SMDP is an initiative of the International Center for Professional Development (ICPD)
OUTCOMES

39% vs 69%

of the general population with PhD's in life sciences are employed in industry

of employed SMDP Biotech Scholars from the 2010-2019 cohorts are employed in industry

SMDP is an initiative of the International Center for Professional Development (ICPD)

Future research:
2002 – 2009 SMDP Biotech
SMDP is an initiative of the International Center for Professional Development (ICPD)

POSTDOC SMDP Scholars 2010-2019

# of SMDP POSTDOCS BY SECTOR

<table>
<thead>
<tr>
<th>Sector</th>
<th>Number</th>
</tr>
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<tbody>
<tr>
<td>Industry</td>
<td>9</td>
</tr>
<tr>
<td>Govt</td>
<td>7</td>
</tr>
<tr>
<td>Academia</td>
<td>16</td>
</tr>
<tr>
<td>Clinical</td>
<td>1</td>
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</tbody>
</table>

COMPANIES WHERE POSTDOCS ARE HELD

Janssen Pharmaceuticals
AbbVie
AstraZeneca
Avanos Medical
Boehringer Ingelheim
Lonza

*the greatest number of postdocs are at Janssen Pharmaceuticals

* the graph shows data obtained in July 2020 for postdocs from all 10 SMDP cohorts
TOP INDUSTRY EMPLOYERS of SMDP Scholars 2010-2019

1. Johnson & Johnson
2. Amgen
3. AbbVie
4. AstraZeneca
5. Eli Lilly and Company
6. Teva Pharmaceutical
7. Lonza
8. Merck

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## Scholar RECRUITMENT

### Ambassadors

SMDP alumni engage other alumni in their region to strengthen engagement. They also visit academic institutions and events to promote SMDP.

### Interns

A team of SMDP alumni serve as interns working with ICPD staff to carry out Scholar recruitment and promote SMDP.

### Alumni

The SMDP alumni has become a significant resource for word of mouth promotion of SMDP.

### O&P Committee

The SMDP Outreach & Planning committees are comprised of ICPD staff, sponsor company representatives, stakeholders and SMDP alumni. Committee members help to raise awareness of SMDP.

### Call for Applicants

The SMDP Call for Applicants is distributed to SMDP Alumni, the O&P Committees and approx. 10,000 email newsletter subscribers who share it with their networks.

### Professional Groups

To engage members of professional societies and trade groups, ICPD sends emails, phones and arranges for its staff, sponsor partners or alumni to attend events and distribute the SMDP Call for Applicants.

### Campus Contacts

Outreach is done by phone, email and in-person visits to ICPD’s network of approx. 650 contacts at academic institutions throughout the United States and Puerto Rico.

### Social Media

The SMDP Call for Applicants is promoted online using LinkedIn, Instagram, Twitter and Facebook.

### Applicant Review

ICPD reviews all SMDP applications disqualifying candidates who do not meet the SMDP qualitative criteria.

### Applicant Scoring

A selection committee of industry representatives scores the applicants using a rubric based on objective and quantitative criteria.

### Cohort Selection

The applicants with the top scores are selected to participate in SMDP. They are notified of their selection status.

### Mentoring

SMDP Scholars participate in the SMDP training session and receive a SMDP Fellowship.
SMDP Portal engagement and Scholar profile accuracy

MENTOR MOMENT
A new SMDP Mentor Moment is posted every Wednesday for discussion during mentoring meetings and for the ongoing professional development of all SMDP alumni and mentors

SMDP SCHOLAR SPOTLIGHTS
Each week SMDP Scholar spotlights highlighting the career achievements of the SMDP alumni are published on the SMDP Portal

SMDP PORTAL BADGES
The SMDP portal recognition system elevates portal member activities and provides badge recognition for active users of the portal

WEEKLY EMAIL SUMMARY
Every Wednesday a weekly email detailing recent SMDP portal activities and highlighting current SMDP content is sent to all portal members
<table>
<thead>
<tr>
<th>Biomedical Science</th>
<th>Chemistry</th>
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<tbody>
<tr>
<td>Immunology</td>
<td>Genetics</td>
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<tr>
<td>Pharmacology</td>
<td>Pharmaceutical Sciences</td>
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<tr>
<td>Neuroscience</td>
<td>Chemical Engineering</td>
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<tr>
<td>Biochemistry</td>
<td>Medicinal Chemistry</td>
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<tr>
<td>Cell and Molecular Biology</td>
<td>Cancer Biology / Oncology</td>
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<tr>
<td>Microbiology</td>
<td>Physiology &amp; Biophysics</td>
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<tr>
<td>Bioengineering</td>
<td>Pathology</td>
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</table>
TOP 10 Universities for SMDP Scholars 2010-2019

Baylor College of Medicine
Morehouse School of Medicine
University of Illinois at Chicago
Johns Hopkins School of Medicine
Howard University

University of Michigan
Vanderbilt University
Stony Brook University
University of California, Davis
Emory University
Thank you for developing such an incredible program. What we learned and experienced is beyond measure.

Jessica Falcon
SMDP MedTech 2018

I have been to a bunch of academic conferences, but nothing has ever transformed my life compared to what I have received from SMDP.

Elizabeth Ndontsa, PhD
SMDP Biotech 2016

Being with such amazing people these past few days was truly inspiring and has opened my eyes to opportunities I never knew existed.

Namir Huertas
SMDP MedTech 2018

Words cannot describe the impact that interacting with all of you has made on me. This has been by far the most influential and enlightening conference I have had the pleasure of attending.

David Diaz, PhD
SMDP MedTech 2015

I intend to interact regularly with my mentor, which by the way was like a match made in heaven. I am almost ready to transition and the program is just what I was looking for.

Mehabaw G. Derebe, PhD
SMDP Biotech 2014

SMDP helped me realize other career paths exist outside of academia. The direction my mentor offered me regarding my career is priceless. This program is an amazing advantage for PhDs.

Fabiola Gomez, PhD
SMDP Biotech 2014

I am excited to share that I have started a position. I can attribute this to the networking opportunities and exposure gained during SMDP. The program has been very instrumental in my post-graduate success. I look forward to giving back.

Richard Carter, PhD
SMDP Biotech 2013

Being around such amazing individuals who look like me or have experiences like me was so rewarding.

Sasha Padilla-Coley
SMDP Biotech 2019

I intend to interact regularly with my mentor, which by the way was like a match made in heaven. I am almost ready to transition and the program is just what I was looking for.

Sasha Padilla-Coley
SMDP Biotech 2019
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