



## Committee Call Notes

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

#### Conference Call

Tuesday, July 18, 2023

12:00PM Eastern / 9:00 AM Pacific

<https://icpdprograms-org.zoom.us/j/81780157651?pwd=YUVEaytCbGVZblhIoTdnN2VZV0xtZz09>

Meeting ID: 817 8015 7651

Passcode: 829397

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

- Samira Brooks, Amgen
- Kathy Curtis, ICPD
- Adrienne Dawson, Merck KGaA
- Francisco Fields, Kenvue
- Bill Heath, Lilly
- Kevin Kenworthy, Incyte
- Scott May, ICPD
- Tony Ndifor, Janssen
- Patrick O'Brien, Arrowhead Pharmaceuticals
- Bill Richards, 23andMe
- Janae Ruhl, IGM Biosciences
- Dustielyn Savage, ICPD
- Lamont Terrell, GSK
- Elisabeth Valerio, ICPD
- Tamisha Vaughan, Arrowhead Pharmaceuticals
- Brittany Witherspoon, Janssen
- Sarah Zeoli, Trinity

#### **Welcome & introductions: BOLD ITEMS WILL BE COVERED DURING THE CALL.**

For a more in-depth briefing contact Scott May at [smay@icpdprograms.org](mailto:smay@icpdprograms.org) or +1 (202) 441-7370

Scott welcomed the committee members to the Scientist Mentoring and Diversity Program for Biotechnology (SMDP Biotech) Outreach & Planning Committee meeting. Scott mentioned the agenda was sent via email and reminded the committee members they can locate the agenda, past meeting notes 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 before reviewing the meeting agenda.

#### **Sponsor Updates**

- SMDP related announcements
  - **Amgen breakfast during the BIO International Convention (BIO)**  
Amgen invited a group of SMDP Scholars to join them for breakfast during BIO.
  - **Genentech reception during BIO**  
Genentech held a reception for the SMDP Biotech Scholars during BIO.



Tamisha Vaughn shared that Arrowhead hired a 2022 SMDP Scholar who is finishing his doctorate at USC and is currently interning. He will transfer to a permanent position after he graduates. Samira Brooks also shared that Amgen recently hired a SMDP Scholar. Bill Heath shared that Lilly is continuing to hire SMDP Scholars.

- Diversity and inclusion activities

- **Janssen Scholars of Oncology Diversity Engagement Program (SODEP) and Janssen Scholars of Immunology Diversity Engagement Program (SIDEPE) are accepting applications**

Scott informed the committee that both SODEP and SIDEPE have opened their applications. These programs are focused on specific therapeutic areas and support diverse university talent.

- **Merck KGaA Leaders of Color M Scholars Program (MLOC) applications have closed**

MLOC applications have closed and Merck is beginning their review. Adrienne added that this is the 3<sup>rd</sup> year of the MLOC program. It is a scholarship program for employees' children and grandchildren that provides 20k towards tuition over 4 year, a mentorship and eventually an internship within the company.

- Samira Brooks shared that Amgen wants to host some virtual webinars with the SMDP Scholars.

### **Scholar Updates**

Dustie provided updates on the following scholars: Edward Quintero of SMDP MedTech 2021 is a Research Associate at Aromyx Corp; Jessica Nwbouku of SMDP Biotech 2022 is a Global Regulatory Affairs Fellow at Amgen; Brandea Hardie of MedTech 2022 is a Senior Scientist Intern at US Pharmacopia; Maria Quintero of Biotech 2023 is a Clinical Development PostDoc at Lilly.

### **Other ICPD program updates:**

- ELISA - Online tours and briefings about ELISA are available by contacting Scott May
- SMDP MedTech - 2023 SMDP MedTech training will be October 7-11, Anaheim, CA; **Celebration of Mentoring and Diversity Reception, Sunday, October 8, 6:30 - 9:30 pm, RSVP to Dustie Savage at [dsavage@icpdprograms.org](mailto:dsavage@icpdprograms.org) by September 8**

Scott invited the committee members and their colleagues to attend the SMDP MedTech Celebration of Mentoring & Diversity in Anaheim on Oct 8. RSVP to Dustie by September 8.

### **Debrief about the 2023 SMDP Biotech training program, June 3-8, Boston**

- **Agenda - Summary of program evaluation responses; two sessions were conducted virtually in advance of the in-person training session; new session with drug discovery game and thanks to Pfizer for hosting it; thanks to Amgen and Astra Zeneca for hosting the scholars for site visits**

Elisabeth thanked the committee for the feedback on the agenda throughout the year. She shared that we had 87 responses to the evaluation survey that is sent out immediately after the training session. Those responses were split evenly between scholars and mentors. The overall response was positive. One of the comments we received from multiple respondents was that there wasn't enough time in the training session, that it was very intense, and they wanted more time with mentors. One of the questions on the survey is "Did you encounter any difficulties participating in the program?", and several of the scholars responded that their mentor was not in-person for the training session, and they were not able work through the mentoring plan with them. Some comments suggested that if the mentor is not going to be there in person, then

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perhaps they can meet ahead of time. Elisabeth added that because the cohort is so large, ICPD will likely need to modify the introductions session on the first day. Also due to the large size, the smaller breakout sessions were welcomed. The SMDP Scholars appreciated activities such as the Drug Discover Game. Elisabeth advised the committee that ICPD would send the survey results.

Elisabeth reminded the committee that the SMDP Scholars and Mentors were divided into two cohorts. SMDP provided concurrent sessions during the training. The feedback from the group was that the format was good. ICPD has had internal discussions about the logistics of the concurrent sessions and the team may have three meeting rooms in future years, with one large space for general sessions and 2 smaller rooms from breakout sessions. Elisabeth thanked Pfizer for hosting the Drug Discovery Game. She also thanked Amgen and AstraZeneca for hosting the scholars for site visits.

Samira asked if it was possible to get feedback on the site visit at Amgen. Elisabeth explained that the survey doesn't have specifics on sessions. Dustie added that the feedback she heard from the scholars was very positive and that they particularly appreciated the panels and poster sessions at both site-visits.

**Scholars - 111 scholars sponsored; they have been creating virtual support networks; post-training portal orientation meeting**

The feedback on the scholars was that they were a great cohort with a good mix of academic backgrounds. Dustie has conducted virtual session with the scholars after the initial Boston program to train the scholars on how to use the mentoring portal. The scholars have been very active in connecting with each other.

- **Mentors - 60 in-person mentors, 11 stand-in mentors in-person and 40 virtual mentors; 10 of the 40 virtual mentors called-in for 1:1 meetings; for the scholars whose mentor did not attend the in-person or virtual 1:1 sessions, then ICPD doubled those scholars with another onsite mentor; it should be stressed to the mentors who cannot attend in-person, that they should be available for virtual 1:1 sessions**

Scott thanked the committee for the participation and dedication of their mentors. A total of 60 mentors attended in person with 11 stand-in mentors at the training. 40 mentors were unable to be at the training but most of them to connected with their scholars virtually. 10 of the "remote" mentors joined the training virtually via Zoom during the one-on-one sessions for mentors and scholars.

For the scholars whose mentor was not there in person or remote via zoom sessions, ICPD combined them with other mentors who were there from the same companies. Elisabeth emphasized that it is important to have the mentors commit to participate in the 1:1 sessions, even if it is via virtual meetings. She said several scholars expressed their disappointment that their mentors were not there. The scholars have great expectations that they will be meeting their mentors in person, and they get disappointed when their mentors are not there. ICPD understands that the mentors have many work responsibilities, but we hope they can at least commit to the 1:1 sessions. Elisabeth thanked the companies that sent stand-in mentors.



- **Venues - all worked well except weather was an issue with the Red Sox game; staff adjusted and provided a venue at Fenway Park for a mixer; UMASS Boston was an excellent facility for the training**

Dustie noted that the venues worked very well. The weather was an issue at Fenway Park, but Dustie located a dry warm area in the stadium where the group could network and enjoy the baseball game. UMASS Boston was an excellent venue, and ICPD aims to find spaces like that in the future.

- **Group size - Conducted two concurrent sessions of 50-60 scholar/mentor pairs and this worked well**

The committee has been encouraging ICPD to manage the large group size by having concurrent sessions. This approach was used this year and it seemed to work really well.

- **BIO International Convention - Positive feedback on scholars staying through to the end of the convention**

Scott reminded the committee that ICPD arranged for the SMDP scholars to stay an extra day to be able to attend the entire BIO Convention and that was a success.

#### **Partner Support - due to timing this was postponed till next meeting.**

- **Accepting sponsorship for 2023 SMDP MedTEch, October 7-11, Anaheim, CA, please contact Scott May regarding sponsorship by May 15**
- **Accepting reservations for 2024 SMDP Biotech; email Scott May to indicate the number of scholar/mentor pairs to reserve**
- Sponsorship information available here: <http://www.icpdprograms.org/sponsorships>
- Portal orientations for recruiters at partner companies - schedule with Scott May

#### **Hold the dates for the 2024 SMDP Biotech training, June 1-6 in San Diego**

#### **Proposed Alumni program - due to timing this was postponed till next meeting.**

- **Plan to launch it in conjunction with 2023 SMDP MedTech and 2024 SMDP Biotech; overview of the proposed program and feedback from the committee; alumni will be engaged in program planning and running the program.**

#### **Virtual Programming - due to timing this was postponed till next meeting.**

- **2023 SMDP Biotech Mentor Next Steps virtual session scheduled for July 20**
- SMDP Biotech Career Networking virtual event - was April 20 features Genentech, IGM Bioscience, Kenvue/J&J Consumer and Trinity
- Project pages; Smartphone app for the portal; SMDP Gateway membership program

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

##### **Upcoming Calls:**

**Tuesday, September 12, 2023, 12:00 noon Eastern / 9:00 AM Pacific**

**Tuesday, November 7, 2023, 12:00 noon Eastern / 9:00 AM Pacific**