



Committee Meeting Summary

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

Outreach & Planning Committee

Conference Call

Wednesday, October 22, 2014

2:00PM Eastern / 11:00 AM Pacific

Conference Line: 712 775-7100

Access Code: 1071934#

Welcome/Introductions

Scott thanked everyone for attending the meeting.

The following Committee members were in attendance:

- Julie Campbell, Johnson & Johnson
- Elisabeth Freeman, President, ICPD
- Todd Fonseca, Medtronic
- Janet Janda, B. Braun
- Scott May, ICPD Executive Director
- Paige Mitchell, Baxter
- TJ Rivera, Humanetics
- Eddie Stuart, Johnson & Johnson
- Dustielyn Savage, Program Manager, ICPD
- Laurie Trousil, St. Jude Medical

Welcome remarks & introductions:

Scott May welcomed everyone to the call and told everyone where they can find the agenda for the meeting located on the ICPD website. Scott went through the agenda. Scott then invited everyone on the call to introduce themselves.

Training Session Debrief:

For those that were not in attendance, Scott walked everyone through the agenda starting with the reception on Saturday, the two days of training at Deloitte offices and finishing with the MedTech Convention. Scott then opened it up for discussion and feedback.

Julie Campbell mentioned that it was "incredibly impactful", "action packed" and "relevant" and put together very well. She believes it helped realign the scholars with what they need to move forward in a career in MedTech. She said the program and planning was incredible and she's happy to be a part of it. She added that doing some role playing for them to practice their elevator speeches would be helpful and wanted by the scholars.



Scott echoed that it went very smoothly and gave Elisabeth and Dustie credit for making it such a smooth program.

Venues:

Scott shared that the reception was at the Chicago Yacht Club and thanked Baxter for hosting and Alice Martin for her input and assistance securing that venue. Scott also commented on how the location of the Yacht Club was not in close proximity to the hotel and that the weather was not the best for being on the water. He also thanked Deloitte and Paul Torrey for ongoing support and providing venues for the training sessions. Scott did not feel there needed to be any improvements on that venue. He also felt that the casual dinner at Giordano's was "spot on". He again thanked Baxter for hosting the luncheon at the Hyatt. Scott discussed the travel options that we use whether it is buses or cabs. He felt other than the reception evening it worked very well to use cabs. Scott asked everyone if they had comments on the logistics.

Eddie talked about Giordano's location and agrees that it's always helpful to have the venues near the hotel. Scott asked Dustie for her input. Dustie felt that the venues on a whole were great, the only challenge being the location of the Yacht Club and the difficulty of finding it and getting a cab back to the hotel.

Current Programming:

Scott stated that we will be relying on the committee to get ready for the next training in San Diego next year as well as our more than 451 alumni that are part of the online committee we call the Mentoring Portal. We would like to get content to them. This being our 15th year, we have some Alumni that are well established in their career and some that are just starting out. Our challenge is what type of content to use.

Scott asked the committee for some ideas for webinars. He shared that we are starting to put together a schedule that will have a webinar once a month starting in November 2014. The December webinar will have a focus on Amgen. The tentative January webinar will be presented by St. Jude Medical.

Todd at Medtronic asked for some background on what has been done in the past since he is new to the program. Scott mentioned historically the webinars have been an extension of the training we do for two days and are usually put on by the ICPD staff and gave examples of Interviewing Skills, Fine Tuning a Resume and Creating a Professional Appearance Online. Scott added that moving forward we would like to bring in our partner companies to assist us.

Elisabeth added that we want to make sure that the alumni and new scholars will both benefit from the content. She would like to see our partners assist us with helping the scholars see the greater picture of the industry.



Todd again mentioned that the skill sets that you need to get into industry and the ones you need once you are there are different. Going from individual work to more of a team. He asked if something helping them understand what they need once they are in the door would be helpful. Scott agreed that it would be great.

TJ asked how engaged are the participants. He inquired if it was more of a presentation or interactive. Scott responded by saying they are very engaged. The webinars are one hour long, ICPD has found that 30 mins of prepared content and 30 mins of Q&A works well. TJ also agreed with Todd's suggestion.

Scott shared the ideas from the Outreach & Planning Committee for SMDP Biotech call. They include: Image and How to Present Yourself, The Language of Industry, a webinar of alumni to talk about their journey and how they got their positions, Diversity Groups Within Organizations, Change and Flexibility. Scott asked if anyone has input.

Todd agrees that Personal Branding is important. He also feels that it is key once you are in a company to understand how to partner with others in the organization to help you get where you are going.

Laurie added that they do allot of work around Building Your Professional Brand and offered to be contacted moving forward if ICPD would like her to help facilitate that.

TJ feels that teaching the scholars how to stay connected and engaged with networking would be helpful.

Scholar Recruitment:

Scott mentioned that we are beginning to accept applications for the new year. Scott asked Elisabeth if we are ready to go live on the MedTech application. Elisabeth informed everyone that we should be up and running starting at the beginning of next week. There is also a flyer on the website that the committee can pass on to anyone or any institution that may have candidates. Scott reminded everyone that there is no cost to participants, and that it is a full scholarship.

End of the Year Reunion Call:

Scott explained that last year's group has now completed a year of mentoring. ICPD would like to bring last year's group together for a call at the end of the year in December. Scott shared that the Biotech group felt that the scholars would be more candid if it was just scholars, but they also feel that there is benefit to having the mentors all check in as well.

Scholar of the Year/ Mentor of the Year:

Scott discussed that in the past we let the members of the online community select someone each year that embodies the program, both a Scholar and a Mentor. We will be going live on



voting for that in a couple weeks. ICPD is still deciding whether to make the announcement virtually on the website or in person at the next Bio or Med Tech program.

Support for Talent Acquisition Staff:

Scott offered to help show anyone at the partnering companies the portal and how it can best be used for a resource.

Planning the 2015 Training Session:

Scott explained that ICPD has started to plan next year's session. The next SMDP MedTech will be in San Diego. Although we are in the process of securing venues, the main thing that we always need help on is the Keynote Speaker. Scott encouraged the committee to email any suggestions they may have. Elisabeth mentioned that she put up the Schedule-At-A-Glance on the website for the committee to take a look at and provide any feedback.

Other/Action Items:

Scott closed the meeting by recapping the meeting. ICPD action item is to get the application up and running by the end of next week. Committee action items are webinar topics as well as venue/speaker ideas for the 2015 program.

Scott thanked everyone for their continued support and reminded everyone the next meeting is on December 11, 2014.