

INDIVIDUELL STUDIEPLAN FÖR UTBILDNING PÅ FORSKARNIVÅ

Vid Teknisk-naturvetenskaplig fakultet, Uppsala universitet

Blå ifyllningsfält vid upprättande. Vid revision berörs såväl blå som svarta ifyllningsfält. Obs att sidorna ska signeras.
Notes refer to explanations in English

Ämne och inriktning ¹ : Computer Science	Nyantagning ² <input checked="" type="checkbox"/> Revidering 2018-10-05
Forskarstuderande Namn ³ : Huu-Phuc Vo Personnummer ⁴ : 19850126-1351	
Behörighetsgivande grundutbildning (benämning, omfattning, utbildningsort, datum) ⁵ : 5 years full-time bachelor in CS, 2003–2009, University of Science, Ho Chi Minh City, Vietnam. 2 years of PhD programme, The Graduate University for Advanced Studies, 2012–2014, Tokyo, Japan.	
Utbildningen ges inom forskarskolan (anges i tillämpliga fall) ⁶ :	
Nyantagning: Jag har tagit del av bestämmelserna för utbildning på forskarnivå vid teknisk-naturvetenskapliga fakulteten, inklusive den <i>allmänna studieplanen</i> , samt vad som gäller enligt <i>studieplanen för rubricerade forskarutbildningsämne/inriktning</i> . Jag avser att följa de riktlinjer för min forskarutbildning som anges i denna individuella studieplan och är medveten om att planen årligen kommer att revideras. ⁷	
Revisorer: De prestationer som redovisas och de planer som anges för resten av studietiden är uppställda i samförstånd med huvudhandledaren och biträdande handledare.	
Datum (date):	Underskrift (signature):
Handledare⁸ Minst två handledare skall utses. För mer information om vad som krävs för att få utses till handledare, se handbokens avsnitt om antagning. Jag har tagit del av bestämmelserna för utbildning på forskarnivå vid teknisk-naturvetenskapliga fakulteten, inklusive den <i>allmänna studieplanen</i> , samt vad som gäller enligt <i>studieplanen för rubricerade forskarutbildningsämne/inriktning</i> . Vi åtar oss att bedriva handledning för genomförandet av utbildningen i enlighet med innhållet i fakultetens allmänna studieplan, studieplanen för ämne/inriktning samt föreliggande individuella plan.	
Datum: 2018-11-21	Huvudhandledare: Di Yuan Underskrift:
Datum: 2018-11-21	Bitr. handledare: Justin Pearson Underskrift:
Datum: 2018-11-21	Bitr. handledare: Pierre Flener Underskrift:
Förändringar vad avser handledarskap⁹ Di Yuan is now main supervisor and Justin Pearson and Pierre Flener are co-supervisors.	
Väsentliga förändringar i förhållande till tidigare plan¹⁰ X Markera rutan om det skett väsentliga förändringar avseende huvudhandledare eller annat som påverkar forskarutbildningens uppläggning och/eller disputationsdatum. <i>Specifera på sista sidan</i> . I de fall väsentliga ändringar i förhållande till tidigare upprättad plan gjorts, dvs rutan har markerats, fordras prefektens fastställande av den reviderade studieplanen.	

¹ Postgraduate subject and specialization

² Specify if the plan concerns PhD admission or revision of plan. Specify which year.

³ Name of PhD student

⁴ Specify if the plan concerns PhD admission or revision of plan. If you do not have one, give birth date as YYMMDD

⁵ Undergraduate education (title, extent, place of education, date)

⁶ Swedish personal registration number. If you do not have one, give birth date as YYMMDD

⁷ Undergraduate education (title, extent, place of education, date)

⁸ Name of Research School (if any):

⁷ By signing I confirm that I am familiar with the regulations governing postgraduate education within the Faculty of Science and Technology, and with what regulated in the *general study plan* and for the postgraduate *subject and specialization curriculum*. Furthermore, I intend to follow the guidelines for my research education, which are given in this individual study plan and I am aware that the plan will be revised annually.

⁸ Specify main supervisor and co-supervisor(s). All supervisors must sign.

⁹ Report any change in the supervisor group

¹⁰ By checking the box, it is acknowledged that significant changes have taken place (which should be specified on the last page in field 40), which affect the planning of the research education or the date of public defense of the doctoral thesis.

Forskarutbildningsansvarig professor¹¹

Jag godkänner föreliggande studieplan för utbildning på forskarnivå inom angivet forskarutbildningsämne och inriktning.

Datum: Namn: Bengt Jonsson
2018-11- 21

Underskrift:

Prefekt¹² Institution:

nyantagning: Undertecknad prefekt fastställer å fakultetsnämndens vägnar utbildningens uppläggning och gör bedömningen att studiestöd kan påräknas i enlighet med högskoleförordningens föreskrifter under förutsättning att studierna sköts. Institutionen tillhandahåller resurser för utbildningens genomförande vad avser arbetsvillkor, forskningsmiljö, utrustning och tillgång till handledning.

väsentliga förändringar: Undertecknad prefekt fastställer den reviderade studieplanen med bedömning och utfästelser enligt ovan.

Datum: Namn: Lina von Sydow
2018-11-21

Underskrift:

Planerad tidpunkt för studieplansrevision, lic-examen och disputationPlaneras lic-examen som delmål?¹³ Ja

Nej

Om ja, ange planerad tidpunkt: 2020-08-01 (this date will be revised to include any periods of extensive sick leave or parental leave).

Planerad tidpunkt för disputation¹⁴: N/ARevision av denna plan senast¹⁵: 2019-01-05**Preliminär avhandlingstitel¹⁶:** Machine-Assisted Support for MiniZinc Reformulation.**Finansieringsplan för utbildningsperioden¹⁷**

Planeringen skall anges översiktligt för hela utbildningen men preciseras för det första året. Uppdateras vid revidering (på ny rad).

Typ av studiestöd/anställning:	Period	Finansiering från:
X Doktorandanställning vid Uppsala universitet	2015-11-10–2017-12-31	20% GU 80% FoFu CSD
Utbildningsbidrag år 1, följt av doktorandanställning	2018-01-01 – 2020-08-01	100% FoFu CSD
Annat		

Vid "Annat", specificera vad. Belopp ska tydligt framgå. Observera att doktorand som finansieras med stipendium ska erhålla ett forskarstuderandetillägg om stipendiebeloppet inte uppnår samma finansiella nettonivå som lön enligt doktorandstegen.

Övrig planering

Planerad omfattning och karaktär av undervisning och institutionsarbete mm under kommande året (uppdateras vid revidering)¹⁸:

There is no plan for any teaching activities while Phuc is doing the necessary research towards a licentiate degree.

Planerade tjänstledigheter, ed. under kommande året (uppdateras vid revidering).¹⁹:

¹¹ Professor responsible for postgraduate education in the subject and specialization specified in field 1.

¹² Head of Department

¹³ Is a licentiate examination planned? Yes/No If yes, give planned date (YYYY-MM)

¹⁴ Planned date for defense of doctoral thesis (YYYY-MM-(DD))

¹⁵ Planned latest date for revision of current study plan (at latest 12 months from current date)

¹⁶ Preliminary title of thesis

¹⁷ Planned financial support/position during the study period Type of support/position Period

Source of financing

¹⁸ Planned participation in teaching and department duties (%) for the coming year. Specify the character of the duties.

¹⁹ Planned leave of absence for the coming year.

Faktisk tidsfördelning²⁰ (anges vid revidering)

Med studietid avses nettotid för forskarutbildning ((forskning och FU-kurser); dvs undervisning, föräldraledighet etc ska inte inräknas.

Antagningsdatum²¹:

Period (datum from-tom)	Studietid (mån eller %)	Undervisning, inst.tjänstgöring (mån eller %)	Övrigt, ange vad	Övrigt, omfattning (mån eller %)
2015-11-10 – 2016-11-09	80%	20%	0	0
2016-11-10 – 2017-10-31	80%	20%	0	0
2017-11-01 – 2017-12-31	80%	20%	0	0
2018-01-01 – 2018-01-31	1 month	0%	0	0
2018-02-01 – 2018-07-21	3 months	0%	0	0
2018-07-22 – 2018-11-20	2,4 months	0%	0	0

Utbildningens framåtskridande²²

Totalt genomförd nettostudietid (mån).²³: 27 per den 2018-11-20

50 % av fordingarna för doktorsexamen uppnådda / beräknas näs den: 2020-08-01
80 % av fordingarna för doktorsexamen uppnådda / beräknas näs den: N/A

Normalt skall 50% vara uppnått efter 24 och 80% efter 38 månaders nettostudietid. Om doktoranden inte bedöms ha uppnått 50 % eller 80 % av forderingarna vid dessa tidpunkter ska institutionen utreda orsakerna och vidta åtgärder. Maximal nettostudietid: 48 månader.

²⁰ Study time (Report in revised study plans only). Number of months spent on research education each year (net time, i.e. excluding time spent as teaching assistant, parental leave etc)

excluding time spent as teaching assistant, parental leave etc.)

	Period (date from-to)	Study time (months or %)	Teaching, department duty (months or %)	Other, specify
	Other (months or %)			

Admission date to PhD studies (see UPPDOK)

22 Progress in research education 50 % of requirements for doctoral examination completed (YYYY-MM-DD)/ expected to be completed (date): (YY-MM)80 % of requirements for doctoral examination completed (YYYY-MM-DD)/ expected to be completed (date): (YY-MM)Normally, this should occur after 24 and 38 months, respectively. If the student has not reached 50 % or 80 % of the requirements at these times the Department should investigate the causes and suggest remedies.

23 Report total accumulated study time in months

Översiktlig målbeskrivning för studierna.

Enligt högskoleförordningen är målen för utbildning på forskarnivå att doktoranden uppnår mål vad gäller "kunskap och förståelse", "färdighet och förmåga" samt "värderingsförmåga och förhållningssätt".

Ange, så konkret som möjligt (ev med hjälp av bilaga)²⁴

a) Individuella kunskaps- och färdighetsmål. Hur målen ska nås kan anges under "kurser mm"²⁵

Learn the state of the art of constraint programming, formal methods, program analysis, synthesis, refinement.
Learn the MiniZinc Toolchain.

b) Vetenskapliga mål (projektmål). Mer detaljer samt hur målen ska nås anges i "beskrivning av forskningsområde" samt i "individuell forskningsplan"²⁶

Do research and implementation work to provide a formally correct refactoring tool for MiniZinc.

c) Andra individuella mål. Mer detaljer hur målen ska nås anges under "övrig planering"²⁷

Kort beskrivning av forskningsområde och vetenskapliga frågeställningar²⁸

Här anges bla. om delprojektet ingår i ett större projekt och i så fall specifikt vilken del doktoranden skall bidra till. Specificera, i förekommande fall, särskilda utfästelser från institutionens sida t.ex. vad gäller tillgång till specifik utrustning ed.

The driving force for this project is the constraint modelling language MiniZinc and its toolchain. The MiniZinc language allows combinatorial problems to be modelled declaratively and at a high-level of abstraction. Through the MiniZinc toolchain different solving technologies, such as constraint programming and mixed-integer programming, can be used to solve a model. Often solving time can be significantly improved by refactoring a model. The goal of this project is research and implementation work to provide a formally correct refactoring tool for MiniZinc.

²⁴ General description of goals. The PhD student should reach goals during the PhD education concerning knowledge, understanding, skills and ability etc.

²⁵ Knowledge goals, e.g. goals to be achieved reading courses

²⁶ Scientific goals. To be further defined in the individual research plan

²⁷ Other individual goals

²⁸ Short description of the field of research and description of the scientific aims of the projectIf the project is part of a larger program specify those parts to which the doctoral student will contribute.

Individuell forskningsplan²⁹

En sammanfattande preliminär plan, översiktligt för hela utbildningen och mer preciserad för det första året (ev som särskild bilaga). Ange även ev planerade vistelser vid andra akademiska eller icke-akademiska institutioner (plats, tidpunkt, vistelsens längd).³⁰

En detaljerad planering för första året görs under den första studietiden.

Planeringen uppdateras vid revidering, använd fältet nedan.

Detailed research goals and deliverables will be maintained in a joint document:

<https://docs.google.com/spreadsheets/d/14BBxPgO0u7Yb0fYJ3kbWCCFem-0WKwXaAymNTByRfGg/edit?usp=sharing>

This will be reviewed every full time 3 months jointly with the supervisors and the student. This document from November 21 2018 (which is unchanged since October 5 2018) is attached to this ISP as an appendix.

The goals for the 3 full-time months from 2018-10-05 are:

In order to prepare the groundwork for machine-assisted model refactoring, Phuc will do an in-depth study of the literature on model reformulation in constraint programming, and will build a repository of MiniZinc model pairs showcasing examples of all the identified reformulations. The initial literature will be suggested by his supervisors, and will for example discuss papers from previous instances of the International Workshop on Constraint Modelling and Reformulation: <https://www-users.cs.york.ac.uk/~frisch/ModRef/>. He will produce that repository and an in-depth survey of about 20 pages on the literature that will be potentially included in his licentiate thesis. If a satisfactory survey and repository are delivered in less than those 3 months, then research goals and deliverables of the joint document ([link above](#)) will be shifted forwards in time.

The long-term research goals that Phuc will work on include:

- surveying MiniZinc and other languages
- learning about tactics and proofs in theorem proving
- learning about machine-assisted refactoring of programming languages in order to apply such techniques to MiniZinc models.

Utvärdering: Uppföljning av föregående planer samt forskningsplanering med betoning på det kommande året (ev som särskild bilaga)³¹

Phuc has successfully completed the two Coursera courses on modelling with MiniZinc, and has submitted a project report for the constraint modelling course run by Pierre Flener. He was given feedback on how to complete the report and produce a satisfactory model, and he handed in completed reports on 2018-10-31 and 2018-11-14, which have been graded but require further resubmission.

Avklarade (rapporterade) forskningsarbeten (ev som särskild bilaga)³²

Uppsatser, konferenser, seminarier etc. Ange uppsatsernas status (manuskript, insänt, accepterat, tryckt).

- Published: Vo, H.-P., Berglund, A. & Daniels, M. (2017). A perspective from Vietnamese students on teaching of soft skills. In: Proc. 5th International Conference on Learning and Teaching in Computing and Engineering, the 5th International Conference on Learning and Teaching in Computing and Engineering (LaTiCE 2017), pp. 23-24. IEEE Computer Society. (There is no plan to include this paper in the licentiate thesis.)

- Attended NordConsNet 2018 workshop on constraint programming in Göteborg on 29th May 2018.

- Published: Fernandez-Reyes, K., Clarke, D., Castegren, E. & Vo, H.-P. (2018). Forward to a Promising Future. In: Proceedings of COORDINATION 2018, the 20th International Conference on Coordination Models and Languages, 2018. (There is no plan to include this paper in the licentiate thesis.)

²⁹ Individual research plan. A preliminary plan for the whole duration of the PhD studies should be specified, as well as a detailed plan for the coming year. . Update the plan at revision.

³⁰ Other planning concerning the individual goals, e.g. planned longer study periods away from Uppsala University within the research education. List visits which have taken place since the last revision, together with planned visits to other academic or non-academic institutions or research laboratories during the remainder of the research education Term Length of visit

Place

³¹ Achieved results so far in relation to previous plans and scientific planning with special reference to the coming year

³² Completed research items:Research papers, conference participation, seminars etc. Note the status for papers (ms, submitted, accepted, printed)

Kurser, planerade och avklarade, inklusive sådana som ger pedagogisk meritering, kopplat till kunskaps-och färdighetsmål samt kurskrav för inriktningen³³

Planeringen skall anges översiktligt för hela utbildningen men preciseras för det närmaste året

Obligatoriska kurser:

Kurs	Termin	Poäng (hp)	Godkänd (datum i UPPDOK)
Forskningsetik (min 2 hp), obligatorisk för både lic- och dr-examen	VT16	2	2016-12-15

Övriga kurser:

Kurs	Termin	Poäng (hp)	Godkänd (datum i UPPDOK)
Statistical Machine Learning	HT15	3	2016-06-11
Research Introduction for New PhD Students	2017	3	2017-10-17
Low-level Parallel programming	VT16-VT17	5	2017-08-08
UPMARC Summer School 2016	VT16	1	2016-06-10
Scientific Writing	HT17	2	2016-11-23
Oregon Programming Language Summer School 2017	VT17	6	2017-07-08
Semantics for Applications	VT17	5	2016-10-17
Computing Education Research	HT16-VT17	10	2017-01-15
UPMARC Summer School 2017	VT17	1	2016-06-16
UPMARC Summer School 2018	VT18	1	2018-08-10
Basic Modelling for Discrete Optimisation – online course	VT18	3	to be reported
Advanced Modelling for Discrete Optimisation – online course	VT18	2	to be reported

Combinatorial Optimisation and Constraint Programming:

– Modelling Project	HT18	2	not satisfactory yet
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Totalt: 44 hp

Redovisning och utvärdering av övrig meriterande verksamhet såsom deltagande (som lärare) i undervisning, annan pedagogisk meritering, avklarade kurser utöver kurskrav för inriktning, handledning av examenarbeten/studiebesök osv. Specificera (ev som särskild bilaga) vad som utförts, när det utfördes, i vilken omfattning, hur det utfördes och reflektera över resultatet.³⁴

* Phuc has been TA in the Software Engineering course, and in Algorithms and Data Structures II. He was TA in the Information Management System course, and the Semantics of Programming Languages. In both Software Engineering and Information Management System courses, he was responsible for tracking the groups' projects, answering the students' questions, evaluating the final project, and partially grading final exams. In Algorithms and Data Structures II, he was responsible for answering the questions from students, teaching his own labs, tracking the students' progress and grading the assignments. In the Semantics of Programming Languages, he was responsible for grading the assignments, giving feedback to students on studentportalen system.

* Phuc supervised a B.Sc. Thesis student, David Escher. The topic is "Parallel performance comparison between Encore and OpenMP using Pedestrian Simulation".

³³ Specify planned and completed courses (Research ethics is mandatory for both Licentiate and Dr degree):Title Term Points Satisfactory completion (date for registration in UPPDOK)

³⁴ Participation in teaching activities. Specify what, when, how and discuss the results.

Sammanfattande utvärdering av året som gått³⁵ Ange kortfattat vad som gått bra och mindre bra under det gångna året (experiment, skrivarbete, uppfyllande av tidsplanering, undervisning, institutionstjänstgöring etc). Notera vilka insatser som behövs för att komma till rätta med eventuella problem.

2018-02-06: Phuc has started a new project with a new team of supervisors. To avoid similar problems that occurred on his previous project, we will have weekly meetings. Each 3 months period will have clearly defined goals in an individual study plan that will be discussed at the end of each such period.

2018-10-05: Phuc successfully completed two of his three goals from his previous 3-month study plan. Regarding the third goal: he submitted his project report for Pierre Flener's advanced level constraint modelling course (1DL451) on 2018-09-28 and received constructive comments for completion on 2018-10-04.

2018-11-13: Phuc submitted a new project report on 2018-10-31, it has been marked but requires further resubmission.

2018-11-16: Phuc submitted a new project report on 2018-11-14, it has been marked but requires further resubmission.

Handledning, organisation, omfattning och innehåll.³⁶

Ömsesidiga förväntningar mm har diskuteras om handledningen genomförande etc.³⁷

Ja Nej

Om nej, varför inte?

This was discussed when Phuc changed supervisors.

Utvärdering av hur det fungerat, både kvantitativt och kvalitativt.³⁸

Handledarens kommentar:

Even though Phuc has completed two of his three academic goals of the previous three-months study plan, considerable time has been taken up dealing with procedural questions from Phuc, such as if he has the right to take any course he chooses outside his study plan, which ISP template to use, and if he is going to teach or not. Even when these points are clarified, keeping in mind his scientific goals, the same questions were asked again and again, to the point when he becomes confrontational in progress meetings and email conversations. This does not allow Phuc or his supervisors to concentrate 100% on his scientific progress. With such a current confrontational attitude his supervisors do not see a way to work on research unless there is a significant change in attitude. Further, Phuc has had significant sick leave, since the last study plan was signed: we are concerned that each time he comes back from sick leave there is a significant startup time getting started again on his scientific goals.

There was a meeting on 2018-10-12 with Phuc, a representative from his union, the university PhD studies ombudsman, a representative from the faculty office, the head of department, the head of division, an HR person of the department, and Phuc's supervisors, the second one being also the department's director of PhD studies: the issues above were discussed and the rights & duties of the department were explained. It was hoped that after this we can concentrate on research and leave procedural matters behind us, so that we can work in a non-confrontational environment.

However, there has been no improvement. Phuc has again challenged both his supervisors on which ISP form to use, even after repeated explanations of the reasons why we continue to use the old ISP form. Phuc was given clear instructions on how to comment on earlier drafts of this study plan, but declined to follow these instructions: instead, he provided his own version of the study plan and some comments from his version have here been taken into account:

- Phuc has requested to take the course "Scientific Writing and Publishing": this request was declined because the course overlaps too much with the course "Scientific Writing" that he took in 2017.
- Phuc's other course requests have not been considered here as this study plan is only for the next three months, and upcoming courses will be discussed and decided upon at each study plan revision.
- Phuc has again requested to do some teaching. He has been informed that there is no plan for him to do any teaching while he is working towards his licentiate research goals.
- A number of other requests were made that have not been included here since they should be made by other means, rather than on a study plan.

³⁵

Evaluation of the past year. Describe shortly what went well and bad during the year (experiment, writing, time planning etc.). Note what measures should be taken to solve any problems.

- Phuc has asked for weekly one-hour progress meetings. Instead, we have recommended that we continue with 30-minute progress meetings each week and longer research meetings on demand. This is exactly how all Ph.D. students past and present are supervised in our research group: in progress meetings we reflect on weekly goals achieved in the last week and set goals for the next week. To get the next phase of research started we will book a number of one-hour research meetings.

Forskarstuderandes kommentar (this is added without any editorial corrections from a suggestion by Phuc sent by email November 15) :

Phuc is not happy with the supervision. The supervisors are not available to their PhD student for discussions. Even though Phuc requests for a 1 hour weekly meeting many times, but the supervisors just insist for a 15 to 30 minutes weekly meeting. The supervisor does not want to discuss with Phuc by saying "this is my last email ..." or "I will not reply ..." when Phuc tries to communicate and discuss with his supervisors. When participating the conference, Phuc is not treated as equal as other PhD students in the group. The supervisors refuse to give the tentative thesis title. After several times requesting, the tentative thesis title is given, however, when Phuc discusses about the revised thesis title, they once again refuse to support. In many discussions with Justin, he peremptorily makes decision on thesis title, weekly meeting duration, teaching duties, solely change Joachim Parrow without discussing with Phuc ... In the very beginning of supervision, there are a lot of disagreements between Phuc and his supervisors, while Phuc opens for discussions, his supervisors usually want to excuse that "they just do what they were told" and solely terminate the discussions. Even though in the meeting, Phuc proposes several constructive ideas to resolve the issues, but the supervisor cruelly concludes that he doesn't care about my ideas on that issues.

Related to the points in the supervisors' reflections, in Phuc's point of view, the original question centers around the PhD student rights, since he feels like harassment and indirect discrimination. The those issues and follow-up questions related to his PhD student rights are not clairfied by his supervisors at all, those disagreements are documented. No solutions or further explanations given, Phuc's supervisor force him to comply with his peremptory decision.

There was a 1 hour meeting on 2018-10-12 with Phuc, a representative from his union, the university PhD studies ombudsman, a representative from the faculty office, the head of department, the head of division, hr-generalist, and his supervisors.

The agenda of the meeting was to discuss about two issues: (1) prolongation: Phuc sends the request of prolongation to the head of department and when the decision is made, the prolongation time will be written in the ISP, and (2) Phuc's rights to take courses: courses will be accepted based on relevance, ultimately decided by the department.

Justin is very aggressive in the meeting with Phuc. Justin aslo shows his irresponsibilities by not answering Phuc's questions in email, refusing to reflect Phuc's comments on ISP. Justin causes a lot of confusing by refusing to give answers via email while to avoid any confusion, Phuc asks for the answer in written several times.

Justin's attitude and his irresponsibility make the work environment worse which significantly affects Phuc's performance.

- The working environment is one of the most important elements in making employees feel good and is also closely connected to performance and development. At the moment, the social and organisational working environment is very poor for me, and this is affecting me negatively in several ways. The problems has causes me a lot of health issues since August 2017. The situation also causes acute headaches that has evolved into chronic headache. Moreover, I have been unable to sleep at night for several months. During the last two years, I have visited the occupational health service more than 8 times, and visited psychologist several times. According to the doctor, I have been suffered from all these medical symptom due to the working environment at the division.

There are a lot of problems with the working environment, and it affects me and my work. I always have a feeling that people in the division are being too harsh on me. It feels like I don't get the social support that others have, and when entering the building I feel a lot of medical problems. Also I feel that there is a problem with transparency and with the communication. I do not feel that I have been informed about the consequences of decisions made such as me doing a licentiate degree resulting in things like excluding me from teaching and from the possibility to take PhD courses. Moreover, looking back there is a lack of supervision and support due to my supervisor being off work for a period (parental leave). This has been an organisational work environment problem for me. In August 2017 I was told in a very harsh way using non acceptable language that my progress was seen as not satisfactory. At this point in time we were updating my study plan for the first time, and there had been no warnings or discussions about problems. I was only around 1,5 years

³⁶ Evaluation of supervision. Both PhD student and supervisor should evaluate extent and content of the supervision. Furthermore, plan the organization and form of the supervision.

³⁷ Mutual expectations have been discussed? Check yes or no. If no discussion/agreement, state why.

³⁸ Supervisor-student interactions during the past year – quantity and quality, in relation to mutual expectations.

into my Phd studies and there had been a lack of supervision and scaffolding in combination with me coming to a new country etc which had resulted in me not progressing in an optimal way, but I don't think one can say that the situation was alarming. This treatment was not fair at all, and felt like harassment and indirect discrimination.

My working environment must be improved as the situation is becoming acute for me. I have talked to my head of division, but he does not seem to understand the situation from my perspective and months pass without things happening.

- Phuc requests for prolongation which is 15,5 months due to
- + lack of supervision from 2016-06 to 2017-04
- + no supervision from 2017-08 to 2018-02.

- Phuc requests of
- + changing division
- + changing supervisors.

- Phuc asks for doing teaching.

- The research material such as textbook, which was recommended by his supervisor, was not fulfilled when Phuc made a request.

Related to the research goals, the workload of the above research goals at section 29 are too high. The duration to accomplish those goals are unreasonable. Phuc proposes to remove the goals that saying "Phuc will build a repository ...". In other word, Phuc won't build a repository of MiniZinc model pairs showcasing examples of all the identified reformulation. **Phuc disagrees with having the words** (There is no plan to include this paper in the licentiate thesis.) in section 32 and requests for removing them. Phuc requests to have a self contained ISP, so the link to the other document in section 29 must be removed.

Related to the project course (1DL451 or UU-11004), this is the course at second level according to https://www.antagning.se/se/search?publisher=uu&freeText=UU-11004&period=HT_2018&lang=sv. However, Pierre and Justin give malicious comments that it's not the second level project course. Phuc requests to correct that the project course (1DL451 or UU-11004) is a second level project course, but both Pierre and Justin refused. There is no clear requirements of the project for example global constraints must be used or not. On 31 October 2018, Phuc implemented 2 models and submitted the report and model to Pierre. However, there was not any feedback from Pierre until Phuc reminded him. The feedback was sent on 13 November 2018. Phuc already revised the model and report as Pierre's comments and submitted to him on 14 November 2018 and he is waiting for Pierre's feedback.

Related to the revision of ISP, Phuc asks Justin and Pierre for revision of ISP numerous times. But his supervisors refuse to revise from times to times. (1) On 26 April 2018, Phuc firstly asked for revision of ISP in the email sending to his supervisors, but they refused. (2) Some months later, on 29 August 2018, Phuc again sent an email that request Pierre and Justin to revise his ISP, but they refused again. (3) On 28 September 2018, Phuc repeated the revision of ISP again in his email sending to Justin and Pierre. Since Justin and Pierre (as the second supervisors) decided to use the old ISP form which disagrees with the announcement sending by Elisabeth Lindqvist on 13 August 2018 saying that "The new form must be used also for revisions, ...". Phuc asked Pierre and Justin about those matters, but they didn't clarify. Without clarification, Justin and Pierre peremptorily decided to use the old forms. Justin clearly says that he doesn't care about Phuc's ideas. Pierre also agrees with Justin. **Phuc repeatedly says that he disagrees with information in the ISP that Justin or Pierre sent to him.** The research goals are unreasonable and there are not any discussion and clarification about those goals yet.

In the email sending to Justin and Pierre on 23 October 2018, Phuc clearly writes that except sections 1, 3, 4, 6, 7, and 8, he disagrees with other sections which means that he also disagree with the research goals. On 08 November 2018, Phuc also clearly writes that except some sections 1—8, 10, 11, and 12, he disagrees with all other sections, which means once again he certainly disagrees with the research goals. Although Justin and Pierre know that Phuc disagrees with the ISP including the research goals, they don't have any feedbacks and refuse Phuc's comments. All sections in ISP are needed to discuss. So, the beginning of 3 months ISP is valid from the signing date.

Kommentar (om handledningens organisation, omfattning, innehåll, kvalitet, t ex vad som går att förbättra etc.)³⁹:

The present climate is not conducive to research. Much of the energy of the supervisors and Phuc has been spent clarifying, over and over, procedural matters. The supervisors think that a change in the working process is necessary for progress on Phuc's research goals. Therefore, the supervisors and the student will work together to find a more effective working environment.

³⁹

Comments, e.g. what can be improved
TEKNAT FAK 2014-03-12
(alla sidor)

Signaturer forskarstuderande, handledare, forskarutbildningsansvarig professor

Övrigt⁴⁰

Här skall väsentliga avvikelser från tidigare studieplan som påkallar prefektens uppmärksamhet redovisas.

Phuc successfully completed two of his three goals from his previous 3-month study plan, but he handed in his completed project report for Pierre Flener's advanced level constraint modelling course (1DL451) late. This has been marked but requires further resubmission. Assuming that his report is satisfactory, he will only work on the next three-month goals of this document.

Phuc has been given numerous opportunities to comment on this current version of the study plan, but has declined to do so in the requested way. He was first shown the research goals in section 29 on 5 October 2018, when the study plan revision was already late. Hence the next revision date of 2019-01-05 is calculated from that date (assuming full time work 2018-10-05 – 2019-01-05). Since Phuc has parental and sick leave we will postpone the revision date accordingly.

Phuc has sent in a request for prolongation of his study time. This request will be handled later.

40 Additional remarks. Significant departures from the earlier study plan of studies which have been brought to the attention of the Head of Department should be reported here. Any statements requested by the Head of Department must be attached to the revised study plan.

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INDIVIDUAL STUDY PLAN FOR POSTGRADUATE STUDIES
At the Faculty of Science and Technology, Uppsala University

Jan	
Feb	6 Month Point
March	
April	
May	
June	
July	
Aug	DEFEND

	Feb	March	April
	Continue looking into how to formalise Minizinc: Coq, type theory, and other tools for formalised mathematics	Continue looking into how to formalise Minizinc: Coq, type theory, and other tools for formalised mathematics	Discuss concrete proposals, and produce a document outlining the proposals.

Sept. Oct. Nov.