Individual Development Plan
for
Andrew Nguyen

Personal Information

Title:	
Institution:	University of Florida
Position start date:	7/10/2017
Research project:	Mechanisms of life history shifts in the apple maggot fly
IDP last modified:	7/10/2017

Career Plans Summary

Plan A

Long Term Goal: Learning
Short Term Goal: Track record of publications and grants

Plan B

Long Term Goal: Learning
Short Term Goal: Computing, Statistics, Bionformatics

SMART Goal Summary

Note: goals after 12 months from now are not shown.

January, 2017

- Publish Hsp rxn norm paper
- Find target fellowship to apply to
- Discuss papers with Dan and journal club settings [weekly]

February, 2017

- Publish Hsp rxn norm paper
- Find target fellowship to apply to
- Discuss papers with Dan and journal club settings [weekly]

March, 2017

- Publish Hsp rxn norm paper
- Find target fellowship to apply to
- Discuss papers with Dan and journal club settings [weekly]

April, 2017

- Publish Hsp rxn norm paper
- Find target fellowship to apply to
- Discuss papers with Dan and journal club settings [weekly]

May, 2017

- Publish Hsp rxn norm paper
- Find target fellowship to apply to
- Discuss papers with Dan and journal club settings [weekly]

June, 2017

- Publish Hsp rxn norm paper
- Find target fellowship to apply to
- Discuss papers with Dan and journal club settings [weekly]

July, 2017

- Publish Hsp rxn norm paper
- Develop Rhagoletis Project
- Publish Range Limits Paper
- Pick a conference
- Develop questions, hypotheses, experimental design, and predictions for Rhagoletis project
- Find target fellowship to apply to
- Read broadly by checking general journals [weekly]
- Read Rhagoletis papers from early to more recent ones [weekly]
- Discuss papers with Dan and journal club settings [weekly]

August, 2017

- Publish Hsp rxn norm paper
- Develop Rhagoletis Project
- Publish Range Limits Paper
- Pick a conference
- Develop questions, hypotheses, experimental design, and predictions for Rhagoletis project

- Find target fellowship to apply to
- Read broadly by checking general journals [weekly]
- Read Rhagoletis papers from early to more recent ones [weekly]
- Discuss papers with Dan and journal club settings [weekly]

September, 2017

- Publish Hsp rxn norm paper
- Develop Rhagoletis Project
- Publish Range Limits Paper
- Pick a conference
- Develop questions, hypotheses, experimental design, and predictions for Rhagoletis project
- Find target fellowship to apply to
- Read broadly by checking general journals [weekly]
- Read Rhagoletis papers from early to more recent ones [weekly]
- Discuss papers with Dan and journal club settings [weekly]

October, 2017

- Publish Hsp rxn norm paper
- Develop Rhagoletis Project
- Publish Range Limits Paper
- Develop questions, hypotheses, experimental design, and predictions for Rhagoletis project
- Write review article for stress physiology
- Find target fellowship to apply to
- Read broadly by checking general journals [weekly]
- Read Rhagoletis papers from early to more recent ones [weekly]
- Discuss papers with Dan and journal club settings [weekly]

November, 2017

- Publish Hsp rxn norm paper
- Develop Rhagoletis Project
- Publish Range Limits Paper
- Develop questions, hypotheses, experimental design, and predictions for Rhagoletis project
- Write review article for stress physiology
- Find target fellowship to apply to
- Read broadly by checking general journals [weekly]

- Read Rhagoletis papers from early to more recent ones [weekly]
- Discuss papers with Dan and journal club settings [weekly]

December, 2017

- Publish Hsp rxn norm paper
- Develop Rhagoletis Project
- Publish Range Limits Paper
- Develop questions, hypotheses, experimental design, and predictions for Rhagoletis project
- Write review article for stress physiology
- Find target fellowship to apply to
- Read broadly by checking general journals [weekly]
- Read Rhagoletis papers from early to more recent ones [weekly]
- Discuss papers with Dan and journal club settings [weekly]

January, 2018

- Develop Rhagoletis Project
- Develop questions, hypotheses, experimental design, and predictions for Rhagoletis project
- Write review article for stress physiology
- Apply for fellowships
- Find target fellowship to apply to
- Read broadly by checking general journals [weekly]
- Read Rhagoletis papers from early to more recent ones [weekly]
- Discuss papers with Dan and journal club settings [weekly]

February, 2018

- Develop Rhagoletis Project
- Develop questions, hypotheses, experimental design, and predictions for Rhagoletis project
- Write review article for stress physiology
- Apply for fellowships
- Find target fellowship to apply to
- Read broadly by checking general journals [weekly]
- Read Rhagoletis papers from early to more recent ones [weekly]
- Discuss papers with Dan and journal club settings [weekly]

March, 2018

- Develop Rhagoletis Project
- Develop questions, hypotheses, experimental design, and predictions for Rhagoletis project
- Write review article for stress physiology
- Apply for fellowships
- Find target fellowship to apply to
- Read broadly by checking general journals [weekly]
- Read Rhagoletis papers from early to more recent ones [weekly]
- Discuss papers with Dan and journal club settings [weekly]

April, 2018

- Develop Rhagoletis Project
- Develop questions, hypotheses, experimental design, and predictions for Rhagoletis project
- Write review article for stress physiology
- Apply for fellowships
- Find target fellowship to apply to
- Read broadly by checking general journals [weekly]
- Read Rhagoletis papers from early to more recent ones [weekly]
- Discuss papers with Dan and journal club settings [weekly]

May, 2018

- Develop Rhagoletis Project
- Develop questions, hypotheses, experimental design, and predictions for Rhagoletis project
- Write review article for stress physiology
- Find target fellowship to apply to
- Read broadly by checking general journals [weekly]
- Read Rhagoletis papers from early to more recent ones [weekly]
- Discuss papers with Dan and journal club settings [weekly]

June, 2018

- Develop Rhagoletis Project
- Develop questions, hypotheses, experimental design, and predictions for Rhagoletis project
- Find target fellowship to apply to
- Read broadly by checking general journals [weekly]
- Read Rhagoletis papers from early to more recent ones [weekly]

- Discuss papers with Dan and journal club settings [weekly]

July, 2018

- Develop Rhagoletis Project
- Develop questions, hypotheses, experimental design, and predictions for Rhagoletis project
- Find target fellowship to apply to
- Read broadly by checking general journals [weekly]
- Read Rhagoletis papers from early to more recent ones [weekly]
- Discuss papers with Dan and journal club settings [weekly]

Self Assessment Summary

Strong Skills

- Seeking advice from advisors and mentors
- Upholding commitments and meeting deadlines
- Maintaining positive relationships with colleagues

Weak Skills

- Writing grant proposals
- Developing/managing budgets

Top Interests

- Designing experiments
- Analyzing experimental results
- Planning new scientific projects or developing new research directions
- Writing grant proposals
- Writing scientific manuscripts
- Creating presentations
- Representing data in figures/illustrations
- Giving presentations about science
- Reading papers in your field
- Learning about other fields
- Thinking about science
- Keeping up with current events in science
- Discussing science with others

- Attending conferences or scientific meetings
- Learning how to use new equipment or techniques
- Using quantitative methods in understanding science (e.g., statistics, mathematical modeling)
- Performing research with animal subjects
- Teaching in a classroom setting
- Developing curricula
- Mentoring or teaching one-on-one
- Developing collaborations
- Serving on committees
- Working in a team
- Networking with others
- Work-related travel
- Organizing things, creating systems in the workplace
- Planning or organizing events
- Leading or supervising others

Activities To Avoid

- Writing project reports or other business-related correspondence
- Writing position papers or policy papers
- Building new devices or developing/refining techniques
- Using qualitative methods in understanding science (e.g., focus groups, in-depth interviews, field observations)
- Performing research with human subjects
- Analyzing financial data or budgets
- Assessing business trends and strategies, entrepreneurial ideas

Top Values

- Congenial Atmosphere: work with friendly colleagues
- Intellectual Challenge: perform work that is intellectually stimulating
- Work on Frontiers of Knowledge: engage in the pursuit of knowledge or generating new ideas
- Aesthetics: appreciate the beauty of things and ideas that I work with
- Job Security: be assured of keeping my job and salary
- Benefits Available: have health, retirement, tuition reimbursements, etc.

- Learn New Things: be challenged to learn new skills or knowledge on a regular basis

Self Assessment Summary Tables

Skills Summary

1 *Highly deficient*	2	3	4
• Writing grant proposals • Developing/managing budgets	• Teaching in a classroom setting	• Broad based knowledge of science • Critical evaluation of scientific literature • Experimental design • Statistical analysis • Interpretation of data • Navigating the peer review process • Basic writing and editing • Writing scientific publications • Writing for nonscientists • Speaking clearly and effectively • Presenting research to scientists	

- Presenting to nonscientists
- Training and mentoring individuals
- Negotiating difficult conversations
- Complying with rules and regulations
- Contributing to discipline (e.g. member of professional society)
- Contributing to institution (e.g. participate on committees)
- Providing instruction and guidance
- Providing constructive feedback
- Dealing with conflict
- Planning and organizing projects
- Delegating responsibilities
- Leading and motivating others
- Serving as a role model

			• Understanding of data ownership/sharing issues • Demonstrating responsible authorship and publication practices • Demonstrating responsible conduct in human research • Demonstrating responsible conduct in animal research • Can identify and address research misconduct • Can identify and manage conflict of interest • How to maintain a professional network • How to identify career options • How to prepare application materials • How to interview • How to negotiate • Deep knowledge of my specific research area	

		• Technical skills related to my specific research area		

Interests Summary

1 *I would like to never do this in my career*	2	3	4	5 *I would like this often in career*
• Writing project reports or other business-related correspondence • Writing position papers or policy papers • Building new devices or developing/refining techniques • Using qualitative methods in understanding science (e.g., focus groups, in-depth interviews, field observations) • Performing research with human subjects • Analyzing financial data or budgets • Assessing business trends and strategies,		• Performing experiments • Writing about science to non-scientists • Speaking about science to non-scientists • Negotiating agreements		• Designin experime • Analyzin experime results • Planning scientific or develo research direction • Writing g proposal • Writing s manuscr • Creating presenta • Represe in figures/il • Giving presenta about sc • Reading your field • Learning other fiel

entrepreneurial ideas				• Thinking science • Keeping current e science • Discussi science v others • Attendin conferen scientific • Learning use new equipme techniqu • Using qu methods understa science (statistics mathema modelin • Performi research animal s • Teaching classroo • Developi curricula • Mentorin teaching one • Developi collabora • Serving committe • Working

				• Networki others • Work-rel travel • Organizi creating in the wo • Planning organizir • Leading supervis

Values Summary

1 *Unimportant*	2	3	4
• Help Society: contribute to betterment of world • Make Decisions: have authority to decide courses of action, policies, etc. • Influence People: be in a position to change attitudes or opinions of other people • Expert Status: be acknowledged	• Work Alone: work on projects by myself, with little contact with others • Variety: have job duties that change frequently • Physically Challenging: have a job that requires high physical demands • Not Physically Challenging: have a job that does not require high	• Help Others: be involved with directly helping individuals or small groups • Friendships: Develop close personal relationships with people at work • Competition: engage in activities that test my abilities/achievements against others' abilities/achievements • Fast Pace: work in a busy atmosphere with frequent deadlines • Creativity: originate and develop new ideas • Risk Taking: have work duties that	

as an expert in a given field • Predictability: have job duties that are similar day-to-day • Recognition: be recognized or appreciated for the quality of my work • Earning Potential: have a salary which allows me to purchase essentials as well as some luxuries of life • Status and Prestige: work in a position or organization which carries respect with my friends, family or colleagues • Job Tranquility: work in a low pressure environment	physical demands • Professional Development: have a job with opportunities for growth or promotions • High Demand: develop a desirable knowledge base or skill set to facilitate finding my next job	involve trying new things, despite the chance that negative outcomes could result • Flexible Schedule: have some choice over the hours or days that I work • Work/Life Balance: balance time spent at work and time spent doing other activities • Family Friendly: have a job with policies supportive of families, including day care, flexible work schedules, etc. • Exercise Competence: take advantage of my strongest talents and skills on a regular basis	

Career Exploration Summary

Career Resources

Events

Networking

Career Advancement Goals

Name: Develop Rhagoletis Project
Frequency:
Start date: 7/10/2017
End date: 7/10/2018
Accountability: Talk to Dan Hahn, develop the project and carry out experiments
Completed: No

Name: Publish Range Limits Paper
Frequency:
Start date: 7/10/2017
End date: 12/31/2017
Accountability: Co-authors will pester me. I'll dedicate a portion of the mornings to writing.
Completed: No

Name: Publish Hsp rxn norm paper
Frequency:
Start date: 1/1/2017
End date: 12/31/2017
Accountability: Dedicate a portion of the morning to writing
Completed: No

Name: Apply for fellowships
Frequency:
Start date: 1/1/2018
End date: 4/1/2018
Accountability: Talk to Dan about opportunities and write it up.
Completed: No

Name: Pick a conference
Frequency:
Start date: 7/10/2017
End date: 9/1/2017
Accountability: I'm just going to do it.
Completed: No

Skills Development Goals

Broad based knowledge of science

Name: Read broadly by checking general journals
Frequency: weekly
Start date: 7/10/2017
End date:
Accountability: I will get email alerts from Nature, Science, PNAS, JEB, etc.
Completed: No

Critical evaluation of scientific literature

Name: Discuss papers with Dan and journal club settings
Frequency: weekly
Start date:
End date:
Accountability: UF will provide an atmosphere that will force me to read papers. It is also part of my job.
Completed: No

Writing grant proposals

Name: Find target fellowship to apply to
Frequency:
Start date: 1/2/2017
End date:
Accountability: Dan and I will work together to find and apply for funding. Also just part of my job.
Completed: No

Deep knowledge of my specific research area

Name: Read Rhagoletis papers from early to more recent ones
Frequency: weekly
Start date: 7/10/2017
End date:
Accountability: Discuss papers weekly with Dan Hahn
Completed: No

Project Completion Goals

Name: Write review article for stress physiology
Frequency:
Start date: 10/1/2017
End date: 5/31/2018
Accountability: Dan and I will meet to discuss outlines. He will also read my drafts
Completed: No

Name: Develop questions, hypotheses, experimental design, and predictions for Rhagoletis project
Frequency:
Start date: 7/10/2017
End date: 7/10/2018
Accountability: This will be integrated into weekly meetings with Dan. Also part of my job.

Completed: No

Mentoring Summary

Mentor	Role
Dan Hahn	Guide me to develop project working on Rhagoletis