2013 SAPA Career Development Workshop

January 19, 2013
Saturday
9:00 am – 6:30 pm

Rutgers University
Student Center
126 College Avenue
New Brunswick
New Jersey 08901

Three presentation tracks in sequence:

Career development and advancement in the corporate setting
Career transition in competitive environment
Career adventure in China and emerging market

Also Featuring Job Fair
Dear SAPA Members and Friends,

The pharmaceutical industry is facing unprecedented challenges. The patent cliff peaked in 2012 with $100 billion loss in pharmaceutical sales; the pipeline is getting thinner leading to decreases in revenues; thousands of jobs have been lost, restructured, or outsourced to overseas; and uncertain economic times may further worsen job security and career prospects.

To help you prepare for the change, cope with the job loss, or embrace the challenge, the 2013 SAPA Career Development Workshop will focus on: (1) Career Development and Advancement in the Corporate Setting, (2) Career Transition in Competitive Environment, and (3) Career Adventure in China and Emerging Market. More than a dozen industry veterans and professional experts will present their perspectives and share their insights on these topics. The formal presentations will be followed with a roundtable discussion, interactive case study, and a social hour for networking opportunities. A job fair will be held in parallel on the premise for in-person interviews with prospective employers.

We look forward to seeing you at the 2013 SAPA Career Development Workshop.

2013 SAPA Career Development Workshop
Organizing Committee
Chair: Ning Yan, PhD, MBA
Co-Chairs: Charles Bao, PhD, Frank Gan, PharmD, Yan Ni, PhD, and John Sun, PhD, MBA

Charles Bao  Frank Gan  Jian Liu  Nora Xu
Jiwen Chen  Chenchao Gao  Yan Ni  Ning Yan
Li Chen  Handan He  Sufen Pu  Xiaoying Zhang
Xiaodong Chen  Baoguo Huang  Xiaole Shen  Hui Zhao
David Cragin  Yi Jin  John Sun  Hugh Zhu
Wei Ding  Xing Li  John Tan
Helena Feng  Ying Li  Wenyan Wang
2013 SAPA Career Development Workshop

Program at a glance

- 8:30 – 9:00  Registration
- 9:00 – 9:15  Opening Remarks
- 9:15 – 12:15  Career Development and Advancement in the Corporate Setting
- 12:15 – 13:15  Lunch (provided)
- 13:15 – 14:45  Career Transition in Competitive Environment
- 14:45 – 15:00  Coffee Break
- 15:00 – 16:45  Career Adventure in China and Emerging Market
- 16:45 – 17:30  Roundtable Discussion and Case Study
- 17:30 – 18:30  Social Hour
- 9:00 – 17:30  Job Fair in parallel
Career Development and Advancement in the Corporate Setting

Session Chair: John Sun, PhD, MBA

- 9:00 – 9:15 Opening Remarks
  Ning Yan, PhD, MBA, Workshop Chair

- 9:15 – 9:45 Breaking the Glass Ceiling in Corporate America: Strategies for Foreign Born
  Chao Chen, PhD, Professor, Rutgers Business School

  In today’s globalized economy, more people are migrating outside their birth places to work and live in foreign countries as sojourners or immigrants. Biases and discrimination against the foreign born can be blatant or subtle. Glass ceiling is a more subtle form of unequal treatment of the foreign born. I will present a model of glass ceiling for Asian-born American R&D scientists, discuss factors that offer insights into the existence and causes of the glass ceiling, and offer suggestions of how to break the glass ceiling in R&D organizations in America.

- 9:45 – 10:15 Do You Really Understand Your Boss?
  Jiaqing (JQ) Huang, MD, PhD, MPH, VP, Global Head of Pharmacovigilance, Otsuka Pharmaceutical Development & Commercialization. Inc.

  Have you ever considered that managing your boss is YOUR job? This discussion will take the participants into the world of Senior Management and share insights on how the Senior Management thinks and what Senior Management expects from the teams and contributors. It will help the participants to better understand where the boss comes from, and to understand the importance of strategy from the top and to be successful together.

- 10:15 – 10:45 Myths Of Asian Leadership: When Working Harder and Running Faster Is Not Enough
  Wesley Hom, MBA, Harvard-AMP, Vice President and Managing Director, ASCEND

  We will shed light on misconceptions about Asian Americans and why so few Asians in corporate America reach the “C-suite”. How many corporate CEOs, CFOs, or CIOs, Senior VP’s and senior leadership roles are Asian? Far fewer than general demographics would suggest is possible. What is preventing Asians from achieving leadership positions? We will discuss: Where are the Asians? Myths of Asian Excellence; What is impacting your success and careers? And finally understand what you can do to overcome these myths, limitations or excuses.
10:45 – 11:15  **Communicating Complexity (Without Making It More Complicated)**  
Jem Turner, MBA, MSc, Senior Consultant, SCQUARE International USA, Inc.

Being right or logical is not persuasive. The best idea in the world is useless unless you can sell it through the system. For effective career development in a corporate setting, you need your boss or client to understand the situation as you do, to accept its ramifications and causes, and to buy-into your strategies and recommendations. If they don't accept your analysis, they will never accept your proposals, and you (and your career) will be stuck in a corporate doldrum.

The presentation will explain the importance of defining the entity under review and identifying the desired aspirational end state. From there, we capture successes, challenges and opportunities. These are reviewed in a pivotal strategic question. We then create strategies and recommended actions that answer the question. Finally, we discuss the use of evidence to authenticate the overall story.

11:15 – 11:45  **Communication and Leadership: Vital Job Skills**  
Brian Lin, DTM (Distinguished Toastmaster), Past District Governor of District 83, Toastmasters International

How well can you communicate? Do your clients, your boss, your colleagues, your spouses, your children, and your friends know exactly what you mean when you speak? Do you thoroughly understand what others have tried to convey to you? Do you need to present to a full room of strangers? Do you need to negotiate a contract? Do you need to lead a team? Do you need to manage projects? To add more challenge, if these scenarios have to be done in English, can you handle them well?

Many Chinese Americans were passed over for promotions at work not because of abilities or education, but because of deficiencies in speaking, communication, management, and /or leadership skills. How can you be a full package that every company wants? Where can you brush up your soft skills? The answer is Toastmasters International.

11:45 – 12:15  **Panel Discussion**  
**Moderators:**  
John Sun and Ning Yan

**Panelists:**  
Chao Chen, Wesley Hom, Jiaqing (JQ) Huang, Brian Lin, and Jem Turner
Career Transition in Competitive Environment
Session Chair: Frank Gan, PharmD

  Chris Peck, VP, Expert Services, YourEncore, Inc,
  James Boyd, PhD, VP, Regulatory Affairs, SANOFI

This presentation will be an overview of what the current trends of employment are in the pharmaceutical industry and the types of roles our 25 client’s in this industry are asking us for. There will also be several case studies included to demonstrate the types of role’s we fill on a daily basis. A section will be devoted to what it is like to work as a consultant.

Finally, James Boyd will talk about some of the personal decisions and assessments one should take to help land a role, and the value of a personal brand in general including during the interview process.

- 14:15 – 14:45  Making a Successful Career in Life Sciences Consulting
  Paul Zhang, MBA, Managing Director, Navigant

  - My personal story
  - “Consulting” is very diversified, not one size fits all
  - Consulting skills required
    - What can be leveraged?
    - What needs to be built?
  - Lessons from observing other consultants – successes and failures
Career Adventure in China and Emerging Market
Session Chair: Charles Bao, PhD

- 15:00 – 15:15 Opening Remarks
  Dongbai Ye, Counselor, Science & Technology Affairs, Consulate General of the People’s Republic of China in New York

- 15:15 – 15:45 A Seagull’s 5-Year Observations & Cultural Re-Assimilations in China:
  一个海鸥在中国的5年工作生活体验及再同化
  Li Su, PhD, MBA, Director, R&D and Medical Informatics, Pfizer China R&D Center and Singapore Clinical Research
  Dr. Li Su will share his career adventure in China: how did he get there and survive? Values and sacrifices on himself and his family? The gains, joys and pains of working and living in Shanghai?

- 15:45 – 16:15 Internationally Integrated Career Development
  Ping Yang, PhD, VP, Global Business leader for Gene Synthesis & Molecular Biology, Genewiz
  Globalization is changing the nature of job market. The international job market is significantly driven by economic forces of supply and demand. This demand fuels jobs for about 5,000,000 westerners overseas each year. In the United States, 67% of employers seek candidates who demonstrate intercultural knowledge, understanding of global issues and the ability to relate across cultures. China is the second largest economic entity. To date, over 500,000 Chinese graduates have returned to China and about 100,000 Chinese overseas professionals travel in between other countries and China. GDP of China is right after the US being the No. 2 in the world and the size of its investment onto R&D is the No. 2 as well. Despite the exciting numbers and data, there is a natural result of specialization in skills and needs for a successful global career development. The international job market remains very decentralized, fragmented, and unstructured. Globally competent skill sets are more competitive in current job market from academia to industry. Westerners with “global ready” skill sets are highly desired. Both returnees (“sea turtles”) and westerners with high levels of global and inter-culture competence have a higher chance of success in the rapidly growing international job market.
16:15 – 16:45 **Breathing Life into a Career in China**  
Hequn Yin, PhD, Sr Director, Clinical Pharmacology, Novartis Oncology

Have you ever wondered what it's like working in China, after 5, 10, or even 20 years in the US? Would you have a career track beyond the first point of entry, and sustain your career life? Would you have a personal life besides working hard? How do you deal with the 24-hour work cycle in a global economy? The speaker will share his personal experience as well as his observation on the front line while working at Novartis Shanghai and Beijing.

16:45 – 17:30 **Roundtable Discussion and Case Study**

**Moderators:**  
Yi Jin, PhD and Hugh Zhu, PhD

**Panelists:**  
James Boyd, Hequn Yin, Chris Peck, Li Su, Ping Yang, and Paul Zhang

**Additional Panelists:**  
John Balian, MD, CMO, Johnson & Johnson Consumer Health  
John Mei, MD, PhD, MBA, President and CEO, Synatural Pharmaceuticals

17:30 – 18:30 **Social Hour** (light refreshment provided)
Job Fair Participating Companies

Session Chairs: Yan Ni, PhD and John Tan, PhD
Opening Positions

Job openings are posted under “Job Opportunity” at www.sapaweb.org

Aleon Pharma International, Inc.
- Clinical Study Project Manager/Associate Project Manager
- Accounting Assistant
- Computer/Web Support Assistant

Avtech Institute
- Pharmaceutical Data Management Instructor
- SAS Clinical Programmer Instructor
- Clinical Research Associate Instructor

BioDuro, a PPD® company
- Associate Director/Director/Senior Director of Medicinal Chemistry
- Associate Director/Director of DMPK
- Senior Scientist/Scientist on Metabolic Disease Research
- Group Leader/Senior Scientist of Discovery Biology
- Group Leader in Oncology

BGI Americas Corp
- VP Sales & Marketing
- Sales Account Representative

Concord Pharmatech Co., Ltd
- Director of DMPK
- Senior Fellow of DMPK
- Senior Fellow of Biologics
- Director of Pharmacology

Covance Pharmaceuticals R&D
- Associate Director, Animal Welfare and Comparative Medicine (Shanghai, China)
- Senior Study Director, Toxicology (Shanghai, China)

Everest Clinical Research Services Inc.
- Principal Biostatistician
- Senior Biostatistician
- Biostatistician
- Senior Statistical SAS Programmer

Frontage Laboratories, Inc.
- Head of Manufacturing
- Sr. Scientist-Analytical Services
- Sr. Scientist-Bioanalytical Group
- Sr. Formulation Scientist
- Sr. Statistical Programmer
- Chemist-Analytical Services
- Scientist-Bioanalytical Group

GenScript USA Inc.
- Marketing Specialist
- US Industrial enzyme product sales representative or manager
- Customer Service Representative

GENEWIZ, Inc.
GENEWIZ-NJ
- Scientist I/II, Bioinformatics
- Scientist I or II Development
- Scientist II Molecular Biology
- ESL Instructor, Part Time
- E Marketing Web Developer

GENEWIZ-Boston, MA
- National Sales Manager, Eastern Region

GENEWIZ-San Diego, CA
- Biotech Sales Associate
Lilly China R&D Company Ltd (LCRDC)
• Multiple Openings for Biology Lab Head and Group Leader Position
• Scientific Leader, Medicinal Chemistry
• Lead Scientist Early Process Chemistry Development
• Lead Scientist, Pre-formulation
• Lead Scientist, ADME/PK
• Pre-Clinical Statistician

Novartis Institutes for Biomedical Research
All positions listed are in Shanghai
• Head of Lab Operations
• Head of Scientific Operations
• Head of Health, Safety & Environment
• Investigator, Bioinformatics
• Investigator, Liver Disease in vivo Biologist
• (Sr.) Investigator, Medicinal Chemistry
• Research Investigator, Computational Chemistry/Biology
• Investigator, Analytical Chemistry
• Computational Scientist/Leader

ShangPharma Co., Ltd
• Executive Director/Senior Director of Medicinal Chemistry
• Director Level of Process Development Analytical
• Director/Senior Director of Toxicologist
• GLP and Non-GLP Bioanalysis Director
• Large Molecule Bioanalytical Director
• Head of Protein Sciences
• Director/Senior Director in Mammalian Cell Culture Process Development
• Director/Senior Director, Biologics Process Development
• Senior Level of Antibody Drug Conjugates
• Director, Senior Director, or VP of Biologics Manufacturing

Sundia MediTech Company, Ltd.
• Senior Director of in vitro Biology
• Director - Senior Director of Process Chemistry
• Associate Director to Senior Director of Chemistry

WuXi AppTec
• Project Director
• Formulation Director – Formulation Development
• Formulation Director - GMP Support group (Senior Principal Scientist)
• Formulation Director – Operations (Senior Principal Scientist)
• Principle Scientists – Immunology/Metabolic Diseases
• Research Fellow - Oncology
• In vitro pharmacologist
• Principle Scientists - Electrophysiologist
• Director, Quality Assurance
• Executive Director/Senior Director/Director of Medicinal Chemistry

Opportunities at STA, API Development and Manufacturing Division of WuXi AppTec (Shanghai based)
• Senior Director/Director, Quality Assurance
• Executive Director/Senior Director/Director of Process R&D
• Executive Director/Senior Director/Director of Process Analytical Science

Xuanzhu Pharma
• Director of Formulation

Yusongyuan Pharmaceuticals
• VP/Senior Director/Director, Generics Product Development
• Director/Associate Director/Manager, Generics/New Product Development
Biography of Faculty and Panelists

Chao Chen, PhD
Professor, Rutgers Business School

Professor Chen is full professor and former department chair of Organizational Management and Global Business at Rutgers Business School. Dr. Chen had his undergraduate education in English language and literature in the People’s Republic of China. He was a British Council Scholar studying language, government and economics in the Universities of Manchester and Warwick in England for two years. He received PhD in organization behavior and human resources from the State University of New York at Buffalo. He has taught organizational behavior, organization and culture, and diversity and cross-cultural management at SUNY Buffalo, Rutgers University, the Stern Business School at NYU. He has also had consulting and training experiences with American and Chinese companies such as Eli Lilly, AT&T, Verizon, ISP, and COSCO. He has conducted research on the career issues of Asian-American R&D scientists and engineers. His current research interests include organizational justice, ethical leadership, social networking, and cross-cultural differences. He has published in leading management journals such as Academy of Management Journal, Academy of Management Review, Administrative Science Quarterly, Journal of Applied Psychology, and Organization Science.

Jiaqing (JQ) Huang, MD, PhD, MPH
VP, Global Head of Pharmacovigilance, Otsuka Pharmaceutical Development & Commercialization. Inc

Jiaqing (JQ) Huang, M.D., joined Otsuka in 2012 as Vice President, Clinical Safety and Pharmacovigilance. In addition to overseeing OPDC’s Clinical Safety and Pharmacovigilance, JQ is Global Head of Pharmacovigilance, leading the transformation of our global pharmacovigilance system. In this capacity, he ensures that OPDC is prepared to meet all safety and regulatory requirements worldwide.
JQ joined Otsuka from Novartis Pharmaceuticals, where he had served as Vice President and Therapeutic Area Safety Leader in the Global Drug Safety and Epidemiology group. In that role, JQ managed 140 products across various disease areas. Earlier, as Senior Medical Director and Senior Brand Safety Leader at Novartis, he oversaw the safety of multiple products in Neuroscience and Ophthalmics. JQ has proven experience leading cross-functional safety management teams that have successfully addressed complex drug safety issues.

Earlier at Novartis, JQ was Senior Director and Program Section Leader. In that role, he had responsibility for the life cycle management of a major drug and led the international clinical team. He began his pharmaceutical career at Novartis as Director and Senior Clinical Research Physician, where he developed the global clinical strategy for a major product.

Earlier in his career, JQ distinguished himself as an outstanding teacher, clinician and practicing physician. He was an Associate Professor and consultant physician of Internal Medicine and Gastroenterology – Hepatology, at Peking Union Medical College Hospital (PUMCH), China. Later, he became Clinical Research Scientist at Faculty of Health Sciences, at McMaster University in Canada. JQ was an Honorary Associate Professor, Department of Medicine and Clinical Trial Center, at the University of Hong Kong. Earlier, he spent 11 years as a physician in China. Currently, he is a Visiting Professor to PUMCH and Shanghai Second Medical University (now, Medical School of Jiao Tong University).
Wesley Hom, MBA, Harvard-AMP, Vice President and Managing Director, ASCEND

Wes Hom was former IBM Vice President in the Systems and Technology Group with global responsibilities for overall execution of IBM’s mainframe investments, strategies, sales and emerging markets initiatives. Today he is principal at Business Innovation Services, LLC. helping investors and companies develop global strategies and plans to access next generation technologies and new business models. He serves on the national board of Ascend, manages the organization, advises on business development, diversity, and leadership development initiatives.

Previously Wes was based in Europe as Managing Director and IBM Vice President in the Global Industrial Sector. He held a variety of challenging positions at IBM, including Vice President of Global Communications Sector, Vice President of the Capital Venture Group. Wes also spent several years in Asia Pacific as Vice President for the Advance Technology Solutions and Vice President of Networking hardware and software businesses. Before going overseas, he went to Armonk, NY as an Executive Assistant in IBM’s corporate office serving the Chairman, Vice Chairman, CFO and Sr. VP of Human resources.

Wes also chaired IBM’s Asian Diversity group, where he was recognized as the “conscious & guardian” to the Asian community throughout IBM. He was recognized as one of the “2007 Outstanding 50 Asian Americans in Business” by the Asian American Business Development Center and received Organization Of Chinese Americans (OCA) 2008 Dynamic Achievers Award. He is also the co-founder of Corporate Executive Initiative and Co-developer of Stanford University’s Graduate School of Business Asian Leadership Program.

Jem Turner, MBA, MSc
Senior Consultant, SCQuARE International USA, Inc.

Jem Turner works for SCQuARE International, a company that specializes in problem solving and clear communication. A self-confessed ignoramus when it comes to complexity, none-the-less, he works with Fortune 500 companies (including several pharmaceuticals and biotechs), helping them make the complex simple. He collaborates with individuals and teams from discovery through to commercialization, demanding that they explain their situation, their challenges and their recommendations in such a way he finally gets it, even though they might all lose some hair along the road to clarity.

Brian Lin, DTM (Distinguished Toastmaster)
Past District Governor of District 83, Toastmasters International

Brian Lin has been involved in the educational program of Toastmasters International for 17 years. He is constantly learning the art of communication and leadership. Brian has held various officer positions at local, district, and international levels of Toastmasters. In the fiscal year of 2009-2010, Brian was District Governor of District 83 which serves company, community and educational clubs in New Jersey, Rockland County and Staten Island with over 3500 members. He has won Excellence in Marketing, Excellence in Education, and Excellent in Leadership awards.

He is currently the nominating chair of Toastmasters District 46 covering New York City, Long Island, and Westchester county.
Chris Peck  
**VP, Expert Services, YourEncore, Inc.**

Chris Peck is the Vice President, Expert Services for YourEncore and joined the company in 2010. He has responsibility for overseeing the strategy and delivery of talent solutions as they pertain to YourEncore’s client needs. He originally joined Smith Kline & French in 1978 as a Sales Representative covering most of the New England region. While in the sales arena Chris also had responsibility for hospital coverage, managed care accounts, bids and contracts on a state and regional level as well as the recruitment and training of new representatives. He spent several years as a sales manager covering both office and hospital based districts. Chris has also had experience on launch teams for several major Glaxo products.

In 1994, Chris joined the corporate side of SmithKline Beecham, now GlaxoSmithKline. During the last 16 years he has had a number of assignments in data warehousing, sales and recruitment systems, succession planning, organizational design, leadership development and executive recruitment that have had impact on all aspects of GSK’s businesses. Throughout his tenure in succession planning and executive recruitment Chris had extensive exposure to and responsibility for influencing Glaxo’s senior leadership teams on these topics in both the pharmaceutical and consumer segments.

Chris has a BA in Biology from Rutgers University and has spoken extensively on succession planning and executive recruitment topics.

James Boyd, PhD  
**VP, Global Regulatory Affairs, SANOFI**

James was born and educated in Ireland/England (PhD in Pharmacy and MBA). He joined the company (Merrill Dow) in England in 1986, moved to Kansas City in 1993, and then moved to Bridgewater in 1996. He is currently Vice President in the Global Regulatory Affairs department, SANOFI.

In addition to his pharmaceutical career, James is also a qualified Personal & Professional Coach (trained through Coach University and certified through The International Coaching Federation) and hopes to become active in this area as a “second career” at some point in the future. James has also been active in Toastmasters since 1998, was the President of the SANOFI club for a number of years, and has achieved Competent Communicator Gold.

Paul Zhang, MBA  
**Managing Director, Navigant**

Paul Zhang, Managing Director, received his undergraduate education from Nanjing University and M.B.A. degree from Cornell University's Johnson School. Mr. Zhang began his professional career in the pharmaceutical industry; over the span of seven years, his diverse responsibilities included oncology drug discovery, strategic planning, and pipeline valuation. Mr. Zhang spent the last 11 years at Easton Associates LLC in New York City, rising to become a partner. He has focused on advising biotech, pharmaceutical and medical device clients in new product planning and market entry strategies. Easton was acquired by Navigant in Oct 2012. Mr. Zhang also opened the China office for Easton Associates in 2010 and has been managing its operations, serving multinational pharmaceutical and medical device companies. Mr. Zhang has also authored a number of white papers published in leading industry journals.
Li Su, PhD, MBA  
*Director, R&D and Medical Informatics, Pfizer China R&D Center and Singapore Clinical Research*

Joined Pfizer in 2000, Li Su spent first 8 years in Connecticut, USA; then took assignments at Pfizer China R&D Center in Shanghai. Since 2008, Li Su has been leading R&D Medical IT teams to support Pfizer China R&D customers in Beijing, Shanghai, Wuhan, and Singapore Pfizer Clinical Research Unit. Li Su has played an instrumental role in establishing Pfizer R&D facility in Wuhan Biolake. Li Su worked with Procter & Gamble in Cincinnati, Ohio during 1995~2000, as manager of Pharmaceutical Research Computing & Informatics. Li holds his MBA from University of New Haven, USA; PhD from University of Leeds (UK); MSc from Chinese Academe, Institute of Organic Chemistry (Shanghai), BSc from University of Science & Technology of China. Li had post-doc trainings at Harvard University and Brandeis University (Boston).

Ping Yang  
*VP, Global Business leader for Gene Synthesis & Molecular Biology, Genewiz*

Dr. Ping Yang currently serves as the VP for Gene Synthesis and Molecular Biology Business at GENEWIZ Inc that is a global biotechnology company. His previous careers at GENEWIZ include the General Manager of GENEWIZ China. Dr. Yang established GENEWIZ China and built up a team creating the advanced gene & genome synthesis platforms. Dr. Yang and his team translated these technology platforms into a multiple-million dollar business. As his new role as global genome synthesis business leader, Dr. Yang continuously brings in more than 15 years of international researching, management and development expertise to integrate GENEWIZ global development where he is responsible for establishing and leading the company’s next generation genome synthesis technology. Before joined GENEWIZ, Dr. Yang was the Director of Gene Department of GeneScript where he and team established one of the largest gene synthesis facility in the world. Before his career in industry, Dr, Yang was a research faculty at Vanderbilt Medical Center where he was focusing on the pharmacogenomics and personalized medicine. Dr. Yang did his Ph.D. graduate research in pharmacogenomics and pharmacology and he has authored and co-authored over 50 publications. He has been an invited speaker at many scientific symposiums.

Hequn Yin, PhD  
*Sr Director, Clinical Pharmacology, Novartis Oncology*

Dr. Hequn Yin is currently a Senior Director at Novartis Oncology Clinical Pharmacology based in New Jersey, USA. Hequn received BS in chemistry from Beijing Univ in 1985, MS in organic chemistry from Shanghai Institute of Organic Chemistry in 1988, and PhD in pharmacology from University of Rochester in 1995. Following postdoc at UC San Francisco, Hequn joined the Drug Metabolism and Pharmacokinetics department (DMPK) at Hoffmann-La Roche. Since joining Novartis in 1998, Hequn has served as laboratory head, project team representative, member of the cardiovascular research board. During the three years (2007-2010) he served as a Section Head at Novartis research center in Shanghai, China (CNIBR), he successfully set up the DMPK operation for Novartis on the ground. Following repatriation to the US, Hequn continues the China link, and overseas Clinical Pharmacology for Novartis Oncology in China.
John Balian, MD
Chief Medical Officer, Johnson&Johnson Consumer Health

John D Balian, MD’s life story personifies the immigrant story and the American dream. Considering his very humble beginnings in the Middle East and the inconceivable adversity Dr. Balian faced from childhood through adolescence to later become an accomplished physician and a senior executive in a multinational corporation, his life story should be the inspirational and motivational account of these challenging times.

Dr. Balian was born to parents of no education and no means in a remote village in Anatolia near Diyarbekir, a historic Armenian city now in Eastern Turkey. He faced unimaginable tragedy that led to the splintering of his family that launched him into a life of destitution and wandering through several Middle Eastern and European countries. Despite cruel twists of fate, he eventually reached the land of opportunity because of his own fighting spirit and survival instincts and the help and kindness of strangers.

He attended Columbia University on a full scholarship and received a medical degree from Tufts University School of Medicine. After a medical residency and fellowship, Dr. Balian worked for the United States Food and Drug Administration prior to moving into the healthcare industry. He currently is a senior executive of a US-based global corporation. Due to his reputation of a transformational leader in his field with numerous accomplishments and innovations, Dr. Balian was recently elected to serve on the Board of Directors of the Armenian Center of Columbia University. He is widely published in trade journals.

John Mei, PhD, MBA
President and CEO, Synatural Pharmaceuticals

Dr. John Mei graduated from Amoy (Xiamen) University in 1985 and came to United States in 1991. He attended Cornell Medical School and Memorial Sloan-Kettering Cancer Center and completed his Doctorial Degree in 1998, followed with postdoc in Neuropharmacology at Yale and went on pursued industrial career in 2000. In industry, he first worked as a Research Scientist in the field of Proteomics (Protein-Chip) then transformed into the field of Medical Affair, mainly focused on evident-based and field-based medicine, including Thought leader network and relationship building, publications, IIT and IIS grant management, clinical trial management, and in-house stakeholders relationships. In this career, he spend four years in Boehringer Ingelheim and then three years in Baxter Healthcare. Between these two companies, he also established a biotech company-Greenworld Institute, which is specialized in Cancer drug and anti-aging product development using Caterpillar-fungi and Truffle. In 2007, Dr. Mei co-founded a non-profit organization - Global Health Education Foundation, with the focus on medical education efforts in third world developing country, particularly in Africa.