



Committee Meeting Summary

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

Outreach & Planning Committee

Conference Call

Wednesday, May 2, 2018

2:00PM Eastern / 11:00 AM Pacific

Conference Line: 712 775-7100

Access Code: 1071934#

The following Committee members were in attendance:

- Guillermo Amir, Ph.D., Northwestern University
- Fernando Cruz-Guilloty, Ph.D.
- Todd Fonseca, Medtronic
- Elisabeth Freeman, ICPD
- Erin Leahy, AdvaMed
- Scott May, ICPD
- Angela Reeves, Ph.D., Abbott Diagnostics
- 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)

- Scholar recruitment – application deadline June 1; reminder about 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; scholar orientation 2pm EDT September 13th

Scott shared that recruitment is well under way. The application deadline was moved up about 6 weeks this year to June 1st. We did this primarily to help the scholars focus on the deadline while they are still in school. One obstacle we are finding is that we are in "post finals" season and it is a hectic time of year for students. Scott mentioned that Dustie is taking the lead on scholar recruitment. 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." Scott let the committee know if they have any scholars that are interested, that the application is live on the ICPD website. With Dustie's leadership there has been a lot of activity with universities both virtual and in person. New contacts have been developed as these universities, for example: Universidad del Turabo, and University of Puerto Rico Mayaguez, University of Minnesota, University of Pennsylvania and Temple University.



Dustie added that we have two interns that are SMDP Alumni that are assisting her with contacts for the universities. ICPD is about to launch the social media outreach portion of the recruitment.

Scott informed the committee that application closes on June 1st, but the selection process will continue through the month of June. The final cohort will be decided the end of June and their orientation call will be closer to the program on September 13th.

- Mentor Recruitment – goal to identify all by June 24; mentor orientation call 3pm EDT September 13

Scott thanked the committee members that have already selected their mentors for the 2018 SMDP MedTech program. There are still some companies that are working on identifying their mentors. The hope is to have all mentors decided by June 24th. Their orientation call will be on September 13th at 3pm EDT.

- Agenda and Speakers

Elisabeth mentioned that the model and format of the meeting will be similar to the 2017 program. Elisabeth directed everyone to the draft agenda for the program on the committee page. She pointed out there is also a speaker needs list. Elisabeth then reviewed the agenda. The kick off will be September 22 with the Celebration of Mentoring & Diversity reception. We are actively looking for the master of ceremonies and keynote for that event. The training day starts on September 23rd, this is the day where we create the mentoring pairs and is the opportunity to discuss what the mentoring relationship will look like. We then transition into industry careers. There are several panels as well as speaker sessions which can be found on the speaker needs list. That evening there will be an informal dinner where the scholars and mentors can continue their discussions in an informal setting. On the 24th there is a half-day of training that is focused on the job search aspect of career development. We are trying to attract as many talent acquisition staff as possible. During the morning sessions we also start to prepare the scholars for The MedTech Conference. We discuss how to interact with other attendees at the conference. We are also trying to schedule a site tour in Philadelphia. Monday afternoon the scholars will transition over to The MedTech Conference. The scholars are there through Wednesday. After the in person training they will transition into a year long virtual mentoring relationship.

- 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 22nd. Scott invited all of the committee members to attend.

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

Scott shared with the committee that Johnson & Johnson Medical Devices will be hosting the SMDP MedTech training session at their DePuy Synthes site in Westchester, PA. After the training ends late Monday morning, we hope to take the scholars to a Millipore Sigma chemical site outside Philadelphia. 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. She is hoping to have the reception at the Pyramid Club. 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 she does not have a lot to report at this time but that in the next few weeks she should be able to announce some speakers and venues.

Partner Support

- Firming up 2018 sponsorship; goal is to have 25 sponsored Scholars
Scott mentioned we are on track to have 25 and aiming for 30 sponsored SMDP MedTech Scholars. We would like to have this firmed up over the next month. Scott asked the committee to share our sponsorship page with any colleagues that may be interested.
- Sponsorship page on 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; ICPD can run specialized reports; “tagging” scholar applicants
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. There has been quite a bit of activity lately with job opportunities. We are able to provide customized reports for talent acquisition staff. Amgen launched an initiative that permits SMDP alumni to apply for any job on their careers website and can “tag” themselves as an SMDP alumni. This will allow hiring managers and talent acquisition professional to give special attention to SMDP alumni. J&J is developing a similar initiative as well.

Current programming:

- Webinar dates and topics
 - Recent Webinars – “J&J Early IN Career Talent Programs,” March 8
This was a fully attended webinar. We are able to accommodate 25 participants in full interactive mode or 50 with interactivity limited to the Q&A periods. Dustie is working to determine how to accommodate and expand the numbers for future webinars.
 - Upcoming Webinars – May 18 “Janssen R&D and Career Opportunities”; June 28 “Careers at Millipore Sigma and EMD Serono”; October 19, December 14 TBD
Scott noted upcoming webinars are scheduled on May 18th with Janssen R&D and June 28th with Millipore Sigma and EMD Serono. The October and December dates are still available.
- 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
Amgen Manufacturing Limited in Puerto Rico hosted a mini SMDP MedTech training session. This was necessary due to the hurricane which occurred prior to the 2017 SMDP training session and prevented the Puerto Rico based mentors and scholars from attending. The AML training session ran for a half-day with two mentors and two scholars. Scott thanked Amgen for hosting the event. The two students will also attend SMDP MedTech 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 have established systems to allow scholars who apply for positions at their companies to “tag” their applications so they can be readily identified by talent acquisition and hiring managers.

- Diversity and inclusion activities

Scott invited Guillermo to discuss some of his upcoming activities. Guillermo shared that he is very involved with the Biomedical Engineering Society (BMES). He serves as its diversity committee co-chair and they are working to make the society more inclusive. One of the mechanisms they used is to create formal relationships with diversity focused societies such as the National Society of Black Engineers (NSBE). They would like to see a bigger biomedical engineering exposure at NSBE as well as attract black engineers to BMES. The BMES membership is very student orientated, with the greater representation being from PhD, Masters and post docs. They also have a high school program they started to increase their outreach earlier to support the talent pipeline. He welcomes feedback about how to enhance the relationship between SMDP and BMES. They are also looking into establishing relationships with Society of Hispanic Engineers and Society of Women Engineers. Scott shared with Guillermo that one of the things we find are that the key faculty we interact with for SMDP scholar recruitment are also the lead faculty for BMES or NESB. Scott asked for a side-bar conversation with Guillermo to discuss further. Todd added that Medtronic was trying to increase their participation with NESB. 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. Elisabeth added that we are always looking for ways to make the portal more engaging to scholars. She agrees with Scott that the weekly updates are accomplishing that. We are currently working on making the education components of the portal stronger. We will be adding new features to the portal that have been developed for our new Leadership program, Gallus. ICPD will also begin sending out a monthly email to both the current scholars and the mentors to support their virtual relationships.

- .

- Scholar updates

- on the following scholars: Jose Roman from SMDP Biotech 2015 is a Senior Associate Regulatory Scientist at Janssen; Shirley Sanchez from the SMDP Biotech 2014 is a Medical Trends Analyst at Blue Cross Blue Shield of Massachusetts; Michael Scheid from SMDP MedTech 2015 is a Technical Sales Engineer at Plexon; Marco Garza from SMDP MedTech 2016 won 2nd place and \$35,000 at New Ventures Competition (a medical device-oriented competition; Devante Kinder from SMDP MedTech 2016 is at Ethicon doing a Package Development Co-Op; and, Viviana Vasquez-Rivera, SMDP Biotech 2011 is an Associate Scientist II at Lupin Pharmaceuticals.



Planning the 2019 SMDP MedTech training session

- Hold the date – (September 21-25, Boston)
- Discussion item – how to get partner/sponsor commitments earlier? (scheduled for July 11 call)

This will include conversation about if we want to move the deadline date earlier.

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. Scott stated we are hoping to have 33 scholars in this year's cohort.

Update on Gallus program – update will be provided during the July 11 committee call

Scott stated we would defer the update on Gallus to the July meeting. He reminded the committee that Gallus aims to increase diversity for mid to senior level executives in industry.

Other & Action Items:

Scott thanked the committee for their ongoing participation and support. He reminded everyone that the next call will be held on Wednesday, July 11th at 2pm EST.

Upcoming Calls

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