



Committee Call Notes

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

Conference Call

Tuesday, November 10, 2020

2:00PM Eastern / 11:00 AM Pacific

<https://icpdprograms-org.zoom.us/j/81059280733?pwd=OEczblNNMFUrbVdxSDNNOFUvK05yQT09>

Meeting ID: 810 5928 0733

Passcode: 948257

The following Committee members were in attendance:

- Meka DeCoteau, Janssen Pharmaceuticals
- Caroline Germa, AstraZeneca
- Jennifer Gonzalez, PhD, Janssen Pharmaceuticals
- Cleat Jerden, Amgen
- Migdaliz Lopez, Amgen Manufacturing Limited
- Scott May, ICPD
- Roberto Monserrate, Amgen Manufacturing limited
- Tony Ndifor, PhD, Janssen Pharmaceuticals
- Harrison Reagan, Johnson & Johnson
- Erica Santos, Genentech
- Dustielyn Savage, ICPD
- Lamont Terrell, PhD, GSK
- Elisabeth Valerio, ICPD
- Nora Vele, Merck

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 2020 Scientist Mentoring and Diversity Program for Biotechnology (SMDP Biotech) Outreach & Planning Committee. Scott mentioned the agenda was sent via email. Scott reminded the committee members 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 before reviewing the meeting agenda.

2020 SMDP Biotech

- **Debrief about the September 20-21 virtual SMDP Biotech Training Session**
 - **Right amount of production staff (director, assistant director, and production assistant); pinning of speakers worked well**

Scott stated that the virtual program went very well. The Zoom platform met our expectations. Scott noted that Dustie was the Director of the virtual production, and ICPD hired additional production team members, including an Assistant Director and a Production Assistant. This seemed to be the right amount of production staff.



The production team pinned speakers, showcased panels, added additional artwork, managed chat messages and organized numerous breakout sessions. Scott thanked Dustie and the crew for their great work.

- **Mentors - how to firm them up sooner and ensure expectations are clearly communicated to them?**

ICPD had a fabulous group of mentors participating in the 2021 SMDP Biotech. One of the on-going issues is “fall-off” with some mentors not being able to attend some or all of the training session. We would like to determine how to best communicate to the mentors the expectations before they agree to be mentors. Scott and Dustie have held post-training sessions with the mentors who were absent to introduce them to their scholars.

- **Mentoring plans - enhance instructions about how to complete mentoring plans; show an example of a completed plan**

- **Move Scholar/Mentor meetings on start of day 2 to after the first panel; the number of break-out sessions worked well**

We learned that having the breakout sessions first thing in the morning was challenging in creating the breakout rooms. For future virtual training, breakout meetings will not be scheduled as one of the first session of training days.

- **Interactive breaks were good**

During breaks, the production staff kept the main virtual meeting room open for participants to interact informally. These turned out to be great networking sessions.

- **Q&A for virtual meeting was very interactive and chat supported it well**

Q&A seemed to work very well in the virtual format. ICPD let the participants guide the conversations. The online chat function supported Q&A very well.

- **When virtual, are Sunday/Monday the best days for the training?**

Scott asked the committee members to send feedback about the desirability of having the training on a weekend day and a weekday versus during weekdays only.

- **Evaluation**

Elisabeth shared that we gathered a post program survey immediately following the training session. We received 109 responses from both mentors and scholars. Elisabeth is putting together a report. Overall, it was a very positive response. The participants found the program beneficial. Numerous respondents indicated a preference of having all the mentors present and participating in the training. There were also comments suggesting the training be conducted on weekdays only.

- **Follow-up Sessions**

- **Mentoring Portal Training, Dustie Savage, Programs Manger, ICPD, Virtual**

Dustie held an in-depth portal training webinar for the SMDP Biotech scholars October 7.

- **Three additional sessions over the next 10 months, for scholars only**

We will have three additional sessions over the next 10 months. We will discuss this more at the next committee meeting.

- **In-person sessions at the 2021 BIO International Convention - Scholars and Mentors should arrive in Boston afternoon of June 13; Scholars will depart June 16, after attending the Convention; Mentors can depart afternoon of June 14 or they can optionally attend the BIO International Convention, June 14-17 and will receive full convention access**

Scott noted that we plan to have a “make-up” session in-person in Boston for the 2020 SMDP Biotech scholars and mentors. We hope the mentors can attend this. Participants will attend the Celebration of Mentoring & Diversity Reception Sunday night.



On Monday morning the scholars and mentors will have a “wrap-up”. Following this, scholars and mentors will be given full access to BIO.

Planning for the 2021 SMDP Biotech Training Session (June 12-16 in Boston, MA)

- **Scholars - Scholar registration is open and closes April 11, 2021; Call for Applicants and applications; suggestions on how to recruit more Native American and Pacific Islander students**

The 2021 program will essentially follow the established in-person training format. ICPD is currently accepting applications. The deadline is April 11, 2021. Scott asked that all the committee members share the pdf Call for Applicants with their university relation colleagues.

- **Mentors - should arrive in Boston on the afternoon of June 12 and depart the afternoon of June 14; they can optionally attend BIO International Convention, June 14-17 with full convention access provided for the mentors**

This was postponed till the next meeting due to time constraints.

- **Program Agenda, speaker needs - agenda; speakers; contact Elisabeth Valerio (evalerio@icpdprograms.org) to discuss**

This was postponed till the next meeting due to time constraints.

- **Celebration of Mentoring & Diversity Reception - 6-9 pm Sunday, June 13; it will combine 2020 and 2021 SMDP Biotech programs**

This was postponed till the next meeting due to time constraints.

Current programming:

- **Virtual support for the Scholars - new SMDP Gateway membership program; new project pages system; recognition for portal members; smart phone app for the portal; portal usability for career development purposes**

Elisabeth explained that SMDP Gateway is a brand-new form of membership for individuals who do not qualify or are unable to participate in SMDP. Anyone can join the SMDP Gateway for no charge and gain access to some of the SMDP content and portal functionality. Gateway members are not vetted, and they are from various backgrounds and ethnicities. For some users, the SMDP Gateway is a pipeline to later apply for SMDP. This is appealing to undergraduates and community college students. ICPD will be doing social media outreach to promote this new membership.

Access to the SMDP Gateway is via the public SMDP homepage. SMDP Gateway members do not have access to the SMDP portal community members, but they do receive content, including the weekly mentoring moments. SMDP Gateway members can also create Project Pages and present their accomplishments in their profiles. Recruiters are able to search for Gateway members. Elisabeth added that another feature allows SMDP Gateway members to “raise their hands” and indicate they would like to be mentored by an SMDP Scholar alumni.

Elisabeth shared that another new feature of the portal is the “Project Pages” section. There is a new link called “discover” at the top of the SMDP portal page. All the projects are listed there. Any portal user can create project pages about anything they are interested in sharing. For partner companies, they can create Project Pages about professional opportunities and internship programs. Elisabeth asked the committee members to create a Project Page for their companies. Scott added that Project Pages are a great way for students to showcase their research and activities. He also urged the partner companies to create project pages to help promote areas of



interest. Project pages are shared and are publicly accessible and not exclusive to the SMDP community. Multiple people can collaborate on Project Pages.

- SMDP Biotech Scholar report (2010-Present) - ICPD researched careers of SMDP Biotech scholars from past 10 year and produced a summary report; ICPD will complete similar report for SMDP MedTech by end of October
- Webinars - **Medical Science Liaison Career Paths webinar was October 16; remaining 2020 webinar date of December 11 is available**

This was postponed till the next meeting due to time constraints.

Partner Support

- 2021 Sponsorship – **GSK a Major sponsor; contact Scott May to sponsor Scholar/Mentor pairs for 2021 SMDP Biotech**

Scott stated that we are in the midst of firming up the 2021 programs. Scott encouraged anyone that needs to discuss sponsorships to reach out to him directly.

- **ICPD is directly “sponsoring” the engagement of emerging companies in the 2021 program; send company recommendations to Scott May**

- **Sponsorship page on www.icpdprograms.org**

This was postponed until the next meeting due to time constraints.

- **Outreach & Planning Committee - 2021 meeting dates set and ICPD will send calendar requests for future dates; seeking names of new members, send nominee names to Scott May**

This was postponed till the next meeting due to time constraints.

Scholar Updates

Dustie provided updates on the following scholars: Mario Gutierrez from SMDP Biotech 2019 is at Merck as a Pharmaceutical Sciences Intern; David Diaz, PhD, from SMDP MedTech 2015 is a Clinical Research Scientist at Ethicon; Voke Olokpa, PhD, from SMDP Biotech 2018 is a Scientist II Cancer Cell Biology at FogPharma

Sponsor Updates

- SMDP related announcements
- Diversity and Inclusion activities

2021 SMDP MedTech training will be September 25-29 in Minneapolis, MN

Update on Gallus and ELISA - online tours and briefings about ELISA and Gallus available by contacting Scott May; Gallus now offering senior and emerging leader cohort engagement, ELISA Summit, April 27-29, 2021, in Hwange Zimbabwe

Other & Action Items: Scott and Elisabeth thanked everyone for their participation during the last year and wished everyone a happy holiday season and reminded the committee the next call will be Tuesday, February 23, 2021 at 2pm EST.

Upcoming Calls:

Tuesday, February 23, 2021 2:00 PM Eastern / 11:00 AM Pacific

Tuesday, April 20, 2021 2:00 PM Eastern / 11:00 AM Pacific

Tuesday, July 13, 2021 2:00 PM Eastern / 11:00 AM Pacific

Tuesday, September 7, 2021 2:00 PM Eastern / 11:00 AM Pacific

Tuesday, November 9, 2021 2:00 PM Eastern / 11:00 AM Pacific

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