



Committee Call Notes

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

Conference Call

Tuesday, September 10, 2019

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**
- **Richard Besingi PhD, Johnson & Johnson Consumer Healthcare**
- **Meka DeCoteau, Janssen Pharmaceuticals**
- **Anthony Dominguez, Amgen**
- **Elisabeth Freeman, ICPD**
- **Ali Hernandez, Amgen**
- **Cleat Jerden, Amgen**
- **Scott May, ICPD**
- **Tony Ndifor PhD, Johnson & Johnson**
- **Roberto Monserrate, Amgen Manufacturing Limited**
- **Dustielyn Savage, ICPD**
- **Eddie Stewart, Radius Health**

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 2019 Scientist Mentoring and Diversity Program for Biotechnology (SMDP Biotech) Outreach & Planning Committee. Scott mentioned that the agenda was sent via email. Scott reminded the committee members that 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. Scott reviewed the agenda for the meeting.

Planning for the 2020 SMDP Biotech Training Session (June 6-10 in San Diego)

- **Scholar Recruitment – Scholar registration will open at the end of September;**
DISCUSSION ITEMS – 1. What is the maximum number of students that should be admitted into the program and how best can more students be accommodated;
2. Suggestions on how to recruit more Native American and Pacific Islander students

Scott noted that the program will be on the West Coast for the 2020 SMDP Biotech training session in San Diego. Recruitment for the 2020 program will begin at the end of September when the "Call for Applicants" goes live on the website.

Scott opened a discussion about what the maximum number of students for the program should be. The 2019 cohort was 38 scholars. Is that too big? If we have that size, do we need to change the agenda or program format? Elisabeth reiterated that this is a very important question.



The program has grown over the years and although we are pleased that the number of participants has grown, we also want to make sure the focus and quality doesn't get lost. Elisabeth doesn't believe that the mentorship relationship is impacted necessarily by the size of the cohort, but was concerned about maintaining a high-quality training program. Should we have a maximum number of scholars we accept for the program? Colleen shared that the growth has been fantastic and on the one hand we want to impact as many mentees as possible but the size of the group this past 2019 was on the larger size and made it difficult to connect with each mentee. She didn't feel she was able to meet and interact with everyone. She would like to keep it smaller, so it feels more exclusive and personal. Cleat echoed Colleen. He felt that he did not get to know as many scholars as he would have liked if the group had been smaller. Even though the mentoring takes place one-on-one over the year, he feels that having a larger group will lessen the amount of time that you get to know the rest of the scholars. Cleat asked Scott if it would be a challenge to find more scholars, mentors and sponsors. Scott answered that sometimes the limiting factor is about getting the sponsorships and sometimes it is about getting the scholars. Mentors do not seem to be a limiting factor. We know that there are about 700 ethnically diverse PhD candidates at any given time at academic institutions throughout the country. Dr Tony Ndifor asked, "How do we make sure we are getting the top 40 of those 800?". Tony also agreed that the group was too large. He felt like he did not get to know many of the students. Richard shared that when he attended 3 years ago, there were 24 scholars and he remembers each of them. However, from this year's cohort, it was so large that he does not remember many of the scholars. He does not feel that the scholars are able to connect with as many mentors. Even though it is great to reach many scholars, in his opinion we are sacrificing quality for size. Scott asked the committee if ICPD should come back with some suggestions or should we start a sub-committee. Elisabeth responded that ICPD can discuss internally and present to the committee for more input at the next meeting.

Scott shared that two of the ethnicities that we have challenges recruiting are students that are Pacific Islander and Native American. He asked the committee to please share any initiatives they or their companies are affiliated with.

- Mentors
- Program agenda and speaker needs – will review speaker needs and draft agenda at next call
This will be discussed during the next call.
- Celebration of Mentoring and Diversity Reception
- Meeting venues and site visit – seek meeting space for Sunday, June 7 and the morning of June 8; seek site visit and lunch host for the afternoon of June 8
Scott mentioned we are seeking meeting space for the 2020 training sessions in San Diego. We would need space all day on June 7th and half a day on June 8th. In addition, we also would like to have a site visit at a different sponsor company in the afternoon of June 8th.
- BIO International Convention



Partner Support

- **2020 Sponsorship – Currently Seeking sponsor commitments for the 2020 program. Goal is to have 35 scholars sponsored, so far we have 11; Contact Scott May for additional details at smay@icpdprograms.org or +1(202)441-7370**
Scott explained we are working on securing sponsorships for 2020. We currently have a placeholder goal of 35 scholars but that may change based on our discussion on the size of the cohort. Scott asked that committee members contact him if they are interested in continuing sponsorship.
- ICPD is directly “sponsoring” the engagement of 3 emerging companies in the 2020 program
- Sponsorship page on ICPD website
- Support for talent acquisition staff at sponsor companies - 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 reminded everyone at the sponsor companies to post job opportunities on the jobs page of the portal. ICPD will be promoting the jobs section of the portal in the early fall.
- Outreach & Planning Committee – seeking names of new members

Current programming:

- **Webinars – “Creating a Strategic Plan for your Career,” September 15; J&J Medical Device’s webinar, August 6, was “maxed-out” and many inbound SMDP MedTech scholars attended; reunion call for 2018 SMDP Biotech scholars was September 5; still seek sponsor for December 13**
We have a webinar scheduled for Friday on “Creating a Strategic Plan for your Career.” The August 6th webinar was maxed out and for the first time we invited the incoming cohort for 2019 SMDP MedTech to attend, even though they have not yet attended the training program. The reunion call went well for the 2018 SMDP Biotech cohort and there was a great turnout. We are still looking for a sponsor for the December 13th webinar.
- **Virtual support for the Scholars – Monthly content updates for current scholars and mentors; FAQ section on portal; ICPD can post relevant sponsor news in the header of the email summary, smart phone app for the portal; portal usability for career development purposes; **tracking of user activity on the jobs section, polling scholars about when they complete their degrees and current work****
Scott mentioned we are working on sections of the portal that will track the user activity, particularly in job section of the portal. Towards the end of the year we will be polling the scholars about when they completed their degrees and their current work status.
- **Scholar Updates**
Dustie provided updates on the following scholars. Jennifer Taylor from SMDP Biotech 2012 is a Public Health Laboratory Manager at Maryland Department of Health; Yanique Rattigan-Brown PhD from SMDP Biotech 2009 is Medical Science Liaison, Hematology at Astra Zeneca; Joseph Valdez from SMDP MedTech 2012 is working at Agilent Technologies as a Director of Sequencing Development and from SMDP MedTech 2018, Kevin Castro is an Engineer of R&D Packaging at Stryker. Exciting update is David Swain of our current SMDP MedTech 2019 program has just been hired at Edwards Life Sciences as Technical Development Program Engineer.



- Sponsor Updates
 - **SMDP related announcements – Janssen Pharmaceuticals and J&J Consumer Healthcare have set October 24-25 for their Open House; Amgen's Final product Technologies unit has joined SMDP MedTech as a new sponsor**

Scott shared that the Janssen Pharmaceuticals and J&J Consumer Healthcare open house will be on October 24-25th. Scott welcomed as a new sponsor for SMDP MedTech, Amgen's Final Product Technologies unit.
 - Diversity and Inclusion activities

There were no other additional announcements

2019 SMDP MedTech will be September 21-25 in Boston, MA - Celebration of Mentoring & Diversity Reception – Saturday, September 21, 6-9pm, at MIT Museum, committee members are invited, RSVP to Dustie Savage at dsavage@icpdprograms.org

2020 SMDP MedTech will be October 3-7 in Toronto Canada

Update on Gallus Program – Offline Briefings Available

Other & Action Items:

Scott thanked everyone for their participation and reminded the committee the next call will be Tuesday, November 5, 2019 at 2pm EST.

Upcoming Calls:

Tuesday, November 5, 2019 2:00 PM Eastern / 11:00 AM Pacific