

Individual Development Plan

for
Ken Mey

Personal Information

Title: Undergraduate Researcher
Institution: California State University San Marcos
Position start date: 8/24/2015
Position end date: 5/15/2020

IDP last modified: 6/11/2019

Career Plans Summary

Plan A

Long Term Goal: Teaching in Academia and Conducting Research
Short Term Goal: PhD - Tenure

Plan B

Long Term Goal: Science Policy
Short Term Goal: Masters

SMART Goal Summary

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

June, 2019

- Have a set idea/experimental design for the summer
- Take the GRE [weekly]
- Increase science literacy and communication [monthly]
- Graduate with honors!!!!
- Prepare for Upcoming Conferences [weekly]

July, 2019

- Take the GRE [weekly]
- Increase science literacy and communication [monthly]
- Graduate with honors!!!!
- Prepare for Upcoming Conferences [weekly]

August, 2019

- Take the GRE [weekly]
- Increase science literacy and communication [monthly]
- Graduate with honors!!!!
- Prepare for Upcoming Conferences [weekly]

September, 2019

- Increase science literacy and communication [monthly]
- Graduate with honors!!!!
- Prepare for Upcoming Conferences [weekly]

October, 2019

- Increase science literacy and communication [monthly]
- Graduate with honors!!!!
- Prepare for Upcoming Conferences [weekly]

November, 2019

- Increase science literacy and communication [monthly]
- Graduate with honors!!!!
- Prepare for Upcoming Conferences [weekly]

December, 2019

- Increase science literacy and communication [monthly]
- Graduate with honors!!!!
- Prepare for Upcoming Conferences [weekly]

January, 2020

- Increase science literacy and communication [monthly]
- Graduate with honors!!!!

February, 2020

- Increase science literacy and communication [monthly]
- Graduate with honors!!!!

March, 2020

- Increase science literacy and communication [monthly]
- Graduate with honors!!!!

April, 2020

- Increase science literacy and communication [monthly]
- Graduate with honors!!!!

May, 2020

- Increase science literacy and communication [monthly]
- Graduate with honors!!!!

Self Assessment Summary

Strong Skills

- Navigating the peer review process
- Writing for nonscientists
- Speaking clearly and effectively
- Presenting research to scientists
- Teaching in a classroom setting
- Training and mentoring individuals
- Seeking advice from advisors and mentors
- Negotiating difficult conversations
- Demonstrating workplace etiquette
- Complying with rules and regulations
- Upholding commitments and meeting deadlines
- Maintaining positive relationships with colleagues
- 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
- Creating vision and goals
- Serving as a role model
- Can identify and address research misconduct
- Can identify and manage conflict of interest
- How to maintain a professional network
- Technical skills related to my specific research area

Weak Skills

Top Interests

- Designing experiments
- Performing experiments
- Analyzing experimental results
- Planning new scientific projects or developing new research directions
- 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
- Building new devices or developing/refining techniques
- Using qualitative methods in understanding science (e.g., focus groups, in-depth interviews, field observations)
- Teaching in a classroom setting

- Developing curricula
- Writing about science to non-scientists
- Speaking about science to non-scientists
- Mentoring or teaching one-on-one
- Developing collaborations
- Negotiating agreements
- Working in a team
- Networking with others
- Work-related travel
- Organizing things, creating systems in the workplace

Activities To Avoid

Top Values

- Help Society: contribute to betterment of world
- Help Others: be involved with directly helping individuals or small groups
- People Contact: have day-to-day contact with clients or colleagues
- Teamwork: work in collaboration with others as part of a team
- Friendships: Develop close personal relationships with people at work
- Congenial Atmosphere: work with friendly colleagues
- 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
- Independence: work with little direction from others
- Intellectual Challenge: perform work that is intellectually stimulating
- Work on Frontiers of Knowledge: engage in the pursuit of knowledge or generating new ideas
- Expert Status: be acknowledged as an expert in a given field
- Creativity: originate and develop 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.
- Recognition: be recognized or appreciated for the quality of my work
- Risk Taking: have work duties that involve trying new things, despite the chance that negative outcomes could result
- Status and Prestige: work in a position or organization which carries respect with my friends, family or colleagues
- Work/Life Balance: balance time spent at work and time spent doing other activities
- Learn New Things: be challenged to learn new skills or knowledge on a regular basis
- High Demand: develop a desirable knowledge base or skill set to facilitate finding my next job

Self Assessment Summary Tables

Skills Summary

1 <i>Highly deficient</i>	2	3	4	5 <i>Highly proficient</i>
		<ul style="list-style-type: none"> • Writing grant proposals • Demonstrating responsible 	<ul style="list-style-type: none"> • Broad based knowledge of science • Critical evaluation of scientific literature 	<ul style="list-style-type: none"> • Navigating the peer review process • Writing for

conduct in
human
research

- How to identify career options
- How to prepare application materials
- How to negotiate

- Experimental design
- Statistical analysis
- Interpretation of data
- Creativity/innovative thinking
- Basic writing and editing
- Writing scientific publications
- Presenting to nonscientists
- Time management
- Developing/managing budgets
- Managing data and resources
- Careful recordkeeping practices
- Understanding of data ownership/sharing issues
- Demonstrating responsible authorship and publication practices
- Demonstrating responsible conduct in animal research
- How to interview
- Deep knowledge of my specific research area

nonscientists

- Speaking clearly and effectively
- Presenting research to scientists
- Teaching in a classroom setting
- Training and mentoring individuals
- Seeking advice from advisors and mentors
- Negotiating difficult conversations
- Demonstrating workplace etiquette
- Complying with rules and regulations
- Upholding commitments and meeting deadlines
- Maintaining positive relationships with colleagues
- 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

				<ul style="list-style-type: none"> • Delegating responsibilities • Leading and motivating others • Creating vision and goals • Serving as a role model • Can identify and address research misconduct • Can identify and manage conflict of interest • How to maintain a professional network • Technical skills related to my specific research area
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Interests Summary

1 <i>I would like to never do this in my career</i>	2	3	4	5 <i>I would like to do this often in my career</i>
	<ul style="list-style-type: none"> • Performing research with animal subjects • Performing research with human subjects 	<ul style="list-style-type: none"> • Writing grant proposals • Writing project reports or other business-related correspondence • Analyzing financial data or budgets • Assessing business trends and strategies, entrepreneurial ideas 	<ul style="list-style-type: none"> • Writing scientific manuscripts • Writing position papers or policy papers • Using quantitative methods in understanding science (e.g., statistics, mathematical modeling) • Serving on committees • Planning or organizing events • Leading or 	<ul style="list-style-type: none"> • Designing experiments • Performing experiments • Analyzing experimental results • Planning new scientific projects or developing new research directions • Creating presentations • Representing data in figures/illustrations • Giving presentations about science

supervising
others

- 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
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- Developing collaborations
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- Organizing things,

creating systems
in the workplace

Values Summary

1 <i>Unimportant</i>	2	3	4	5 <i>Essential</i>
	<ul style="list-style-type: none"> • Competition: engage in activities that test my abilities/achievements against others' abilities/achievements • Predictability: have job duties that are similar day-to-day • Physically Challenging: have a job that requires high physical demands • Family Friendly: have a job with policies supportive of families, including day care, flexible work schedules, etc. 	<ul style="list-style-type: none"> • Fast Pace: work in a busy atmosphere with frequent deadlines • Supervision: be directly responsible for work done by others • Variety: have job duties that change frequently • Earning Potential: have a salary which allows me to purchase essentials as well as some luxuries of life • Not Physically Challenging: have a job that does not require high physical demands • Professional Development: have a job with opportunities for growth or promotions • Job Tranquility: work in a low pressure environment 	<ul style="list-style-type: none"> • Work Alone: work on projects by myself, with little contact with others • Location: live in a place which is conducive to my lifestyle • Flexible Schedule: have some choice over the hours or days that I work • Exercise Competence: take advantage of my strongest talents and skills on a regular basis 	<ul style="list-style-type: none"> • Help Society: contribute to betterment of world • Help Others: be involved with directly helping individuals or small groups • People Contact: have day-to-day contact with clients or colleagues • Teamwork: work in collaboration with others as part of a team • Friendships: Develop close personal relationships with people at work • Congenial Atmosphere: work with friendly colleagues • 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 • Independence: work with little direction from others • Intellectual

- Challenge:
perform work that is intellectually stimulating
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Career Exploration Summary

Career Resources

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Events

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Networking

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Career Advancement Goals

Name: Have a set idea/experimental design for the summer

Frequency:

Start date: 6/10/2019

End date: 6/16/2019

Accountability: Reading Journals that pertain to the subject and brainstorming with the PI and lab members

Completed: No

Name: Take the GRE
Frequency: weekly
Start date: 6/10/2019
End date: 8/10/2019
Accountability: Setting weekly goals/tasks, study with others, register for the GRE
Completed: No

Name: Increase science literacy and communication
Frequency: monthly
Start date: 6/10/2019
End date: 5/15/2020
Accountability: Read literature, talk to mentors, go to conferences
Completed: No

Name: Graduate with honors!!!!
Frequency:
Start date: 6/10/2019
End date: 5/15/2020
Accountability: Go to tutoring when I need help, study with peers, go to office hours
Completed: No

Skills Development Goals

Project Completion Goals

Name: Prepare for Upcoming Conferences
Frequency: weekly
Start date: 6/11/2019
End date: 12/31/2019
Accountability: Practice science communication with non-scientists as well as peers/mentors
Completed: No

Mentoring Summary

<u>Mentor</u>	<u>Role</u>
Arun Sethuraman	Undergraduate Advisor
Tony Wilson	Summer Research Experience
Suzanne Hizer	Mentor in Teaching Pedagogy