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**MINUTES OF A REGULAR MEETING  
OF THE MASSACHUSETTS LIFE SCIENCES CENTER  
BOARD OR DIRECTORS**

Date: December 8, 2021

Place: Zoom Meeting ID: 863 0440 0200 and 1075 Main Street, Suite 100, Waltham, MA (MLSC Office)

Board Members Present (in person):

Mark Fuller, Co-Chair MLSC Board of Directors

Julie Chen

Board Members Present (virtual):

Stuart Abelson

Catharine Hornby, Co-Chair, MLSC Board of Directors (Joined after meeting began)

Gary Kearney

Pam Randhawa

1. Call to Order: Co- Chairperson Mark Fuller

Mark Fuller, presiding as chairperson of the Board of Directors (the “Board”) of the Massachusetts Life Sciences Center (the “MLSC” or “Center”) called the meeting to order. The meeting, having been duly convened, was ready to proceed with its business. Dr. Chen conducted a roll call, with Dr. Kearney present (connected virtually), and Mr. Abelson absent.

2. Approval of October Meeting Minutes: Co- Chairperson Mark Fuller

The Board reviewed the minutes of the October 27, 2021 Board meeting. Upon motions duly made, seconded and carried, the Board approved the minutes.

3. Chair Updates: Co-Chairperson Mark Fuller

Mr. Fuller gave his update to the Board, beginning with information on the ARPA bill and the \$10 million CNS funds that should be allocated to MLSC. Mr. Fuller stated that the Administration endeavors to put the federal funding to good use, with a highlight on workforce initiatives. A discussion regarding funding opportunities and access to the information on programs and funding across the state followed, including workforce development in general as well as “train the trainer” initiatives and skills training on both hard skills and soft skills. The Board discussed how small companies may not have the same level of training as larger companies, but that an analysis of companies with known best practices would be a benefit to any workforce training program initiative.

4. CEO Report: Kenneth Turner, President and CEO

Mr. Turner began his welcome message with an introduction to Wayne Levy, who has joined the Center as Chief of Staff, with Mr. Levy providing a few remarks regarding his key responsibilities. Mr. Turner further informed the Board that Dr. Carla Reimold has been promoted to Vice President of Industry Strategy and Investments. Dr. Reimold stated she appreciates the opportunity to move into this role. Mr. Turner then reported to the Board on the most recent Discretionary Grants, including \$50,000 to Emmanuel Pilot PEER, and \$25,000 to Life Science Cares for continued support of Project OnRamp. There being no questions for Mr. Turner, the Board turned its attention to the first presentation of the agenda.

5. Presentation: 2022 -2023 Internship Challenge: Ryan Mudawar, Vice President of Education and Workforce Programs

Mr. Mudawar presented the Internship Challenge program for 2022-2023, seeking authorization of \$3.7 million to run the next fourteenth round of the program, with the goal of funding approximately 500 internships through this program. Beginning with an overview of the program and its key objectives, Mr. Mudawar also reiterated the eligibility

requirements for both interns and companies. Mr. Mudawar then walked the Board through the application and selection process, and ran through statistics of the program from 2009 to the present, including geographic distribution of companies and interns, sector distribution, and total companies and size. Mr. Mudawar then discussed the MLSC initiative to modify the program to expand host organization eligibility to research institutions for certificate students and community college student interns and the requirement of a minimum hourly rate of \$15 per in addition to the already established maximum reimbursable hourly wage of \$17 per hour.

Board discussion began with acknowledgment that the modification expanding host eligibility allows the interns to go into Core Facilities or labs, thus creating great internship opportunity. The Board also discussed whether expanding eligibility for research institutions impacts larger companies by exclusion, but a discussion of whether larger companies need the subsidy provided through this program. The Board discussed ultimate objectives of the program, to create opportunities that were not otherwise going to happen for either the small companies and/or the interns. The Board agreed to review the data on the program as modified after the year period to assess the full impact.

There being no further questions, Mr. Mudawar proposed and requested funding in the amount of \$3.7Million from the Investment Fund for the 2022-2023 Internship Challenge Program.

Upon a motion duly made, seconded and carried by roll call vote, the Board resolved to approve the expenditure of up to \$3.7Million from the Investment Fund for the 2022-2023 Internship Challenge Program. Catharine Hornby had joined the meeting for the presentation, discussion and vote.

6. Presentation: 2022 -2023 High School Apprenticeship Challenge: Ryan Mudawar, Vice President of Education and Workforce Programs

Mr. Mudawar began the presentation with a program overview, which includes pre-internship lab training for underserved students. After a review of the project objectives, Mr. Mudawar provided information on the participant demographics, which include 64% female and 89% people of color. Mr. Mudawar shared the lab-training program timeline and review. The Board discussed their resounding support for the program.

There being no further questions, Mr. Mudawar proposed and requested funding in the amount of \$650,000 from the Investment Fund for the 2022-2023 High School Apprenticeship Challenge Program.

Upon a motion duly made, seconded and carried by roll call vote, the Board resolved to approve the expenditure of up to \$650,000 from the Investment Fund for the 2022-2023 High School Apprenticeship Challenge Program.

7. Presentation: 2022 -2023 Data Science Internship Program: Ryan Mudawar, Vice President of Education and Workforce Programs

Mr. Mudawar then presented the proposed 2022-2023 Data Science Internship Program, starting with a review of the Pilot Program (2019 -2021, extended to a second year due to Covid-10 pandemic). Mr. Mudawar gave an overview of program, including eligibility criteria, application and selection process and outcomes from the pilot program, including demographics of hired interns and challenges to achieving an impact on DEI metrics. The Board engaged in a robust discussion of the diversity challenges presented, based on the trends established by the diversity numbers. Discussion on how there is an implicit bias based on level of education, and how data science is a growing field where employee retention usually correlates to hiring a candidate with a higher degree of education. The Board discussed the need to address the strength of the pool of interns for the data science program, and how to increase access to and hiring of underrepresented applicants. The Board discussed modifications to the implementation and management of the program to prioritize access to internships for BIPOC applicants.

There being no further questions, Mr. Mudawar proposed and requested funding in the amount of \$500,000 from the Investment Fund for the 2022-2023 Data Science Internship Program.

Upon a motion duly made, seconded and carried by roll call vote, the Board resolved to approve the expenditure of up to \$500,000 from the Investment Fund for the 2022-2023 Data Science Internship Program.

There being no further business before the Board, the meeting was adjourned at 3:30pm.

Materials Included in the Meeting:

1. Meeting Agenda
2. Minutes of the October 27, 2021 meeting of the MLSC Board of Directors
3. Presentation: 2022 -2023 Data Science Internship Program
4. Presentation: 2022 -2023 High School Apprenticeship Challenge
5. Presentation: 2022 -2023 Data Science Internship Program