



Committee Meeting Summary

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

Conference Call

Wednesday, May 17, 2017

2:00PM Eastern / 11:00 AM Pacific

Conference Line: 712 775-7100

Access Code: 1071934#

The following Committee members were in attendance:

- Guillermo Amir, Northwestern University
- Chris Donigan, B.Braun
- Todd Fonseca, Medtronic
- Elisabeth Freeman, ICPD
- Orlando Guillory, Edwards Life Sciences
- Meg Levy, Johnson & Johnson Consumer Healthcare
- Scott May, ICPD
- Dustielyn Savage, ICPD

Welcome remarks & introductions:

Scott May invited everyone on the call to introduce themselves. Scott then welcomed everyone to the Outreach & Planning Committee Call for the Scientist Mentoring and Diversity Program for Medical Technology (SMDP MedTech). Scott directed the committee members to 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 – The remaining 2017 SMDP webinars are:
Scott stated that we offer webinars not only for the current cohort but also alumni of the programs. The next webinar will be a spotlight on J&J Consumer Healthcare and will be sometime in June. We take a break for the Biotech, MedTech and MIDL programs. The webinars will resume in October with Lauren Celano discussing resumes. We have a webinar on December 12th that has not been decided yet. Scott invited the committee to let him know if they are interested in hosting the December webinar and have it focus on their company. He explained that most successful webinars have two components, one being to give insight into the research and development activities within the presenting company and the other to be to offer career guidance. Todd asked if there is a presentation example he can share with others at Medtronic to try and get them encouraged to lead a webinar. Scott stated he would share that with Todd.
- February 8 reunion call with 2015 "San Diego" cohort posted on committee management page at icpdprograms.org; review of highlights from committee call to be discussed at July 12 committee call
Scott reminded the committee members that we had a reunion call for the 2015 cohort. Call notes will be available this month on the ICPD website.



- Virtual support for the SMDP Scholars – ICPD staff manually updated current title, organization and city/state for each Scholars on the portal, but will send periodic reminders to the Scholars to keep profiles up-to-date; Post job opportunities directly on portal or email them to jobs@icpdprograms.org; Chat feature added and accessible from individual profiles; Weekly summary email forthcoming.

Scott mentioned that the new portal is still in the beta stage. Scott explained that everyone on the portal was asked to update their profiles, however we did not get a great response on the updates. We decided to manually update the profiles. Dustie updated all the information for all the profiles using the internet to get current information. This will be done twice a year. Reminders will continue to go out a few times a year to remind everyone to update their profiles. There is also the capability to post jobs on the portal. Anyone with access to the portal is able to post opportunities or you can send the job listing directly to ICPD staff and they will post it. A new chat feature has been launched recently. This allows users to communicate with anyone on the portal. If the other community members are logged onto the portal then users can have real time chats, and if they are not logged in then they will receive an email. The top priority now will be to have a weekly summary sent out via email that will show all the new activity on the portal. Elisabeth reminded the committee for those not familiar with the portal that it originally started out as a spreadsheet and is now a fully functional social community. It is the largest network of diverse individuals that have advanced degrees in the life sciences and engineering. The new platform is more user-friendly. Elisabeth encouraged the committee to use the portal.

- Update on Scholar Profiles and Career Paths project – Direct work on this in San Diego
Scott explained that the work in this area was started from the recommendation of this committee. He reminded everyone that this is a two-part project. The first part is refining how we define the ideal student applicant in our promotional materials. The second is articulating what would be the different career opportunities/paths within the industry for the Scholars. The plan is to convene a group of mentors when in San Diego.
- Scholar Updates
Dustie shared John Bullen is a Scientist at MedImmune, Natasha Hollis is the Center for Disease Control and Prevention, Damon Love is an Oncology Medical Science Liaison at Eli Lilly and Jami Kern is a Vision Care Franchise Head at Alcon Laboratory.

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; Discussion topic – Scholar recruitment materials: how best to make sure Junior and Senior level students know they are eligible to apply, how best to identify computer modeling students and are there other IT fields that should be included.

ICPD is actively recruiting scholar candidates. Scott reminded everyone the deadline is July 15th. Scott then directed the committee to where they could find the Call for Applicants that could be shared (print and via email/text). We have also been active with direct visits to universities. Some of the universities have been in Texas, DC, Boston, Chicago and Southern California. There have been a couple webinars on general information for the SMDP program.



Scott asked the committee for their thoughts on whether we are articulating what degrees the committee would like to work at their companies. As well as the “who may apply” section, we have articulated the level of degree (i.e. Bachelor, Masters, PhD). There has been some interest from students in IT background. Todd felt the list is good. His experience is that Medtronic employees people with a variety of engineering background, but they don’t hire as many from a PhD program. Guillermo agreed with Todd about the education levels and added that for recruiting bachelor and masters student ICPD should engage career services offices.

- Mentor recruitment – mentors should be selected by July 15, mentor orientation call scheduled for September 6 at 3pm EDT; mentor information on the website <http://smdp.icpdprograms.org/mentoring/>

Scott mentioned the goal is to have all the mentors identified by the sponsor companies by July 15th. There is an orientation call for all the mentors on September 6th at 3PM Eastern. Scott reminded the committee that if they have any colleagues who are interested in mentoring, there is a whole section on mentoring on the main page.

- Site visit(s) – ICPD is still exploring potential locations for site inspections with sponsor companies in the Bay area. We would like to locate the training program at one of the sites of a sponsor company. The students will be housed near the convention center in downtown San Jose but we are more than happy to put them on a bus for the training session. We have found that having the training at a sponsor company site is a much better experience than having it at a hotel conference room. Scott invited any members to volunteer to host either training or a site visit in the area.
- Program Agenda (see draft agenda on committee website), Venues, Speakers
Scott asked Elisabeth to speak to the committee on speaker recruitment and agenda. Elisabeth reminded the committee members that the SMDP MedTech training session will be in San Jose, September 23-27. We are already thinking about speaker needs and opportunities. She asked the committee to start thinking about people they know. The format will be very similar to the past agendas. There will be a reception opening night on Saturday where we will be needing a keynote speaker. The next two days will be filled with training and the scholars connecting with their mentors. There is an informal dinner Sunday evening. The scholars will all be able to attend the MedTech Conference the remaining days.
- Update on The MedTech Conference
Postponed until July committee meeting
- Activities during The MedTech Conference – “pop up” meetings innovation sessions
Scott shared that a huge success in the past has been to schedule “pop up” meetings during the convention with Senior Leaders.

Partner Support:

- 2017 sponsorship, sponsorship information on ICPD website
Scott directed everyone to the sponsorship page. Scott shared this page as a resource to the committee so that the committee can share it with any colleagues who might to support the program and provide Mentors.
- Support for talent acquisition staff at sponsor companies – portal training available
Scott informed the members that there is a standing invitation to give a demonstration of the new portal to anyone who may need it. He added that if any talent acquisition staff need profiles to please let Dustie know and she will add them.



Update on new program “Modules for Innovative and Diverse Leaders” (MIDL) – Workshop to be held in Philadelphia on October 2nd

Scott informed the members that a new group will commence October 2nd in Philadelphia. The current cohort is very involved in their virtual programming. There are online modules and webinars that cover the module topics and that aid in their executive development.

The most recent module was presented by Seema Kumar from J&J on Communication. Scott reminded everyone that the MIDL program is not for students but rather people who have 5-10 years experience in either academia, industry, clinical or government areas.

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

Scott mentioned we are putting the finishing touches on the Biotech program that will be in San Diego on June 17-21. It is shaping up to be a fabulous program. Scott invited any members that will be in the San Diego area to join us for any part of the program.

Other/Action Items

Todd asked how many people apply for the SMDP program and how many are accepted. Scott answered that it is about 50% that is accepted. Todd then asked if we did something other than one-on-one mentoring. He was wondering if there was a way to reach a greater number of people in more generic way. Elisabeth agreed with Todd that we could look into further ways to reach even more scholars through social media. Todd mentioned we are making a big impact on a small group of people. He was wondering on how to give less impact to a broader group. He stated it was a philosophical question more than anything.

Scott thanked the committee members for their ongoing support for SMDP MedTech. Scott reminded the committee the next call is on July 12th at 2PM Eastern.