

THE BRIDGE

WOMEN
IN PHARMA®

News and Information for ISPE Chapter and Affiliate Women in Pharma® Leaders



Welcome Leaders

Welcome to the April 2020 issue of **The Bridge**, an ISPE Women in Pharma® (WIP) monthly newsletter developed to open the lines of communication among ISPE Chapter and Affiliate WIP leaders, to provide news of importance, share ideas and best practices, and ensure WIP leaders are kept informed of helpful information as well as updates in policies and procedures.



ISPE Volunteer Week

This year, ISPE is pleased to recognize its' amazing volunteers who go the extra mile. [Read more...](#)



Did You Know?

If you receive a survey, please respond! [Read more...](#)

Q&A

Covid-19 Members support? [Read more...](#)

ISPE Steering Committee Message

Jennifer Lauria Clark, *ISPE Women in Pharma® 2020 Steering Committee Chair*

I want you all to know that I am thinking of you during this time. As a networking community, ISPE WIP is here for you—not only to give you career advice and empower you to increase and share your technical and leadership capabilities, but we are here for you during tough times as well. I asked some of the women on my team how they were feeling about the current environment. These are some of the words they came back with:

- » Exhausted
- » Stressed
- » Cabin Fever
- » Expecting a baby AND stressed
- » Restless

I am feeling many of these things—some all at the same time—and I have the added blessing (and/or curse) of helping my parents move out of their “forever” home and downsize during stay-at-home orders. I am fortunate I can help my parents and support them in their time of need, but it is also exhausting with my already overloaded work schedule and family. We love the change in atmosphere, and I am so blessed that we get to see family and can help them. Why am I telling you this? I’ll bet I am not alone.

I’ll bet some of you are chasing a kid around right now, while reading this newsletter on your phone. One of you may be on a video conference call, reading this newsletter and forgetting that your video was on and you just got caught. I can only imagine the faces of your colleagues when your toddler joins your video chat and starts talking about their needs and why you should not still be on the phone at dinner time.

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I have never seen so many children, spouses, significant others, virtual backgrounds picturing tigers, or toilet paper on video calls in my life. The funny thing is... it is 100% okay. No one is judging you. Everyone is given grace during this unprecedented time we are experiencing. This pandemic has spared no continent, no state, no neighborhood. It has leveled the playing field in many ways and changed it forever as well. No longer

will your boss who judged you for muting a call for a moment to respond to your child give you “the look.” They themselves likely experienced this challenge themselves over the past several weeks.

Many women around the globe are having to make the decision between being a working-from-home mom, a stay-at-home mom, and even a homeschooling mom. I’ll bet there are many men and women in the same boat I am in, trying to juggle it all.

My CEO called me today and stressed the importance of not letting our company business stress me out while trying to manage everything. I appreciate his acknowledgement of our collective teams’ stressors and will make sure to set my boundaries when I need to in order to stay healthy and productive.

I wanted to leave with some ways that I have incorporated to regain control over this new normal:

MINDFUL LIVING: To combat my exhaustion, I am working out five days a week. I try to get up at 5:00am and focus on me for the first hour of the day. On these days, I crush my to-do list, I’m the best mom and wife, and I’m giving everything I can.

BACK-TO-BACK MEETINGS: To tackle my calendar filled with back-to-back meetings, I block off time for actual work each week. Action items pile up after back-to-back hour-long meetings, so I use the evening to focus on my to-do list. No one is going to fault you for trying to get your job done.

GIVE YOURSELF GRACE: To challenge the guilt of working from home while my children are confined to our house, I try to dedicate time at lunchtime with them every day. Sometimes they eat and run, but other days we sit together and talk about their day or what fun things we plan to do that night.

We are all going to feel that we could be doing more for our work or our families, but we must continue to take care of ourselves and know we are trying our best to make it through these unprecedented times. We will still have days that leave us exhausted and stressed, but I urge you to focus on things you can control. Turn these new daily challenges into opportunities to change a process, speak up about something that needs to be addressed, and understand how you add value to your organization.

If you have ideas, comments, or topics you would like to see us cover in “The Bridge” or on our new upcoming Podcast focused specifically on Women in Pharma®, please let us know. Reach out on our [ISPE WIP COP Group](#), at wip@ispe.org, or reach out to me personally through social media or email. Our global team is ready and willing to support the WIP networking community however we can. ❖

Q&A

Q: Is ISPE able to support Members in various ways during this difficult time of Covid-19?

A: Yes. ISPE is continually looking at tools and resources that can help Members be successful with new ways of working. One way we are helping is by opening GoTo Meeting logins to Chapters and Affiliates, which can be used for networking, communicating, and holding WIP virtual meetings and Mentor Circles in your local region. Contact **Carrie McManus** (cmcmanus@ispe.org) for more information.

Q: How do I get involved in establishing a WIP Mentor Circle in my area?

A: Please visit the [WIP Mentor Circle Toolkit](#) on [ISPE.org](https://www.ispe.org) for directions, suggestions, templates, and training materials to help you establish and manage Mentor Circles. If you have questions or need additional information, please contact **Jeannine Hillmer** (jhillmer@wlgore.com) or **Debbie Kaufmann**. ❖



Any donations your Chapter or Affiliate obtains for the ISPE Foundation will be 100% earmarked for WIP Initiatives! [Visit ISPE Foundation - WIP Initiatives](#) to learn more. ❖



ISPE Volunteer Week occurs each year in the month of April. This year, ISPE is pleased to recognize its' amazing volunteers who go the extra mile, month after month, year after year, on behalf of the Society. This year, from April 27-May 1, 2020, many ISPE Volunteers will be recognized—including several Women in Pharma® for their time, enthusiasm, commitment, and the incredible jobs they've done on behalf of Women in Pharma®. We thank each of you for your enthusiastic support of WIP and your ongoing involvement and participation: **Jeannine Hillmer**, who established and has significantly grown the WIP Mentor Circles Program in just a little over a year, and **Stephanie Thatcher**, whose dedication to WIP has led to the development of numerous WIP toolkit items (including a fully comprehensive checklist for anyone wanting to implement a WIP event at an ISPE Conference). Stephanie is also the ISPE Chapter and Affiliate WIP Leaders' Liaison, making herself available for assistance and information to WIP leaders around the globe. Special thanks to **Jennifer Lauria Clark**, 2020 Chair of Women in Pharma®, whose efforts have enabled WIP to take on new initiatives and continue to enjoy rapid growth. Working with **Vivianne Arencibia**, WIP Co-Chair, the team is driving innovation and leading with passion and commitment ❖

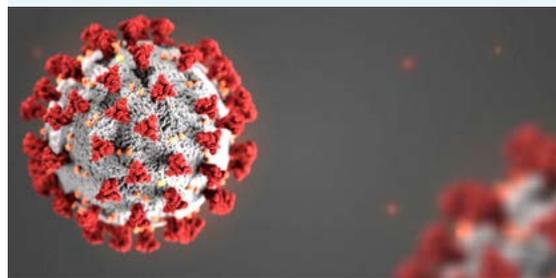


Pharmaceutical Engineering® Magazine has graciously offered WIP a monthly column in this prestigious magazine! The first will appear in the May/June issue so be sure to read it when it is posted online. WIP invites all of you to contribute ideas and articles for inclusion. Be sure to participate and get your byline in a future issue of PE Magazine! Be sure to participate -- perhaps you will see your byline in a future issue of PE Magazine ❖

Due to the unprecedented changes resulting from the COVID-19 pandemic, there are no new WIP events being held in May 2020. Please provide information on any upcoming (virtual or in-person) WIP events planned for May or June to **Debbie Kaufmann**. ❖

Did You Know?

ISPE WIP Mentor Circles have begun at the Boston, Midwest, Seattle, Bay Area, Delaware Valley and CaSA ISPE Chapters. There have also been planning discussions with leaders identified for San Diego, Los Angeles, D/A/CH, Atlanta, Miami and Singapore. **Jennifer Clark**, the current ISPE WIP chair, is working on starting a Mentor Circle within her company, CAI. The opportunities to grow your career and help others are plentiful. Mentor Circle leaders are currently distributing local surveys of interest to assist in their planning; if you receive a survey, please respond! We need your input to ensure each Mentor Circle is created to support the specific needs of local and regional participants. Thank you!



ISPE is still closely monitoring the evolution of the Coronavirus situation. It is following the World Health Organization (WHO) guidance and travel advice, is constantly evaluating the situation and will provide updates as it evolves. Read more at [ISPE-COVID-19 Update](#). Let's all stay connected and informed on industry updates and WIP activities! ❖

We Need Your Participation to Make This Newsletter Successful!

Please send **Debbie Kaufmann** (dkaufmann@ispe.org) the following information regarding your current and upcoming events and activities by the 15th of each month:

- » Name of your Chapter or Affiliate
- » Current (or very recent) events (conferences, meetings, Mentor Circles, panels, networking events, or other activities)
- » Events planned within the next two months (conferences, meetings, Mentor Circles, panels, networking events, or other activities)
- » For current or very recent events' challenges and outcomes, please provide examples of successes such as metrics (number of people that attended, panelists, any other information of note) and challenges you may have encountered
- » For upcoming events – challenges and important planning aspects
- » Questions you would like answered
- » Any other information you wish to provide.

We look forward to hearing from you! Let's work together to make *The Bridge* a great forum for sharing, communicating, and collaborating! ❖

Thank You!



Jennifer Lauria Clark
ISPE Women in Pharma® 2020 Steering Committee Chair



Stephanie Thatcher
ISPE Women in Pharma® Chapter and Affiliate Liaison

“You have what it takes to be a victorious, independent, fearless woman.”

—Tyra Banks

ISPE WIP Seeks Your Creative Content!

Considering posting a blog for your fellow WIP members to read? **Jennifer Clark** has provided a list of great topic ideas for blogs, articles, and other communications. In her blog, she shares length the articles should be, why it is important to contribute, and how to get more involved. Read Jennifer's post and start providing content for WIP around the globe! Now is a great time to communicate online and this is a terrific opportunity to begin! [Be a Contributor](#).

The [ISPE Women in Pharma® Community of Practice \(CoP\)](#) is a great venue for sharing information, asking questions of your fellow WIP members, and posting items of interest to the WIP Community. If you have not yet joined, be sure to do so today! If you have questions on how to join, please contact Debbie. If you are already a member, start posting! Especially in this time when most of us are working from home and unable to congregate at meetings or conferences, this will help us all keep in touch! ❖

The screenshot shows the ISPE Community Connection website. The header includes 'Contact Us | Terms and Conditions' and the site logo. The main navigation bar has links for Home, Communities, Directory, Conferences, Browse, Participate, and ISPE.org. The current page is 'Communities / Community Home'. The main heading is 'Women in Pharma' with a 'View Only' button. Below this, there are sections for 'Latest Discussion Posts' and 'Latest Shared Files'. The 'Latest Discussion Posts' section features a post titled 'ISPE Singapore Affiliate - WIP Event in Celebration ...' by Debra Kaufmann, one month ago, with 1 person recommending it. The 'Latest Shared Files' section includes a file 'ISPE Chapter and Affiliate WIP Leaders' Newsletter ...' by Debra Kaufmann, 22 days ago, and 'Jennifer Clark Request for Content' by Debra Kaufmann, one month ago. A note mentions 'The Bridge' is a newsletter for ISPE Chapter and Affiliate WIP leaders. At the bottom, there is a link for 'ISPE Singapore Affiliate - WIP Event in ...'.