 3** Make sure that your privacy settings are reflective of what you wish to share with the rest of the online community. Ensure that your posts contain appropriate content. Obvious things to avoid include the use of profanity or evidence of illegal or unprofessional activities. Less apparent things to avoid include activities or photos which imply intoxication (e.g. Spring Break), photos where you're wearing beach or party attire, posts which contain anything which might reflect poorly on you or a future employer.
- 4** All posts should use proper spelling and grammar including being wary of the use of acronyms or emoticons that may not make sense to all your viewers.

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Mapping it out with Major Maps



Wondering about where your degree fits in your future? The new Queen's Major Maps provide you with information on how to develop your career and each major map is specifically tailored to your degree.

One for Every Program

There is a map for each unique undergraduate program. Similar to a physical map, these are designed to help you navigate the opportunities at Queen's. This map supports students at all stages of university and can help to assist upcoming graduates in identifying possible career paths. The maps highlight specific extracurricular opportunities that will complement your degree and can help you strategize about what skills from your degree might find their way to your resume as you begin your grad school or job applications. These guides do not plan out your life for you but simply offer suggestions or ideas for your program, recognizing that you and your classmates will likely not adhere to exactly the same career plan following graduation. Miguel Hahn, a career counsellor at Queen's and the project lead, says, "Like any directional device, the maps offer multiple routes to help you reach the desired destination of a meaningful and rewarding career."

Award Winning



Major Maps have been recognized nationally as a hugely successful resource. The project also received the award for Excellence in Innovation at the annual Canadian Association of Career Educators and Employers (CACEE) National Conference in June, 2015.

Nearing Graduation?

While the major maps are helpful right from first year, check out the following sections of the major maps which are especially relevant as you approach the end of your degree(s):

- Get Ready for Life After Graduation section
- Where Could I Go After Graduation? section
- Getting What You Need to Succeed in the Workplace section

Get your copy

You can access them online through the Career Services website: careers.queensu.ca/majormaps or stop by Career Services and check out the printed copies of the Major Maps in our 'Major Maps Atlas.' Also, each department will also have copies.



Queen's Gazette

Wondering how to use your major map?

Come to drop-in career advising at Career Services, which runs Monday to Thursday, 1:30-3:30 (no appointment required). You will be able to speak with an advisor about what your major map might mean for you.

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