



Committee Call Notes

Scientist Mentoring & Diversity Program for Biotechnology (SMDP Biotech)

Outreach & Planning Committee

Conference Call

Tuesday, March 20, 2018

2:00PM Eastern / 11:00 AM Pacific

Conference Line: 712 775-7100

Access Code: 1071934#

The following Committee members were in attendance:

- Kathy Basmadjian, Janssen Pharmaceuticals
- Lauren Celano, Propel Careers
- Meg Levy, Johnson & Johnson Consumer Healthcare
- Scott May, ICPD
- Jennifer, McGehee, Janssen Pharmaceuticals
- Dustielyn Savage, ICPD
- Ed Shipley, Biotechnology Innovation Organization (BIO)

Welcome remarks & introductions:

Scott May welcomed the committee members to the SMDP Biotech Outreach & Planning Committee meeting for 2018. 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.

Planning the 2018 SMDP Biotech Training Session (June 2-6, Boston)

- Scholar recruitment – recruitment status, overview of applicant pool, timetable for selection committee. Discussion item – description of desired profile of applicants

Dustie shared that we had a fantastic response this year. The incentive to apply early was successful. We have provided an extension until the end of the week to a select group of universities that we work with every year. Dustie informed the committee that the majority of the applicants are female (about 75%) this year and that we have a wide representation of schools from large state universities, Historically Black Colleges and Universities, Hispanic Serving Institutions and Private Colleges. Scott discussed the selection committee timetable. He directed everyone to the target dates document located on the committee page.

Instructions to the committee will be emailed Friday the 23rd. Due to the extension we have postponed the selection deadline until Friday, April 6th. We will begin notifying the admitted scholars on April 15th. Scott called attention to the MedTech program page. He pointed out that at the top of the page it describes what degrees are suitable for that program. Scott noted that on the Biotech program page, there is not a detailed list. In the past the committee had agreed to leave it general and let the scholars self-select. Scott said the vagueness of the SMDP materials causes a lot of confusion amongst prospective scholars and results in a lot of email and phone queries. There is concern this might also discourage some students from applying. Scott opened the meeting for discussion.



Meg shared that in the past she has been part of the selection committee and there have been quite a few environmental engineers. That is not what she is targeting at J&J Consumer. They would prefer more of the life sciences if that helps in the thinking. Scott proposed that ICPD will work on a way to find a "Middle ground" so that we can provide a little more specificity to students. ICPD will draft some language and present it during the July 10th call.

- Mentor Selection

Scott mentioned that it is equally important to have a great selection of mentors to pair with the scholars. April 10th is the deadline for all sponsors to identify their mentors for this year's program.

- Program Agenda and Speakers

Scott directed everyone back to the committee page. He noted that there are a lot of TBDs and unfortunately Elisabeth is traveling and unable to provide the update on those. He assured the committee there will be a much more final agenda by the next meeting. Scott then gave an overview of the agenda. The "Celebration of Mentoring and Diversity" reception will kick off the program on Saturday evening. There is a full day of programming on Sunday June 3rd followed with a casual dinner. There is a half day of programming on June 4th. That afternoon we will have a lunch and a site visit after the training. Then all the scholars will attend the BIO Convention. The big picture of what we are trying to cover in those couple of days is three things:

1. What are the biotechnology and consumer healthcare industries all about
2. What would it be like to work for industry and what are the different career paths?
3. Help with the "nuts and bolts" of job search and career development such as how to fine tune a resume, develop elevator pitches, how to represent oneself in social media and how to network.

We rely on the mentors to provide some of that content. Throughout the program and virtual year mentors help their scholars develop a strategic plan for their careers. Scott then mentioned that we rely on the convention to really answer the "what is industry all about" for the scholars. The SMDP Scholars get an opportunity to network, attend plenary sessions and visit the exhibits. Scott passed on that Elisabeth could use help on the *Career Choices Panel* asked the committee to contact Elisabeth for participation.

- Celebration of Mentoring and Diversity Reception - Saturday, June 2, 6-9 pm

Scott noted that the reception is the evening of Saturday, June 2nd. Scott extended an invitation to anyone in the Boston region to attend. The plenary speaker will be Aine Hanly, Ph.D., former mentor and Vice President Drug Substance Technologies and Site Head, Amgen Cambridge, and the Master of Ceremony will be Josh Ghaim, Ph.D., Chief Technology Officer, at J&J Consumer Healthcare.

- Venues: training program at Amgen Cambridge sites, site visit - pending with J-Labs Cambridge, host hotel - Marriot Cambridge, informal dinner and receptions

Dustie stated that the training session will be at Amgen, Cambridge. We are just waiting to confirm a site visit at J-Labs in Cambridge. This would be held on Monday afternoon where the scholars will have lunch and then a tour before going to register at the BIO Convention. Our host hotel, the Marriott Cambridge, is conveniently located within walking distance to both Amgen and J-Labs. She mentioned that the informal dinner and reception venues are still not locked down and let the members know she is open to any recommendations.



- Updates on BIO International Convention

Scott asked Ed Shipley to provide an update on the BIO International. Ed shared that just yesterday, the full program was posted on the web page, www.convention.bio.org. All of the session tracks are linked to the appropriate categories.

The keynote speaker's contracts are being finalized. Monday night, the opening reception will be held at the Seaport Hotel. The closing reception on Wednesday evening will feature Diana Ross. Scott thanked Ed for all of his support. Scott reminded the members that we like to set up "pop up" meetings with executives and the scholars during the convention.

Partner Support

- Finalizing sponsorship of 30 scholars; Sponsorship page on www.icpdprograms.org
Scott mentioned we are confirmed for 30 scholars. That is an increase from 23 last year. Sponsorship information is on the www.icpdprograms.org website. Scott added that we can include one or two more Scholars if anyone is interested in sponsoring additional students.
- Discussion item – how to get sponsorship 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 July 10 meeting.
- Support for talent acquisition staff at sponsor companies – job posting desired and "tagging" scholar applicants; post job opportunities directly on portal or email them to jobs@icpdprograms.org; ICPD can run specialized reports from the portal for Sponsors
Scott reminded everyone that we are available to support Talent Acquisition staff and give them a demonstration of the SMDP Portal. ICPD encourages everyone to post jobs directly on the portal. They can also email them to jobs@icpdprograms.org. J&J and Amgen are now noting when SMDP Scholars apply for job openings. ICPD is able to provide customized reports for talent acquisition staff.

Current programming:

- Webinar dates and topics
 - Recent Webinars – "J&J Early IN Career Talent Programs," March 8
This was a well-attended webinar. It was fully attended webinar. We are able to have 25 participants in full interactive mode or 50 with interactivity limited to the Q&A periods. Dustie is working on how to accommodate and expand the numbers for future webinars.
 - Upcoming Webinars - April 6 - finalizing webinar about early career opportunities at EMD Serono; October 19; December 14
We have two available webinar dates. October 19th and December 14th. Scott reminded everyone that ICPD does all the leg work for the Webinar and welcomed anyone that is interested in hosting to reach out to him.
- Company Updates
Scott explained that this is a new section of our committee calls where the members will have an opportunity share updates in behalf of their companies.
 - Planning a local version of SMDP MedTech at AML in Puerto Rico
We are finalizing a date in April when Amgen Manufacturing Limited in Puerto Rico will host a mini SMDP MedTech training session. This has become necessary due to the hurricane that which occurred during the 2017 SMDP training sessions.



The AML training session will run for a half day with two mentors and two scholars who were unable to attend the San Jose SMDP MedTech training. Scott thanked Amgen for hosting the event. The two students will also attend the MedTech Conference in September 2018.

- J&J Medical Devices "Minor Mentor" Program
Scott noted that J&J Medical Devices has decided to provide each of their Scholars with a "minor mentor". The students most generally will not meet their minor mentors in person, but they will have regular phone conversations with them. The minor mentors are talent acquisition professionals or SMDP alumni now employed at J&J. Their role is to help the SMDP Scholars with their resumes and other technical aspects of their career development.
- Scholars & Mentors - no committee members provided updates about their scholars and mentors.
- Diversity and inclusion activities - no committee members provided updates about their diversity and inclusion activities.
- Virtual support for the Scholars – Weekly "email updates" launched
Scott shared there has been a lot of activity on the SMDP Portal since we launched the "weekly email updates." This was launched a month ago and it summarizes portal activity for the prior week. We continue to refine the content and format of this.
- Scholar updates
Dustie provided updates on the following scholars: Richard Carter from SMDP Biotech 2013 just accepted a new position as Medical Science Liaison at Janssen Pharmaceuticals, Takara Scott also from SMDP Biotech 2013 took a new position as Manager, Medical Science Liaison at Ferring Pharmaceuticals, Michelle Lozada from SMDP Biotech 2012 is a Process Development Scientist at Amgen, Fransua Muniz from SMDP MedTech 2016 has accepted a position earlier this year as a Microbiology Laboratory Investigator II at Baxter, Jennifer Molina from SMDP MedTech 2014 and is now a Scientist at Ribon Therapeutics.

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

The next SMDP MedTech training session will be held in Philadelphia from September 22-26, 2018.

Update on Gallus program (formerly "Modules for Innovative and Diverse Leaders," (MIDL))

Scott will provide a deeper update on Gallus during the July 10th call.

Other & Action Items:

- More specific description for Biotech desired scholars on Jul 10th
- Deeper look at Gallus program on July 10th

Scott thanked everyone for their ongoing participation and support. He reminded everyone the next SMDP Biotech Outreach & Planning Committee call will be held on Tuesday, May 1st at 2pm EST.