



Committee Call Notes

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

Conference Call

Tuesday, July 30, 2019

2:00PM Eastern / 11:00 AM Pacific

Conference Line: 712 775-7100

Access Code: 1071934#

The following Committee members were in attendance:

- Meka DeCoteau, Janssen Pharmaceuticals
- Elisabeth Freeman, ICPD
- Scott May, ICPD
- Roberto Monserrate, Amgen Manufacturing Limited
- Dustielyn Savage, ICPD
- Eddie Stewart, Radius Health

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

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

Scott May welcomed the committee members to the 2019 Scientist Mentoring and Diversity Program for Biotechnology (SMDP Biotech) Outreach & Planning Committee. Scott mentioned that the agenda was sent via email. Scott reminded the committee members that they could locate the agenda, past meeting notes 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.

Debrief for the 2019 SMDP Biotech Training Session (June 1-5 in Philadelphia)

- **Scholars - 51% African American and 49% Hispanic; 73% female, 27% male; 39 scholars total**

SMDP Biotech was a big success. We had a record size group of 39 scholars this year.

They were 51% African American and 49% Hispanic. The trend of the last several years has been heavily weighted towards female especially with SMDP Biotech and that was the same this year with 73% female.

- **Mentors - continued success with engagement of emerging companies with participation by Radius Health; substitute mentors and drawing from local alumni**

We had almost all mentors able to be at the training in person. In the past, scheduling conflicts and other issues prevented mentors from being attending the training sessions. Based on the feedback from the committee we reached out to our alumni in the area to stand-by in case there was a need for a back-up mentors. At the SMDP Biotech training session this year, we did need to have one of our alumni onsite as a back-up. Elisabeth added that ideally, we would love to have all of the mentors attend, but having the back-up ensured that the scholar had someone to work with during the training. Scott thanked Radius Health for joining the program as a sponsor and providing the perspective of an emerging company. Scott informed the committee that moving forward ICPD will support 3 slots in the upcoming programs for emerging companies.



- **“Celebration of Mentoring and Diversity Reception” - an outstanding turnout of guests attending from industry and SMDP alumni**
- **Program agenda and speakers - possibly add to program:**
 - **Hiring managers to the “Getting Hired” panel;**
Scott explained that we would like to have talent acquisition representatives on the “Getting Hired” panel and possibly add a hiring manager.
 - **Diversity topics as part of the existing sessions**
Scott suggested during a future call we might want to discuss to what extent to we should make diversity a topic during the training program.

Elisabeth mentioned that from the feedback she received we had a great representation from all the companies on the panel. Something new we tried this year was instead of having Scott May be the emcee at the reception, we had Josh Ghaim, Ph.D., Chief Technology Officer, J&J Consumer Healthcare and Executive Sponsor of SMDP at J&J, was the Master of Ceremonies. This worked well. Arleen Paulino from Amgen was also a wonderful keynote speaker. Elisabeth reminded the committee that we are always looking for feedback on the sessions. She stated we had great representation from talent acquisition on the panels and thanked all speakers for participating.

- **Meeting venues and site visit - Philadelphia 201 hotel; Pyramid Club for reception; J&J Consumer Healthcare for Sunday training; ladder 15 for Sunday informal dinner; Janssen/Springhouse for Monday trainings; a site visit and lunch was tentatively scheduled at Merck but this did not occur, resulting in more convention time for the SMDP Scholars**

All of the sites worked very well. Scott noted that the Pyramid Club is one of our favorite venues for the opening night reception. Scott thanked J&J Consumer Healthcare and Janssen Pharmaceuticals for hosting the training sessions. Even though the bus ride was a little longer than usual, the scholars were able to get to know each other better and discuss training program topics on the bus. Scott shared that the Monday site tour being cancelled, but this allowed the scholars to arrive at BIO earlier.

- **BIO International Convention - Elisabeth Freeman and Scott May had several meetings with key biotechnology industry representatives; pop-up meetings occurred with SMDP Scholars introducing themselves to:**

Scott summarized these pop-up meetings:

- **Julie Gerberding, M.D., MPH, Executive Vice President and Chief Patient Officer, and Luther Clark, M.D., Deputy Chief Patient Officer’s Global Director, Scientific, Medical and Patient Perspective, Office of the Chief Patient Officer**
- **Pfizer meeting with Anthony Barry, Senior Director, and Victoria Caldwell, Global Manager, Talent Acquisition**
- **Discussion at the BIO Pavillion with Maria Luisa Pineda, Ph.D., former SMDP Biotech Scholar and CEO, Envisagenics and Yemi Onakunle, Ph.D., Senior Vice President, Licensing and business Development, Selexis**
- **Briefing about the MedTech Conference and the BIO International Convention at the Pfizer booth with Ray Briscuso, Senior Vice President, AdvaMed**
- **Conversations at the Johnson & Johnson booth with Seema Kumar, vice President, Innovation, Global Health and Policy Communication, Johnson & Johnson, followed by Richard Tillyer, Ph.D., Global Head, Discovery, Product Development & Supply, Janssen Pharmaceuticals**



Scott asked the committee members if they had any comments about the recent SMDP Biotech training session. Eddie Stuart shared that he was impressed with the presentations, panels and the questions from the group. He believes that the scholars will learn a lot not only through the Q&A periods, but from the remarks provided by the mentors. Elisabeth thanked Eddie for his feedback and support. Meka echoed kudos for the diversity of the profiles of the scholars. Being able to see a PhD and also talk to someone who was also pursuing an M.D. provided a great variety. She noted that the energy of the cohort was fantastic.

Planning for the 2020 SMDP Biotech training session (June 6-10, San Diego)

- **Scholar recruitment - DISCUSSION ITEM - What is the maximum number of students that should be admitted into the program and how best can more students be accommodated? The 2020 scholar registration will open in September; DISCUSSION ITEM - suggestions on how best to recruit more Native American and Pacific Islander students**

Scott explained that we are already starting to gear up for the 2020 SMDP Biotech program in San Diego. Due to time constraints Scott suggested that we table the discussion items on the maximum size of the students to the next meeting as well as how to reach more Native American and Pacific Islander applicants. The committee agreed.

- Mentors
- Meeting venue and site
- Program Agenda and Speakers
- BIO International Convention

Partner Support

- Outreach & Planning Committee - seeking introduction to new members
- **2020 Sponsorship - Seeking sponsor commitments for the 2020 program. Contact Scott May for additional details at smay@icpdprograms.org or +1(202)441-7370**

Scott asked the committee to reach out to him if they know of any companies that would like to get involved in SMDP.

- **ICPD is directly "sponsoring" the engagement of 3 emerging companies in the 2020 program**

Scott mentioned again that ICPD will be self-financing the participation of 3 emerging companies in the upcoming programs.

- Sponsorship page on ICPD website
- Support for talent acquisition staff at sponsor companies - ICPD can run specialized reports; portal training available; **ICPD soliciting more job opportunities from sponsors and mentors (post job opportunities directly on portal or email them to jobs@icpdprograms.org)**

Scott reminded everyone at the sponsor companies to post job opportunities on the jobs page of the portal. ICPD will be promoting the jobs section of the portal in the early fall.

Current programming:

- **Webinars - Let's Talk: About what you want and how to find it at J&J Medical Devices, August 6; Goal Setting and Career Planning, August 23; reunion call for the 2018 SMDP Biotech scholars, September 5; still seek companies to lead the webinars scheduled for October 18, December 13**



Scott explained that the upcoming webinar hosted by J&J Medical Devices will be a little different in the sense that we will be inviting the incoming cohort to participate as well as the alumni. The Goal Setting webinar will be moved to September.

- Virtual support for the Scholars - Monthly content updates for current scholars and mentors; FAQ section on portal; **ICPD can post relevant sponsor news in the header of the email summary**, back-program photos being added; presentation slides for training programs; smart phone app for the portal; **portal usability for career development purposes**

Scott reminded that if there is news that should be shared with everyone on the portal, to let ICPD know and it will be put in the header of the weekly summary that goes out. The topic of portal usability will be pushed to the next meeting.

- **Scholar Updates**
- Dustie provided updates on the following scholars. Makendra Umstead from SMDP Biotech 2015 was hired at Millipore Sigma as a Go Global Leader and Sr. Product Manager; Lisa Marie Moore from SMDP Biotech 2009 is working at NASA Cancer Center as a Research Fellow, Valerie Montalvo from SMDP MedTech 2018 started working at Sakura Finetek as an Associate Scientist, lastly Ricardo Montes from SMDP MedTech 2017 is an R&D Test Engineer at InnvoHeart US Inc.
- Sponsor Updates
 - **SMDP related announcements - Links for Amgen jobs posted on the SMDP portal, when followed and the positions applied for, will flag the applicants as SMDP Scholars**
Scott explained that Amgen has set up a new system in which when they post a job on the portal, the link in the post will automatically track the scholars and flag them as a SMDP scholar. Scott thanked Amgen for doing that.
 - **Diversity and Inclusion activities**
There were no other additional announcements

2019 Scientist Mentoring and Diversity Program for Medical Technology will be September 21-25 in Boston, MA

Scott noted the kick-off reception for SMDP MedTech will be the evening of September 21st in Boston with keynote speaker Peter Chen, the Global Leaders of R&D at J&J Medical Devices. RSVP to Dustie Savage to attend.

2020 SMDP Biotech will be June 6-10 in San Diego, CA

Update on Gallus Program - Offline Briefings Available

Other & Action Items:

Tabled items from this meeting will be discussed at the September 10th meeting.

Scott thanked everyone for their participation and reminded the committee the next call will be Tuesday, September 10, 2019 at 2pm EST.

Upcoming Calls:

Tuesday, September 10, 2019, 2:00 PM Eastern / 11:00 AM Pacific

Tuesday, November 5, 2019 2:00 PM Eastern / 11:00 AM Pacific