



Committee Call Notes

Scientist Mentoring & Diversity Program for Biotechnology (SMDP Biotech)

Outreach & Planning Committee

Conference Call

Tuesday, April 12, 2016

2:00PM Eastern / 11:00 AM Pacific

Conference Line: 712 775-7100

Access Code: 1071934#

The following Committee members were in attendance:

- Hugo Caicedo, Ph.D., Johnson & Johnson
- Lauren Celano, Propel Careers
- James Henly, Johnson & Johnson
- Alice Martin, Barnes & Thornburg
- Scott May, ICPD
- Roberto Monserrate, Amgen Manufacturing Limited
- Tony Ndifor, Ph.D., Johnson & Johnson
- Jennifer McGehee, Janssen Pharmaceutical
- Dustielyn Savage, ICPD

Welcome remarks & introductions:

Scott May welcomed everyone to the call for the Outreach & Planning Committee for the Scientist Mentoring and Diversity Program for Biotechnology meeting. Scott directed the members to where they could find the agenda and supporting documents for the meeting on the website (www.icpdprograms.org) and then select committees from the "Select an ICPD site" pull-down box 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.

Update on new program (MIDL):

Scott gave an update on our first Workshop for ICPD's new program, Modules for Innovative & Diverse Leaders, (MIDL). The first meeting took place April 4th in Philadelphia and the second one will be October 3rd in San Diego. The program targets diverse individuals who are in the middle management. They need to have 5 years of experience in industry, academia, clinical settings, or government.

The industry focus is broader than the other programs ICPD offers in that it targets the pharmaceutical, medical technology and consumer healthcare industries. MIDL prepares participants for Executive level positions. The mentor ratio is not one to one as it is in SMDP. Rather, senior industry executives serve as coaches and work with all candidates. Scott asked James Henly to add his thoughts on the program since he was in attendance.



James added that the initial pilot program was a success. He thought the feedback from the 16 candidates was outstandingly positive. He says it was a fast-paced action packed day. Scott invited the committee to look at the website for MIDL and pass on information on the program to anyone who may be interested in the upcoming October MIDL program.

Current programming:

- Webinar schedule and topics
Scott informed the committee that for the next SMDP webinar, ICPD will invite a group SMDP alumni to discuss their careers and how they made the transition from academia to industry. There are four other webinars scheduled for the rest of the year. Scott directed everyone to the list of webinar topics under the committee's documents management page. He invited the committee to review the other topics and let ICPD know if they would like to participate in any of the webinars.
- End-of-year reunion call for last year's cohort
Scott mentioned that last year we had 24 scholars participate in SMDP Biotech. On September 13, 2016, ICPD will host a reunion call for these Scholars during which they will report on the progress they have made since the training session.

Planning the 2016 Training Session

- Scholar Recruitment
Scott mentioned that we have had a lot of support from our sponsor companies and that we are on target for the number of applicants. April 18th is the deadline for sponsor companies to let us know who they would like to be on the selection committee. The committee will then score the applicants and that will determine who is offered the opportunity to participate. The selection process will take place April 25th through May 2nd. The scholars selected will be notified on May 4th.
- Mentor Recruitment
Scott directed everyone to smdpbiotech.org where they can download the "call for mentors."
- Program Agenda, Venues, Speakers
Scott said Elisabeth wanted him to remind the committee to continue to send suggestions for speakers for the program. The agenda-at-a-glance is available on the committee page. Elisabeth would like recommendations for the "**Career Choices**" panel as well as the "**Getting Hired**" panel and the "**Navigating the Move from Academia to Industry**" panel. On the next call, most will be finalized. Dustie added that the venue locations are still being decided and asked the committee for any suggestions on venues for the reception and casual dinner to be emailed to her.



- Site Visit
Amgen has offered to host the SMDP Scholars for a site visit at their San Francisco location.
- Celebration of Mentoring & Diversity Reception
Scott stated that we have a speaker that we are finalizing for the reception.
- Scholar Activities During the biotechnology conference
Scott explained that we will have “pop up meetings” during the BIO International Convention. This is a great opportunity to expose the Scholars to senior executives who are interested in SMDP, but who cannot attend the training session. They are informal meetings that give the Scholars valuable insights into industry. Scott requested that committee members work with him on identifying executives at their companies.

Partner Support

- Session during next call about how companies engage Scholars
Scott proposed to the committee that during the next call on May 24th, he would like to have HR contacts from SMDP sponsor companies speak about the successes they have had engaging SMDP scholars.
- Support for talent acquisition staff
Scott reminded everyone that talent acquisition staff have access to the SMDP portal for recruitment purposes. ICPD welcomes the opportunity to give a tutorial to anyone interested.
- Development & Sponsorship
Scott shared that we are up to 28 sponsored students and hope to have 30 by the next call.

Other & Action Items:

Hugo asked if we could find a way to get a better idea of “who” the candidates are. He suggested applicants submit a short video. Tony, however, felt that we have enough information gathered during the application process. Scott deferred to Tony since he has been a longstanding selection committee member.

Alice asked how many people would be attending the casual dinner. Scott stated that we should have about 75 people for that. She will forward a suggestion for a venue.

May 24th is the next call and the final call before the program in San Francisco. Scott thanked everyone for their participation.