



Committee Call Notes

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

Conference Call

Tuesday, November 5, 2019

2:00PM Eastern / 11:00 AM Pacific

Conference Line: 712 775-7100

Access Code: 1071934#

The following Committee members were in attendance:

- Meka DeCoteau, Janssen Pharmaceuticals
- Dollie Grajczak, Amgen
- Ali Hernandez, Amgen
- Cleat Jerden, Amgen
- Migdaliz Lopez, Amgen
- Scott May, ICPD
- Charlene Rincon, Amgen
- Dustielyn Savage, ICPD
- Eddie Stewart, Radius Health
- Elisabeth Valerio, ICPD

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 is open; ICPD recommends setting a cap of 40 scholar/mentor pairs for each SMDP program, but if sponsorship demand exceeds that then staff will present to the committee a proposed program structure that will allow for concurrent training at the same location; role of the sponsors in recruitment of prospective students, with emphasis on professional society meetings and email/social media outreach; suggestions on how to recruit more native American and Pacific Islander students; should ICPD continue to provide special consideration to how many weeks prior to the application deadline that students apply for SMDP?**

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 has begun. We are recruiting for both the SMDP Biotech as well as the SMDP MedTech program.



We have a unified recruitment process and unified application deadline of April 3rd. We are conducting outreach to our university contacts, scholar alumni and sponsor companies. Scott reminded the committee members that the application is live on the ICPD website.

Scott recalled that at the last meeting we discussed the size of the cohort for SMDP Biotech. The general sentiment of the committee was that the 2018 SMDP Biotech cohort size of 38, that those that had been a part of the program felt they didn't have a chance to interact with all the scholars and that the program had lost some of its interactivity even though it remained a strong program and was still a good opportunity for both scholars and mentors. ICPD is proposing that we set a cap of 40 scholar/mentor pairs for SMDP but in the event we get additional corporate sponsorships that would take us above the 40, we will return back to the committee for more discussion. We have discussed having concurrent programs at the same location. Elisabeth thanked the committee for their input during the last call. She shared that we want to keep the quality of the program and ensure that all the scholars are getting the full benefit of the program and that all the companies can interface with the scholars during the training sessions. She mentioned that we will be spending time on how we can intensify the ongoing interaction through webinars and increase interaction between scholars, mentors and companies throughout the one-year program.

Scott discussed the role of committee members to help get the word out to universities and to prospective students. One area may have a lot of overlap is at related professional society meetings. We would welcome help in that area if anyone from the sponsor companies is planning on attending, if we can provide them with talking points and materials so they can share the SMDP program. Scott asked how we could help support the members as they do outreach to universities and possible students.

Eddie asked for a quick summary on what things ICPD is doing for outreach currently. Scott answered that our outreach is broken into different markets segments such as scholars, university contacts database that is composed of faculty and administrative, professional societies that we monitor and follow. Scott reminded the committee that Dustie has a team that assists her in working throughout the year. Scott explained that we primarily do an outreach through electronic communication through direct email and social media. We deputize some scholars that are in key areas and can connect with universities where they are located and what professional meetings they attend and share materials with them that they can share. Elisabeth added that last year we started to ask alumni to serve as an "ambassador" in their region to reach out and engage at academic institutions. We also send out a newsletter that sends out periodically about 3 times a year that reaches 8000-10,000 people. Dustie added that we use our social media as a sector that was added over the last couple of years such as LinkedIn. Meka asked if there was a way to share more details on which schools are already activated. Scott said the university list has about 500 university contacts so that might not be helpful but perhaps a list of the universities that have had scholars that have applied and be accepted over the last 5 years. Dustie agreed that we can do a report that shows what universities our most recent scholars have come from. Scott added we can add the list of societies that have a strong student component.

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.



Scott recalled that last year we added an incentive that we would give special consideration to how many weeks prior to the deadline that students apply to SMDP. We can't say that it had a big impact on early registration. Since then we have gotten some feedback from a sponsor company that it may be interpreted as regardless of your merit you will get in if you apply early and be confusing. So after trying for a pilot year in 2019, we would like to propose that we remove that wording from the Call for Applicants and applications. There were no objections from the committee.

- Mentors
- Program agenda and speaker needs –**speaker needs and draft agenda posted on committee page**

Scott noted that we have a draft agenda and updated list of speaker needs on the committee page. We are beginning to look at the key speaker spots.
- Celebration of Mentoring and Diversity Reception -**keynote speaker will be Esteban Santos, Executive Vice President, Operations, Amgen; seeking a Masters of Ceremonies**

Scott noted that we will have Esteban Santos, Executive Vice President, Operations at Amgen will be the keynote speaker. We are still looking for a Masters of Ceremonies.
- 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 and lunch at a different sponsor company in the afternoon of June 8th.
- BIO International Convention

Partner Support

- 2020 Sponsorship – **Goal is to have 35 scholars sponsored by March 15, so far 11 scholar/mentor pairs have been sponsored; 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 by March 15th. We currently have 11. Given the discussion earlier on capping the size of the program, it would be very helpful if all commitments on sponsored scholars and mentors could be confirmed by March 15th.
- 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)
- Outreach & Planning Committee - **note the 2020 dates and watch for calendar requests; seeking names of new members**

Scott explained that the dates for the 2020 committee meetings are at the bottom of the agenda. Dustie will be sending out calendar requests soon. Scott asked if any members have colleagues that want to be a part of the committee to email him.

Current programming:

- Webinars – **reunion call for 2018 SMDP MedTech scholars will be November 14; “Interviewing for Amgen: How to Prepare and Perform to Share Your Best Self” will be held December 13; proposed webinar dates for 2020: February 7, April 17, October 16, December 11, but dates can be shifted and additional webinars can be added**



We have a couple of webinars coming up next week. A reunion call for the 2018 MedTech scholars and a webinar presented by Amgen on "Interviewing for Amgen: How to Prepare and Perform to Share Your Best Self". There are proposed webinar dates for next year on the agenda. Scott requested that if anyone was interested in hosting a webinar to email him. The dates are just suggestions and can be moved around to accommodate schedules.

- 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

Will be discussed during the next meeting due to time.

- **Scholar Updates**

Dustie provided updates on the following scholars. Ashley Jordon from SMDP Biotech 2017 started a new position as Associate Medical Director at ClinicalMind; Jennifer Gonzalez from SMDP Biotech 2013 was promoted to Senior Scientist/Project Manager/Business Lead at Janssen Pharmaceuticals; Alia Toro from SMDP MedTech 2012 is an Associate Director of Oncology at Merck; Josue Campos from SMDP MedTech 2016 is an Associate Engineer at WESTPAK, Inc.

- **Sponsor Updates**

- **SMDP related announcements – Janssen Pharmaceuticals and J&J Consumer Healthcare SMDP Open House was October 24-**

Scott thanked Janssen Pharmaceuticals for the outstanding open house they had on October 24-26th. There were 22 scholars that attended.

- **Diversity and Inclusion activities**

There were no other additional announcements

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, January 21, 2020 at 2pm EST. Scott wished everyone a happy holiday season.

Upcoming Calls:

Tuesday, January 21, 2020 2:00 PM Eastern / 11:00 AM Pacific

Tuesday, March 24, 2020 2:00 PM Eastern / 11:00 AM Pacific

Tuesday, May 5, 2020 2:00 PM Eastern / 11:00 AM Pacific

Tuesday, July 7, 2020 2:00 PM Eastern / 11:00 AM Pacific

Tuesday, September 8, 2020 2:00 PM Eastern / 11:00 AM Pacific

Tuesday, November 10, 2020 2:00 PM Eastern / 11:00 AM Pacific