



## Committee Call Notes

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

#### Conference Call

Tuesday, September 11, 2018  
2:00PM Eastern / 11:00 AM Pacific  
Conference Line: 712 775-7100  
Access Code: 1071934#

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

- Kathy Basmadjian Ph.D., Independent Consultant
- Luther Clark MD, Merck
- Elisabeth Freeman, ICPD
- Scott May, ICPD
- Jennifer Gonzalez, Ph.D., Janssen Pharmaceuticals
- Dustielyn Savage, ICPD

#### **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 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.

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

- Program will follow similar structure as 2018 program  
Based on the review from the recent program and feedback from scholars and mentors, we don't anticipate any changes to the structure of the program. Elisabeth mentioned the way we will kick off the program will be with "speed networking". Every scholar will have the opportunity to meet every mentor at the beginning of the training session. Other than that, most of the program will be similar to previous years.
- Scholar recruitment – professional meetings & university visits, registration system to open September –22; 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 has taken on scholar recruitment this year. He added that she has done a wonderful job and thanked her for her hard work. Dustie works with two interns (former SMDP scholars) as part of her team. Scott shared that ICPD will be emphasizing professional meetings for 2019 recruiting. ICPD will target the meetings that are located near staff and alumni. In addition to these we are and will still be meeting at universities in person with prospective students, administrators and faculty. The registration for the upcoming programs is due to launch the end of September. Another major change for recruitment this year is switching to one unified set of collateral materials online and print and one application process with one deadline. This will not impact the Biotech program very much since the due date is near the typical date, but it will make a difference for the MedTech program.



When we go live with the applications, the Biotech program will have the academic disciplines listed online. Scott instructed the members where they could find the draft disciplines file. Elisabeth added that we have a new concept that will support scholar recruitment. Alumni will be going out and talking about the program and their experiences – service as SMDP “ambassadors”.

- Site visit and venues  
Scott mentioned that now is the time for us to start thinking about venues and site visits. ICPD appreciates having the SMDP training session at one of our sponsor company sites. Scott invited any committee members that are interested in hosting the two training days to let him know. Scott reminded the committee members that we were at Amgen’s Cambridge site for SMDP Biotech this year. The MedTech training will be at J&J Medical devices on Sunday and at JPOD @ Penn on Monday. The site visit in Philadelphia will be at Millipore Sigma.
- Program Agenda and Speakers  
Elisabeth informed the committee that we will get the speaker needs posted soon. She reiterated that the sessions will be very similar to last years program. She also mentioned that it is never too early to start thinking of the keynote speaker for the Celebration of Mentoring and Diversity reception.
- Visibility at the BIO International Convention and how best for SMDP to tie into BIO activities  
We have a good relationship with BIO. What we are working on for next year is increasing the visibility of the scholars during the convention. Scott has had conversations with staff at Bio. Our request is for any committee members that are involved in BIO or have colleagues that are on the board, we would like to keep you informed on our conversations with BIO. We had great examples of visibility this last year, including a scholar interviewed on BIO TV about her experiences with SMDP.

## **Partner Support**

- Sponsorship support underway for 2019 SMDP MedTech, Sept 21-25, Boston, MA; Discussion Items – how to get partner/sponsor commitments earlier? How to support and engage start-up companies?  
Scott stated we need to start firming up our sponsorship for the upcoming programs. Due to the compressed and earlier deadline it would be helpful to know much sooner, if possible, how many scholars the sponsors would like to support and how many mentors will be participating. Scott asked for any ideas on how to move the process along earlier.

Scott reminded the committee that in Boston we had a mentor from a start up company. We found having a voice from a smaller company really enhanced the experience and enabled the Scholars to hear a different perspective from industry. The problem is that smaller companies rarely have the funds to sponsor the program. Scott asked the committee for ideas on how we can engage start-up companies. Kathy asked if it would be fruitful to determine what the smaller companies needs are and whether the type of sponsorship and the needs of the scholars is different. Scott answered that according to David Proia (C4 Therapeutics, and a small company sector mentor), that companies like his also need mentor training as well as diverse talent. The challenge might be that they often have difficulties “sparing” a senior level executive to serve as a mentor.



- Sponsorship page on ICPD website  
Scott mentioned 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 – post job opportunities directly on portal or email them to [jobs@icpdprograms.org](mailto:jobs@icpdprograms.org); ICPD can run specialized reports; portal training available  
Scott encouraged the members to put job opportunities on the portal. Scott thanked the sponsors for putting jobs on the job board.

### **Current programming:**

- Webinar dates and topics
  - Recent Webinars – “Mentoring Portal,” July 24  
This was a webinar that Dustie hosted exclusively for the recent SMDP Biotech Program. It was to give a more in-depth look at the portal and how to utilize it during the year-long mentor program. The other webinar that was added was the May 18<sup>th</sup> webinar titled Janssen R&D Career Opportunities. This was so well attended we met our maximum limit on our webinar platform. We are working on a way to accommodate more attendees. Dustie added that the scholars suggested we have a portal webinar for the new mentors as well.
  - Upcoming Webinars – “2017 SMDP Biotech (San Diego) Reunion Call,” September 13; October 19 tbd; “2017 SMDP MedTech (San Jose) Reunion Call,” November 2; December 14 TBD  
Scott mentioned the reunion call for the SMDP 2017 Biotech cohort is scheduled for September 13<sup>th</sup>. The Reunion call for SMDP 2017 MedTech is scheduled for November 2<sup>nd</sup>. The December date is still available.
- Virtual support for the Scholars – Weekly “email summary”; ICPD can post news relevant to current and former scholars in the header of the email summary, but portal users are encouraged to also post in the “What’s on your mind?”; back-program photos being added; presentation slides for training programs; post job opportunities directly on portal or email them to [jobs@icpdprograms.org](mailto:jobs@icpdprograms.org)  
Scott stated that we are continuing to enhance the portal and refine the weekly summary. Scott reminded the committee that if there is information or news that can be shared with all the SMDP Scholars and alumni, we are able to add it to the header of the weekly summary. Photos are still being added from past programs.
- Scholar Updates
- Dustie provided updates on the following scholars. Andre Daniel Paredas, SMDP Biotech 2013, Post-Doctoral Research at Division of Translational Research – Transplant Biology Laboratory; Yuvon Mobley, SMDP Biotech 2012, Medical Affairs Manager at Assurex Health; Shae Cohen, SMDP Biotech 2016, Sr. Scientist at Immucor; Mandek Richardson, MedTech 2013, RF Filter Design Engineer at Quorvo, Inc; Erica Bozeman was promoted to Sr. Scientist at Janssen Pharmaceuticals;
- 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.
  - Scholars & Mentors – J&J Open House, September 27-28, Springhouse, PA and Skillman, NJ



Jennifer shared that the Janssen SMDP Open House will be held on September 27 & 28 and 23 Scholars have been invited to attend this year. They will have tours and talks including and will visit both the Janssen Pharmaceuticals and J&J Consumer Healthcare R&D sites. Scott and Elisabeth will be attending in person.

Luther asked if the invited scholars come from a specific region. Jennifer responded that the scholars come from all over. They use the portal to review and find the scholars. It's the 6<sup>th</sup> year J&J has hosted an Open House. All the attendee's travel and expenses are paid for. Jennifer added that there are more than 20 SMDP alumni that have now been hired over the last 5 years. Elisabeth added that the J&J open house is now primarily managed by SMDP alumni who work at the company.

Jennifer mentioned this year they have had more medical affairs and scientific affairs executives involved as mentors. The first day of the Open House will include speed networking. Speakers will not just be the R&D scientists but will represent a variety of areas from the within the company. Scott added that it is a sizeable investment for J&J to present the annual Open House, but the "pay off" comes as the company is able to use the event as a recruiting activity and hire directly from the program. Luther stated that he would like to figure out how to get Merck to do something similar. Scott informed Luther that Amgen hosts a similar program that is only one-day and they only invite alumni who are local to their sites to keep costs down.

- Diversity and inclusion activities

Jennifer mentioned that she had recently posted a job in her group on the SMDP site and Shewitt Tekeste, a alumni from SMDP MedTech, saw it and reached out to Jennifer. They are now extending a job offer to her.

### **Update on Gallus Program**

Postponed to the November call.

### **HOLD THE DATES – SMDP MedTech, Sept 22-26, 2018, Philadelphia, PA; SMDP Biotech, June 1-5, 2019, Philadelphia, PA; SMDP MedTech, Sept 21-25, 2019, Boston,**

The next SMDP MedTech program will be in Philadelphia from September 22-26, 2018. Scott invited any members in the area to join us for any part of our program.

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

Scott thanked the committee for their ongoing participation and support. He reminded everyone the next call will be Tuesday, November 6, 2018 at 2pm EST.