



Committee Meeting Summary

Scientist Mentoring & Diversity Program for Medical Technology (SMDP MedTech)

Outreach & Planning Committee

Conference Call

Wednesday, April 13, 2016

2:00PM Eastern / 11:00 AM Pacific

Conference Line: 712 775-7100

Access Code: 1071934#

The following Committee members were in attendance:

- **Mark Brager, AdvaMed**
- **Fernando Cruz-Guilloty, Ph.D., Immucor**
- **Todd Fonseca, Medtronic**
- **Elisabeth Freeman, ICPD**
- **Orlando Guillory, Edwards Life Sciences**
- **Donielle Johnson, Phillips**
- **Drew Jones, MD, MPH, MBA, Baxter**
- **Erin Leahy, AdvaMed**
- **Scott May, ICPD**
- **Roberto Monseratte, Amgen Manufacturing Limited**
- **Angela Reeves, Ph.D., Abbott**
- **Dustielyn Savage, ICPD**
- **Margaret Zachman, Medtronic**

Welcome remarks & introductions:

Scott May welcomed everyone to the call for the Outreach & Planning Committee for the Scientist Mentoring and Diversity Program for Medical Technology (SMPD MedTech). Scott directed the members to where they could find the agenda and supporting documents for the meeting on the website, www.icpdprograms.org. Select Committees from the "Select the ICPD site" pull-down box at the top right-side page. Scott then invited everyone on the call to introduce themselves. Scott reviewed the agenda for the meeting.

Update on new program MIDL:

Scott gave an update on our first Workshop for the new Modules for Innovative & Diverse Leaders, (MIDL). The first meeting took place April 4th in Philadelphia. The second one will be held October 3rd in San Diego. The program targets middle managers. This is a diversity initiative. Participants have 5 years of experience in industry, academia, clinical settings, or government. The industry focus is broader than the other programs ICPD. It targets the pharmaceutical, medical technology and consumer healthcare industries.

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The program prepares candidates to become Executive Leaders. The mentor ratio is not one to one as it is in SMDP. Rather the senior industry executives serve as coaches and work with all of the candidates. Scott directed the committee to the MIDL microsite <http://www.leadermodules.org/> for additional information.

Elisabeth added that launching MIDL was a major milestone for ICPD. We have been building a pipeline with SMDP for 16 years and this program helps take those candidates to the next level. Candidates work with modules to help them refine their management skills. Elisabeth gave an overview of the workshop day and some of the topics that were discussed. She explained this was a pilot program but that we have had such positive feedback already that we will definitely be holding another one in October.

Fernando was one of the MIDL candidates and he shared that for being a pilot program everything ran so smoothly and that the candidates as well as the coaches were inspiring. Scott also mentioned that not all program participants were SMDP alumni.

Current Programming:

- Webinar Topics
Scott informed the committee that for the next SMDP MedTech committee call, ICPD will invite SMDP alumni to discuss their careers. There are four other webinars scheduled for the rest of the year. Scott directed everyone to the list of webinar topics under the committee's documents management page. He invited the committee to review the other topics and let ICPD know if they would like to participate in any of the webinars.
- End of Year Reunion Call
Scott informed the committee that we have set our SMDP MedTech reunion call for November 15th. This call is for the Scholars who participated in SMDP MedTech in October 2015. The Scholars will report on their progress.

2016 SMDP MedTech Training Session: October 15-19 in Minneapolis

- Scholar Recruitment
Scott directed the committee to where they can find the 2016 SMDP Biotech application and microsite online (<http://www.smdpmedtech.org/>), and then select the "Disciplines" link, to get a better sense of the academic backgrounds desired for prospective Scholars. Elisabeth asked the committee to give any input they may have for university contacts. The deadline for students to apply for SMDP MedTech is August 1.
- Mentor Recruitment
Scott directed everyone to smdpbiotech.org where they can download the "call for mentors."



- Program Agenda, Venues, Speakers

Elisabeth asked the committee to review the draft agenda on the committee page of the main ICPD website. The program begins on Saturday, October 15 with the Celebration of Mentoring & Diversity reception. The opening event is not only for the scholars and mentors, but local stakeholders and AdvaMed attendees who have an interest in diversity in technical fields. This is a wonderful kickoff to the training sessions.

Elisabeth then covered some of the topics that are taught during the SMDP MedTech Training Session. She guided the committee to the list of speaker needs on the committee section of the ICPD website. She highlighted the need for a keynote speaker at the Saturday reception. Sunday we need a few talent acquisition staff and someone to discuss social media. We also need a few speakers for the career choices panel. Donielle said she could email names and contact information for panel speakers.

Mark suggested ICPD develop a media pitch about scholars (past and present) from Minnesota or Minnesota universities.

- Ground Transportation

Scott asked the committee about ground transportation. We will be transporting the SMDP Scholars each day from the host hotel downtown to St. Jude Medical for the SMDP MedTech Training Session and to Medtronic (tentative) for a site visit. Scott asked the committee if we should also provide transportation for the mentors, even though some of them will not be staying at the host hotel where the SMDP MedTech Scholars will be accommodated. The committee suggested that the Mentors should be able to ride with the scholars.

- Site Visits

Scott mentioned to Margaret and Todd that we would like to have a site visit at Medtronic on Monday afternoon. We need help identifying a venue for an informal dinner Sunday night. Donielle has some ideas she will share with Dustie.

- Celebration of Mentoring & Diversity Reception

Scott requested the committee help with identifying a keynote speaker for the reception.

- Scholar Activities During AdvaMed 2016: The MedTech Conference

ICPD arranges for "pop-up meetings" for the Scholars with senior executives from the sponsor companies during AdvaMed: *The MedTech Conference*. This is an opportunity for Senior Executives who can't attend our training session to meet the scholars. It is an informal quick meeting that takes place during AdvaMed: The MedTech Conference and gives the Scholars an opportunity to learn more about the sponsor companies.



Scott requested committee members work with him to identify executives at their companies for pop up meetings.

Partnership Support:

- Support for Talent Acquisition Staff
Scott reminded everyone that talent acquisition staff can have access to the SMDP portal. ICPD welcomes the opportunity to give a tutorial to anyone interested.
- Development & Sponsorship
Scott reported that ICPD is on track to have 25 scholars participate in the upcoming SMDP MedTech Training Session. A total of 19 scholars participated in the 2015-2016 program.

Other/Action Items:

- Committee members should:
 - Contact Scott if they would like to work with ICPD to present a webinar featuring their company
 - Provide ICPD with university contacts for prospective Scholars and share student recruitment materials with university relations colleagues
 - Email speaker ideas for the training program to ICPD
- ICPD will:
 - Expand targeted recruitment to students at universities in Minnesota
 - Work with AdvaMed to develop a media pitch about scholars (past and present) from Minnesota or Minnesota universities
 - Follow-up with Donielle on Sunday dinner venues and speaker ideas

Scott thanked everyone for their time and participation on the SMDP MedTech O&P committee.