



## Committee Call Notes

### Scientist Mentoring & Diversity Program for Biotechnology (SMDP Biotech)

#### Outreach & Planning Committee

##### Conference Call

Tuesday, November 8, 2016

2:00PM Eastern / 11:00 AM Pacific

Conference Line: 712 775-7100

Access Code: 1071934#

##### **The following Committee members were in attendance:**

- Lauren Celano, Propel Careers
- Elisabeth Freeman, ICPD
- Scott May, ICPD
- Tom Monticello, Ph.D., Amgen
- Tony Ndifor, Ph.D., Johnson & Johnson
- Charlene Rincon, Ph.D., Amgen
- Dustielyn Savage, ICPD

##### **Welcome remarks & introductions:**

Scott May welcomed the committee members to the planning call for the Outreach & Planning Committee for the Scientist Mentoring and Diversity Program for Biotechnology (SMDP Biotech). Scott directed the committee members to locate the agenda and supporting documents for the meeting on the website [www.icpdprograms.org](http://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.

##### **Current programming:**

- Webinar schedule and topics  
Our next webinar is scheduled for December 14, 2016. Immucor, a medical technology company will be our host. Other sponsors have also offered to host the upcoming webinars. J&J will focus on their business in consumer healthcare. Lauren Celano will lead a webinar on resume writing. Scott thanked Lauren and J&J Consumer Healthcare. January 17, April 18, October 10 and December 12 are the tentative dates for next year. The webinars are open to all alumni and the current cohort for both our Biotech and MedTech programs.
- End-of-year reunion call for last year's cohort  
We have held one call for the SMDP Biotech 2015 cohort. We did not have a large turnout for that call, so we have scheduled another to be held in 2017.



## Virtual Support for the 2016 Cohort – New Portal Update

Elisabeth reminded everyone that we have a current online portal. Over the past several months, ICPD has been developing a more interactive, improved web portal for the SMDP Scholars. We are evolving to a new platform that will have many new features such as posting and answering questions and posting resumes. We will be able to promote the webinars and share presentations on the new portal. We were hoping to launch in Minneapolis but we are working very hard to launch in the next week or so. We are very excited and can't wait to share with the committee.

## Planning the 2017 Training Session (June 17-21 San Diego)

- Program will follow similar structure as in past despite Father's Day conflict  
Scott stated that on the last call we discussed alternative ways to deal with the Father's Day conflict. However, the collective sentiment of the committee and staff was to stay with the current structure of the program and not have it start and end at different times to accommodate Father's Day.
- Scholar Recruitment-online application will go live November 15th  
The official registration will open on November 15<sup>th</sup>. Scott encouraged the committee to put ICPD in contact with any prospective participants or institutes.
- Site Visit  
Since SMDP Biotech will be held in San Diego, we have had conversations about scheduling a 2017 site visit at Janssen in La Jolla. In the past, this has been a great experience for the SMDP Scholars and a good way for them to learn about the company.
- Program Agenda, Venues, Speakers  
Scott informed the committee that there is a draft agenda on the committee page on the ICPD website. Elisabeth added that it is never too early to start thinking about speakers. We are trying to get an early start on the program so that everyone will be fully prepared for the SMDP Biotech training session. Scott mentioned that we are possibly looking into having the meeting and lodging at the Wyndham Bayside again as well as the Welcome Reception at the Museum of Contemporary Art. We have been successful with these venues in the past. Tony asked about Deloitte sponsoring the meeting space. Scott answered that Deloitte has downsized in the last few years and that they do not have a large enough space in the San Diego area. Lauren Celano volunteered to look into law firm meeting space that might be able to host the training session.

## Partner Support

- Firming up 2017 Sponsorship  
Scott explained that ICPD is already having conversations with several sponsors. We are wanting to firm up the 2017 support so that we know how many scholars the program will support. Scott asked the committee for any referrals for possible sponsors.
- Support for talent acquisition staff at sponsor companies –  
Scott stated that we will provide training support on the new SMDP Portal for any talent acquisition staff at sponsor companies. One of the things we are wanting to do with the new portal is give greater access and visibility to talent acquisition staff at the sponsor companies. Scott informed everyone how to get to the website to see photos and university affiliations for all SMDP Scholars and alumni.



Elisabeth added that the more representation we can get from all the sponsor companies physically attending the training, the more opportunities there will be for our scholars to transition into industry.

### **Update on new program MIDL – February 27 in Philadelphia**

Scott reminded the committee that MIDL is for diverse, high potential middle manager who want to advance to senior leadership in industry. MIDL is supported by the biotechnology, medical technology and the consumer healthcare industries. Participants have 5 or more years work experience. Scott directed everyone to the MIDL link from the ICPD website. Elisabeth added that employees from the sponsoring companies are welcome to apply. Scott explained that MIDL begins with a one-day intensive Workshop followed by a year of virtual coaching and support.

### **2017 Outreach & Planning Committee**

#### Meeting Schedule

There are 7 meetings on the calendar for next year. Scott mentioned we would like to have the session about how companies can engage Scholars moved to the January 24 committee call. We will invite a sponsor company to share success stories of bringing scholars on board at their companies.

#### **Other & Action Items:**

- Lauren requested we update on what we are doing to reach out to all the universities
- Charlene asked in what ways we can get the word out to all the scholars about positions available within the sponsor companies.

Scott thanked everyone for their on-going support and involvement over the 2016 year. Company partnerships helps the program continue to be a success. He shared that we get feedback from the scholars that this program has been an amazing success for them and a life-changing experience. Elisabeth shared an email she received from Takara Scott who was part of our SMDP Biotech in 2015. She was asking Elisabeth how she could get involved as a mentor and give back. She was saying how impactful the program was and how she wouldn't have been able to transition into industry and find her current path without SMDP.

Elisabeth mentioned we will find a way to share more Scholar testimonials. Tony added that he would like to offer any information he can share to help the other sponsor companies get more engaged in hiring scholars from the program. He believes J&J has hired about 18 scholars over the last few years and would like Amgen and other companies to get up to that level as well. Charlene and Tom thanked Tony and said that is exactly what they need because they want to "be like Tony". Scott wished everyone a happy holiday season.