

# HS Chau Women in Enterprising Science Program at the Innovative Genomics Institute 2022–2023



## Program Goals

The HS Chau Women in Enterprising Science Program (WIES) at the Innovative Genomics Institute (IGI) is committed to promoting gender equity in bio-entrepreneurship. Located on the UC Berkeley (UCB) campus, the program supports individuals whose work involves the development of solutions for some of the world's greatest problems, and who strive to develop their ideas commercially for the benefit of the public..

Fellows must align with the IGI's mission of bridging revolutionary genome-editing and biotechnology tool development to affordable and accessible solutions in human health, climate, and agriculture. The IGI is working toward a world where such technology is routinely applied to treat genetic disease, enable sustainable agriculture, and help achieve a carbon-neutral economy. Translating scientific breakthroughs into real-world solutions is central

to the IGI's mission, so the IGI seeks to support and guide nascent entrepreneurs who share this goal.

### Specific Aims

The WIES program is intended to:

- Promote gender equity in science and translational research.
- Encourage individuals who may not have considered becoming entrepreneurs, as well as those that may have faced barriers to pursuing entrepreneurship, to explore and further their translational scientific research in a supportive community environment.
- Support these early-stage participants as they develop their ideas such that they may be more prepared to enter later-stage opportunities such as those at UC Berkeley (for example SkyDeck and the Bakar BioEngenuity Hub) and beyond, if desired.
- Enable the translation of genomics and biotechnology research into impactful solutions, including, if applicable, the pursuit of commercial applications.
- Provide financial, scientific, and educational support to participants and build a lively community of scientists, advisors, mentors, and entrepreneurs.

### Program Highlights

The WIES program is split into two phases:

**Phase I:** A cohort of up to four Fellows will be selected through an application process (application, reviews, interviews) for a 12-month appointment. The Fellows will either be appointed a postdoctoral fellowship (Postdoctoral Fellow) or, if current UCB faculty, will receive funding support (Faculty Fellow). Each participant will receive approximately \$150,000 worth of combined salary, benefits, programming, and scientific supplies to support their scientific research, and will engage in a variety of exciting learning opportunities and networking events. Each Fellow will be assigned mentors and advisors who can provide guidance on scientific and business practices by meeting with them on a regular basis throughout the first year.

**Phase II:** At the end of Phase I, up to two Fellows are expected to be selected as WIES Entrepreneurs and may receive \$1,000,000 directly from a third-party funder to support their private entrepreneurial activities. WIES Entrepreneurs will continue to receive mentorship for an additional 18 months and are also expected to participate in advising the WIES next cohort.

### Program Details

Applicants will submit a proposal and provide a short video. Semi-finalists will be asked to attend one or more follow-up interviews with the WIES selection advisory committee. Final

decisions on selected Fellows for Phase I will be made by UC faculty and staff serving on the WIES selection advisory committee.

**Selection criteria for Phase I (in no particular order):**

- Commitment to promoting gender equity in the field of biotechnology.
- Alignment of the proposed project/business idea with the IGI's mission.
- Strength of proposal with respect to scientific principles and unmet need, likelihood of product solution and success, market and societal impact. Milestones and deliverables to be achieved during Phase I will also be considered.
- Strength of entrepreneur and any team members.

## **PHASE I**

### **Fellow participant information**

- Must hold a Ph.D. in a relevant field. Postdoctoral Fellows cannot have more than four years of postdoctoral experience.
- Must be eligible to work in the United States.
- Must be eligible for a postdoctoral position or be a current UCB faculty member.
- If applying for the Postdoctoral Fellow position, the candidate cannot have previously been in a tenured or tenure-track position.
- All participants in Phase I will become UCB employees or maintain their existing UCB employment, subject to UCB patent and other applicable Intellectual Property policies.
- Must reside in or have the ability to relocate to the San Francisco Bay Area to be able to participate in the program at the UC Berkeley campus.
- Postdoctoral Fellows will be provided with a faculty advisor; both Postdoctoral Fellows and Faculty Fellows will have scientific and entrepreneurial advisors.
- Will receive salary and benefits from UC Berkeley. Funds will be available for lab supplies, core facilities and other miscellaneous costs needed to support the participant.
- Must participate in mandatory WIES programs (as described below).
- Phase I Fellows will only be able to participate in the Phase I program for 12 months, there will be no ability to extend past 1 year.

### **Programming**

#### **Phase I Core Programming**

Our goal is to build a supportive and lively community of researchers who are committed to translational research with an interest in entrepreneurship, and to set our WIES Fellows up for

success. To achieve this aspiration, Fellows will be required to participate in educational and community building programming.

Participants will be required to:

- Meet with program advisors and mentors.
  - Meetings will take place at least once per month. Entrepreneurs will meet with science and business advisors and mentors (may be the same person if appropriate).
- Attend networking receptions
  - Receptions will take place at least five times over the course of Phase I. These may be associated with seminars and will allow entrepreneurs to meet speakers and build community/relationships within the WIES and the IGI.
- Attend NSF I-Corps
  - Week-long intensive program in association with Haas Business School teaching business fundamentals.
- Participate in a broad subject seminar series
  - Seminars will include speakers that will address scientific topics and entrepreneurs that will discuss their real world experiences and lessons learned while launching or steering their businesses in the marketplace.
- Participants must make good-faith efforts to attend all seminars and networking events but will be required to attend at least 50% of these events.
- Participants will give a seminar at the end of Phase I describing their project, progress, and milestones achieved during the initial first year period.

### **Supplemental Programing**

- StEP program with Haas Business School.
  - This is a 10-week program working on specific business topics.
- Special Workshops
  - Workshops will include expert talks on specific topics of interest to entrepreneurs including legal issues for new companies, intellectual property, venture capital, accounting, public relations and web design. These workshops may be held at the IGI or at other locations across the UCB campus.

At the end of Phase I, each Fellow must provide a written document describing their outcomes and progress in Phase I as well as their visions for Phase II, including business plans and relevant milestones. As described above, each Fellow will also give a seminar to the IGI community on their work and future plans.

## **PHASE II**

Up to two WIES Fellows will become WIES Entrepreneurs and be eligible for additional funding (Phase II). Phase II of the program is not directly affiliated with UCB, however participation in Phase I of the program as a Fellow is a required prerequisite for Phase II consideration.

- Non-Faculty Phase II WIES Entrepreneurs selected from WIES Postdoctoral Fellows should have their businesses incorporated or formed and will not be UCB employees. Faculty Fellows that are selected as WIES Entrepreneurs may found their company and can remain UC faculty provided all UCB procedures relating to Intellectual Property and Conflict of Interest are followed and all activities related to any company are performed outside UC employment.
- Phase II entrepreneurs are expected to receive direct funding from the third-party funder.
- WIES Entrepreneurs must identify and relocate to lab space outside of the IGI building.

Criteria for eligibility for Phase II are expected to include:

- WIES Entrepreneurs must have incorporated or formed a related business.
- WIES Entrepreneurs must outline a 1.5-year research and development plan. The plan must include strategies, milestones, and deliverables, and must also include specific strategies for promoting gender equity in their businesses.
- Phase I progress as a Fellow will be evaluated for success and achievements against Phase I milestones and program requirements, including good-faith efforts to incorporate material feedback from program advisors.

## **Program Funding**

### **Phase I Program Funding**

Phase I Fellows will be funded either as a UCB postdoc or as a UCB faculty member as follows: Fellows will receive \$150,000 worth of funding from UC Berkeley to support salary, benefits, lab supplies, access to special core facilities, and bench, meeting, and office space. Salary will be \$75,000 for Phase I Postdoctoral Fellows with benefits provided.

### **Phase II Program Funding**

Phase II WIES Entrepreneurs are expected to receive up to \$1,000,000 directly from the third-party funder. Selection of Phase II funding recipients will be recommended by the WIES selection advisory committee but ultimately will be at the discretion of the third-party funder. Payments to Phase II WIES Entrepreneurs by the third-party funder are expected to be made on terms and conditions agreed upon by and between the participant and third-party funder, and without the involvement of UC Berkeley.

## Selection committee, mentors, and advisory board

The WIES selection advisory committee, mentors, and advisors will be drawn from UC faculty and staff, as well as non-UC individuals. Final selection of WIES Fellows for Phase I will be done by UCB employees and staff based upon recommendations from the selection advisory committee where the process will be managed by the Executive Director of the IGI. UCB and non-UCB scientific/business selection advisory board members may be invited to participate in the WIES selection advisory committee review and may provide guidance to participants during the course of the program.

## Participant Benefits & Support

WIES program participants will be provided with:

- Office space
- Wet lab space
- Individual advising (scientific, business)
- Networking receptions (four during Phase I)
- Special topic lectures (legal, HR, Business, IP, VC)
- Access to StEP program
- Access to NSF I-Corps program
- Access to Entrepreneurial events on the UC Berkeley campus
- Initial Patent costs\*

\*Patent costs must be paid back to UC if the participant's company licenses any of their new IP at the conclusion of Phase I.

Annual support for Postdoctoral Fellows, Phase I	
Salary	\$75,000**
Benefits	\$20,000**
Supplies, facilities	\$60,000
Total value	\$150,000

\*\*Estimate. Final salary and benefit costs are determined by UCB at time of hire according to Regents hiring guidelines.

Annual support for Faculty Fellows, Phase I	
Grant	\$150,000***

\*\*\* Faculty grants may be used at the discretion of the awardee according to UCB policies.

### Facilities for the Program

- Office space for Phase I and Phase II participants will be in a new office suite set up specifically for WIES Fellows. The office space will contain individual office space, conference rooms, and private telephone booths. Phase I Fellows will receive the office space at no cost. Phase II participants must pay fair market value for use of the office space and other program services.
- A new laboratory space is being remodeled for use by Phase I Fellows that require wet laboratory facilities. This space is a self-contained laboratory space in the IGI building on UC Berkeley's campus. The space is expected to contain basic laboratory equipment such as refrigerators, -80 freezers, tissue culture hoods, and incubators as well as write-up desks and common areas. Phase I Fellows may also access shared equipment within the IGI building ([complete list here](#)) such as plate readers, lyophilizers, fume hoods, ultracentrifuges, and growth chambers as available. At the end of Phase I, Fellows must vacate the WIES laboratory facility. Postdoctoral Fellows will not have the opportunity to extend their postdoctoral position in the program.

### Timeline for Application to Program

- February 15, 2022: RFA Opening date for Proposal submission.
- April 1, 2022: Applications received by this date will receive priority for consideration. Closing date will remain open until a sufficient number of applications are received.
- By June 1, 2022: Selected WIES Fellows announced
- September 1, 2022: WIES Fellow move-in date