00:00 - Good evening everyone, my name is Bridget Sandusky
00:04 and I am the assistant Dean of Graduate Law Programs.
00:10 I'm just going to here, start my video.
00:12 I'll reshare my screen in just a moment.
00:16 So thank you so much to everybody
00:18 for joining us this evening for our event
00:21 entitled career steps in the life sciences
00:25 next gen master's programs, creating tomorrow's leaders.
00:29 This is a joint program that's being hosted
00:32 by both the masters of science and law life sciences
00:37 as well as the masters of management studies
00:41 at Sawyer business school.
00:45 Thank you for taking the time out of your day
00:48 to join us this evening.
00:49 We know that there's so much going on in everybody's lives.
00:53 So we really, we appreciate you coming here to learn
00:57 about three amazing women that are on our panel this evening
01:02 and their career paths and the life sciences industry.
01:07 A couple of ground rules
01:08 before we get started with tonight's event, you'll see
01:13 that we have everybody on mute for the time being.
01:17 I had posted a loose schedule
01:20 for us to be following about 40 minutes for the panelists.
01:25 And then we will do a short presentation on the MSL program
01:30 and then the master's of management studies.
01:33 And then we'll be saving questions
01:34 and answers for the end of the event.
01:38 You can post your answers via chat, the chat function
01:42 or at the time you certainly, you can raise your hands
01:46 selecting the blue hand to ask a question as well.
01:51 And with that being said
01:53 I will turn the mic over to associate dean, Leah Grinvald
01:58 who will be our moderator for today's event.
02:01 Dean Grinvald.
02:04 - As dean Sandusky mentioned, I am the associate dean
02:08 of academic affairs at the Suffolk law school.
02:11 And it's really my pleasure and honor to welcome tonight
02:14 three amazing Suffolk grads to talk
02:17 to us about their career paths.
02:19 And so what I'm going to do to introduce them
02:22 I'm going to read a short bio
02:24 and then I'm going to, of each of them.
02:27 And then I'm gonna ask each of them to just
02:29 provide a brief overview of their career steps.
02:32 So you can kind of get an idea
02:35 of their different paths because each
02:37 of these women have taken a different path
02:39 to get where they are,
02:40 but all of them are extremely successful
02:43 in what they're doing in the life sciences.
02:45 So and I'm gonna go alphabetically,
02:48 so I'm gonna start with Dr. Heather Duffy,
02:50 who got her PhD in neuroscience from Albert Einstein College
Dr. Duffy received her JD degree, focusing on technology transfer, intellectual property protection and development of discovery for inventors interested in commercializing their discoveries. At present, she is the founder and CEO of Creative Innovation Consulting, a consulting firm that works with biotech and pharma companies to strategize their program development. Dr. Duffy is the author of over 50 publications.

Missy Fulton is a creative a global employment lawyer and strategic HR, senior executive as the president and CEO of Chameleon Strategies, LLC. She works with biotech and pharma companies to strategize their program development. Dr. Duffy is the author of over 50 publication, and is a renounced speaker both nationally, internationally.

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05:05 the EU general data protection regulation.
05:09 She started her career managing clinical
05:11 startup activities, including clinical study agreement
05:13 and budget negotiation, and drafting informed consent forms
05:17 and gaining IRB ethics approvals.
05:20 She was admitted to the Massachusetts Bar in 2011.
05:23 Welcome all three of you.
05:25 And I thought we could go alphabetically
05:27 and we can start with Heather, Dr. Duffy.
05:30 And if you could just give us a brief overview
05:33 of sort of, you've really taken, I'd say,
05:37 I think everybody has taken a long path
05:39 from where they started to where they ended up
05:41 but it would be great to hear from you.
05:43 So how did you navigate from getting a PhD,
05:51 being a faculty member at Harvard medical school
05:54 and then thinking about, law school and a JD.
05:59 It'd be really great to hear from you.
06:03 - Sure, can everybody hear me?
06:06 Okay. - Yes.
06:07 - So first of all, welcome everybody.
06:09 Thank you for taking the time to come and listen to us.
06:12 Yeah, it's been an interesting road and I had a very
06:16 a different idea when I started graduate school.
06:18 I was just gonna be a scientist all the way through
06:23 and I actually am.
06:24 I still am a scientist.
06:25 I still do science, but I really love the academic arena.
06:30 I love being in the lab.
06:33 I actually loved being a postdoc
06:34 and went on to be a professor.
06:36 I enjoy having a lab, but over time
06:39 what happened to me is I kept seeing a lot of really
06:41 really wonderful inventions.
06:42 I go to conferences
06:44 and everybody would invent these wonderful things
06:46 and they'd write a paper
06:47 and then you'd never see it go anywhere.
06:49 And I really had gone
06:50 into science to see things, help patients.
06:54 And I won't name the scientist
06:57 but I have a friend who is now cured heart failure
07:00 in mice about five different ways
07:02 and yet it's never gone to people.
07:05 And I got really frustrated
07:07 with the lack of taking those developments forward.
07:11 And so I started looking at what that really would take
07:15 and I could've jumped straight into biotech
07:19 but they don't really teach you very much in science
07:22 about what it takes to take a real novel idea all the way
07:29 to the bench and, you know, from the bench to the bedside.
07:32 And so I really wanted to learn more about
07:33 what it took to start companies and run companies.
07:38 Some of my colleagues had done it but usually fairly poorly.
And they failed and I like learning things.
And my then high school son said, "You know mom you really should stop complaining and do something about it."
He was on his way to law school.
In fact, he's about to graduate now.
And he said, "You should just go to law school, and I actually learned something about it."
So I thought, out of the mouth of babes and I did, and I went to Suffolk law school and I got a great education.
I had a really interesting time there.
I met some really nice people and I had a great time.
And then I came back and I've been doing some major teaching there and teaching about exactly what I do which is help small biotech companies figure out how to get off the ground and get their programs going and expand into programs that are actually going to be successful instead of one-off,
I've got this one thing and then what do I do after that?
So that's how I got to where I am now.
That's great, learning about each other.
So we'll move on to Missy and Missy if you could give us a sort of similar overview, you have a different career path you started out with your BA in communications and marketing and then went to law school and then are heading up this amazing consulting firm focused on HR and employment, but with life sciences as the fungus.
So if you could give us an overview of your career path I think a lot of our students would love to.
Sure, thank you.
So it's great to be here today.
And I think I'm one of those rare people that I knew from the time I was seven, that I was going to be a lawyer but I wasn't sure where that path was going to take me.
And I think the greatest part about going to Suffolk was it provides an education to lay a foundation, to go anywhere a person wants to go and to be anything that they wanna be because it takes such a common sense approach to being able to practice law to understand what really goes into running a business and lays that core foundation.
So I was able to successfully navigate and pivot between almost six different careers at this point from starting out my career early days as an assistant attorney general and recognizing quickly that there was almost no one in the state of New Hampshire representing state agencies in employment and labor.
So I took it upon myself to create a specialty in that area which then parlayed me into being able to run the department of revenue as the deputy commissioner for a number of years. Then I moved to in-house employment and labor council for an environmental services company, being the sole lawyer for 14,000 employees handling all of their employment labor matters to moving into strategic HR positions. And then really finding that I had a passion for connecting the strategic HR portion to business strategy, but all along the way I've continued to have this passion for life sciences. And I developed that back when I was running department of revenue. And that's been gash more than a dozen years at this point. But what I found was it was really tough to break the barriers into life sciences if you weren't a scientist. And I had been told time after time that I didn't have a background in science and I didn't have a core background in order to be able to work for a biotech or a med device or a pharma company even though that was where my trajectory was taking me to. So I ended up creating a wonderful strategic network of people within the life sciences world that have embraced my skill set and have actually encouraged me to launch my practice into being able to help life sciences companies create that core foundation to be the think bridge between a company's people strategy and its business strategy. And that was the core foundation exactly why I've launched chameleon strategies is to be that think bridge between those so that life scientist companies when they're thinking, they're spending all of their time thinking about research, clinical trials, funding, business development, commercialization they've kind of put by the wayside, their people's strategy. And that's one of the core things that's gonna set them up for success from day one. And I'm able to help successfully let navigate and migrate through those paths without having to hire full-time employment lawyers and having to hire full-time HR staff. That's great Missy, I really think you've hit upon something that, we all come to appreciate, which is really people, right? And the people that we work with and being able to identify and just connect with the right people that are going to build that team and network for success. So I think that's really good maybe we'll come back to that. So, Katherine, maybe you could give us a similar overview.
You have sort of the, I would say the path in between Heather's PhD in neuroscience and Missy's BA JD from Suffolk. You got your BS in Bio and then switched over to the law or maybe you are like Missy. I love that, that she knew when she was seven she was gonna even become a lawyer. So if you could share with us your overview, that'd be wonderful. - Thank you, that a path in between is a great definition of my entire career.

So I started out studying biology in undergrad and what I wanted to be, if you would ask me in high school was a veterinarian. So that's why I started down that path. But I very quickly learned about the research world. And I became very interested in that. And I did some work with PI at the university of Maryland and that PI happened to be taking law classes on the side. So she introduced me to this whole world of the intersection between law and science and I thought it was fascinating. And I started to see some of the different opportunities that were out there. And I decided to go to law school as well. So right after my undergrad, I went straight into law school to Suffolk.

And in my final year, I worked for partners healthcare office for interactions with industry. And that introduced me to, even though I was in a non-profit organization, it introduced me to the world of industry. And I ended up working for a small biotech after I graduated. And when I was working for this small biotech, I mean small, it was 20 people. When I first started there, it was so small that I was able to get a really good taste of everything that is involved in taking an idea of something that could potentially be a therapy for patients and putting it through clinical trials and trying to get approval for a drug. And I ultimately went on to work at Vertex Pharmaceuticals which is where I am now and all of everything that led up to my time at Vertex prepared me to be very agile and what I work on and what ended up happening at Vertex is just, by chance started working on all of the projects that there wasn't a set role for already or there wasn't a group of people that was already assigned or had the organization set up to work on something.

So for example, when the sunshine act came into effect I started working on that and when the EU general data protection regulation started
I was on the team for that. When Brexit came around, we started preparing for how we're going to respond to Brexit. And now my current position is I'm working as a chief of staff for the clinical development organization. And it's just a very broad role that allows me to look at things from a business perspective and from a research perspective. But certainly I think having a law degree has allowed me to approach things from a certain perspective. And it also when people see that I have a JD they kind of flag me as someone who might be interested in working on projects that cross over between science and law.

- That's a really good point. So I'll start with you, Katherine actually, since we just ended with you so in this small biotech that you were in could you tell us anybody, even at Vertex, it sounds like this might be applicable now were the rules flexible and scope and focus and how does that translate for opportunities, for some of our participants who were trying to find a career path in the life sciences? Yeah, I would say that in comparison to what I have seen in the nonprofit world industry is much more flexible. In fact, I would say one thing that makes people successful if they're going into industry is the ability to pivot quickly and to be flexible and to take on multiple roles because we have to respond to what's going on around us.

That makes sense, that makes sense. I guess I'll go in reverse order. So Missy, could you say a little bit more about people strategies in the life sciences and how this might translate to opportunities for recent or upcoming graduates? Absolutely, so I think one of the biggest challenges is for life sciences companies and for professional services B2B firms that are servicing life sciences companies they're always trying to find the perfect candidate persona and make the perfect hire. And what I found in scaling and growing life sciences companies was the challenge was in being able to find that person that I call it the perfect storm when I did recruiting and trying to figure out how does that person have the right science background married up with the right business background with a solid understanding of being able to communicate uniquely have kind of that know it when you see a business development skillset and having the core science background to kind of fill out that perfect storm.
and we were never really able to fully flesh out
and find that perfect candidate.
So we always had to kind of drop off one of those,
must haves to, well, what could we organically grow?
What could we create in leadership
and development training program?
What could we mentor so that we could have that unique
perfect storm and grow it with our new hires?
What we were finding and challenged with
was we really could never find somebody with that.
So we ended up creating and building our own holistic
homegrown teams with our own internal training programs
so that we could fill out that perfect storm.
And I think that has always been the biggest challenge
for life sciences companies is being able
to find the person that fits
that perfect skillset without having to dedicate time
and resources to building that internally.
Thank you so much Missy, I think that'll lead nicely
into a little bit later, but I wanted to first
ask Heather a question about I know you do a lot
of mentoring and Missy was mentioning mentoring.
And so when speaking with
sort of English with forms of the intersection
in law and business, or perhaps business and science,
what are some career paths that you could suggest
to them from the starting out
so to get where they want to go.
Oh okay.
Can you repeat just the beginning of that?
Oh yeah, so I don't remember the beginning
but when you're mentoring others.
'Cause I know you do a lot of mentoring.
What are some of the career paths that for folks
who are just starting out into the life sciences.
Oh okay.
At that intersection of law and business,
or maybe business and science?
Well this actually comes right off
of what Missy was saying.
I think that one of the mistakes
that some of the biotechs make is that they're like,
well, if you don't have all of these backgrounds
we're not gonna hire you.
So then nobody gets hired
because nobody has all the backgrounds, right?
And so when I find, we're talking
to scientists who are not trained almost to do anything
except science, is that it really helps them,
if they have some other program they've taken
or they've done internships that are outside
of the science field.

The problem is scientists are told, "Oh you're gonna go to law school, you must be a patent attorney."

No, there's a million other jobs that are not patent attorneys.

And I love my patent attorney friends but really there's a lot to do in law as a scientist that is not a patent attorney. A regulatory and a business development and HR so that you can understand what a biotech actually needs in hiring and a recruitment option.

And so I think when I mentor people and they say, as scientists well, I really am interested in going into industry. It's, do you wanna be in the lab as a scientist?

Or do you wanna do something else? And if you really wanna be on the business end of it, learning some more of those other aspects is really important because scientists are just not trained that way.

Now, if I am mentoring people coming out of business programs and I see a lot of those, I say to them, well do you have any basic science background at all?

And if they don't, I recommend that they learn a little bit because they're gonna need even if they're in the legal offices only, they do have to understand enough of basic science that they can translate.

They can talk to the scientists and see what it is they're doing and why it's important so that they can understand the contracts or the licensing or whatever it is they're trying to get done.

So a little bit of both is important. You don't have to be an expert in everything but a little bit of both.

- That's great, because that also leads me to my next question of what other skills not just knowledge that we can learn through courses.

We'll get to that in a second.

But what kind of skills would you say as managers each of you have been, or are currently managers what kind of skills are you looking for?

Where are you looking for in folks that you'd like to hire. And I'll just open it up so anybody can jump in on this one. Yeah Heather, you wanna.

- I'll say the one thing that is really important being detail oriented and scientists are very good at that in many ways, but in other ways, they sort of tend to gloss over.

Whereas if they're looking at going
in business development,
the details really, really matter in this.
We know as lawyers, we're very detail oriented
and so learning to be really detail oriented in your reading
and your writing, I think is really key.
Scientists tend to sort of jot notes
when you're starting to get into business development
and contracts and licensing and things like that.
So learning how to be really detail oriented when you write,
when you write your cover letters,
when you write your resumes, that shows when I get a packet
from somebody and it's like,
"Hey, I'm interested in the job, thanks for talking to me."
That's not quite enough, but I actually do see
that sometimes. (chuckles)
So I would say detail oriented
is really, really key.
That's great one, Missy or Katherine.
For me the number one before I even look at anything,
well, I mean first I'm always gonna be looking
at a CV and a resume and that kind of thing
but when I'm really assessing someone in an interview
the number one thing for me is a person's soft skills.
Are you going to be someone who the entire team
is going to be able to work with.
Will you improve our team dynamic
and make it possible for us all to work together?
That is so critical that even if you have all the skills
all the technical skills, if you don't have the soft skills
you won't be able to add value to the team.
That's great, Missy you don't
have anything you'd like to add.
Absolutely, I am a huge proponent
of motivation and passion.
And I can tell that very early days,
whether it's in a recruiting
or in a new hire or in a mentorship,
or in an internship situation, if the person's not motivated
or passionate about wanting to do the role or wanting
grow into one of the roles, they're never gonna
set themselves up for success.
And we're not gonna as a company,
be able to support them to set them up for success.
So those are the number one and number two components
that I look forward.
That's great, oh Heather you have something else
you like to add.
I was just gonna say Missy is absolutely right
because I think a lot of people say, "Oh, I wanna get
into this so bad, I'll take any job."
Please don't do that.
(laughs)
Unless you are familiar.
26:18 And then when you get there and you don't do well,
26:22 it shows because people are like,
26:24 why were you there three months?
26:28 And you can't get a letter of recommendation
26:30 and it's, be patient and find a role that you're passionate
26:34 about and that you really are gonna wanna drive for
26:38 because that's gonna set you up for success better
26:40 than just jumping at the first one that gives you
26:43 a foot in the door.
26:45 - That's great, that's great.
26:47 So, keeping on the ideas of skills
26:50 kind of moving more mini management skills.
26:54 Some of our participants may be already
26:56 in the life sciences and thinking about
26:59 maybe becoming supervisors in the first instance.
27:02 So what kind of management skills do you
27:04 think frontline supervisors need?
27:08 Unless anybody wants to jump in?
27:09 - Oh okay. - Oh okay, jump in.
27:13 - I will start with that.
27:14 And I think companies really do a disservice
27:17 to employees when they automatically promote someone
27:20 and assume you're a great financial analyst.
27:23 You're a great research scientist.
27:25 You automatically can become the chief medical officer
27:29 or you can become the lead of these roles.
27:31 They don't automatically come just
27:33 because you've gotten a title.
27:34 So to piggyback on what Heather was saying
27:37 is it's incumbent on the company
27:39 to help set that employee up for success.
27:41 So the company really needs to start fostering
27:44 and creating supervisory training.
27:47 And a lot of it goes to the soft skills.
27:49 It's understanding how to have courageous conversations,
27:53 how to give performance feedback.
27:55 And if you're not comfortable
27:57 in those roles to lead in direct
27:59 it's a challenge for someone to move
28:00 from an individual contributor role
28:02 to a supervisory role understanding how do you lead
28:07 in a time, especially the crisis that's going on right now
28:10 most people have not been set
28:12 up to deal with these kinds of things
28:14 but being able to understand a crisis communications
28:18 being able to partner as a team, being able to present
28:21 and have those core communication skills.
28:24 That's just part of it.
28:25 But it's incumbent on a company's HR people to really look
28:29 at their skills, evaluate and assess the gaps of their team.
28:32 And in order to successfully set people
28:34 up on a path for promotion
28:36 they really need to put together a thoughtful learning
28:39 elevate that achieving and driving educational program.
28:44 - That was really well said, Missy.
28:46 Katherine or Heather, did you wanna add anything to that?
28:50 - I think I'll just reiterate what Missy said.
28:53 And I think being able to motivate on a team level
28:58 rather than on an individual level is important.
29:03 And then being able to provide contemporaneous feedback
29:12 I would say is very important and that's positive feedback
29:16 and also providing feedback that's constructive.
29:25 - I guess I would just add
29:28 that it's my favorite line in management
29:34 is that the best managers hire the smartest people.
29:38 They hire people smarter than they are
29:40 and then they listen to them.
29:42 And if you can do that, you can be a good manager
29:45 but if you wanna be the smartest person in the room
29:47 then you're probably gonna be a terrible manager.
29:51 - That's a really good point, Heather, excellent, excellent.
29:53 So each of you has a JD
29:58 but we're talking about programs tonight
30:01 in a few minutes that aren't necessarily for,
30:05 to become a JD.
30:06 Although Suffolk law does have a wonderful JD program
30:09 as all three of you could attest to.
30:10 So do you think it's necessary to get a JD if you wanna be
30:16 in one of these positions that everything
30:19 we've been talking about so far, or is it
30:22 kind of going back to maybe what Heather was saying,
30:24 is it good to just have that knowledge.
30:28 Some legal knowledge along with perhaps some of the sciences
30:32 and some of the more regulatory knowledge,
30:36 what do you guys think about that?
30:38 - Well, it depends on where you want to go and industry.
30:43 I mean, certainly if you want to go into a legal department
30:46 or even compliance, I would highly recommend getting a JD
30:51 but if it was something more like HR, business development
30:55 clinical development, there's so many other areas.
31:02 And depending on the area that education you have differs.
31:08 But yeah.
31:10 (chuckles)
31:11 - I mean, I can say that I don't actually practice law.
31:15 I did a lot of entrepreneurship when I was there.
31:17 I did the IP and entrepreneurship clinic
31:20 and I use my knowledge every day
31:27 but I don't practice law per se.
31:31 So I think that you don't need a law degree, but it really
31:35 helps to understand the legal construct around businesses.
31:39 And it really helps to understand businesses
31:43 from the standpoint of how they function.
31:48 I came from a science background, they teach us nothing.
31:51 I came from ground zero and it was a really
31:53 good way to learn at a very important level.
31:58 And I'll give you one example.
32:00 I was talking to a client just yesterday
32:02 and we were talking about his use of publications
across his company, other companies and academia. And I just asked a simple question about so who holds your copyright? And he couldn't answer the question. I said, okay, we need to have another conversation with your lawyers because you can't use that without knowing who owns the copyright. And he was just blown away because they he's a scientist. They don't think about it. So just knowing to ask that question may have saved him some heartache later. So it's not that I practice law it's that it helps me help them. (Leah chatters) - I completely, completely second that. I'm a big proponent of everyone should know enough to be dangerous and also know what are the triggers to reach out to an expert and to piggyback on what Heather said, I have situations all the time, I'm working with CEOs, scientists that are in nascent stage of their stealth mode of building their organization. And I'm always fascinated when they show me documents that they thought were legally accurate when it comes to non-competes or restrictive agreements or how do you make your first hire and how are you strategic in building out your people strategy. They need to know enough to be dangerous. And I think it's critically important to setting up a business as success to have to understand those touch points and then to be able to go to the experts to help you flash out that information that you need. - That's great, so we've got about five minutes left until we just provide a very brief overview of the two programs that we just want the participants to know about that we offer here at Suffolk law, the master of science and wildlife sciences and the master of management studies. So I'm just gonna close and then we'll have a chance for Q and A after from the audience. So participants, if you wanna start thinking about questions and you can either chat us your questions, or we'll give a chance for live Q and A using the blue raise hand button. Well let's end out this question though, with this question which is what is the most helpful piece of advice you could give to people who, why they're working in life sciences or who, and then wanna advance or who just wanna break into life sciences? And so let's start perhaps reverse order. We'll start with Katherine,
34:30 and then will go to Missy, and then Heather.
34:33 - So I'm going to assume that the question
34:37 is what advice do we have for students?
34:41 And if that's the case
34:42 my answer is get to know your professors the way,
34:48 though I had no idea
34:51 how I was going to break into this career.
34:54 And the one thing that opened the door
34:56 for me was a professor made a connection
35:00 for me at partners healthcare.
35:04 And that was what started off my whole career, yeah.
35:10 - That's wonderful to hear, Missy.
35:12 - So I've got two key pieces of advice
35:14 and I have found life sciences to be the most
35:17 unique industry when it comes to networking.
35:21 And creating that network,
35:24 creates a sustainable life for anywhere
35:29 that a person wants to take an opportunity
35:31 and take a degree throughout their entire career.
35:34 It's another job, networking, going events
35:37 fostering those relationships, meeting for coffee.
35:40 Right now it's virtual coffee going to,
35:43 for virtual cocktails,
35:44 whatever that looks like. (laughs)
35:45 It's another job, but it's critically important
35:48 and you can't ever stop.
35:49 Once you get that first job, you have to continue that.
35:52 And continue to foster those relationships
35:54 because you never know
35:55 where the opportunities will take you.
35:57 The second part to that is finding three,
36:00 either through internships or through your networking
36:04 find world models and mentors that will help you
36:07 kind of use those as your trusted resource.
36:11 I've created that network that has mentored me
36:13 along the way and helped provide me with advice.
36:17 And it's critically important to set yourselves up
36:20 for success by having those role models and having people
36:23 within the industry that that can help you understand
36:26 and migrate through your life path.
36:30 - That was really, really great Missy.
36:31 Heather.
36:33 - I guess I would say don't be afraid if the path you end up
36:38 on isn't the path you thought you were taking.
36:41 Because you might take those first few steps down the road.
36:45 You think you're gonna go down
36:46 and all of a sudden you find yourself on a slide that ends
36:48 up in a totally different place, but as long
36:51 as it ends up in a good place, and you're happy, don't worry
36:54 'cause you didn't end up in Parkinson's researcher.
36:56 Or don't worry that you didn't end up
36:58 in business development or don't worry
36:59 that you didn't end up in regulatory.
37:01 If you're doing good work that you're proud of
and that you are happy with, don't worry
that the end point
isn't where you thought you were headed.
Because if you keep trying to hit your head against a wall
der when the door is open next to you,
then you're just gonna get a headache
go through the open doors.
Don't keep beating your head against the wall.
- I like that analogy.
Well, thank you all so much for giving us such great advice.
I'm going to turn it back over now to Dean Sandusky.
And who's gonna give us a brief overview
of the MSL program and then professor Laurie Librescu
who will give us a brief overview of the MMS program.
Gosh Bridgett, I think you're still on mute.
- Thank you, Leah.
Thank you very much.
And thank you to our amazing panelists today
and all this terrific advice that you have given
to our participants that have joined us today.
And I'm just going to share this here and here we go.
So the master of science in law,
life sciences degree is a great segue
into everything that we know that's going on
about today is really interdisciplinary work.
So each one of them said, I don't just do one thing.
I wear lots of different hats and I use my law degree
but I use my science degree,
so this degree is unique
into everything that we know that's going on
about today is really interdisciplinary work.
So each one of them said, I don't just do one thing.
I wear lots of different hats and I use my law degree
but I use my science degree,
life sciences degree is a great segue
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about today is really interdisciplinary work.
So each one of them said, I don't just do one thing.
I wear lots of different hats and I use my law degree
but I use my science degree,
of the things that's going to be a natural result of that are increase in opportunities and employment opportunities. So we think this padding edge degree will open those doors for our applicants or our students to be taking advantage of.

The curriculum itself is a required curriculum of 10 courses. And it's 30 credits in total and you'll see that they're drawing from the three different schools that we offer scientists. We're not going to necessarily be expecting you to be taken an introduction to molecular biology versus if you're not a lawyer, we're going to require you to be doing an IP law survey course but there's going to be some flexibility built into the curriculum as well as opportunities for our students to be pursuing internships as well in the life sciences industry.

Students will be able to begin our program in fall, or in spring we have merit based scholarships that are available. Our classes are going to be held primarily from 4:25 PM four days a week, you'll have Fridays too. And your weekends to yourselves. In one night the class will go a little bit longer until about I think 9:50 that's only one time a week but it's a brand new degree. It's the only one of its kind in the new England area. And we think that we're really providing a great structure and a curriculum for students to succeed in this field. So now I will turn over to professor Laurie Levesque who we'll be talking a bit more about the management of, oh, sorry. We'll just add one additional leftover slide here for our next MSL event that I hope many of you that are joining us today will decide to come as well, which will be an exciting mini class. A day in the life of a biotech lawyer with attorney Bruce Lusher. So and you can find more about that information on our website as well and register there.

So I think Laurie was going to be, I think sharing her screen, there you go. Now I'll leave it to professor Levesque. - Thank you so much.

We'll just add one additional leftover slide here for the master of management studies program that my department is offering. It's a one-year specialized master's degree. So 31 credits, there are 10 courses that are full courses. And one credit class that starting this fall will be a career focused, one credit course. And the demand for these specialized masters has been increasing.
And a master of management studies is a fairly new degree in the United States. People are familiar with the MBA, which focuses on the strategic management of an organization in Europe. The management specialized degrees the one-year degrees are really much more common and they are very focused on the people in project management side of people's jobs. And so in the U.S. right now we're finding that the master's degrees is in business are becoming essential for people to move ahead. And what we are putting together here for you is a degree that pulls in all of the soft skills or power skills that you've heard about today from various people in the panel. And in particular, so Missy, Missy mentioned people get promoted and assume management roles and companies haven't really trained people. And this degree focuses on those individuals, as well as people who are looking to compliment specialized field based knowledge.

So what we're doing is we're focusing on several different areas to provide a degree that allows people to understand management from both the skill of doing and managing projects, managing people from understanding the concepts behind why things are the way they are. So you gain a deep knowledge of organizational challenges team dynamics, conflict, workplace, coordination, learning communities.

And then what's really unique about this degree is throughout the courses we have self-assessments that are built in. So individuals learn more about themselves and how they interact in groups how they perceive the world how they approach or avoid conflict. And in our capstone, there is an opportunity for all of that to come together.

So we have small classes that are very focused on experiential learning. We have projects that are applied. We have a capstone that consults with a business or nonprofit organization in faculty that are really expert in very broad management skills areas. So you get training in how to give feedback, how to coach people, how to handle difficult situations, how to negotiate. And all of these come together in 10 courses eight are required, two are electives and those electives can come from some of the other departments in the business school.

So people can tailor the courses to their interests.
And when we don't have a Corona virus.

One of those electives is a global travel seminar.

So there's a nice opportunity there

for people to compliment what they're doing

in the Boston based classes with management course abroad.

And overall, we're very excited

about this program and how it's being received.

And it's one of the very few in the region.

Other management, specialized degrees in the region

often our MBA light meaning it's a school

that can't actually have a MBA

or doesn't have a business school.

We're one of the few that is replicating the model

of a specialized master's focused

at the team and project level really ideal

for someone who's in the life sciences and finding

that they're managing groups, they're managing a lab

and they really want to understand the people side of it.

So I'll stop there.

And John and I are available at any point,

if you wanna reach out to us and ask questions.

So thank you.

- Great, thank you so much, Bridget and Laurie

now I'll turn it over to the participants.

If anybody has a question, feel free to write it in via chat

or raise your hand.

If you don't see the raise hand button, just click

on the participant button at the bottom of your screen.

And then you should see a panel

that says raise hand, yes, no.

And you can raise your hand there

and I'll call on you one by one.

So we have a question from Jacqueline

within the life sciences industry

what are the most widely used analytical programs

that a company looks for in an applicant?

And I'll let anybody jump in for that one.

It really sort of depends on what the company focuses on.

I think that in life sciences, in sort of therapeutics

dey do a lot of data analysis with pretty simple stuff

like, prism's GraphPad and things like that.

They have analytical people, if they have to get really

into very detailed stuff, they do their own.

They build their own but as far as what's out there,

I mean the basic Photoshop, PowerPoint,

but the analytical stuff we do a lot on prism

and on GraphPad and Excel,

so it's not anything terribly fancy.

- My experience is the same.

A lot of times the companies will build their own homegrown

holistic analytical programs.

Having a fundamental knowledge of Excel is super important

because that part lays into, even if you would move

into a management role and you're doing P and L budgeting
or if you're overseeing a grant program
and trying to work with your funding source.
I've seen a lot of companies requiring their new hires
to understand the basics of PitchBook
and understanding CRM systems too.
So that you have a basic analytical understanding
of being able to track data
and information in that type of a concise way.
Great.
Katherine, did you have anything you wanted to add to that?
I agree with both of those.
I would say just having an understanding
of Excel plus any analytical program is a good basis.
In my experience, I've worked
with a lot of home built analytical programs.
So just having some base knowledge,
so that you can apply it to learning new systems as good.
Thank you, we have a hand raised from Oguri Hiroto.
Well, don't you wanna ask your question?
[Oguri] Yeah, so I have a question.
So what is the tendency for the law to tighten
or lighten the regulation towards the science experiment?
Oh I can repeat that.
What is the tendency for law to tighten
or lighten the regulations towards science experiments.
I'm not quite sure what, in what context.
The regulations for experiments come from the FDA.
For the most part, we have to follow very strict guidelines
of good laboratory practices
and good manufacturing practices that come from the FDA.
We are scrutinized on very regular basis
and if seems amiss, they can come in without any notice
and check and go back in our data.
We have very strict rules on being,
on tracking everything we do.
The change in regulations has to be done at the FDA level.
So we have no ability to change that.
So we can't change regulations,
there are certain regulations
that are different depending on the use.
So there's a compassionate use loophole.
So if there's, like right now with the Coronavirus
things are being changed very rapidly in order to allow
for very rapid approval of drugs that may help
but that's not changing the regulations.
That's just using emergency regulations.
- Great, thanks so much, Heather.
So we have a question from Gretta
who is thinking about going to law school.
And I know we touched upon this a little bit previously
and now Heather you've mentioned you have a JD
but you don't practice, but Gretta would like
to know how helpful has your law degree been,
if you don't practice law, if you do not practice law.
Contracted at some, yeah. - I couldn't do.
I couldn't do my job if I hadn't learned as much as I learned in law school.
But if I would say the same, if you were more involved in business now, I'm, I heavily help people understand intellectual property and how to get ready to talk to their lawyers.
So that's just part of my practice.
So if you were more involved in the business side you would want the business part of it and wouldn't maybe need the law part of it.
So it would have to be a law degree but my particular end of it.
And I see some of the written questions are both about how much knowledge of law do you need one in running clinical trials?
Well, you need to know all the regulations in the regulatory schema.
So you do need to know some law for that and drug pricing.
That's more of a business side, other than running a foul of the SCC, drug pricing is more of a market issue and not so much about a law issue, except you're really not allowed to gouge as much as some people have tried you're not.
- Katherine do you wanna add anything to that since I know you had mentioned you're not technically in a JD role, but that when folks see law related matters, they sort of come your way.
- Yeah, so for me, I definitely do not need a JD for anything that I've done. In fact, I've been registered in active for the entire time that I've been working.
And I would say that I primarily use my law degree and my biology background for knowing the language, knowing the language of the law and knowing the language of science.
And it helps with communication with that said because I have a JD, I end up getting like those doors open, like Heather said those doors open in that space for me.
And I think if you had a PhD or a business degree, those business and those more research related doors might open more frequently than if you had a JD.
So I think it's just, I don't know. Maybe I use it more, but that's just because I have it.
And then with the clinical.
- And I was gonna ask you if you could comment on that part of the law.
- It would say, I mean, three things just immediately popped to my mind, which is you absolutely have to know good clinical practice GCP,
54:15 which is more regulatory.
54:18 And then you have to know
54:19 I would say any type of privacy law, HIPAA, GDPR
54:24 those types of things are really important.
54:26 And then the third one is contract law
54:29 because you're entering into contracts
54:31 with every single hospital that you're running a study with.
54:34 You're entering into CBA's
54:35 with investigators that you work with
54:37 and you're entering into contracts
54:39 with the vendors that you're working with.
54:41 If you're working with a CRO, who's running a trial
54:44 or something like that.
54:46 - That's really good to know.
54:48 We have, I think this might be our final question from Andy.
54:51 What are some of the skills recommended
54:53 to have as a bit business data analyst
54:55 in the clinical industry?
54:58 - I'll take that one on, I sourced and recruited
55:02 and created a life cycle recruiting programs
55:05 to specifically fill these types of roles.
55:08 I think one of the most critical skills
55:10 is like we've all said before is having a knowledge of Excel
55:14 and being kind of a master of that really sets you apart
55:19 from the other candidates, having core knowledge
55:22 of the certain type of therapy that you're looking to get
55:26 into within that clinical industry sets you apart
55:29 from the rest of the candidates
55:31 being able to do basic valuations and understand
55:35 how to look at facts and synthesize facts and put them
55:39 into a case study to analyze is really, really important.
55:43 And also being able to present having PowerPoint
55:46 presentation, being able to put together
55:49 your analytics and your analysis
55:52 and being able to synthesize it down
55:54 with really good research skills
55:56 and being able to kind of highlight that
55:59 really sets you apart from the rest of the candidates
56:04 - Katherine or Heather, did you wanna add anything to that?
56:09 - Only as a scientist it's really important
56:14 to understand the difference
56:15 between causation and correlation.
56:20 - That's really good one, excellent.
56:23 All right, I think we actually have some time
56:25 for our last one if anybody has one last question,
56:29 if not then I'll give it a second anybody?
56:36 These were really great.
56:39 And I think we answered all the ones in chat
56:42 but let me just do a quick look.
56:46 I think we answered all of them.
56:50 Yep, I think we did.
56:51 So let me just give a final, oh, do we have one more one?
56:54 - [Angela] Yep, this is Angela, I have a question since now
56:57 is the follow up time. - Oh great, yes please.
On Missy's interpretation of lifecycle, how would you say that you set yourself apart from some of your competitors in terms of life cycle management. From a recruiting standpoint, it first off you have to take a step backwards and look at setting up the company as an employer brand of choice and creating that uniqueness. There is such a challenge for getting great talent in the door these days. A lot of companies early stage they're not really looking at setting themselves up as at employer brand of choice. They're so focused on being in the lab not looking at ways to creatively and uniquely define themselves as a unique brand of employer. There's some really cool, very low dollars and free ways to create and differentiate themselves as that employer brand of choice. So it's really important to start from that step backwards, creating that culture, setting up their core values, really living to those core values.

We recruiting and sourcing to people that are actually going to meet those and running through your talent pool analysis with questioning candidates to make sure that they fit those fit those core values and that they're gonna live and walk down the path with you. [Angela] Thank you. Great, well, thank you everybody, so very much. This was truly wonderful.

I really appreciate everybody joining in and being so nimble to convert, would have been sort of a networking in-person session to our virtual session. And so I just wanna provide a heartfelt thanks to all of you and all of our participants for joining us tonight. Thank you very much. Thank you. Thank you. Thanks folks, have a great night. Thank you, good night, thank you very much.

Oh, and I would say to their participants for those of you are still on, you should feel free to reach out to anybody that was speaking tonight or myself or Bridget Sandusky or Laurie or John.

We would love to answer questions and assist you in your career path. Have a good night, stay well everybody. [Lorenzo] Thank you, have a goodnight. [Leah] Goodbye thank you. [Christian] Thank you.