

Yu-Wing TAI

Diversity Statement

I believe diversity, equality and inclusion (DEI) are the keys to the success of academic excellence. An individual performance should be evaluated purely based on academic merits, but not different identities such as ethnic, racial, nationality, gender, religion, and cultural differences. This is especially true for an outstanding educational and research-oriented institute. Faculty sharing the same good faiths will empower each other to make a better environment to attract more talents, fundings, and projects.

As a research director who had supervised more than 50 people in a group, some of the major duties were to resolve conflicts between people, chase progresses of different teams in my and other groups, and evaluate the performance of teams and individuals under my supervision. As a leader of the group, although I have the managing power authorized by the company, I found that supervising people by the authorized power is very ineffective. This is because every individual is working for their own good in order to get more resources and opportunities for their promotion and evaluation. They are working with each other and, at the same time, competing with each other. Thus, building a TRUST and FAIR environment is essential in order to drive the group moving forward. In particular, trust must be earned over time which cannot be taken for granted, and it can be easily broken.

Throughout my management experiences, I have learned and applied many managing skills to make my group working smoothly. Among them, I found that keeping high Talent Density is the most important. Talent Density is defined as the collective amount of talent held by a company's employees. It is a concept introduced by Reed Hastings who is the CEO of Netflix. In his book, No Rules Rules, Hastings discusses how talent density played in Netflix's success. This concept is especially important for a company that requires its employees to have great creativity and critical thinking. I believe this concept also applies to department management, university management as well as research team management. To achieve that, DEI is very important. It is important because DEI is the key to bringing a TRUST and FAIR environment to a university. Only in a TRUST and FAIR environment, talented people can release their energy to make incredible things happen. Although my group is small compared to the entire company, it has won several company technology breakthrough awards that were given to the group that can bring actual economic revenues and long-term impacts to the company through technology transfer and developments.

Last but not least, I was born in Hong Kong and was educated under the British educational system for my whole education. My Ph.D. study was in Singapore and my supervisor is a native American, and I had my early academic career at KAIST in South Korea. Now, I am working in a China company supervising people from different places of China with different ages, backgrounds, and gender. These experiences have embodied me to better understand and communicate with people. I believe I can also do well at a new place in collaborating with colleagues and supervising students from various backgrounds.