



## **Committee Call Notes**

### **Scientist Mentoring & Diversity Program for Biotech (SMDP Biotech)**

#### **Outreach & Planning Committee**

##### Conference Call

Tuesday, April 4, 2017

2:00PM Eastern / 11:00 AM Pacific

Conference Line: 712 775-7100

Access Code: 1071934#

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

- Julie Campbell, Merck KGaA Serono
- Aleisha Dobbins, Dobbins & Assoc.
- Sadaf Fazly, Amgen
- Elisabeth Freeman, ICPD
- Meg Levy, Johnson & Johnson Consumer Healthcare
- Jennifer McGehee, Ph.D., Janssen
- Alice Martin, Barnes & Thornburg
- Scott May, ICPD
- Walter Offiah, Janssen
- Dustielyn Savage, ICPD

##### **Welcome remarks & introductions:**

Scott May welcomed the committee members to the Outreach & Planning Committee call for the Scientist Mentoring and Diversity Program for Biotechnology (SMDP Biotech). 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 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.

##### **Current programming:**

- Webinar dates and topics – New webinar platform  
Scott informed the committee that the next webinar is on April 18th. This webinar will be a spotlight on Johnson & Johnson Consumer Healthcare. Scott will be confirming the speakers with Meg Levy. Lauren Celano of Propel Careers will be hosting a webinar in October to discuss enhancing resumes. The webinar on December 12th is to be confirmed. Scott encouraged anyone that would be interested in hosting a webinar to contact Scott or Elisabeth. Scott reminded the committee that for the webinars we would like the first component to be about the presenting company and its the R&D activities. The second should be related to job search or career development.
- Reunion Call February 8 with 2015 "Philadelphia" cohort  
Scott reported that ICPD had a good discussion with the 2015 SMDP Scholar cohort. The two questions asked were "What a typical day looks like" and "What has been the greatest challenge". Notes from the call were captured and once edited will be posted on the committee page.



- Virtual support for the Scholars – How to post job opportunities with SMDP Scholars and Alumni (post directly, email to [jobs@icpdprograms.org](mailto:jobs@icpdprograms.org)); How to contact Scholars. Reminders to keep profiles up-to-date  
Scott reminded the committee that ICPD has launched a new portal. We have been working to enhance its functionality. Scott asked Elisabeth to provide an update. Elisabeth stated that we have over 500 scholars and alumni on the portal. We have used the portal to keep everyone connected and provide a space where they can ask questions, communicate, share messages. It's not only a networking tool but also a recruiting tool for our sponsor companies. ICPD also created a feature where job opportunities can be posted. There are scholars who are working for companies in industry who also now post jobs on the SMDP Portal. She reminded everyone on the call if they do not already have a profile on the portal to let us know, so one can be created for them. Elisabeth explained to everyone how they can find the job board and how to post a job. She also let the committee know that they can also send any job opportunities to Dustie or Elisabeth and they will post it for them. We are also working on sending out an automated summary of the latest activity on the portal. If a job opportunity is posted there it will go out in the email "digest". ICPD's biggest mission is to get the scholars employed and this new feature will help with that.
- Scholar updates  
Scott provided updates that Mary Saunders was hired by Janssen Pharmaceuticals. Dustie reported Catalina Mongolon was hired by Baxter as a Research Scientist, Richard Besingi was hired as a Sr. Scientist position at J&J Consumer Healthcare, Shewitt Tekeste is now a staff Scientist at the National Institutes of Health, and Elizabeth Ndonsta has received a job offer from Adura Biotech. Elisabeth added that the scholars become part of the networked community and are actively sharing their success with others in the SMDP network.
- Discussion item – how to engage current and former Scholars at companies. Discussion lead by Walter Offiah, HR Director, Janssen Pharmaceuticals  
Walter mentioned that Janssen has been on the ICPD journey for 13 years. Initially when they started with the partnership, they had identified mentors who were probably at more junior levels and not able to directly hire Scholars. There was also very little senior level sponsorship in the early years. Over the years the company realized that it is essential to have senior leadership support for the program and more senior Mentors in order to not only establish a really great partnership with ICPD but also engage the Scholars in the J&J environment - and get J&J engaged in the Scholars. SMDP mentorship is a 2-way learning experience.

J&J now has mentors at senior levels such as Vice Presidents, Senior Directors etc. With this approach the students and mentors establish a much more meaningful connection with the company. The Mentors have the influence to connect the scholars with additional networks, whether it's internal to J&J or external. They also have the influence and ability to provide insight and guidance on potential opportunities.

Walter explained another way his company engages the SMDP Scholars is by inviting them to an "Open House" even at Janssen. This really engages them in a conversation around the state of science within Janssen as well as the state of science in industry and academia. It is a way Janssen can immerse the SMDP Scholars in their environment. It helps address some



of the truths and false perceptions they have about going into industry. Many of the scholars have been told by their PI that industry is not your friend.

They have preconceived notions but as they see the levels of science and how industry is engaged in transforming care, then the scholars get excited about industry. The Open House also creates opportunities for the scholars to interact with many senior leaders. BaOver the past few years Janssen has been able to hire about 20 SMDP Scholars.

Scott thanked Walter for the discussion and the ongoing support of the program. Scott asked what are some additional things that companies can do or that would help get more scholars engaged with their companies. Meg Levy mentioned that one factor they have found successful has been the mentors who they ask to participate. The recommend selecting Mentors who are really engaged with scientific research and the next generation of scientists. She reported the mentors also learn from the scholars. It is very much a two-way street. She recommends getting mentors to participate who have a passion for the program, and not just mentors who are told to do it.

Scott asked Walter to explain how they select the scholars to participate in the Open House. Walter answered that at J&J they have disease areas of focus and they use that as the framework to assess the profiles of the candidates to determine which ones would be a good fit. It is less about looking what specific work they are doing with their PhD and Postdoc and more about identifying transferable skills that fit within the overall J&J environment and culture. Walter thanked ICPD for the overall quality of the scholars.

Scott asked Walter what he advice he can give to companies that are unable to incur the expense of flying 15-20 scholars to their sites. Walter suggested having WebEx conversations with select scholars and R&D colleagues to discuss the science. He also suggested Skype as a platform.

Scott shared we are working with another sponsor company on having a half day visit with scholars who are local to their sites. Scott will report on that by the September call. Scott suggested "pop-up" meetings during Bio as another inexpensive way to get the Scholars connected with the companies.

Elisabeth encouraged the committee members to get involved in the selection process and scoring of applicants as a way of identifying prospective talent.

Scott talked about how we pair one scholar with one mentor. He mentioned that ICPD needs to help the mentors interact with all of the scholars and not just the ones who they are paired with. Elisabeth added that with the mentors we have involved with the program, that it's important to find ways to further engage them without overwhelming them or taking up too much of their time. She asked for suggestions. Meg suggested that during the program that perhaps the mentors could get together and discuss how to be a "super mentor". Scott proposed that during the May call we have a discussion about involvement of mentors.



- Update on Scholar Profiles and Career Paths Project  
Scott reminded the committee that during the last call we discussed what is the optimum scholar profile we should be seeking for those students we are looking to bring into SMDP Biotech each year. Another element discussed was what are the different career paths available for Scholars in industry. There have been many side bar discussions about both of these topics. The update is that we are moving forward on this.

### **Planning the 2017 SMDP Biotech Training Session (June 17-21 San Diego)**

- Scholar recruitment – Online application form is live. **Application deadline April 8**  
Committee members requested to distribute the “Call for Applicants” to students and universities. Campus visits and student information webinar 4/4/17  
Recruitment is well under way and we are ahead of where we normally are this many weeks out. Scott encouraged the committee to share the Call for Applicants. He led them to the website where they can find the pdf file. ICPD has had extensive in person visits with universities such as Howard University, John Hopkins, Harvard, MIT, Boston University, Brandeis and virtual meetings at the University of Illinois Chicago and Northwestern University. Within the next two weeks ICPD will be at Texas A&M, the University Texas at Austin, Baylor College of Medicine, MD Anderson, University of Texas at Arlington, USC and UC Irvine. There is an informational webinar after this call for students to learn more about SMDP Biotech.
- Mentor recruitment, deadline for identifying Mentors is April 8  
Scott reminded the committee we would like to have all mentors identified by April 8<sup>th</sup>.
- Site Visit(s)  
During the program itself it looks like we will be able to integrate one of the site visits into the training session on Sunday at the La Jolla site of J&J. We are seeking an additional site for training on Monday. Julie Campbell has mentioned they have a site in Carlsbad that may be available to have the Monday training and a tour. Julie will follow up with Scott later in the week.
- Program Agenda, Venues, Speakers  
Elisabeth mentioned that the draft agenda as well as speaker needs have been put on the committee page. Scott reminded everyone where they can find those documents. Scott encouraged the committee to share any names they have for keynote speaker suggestions for the opening night reception.
- Activities during BIO International Convention – “pop up” meetings

### **Partner Support**

- 2017 Sponsorship – sponsorship info on ICPD website  
The cost is 10,000 for one student. It is tax deductible since ICPD is a 501c3.
- Support for talent acquisition staff at sponsor companies – portal training available  
Scott asked committee members to let him know if any of their talent acquisition staff would like a 30-minute orientation to the portal.

### **2017 Outreach & Planning Committee – Use of Webinar platform for calls**

Postponed until the May 16<sup>th</sup> Call.



**Update on new program, “Modules for Innovative and Diverse Leaders,” (MIDL) – Webinar schedule; Next Workshop will begin October 2 in Philadelphia**

Scott mentioned that we have completed 3 of the 8 webinars. Richard Murray, Vice President from Merck hosted the last webinar. Seema Kumar will lead the May webinar on Communication.

**Scientist Mentoring and diversity Program for Medical Technology will be September 23-27 in San Jose, CA**

Outreach for students has started for this program.

**Other & Action Items:**

- Discussion at next call on how to engage mentors
- Reunion call notes will be posted by May Call
- Committee to look at speaker needs
- September call – discussion on engagement for scholars locally

Scott thanked everyone for their ongoing participation and support. He reminded everyone the next call will be on May 16th.