



Committee Call Notes

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

Conference Call

Tuesday, July 12, 2022

2:00PM Eastern / 11:00 AM Pacific

<https://icpdprograms-org.zoom.us/j/83203885298?pwd=WXBzbzJjWU1HMHRqOFJ6ZXBmbmNtdz09>

Meeting ID: 832 0388 5298

Passcode: 556995

The following Committee members were in attendance:

- Richard Besingi, PhD., Johnson & Johnson Consumer Healthcare
- John Bullen, PhD., AstraZeneca
- Adrienne Dawson, Merck KGaA
- Ashton Delauney, PhD., BMS
- Frank DeLosReyes, Merck
- Eileen Engelberg, Amgen
- Kevin Kenworthy, Incyte
- Migdaliz Lopez, Amgen Manufacturing Limited
- Scott May, ICPD
- Roberto Monserrate, Amgen Manufacturing Limited
- Tony Ndifor, PhD., Janssen Pharmaceuticals
- Shanice O'Brien, Trinity Life Sciences
- Reilly O'Connell, Trinity Life Sciences
- Shakima Perez, Pfizer
- Bill Richards, PhD., 23andMe
- Charlene Rincon, PhD., Amgen
- Dustielyn Savage, ICPD
- Lamont Terrell, PhD., GSK
- 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 Scientist Mentoring and Diversity Program for Biotechnology (SMDP Biotech) Outreach & Planning Committee meeting. Scott mentioned the agenda was sent via email. Scott reminded the committee members they can 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 before reviewing the meeting agenda.



Scholar Updates

Dustie provided updates on the following scholars: Antioneta Salguero from SMDP Biotech 2017 is a Visiting Scientist Fellow at Lilly; Valeria Jaramillo Martinez from SMDP Biotech 2021 is a Biology Intern at Volestra Therapeutics; Shakyra Richardson is at Millipore Sigma as Scientist I and she is from SMDP Biotech 2021.

Sponsor Updates

- SMDP related announcements
 - **J&J Consumer Health SMDP Scholar Reception, June 12**
The J&J Consumer Healthcare mentors invited the J&J paired scholars for a reception on June 12.
 - **Genentech SMDP Scholar Reception, June 14**
Genentech invited the scholars to attend a reception on June 14.
 - **Amgen Day - June 15-17**
Fourteen scholars were invited to visit Amgen in Thousand Oaks directly after SMDP Biotech. The session included poster sessions and mock interviews.
- Diversity and inclusion activities
 - **Leaders of Color M Scholars sponsored by Merck KGaA**
They admitted a second cohort for M Scholars program. They selected five students to receive a \$5000 scholarships per year for 4 years. In addition to the scholarship, the company provides a mentor and an internship. The scholarship recipients are ethnically diverse and children or grandchildren of their employees.
 - **Janssen Scholars of Oncology Diversity Engagement Program (SODEP)**
This is the second year for SODEP. It begins with a Virtual Janssen Oncology Day September 14, 2022. This program is open to anyone that is interested in Oncology. They do not need to be SMDP Scholars.

Other ICPD program updates:

- ELISA - Please support the **ELISA Scholars as a sponsor; more information available here and discuss with Scott May**; the year-long program begins with training, November 8-11, Hwange, Zimbabwe; online tours and briefings about ELISA are available by contacting Scott May
ELISA is a program focused on entrepreneurship in Africa and fostering small business development and job creation on the continent. November 8-11 in Hwange Zimbabwe, ICPD will be launching the first ELISA Scholars Program, where ICPD will host entrepreneurs from across the continent for in-depth coaching and mentoring about how to have successful businesses. ELISA Scholars are assigned mentors to work with them virtually for one year, following the training program. Scott welcomed anyone to get involved as sponsors and partners. If you would like to learn more about ELISA, please message Scott May.
- **SMDP MedTech - Celebration of Mentoring and Diversity Reception, Sunday, October 23, 6:30-9:30pm, Boston, MA RSVP to Dustie Savage**; 2022 SMDP MedTech training will be October 22-26, Boston, MA
The SMDP MedTech Celebration of Mentoring & Diversity Reception will be Sunday, October 23 from 6:30-9:30. We will be bringing together the 2020, 2021 and 2022 cohorts. Please RSVP to Dustie Savage if you would like to attend.



Debrief about the 2022 SMDP Biotech training program, June 11-15, San Diego

- **Agenda- positive feedback on the program; last minute mentor absences necessitated agenda adjustments, and this affected the virtual scholar/mentor 1:1 meetings; Staff is following up with virtual mentors and all scholars have set their initial meeting;**

Thanks to Janssen for hosting the scholars for a site visit and providing gift bags

Elisabeth shared that we had a wonderful training program for SMDP Biotech. It was great to be in-person after 2 years of virtual SMDP Biotech training programs. The feedback has been positive from both scholars and mentors. As part of the training session, we did change the schedule this year due to the number of mentors that were unable to attend in person. The venue allowed us to have enough space for break outs and interaction. Elisabeth mentioned that due to the changes with the agenda, the virtual mentors were not able to meet with their scholars during those times. ICPD staff is ensuring that those scholar/mentor pairs have met or have scheduled their first meetings. Elisabeth thanked Janssen for hosting the scholars for a site-visit.

- **Mentors - 52 virtual mentors, but only sufficiently early notice of this for fifteen of the mentors; Discussion item - how to ensure mentors are confirmed by the deadline; mentor confirmation; Mentor nomination e-mail template to the partner companies**

Scott shared that 52 mentors were virtual. We are highlighting this because we knew we would have some mentors that were not able to travel due to COVID travel restrictions, but we also had many last-minute cancellations from mentors. ICPD ask that mentors let the us know sooner so ICPD can adjust the schedule accordingly. Charlene asked if this was an issue across all companies. he added that she enjoyed the energy in the room but also saw the disappointment in the scholars who were not able to meet their mentors in-person. She encouraged all the companies to make sure their mentors can be there in-person or send someone in their place so the scholar always have someone to work with. Charlene asked if there was anything proactive that could be done. Scott answered that this year was an anomaly, and we are optimistic that in the future most mentors will be able to attend. Dustie reiterated that letting ICPD know ahead of time and honoring the deadlines of when mentors are selected will help.

- **Scholars - 112 scholars sponsored; Selection committee and scholar recruitment team did a great job of ensuring a high-quality cohort of scholars; Additional staff support being added to for scholar recruitment and monitoring scholar/mentor interactions**

The feedback on the quality of the students was all very positive.

- **Venues - all worked well**

Postponed to the next meeting due to time constraints.

- **Group size - although the committee has recommended ICPD conducting two concurrent sessions of 50 - 60 scholar mentor pairs, ICPD secured a unique venue that allowed for larger general sessions complemented with breakouts; In 2023, ICPD intends to pilot the concurrent session model**

Postponed to the next meeting due to time constraints.

- **Travel reimbursement amount - ICPD is reviewing the \$350 travel allowance policy and will recommend possible increases at the next committee call**

Postponed to the next meeting due to time constraints

- **BIO International Convention - ICPD is considering adjusting the program so scholars stay through the end of BIO, and we will discuss this at the next committee meeting**

Postponed to the next meeting due to time constraints.



**Debrief about 2021 and 2020 SMDP Biotech Alumni program, June 12-15, San Diego:
Postponed until the next meeting**

- **Thank you to Eli Lily for hosting the meeting, staff mixer and lunch to go**
- **115 alums attended**

Partner Support - Postponed to next meeting

- **2023 SMDP biotech training will be June 3-7, Boston MA**
- **Raise sponsorship to 11,000 per pair?**
- Outreach & Planning Committee - let Scott May know for changes in committee membership from your organization for 2022
- Sponsorship information available here: <http://www.icpdprograms.org/sponsorship/>
- Portal orientations for recruiters - schedule with Scott May

Virtual Programming - Postponed to next meeting

- **SMDP biotech career networking virtual meeting**
- Project pages; Smartphone app for the portal; SMDP Gateway membership program
- CONFABS/Webinars - update on CONFAB session; Contact Elisabeth Valerio to produce a confab for webinar featuring senior leaders from your company speaking on topics aligned with the SMDP mentoring curriculum

Other & Action Items: Scott and Elisabeth thanked everyone for their participation on the committee and reminded everyone the next meeting will be Tuesday, September 13, 2022, at 2pm EST.

Upcoming Calls:

Tuesday, September 13, 2022, 2:00 PM Eastern / 11:00 AM Pacific
Tuesday, November 8, 2022, 2:00 PM Eastern / 11:00 AM Pacific