



Sino-American
Pharmaceutical
Professionals
Association

CDW
Career Development Workshop

2020

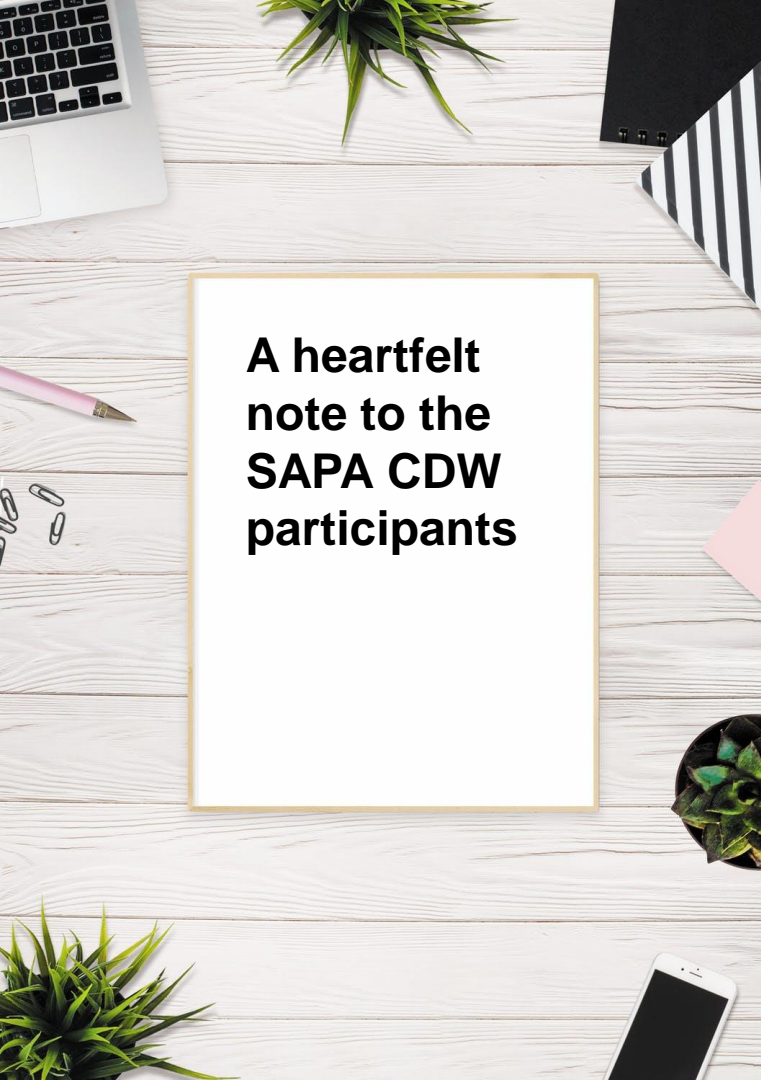
Addressing Pain Points



Virtual Session
Saturday
July 18, 2020

<https://sapaweb.org>





A heartfelt note to the SAPA CDW participants

Dear SAPA members and friends,

SAPA Career Development Workshop (CDW), is one of the SAPA flagship events held annually. Over the years, it has gained great reputation and traction. This year, we are aiming to provide the best possible opportunity to all participants interested in their career development. No matter what stage we are in, and no matter what challenges we face, we are in this together.

Let's face it, all of us encountered some "pain points" during our career journey. Often, we tried and tried, again and again, but still seem to be stuck. Frustrated and scared, we groggily accepted defeat and gave up; or worse, became stressed out and demoralized. In fact, many of these "pain points" represent the real opportunities for us to have a breakthrough. Instead of treating the pain points as wounds, see them as openings to the future world of career success. All we need is to take a deeper look and think from a different perspective, then we will have an "aha" moment.

Just like the laws in natural sciences, there are also many wisdoms in social sciences and in career development. What gets us to be successful in scientific training may not be directly transferrable to the business world. Also, what makes us successful in the past does not guarantee the same in the future. In addition, cultural background and personal habits often unconsciously affect our behaviors at the workplace.

We have gathered some common "pain points", and will dive into them deeply in this interactive workshop together. We will also offer breakout network sessions.

Thank you for your attention. Don't miss this event, and see you on July 18.

Yours cordially,
John Sun
2020 CDW Lead

CDW Lead

John Sun

Committee Members and Topic Leads

Yvonne Cheng
David Cragin
Chenchao Gao
Sara Gao
Yong Guo
Rachel Hao
Yanming (Brian) Jiang
Jaclyn Lee
Jerry Li
Jianxin Li

Xue (Tina) Liang
Li Ren
Hao Shen
Cuong Truong
Stephen Xue
Ning Yan
Yan Yan
Aming Zhang
Yulan Zhang
Yiming Zhao

Guest Panelists

Kevin Cook
Paul Geiger
Huijuan Li
Lorraine McCamley

Technical and Logistic Support

John Jiahong Fan
Pengbo Guo
Andy Han
Guangyao Yang

Xiaowen Wang
Di Wu
Anbo Zhou



Yao (Yvonne) Cheng
Senior Manager
Business Planning,
Market Access
Novartis



David Cragin, PhD
Director
Global Complaint
Management, Merck



Chenchao Gao, PhD
Clinical Regulatory Senior
Specialist
Seattle Genetics



Sara Ying Gao, MSc
Program Director
Wharton Executive
Education
Univ. of Pennsylvania



Yong Guo, PhD, MBA
Professor of
Pharmaceutical Sciences
Fairleigh Dickinson
University



**Ruixin (Rachel) Hao,
PhD**
Technical Account
Manager
Sino Biological



Yanming Brian Jiang
IT Lead
Regeneron



**Jaclyn Lee,
MS, GPHR, SHRM-SCP**
Principal
D.I.C.E. Consulting



Jerry J. Li, PhD
Principal Scientist
BARDS, Global Clinical
Development
Merck & Co, Inc.



Jianxin Li, PhD
Founder and CSO
Asia-Pacific Intelligent
Drug Development
Solutions



Xue Liang, PhD
Senior Scientist
Merck



Li Ren, PhD
Director
Cell Therapy
Development and
Operations, BMS



Hao Shen, PhD, MBA
Senior Consultant
Bayer Pharmaceuticals



John Sun, PhD, MBA
Global Program Lead
Novartis



Cuong Truong, MS
Associate Director
Program Management,
US Medical Affairs
Oncology, Novartis



Stephen Xue, MS
President
ASNS NJ Consulting, LLC



Ning Yan, PhD, MBA
Director, Global Scientific
Communications,
Immunology Genzyme at
Sanofi



Yan Yan, MD, PhD
Associate Director
CRISPR Therapeutics



Aming Zhang, PhD
Biopharmaceutical
Manager, LC-MS Protein
Characterization
GSK



Yulan Zhang, MS
Associate
Health Economics &
Outcome Research
KMK Consulting Inc.



Yiming Zhao, PhD
Scientist, Regeneron
Pharmaceutics

Workshop Agenda

9:00 am – 9:45 am	Session 1: SAPA CDW Opening Remarks Keynote panel	John Sun, Jerry Liu Kevin Cook, Paul Geiger, Huijuan Li
9:45 am – 10:20 am	Session 2: Personal branding #1. Visibility: a double-edged sword	Cuong Truong, Yan Yan, Rachel Hao
10:20 am – 10:30 am	<i>Coffee break</i>	
10:30 am – 12:00 pm	Session 3: Survive and thrive in the corporate maze #2. Passed over for a promotion, why? #3. Business strategy is just empty talk, or is it? #4. From a scientist to an effective leader -- why the transition can be difficult??	Yong Guo, Jerry Li, Li Ren Hao Shen, Sara Gao, Yiming Zhao Li Ren, Ning Yan, Aming Zhang
12:00 pm – 1:00 pm	<i>Lunch break</i>	
1:00 pm – 2:35 pm	Session 4: Be stronger and better by understanding ourselves #5. "Ouch!" How to learn from the negative feedbacks #6. How does personality affect our work? #7. Dealing with different leadership and communication styles	Xue Liang, Chenchao Gao, Yanming Jiang David Cragin, Yan Yan, Yiming Zhao Jaclyn Lee, Xue Liang, Yong Guo
2:35 pm – 2:45 pm	<i>Coffee break</i>	
2:45 pm – 4:00 pm	Session 5: Looking into the future on career planning #8. What does the future hold for me? #9. Get stuck in the rut, how to break out? Introduce SAPA 1:1 mentoring program Workshop Closing Remarks	Ning Yan, Jerry Li, Yulan Zhang Sara Gao, Jianxin Li, Chenchao Stephen Xue, Chenchao Gao Jerry Liu, Xiaole Shen, John Sun
4:00 pm – 5:00 pm	Session 6: Parallel breakout interactive sessions (zoom meetings) A. Special featured session – SAPA 1:1 mentoring program B. Build an effective and supporting network C. Deal with mental stress D. Better understanding of our managers E. Step out comfort zones: new opportunities	Yvonne Cheng Stephen Xue, Chenchao Gao Yvonne Cheng, Jacklyn Lee Yiming Zhao, Sara Gao Rachel Hao, Yanming Jiang Jianxin Li, Ning Yan

Parallel breakout interactive sessions

<https://zoom.us/join>

then enter room code to join them

#	Breakout sessions	Room Code
A	Special featured session – SAPA 1:1 mentoring program	890 7556 2217
B	Build an effective and supporting network	978 5119 7186
C	Deal with mental stress	880 0839 9977
D	Better understanding of our managers	881 8924 9365
E	Step out comfort zones: new opportunities	841 9032 8549

This information can also be found at <https://sapaweb.org/event/sapa-CDW>

Personal branding

- Visibility: a double-edged sword



Cuong Truong, MS
Associate Director
Program Management,
US Medical Affairs
Oncology, Novartis



**Ruixin (Rachel) Hao,
PhD**
Technical Account
Manager
Sino Biological



Yan Yan, MD, PhD
Associate Director
CRISPR Therapeutics

Often, we are encouraged to speak up at work. But sometimes when we do speak up and voice our concerns, the feedback from managers and colleagues may not always be positive. What happened?

Visibility is an important point to consider at work. When done well, you are respected, included, with a portrait of positive personal branding; but if you are not careful, it may unintentionally give a wrong and lasting impression. We will dive deeper into this topic and learn when and how to speak up.

Survive and thrive in the corporate maze

- Passed over for a promotion, why?



Yong Guo, PhD, MBA
Professor of
Pharmaceutical Sciences
Fairleigh Dickinson
University



Jerry J. Li, PhD
Principal Scientist
BARDS, Global Clinical
Development
Merck & Co, Inc.



Li Ren, PhD
Director
Cell Therapy
Development and
Operations, BMS

Once again, you are passed over for another promotion opportunity. Deep down, you are so convinced that you have done the best job. You worked hard, you have an advanced degree, and you are dependable and for sure are better than the one being promoted. You are frustrated, and when venting with your friends, they all agree with you.

Why?

What happens behind close doors? What are they saying about you behind you? What is the mechanism on the promotion process? Who makes the call? Let's find out.

Survive and thrive in the corporate maze

- Business strategy is just empty talk, or is it?



Hao Shen, PhD, MBA
Senior Consultant
Bayer Pharmaceuticals



Sara Ying Gao, MSc
Program Director
Wharton Executive
Education
Univ. of Pennsylvania



Yiming Zhao, PhD
Scientist, Regeneron
Pharmaceutics

When hearing the words “business strategy”, many of us considered them as empty talk; or simply BS. We value the real work, the real data, and the real outcome. The so-called strategic talks are merely waste of time.

Think again. In this session we will take a look at the real meaning of strategy, the bigger picture, and its relevance to our personal career development. For those colleagues who get ahead, many of them do have strategic vision, combined with effective execution. Plus, what can we learn from those consultants and experts? It’s the time to think and learn “strategy”.

Survive and thrive in the corporate maze

- From a scientist to an effective leader – why can the transition be difficult?



Li Ren, PhD
Director
Cell Therapy
Development and
Operations, BMS



Ning Yan, PhD, MBA
Director, Global Scientific
Communications,
Immunology Genzyme at
Sanofi



Aming Zhang, PhD
Biopharmaceutical
Manager, LC-MS Protein
Characterization
GSK

You are a brilliant scientist and a professional with strong technical capabilities. You published a lot of papers, graduated from a prestigious university or institution, and is considered to be *THE* expert in your field. Surely you should be a great manager or leader.

In the real world, this assumption often turned out untrue. What made you successful thus far may not guarantee the success of future endeavors. Human interaction turned out to be more complicated and challenging than we had imagined. Leading a group of strong and diverse professionals sometimes give you not pleasure, but more headaches. What should you do differently?

Be stronger and better by understanding ourselves

- “Ouch!” How to learn from the negative feedbacks



Xue Liang, PhD
Senior Scientist
Merck



Chenchao Gao, PhD
Clinical Regulatory
Senior Specialist
Seattle Genetics



Yanming Brian Jiang
IT Lead
Regeneron

When someone gave you negative feedback, how did you take it? Often, it hurts. We may be able to keep a frozen smile, but deep down, we may reject the input and even resent the person.

We don't hear negative feedback often. When it occurs, we brushed it aside, and moved on.

Wait, did we just missed a precious opportunity to learn and improve? It's difficult to do so, but how to turn it from an unwelcomed insult to a real learning opportunity takes emotional maturity and true self-confidence.

Stand up, not against your perceived enemy, but be a better professional.

Be stronger and better by understanding ourselves

- How does personality affect our work?



David Cragin, PhD
Director
Global Complaint
Management, Merck



Yan Yan, MD, PhD
Associate Director
CRISPR Therapeutics



Yiming Zhao, PhD
Scientist, Regeneron
Pharmaceuticals

You may have participated in different personality tests. You may admire someone else's attributes. You may wish you are more outgoing, or you may wish you can be more thoughtful at times.

Does personality affect our work?

No matter whether you are an introvert, an extrovert, or with other personalities attributes, let's take an objective look at these and see how to better understand ourselves and others, which can make a true difference.

We are born differently, but we can improve and be a better self. Don't imitate others, be a new you.

Be stronger and better by understanding ourselves

- Dealing with different leadership and communication styles



Jaclyn Lee,
MS, GPHR, SHRM-SCP
Principal
D.I.C.E. Consulting



Yong Guo, PhD, MBA
Professor of
Pharmaceutical Sciences
Fairleigh Dickinson
University



Xue Liang, PhD
Senior Scientist
Merck

When coming to leadership and communication styles, there are rarely only one. Often we draw our conclusions about leaders, peers, and customers from rather limited or even biased situations and experiences.

Let's take a look at the different styles, how they vary from person to person, and in different situations. This will help us to analyze others more objectively, and be able to be more adaptive and agile, because one size does not fit all.

Many of these styles can be easily understood and applied. Come to this session to learn how to communicate and lead more effectively.

Looking into the future on career planning

- What does the future hold for me?



Ning Yan, PhD, MBA
Director, Global Scientific
Communications,
Immunology Genzyme at
Sanofi



Jerry J. Li, PhD
Principal Scientist
BARDS, Global Clinical
Development
Merck & Co, Inc.



Yulan Zhang, MS
Associate
Health Economics &
Outcome Research
KMK Consulting Inc.

You are ambitious, smart, driven. From time to time, you may stand in a cross-road and be unsure what to do next. Here is the problem: you don't know what you don't know. Guidance and advice from friends and advisors are sincere and genuine, but what if they are misguided? In short, what does the future hold for me?

In an ever-changing world, what you have learned yesterday may not be "fashionable" or needed by tomorrow. And, this change seems to be accelerated. To make things worse, job opportunities seem less available than they were previously, due to various reasons. Please tell me, what's available (pharma or other fields) and where should I look?

Looking into the future on career planning

- Get stuck in the rut, how to break out?



Sara Ying Gao, MSc
Program Director
Wharton Executive
Education
Univ. of Pennsylvania



Jianxin Li, PhD
Founder and CSO
Asia-Pacific Intelligent
Drug Development
Solutions



Chenchao Gao, PhD
Clinical Regulatory
Senior Specialist
Seattle Genetics

Do you feel you are stuck in your current position with nowhere to go?

Will parallel positions provide a new way of advancing your career? Not sure how to gauge the right moment to quit altogether? Have you considered the power and potential of taking a stretch assignment?

In this session, we will discuss best practices that will answer all these questions. Walk away with a better understanding of how to plan your career, develop your network and enhance your influence.

Breakout network sessions

- Special feature: SAPA 1:1 mentoring program



Stephen Xue, MS
President
ASNS NJ Consulting, LLC



Chenchao Gao, PhD
Clinical Regulatory
Senior Specialist
Seattle Genetics

SAPA is a great platform to network and improve. Many veteran leaders and seasoned members are eager to share their wisdom and advice with others, particularly younger and junior professionals. Many graduate students and post-docs are also looking for ways to get connected with experienced SAPA members to learn and to explore new opportunities.

We are glad to offer the SAPA 1:1 mentoring program – you can find a pool of the mentors and peers to interact with in the coming days and weeks.

Come here to have a sneak preview and see who you want to know and learn!

Breakout network sessions

- Build an effective and supporting network



Yao (Yvonne) Cheng
Senior Manager
Business Planning,
Market Access
Novartis



Jaclyn Lee,
MS, GPHR, SHRM-SCP
Principal
D.I.C.E. Consulting

We can be successful in our career journey, but with an effective and supportive network we will be successful easier and more productive. We live in an eco-system. Interacting with others, particularly with those sponsors, mentors, coaches, cheerleaders, and friends, will make our career experiences much more enriched and enjoyable.

Join this session to make more friends, and learn about new opportunities. These network sessions prove to be popular and engaging.

Breakout network sessions

- Deal with mental stress



Sara Ying Gao, MSc
Program Director
Wharton Executive
Education
Univ. of Pennsylvania



Yiming Zhao, PhD
Scientist, Regeneron
Pharmaceutics

Endless deliverables, dreadful deadlines, inefficient systems, lack of sleep, no time to relax and think ... Sounds familiar? You are not alone. Many people suffer the same problem.

Mental stress is a big issue, and getting worse for many people. This is even more pronounced and challenging in the younger generations. Frustrated and lost? What can we do?

Come to this session to not only commiserate, but to learn new and effective ways and tricks to get out of the situation and restart your career.

Breakout network sessions

- Better understanding of our managers



Ruixin (Rachel) Hao,
PhD
Technical Account
Manager
Sino Biological



Yanming Brian Jiang
IT Lead
Regeneron

Without a doubt, this a hot topic. Think of all the “bosses” you ever had – how do you see them? Have you ever thought deeply about how THEY think about you? What's on their mind? What bothers them? What's their priority?

Actively seeking to understand our managers is a quick and effective way to re-build our relationship with them. Remember, managing your boss is your job. Own it and do it better. See the different side of your manager, and you may unlock a new world.

Breakout network sessions

- Step out comfort zones: new opportunities



Jianxin Li, PhD
Founder and CSO
Asia-Pacific Intelligent
Drug Development
Solutions



Ning Yan, PhD, MBA
Director, Global Scientific
Communications,
Immunology Genzyme at
Sanofi

Last year, the theme of our CDW was “GETTING UNCOMFORTABLE at the next level”. No one likes to be in uncomfortable situations, but sometimes in order to get to the next level, you do need to step out of your comfortable zone to explore what’s available to you. This takes curiosity, vision, and courage. It may not be easy in the beginning, but it will yield much better results in the end. Come to this session to explore together, in a psychologically safe environment.

The world is waiting for you, so are we.



Yvonne Cheng, CPA
Senior Manager
Market Access
Novartis Pharmaceutical Corporation

Yvonne is a senior manager in the Market Access Business Planning team at Novartis Pharmaceuticals Corporation. She has nine years of working experience in multinational corporations in China and the US. Yvonne graduated with a Bachelor's degree from Shanghai University of International Business and Economics. She started her career as an auditor in KPMG Shanghai and obtained the CPA qualification in China. She later joined Roche Shanghai and had worked there for four years as an associate financial planning & analysis manager. Yvonne came to the US in 2017 and achieved a seamless career transition between Chinese and American companies and cultures.

In addition, Yvonne is actively involved in professional and community services. She has been an active member of SAPA since joined and was one of the key speakers in the SAPA Volunteer Benefit Webinar. She is also one of the Executive Committee members in the Chinese Culture Community at Novartis.

Embracing
changes and
moving forward



Kevin Cook
Vice President
Supply Chain North America
Sandoz

Kevin Cook has advanced the role of Supply Chain for competitive business performance for more than 25 years. Kevin's career in healthcare spans leadership roles in supply chain management, customer service, distribution, planning and manufacturing. Over the past 18 years, Kevin has been at the Executive Director and Vice President level of Supply Chain and Logistics organizations, including operating company board-level roles. He has a proven track record in leading large complex organizations, aligning customer and supply chain priorities, implementing change and delivering significant results.

His lifelong passion for supply chain innovation and working with supply chain professionals has driven his focus on developing best in class operational and team results. This focus has led to many successes, including operational turnaround and improvements, working capital improvements and major digital capability implementations. His focus on strategy and process design expertise helped facilitate successful acquisition and divestments in multiple organizations throughout his career.

Building high performing teams



David Cragin, PhD

Director

*Global Complaint Management
Merck & Co.*

Dr. Dave Cragin is the Director of Complaint Management for Merck & Co. He leads enterprise wide project teams regarding complaint vigilance and collaborates on medical devices & combination products. Previously, he supported quality on a world-wide basis regarding impurities, degradates, and cross-contamination risk assessments. Outside of Merck, he teaches risk assessment and critical thinking for the University of the Sciences, Philadelphia, Peking University, and Beijing Normal University. In addition, he has taught risk communication across the globe. He speaks Chinese and is knowledgeable in many languages. Dr. Cragin is a Trustee of the Toxicology Education Foundation, is Past-President of the Mid-Atlantic Society of Toxicology, and a Councilor for the Philadelphia Association for Critical Thinking. He received his Ph.D. in Pharmacology and Toxicology from University of California, Davis, his B.S. in Zoology from the University of Rhode Island, and is a Diplomate of the American Board of Toxicology.

Flexible and
forward thinking



Chenchao Gao, PhD
Clinical Regulatory Senior Specialist
Seattle Genetics

Dr. Chenchao Gao obtained his Ph.D. degree in Cellular and Molecular Pharmacology from Rutgers University. Currently, he is a Clinical Regulatory Senior Specialist at Seattle Genetics and working on strategy for Oncology programs. Chenchao supported the company to successfully obtain FDA approvals for multiple drugs (1 NDA and 1 sBLA). Before that, he used to work at Genentech, where he helped the TECENTRIQ program to obtain FDA approvals for 4 new INDs. Prior to joining Genentech, Chenchao was an ORISE fellow at the FDA.

Chenchao also serves many key leadership positions in several non-profit organizations. He was an Executive Council (EC) Member of SAPA since 2013 and co-chaired or organized events, including Career Development, Scientific Symposium, Clinical Development and Regulatory Affairs Seminars. In addition, he was the president of Rutgers Chinese Student & Scholar Association (RCSSA) at Rutgers University.

Passionate and
innovative

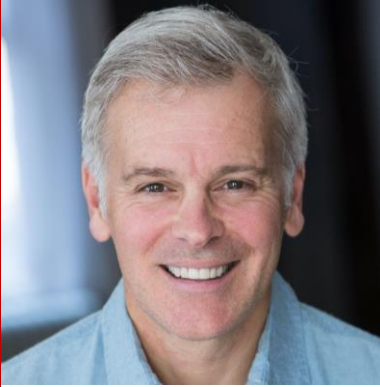


Sara Ying Gao, MSc
Program Director
Wharton Executive Education
University of Pennsylvania

Born in China, educated in Europe, Sara Gao has worked in Europe, Asia and the USA as a talent development expert in the past 16 years. Sara currently works as program director at Wharton Executive Education. Her passion is to bring senior leaders from various industries around the world to a life changing learning experience, so they are ready to create a positive impact for a better world. As a career coach, Sara specializes in coaching Asian professionals to become successful leaders in a multicultural environment.

Sara started her career at Universum, a global employer branding consulting firm. She led her team to introduce the concept of Employer Branding to China for the first time. Sara worked with many global corporations to help them improve their talent attraction and retention strategies. Her clients include companies such as Johnson & Johnson, Novartis, Unilever, Procter & Gamble, Coca-Cola, and IBM. Sara graduated from Stockholm School of Economics with a master degree of science majoring in business.

Superconnector
Interdisciplinary
Social Impact



Paul Geiger

President

Public Speaking Advantage

Leadership Communications

Paul Geiger, the founder of Public Speaking Advantage, has spent the past decade as a NYC speech coach specializing in effective business communications. Paul has consulted with over 3000 executives helping them improve their clarity and delivery when under pressure. Companies like Viacom, Google, Citi, Twitter, Bloomberg, NBC News, and Nasdaq look to Paul for presentation and public speaking advice, and leadership training. His latest book, "Better Business Speech: Techniques, Tricks, and Shortcuts For Public Speaking at Work" incorporates Paul's unique journey and perspectives as a media consultant, live event host, comedy writer, and executive coach. The advice and exercises in the book cover best practices for meetings, presentations, and sales calls, and offer insights into mitigating public speaking anxiety.

Paul is a member of the Forbes Coaches Council, contributing timely articles and expert panel tips on presentations, public speaking, and personal branding.

Turn anxiety
into advantage



Yong Guo, PhD, MBA
*Professor of Pharmaceutical
Sciences*
Fairleigh Dickinson University

Dr. Guo is currently Professor of Pharmaceutical Science and Chair of Pharmaceutical Sciences Division at the School of Pharmacy and Health Sciences, Fairleigh Dickinson University (FDU). Dr. Guo joined the FDU School of Pharmacy and Health Sciences in 2012 following a 15-year career in pharmaceutical industry. At FDU, he teaches professional Doctor of Pharmacy (PharmD) students in the area of physical pharmacy, biopharmaceutics, and pharmaceutical biotechnology. Dr. Guo has published over 30 peer-reviewed journal articles and 3 book chapters. His research focuses on separation mechanisms of chromatography and in-vitro drug release as well as quality assessment of herbal medicines. Prior to his academic career, Dr. Guo was an Associate Director at Janssen Pharmaceutical Research and Development, a pharmaceutical company of Johnson & Johnson. He was responsible for leading and managing project teams in support of new drug development and registration, and has made significant contributions to successful NDA and MAA filings.

Living in
both worlds



Ruixin (Rachel) Hao, PhD
Technical Account Manager
Sino Biological

Ruixin (Rachel) Hao is a technical account manager at Sino Biological. Previously, she worked at DuPont as a toxicologist for five years, serving as study director and project lead in omics fields. Rachel received a Ph.D. degree in Cell and Molecular Biology (University of Houston), a Master's degree in Biochemistry (Fudan University), and a Bachelor's degree in Food Science and Engineering (Shanghai Ocean University). She completed postdoctoral training at Penn State and UC Berkeley. Rachel obtained project management, technical leadership, graphic design, and computer programming certificates, and is a toastmaster. Rachel volunteers in various professional organizations, serving as a member of the executive council of SAPA-GP and editorial boards such as reproductive toxicology journal, and previously president of UC Berkeley postdoctoral association (PDA), treasurer and secretary of Society of Toxicology Specialty Section, and Penn State PDA. Rachel received many professional awards including HESI future leader award and SOT travel awards.

Making each
moment count



Yanming Brian Jiang

IT Lead

Regeneron

Passionate innovator
across pharma
industry and IT world

Yanming has been working as an IT lead and project manager in multiple global pharmaceutical and biopharma companies. His career professionalism covers pharmaceutical IT, IT compliance, GxP regulation, computer system validation, and software development. He has managed and led many site and global GxP IT projects and implemented dozens of systems. Yanming has been an active volunteer and member of Executive Council of SAPA since 2014, and served as depute director of SAPA IT services. Yanming holds a Master degree in Computer Science and bachelor degrees in Computer Science and Chemical Engineering.



Jaclyn Lee, MS, GPHR, SHRM-SCP
Principal
D.I.C.E. Consulting

Jaclyn Lee, a 2018 Outstanding 50 Asian Americans in Business Honoree, is an advocate to Diversity, Inclusion and Community Engagement, a Multicultural Marketing Business Leader, and Change Enablement Champion. Jaclyn has 20+ years of progressive business leadership experience in impactful organizations across industries. A Business Consulting Principal, Jaclyn's professional affiliations also include AIG, MassMutual, MetLife, Arthur Andersen and Evergreen. Jaclyn's education includes the Diversity & Inclusion Certificate Program with Cornell, and MS in Management with UW-Madison. Jaclyn speaks, coaches and mentors. As a long-time public speaking fanatic, and a "social responsibility impact on business" enthusiast, Jaclyn also devotes her time on youth leadership development and career development in her community. Jaclyn's life is deeply inspired by her experiences with Nobel Laureates Nelson Mandela. To her husband Wayne, Jaclyn is famous on unfunny jokes and a relentless life worrier enjoying being a mezzo-soprano in bathtub.

A storyteller
A believer in the
human connection
A change catalyst



Huijuan Li, PhD
Vice President
Analytical Development
Moderna Therapeutics

Dr. Huijuan Li is currently VP of Analytical Development at Moderna Inc. Her responsibilities are to develop science-driven, phase appropriate and risk-based analytical development strategies to support development projects from lead optimization, candidate nomination to clinical development and commercial manufacturing. She oversees analytical method development, transfer, qualification and validation characterization and applications to process and product development from discovery through to regulatory filing of mRNA therapeutics. She also leads CMC and development teams to work closely with discovery, preclinical and clinical teams for the development mRNA vaccines and therapeutics. Prior to join Moderna, Dr. Huijuan Li was the director in Biologics Discovery (GlycoFi site) and later in Bioprocess Development, Merck Research Laboratory.

Huijuan received her PhD from University of Melbourne, Australia in 1998. From there she pursued her postdoctoral studies at Biology Department, McGill University, Montreal, Canada.

Work hard,
communicate, and
collaborate

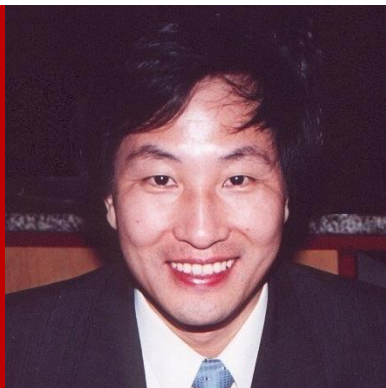


Jerry J. Li, PhD
Principal Scientist
BARDS, Global Clinical
Development
Merck & Co, Inc.

Dr. Li has been working on clinical trials from Phase 1b to 4 with focus on Phase 2 and 3 studies at Biostatistics Department, Merck. Dr. Li received his Ph.D. degree in Statistics from University of Maryland, College Park. He joined Merck in 2013 following working at the U.S. FDA. At Merck Dr. Li has been closely involved in clinical trial design, statistical analysis and reporting, and authoring filing documents submitted to regulatory agencies worldwide. His clinical development expertise covers multiple indications in oncology, immunology, infectious diseases, and neurosciences. He also holds an advanced degree in molecular cell biology.

Dr. Li has been a member of Executive Council of Sino-American Pharmaceutical Professionals Association Headquarter (SAPA-HQ) since 2016. He has successfully co-chaired SAPA Scientific Symposium in 2019, and co-chaired sessions including Clinical Development, Biostatistics and Data Sciences, Market Access and Health Economics at SAPA signature events.

Break self-Imposed
glass/bamboo
ceiling



Jianxin Li, PhD
Founder and CSO
亞太智藥/Asia-Pacific Intelligent
Drug Development Solutions
(APIDDS)

Dr. Jian-Xin Li is the Founder and CSO of Asia-Pacific Intelligent Drug Development Solutions. He is also Adjunct Professor, Thomas J. Long School of Pharmacy and Health Sciences, University of the Pacific. He worked as Technical Director, Pharma Polymers for Evonik-Degussa Corporation; Technical Manager for DFE Pharma and Senior Research Associate /Pharmaceutical Projects Manager for FMC BioPolymers (Now DuPont Nutrition & BioScience), in addition to positions of product development at Nexgen Pharma, Inc., Prinston Pharmaceutical Inc.(Research Fellow), Ferring International Pharmascience Center US (FIPCUS) and Celgene (now BMS). Dr. Li is an International Steering Committee Member of Handbook of Pharmaceutical Excipients (6th - 8th edition, a hugely popular desk reference). He chaired and co-chaired the 41st, 43rd 45th and 48th AAPS Arden Conferences. He is the founder of Asian Arden Conferences held in China, Japan and Korea; 2005/2006 Chair of the AAPS Modified Release Focus Group; 2008/2011 Co-Chair of CRS China Initiative Subcommittee, and 2008/2011 Award Committee Chair for the AAPS MSE Section.

Passionate about
classic music and
social justice



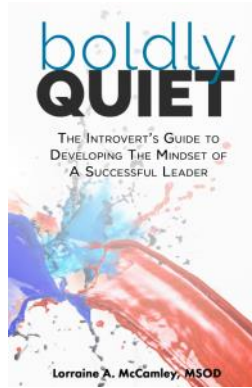
Xue Liang, PhD
Senior Scientist
Merck

Xue is a Senior Scientist and Microbiome Project Lead at Merck & Co. and is passionate about career planning and leadership development. In her daily job, she leads and works in teams to uncover microbiome's impact on xenobiotic metabolism and response to vaccine & cancer immunotherapies. Her work was published on top journals such as Cell and PNAS, and she was invited to present at various domestic and international conferences. Xue has been an active volunteer and member of Executive Council of SAPA for 8 years, served as Lead of Volunteers, Lead of Innovation, and Chair of 4 Career Development Workshops for biomedical students. Xue earned her Ph.D. in Pharmacology from University of Pennsylvania and B.S. in Biological Sciences from Chu Kochen Honors College at Zhejiang University. Xue was awarded China's National Scholarship in 2007, and the Inaugural Class of STAT Wunderkind in 2017.

Experience
Embrace
Empower



Lorraine McCamley
Owner
Boldly Quiet Consulting



Lorraine McCamley is the owner of Boldly Quiet Consulting and the author of the Amazon best-selling book: *Boldly Quiet: The Introvert's Guide to Developing the Mindset of a Successful Leader*. Lorraine spent years as an executive in the corporate world feeling that being an introvert was something to be ashamed of or fixed. She now coaches quiet professionals, helping them understand and embrace who they are so they can authentically and effectively lead others.

Lorraine is a Gallup-Certified Strengths Coach and holds a master's degree in Organizational Dynamics from the University of Pennsylvania, where she focused on Organizational Coaching and Leading and Managing Change. In early 2020, Lorraine was awarded the opportunity to travel to Benin, Africa, to provide Strengths Training to local volunteers through the Mandela Washington Fellowship Reciprocal Exchange Program. Lorraine lives in Skippack, PA with her husband, their teen-aged son, and probably too many pets.

Boldly quiet



Li Ren, PhD

Director

Cell Therapy Development and Operations

Bristol-Myers Squibb

Li is a Director in Cell Therapy Development and Operations of Bristol-Myers Squibb. She has 15+ years of experience building and leading cell therapy CMC teams and worked on multiple cell therapy programs in Celgene/BMS, including CAR-T cell therapy, TCR therapy, natural killer cell therapy, and placenta-derived cell therapies. She also has extensive regulatory and compliance experiences and supported multiple clinical programs in the US, EU, and Japan. During her career, she built strong functional teams and led successful cross-functional matrix teams and is passionate about team building, leadership development, and career development. Li has been actively volunteering in SAPA events since 2019 and is a member of the Executive Council of SAPA. Li has a PhD. in Biochemistry and Molecular Biology and a mini MBA certificate in Pharmaceutical innovation.

Create your own
success story



Hao Shen, PhD, MBA
Senior Consultant
Bayer Pharmaceuticals

Hao Shen is currently a Senior Consultant at Bayer Strategy & Business Consulting, working with Senior Bayer leaders on strategic topics such as how to improve decision making process in R&D functions, and how to identify optimization opportunities and redirect investment in areas that drive future growth.

Prior to his career switch to management consulting, Hao was a scientist at Dow AgroScience developing innovative crop science products. The products that Hao developed received top industry awards for Best Formulation Innovation, and were launched in more than 50 countries with estimated mature sales at hundreds of millions of dollars.

Hao received his MBA from Kellogg School of Management, Northwestern University, and his Ph.D. from University of Illinois. Hao's Ph.D. focuses on research of developing innovative drug delivery systems, and his MBA focuses on Finance and Strategy.

Always open to
new challenges



John Sun, PhD, MBA, PMP
Global Program Lead, Novartis

John is a passionate practitioner and advocate for career planning and development. Currently he is a Global Program Lead at Novartis, and had served as Global Analytics Project Manager and Global Program Team Director in different franchises and units. Before Novartis, John held positions with increased R&D responsibilities from Whitehall-Robins, Kos Pharmaceuticals, Schering-Plough, and Sanofi-Aventis. Over the years, John has actively volunteered in various professional organizations, served as Chair of Project Management Community in DIA, SAPA President-Elect and Career Lead, Chair of Chinese Culture Community, President of Novartis Toastmasters Club and Area Director of Toastmasters International at District 83. John had presented in various domestic and international symposia on PM and drug development. John obtained his PhD in pharmaceuticals from Virginia Commonwealth University, MBA from Rutgers University, and BMed from Beijing University of Traditional Chinese Medicine. John is a certified Project Management Professional (PMP) and trained in black-belt for lean six-sigma.

Introspect and
inspire



Cuong Truong, MS

*Associate Director
Program Management,
US Medical Affairs Oncology
Novartis*

Cuong Truong is a highly versatile Clinical Development and Medical Affairs professional with over 12 years of progressive project/program management in Pharma, CRO and Academia. He is currently in his role as the Associate Director, Program Management at Novartis involves in strategic & tactical planning, execution of launch deliverables, clinical operation planning and life cycle management within the US Oncology Medical Affairs Franchise.

Prior to joining Novartis, Cuong was a Consultant in Deloitte and Touche's Governance, Regulatory & Risk strategies practice supporting engagements on providing compliance and regulatory solutions to Life Sciences and Health Care clients. He has also worked at a global CRO and Academic Medical Center supporting and monitoring clinical trials.

During his free time, he enjoys cooking but hates cleaning who actually uses his dishwasher rather as a storage space.

Compassionate
& kindness for all



Stephen Xue, MS
President
ASNS NJ Consulting, LLC

Stephen Jun Xue is the President of ASNS NJ Consulting LLC, which provides expertise and service in the areas of statistical programming, and Clinical Data Interchange Standards Consortium (CDISC) standards needed for clinical drug development. With over 15 years of intensive pharmaceutical industry experience, Stephen has worked for many major pharmaceutical companies, including Roche, Sanofi, BMS, and Eli Lilly. He has participated and supported several FDA NDA and European MAA submissions in various therapeutic areas, including immunology, oncology, dermatology, diabetes, and cardiovascular disease. Before coming to the USA, Jun was one of the first generation of Merck China employees, working in sales and marketing. He is currently starting his own journey as an entrepreneur, focusing on biopharmaceutical project exploitation and investment. Jun holds a Master of Science degree in Computer Science (minor in Statistics) and a bachelor degree in Biochemistry.

Niche career path explorer



Ning Yan, PhD, MBA
*Director, Global Scientific
Communications, Immunology
Genzyme at Sanofi*

Ning Yan obtained a PhD from Cornell University Medical College and an MBA from Farleigh Dickinson University. He is currently with Sanofi Genzyme as Director, Global Medical Affairs Scientific Engagement & Communications-Immunology. Prior to that, he was Global Scientific Communication Lead-Oncology at Teva; Global Medical Therapy Leader at Indivior; Medical Communications Lead at Pfizer Consumer Healthcare; Scientific Director, Global Medical Affairs at Wyeth Pharmaceuticals; Medical Director at Pinnacle Communication Group; and Associate Director at Helix Medical Communications. He spent 10 years in R&D capacity at Bristol-Myers Squibb focusing on Oncology Drug Discovery and Biologics Strategy and Operations. He was elected as President, Sino-American Pharmaceutical Professionals Association (SAPA) for the term of 2014-2015, organized several SAPA career development workshops, and presented career talks on medical communications at invitation of SAPA-GP and SAPA-CT.

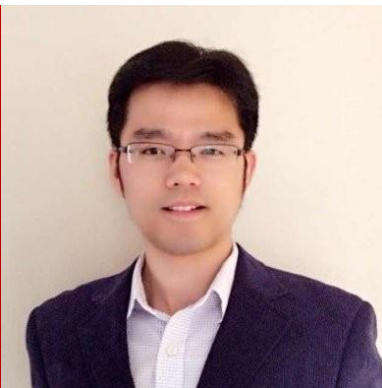
Lifetime learning,
continuous engaging,
and passionately
enduring



Yan Yan, MD, PhD
Associate Director
CRISPR Therapeutics

Yan is an Associate Director of Translational Pharmacology at CRISPR Therapeutics. She received her Ph.D. in immunology from Tokyo Medical and Dental University and her bachelor of medicine from China Medical University. Before CRISPR, Yan worked at Alexion Pharmaceuticals and the Medical University of South Carolina. Yan is a scientific leader with extensive knowledge in providing biomarker and PK/PD support to projects at all stages. She has broad experience in rare diseases including immune-checkpoint inhibitors in oncology, mRNA, and CAR-T-based therapies. She had presented in various domestic and international conferences on drug development. Over the years, Yan has built up a proven ability to develop and motivate a diverse, highly collaborative, and effective cross-functional team. Well-versed in clinical biomarker strategy development and operations including CRO management and academic relationships, Yan has served as Director in the New England region of Society of Quality Assurance and SAPA-CT president.

Experienced scientist
and leader passionate
about career
development and
community service



Aming Zhang, PhD
Biopharmaceutical Manager
LC-MS Protein Characterization
GSK

Aming Zhang is currently a Biopharmaceutical Manager in CMC Analytical (CMCA) at GSK. His main responsibilities include leading a dynamic team to develop and apply cutting-edge analytical technologies to biologic product characterization to support the CMC development and regulatory submission throughout all the development stages. Besides, he also sits in a variety of internal focus teams including First Line Leader Behaviors, PDS Alliance and Collaborations, Data Champion etc. Prior to joining GSK, Dr. Zhang also worked for several other leading biotechnology and biopharmaceutical companies including Regeneron Pharmaceuticals, GSK and Amgen (Postdoc training). Dr. Zhang has also been a long-time volunteer and executive member of SAPA since 2012, and currently co-chairs the membership department at SAPA-HQ. He received his PhD in Chemical Engineering from University of Virginia in 2011, and B.S. from Zhejiang University. Currently, Dr Zhang also serves the board of directors for Zhejiang University Education Foundation (USA) since 2018.

Build the
foundation



Yulan Zhang, MS

Associate

*Health Economics & Outcome
Research*

KMK Consulting Inc.

Yulan is a healthcare consultant specialized in Health Economics & Outcomes Research and experienced in real-world data analytics. Yulan advises clients on HEOR protocol design and data analysis to evaluate products' real-world efficacy and safety and to inform provider and payer strategies. Yulan led analysis for landscape assessment and outcomes-based contracts to provide evidence and insights for the negotiation of product tier and contract pricing. Currently, Yulan is conducting drug safety evaluations related to real world adverse event reporting of newly launched drugs. Next she will explore strategies for launching drugs and oncology HEOR.

Yulan holds a Master's Degree in Biostatistics from Columbia University Mailman School of Public Health and a Bachelor's Degree in Biochemistry & Cell Biology and Management Science from University of California San Diego.

Forward-looking
explorer in Pharma



Yiming Zhao, PhD
Scientist
Regeneron Pharmaceuticals

Yiming Zhao received his B.Sc. in China, M.Sc. in Finland, and Ph.D. in the Netherlands in 2013. After that, he moved to the U.S. and worked as a Postdoctoral Fellow at Mount Sinai Medical School and Memorial Sloan Kettering Cancer Center. He has published more than 25 peer-reviewed journal articles including high-profile journals, and received Pathway to Independence Award (K99/R00) from NIH.

In 2017, he decided to apply his passion for science to biopharmaceutical industry, and joined Regeneron Pharmaceuticals as a Formulation Scientist. He is currently working on developing large molecule formulations and innovative biologics formulations. In the industry, he continues to apply his scientific understanding and problem-solving skills to advancing new technologies, which has already led to multiple patent applications. He serves in SAPA as lead of Communication.

Put science to work

The Sino-American Pharmaceutical Professionals Association (SAPA) was established in 1993 and is headquartered in the center of the pharmaceutical corridor in New Jersey, USA. Since its inception, SAPA rapidly became one of the most active Chinese professional associations in the US with eight chapters and more than 6,000 members.

SAPA's members are primarily from large and mid-sized pharmaceutical and biotech companies in the US, with areas of expertise covering almost every aspect of pharmaceutical research and development as well as production.

The organization's large membership base and their superb scientific and technical abilities has allowed SAPA to be a key source for knowledge exchange on the latest developments in the pharmaceutical, biotechnology, and generic drug industries.

As a non-profit organization registered in the US, SAPA receives generous sponsorship and support from numerous multinational companies in the US and overseas. SAPA will continue to provide a broad platform for scientific and technical discussion, talent exchange, and training for the colleagues in the pharmaceutical industry from the US and China.

SAPA Sites and Chapters

- *SAPA-HQ (Headquarter): New Jersey, USA*
- *SAPA-NE (New England Chapter): Boston and New England region, USA*
- *SAPA-GP (Greater Philadelphia Chapter): Philadelphia and other Pennsylvania areas, USA*
- *SAPA-MW (Mid-West Chapter): Illinois and Indiana, USA*
- *SAPA-WEST (West Chapter): California, USA*
- *SAPA-CT (Connecticut Chapter): Connecticut, USA*
- *SAPA-DC (DC Chapter): District of Columbia and Maryland, USA*
- *SAPA-China: Zhengzhou and Beijing, China*

Professional Expertise of SAPA Members

- *Drug discovery, research and development*
- *Preclinical and clinical research and development*
- *Application and registration of new drug and biologics to the US FDA*
- *Production and manufacture of pharmaceuticals and biological products*
- *Commercial and marketing of pharmaceutical and biological products*
- *Generic product development and technology*

2019-2020 SAPA Corporate Sponsors

Diamond Sponsors



Platinum and Gold Sponsors



WWC Professional Corporation Limited, CPA



Sino-American
Pharmaceutical
Professionals
Association

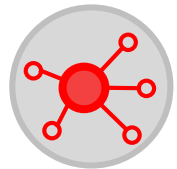
2020

SAPA Scientific Symposium

Driving Transformation in Biomedical Research



**Saturday
August 15, 2020**
Virtual Session



Data Science » Clinical Operations » Evidence Based Medicine » Bio-Informatic » Diagnostic » Precision Medicine » Cell & and Gene Therapy » Digital Science » Data Science » Big data » Biomarkers » Real World Evidence » Translational Medicines » Clinical Development » Clinical Operations » Evidence Based Medicine » Bio-Informatic » Diagnostic » Precision Medicine » Cell & and Gene Therapy » Digital Science » Data Science » Big data » Biomarkers » Real World Evidence » Translational



Sino-American
Pharmaceutical
Professionals
Association



2020

SAPA Annual Conference

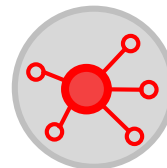
Unprecedented Challenges and Opportunities: Unique Roles of Pharma and Biotech in the New Era

Science
Education
Collaboration
Career



Save
the
Date

Friday and Saturday
October 2-3, 2020
Virtual Session





Sino-American
Pharmaceutical
Professionals
Association

SAPA Mission

- To promote the advancement of pharmaceutical science and biotechnology
- To make contributions benefiting public health education
- To promote scientific exchange and business cooperation between US and China
- To foster the career growth of pharmaceutical professionals

Follow SAPA on:

Website: <https://sapaweb.org>
Information@[sapaweb.org](mailto:Information@sapaweb.org)
Weibo: <http://weibo.com/sapaweb>
LinkedIn: SAPA-HQ
Twitter: @SAPA_001
WeChat: SAPA
Facebook: SapaSapa

