



Committee Call Notes

Modules for Innovative & Diverse Leaders (MIDL)

Advisory Committee

Conference Call

Thursday, November 10, 2016

2:00PM Eastern / 11:00 AM Pacific

Conference Line: 712 775-7100

Access Code: 1071934#

The following Committee members were in attendance:

- **Fernando Cruz-Guilloty Ph.D, Immucor**
- **Elisabeth Freeman, ICPD**
- **Scott May, ICPD**
- **Richard Murray MD, Merck**
- **Walter Offiah, Johnson & Johnson**
- **Dustielyn Savage, ICPD**

Welcome remarks & introductions:

Prior to the meeting Richard Murray shared that SMDP came up quite a bit at PHARMA. PHARMA is having discussions about possibly having a fellowship to help candidates gain additional training in regulatory science. SMDP was mentioned as a positive program. Richard asked if Scott had met Ilene Cannon. Scott stated that he had not but that Steve Ubl has been wanting to connect her with ICPD.

Scott May welcomed everyone to the call for the 2017 Modules for Innovative & Diverse Leaders (MIDL) Advisory Committee meeting. Scott advised the advisory group how they could locate the supporting documents on the committee page by visiting the ICPD website (icpdprograms.org), under the drop-down menu on the top right (Committees). Scott reviewed the agenda for the meeting. Scott then introduced everyone on the call and announced the excused absences.

Overview of MIDL

- Program Goals
The primary goal for participants is to prepare them for a senior leadership role in industry. For the sponsoring organizations, the goal is to provide an opportunity to engage their senior leaders with emerging leaders in the industry as well as provide them with access to talent for possible recruitment purposes



- Virtual Participation
The program is structured as a one day introductory session followed by remote work. The remote work is conducted using Webinars and a web portal. The portal will support the virtual work of the participants.
- Participants
The participants are all ethnically diverse, have a minimum of five years work experience. They can be working in industry or also other areas such as public/government sector or academia.
- Industry Coaches
The industry coaches are senior leaders from our sponsoring companies. Scott asked Fernando if he had been to the MIDL website recently. Fernando replied that he hadn't. Scott then led the attendees to the new portal that we are launching.

Current Programming

- Launch of MIDL Portal – the portal will go live November 15, 2017
We have had under development a new version of the mentoring portal for the MIDL Candidates. It is scheduled to be launched for early next week. The plan is to go live on November 15, 2017. Elisabeth later added that this is a new program. We are looking to engage and have the coaches continue to interact with the participants. This program is about grooming future leaders. The participants will be able to post questions and have the coaches answer them. She mentioned that we will be looking to the committee for suggestions. Scott then proposed at the next call that we give a demo of the new portal. Walter requested that we see if any of the first participants have been promoted since the program. Fernando added that as a participant he is in the process of speaking with HR on that very thing and how he was able to use the information from Korn Ferry and the other information at the program to help him in this process.
- Modules & Webinars
These will be released through the portal. The time table will be announced on the portal as well November 15th. Elisabeth added that the current group will continue to participate in the program when the new cohort joins. Everyone will be able to participate in the modules and webinars.

Planning for the 2017 MIDL training session (February 27 in Philadelphia)

The committee has decided to offer only one MIDL Workshop per year. It will be once again held in Philadelphia. Scott informed the committee that Dustie is working on getting the same venue at The Hub.

- Participants (application deadline January 10) and Industry Coach recruitment
There were several people that applied for the fall program that was postponed. Those applicants have now applied for the February program. Scott requested that if the committee members have anyone in mind for the program that they send them to the website so they can apply.



- Program agenda, venue and speakers/coaches

J&J has already started to identify coaches. Elisabeth mentioned that we would like to model the program after the one that was held in February.

We received positive feedback that the program was spot-on. Scott added that there is a sample agenda on the committee page. Walter asked if there is a deadline for when the speakers and coaches need to be identified. He stated that December is not a good month for "this". Scott answered that ICPD is prepared to brief anyone before the holiday break. Elisabeth added the 15th of January would be a hard deadline for coaches and speakers so they can be properly prepared for the upcoming workshop. Walter wants to make sure the coaches and speakers have enough time to digest the primers.

Partner Support/MIDL Sponsorship

- Firming up 2017 sponsorship

Scott stated that on the last call he showed the sponsor benefit grid and reminded everyone where they could find that information on the committee page. Elisabeth added that you do not have to be a sponsor to have a candidate nominated for the program.

- Identification of prospective sponsors (with emphasis on consumer healthcare sector)

Scott asked if the committee has any suggestions on companies that would be interested in becoming sponsors. He invited committee members to please contact him.

- Membership on the MIDL Advisory Committee - identification of prospective committee members

We are always looking to expand and broaden the group. Participating on the Advisory Committee does not require sponsorship.

- Sponsor benefits

The sponsor benefits can be found on the committee page.

ICPD Update - The Scientist Mentoring and Diversity Program for Biotechnology will be June 17-21 in San Diego and the Scientist Mentoring and Diversity Program for Medical Technology will be September 23-27 in San Jose

Scott informed everyone that we have had a very successful year with our other programs. Scott led everyone to the www.icpdprograms.org website so that they could see the current cohort. He asked the committee to please share the website with anyone interested in the upcoming programs. Elisabeth thanked anyone on the call that participated in the programs.

Other & Action Items:

- The next meeting will have a demo of the new portal
- Update on the first MIDL participants

Scott thanked everyone for participating in the call. He reminded the committee that the next meeting is Thursday, December 1, 2016.