



CareerStreet

A Publication of the Career Development Center Macalester College

Vol. II - Issue 7 - February 2, 2005

"All labor that uplifts humanity has dignity and importance and should be undertaken with painstaking excellence. "

-- Martin Luther King, Jr. "

Did You Miss An Issue?

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Hot Jobs



Find details on these opportunities on our web site under [Grand Avenues](#).

Summer Teaching Position LearningWorks Minneapolis, MN Summer 2005 Deadline: 2/15/05

Teach in an innovative academic summer program for high-potential, low-income middle school students in Mpls. LearningWorks provides paid summer teaching internships, complete with training and classroom teaching experience. Free home stays are available. Training in lesson planning, classroom mgt, student-centered teaching.

Research Assistant Brigham and Women's Hospital Boston, MA Full Time (2-year commitment required) Deadline: 2/15/05

Research assistant sought to join research team within the Dept. of Psychiatry. Duties include recruitment,



Counselor's Corner

SO, WHAT ARE YOU GOING TO DO NOW?

by John Mountain Assistant Director,

Employer Relationships, CDC

Are you sick of hearing "So, what are you going to do now?"

Now that you are back from break, you probably thought you would be safe from the ever present question of "What are you going to do now?" While you may have had some choice responses to this question, some of which can't be written here, there are tools that can help you find an answer this question. No matter if you are thinking Internships, Jobs, Graduate School, Burger King, it is helpful to take a look at your interests and see if you can make connections in that area which will help you get to where you want to go.

The first step is to see what things are of interests to you. The CDC offers many assessment tools including Myers-Briggs, Strong Interest Inventory and Discover. These tools can put some focus on areas of interests as well as occupations/environments that might be good fit. Another excellent way of determining what might be a good next step is contacting alumni who work in the particular field. The CDC can walk you through how to access the

Macalester at Work

by Anna Klappe, '05
CDC Student Staff



Munem Alidina '05

Munem Alidina is an international student from Tanzania, who is graduating from Macalester in May. For those who do not know Munem—he has a heart of gold and his self-discipline is truly admirable. He is double majoring in Economics and Computer Science, has been interviewing for jobs throughout the fall, and still finds the time to do community service. The Career Development Center took a few minutes out of his busy schedule to learn what the secret behind his success is.

CDC: Why did you choose to major in Economics and Computer Science?

Munem: I took economics and computer science in my IB high school in Dar es Salaam. I especially enjoyed taking economics because I found it to be very useful, and I quickly realized that economics explains a lot of the world around me. As for computers - I have been interested in technology since I was little because I am constantly fascinated by the way

administering research batteries, data entry and analysis, some administrative tasks, and overall coordination of projects and research team.

Assistant Analyst – National Security Division Congressional Budget Office

Washington, D.C. Full Time (U.S. citizenship required); Deadline: 2/15/05

CBO is a small, nonpartisan agency that provides economic and budgetary analysis to the Congress. The National Security Division prepares analyses of defense policies and programs to support the work of Congressional Committees. The division's recent work includes the budget needed to maintain today's military forces and information on the "military pay gap". The successful candidate will provide the division's analysts with spreadsheet and statistical analyses, graphics, literature reviews, and other research assistance. S/he may also conduct independent research on a variety of topics.]

Development Data Coordinator Girl Scout Council of Greater Minneapolis Minneapolis, MN Full Time

Deadline: 2/18/05
Responsible to ensure the accuracy, integrity, and usefulness of development database in a multi-user environment and provide administrative support for the Development Department, including light reception duties.

alumni contacts as well as provide guidance on the most effective strategy to make your time with them more productive. In addition to alumni, think about family, friends, work contacts, professors that also might be able to provide some perspective/information about a particular profession/industry/grad program.

Once you have decided on a general area of focus, it sometimes is overwhelming to find out what organizations or schools seem to fit in your area of interest. Again, the CDC has some tools that can help. Vault, Career Search, and our newest tool MNJobSource can all be helpful in not only determining who fits your criteria, but a very efficient way to find organization/schools that you might have missed.

Even though it can seem overwhelming trying to answer the question of "what's next?" and there will be times when the best answer is "I don't know, but I am looking into...", and that's OK. The key is to keep looking at what seems interesting to you and try to increase your network so you will more likely hear of opportunities when they arise.

The CDC Career Counselors are available to help you along this questioning path and you can set up an appointment either by calling x6384 or stopping by during drop in hours Monday-Friday between 2-4pm.

Suggestion Box



VISUALIZE

A potent tool for building greater personal power is utilizing the positive experiences in your own past. Create an internal file of memories of success. These don't have to be huge triumphs, just

computers can make our lives so much more efficient.

CDC: How do you spend the hours of the day?

Munem: I spend most of the "office hours" of the day in class or in the library where I am an office manager. In the evenings I do homework, or do something with friends.

CDC: When did you begin your job search?

Munem: I started officially in September, but in reality you could say I started when I was a freshman. 9/11 happened right after I came to Macalester. Finding a job became more of an issue because many seniors were having a really hard time getting good placements. I was watching the news a lot, seeing how job statistics were plummeting. I was somewhat worried, because I knew that I wanted to stay in the U.S. after graduation. So I spent a lot of time thinking about what I was interested in doing, and also what kind of opportunities would be available to me when I graduated. I tried to structure my classes and internship experiences around a plan, in order to create a good platform for the job search. Having a good career is something that I have always really wanted, and although school is enjoyable and valuable, I have always been very cognizant of the fact that it is still a means to that end.

CDC: Did your values influence your job search?

Munem: Yes, they did. There were quite a few opportunities available to me as an Economics major: I could go the investment-banking route, the consulting route, or I could work for a department of a company. In terms of values, I wanted to make sure that I end up doing something I find extremely motivating. When I ended up settling on the consultancy route, it was because I truly believe in the value consultants add to their clients. It is improvement in the larger sense of the



On-Campus Recruiting

To access a list of the most current on-campus employer presentations, information tables, resume deadlines and interview dates go to:

<http://www.macalester.edu/cdc/recruitcurrent.pdf>

Web Watch



BLACK HISTORY MONTH

February marks the beginning of [Black History Month](#) - an annual celebration that has existed since 1926. But what are the origins of Black History Month?

Much of the credit can go to Harvard Scholar Dr. Carter G. Woodson, who was determined to bring Black History into the mainstream public arena.

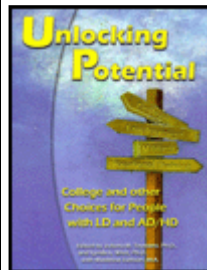
In 1926 Woodson organized the first annual Negro History Week, which took place during the second week of February. Woodson chose this date to coincide with the birthdays of Frederick Douglass and Abraham Lincoln - two men who had greatly impacted the black population.

Over time, Negro History Week evolved into the Black History Month that we know today - a four-week-long celebration of African American History.

<http://www.historychannel>.

times you felt good about yourself. Build on these feelings and create new visions for future successes. Visualize these experiences in detail as often as you can. What you concentrate on in life increases.

The Bookshelf



"Unlocking Potential: College and Other Choices for People with LD and AD/HD" - Taymans, West and

Sullivan (Editors), Based On Work by Barbara Scheiber and Jeanne Talpers; Woodbine House Publishing, 2000.

Unlocking Potential is an indispensable tool for students with learning disabilities (LD) and attention deficit/hyperactivity disorder (AD/HD). It is brimming with the latest information, as well as advice, practical tips, and resources designed to make the transition from high school to college a success.

Written by a team of over 20 professionals in the field of postsecondary transition, *Unlocking Potential* promotes the concept of self-determination - an individual's ability to define and achieve goals based on knowing and valuing him or herself.

(This book can be found in the Kagin Resource Center, Diversity Career Resources Section of the resource library.)

Featured Article

COMMON SENSE JOB FAIR PREPARATION

Job fairs are a great way to find out information on employers and

word— you do not only bring in bottom line dollars, but you could also be saving people's jobs by helping to keep their company afloat, or bettering their futures by improving their efficiency at work.

CDC: What other things helped you choose the field of consulting?

Munem: One word: conversations! I had the good fortune of doing an internship for Wells Fargo, and I used to constantly go out to lunch or just hang out with people from the consulting side. Eventually I shifted to that department too. Being exposed to them, as well as to Mac alumni who do consulting, taught me a lot about the field. I have clocked many hours chatting with alumni, learning about what they do and how the consulting system works. I met some amazing alumni who really helped shape my career path and calling them up became more of a pleasure than a chore. I learned that consulting is such a broad field; I can make my career into almost anything I want it to be and that really puts the reins in my hands.

CDC: How did your job search play out? Where will you be working in the fall?

Munem: Well I worked like a dog from September to November, interviewing for many jobs. I was fortunate to land three job offers, from different parts of the world, in late November. The position I ended up taking was for a company called Deliotte Consulting, which has offices here in Minneapolis. It was the best fit for me. As a consultant I will be able to travel a lot and meet people from different industries, and that really appeals to me. It is also nice to have my base here in Minnesota for two main reasons. First, I am familiar with the area now and really like it here, the cold aside. Second, it is also a smart decision financially, because London – one of the alternatives - is a much more expensive city to live in.

[com/blackhistory/](http://www.macalester.edu/cdc/blackhistory/)

Upcoming CDC Events

MN Private Colleges Job Fair Prep Session

Feb. 8 - 12-1 pm
Campus Center 207

MN Private Colleges Job Fair Prep Session

Feb. 11 - 12-1 pm
Kagin Commons
Conference Room 003

MN Private Colleges Job and Internship Fair

Feb. 22-23, 2005
Minneapolis Convention Center



Beyond the Piggy Bank

The Career Development Center and Financial Aid Office have teamed up to provide you with information on managing your personal finances. We hope you find the information useful. This newsletter's topic is:

"Leasing vs. Financing "

Senior S.L.A.M.

(Senior Life After Macalester)

PREPARING FOR A JOB FAIR

Here's How:

- Dress professionally - wear a suit, handle this as you would a regular interview
- Wear comfortable shoes - lines are frequently long and you should expect to wait
- Resumes - bring a supply of

make some connections. Just like all other aspects of the career search process, good preparation is the key to making your attendance at a career or job fair an effective use of your time. Here are a few tips on effective preparation and participation:

Know Your Objective

A major career fair can be overwhelming. Often, there are in excess of 100 employers participating. If you don't know what you're looking for in a career, you can easily get lost in this sea of employers and spend hours upon hours talking with companies with which your background and objective and their job needs have nothing in common. Before attending a career fair, you need to have a general idea of the type business and job you want, and what you are qualified for.

Conduct Some Preliminary Research

Prior to the career fair, take a list of the participating companies, along with the majors they are seeking, and do some preliminary research. Internet research is generally the most effective and least time-consuming method. At this point you don't need to know everything, but some basic background information you might like to consider will include:

- Financial stability of company
- Growth rate of company
- Whether a publicly or privately held company
- How long they have been in business
- General job description of positions available
- Average first year earnings and long term earnings potential
- Promotion policy (promote from within, hire management from outside or a combination)
- Benefits package
- Relocation policy
- Minimum qualifications - whether you meet their requirements.

CDC: Did you feel any external pressures on you, regarding your job search, from family, professors, or peers?

Munem: Moving into senior year, as an Economics major, is a stressful situation. Being an international student compounds the problem. Everyone is looking for a job, and in the fall of senior year it is like the gates open and the rat race is on. Everyone starts running, and every conversation you have with other students is about getting a job. It's insane. The key is to stay focused on what you want to do. It is important to not get carried away by the external pressures. People are competing for the same jobs as you are, but each person has a set of unique skills that sets them apart. Finding out what you really want to do, and coping with the external pressures, can decide whether you end up liking your career or not.

CDC: How did your parents react to the news when you received your first job offers?

Munem: When I received my first job offer, I called up my parents at three in the morning, not realizing the time difference, and both my mum and dad were sleepy but ecstatic. My parents have made amazing sacrifices to get me where I am and they deserve most of the credit for my successes in life.

CDC: Do your parents want you to return to Tanzania?

Munem: Perhaps eventually – who knows! There is a degree of separation that I have had to live with throughout college. But my parents are aware of the fact that I need to go get a career right now. They are always a huge part of my life, we will visit each other, and hopefully my sister will come to a college in the United States someday. We are still a close family.

CDC: Did you notice any problems being an international student during your job search?

resumes to hand out to the companies

- Take a portfolio/briefcase to hold resumes and corporate literature
- Prepare a "one minute commercial" Think about your strong points, your goals, and the company
- Be prepared to discuss where you want to work geographically
- Be prepared to discuss what you like doing, what you're looking for in a job, what your most relevant skills are
- Arrive early - plan on extra time for checking in
- Network - while you are waiting in line, talk to others
- Be assertive and show initiative - shake hands and introduce yourself to recruiters when you reach the table
- Be enthusiastic
- There will be many applicants approaching employers at the same time you are so don't be overwhelmed

Tips:

- Arrive early - Plan on extra time for checking in
- Keep a positive attitude and concentrate on the benefits of the experience
- Indulge your curiosity - talk to companies you normally wouldn't be interested in

For additional information, see "Common Sense Job Fair Preparation" in the **FEATURED ARTICLE** section of this newsletter.

Junior Jumpstart

YOUR LAST CARE-FREE SUMMER?
by Michael Porter,
Director, Internship Program

Juniors ...next summer will be your last summer as carefree college students! While an

Once you have determined this, you are ready to zero in on some specific employers. Make no mistake; this is not something you can do in one afternoon at the computer. You need to allocate some time to conduct this preliminary research. You should start at least a week or two in advance.

Resume Preparation

Make sure your resume is up-to-date and current, and that you have plenty of copies available. A cover letter is not necessary at a career fair. Here are some things to double check:

- Objective. Don't be too specific; remember, you will be providing the resume to multiple employers.
- Quality. Don't photocopy! Use a good quality resume bond, a good word processing system such as Microsoft Word, and a laser or high quality ink jet printer.
- AVOID GIMMICKS! It is not necessary to use neon-bright paper. Nor do you need to use cardboard or manila folders, loose leaf binders, plastic sheet protectors or any other gimmicky items. These things only get in the way of what's important – your background and qualifications.
- No handwritten changes, alterations or additions.

How Do I Dress?

Working a career fair is no different than going to an interview - the dress code is the same! Remember that you will be meeting company representatives and recruiting managers. These are people who will decide your fate one way or another, and will probably be involved in the interview process later. Be aware that first impressions are lasting impressions! You want to stand out among the crowd and gain an edge over your competition. Make that first impression a solid one by

Munem: Many of the companies that are hiring at the beginning of the school year are larger companies, and they are used to hiring international students and having to deal with visa issues. So it was not much of an issue then. But when I applied for my internship at Wells Fargo it was a problem, because company policy hinders the employment of people who are not U.S. citizens. But I applied anyway. They accepted me after my interview, and they worked around the company regulations. It is silly that some companies have these policies because it is not necessarily in their best interest. At the same time, international students need to be aware of these issues, educate themselves about them, and approach the issue with some tact. Incidentally, I could not have applied for a full time job at Wells Fargo for these reasons, so it did eventually come back to haunt me.

CDC: Do you anticipate facing any challenges moving from Macalester College and your job at the Community Service Office to the corporate world?

Munem: The Community Service Office is a huge part of me, and I do not believe that community service stops when you move into the corporate arena. I intend to bring in the aspect of community service to any job that I do. I will certainly be proactive doing that at Deloitte, because I think it creates positive externalities to everyone around and results in a better working environment – Wells Fargo taught me this lesson - they have a wonderful service component to their employment program. I know Deloitte has some great service programs too and I intend to make full use of them.

CDC: Do you have any specific advice for Macalester students who are about to apply for a job or an internship?

Munem: For an internship, get started as early as possible. And I would emphasize quality, not quantity. Doing many internships may not necessarily

understandable reaction might be a hearty “Uh-oh...time to party!”, we would encourage you to consider ways to balance your fun with function. An internship or focused work experience you have during this summer can have an extremely beneficial effect on your future, so plan wisely. As you already know, employers and graduate programs are increasingly looking for resumes that go beyond good grades and reflect your experience (I have had three recent grads in my office this January looking for internships because they now realize they lack experience!).

When searching for a summer internship, most students feel they must “hit the home run” and get a great, highly relevant internship in their area of study that also provides a generous rate of pay. There are indeed many of these kinds of opportunities out there for those who look hard, but it is not the only way to get really good experience that you can be added to a resume. Another strategy is to take a “regular job” and see if you can expand it into something more academically relevant. For example, a student working as a sales person at Best Buy last summer asked the manager to allow him to spend an additional five hours a week (unpaid) working in other areas of the store to gain exposure to various management functions. They were willing to do this because he set it up as a pseudo-internship. So what do you do if the only job you can find is at the local Dairy Queen where this kind of “job enrichment” is not likely? Consider volunteering some of your non-work time with an organization that can provide you with an excellent internship-type experience that is both stimulating and

dressing as follows:

- Navy or charcoal business suit
- Starched & pressed white dress shirt or blouse
- Color coordinated silk tie (men)
- Black, shined dress shoes (women, closed toe—no sandals)
- Black dress belt - no suspenders (men)
- Dark socks (men)/dark or neutral hose (women)
- Attractive watch (any other jewelry should be minimal, basic and very conservative; women, one set of conservative earrings.
- No “rings” (nose, tongue, etc.) or other visible piercings
- Hair trimmed and conservative in style
- Minimal makeup
- Leave your backpack at home - use a briefcase, portfolio, etc.

Have a Plan

By now you should have a plan of attack and know the employers you want to zero in on. Get to the fair as early as possible, and spend the first 20-30 minutes acclimating yourself. It is not a bad idea to stroll every aisle and just check things out. Now it’s time to go talk to your selected employers. Properly working a career fair takes time so, if at all possible, give yourself a minimum of 3-4 hours.

Introduction

Don’t be shy - walk right up to the employer you want to visit with, introduce yourself in a clear voice, and give them a firm handshake. Fifty-five percent of impressions are created visually and through your non-verbal communication skills - this first impression will often determine if you are invited to interview. Here are some visual and non-verbal factors of which to be aware:

- Dress, grooming and appearance
- Smile - this is one of your best assets!
- Good eye contact
- Firm handshake

land you a job, but doing a solid internship where you demonstrate go-getter skills and show what is unique about you can serve as a great selling point when applying for a job. Choose your internship wisely. About the job search, start researching your field of interest early to get a competitive advantage. The web page Vault.com is a good source for that, but simply reading it is not enough. Practice makes perfect, so sit down with the CDC staff and get yourself critiqued. Also, be assertive, and push yourself into networking situations – to borrow an Eggeism – be a “pleasant pest”. Do not let rejection discourage you, and develop a thick skin.

CDC: What was the toughest interview question that you got?

Munem: I got a lot of tough questions, many curve balls that require a lot of on the spot thinking because you can’t really predict what questions you will get. The toughest was when I interviewed for a job in London. The interview was an 8-hour team based interview. In one session the interviewers presented the applicants with a case study, and then they gave us twenty minutes to think it over individually. Then we had to work in a team and turn our completely different answers into one collective response. The tension in the room was pretty intense because of the obvious competition. At first I thought this was going to be bloody impossible, but somehow we made it happen! In retrospect, I loved that interview because it really exercised me in so many critical ways. But this type of interviewing method is fairly rare.

CDC: What is your absolute dream job?

Munem: Eventually – on the long term scale, I would like to take what I learn in consulting and use it, ideally, to help companies in lesser developed countries. When I walk around Dar es Salaam, Tanzania and see all the small businesses, I see so much potential for growth. And this is a special kind of

rewarding. This may seem like a lot of work, but consider how busy you are during the school year! If you work making Peanut Buster Parfaits 30-hours a week, it is pretty easy to add a 10-hour/week commitment to an internship and still have time to play. This can still be an impressive addition to your resume.

This summer may also be a great time to do something that, while not directly related to your career path, be something you have always had a passion to do. Consider a summer spent working in a national park in Alaska, or volunteering doing humanitarian aid work in SE. Asia, or enrolling in a Washington, D.C. internship. While many of these great adventures may not make you wealthy, they can reward you in other ways. These experiences add to the richness of your overall life experience and are wonderful additions to a resume because they reflect well on who you are as a person.

Want to learn more about your options for next summer? Feel free to visit the Internship Program office to see postings we have on hand, or talk about ways you may add substance to your final "care-free" summer. Remember, it is the intentional experience that is most important; it does not necessarily have to be a formal internship taken for academic credit. Our primary interest is in encouraging you to engage in real world activities that will help you grow personally and professionally.

What is the CDC?

The [Career Development Center](#) is here to assist students

- Good posture - stand up straight
- Tone of voice - enthusiastic, but pleasant and conversational.

Express an interest and be positive: "I'm familiar with your company and what you're looking for, and I'm very interested".

Have Some Questions

You should have some specific questions for the company representative, and it's always good to take brief notes. Some of the things you might want to know are:

- When will you be interviewing?
- Will you be interviewing on campus?
- When can I expect to hear from you?
- I've done an extensive amount of research on your company, but can you provide me with additional information?
- When do you expect to fill the available positions?
- Who should I contact with any additional questions?
- Can I provide you with any additional information?

Be positive, assertive, and enthusiastic. Never ask questions that can be construed negatively, such as "what is your turnover rate?" or "how many hours per week do you work?"

The company may want to schedule an interview at that time, so have your planner. On occasion, companies will want to conduct a first interview on the spot, so brush up on your interviewing skills and be ready! When leaving the booth, make sure they are aware of your enthusiasm and interest in the position, and be sure and thank them for talking with you. Don't forget to get a business card from the person with whom you talk.

Follow-up

Companies talk to many dozens of

growth because it can move people above the poverty line. I want to do service through my job – it would be the ultimate coupling of two wonderful aspects of my life. Deloitte has offices in Tanzania – who knows – maybe one day I'll get to do a project over there!

CDC: How do you stay motivated, and how do you keep up the energy?

Munem: I am very career driven, and I try to see my day to day work from a macro perspective. I try to think about how the work will influence my life. The idea of reaching new levels drives me forward and keeps me interested. If I do something that I am not interested in, I am the first one to get bored and fizzle out. Luckily, that doesn't happen too often.

CDC: Is there anything you wish you could have done differently during your four years at Macalester?

Munem: I am taking a political science class right now, for the first time. I never thought I'd enjoy it this much. I am not sure I am good at it, but I really enjoy it. I stayed within the confines of Olin Rice and the third floor of Carnegie for quite a while, and I wish I had ventured out more. So if I have one regret, it is that I would have done significant coursework in something totally different to my two majors. Broader horizons open up more paths in life.

Thank you Munem, for sharing your job search experiences with us. The CDC wishes you the best of luck with your final semester at Macalester!

Featured Fellowship



UNIVERSITY OF MINNESOTA

Human Rights Library

The Human Rights Center at the

in planning, articulating and applying their educational experience to meet their future goals. The office is located on the first floor in Kagin Commons, and offers [individual counseling sessions](#) with a career counselor, an extensive [career resource library](#), [job/internship listings](#) and opportunities from around the globe. The CDC resource library features: Information about Fellowships, [Internships](#) and [Job Postings](#); information on Companies and [Government Opportunities](#); pamphlets and materials on [resume](#) and [cover letter](#) writing; books on etiquette, [interviewing](#), [grad school](#) and the [job search process](#); and an extensive [alumni directory](#), sorted by career.

**Hours: 8 a.m.-4:30 p.m.
Monday through Friday
(Daily Drop-ins: 2-4 p.m.)**

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candidates at a career fair, and it is not uncommon for them to return to the office with over 100 resumes. Hopefully, you have already made a strong impression, but some strategic follow up is also called for. Immediately forward an email or letter to the person you talked with, reiterating your interest, and tell them how much you look forward to pursuing the opportunity further.

Conclusion

A couple of final thoughts on making your attendance at the career or job fair successful. First, don't box yourself in to just the employers you researched in advance. Plan to spend some time just wandering around the site and visiting booths that look interesting after you've talked with your selected companies.

Also, many candidates are hesitant to talk to an employer whose booth is situated in the same general vicinity as another employer with whom they've already talked. Don't worry about this at all. Professional recruiting people expect you to explore many opportunities, and it's their job to sell top candidates on their organizations. They know you're looking at all options - as you should be. Don't miss out on a potential opportunity for this reason.

Career and job fairs are a great way to network, showcase yourself, and get to know potential employers. But if you aren't prepared and don't have a plan, it can be a disorganized, wasteful day. Stick with this basic outline, allocate some time for research and preparation, and you'll have a great day.

(Source: Prepared by Morris Ellington, Recruiting Manager; Enterprise Rent-a-Car; 11/01.)

University of Minnesota is accepting applications for **Upper Midwest Human Rights Fellowship Grants**, which support residents of the Upper Midwest--including students, teachers, lawyers, health professionals, community leaders, activists and others--undertaking practical experience in human rights organizations. The fellowship placement should provide both training for the individual and assistance to the organization. The program also fosters links between communities in the Upper Midwest and communities and human rights organizations around the world. Therefore, after their return participants will bring their knowledge, experience, and human rights concerns back to their communities in the Upper Midwest. Approximately 20 grants will be awarded for 2005. Fellowships should be a minimum of 10 weeks in duration. Grants will ordinarily range from \$1,000 to \$4,500, averaging about \$3,200 and are intended to cover food, lodging, transportation, and supplies related to the project during the fellowship experience.

Applications must be received by Monday, February 21, 2005, at 4:00pm. Decisions will be made by April 1, 2005.

For more information and an application, see www.umn.edu/humanrts/fellowshipinfo.html. Call 612-626-2226 or email hrfellow@umn.edu if you have any questions.

Grad School Notes



FINANCIAL AID FOR GRADUATE SCHOOL

If you are looking for options and tips for funding a postgraduate education, GRE information, admissions testing, scholarships and fellowships, check out this site. FinAid was established in the fall of 1994 as a public service. This award-winning site has grown into the most comprehensive annotated collection of information about student financial aid on the web.

Access to FinAid is free for all users and there is no charge to link to the web site:

<http://www.finaid.org/otheraid/grad.phtml>

FinAid has a stellar reputation in the educational community as the best Web site of its kind. It's comprehensive, it's informative, it's objective--and it's the first stop on the Web for students looking for ways to finance their education.

February 2, 2005