



## Committee Call Notes

### Scientist Mentoring & Diversity Program for Biotechnology (SMDP Biotech) Outreach & Planning Committee

#### Conference Call

Tuesday, February 21, 2017  
2:00PM Eastern / 11:00 AM Pacific  
Conference Line: 712 775-7100  
Access Code: 1071934#

#### **The following Committee members were in attendance:**

- Julie Campbell, Merck KGaA
- Elisabeth Freeman, ICPD
- Meg Levy, Johnson & Johnson Consumer
- Jomayra Madero, Amgen Puerto Rico
- Alice Martin, JD, Barnes & Thornberg
- Scott May, ICPD
- Tony Ndifor, PhD, Johnson & Johnson
- Charlene Rincon, PhD, Amgen
- Dustielyn Savage, ICPD
- Alicia Urutia, Amgen

#### **Welcome remarks & introductions:**

Scott May welcomed the committee members to the Outreach & Planning Committee call for the Scientist Mentoring and Diversity Program for Biotechnology (SMDP Biotech) of 2017. Scott directed the committee members to locate the agenda and supporting documents for the meeting on the website [www.icpdprograms.org](http://www.icpdprograms.org), select "Committees" from the "Select an ICPD site" drop-down menu at the top right side of the page. Scott then invited everyone on the call to introduce themselves. Scott reviewed the agenda for the meeting.

#### **Current programming:**

- Webinar dates and topics - New webinar platform  
Scott stated that we have begun our webinar schedule for 2017. The first one was January 10<sup>th</sup> featuring Immucor. The next one is on April 18<sup>th</sup> and will focus on J&J Consumer Healthcare. The October webinar will be on resumes with Lauren Celano. ICPD is looking for another company to join the webinar with Lauren to feature their company. The December 12<sup>th</sup> webinar does not yet have a host.
- Update on recent reunion call with 2015 "Philadelphia" cohort. First call was September 13, 2016. Another call will occur on February 8<sup>th</sup>  
Scott asked Elisabeth to provide a summary of the reunion call. Elisabeth stated that it was a great opportunity to reconnect with the 2015 cohort. The call was set up as a webinar and each scholar was able to give updates on how their careers are progressing. The call was very meaningful, and the scholars enjoyed hearing from each other. Elisabeth explained that Scott moderated the call and provided some guiding questions such as "What does a day in their life



look like”, and “What were challenges and obstacles they faced during their transition from being a scholar to working in industry”. Scott informed the committee that call notes are being prepared from the reunion calls and will be shared.

- Virtual support for the SMDP Scholars - How to share job opportunities with SMDP Scholars and Alumni (post directly, email to [jobs@icpdprograms.org](mailto:jobs@icpdprograms.org)); ICPD is working with a sponsor on a direct link. How to contact Scholars

Scott reminded the committee that the new portal went live the later part of 2016. A virtual tour was presented during the last committee meeting. The scholars all have profiles on the new portal. One way to notify portal members about employment opportunities is to post opportunities directly in the portal. ICPD anticipates the launch of the job board in the next week or so. Scott explained that in the meantime job opportunities can be shared in the “what’s on your mind’ area of the portal. During the last committee call Tony had raised a question about an easier way to post jobs and Scott had advised that job openings can be directly emailed to [jobs@icpdprograms.org](mailto:jobs@icpdprograms.org) and they will be added to the portal.

- Scholar updates

Dustie gave updates on a few SMDP Scholars. Catalina Mongolon was hired by Baxter as a Research Scientist. Richard Besingi was hired as a Sr. Scientist at J&J Consumer. Odaine Gordon accepted a Scientist position at Achageon. Shewitt Tekeste is a staff Scientist at the National Institute of Health. Elisabeth added that Elisabeth Ndonsta just received a job offer from Adura Biotech.

### **Planning the 2017 SMDP Biotech Training Session (June 17-21 San Diego)**

- Scholar recruitment - Online application form is live. **Application deadline April 8** Committee help with student and university outreach

Scott asked the committee members to help get the word out about the program due to the quickly approaching deadline of April 8<sup>th</sup>. Scott then guided everyone to the “Call for Applicants” located on the SMDP portal and encouraged the committee members to share it with anyone interested in the program.

- Discussion about Scholar profiles; Profiles and Career Paths

During the last call there was a discussion about: 1. the profiles of the students that should be recruited for SMDP Biotech; and 2. articulating career paths in industry for SMDP Biotech students. ICPD shared a list of degrees being obtained by Scholars who have attended SMDP Biotech in the past. ICPD hosted a conference call for committee members and several phone conversations with Talent Acquisition staff to refine this. Scott explained that ICPD will continue to work on this virtually and update the committee during future committee meetings. Elisabeth added that the main purpose of articulating the ideal student profiles is so we don’t “miss the mark” on what talent and skills the sponsor companies are looking for. Elisabeth invited representatives on the committee to discuss this further with staff. Meg Levy stated she welcomes a follow-up conversation about this topic.

- Mentor recruitment

Scott reminded the members that all mentors should be identified by April 8<sup>th</sup>.

- Site Visit(s)

No news to report. ICPD would like to take the scholars on a site visit while in San Diego on Monday, June 19<sup>th</sup>. Scott reminded the committee that the last time we were in San Diego the scholars were able to tour the Janssen R&D site in La Jolla. ICPD is in conversations with J&J representatives about hosting the training session at the La Jolla site.



If J&J confirms that they will host the training session, ICPD hopes to have an additional company host the students for a site visit the afternoon of Monday, June 19. Julie Campbell mentioned that Merck has a Biogene therapy site in Carlsbad and would potentially be interested in hosting and doing a tour.

- Program Agenda, Venues, Speakers

Elisabeth explained that ICPD would like to get an early start on speakers for the training sessions. Within the next few days a list of speaker needs will be sent out via email. Elisabeth asked the committee to keep in mind that we are still looking for a keynote speaker. Elisabeth noted that we would like to have good representation from all sponsor companies. Scott added that Dustie is currently looking into the Wyndam Bayside for scholar accommodations as well as the Museum of Contemporary Art for the opening reception. The venue for the informal dinner has not yet been decided. Scott invited the committee members located in the San Diego area to share any ideas they may have with ICPD staff.

### **Partner Support**

- Firming up 2017 Sponsorship - sponsorship info on ICPD website

Scott reminded the committee that this program works because of the support from the committee and sponsor companies. He thanked everyone for their continued support and invited the committee to share any contacts that may be interested in becoming sponsors. Scott mentioned the sponsorship information will be posted on the ICPD website to make it easier to share. Elisabeth reminded the committee that when companies provide a mentor, that mentor will also receive registration to the BIO International Convention.

- Support for talent acquisition staff at sponsor companies - portal training available

Scott asked committee members to let him know if any of their talent acquisition staff would like an orientation to the portal conference call.

### **2017 Outreach & Planning Committee**

- Meeting frequency

The current meeting frequency is every 6-8 weeks. Scott inquired with the committee if that was a good time frame. The committee felt the time frame was suitable. Meg Levy asked if in addition to the meeting invite if a reminder about key dates could be sent out as well.

- Use of webinar platform for calls

Scott informed the members that ICPD just recently switched over to a new webinar platform. He asked the committee for input on whether they would be interested into having the meetings in that format or if they would like to keep it the same. Meg felt that the new platform would be very helpful. Scott suggested that we will use the new platform on the next call and then make a collective decision. Some of the benefits of the new platform will be that ICPD staff will be able to share any materials that are being discussed as opposed to the committee members having to navigate the website to find them.

- Session about how companies engage Scholars - to be moved to April 4 committee call

Scott would like the April 4<sup>th</sup> call to include a discussion on how best to engage scholars at the companies. (Site Visit, Tour, Intern, Contractor, etc)



### **Update on new program, "Modules for Innovative and Diverse Leaders," (MIDL) - Webinar schedule; Next Workshop will begin October 2 in Philadelphia**

Scott mentioned a new group of participants will be starting October 2nd. The current cohort is continuing their ongoing training. They will be attending a webinar in 2 days on "Uncovering your Inner Leader" facilitated by Todd Fonseca of Medtronic. Scott led everyone to the Committee Page where they are able to locate the current MIDL Webinar schedule. He explained that the curriculum stays the same for the new cohort.

#### **Other & Action Items:**

- ICPD will share call notes from reunion calls.
- ICPD will notify committee members when the job board is live. Jobs will expire after 30 days.
- Disciplines and pathways in industry will continue to be worked on offline.
- The committee will share any ideas for venues in San Diego.
- Follow up with Julie Campbell about possible site visit.
- Check in with Alice Martin on ways to engage scholars while in San Diego.
- Key dates and deadlines will be shared with the committee.
- The committee will share any suggestions on speakers and keynotes due by April 19<sup>th</sup>.

Scott thanked everyone for their ongoing participation and support. He reminded everyone that the next committee meeting will be held on April 4<sup>th</sup>.