





RA

Robby



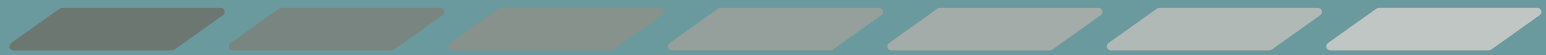
Wed, Feb 21, 12:07 PM

hi i was wondering if you have any contacts for an internship for me. i'm looking in the biotech biochem field

My dad works for a pharmaceutical company called Acadia in Del Mar! It's really high-quality and they're starting an internship program for high school and college students

High Tech High North County

Project Based Learning



Junior Internship



Coming to ACADIA

Initial Thoughts

Mentor

Projects

Interviews & Guide

Drafts

Takeaways



Purpose



ACADIA Pharmaceuticals

Interview Guide

Date:

Interviewer(s):

Respondent(s):

Interview Opening

Purpose, Goals, and Topics

To get a thorough analysis of employee roles, backgrounds, and careers within ACADIA Pharmaceuticals

- ❖ About roles within ACADIA
- ❖ Where does their role fit in with the discovery and approval process of Nuplazid
- ❖ Career
 - Schooling
 - Majors & Minors
 - Extracurriculars
- ❖ Why ACADIA
 - What makes ACADIA Unique
- ❖ Most/Least enjoy within departments
- ❖ Takeaways & Personal goals

Interview Questions

Background

College

- ❖ Where did you attend college?
- ❖ What was your major and why did you pick it?
- ❖ What was your highest degree?
 - Undergrad
 - Grad
- ❖ Looking back, what internships, clubs, research teams, etc. were most valuable?

Workforce Experience

- ❖ Where have you previously worked?
- ❖ What was your job/title?



Experience at ACADIA

Why ACADIA?

- ❖ How did you hear about ACADIA?
- ❖ What drew you to ACADIA?
- ❖ What keeps you at ACADIA?

Initial Thoughts

- ❖ When you started, what were your first impressions of the work environment?
- ❖ How have your expectations for this role changed since you started?

Current Position

- ❖ What is your job/title now?
- ❖ Did you initially start in a different position?
 - If so, how did you get to your current job?
- ❖ What is your favorite thing about your job?
- ❖ Where does your role fit in with the discovery and approval process of Nuplazid?
- ❖ Explain a current project that you are working on
- ❖ What are some goals for this project?
- ❖ Have there been any challenges within this project?
 - How have you tackled them?
- ❖ Why is this project beneficial to ACADIA?
- ❖ Are you enjoying this project?

Future Projects

- ❖ If you could create any project, what would it be and why?
- ❖ Would this hypothetical project be beneficial to ACADIA?
 - How and why?
- ❖ What are some goals you have for yourself/future projects?

Closing

Summary

Summarize main points/ideas that were made during the interview

Final Questions

Ask any remaining questions or if the interviewer has any final statements

Thank You

Thank the respondent for their time

"Do not wait for leaders;
do it alone, person to person"

—Mother Teresa





Woman Up

Department Demographics

ACADIA Overall

**Female : Male
(per department)**

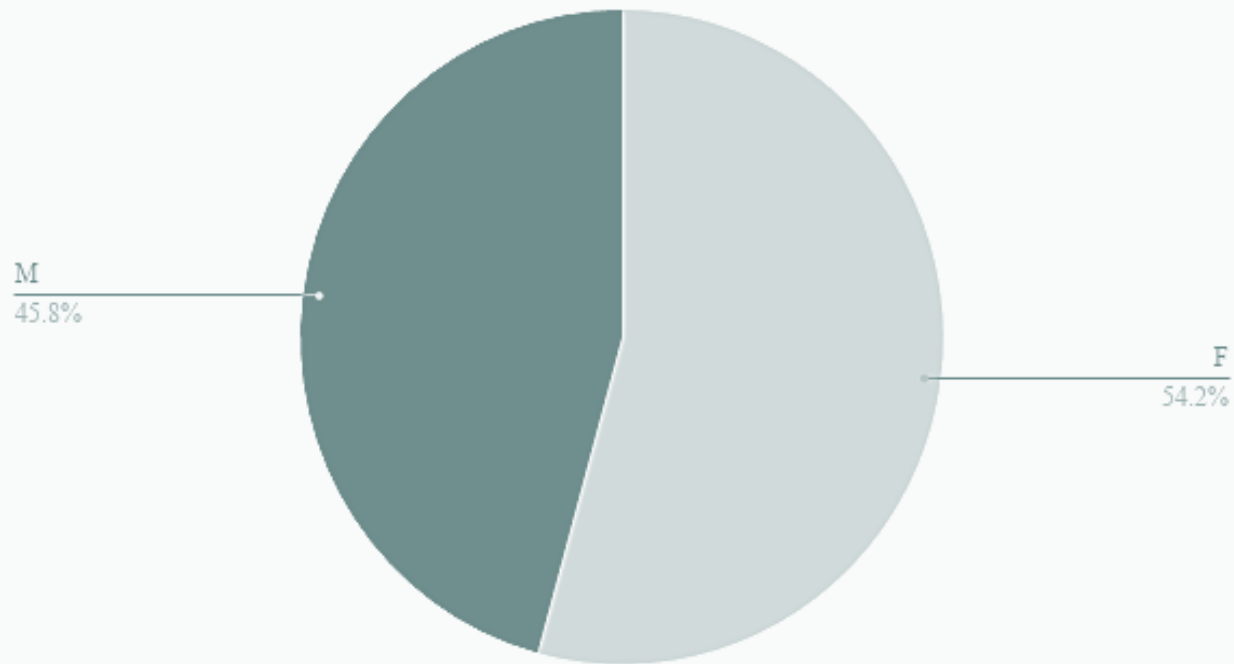
**Predominantly
Male**

**Predominantly
Female**

Split

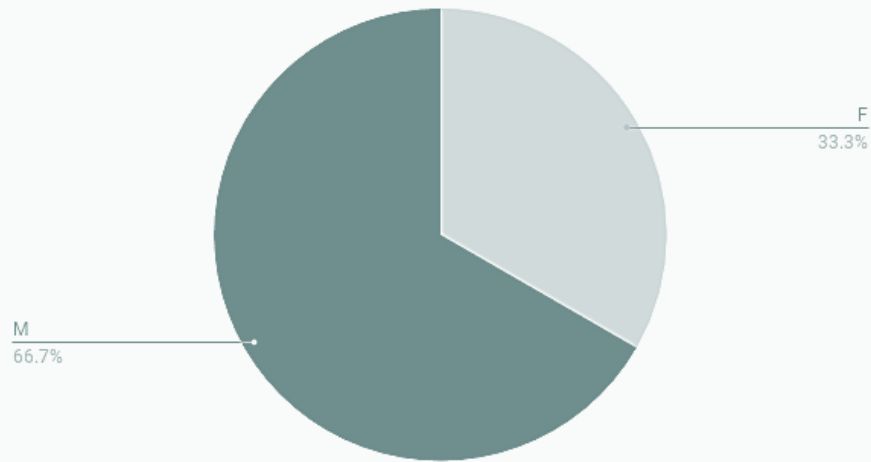
ACADIA Male and Female Percentages

Gender in ACADIA Overall

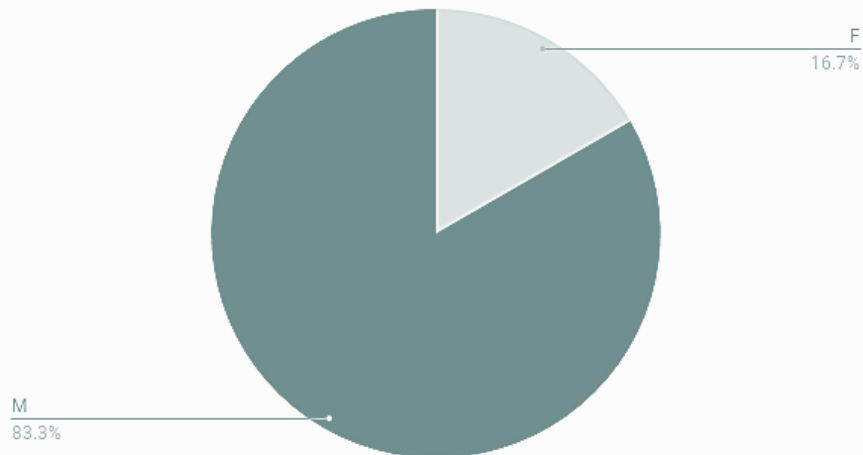


Male Dominant Departments

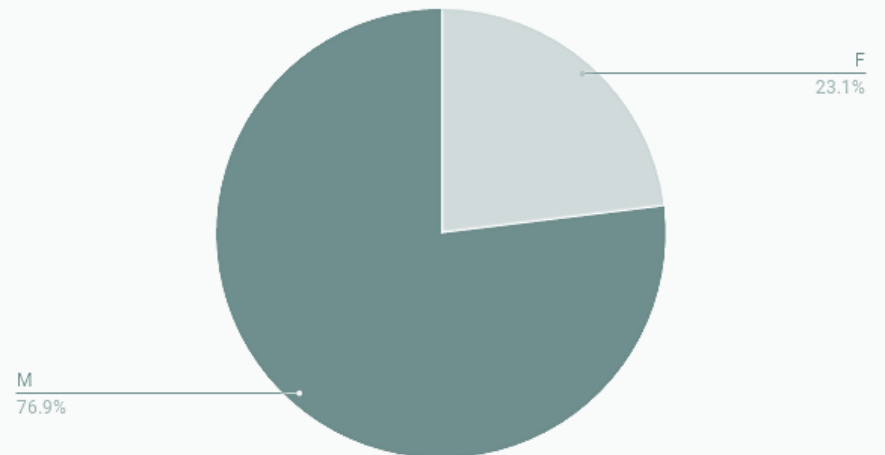
Gender in Informational Technology



Gender in External R&D

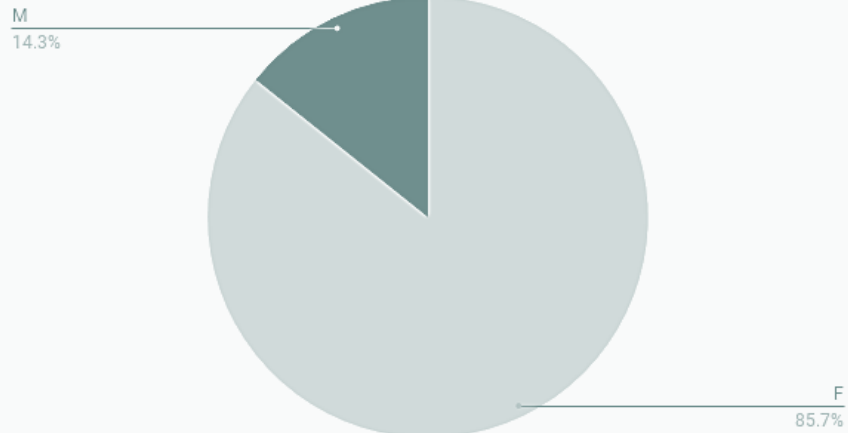


Gender in Pharmaceutical Development

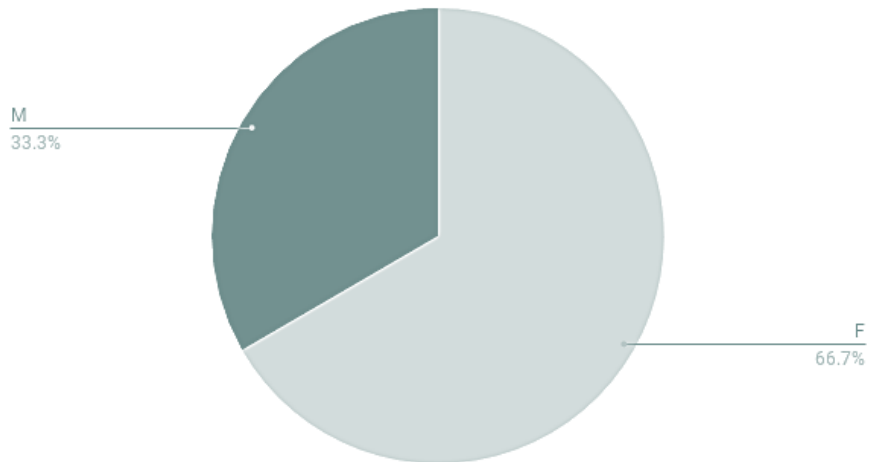


Female Dominant Departments

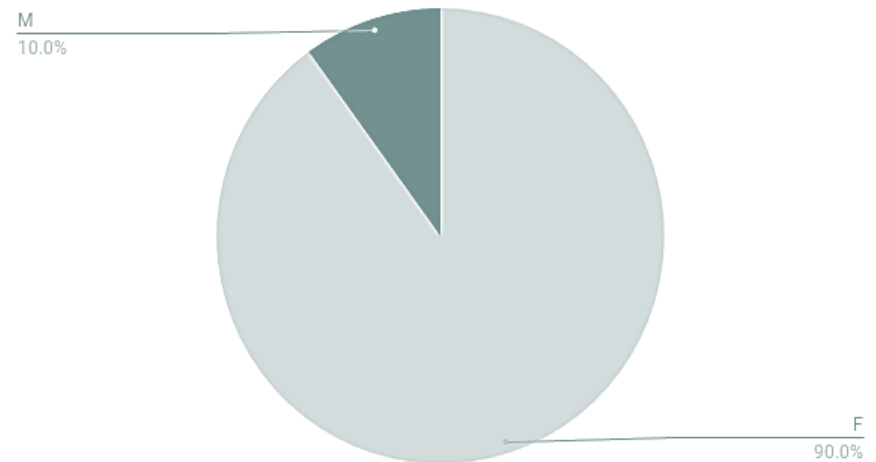
Gender in Legal



Gender in Market Management Development



Gender in People & Performance

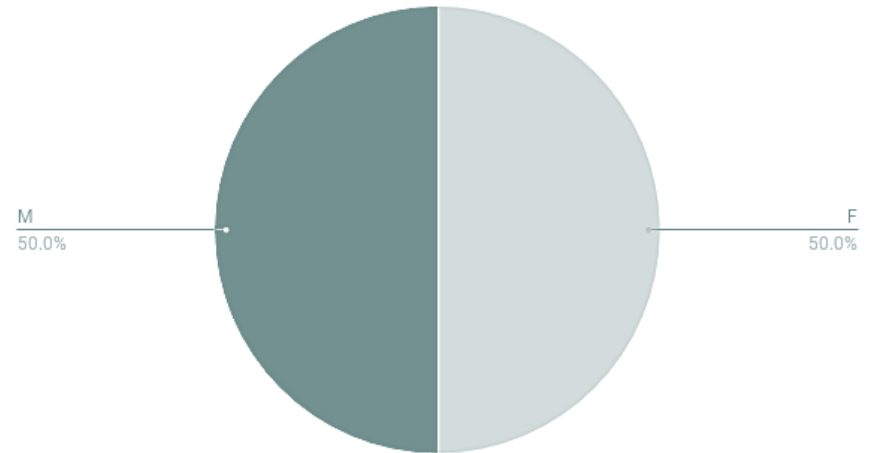


Gender Equal Departments

Gender in Access & Reimbursement

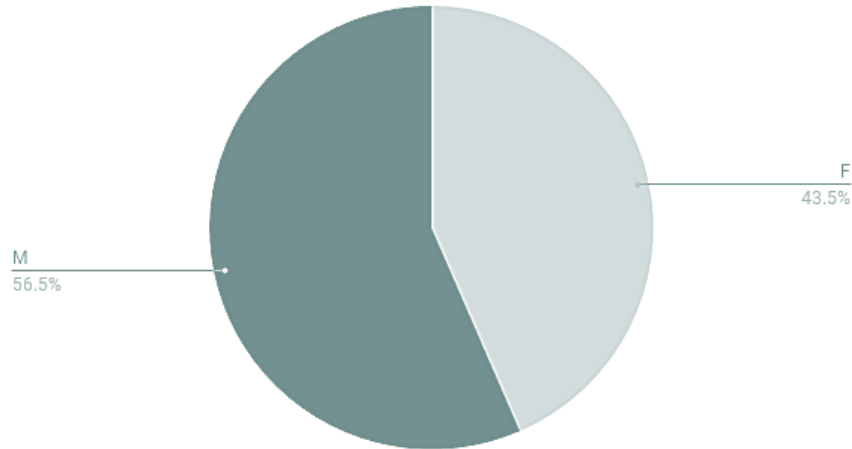


Gender in Technology Development & Ops

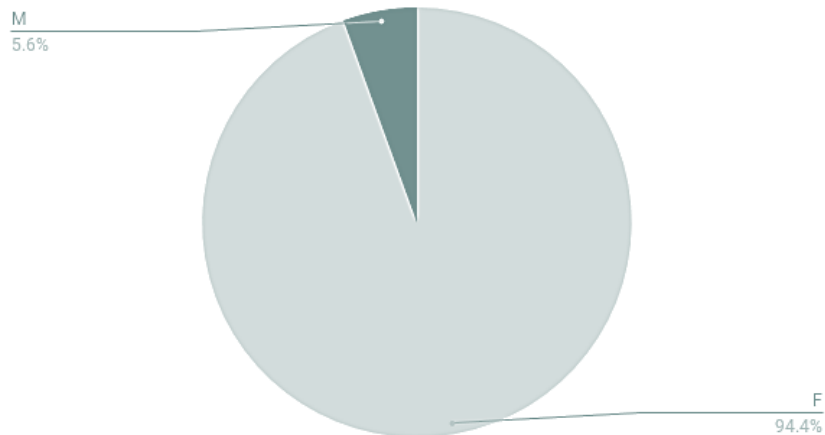


Title Demographics

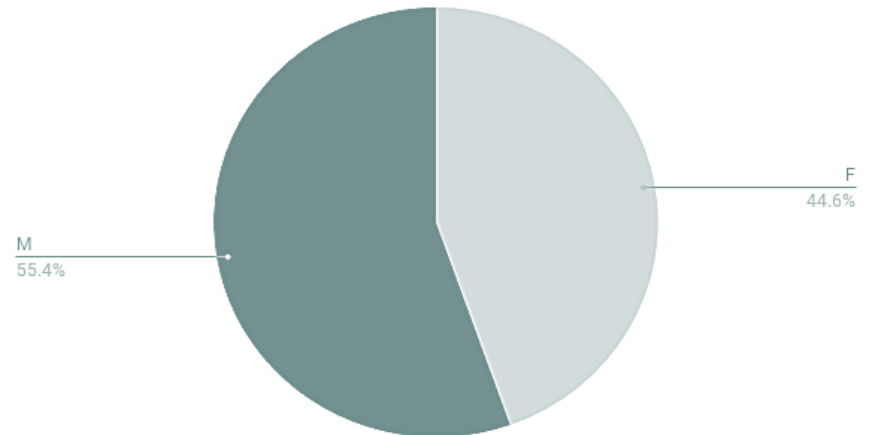
Gender of VP, SVP, and EVP



Gender of Assistants



Gender of Directors



Takeaways

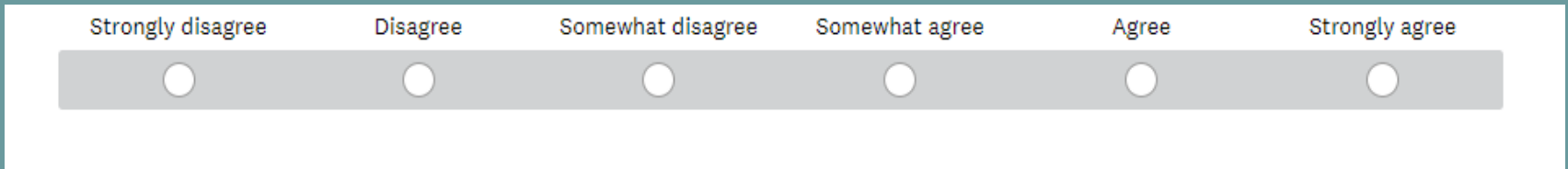


Takeaways



Survey & Results

- Woman Up survey to females*
- General Workplace survey to males**
- 6 Point Scale



Strongly disagree Disagree Somewhat disagree Somewhat agree Agree Strongly agree

*Results are out of 40 survey respondents

**Results are out of 10 survey respondents

Data Comparison

Q5: I feel that I get fair treatment and respect in my workplace

42.86% of _____ strongly agreed

8.11% of _____ strongly agreed

Q5: I feel that I get fair treatment and respect in my workplace

42.86% of males strongly agreed

8.11% of females strongly agreed

Q6: There is a sense of diversity within the ACADIA community

34.21% of _____ strongly disagreed, disagreed, or somewhat disagreed

14.29% of _____ strongly disagreed, disagreed, or somewhat disagreed

Q6: There is a sense of diversity within the ACADIA community

34.21% of females strongly disagreed, disagreed, or somewhat disagreed

14.29% of males strongly disagreed, disagreed, or somewhat disagreed

Q7: I have opportunities to work and collaborate in diverse and inclusive setting

42.86% of _____ somewhat agreed

33.33% of _____ somewhat agreed

Q7: I have opportunities to work and collaborate in diverse and inclusive setting

42.86% of males somewhat agreed

33.33% of females somewhat agreed

Q8: I am confident in my role

71.43% of _____ strongly agreed

28.95% of _____ strongly agreed

Q8: I am confident in my role

71.43% of **males** strongly agreed

28.95% of **females** strongly agreed

Q10: I feel a sense of trust and honesty among my co workers

52.63% of _____ either agreed or strongly agreed

100% of _____ either agreed or strongly agreed

Q10: I feel a sense of trust and honesty among my co-workers

52.63% of females either agreed or strongly agreed

100% of males either agreed or strongly agreed

Thoughts?

National + Worldwide Statistics

In the Fortune 500 report of 2017, there were _____% of companies with women CEO's.

- A: 18.25%
- B: 6.4%
- C: 10.2%
- D: 16.71%

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Women make up _____% of CEO's around the world

- A: 18%
- B: 26%
- C: 9%
- D: 23%

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- C: 9%
- D: 23%

In a KPMG Women's Leadership study, _____% of women said they needed more support building confidence.

- A: 67%
- B: 75%
- C: 52%
- D: 48%

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- C: 52%
- D: 48%

Why does this data
matter?

ACADIA vs. Statistics

- Male dominance in Executive positions ✓
- Lower percentage of women feel confident ✓
- More women in leadership creates diverse community ✓

90% of ACADIA
female respondents
said they would want
to participate in
Women in Leadership
workshops

Topics of Interest

Challenges | Challenges women face in corporate America and how they overcome them

Empowerment | Encourage creativity and innovation for fellow female colleagues

Confidence | How we can build self confidence within the workplace

Workshops



Speakers

Videos

Group
Discussions

Articles

Objectives for Workshops

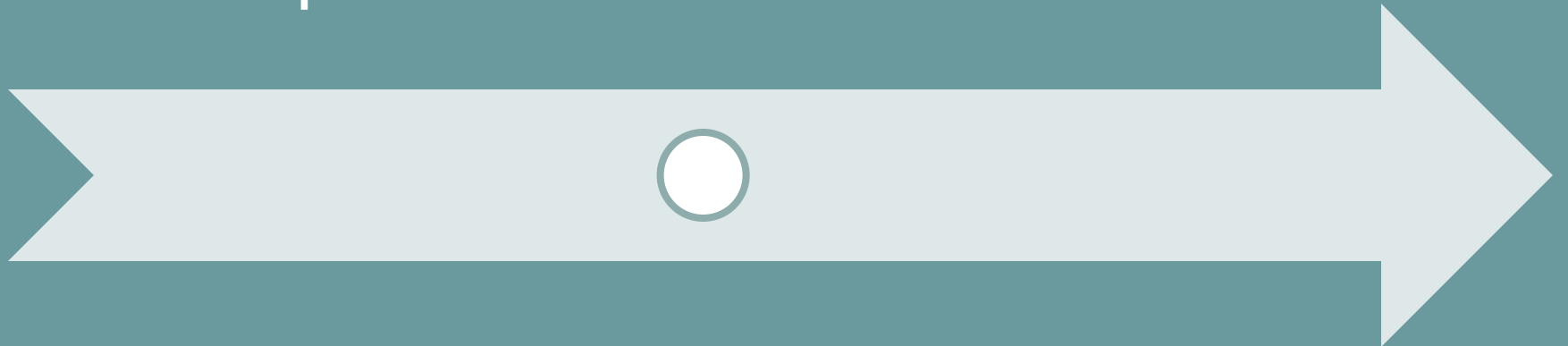
Boost confidence

Empower women

Create a community for women

My Time at ACADIA

Step Into the Future



Senior Year

College
Choices

Intended
Major

Future
Goals



Look
under
your seats

Thank You!