



Committee Meeting Summary

Scientist Mentoring & Diversity Program for Medical Technology

(SMDP MedTech)

Outreach & Planning Committee

Conference Call

Wednesday, November 7, 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, Millipore Sigma & Merck KGaA
- Richard Besingi PhD, Johnson & Johnson Consumer Healthcare
- Todd Fonseca, Medtronic
- Elisabeth Freeman, ICPD
- Jessica Lynch, Johnson & Johnson
- Scott May, ICPD
- Angela Reeves PhD, 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.

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

- Scholar cohort – selection process and selected scholars
- Mentors – surrogate and substitute mentors
Scott mentioned that the surrogate and substitute mentors was handled very well. There was one situation where we did have mentors that were not confirmed until right before the session, so we were able to call in alumni to step in and be surrogate mentors until they were able to connect with their actual mentor. This happens due to busy schedules or emergencies. In the future we will rely on our local alumni and give them plenty of notice that we may be calling on them.
- "Celebration of Mentoring & Diversity in Medical Technology" Reception
Scott mentioned that the ICPD team felt the venue fell a little short of our expectations of the past. The agreed consensus was that it was more of a meeting feel instead of a reception. The meeting itself went very well. In the future programs we will help speed up the scholar introductions. Scott thanked Todd for being the master of ceremonies.
- SMDP MedTech training session content
- Elisabeth added that we would like to keep the same format moving forward as far as the flow, the content and the topics. Todd suggested that we have an alumni panel to connect



and those that participate could serve as surrogate mentors. Scott explained we do have an alumni panel comprised of alums that work at sponsor companies. He clarified that what Todd was saying is that we have alumni that maybe aren't yet working in industry to still offer their advice. Elisabeth added that we did not have an alumni panel for the 2018 SMDP MedTech session. She informed that for the last 6 years we have had an alumni panel for the SMDP Biotech programs. Now that our MedTech program is a little older we should be able to incorporate that. Colleen shared that she felt the sessions were very impactful and practical. She felt the group was very engaged and open to hearing all the different opinions. She shared that in her opinion each cohort gets more and more engaged each year.

- Training venue and site visit

The DePuy Synthes site in West Chester is where the training sessions were kicked off. The speed networking was a success again. We introduced a new format for the printed materials as well received. We will be duplicating that for SMDP MedTech and SMDP Biotech. The informal dinner was a great site and the host hotel Le Meridien was convenient. The second day of training we were at Pennovation. The site worked well but it was a little crowded. Elisabeth added that we would like to keep the same format moving forward as far as the flow, the content and the topics. Scott thanked J&J for hosting the training sessions and EMD Performance Materials for the site tour. Colleen mentioned that by having the students there, the business leaders that were on site that day are wanting to become more engaged in the SMDP program.

- MedTech Convention

Scott shared that there was a good balance of "pop-up" meetings. These are typically with senior leaders from our sponsor companies. We had around five which was a good balance. There was reserved seating for the scholars at all the plenary session. The scholars were recognized at the plenary that was for the MedTech Innovation. The speaker did a great job introducing the scholars, but Scott requested that in the future we have the scholars introduced by one of our sponsor companies Senior Executive.

Partner Support

- Firming up 2019 sponsorship – new sponsors, engaging start-up companies

Scott stated we are beginning the planning on firming up the 2019 sponsorships. Conversations are happening with AdvaMed's Trade Associations on how to engage start up companies and perhaps help some of the smaller companies be a part of SMDP MedTech.

- 2019 Outreach & Planning committee – new meeting schedule listed below, committee members

The dates for the upcoming 2019 meetings are listed below. Dustie will be sending out calendar invites in the next few weeks. Scott welcomed committee members to recommend any additional colleagues that should be added.

- Sponsorship page on www.icpdprograms.org

Scott noted the sponsorship page is up on the main ICPD website. He welcomed any invitations to new companies from committee members.

- Support for talent acquisition staff at sponsor companies – reminder about location of recent Scholar photos and affiliations on the website; ICPD can run specialized reports; portal training available; ICPD soliciting more job opportunities from sponsors and mentors (post job opportunities directly on portal or email them to jobs@icpdprograms.org)

Scott reminded the community that ICPD is available to provide training on the portal, run specialized reports and that members can post job opportunities. Elisabeth directed everyone to the website where they could find the 2018 agenda and participant list under the "about"



tab on the main page. Scott encouraged everyone to post jobs on the portal or reminded them they could email them directly to jobs@icpdprograms.org

Current programming:

- Webinar dates and topics
 - Remaining 2018 SMDP webinar will be held on December 13th and will be presented by SMDP alums who are Janssen Pharmaceuticals employees
The remaining webinar is scheduled for December 13th and will be presented by some alumni.
 - End-of-year reunion call for 2017 "San Jose" cohort, November 8
This is an opportunity for all of the 2017 SMDP MedTech to reconvene and learn what they have been up to over the course of the last year.
 - Proposed 2019 webinar dates are (days moved to Fridays to accommodate student schedules): February 8th (Mentoring Portal Use for Scholars and Mentors), April 5th, October 18th, December 13th
Scott reviewed the proposed upcoming webinar dates. He invited any members that would be interested in hosting a webinar to reach out to him. He also stated that the dates are flexible.
- Virtual support for the Scholars – FAQ section on portal; ICPD can post news relevant sponsor news in the header of the email summary; portal users are encouraged to post in the "What's on your mind" tool of the SMDP Portal; back-program photos being added; presentation slides for training programs
Elisabeth shared that we have a new dedicated platform that was launched last year. It is a way for the scholars to stay connected with each other as well as mentors, staff and talent acquisition. This past year we launched a way to receive a weekly email that summarizes all the activity that occurs such as profile updates, new connections and new job opportunities. We integrated a new feature that will provide monthly updates that has development content that is geared to their career development and will help them make that transition from academia to industry. ICPD staff will be sharing this once a month to the scholar and the mentors of the current cohort. It will allow anyone to contribute content as well that will be able to be shared with alumni. This feature will be available in the next couple of weeks. Elisabeth added that Dustie stays in touch with the current cohort on a monthly basis to ensure that they are keeping track of the mentoring goals and action items.
- Scholar updates
Dustie provided updates on the following scholars: Odaine Gordon of SMDP Biotech 2012 is now working as a Senior Scientist at Pharmacyclics, an AbbVie Company; Daphne Meza SMDP MedTech 2016 was promoted to Senior Scientist at Johnson & Johnson Consumer Healthcare; Jessica Mendez Moldonado from SMDP Biotech 2011 just accepted a position at Amgen Manufacturing Limited in Puerto Rico as an Attribute Sciences Team Lead – Scientist; Eva Rubio Marrero of SMDP Biotech 2014 is a Scientist 1 and Celgene; Viviana Vasquez-Rivera of SMDP Biotech 2011 is working at Lupin Pharmaceuticals as an Associate Scientist II; Scott added that Shewit Tekeste from SMDP MedTech 2016 was hired at Janssen Pharmaceuticals. Elisabeth mentioned that Shewit's position was exciting because alumni, Jennifer McGehee, posted that position on the portal and Shewit responded and was subsequently hired by Janssen.



- Sponsor Updates
 - Janssen Pharmaceuticals and Johnson & Johnson Consumer Healthcare hosted Open House in Springhouse, PA and Skillman, NJ, September 26-28
Scott highlighted Janssen and J&J Consumer Healthcare for their 6th annual Open House. They invited 25 scholars from both the SMDP Biotech and SMDP MedTech and flew them in to Philadelphia and provided lodging for 2 nights. The scholars were able to present their posters to the research staff at both sites. Scott reminded that it is not an SMDP event but something that J&J sponsors. Elisabeth and Scott attended as guests. Richard Besingi shared that it works very well having the ICPD staff at the Open House as well because then the program is highlighted as well as the scholars.
 - Other Announcements - diversity and inclusion activities
Todd asked what relationships we have with national societies to help engage with recruiting scholars. Scott stated that Dustie would give answer that in the next section of the agenda

Planning for the 2019 SMDP MedTech training sessions (September 21-25 in Boston, MA)

- Program will follow a structure similar to the 2018 program
Scott provided the upcoming program dates for 2019 SMDP MedTech
- Scholar recruitment – online application form and call for applicants are live on all ICPD websites; engagement of alums; associations and professional societies; unified recruitment with April 1, 2019 deadline; description of desired profile of applicants and posting of the disciplines on the website
Elisabeth mentioned Dustie has been hard at work mapping out a strategy for the coming recruitment for the 2019 cohort. We recently just launched the online applications. Both programs have a unified application deadline of April 1, 2018. Dustie and her team of interns have reached out to academic institutions as well as the professional organizations. She also taps into alumni to see if they can serve as ambassadors and speak at their local universities. There is a Call for Applicants that is available on the SMDP portal. Scott added that Dustie and her team went through the professional societies and identified where all the annual meetings were and cross referenced it with scholars that would be attending or were in the area. We recently had alumni that were at the SACNAS meeting and they were able to hand out the recruitment flyer. Todd asked if reaching out to companies that are certified as a minority owned business that are related to medical device would be something of interest. Scott answered that we would look into that.
- Meeting venue and site visit
Scott reminded the committee that we would be looking to our sponsor companies in the Boston area to host the training or a site visit.
- The MedTech Conference
Conversations are ongoing with the staff at The MedTech Conference.
- Program agenda, venues, speakers
Elisabeth mentioned it is never too early to start planning. The draft agenda is located on the committee page of today's call. She asked for the committee to start thinking about speakers.

2019 Scientist Mentoring & Diversity Program for Biotechnology will be held June 1-5 in Philadelphia

The 2019 SMDP Biotech program will be in Philadelphia June 1-5. Scott invited anyone in the area to join us for any part of the program.



Update on Gallus

This was postponed

Other & Action Items:

Upcoming Calls:

Wednesday, January 23, 2019, 2:00 PM Eastern/ 11:00 AM Pacific

Wednesday, March 20, 2019, 2:00 PM Eastern/ 11:00 AM Pacific

Wednesday, May 1, 2019, 2:00 PM Eastern/ 11:00 AM Pacific

Wednesday, July 10, 2019, 2:00 PM Eastern/ 11:00 AM Pacific

Wednesday, September 4, 2019, 2:00 PM Eastern/ 11:00 AM Pacific

Wednesday, November 6, 2019, 2:00 PM Eastern/ 11:00 AM Pacific