OUTCOMES REPORT
SMDP Medtech Cohorts 2012-2019
smdp.icpdprograms.org
SMDP is an initiative of the International Center for Professional Development (ICPD)5

* On average, Scholars are job ready 5 months after participating in SMDP

Outcomes

- Industry
- Government
- Academia
- All Postdoc & Job Ready Scholars
- In School
- Other


* On average, Scholars are job ready 5 months after participating in SMDP
94% of employed SMDP MedTech Scholars from the 2012-2019 cohorts are employed in industry.

SMDP is an initiative of the International Center for Professional Development (ICPD)
TOP INDUSTRY EMPLOYERS of SMDP MedTech Scholars 2012-2019

1. Johnson & Johnson
2. Baxter
2. Edwards
2. Janssen
2. Medtronic
2. Northrop Grumman
2. Stryker
2. Westpac

SMDP is an initiative of the International Center for Professional Development (ICPD)
<table>
<thead>
<tr>
<th>Scholar RECRUITMENT</th>
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<tbody>
<tr>
<td><strong>SMDP Gateway</strong></td>
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<tr>
<td>Builds a pipeline for future SMDP applicants. Anyone can join the SMDP Gateway at no cost and gain access to SMDP career development resources, job listings and alumni mentors.</td>
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<tr>
<td><strong>Staff</strong></td>
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<tr>
<td>Two full-time ICPD employees and a team of SMDP alumni work to carry out Scholar recruitment and promote SMDP.</td>
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<tr>
<td><strong>Campus Contacts</strong></td>
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<td>Outreach is done by phone, email and virtual visits to approx. 650 contacts at US and Puerto Rico academic institutions and via the Handshake platform.</td>
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<tr>
<td><strong>O&amp;P Committee</strong></td>
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<td>The SMDP Outreach &amp; Planning committees are comprised of ICPD staff, sponsor company representatives, stakeholders and SMDP alumni. Committee members help to raise awareness of SMDP.</td>
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<tr>
<td><strong>Call for Applicants</strong></td>
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<tr>
<td>The SMDP Call for Applicants is distributed to SMDP Alumni, the O&amp;P Committees and approx. 10,000 email newsletter subscribers who share it with their networks.</td>
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<tr>
<td><strong>Professional Groups</strong></td>
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<tr>
<td>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.</td>
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<tr>
<td><strong>Alumni</strong></td>
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<tr>
<td>The SMDP alumni are a significant source for SMDP candidate referrals. ICPD engages the alumni using the SMDP portal and the weekly email summary.</td>
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<td><strong>Social Media</strong></td>
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<td>Engagement and awareness of SMDP is achieved using LinkedIn, Instagram, Twitter and Facebook.</td>
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<td><strong>Applicant Review</strong></td>
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<td>ICPD reviews all SMDP applications disqualifying candidates who do not meet the SMDP qualitative criteria.</td>
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<tr>
<td><strong>Applicant Scoring</strong></td>
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<td>A selection committee of industry representatives scores the applicants using a rubric based on objective and quantitative criteria.</td>
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<tr>
<td><strong>Mentoring</strong></td>
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<td>SMDP Scholars participate in the SMDP training session and receive a SMDP Fellowship.</td>
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<tr>
<td><strong>Cohort Selection</strong></td>
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<td>The applicants with the top scores are selected to participate in SMDP. They are notified of their selection status.</td>
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</table>
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 PORTAL BADGES
The SMDP portal recognition system elevates portal member activities and provides badge recognition for active users of the portal.

SMDP SCHOLAR SPOTLIGHTS
Each week SMDP Scholar spotlights highlighting the career achievements of the SMDP alumni are published on the SMDP 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.
# TOP Degrees earned by SMDP MedTech Scholars 2012-2019

<table>
<thead>
<tr>
<th>Bioengineering</th>
<th>Biochemistry</th>
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</thead>
<tbody>
<tr>
<td>Chemical Engineering</td>
<td>Materials Engineering</td>
</tr>
<tr>
<td>Mechanical Engineering</td>
<td>Pharmacology</td>
</tr>
<tr>
<td>Translational Sciences</td>
<td>Environmental Sciences</td>
</tr>
<tr>
<td>Biological Sciences</td>
<td>Integrative &amp; Biomedical Sciences</td>
</tr>
<tr>
<td>Biomedical Sciences</td>
<td>Packaging Engineering</td>
</tr>
</tbody>
</table>
TOP Universities for SMDP MedTech Scholars 2012-2019

University of Puerto Rico
Morehouse School of Medicine
San Diego State University
University of California
University of Illinois
Baylor College of Medicine
University of Texas
North Carolina Agriculture & Technical University
Georgia Institute of Technology
San Jose University
University of Michigan
Johns Hopkins University
Rice University
Texas A & M University
University of Alabama
University of Pennsylvania
Virginia Polytechnic Institute & State University
“What Scholars say about SMDP”

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
CONTACT US

Scott May
Executive Director
smay@icpdprograms.org

smdp.icpdprograms.org