

Mentorship Program

***Michael Schotsaert &
Jean D Boyer***

**Method translation in a SARS-CoV-2 DNA liposomal vaccine:
when manufacturing matters**

Career overview of Lars Frelin, PhD
Karolinska Institute, Sweden

June 4th

Organizers: Next Generation Vaccinologists

US & Europe

- 07:00 (PDT)
- 10:00 (EDT)
- 14:00 (GMT)
- 16:00 (CET)

Africa

- 15:00 (West Africa)
- 16:00 (South Africa)
- 17:00 (East Africa)

Asia

- 19:30 (IST)
- 22:00 (CST)
- 23:00 (KST)

Join NextGenVacc
Whatsapp group



Presentation Outline

- Introduction
- Objectives
- Mentorship
- Mentee
- Mentor
- Why ISV should have a mentorship program



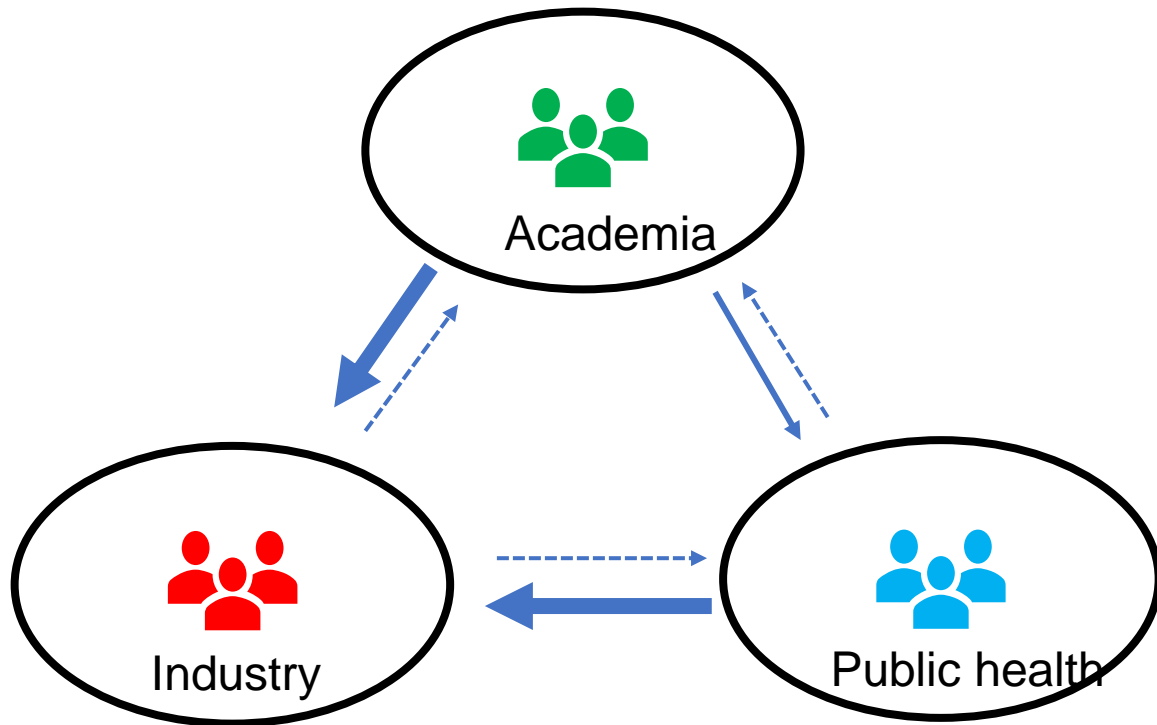
Introduction

- **Vaccinology** is a relatively young and multidisciplinary scientific field
- **Multidisciplinary:**
 - Pharmaceutical/chemical sciences (formulation, adjuvants, modifications, ...)
 - Biological sciences: microbiology, immunology, cancer
- **Fundamental, applied and translational science**
 - Fundamental insights with focus on both host and pathogen/cancer (~ academia)
 - Translation to clinic
 - Translation into a product or platform (~ industry)
 - Public health and policy
- **ISV brings together people with diverse scientific backgrounds in the field of vaccinology**

Challenge for future leaders in vaccinology

Vaccinologists Exist in Silos.

How a young scientist fits into this structure can be a black box, inhibiting growth and development into leaders.



Current communication between silos: **senior scientists**

Migration between silos:
mainly towards industry

Unique features of ISV

- Worldwide coverage (>< strong but regional societies AAI, ASV, ENII,...)
- Vaccinology is multi-disciplinary (>< highly specialized societies)
- Excellent coverage of different "silos"
 - academia|industry|public health/public sector
- Excellent coverage of overlapping disciplines within these silos
 - Pre-clinical vs clinical



Stand out as a society what can be done for and by junior vaccinologists

Strategic positioning of ISV among other societies

- As a *global* and *professional* society that can bridge/break down the different silos for young vaccinologists
 - career guidance for junior professionals in different sectors
 - How to switch sectors
 - Testimonials from people who did it
 - available resources for travel, learning new techniques
 - Provided by society
 - Provided by other means -> provide support in application, review for junior vaccinologists
 - industry internships for academics
 - networking events at the annual meeting
- Give opportunities to underrepresented groups

Strategic positioning of ISV among other societies

As a society that can actively help build careers for next gen vaccinologists

- *Next Generation Vaccinologists program*
 - Junior vaccinologists can apply
 - More intense mentoring (volunteers?)
- Awards (travel, presentation, professional achievement, ...)
- Specific career training (workshops on grant writing, clinical trial design, business plans, spin offs, tech transfer ...) with a focus on what can be done to collaborate between the different silos:
 - SRAs between industry and academia
 - How small businesses can be involved in grants (SBIR...)

Focus on Junior Vaccinologists

- Should include the members of the ISV Next Generation Vaccinologist program
- Representation of the different silos and underrepresented groups
- Share experiences
- **We need to identify knowledge gaps about the other “silos”**
 - What do they want to know from each other
 - Create a safe space to discuss frustrations for situations specific to the silos
- A committee of senior ISV members will provide guidance for discussion and tasks to work around

Overall Objectives of the ISV Mentorship Program

- Organize mentorship between trainees and scientists from academics, biotechnology and pharmaceutical companies.
- Organize webinars from leaders in academia or biotechnology and pharmaceutical companies that spotlight leadership skills for career development.



Mentorship

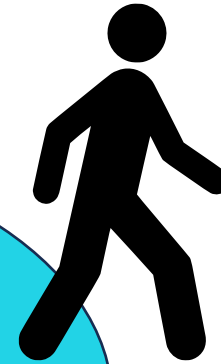
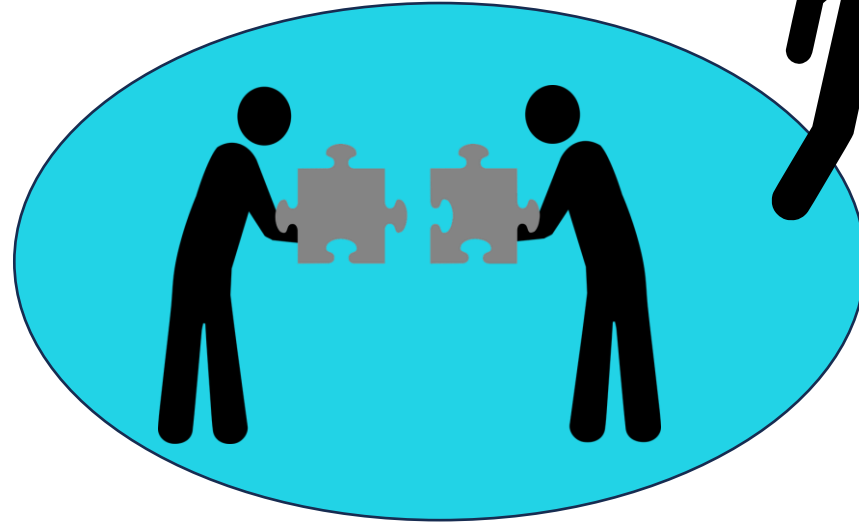
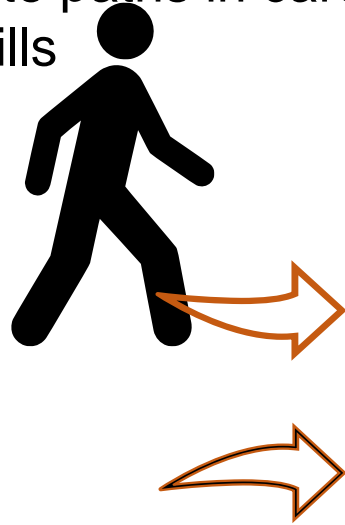
- Pass down knowledge and personal experience
- Provide guidance and feedback at important steps in career
- Help in structuring professional development activities



ISV Mentorship Program

Input from Mentor

- Personal experience
- Alternate paths in career development
- Soft skills



Take aways for mentee

- Grant writing and submission
- Funding success
- Management skills
- Increased contacts outside of one's own institute
- Understanding of alternate path criteria

ISV-Webinars

- Alternate paths in career development
- Soft skills

Mentorship is not:

- Mentoring is not coaching or training
- Mentoring is not a passive endeavour
- Mentoring is not therapy
- Mentoring is not a one-way street
- Mentoring is not a cure-all.

Mentees

Responsibilities

- Ask **questions**
- **Discuss** professional development opportunities and create goals

Benefits

- **Advance** in career faster and have a higher rate of promotion
- **Develop** better time management skills and productive habits
- Have higher professional **self-esteem**, job-related wellbeing, and better work-life balance
- Develop better **networking** and interpersonal skills.
- Awareness of alternative career opportunities

Mentors

Responsibility

- **Share** experiences and knowledge with mentee to shape the next generation of vaccinologists
- **Reflect** on your own leadership
- **Learn** from your mentee and their unique experiences and perspectives

Benefits

- **Satisfaction and personal development:** To be a good mentor, you need to have strong communication, listening, and interpersonal communication skills.
- **Growth opportunities:** Mentoring means being proactive. And proactive people are often more successful in their job. A body of research suggests that workplace mentors perform better at work and see greater career success.

Type of Mentorship

Peer to peer mentorship with 1:1 meetings (Mentoring_Guide_Harvard.pdf)

The 'Guide'...

...will often tell a story in response to question
...will usually want to share experiences and history
...will likely ask questions that make mentee stop and think

The 'Catalyst'...

...offer a variety of ideas and will prompt mentee to share your thoughts
...may seem to jump from topic to topic
...offer perspectives of the firm that seem novel or unique

The 'Ally'...

...make mentee feel comfortable fairly quickly
...surprise mentee by giving very candid responses to questions
...will be responsive to a wide range of comments

The 'Advocate'...

...will likely want to know about career goals and aspirations
...may ask about contact network and want to grow mentee circle of influence

Stages of Mentoring Relationships

Like most relationships, mentoring relationships progress through stages. Your formal mentoring relationship will likely reflect four developmental stages with each stage forming an inherent part of the next:

- Building the Relationship
- Exchanging Information and Setting Goals
- Working Towards Goals/Deepening the Engagement
- Ending the Formal Mentoring Relationship and Planning for the Future

ISV will provide mentorship and mentee guidance

KEY MENTORING SKILLS

- Listening Actively/Asking Questions
- Building Trust
- Determining Goals
- Encouraging & Inspiring



These are top 10 tips from another ongoing program.

The ISV Program is meant to fill a gap- **We want to hear from you**

- Keep communications open
- Offer support
- Define expectations
- Maintain contact
- Be honest
- Actively participate
- Be innovative and creative
- Get to know each other
- Be reliable and consistent
- Stay positive!



We want to hear from you:

Interested in participating in the **mentorship program** as mentor or mentee, or provide feedback and suggestions?

- Jean D Boyer: Boyer.Vaccine@gmail.com
- Michael Schotsaert: Michael.Schotsaert@mssm.edu

Want to know more about the **ISV Next Generation Vaccinologists?**

- Martin Beukema: m.beukema@umcg.nl

More on ISV: <https://isv-online.org/>



Questions?