



Committee Call Notes

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

Conference Call

Wednesday, November 6, 2019

2:00PM Eastern / 11:00 AM Pacific

Conference Line: 712 775-7100

Access Code: 1071934#

The following Committee members were in attendance:

- Fernando Cruz-Guilloty, Ph.D., Amgen
- Donielle Johnson, Johnson & Johnson Medical Devices
- Erin Leahy, AdvaMed
- Meg Levy, Johnson & Johnson Consumer Healthcare
- Jessica Lynch, Johnson & Johnson Medical Devices
- Scott May, ICPD
- Nur Mustafa, Johnson & Johnson
- Angela Reeves, Ph.D., Abbott Diagnostics
- Dustielyn Savage, ICPD
- Elisabeth Valerio, ICPD

Welcome & introductions: BOLD ITEMS WILL BE COVERED DURING THE CALL. For a more in-depth briefing contact Scott May at smay@icpdprograms.org or +1(202)441-7370

Scott May welcomed the committee members to the 2019 Scientist Mentoring and Diversity Program for Medical Technology (SMDP MedTech) Outreach & Planning Committee call. Scott mentioned the agenda was sent via email. Scott reminded the committee members they could locate the agenda, past meeting notes 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 everyone on the call to introduce themselves. Scott reviewed the agenda for the meeting.

Debrief for the 2019 SMDP MedTech Training Session (September 21-25 in Boston, MA)

Scott shared that we had a wonderful kickoff for the 2019 SMDP MedTech program in Boston on September 21-25. This section is a review of the programmatic and logistical elements of the event. Scott welcomed any input from the committee. We had 30 scholars in the 2019 program which was up from the previous year of 28. We had 38 for the 2019 SMDP Biotech program.

- **Scholars – 60% African American and 37% Hispanic and 3% Pacific Islander; 63% female, 37% male; 30 scholars total (versus 28 in 2018 SMDP MedTech and 38 in 2019 SMDP Biotech)**

The cohort consisted of 60% African American and 37% Hispanic and 3% Pacific Islander. We did not have any Native Americans; 63% female, 37% male. You can view pictures of the current cohort on the SMDP website.



- **Mentors – We had success with the participation by Ximedica, we had one emerging company participate, but we had planned for three emerging companies to participate with no sponsorship fee; substitute mentors and drawing from local alumni**

We had a wonderful group of mentors. We had success in having an emerging company mentor from Ximedica. Scott thanked AdvaMed for helping connect us and identify that company. Our goal was to have 3 emerging company mentors this year. ICPD is self-financing the participation of the emerging companies so they can participate without having to pay the scholar sponsorship fee. Next year we plan on having 3 emerging companies participate.

- **“Celebration of Mentoring and Diversity Reception” – an outstanding turnout of guests attending from industry and SMDP alumni; Peter Chen, Ph.D., Global Head of Research & Development, Johnson & Johnson Medical Device Companies, as keynote speaker**

We had a great kickoff reception at the MIT Museum. It was very well attended as far as former mentors and scholars that came as our guests. We were pleased to have Dr. Peter Chen, Global Head of Research and Development from Johnson & Johnson Medical Devices as the keynote speaker.

- **Program agenda and speakers**

Elisabeth echoed Scott that Peter Chen was an amazing speaker and really set the tone for the entire program. Elisabeth thanked the mentors, speakers and committee members for all the support, input and discussions. The training program followed the format that has been refined over the years. She mentioned that we included a Q&A session in the beginning when the scholars get to speak to each of the mentors but we are not sure if we will repeat this next year because it requires a large amount of talking in a short period of time. The MedTech Conference continues to be a very effective introduction to the industry and networking event.

- **Added hiring managers to the “Getting Hired” panel;**
- **Diversity topics as part of the existing sessions;**
- **Mentor session at close of program**

Scott noted that having the mentor-only session at the close of the program seems to be the best in terms of timing. At this meeting, we discuss expectations over the next 12 months.

- **Meeting venues and site visit – Host Hotel was element Seaport Boston, MIT Museum for reception; Depuy Synthes in Raynham for Sunday and Monday training; Wahlburgers for Sunday informal dinner; site visit and lunch Monday afternoon at Medtronic**

Scott thanked DePuy Synthes and MedTronic for hosting the training sessions and the site visit. The training session space was ideal. During the site visit the scholars got a chance to see some of the advanced technology at Medtronic. Scott added that even though the informal dinner was great, at times we have had more of a buffet setting where people mingle instead of sitting at a one table for the entire evening. ICPD prefers the latter.

- **The MedTech Conference – Elisabeth Valerio and Scott May attended AdvaMed Advance’s Summit on Inclusion and diversity; pop-up meetings occurred with SMDP Scholars introducing themselves to:**

Scott mentioned that The MedTech Conference is a great opportunity for the accessibility you get to senior leaders and executives in industry. The size of the convention seems ideal for



interacting and networking. Scott thanked Erin, Ray and their team for hosting SMDP and for a fantastic experience. Scott and Elisabeth attended an inclusion and diversity meeting during the conference, hosted by AdvaMed. In attendance were senior leaders from across the industry for the half-day session. ICPD organized pop-up meetings during the convention. They are listed below:

- **AdvaMed – Scott Whitaker, President and CEO, Ray Briscuso, Executive Vice President and Ashley Wittorf, Executive Director, AdvaMed Accel, global Head, Investor Relations**
- **MedTronic – Omar Ishrak, CEO**
- **B. Braun – Carroll H. Neubauer, Chairman & CEO**
- **Johnson & Johnson Medical Devices – Ashley McEvoy, Executive Vice President, Worldwide Chairman, Medical Devices and Oray Boston, President of Global BIO Surgery**
- **Ximedica – Melissa Bowley, Vice President, Strategic Development**
- **Boston Scientific – Camille Chang Gilmore, Vice President of Human Resources (HR) and Global Chief Diversity Officer, Boston Scientific**
- **Edwards Lifesciences – Don Bobo, Corporate Vice President Strategy & Corporate Development**

Meg Levy shared that all the mentors that were representing J&J Consumer had never participated in SMDP before and they were “in awe” of the scholars and the training program, and they couldn’t believe how fast the weekend went. She believes that’s a testament to the work ICPD is doing and the sponsorship they are getting.

Elisabeth added ICPD had a videographer at the training program and ICPD will produce an informational video about the program. It should be complete in approximately 3 weeks and it will be shared with the committee.

Planning the 2020 SMDP MedTech, October 3-7 in Toronto Canada

- **Scholar Recruitment – Scholar registration is open; ICPD recommends setting a cap of 40 scholar/mentor pairs for each SMDP, but if sponsorship demand exceeds that, then staff will present to the committee a proposed program structure that will allow for concurrent training at the same location; role of the sponsors in recruitment of prospective students, with emphasis on professional society meetings and email/social media outreach; suggestions on how to recruit more Native American and Pacific Islander students; should ICPD continue to provide special consideration for how many weeks prior to the application deadline that students apply for SMDP?; issues with an international training site**

Scott explained that the planning for the 2020 SMDP MedTech program is underway. There is a lot of effort being put into outreach. He reminded the committee that we now have a unified deadline for both programs and it is April 3. The applications and call for applicants are live on the website. Scott asked the committee to share the call for applicants.

Even though it is not yet an issue for SMDP MedTech, enrollment in SMDP Biotech has begun to reach the limit of how many scholar/mentor pairs that can be accommodated by the program as it is currently configured. Thus, ICPD has set an enrollment cap of 40 pairs, but if sponsorship demand for the program exceeds 40 pairs, then ICPD will propose to both SMDP Outreach &



Planning Committees a proposal to restructure the program to have some or all of the program session concurrent in two separate sessions. Scott asked the partner companies to confirm the number of mentor/scholar pairs being sponsored by the end of March.

Scott welcomed suggestions from the committee about what they and the partner companies can do to help ICPD with outreach to prospective students and relevant professional societies. Scott cited how J&J MD committee members have met with ICPD and offered to distribute the Call for Applicants at professional society meetings and universities they work with. Donielle Johnson asked what materials she can distribute. Scott answered that the Call for Applicants is the key collateral piece, as it is a one-page information sheet written for students that provides key elements about SMDP. Donielle said she would add it to her presentation she is going to be giving to making at Howard University soon. Scott asked Donielle and committee members to share any contacts that she or they have at universities. Scott also mentioned that ICPD has regularly hosts webinars for a group of students at universities to provide an overview of SMDP and answer questions about the program. ICPD has been “deputizing” scholars and alumni that are going to professional society meetings and asking them to represent SMDP and share the Call for Applicants. Scott welcomed any input on how to increase the number of Native Americans and Pacific Islanders in the program.

Due to time constraints the special consideration for early registration and international site topics were tabled until the next committee meeting.

- Mentors
- Program Agenda, Speaker needs – **speaker needs and draft agenda posted on the committee page**
- Celebration of Mentoring and Diversity Reception – **seeking keynote speaker and a Master of Ceremony**
- Meeting venues and site visit – **seeking meeting space for Sunday, October 4 and the morning of October 5; seeking site visit and lunch host for the afternoon of October 5**
- The MedTech Conference
- 2020 Sponsorship – **Goal is to have 30 scholars sponsored by March 15; so far 4 scholar/mentor pairs are sponsored; contact Scott May for additional details at smay@icpdprograms.org or +1(202)441-7370**
- ICPD is directly “sponsoring” the engagement of 3 emerging companies in the 2020 program
- Sponsorship page on www.icpdprograms.org
- Support for talent acquisition staff at sponsor companies – ICPD can run specialized reports; ICPD soliciting more job opportunities from sponsors and mentors (post job opportunities directly on portal or email them to jobs@icpdprograms.org)
- Outreach & Planning Committee – **note the 2020 dates and watch for calendar requests; seeking names of new members**

Current programming:

- Webinars – **reunion call for 2018 SMDP MedTech scholars will be November 14; “Interviewing for Amgen; How to Prepare and Perform to Share Your Best Self” will be December 13; proposed webinar dates for 2020: February 7, April 17, October 16, December 11, but dates can be shifted and additional webinars can be added.**



- Virtual support for the Scholars – Monthly content updates for current scholars and mentors; **FAQ section on portal**; ICPD can post relevant sponsor news in the header of the email summary, smart phone app for the portal; portal usability for career development purposes; tracking of user activity on the jobs section, polling scholars about when they complete their degrees and current work

Scott.

- **Scholar Updates**

Dustie provided updates on the following scholars. Ashley Jordon from SMDP Biotech 2017 started a new position as Associate Medical Director at ClinicalMind; Jennifer Gonzalez from SMDP Biotech 2013 was promoted to Senior Scientist/Project Manager/Business Lead at Janssen Pharmaceuticals; Alia Toro from SMDP MedTech 2012 is an Associate Director of Oncology at Merck; Josue Campos from SMDP MedTech 2016 is an Associate Engineer at WESTPAK, Inc.

- **Sponsor Updates**

- **SMDP related announcements – Janssen Pharmaceuticals and J&J Consumer Healthcare SMDP Open House was October 24-25**

Scott thanked Janssen Pharmaceuticals for inviting 22 scholars from the recent cohort to the Open House on October 24-25. It was an opportunity for the invited scholars to learn more about the company and career opportunities. Meg told them committee members they should consider hosting events such as this, as they are great opportunities to showcase your company, learn more about the scholar's research and give exposure to the program. She offered for anyone to reach out if they want to discuss how to have a successful open house.

- **Diversity and Inclusion activities**

There were no other additional announcements

2020 SMDP Biotech will be June 6-10 in San Diego, CA

Update on Gallus Program – Offline Briefings Available

Other & Action Items:

Any items that were not covered during this call will be addressed at the next call in January.

Scott thanked everyone for their participation throughout the year and reminded the committee the next call will be Wednesday, January 22, 2020 at 2pm EST. Scott and the ICPD wished everyone a happy holiday season.

Upcoming Calls:

Wednesday, January 22, 2020, 2:00 PM Eastern / 11:00 AM Pacific

Wednesday, March 25, 2020, 2:00 PM Eastern / 11:00 AM Pacific

Wednesday, May 6, 2020, 2:00 PM Eastern / 11:00 AM Pacific

Wednesday, July 8, 2020, 2:00 PM Eastern / 11:00 AM Pacific

Wednesday, September 9, 2020, 2:00 PM Eastern / 11:00 AM Pacific

Wednesday, November 11, 2020, 2:00 PM Eastern / 11:00 AM Pacific