



2023

ANNUAL REPORT



CONTENTS

Message from the President and CEO	3
About the ISPE Foundation	4
2023 At-a-Glance	5
ISPE Foundation Board of Directors	6
ISPE Knowledge without Borders	7
Scholarships and Grants	9
Workforce Diversity	11
Greatest Needs	12
Financials	13



MESSAGE FROM THE PRESIDENT AND CEO

We are in a time of rapid pharmaceutical innovation. Today, more than ever, we need diverse, next-generation professionals to accelerate advances and breakthroughs that benefit communities everywhere. We believe that building a more representative and knowledgeable workforce of tomorrow must start today.

In 2023, thanks to your support, the ISPE Foundation propelled the industry forward – creating career development opportunities for students, recent graduates, and professionals from underserved and underrepresented communities. We provided valuable opportunities that inspired our industry leaders of tomorrow, and the workforce of the future.

We were able to make dreams come true in 2023. Together, we awarded Professional Development Grants to attend ISPE conferences to 170 students and recent graduates. Without the financial support, 96% of recipients expressed that attending the conference would have been an unattainable dream.

We also laid the foundation for expanding our impact and reach. Through our strategic pillars – ISPE Knowledge without Borders, Scholarships and Grants, Workforce Diversity, and Greatest Needs – we supported programs that are helping to accelerate the change that we collectively want to see in our industry. This enables us to address the most pressing needs that positively impact global health equity now and in the future.

As we look back on 2023, we'd like to thank you, our donors, volunteers, and stakeholders, for helping to ensure the flames of innovation continued to burn bright. Thank you for empowering our future leaders. Your support is helping make a positive impact on the pharmaceutical industry and the global patient population we serve for many years to come.



Thomas B. Hartman
President and CEO
ISPE and ISPE Foundation



ABOUT THE ISPE FOUNDATION



MISSION STATEMENT

FUELING GLOBAL HEALTH EQUITY BY FOSTERING
ACCESS TO KNOWLEDGE AND NURTURING DIVERSE TALENT

The ISPE Foundation's Four Key Pillars

The ISPE Foundation's philanthropic pillars provide the pathway to attract and train the diverse workforce our industry needs to advance our mission. As the philanthropic arm of ISPE, the ISPE Foundation is a tax-exempt 501(c)(3) organization. We create and fund programs that address the most pressing needs which will positively impact global health equity now and in the future.



**ISPE Knowledge
without Borders**



**Scholarships
and Grants**



**Workforce
Diversity**



Greatest Needs

We believe that fostering access to knowledge and nurturing a diverse workforce is essential for strengthening the pharmaceutical industry. Each of our philanthropic pillars is aimed at improving the availability of a globally diverse and qualified workforce. This will enable our industry to meet the demands for supplying transformational medicines to worldwide patient populations.

2023 AT-A-GLANCE



The Technology without Borders program, successfully provided essential ISPE Guidance Documents and trainings to emerging economies by delivering nearly \$250,000 worth of training to individuals in Brazil, all available in their national language, Portuguese.



Hosted the Annual ISPE Foundation Golf Tournament, as well as the 14th Annual ISPE 5K Run/Walk, which brought participants together for casual networking and outdoor fun in support of the ISPE Foundation.



Awarded 170 students and recent graduates with Professional Development Grants to attend the 2023 ISPE Europe Annual Conference and the 2023 ISPE Annual Meeting & Expo, in partnership with ISPE and with the generous support from Gilead Sciences. In addition to providing Professional Development Grants for 35+ students and recent graduates to attend the 2023 ISPE Aseptic Conference, 2023 ISPE Biotechnology Conference and 2023 ISPE Pharma 4.0™ and Annex 1 Conference.



Connected students and recent graduates with valuable internship opportunities through the ISPE Foundation Diversity Internship Program through the support of Gilead Sciences.



Awarded one scholarship through ISPE's Women in Pharma® Scholarship, a dedicated initiative from the ISPE Foundation, which aims to foster diversity, equity, and inclusion within the pharmaceutical industry by supporting women and other marginalized groups pursuing education and careers in this dynamic field.

2023 ISPE FOUNDATION BOARD OF DIRECTORS

EXECUTIVE COMMITTEE

Antonio R. Moreira, PhD

Chair (2023-May 2024)

Vice Provost, Academic Affairs

University of Maryland, Baltimore County

James A. Breen, Jr., PE

Vice Chair

*Vice President, Global Engineering
and Technology*

Johnson & Johnson Innovative Medicines

Jeffrey A. Biskup, PE

Executive Chairman of the Board

*Executive Board Chairman/Co-Founder
CRB*

Christopher J. Reid

Secretary

CEO

Integrity Project Solutions Limited

Thomas B. Hartman

Ex Officio Non-voting Member

President and CEO

ISPE and ISPE Foundation

DIRECTORS

Scott W. Billman

*Vice President of Global Engineering,
Real Estate, and Facilities
Solventum*

Nasir Egal

*Vice President, Quality US
Quotient Sciences, US*

Norman A. Goldschmidt

*President
Genesis AEC*

Teresa Minero

*Founder and CEO
LifeBee*

Alice Redmond, PhD

*Chief Strategy Officer
CAI*

Hirofumi Suzuki, PhD

*Product Supply Japan, Head of Product Supply
Coordination
Bayer Yakuhin Ltd.*

Timothy J.N. Watson, PhD

*Vice President – Head of CMC Regulatory Affairs
Gilead Sciences*

EX OFFICIO

Vivianne J. Arencibia

*Vice President, Global Quality Systems
and Compliance
Moderna*

PILLAR

ISPE KNOWLEDGE WITHOUT BORDERS

ISPE Knowledge without Borders enables a globally diverse workforce that can support the pharmaceutical industry both locally and internationally.

Through ISPE Knowledge without Borders, the ISPE Foundation seeks to remove barriers to entry for professionals across the globe, particularly in emerging economies. We empower professionals worldwide by providing access to educational resources, so they can investigate and develop treatments that are tailored to meet the conditions of their local communities.

Translations Program

The ISPE Foundation Translations Program removes language barriers that hinder access to knowledge and training courses. ISPE Guidance Documents, the gold standard for technical knowledge in the industry for students, emerging leaders, regulators, and manufacturers in emerging economies, are made available in native languages to worldwide patient populations.

In 2023, we piloted the Technology without Borders Program in Brazil, making translated, culturally relevant, and locally adapted ISPE resources available in-country for the first time. As of June 2023, we achieved the following milestones:

3 courses

completed and translated – a supporting translated guidance document is also now available to local target audiences

125+
participants

306

total course downloads

39 course downloads

from Anvisa (Brazil's health regulatory agency) representative



TECHNOLOGY WITHOUT BORDERS PROGRAM TESTIMONIALS

“

“I think the most crucial contribution with the Technology without Borders Program is accessibility. Countries where access to quality education is scarce need access [to resources in] in their native language. It was the first time this program was present in Brazil and was a success. It is an essential program for developing countries as it can reach professionals through variant levels of knowledge.”

- Professor Marco Antonio Stephano, PhD

*Pharmaceutical-Biochemistry Technology Department
School of Pharmaceutical Science
São Paulo University*



“

“I assisted with translating technical content on biopharmaceuticals to be available in Portuguese. The course I worked on takes students from a basic level to quite advanced topics on biotechnology. I believe making the course material available in Portuguese will be especially helpful for those in the industry that are starting with biotechnology. I am thankful to ISPE for the opportunity to collaborate and I hope we can work together again in the future.”

-João Tavares Neto, M.Sc.

*Regulatory Specialist Biological Products Evaluation Office – GPBIO
General Management of Biological Products, Radiopharmaceuticals,
Blood, Tissues, Cells, Organs, and Advanced Therapy Products – GGBIO
Brazilian Health Regulatory Agency – Anvisa*



PILLAR

SCHOLARSHIPS AND GRANTS

The ISPE Foundation supports the next generation of leaders which we believe are the future of our industry. The Scholarships and Grants pillar provides globally diverse STEM students and recent graduates with increased access to life-changing opportunities through various programs.

Scholarships Program

Scholarships seeks to improve access to education, particularly to those in underserved and underrepresented communities.

Professional Development Grants Program

The Professional Development Grants program opens doors to critical career development resources – enabling more students and recent graduates. In 2023, the ISPE Foundation awarded Professional Development Grants to 170 students and recent graduates to attend ISPE conferences including the 2023 ISPE Annual Meeting & Expo.

100%

of grantees shared that they successfully expanded their professional network as a result of attending a conference

98%

of grantees found the educational sessions to be highly beneficial

Without the financial support, **96%** of recipients expressed that attending the conference would have been an unattainable dream

Testimonials from Grant Recipients

“The impact extends far beyond immediate assistance. The ISPE Foundation equips individuals with the skills, knowledge, and resources to break free from the generational cycle of adversity. It is a lifeline for individuals like me and a testament to the power of compassion and collective action. Your support has the potential to change lives, inspire confidence, uplift communities, and create a brighter future with a lasting impact. It is essential to recognize that it would not be possible without the generosity and dedication of individuals like you.”

-**Silas Tamufor**, 2023 ISPE Annual Meeting & Expo Student Grant Recipient

“You feel equipped as a young professional in terms of making a decision and taking control of your career moving forward.”

-**Eoin Hagerty**, 2023 ISPE Biotechnology Conference Grant Recipient

“The grant was like the best thing that could ever happen because now it has opened an entire industry, an entirely different mindset, and a different set of people that I would never have met if this hadn't happened.”

- **Siddhant Shah**, 2023 ISPE Annual Meeting & Expo Student Grant Recipient

“I feel totally empowered to take on any other challenge that I once upon a time previously did not think I could do.”

-**Ryan Kashanchi**, 2023 ISPE Annual Meeting & Expo Student Grant Recipient

DONOR SPOTLIGHT

Gilead Sciences

We are grateful to Gilead Sciences and ISPE for providing grants to 93 students and recent graduates through the ISPE Foundation, enabling them to attend the 2023 ISPE Annual Meeting & Expo. Grant recipients came from diverse backgrounds and had wide-ranging levels of expertise and represented 12 countries, 33 universities, and 31 companies. The grant covered various expenses, including conference registration, travel, accommodations, dining, and a 2-year ISPE membership. Grant recipients also had the exclusive opportunity to participate in special events, including an orientation session and a meet-and-greet with ISPE and ISPE Foundation International Board Members.



“

Supporting the ISPE Foundation was very easy for us. It represents our attachable commitment towards ensuring barriers to access in terms of education and equity are removed and making this conference available to the next generation of leaders is super important to us. The emerging leaders of today are going to define the cures and therapies of tomorrow and to continue to have an interest in biopharmaceuticals as a career option is quite important to Gilead. We couldn't think of a better way to give back a little bit by sponsoring the ISPE Foundation Student Grant Program.”

- **Joydeep Ganguly**

*Senior Vice President of Corporate Operations
and Chief Sustainability Officer
Gilead Sciences*



PILLAR

WORKFORCE DIVERSITY

Workforce Diversity is critical to ensure the continued growth and success of the global pharmaceutical industry through the availability of a diverse and capable workforce.

ISPE Foundation Diversity Internship Program

The pharmaceutical industry is experiencing an unprecedented pace and scale of disruption driven by new business models like personalized medicine and innovative product modalities such as cell and gene therapy. These changes are significantly impacting operations throughout the industry. Without proactive intervention, the safe and continuous supply of quality medicines for patients is in jeopardy.

Each year, the ISPE Foundation Diversity Internship Program advances our commitment to fostering a diverse and qualified workforce by connecting two students, typically from underserved populations, with opportunities for internships at various world-renowned organizations. This lays the groundwork for building a more diverse workforce within the industry, which centers on health equity and accelerates access to innovation around the globe. Since the program's inception, a total of 17 students have participated.

ISPE Women in Pharma®

Women in Pharma provides a forum through which professionals in the pharmaceutical industry can connect and collaborate on technical and career advancement. It also provides opportunities for women and other diverse groups to speak on pharmaceutical issues – this includes the delivery of technical presentations and contributions to panel discussions. A community of Women in Pharma mentors, resources across all levels, and educational sessions help enable career success and work-life balance.

A Women in Pharma Scholarship was awarded in 2023. ISPE's Women in Pharma Scholarship is a dedicated initiative aimed at fostering diversity, equity, and inclusion within the pharmaceutical industry by supporting and empowering women pursuing education and careers in this dynamic field. We believe that diversity in thought and representation is crucial for innovation and progress, and this scholarship seeks to contribute to that by providing financial assistance to outstanding women who aspire to make a significant impact in the pharmaceutical sector.



PILLAR

GREATEST NEEDS

Investing in Greatest Needs allows the ISPE Foundation to invest in opportunities to tackle the most urgent needs that contribute to global health equity, both now and in the future and efficiently support our other three philanthropic pillars:

Scholarships and Grants:

Ensures that students have financial resources to pursue their academic studies, as well as providing access to ISPE's enriching conferences and training opportunities for both students and recent graduates.



Workforce Diversity:

Provides an inclusive platform for sharing unique perspectives to improve interactions in the workplace.

ISPE Knowledge without Borders:

Accelerating global knowledge transfer by making ISPE Guidance Documents and training resources available in emerging economies; increases global industry participation in the development and adoption of innovative technologies that advance the availability of transformational medicines to worldwide patient populations.



FINANCIALS

STATEMENT OF FINANCIAL POSITION

FOR THE YEAR ENDED DECEMBER 31, 2023*

ASSETS

ASSETS

CASH AND CASH EQUIVALENTS	\$447,580
ACCOUNTS RECEIVABLE	624
PREPAID EXPENSES	788
FIXED ASSETS	91,000
TOTAL ASSETS	\$539,992

LIABILITIES AND NET ASSETS

LIABILITIES

ACCOUNTS PAYABLE	\$178,981
TOTAL LIABILITIES	\$178,981

NET ASSETS

TOTAL NET ASSETS	\$361,011
TOTAL LIABILITIES AND NET ASSETS	\$539,992



STATEMENT OF ACTIVITIES

FOR THE YEAR ENDED DECEMBER 31, 2023*

REVENUES

PROGRAM REVENUES

CONTRIBUTIONS	\$582,888
TOTAL PROGRAM REVENUES	\$582,888

NET ASSETS RELEASED FROM RESTRICTION

NET ASSETS RELEASED FROM RESTRICTION	\$183,979
TOTAL REVENUES	\$766,867

EXPENSES

PROGRAM SERVICES

PROFESSIONAL DEVELOPMENT	\$295,180
TOTAL PROGRAM SERVICES	\$295,180

SUPPORTING SERVICES

MANAGEMENT AND GENERAL	\$22,713
FUNDRAISING	420,246
TOTAL SUPPORTING SERVICES	\$442,959
TOTAL EXPENSES	\$738,139

CHANGE IN NET ASSETS

CHANGE IN NET ASSETS

CHANGE IN NET ASSETS WITHOUT DONOR RESTRICTIONS	\$28,728
CHANGE IN NET ASSETS WITH DONOR RESTRICTIONS	(114,708)
CHANGE IN NET ASSETS	\$(85,980)
NET ASSETS - START OF YEAR	\$446,991
NET ASSETS—END OF YEAR	\$361,011



To learn more about our mission and philanthropic pillars, please contact:

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