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

02:54 of Medicine in Bronx, New York
02:56 and was also a faculty member at Havard Medical School
02:59 before coming to Suffolk law school for JD.
03:02 Dr. Duffy received her JD degree,
03:04 focusing on technology transfer,
03:06 intellectual property protection
03:08 and development of discovery for inventors
03:10 interested in commercializing their discoveries.
03:13 At present, she is the founder
03:15 and CEO of Creative Innovation Consulting
03:18 a consulting firm that works
03:19 with biotech and pharma companies
03:21 to strategize their program development.
03:23 Dr. Duffy is the author of over 50 publication,
03:27 publications
03:28 (chuckles)
03:29 and is a renounced speaker both nationally, internationally
03:32 with dozens of tops under her belt, welcome Dr. Duffy.
03:36 Missy Fulton is a creative a global employment lawyer
03:39 and strategic HR, senior executive
03:42 as the president and CEO of Chameleon Strategies, LLC
03:45 a strategic HR and employment law advisory,
03:48 Missy helps dynamic live sciences businesses grow
03:51 by building the think bridge
03:52 between their business strategy and people strategy.
03:55 Having seen it all, working in government
03:58 private and public corporations and startups
04:00 Missy has a unique and vast array of knowledge
04:03 about what works and doesn't work for people strategy
04:06 at emerging life sciences companies who set them
04:09 up for success, get them out of systemic troubles,
04:12 mitigate the risks going forward
04:14 and proactively plan for future growth.
04:16 Missy holds a BA, Summa cum laude
04:19 and communications marketing from Suffolk University
04:21 and her JD from Suffolk University Law School.
04:24 So she's a double ramp.
04:26 She lives in New Hampshire with her husband
04:27 and three children, Missy enjoys kayaking and hiking
04:31 and is an avid home chef and creative technologist.
04:34 Now next we have at Katherine Mahoney
04:37 who's also a Suffolk Law class of 2011
04:39 and she is currently director of strategic planning
04:42 and operations pipeline development
04:44 at Vertex pharmaceuticals.
04:45 In this role, she works
04:47 with the pipeline development leadership team
04:49 to set the strategic direction for operational activities
04:51 and to drives tactical plans.
04:54 Previously, she led the clinical team responsible
04:56 for sunshine act reporting, led the clinical team
05:00 responsible for Brexit preparation
05:02 and served on a team tasked
05:03 with operationalizing

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.

07:40 And they failed and I like learning things.
07:44 And my then high school son said,
07:47 "You know mom you really should stop complaining
07:49 and do something about it."
07:50 He was on his way to law school.
07:51 In fact, he's about to graduate now.
07:53 And he said, "You should just go to law school,
07:56 and I actually learned something about it."
07:58 So I thought, out of the mouth of babes and I did,
08:01 and I went to Suffolk law school
08:03 and I got a great education.
08:04 I had a really interesting time there.
08:06 I met some really nice people and I had a great time.
08:11 And then I came back
08:12 and I've been doing some major teaching there
08:14 and teaching about exactly what I do
08:17 which is help small biotech companies figure out how to get
08:21 off the ground and get their programs going
08:23 and expand into programs that are actually
08:25 going to be successful instead of one-off,
08:29 I've got this one thing and then what do I do after that?
08:32 So that's how I got to where I am now.
08:36 - That's great, learning about each other.
08:38 So we'll move on to Missy
08:41 and Missy if you could give us a sort
08:43 of similar overview, you have a different career path
08:46 you started out with your BA in communications and marketing
08:50 and then went to law school and then
08:52 are heading up this amazing consulting firm
08:56 focused on HR and employment,
08:58 but with life sciences as the fungus.
09:00 So if you could give us an overview of your career path
09:03 I think a lot of our students would love to.
09:07 - Sure, thank you.
09:09 So it's great to be here today.
09:10 And I think I'm one of those rare people that I knew
09:15 from the time I was seven, that I was going to be a lawyer
09:18 but I wasn't sure where that path was going to take me.
09:20 And I think the greatest part
09:22 about going to Suffolk was it provides
09:25 for that education to lay a foundation, to go anywhere
09:28 a person wants to go
09:29 and to be anything that they wanna be
09:31 because it takes such a common sense approach
09:33 to being able to practice law
09:35 to understand what really goes
09:38 into running a business and lays that core foundation.
09:41 So I was able to successfully navigate and pivot
09:44 between almost six different careers at this point
09:47 from starting out my career early days
09:49 as an assistant attorney general and recognizing quickly
09:52 that there was almost no one
09:54 in the state of New Hampshire representing state agencies
09:57 in employment and labor.

09:59 So I took it upon myself to create a specialty in that area
10:02 which then parlayed me into being able to run the department
10:06 of revenue as the deputy commissioner for a number of years.
10:09 I then moved to in-house employment and labor council
10:12 for an environmental services company, being the sole lawyer
10:15 for 14,000 employees handling all of their employment
10:18 labor matters to moving into strategic HR positions.
10:23 And then really finding that I had a passion
10:25 for connecting the strategic HR portion
10:28 to business strategy, but all along the way
10:32 I've continued to have this passion for life sciences.
10:35 And I developed that back
10:36 when I was running department of revenue.
10:38 And that's been gash more than a dozen years at this point.
10:41 But what I found was it was really tough
10:43 to break the barriers into life sciences
10:45 if you weren't a scientist.
10:48 And I had been told time
10:49 after time that I didn't have a background
10:51 in science and I didn't have a core background
10:54 in order to be able to work
10:55 for a biotech or a med device or a pharma company
10:58 even though that was where my trajectory was taking me to.
11:02 So I ended up creating a wonderful strategic network
11:06 of people within the life sciences world that have
11:09 embraced my skill set
11:11 and have actually encouraged me to launch my practice
11:15 into being able to help life sciences companies create
11:18 that core foundation to be the think bridge
11:21 between a company's people strategy
11:23 and its business strategy.
11:25 And that was the core foundation exactly
11:26 why I've launched chameleon strategies
11:29 is to be that think bridge
11:31 between those so that life scientist companies
11:35 when they're thinking, they're spending all of their time
11:37 thinking about research, clinical trials, funding,
11:40 business development, commercialization
11:43 they've kind of put by the wayside, their people's strategy.
11:46 And that's one of the core things that's gonna set them
11:48 up for success from day one.
11:50 And I'm able to help successfully let navigate
11:53 and migrate through those paths
11:55 without having to hire full-time employment lawyers
11:58 and having to hire full-time HR staff.
12:02 - That's great Missy, I really think you've hit
12:04 upon something that, we all come to appreciate,
12:08 which is really people, right?
12:11 And the people that we work with
12:12 and being able to identify and just connect
12:17 with the right people that are going to build that team
12:21 and network for success.
12:23 So I think that's really good maybe we'll come back to that.
12:27 So, Katherine, maybe you could give us a similar overview.

12:31 You have sort of the, I would say the path
12:33 in between Heather's PhD in neuroscience
12:37 and Missy's BA JD from Suffolk.
12:40 You got your BS in Bio and then switched over
12:44 to the law or maybe you are like Missy.
12:47 I love that, that she knew when she was seven
12:49 she was gonna even become a lawyer.
12:51 So if you could share with us your overview,
12:53 that'd be wonderful.
12:54 - Thank you, that a path in between
12:58 is a great definition of my entire career.
13:01 (laughs)
13:03 So I started out studying biology in undergrad
13:08 and what I wanted to be, if you would ask me
13:12 in high school was a veterinarian.
13:14 So that's why I started down that path.
13:17 But I very quickly learned about the research world.
13:22 And I became very interested in that.
13:24 And I did some work with PI at the university of Maryland
13:28 and that PI happened to be taking law classes on the side.
13:34 So she introduced me to this whole world of the intersection
13:40 between law and science and I thought it was fascinating.
13:44 And I started to see some of the different opportunities
13:48 that were out there.
13:49 And I decided to go to law school as well.
13:52 So right after my undergrad, I went straight
13:54 into law school to Suffolk.
13:58 And in my final year, I worked
14:01 for partners healthcare office
14:04 for interactions with industry.
14:07 And that introduced me to,
14:10 even though I was in a non-profit organization,
14:15 it introduced me to the world of industry.
14:17 And I ended up working for a small biotech
14:21 after I graduated.
14:23 And when I was working for this small biotech
14:26 and I mean small, it was 20 people
14:28 when I first started there, it was so small
14:32 that I was able to get a really good taste
14:35 of everything that is involved in taking an idea
14:44 of something that could potentially be a therapy
14:47 for patients and putting it through clinical trials
14:52 and trying to get approval for a drug.
14:56 And I ultimately went on to work at Vertex Pharmaceuticals
15:03 which is where I am now and all of everything that led
15:08 up to my time at Vertex prepared me to be very agile
15:16 and what I work on and what ended up happening
15:20 at Vertex is I just, by chance started working on all
15:26 of the projects that there wasn't a set role for already
15:31 or there wasn't a group of people that was already assigned
15:37 or had the organization set up to work on something.
15:41 So for example, when the sunshine act came into effect
15:46 I started working on that
15:48 and when the EU general data protection regulation started

15:53 I was on the team for that.
15:55 When Brexit came around, we started preparing
15:57 for how we're going to respond to Brexit.
16:00 And now my current position is I'm working as a chief
16:03 of staff for the clinical development organization.
16:08 And it's just a very broad role that allows me
16:12 to look at things from a business perspective
16:16 and from a research perspective.
16:19 But certainly I think having a law degree
16:22 has allowed me to approach things
16:28 from a certain perspective.
16:30 And it also when people see that I have a JD
16:34 they kind of flag me
16:36 as someone who might be interested in working
16:38 on projects that cross over between science and law.
16:44 - That's a really good point.
16:45 So I'll start with you, Katherine actually,
16:47 since we just ended with you
16:51 so in this small biotech that you were in
16:54 could you tell us anybody, even at Vertex, it sounds
16:57 like this might be applicable now were the rules flexible
17:03 and scope and focus
17:05 and how does that translate for opportunities,
17:08 for some of our participants who were trying
17:09 to find a career path in the life sciences?
17:13 - Yeah, I would say that in comparison to what I have seen
17:19 in the nonprofit world industry is much more flexible.
17:27 In fact, I would say one thing that makes people successful
17:30 if they're going
17:31 into industry is the ability to pivot quickly
17:33 and to be flexible and to take on multiple roles
17:36 because we have to respond to what's going on around us.
17:41 - That makes sense, that makes sense.
17:43 I guess I'll go in reverse order.
17:45 So Missy, could you say a little bit more about
17:48 people strategies in the life sciences
17:51 and how this might translate
17:54 to opportunities for recent or upcoming graduates?
17:58 - Absolutely, so I think one of the biggest challenges
18:00 is for life sciences companies and for professional services
18:06 B2B firms that are servicing life sciences companies
18:09 they're always trying to find the perfect candidate persona
18:13 and make the perfect hire.
18:15 And what I found in scaling
18:16 and growing life sciences companies was the challenge
18:20 was in being able to find that person that I call it
18:22 the perfect storm when I did recruiting and trying to figure
18:26 out how does that person have the right science
18:28 background married up with the right business background
18:31 with a solid understanding
18:33 of being able to communicate uniquely have kind
18:36 of that know it when you see a business development skillset
18:40 and having the core science background
18:44 to kind of fill out that perfect storm

18:46 and we were never really able to fully flesh out
18:49 and find that perfect candidate.
18:52 So we always had to kind of drop off one of those,
18:57 must haves to, well, what could we organically grow?
19:00 What could we create in leadership
19:02 and development training program?
19:03 What could we mentor so that we could have that unique
19:07 perfect storm and grow it with our new hires?
19:10 What we were finding and challenged with
19:12 was we really could never find somebody with that.
19:15 So we ended up creating and building our own holistic
19:18 homegrown teams with our own internal training programs
19:21 so that we could fill out that perfect storm.
19:23 And I think that has always been the biggest challenge
19:25 for life sciences companies is being able
19:28 to find the person that fits
19:30 that perfect skillset without having to dedicate time
19:34 and resources to building that internally.
19:38 - Thank you so much Missy, I think that'll lead nicely
19:42 into a little bit later, but I wanted to first
19:44 ask Heather a question about I know you do a lot
19:49 of mentoring and Missy was mentioning mentoring.
19:51 And so when speaking with
19:55 (crackling drowns out speaker)
19:58 sort of English with forms of the intersection
20:01 in law and business, or perhaps business and science,
20:04 what are some career paths that you could suggest
20:08 to them from the starting out
20:11 so to get where they want to go.
20:14 - So I lost you a little bit
20:15 at the beginning of your question.
20:18 Can you repeat just the beginning of that?
20:20 - Oh yeah, so I don't remember the beginning
20:22 (laughs)
20:23 but when you're mentoring others.
20:27 'Cause I know you do a lot of mentoring.
20:31 What are some of the career paths that for folks
20:35 who are just starting out into the life sciences.
20:38 - Oh okay.
20:39 - At that intersection of law and business,
20:41 or maybe business and science?
20:43 - Well this actually comes right off
20:45 of what Missy was saying.
20:46 I think that one of the mistakes
20:48 that some of the biotechs make is that they're like,
20:51 well, if you don't have all of these backgrounds
20:54 we're not gonna hire you.
20:56 So then nobody gets hired
20:59 because nobody has all the backgrounds, right?
21:02 And so when I find, we're talking
21:06 to scientists who are not trained almost to do anything
21:08 except science, is that it really helps them,
21:11 if they have some other program they've taken
21:15 or they've done internships that are outside

21:20 of the science field.
21:21 The problem is scientists are told,
21:23 "Oh you're gonna go to law school,
21:24 you must be a patent attorney."
21:26 No, there's a million other jobs
21:28 that are not patent attorneys.
21:29 And I love my patent attorney friends
21:31 but really there's a lot to do
21:33 in law as a scientist that is not a patent attorney.
21:37 A regulatory and a business development
21:40 and HR so that you can understand
21:44 what a biotech actually needs in hiring
21:48 and a recruitment option.
21:53 And so I think when I mentor people
21:54 and they say, as scientists well
21:56 I really am interested in going into industry.
21:58 It's, do you wanna be in the lab as a scientist?
22:00 Or do you wanna do something else?
22:01 And if you really wanna be on the business end of it,
22:03 learning some more of those other aspects
22:07 is really important because scientists
22:08 are just not trained that way.
22:10 Now, if I am mentoring people coming out
22:13 of business programs and I see a lot of those,
22:17 I say to them, well do you have any
22:20 basic science background at all?
22:22 And if they don't, I recommend that
22:24 they learn a little bit because they're gonna need
22:27 even if they're in the legal offices only,
22:30 they do have to understand enough
22:32 of basic science that they can translate.
22:34 They can talk to the scientists and see
22:36 what it is they're doing and why it's important
22:38 so that they can understand the contracts
22:41 or the licensing or whatever it is
22:43 they're trying to get done.
22:45 So a little bit of both is important.
22:48 You don't have to be an expert in everything
22:49 but a little bit of both.
22:51 - That's great, because that also leads me
22:53 to my next question of what other skills
22:58 not just knowledge that we can learn through courses.
23:01 We'll get to that in a second.
23:03 But what kind of skills would you say as managers
23:08 each of you have been, or are currently managers
23:11 what kind of skills are you looking for?
23:14 Where are you looking for in folks that you'd like to hire.
23:18 And I'll just open it up so anybody can jump in on this one.
23:21 Yeah Heather, you wanna.
23:22 - I'll say the one thing that is really important
23:25 is being detail oriented and scientists are very good
23:29 at that in many ways, but in other ways,
23:30 they sort of tend to gloss over.
23:34 Whereas if they're looking at going

23:36 in business development,
23:38 the details really, really matter in this.
23:40 We know as lawyers, we're very detail oriented
23:43 and so learning to be really detail oriented in your reading
23:49 and your writing, I think is really key.
23:52 Scientists tend to sort of jot notes
23:55 and that's not really good enough
23:58 when you're starting to get into business development
23:59 and contracts and licensing and things like that.
24:01 So learning how to be really detail oriented when you write,
24:05 when you write your cover letters,
24:08 when you write your resumes, that shows when I get a packet
24:14 from somebody and it's like,
24:15 "Hey, I'm interested in the job, thanks for talking to me."
24:18 That's not quite enough, but I actually do see
24:21 that sometimes. (chuckles)
24:24 So I would say detail oriented
24:26 is really, really key.
24:28 - That's great one, Missy or Katherine.
24:31 - For me the number one before I even look at anything,
24:39 well, I mean first I'm always gonna be looking
24:41 at a CV and a resume and that kind of thing
24:45 but when I'm really assessing someone in an interview
24:49 the number one thing for me is a person's soft skills.
24:55 Are you going to be someone who the entire team
24:58 is going to be able to work with.
25:02 Will you improve our team dynamic
25:05 and make it possible for us all to work together?
25:10 That is so critical that even if you have all the skills
25:15 all the technical skills, if you don't have the soft skills
25:20 you won't be able to add value to the team.
25:24 - That's great, Missy you don't
25:27 have anything you'd like to add.
25:29 - Absolutely, I am a huge proponent
25:32 of motivation and passion.
25:35 And I can tell that very early days,
25:37 whether it's in a recruiting
25:40 or in a new hire or in a mentorship,
25:43 or in an internship situation, if the person's not motivated
25:47 or passionate about wanting to do the role or wanting
25:51 to grow into one of the roles, they're never gonna
25:54 set themselves up for success.
25:55 And we're not gonna as a company,
25:57 be able to support them to set them up for success.
26:00 So those are the number one and number two components
26:03 that I look forward.
26:05 - That's great, oh Heather you have something else
26:07 you like to add.
26:07 - I was just gonna say Missy is absolutely right
26:09 because I think a lot of people say, "Oh, I wanna get
26:11 into this so bad, I'll take any job."
26:14 Please don't do that.
26:16 (laughs)
26:16 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

32:06 across his company, other companies and academia.
32:10 And I just asked a simple question about
32:11 so who holds your copyright?
32:13 And he couldn't answer the question.
32:15 I said, okay, we need to have another conversation
32:17 with your lawyers because you can't use that
32:20 without knowing who owns the copyright.
32:22 And he was just blown away because they he's a scientist.
32:25 They don't think about it.
32:26 So just knowing to ask
32:27 that question may have saved him some heartache later.
32:31 So it's not that I practice law it's that
32:34 it helps me help them.
32:36 (Leah chatters) - I completely,
32:39 completely second that.
32:40 I'm a big proponent of everyone
32:43 should know enough to be dangerous
32:45 and also know what are the triggers
32:47 to reach out to an expert
32:49 and to piggyback on what Heather said,
32:52 I have situations all the time, I'm working with CEOs,
32:56 scientists that are in nascent stage of their stealth mode
33:01 of building their organization.
33:03 And I'm always fascinated when they show me documents
33:06 that they thought were legally accurate
33:08 when it comes to non-competes or restrictive agreements
33:11 or how do you make your first hire and how are you strategic
33:15 in building out your people strategy.
33:19 They need to know enough to be dangerous.
33:22 And I think it's critically important
33:24 to setting up a business as success
33:26 to have to understand those touch points
33:29 and then to be able to go to the experts
33:31 to help you flash out that information that you need.
33:35 - That's great, so we've got about five minutes left
33:38 until we just provide a very brief overview
33:40 of the two programs that we just want the participants
33:44 to know about that we offer here
33:45 at Suffolk law, the master of science
33:47 and wildlife sciences and the master of management studies.
33:50 So I'm just gonna close and then we'll have a chance
33:52 for Q and A after from the audience.
33:54 So participants, if you wanna start thinking
33:57 about questions and you can either
34:01 chat us your questions, or we'll give a chance
34:04 for live Q and A using the blue raise hand button.
34:09 Well let's end out this question though, with this question
34:14 which is what is the most helpful piece
34:16 of advice you could give to people who,
34:19 why they're working in life sciences
34:21 or who, and then wanna advance
34:23 or who just wanna break into life sciences?
34:25 And so let's start perhaps reverse order.
34:29 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

37:04 and that you are happy with, don't worry
37:07 that the end point
37:08 isn't where you thought you were headed.
37:09 Because if you keep trying to hit your head against a wall
37:14 when the door is open next to you,
37:17 then you're just gonna get a headache
37:19 go through the open doors.
37:21 Don't keep beating your head against the wall.
37:25 - I like that analogy.
37:26 Well, thank you all so much for giving us such great advice.
37:30 I'm going to turn it back over now to Dean Sandusky.
37:35 And who's gonna give us a brief overview
37:38 of the MSL program and then professor Laurie Librescu
37:41 who will give us a brief overview of the MMS program.
37:48 Gosh Bridgett, I think you're still on mute.
37:51 - Thank you, Leah.
37:53 Thank you very much.
37:54 And thank you to our amazing panelists today
37:56 and all this terrific advice that you have given
38:00 to our participants that have joined us today.
38:02 And I'm just going to share this here and here we go.
38:11 So the master of science in law,
38:14 life sciences degree is a great segue
38:17 into everything that we know that's going on
38:19 in the world right now, what our panelists have been talking
38:21 about today is really interdisciplinary work.
38:26 So each one of them said, I don't just do one thing.
38:29 I wear lots of different hats and I use my law degree
38:33 but I use my science degree,
38:34 I use my marketing or communications degree.
38:38 And so this degree is unique
38:40 and that it's combining both law business
38:44 and science courses
38:46 from the three different colleges schools that Suffolk
38:49 has from the law school, like college of arts
38:52 and sciences in the Sawyer business school
38:55 to really and what we hope to provide a complete package.
38:59 So where somebody might be missing out on a particular area
39:03 within science or they're not coming
39:06 at this degree with a business background.
39:09 We're hoping that our degree is there to fill
39:12 in the gaps for those candidates
39:14 and in turn will provide and open up other opportunities
39:18 and avenues within the life sciences field.
39:23 There's the huge demand.
39:25 I think our panelists touched upon that as well.
39:26 And the difficulty in finding the perfect fit.
39:31 As you can see in Massachusetts is alone
39:34 there's been a 35% increase
39:37 over the last nine years to 74,000 jobs
39:41 in the Boston area and there are more
39:44 than 300 life science companies in Cambridge alone.
39:49 So when you see statistics like this
39:52 and this investment $4.8 billion in venture capital, one

39:56 of the things that's going to be a natural result of that
39:59 are increase in opportunities and employment opportunities.
40:04 So we think this padding edge degree will open those doors
40:09 for our applicants or our students
40:11 to be taking advantage of.
40:15 The curriculum itself is a required curriculum
40:18 of 10 courses.
40:19 And it's 30 credits in total
40:21 and you'll see that they're drawing
40:23 from the three different schools that we offer scientists.
40:28 We're not going to necessarily be expecting you to
40:31 be taken an introduction to molecular biology
40:32 versus if you're not a lawyer, we're going to
40:35 require you to be doing an IP law survey course
40:38 but there's going to be some flexibility built
40:40 into the curriculum as well as opportunities
40:43 for our students to be pursuing internships as well
40:47 in the life sciences industry.
40:51 Students will be able to begin our program in fall,
40:54 or in spring we have merit based scholarships
40:56 that are available.
40:58 Our classes are going to be held primarily from 4:25 PM
41:03 four days a week, you'll have Fridays too.
41:05 And your weekends to yourselves.
41:07 In one night the class will go a little bit longer
41:10 until about I think 9:50 that's only one time a week
41:15 but it's a brand new degree.
41:17 It's the only one of its kind in the new England area.
41:21 And we think that we're really providing a great structure
41:24 and a curriculum for students to succeed in this field.
41:29 So now I will turn over to professor Laurie Levesque
41:36 who we'll be talking a bit more about
41:42 the management of, oh, sorry.
41:45 We'll just add one additional leftover slide here
41:48 for our next MSL event that I hope many
41:51 of you that are joining us today will decide
41:53 to come as well, which will be an exciting mini class.
41:57 A day in the life of a biotech lawyer
41:59 with attorney Bruce Lusher.
42:00 So and you can find more about that information
42:03 on our website as well and register there.
42:08 So I think Laurie was going to be,
42:10 I think sharing her screen, there you go.
42:13 Now I'll leave it to professor Levesque.
42:16 - Thank you so much.
42:18 So I'm here to tell you a little bit
42:20 about the master of management studies program
42:22 that my department is offering.
42:24 It's a one-year specialized master's degree.
42:27 So 31 credits, there are 10 courses that are full courses.
42:33 And one credit class that starting this fall
42:36 will be a career focused, one credit course.
42:40 And the demand for these specialized masters
42:44 has been increasing.

42:45 And a master of management studies is a fairly
42:48 new degree in the United States.
42:50 People are familiar with the MBA, which focuses
42:53 on the strategic management of an organization in Europe
42:58 the management specialized degrees
43:02 the one-year degrees are really much more common
43:06 and they are very focused
43:07 on the people in project management side of people's jobs.
43:13 And so in the U.S. right now we're finding
43:15 that the master's degrees is in business
43:18 are becoming essential for people to move ahead.
43:21 And what we are putting together here
43:26 for you is a degree that pulls in all
43:30 of the soft skills or power skills that you've heard
43:33 about today from various people in the panel.
43:38 And in particular, so Missy, Missy mentioned
43:43 people get promoted and assume management roles
43:47 and companies haven't really trained people.
43:50 And this degree focuses
43:51 on those individuals, as well as people
43:54 who are looking to compliment specialized field
43:57 based knowledge.
43:59 So what we're doing is we're focusing
44:01 on several different areas to provide a degree
44:07 that allows people to understand management
44:10 from both the skill of doing and managing projects,
44:15 managing people from understanding the concepts
44:19 behind why things are the way they are.
44:22 So you gain a deep knowledge of organizational challenges
44:25 team dynamics, conflict, workplace, coordination,
44:31 learning communities.
44:33 And then what's really unique
44:34 about this degree is throughout the courses
44:37 we have self-assessments that are built in.
44:40 So individuals learn more about themselves
44:43 and how they interact in groups
44:44 how they perceive the world
44:46 how they approach or avoid conflict.
44:48 And in our capstone, there is an opportunity
44:52 for all of that to come together.
44:55 So we have small classes that are very focused
44:59 on experiential learning.
45:00 We have projects that are applied.
45:03 We have a capstone that consults with a business
45:07 or nonprofit organization in faculty that are really expert
45:12 in very broad management skills areas.
45:17 So you get training in how to give feedback,
45:20 how to coach people,
45:22 how to handle difficult situations, how to negotiate.
45:25 And all of these come together in 10 courses
45:31 eight are required, two are electives
45:34 and those electives can come
45:35 from some of the other departments in the business school.
45:38 So people can tailor the courses to their interests.

45:41 And when we don't have a Corona virus.
45:43 One of those electives is a global travel seminar.
45:46 So there's a nice opportunity there
45:47 for people to compliment what they're doing
45:50 in the Boston based classes with management course abroad.
45:56 And overall, we're very excited
45:58 about this program and how it's being received.
46:01 And it's one of the very few in the region.
46:05 Other management, specialized degrees in the region
46:09 often our MBA light meaning it's a school
46:12 that can't actually have a MBA
46:15 or doesn't have a business school.
46:18 We're one of the few that is replicating the model
46:22 of a specialized master's focused
46:24 at the team and project level really ideal
46:28 for someone who's in the life sciences and finding
46:31 that they're managing groups, they're managing a lab
46:35 and they really want to understand the people side of it.
46:38 So I'll stop there.
46:40 And John and I are available at any point,
46:43 if you wanna reach out to us and ask questions.
46:48 So thank you.
46:51 - Great, thank you so much, Bridget and Laurie
46:53 now I'll turn it over to the participants.
46:56 If anybody has a question, feel free to write it in via chat
47:01 or raise your hand.
47:03 If you don't see the raise hand button, just click
47:08 on the participant button at the bottom of your screen.
47:13 And then you should see a panel
47:15 that says raise hand, yes, no.
47:17 And you can raise your hand there
47:18 and I'll call on you one by one.
47:19 So we have a question from Jacqueline
47:24 within the life sciences industry
47:26 what are the most widely used analytical programs
47:30 that a company looks for in an applicant?
47:33 And I'll let anybody jump in for that one.
47:38 - It really sort of depends on what the company focuses on.
47:42 I think that in life sciences, in sort of therapeutics
47:46 they do a lot of data analysis with pretty simple stuff
47:49 like, prism's GraphPad and things like that.
47:53 They have analytical people, if they have to get really
47:57 into very detailed stuff, they do their own.
48:00 They build their own but as far as what's out there,
48:02 I mean the basic Photoshop, PowerPoint,
48:06 but the analytical stuff we do a lot on prism
48:09 and on GraphPad and Excel,
48:12 so it's not anything terribly fancy.
48:18 - My experience is the same.
48:20 A lot of times the companies will build their own homegrown
48:24 holistic analytical programs.
48:26 Having a fundamental knowledge of Excel is super important
48:30 because that part lays into, even if you would move
48:33 into a management role and you're doing P and L budgeting

48:36 or if you're overseeing a grant program
48:39 and trying to work with your funding source.
48:43 I've seen a lot of companies requiring their new hires
48:47 to understand the basics of PitchBook
48:49 and understanding CRM systems too.
48:52 So that you have a basic analytical understanding
48:54 of being able to track data
48:57 and information in that type of a concise way.
49:02 - Great.
49:03 Katherine, did you have anything you wanted to add to that?
49:06 - I agree with both of those.
49:09 I would say just having an understanding
49:11 of Excel plus any analytical program is a good basis.
49:18 In my experience, I've worked
49:20 with a lot of home built analytical programs.
49:25 So just having some base knowledge,
49:27 so that you can apply it to learning new systems as good.
49:32 - Thank you, we have a hand raised from Oguri Hiroto.
49:37 Well, don't you wanna ask your question?
49:38 - [Oguri] Yeah, so I have a question.
49:39 So what is the tendency for the law to tighten
49:42 or lighten the regulation towards the science experiment?
49:49 - Oh I can repeat that.
49:50 What is the tendency for law to tighten
49:53 or lighten the regulations towards science experiments.
50:03 - I'm not quite sure what, in what context.
50:08 The regulations for experiments come from the FDA.
50:12 For the most part, we have to follow very strict guidelines
50:16 of good laboratory practices
50:18 and good manufacturing practices that come from the FDA.
50:23 We are scrutinized on very regular basis
50:26 and if seems amiss, they can come in without any notice
50:30 and check and go back in our data.
50:32 We have very strict rules on being,
50:34 on tracking everything we do.
50:37 The change in regulations has to be done at the FDA level.
50:42 So we have no ability to change that.
50:47 So we can't change regulations,
50:50 there are certain regulations
50:52 that are different depending on the use.
50:55 So there's a compassionate use loophole.
50:58 So if there's, like right now with the Coronavirus
51:02 things are being changed very rapidly in order to allow
51:05 for very rapid approval of drugs that may help
51:08 but that's not changing the regulations.
51:10 That's just using emergency regulations.
51:15 - Great, thanks so much, Heather.
51:17 So we have a question from Gretta
51:20 who is thinking about going to law school.
51:23 And I know we touched upon this a little bit previously
51:26 and now Heather you've mentioned you have a JD
51:28 but you don't practice, but Gretta would like
51:31 to know how helpful has your law degree been,
51:34 if you don't practice law, if you do not practice law.

51:38 - Contracted at some, yeah. - I couldn't do.
51:40 I couldn't do my job if I hadn't learned as much
51:42 as I learned in law school.
51:44 But if I would say the same, if you were more involved
51:47 in business now, I'm, I heavily help people understand
51:51 intellectual property and how to get ready to talk
51:55 to their lawyers.
51:55 So that's just part of my practice.
51:58 So if you were more involved in the business side
52:00 you would want the business part of it and wouldn't maybe
52:03 need the law part of it.
52:05 So it would have to be a law degree
52:08 but my particular end of it.
52:10 And I see some of the written questions are both
52:12 about how much knowledge of law do you need one
52:16 in running clinical trials?
52:17 Well, you need to know all the regulations
52:19 in the regulatory schema.
52:22 So you do need to know some law for that and drug pricing.
52:28 That's more of a business side,
52:30 other than running a foul of the SCC,
52:32 drug pricing is more of a market issue and not so much
52:35 about a law issue, except you're really
52:37 not allowed to gouge as much as some people have
52:40 tried you're not.
52:46 - Katherine do you wanna add anything to that
52:48 since I know you had mentioned you're not
52:50 technically in a JD role, but that
52:53 when folks see law related matters, they sort of
52:56 come your way.
52:57 - Yeah, so for me, I definitely do not need a JD
53:03 for anything that I've done.
53:05 In fact, I've been registered in active for the entire time
53:10 that I've been working.
53:12 And I would say that I primarily use my law degree
53:19 and my biology background
53:22 for knowing the language, knowing the language
53:25 of the law and knowing the language of science.
53:28 And it helps with communication with that said
53:31 because I have a JD, I end up
53:34 getting like those doors open, like Heather said
53:37 those doors open in that space for me.
53:40 And I think
53:41 if you had a PhD or a business degree, those business
53:48 and those more research related doors might open more
53:51 frequently than if you had a JD.
53:53 So I think it's just, I don't know.
53:55 Maybe I use it more, but that's just because I have it.
53:59 And then with the clinical.
54:02 - And I was gonna ask you if you could comment on that
54:04 how much knowledge of the law.
54:05 - It would say, I mean, three things just immediately popped
54:10 to my mind, which is you absolutely
54:12 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.

56:59 - On Missy's interpretation of lifecycle, how would you say
57:02 that you set yourself apart
57:04 from some of your competitors in terms
57:05 of life cycle management.
57:09 - From a recruiting standpoint,
57:10 it first off you have to take a step backwards
57:14 and look at setting up the company
57:17 as an employer brand of choice and creating that uniqueness.
57:21 There is such a challenge
57:23 for getting great talent in the door these days.
57:26 A lot of companies early stage
57:28 they're not really looking at setting themselves
57:30 up as at employer brand of choice.
57:32 They're so focused on being in the lab
57:34 doing the clinical trials, not building out their website
57:37 not looking at ways to creatively and uniquely
57:41 define themselves as a unique brand of employer.
57:45 There's some really cool, very low dollars
57:47 and free ways to create and differentiate themselves
57:51 as that employer brand of choice.
57:52 So it's really important to start
57:54 from that step backwards, creating that culture, setting
57:57 up their core values, really living to those core values.
58:00 We recruiting and sourcing
58:01 to people that are actually going to meet those
58:04 and running through your talent pool analysis
58:06 with questioning candidates
58:09 to make sure that they fit those fit those core values
58:12 and that they're gonna live and walk down the path with you.
58:15 - [Angela] Thank you.
58:17 - Great, well, thank you everybody, so very much.
58:21 This was truly wonderful.
58:24 I really appreciate everybody joining
58:27 in and being so nimble to convert,
58:31 would have been sort of a networking in-person session
58:35 to our virtual session.
58:38 And so I just wanna provide a heartfelt thanks to all
58:41 of you and all of our participants for joining us tonight.
58:43 Thank you very much.
58:46 - Thank you.
58:47 - [John] Thank you.
58:48 - Thanks folks, have a great night.
58:49 - Thank you, good night, thank you very much.
58:51 Oh, and I would say to their participants
58:53 for those of you are still on, you should feel free to reach
58:56 out to anybody that was speaking tonight
58:59 or myself or Bridget Sandusky or Laurie or John.
59:03 We would love to answer questions
59:04 and assist you in your career path.
59:08 Have a good night, stay well everybody.
59:11 - [Lorenzo] Thank you, have a goodnight.
59:12 - [Leah] Goodbye thank you.
59:13 - [Christian] Thank you.