



Committee Meeting Summary

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

Conference Call

Wednesday, July 12, 2017

2:00PM Eastern / 11:00 AM Pacific

Conference Line: 712 775-7100

Access Code: 1071934#

The following Committee members were in attendance:

- Elisabeth Freeman, ICPD
- Orlando Guillory, Edwards Life Sciences
- Erin Leahy, The MedTech Conference
- Scott May, ICPD
- Roberto Monserrate, Amgen Manufacturing Limited
- Angela Reeves, Abbott
- Dustielyn Savage, ICPD
- Laurie Trousil, Abbott
- 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 and topics – The remaining 2017 SMDP webinars are: Date to be set for next webinar: **Spotlight on Johnson & Johnson Consumer Healthcare; October 10th: Resumes with Lauren Celano, CEO of Propel Careers; December 12th: TBD**

Scott stated we offer webinars not only for the current cohort but also the alumni of SMDP MedTech and SMDP Biotech. The October 10th webinar will feature Lauren Celano speaking on both traditional and virtual resumes. The May webinar with Johnson & Johnson Consumer Healthcare has been postponed. We are looking at a time in the fall. Scott invited any of the members who may be interested in hosting the December 12th webinar to contact him directly. He explained that the two elements that are usually discussed are the research and development aspect of the company and then a topic that is career oriented from the human resources and management oriented areas.

- February 8 reunion call with 2015 "Chicago" co-hort. Review call notes posted on icpdprograms.org

Scott reminded the committee we had a reunion call for the 2015 Chicago cohort. This was the first reunion call that ICPD had done for SMDP MedTech. He explained that having a conference call is more cost effective than flying everyone back to one location.



ICPD is in frequent contact with the scholars individually but we wanted to bring the group back together virtually after the program has been completed. Scott asked Elisabeth to expand on this topic. Elisabeth stated it was a great platform for the scholars to reconnect. She shared it was exciting hearing where the scholars were in their career paths. Some scholars have transitioned into positions in industry, some were looking for jobs. The notes from the call will be posted on the committee page soon. Based on the success of the call we have now made it a "tradition".

- Reunion call for 2016 Minneapolis cohort scheduled for November 2 at 10am PST
The reunion call for the 2016 Minneapolis cohort will be on November 2nd. These calls will be for scholars only to allow for a candid input from the group. Virtual support for the SMDP Scholars – email addresses now visible; ICPD will solicit more job opportunities from sponsors and mentors (post job opportunities directly on portal or email them to jobs@icpdprograms.org); Back-program photos being added; Enhanced search; Status of weekly summary email

Scott reminded the committee members that a new version of the portal was rolled out earlier this year and we still consider it a beta version and are constantly enhancing the site. Scott highlighted a few of the new features. The email addresses are now visible on everyone's profile, there is a message feature on each profile so you can directly contact someone in real time, the job board has been very successful. Scott thanked the members that have forwarded opportunities. Any user can post a job opportunity on the board or members are also able to email the job to jobs@icpdprograms.org and an ICPD staff member will post it for them. Orlando asked if it would be helpful to have connections with LinkedIn. Elisabeth responded that as technology is changing a lot of companies are feeding their job opportunities to different websites. We are happy to explore getting feeds from companies and speak to talent acquisition staff about this subject. The final feature Scott mentioned was the weekly summary email that will be delivered to all portal members. This is still being developed.

- Update on Scholar Profiles and Career Paths project – Direct work on this to continue on this in San Jose
Scott explained that this project has been completed for SMDP MedTech with respect to the scholar profiles component of this project. Scott directed everyone to the main SMDP webpage where they can find the SMDP Call for Applicants. This is a one pager that can be shared with any potential students. On that one pager there is an area that describes "what is the ideal student and what degrees are suitable for the SMDP MedTech program". The career paths project still needs to be completed. We have proposed to pull aside some of the talent acquisition and HR staff while in San Jose to assist in creating a document that will show potential career paths within the MedTech industry.
- Scholar updates
Dustie provided updates on the following scholars: Sara Snell is an Associate Scientist at Cytovance Biologics, Catalina Mogollon is an Associate Research Scientist at Baxter International, Micaela Vargas is a Laboratory Director at Advanced Genomics and Shailise Ross just accepted a permanent position as Senior Regulatory Affairs Associate at Prothena Biosciences.



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

- Scholar recruitment –The application deadline is July 15. Campus visits; Student information webinars; Sponsors should nominate selection committee members by July 30; Scholar Orientation Conference call to be held September 6 at 2pm Eastern
We are in full swing on recruitment and are accepting applications until July 15th. We have also had a lot of personal and virtual campus visits all over the country. Scott informed the members that we conducted informational webinars for both specific universities and general open sessions for students around the US and Puerto Rico. Once the applications are closed, it will take a week or two to collect all the supporting information. Scott invited the committee members to volunteer to be a part of the selection committee. Elisabeth added that as the deadline is approaching, we would like committee members to help with the selection process. The selection committee will be able to logon to the portal and look at each applicant and their supporting documents. Committee members use a rubric to score each student. We would like to have the selection committee identified by the beginning of August. One or two folks from each sponsor company would be appreciated. An email with instructions will be sent to all selection committee members. We would like to notify all the scholars by August 23rd. Orlando volunteered to be on the selection committee.
- Mentor recruitment – Mentors deadline extended to August 15; Orientation conference call scheduled for September 6 at 2p Eastern; Discussion topic: how to engage all the Mentors with all the Scholars' Mentor Primer Mentor information on the website;
<http://smdp.icpdprograms.org/mentoring/>
Scott mentioned the selection of the Mentors is just as important as the scholars. He reminded everyone that the mentors are not required to stay as long as the scholars. At a minimum the Mentors would need to be with us for the opening reception on September 23rd, a full day of training on Sunday the 24th and a half day of training on Monday the 25th. The deadline for Mentors is August 15th. The Orientation call for mentors will be on September 6th at 2pm Eastern. We have left a discussion topic that we will continue to work on which is how to engage all the mentors with the scholars. Scott shared that during the SMDP Biotech program ICPD conducted a "break-out" session with the mentors. Elisabeth shared that it is often intimidating for the scholars to meet the mentors. Historically we have always done introductions and asked everyone to share one unique thing about themselves. During the last SMDP Biotech however we did a "speed networking" session. The scholars each had an individual question that they asked each mentor and they had an opportunity to interact one-on-one with each mentor. We plan to implement this during SMDP MedTech. We will also be implementing a quick breakout session for just the mentors. This is an opportunity for the mentors to connect with each other and share any ideas on how to maximize their availability to the scholars. Scott directed everyone to the mentor information page on the website.
- Site visit(s)
We are still up in the air on where we will have the actual training. We are engaged in conversations with a couple of sponsor companies. We are hoping to have news on that during the next week or so. Scott reminded everyone that last year St. Jude Medical hosted the SMDP MedTech program and it was a huge success. In addition to having the training session at one of the sponsor site, we are also looking to have a site visit at a second sponsor company on Monday afternoon. Scott encouraged the members to contact him if they would like to host a site visit.



- Program Agenda (see draft agenda on committee website), Venues, Speakers (topics that still need speakers)
Elisabeth reminded the members that the draft agenda is located on the committee page. That agenda still has a lot of "tbd". Saturday, September 23rd will kick off the program with the Celebration of Mentoring and Diversity reception. We are looking for a dynamic keynote speaker. Sunday will be a full day of training with their mentors. Participants will spend time with their mentors and learn about 1. The medical device industry; 2. Careers in industry; and 3. How to prepare for a successful career. She asked the committee to keep in mind this is a huge eye-opening experience for the scholars. Monday we will complete the training session. This is where they will really look at how they can get the most out of their network and how to pursue the job opportunities within industry. We will be asking the committee to think of people who can speak on the talent acquisition panel. Later that afternoon the scholars will be attending The MedTech Conference. There will be many activities for the scholars to network and learn about the medical device industry. They will attend The MedTech Conference until Wednesday the 27th. Elisabeth also asked the committee to look at the speaker needs page since we are actively looking for speakers. We look forward to have the agenda finalized by the next committee call. If we are able to identify a company within San Jose that could host, that would be beneficial for the scholars to see firsthand a company. There is also the need for a casual dinner location. Elisabeth invited the committee to send suggestions on venues to Dustie or Elisabeth.
- Update on The MedTech Conference
Erin directed everyone to the website for the conference which is www.themedtechconference.com. They confirmed Regina Dugan, Facebook, for the Innovation Keynote. A \$5000 prize will be given to the winner of a start-up company during a plenary competition and the winner is determined by an audience vote. They have confirmed Joe Montana to be a keynote speaker. They are close to determining the Lifetime Achievement winners. Erin reminded the committee that last year the scholars were able to meet up with the winners and have a quick pop up meeting. They would like to facilitate this again with the new winners. The welcome reception will be at the San Pedro Square Market. The after party is at Club Auto Sports which is a car lover's dream. A Journey cover band is in the mix for the Wednesday closing party.
- Activities during The MedTech Conference – "pop up" meetings innovation sessions
Scott reminded the committee that one of the highlights of the scholars attending the conference is being able to have a pop up meeting with Senior Executives who are attending the conference. Scott asked the committee to let him know if they would like to participate.

Partner Support:

- 2017 sponsorship, sponsorship information on ICPD website
Scott stated we have posted sponsorship information directly on the main ICPD website. He encouraged the members to look at that tab. We are on track to have 20 students sponsored.
- Support for talent acquisition staff at sponsor companies – portal training available
Scott reminded that ICPD will help train any talent acquisition staff on the portal.



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

Scott shared that the next MIDL workshop will be held on October 2nd in Philadelphia. Applications are now being accepted.

Update on recent Scientist Mentoring and Diversity Program for Biotechnology held June 17-21 in San Diego, CA. Next SMDP Biotech will begin held June 2-6, 2018 in Boston, MA

Scott shared that we had a very successful SMDP Biotech program. We are already looking ahead to the next program that will be held in Boston.

Hold the date: 2018 SMDP MedTech will begin September 22-26 in Philadelphia, PA

Other/Action Items

Scott thanked the committee members for their ongoing support for SMDP MedTech. Scott reminded the committee the next call is on September 6th at 2PM Eastern.