



Committee Call Notes

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

Outreach & Planning Committee

Conference Call

Wednesday, February 4, 2026

9:00 AM Pacific / 11am Central / 12:00PM Eastern

The following Committee members were in attendance:

ICPD Staff: Dayveon Cooper, Bill Heath, Scott May, Dustie Savage, Elisabeth Valerio, Sarah Maki (AdvaMed), Kimberly Thompson (Edwards Lifesciences)

Welcome & Introductions

Scott May welcomed members to the first Outreach & Planning Committee meeting of 2026. Elisabeth Valerio assisted with portions of the presentation, allowing the meeting to proceed as planned. Scott reminded members that the meeting was being recorded to support preparation of the official minutes and reviewed the agenda posted on the ICPD website.

Sponsor Updates

Scott shared plans to present SMDP MedTech at a regional MedTech Connect event at the University of Texas. Sarah Maki offered to coordinate talking points relating to AdvaMed and The MedTech Conference so the presentation could also strengthen awareness of broader MedTech opportunities.

Virtual Programming

Scott demonstrated the SMDP Jobs Board, explaining how partner companies can post internships, postdoctoral positions and full-time roles. He encouraged committee members to make greater use of the portal, noting that scholars, alumni and mentors actively use the resource.

Bill Heath initiated a discussion about the effectiveness of the Jobs Board in a more challenging employment market. Members agreed that scholars value the resource and that companies appreciate being able to identify SMDP applicants. Elisabeth suggested additional education for both recruiters and scholars to increase utilization, while Scott committed to renewed outreach and recruiter orientation sessions.

Scott also reviewed virtual career networking events, Mentor Moments, Career Spotlights, weekly newsletters and other portal enhancements that support year-round engagement.

Planning for the 2026 SMDP MedTech Training Program

Scholar Recruitment

Elisabeth Valerio reported that recruitment was progressing well with applications arriving daily. Alumni continue to be among the program's strongest ambassadors, sharing opportunities throughout their professional networks.



Dusty highlighted recruitment activities including the upcoming NSBE Conference, university information sessions with USC, Dartmouth, Cornell, the University of Cincinnati and Rutgers, and a recent Fireside Chat attended by more than one hundred prospective applicants. She also welcomed Dayveon Cooper's participation at NSBE as part of expanding ICPD's outreach efforts.

Scott concluded by thanking Bill Heath for his exceptional mentorship of scholars and encouraging committee members to nominate volunteers for the Scholar Selection Committee.

SMDP Program Enhancements

Scott May reviewed several enhancements that have now been fully incorporated into the Scholar Mentoring and Development Program. He reminded members that the program name now reflects its broader emphasis on mentoring and long-term professional development rather than simply participation in a training event. The committee also reviewed updates to the scholar application process, including consideration of disadvantaged backgrounds using the National Institutes of Health definition and the requirement that applicants submit a recent transcript from an accredited U.S. or Puerto Rico institution.

These enhancements were first discussed during the previous planning cycle and have now been implemented across both the Biotech and MedTech programs. Scott noted that they strengthen transparency in the selection process while helping partner organizations better understand the backgrounds and academic preparation of prospective scholars.

Mentor Recruitment & Best Practices

Because scholar recruitment was still underway, Scott recommended postponing the committee's in-depth discussion on mentor recruitment until the April meeting, when planning activities would naturally shift toward scholar-mentor matching. Nevertheless, he reminded members that ICPD is compiling mentor best practices from partner organizations to strengthen mentor preparation, improve engagement before and after the training session, and encourage consistent participation throughout the year-long mentoring relationship.

Partner organizations were encouraged to begin identifying prospective mentors well in advance of the training session and to consider how they recruit, orient and support mentors internally. Scott explained that documenting these practices would allow companies to learn from one another while helping ICPD develop additional resources for mentors across the network.

Training Venue, Agenda & Speakers

The committee briefly reviewed logistical planning for the October 2026 training session in Boston. Scott highlighted the need to secure a suitable corporate venue capable of accommodating approximately seventy participants during the Saturday and Sunday educational sessions. He also reminded members that speaker recommendations would be requested later in the planning cycle.



and encouraged them to begin considering executives, technical leaders and alumni who could contribute to the educational program.

Rather than delaying preparations until the summer, Scott emphasized that early planning allows the committee to secure stronger speakers, confirm facilities and create a balanced agenda that reflects the breadth of careers available within the medical technology industry.

The MedTech Conference Update

Sarah Maki provided an early update on planning for The MedTech Conference in Boston. She reported that the call for educational session proposals was currently open through February 20 and encouraged committee members and partner organizations to consider submitting program content for review. Although conference planning was still in its early stages, Sarah indicated that additional announcements would be shared at future committee meetings as planning progressed.

Sarah also confirmed that the successful NextGen HQ initiative would return for the 2026 conference. While details were still being finalized, she anticipated expanded opportunities for students and early-career professionals to engage with industry leaders. Scott thanked Sarah for AdvaMed's ongoing partnership and reiterated ICPD's willingness to support conference outreach whenever appropriate.

Partner Support & Sponsorship

Scott reported that he had begun meeting individually with partner companies to review the 2025 program and discuss sponsorship commitments for 2026. Feedback from these conversations had been encouraging, and he expressed confidence that organizations remained committed to supporting the program despite a more challenging employment environment.

The committee reviewed the objective of confirming all 2026 sponsorship commitments by mid-February and reaffirmed the goal of supporting approximately thirty-five scholar-mentor pairs. Members were also asked to introduce promising emerging medical technology companies that might participate through ICPD's no-cost Emerging Company Sponsorship initiative, helping expose scholars to entrepreneurial career pathways in addition to opportunities within larger organizations.

Alumni Program, ICPD Updates, Action Items & Next Meeting

2025 SMDP MedTech Program Update

Scott May briefly reviewed the current SMDP MedTech cohort, noting that thirty scholars had been sponsored for the 2025 program. While the annual training session serves as the formal beginning of each scholar's experience, he emphasized that the program's lasting value comes from the year-long mentoring relationship and the continued support provided by mentors, partner companies and ICPD. Members were reminded that ICPD continues to monitor mentoring relationships after the training session and is available to facilitate follow-up meetings whenever additional guidance or support is needed.



SMDP Alumni Program

Dayveon Cooper presented an update on the continued development of the SMDP Alumni Program, highlighting the formation of the Alumni Steering Committee (ASC). The committee had already met twice and adopted its 2026 operating budget, marking an important milestone in transitioning the alumni community into a more structured, year-round program.

Dayveon explained that seven alumni leaders have accepted responsibility for key functional areas, including communications, regional chapter development, curriculum development and other strategic initiatives. Each lead is responsible for identifying alumni needs within their area and developing initiatives that strengthen engagement across the network.

Discussion centered on expanding opportunities for alumni through professional development programming, peer-to-peer mentoring, networking events and a more active Jobs Board. Members also discussed plans to encourage stronger engagement between alumni and current scholars so that graduates of the program continue contributing to the SMDP community throughout their careers.

Dayveon announced that the 2026 SMDP Alumni Networking Event would be held on Saturday, June 20, in San Diego in both in-person and virtual formats. The event will conclude with a networking opportunity bringing together SMDP alumni and the incoming 2026 Biotech scholars and mentors. Partner organizations were invited to attend and asked to RSVP by May 22.

He also shared plans to enhance the SMDP Alumni Research Reports by incorporating alumni employment histories. These updates will allow ICPD and partner organizations to better understand long-term career outcomes, including the number of scholars employed by participating companies over time. Committee members welcomed this enhancement as an important measure of the program's long-term impact.

Other ICPD Program Updates

SMDP Biotech

Scott reminded members that preparations for the 2026 SMDP Biotech Training Session in San Diego were also well underway and encouraged organizations supporting both programs to continue sharing best practices across the Biotech and MedTech committees.

Enterprise, Leaders & Innovators Society for Africa (ELISA)

Members received a brief update on ELISA, including the upcoming 2026 ELISA Business Scholars Training Session and ELISA Business Summit in Hwange, Zimbabwe. Scott noted that partners interested in learning more about the initiative were welcome to contact ICPD.



Sage Clubs

Scott also highlighted the recent launch of Sage Clubs, a school-based initiative designed to equip secondary school students with practical skills, confidence and leadership opportunities while encouraging positive contributions within their schools and communities.

Action Items

- Continue promoting scholar applications through professional networks and universities.
- Nominate volunteers for the Scholar Selection Committee.
- Identify potential mentors and begin internal mentor recruitment planning.
- Submit proposals for The MedTech Conference before the February 20 deadline where appropriate.
- Confirm 2026 sponsorship commitments and introduce prospective Emerging Company partners.
- Promote the SMDP Jobs Board and encourage recruiters to post opportunities.
- RSVP for the SMDP Alumni Networking Event by May 22.
- Support continued development of the Alumni Steering Committee and regional chapters.

Next Meeting

Scott thanked members for their participation and their continued commitment to strengthening SMDP MedTech. He emphasized that the program's success depends upon the sustained engagement of partner organizations, mentors, alumni and volunteers throughout the year.

The next meeting of the Outreach & Planning Committee was confirmed for Wednesday, April 29, 2026.

Upcoming SMDP MedTech O&P Committee Meetings:

Wednesday, April 29, 9-9:30 am PT

Wednesday, July 29, 9-9:30 am PT

Wednesday, September 23, 9-9:30 am PT

Wednesday, November 4, 9-9:30 am PT