

CAREER SERVICES



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# WHAT'S NEXT?

**FOLLOW  
YOUR OWN  
PATH** p27



Laura, Senior Specialist, Material Management

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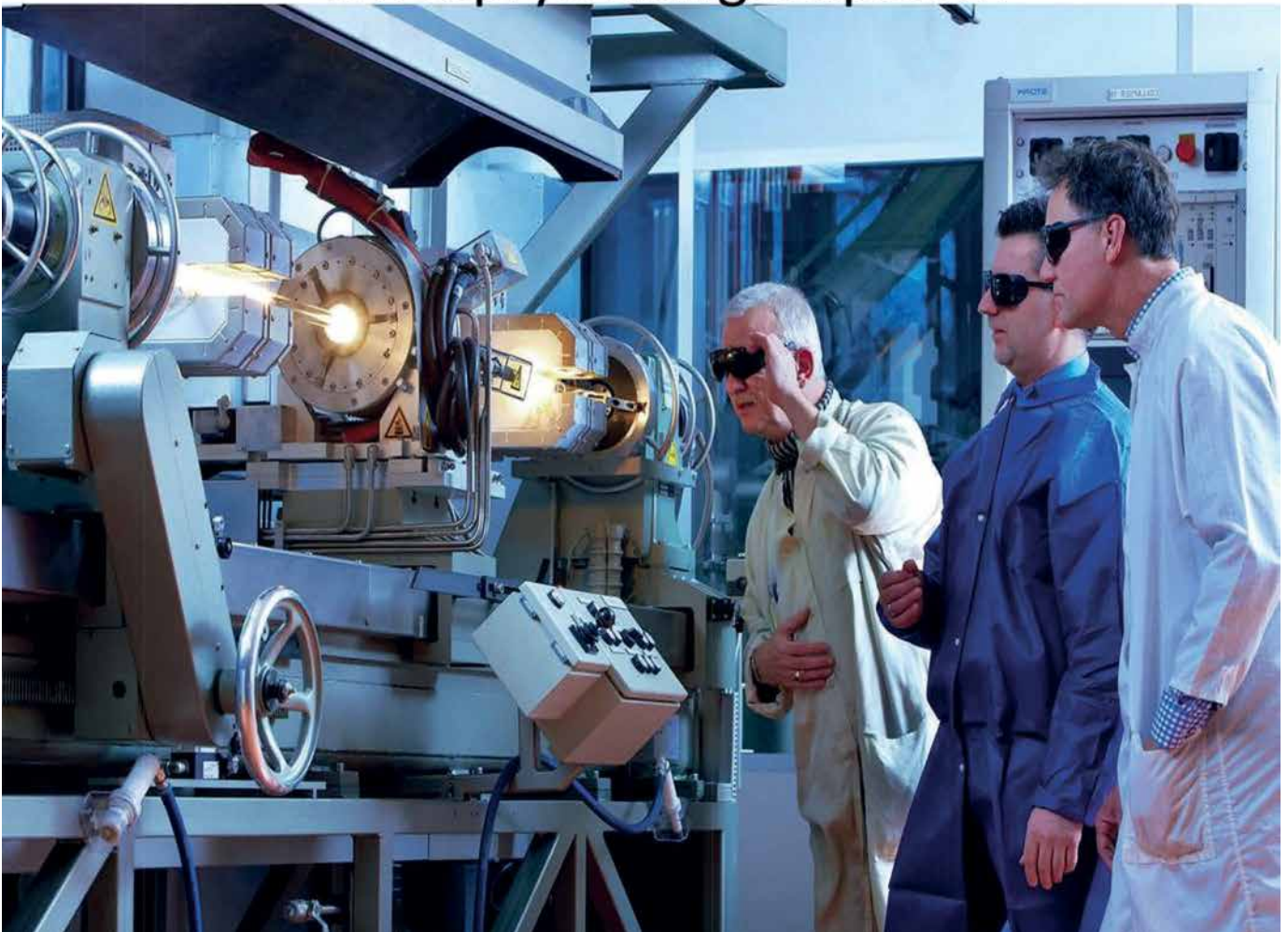


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# Welcome!

What's next for you? Work? Another degree? Time off? Something entirely different?

Regardless of your plans (and if you don't yet have plans), our annual *"What's Next"* magazine will give you lots to think about. With articles to help you find and pursue your own path, this magazine is full of tips, strategies, and insight on topics such as further education, networking, and entrepreneurship.

In addition to reading this magazine, we hope you make use of other career supports here at Queen's; from career fairs to workshops to co-curricular activities and internships, there are many ways you can develop skills and move yourself forward in your career direction(s). 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



What's Next magazine is designed to help you discover "your own path" and plan a route to follow it! You may be considering further study or you may be looking to enter the job market. Queen's Career Services can assist you as you explore all of your options and chart your way forward. Take advantage of the workshops, job fairs and one-on-one career counselling that are available to all students, no matter where you are on your journey. For those graduating this year, there is a great deal of support as you prepare to transition to life after convocation.

Career Services also offers many opportunities for you to engage in community service, leadership, or co-curricular activities that will support your academic and career plans, as well as foster your own personal development. I hope you will take advantage of the services that can provide you with guidance to support your success at Queen's and beyond!

Ann Tierney  
Vice-Provost and Dean of Student Affairs

## WHAT'S NEXT?

*What's Next?* is 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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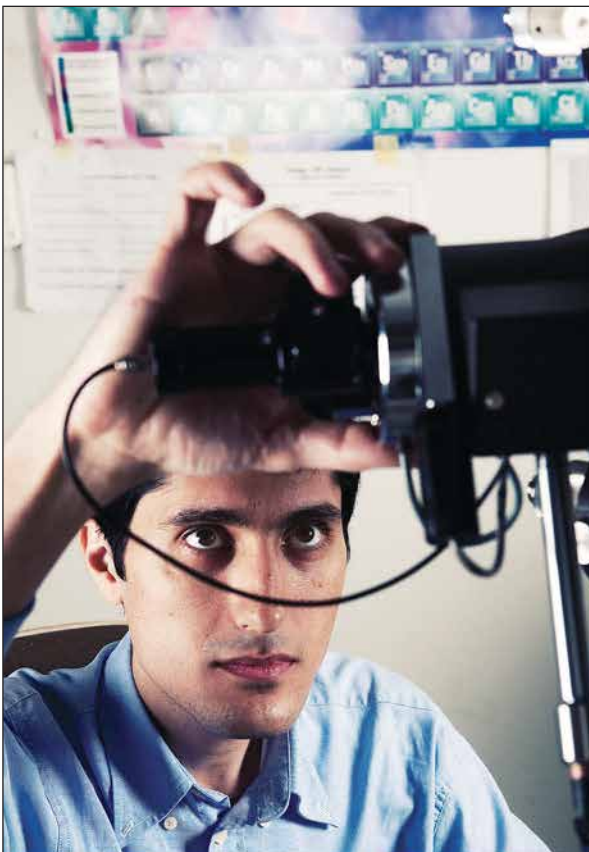
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# MEET CAREER SERVICES



## Mark it Down! EVENTS THIS YEAR

All fairs are open to  
all Queen's students.

Located in Gordon Hall, Queen's Career Services hosts a wealth of information and resources available to help you build your own career path.

## Career Fair

Don't miss the biggest career event all year! Whether you're in your first or final year, or are an undergraduate or graduate student, plan to attend the Career Fair to meet employer and educational representatives from healthcare, government, industry, high tech, financial services and other areas. Don't miss the Employer Showcase, Education Expo, Skills Development Zone, and Student Prep Area.

Tuesday, September 30th, 2014, 10 am to 3 pm, ARC Gymnasium and Atrium

## Workshops

**Career Services hosts a variety of workshops on various career topics including:**

Get the Experience Edge: Finding Internships, Research and International Opportunities, and more

Effective Networking: Advancing Your Career with Authentic Relationships

Winning Interviews

I'm Graduating...Now What?

Applying to Graduate School (series)

Applying to Law, Teaching, Meds...

For more information about this year's workshops visit:

[careers.queensu.ca/students/services/workshops](http://careers.queensu.ca/students/services/workshops)

## Other fairs happening this year...

### Engineering and Technology Fair

Connect with organizations with an engineering or technical focus.

**Fall:** Tuesday, October 21st and Wednesday, October 22nd, 2014, 10:30 am to 3:30 pm, Grant Hall

**Winter:** Wednesday, January 21st, 2015, 10:30 am to 3:30 pm, Grant Hall

### Summer Job Fair

Meet representatives from organizations interested in recruiting you for next summer.

Tuesday, January 20th, 2015, 10:30 am to 3:30 pm, ARC Atrium

### Live and Work Kingston Fair

Connect with Kingston area organizations to find full time, part time, summer and volunteer opportunities.

Tuesday, February 10th, 2015, 11:30 am to 2:30 pm, ARC

## Students Said...

**100%** of students left their resume appointment feeling more confident working on their resumes.



## Career Services

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*to all employers and organizations  
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## Finding Your Own Path – Life as a Law Student

**Melanie Simon** (BAH'13, Art History) was an undergraduate student by day but found herself gravitating early on towards extra-curricular activities that hinted at her future life as a law student. She was part of the Residence Conduct Board and the debate club, just to name a few. Of her current life as a law student, she says, "It's very intellectually stimulating." She goes on to add, "But, the very large quantity of work leaves me about an hour to myself each day!" Melanie also

pointed out that being a law student means plenty of interesting and related activities such as interning at law firms, legal aid clinics, law journal, watching trials and a weekly lecture series. Her advice for other students considering graduate or professional school? "Understand that it is an enormous investment, requiring commitment and energy. Speak to law students, find out what lawyers actually do day-to-day," she advises.



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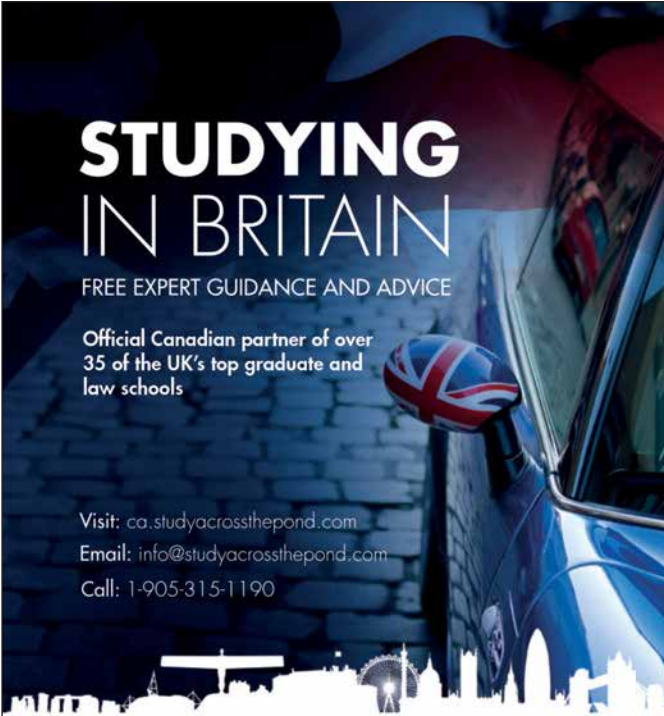
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**Thursday, November 13, 2014 11:00 am – 1:00 pm**  
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**Monday, January 26, 2015 11:00 am – 1:00 pm**  
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# Find Your Own Path...

## From Here to Career

Graduating is a huge accomplishment and can be full of excitement, and sometimes, a certain amount of trepidation. Whether you are getting ready to finish an undergraduate or graduate degree, here are some tips to help you find your own path as you ponder the big question: what's next?

### Get Focused

Some graduates say they'll go "anywhere" and do "anything". While being flexible is helpful, being too vague in what you're seeking might actually make things more challenging. The reality is that you are probably driven, at least somewhat, to find your own unique path—whether it's a specific desired location and/or some ideas about what you would like to do (e.g. travel, work, more school, volunteering). Develop a list of keywords (e.g. Saskatoon, historical medicine, coordination and leadership) that you can use when speaking with people, searching online and networking. Being specific about your interests will also enable other people to think

about people and resources they could connect you with, and is much better than the very neutral and ambiguous statement, "I'm looking for a job" or "I want to go to grad school."

### Consider Your Options

Students choose from a variety of options after graduation. Many students want to work right away, while others are interested in pursuing more education (graduate or professional programs, or post-degree college programs). Some students have family commitments that determine their next steps while other students travel. Whether it's one or a combination of a few of these options, it's all about understanding your choices.

### Identify Your Skills

Your skills and experiences are part of the unique stepping stones to finding your own path. Do you feel vague or mystified about the tangible skills gained from your degree(s) and experiences? Get clear on your areas of knowledge, skill and interests so that you are ready to communicate your value in conversations with prospective contacts, employers, and education programs. Don't know what your degree-related skills are? Check your old course syllabi. What did they say you would learn/know by the end of your courses and program? Consider attending the You've Got Skills! workshop at Career Services.



## Be Optimistic

As a recent graduate, finding opportunities can feel like a steep hill to climb. It can be helpful to remember that regardless of what the economy is doing, there will always be job opportunities. And even when a field of work isn't growing, there will still be openings due to worker career change, illness, maternity leaves, retirements, project work and more. All work can be valuable work, whether it's temporary, contract, internship, volunteer or "permanent." Staying optimistic can be challenging when you're deep in the trenches of job search but it is a key ingredient to helping you stay positively connected with people and prospective opportunities. Your unique career path is out there!

## Revisit Your Resume/CV

If you haven't done so already, your final year is time to take a good, long look at your existing resume or CV, and maybe do a major over-haul. Is your resume presenting the strongest picture of you and why you are a great fit for the work you most want to do? Check to ensure that you've maximized the information about your degree(s). This means highlighting activities such as relevant courses, projects, thesis, major essays or assignments, field work, clinical placements. Consider how you have ordered sections – are your most relevant experiences highlighted? This can help you find traction sooner on your particular career path.

## Network

You have probably heard it before, but in case you haven't: the overwhelming majority of work is found not through job postings but through "who you know." The good news is that you don't have to know lots of fancy people to be able to effectively network and find opportunities. There are lots of ways to build your professional network. For example, professional social

networking sites such as LinkedIn can be immensely helpful. Read more about using LinkedIn in your job search on page 34. As a Queen's student you will be graduating into a huge network of Queen's alumni. You can investigate Queen's Alumni Branches around the world to connect with people in geographic locations in which you're searching for work. While not job search coaches, alumni are often happy to share how they found their own career paths and can be helpful networking contacts as well as wonderful support for new graduates making their way into a new life beyond Queen's.

## Seek Help

Graduation is a major life transition, and usually provokes a range of emotions – from excitement to anxiety. If you are feeling nervous about how you will move forward after graduation, it

can be helpful to think about other times in your life when you have successfully faced a challenge or dealt with change. Strategies you used then may be helpful again. If anxiety about graduation becomes very strong, seek support from friends and counsellors on campus. And remember, you are eligible to use Career Services for up to one year post-graduation. If you're not in Kingston, telephone appointments are available.

Congratulations to all soon-to-be or recent new graduates on this huge accomplishment! We hope that these tips will help as you follow your own path into your life and career as a Queen's graduate. And don't forget to bring any questions to our Drop-in Career Advising hours (Monday-Thursday, 1:30-3:30, no appointment required: see schedule in MyCareer for any changes).

*Christine Fader works as a career counsellor at Queen's Career Services and is the author of, "Career Cupid: Your Guide to Landing and Loving Your Dream Job".*

*For Queen's Alumni Branches, visit [queensu.ca/alumni/networking/branches.html](http://queensu.ca/alumni/networking/branches.html).*



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## Is a Master's Degree for You?

Colette Steer, the Recruitment and Events Manager at Queen's School of Graduate Studies, shares her advice on how a student can determine if graduate school is right for them.



Grad school: to go, or not to go? This question perplexes many undergraduate students searching for the next step in their lives. Before deciding to invest hard work, money, and anywhere from one to several years of time, make sure that pursuing graduate studies is a good choice for you.

### Factors to Consider

Colette Steer, the Recruitment and Events Manager at Queen's School of Graduate Studies, suggests that students consider their personal, academic and career goals and how a graduate degree can help them achieve these goals. "Students should ask why they want a graduate degree," she said. If a student is considering graduate school as a pathway to a particular career, she urges them to look at all options as the

range of graduate credentials has expanded considerably over the years. "Sometimes students think that a graduate degree will get them their dream job, but that's an unreasonable expectation," she said. What a graduate degree offers is a broadening of your career options; it strengthens your networking capabilities, and provides many transferable skills that employers seek.

Colette notes that it's also important to distinguish between master's programs by thesis or by project (a small number of master's programs are also available by course work). Research-based graduate programs, whether by thesis or project, tend to be more self-directed and independent. "A research based graduate degree has a lot of flexibility

and a different pace. You have busy periods and calm periods," said **Allison Chong** (BScH'13, Mechanical Engineering), a current student in Queen's Master of Applied Science, "you have to set your own milestones and keep on track. You need self-motivation because you have a lot of independence." She also notes that while pursuing graduate studies, it is up to you to achieve a balanced and rewarding lifestyle.

### Do Your Research

"The most important thing is to talk to people!" Colette suggests. Before making a decision, she advises students to do research by exposing themselves to the graduate lifestyle. This means talking

*continued*





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– Sarah Fong,  
Queen’s, Engineering Chemistry

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to professors, current graduate students, alumni, and career counsellors. Learn about the careers that alumni have moved into after completing their graduate program. Ask career counsellors about different routes to achieving your end goal. Talk to current graduate students to get a sense of the program, the lifestyle, course material, the research being conducted and the funding provided to graduate students.

### While pursuing graduate studies, it is up to you to achieve a balanced and rewarding lifestyle.

If it's a research master's program that interests you then it is important to talk to professors with whom you might want to work or whose research interests you, to find a good fit. "My professor's supervisory style matched my work style. I know some professors liked to tell their graduate students what to do every day, and I knew that wasn't me," Allison said, "it's very important to have a good understanding of the relationship with your professor."

You'll be spending a lot of time with him or her, and a good relationship with the professor makes all the difference.

### Make Sure Your Choice Is Right for You

There are several things to think about to ensure that graduate studies is a good fit for you. For example, Colette advises students to think about their interests, goals and expectations. "If you like research and discovery, then a research-based graduate program may be right for you. Otherwise you may wish to consider professional graduate programs."

Graduate studies also require a certain level of independence and autonomy. "Ask yourself if you are self-directed and motivated when the subject matter interests you," suggests Colette. These are qualities that are important in a graduate student. She also advises students to keep in mind that course-based master's programs offer more structure than research-based programs, and in many cases, offer opportunities for internships or other work experience.

It is also useful to think about the passion you have for the subject area of the program. "When considering graduate school, the first thing you need to think about is your interest in what the program offers. I knew that I wasn't interested in the labs, or the more technical side of engineering, but I wanted more people to go into engineering," Allison explained of her decision to pursue a graduate program in engineering. Colette suggests asking yourself: does the thought of spending a period of time studying the breadth and depth of a subject area in detail generate excitement, apathy, or dread? "You must be passionate about it," she said, "if you don't think you will find it personally and academically rewarding, then perhaps it's best to explore other next steps."

Before making this important decision, spend some time exploring what's out there to make an informed decision about whether graduate school is right for you. Colette concludes, "No one says graduate studies are easy, but they can be very rewarding!"



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## Getting into Medical School: Advice from a Medical School Recruiter

Thinking about applying to medical school? We interviewed Rebecca Jozsa, an Admissions Officer at Queen's School of Medicine to get some insight into the application process and what Queen's looks for in an applicant.

### Q: What can a prospective student do to determine if medical school is right for them?

**A:** Rebecca stressed the importance of prospective students taking a look at themselves to understand if medical school is right for them. "At Queen's, a willingness to service the community is very important. As a physician, you provide care to those who rely on you," she said. Leadership qualities, as well as an interest in research and critical appraisal are things to consider as well. "Aspiring physicians should also be scholars and lifelong learners. Medicine is consistently evolving," she added. To learn more about the career path of physicians, students

should spend time with physicians to gain exposure to their work and lifestyle. Volunteering at hospitals and senior homes and shadowing physicians are great ways to do this.

### Q: What kind of person succeeds at Queen's Medical School?

**A:** Rebecca commented that the people who succeed in the medical program at Queen's tend to be those who know how to manage their time, prioritize, stay organized, and are willing to work hard. "The ability to collaborate is important as well, as medical school is very team oriented," Rebecca said, "students should want to continue learning, and want to continue to serve the community." The ability to manage

situations well is also another factor. A useful resource is the CanMeds framework found online, that outlines the key competencies of successful physicians.

### Q: What does Queen's Medical School look for in an applicant?

**A:** As many students know, a potential applicant should have the academic capability, as demonstrated through MCAT scores and GPA. But beyond academics, Queen's is also looking at experiences such as volunteering, employment, extracurricular activities, professional behavior, and research. Rebecca noted that "it doesn't have to be healthcare related." What matters to them more are the personal attributes revealed through your experiences, and how well these attributes demonstrate your interest in and potential to become a physician. She also mentioned to focus on quality over quantity: "Queen's is not looking for a long laundry list, but rather a commitment in volunteering," she said, "it's about what you did to give to people in that community."

Concerning the undergraduate field of study, Rebecca insisted that at Queen's, it doesn't matter. Instead, she urges students to consider their own strengths based on their unique backgrounds. "For example, if you come from a business background, then you might have valuable teamwork skills to bring to your team projects. Different people have different strengths, and contribute in various ways," she said.

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“Queen’s is not looking for a long laundry list, but rather a commitment in volunteering,” Rebecca says, “It’s about what you did to give to people in that community.”

**Q: What are some steps a student should go through before applying?**

**A:** “Different schools have different methods,” Rebecca stressed. So before you apply, do research on each school, their application process, and their GPA and MCAT scores. What might be a preference or requirement at Queen’s isn’t always the case for another school. As for how to best prepare for the MCATs, she says, “If you have the ability, you will get the scores you need no matter how you choose to prepare. It depends on who you are as a learner and as an individual.”

**Q: What can a potential applicant to Queen’s do to stand out?**

**A:** Rebecca notes that one way that students can differentiate themselves to Queen’s is through their reference letters. “Choose your referees properly,” she advised, “It’s not about who is writing your letter, but about how much they know you.” Find referees who know you in-depth as a person, can specifically cite characteristics that would make you a good physician, and are able to include examples in their letter to back up these characteristics. In the end however, the best way students can differentiate themselves is by demonstrating that they are well rounded. “A competitive candidate has strengths in all of these areas,” she said, listing academic ability and a passion for learning, demonstrated service to the community, and strong proven leadership, teamwork, and communication skills as key characteristics.

Many applicants apply more than once (see “I Didn’t Get In... Now What?” on page 22). “This year, we had 4366 applicants for 100 spots,” Rebecca said.

With Rebecca’s insights in mind, you can research whether medical school is a goal for you, and if yes, determine your application strategy to maximize your chances.



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## I Didn't Get In... Now What?

How Queen's students rebounded from the dreaded rejection letter.

This past year, out of 4366 applicants, Queen's Medical School accepted only 100 students. Students face similar odds at other Canadian medical schools as well. Seeing these statistics begs the question: what happens to all the students that get rejected?

**Graham Skelhorne-Gross** (PhD'14, Pathology and Molecular Medicine) will be attending Queen's Medical School this fall. But before he became a medical student, he lived through the same experience that many applicants go through – he was rejected from medical school.

According to Sandra Banner, the Executive Director of CaRMS (Canadian Residency Matching Service), fewer than 30% of students receive an acceptance the first time they apply. Like numerous other students, Graham didn't even receive an interview the first time he applied at the end of his master's degree in 2010.

"When you've worked on something for so long, and you've wanted it for 4 years, it's really tough getting rejected,"

Graham recalled of the rejection, "you put a lot of effort into the application process so it's disappointing." Because he also had a strong interest in his research, he chose to continue his studies and finished a PhD in pathology and molecular medicine.

**"When you've worked on something for so long, and you've wanted it for 4 years, it's really tough getting rejected."** –Graham Skelhorne-Gross

What helped Graham get over the disappointment was putting things in perspective. "A lot of great applicants don't get offers or even interviews," he said. Critically reflecting on your application helps as well – Graham asked himself if he was as competitive as he thought he was. "It wasn't surprising," he said, "I knew that one section of my MCAT scores was lower than average."

It was a similar situation for another medical school hopeful, **Peter Su**

(BScN'14, Nursing). When Peter was rejected from medical school in 2012, it was a confirmation of what he already knew from his critical self-reflection. "In my last year, I knew I wouldn't be able to get into medical school but applied anyway," he said, "my grades were great, but I just couldn't get a high enough MCAT score, even after multiple attempts, taking prep courses, and using various study guides."

For Peter, it had been his goal since high school to become a doctor. "I thought it would be an interesting and rewarding career where I got to literally 'run around saving people' in the ER - kind of like being a super hero!" he said, "but in all honesty, I truly wanted to make a difference by helping others in obtaining the most essential and basic thing necessary in life – good health."

Like Graham, Peter chose to continue his education with the intention to reapply one day. "With a burning desire to continue pursuing this career path," he said, "I decided to apply to nursing programs thinking it would



give me great exposure and insight into healthcare." Upon graduation from Queen's with a degree in life sciences, he decided to stay, and enrolled in Queen's Advanced Standing Track (AST) nursing program.

Although both Graham and Peter entered into further education with the intention to reapply to medical school, only Graham ended up actually doing so. Three years after the initial rejection, Graham reapplied, knowing in his heart that medical school was what he wanted. "I wanted to look back and not regret not reapplying and giving my whole effort," he said. Experiencing the serious impact of his mother's cancer firsthand gave him motivation to continue the pursuit of becoming a physician. As well, being a physician was the end goal that combined all his interests: biology, research, people, teamwork, and leadership.

**"I think there are too many students who put so much pressure on themselves to get into medical school and don't consider other options."** –Peter Su

Instead of trying to improve everything, he reflected on his application and focused on weaker areas – his GPA and his verbal score on the MCATs. He believed that, "the difference between those applicants that reapply and don't get accepted year after year, and those that eventually get accepted, is that those accepted are consistently working on improving their application and their competitiveness." Because the application is a yearlong process, it is easy to fall into a trap of playing the "waiting game" during the year.

For Graham, the dream that he has worked towards the past six years finally came true, when another letter came in the mail this spring – this time, an acceptance letter. He will be attending Queen's medical school starting in Fall 2014. Of his journey, Graham noted, "you might think that you'll be most proud of the accomplishment of being



Graham Skelthorne-Gross

accepted, but looking back, what I am most proud of are those moments when I didn't give up."

As for Peter, after only one semester of nursing school, he discovered a career that was much more suited to his own interests. Wanting to both build real, trusting relationships with people and provide the basic necessity of good health, Peter originally thought the only option was medical school. "At the time, I thought the only way to do this was by becoming a doctor, but I

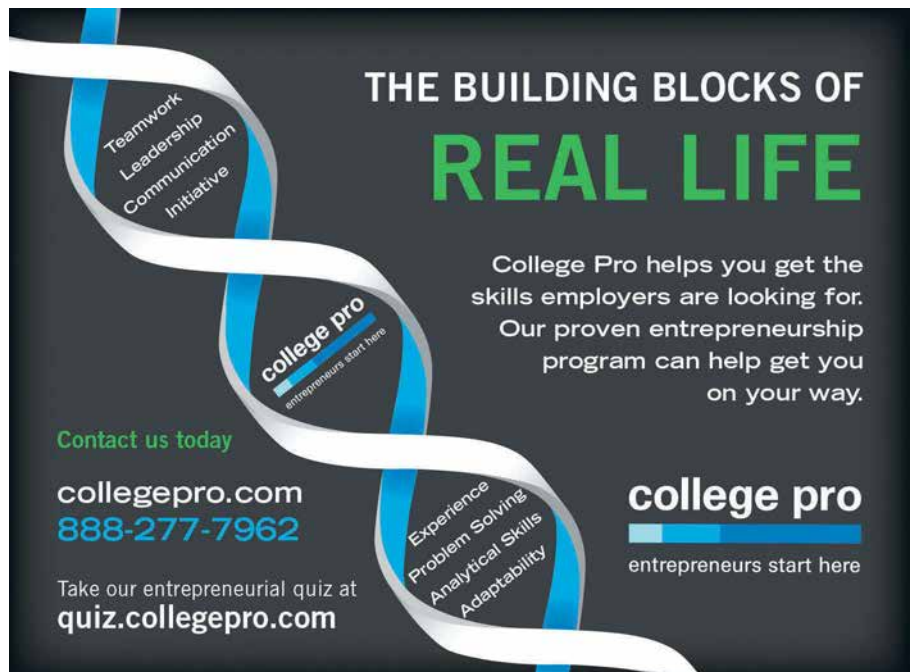
was wrong. I fell in love with nursing!" he said, "I gained a whole new appreciation for the profession and realized that what nurses do was actually much closer to what I wanted from medicine."

The human aspect of nursing was what drew Peter to the career. "[Families] are always so appreciative when I take the extra few minutes to calm their nerves and address their concerns, something doctors do not always have the time to do," he said. On top of the interaction with patients, Peter also notes that many skills that he thought were performed solely by doctors are actually performed by nurses, such as injections, wound dressings, and blood transfusions.

Learning from his experience, he urges other medical school hopefuls to reflect on their decisions. "I think there are too many students who put so much pressure on themselves to get into medical school and don't consider other options," he said.

Graham's and Peter's stories are just two of many stories of rejected medical school applicants who go on to find highly rewarding careers in and outside of clinical settings. While both Graham and Peter chose to stay in healthcare, not all those who get

*continued*



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rejected do. Some, like Zoe Robinson and Lyon Charow, went on to find different but equally satisfying careers.

After being rejected from medical school as an undergrad at Queen's, **Zoe Robinson** (BAH'91, Sociology) initially completed her graduate studies with the idea of reapplying down the

road. "Instead," she says, "I studied Regulatory Law Administration and worked for 18 years as an advocate for injured workers, fighting to get them the benefits to which they were entitled." She notes that while it is light years away from where she had initially planned to be, she found herself "a highly personally rewarding career."

**Lyon Charow**, (BScH'13, Life Science) originally wanted to become an orthodontist, but after over 20 unsuccessful applications to dental schools in Canada and the United States, he decided to consider other options. Encouraged by his parents to consider a career in business, Lyon applied to Royal Bank of Canada's Career Launch program that rotates participants through various roles in a bank. "Out of 5000 applicants, I became 1 of the 100 chosen across Canada," he said. Today, he is able to use analytical skills from his science background to problem solve in various situations in the program. "Despite not fulfilling my original plan, I'm very satisfied with the choices I've made and I'm glad that I'm now working for RBC."

Medical school is one of many options, as these Queen's graduates have demonstrated. While Peter, Zoe, and Lyon, like so many others, didn't end up becoming physicians, they found the careers that they were actually looking for in the process: ones that had elements of what they originally wanted out of medicine and more. Regardless of whether your rejection reaffirms your decision to become a physician like Graham, or becomes a blessing in disguise as you discover other options like Peter, Zoe, and Lyon, a rejection from medical school is a chance to reflect and explore a variety of options.

"I am so lucky to have made this decision," Peter said. "[Students] need to pause, take some time, and think: why do I want to be a doctor? What do I want in my future career? Are there other paths and options that can get me what I want?" And, he adds with the confidence of one who has experienced, and flourished after rejection: "I promise... there will definitely be more than one!"

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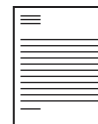
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# Steps for Getting Over a Rejection Letter and Deciding What to Do Next

By Debbie Mundell



## 1. Acknowledge the Initial Disappointment

It's normal to be feeling disappointed, upset, and even angry. During this time, call on the help of your support group such as family and friends. Understand that very successful students often don't get into medical school the first or subsequent times they apply, for a variety of reasons. Ask yourself: what parts of this process are in my control? When you're ready, start to critically examine your application and ask yourself: am I as competitive as I thought I was?

## 2. Reaffirming Goals

Understand yourself and your goals – what do you want to do with your life? Do you still want to become a physician? What were your initial reasons for applying? Are there additional options that could be excellent choices too?

## 3. Deciding What to Do Next

Research your options and understand your circumstances, goals, and aspirations for your career and your life.

## 4. Reapplying and Self-reflection

If you decide to reapply, critically reflect so that you can identify ways to improve your application. Seek help and get advice. Keep building towards other career options as you reapply. Most importantly, don't play the waiting game during the year!

## 5. Considering Other Options

Beyond medical schools, consider working, job search, volunteering, and other education programs such as college or professional programs. Start doing some research and apply for other programs, or start pursuing other routes that might be of interest to you.

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# Follow Your Own Path

by Michelle Han





# “So, what do you want to do when you grow up?”

**W**e’ve all been asked this question. At different stages of our youth, we might have provided different answers – evolving from ideas such as aliens and fire-fighters in kindergarten, to lawyers, diplomats and crime scene investigators. During the transition from high school to university, as we picked our programs and made decisions regarding the rest of our lives, many of us still had the question at the back of our minds: where am I headed? Did I make the right choice?

As students, we often feel the pressure to go a certain direction, or follow a particular, well-trodden path because it’s easy and familiar, because it’s what our peers are doing, or because it’s what we believe will lead to success. But, we may forget that everyone is different, so it follows that our visions of success will be different as well. Just because it’s right for others, doesn’t mean it’s right for us.

We talked with three graduates who have followed their own paths by pursuing their interests and passions. Looking back, they share some of the wisdom they’ve gained through the process.



## Janna found her path by: sticking to what she wanted



**Janna Dolphin** (MIR'12, Industrial Relations) knew what she wanted, and she stuck with it. After going through her early undergraduate years uninspired with what she was doing, Janna refused to settle until she found something she was genuinely interested in. She switched from Life Sciences, to Biology, and finally to Health Studies. In her final year, the combination of helpful guidance from professors, tailored coursework, and her interest in her projects and research helped Janna realize her interest in hospital and health care management. Finally, says Janna, "there was a gut feeling, a flow to what I was doing. Everything just clicked."

Ever since then, Janna has stayed true to her interests. After completing her bachelor's degree, Janna decided to pursue a Masters of Industrial Relations here at Queen's, tailoring the degree to her own interests through assignments and course selections.

Upon graduation, Janna knew, having grown up Kingston that she wanted to find a job in her hometown. "It was hard, seeing all your friends find jobs in Toronto," she said, "But I knew that wasn't what I wanted." On top of being determined and tenacious, Janna was

realistic as well. Setting parameters helped her define how much she was willing to give up to achieve her goals. "I told myself, if I didn't find a job in Kingston by this date, I was going to start applying for jobs in Toronto," she said.

In her own words: **"By working hard and being flexible and persistent, you can achieve your career goals"**

Although getting there was not easy, Janna trusted that everything would work out. She started doing informational interviews with people at Hotel Dieu Hospital. When a job opening came up at Hotel Dieu for a secretary, Janna embraced the opportunity even as a MIR grad, because it meant she was able to work in a hospital environment and gain relevant experience.

Seizing the opportunity, Janna was able to get her foot in the door with one of her target organizations and demonstrate her value. In her later interviews, she was able to draw from her experience working on the front lines of hospital administration, as well as the initiatives she took in the role to work more efficiently. This helped her land her current position as an Employee Relations and Attendance Management Specialist at Providence Care.

Says Janna of her journey: "By working hard and being flexible and persistent, you can achieve your career goals." Now, she is working in a job she loves, in the city she loves.

**Niles found his path by:  
increasing his exposure to new things and exploring interests unique to him**

**Niles Lawrence** (BSc'13, Biochemistry) thought he wanted to specialize in the sciences, before he pursued a degree in biochemistry. He thought he wanted to go to medical school, before he was

assigned a first year medical student as a mentor. And until he attended a startup weekend near the end of his first year, Niles didn't realize he had a passion for business and entrepreneurship.

These three experiences helped Niles chart his own path from science to business. After the initial startup weekend he attended in the first year of his undergraduate degree, Niles was inspired by the freedom of being an entrepreneur. "It changes how you see things," he said, "you can become what you want, and be your own boss. It was inspiring to see how anyone can be an entrepreneur, how anyone can test an idea." Currently, Niles is working on a startup called Vuru, an app that simplifies and socializes stock investments.

In his own words:  
**"To understand anything in life, you need exposure to the subject."**

Although he still enjoyed the sciences, Niles felt limited in his studies knowing that he didn't want to pursue research. "It felt as if the program was formulated to go one way, into research, which is great for someone who is interested in that but I found it quite difficult. I made a personal decision that research wasn't for me." Instead, Niles opted to





finish his degree in three years, while finding other ways to chase his interests, such as serving as an executive of Queen's Startup Summit. "If you're not sure about what you're doing in the classroom and whether it interests you, find something you actually want to do."

Niles now hopes that he can continue to develop his interest in startups at Waterloo, while pursuing a degree in pharmacy that combines his interest in sciences and business. "With a degree in pharmacy, there is the option to one day open and operate your own pharmacy chain like Shoppers Drug Mart" he said, "that's the end goal."

Niles was able to discover his own interests, which led him to pursue options in his life that were suitable for him. But he stresses that the process of self-learning is continuous, and ever changing. For now, Niles leaves with this nugget of wisdom: "to understand anything in life, you first need exposure to the subject."

### **Sarah found her path by: using skills from both inside and outside her degree**

**Sarah Witiuk** (BAH'13, Psychology) is accustomed to fielding questions about her psychology degree. "The most common thing I'd get asked was, can you read my mind?" she said, "the answer is no." She may not be able to read minds, but being mindful and open to her experiences was what allowed Sarah to understand the value of her university education, discover her interests, and ultimately, find her dream job.

Sarah realized in the latter years of her degree, that although she enjoyed studying the theory and concepts behind psychology, her interest waned as courses became more research-based. Mandatory courses became boxes to check off to get a degree. "If you've ever thought, I can't wait for the piece of paper: I know what that feels like," she laughs.

Knowing that she needed to make some much needed changes in her education, Sarah took a year abroad and dropped her minor to allow for more options in electives. It was through trial and error in those electives and a course called Postmodern Literature that Sarah discovered her passion for writing.

Wanting to stay in the Netherlands for the summer after her exchange, Sarah landed an internship where she was responsible for writing a blog – something she found she really enjoyed. When she returned to Canada, she continued to develop her interests alongside her studies by creating QueensEvents.ca, a website with a mission to help Queen's students stop missing out on incredible events. Throughout her final year, QueensEvents.ca expanded into a leading destination for Queen's students, attracting over 100,000 page views.



Six months after graduation, Sarah realized that although she enjoyed running Queen's Events, she yearned for a structured environment and a 9 to 5 job. "As long as you're invested in taking the time to find what you want," she said, "you're not wasting your time."

A job fair and two interviews later, Sarah was hired by RedTrain as a social media strategist. She impressed her

employers by doing her research and drawing skills from her past experiences. "I liked that the job was creative and involved problem solving and writing. I showed my genuine interest in what the company was doing," she recalled. "If they really want you, they will create a position for you."

What really set Sarah apart was her ability to reflect on the value of the skills and experiences gained through her undergraduate degree. "There are a lot of things you know how to do that people not in a university program can't," she said, listing skills such as critical thinking, communication, and writing.

"The major you choose is not as important as completing your degree," she added, "it's about the experiences you are having while in university. Even if you're just sitting in Stauffer

In her own words:

**"Be mindful and open to your experiences. Everything you do as a student will have an effect on you after your undergrad."**

and studying, that's an experience. It shows that you are hardworking, and that you can follow through with what you started."

For Sarah, doing what she loved and learning from her experiences equipped her with the skills she needed to land her dream job. She reminds students, "be mindful and open to your experiences. Everything you do as a student will have an effect on you after your undergrad."

The process of finding your own path is unique to each student. Take the time, like Janna, Sarah, and Niles have done, to discover your own interests and find your own passions. By exploring and seeking out opportunities to try some of the options you are considering, you will find your own path to follow.



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# 5 Habits to Grow Your Network



The very word networking may summon memories of intimidating conferences and networking events, of carefully-crafted first impressions and perfectly-worded elevator pitches. But networking needn't be a chore: done well, networking can be pleasant and can open doors to opportunities that otherwise might not exist. According to career counsellor Miguel Hahn, who has coached countless students towards networking success, here are five tips to keep in mind as you network.

## 1. Be Authentic

Networking is about relationship building, so it helps if you approach the process with authenticity. Be genuinely interested in other people, their interests, and their goals in life. Be honest when presenting yourself: don't exaggerate or pretend to be something you aren't. Relationships built through honest interactions will be more beneficial to both of you in the long term.

## 2. Start Close To Home

You often know more people than you might think. Start building your network from your existing one, beginning with those with whom you've already created connections, such as your family and friends. Let them know about you and keep them informed on various aspects of your life – your education, skills, strengths, experiences, interests, and goals.

## 3. Branch Out From Your Current Network

Branch out through your current contacts and ask them if they have any friends they could introduce you to. Build your network organically by meeting new contacts, developing connections, and asking for introductions once more. Although it can seem daunting asking for introductions and meeting with strangers, an introduction from a mutual friend establishes a common ground to start an informal relationship. You don't know who your network knows until you ask – so ask! Queen's is also a great place to make connections that will

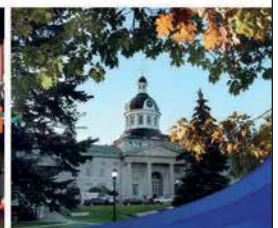


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*continued*

## 5 Habits to Grow Your Network *continued*

last a lifetime. Consider getting involved with campus or alumni organizations to start. Keep on the lookout for more opportunities to network: go to information meetings, set up coffee chats, attend fairs and conferences, and engage at speaker panels.

### 4. Remember: Professional Associations Are For Students Too

Did you know that many professional organizations offer student memberships? Professional associations seek to further the interests of, or represent people engaged in, a particular topic or occupational

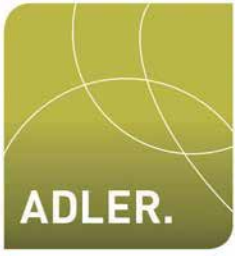
sector. They bring like-minded people together to create a community and foster connections. For students, professional associations present opportunities to meet new people, expand networks, and learn about the industry. Research some that are of particular interest and enquire about joining one – or two! Once you have joined, get involved by participating or even volunteering at conferences, workshops, and professional events hosted by these associations. These activities are a great way to gain experience and make connections with industry professionals. What's also particularly useful is that these associations often have databases of members that you can reach out to – sharing the common bond of membership in the association may help facilitate these introductions.

### 5. Practice, Practice, Practice


As with all things, networking is a skill that can be improved with practice. Practice interacting with familiar people first, then move on to unfamiliar people once you've gained experience connecting in a professional and engaging manner. Learn not only to speak articulately, but to listen as well. As you come to be more experienced and comfortable, you will become a more confident, relaxed, and memorable person that will make connections more easily. As an added benefit while you are practicing, you are conveniently expanding your own network as well. So keep it up, remember that it's a process, and continue to build and maintain your network.

*Interested in connecting with Queen's alumni? Visit:*  
**[queensu.ca/alumni/networking.html](http://queensu.ca/alumni/networking.html)**.

*Need help finding relevant professional associations? Search through the Canadian Directory of Associations (available at Career Services).*



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## Success Story: Networking

We often hear that an essential part of any job search is tapping into the “hidden” job market of opportunities and positions filled internally or through referrals. After all, referred candidates are more familiar than strangers. So **Thomas Ha** (BComm’16, Commerce) decided that he wasn’t going to be a stranger anymore, and got to work networking.

Take for example, the story of how Thomas landed his summer internship. As part of his previous job, he had the opportunity to meet with some of the top executives within the sports business industry at a conference he organized. In addition to organizing the conference, he proactively chatted with the people there, and followed up with the people he met. “I sent a quick email thanking these executives for attending the conference, and asked them to keep me in mind for any openings,” he said. And they did: impressed by his professionalism, one of those contacts sent him an email a few months later. A job opening for a summer position had opened up, and they wondered if he wanted to be interviewed for the role. Thomas said yes, went through the interviews, and got the job.

Although this instance may seem like a direct result of his efforts, for Thomas, networking isn’t always so direct: it is a continuous process that yields results down the road. “Networking doesn’t always immediately land you a job,” he said. Instead, Thomas keeps an open mind when contacting and meeting people, then makes the effort to keep in touch with them afterwards. “I will often reach out to people and ask them for coffee,” he says. After the coffee chats, he makes sure to follow up every four months or so with an email to keep the relationship going.

Apart from just creating and maintaining relationships, Thomas has learned through his experiences to become a

“Networking is probably the most important thing a student can do. You’ve just got to go out there, and practice for the real world.”

more perceptive networker. “After my first coffee chat, I knew to bring a notebook and take notes,” he said. “I’ve learned to read the person I’m connecting with and that dictates my behavior.”

But he doesn’t just stop there: to get the most out of his coffee chats and to leave a good impression, Thomas makes sure to do his research beforehand to be better equipped to hold an insightful conversation. Through his conversations and coffee chats, he asks questions that enable him to get an insider’s look into current issues from the perspective of an industry expert. By coming prepared, he is able to have meaningful conversations to get access to information that makes him more informed about his career of interest. This way, he also doesn’t waste the professionals’ time but instead, impresses them with his preparedness and initiative. He noted, “I usually do around four hours of research per coffee chat.”



Not only is he able to learn from industry experts, but maintaining a network has allowed him to find opportunities he otherwise wouldn’t have heard of. “If I didn’t network, I probably wouldn’t have a summer job right now or meet the people that would be critical to my career and development down the road,” he said. For Thomas, making the effort to network has made all the difference. “Networking is probably the most important thing a student can do. You’ve just got to go out there, and practice for the real world.”



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# Using LinkedIn in Your Job Search

Some say it's like Facebook in a suit, designed for professional networking and work relationships: it's LinkedIn. You may have heard that social media and job search are two things that should never cross paths: one was strictly for the social aspects of life, while the other was professional. But as LinkedIn has grown, it has become a key place for career connections and can be a great resource for students and career hopefuls – if you know how to use it! Here are some tips from career counsellor, Julia Blackstock.

## Explore Career Options

Wondering what past graduates have done after their Queen's degrees? It's amazing the information you can find with a quick search in LinkedIn: you can locate Queen's alumni by degree, industry, or even by specific organization by using filters on the LinkedIn Queen's University page. Get lots of ideas for your own potential career paths by exploring the paths of graduates. You can also filter alumni by the skills that interest you and find out what organizations they are working with or which groups they are a member of.



## Create and Maintain Your Profile

Your profile is your opportunity to showcase your skills, experience and career interests. Consider how to write your headline and summary, education and experience sections so that your profile sends a cohesive message about what you have done and where you want to go. But while you are working on your own profile, don't be afraid to get started looking at other

people's profiles in the meantime. "While editing your profile," Julia adds, "you can change the default privacy settings so that you do not leave 'footprints' while exploring LinkedIn, thereby allowing others to see your incomplete profile". Once your profile is ready, you can change your privacy settings to increase your ability to connect. And if you plan to include a photo, she recommends making sure it is professionally appropriate. Once you have created a profile it is worth checking and updating it periodically. Julia advises students to create a professional profile early on at university and to keep it updated as career interests evolve.

## Join and Participate in Groups

Groups on LinkedIn can be really helpful for building your knowledge and your network, and there are groups related to a wide range of specific careers, specific industries, and other work-related topics. Start by thinking about what you would like to know more about. Do you want to know more about a particular career, such as accounting, journalism, programming, or occupational therapy? Maybe you want to learn about an industry or sector, like healthcare, education, communications, or technology. You can look for groups of interest related to whatever career or field you are interested in. Once you locate groups of interest, joining allows you to both follow the discussions by others in the group, and add to those discussions with your own comments and questions. While you may not find any particular job openings this way, you will learn a lot more about the type of work, the current hot topics, and the people involved. This is an investment in being prepared for work in that field. And while it can be tempting to ask a group "do you know of any job openings?" this is not usually the purpose of the groups - follow the discussion to assess what the culture of the group is before you post.

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## Follow Company Pages

Company pages in LinkedIn provide a wealth of information for company research. If you have an idea of some organizations that you would like to target in your career search, consider following their company pages on LinkedIn. Posts on their pages give you a sense of company culture and practices, the jobs at the organization, and what matters to that company. Company pages also allow you to access employee profiles for people who work there. Browsing these profiles will help you catalogue the jobs at that organization and the types of skills and backgrounds of employees. "Students often comment that they feel a huge sense of relief after doing this kind of research," Julia says. "For many types of roles, what you tend to find is that people have come from a wide range of academic backgrounds. All of this results in students having a stronger sense of their options and not being limited to a short list of jobs most connected to their major."

## Get Advice from Alumni

Want to ask some questions for advice about career paths, strategies, and options? Consider reaching out to alumni for a deeper perspective once you have done some initial research. Messaging someone in a shared group such as the *Queen's University Alumni* group is completely free. Julia recommends starting with the people you know already. "Get comfortable by talking with people who know you and want to see you succeed. Familiarize yourself with the industry, and gain valuable understanding before reaching out to decision-makers." She also suggests starting with people that are at a similar life stage as you, when messaging alumni through LinkedIn—they will be able to relate better and may be more receptive to your request. "And remember," Julia adds, "don't ask for a job (or leads). Instead, ask for advice. This is something people can give."

*LinkedIn page for Queen's University:*

<https://www.Linkedin.com/edu/school?id=10848>



Need a LinkedIn headshot? Come to the photo booth at the Career Fair, September 30th in the ARC. LinkedIn Photo Booth provided by QSAA.

Want to be strategic with your profile and/or networking using LinkedIn? Attend LinkedIn workshops at Career Services (introductory or advanced) throughout the year.



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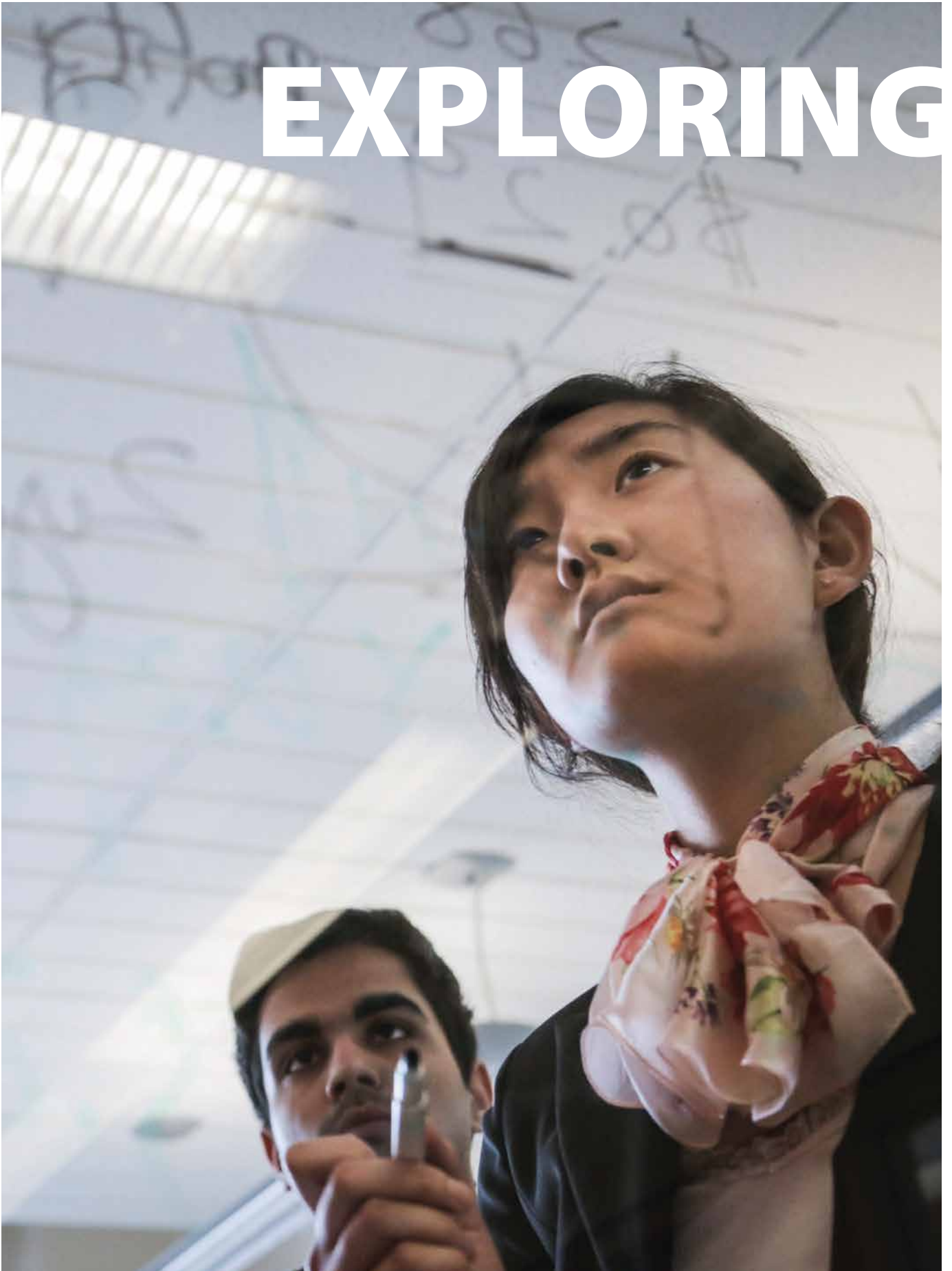
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# EXPLORING





# Entrepreneurship

Stories of three Queen's graduates and their businesses show how entrepreneurship is not a one-size-fits-all idea.

Somewhere in New York City, a group of five 20-something young men are working tirelessly towards a collective vision – to see their idea succeed. They share living quarters. They live and breathe their business. They have all the energy and optimism of a team that knows they're onto something big. They are the embodiment of the Silicon Valley tech startup stereotype: the poster boys of entrepreneurship.

While this is the most common image of entrepreneurs, it is not the only model. Entrepreneurship is something that takes on different forms to different people – there is no one correct way to approach it. Looking at three recent Queen's graduates and their experience with entrepreneurship, we discover that when it comes to starting a business, the method and experiences are as unique as the entrepreneurs behind them.

Listn is the equivalent of Instagram for music – a social music sharing app that is designed to allow users to combine music libraries from various sources such as Spotify, iTunes, Youtube, and Soundcloud, share them with friends, and chat about it. “We were at the gym, and I realized I wanted a way to share my workout playlist with my friend,” said **Michael Schmidt** (BScH’12, Engineering Chemistry), one of the original founders.

The story of Listn started when the founders met during the Queen’s Summer Innovation Initiative (QSII) in 2012. The team had incorporated their company before they even had an idea for their business. “We just knew we wanted to work together,” Schmidt said. Since then, they have been travelling and participating in startup accelerators such as FounderFuel in Montreal and Launchpad LA.

Another product created during the QSII program is the ChargeCentre, of GCC Labs Ltd. In the summer of 2013, **Michael Campbell** (BScEH’13, Engineering Physics) and his team created a portable cell phone charging device that bars and restaurants could provide to patrons upon request. While enjoying their dinners and drinks, ChargeCentre gives customers



Listn Team

the option of recharging their phones right at their tables. The idea for their product came to them, coincidentally, as they were researching other ideas. “One day, our phones ran out of batteries at a restaurant, because we were constantly using them to research new startup ideas, and it just hit us,” he said.

While not a participant of QSII, **Lauren Long’s** (BScH’13, Biomedical Computing) story started at another entrepreneurship program called The Next 36. Long describes her business Boxit as being “a Dropbox for real life.” Pairing up with another Queen’s grad **Gordie Best** (BScH, ’13, Mechanical Engineering), they created a storage solution for those living in condominiums with busy lives and limited stor-

age space. Once you fill up a box with your things, Boxit takes care of storage and delivery to and from your home, for a monthly fee.

All three of these businesses have met great success. Since its inception, Listn has raised \$500,000 of funding in seed money. The app has taken the team from Montreal, to L.A, to New York, where they work today. ChargeCentre’s team later went on to place first at QSII’s pitch competition, taking home the grand prize of \$25,000. As for Boxit, Long and her partner had their first customer within a week. The service has since then been profiled by major media outlets such as *Financial Times*, *Globe and Mail*, *BlogTO*, and *CBC Radio*.

“You have to define success for yourself.”

—Michael Campbell







Lauren Long



ChargeCentre Team



Michael Campbell

But despite of all their success, these three businesses operate very distinctively from each other. Each team had their own visions of what they wanted to achieve, but more importantly, each had differing opinions on how to get there as well.

For Listn's founders, it's all about building a product that is superior and unique – the selling comes later. "We are always focused on building a great team and family," Schmidt said, "it's a careful balance between finding smart people and those that want to change the world." Instead of trying to create perfection, they are constantly morphing their product and adapting to change, adopting a philosophy of div-

ing in head first and making decisions on the fly. As Schmidt said, "perfection is the enemy of the good." But what is even more important than the product itself are the people behind the product, and their passion, drive, commitment to their vision. "I'd say it's about 90% team and 10% product. When people invest in you, they're investing in your team." Schmidt said.

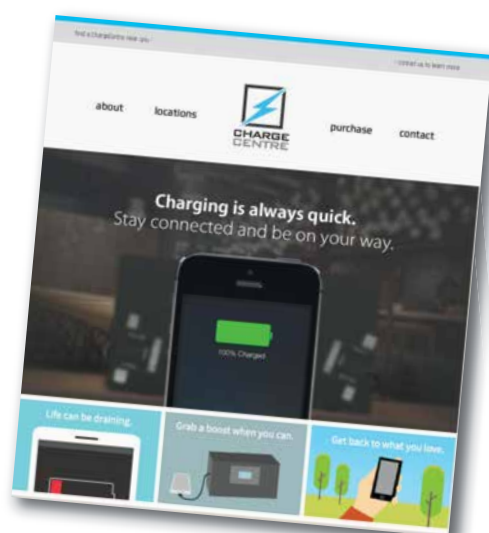
For the storage business of Boxit, the focus was grounded in more traditional business foundations of market research and consumer relationships. Taking every opportunity to learn about the customers, their habits, and their response to the business was crucial to her team and Boxit. "We set

up a lemonade stand outside some condominiums in downtown Toronto, and chatted with the people walking by, just to learn about their storage habits and gauge their interest in our service," she recalled. In the earlier stages of their business, Long and her teammate would personally make the deliveries of boxes to have the opportunity to interact with customers.

And for Campbell and ChargeCentre, it was all about setting and striving to achieve ambitious goals. "It's about driving yourself harder all the time. You have to be willing to fail and willing to try things differently," Campbell said. From building a phone charger from scratch to approaching restaurants with their product, the most important part for Campbell and his team was just going out there and getting it done. "We needed a cellphone charger, so we hacked together a cellphone charger. We needed to sell our product, so we walked into The Keg and talked to the manager," Campbell said, "it was just knocking on doors and seeing how [the restaurants] took it."

While they have each had different processes and outcomes, all three agree that starting your own business is a

*continued*





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good experience – and like any good experience, it is a learning opportunity. From storage services to phone chargers, to music sharing phone apps, none of the entrepreneurs had any idea where to begin when starting out their businesses. “It was a lot of trial and error,” Schmidt said, a sentiment echoed by Campbell and Long.

As your own boss, you decide how much you want to commit to your business. Listn’s team chose to fully commit their time and energy to their tech startup. But for Long and Campbell, life just evolved. Long explains. “We eventually outsourced our operations so now the business needs very little to keep running.” Her experience with Boxit helped her land a job at another startup called Bionym as a product manager, where she is currently work-

**Resources to check out for starting a business:**

Learn more about the Queen’s Summer Innovation Initiative:  
[queensinnovation.ca/Innovate/Queens-Summer-Innovation-Initiative.html](http://queensinnovation.ca/Innovate/Queens-Summer-Innovation-Initiative.html)  
 and the Next 36 program: [thenext36.ca](http://thenext36.ca)

Got a business idea? Visit the Kingston Entrepreneurship Centre:  
[kingstonentrepreneurs.ca](http://kingstonentrepreneurs.ca)

ing. As for ChargeCentre, “it didn’t have the number of sales needed to sustain a full sales team, so it has become more of a side project,” Campbell said.

It is a reality that not every startup will lead to a financial windfall. But to have gone through the experience remains valuable. Being an entrepreneur doesn’t have to mean putting everything on hold to build a business, nor does an

unsuccessful venture equate to failure. As Campbell said, “you have to define success for yourself.”

Listn, Boxit, and ChargeCentre are three distinct businesses with different stories. As these Queen’s graduates show, entrepreneurship can be a rewarding experience, which you can approach from your own angle and perspective.



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# Experiential Learning: **Take Your Career for a Test Drive**

By Sebastian Leck

Programs like QUIP, fieldwork courses and work-study positions allow students to test what they've learned outside the classroom.

**W**orking in a small software company in downtown Toronto and hanging out with veteran software developers sounds like something you'd do after graduation, not before leaving school. Yet **Muhammad Al Amin** (BScH'14, Computer Engineering), spent his fourth year as a Queen's student doing exactly that.

Al Amin worked at JDA Software, a software and consultancy company, in Toronto for 15 months through the Queen's University Internship Program (QUIP). He began his paid internship testing mobile applications – but found that his true interests lay not in testing but in developing mobile applications.

As Al Amin discovered, experiential learning programs, like the Queen's University Internship Program (QUIP), aren't just about gaining practical skills. They can also be opportunities to learn about yourself, explore career interests and make valuable contacts.

Experiential learning – a teaching framework that is gaining traction at schools and universities – is based on the idea that the best learning happens when students are actively involved. Programs that use experiential learning allow students to test what they've learned in class outside the classroom. After their experience, students can reflect on their experience and the knowledge they've gained. Queen's has various experiential learning opportunities available, including QUIP, fieldwork courses, work-study programs and internships for academic credit.

Through QUIP, students can spend 12 to 16 months between their third and fourth year of undergraduate studies as a full-time intern at a company related to their field of study. These positions offer in depth work, so students experience many facets of a job and get paid for it.

Al Amin had never been exposed to mobile development before, but he eventually asked his supervisor if he could move on from testing to development. After that experience in the field, Al Amin is now looking for a job in software development, and applying to a narrower stream of positions with his new understanding of what he wants from his job.



Muhammad Al Amin

"Don't be afraid to ask to tailor the job to what you want," he said. His internship helped him realize that he enjoyed a smaller company with a relaxed work atmosphere, he said, and he developed his communication and teamwork skills through collaboration with other employees.

He also gained better knowledge of his industry: he was introduced to the concept of "scrums" – 10 minute meetings – which are common in the technology industry. Al Amin said students should also get advice from co-workers who have worked in the industry longer. They're useful for networking, he added, and for some good pointers.

"Take the opportunity to get to know your coworkers," he said. "They are valuable veterans with advice about everything and anything you're going through."

In addition to QUIP, some departments also offer practical fieldwork opportunities. The Department of Classics offers two fieldwork courses: CLST 408 in Jordan and CLST 409 in Italy. Each course teaches students the basics of conducting digs and handling archaeological objects. By chance, it was during

one of these fieldwork courses that **Sam Hopkins** (BAH'13, Classical Studies) met his current employer.

Sam had gone to Italy for CLST 409 in 2011, but he wanted to do it again. The course coordinator told him he couldn't retake the course, but instead proposed that Sam become an assistant to Alex Gabov, a conservator going

along on the trip. During the trip, he assisted Gabov as he documented an underground religious chamber at the site. Both trips drove Sam into the museum world, as he fell in love with conservation.

"A good lecture will inspire you, but once you're on the site digging and you find the first object, you love it," he said.

Sam married his two fields of interest – graphic design and conservation – together during the dig. In his position, he took high resolution photographs of the chamber and created digital interfaces to let other archaeologists study the photographs from afar. Sam, now enrolled at the Applied Museum Studies program at Algonquin College, worked for Gabov this summer at his private conservation firm in Kingston.

"After we worked together, he called me up this winter and asked if I wanted a summer job," he said. "All those photography skills I learned with Alex – it translates directly. I'm still working with him."



Sam Hopkins



However, Sam said, his new technical knowledge wasn't what helped him the most. Instead, it was learning the structure of archaeological digs and how to work collaboratively with archaeologists, curators, conservators and historians. The digs also let him meet people in his field he would never have met otherwise. The best thing to do, he said, is to talk to everybody at the dig, because you never know who you might meet.

"I got contact information cards from Greek archaeologists who said 'Anytime you want to dig, let me know,'" he said.

The Global Development Work-Study Abroad program is another experiential learning opportunity. Students enrolled in the program take Global Development Studies courses while also working at a development organization in another country.

**Corinne Mason** (BAH'08, Global Development Studies) completed her Work-Study program in Morogoro, Tanzania in 2007. She is now a tenure-track Gender and Women's Studies and Sociology professor at Brandon University. Dr. Mason ran community events with Youth Challenge International in Morogoro, which focused on gender equality, sex education and HIV prevention.

While she learned from the community organizing aspect of the program, she said the critical thinking skills she gained were the most important. The courses she took during the program, especially the introductory session and the final debriefing with Dr. Paritosh Kumar, helped her put her experiences into perspective and reflect on her work, she said.

"[The program] tied the classwork and the theoretical perspective on development to our own experiences, and allowed us as students to reflect on our own experiences in the field," she said.



Corinne Mason

By seeing the manifestations of global inequality in Tanzania, she also became more attentive to poverty at home, she said, and as she learned about international systems of oppression she saw the connections between these seemingly separate places.

"It brought a lot of perspective to my own research and my teaching, especially because I do a lot of work on globalization in my research," she said. Mason recommended that students research organizations before participating in the program. She said students should look closely at an organization's programming, funding, and application process and think about the skills they already have to offer communities. They should also reflect

on the reasons they are interested in work-study programs, she added.

Programs like QUIP, fieldwork courses and work-study programs allow students to test what they've learned outside of Queen's. Perhaps you'll find yourself exploring another path, like Al Amin, reconfirming your love of your studies like Sam or learning about the connections between theory and work in the field like Corinne.

Before you venture out into the world of work, take a test drive with an experiential learning opportunity such as an internship or field work course. Equip yourself with skills, meet and network with others, and most importantly – take the chance to learn about yourself.

## Success Story: Experiential Learning

**Jennifer Clarke** (BCmpH'09, Software Development) had always wanted to be a software developer. But after a 16-month QUIP internship with IBM, she realized she missed dealing with people.

"I didn't consider how much I would miss [working with customers] when I was doing development," Jennifer said.

At the internship, Jennifer ran installation tests on IBM's software products. Upon realizing that she wanted a more client-oriented position, she sought out positions that combined her computing skills with customer service. She found an internship at CH2M Hill the following summer that filled those requirements: she would be automating a water plant while working with clients. She worked as a flex employee with part-time hours for CH2M Hill for the next two years until she found a full-time position at the company after her graduation in 2009.

She now works as a Design Consultant at CH2M's SCADA Water Systems. In her current position, Jennifer deals



**"You're doing the work of a real employee. It's a really good time to check out what you'll be doing," she said.**

with customers on a regular basis, including the water plant operations staff and the client region. She said the testing experience she gained at IBM proved valuable at CH2M Hill was instrumental not only for gaining new skills but also for meeting people working in the field.

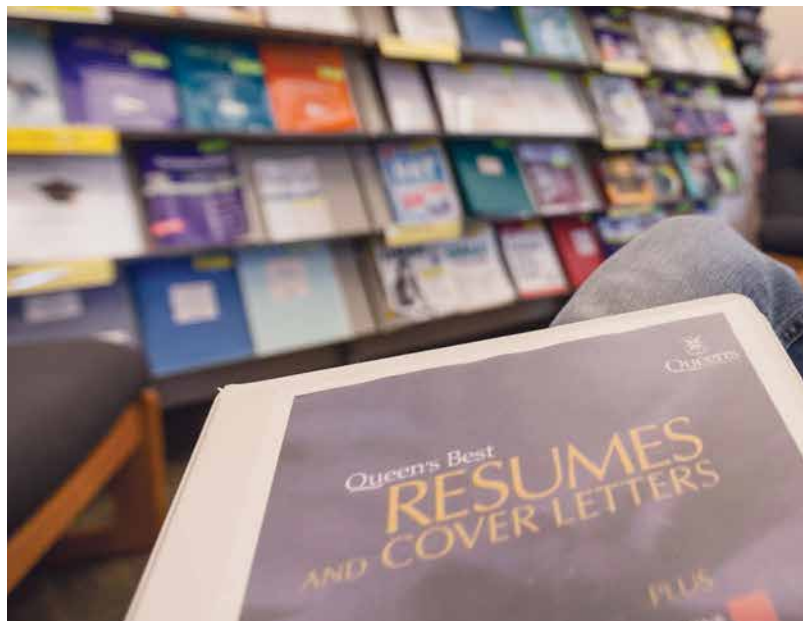
Since QUIP internships are full-time positions, this allows students to "test drive" their career, as Jennifer puts it, and figure out what types of work they are best suited for.

"You're doing the work of a real employee. It's a really good time to check out what you'll be doing," she said.

Jennifer entered the internship expecting to gain new experience, but left with something even better: a new understanding of herself. Upon experiencing daily life in software development, she identified what she wanted in a career, and changed course to satisfy those needs.

Above all, Jennifer said, students should view an internship as a learning experience.

"I think it's important to use the time wisely and learn what you can out of it," she said, "whether it's the working aspect or making the best of meeting all these people you could potentially get a job through when it's done."



### By the Numbers

Over **7,200** students connected with employer and educational recruiters at career and education fairs in 2013-14.

Over **5,500** jobs posted in MyCareer in 2013-14.

**1,100** books about careers, job search or further education.

Over **4,500** students met one-on-one with a career advisor, counsellor or peer advisor to discuss career, job search, or further education planning in 2013-14.

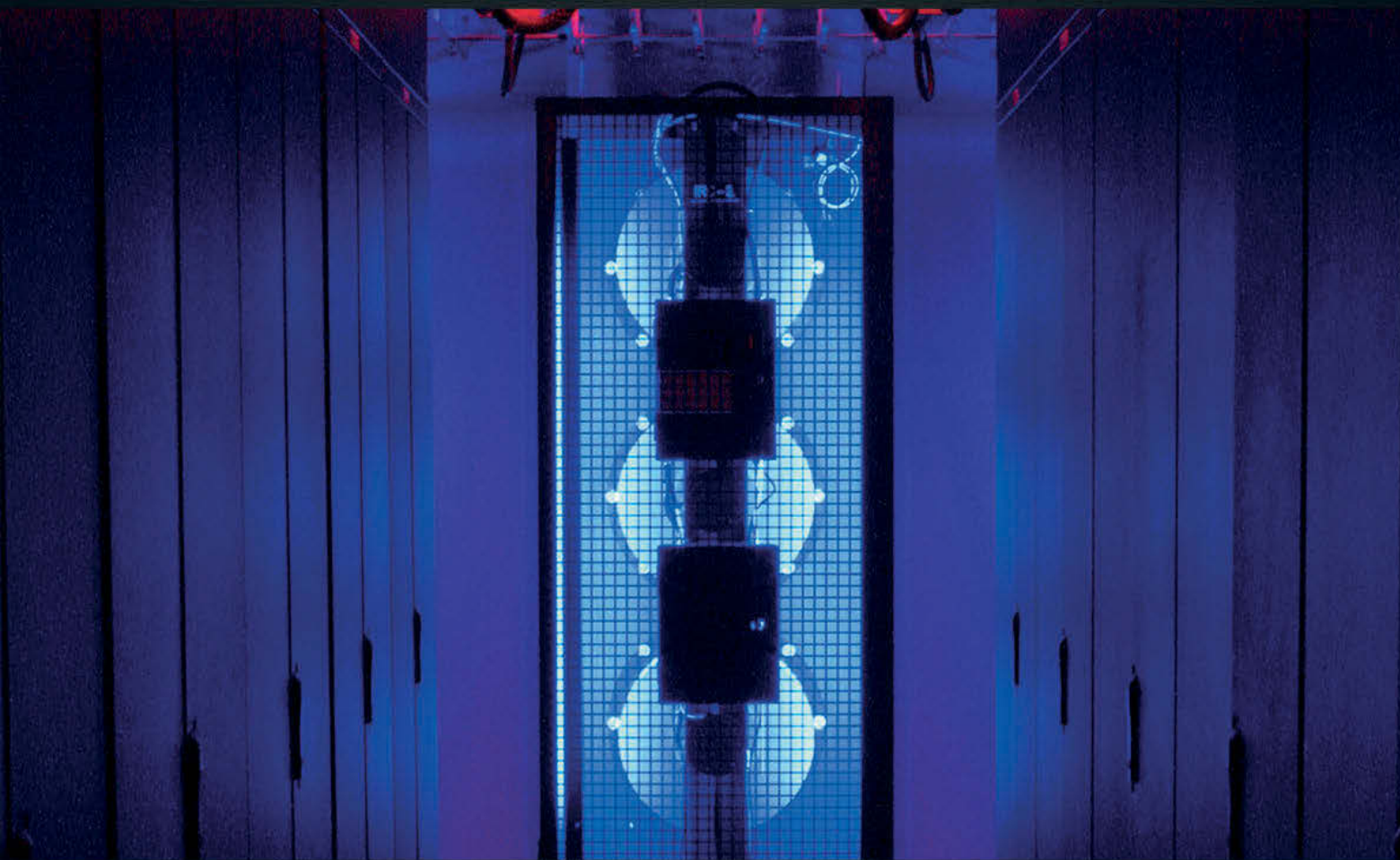


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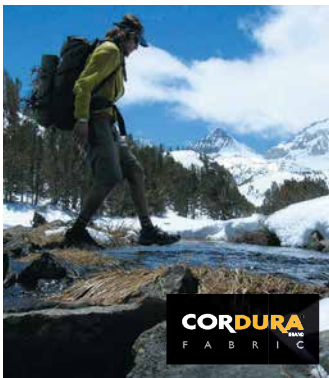
Ehvert Mission Critical offers our employees a dynamic work environment that fosters creativity and diversity through their exposure to a multitude of technologies and experiences relative to their position. This ranges from site supervision for multi-million dollar facilities, to production of cad drawings, three dimensional building modeling, computational fluid dynamics and the development of custom controls software.



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