



# **Committee Meeting Summary**

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

Outreach & Planning Committee

### Conference Call

Wednesday, March 21, 2018

2:00PM Eastern / 11:00 AM Pacific

Conference Line: 712 775-7100

Access Code: 1071934#

The following Committee members were in attendance:

- Colleen Albright, EMD Millipore
- Richard Besingi, Ph.D., Johnson & Johnson Consumer
- Todd Fonseca, Medtronic
- 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](http://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)**

- Scholar recruitment – Discussion item – description of desired profile of applicants; new policy- "special consideration is given to how many weeks prior to the application deadline students apply"; online application form and call for applicants are on ICPD websites; university visits; seek to coordinate and support company university events

Scott shared that recruitment is well under way. ICPD will be recruiting Scholars through this spring. Scott directed the committee to visit to the ICPD home page and open the SMDP MedTech page. He pointed out a list of degree that was created based on feedback from the committee. Scott then asked the committee if there are any changes or additions that need to be made. Colleen stated that the list looks "great" and is comprehensive, but after speaking with Senior Leaders about SMDP, they've also receive interest from mentors in commercial and marketing groups. Some senior leaders in these groups have asked if the SMDP Scholars would also have an interest in business-oriented careers. Scott mentioned that B.Braun had recently special recruited SMDP Scholars for their regional sales positions – with a requirement that the Scholars have technical backgrounds. They were able to find some excellent candidates.

Scott discussed the new policy that was implemented this year to encourage students to apply early for SMDP. The policy provides "extra points" for each week before the deadline students apply to SMDP. We refer to this as "special consideration." Todd asked if we currently reach out to societies for recruitment. Scott responded that is a current priority. Scott encouraged the members to let ICPD know if their university outreach groups can help promote SMDP.



- Program Agenda and Speakers  
Scott directed the committee to the committee page where there is a draft agenda for the 2018 SMDP MedTech training session. It will be similar to the San Jose program. He pointed out the speaker needs document that gives a brief description of each session and the required speakers.
- Celebration of Mentoring and Diversity Reception – Saturday, September 22, 6-9 pm  
Scott encouraged the committee to save the date for the 2018 SMDP MedTech Celebration of Mentoring & Diversity Reception which will be held on Saturday, September 22<sup>nd</sup>. Scott invited all of the committee members to attend.
- Venues: training site will be J&J MD in Westchester, PA, site visit, hotel, informal dinner, reception  
Scott shared with the committee that Johnson & Johnson Medical Devices will be hosting the SMDP MedTech training session at their Westchester, PA site. After the training ends late Monday morning, we hope to take the scholars to another company facility for lunch and a site tour. We are open to any suggestions. Colleen mentioned they may be able to help with the site tour at their chemical division in Philadelphia. She will connect with her contact and get back to Scott. Scott thanked Colleen. Dustie shared that no other venues are confirmed yet. She mentioned that ICPD would likely return to a Philadelphia hotel that we have worked with in the past. The reception and casual dinner sites have not been decided. Dustie welcomed any suggestions from the committee.
- Updates on MedTech Conference  
Scott asked Erin Leahy for any updates on planning for the MedTech Conference. Erin stated that the steering committee has just met for the first time. They are working on a theme and keynote speakers. Registration is scheduled to open April 16<sup>th</sup>. Erin encouraged the committee to provide suggestions for speakers. Scott reminded Erin on the last call she talked about a diversity- oriented *CEOs Unplugged* session. Erin agreed that is still on table for discussion. Erin and Scott agreed to meet to brainstorm on the topic.

Scott reminded the committee that during the convention ICPD often arranges “pop-up” meetings with senior executives from the sponsor companies. These are generally 15-minute, very informal stand-up meetings in the exhibit hall. Scott welcomed any suggestions for pop-up meetings.

## **Partner Support**

- Firming up 2018 sponsorship; goal is to have 30 sponsored Scholars  
Scott mentioned we are on track to have 30 sponsored SMDP MedTech Scholars. We would like to have this firmed up over the next month.
- Sponsorship page on [www.icpdprograms.org](http://www.icpdprograms.org)  
Scott provided directions for finding the SMDP sponsorship presentation.
- Support for talent acquisition staff at sponsor companies – post job opportunities directly on portal or email them to [jobs@icpdprograms.org](mailto:jobs@icpdprograms.org); ICPD can run specialized reports  
Scott reminded the committee that ICPD is available to support Talent Acquisition staff and give them a demonstration of the portal. We encourage everyone to post jobs directly on the portal. They can also email them to [jobs@icpdprograms.org](mailto:jobs@icpdprograms.org). We are able to provide customized reports for talent acquisition staff.



## Current programming:

- Webinar dates and topics
  - Recent Webinars – “J&J Early IN Career Talent Programs,” March 8

This was a well-attended webinar. It was fully attended webinar. We are able to have 25 participants in full interactive mode or 50 with interactivity limited to the Q&A periods. Dustie is working on how to accommodate and expand the numbers for future webinars.
  - Upcoming Webinars - April 6 - finalizing webinar about early career opportunities at EMD Serono; October 19; December 14

Scott noted that the April 6<sup>th</sup> date is not yet confirmed. Colleen said she would speak with Scott offline to solidify this webinar. The October 19 and December 14 dates are still open.
- Company Updates

This is a new section of the meeting where members have an opportunity to share anything going on within their companies.

  - Planning a local version of SMDP MedTech at AML in Puerto Rico

We are finalizing a date in April when Amgen Manufacturing Limited in Puerto Rico will host a mini SMDP MedTech training session. This has become necessary due to the hurricane that which occurred during the 2017 SMDP training sessions.

The AML training session will run for a half day with two mentors and two scholars who were unable to attend the San Jose SMDP MedTech training. Scott thanked Amgen for hosting the event. The two students will also attend the MedTech Conference in September 2018.
  - J&J Medical Devices “Minor Mentor” Program

Scott noted that J&J Medical Devices has decided to provide each of their Scholars with a “minor mentor”. The students most generally will not meet their minor mentors in person, but they will have regular phone conversations with them. The minor mentors are talent acquisition professionals or SMDP alumni now employed at J&J. Their role is to help the SMDP Scholars with their resumes and other technical aspects of their career development.
  - Scholars & Mentors

J&J MD and Amgen are now “tagging” our scholars when they apply for job so they are reviewed as a special group by talent acquisition and hiring managers.
  - Diversity and inclusion activities

Scott asked the committee members to share information about diversity and inclusion activities at their companies. Richard mentioned that their SMDP alumni association is becoming more active. They had a general meeting with all the SMDP alumni and their managers. It was also an opportunity to encourage them to mentor more. Richard stated that like Colleen they have an interest in scholars who have a technical background but also a desire for more business-oriented careers. J&J Consumer has increased its number of mentors for this year. Scott confirmed that J&J Consumer is providing a total of eight mentors for SMDP in 2018. The SMDP alumni association is thinking about going to universities to discuss diversity, but Richard will reach out to ICPD to discuss how SMDP can be presented at universities.
- Virtual support for the Scholars - Weekly “email updates” launched
- Scott shared there has been a lot of activity on the SMDP Portal since we launched the “weekly email updates.” This was launched a month ago and it summarizes portal activity for the prior week. We continue to refine the content and format.



- Scholar updates

Dustie provided updates on the following scholars: Richard Carter from SMDP Biotech 2013 has accepted a new position as Medical Science Liaison at Janssen Pharmaceuticals, Takara Scott also from SMDP Biotech 2013 took a new position as Manager, Medical Science Liaison at Ferring Pharmaceuticals, Michelle Lozada from SMDP Biotech 2012 is a Process Development Scientist at Amgen, Fransua Muniz from SMDP MedTech 2016 took a position earlier this year as a Microbiology Laboratory Investigator II at Baxter, Jennifer Molina from SMDP MedTech 2014 is now a Scientist at Ribon Therapeutics. Richard added that Brittany Witherspoon accepted a position recently at Johnson & Johnson.

### **2018 Scientist Mentoring and Diversity Program for Biotechnology will be June 2-6 in Boston, MA**

The next SMDP Biotech training session will be held in Boston, June 2-6, 2018 in conjunction with the BIO International Convention. Scott encouraged anyone in that area to participate in the program.

### **Introduction to planned Gallus program (formerly "Modules for Innovative and Diverse Leaders," (MIDL))**

Scott stated we would defer the update on Gallus to the July meeting.

### **Other & Action Items:**

- ICPD will take a look at collateral material for students with an eye on how to make students aware of commercial job prospects in industry.

Scott thanked the committee for their ongoing participation and support. He reminded everyone that the next call will be held on Wednesday, May 2<sup>nd</sup> at 2pm EST.

### **Upcoming Calls**

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

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

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

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