



2023-2024

HS Chau

**Women in
Enterprising
Science Program**

at the Innovative Genomics Institute

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.

The IGI is working toward a world where revolutionary biotechnology is routinely applied to treat genetic diseases, enable sustainable agriculture, and help mitigate the impacts of climate change. Translating scientific breakthroughs into real-world solutions that are accessible and affordable is central to the IGI's mission, and the IGI seeks to support and guide nascent entrepreneurs who align with the IGI's mission.

Specific Aims

The WIES program is intended to:

- Promote gender equity in science and translational research.
- Encourage individuals from a variety of backgrounds, including those who may not have considered becoming entrepreneurs, early-stage entrepreneurs, faculty, and those who may have faced barriers to pursuing entrepreneurship, to explore and/or further their translational scientific research in a supportive community environment.
- Provide personalized support to 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 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 the 12-month program. Depending on the career stage, Fellows will be appointed to a staff researcher position or, if current UC faculty, will receive funding support (Faculty Fellow).

Regardless of what fellowship track they qualify for, each participant will receive approximately \$150,000 worth of combined salary, benefits, and scientific supplies to support their scientific research. The WIES program will also provide Fellows with in-kind programming support and benefits, including lab, desk, and meeting space at the IGI, entrepreneur programming, and various exciting learning opportunities and networking events. In addition, each Fellow will be assigned mentors and advisors who can provide guidance on scientific and business practices by meeting with them regularly throughout the first year. This additional in-kind programming support can be valued at up to \$100,000.

Phase II: At the end of Phase I, up to two Fellows are expected to be selected as WIES Entrepreneurs and may receive up to \$1,000,000 non-dilutive funding 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 next WIES Fellow cohort.



PHASE I

Application Details

Applicants will submit an application and project proposal and provide a short video. Semi-finalists will be asked to attend one or more follow-up interviews with the WIES selection committee. Full details on how to apply can be found on the IGI website. Final decisions on selected Fellows for Phase I will be made by UC faculty and staff on the WIES selection 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, the likelihood of product solution and success, and market and societal impact. Milestones and deliverables to be achieved during Phase I will also be considered.
- Strength of entrepreneur and any team members.

Fellow participant information

- Must be eligible to work in the United States for the fellowship duration.
- All assistant researcher participants in Phase I will become UCB employees or maintain their current UCB employment, subject to UCB patent and other applicable Intellectual Property policies.
- Faculty Fellows will remain employees of their home institutes but must participate in person in programming events on the UCB campus.
- Must reside in or have the ability to attend in-person program events (at least monthly) on the UC Berkeley campus.
- All fellow categories will have scientific and entrepreneurial advisors.
- Assistant researcher fellows will receive salary and benefits from UC Berkeley. Funds will also be available for lab supplies, use of core facilities, and other miscellaneous costs needed to support the participant.
- Must participate in mandatory WIES programs (as described below).
- Applicants cannot simultaneously be recipients of a grant from another UC

Berkeley entrepreneurial program (e.g., Bakar Fellow, Curci Fellow, etc.).

- Phase I Fellows will only be able to participate in the Phase I program for 12 months. There will be no ability to extend the position for an additional year.

Phase I Core Programming

Our goal is to build a supportive and lively community of researchers committed to translational research with an interest in entrepreneurship and to set our WIES Fellows up for success. We require Fellows to participate in educational and community-building programming to achieve this aspiration.

Participants will be required to:

- Meet with program advisors and mentors - Meetings will occur at least once per month. Entrepreneurs will meet with science and business advisors and mentors (may be the same person if appropriate).
- Attend networking events - Receptions will occur at least five times throughout Phase I. These may be associated with seminars and allow entrepreneurs to meet speakers and build community/relationships within the WIES and the IGI.
- Attend NSF I-Corps - A week-long intensive program associated with Haas Business School teaching business fundamentals.
- Participate in a broad subject seminar series - Seminars will include speakers addressing scientific topics and entrepreneurs discussing 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.
- Participants will work with WIES staff to develop an investment 'white paper' to help fellows build the foundation for their venture- from business development to technical overview. This document can be used by the Fellows as an initial mental model for discussions with potential investors, partners, co-founders, and more.

Phase 1 Supplemental Programming

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, and public relations. These workshops may be held at the IGI or other locations.

UCSF-Stanford CERSI Immersion Course in Drug Discovery, Development, and Regulation.

Form + Fund course at UC Berkeley law school - teaches the core legal, financial, and organizational aspects of starting and scaling a venture-backed business.

StEP program with Haas Business School.

At the end of Phase I, each Fellow must provide a written document describing their outcomes and progress in Phase I and 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.

Selection committee, mentors, and advisory board

The WIES selection committee, mentors, and advisors will be drawn from UC faculty, staff, and non-UC individuals. The final selection of WIES Fellows for Phase I will be done by UCB employees and staff based upon recommendations from the selection 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 committee review and may provide guidance to participants during the course of the program.

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 prerequisite for Phase II consideration.

Non-Faculty Phase II WIES Entrepreneurs selected from WIES Fellows should have their businesses incorporated or formed and will not be UCB employees. Faculty Fellows selected as WIES Entrepreneurs may found their company and 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 of UC employment.

Phase II WIES Entrepreneurs are expected to receive direct funding from the third-party funder.

WIES Entrepreneurs must identify and relocate to lab space outside 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, deliverables, and 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 an assistant researcher or a UC faculty member. Fellows will receive \$150,000 annual support from UC Berkeley to support salary, benefits, lab supplies, and research costs. Please see the Participant Benefit and Support section below for further details.

Phase II Program Funding

Phase II WIES Entrepreneurs are expected to receive up to \$1,000,000 non-dilutive funding directly from the third-party funder. The WIES selection committee will recommend Phase II funding recipients to the funder, but the decision will ultimately be at the third-party funder's discretion. 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.

Phase I Participant Benefits & Support

Each participant will receive approximately \$150,000 in support, based on whether the participant is a Faculty Fellow or Assistant Researcher. See below for details.

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

* Faculty grants may be used at the awardee's discretion according to UC policies.

Annual non-programmatic support for Assistant Researchers, Phase I	
Salary	\$75,000**
Benefits	\$20,000**
Research Funds	\$55,000***
Total value	\$150,000

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

*** Research Funds are estimates. The funds can be used to support research and startup costs at the discretion of the fellows, according to UC policies.



All WIES program participants are also provided additional in-kind programming support and services based on their custom research needs. These include lab spaces, services, materials, equipment, and staff support at no cost to the participant and do not come from the fellow's project budget outlined above. Below is an example of the in-kind programming value that previous fellows received.

In-kind Annual Programming Support & Services Estimated Value	
Wet lab space	\$24000
Wet lab equipment & supplies	\$5000
Office Space	\$4800
IGI Individual advising/coaching	\$9600
In-house workshops	\$2500
Networking and events	\$1000
IGI Staff support (Lab manager, Program manager & Entrepreneur advisor)	\$24,000
On-campus programming	\$4500
Initial Patent costs*	\$6500
Promotion/Publicity	\$15,000
Total value	\$96,900**

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 contains individual office space, conference rooms, and private telephone booths. Phase I Fellows receive the office facilities at no cost. However, Phase II participants must pay fair market value for the use of the office space and other program services.
- A new laboratory space has been built for use by Phase I Fellows that require wet laboratory facilities. This self-contained laboratory space is in the IGI building on UC Berkeley's campus. It contains basic laboratory equipment such as refrigerators, -80 freezers, tissue culture hoods, incubators, 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. At the end of Phase I, Fellows must vacate the WIES laboratory facility. Assistant Researcher Fellows will not have the opportunity to extend their positions in the program.

Timeline for Application to Program

- February 5, 2023: RFA Opening date for Proposal submission.
- April 1, 2023: Applications received by this date will receive priority for consideration. The closing date will remain open until a sufficient number of applications are received.
- By June 1, 2023: Selected WIES Fellows announced
- September 1, 2023: WIES Fellow move-in date



