



Committee Meeting Summary

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

Conference Call

Wednesday, April 5, 2017
2:00PM Eastern / 11:00 AM Pacific
Conference Line: 712 775-7100
Access Code: 1071934#

The following Committee members were in attendance:

- Orlando Guillory, Edwards Life Sciences
- Scott May, ICPD
- Walter Offiah, Janssen Pharmaceuticals Companies
- Angela Reeves, Abbott
- Dustielyn Savage, ICPD
- Margaret Zachman, Medtronic

Welcome remarks & introductions:

Scott May invited everyone on the call to introduce themselves. Scott May welcomed everyone to the Outreach & Planning Committee Call for the Scientist Mentoring and Diversity Program for Medical Technology (SMDP 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 an ICPD Site" drop-down box at the top right-side of the page). Scott reviewed the agenda for the meeting.

Current Programming:

- Webinar Dates & Topics
Scott explained that the webinar schedule is underway. The next webinar is scheduled for April 18th and is a spotlight on Johnson & Johnson Consumer Healthcare. We anticipate all 6 of their 2016 mentors to speak at the event. He noted they had mentors in both the SMDP Biotech and SMDP MedTech programs. That will be followed by a break during the months of our Biotech, MedTech and MIDL programs. The webinars will resume on October 10th with a webinar on resumes with Lauren Celano. We have an opening for the December 12 webinar. He asked the committee members to email him if their company would like to present at that event.
- February 8 reunion call with 2015 "San Diego" cohort. Call notes are posted on the committee management page
Scott reminded the members that the reunion call was very well attended. We asked them "What is a day in the life like" and "What are the challenges they face". We do have the call notes finished and will have them posted soon and would like to review them during the next committee meeting.
- Virtual support for the SMDP Scholars - How to post job opportunities with SMDP Scholars and Alumni (post directly, email to jobs@icpdprograms.org); How to contact Scholars; Reminders to keep profiles up-to-date



Scott talked about the new portal. He mentioned that all scholars profiles are on the portal and we have asked the Scholars to update them. The job posting tool has gone live and there are already a dozen jobs posted. One enhancement that is coming in a week will be a weekly summary that will be sent out via email with any activity on the portal. Portal members can also use the portal reach out to individual scholars. Scott offered a sidebar orientation to show the new features of the portal for anyone that needs it.

- Scholar Updates

Dustie shared that Anna Molina is working at Eli Lilly. Lianette Rivera was offered a leadership rotational position at Northrop Grumman. Scott added Richard Besingi was hired as a Sr. Scientist at Johnson & Johnson Consumer Healthcare as well and Catalina Mogollon was hired as a Scientist at Baxter.

- Discussion item – how to engage current and former Scholar at companies. Discussion lead by Walter Offiahm HR Director, Janssen Pharmaceuticals/J&J

Scott explained that the majority of the agenda today would be spent on how best to engage the scholars at the sponsorship companies. That can range from a site visit or an internship to full-time employment or contract positions. Scott invited Walter Offiahm, Janssen Pharmaceuticals Companies, to share their successes with engaging Scholars.

Walter thanked Elisabeth, Scott and Dustie for their partnership in what he calls a “journey” and evolution for and ICPD. One of the things they’ve done over the past four years is a pivot in their approach related to engaging the scholars. While they originally would identify R&D colleagues to be mentors, they didn’t have a very structured approach on how they would conduct mentoring, what the criteris would be for identifying mentors and what would be the strategy for engaging the scholars and helping them better understand the J&J organization. Thus, they decided to host annual “Open Houses” at their Springhouse (pharmaceuticals) and Skillman (consumer healthcare) R&D centers. These two-day experiences allow the Scholars to better understand J&J. During the Open House the Scholars spend a day at the Pharma site and a day at the Consumer site. The students get to explain their research to J&J R&D staff at poster sessions and J&J researchers provide presentations about their scientific research. The open house also allows the mentors to better engage with the Scholars on a one-to-one basis. Talent acquisition staff also meet with the Scholars to explore employment opportunities.

Another strategy is to host Scholars for a site tour or the SMDP training program when SMDP and the BIO International Convention are located near a J&J site. This gives the student a more realistic view of industry. This helps the students decide if industry is where they want to direct their careers.

J&J has realized these two approaches allow their employees to become much better acquainted with and allows the scholars to learn more about J&J. These approaches have equated into strategic hires as well. They have been able to hire ver 20 scholars from SMDP over the last four years.

Scott if the 20 scholars who they have hired are mostly full time employees. Walter responded that they look at a variety of options, depending on the background of the scholars. Since some Scholars are about to finish or have finished their post doc, then those are hired full-time as scientists. Other scholars have just finished their PhD and don’t want to go to the lab, and those scholars can be a a good fit for their fellowship program.



The J&J fellowship program is rotational in includes working in regulatory and medical affairs. After two years in the rotational program, J&J staff are able to assess the progress of the scholars and then determine the most suitable full-time positions. They also have offered some of the Scholars internships. This is usually done for scholars who have their Masters degree but maybe haven't yet begun their PhD.

Scott asked Walter to speak towards what extent is decision to engage Scholars based on the input of talent acquisition and HR versus the hiring managers.. Walter said in regards to their talent acquisition strategy they have put together a "pod" approach. There is a HR partner that supports the various R&D functions who partners with the recruiting partner and the hiring manager to understand the opportunities that exist. They then review the resumes and bios of the scholars to find the best fit. This approach allows them to strategically make the connections for the scholars. Regardless of this approach, all openings are also posted publically and any internal or external prospective candidates are eligible to apply.

Scott asked the committee member what their thoughts were on how best to engage the scholars at their companies and what ICPD could do to help. Orlando mentioned that his company participates in scientific professional meetings and ICPD should encourage their Scholars to do the same.. Scott mentioned that one of the sponsorship companies is having ICPD pull a list of scholars that are within 100 miles of their facility. Those scholars will be invited to participate in a breakfast session where they will hear from some of the senior leaders and then have a site tour. This is a lower cost and effort version of what Walter described. Scott also talked about having "pop-up" meetings at the BIO International Convention or The MedTech Conference as a way to expose the scholars to senior leaders at sponsor companies.

Walter added that sometimes cost and time is a constraint. So he recommended using technologies such as Skype to have facilitated conversations about what the scholars are doing and what science the company is engaged in. WebEx and Skype are also effective for engaging group of Scholars around a scientific discussion.

Scott thanked Walter for sharing what they have done at Janssen.

- Update on Scholar profiles and Career Paths project

Scott mentioned that we have been working on refining the profiles of the scholars that we seek to recruit for SMDP MedTEch. During the last call the feedback that we received was that we need to look at Jr and Sr level students who are working on their baccalaureate degrees in engineering disciplines. We have modified our materials and approaches accordingly. We have had offline meetings with members and continue to refine the ideal candidate profiles. Scott directed the committee to where they can find the Call for Applicants for SMDP MedTech on the icpd website.

We are also developing a document that articulates of the career paths that are available to the scholars in industry. We would like to discuss this on the May 17th call.



Planning the 2017 MedTech training session (September 23-27 in San Jose, CA)

- Scholar recruitment –The **application deadline is July 15.** Committee members requested to distribute the “Call for Applicants” to students and universities; Campus visits; Student information webinar 4/4/17 and additional sessions being scheduled.
We are in a very busy recruitment mode for prospective students. Scott encouraged the members to forward on the “Call for Applicants” to students or universities. The campus visits have been very successful. Some of the in-person visits have been to Boston University, Harvard, MIT, Brandeis, Howard University, Johns Hopkins University. Conference calls have been held with administrators at the University of Illinois Chicago and Northwestern University. In the coming weeks there will be in person visits at the University of Texas at Austin, the University of Texas at Arlington, Texas Christian University, MD Anderson, Baylor College of Medicine, Texas A&M University, the University of Southern California, and the University of California Irvine. Most of these meetings are oriented towards recruiting more Masters level and Undergraduate engineering students. ICPD also recently hosted an informational webinar for prospective students to learn about SMDP. This presentation will be posted on the ICPD website.
- Mentor recruitment – mentors should be selected by July 15, mentor orientation call scheduled for September 6 at 3pm EDT
Scott stated we have been busy firming up the sponsorship commitments from companies. He reminded the committee that they should have their mentors selected by July 15th.
- Site visit(s)
Last year’s training was hosted at the offices of St. Jude Medical (now Abbott). The scholars were able to tour St. Jude Medical while they were there. Medtronic hosted the Scholars at their site for a lunch meeting with some of their researchers and a site tour. Scott shared that these are a fabulous opportunities for the scholars learn more about industry.
- Program Agenda (see draft agenda on committee website), Venues, Speakers
Scott directed everyone the committee page on the ICPD website to see the draft agenda for the 2017 SMDP MedTech . Scott asked the committee for their assistance in recommending colleagues as speakers for any of the sessions.
- Update on The MedTech Conference
Postponed until May 17th call
- Activities during The MedTech Conference – “pop up” meetings innovation sessions
Scott mentioned again that these meetings are very exciting for the scholars to interact with Senior Executives who are attending the MedTech Conference.

Partner Support:

- 2017 sponsorship, sponsorship information on ICPD website
Scott stated we are still seeking additional sponsor support. Our goal is to have 30 sponsored scholars for this year’s program. Scott welcomed any introductions with potential sponsors.
- Training about new portal is available.
Scott informed the members that there is a standing invitation to give a demonstration of the new portal to anyone that may need it.



2017 Outreach & Planning Committee meeting schedule – Use of webinar platform for calls; Evaluation discussion during May 17 call

We will share evaluations from the Minneapolis program on the next call.

Update on new program “Modules for Innovative and Diverse Leaders” (MIDL) –MIDL workshop in Philadelphia October 2

The MIDL program is well underway with its virtual component. Scott reminded the committee that the MIDL program is for ethnically diverse people who have 5-10 years experience working in industry, academia, clinical settings or the government. It is a program to help develop senior executives in industry. Thus far in 2017 ICPD has presented 3 out of the 8 planned MIDL webinars. The May webinar will be “Communication” and the lead for faculty for that module is Seema Kumar, Vice President, Innovation, Global Health and Science Policy Communication, J&J. Richard Murray, Vice President and Deputy Chief Medical Officer, Merck, was the lead faculty for the April webinar, “Decision Making for Leaders.”

Scientist Mentoring and Diversity Program for Biotechnology will be June 17-21 in San Diego, CA

Other/Action Items

- Recap the conversations about engaging scholars
- Follow up discussion on how to post jobs
- Recap of reunion call

Scott thanked the committee members for their ongoing support for SMDP MedTech. Scott reminded the committee the next call is on May 17th.