

New Beat

New College Monthly Newsletter | May 2022

Photo: Yuliya Trukhan

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The Careers Issue!

This month, the New Beat team shares our tips, advice, and ideas about the professional world. We are excited to share our original student writing and photography with you. Happy reading, Eagles!



A partnership between New College Office
of the College Head and New College
Student Council



New College Spring Election Results!

Kyra Bendastos

President

Maria Aispuro Ramirez

Director Social

Nicholas McFarlene

Vice President Operations

Shivam Singla

Director Athletics

Johan Saldanha

Vice President Finance

Antonio Satira

Director Outreach

Rachel Trinh

Vice President Academics

Akanksha Prabhudesai

Commuter Representative

Nesha Thambirajah

Vice President Promotions

Nabiha Tariq

Director Promotions

Peer Mentor Tip of the Month

Find a system that works for you! As a visual learner, writing my due dates down in a calendar really helps me to see what's expected of me in terms of school or other responsibilities like extracurriculars and work, and to plan accordingly. Students should try to learn what works for them in terms of staying organized and remembering important dates, as this can help them remain on top of their work.

-Shifali Verma

New College Peer Mentor

Should Employers Look at the Social Media of Their Employees?

Gareth Neba
New Beat Staff Writer

When making decisions about who to employ for their companies, employers take multiple factors into consideration. First and foremost, they look into the qualifications of the potential employee, considering whether or not they have the appropriate skills. It is also a fairly common practice to have an interview with them in order to get a better sense of the person they could potentially hire. When it comes to observing the private social media pages of their employees, the issue is nuanced and can be seen from various perspectives. This topic is particularly pertinent to people of our generation, seeing as how most of us are active on social media. The aim of this article is to explore the different sides of this issue

Firstly, there is the point of view that employers should not be at liberty to monitor the social media accounts of their employees. This is because it is an invasion of privacy to incorporate that information into their assessment of their employee without consent. This belief is predicated on the idea that people should be able to post whatever they want on their social media pages without worrying about the potential repercussions at the workplace.

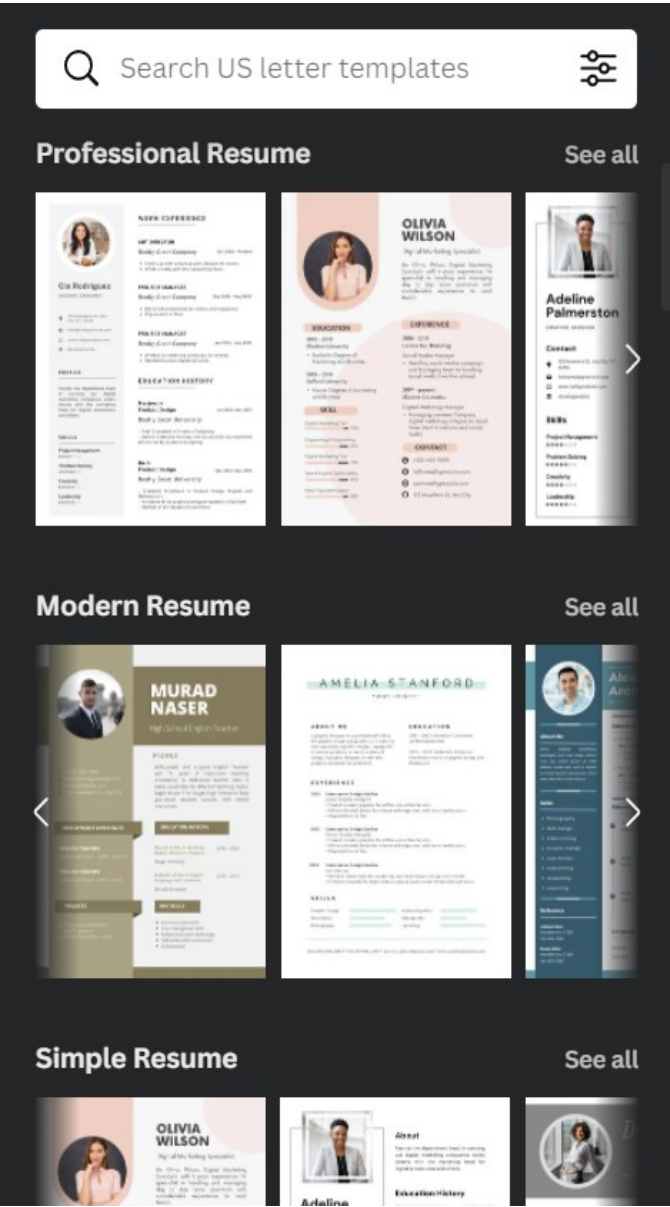
On the other hand, there is the view that employers are entitled to look at the social media of their employees. It is imperative that the terms of this agreement are included in the employee's contract. The principle idea behind this belief is that companies are always conscious of their public image. If employees are posting ideals on social media that are diametrically opposed to that of the company, they should be able to penalise the employee on that basis.

Personally, I believe that the best solution lies somewhere in between. Generally speaking, I am an advocate for free self expression on social media, but if an employee's social media posts are having a legitimate impact on business, exceptions might have to be made. For example, in an instance where a company's image is that they care about inclusion, but they have a prominent employee who is openly expressing bigoted ideals on social media, it might be appropriate for the employer to take action. However, employers should be transparent about it from the onset and should only judge employees based on social media if it has a real tangible impact on the rest of the company.



Photo: Yuliya Trukhan

Does a Headshot Belong on Your Resume?



India Madsen
New Beat Editor

When it comes to your resume, is a picture really worth a thousand words?

Following the principles of rhetoric which have accompanied our increasingly digital, and by extension, visual, culture, many professionals have begun to include images of their faces on their resumes. As Rob Asghar writes for *Forbes*, a headshot at the top of your resume helps you to “sell your personal brand” in this “visual, multimedia age.” Although including a photo was generally considered a major resume blunder in the past, the topic has become a present-day point of contention, with many supporters falling on the pro-photo side. Browsing Canva (a popular digital design tool) or Microsoft Office, one is met with a variety of resume templates featuring placeholders for photos. Following this change in the cultural wind, multiple professors here at York have advised classes I have been a part of to add photos to their resumes.

Despite this advice, I am compelled to wonder whether the value of a headshot outweighs that of the written word. It clearly encourages recognizability, helping potential employers put a face to a name, and can highlight your amiability and professionalism (when done right). But, while showing that you know how to properly starch your collar can be a key step towards getting hired, I believe that visual first impressions should be saved for the interview stage of the hiring process. We know that employers are partial to candidates who *look* like they can do the job, but, even today, I maintain that they prefer candidates who demonstrate, through articulated skills and experience, that they *can* do the job.

Eight and a half by 11 inches does not grant a whole lot of freedom to detail all of your relevant career experience for an employer. By shrinking your font size or deleting work experience from your resume to make space for a photo, you are downplaying possibly interview-snagging information about yourself.

Finally, delving to the heart of the headshot controversy, is the issue of discrimination. Many proponents of a text-only resume cite the argument that hiring managers simply disregard any resumes which include headshots for fear of a discrimination lawsuit. However, I believe that the issue is deeper than the individual risk of including a photo on your resume (which could almost as easily land you an interview as it could land your resume in the trash). Photo resumes enable discrimination by encouraging hiring managers to rely on their ‘gut reaction’ to a person’s face. As studies on the ethnic origin of names used in resumes have proven, biases (both conscious and unconscious) unfortunately permeate the hiring process (National Bureau of Economic Research). When browsing through online photo resume templates, I invite readers to consider whether the benefits outweigh the drawbacks of participating in a practice which, when collectively normalized, enables discrimination in hiring.

In spite of the fast-growing company of photo advocates, I conclude that the age-old advice to maintain a text-only resume still rings true today.

Are Emily and Greg More Employable Than Lakisha and Jamal? A Field Experiment on Labor Market Discrimination. National Bureau of Economic Research, 2003.

Asghar, Rob. "No Photo On Your Resume' And Other Career Advice You Should Question." *Forbes*, 22 July 2013, www.forbes.com/sites/robashghar/2013/07/22/no-photo-on-your-resume-and-other-career-advice-you-should-question/?sh=204a5ec1c518. Accessed 12 Apr. 2022.

Thinking Ahead About the Concrete Ceiling

Gurkamal Aujla
New Beat Staff Writer

As I work toward achieving my professional and personal development goals, I find myself encountering the most fruitful experiences and outcomes when I push myself out of my comfort zone. Doing so has thus far helped me to realize who I am, who I want to be, and what is important to me. One way that I have pushed myself out of my comfort zone this past year is that I have sought and, fortunately, found mentors who have helped me greatly in building self-confidence, networking skills, and clarity. As I create more experiences with my mentors, I am starting to believe that mentorships are an essential steppingstone for any career. Mentors are capable of successfully guiding mentees, steering them in the right direction, informing them about which mistakes not to make, and helping them to realize the world of possibilities and opportunities that are out there. As a woman of colour, I have to prepare myself for the concrete ceiling that I undeniably will face when I start my career. Knowing that one factor that keeps women of colour from being able to climb the corporate ladder is the lack of mentorship opportunities that are presented to them in comparison to those presented to men, it is important that I take matters into my own hands and seek mentorships that will provide me with the appropriate guidance which I will later need to progress in the workplace.

I suggest that you look for mentorships as well, especially this early in the game, when we are all given an abundance of career resources from York.

One way that you can seek out mentorships for yourself is by searching for individuals who are working at your dream company, and/or at your dream job, on LinkedIn. A quick coffee chat with someone you admire on

LinkedIn can sometimes turn into a mentorship.

Another way to seek mentorships is by networking. Attend all of the networking events that you hear about at York and on LinkedIn. This may mean that you have to step out of your comfort zone, but doing so will only get you closer to securing a mentorship. Finally, I would recommend looking into York's [Advancing YU](#) program. The 2021/2022 school year was Advancing YU's inaugural year, and hopefully the program will continue for many years to come. Advancing YU is a mentorship program that selects students from its Black student and female student streams, and assigns each student to a mentor who has established themselves in the career that their mentee is interested in. On top of that, the program offers a \$1000 scholarship. I was lucky enough to participate in the program, and it introduced me to my wonderful mentor, who has introduced me to a whole world of ideas that had never occurred to me before. We as students have not yet been exposed to the outside world very much, and mentors are able to help us make that transition.



Photo: Victoria Campos-Gentile

How to Gain More Professional Experience in University: An Interview with Sharika Khan

Nusaiba Mustafa
New Beat Staff Writer

We are all aware of the importance of experience for our resume and for prospective jobs. However, it might be difficult to determine how and where you can find such experience as a university student. Sharika Khan is currently completing her second year in the Schulich School of Business at York University. She is highly involved with multiple York communities, which helps her strengthen not only her resume, but also her skills. Upon speaking to her, I got to learn about how she achieves this goal.

Mustafa: What made you decide to study business at Schulich?

Khan: I recognized that my creativity and math skills could combine well in business and, as someone unsure about what exactly they wanted to do, I knew business would open up my future to many different opportunities.

I only applied to well known business schools in Toronto and decided to accept my offer to Schulich after talking to students who were in the program. I went to a few events for incoming students hosted by the programs I applied to and everyone I talked to from Schulich only had good things to say about the culture here. I wanted to enjoy my university life and Schulich seemed like the best choice because people here are known to be very friendly, helpful, and supportive.

Mustafa: Have you chosen a career path for yourself yet or is there something you want to do after you graduate?

Khan: I haven't really decided on a specialization or a specific field of business I want to pursue. I like that, in Schulich, you have the option of trying out all areas of business and are not required to have a specialization, which keeps your options open. I'm currently leaning more towards the Strategic Management or Business Analytics side, since I'm good at working with numbers but don't enjoy

accounting or finance as much.

Mustafa: Do you make use of any of the career resources within York?

Khan: I did use *Handshake* (a Schulich career resource platform) when looking for jobs and internships. I've also attended some networking events from there. A lot of my friends landed their internships or jobs through York.

Mustafa: What are some extracurriculars and clubs that you've been a part of?

Khan: I'm currently an executive in the Schulich Women in Leadership Club and the Insider Media Group [a Schulich publication which produces digital content surrounding business, life, and culture]. I started off as the marketing director in both clubs and got a lot of experience from them, all of which I was able to include in my resume. I gained a lot of skills both particular to marketing and in general that helped when applying for jobs, including social media management, graphic design, and data analytics. The clubs were also a great way to meet other people in my program, and I have received a lot of help from upper year students on courses, assignments, and job searching.

I have also attended many club events as a delegate, both in Schulich and in York, where I was able to learn about experiences of industry professionals and network with representatives from many companies. Talking to people who are already successful in industries I'm interested in helped me get an idea of what to expect in the future and how to best leverage my skills.

I also participated in a lot of case competitions in my two years of university which allowed me to apply my knowledge and skills to practical scenarios and get an idea of the planning that goes behind

certain initiatives and decisions. Most of the case competitions have monetary prizes and some even have special prizes like internship interviews, which is obviously a great benefit.

Mustafa: Do you have any tips for students who want to get more involved and gain more experience, but are not sure how or are struggling with it?

Khan: My advice would be to just put yourself out there and try to be involved! Join clubs that you are passionate about and take initiative if you have new ideas. Becoming a club exec does give you a lot of experience and is fun, but if you aren't able to join any, then attend events. Club events give you the opportunity to network with representatives and build connections which might come handy when looking for jobs and oftentimes clubs hire people they see participating in their events because it shows that they're passionate. You'll also gain a lot of knowledge from hearing representatives talk about their career.

Volunteering is also a great way to get involved with your community, and is easier to get a position compared to being an exec. I know some York clubs hire volunteers for some of their initiatives, which will be a great segue to joining the club in the future.

Lastly, if you are a business student, then participating in case competitions is also a great way to gain experience (and sometimes snag an award!).

In the end, your experiences don't have to be official positions directly related to what you want to do in the future. As long as you're doing something that leads to you learning and gaining soft skills, you can leverage that to get the position you want!

ADMS + ITEC PASS Sessions

Winter 2022 Schedule

Class	Mon	Tue	Wed	Thu	Fri
ADMS 1500			12:00pm-2:00pm Section O With Myroslava ID: 930 7761 3855 Passcode: 458689	11:00am-1:00pm Section N With Yusra ID: 982 0902 9242 Passcode: 362518	
ADMS 2500	3:00pm-5:00pm Section U With Gurleen ID: 973 1766 8875 Passcode: 852301	9:00am-11:00am Section T With Yuwei ID: 990 7991 8329 Passcode: 129353 4:00-6:00pm Section Z With Fernanda ID: 958 3987 8340 Passcode: 438387		12:00pm-2:00pm Section N With Cadisha ID: 993 0705 2013 Passcode: 151550 3:00pm-5:00pm Section P With David and Gurleen ID: 98453759381 Passcode: 796469	
ADMS 2510			10:30am-12:30pm Section M With Aaron ID: 947 0029 3768 Passcode: 890722 2:30pm-4:30pm Section N, Q With Amy ID: 969 1659 8313 Passcode: 115943	10:00am-12:00pm Section U With Aaron ID: 966 7115 1321 Passcode: 366393 12:00pm-2:00pm Section O, P With Rohan ID: 975 7095 8980 Passcode: 578519 2:30pm-4:00pm Section V With Rohan ID: 975 9744 7278 Passcode: 500281	12:00pm-2:00pm Section S With Vanshika ID: 934 1563 3576 Passcode: 895539
ADMS 3530	11:30pm-1:30pm Section M, U With Priya ID: 918 5786 8094 Passcode: 897288	12:00pm-2:00pm Section V With Haseeb ID: 965 1145 5651 Passcode: 123456 2:00pm-4:00pm Section P With Alina ID: 941 6229 7879 Passcode: 777493		10:00am-12:00pm Section R, W With Andrea ID: 9417406 3893 Passcode: 946691 4:00pm-6:00pm Section S With Dhruv ID: 947 2406 5093 Passcode: 804645	10:00am-12:00pm Section Q With Langsheng ID: 961 7509 7989 Passcode: 516477

Class	Mon	Tue	Wed	Thu	Fri
ADMS 3585	12:30-2:30pm Section P <i>With XiaoXiao</i> ID: 989 9223 6453 Passcode: 138720	12:30pm-2:30pm Section M, O <i>With Jaikun (Kyle)</i> ID: 956 5654 8151 Passcode: 99404			12:30pm-2:30pm Section Y <i>With Jaikun</i> ID: 986 4968 2550 Passcode: 465733
ADMS 3595	3:00pm-5:00pm Sections N, O, P, Q, X <i>With XiaoXiao</i> ID: 999 3212 7921 Passcode: 988791				
ITEC 1620				11:00am-1:00pm Section Q <i>With Telmuun and PeiPei</i> ID: 968 8402 2313 Passcode: 433366	11:00am-1:00pm Section P <i>With Christopher and Rachad</i> ID: 959 8805 9362 Passcode: 14665
ITEC 3210		12:00-2:00pm Section M <i>With Kabir</i> ID: 937 8025 8705 Passcode: 935658	12:00-2:00pm Section O <i>With Kabir</i> ID: 959 2829 2169 Passcode: 605204		