



Women In Science Scholars Annual Meeting Highlights

October 7, 2019

Marilyn Foote-Hudson, Executive Director of the North Carolina GlaxoSmithKline Foundation welcomed the scholars, mentors and faculty/staff to the UNC Chapel Hill Rizzo Center. Marilyn provided background about the North Carolina GlaxoSmithKline Foundation, outlining its main grant programs, including traditional grants and Ribbon of Hope grants. She noted that the Foundation is closing in on its goal to touch in a meaningful way all 100 counties in North Carolina. She also talked about the Foundation's Child Health Recognition Awards program, which honors public health professionals for their innovative and creative approaches to improving the health of children and families.

Marilyn noted the importance of networking throughout your career. She encouraged the participants to take a deep breath and introduce themselves to their colleagues throughout the day. She shared that they would be glad after they pushed themselves outside their comfort zone at the end of the day!

Marilyn introduced Renee Wooten, GlaxoSmithKline's Diversity Recruiter. Renee's career spans over 30 years with tenure in the Healthcare, IT, Finance and Pharmaceutical industries. Her passion and career focus have always been in diversity, and early talent recruitment. Renee is one of two US-based individuals responsible for developing recruitment and sourcing strategies to maintain a diverse workforce throughout the company with an emphasis on females and racial and ethnic groups.

Renee is a North Carolina native who received her undergraduate degree from NC State University. She has two daughters and likes to say that both disgraced the family name by becoming proud Tarheels!

"Know Your Worth", Renee Wooten, Diversity Recruiter, GSK - Renee shared lots of great information and tips to build awareness for being confident and giving yourself affirmation, knowing what you want, seeking career positions, finding the work environment that suits your style of working, and finding a job you love.

- Know your elevator speech, your 30-second commercial about you.
- Remember your worth is more than money. Take time to develop your plan so you know your worth.
- Step 1: How to Find a job you love.
- What are your interests and passions? What matters to you? Consider these questions to develop your plan:
 - Remember what you enjoyed as a child
 - Eliminate money as a motivator
 - Ask your friends for feedback
 - Identify a professional hero
 - List things that you enjoy doing and do them well
 - Talk to career counselors
 - Read through your University Course Catalogue
 - Consider a hobby versus profitable passion
 - Figure out what you hate doing
 - No Eureka Moment! Most careers happen over time, not one idea.
- Step 2: Finding the right company to work for. This may take time and effort but consider the following: What values and expectations matter to you? What are the values and expectations of the companies you are considering?
- Step 3: Compensation is more than money. Will the compensation fit into your life, meet your real needs?
 - Average Pay rates: Career Services, Glass Door, The Muse
 - Cost of Living/Expenses
 - Growth Opportunities
 - Retention and Development practices
 - Benefits (full time) continuing education versus child care
 - Don't bend to high pressure tactics
- Step 4: Find a Mentor(s)– We all need mentors, and we need more than one!
 - Bring something to the table including a sense of direction
 - Be mindful of people's time
 - Find someone of interest that you admire
 - Do not ask during the first meeting for the person to serve as your mentor
 - Evaluate how your interactions are going
 - Ask for feedback
 - Commit to the process
 - Find someone who shares your values, and who is a good listener and teacher
 - Find someone who cares about others
 - Find someone who is well respected – not just “liked”
 - Stay in Touch
- Step 5: Find your voice
 - Learn the organization
 - familiarize yourself with HR policies
 - Finish strong- support and encourage other females on the job

Renee’s inspiration and passion for her job served as a great example to everyone in the audience. She welcomed the audience to reach out to her on LinkedIn.

Lunch conversations and networking between the mentors and scholars, faculty and staff were strong, and everyone enjoyed their time at lunch.

Renu Jain, “Science Career Paths Travel in Diverse Directions” opened the afternoon sessions. She highlighted her background and each of the panelists. Renu has served as a mentor in the Women In Science Scholars program for several years, and led previous Women In Science Scholars sessions. Renu has held various positions within GSK and ViiV Healthcare. She is currently a Medical Affairs Scientific Director for GSK. Renu designed the afternoon sessions to allow scholars greater exposure to a diversity of career paths in small groups to facilitate scholars the opportunity to ask questions. The panels showcased a diversity of educational backgrounds and career paths that were often very convoluted.

The panelist included:

Academia	Clinical	Pharma	STEM
Allison Danell, PhD	Bilikis Akindede, MD, MMCi	Cindy Brothers, MSPH, PMP	Caitlin Dalrymple
Danielle Graham, PhD	Katy Moore, PharmD, RPh	Nicole Deschamps, PhD	Donna Murray, MBA
Meredith Rowe, PhD	Marjorie Stiegler, MD, D.ABA	Dawn Wilson, PharmD	Layne Russell

ACADEMIA PANELIST



Allison S Danell, PhD
Chemistry, BS
 Truman State University
Chemistry, PhD
 UNC-Chapel Hill
Postdoctoral Scholar
 Harvard



Danielle E Graham, PhD
Biology, BS
 Fayetteville State University
Microbiology and Immunology, PhD
 University of Arkansas



Meredith Rowe, PhD
Biochemistry, BS
 Campbell University
Molecular Medicine and Translational Science, PhD
 Wake Forest University

CLINICAL PANELIST



Bilikis Akindele, MD, MMCi
Medical Analytics Interface
Director, US Medical Affairs
Medical Elective Program
Oxford UK
Medicine and Surgery, MD
Univ of Lagos College of Medicine
Clinical Informatics, MMCi
Duke, Fuqua School of Business



Katy Moore, PharmD, RPh
Senior Director, Clinical
Pharmacology
Zoology, Biological Sciences and
Pharmacy, BS's
Pharmacy, PharmD
Clinical Pharmacokinetics/
Pharmacodynamics, PhD



Marjorie Stiegler, MD, D.ABA
BS Biology; Health Sciences
James Madison University
MD – Emory University
Anaesthesiology Residency –
Harvard/Mass General

PHARMA PANELIST



Cindy Brothers, MSPH, PMP
Director, Clinical Development
Chemistry, BS
St. Lawrence University
Environmental Toxicology, MSPH
UNC-Chapel Hill
School of Public Health



Nicole Deschamps, PhD
Product Quality Director
Chemistry, BS
McMaster University, Ontario
Organic Chemistry, PhD
Stanford University



Dawn Wilson, PharmD
Medical Science Liaison
Biology, BS
UNC Wilmington
Pharmacy, PharmD
UNC-Chapel Hill
Eshelman School of Pharmacy

STEM PANELIST



Caitlin Dalrymple
Data Analyst
Chemistry, BS
University of Virginia



Donna Murray, MBA
Director, Payer New Product
Development
Commerce and Engineering, BS
Drexel University
Marketing, MBA
La Salle University



Layne Russell
Pricing Reimbursement
Manager
Chemistry, BS
UNC Chapel Hill

Each scholar had the opportunity to attend two sessions. The sessions were lively, and scholars asked lots of questions and learned from the panelist's experiences. The networking and conversations were unique to each panel's session, but common themes appeared. Themes included: Why did you choose your path, and how did you make the leap to a new area and job, and how do you remain confident were a few of the discussions. It was evident that information sharing was happening on all levels, with faculty and staff joining the panelists, mentors and scholars in the sessions.

It was also noted in different session the idea that the panelists/older women have it all figured out, to which the panelist shared that success is a continuous journey of self-awareness, adaptation and development.

Marilyn Foote-Hudson wished the scholars success, and reminded them of the importance of networking, and urged them to stay in touch. Save the date March 6, 2020 for the spring conference!