Rutgers iJOBS Virtual Symposium

December 3, 2020
Agenda for today

10:00 AM – 10:30 AM Welcome and iJOBS Program Update
   Janet Alder, Co-Director
   iJOBS Program at Rutgers University

10:30 AM – 11:00 AM Keynote Speaker
   Greg Erman
   President & CEO, EmpiraMed
   “How Real World Evidence is Transforming the Healthcare Industry”

11:00 AM – 11:45 PM Networking Breakout Sessions
   Facilitated by Janet Alder, Co-Director
   iJOBS Program at Rutgers University

11:45 PM – 12:00 PM Let’s Hear from Our Phase 3 Trainees!
   Facilitated by Doreen Badheka, Co-Director
   iJOBS Program at Rutgers University

12:00 PM Closing Comments, Adjourn
According to a report by the NIH Biomedical Workforce Working Group, approximately 23% of PhD graduates will pursue academic positions, while 77% will pursue other career options.
BEST Awardees

17 Universities
$2 million for 5 years (2014-2019)
Infrastructure support
No direct fellow funding

1. Cornell U
2. Emory/Georgia Tech
3. NYU
4. U Mass Worcester
5. UC Davis
6. UCSF
7. U Colorado Denver
8. Vanderbilt U
9. Virginia Polytech
10. Wayne State

Common goals
Shared programming
Active evaluation
Process improvement

11. Rutgers U
12. U Chicago
13. U North Carolina
14. U Rochester
15. UC Irvine
16. Boston U
17. Michigan State
Excellent Professional Environment

The World’s Cure Corridor

New Jersey

- Over 3000 life science and biopharmaceutical establishments
- 400 biotech companies
- 13 of the 20 largest biopharmaceutical companies globally
- 12 of the world’s top medical technology companies
- #3 state for R&D investment, and bioscience-related patents
- 22,000 life sciences graduates annually
Professional and Trade Support Abounds
Rutgers Participants

Rutgers Graduate Students
- SGS (New Brunswick/Piscataway/Newark)
- GSN (Newark)
- GSC (Camden)

Rutgers Postdocs
- RWJMS
- NJMS
- SAS New Brunswick
- SoE
- SoP
- SEBS
- SAS Newark
- SAS Camden
Experienced Program Leadership

Martin Yarmush
Distinguished Professor of Biomedical Engineering
School of Engineering
Co-PI

James Millonig
Senior Associate Dean
School of Graduate Studies
Co-PI

Janet Alder
Assistant Dean for Academic & Student Affairs
School of Graduate Studies
Co-PD

Susan Engelhardt
Executive Director
Center for Innovative Ventures of Emerging Technologies
Co-PD

Doreen Badheka
Program Director
School of Graduate Studies
Co-PD
Holistic Phased Programming

Individual development planning & mentorship
Career-specific courses
Professional shadowing

LinkedIn Profile review
Resume development
Interview preparation
Job placement and tracking

SciPhD Leadership and Business Training
Site visits
Networking sessions
Career panels
Job Simulations
Primers
Workshops
Career fair
Web portal access

Phase 1 iNQUIRE
Phase 2 iINITIATE
Phase 3 iIMPLEMENT
Phase 4 iINSTRUCT

Continued participation
Support and mentoring
Phase 1
Representative Career Tracks

- Principal investigator
- Bench Research in Government, Pharma or Biotech
- Teaching-intensive careers in academia
- Science and Health Policy
- Patent Law
- Tech Transfer and Business Development
- Clinical Research
- Regulatory Affairs
- Health and Science Data Analysis
- Business Consulting
- Scientific Writing and Medical Communications
- Medical Affairs
- Non-profit and Foundations
- Finance and Equity Research
- Publishing
- Food safety
- Journalism
- Teaching Education Outreach
- Entrepreneur
SciPhD: Leadership and Business Skills for Scientists

*Provided by Human Workflows, LLC*

*Every Jan/Feb since 2015 - 35 hours*

- The Business of Science
- Major Leadership Styles
- Successful Communications as a Scientist
- Developing Your People
- Networking and the Interview Process
- Team Performance Tools
- Negotiations
- Financial Literacy
- Strategic Project Management for Scientists
Representative Site Visits

- McCann Health
- Wiley Publishing
- Merck (5)
- Genewiz (3)
- Bristol-Myers Squibb (4)
- Novartis (3)
- GlaxoSmithKline (2)
- Regeneron (2)
- Eli Lilly (3)
- Celgene (2)
- Janssen (2)
- Commercial Center for Innv Tech (2)
- Inst for Life Sci Entrepreneurship (2)
- Enterprise Development Center
- Sanofi Aventis
- Covance
- Kashiv
- Ferring Pharmaceutical
- NJ Dept. of Health (3)
- Stryker
- Colgate-Palmolive (2)
- Envigo
- Ethicon
- McCann Health
- Bayer (2)
- PTC Therapeutics
- Nanion Technologies
- Hovione
- J&J Consumer
Representative Workshops: **Job Simulation**

- Health Economics and Outcomes Research – analyze a drug
- Technology Transfer – how to commercialize an invention
- Equity Research – decide if you should invest
- Project management – determine timeline and deliverables
- Entrepreneur – what is involved in starting a biotech
- Science Policy – write a policy memo
- Business Development – decide whether to acquire a new company
- Pharma R&D - design preclinical trial to optimize clinical success
- Publishing – decide whether to accept a manuscript
- Pharma Market Research Analysis – report on whether drug is worth pursuing
- Medical Affairs – Medical Informaticist vs MSL role play
- Consulting – recommend approach to launch new clinical trial
- Regulatory Writing – prepare an Investigative Brochure
- Medical Communications – create slide deck for physician
- Patent Law – rewrite patent to demonstrate originality
- Mergers and Acquisitions – decide how much to bid on a new company
Representative Workshops: Skill Primers

- Negotiation Skills
- Project Management
- R with DataCarpentry - programming and how to deal with large datasets
- Good Laboratory Practice (GLP)
- Pharmokinetics and Pharmodynamics (PK/PD)
- Immuno-oncology Research
- Communicating Science with Alan Alda - elevator pitch and improv to connect with audience
- Scientific Storytelling
Representative Workshops: Job Search

• Job searching during the pandemic and virtual interview
• Landing Job Referrals
• Targeted resumes
• LinkedIn profiles with photo shoot
• Networking skills
• Transferrable skills
• Interviewing skills
• Informational interviews
• Job search using staffing agencies
• Finding and applying for an internship
• Goal setting and time management
• How to prepare for job fairs
• International students seeking employment in USA
• Self assessments (StrengthsFinder, Birkman)
• Emotional Intelligence and influencing others
Networking Events

• All career panels, site visits and workshops have networking component
• Coordinate with professional societies: Sino American Pharmaceutical Association, American Association of Pharmaceutical Scientists, and BioPharma Networking Group
• Rutgers and iJOBS alumni
BioNJ or SAPA iJOBS Career Fair

Spring
2015, 2016, 2017, 2018, 2019
exclusive for life science companies

Participating Recruiting Companies

- Accurant Biotech Inc.
- ACS Scientific Inc.
- Adlai Nortye
- Aleon Pharma International
- American International Group (AIG)
- Asychem Laboratories (Tianjin) Co., Ltd
- Aucta Pharmaceuticals
- Beijing Genomics Institute
- Bristol-Myers Squibb
- Celgene
- Endeavor Consulting Group, LLC
- ForDoz Pharma
- Frontage Laboratories, Inc.
- GenScript Biotech Corporation
- Hengrui USA
- Hodo/Yew Pharmaceutical Co. Ltd
- Kelun Pharma
- Legend Biotech
- Merck
- Nanotech Pharma Inc.
- Novartis
- Protheragen Inc.
- Regeneron
- Sanofi
- Sincere of America
- Sino Biological Inc.
- SunGen Pharma
- United Health Care
- WuXi AppTec

Please note: You can find the detailed job and role descriptions at the career section of SAPA website.
Representative Workshops: Science Policy with Eagleton Institute of Politics

- The Politics of Water and Lead
- The Politics of Gene Editing Technology
- Scientists in Politics - Assemblyman Zwicker, Caroline Weinberg
- Lead Toxicity and Public Policy - Communicating Risk Regarding Science and Health
- Opioid Abuse – Solutions in Science and Politics
- GMOs - Scientific Analysis in Policy Making with Stuart Shapiro
- Advocating for Science – Rush Holt
- Climate Change – Christine Todd Whitman with interactive workshop
- Zika Virus and Science Policy – Kathleen Hall Jamieson and workshop representing different constituents
- Transition to the New Administration and Science – AAAS, Rutgers, Princeton and workshop on how to lobby
iJOBS Sponsored Trainee Opportunities

- Board Certification in Medical Affairs
- From Science to Pharma MSL Preparation
- What Can You Be with a PhD at NYU
- GRO Biopharma Conference with NY Schools
- BioNJ Inspiring Women in STEM
- Association for Women in Science
- Regeneron Science to Medicine Forum
- Biogen Drug Development Conference
Phase 2

Phase 2
INITIATE
Representative Career Track Skill Classes

Drug Development from Concept to Market

Principles of Communication and Leadership

Principles of Finance and Accounting

Clinical Research Informatics

Python Methodologies

Clinical Trials Overview: Methods and Practices

Fundamentals of Regulatory Affairs

Public Health

Rutgers Programs

Business

Engineering

Health Related Professions

Business and Science

Medicine

Project Management

Pharma Product Management

Organizational Behavior

Innovation and Entrepreneurship

Perspectives in Translational Pharmacology

Clinical Trials Overview: Methods and Practices

Fundamentals of Regulatory Affairs

Business and Science

Health Related Professions

Public Health

Rutgers Programs
"One fact, well understood by observation, and well guided development, is worth a thousand times more than a thousand words."

Professional Shadowing and Mentoring

- Each trainee is matched to a mentor and a shadowing opportunity relevant to their chosen track with industrial, institutional or governmental partners. 72 hours over several months

- Each trainee is assigned a professional mentor and uses the Individual Development Plan (IDP) as a framework for growth.
It’s a Win-Win Program

iJOBS Trainee
“I got to talk with many people across various functions and now understand what such a career entails.”
“I gained insights to importance of work ethic and collaborative teaming and how the corporate environment differs from [that in] academia.”

Shadow Host
“I have a better appreciation of how I am able to positively influence someone interested in starting out in industry. Those of us who have been in industry for a some time, take for granted the knowledge base and relationships we’ve developed. It’s nice to stop, take a breather, and pay attention to the details of our every day work and relationships. It’s also important to give back to those starting out and offer opportunities to those interested in entering the industry.”
Phase 3
Job Search Preparation

- One on one mentoring sessions with Juliet Chin Hart to refine resume and cover letter
- LinkedIn Counseling with Penny Pearl at 2Actify
- Strategize on job search approach
- Prepare for interviews
Dissemination, Evaluation and Outcomes
**Communication Platforms**

**Email listserve:** 1500 members

**Trainee run blog:**
ijobs.rutgers.edu/blog.php

**Website:** ijobs.rutgers.edu

**iJOBS Past Events and Resources**

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<tr>
<th>Date</th>
<th>Event Description</th>
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<tr>
<td>7 September 2016</td>
<td>iJOBS Workshop: Job Search Using Staffing Agencies</td>
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<td>Hear from representatives from companies such as Aerotek, Hays and Pridestaff to learn how staffing agencies work and how to best utilize them in your job search at different phases in your career. There will be an opportunity to meet with the representatives after their presentations to get general feedback.</td>
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<td>Click <a href="#">here</a> to view the speaker bios for this event.</td>
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<td>22 June 2016</td>
<td>iJOBS Career Panel: Identifying and Protecting Emerging Technology/New Business for Pharma</td>
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<td>Hear from two Rutgers alums who now work as a Senior Manager of Global Business Insights and Competitive Intelligence at Celgene and an Associate in Life Sciences for IP Group, Inc. To view the agenda and speaker bios, please <a href="#">click here</a>.</td>
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<td>14 June 2016</td>
<td>iJOBS Site Visit: Celgene</td>
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<td>Visit the manufacturing site for the cellular therapeutics branch of Celgene. Hear from Greg Russotti, PhD Vice President of Tech Ops and hear from other Celgene employees. To view the agenda and speaker bios, please <a href="#">click here</a>.</td>
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Peer Communication and Benchmarking

- Provides an instructional guide for institutions wanting to create or supplement their career and professional development offerings
- Contains perspectives from administrators from the 17 Broadening Experiences in Scientific Training (BEST) institutions
- Addresses what graduate students and postdoctoral populations can implement now to help broaden career outcomes

www.elsevier.com/books/BEST/9780128207598

Editors: Lorena Infante Lara, Laura Daniel, Roger Chalkley
Paperback ISBN: 9780128207598
Imprint: Academic Press
Published Date: 1st February 2020
Page Count: 308
Quantitative and Qualitative Evaluations

NIH BEST Evaluation
- Identify biomedical training best practices
- Trainee and awardee assessment:
  - understanding of career opportunities, confidence to make career decisions, and attitudes towards career opportunities
  - reduced time to training opportunities and time in postdoctoral positions
  - further development of BEST-like activities.

Rutgers iJOBS Evaluation
- Improve program curriculum and learning experiences
- Understand the factors and decision-making processes in pursuit of biomedical research or research-related careers
- Assess trainee satisfaction with program components
- Explore:
  - faculty attitudes
  - influence of race, gender and immigration status on career paths
  - effect of iJOBS on career paths
How to respond to feedback from industry regarding skills gap?

Embed skills into curriculum with new courses

- Gap in science communication skills resulted in Burroughs Wellcome Foundation grant to build tailored course (Spring 2017-present).

- Quantitative skills class in experimental design, statistics and data analysis. Also fulfills NIH Rigor and Reproducibility requirements.

- Computational classes for programming in R and Python

- Course on professional preparedness stressing financial literacy, project/process management, quality assurance and teamwork.
Positions of SciPhD Participants ($n = 189$)

First Position

Current Position
Science-Related Job Functions

**First Position**

- Science writing and communication: 33%
- Clinical services: 2%
- Administration: 6%
- Data science, analytics, and software engineering: 6%
- Entrepreneurship: 2%
- Intellectual property and law: 4%
- Regulatory affairs: 8%
- Sales and marketing: 6%
- Science education and outreach: 2%
- Science policy and government affairs: 2%
- Technical support and product development: 8%
- Business development, consulting, and strategic alliances: 21%

**Current Position**

- Science writing and communication: 26%
- Business development, consulting, and strategic alliances: 24%
- Sales and marketing: 10%
- Research staff or technical director: 2%
- Regulatory affairs: 6%
- Intellectual property and law: 5%
- Entrepreneurship: 3%
- Data science, analytics, and software engineering: 6%
- Clinical services: 2%
## Representative Job Placement

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<th>Company</th>
<th>Position</th>
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<td>AMGEN</td>
<td>Senior Associate Scientist</td>
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<td>Postdoctor Fellow</td>
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<td>Contract Scientist</td>
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<td>Research Scientist</td>
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<td>Mgr, Global Regulatory Affairs Immuno-Oncology</td>
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<td>Account Executive</td>
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<td>Edelman</td>
<td>Scientist</td>
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<td>Pepper Hamilton</td>
<td>Patent Technical Specialist</td>
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<td>Biologics</td>
<td>Biology Science Writer</td>
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<td>Janssen</td>
<td>Senior Associate Scientist</td>
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<td>Celularity</td>
<td>QC Scientist</td>
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<td>Research Scientist</td>
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<td>Sr. Upstream Dev. Engineer</td>
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<td>Development</td>
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<td>KashiV</td>
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<td>Scientific Strategist</td>
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<td>Staff Microbiologist</td>
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<td>Research Scientist</td>
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iJOBS Participants Have Decreased Time to Defense and Increased Total Publications

Measuring Effects of Trainee Professional Development on Research Productivity: A Cross-institutional Meta-analysis, Brandt et al., submitted PLOS Biology
iJOBS Benefits

**Rutgers University**
- Recruiting of graduate students
- Takes burden off of faculty for advising towards careers with which they are not familiar
- Student mental health, motivation, productivity
- NIH Training grants require career development component
- Increased interaction between Rutgers and industry

**Industry Partners**
- Access to highly trained local talent pipeline
- Ability to influence curriculum
- Vet potential hires through shadowing/externship
- Promotion of company brand
- Interactions with academia
- Community and education outreach/service

Teaches leadership, business, teamwork, and communication skills necessary for ALL careers.
Questions?

www.ijobs.rutgers.edu
**Agenda for today**

**10:00 AM – 10:30 AM**  
Welcome and iJOBS Program Update  
*Janet Alder, Co-Director*  
iJOBS Program at Rutgers University

**10:30 AM – 11:00 AM**  
Keynote Speaker  
*Greg Erman*  
President & CEO, EmpiraMed  
“How Real World Evidence is Transforming the Healthcare Industry”

**11:00 AM – 11:45 PM**  
Networking Breakout Sessions  
Facilitated by Janet Alder, Co-Director  
iJOBS Program at Rutgers University

**11:45 PM – 12:00 PM**  
Let’s Hear from Our Phase 3 Trainees!  
Facilitated by Doreen Badheka, Co-Director  
iJOBS Program at Rutgers University

**12:00 PM**  
Closing Comments, Adjourn
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Networking Breakout Rooms

• A chance for us to get to know each other – graduate students, postdoctoral fellows, faculty, industry and biotech professionals.

• Three 15 min sessions. You will be automatically moved into the rooms.

• Introduce yourselves and what you are working on for 30 sec each.

• Find something you have in common with at least one other person in that room.
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12:00 PM  Closing Comments, Adjourn
Congratulations to Our Current Phase 3 Trainees!

- Anika Alam
- Natascha Alves
- Dina Ameen
- Alexandra Burr
- Kai-Ti Chang
- Erika Davidoff
- Suha Eleya
- Michelle Favre
- Courtney Grady
- Eric Himelman
- Sera Jacob

- Kubra Karagoz
- Tomas Kasza
- Mai Uyen Nguyen
- Vinam Puri
- Anchal Sharma
- Dan Smethurst
- Raghevandra Sridhar
- Briana Stanfeld
- Gabriele Vincelli
- Nanxia Zhao
THANK YOU FOR ATTENDING!