



Committee Meeting Summary

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

Outreach & Planning Committee

Conference Call

Wednesday, July 25, 2018

2:00PM Eastern / 11:00 AM Pacific

Conference Line: 712 775-7100

Access Code: 1071934#

The following Committee members were in attendance:

- Richard Besingi, Ph.D., J&J Consumer Healthcare
- Fernando Cruz-Guilloty, Ph.D., Amgen
- Todd Fonseca, Medtronic
- Elisabeth Freeman, ICPD
- Erin Leahy, AdvaMed
- Scott May, ICPD
- Dustielyn Savage, ICPD

Welcome remarks & introductions:

Scott May welcomed the committee members to the SMDP MedTech Outreach & Planning Committee meeting. Scott directed the committee members to locate the agenda and supporting documents for the meeting on the website www.icpdprograms.org, select "Committees" from the "Select an ICPD site" drop-down menu at the top right side of the page. Scott then invited the committee members to introduce themselves. Scott reviewed the agenda for the meeting.

Planning the 2018 SMDP MedTech Training Session (September 22-26, Philadelphia, PA)

- Incoming Scholar group – Number and description; orientation call, 2 pm edt, Sept 13
Scott shared that Dustie and her team did a great job getting. An outstanding pool of applicants representing a full range of universities from all across the United States and Puerto Rico will be attending. We are targeting 25 students and an additional 2 scholars that are make-up scholars from last year's San Jose program that weren't able to make it due to the hurricane in Puerto Rico. The orientation call for the scholars will be on September 13th at 2pm EDT. We are not able to provide more details at this time about the current cohort because the selection committee has not made final decisions. Elisabeth mentioned again her appreciation to Dustie and the two interns she work on outreach and recruitment. She hopes to share the new cohort within the next week.
- Incoming Mentors – Identification of 16 mentors pending; orientation call, 3pm edt, Sept 13
Scott stated that a number of the companies have finalized their mentors but we are still waiting to receive updates for half of the mentors. He assured the committee they will be firmed up in time for the September 13th orientation call at 3pm EDT.
- Program Agenda and Speakers
Elisabeth reminded the committee where they could find the early draft agenda on the committee page. This is the time when we get the speakers finalized and will be a time when ICPD reaches out to the members for suggestions.



One of the main needs is a keynote speaker for the opening night reception and possibly a MC. This year we would want to make sure we are representing areas that we don't have covered from the mentors in the room such as regulatory affairs. There will be a session on social media and resumes. Elisabeth will shared that everyone enjoyed the session which Todd Fonseca led and we are looking forward to having him back as a mentor again this year. Elisabeth mentioned that we will be kicking off the first day of training with a speed networking session.

- Celebration of Mentoring and Diversity Reception – Saturday, September 22, 6-9 pm, all welcome

Scott shared that we have a lot of alumni in the area and we expect to have a great turnout. Scott invited any committee members in the area to join us at the reception.

- Venues: training site will be J&J MD in Westchester, PA, site visit (possibly provided by EMD Millipore), hotel, informal dinner, reception

Dustie mentioned the hotel is Le Meridien conveniently located near the convention center. The casual dinner will be held at Ladder 15 that we have been to before. It is a former firehouse and the dinner will be held on the private 3rd floor. The reception venue is still being finalized. She will be able to announce it at the next meeting. Scott added that the training site will be at the J&J DePuy Synthes site in West Chester, PA. The scholars will be taking a bus to the site. Monday training will be held at Pennovation which is located downtown. We are looking for a site visit for Monday afternoon and EMD Millipore is trying to secure one of their manufacturing sites. It will be a chemical manufacturing site.

- Updates on MedTech Conference; discussion item – pop-up meetings recommendations

Scott asked Erin Leahy to provide an update. Erin shared that everything is coming together. There are about 90 plus sessions over the span on 3 days. Alex Gorsky, CEO of Johnson & Johnson and Joe Almeida from Baxter have just confirmed. She hopes to make the keynote announcement in the next week. There is a welcome reception that will be at the convention center, Tuesday will be a chairman's reception in exhibit hall, the Union Track will be the venue for the MedTech after party and Migillans ole ale house will be the venue on Wednesday evening for the closing reception. Scott asked Erin if they decided to have a CEO unplugged on diversity. Erin said she would reach out to Scott to discuss that. Scott reminded Erin to please keep in mind if they want to reserve tables for the SMDP Scholars. Scott added that we like to have pop up meetings during the conference. He is working on Carol Neubauer, CEO of B. Braun; Mike Mussallem, CEO of Edwards Life Sciences; and possibly Sheri Dodd, Vice President for MCMS and NDT, Medtronic.

Partner Support

- Firming up 2018 sponsorship; goal is to have 25 sponsored Scholars

Scott reiterated that we expect 25 scholars.

- Sponsorship page on www.icpdprograms.org

Scott reminded the committee members that there is a sponsorship page on the main ICPD website and encouraged the committee to share with colleagues that may be interested.

- Support for talent acquisition staff at sponsor companies – post job opportunities directly on portal or email them to jobs@icpdprograms.org; ICPD can run specialized reports; portal training available

Scott reminded the committee that we have been working with the sponsor companies to post jobs on the portal.



The feedback has been that the scholars have been applying for the posted positions. Scott thanked all of those involved with posting jobs. He added that we can do specialized reports as well as training on the portal.

Current programming:

- Webinar dates and topics
 - Recent Webinars – “Janssen R&D and Career Opportunities,: May 18, “Mentoring Portal”, July 24

The Janssen webinar featured Dash Dhanak, Global Head, Discovery Sciences, Janssen Pharmaceuticals, giving an overview on R&D work at Janssen. This was a “sold out” webinar. Dustie provided an update on the Mentoring Portal training webinar. It was well attended and a great forum for the scholars to ask questions. Dustie shared that she encouraged the scholars to stay involved and stay active on the portal. One scholar suggested a portal demonstration for new mentors or mentors that aren’t able to attend the training sessions.
 - Upcoming Webinars – “2017 SMDP Biotech (San Diego) Reunion Call,: September 13; October 19, December 14 – to be determined

Scott noted that we will have a reunion call for the 2017 Biotech cohort on September 13th. There are still two dates available for webinars for the remaining part of the year. October 19th and December 14th are the available dates. Scott mentioned we are flexible on the dates if anyone is interested but may need to adjust the date.
- Virtual support for the Scholars - Weekly “email summary”, ICPD can post news relevant to current and former scholars in the header of the email summary, but portal users are encouraged to also post in the “What’s on your mind”; back-program photos being added; presentation slides for training programs; post job opportunities directly on portal or email them to jobs@icpdprograms.org

Scott mentioned that everyone should be getting their weekly summary. There have been a lot of good comments and we have noticed it does increase traffic on the portal. Scott informed the committee members that we are able to add information to the header of the weekly summary. Jobs can be posted directly on the portal or at jobs@icpdprograms.org.
- Scholar updates

Scott congratulated Fernando Cruz Guilloty on his new job and invited Fernando to share his new position. Fernando thanked Scott and mentioned he is now a Sr. Scientist at Amgen in Thousand Oaks in the Clinical Biomarkers and Diagnostic Group. Dustie gave updates on the following scholars: Pedro Martinez from SMDP Biotech 2012 is a Scientist at Acceleron Pharma; Elisabeth Ndonsta from SMDP Biotech 2016 is an Associate Research Scientist at Aduro Biotech; Ashley Orillion from SMDP Biotech 2016 is a Post Doc Researcher at Janssen Pharmaceuticals; Ona Shemi from SMDP MedTech 2014 is a Senior Engineer at Dow Chemical Company and Anna Molina from SMDP MedTech 2015 is a Sr. Scientist at Lilly del Caribe. Richard added that Daphne Meza from SMDP MedTech 2016 has been promoted to Sr. Scientist at J&J Consumer Healthcare.
- Company Updates

Johnson and Johnson will be hosting their open house for the 7th year. This is for the Pharmaceutical and Consumer Healthcare sectors. They invite about 20 scholars from SMDP MedTech and SMDP Biotech. This will be starting at Janssen Pharmaceuticals in Springhouse, PA, on the Thursday following the 2018 SMDP MedTech program. On Friday they will spend the day at J&J Consumer Healthcare in Skillman, New Jersey. This is not an event ICPD puts on, rather it is hosted completely by J&J.



- Scholars & Mentors
Scott share Amgen has set up a system so any SMDP scholar that applies for a job through their career portal can now identify themselves as a part of the SMDP program and the system will notify the hiring manager.
- Diversity and inclusion activities
Todd Fonseca shared that he is on the African American network team at Medtronic and one of their pilot programs is called BEAM (Black Engineers at Medtronic). They are working in three areas: 1. recruitment, engagement and development. He has partnered with both national and local NSBE chapters. Scott shared that Dustie is working on connecting with NSBE through the universities. Todd stated he would share contacts from the National NSBE level with ICPD.

Highlights from 2018 Scientist Mentoring and Diversity for Biotechnology, June 2-6, Boston MA

Scott directed everyone to the ICPD website where the committee members could see the current cohort under "scholars". They are about 70% female, and 60% African American. We were hosted at Amgen's Cambridge site on Sunday and Monday. Dustie put together a fabulous opening reception on Saturday evening at the MIT Museum. Elisabeth added that it was a great program. She feels every year it gets better and better. The mentors were outstanding as well. There was a great support from alumni in the program. They attended the reception, some were minor mentors and we had about 8 of them on the alumni panel.

Planning the 2019 SMDP training sessions

- HOLD THE DATES – SMDP Biotech, June 1-5, Philadelphia, PA and SMDP MedTech, September 21-25, Boston, MA
Scott mentioned SMDP Biotech will be June 1-5 in Philadelphia and SMDP MedTech will be September 21-25 in Boston.
- Scholar recruitment – one registration deadline, April 1, 2019, and registration for both SMDP Biotech and SMDP MedTech will open in early September
Scott informed the committee that we will be making some significant changes moving forward. We will be recruiting for both SMDP Biotech AND SMDP MedTech at the same time and have one application deadline. It will be April 1, 2019. We are looking forward to a unified marketing approach to recruiting.
- Discussion item – how to get partner/sponsor commitments earlier
For SMDP MedTEch, moving the deadline to April 1st will mean that we need have our sponsorships commitment earlier. When we close the applications in April we will need to know how many scholarships we are awarding. We will discuss this at the next meeting.

Update on Gallus program

Elisabeth reminded the members that during the Biotech training session that we announced the new format for the Gallus Member Portal. The former program was called MIDL (Modules for Innovative and Diverse Leaders), our new brand for this is GALLUS. This is a program to increase diversity at the most senior levels of industry. Elisabeth directed everyone to the committee page where they could find the Gallus Postcard. She mentioned that the post card was revealed and shared in June at SMDP Biotech and that we will be bringing it to SMDP MedTech. We are excited to highlight the benefits of the Gallus community. It is a very diverse community who will come from Biotech, Pharma, Medical Technology and Consumer Healthcare industries. It's about connecting people and brining up the next generation of senior leaders. There is a lot of buzz about diversity at the senior level within the industry. The program seemed to be well received. It provides the ability to advance careers for middle career people in industry, academia, the public sector and clinical settings.



Participants gain recognition for achievements, get access to resources, and have greater opportunities to network. The current MIDL participants will transition to the Gallus Portal. The program itself can be accessed from the main ICPD website. Elisabeth will go into more detail on the features during the next call. She also pointed out the value proposition document on the committee page that highlights the benefits to companies for partnering with Gallus. Scott asked the committee to take a look at the two materials. Elisabeth asked for feedback. Scott thanked Todd for his help with Gallus.

Other & Action Items:

- How do we involve start-up companies in the Medical Device and Medical Technology sector in SMDP? Fernando stated that at the next meeting he will have some ideas to share on this topic.

Scott thanked the committee for their ongoing participation and support. He reminded everyone that the next call will be held on Wednesday, September 5th at 2pm EST.

Upcoming Calls

Wednesday, September 5, 2018, 2:00 PM Eastern/ 11:00 AM Pacific

Wednesday, November 7, 2018, 2:00 PM Eastern/ 11:00 AM Pacific