

***Don't Experiment – Learn to Apply an HR Formula for Success***

**NYBA Annual Meeting – Human Resources Track**

**New York Marriott Marquis, Times Square, NY**

**May 19-20, 2008**

**Monday - May 19, 2008**

**Session 1B - 9:15 AM - 10:45 AM - *Immigration and Biotech: Recruiting and Retaining Talent in a Compliance Oriented Environment***

**Panelists**

- **Ethan E. Kaufman, Esq.**, Partner - Fragomen, Del Rey, Bernsen & Loewy, LLP
- **Stella Rivera**, Human Resources Manager, Pall Corporation
- **Ayesha C. Blackwell**, Associate Counsel, Bristol-Myers Squibb Company
- **Robert S. Groban, Jr.**, Member of the Firm, Epstein Becker & Green, P.C.

Recruiting and retaining talent often entails consideration of US immigration options for foreign national hires. This program will provide an update on current business immigration and examine strategies for managing immigration in the biotech industry. The discussion will explore how HR and legal professionals are preparing for and adapting to evolving legal issues including the H-1B Visa Cap and Green Card processing. Consideration will be given to how immigration fits into the biotech recruiting process. The program will also include an update on I-9 compliance concerns such as SSA's "No-Match" letter program and conclude with a legislative and regulatory update.

**Session 2E - 11:00 AM - 12:30 PM - *New York Workforce in 25 Years***

**Panelists**

- **Eva Cramer, Ph D.**, Distinguished Service Professor of Anatomy and Cell Biology and Vice President for Biotechnology and Scientific Affairs at SUNY Downstate Medical Center, Brooklyn, N.Y.
- **David Hochman**, Executive Director, Business Incubator Association of New York State, Inc.
- **David Jason Fischer**, Project Director, Workforce Development and Social Policy, Center for an Urban Future
- **Mariano Rodriguez**, Vice President of Science and Technology, X-nth, Inc.
- **Steven A. Taylor**, Senior Analyst, New York State Senate Finance Committee
- **Dr. Patricia Rockwell**, Associate Professor in the Department of Biological Sciences at Hunter College of the City University of New York (CUNY)

Where is the workforce headed? What impacts the decisions and behaviors of our human capital? What societal and demographic changes can we expect? How can you prepare your company for the obstacles, trends and challenges in the workplace? Gain some perspective on the different areas of New York State and the direction in which geographic areas are moving and what you can do to steer your company through the challenges and take full advantage of the opportunities that may be ahead.

**Monday - May 19, 2008**

### **Session 3B - 2:00 PM - 3:30 PM - *Recruiting 102: Advanced Techniques for Attracting and Keeping Top Talent***

#### **Panelists**

- **Ethel Jolicoeur**, Scientific Recruitment Manager, Opus Scientific
- **Gabrielle Boguslawski**, Director of Sales, Eastern Region, BioSpace, Inc.
- **Jean Montgomery**, Talent Manager, Pall Corporation

Whether you represent a start-up business or an established industry leader – your company is a sum of the talent you are able to recruit and retain. In this session, you will be provided with innovative tools to create the competitive advantage needed to attract scientific talent. Learn how to efficiently utilize online resources including social networking, blogs, newsletters and industry associations to connect with passive, actively employed candidates. Explore techniques that build your corporate brand with the scientific community and how to empower your employees to be a critical component in the success of your brand.

### **Session 4B - 4:00 PM - 5:30 PM - *Employee Development: Turning your Scientist into a Leader***

#### **Panelists**

- **Pat Malone**, Director of Corporate Training and Education and the Center for Emerging Technologies in the Office of the Vice President for Economic Development at Stony Brook University
- **Kathy F. Bernhard**, President, KFB Leadership Solutions
- **Candice Niemec**, Performance Specialist, Administaff Inc.
- **Lawrence D. Poster**, Executive Vice President, DHR International
- **Karen M. Anderson**, Executive Director, Talent Development and Human Resources, Worldwide Research, Pfizer, Inc.
- **Guy E. Padbury, PhD**, Senior Vice President of Worldwide Pharmacokinetics, Dynamics & Metabolism, Pfizer Global Research & Development, Pfizer, Inc.

The biotech industry is plagued with the challenge of turning subject matter experts into organizational leaders of the future. This interactive session will provide insight into how people learn and develop and how to motivate and reward different behavioral styles. In addition, we will address how to help you design opportunities to transition your scientific talent to leadership roles in your organization, rewarding the acquisition of knowledge and targeted coaching.

### **Session 4E - 4:00 PM - 5:30 PM - *Specific Legal Issues for the Biotech HR Department***

#### **Panelists**

- **Diane Pfadenhauer, SPHR, Esq.**, President, Employment Practices Advisors, Inc.
- **Ellen R. Storch, Esq.**, Associate, Moritt Hock Hamroff & Horowitz, LLP
- **Elise Bloom, Esq.**, Partner, Proskauer Rose LLP
- **Barry A. Guryan, Esq.**, Epstein Becker & Green, P.C.

Biotech HR Professionals need to stay on top of the ever-changing legal developments in the field. In this session, we will discuss the latest legal developments, answer your questions and provide practical insight and guidance to provide you with the tools to effectively manage in this challenging environment. Specific issues to be addressed will include verifying candidates' backgrounds and conducting background investigations, recent changes in New York Law and properly documenting the employment relationship.



**Tuesday - May 20, 2008**

**Session 5E - 10:45 AM - 12:00 PM – *Biotech Workshop for the Non-Scientist: Understanding the Technology***

**Panelists**

- **Ethel Jolicoeur**, Scientific Recruitment Manager, Opus Scientific
- **Carol S. Lin, Ph.D.** Director M.A. and Post Baccalaureate Programs in Biotechnology, Columbia University

Are you a non-scientist working in the biotech and life science industry? Do you sometimes feel perplexed when interacting with scientific colleagues? This session will demystify the complex biotech industry and provide a basic understanding of the technology, terminology and trends driving the industry. Explore the science behind the industry and discuss key scientific concepts and how they are used to develop new products and techniques. Whether you work in law, finance, human resources, insurance, or consulting, the biotech industry is a very complex world. This program will give you the basic knowledge necessary to successfully interact and thrive within your organization and this innovative industry.

**Session 6E - 2:00 PM - 3:30 PM - *Biotech Workshop for the Non-Scientist: An Exploration of the Organizational Landscape***

**Panelists**

- **Ethel Jolicoeur**, Scientific Recruitment Manager, Opus Scientific
- **Tom Ippolito**, VP, Regulatory Affairs, QA & QC, Chembio Diagnostic Systems, Inc.

Are you a non-scientist working in the biotech and life science industry? This session will dissect the biotech organization and reveal the key people within each department. Explore various departments including research & development, clinical research, operations, regulatory affairs, quality and business development, and their interaction and unique roles in the journey from research to launch. Discover the key people within each department and their backgrounds, responsibilities and contributions to the overall goal of the company. This program will provide essential information for the non-scientist to better understand the structure of the biotech organization and to gain an insight into the people behind the science.