



Committee Call Notes

Scientist Mentoring & Diversity Program for Biotechnology (SMDP Biotech)

Outreach & Planning Committee

Conference Call

Tuesday, November 6, 2018

2:00PM Eastern / 11:00 AM Pacific

Conference Line: 712 775-7100

Access Code: 1071934#

The following Committee members were in attendance:

- Luther Clark MD, Merck
- Eileen Elliot, Pfizer
- Elisabeth Freeman, ICPD
- Meg Levy, Johnson & Johnson Consumer Healthcare
- Scott May, ICPD
- Dustielyn Savage, ICPD

Welcome remarks & introductions:

Scott May welcomed the committee members to the final call for the 2018 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.

Partner Support

- Firming up 2019 sponsorship – new sponsors, engaging start-up companies
Scott stated we are working on firming up the sponsorships for 2019. He was pleased to announce Pfizer is a new sponsor. Scott welcomed them to the program and introduced Eileen Elliot as our main contact. In addition to Pfizer we have been working with the other sponsor companies and have firmed up 12 commitments for next year. That puts us ahead of where we normally are this time of year. We have been looking to accelerate the commitments because it is helpful for us to know how many students we are recruiting when we start the selection process in April. Our goal is to have 35 scholars. During this past SMDP Biotech we sponsored a fellowship for a scholar to be paired with a mentor at an emerging company in the biotech sector. We felt that went well so we will be looking to replicate it again next year. We will be having conversations with the BIO, the industry trade association to assist us with engagement of emerging companies.
- 2019 Outreach & Planning Committee - new meeting schedule listed below, committee members
Scott mentioned that the dates for the 2019 Outreach & Planning Committee calls are at the bottom of the agenda. Calendar requests will be going out in the next few weeks for next year's meetings. Scott added that he will be in contact with all committee members to ask if they will continue to serve next year and see if any colleagues should be invited.



- Sponsorship page on ICPD website
Scott reminded the committee that 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.
- Support for talent acquisition staff at sponsor companies – reminder about location of recent Scholar photos and affiliations on the website; 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 encouraged the members to put job opportunities on the portal. Scott thanked the sponsors for listings on the jobs board.

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

- Program will follow similar structure as 2018 program
Based on the conversation we had at the debrief committee meeting, the sentiment of the committee was that the current structure and flow worked really well. The 2019 program will be very similar to previous programs.
- Scholar recruitment – online application form and call for applicants are live on website; engagement of alums; associations and professional societies; unified recruitment with April 1, 2019 application deadline; description of desired profile of applicants and posting of the disciplines on the website.

Scott reminded the committee that Dustie is in charge of outreach to students and universities. Dustie noted that the online application and the Call for Applicants are live on the website. We have already started to receive applications. She mentioned that we are engaging our alumni to help spread the word on the program. This year we will be trying something new. We are asking alumni who are attending relevant association and professional society meetings to share the Call for Applicants and help us recruit applicants. Our two interns have identified relevant societies and alumni and supporting them so they can serve as "SMDP Ambassadors". Dustie informed the committee that this year both SMDP Biotech and SMDP MedTech will have one application deadline date of April 1, 2019. This will allow for a unified marketing effort as opposed to two separate campaigns for each program. Dustie explained that the first push of emails to universities will be going out this week. There will also be webinars with prospective students at individual universities. We are adding a list of target academic disciplines to the application page of the website. The list is also on the committee management page under attachments. Elisabeth gave an example of a sponsor company that wanted help identifying candidates with clinical experience. We are able to more precisely target our recruitment with this approach. Elisabeth let the committee know that if they have a specific need they would like listed on the disciplines to let us know.

- Meeting venue and site visit
Scott did not have anything to report just yet on a site visit. We will be looking to identify one of our sponsor sights to host the training on Sunday June 2nd and Monday June 3rd as well as an additional site to visit and R&D site. Dustie explained that nothing has been set in stone at this point for lodging and other venues. She is hoping that we will be having the causal dinner again at Ladder 15. She will keep the committee updated as venues are finalized. Meg Levy mentioned that there are R&D facilities at Merck outside of Philadelphia. She thought it would be great to have a Merck and J&J experience. They are about ten miles apart. Luther mentioned that Merck is 40 minutes from downtown Philadelphia. Janssen (J&J) is located in Springhouse, PA. Scott said he would follow up with Luther.



- Visibility at the BIO International Convention and how best for SMDP to tie into BIO activities
Scott stated we are having ongoing conversations with Bio and we will keep everyone posted about any developments with them. Elisabeth added that our sponsor companies have a very significant presence at the convention and if there is a way for them to showcase SMDP as part of their activities at Bio that she would like to discuss that further.

- Program Agenda and Speakers

Elisabeth asked the committee to take a look at the 2018 MedTech program booklet. This is an example of what we have for the 2019 SMDP Biotech. We currently have a draft agenda for the 2019 SMDP Biotech posted on the committee page. She reminded the members that we are looking for any input or suggestions.

The program kicks off on Saturday June 1st in Philadelphia with the Celebration of Mentoring & Diversity reception. The reception will have a keynote speaker who has an inspiring story to tell about their professional and personal journey. On Sunday the day starts off early at the site of a sponsor company. There will be ice breaker activities that will help the scholars get to know the mentors and learn more about the careers in industry. We have speaking opportunities about professional branding and managing a social presence. We end the day with a discussion about scientific career paths in industry and resumes. On Sunday evening there will be an informal dinner. Monday is another full morning of training and we will focus on recruitment and networking at the BIO International Convention. Another highlight will be an alumni panel to discuss on the transition from academia to industry. Early that afternoon we will have lunch and a site visit at another sponsor company site. That afternoon the scholars will go register and begin their participation in the BIO convention. Tuesday and Wednesday the scholars and interested mentors will attend the BIO convention.

Posted on the committee page is a list of speaker needs. Elisabeth asked the committee to please review the needs and make any suggestions for speakers that would be interested in participating in the training sessions.

- Surrogate and substitute mentors

Scott explained that we understand sometimes there are last-minute scheduling changes. Based on the committee's recommendation, when you can't send a surrogate mentor we will attempt to have a local alumni attend the in-person training and work with the scholar. We had this with both the SMDP Biotech and SMDP MedTech programs in 2018. We will be working on streamlining that for next year's program by giving a heads up to alumni in the area earlier in the process.

Current programming:

- Webinar dates and topics

- Remaining 2018 SMDP webinar will be December 13, presented by SMDP alums who are Janssen Pharmaceutical employees

The last webinar of the year will be on December 13th. Some of our alumni at Janssen Pharmaceuticals will host a presentation for the alumni.

- Proposed 2019 webinar dates are (days moved to Fridays to accommodate student schedules); February 8 (Mentoring Portal Use for Scholars and Mentors), April 5, October 18, December 13

Scott mentioned the four dates for the webinars next year. All of the webinars are now on Fridays to accommodate student schedules. We are flexible however on dates if anyone wants to suggest another date.



- Virtual support for the Scholars – FAQ section on portal; ICPD can post relevant sponsor news in the header of the email summary, portal users are encouraged to also post in the “What’s on your mind?”; back-program photos being added; presentation slides for training programs; Scott explained we are always working and refining the portal to enhance its functionality. If there is news that is relevant to the scholars, we are happy to put that in the header of the weekly email summary. We also encourage everyone to post on the “What’s on Your Mind”. We are continuing to add photos from past events.
- Scholar Updates
Dustie provided updates on the following scholars. Odaine Gordon of SMDP Biotech 2012 is now working as a Senior Scientist at Pharmacyclics, an AbbVie Company; Daphne Meza SMDP MedTech 2016 was promoted to Senior Scientist at Johnson & Johnson Consumer Healthcare; Jessica Mendez Moldonado from SMDP Biotech 2011 just accepted a position at Amgen Manufacturing Limited in Puerto Rico as an Attribute Sciences Team Lead – Scientist; Eva Rubio Marrero of SMDP Biotech 2014 is a Scientist 1 and Celgene; Viviana Vasquez-Rivera of SMDP Biotech 2011 is working at Lupin Pharmaceuticals as an Associate Scientist II; Scott added that Shewit Tekeste from SMDP MedTech 2016 was hired at Janssen Pharmaceuticals. Elisabeth mentioned that Shewit’s position was exciting because alumni, Jennifer McGehee, posted that position on the portal and Shewit responded and was subsequently hired by Janssen.
- Sponsor 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.
 - Janssen Pharmaceuticals and Johnson & Johnson Consumer Healthcare hosted Open House in Springhouse, PA and Skillman, NJ, September 26-28
Meg shared that the open house is a way highlight employment opportunities by having a Janssen and J&J Consumer experience for the scholars. They collaborate across both companies and show the scholars what an experience is like at J&J Consumer as well as a day at Janssen where they see the Biotech aspect. They get to talk with the scientists and leaders from both companies. There will be another open house next September. The SMDP alumni who are now working at J&J are very involved with the planning and execution of this event and are very thoughtful about bringing new scholars into the company. They are paying it forward and continue to nurture the SMDP program. Elisabeth thanked Meg and added that she was impressed by the number of J&J colleagues that are not involved in SMDP that still participated in the Open House and attended to support the scholars. Meg ended by saying they really enjoy hosting the event.
 - Other announcements - 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

Update on Gallus Program

Elisabeth shared that we are very excited to share the new Gallus program and the Gallus portal. She reminded the committee that it is a member community which focuses on accelerating the advancement of its members to Senior Leadership in the biotechnology, pharmaceuticals, medical technology and consumer healthcare industries. This is an initiative that is fully devoted to having

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more diversity at senior levels of industry in the coming years. The primary goal is to identify high potential individuals who are currently in middle management and have leadership potential but haven't been identified yet. It is being launched as a completely virtual community. We will be connecting middle managers as well as senior executives through the community to share content and learn from the knowledge-driven content we will be pushing forward. Essentially, we will be focusing on a series of themes such as helping our middle managers EVOLVE as leaders, CONNECT with their organizations, make an IMPACT and EMPOWER other leaders. We will launch our social media campaign over the coming weeks. Anyone can apply to be a part of the community, but they need to meet certain criteria. We will share more at the next committee meeting

Other & Action Items:

Scott thanked everyone for their ongoing participation and support for the past year. Scott wished everyone a happy holiday season. He reminded everyone the next call will be Tuesday, January 22, 2019 at 2pm EST.