Welcome to Michigan Engineering!
COLLEGE VISION

Michigan Engineering aspires to be the world’s preeminent college of engineering serving the common good.
Alejandro Azocar leads the Open-Source Leg (OSL) project in the Neurobionics Lab, where he designed the ankle joint and control systems for a bionic leg prosthesis.
“Michigan Engineering provides scientific and technological leadership to the people of the world. We seek to improve the quality of life by developing intellectually curious and socially conscious minds, creating collaborative solutions to societal problems, and promoting an inclusive and innovative community of service for the common good.”
For her “outstanding leadership and service to the college, university, and community,” the College of Engineering recognized Laura Andre with the Distinguished Leadership Award.
In pursuing this vision, members of the University of Michigan College of Engineering community should value:

- Collegiality & Collaboration
- Leadership & Excellence
- Diversity, Equity, & Social Impact
- Creativity, Innovation, & Daring
- Transparency & Trustworthiness
- Creativity, Innovation, & Daring
- Transparency & Trustworthiness
Thank you!

**Best wishes** for your continued success and well-being here at the University of Michigan!
Change It Up!

- Increase the College of Engineering’s capacity for dialogue and conversations about respect
- Ensures you’re part of a safe, inclusive, and respectful community
Facilitators

Amanda Ewing
Assistant Director, Office of New Student Programs
Program Director, Educational Theater Company

Debby Mitchell
Director, Partnerships, Outreach, & Retention

Robert Scott
Director, Diversity Initiatives

Will Sherry
Director, Spectrum Center
Change it Up!
Have you ever been concerned about a situation and wanted to help?

What happened?

How did you feel?

Did you intervene or not? Why?
You're not alone!

This is what we call being a **bystander**.

Bystanders are people who are nearby or observing a situation but not necessarily directly involved.

At one point or another, we will all be bystanders.

Change it Up! is about building the skills to become active bystanders through practicing **Bystander Intervention**!
The Blueprint

NOTICE A PROBLEM

ASSUME RESPONSIBILITY

THINK IT THROUGH

CHANGE IT UP!
**The Toolkit**

- **DIRECT**: Confront the situation right away.
- **DISTRACT**: Create a diversion to interrupt the situation.
- **DELEGATE**: Tell someone else (friend, colleague, supervisor) and decide together how to intervene.
- **DELAY**: Check in later with those who were involved.
Notice a problem
Who you are impacts what you notice

- Ethnicity
- Race
- Gender
- Sexual Orientation
- Citizenship

- Religion
- Age
- Ability
- Economic Class
- Body size/type
- Nationality
What aspects of yourself are you most aware of? What aspects are you less aware of?
Summary:

● We all have a lens. It is made up of our identities, backgrounds, and experiences.
● Our lens can limit what we notice.
● These limitations can be harmful to others.
Overt vs. Subtle Harm

- Subtle to us but not the person experiencing the harm.
...what could be the harm here?
Microaggressions

These are everyday occurrences for some people. On the surface they can seem like jokes, compliments, or common phrases. However, they can have a powerful impact on the individual they are aimed at.

Intent vs. Impact: Microaggressions are often delivered by well-intentioned individuals who are unaware that they have said or done something harmful.
Assume Responsibility
What holds you back from intervening?
Think it through
Physical & Emotional Safety:

- Take the setting and location into account.
- How will your identities impact the situation?
- Are there others around who would support you?
- What power dynamics at play in the situation?
Effectiveness:

- Are people going to listen to what you have to say right now?
- Is there time to have a teachable moment?
- If you wait, will the harm continue?
- Would someone else be able to help?
Change it Up!
The Toolkit

DIRECT
Confront the situation right away.

DISTRACT
Create a diversion to interrupt the situation.

DELEGATE
Tell someone else (friend, professor, co-worker) and decide together how to intervene.

DELAY
Check in later with those who were involved.
Thanks!
Free Upcoming Events for Grad Students

Tackling Your Taxes Workshop (for domestic students)
9/9, 1:00pm-3:30pm, Johnson Rooms, Lurie Engineering Center

NSF Graduate Research Fellowship Workshop
9/17, 2:00pm-3:30pm, Location TBD

Ice Skating Graduate Student Social
9/21, 5:30pm-7:30pm, Yost Arena

Graduate Orientation Part 2- Insider Information
9/26, 12:00-1:00, Johnson Rooms, Lurie Engineering Center

Alumni Panel on Consulting Careers
10/8, 12:00-1:30pm, Johnson Rooms, Lurie Engineering Center

Overcoming Procrastination
11/13, 10:30-11:30am, Johnson Rooms, Lurie Engineering Center

Using Improv to Improve Communication and Teamwork Skills
1/21 10:30-12:00, Johnson Rooms, Lurie Engineering Center
Engineering Careers, by Symplicity

➢ Search hundreds of active job postings
➢ Upload resumes, cover letters, and transcripts
➢ Register to attend workshops and events
➢ Accept and schedule on-campus interviews
➢ Research 4,300+ employers
➢ Career and job search resources/leads
Participate in Engineering Career Events

• **Attend the SWE/TBP Fall Career Fair**
  – Sept 16 & 17
  – 10 am - 4 pm
  – Beyster, Dow, G.G. Brown, EECS, FXB, Duderstadt, Chrysler, Pierpont

• **Visit the ECRC Career Events Calendar to learn about:**
  – U.S. Job Search for Int’l Students (Sept. 5)
  – Resume Writing (Sept. 6)
  – Ph.D. Secrets Workshop (Sept. 9)
  – Networking 101 (Oct. 2)
Graduate Student Funding Resources

• Michigan Engineering offers support through:
  — Emergency Funding
  — Internship Support
  — Featured Awards
  — PhD Funding Support Guidelines
  — Co-curricular Support (conferences, international opportunities)
  — Community Grants to support collaborative events

  https://scholarships.engin.umich.edu/graduate/

• Rackham Resources
  — Professional Development Grants
  — Travel Grants
  — Research Grant

  https://rackham.umich.edu/funding/
Info You Need to Know

• Learn about this and more:
  – Health and safety resources
  – Budgeting and financial resources
  – Transportation around Ann Arbor
  – What to do in the city and around the state
  – International student resources
  – Family-friendly events and resources

https://studentaffairs.engin.umich.edu/info-you-need-to-know/