



## Committee Call Notes

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

#### Outreach & Planning Committee

##### Conference Call

Tuesday, July 11, 2017

2:00PM Eastern / 11:00 AM Pacific

Conference Line: 712 775-7100

Access Code: 1071934#

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

- Kathy Basmadjian, Janssen Pharmaceuticals
- Elisabeth Freeman, ICPD
- Dolly Grajczak, Amgen
- Alice Martin, Barnes & Thornburg
- Scott May, ICPD
- Roberto Monseratte, Amgen Puerto Rico
- Perla Rodriguez, ICPD
- 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 "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 dates and topics – The remaining 2017 SMDP webinars are: Date to be set for next webinar: October 10<sup>th</sup>: **Resumes with Lauren Celano, CEO of Propel Careers**; December 12<sup>th</sup>: **TBD or Spotlight on Johnson & Johnson Consumer Healthcare?**  
Scott explained that we offer 4-5 webinars per year for the alumni and generally those are focused on sponsor companies. J&J Consumer Healthcare has agreed to host a webinar. We are looking at a fall time for that webinar. The October 10<sup>th</sup> webinar will be more of a practical career session and will discuss fine tuning their resumes with Lauren Celano. The December 12<sup>th</sup> webinar is still available. Scott invited the committee members to email him if they were interested in hosting a webinar. Research and Development coupled with the Human Resource side are the two areas that we like to include in the webinars.
- February 8<sup>th</sup> Reunion Call with the 2015 "Philadelphia" co-hort. Review Call notes posted on [icpdprograms.org](http://icpdprograms.org)  
Scott reminded the members that we held a reunion call on February 8<sup>th</sup> with the 2015 Biotech cohort. Due to other items during the agenda we have not been able to review the call notes during the committee calls. Scott invited Elisabeth to discuss the call notes. Elisabeth stated that this was a great way to reconnect with the entire group. She explained



that we asked a couple of questions to each scholar. (What a typical day was like and what have they been doing since the program.) The format worked very well and we would like to continue this way. We purposefully only had the scholars on the call. Elisabeth informed the committee that there will be a page committed to the reunion call notes on the website soon. Scott added that we have scheduled a reunion call for the 2016 cohort for September 7<sup>th</sup> at 2pm EST.

- Virtual support for the Scholars – Email addresses now visible; ICPD will solicit more job opportunities from sponsors and mentors (post job opportunities directly on portal or email them to [jobs@icpdprograms.org](mailto:jobs@icpdprograms.org)); Back-program photos being added; Enhanced search; Status of weekly summary email

Scott mentioned that we have an online community for the scholars and mentors. Since last May we have added additional enhancements. For every profile in the portal you can now see emails directly on the profiles. The new job board has been successful. Scott invited the members to either post jobs directly on the board or email them to the [jobs@icpdprograms.org](mailto:jobs@icpdprograms.org) address. The search functionality within the portal has been enhanced. You are able to search by location, year of participation, etc. We are working on a weekly summary email that will be going out within the next 6 weeks. Elisabeth added that our web developer has worked on that capability. It will be similar to what you receive on LinkedIn..

- Update on Scholar Profiles and Career Paths project – Direct work on this to continue on this in San Jose

Scott shared that we held discussions in San Diego during the SMDP Biotech program and will continue discussions in San Jose during SMDP MedTech. In the case of SMDP Medtech we are very specific in our degree descriptions. In Biotech we are a little more general. The feedback we are getting from universities, administrative personal and scholars are that we are not specific enough in what degrees are wanted for the program. The Career Paths project is really articulating to the scholars what the career paths will be available if they decide to go into industry.

- Amgen Career Fair

Amgen hosted a career fair on June 29<sup>th</sup> and invited all of the scholars that were in San Diego to attend. Scholars were able to join virtually and interact with some of the Amgen talent acquisition staff. We will provide an update in the future. Scott thanked Amgen for hosting that event.

- Scholar updates

Dustie provided updates on the following scholars: Sara Snell is an Associate Scientist at Cytovance Biologics, Catalina Mogollon is an Associate Research Scientist at Baxter International, Micaela Vargas is a Laboratory Director at Advanced Genomics and Shailise Ross just accepted a position as Senior Regulatory Affairs Associate at Prothena Biosciences.

### **Debrief about the 2017 training session (June 17-21, San Diego)**

- Scholar cohort (selection process and selected Scholars) and Mentors

Scott reminded the committee that we just completed our SMDP Biotech training session in San Diego. Elisabeth explained that every year we are excited to meet the new cohort. This year we were equally pleased with the San Diego group. The mentors provided great feedback regarding the cohort. Before the training session was even over some of the scholars had been in discussion with some of the sponsor companies about possible opportunities.



Elisabeth shared a temporary link that is on the portal that will show each of the scholars. Elisabeth recognized and thanked the selection committee for their assistance in reviewing each candidate. Amgen and Johnson & Johnson both participated in the selection process.

- SMDP biotech training session content and venues  
Scott shared that we had a speed networking session at the training session this year. The scholars got to meet with each mentor and ask a question. At the end of that exercise all the answers were shared with the entire group. The mentors also had a “mentor only” breakout session at the conclusion of the training program. It was a good opportunity for the mentors to provide feedback. Elisabeth added that the speed networking was a great way for each scholar to meet each mentor. Elisabeth asked for feedback from anyone on the call that attended the training session regarding the venues and panels. Elisabeth then thanked Janssen for hosting the training session.
- “Celebration of Mentoring & Diversity in Biotech” Reception  
Scott stated the reception was a success. Scott thanked Josh Ghaim for flying out from the East Coast to be our keynote speaker for the reception.
- Site Visit  
Scott mentioned that the scholars were able to take a tour of the Janssen R&D facilities while at the facility.
- Bio Convention  
Scott noted that the Bio Convention never disappoints. It is a great way for the scholars to get a solid understanding about the biotechnology industry. Scott thanked Alice Martin for inviting the scholars to the Barnes & Thornburg reception at their booth. Scott mentioned that the scholars were able to have a pop-up meetings with former scholars Maria Luisa Pineda, CEO of Envisagenics and Angela Freeman, AAAS Fellow and National Science Foundation. Roberto Monserrate was able to secure a pop-up meeting with Herb Riband, VP of Value, Access and Policy, Amgen Puerto. The Scholars were also able to meet with Yemi Onakunle, VP, Selexis? At their booth and at the Maryland pavilion with Ray Briscuso, President, The MedTech Conference and Jeff Galvin, CEO, American Gene Technologies. Scott thanked J&J for inviting the scholars to the Janssen staff reception.
- Role of Surrogate and Substitute Mentors- Kathy asked Scott to discuss the Assistant Mentors. Kathy explained that she is completely new to the mentor program but was wanting to ask how the Assistant mentor relationship works with the mentee/mentor relationship. Scott asked to table this discussion until the next meeting. Elisabeth agreed that postponing this discussion until the next committee call would be beneficial.

### **Planning the 2018 SMDP Biotech Training Session (June 2-6, Boston)**

- Scholar recruitment – university visits, registration system to open  
Scott shared that university visits are underway. Elisabeth added that as the scholars are returning to their institutions they have already shared the experience and have peers that are wanting to apply. Elisabeth stated that we would have the application live soon. The focus currently is on actively recruiting for the SMDP MedTech program.
- Site Visit(s) and Venues  
Scott asked the committee for any suggestions for a reception venue in the Boston area. It is a great city for the Biotech program. We are in conversations with a sponsor company to hold the training session at their Cambridge site.



Dustie will also be working on a site for the informal dinner. Scott added that we will also be looking to have a separate company host a site visit of their facility on Monday afternoon.

- Program Agenda and Speakers  
Elisabeth said that by the next meeting in September that the draft agenda will be ready for review. She mentioned it is never too early to start thinking about speakers. A list of speaker needs will be ready by the next committee call.
- Visibility at the BIO International Convention and how best for SMDP to tie into BIO Activities  
Scott mentioned that talks with Bio will be taking place to see how to best have the scholars support the activities.

### **Partner Support**

- Sponsorship Page on ICPD website  
Scott shared that we are working to secure sponsorship support for the 2018 program. Amgen is already on board with their commitment to support 11 Scholars/Mentors across both SMDP Biotech and SMDP MedTech. We always welcome additional sponsors. Scott reminded the committee that on the home page there is a sponsorship link that has a pdf that can be shared by all members to any potential sponsors.
- Support for talent acquisition staff at sponsor companies – portal training available  
Scott reminded the committee members that we offer brief 30-minute orientation conference call about use of the portal for any talent acquisition staff that would like access to the portal.

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

Scott shared that the second MIDL program will be taking place on October 2<sup>nd</sup> in Philadelphia. The webinar schedule is ongoing.

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

Scott reminded the committee that the planning for the SMDP MedTech program is underway. Scott invited any members that will be in the Bay Area in September to please join us as a guest during any of the training events.

### **Other & Action Items:**

- ICPD to provide feedback from the Amgen Job Fair
- Post reunion call notes
- Set time to discuss Assistant Mentors and their role
- ICPD will provide draft agenda by next meeting
- ICPD will provide a list of speaker needs by next meeting.

Scott thanked everyone for their ongoing participation and support. He reminded everyone the next call will be on September 12<sup>th</sup>.