



## **Committee Meeting Summary**

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

#### Conference Call

Wednesday, November 9, 2016

2:00PM Eastern / 11:00 AM Pacific

Conference Line: 712 775-7100

Access Code: 1071934#

The following Committee members were in attendance:

- Chris Donigan, B. Braun
- Elisabeth Freeman, ICPD
- Orlando Guillory, Edwards Lifesciences
- Jessica Liston, Medtronic
- Scott May, ICPD
- Laurie Trousil, St. Jude Medical

#### **Welcome remarks & introductions:**

Scott May welcomed the Outreach & Planning Committee for the Scientist Mentoring and Diversity Program for Medical Technology (SMDP MedTech) to the last meeting of the year. Scott directed the members to where they could find 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 box at the top right-side page). Scott then invited everyone on the call to introduce themselves. Scott reviewed the agenda for the meeting.

#### **Current Programming:**

- Webinar Dates & Topics  
Scott mentioned that in addition to the face to face training session for both SMDP programs, ICPD offers virtual support throughout the year. One way in which we do this is through webinars. The SMDP webinars are not only for the current cohort, but also for any alumni. The webinars are intended to provide participants with ongoing career development. The last webinar for the year is scheduled for December 14, 2017. Immucor will be the focus for that call. We are working on solidifying the dates for next year's calls. One call next year will be focusing on J&J Consumer Healthcare and another one will focus on resumes and be led by Lauren Celano of Propel Careers. The dates for the 2017 webinars will be January 17, April 18, October 10 and December 12.
- End of Year Reunion Call for 2015 "San Diego" December 7th  
ICPD provides an opportunity for the past cohorts to reconnect after their year of mentorship ends. We are arranging a date for the 2015 MedTech cohort reunion.

#### **Virtual support for the 2016 cohort – new portal update**

Scott reminded the committee members that we have a mentoring portal. It is an online community similar to LinkedIn. Each SMDP Scholar has the opportunity to have a profile and maintain it. The mentors along with talent acquisition staff also have profiles on the portal. The current version of the SMDP Portal is about five years old. We are launching a new portal.



Scott invited Elisabeth to share updates regarding the new portal. Elisabeth explained that we are very excited for the new platform. We will be integrating the incoming cohort of SMDP MedTech Scholars on the new platform next week. We are creating a more interactive platform. The scholars will be able to share updates, ask questions that mentors can respond to, and respond to questions that others have posted. The SMDP Scholars will also be able to post their resumes and any publications on their profiles. One of the sections on the new portal will be a gallery of photos from all the training sessions. This is a huge step forward for the program and a great way to keep current and former SMDP participants engaged and connected. Orlando asked if the SMDP Portal is active now. Elisabeth explained that the old portal is still active and that the new portal and current cohort will be able to access the new one next week. She mentioned that he will receive an email when it has gone live. Elisabeth added that all the alumni will be included on this new portal.

### **Debrief about the 2016 SMDP MedTech Training Session: October 15-19 in Minneapolis**

- Scholars and Mentors  
Scott reminded everyone where they can see the current cohort of SMDP MedTech Scholars on the ICPD website. He instructed the committee members to go online. Scott thanked the selection committee for doing a wonderful job scoring the candidates and selecting the new cohort. He also shared a special thanks to St. Jude Medical and Laurie Trousil for hosting the training session in Minneapolis. He thanked Jess Liston, Todd Fonseca and Medtronic for hosting a site visit at their facility and for sponsoring the opening reception.
- Program  
Scott discussed how wonderful and successful the SMDP MedTech pop-up meetings were during AdvaMed 2017: *The MedTech Conference*. He gave a special thanks to Edwards Lifesciences, B. Braun, Johnson & Johnson, and AdvaMed for all participating. Elisabeth shared some of the feedback ICPD received from all participants including mentors and speakers. Overall the feedback was very positive. In regards to any challenges or difficulties encountered, just a few comments were about not physically having all of the mentors in-person at the training. The SMDP MedTech Scholars felt they would prefer to have their actual mentor there with them. They also mentioned that they did not have enough time with their mentors. Elisabeth would like to find a way to share some of the comments from the surveys. Laurie asked if the photos would be available. Elisabeth answered that all the photos will be on the portal. The profile photos that were taken for the mentors will be emailed to them. Orlando agreed that the training session is a long day but he wouldn't want it to be any shorter. He suggested perhaps more "hands on" exercises instead of just "lectures". He feels this will help the program have a more lasting effect on the SMDP MedTech Scholars. Elisabeth agreed with Orlando and mentioned that we have considered having the scholars bring their laptops or tablets to the training sessions. Orlando asked if all the presentations will be on the portal and Elisabeth responded that they would be. Jessica echoed what Orlando said. She agrees completely about having more "hands on" participation between the mentor and mentee.
- Logistics  
Scott suggested that having the training session onsite at one of the sponsor companies worked very well. ICPD used Whatsapp to keep the 2016 SMDP MedTech Scholars connected. This year we began use of this phone application before the program even began. The SMDP Scholars truly embraced it, not only for logistics but for communicating throughout the program. Orlando added that he would like to get to know the mentors a little better. He asked if there was a way for them to get together.



Scott agreed with Orlando. Elisabeth explained that during the 2016 SMDP Biotech training session in San Francisco earlier this year, ICPD arranged a 15-minute break during which all the SMDP Biotech Mentors got together and talked about what it meant to be a mentor in the program. Their mentors were not present for the discussion, so they were able to discuss sensitive matters with candor.

Although that meeting wasn't about the mentors getting to know each other, Elisabeth suggested that we may be able to incorporate something like that for the next SMDP MedTech training session. Scott added that perhaps we could also suggest that the SMDP Mentors stay at the same hotel as the SMDP MedTech Scholars. Laurie advised that this may not always work because of approved hotels within each company.

### **Planning the 2017 MedTech training session (September 23-27 in San Jose)**

- Scholar recruitment – online application form to go live November 15th;  
DISCUSSION TOPIC – How best should ICPD recruit students who are in their Junior or Senior year of undergraduate preparation or recently graduated with bachelor degrees.  
Scott stated that the SMDP MedTech online application form will go live on November 15, 2016. He mentioned that the SMDP MedTech program is open to students that are undergrads whereas the SMDP Biotech program is geared towards PhD and Post Doc. Scott welcomed any guidance or suggestions the committee might have regarding outreach to universities.

Elisabeth gave a brief overview of how ICPD reaches out to prospective Scholars. ICPD releases a "call for applicants" through social media, email and through its extensive alumni network. For the SMDP Biotech program, we target graduate students and PhD candidates, whereas SMDP MedTech, primarily target Bachelor and Masters degree students.

ICPD currently has a database of over 300 universities that we reach out to for recommendations. Recruitment challenges include difficulty in reaching students over the summer break for the fall program, and also gaining access to Bachelor degree students who have already graduated. Essentially we would have to reach them in their senior year.

An additional challenge is that most of the SMDP MedTech candidates don't know what Medical Technology is. They think the primary job opportunities for them would be as lab technicians. We have a mission to increase awareness of what Medical Technology is and get information to the potential candidates. Elisabeth asked if there are any objections to ICPD recruiting seniors in their undergraduate programs. Orlando stated that he feels we are on the right track.

Elisabeth added that this year ICPD also screened the candidates to make sure they were eligible to work in the United States. Scott suggested that it might be helpful if we had a conference call early next year with talent acquisition staff from the sponsoring companies to get on the same page regarding what the companies are looking for. Laurie shared that it is good to explore that, however she suggested that companies offer a wide range of opportunities, including careers in R&D and Regulatory Affairs.



Elisabeth mentioned that when ICPD hosted a program for Military Veterans, we created a document that literally listed all the different fields and areas of opportunity, along with the skills sets and level of degree that are desired. Elisabeth offered to share the grid with the committee and adapt it for use with the SMDP MedTech program.

- Site visit(s)  
Scott mentioned that we are seeking similar experiences in San Jose like the one that held at Medtronic.
- Program Agenda, Venues, Speakers  
ICPD will share a 2017 SMDP MedTech Draft Agenda on the committee management page prior to the next committee meeting.

#### **Partner Support:**

- Firming up 2017 sponsorship  
Scott will contact prospective 2017 sponsors over the coming months with the help of the committee members.
- Support for talent acquisition staff at sponsor companies – reminder about location of recent Scholar photos and affiliations on the website  
Scott said by the next meeting we will be able to give a tour of the new portal to any interested talent acquisition staff.

#### **Update on new program MIDL – February 27 in Philadelphia**

This will be saved for discussion for the next meeting. Scott directed the committee to view the website for MIDL, at [www.leadermodules.org](http://www.leadermodules.org).

#### **2017 Outreach & Planning Committee meeting schedule**

Scott reminded the committee members that the dates for 2017 committee meetings are listed on the agenda.

#### **Other/Action Items**

- Send all committee members an invitation to include talent acquisition in a “brainstorming” call in January or February 2017.
- Share evaluation feedback
- Post photos and presentations on the new SMDP Portal

Scott thanked the committee members for their ongoing support.