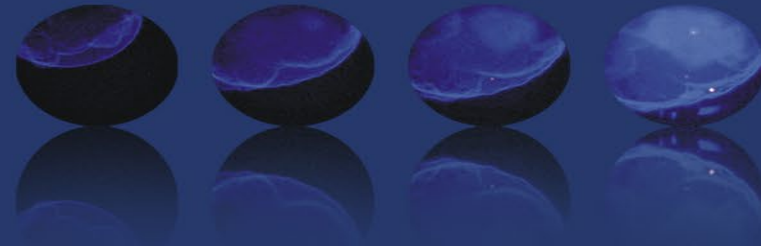




University of California at Irvine
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You don't know what you don't know: advice on making choices and taking risks

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Find a new partner!

- What are you looking forward to this fall?



The current wonderful graduate students, visiting scholars and post-doctoral fellows I have the privilege of working with; from left to right: Nanta Sophonrat, John Kim, Joshua Jack, Allison Craig, Qinghui (Sylvia) Meng, (me), Jenna Stolzman, Chenyi Zhu, Adama Diagne, Varun Chakrapani (not pictured)

Many thanks to my current UM team!



You will have opportunities to collaborate at work and outside of work

- Decide how many interactions you want to maintain and at what level
 - deeply collaborative (share resources)
 - somewhat collaborative (serve on a committee together)
 - respectfully polite (share a recommendation for equipment or a good restaurant)



Photo credit: Los Muertos Crew

You will have opportunities to engage in outreach and service activities – part 1

- You don't have to say yes to everything
 - develop your standards for engagement and be consistent,
 - be selfish – no one is going to protect your self interests except you
 - be generous – you can choose how you spend your time and expertise (e.g., student groups and communities, professional societies, etc.)



Photo credit: Dustin Tray

You will have opportunities to engage in outreach and service activities – part 2

– But don't say no to everything

- Your time is your most precious resource. Be selfish. Be generous. See above.
- Some opportunities may not have a known benefit. It's okay to take a risk.



- You will experience conflicts
 - Choose your battles (reflect - identify what you are concerned about and why)
 - Choose your battles (is this a high-stakes situation? Selecting a new colleague to hire or selecting art for the department hallway)



Photo credit: Pixabay

- You will be uncomfortable
 - Be an ally to friends and colleagues in need
 - Trouble may find you, no need to seek it out.
 - You can prohibit people with known issues from reviewing your work
 - Don't do group work with people you know are problematic



Photo credit: RODNAE Productions

- **Be ultra-supportive**
- The “system” has a lot of inertia against women, LGBTQ+, minority and other identities. Changing that inertia takes **LARGE** and **SUSTAINED** efforts.
- **ADVOCATE** for yourself, your friends and your colleagues, regardless of their identities.
- Get educated! There are great tools on how to address implicit bias, bystander intervention, create spaces for respectful engagement, etc.



Photo credit: Markus Spiske

Respectfully discuss with your partner

- Do you think engineering is political? Why or why not?