Upcoming Events

- **PhD & Master’s Virtual Career Fair**
  - Tuesday, Feb 17, 10 am – 8 pm
  - online

- **Nonprofit & Government Career Fair**
  - Thursday, Feb 26, 1-5 pm
  - Statler Ballroom

- **All-Ivy Environmental & Sustainable Development Career Fair**
  - Friday, Feb 27, 10 am – 3 pm
  - Columbia University, NYC

- **Getting Started With LinkedIn**
  - Monday, Feb 9, 4:30 pm
  - Lewis Aud., Goldwin Smith

- **Phone and Skype Interviews**
  - Wed, March 4, 4:45 pm
  - 105 Ives
Exploring Careers Outside of Academia

Christine Holmes
Director of Post-Doctoral Studies, Caldwell Hall
ch18@cornell.edu

Anne Poduska, PhD
Graduate & International Student Career Advisor
Cornell Career Services (Barnes Hall)
ap284@cornell.edu
Career Services: What Can We Help With?

- Understand Yourself:
  - Interests
  - Values
  - Strengths
  - Goals

- Develop Your Focus

- Explore Options:
  - Resources
  - Networking
  - Activities
  - Internships

- Take Action:
  - Applications
  - Letters
  - Resumes
  - Interviews
Where Can You Go For Help With Your Career?

• Workshops and Events
  Graduate School Program Chart
  CCS Event Calendar
  CCNet

• Websites
  Cornell Career Services
  College career office

• Career Offices
# Career Services:

*Research Master’s and PhD students*

<table>
<thead>
<tr>
<th>Agriculture and Life Sciences:</th>
<th>Engineering:</th>
</tr>
</thead>
<tbody>
<tr>
<td>140 Roberts</td>
<td>201 Carpenter</td>
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</table>

<table>
<thead>
<tr>
<th>Hotel:</th>
<th>ILR:</th>
</tr>
</thead>
<tbody>
<tr>
<td>180 Statler</td>
<td>201 Ives</td>
</tr>
</tbody>
</table>

**University-Wide:** 103 Barnes

*Professional master’s students: Contact your program’s office*
Career Services: 
*Postdocs*

*Graduate Students Interested in a Postdoc*

Christine Holmes,  
*Director of Post-Doctoral Studies,  
Caldwell Hall*  
ch18@cornell.edu
**Academic jobs**

**Educational Institution:**
- A faculty position, typically involving teaching and research

**Non-Academic jobs**

**Educational Institution:**
- Alumni office
- Grants and contracts
- Public relations

**Business and Industry:**
- Consulting companies
- Manufacturing
- Financial institutions
- Media outlets

**Not-for-profit organization:**
- Libraries
- Museums
- Professional societies

**Government:**
- Federal
- State
- Local
A majority of employed STEM PhD holders (61 percent) were working in nonacademic careers in 2010 (see Figure 1). Engineering PhD holders comprised the largest group working in nonacademic careers (74 percent). Mathematics/statistics was the only field in which less than half of PhD holders were working in nonacademic careers (39 percent).

Half or more of the STEM PhD holders in nearly all gender/racial groups were working in nonacademic positions; however, Asian STEM PhD holders were most likely to be in nonacademic careers (see Figure 2). Two thirds of Asian female PhD holders (66 percent) and almost three quarters of Asian male PhD holders were in nonacademic positions (73 percent). About three fifths of White male PhD holders were also in nonacademic careers (61 percent). The remaining groups, Black and Hispanic males and females and White females, were nearly evenly split between academic and nonacademic careers.

40% of Humanities PhD’s: Non-Academic Careers

Humanities PhDs by Employment Sector, 1995 (Percentages)

- Postsecondary teachers or professors: 60.9%
- Managers, executives, administrators: 12.5%
- Artists, writers, media specialists: 4.9%
- Management-related occupations: 4.1%
- Elementary or secondary teachers: 2.8%
- Other: 14.7%

Source: US Survey of Doctorate Recipients

http://mlaresearch.commons.mla.org/2014/02/26/our-phd-employment-problem/
What Is the Process For Finding A Non-Academic Career?

Treat your career exploration as another research project.
Your Graduate/Postdoctoral Experience Already Taught You How To:

- Define a topic of interest by reading extensively
- Formulate a hypothesis or question
- Figure out what you know and don’t know
- Identify resources (books, websites, databases)
- Talk to experts intelligently
- Question your assumptions

Why not use this same approach to discover how you fit into the world outside academia?
Your Career Exploration Research Project

1. Conduct background research to identify topics of interest
2. Develop a hypothesis or question
3. Gather information to test your hypothesis or answer your question
4. Evaluate your findings
5. Articulate your results and publicize
Your Career Exploration Research Project

1. Conduct background research to identify topics of interest
   
   *Identify your skills and what is important to you in your career*

2. Develop a hypothesis or question

3. Gather information to test your hypothesis or answer your question

4. Evaluate your findings

5. Articulate your results and publicize
Your Career Exploration Research Project

1. Conduct background research to identify topics of interest
2. Develop a hypothesis or question
   - E.g. “I would like to use negotiation skills in my future career” or “Is consulting a good match for my skills and interests?”
3. Gather information to test your hypothesis or answer your question
4. Evaluate your findings
5. Articulate your results and publicize
Your Career Exploration Research Project

- Conduct background research to identify topics of interest
- Develop a hypothesis or question
- Gather information to test your hypothesis or answer your question

  Locate resources, read, and speak to experts to learn about careers in which you could use certain skills and fulfill your priorities

- Evaluate your findings
- Articulate your results and publicize
Your Career Exploration Research Project

- Conduct background research to identify topics of interest
- Develop a hypothesis or question
- Gather information to test your hypothesis or answer your question
- Evaluate your findings
  - Prove your hypothesis or answer your question by processing the information you found. Are any careers a good fit for your skills, interests, and values?
- Articulate your results and publicize
Your Career Exploration Research Project

1. Conduct background research to identify topics of interest
2. Develop a hypothesis or question
3. Gather information to test your hypothesis or answer your question
4. Evaluate your findings
5. Articulate your results and publicize

*Apply for jobs!*
Redefining Yourself

**Academia:**
Job title (Professor)
Subjects (American history)

**Outside of Academia**
What you’ve done and could do
(transferable skills)

This may be why you feel as though you don’t fit anywhere but in academia
# Why Do You Have to Redefine Yourself?

<table>
<thead>
<tr>
<th>Educational Attainment</th>
<th>% of people in US over age 25</th>
</tr>
</thead>
<tbody>
<tr>
<td>High school degree</td>
<td>87.6%</td>
</tr>
<tr>
<td>Bachelor’s degree</td>
<td>30.9%</td>
</tr>
<tr>
<td>Master’s degree</td>
<td>8.0%</td>
</tr>
<tr>
<td>Professional degree (MD, JD, DDS) degree</td>
<td>1.5%</td>
</tr>
<tr>
<td>Doctoral degree</td>
<td>1.6%</td>
</tr>
</tbody>
</table>

http://www.census.gov/hhes/socdemo/education/data/cps/2012/tables.html
I am getting my PhD in cell biology.

I am skilled at writing, researching a wide variety of topics, reading and synthesizing large amounts of information, and working independently in high-pressure environments.

- Tenure-track or adjunct professor
- High-school teacher
- Industry researcher

- Journalism
- Grant officer
- Editor
- Government job: patent reviewer, speech writer, foreign service officer
Strategies to Find Others Who Have Redefined Themselves

• The Versatile PhD

• Google search with keywords:
  LinkedIn
  “PhD (or MS, MA, etc), your graduate field”
  A skill, career area, company
How Can You Redefine Yourself?
Career Exploration Process

- Understand Yourself
  - Interests
  - Values
  - Strengths
  - Goals

- Explore Options
  - Resources
  - Networking
  - Activities
  - Internships

- Take Action
  - Applications
  - Letters
  - Resumes
  - Interviews
Assessments

Meet with career advisor for a discussion or assessment:

- Myers-Briggs
- StrengthsQuest
- SkillScan
- Values-Driven Work

- [Cornell Human Resources Self-Assessment Exercises](#)
Online Tools

• Individual Development Plans (IDPs)
  ScienceCareers’ myIDP
  U of Wisconsin IDP template: all fields

• O*Net Interest Profiler
Graduate Student and Postdoc Skill Assessment Exercise
Three Skill Types

Transferable/Functional Skills
• Actions used to perform a task and are transferable to different positions
• Examples: organize, promote, analyze, write

Knowledge-Based Skills
• Specific areas of knowledge needed to perform a task, procedure, process
• Acquired through education, training and on-the-job experience.
• Examples: accounting, synthetic chemistry techniques

Personal Qualities
• Personal characteristics that contribute to performing work activities.
• Developed in childhood and through life experience
• Examples: patient, diplomatic, results-oriented, independent
Identifying Your Transferable Skills

1) Using the skills handout, check off all of the skills in which you are highly or moderately proficient
Note: If you possess skills not listed, add them to the list.

2) Put a check next to those highly proficient or moderately proficient skills you enjoy using the most.
Where Can I Find Career Options That Use These Skills?
Career Exploration Process

- Understand Yourself
  - Interests
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  - Goals

- Explore Options
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- Take Action
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Gathering Information: Career Options

- Google search of LinkedIn profiles
- O*Net
- ScienceCareers’ myIDP
- VersatilePhD
- Vault Guides
Gathering Information: Organizations/Employers

**Industry/For-Profit:**
- [Hoovers](#)
- [Uniworld](#)

**Nonprofit:**
- [Leadership Library](#)
- [Guidestar](#)
- [Idealist](#)
Gathering Information: Organizations/Employers

Higher Education:
- Higher Education Recruitment Consortium (HERC)
- Chronicle of Higher Education

International students:
- Myvisajobs.com
- FindTheBest
Gathering Information: Networking

Speak to individuals in the field:

• LinkedIn search
  Job title, company, industry, degree, career path

• VIVO

• Conferences/symposia

• Collaborators on research projects

• Vitae

• Alumni databases:
  CCNet mentors, CornellConnect
Career Exploration Process

- Understand Yourself
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- Develop Your Focus

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Finding Jobs

- CCNet
- CCS Link Library
- phds.org
- ScienceCareers
- NewScientist
- Usajobs.gov
- Chronicle of Higher Education: Vitae
Resumes, Cover Letters, Interviewing

• Meet with career advisor or Christine Holmes
• VersatilePhD
• CCS Media Library
• Optimal Resume
Applying for Jobs: Negotiating Salary

- Do informational interviews with people in field
- Glassdoor
- NACE salary calculator
- Career Search

Cost of living calculator: Kiplinger
What Are Your Questions?