



Committee Call Notes

Scientist Mentoring & Diversity Program for Biotechnology (SMDP Biotech)

Outreach & Planning Committee

Conference Call

Tuesday, July 24, 2018

2:00PM Eastern / 11:00 AM Pacific

Conference Line: 712 775-7100

Access Code: 1071934#

The following Committee members were in attendance:

- Elisabeth Freeman, ICPD
- Jennifer Gonzalez, Ph.D., Janssen Pharmaceuticals
- Scott May, ICPD
- Dustielyn Savage, ICPD
- Carmen Vasquez, Amgen Manufacturing Limited, Puerto Rico

Welcome remarks & introductions:

Scott May welcomed the committee members to the Scientist Mentoring and Diversity Program for Biotechnology (SMDP Biotech) Outreach & Planning Committee. Scott directed the committee members to locate the agenda and supporting documents for the meeting on the website 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
 - Recent Webinars – "Mentoring Portal," July 24

This was a webinar that Dustie hosted exclusively for the recent SMDP Biotech Program. It provided an in-depth look at the SMDP Portal and how to utilize it as part of the year-long personalized mentoring plan. The other one that is not listed was the May 18th webinar titled Janssen R&D Career Opportunities. This was so well attended we met our maximum limit on our webinar platform. We are working on a way to accommodate more attendees. Dustie added that the scholars suggested we have a portal webinar for the new mentors as well.
 - Upcoming Webinars – October 19 & December 14 TBD

October 19 and December 14 do not have a topic identified as of yet. The dates are flexible if a company is interested in hosting a webinar. The webinars are available to not only the current cohort but also all SMDP alumni. Scott suggested to Carmen that perhaps AML hosts a fall webinar to discuss possible job openings. Carmen mentioned that Nicole Miller is the new Director of Talent Acquisition. Alicia Rutia is the one who leads university relations and reports to Nicole Miller. Nicole recently moved back from California. Carmen thinks it will be highly valuable that ICPD connects with Nicole and gets her up to speed on the SMDP program. Scott asked Carmen to email Nicole's contact or to copy him on an introduction email. Carmen added that from an AML stand point, Jomyra would be the one to contact regarding webinars.



- Virtual support for the Scholars – Weekly “email summary”; ICPD can post news relevant to current and former scholars in the header of the email summary, but portal users are encouraged to also post in the “What’s on your mind?”; back-program photos being added; presentation slides for training programs; post job opportunities directly on portal or email them to jobs@icpdprograms.org

Scott reported that the weekly email summary is continuing to be refined and is very well received. Scott mentioned that if any of the sponsor companies have news that would be relevant to current and alumni scholars, we will be happy to put that information in the header of the weekly summary. Scott informed the committee that ICPD has added a lot of back program photos to the photo galleries on the SMDP Portal. We have also been working on adding the presentation slides from the recent training programs. Scott thanked the committee members for posting jobs. Elisabeth added that we will be sending out a monthly email with information that is mentor or career-related to the current cohort. That will be rolled out very soon.

- 2017 SMDP Biotech (San Diego) Reunion Call – September 13

Scott informed the committee members that we have scheduled a reunion call for the 2017 SMDP Biotech cohort. The call will take place on September 13th. It is a great opportunity for the scholars to reconnect.

- Scholar Updates

Dustie provided updates on the following scholars: Pedro Martinez from SMDP Biotech 2012 is a Scientist at Acceleron Pharma; Elisabeth Ndonsta from SMDP Biotech 2016 is an Associate Research Scientist at Aduro Biotech; Ashley Orillion from SMDP Biotech 2016 is a Post Doc Researcher at Janssen; Ona Shemi from SMDP MedTech 2014 is a Senior Engineer at Dow Chemical Company and Anna Molina from SMDP MedTech 2015 is a Sr. Scientist at Lilly del Caribe.

- Company Updates

Scott explained that this is a new agenda item for the committee, during which members share updates from their companies.

- Scholars & Mentors

Jennifer mentioned that the last two scholars to be hired by Janssen are Brittany Witherspoon, Post Doc in Neuroscience and Chemistry and Menel Tominson, Scientist in Statistics.

- Diversity and inclusion activities

Jennifer Gonzalez reported that they have tentatively set a date for Open House on Sept 27- 28. They will integrate the new SMDP sponsor, J&J Medical Affairs and Janssen Scientific Affairs, into the Open House. This will include a Medical and Science Liaison networking and information session. Scott reminded Jennifer that SMDP MedTech will be in Philadelphia the week before. Carmen added that there have been some post doc opportunities added to the SMDP portal.

Debrief about the 2018 training session (June 2-6, Boston)

- Scholar cohort (selection process and selected Scholars) and Mentors

Scott shared we had 29 scholars attend. He gave special thanks to our selection committee that helped identify the current cohort, including representatives from Millipore Sigma, J&J Consumer Healthcare, Janssen Pharmaceuticals, Amgen, and AML.



Scott directed the committee members to the “scholars” tab on the ICPD website so they could see the current scholars. They were about 70% female and 60% African American and 40% Hispanic. Elisabeth added that each year the training session, scholars and mentors seem to get better and better. There was a lot of great talent amongst the scholars. The selection process was very competitive. It was a great group of scholars and mentors. Scott also mentioned that ICPD had unrestricted funding for one SMDP Biotech Scholar from Dennis and Linda Fenton for the past several years. This year we directed that funding for a mentor at a start-up company. The start-up companies do not usually have the funding to sponsor a scholar. This year it went to C4 Therapeutics.

- “Celebration of Mentoring & Diversity in Biotech” Reception
Scott stated that the venue was nice and is within walking distance of the host hotel. He thanked Aine Hanly as our keynote speaker.
- SMDP Biotech training session content and venues
Scott shared some notes about the content: In San Diego we had a “speed networking” session, we did not do this in Boston but after our debrief think we would like to add this back into the training session. Scott thanked Amgen Cambridge for hosting the training sessions. There was a breakout session for the mentors while the scholars were on a tour. The mentors appreciated the time to have a “mentor” discussion and further define their roles. Elisabeth also thanked our speakers that included some of the mentors as well as representatives from talent acquisition from all our sponsor companies. That always adds to the value and wealth of content. Elisabeth thanked all the alumni that came to support the program. Elisabeth said the Alumni Panel was a highlight. Dustie added that the venues were fantastic and most in close proximity to the host hotel. The casual dinner venue was at Whalburgers and the managers there enjoyed having us there so much, they invited us back anytime we are in Boston. Scott asked Jennifer what her thoughts were on the scholars not being housed near the BIO Convention but rather near the training session. Jennifer shared that she felt it was ok to have everyone closer to training in the beginning of the week.
- Site visit
Scott thanked Janssen and J&J for the virtual J&J Innovation Office.
- BIO Convention
We are happy to co-locate the SMDP training with the BIO International Convention. We appreciate the growing support we are getting from them. One of our scholars was featured in a video interview asking how her experience was. ICPD recognizes the mentoring portal is evolving and the paper version of the Mentoring Plan does not exactly match-up with the portal version. We will be working on getting those to match-up.

Planning the 2019 SMDP Biotech training session (June 2-6, Philadelphia)

- Scholar recruitment – university visits, registration system to open September - 22xx
Scott asked the committee members to save the date for the 2019 SMDP Biotech Training Session. The university visits will gear up in fall. We are going to move to a unified system for both SMDP Biotech and MedTech. In the past we have had 2 separate deadlines and 2 marketing campaigns. We are going to move to one deadline for both programs. The deadline will be April 1, 2019. The applications will go live the beginning of September.
- Discussion item – description of desired profile of applicants
Scott explained in the past we have listed recommended degrees for the students interested in SMDP MedTech but we have not done that for the SMDP Biotech. We received feedback from universities and scholars asking questions about what background and degrees they should have.



Scott directed members to the committee management page where they could find the current list of SMDP Biotech Draft Disciplines. The intent is to have that list on the website as a reference to students to help them decide if the program is right for them. Scott asked the committee to look over the list and provide any feedback.

- Site visit and venues
It is never too early to decide where we to hold the training session. The last time we were in Philadelphia we had the training session at Deloitte, however that option is not available.
- Program Agenda and Speakers
Elisabeth mentioned the format will be very similar, but if anyone has any suggestions, they are welcome to share. Elisabeth welcomed ideas for the keynote speaker at the reception.
- Visibility at the BIO International Convention and how best for SMDP to tie into BIO activities
We are working with Bio on that and will keep the committee updated.

Partner Support

- Sponsorship page on ICPD website
Scott mentioned we have a sponsorship page on the main ICPD website. He encouraged the committee members to share the presentation with colleagues that may be interested in being a partner with ICPD.
- Discussion item – getting partner/sponsor commitments earlier?
Scott explained that we wanted to have a discussion about how to get the sponsor companies to make their commitments earlier. This will be postponed to the September 11th meeting. It is helpful to know prior to the deadline how many scholars are sponsored.
- Specialized reports from the portal for the Sponsors
ICPD can run specialized reports from the portal.
- Support for talent acquisition staff at sponsor companies – portal training available
Scott reminded the members that we can provide a demo to the portal for any talent acquisition that would like access to the ICPD portal.

Update on Gallus Program

Elisabeth reported that we have a very exciting diversity initiative that is geared towards developing middle managers and helping them progress to senior levels. We have been hard at work behind the scenes. Elisabeth directed everyone to the committee page where they could find the postcard that was handed out during SMDP Biotech as well as the value propositions on the committee page. Due to lack of time, this discussion will be postponed to the September 11th meeting. We will start with partner support and Gallus on the agenda.

2018 Scientist Mentoring and Diversity Program for Medical Technology will be September 22-26 in Philadelphia, PA

The next SMDP MedTech program will be in Philadelphia from September 22-26, 2018. Scott invited any members in the area to join us for any part of our program.

Other & Action Items:

Scott thanked everyone for their ongoing participation and support. He reminded everyone the next call will be Tuesday, September 11 at 2pm EST.