



Women In Science Scholars Program
Spring Conference - Friday, March 11, 2016

Millennium Hotel Durham, 2800 Campus Walk Avenue, Durham

Janice Whitaker, Board Member for the North Carolina GlaxoSmithKline Foundation, welcomed the audience and shared regrets from Executive Director Marilyn Foote-Hudson.

Janice noted she retired from GSK in 2013 as Senior Vice President in Global Manufacturing and Supply Quality after working for the company for 29 years, and has served on the Foundation's Board of Directors for many years, and is a Women in Science Scholars advocate. She has seen first-hand how valuable this mentoring program is. Janice encouraged the participants to tweet and use **#WISScholars2016** as a hashtag.

Janice thanked and recognized the mentors for their work in making the Women in Science Scholars program successful. She highlighted that the board of directors was so impressed with the mentors that last year they voted to honor them by placing \$10,000 in the endowments of each university that has an established endowment with the Women in Science Scholars program. The commitment was made as a small gesture of the high esteem in which the mentors are viewed by the board, which wanted to thank them with that honor. Janice noted more than 250 women have volunteered as mentors over the years, and the grand total commitment to this program is \$2 million!

Dr. Sherilynn Black, Assistant Professor of the Practice in Medical Education in the Duke University School of Medicines, delivered the keynote address titled "The Importance of Mentors & Networks" and shared her insights into her education, career path and giving back to the community. Dr. Black highlighted the following:

- Her interest in science at a young age. She encouraged the audience to keep it exciting when talking about science to younger people.
- Her experiences as she pursued an undergraduate degree in psychology with a biology minor as a Morehead-Cain Scholar at UNC - Chapel Hill.
- Her UNC lab experiences, the mentors in her life and her parents made her think a career in science was possible. However, she was torn between a career in theatre vs. one in science. Science won!
- College gave her the opportunity to meet other students who loved science. Her passion for science was evident when she shared that she read a “required text book” before the class started, impressing her professor.
- Her struggle to find diversity in a neuroscience grad program in 2001. She talked about how she settled on Duke and her life in the Neurobiology building on the Duke campus for six years.
- Doctoral studies in the Department of Neurobiology at Duke University and additional studies in the School of Education at UNC - Chapel Hill.
- She is proud that the Duke Neuroscience group has increased its diversity of students today.
- She shared mentoring examples, encouraging the audience to celebrate who they are, stay true to what excites you, and to think about how mentors can help you build skills.
- She encouraged the audience to keep science as their 1st priority – to build their scientific excellence!

The luncheon provided opportunities for mentors and scholars to get to know each other. During lunch Julia Brandon, Senior Director, EHS Excellence at GSK, shared her journey called “Living on Purpose.” This TEDtalk delivery highlighted her participation in a GSK PULSE assignment where she worked with the nonprofit Save The Children. However, she became so overwhelmed with the plight of the victims she was assisting she reached out to her coach and mentor, and was encouraged by the coach to move through the uncomfortable emotional journey to see where it would take her. Julia wears many hats, including a new one as a volunteer “teddy bear yoga instructor,” allowing her to give back to her community.

Amy Timberlake, PharmD, a Clinical Safety Evaluation & Risk Management Scientist at GSK, facilitated questions after the “Living on Purpose” session, building on the theme “[Live Your Life On Purpose](#)”. Please refer to the notes section of the slides for discussion points. The book *True Resilience* by Gail Wagnild was a resource recommended and attendees were encouraged to think about their walk and resilience.

The afternoon sessions continued with Cindy Waite, president and CEO of Accentuate Staffing, sharing her insights on “[The Power of Positive](#).” Accentuate Staffing is a local staffing firm that maintains a 515-person workforce across 280 local Triangle employers. She has more than 20 years of experience in staffing agency and corporate recruitment experience. Cindy shared her career path, taking her CPA background to a temporary staffing agency and then securing employment with IBM. She shared her parents’ excitement that she was working for “IBM – a great company,” and then their disappointment when she followed her dream and started a new temp staffing company years ago.

Some key points included:

- Are you building your network? Do you talk to others and get to know people? Put yourself out there. Introduce yourself, and ask “Where are you from?”
- Are you on LinkedIn? Get on LinkedIn and start building your network.
- Use a professional sounding email. For instance, “hotmoma18” is not the brand you want to build!
- What is your personal brand? How do people think of you? Are you cheery and happy? Are you friendly and helpful? Start building the brand you want to convey!
- Be the best at whatever you are doing. If you are a receptionist, be the best receptionist that company has ever seen.
- Make sure your resume is easy to read, with no spelling mistakes!
- Your cover letter should be “them” focused, not “I” focused. A good cover letter should highlight why you are interested in the position, using the position title. Include a couple of bullet points that highlight your skills or experience that the position needs, and be concise and to the point.
- Your resume needs to stand out. Employers and her company spend only about 10 seconds scanning each resume.

- Remember: Successful people make things happen!

Renee Wooten, a University Recruitment Account Manager with GSK, shared “Are you a Future Leader? – GSK Employment” with the audience. Renee is responsible for developing and implementing recruiting strategies for the company’s early talent program. She has more than 25 years of human resources experience, and her career focus has been on college and diversity recruitment. Renee earned her bachelor’s degree from North Carolina State University and she has served on the board for the university’s Minorities in Engineering Program for more than 15 years.

Renee’s highlights included:

- GSK is looking for talented people who can relate to different generations, work with people from diverse backgrounds that bring fresh ideas to the company.
- GSK is a global company in 110 countries around the world.
- GSK is using LinkedIn to connect with candidates for employment.
- The value of life science graduates to GSK in various roles including IT and Sales.
- The Future Leaders Program is recruiting a semester in advance – December recruitment for May start date.
- How candidates are scored during interviews and discussion about behavioral based interviewing.
- Audience invited to GSK REVEALED to learn about internships and full-time roles, attend a mini-career fair and network with professionals – just let her know if you can attend.

Janice Whitaker thanked all the presenters and wished all the scholars success as they finish up their school year. Save the date for the Women In Science Scholars annual meeting on October 3rd. Have a good spring and summer!

Contact Dawn Lloyd at Dawn.L.Lloyd@gsk.com for more information or inquiries.