

Individual Development Plan

for
Kirsten Ivins

Personal Information

Current Role: BS Student

Institution: University of Maryland Baltimore County

IDP last modified: 6/19/2024

Career Plans Summary

Plan A

Long Term Goal: Conduct research in a local position, preferably for the local government to address scientific concerns

Short Term Goal: Graduate school, developing further quantitative skills (statistical analysis, learning R/Python, etc.)

Plan B

Long Term Goal: Have my research influence policy changes by working closely with local communities to address social issues

Short Term Goal: Graduate school, determine what sector of government or organization that has a role where I can merge my scientific interests with my interest in social sciences

SMART Goal Summary

Note: only goals within last 12 months and up 12 months in the future are shown.

June 2024

- Begin a free online tutorial to learn and practice R, Python, or Excel [weekly]

July 2024

- Begin a free online tutorial to learn and practice R, Python, or Excel [weekly]
- Research and apply for graduate school

August 2024

- Begin a free online tutorial to learn and practice R, Python, or Excel [weekly]

- Research and apply for graduate school
- Successfully complete all my required coursework to graduate my senior year at my university

September 2024

- Research and apply for graduate school
- Successfully complete all my required coursework to graduate my senior year at my university

October 2024

- Research and apply for graduate school
- Successfully complete all my required coursework to graduate my senior year at my university

November 2024

- Research and apply for graduate school
- Successfully complete all my required coursework to graduate my senior year at my university

December 2024

- Successfully complete all my required coursework to graduate my senior year at my university

January 2025

- Successfully complete all my required coursework to graduate my senior year at my university
- Enroll in a multiple statistics classes at my university

February 2025

- Successfully complete all my required coursework to graduate my senior year at my university
- Enroll in a multiple statistics classes at my university

March 2025

- Successfully complete all my required coursework to graduate my senior year at my university
- Enroll in a multiple statistics classes at my university

April 2025

- Successfully complete all my required coursework to graduate my senior year at my university
- Enroll in a multiple statistics classes at my university

May 2025

- Successfully complete all my required coursework to graduate my senior year at my university
 - Enroll in a multiple statistics classes at my university
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Self Assessment Summary

Strong Skills

- Seeking advice from advisors and mentors
- Demonstrating workplace etiquette
- Complying with rules and regulations
- Upholding commitments and meeting deadlines
- Time management

Weak Skills

- Experimental design
- Writing grant proposals
- Presenting research to scientists
- Presenting to nonscientists
- Teaching in a classroom setting
- Training and mentoring individuals
- Contributing to discipline (e.g. member of professional society)
- Contributing to institution (e.g. participate on committees)
- Developing/managing budgets
- 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 negotiate

Top Interests

- Writing position papers or policy papers
- Learning about other fields
- Thinking about science
- Discussing science with others
- Learning how to use new equipment or techniques
- Using qualitative methods in understanding science (e.g., focus groups, in-depth interviews, field observations)
- Developing collaborations
- Work-related travel

- Organizing things, creating systems in the workplace

Activities To Avoid

- Designing experiments
- Performing experiments
- Analyzing experimental results
- Performing research with animal subjects
- Performing research with human subjects
- Assessing business trends and strategies, entrepreneurial ideas

Top Values

- Help Society: contribute to betterment of world
 - Help Others: be involved with directly helping individuals or small groups
 - Job Security: be assured of keeping my job and salary
 - Benefits Available: have health, retirement, tuition reimbursements, etc.
 - Location: live in a place which is conducive to my lifestyle
 - Professional Development: have a job with opportunities for growth or promotions
 - Work/Life Balance: balance time spent at work and time spent doing other activities
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Self Assessment Summary Tables

Skills Summary

| 1 Highly deficient | 2 | 3 | 4 | 5 Highly proficient |
|---|--|---|---|---|
| <ul style="list-style-type: none"> • Experimental design • Writing grant proposals • Presenting research to scientists • Presenting to nonscientists • Teaching in a classroom setting • Training and mentoring individuals • Contributing to discipline (e.g. member of professional society) • Contributing to institution (e.g. participate on committees) • Developing/managing budgets • 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 negotiate | <ul style="list-style-type: none"> • Critical evaluation of scientific literature • Statistical analysis • Interpretation of data • Navigating the peer review process • Writing scientific publications • Writing for nonscientists • Serving as a role model • Careful recordkeeping practices • How to prepare application materials • How to interview • Deep knowledge of my specific research area • Technical skills related to my specific research area | <ul style="list-style-type: none"> • Creativity/innovative thinking • Speaking clearly and effectively • Negotiating difficult conversations • Dealing with conflict • Managing data and resources • Delegating responsibilities • Creating vision and goals • How to identify career options | <ul style="list-style-type: none"> • Broad based knowledge of science • Basic writing and editing • Maintaining positive relationships with colleagues • Providing instruction and guidance • Providing constructive feedback • Planning and organizing projects • Leading and motivating others • How to maintain a professional network | <ul style="list-style-type: none"> • Seeking advice from advisors and mentors • Demonstrating workplace etiquette • Complying with rules and regulations • Upholding commitments and meeting deadlines • Time management |



Interests Summary

| 1 I would like to never do this in my career | 2 | 3 | 4 | 5 I would like to do this often in my career |
|---|--|---|---|--|
| <ul style="list-style-type: none"> • Designing experiments • Performing experiments • Analyzing experimental results • Performing research with animal subjects • Performing research with human subjects • Assessing business trends and strategies, entrepreneurial ideas | <ul style="list-style-type: none"> • Writing grant proposals • Writing scientific manuscripts • Developing curricula • Analyzing financial data or budgets | <ul style="list-style-type: none"> • Reading papers in your field • Building new devices or developing/refining techniques • Teaching in a classroom setting • Negotiating agreements • Serving on committees • Planning or organizing events | <ul style="list-style-type: none"> • Planning new scientific projects or developing new research directions • Writing project reports or other business-related correspondence • Creating presentations • Representing data in figures/illustrations • Giving presentations about science • Keeping up with current events in science • Attending conferences or scientific meetings • Using quantitative methods in understanding science (e.g., statistics, mathematical modeling) • Writing about science to non-scientists • Speaking about science to non-scientists • Mentoring or teaching one-on-one • Working in a team • Networking with others • Leading or supervising others | <ul style="list-style-type: none"> • Writing position papers or policy papers • Learning about other fields • Thinking about science • Discussing science with others • Learning how to use new equipment or techniques • Using qualitative methods in understanding science (e.g., focus groups, in-depth interviews, field observations) • Developing collaborations • Work-related travel • Organizing things, creating systems in the workplace |



Values Summary

| 1 Unimportant | 2 | 3 | 4 | 5 Essential |
|---|---|---|---|--|
| <ul style="list-style-type: none"> • Competition: engage in activities that test my abilities/achievements against others' abilities/achievements • Work Alone: work on projects by myself, with little contact with others | <ul style="list-style-type: none"> • Supervision: be directly responsible for work done by others • Physically Challenging: have a job that requires high physical demands • Flexible Schedule: have some choice over the hours or days that I work • Status and Prestige: work in a position or organization which carries respect with my friends, family or colleagues | <ul style="list-style-type: none"> • Fast Pace: work in a busy atmosphere with frequent deadlines • Independence: work with little direction from others • 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 • Aesthetics: appreciate the beauty of things and ideas that I work with • Variety: have job duties that change frequently • Risk Taking: have work duties that involve trying new things, despite the chance that negative outcomes could result • Not Physically Challenging: have a job that does not require high physical demands | <ul style="list-style-type: none"> • 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 • Intellectual Challenge: perform work that is intellectually stimulating • Creativity: originate and develop new ideas • 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 | <ul style="list-style-type: none"> • Help Society: contribute to betterment of world • Help Others: be involved with directly helping individuals or small groups • Job Security: be assured of keeping my job and salary • Benefits Available: have health, retirement, tuition reimbursements, etc. • Location: live in a place which is conducive to my lifestyle • Professional Development: have a job with opportunities for growth or promotions • Work/Life Balance: balance time spent at work and time spent doing other activities |

| | | | | |
|--|--|--|--|--|
| | | | <p>as well as some luxuries of life</p> <ul style="list-style-type: none">• Job Tranquility: work in a low pressure environment• 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• 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 | |
|--|--|--|--|--|

Career Exploration Summary

Career Resources

- 6/19/2024 https://www.science.org/content/article/science-policy-establishing-guidelines-setting-priorities?adobe_mc=MC MID%3D85615731135734477894384559726522218795%7CMCORGID%3D242B64725411
- 6/19/2024 <https://www.science.org/content/article/science-writing-and-editing>
- 6/19/2024 https://www.science.org/content/article/research-program-management-much-more-paper-pushing?adobe_mc=MC MID%3D85615731135734477894384559726522218795%7CMCORGID%3D242B64725411
- 6/19/2024 <https://www.science.org/content/article/applications-scientist-career-track>
- 6/19/2024 <https://www.science.org/content/article/all-details-careers-regulatory-science>

Events

- 6/19/2024 Regional Meetings
- 6/19/2024 Career events at my university

Networking

- 6/19/2024 Not yet



Career Advancement Goals

Grow my technical skills (Learning R, advancing in Python and Excel)

Name: Begin a free online tutorial to learn and practice R, Python, or Excel

Frequency: weekly

Start date: 6/22/2024

End date: 9/20/2024

Accountability: I will share my SMART goal with my mom and update her each week on my progress

Completed: No

Network, email, and meet with faculty members whose research is of interest to me for graduate school

No goals.

Seek mentorship

No goals.

Enhance self-awareness of my career interests, skills, and values

No goals.

Enhance personal wellness

No goals.

Learn more about particular career options

No goals.

Get experience (internship, part-time position, volunteering, job simulation, etc.)

No goals.

Engage the public about science

No goals.

Attend workshops, site visits, conferences, or events related to my career interests

No goals.

Enhance my professional network

No goals.

Prepare CV/resume, cover letter, teaching/research statement, etc.

No goals.

Prepare for interviews

No goals.

Develop a graduate school application timeline and strategy

No goals.

Skills Development Goals

Statistical analysis

Name: Enroll in a multiple statistics classes at my university

Frequency:

Start date: 1/27/2025

End date: 5/24/2025

Accountability: Receiving grades for my homework, projects, and other class assignments.

Completed: No

Interpretation of data

No goals.

Writing for nonscientists

No goals.

Speaking clearly and effectively

No goals.

Presenting research to scientists

No goals.

Presenting to nonscientists

No goals.

Training and mentoring individuals

No goals.

Contributing to discipline (e.g. member of professional society)

No goals.

Contributing to institution (e.g. participate on committees)

No goals.

Dealing with conflict

No goals.

Planning and organizing projects

No goals.

Managing data and resources

No goals.

Creating vision and goals

No goals.

Serving as a role model

No goals.

Careful recordkeeping practices

No goals.

Understanding of data ownership/sharing issues

No goals.

Demonstrating responsible authorship and publication practices

No goals.

Can identify and address research misconduct

No goals.

How to identify career options

No goals.

How to prepare application materials

No goals.

How to interview

No goals.

How to negotiate

No goals.

Deep knowledge of my specific research area

No goals.

Technical skills related to my specific research area

No goals.

Project Completion Goals

Plan future direction for my research

Name: Research and apply for graduate school

Frequency:

Start date: 8/18/2024

End date: 12/14/2024

Accountability: Informing my mentor of the programs I want to apply for and confirming my complete submission of all required materials

Completed: No

Complete academic requirements (e.g., coursework)

Name: Successfully complete all my required coursework to graduate my senior

year at my university

Frequency:

Start date: 8/25/2024

End date: 5/24/2025

Accountability: Graduating from my university next spring

Completed: No

Mentoring Summary

Mentor

Role

Dr. Andrew Miller

My advisor and mentor and my university

Dr. Brett Branco

My research advisor in my REU BUEE program