



Committee Call Notes

Scientist Mentoring & Diversity Program for Biotechnology (SMDP Biotech)

Outreach & Planning Committee

Conference Call

Tuesday, May 1, 2018

2:00PM Eastern / 11:00 AM Pacific

Conference Line: 712 775-7100

Access Code: 1071934#

The following Committee members were in attendance:

- **Colleen Albright, Millipore Sigma**
- **Kathy Basmadjian, Ph.D., Janssen Pharmaceuticals**
- **Julie Campbell, Millipore Sigma**
- **Lauren Celano, Propel Careers**
- **Luther Clark, MD., Merck Pharmaceuticals**
- **Elisabeth Freeman, ICPD**
- **Ali Hernandez, Amgen**
- **Meg Levy, Johnson & Johnson Consumer Healthcare**
- **Migdaliz Lopez, Amgen Manufacturing Limited**
- **Scott May, ICPD**
- **Jennifer Gonzalez, Janssen Pharmaceuticals**
- **Charlene Rincon, Ph.D., Amgen**
- **Dustielyn Savage, ICPD**
- **Ed Shipley, Biotechnology Innovation Organization**

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 ICPD 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)

- Incoming Scholar group – Number and description; Orientation call May 17th at 2pm EDT; Confirmed sponsorships of 30 scholars; 4 additional sponsorships pending
Scott noted that we have a fabulous group of Scholars. There will be 30 scholars. Dustie shared that about 75% of the scholars are female and that all the scholars represent a wide variety of universities from across the country.
- Incoming Mentors – Orientation call May 17th at 3pm edt; Identification of 12 mentors pending
Scott mentioned about half of the mentors have been identified. We are hoping to have all of them firmed up by the end of the week. Their orientation call will be May 17 at 3pm Eastern.



- Program Agenda and Speakers
Elisabeth explained that we have made great progress on the training session that kicks off on June 2. We have almost all the speakers confirmed. She reminded the committee that the training kicks off on June 2 with a “Celebration and Diversity Reception” in the evening. Our master of ceremonies will be Dr. Josh Ghaim, Chief Technology Officer, J&J Consumer Healthcare. Aine Hanly, Vice President Drug Substance and Site Head, Cambridge, will be the keynote speaker. Aine has been a mentor in the past and a great role model for the scholars. Sunday June 3rd is a full day of training. It will include a session with Julie Campbell about social media, discussions to help the scholars prepare for their careers and sessions with talent acquisition Professionals. The end of the day will be a discussion about resumes. Sunday evening will be an informal dinner and gives an opportunity for the scholars to spend time with their mentors. Monday’s training will include an alumni panel. We are being hosted by Amgen Cambridge. After the training we will have a site visit to J&J Innovation and J-Labs. They scholars will go to the convention in the afternoon to register for the BIO International Convention (BIO). Elisabeth mentioned we are looking for a moderator for the Career Choices Panel. She thanked the committee for assisting with identifying speakers.
- Celebration of Mentoring and Diversity Reception – Saturday, June 2, 6-9 pm, MIT Museum, all welcome
Scott noted that the reception is the evening of Saturday, June 2nd at the MIT Museum. Scott extended an invitation to any committee members or their colleagues in the area to attend. The event includes a one-hour networking reception, an hour for various presentations and keynote speaker, and ending with dessert and coffee. The keynote speaker will be Aine Hanly, former mentor and Vice President Drug Substance 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
Dustie stated that all venues are confirmed.
- Updates on BIO International Convention; Discussion item-pop-up meetings recommendations
Scott shared that Ed Shipley is unable to make the meeting due to travel but passed on a message to be shared today. “BIO 2018 is looking exceptionally good.” Scott explained that BIO is a great way for the scholars to learn about industry. It is an efficient way for them to time for networking. Scott asked the committee to email him if they know of any colleagues who will be at BIO and who would be interested in having a “pop-up” meeting with the scholars. These are informal “stand-up” meetings held in the exhibit hall or near registration. The scholars can give their elevator pitches and the company senior leaders can do the same.

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 our first “sold out” 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 – May 18 “Janssen R&D and Career Opportunities”; June 28 “Careers at Millipore Sigma and EMD Serono; October 19 & December 14 TBD
We have a webinar in a couple weeks for Janssen R&D about career opportunities and one on June 28 about Careers at Millipore Sigma and EMD Serono. Scott invited anyone interested in hosting either the October 19th or December 14th to contact him.
- Company Updates
Scott explained that this is a new section of our committee calls where the members will have an opportunity to share things going on in their companies.
 - SMDP MedTech in Puerto Rico, hosted by Amgen Manufacturing Limited (AML)
We did a makeup session of the 2017 SMDP MedTech program for participants who were unable to attend due to hurricane Maria. Amgen mentors and Scholars attended the session at AML.
 - Scholars & Mentors
 - Diversity and inclusion activities
Jennifer Gonzalez reported that the SMDP alumni group at Janssen is having regular meetings and developing a strategy to support emerging researchers at partner universities.
- Virtual support for the Scholars – Weekly “sweep” enhancements; email updates to current scholars and mentors
Scott reported that the weekly email summary is continuing to be refined and is very well received. If members have suggestions about how to improve the summary they should email ICPD staff. Elisabeth said we are launching monthly email updates to current scholars and mentors to provide them with guidance about how to have a productive mentor/mentee relationship.
- Scholar on the following scholars: Jose Roman from SMDP Biotech 2015 is a Senior Associate Regulatory Scientist at Janssen; Shirley Sanchez from the SMDP Biotech 2014 is a Medical Trends Analyst at Blue Cross Blue Shield of Massachusetts; Michael Scheid from SMDP MedTech 2015 is a Technical Sales Engineer at Plexon; Marco Garza from SMDP MedTech 2016 won 2nd place and \$35,000 at New Ventures Competition (a medical device-oriented competition; Devante Kinder from SMDP Medtech 2016 is at Ethicon doing a Package Development Co-Op; and, Viviana Vasquez-Rivera, SMDP Biotech 2011 is an Associate Scientist II at Lupin Pharmaceuticals.

Partner Support

- Finalizing sponsorship of 30 scholars; Sponsorship page on www.icpdprograms.org
Scott mentioned we are confirmed for a cohort of 30 SMDP Biotech Scholars. That is an increase from the 23 Scholars we had in last year’s SMDP Biotech cohort. Sponsorship information is on the website. Scott added that we have room for one or two scholar/mentors if anyone is interested in sponsoring an additional student or two.
- 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 portal. We encourage everyone to post jobs directly on the portal. They can also email them to jobs@icpdprograms.org.

J&J and Amgen have enabled SMDP Scholars to “tag” themselves on their online application systems so that recruiters know they are alumni of SMDP.

ICPD can provide customized reports from the portal for talent acquisition staff.

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.

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

ICPD staff will provide an update on Gallus during the July 10 call.

Other & Action Items:

- More specific description for Biotech desired Scholars on Jul 10th call
- Overview of Gallus program on July 10th call

Scott thanked everyone for their ongoing participation and support. He reminded the committee that the next call will be Tuesday, July 10 at 2pm EST.