



Committee Call Notes

Scientist Mentoring & Diversity Program for Biotechnology (SMDP Biotech)

Outreach & Planning Committee

Conference Call

Tuesday, June 21, 2016

2:00PM Eastern / 11:00 AM Pacific

Conference Line: 712 775-7100

Access Code: 1071934#

The following Committee members were in attendance:

- Lauren Celano, Propel Careers
- Elisabeth Freeman, ICPD
- Meg Levy, Johnson & Johnson Consumer Healthcare
- Scott May, ICPD
- Roberto Monserrate, Amgen Manufacturing Limited
- 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 members to find the agenda 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.

Current programming:

- Webinar schedule and topics

Scott informed the committee that the next SMDP webinar that Johnson & Johnson Consumer Healthcare will be hosting an SMDP Webinar. The dates are being adjusted but will either be July 7th or July 18th. There are 2 remaining webinar dates this year, September 13th and November 15th. We are open to suggestions for those sessions. Meg added that she originally hesitated to take on a Webinar, but that there really isn't a lot of preparation and that it is more about sharing from the heart. She encouraged the other companies to participate. Lauren mentioned that she is working with the scholars on their resumes but that if ICPD ever wanted to arrange a webinar on resumes that she is more than happy to volunteer. Scott agreed that he thinks that is a great idea and recommended that we do that for the September webinar and add a few scholars that have been hired. Elisabeth added that she felt it would be an excellent follow up for the current cohort as well as the alumni. She did not feel we needed to add additional participants.



Scott pointed out that currently the reunion call and the webinar are on the same day, but that we will be adjusting the September date. He asked Lauren to check with her calendar and get back to us.

- End-of-year reunion call for last year's cohort
Scott informed the committee that on September 13th we will have a reunion call for the last cohort from 2015.

Debrief about the 2016 Training Session

- Scholar cohort & Mentors
Scott instructed everyone where they could find pictures of the current scholars. He talked about how great the scholars were and what a great group of mentors we had as well. Scott asked Lauren and Roberto if they had any comments since they attend part of the training. Lauren shared that she thought it was a great group and that everyone seemed very engaged. Roberto agreed and added that every year he is amazed to see the type of talent that comes through the program. He has seen how engaging the people from Talent Acquisition from the sponsoring companies has been very positive. Roberto asked if not having name tags at the opening reception was done "on purpose". Elisabeth let everyone know that we actually do not provide name tags on purpose. This is to break down any barriers and encourage the scholars to introduce themselves. She added that this group has been very engaged and bonded quickly. Elisabeth thanked Lauren and Roberto for their feedback.
- SMDP Biotech Training Session Venues
Scott stated that this year's program was held at the Hotel Whitcomb in San Francisco. He informed the committee that we have done the training in two ways. Having the training offsite at such locations such as Deloitte and having the training within the same host hotel where the scholars are staying. ICPD staff has agreed from an administrative standpoint it is much easier having it at the hotel rather than having to move the meeting to a different location. It was very spacious and functional for our needs. He believes it was also convenient for the scholars as well. Elisabeth agreed that it was more convenient. Scott mentioned that for the upcoming MedTech conference in October that St. Jude Medical has offered to host our training at their location and we are very thankful.
- "Celebration of Mentoring & Diversity in Biotech" Reception
Scott shared his opinion that even though it was convenient being in the hotel, we prefer to go offsite for the reception. Bill Strohl was the keynote speaker that evening. Bill is a former mentor and is a huge supporter of diversity in the field. He was an outstanding keynote speaker. Ramon Roberto Gonzalez from Amgen in Puerto Rico, who also was serving as a mentor, did a great job of setting the tone for the entire session and serving as Master of Ceremony. Scott thanked both of them.



- Informal Dinner/ UNCF event

Scott explained that this year we did something completely different. We were invited to participate in the United Negro College Fund (UNCF) dinner. Usually we take the group of SMDP Scholars and mentors to a very informal dinner. This gives the scholars and mentors more time to continue to get to know each other in a more relaxed atmosphere. The UNCF event was very well done and the scholars appreciated being able to attend. However, the staff agrees that we feel it short-changed some of the time the scholars usually get to spend with their mentors. Going forward we will go back to having our informal dinner. Elisabeth agreed with Scott. She felt that time is so limited for the scholars and mentors so she supports having the informal dinner to allow the scholars more time to network with the mentors.

- Site Visits

Scott informed the committee that the recent scholars were treated to 2 site visits. First, they were able to visit the Amgen site in San Francisco for lunch. Amgen brought in about 10 different “guests” that joined the scholars for lunch and then they shared with the group how they got started at Amgen. The group then walked over to JLABs and got to tour the facility. Seema Kumar, Vice President of Innovation, Global Health and Policy Communication, J&J. spoke with the cohort. Roberto added that he was disappointed that the group did not get to tour the facility at Amgen. Elisabeth mentioned that it was the Infinity Groups that attended the lunch at Amgen. She felt it was very informative and a great contrast to what the scholars did at JLABs. She feels that two tours might have been too much for the scholars and she feels it worked out for the best.

Scott added all of the scholars were able to attend the J&J reception on Tuesday evening, hosted by Dr. Paul Stoffels, Chief Scientific Officer, J&J. It was a wonderful opportunity for the SMDP Scholars to interact with Dr. Stoffels.

ICPD had a side bar meeting with just the mentors during the training program on Sunday and Scott felt it was a great way to hear what their expectations were for the program. Scott shared that most of the scholars did not attend the BIO Career Fair and ICPD feels although it is a great program, we do not feel that it is a good use of their time in that it duplicates some of our work during the training program. Roberto mentioned that he is concerned about next year’s dates, because it coincides with Father’s Day. Meg agreed, adding that it is a challenging time of year because of graduations, family vacations and Father’s Day. Roberto stated he understands we have to work around when Bio is, but he asked if there is any way to work around Father’s Day. Scott feels they both raised a good point and added to the action items that Scott, Elisabeth and Dustie will try to get creative and see if they can come up with a way to work around the dates.



Virtual Support for the 2016 Cohort – New Portal Launch

Scott shared that the current group of scholars are working with our current portal. There is a new portal that we are hoping to launch by SMDP MedTech in October.

Planning the 2017 Training Session (June 17-21 San Diego)

- Scholar Recruitment
Scott informed the committee that the form has not gone live yet. Elisabeth stated that the application for next year's program will be up in a couple weeks. As we begin to do the outreach, Scott will inform the committee.
- Industry Support
Scott asked the committee to please start thinking about their participation for next year.
- Site Visit
Scott shared that in the past we usually take the group on a tour to J&J R&D in La Jolla. There is a lot of Biotech activity in San Diego and we are open to additional facilities.
- Celebration of Mentoring and Diversity Reception – Venue & Keynote Speaker
We have had the reception for Biotech and MedTech at the Museum of Contemporary Art in San Diego. It has been a great venue and we will more than likely use them again unless the committee would like to make other suggestions.

Partner Support

Scott shared that we have wanted to have a session on how sponsor companies engage the scholars to become employees or interns within their companies. Scott would like to move it to the September 6th agenda. Scott reminded the committee that there is a standing invitation to give a tour of the portal with any Talent Acquisition staff.

Update on new program MIDL

Scott asked Elisabeth to give an update on MIDL. Elisabeth explained that MIDL (Modules for Innovative Diverse Leaders) was created to help develop the next generation of senior leaders in the medical device, consumer healthcare and biotechnology industries. The structure for the program is similar to SMDP except that it is only one day. The candidates need to have at least 5 years of work experience in industry, the public sector, clinical settings or academia and be ethnically diverse. The program was kicked off in April and the first one was held in Philadelphia with 16 attendees. Most of the coaches were from Johnson & Johnson because they provided financial support to launch the program. The format is different because the workshops are lead by the coaches. It is an incredible opportunity to interact with such senior level executives. The initial group is in the process of working through follow-up activities. There is an online community for the MIDL group. MIDL participants are able to develop themselves and pursue higher levels of responsibilities within their organizations. We have had very positive feedback from the candidates.

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Elisabeth shared that Korn Ferry also partnered and did individual assessments for the candidates to let them know what areas they need to work on. The next MIDL Workshop will be held in San Diego on October 3rd. ICPD is currently seeking candidates. Elisabeth asked the committee for any support for the MIDL program. Scott thanked Elisabeth for the overview and reminded the committee that the candidates do not need to be SMDP alumni. He also added that even though J&J helped launch the program that they do not want to be the only supporters and encourage other companies to join in. Meg mentioned that she feels the more diverse of an experience for the candidates from other companies will provide a richer experience for everyone. She shared that the team was very excited to participate and looks forward to the next one in October. Scott led everyone to where they could find MIDL information on the website.

Other & Action Items:

ICPD Staff will look at the structure for the biotech convention for 2017 to see if there is a way to work around the Father's Day issue.