



# **Committee Meeting Summary**

## **Scientist Mentoring & Diversity Program for Medical Technology**

### **(SMDP MedTech)**

#### **Outreach & Planning Committee**

##### Conference Call

Wednesday, September 5, 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
- Fernando Cruz-Guilloty, Ph.D., Amgen
- Elisabeth Freeman, ICPD
- Erin Leahy, AdvaMed
- Meg Levy, Johnson & Johnson Consumer Healthcare
- Scott May, ICPD
- Roberto Monserrate, Amgen Manufacturing Limited
- 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](http://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.

##### **Planning the 2018 SMDP MedTech Training Session (September 22-26, Philadelphia, PA)**

- "MedTech Attendee Info" link at [smdp.icpdprograms.org](http://smdp.icpdprograms.org)
- Incoming Scholar group – Number and description; orientation call, 2 pm edt, Sept 13  
Scott shared that an incoming cohort of 27 SMDP MedTech Scholars and 2 additional scholars from Puerto Rico from the 2017 SMDP MedTech have been selected to attend the training session in Philadelphia. The 2 additional Scholars were unable to attend last year due to Hurricane Maria. ICPD arranged for them to participate in a one day kick off session in Puerto Rico but we wanted the Scholars to be able to take experience a complete training session.

The incoming cohort is composed of 75% female and 25% male participants. The ethnicity is about half and half with African American and Hispanic American. We do have one Pacific Islander student attending. Scott thanked the sponsor companies for providing selection committee members. Scott stated that the ICPD team will meet all the scholars virtually during the orientation call on September 13<sup>th</sup>. At that time, they will be added to the WhatsApp group that they will be using to communicate with each other during the training session. Elisabeth thanked Dustie for her hard work on recruiting. She is pleased that the cohort includes students from over 23 universities represented.



- Incoming Mentors – Identification of 5 mentors pending; orientation call, 3pm edt, Sept 13  
Scott mentioned that we are still waiting to receive the names and titles for 5 mentors. He thanked the committee for helping to identify colleagues as mentors. A meeting mentor orientation call will be held on September 13th.
- Program Agenda and Speakers  
Elisabeth informed the committee that we are busy finalizing the list of speakers for the Training Session. The training session will begin with the Celebration of Mentoring on Diversity Reception on Saturday the 22<sup>nd</sup>. ICPD is still working to confirm a keynote speaker. Elisabeth mentioned it is not too late for committee members to make suggestions and recommend. Scott added the person from J&J that they were considering is going to be out of the country so Mary Richardson, our contact at J&J for at their participation in The MedTech conference will reach out to see if Josh Ghaim is available to be a keynote speaker. Meg Levy offered to reach out Josh's assistant and get back to Scott. Meg also mentioned it is a great opportunity for other companies to provide a keynote speaker. Elisabeth shared that Eve Higginbotham, VP of Diversity and Inclusion at Penn is one of the potential keynote speakers.

The reception is the first time the scholars will be interacting with mentors and alumni. Sunday will be the first full day of training. It is an intense day of training. The scholars will meet their assigned mentors and start working on their personalized mentoring plans. ICPD is still looking to firm up the talent acquisition speakers and the presenters for the Career Choices panel. We will be having a speed networking session to kick off the Sunday morning training session. On Monday we will have a half-day of training. This is the day when the scholars will be really "drilling down" on their Personalized Mentoring Plans. We also do invite more talent acquisition staff for the session that prepares the scholars to make the transition from academia to industry. In the afternoon we will be taking the scholars to Millipore Sigma for lunch and a site visit and then they will be registered to attend The MedTech Conference. This is a wonderful opportunity for the scholars to get a realistic look at industry. They will participate in the conference until it ends on Wednesday.

- Celebration of Mentoring and Diversity Reception - Saturday, Sept 22, 6-9 pm, all welcome  
Scott reminded the members to please attend the reception if they are in the area.
- Venues: hotel, reception, training site (J&J DePuy Synthes in Westchester and Pennovation Center in Philadelphia), site visit to EMD Performance Materials and informal dinner  
Dustie mentioned that the host hotel will be Le Meridien, conveniently located near the convention center. The reception will be held at Convene. The casual dinner will be held at a former firehouse called Ladder 15. The scholars will be transported to the various venues. The training session on Sunday will be at DePuy Synthes and on Monday we will be at the new JPOD @ Penn. The site visit will be at EMD Performance Materials.
- Updates on the MedTech Conference; pop-up meetings and scholar activities  
Scott asked Erin Leahy to provide an update. Erin shared that they have made a lot of progress with the plenary sessions. Prime Minister, Tony Blair will attend on Tuesday morning and he will be interviewed by Mike Mussallem, CEO of Edwards Life Sciences. Vern Loucks, former chairman and CEO of Baxter is receiving the life time achievement award. Governor Herbert from Utah will also be joining the conference. Coach Calipari, basketball coach from University of Kentucky and Coach Wright from Villanova will be speaking on building a championship team and leadership. Former President George W. Bush will be speaking on Wednesday and interviewed by Scott Whitaker. Lord O'Shaunessy will be hosting a session. There will be an international reception on Sunday evening at the Marriott.



Monday evening there will be an opening reception at the convention center. The after party will be at Union Trust.

Scott is firming up pop-up meetings with Carol Neubauer, CEO of B. Braun, Mike Mussallem, CEO of Edwards Life Sciences and Sheri Dodd, VP and General Manager for MCMS and NDT of Medtronic. Michelle McMurray Heath, World Wide VP Regulatory and Clinical Affairs, Johnson & Johnson will also have a pop-up meeting with the SMDP MedTech Scholars.

### **Current programming:**

- Webinar dates and topics
  - Recent Webinars – “Mentoring Portal”, July 24

The most recent webinar was focused on the mentoring portal. This was hosted by Dustie Savage.
  - Upcoming Webinars – “2017 SMDP Biotech (San Diego) Reunion Call, : September 13; October 19 – to be determined; “2017 SMDP MedTech (San Jose) Reunion Call – November 2; December 14 – to be determined

Scott informed the committee that reunion calls for both of the 2017 programs have been scheduled. September 13<sup>th</sup> is for SMDP Biotech and November 2<sup>nd</sup> will be for SMDP MedTech. The October 19<sup>th</sup> and December 14<sup>th</sup> dates are still available. Scott mentioned that Janssen Pharmaceuticals is working on a webinar and are just waiting to confirm a date.
- Virtual support for the Scholars - Weekly “email summary”, ICPD can post news relevant to current and former scholars in the header of the email summary, but portal users are encouraged to also post in the “What’s on your mind” section of the SMDP Portal; back-program photos being added; presentation slides for training programs; post job opportunities directly on portal or email them to [jobs@icpdprograms.org](mailto:jobs@icpdprograms.org)

Scott stated we are continuing to refine the weekly summary tool. ICPD receives feedback from the scholars that the updates are helpful. We use the header for ICPD related news but we are able to use it for important information from our sponsors. Scott encouraged the members to post in “what’s on your mind” on the portal. Photos and presentations are continually being added. Scott thanked the committee for posting jobs. About 25 jobs are currently posted. These are jobs that are particularly relevant to our scholars.
- Scholar updates

Dustie provided updates on the following scholars. Andre Daniel Paredas, SMDP Biotech 2013, Post-Doctoral Research at Division of Translational Research - Transplant Biology Laboratory; Yuvon Mobley, SMDP Biotech 2012, Medical Affairs Manager at Assurex Health; Shae Cohen, SMDP Biotech 2016, Sr. Scientist at Immucor; Mandek Richardson, MedTech 2013, RF Filter Design Engineer at Quorvo, Inc; Erica Bozeman was promoted to Sr. Scientist at Janssen Pharmaceuticals;.
- Company Updates
  - Scholars & Mentors, J&J Open House, September 27-28, Springhouse, PA and Skillman, NJ

Meg Levy shared that J&J is hosting an SMDP open house in conjunction with Janssen Pharmaceuticals. They find it is a great way to highlight diversity that is within J&J and showcase job opportunities at the companies. It has taken a number of years to pull together a format that works best, but they feel they now have it down to a science. They are able to show scholars a biotech experience as well as a consumer product experience.



They are able to present the various career paths at J&J and illustrate how employees can move from company to company within J&J. The scholars will have the opportunity to interact with scientist of all levels, so they get a feel not only for the company but for the type of people they would be able to work with. Scott added that he really likes the poster session the scholars present to researchers at J&J. They will have 15-20 scholars this year.

- Diversity and inclusion activities  
Meg discussed that J&J really has to think about working across multiple generations. One of the big things is how do you keep everyone engaged. Speaking with the SMDP scholars has helped them rethink their talent acquisition models. It also helps them train managers on how to be successful across multiple generations and help people get what they want out of their careers.

### **Partner Support**

- Sponsorship support underway for 2019 SMDP MedTech, September 21-25, Boston, MA; discussion item – how to partner/sponsor commitments earlier? How to support and engage start-up companies  
Scott reiterated that we expect 25 scholars. Recruitment is well under way. One of the changes is that we are having one unified deadline date for both programs and one set of collateral material. If we are asking the students to apply by April 1<sup>st</sup> we will need to be able to know how many students will be sponsored. Scott asked for suggestions on how to engage and help sponsor companies fit the budgeting into their schedules with the earlier dates. The reason for the earlier date is because the recruiting for the MedTech program is challenging in the middle of the summer.
- Sponsorship page on [www.icpdprograms.org](http://www.icpdprograms.org)  
Scott noted the sponsorship page is up on the main ICPD website.
- Support for talent acquisition staff at sponsor companies – post job opportunities directly on portal or email them to [jobs@icpdprograms.org](mailto:jobs@icpdprograms.org); ICPD can run specialized reports; portal training available  
Scott reminded the community that ICPD is available to provide training on the portal, run specialized reports and that members can post job opportunities.

### **Planning the 2019 SMDP training sessions**

- SAVE THE DATE – SMDP Biotech, Jun 1-5, Philadelphia + SMDP MedTech, Sept 21-25, Boston  
Scott provided the upcoming program dates for SMDP Biotech and SMDP MedTech.
- Scholar recruitment – one registration deadline, April 1, 2019, and registration for both SMDP Biotech and SMDP MedTech will open in early September  
There will now be one unified application deadline for both programs.

### **Update on Gallus program**

This was postponed to the November meeting, however Scott reminded everyone that Gallus is an initiative to create a community for people interested in having a diverse leadership at the most senior levels, with a particular industry focus on consumer healthcare, medical technology, medical devices and biotech/pharma. Gallus will help support people as they move up in industry and help ensure their success as they become senior leaders.



This is a completely virtual program. People will be able to join the committee and get support and develop a leadership and customizable plan. It is designed for those that are in mid-level careers and are devoted to supporting diversity in industry. The Gallus value proposition is available on the committee page.

**Other & Action Items:**

**Upcoming Calls:** Wednesday, November 7, 2018, 2:00 PM Eastern/ 11:00 AM Pacific