

Researchers & **SCIENTISTS**

The discovery, research, and development of life-improving medicines are what drive these innovative-thinking scientists.

DR. LEE BABISS

Competitive · Creative

DID YOU KNOW?

Dr. Lee Babiss was the captain of his Ultimate Frisbee team in college.



A consummate life-sciences professional, Dr. Lee Babiss, Global Head of Pharma Research at Roche, is an insightful scientist with a love for research and a passion for patients.

NAME: Lee Edward Babiss, Ph.D.

CURRENT POSITION: Global Head of Pharma Research, Roche

EDUCATION: Ph.D., Microbiology, Columbia University; B.A., Biology, Clark University

DATE AND PLACE OF BIRTH: Jan. 29, 1956, New York

FIRST JOB: Nathan's Famous Hotdogs

FIRST INDUSTRY-RELATED JOB: Assistant Professor, Molecular Cell Biology, The Rockefeller University

DREAM JOB: Wood turning or cartography

PROFESSIONAL MENTORS: Father; Harold Ginsberg, Columbia University; James Darnell, The Rockefeller University; Tom Wheeler and Robert Bell, Glaxo; Jonathan Knowles, Roche; Les Hudson

CONNECTED VIA: Facebook

WORDS TO LIVE BY: Not everything has to be fair; never complain and never be satisfied

ma research at Roche, Dr. Babiss is a leading-edge thinker encouraging risk among the company's 2,900 scientists. He is excited by emerging technologies and future platforms as possible solutions to attrition-based pipelines, stagnant development of small molecules, and the limitation of large molecules.

Indeed, Dr. Babiss has been a major and articulate champion of Roche's entry into exploring new therapeutic modalities, especially RNA-based therapeutics, as part of an evolving research portfolio.

He has been instrumental in leading Roche's effort to build an RNA franchise, from forming a major alliance with Alnylam — which included Roche's acquisition of a leading siRNA research site in Kulmbach, Germany — to the acquisition of Mirus with its focus on innovative nucleic acid-based technologies and an innovative RNAi delivery platform.

Change is part of Dr. Babiss' mantra; not only was he the first pharmaceutical research leader of the company's 2015 Disease Biology

Areas model launched in 2007, but he is presiding over other major changes, from the relocation of two major research teams from Palo Alto, Calif., to building a strengthened scientific partnership with research colleagues in Genentech.

An ardent advocate for personalized healthcare, a focus that began during his leadership of biological sciences and genetics at Glaxo-Wellcome, Dr. Babiss has put personalized healthcare high on the Roche agenda, starting with early target selection across the company's pharma and diagnostics divisions. At the same time, getting organizational alignment around personalized healthcare and investing in first-class science have been among some of the biggest challenges Dr. Babiss has faced today.

Dr. Babiss is also the key point person on using the Roche R&D Center in China as an innovation model to find new ways to conduct drug discovery, including a complete virtualization of preclinical programs.

Truly innovative science is what it's about for Dr. Babiss, and he eschews the tendency in the industry to overreact to the many challenges faced internally and externally by reducing or redirecting drug discovery efforts.

A thoughtful leader, Dr. Babiss' calm demeanor empowers people and engenders confidence. He inspires focus and dedication across a global research organization — from his research leadership team to the bench scientists spread around the world across eight research sites.

He is deeply supportive of his scientists and says one of the most difficult tasks he ever faced was telling some superb scientists that there would not be a position for them in the new GlaxoWellcome.

Dr. Babiss is often asked to speak at global industry events, where he questions and challenges audiences to consider and explore alternative, innovative approaches to developing medicines. His messages resonate because of his conviction and his ability to cut through the fog.

A believer in science and education, Dr. Babiss and his wife contribute to the growth and success of the many universities they have attended. He is particularly supportive of the department of microbiology at Columbia University, seeking to help younger scientists pursue their interests without financial barriers. ♦

THE NEXT BIG THING

SCIENCE IS EVER-ADVANCING AND LEE BABISS, PH.D., BELIEVES IN THE PROMISE THOSE CHANGES COULD BRING.

From next-generation biologics (glyco-engineering to death receptors) to potential stem-cell therapeutics, as global head of phar-

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DID YOU KNOW?

Dr. Larry Blankstein is a supporter of the Jimmy Fund and the Dana Farber Cancer Institute.

DR. LARRY BLANKSTEIN

A WELL-CONSIDERED PLAN

Dr. Larry Blankstein, Senior Director Clinical Research, Genzyme, has experience in developing drug strategies and managing projects from product conception through FDA filings.

WITH MANY YEARS OF EXPERIENCE IN THE DRUG DEVELOPMENT ARENA, LARRY BLANKSTEIN, PH.D., HAS DEEP INSIGHTS INTO THE INTRICACIES OF MANAGING THE MULTIPLE INTERACTIONS INVOLVED IN CLINICAL RESEARCH.

An established leader in clinical outsourcing, Dr. Blankstein has experience in developing drug strategies and managing projects from product conception through FDA filings as well as mergers and acquisitions.

Through his experience as senior director of clinical research at Genzyme Corp. and his extensive work with partners in clinical development, Dr. Blankstein knows how to balance internal and external resources needed to opti-

mize the use of external vendors and internal resources, as well as anticipating in advance when the ups and downs in a project are likely to occur.

Dr. Blankstein knows outsourcing is a highly complicated business; therefore, sponsor companies need to assess how to work effectively and collaboratively with service providers so they can complete clinical studies on time while controlling costs. Today, this is made even more complicated by resource constraints.

Dr. Blankstein is a driven individual; whenever he has a task or job to accomplish, he sets his mind to getting it organized and completed to meet objectives.

These characteristics proved invaluable when Dr. Blankstein spent six months overseas managing the integration of an acquisition into Genzyme. He was the only Genzyme employee at the acquired company, and over the course of the six months that he was there the staff was reduced by about 70%. At the same time, Dr. Blankstein had to ensure that key clinical programs kept moving forward.

Highly compassionate, Dr. Blankstein con-

tributes to the Jimmy Fund and the Dana Farber Cancer Institute, both of which ensure cancer patients and their families are treated with care and dignity. Knowing many people who have cancer or have died from cancer, he says the one way he can make a difference in helping to find a cure is to raise money.

In fact, Dr. Blankstein says the people who most inspire him are those who have a severe disease, yet demonstrate a strong desire to survive and/or do something to leave a positive legacy. ♦

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Driven • Fun-Loving

NAME: Larry Blankstein, Ph.D.

CURRENT POSITION: Senior Director Clinical Research, Genzyme

EDUCATION: Postdoctoral Research, Tufts Medical School; Ph.D., Wesleyan University; B.S., Rutgers University

DATE AND PLACE OF BIRTH: Oct. 1946, Jersey City, N.J.

FIRST JOB: Corning Medical

FIRST INDUSTRY-RELATED JOB: Seragen

DREAM JOB: Teacher

PROFESSIONAL MENTORS: Wesleyan advisor, colleague

CONNECTED VIA: Facebook, Plaxo, LinkedIn

WORDS TO LIVE BY: Failing to plan is planning to fail

DR. MARK CORRIGAN

BALANCING IDEAS

TRANSFORMING THE TECHNOLOGICAL BASIS FOR SEPRACOR'S DISCOVERY ORGANIZATION, MARK CORRIGAN, M.D., EXECUTIVE VP, RESEARCH AND DEVELOPMENT OF SEPRACOR, HAS BEEN BEHIND HUGE DEVELOPMENT BREAKTHROUGHS.

Thoughtful • Decisive

NAME: Mark H.N. Corrigan, M.D.

CURRENT POSITION: Executive VP, Research and Development, Sepracor Corp.

EDUCATION: M.D. and B.A., University of Virginia

DATE AND PLACE OF BIRTH: July 2, 1957, Boston

FIRST JOB: Assistant Professor, University of North Carolina Department of Psychiatry, Clinical Research Unit

FIRST INDUSTRY-RELATED JOB: Assistant Clinical Research Manager, The Upjohn Company

DREAM JOB: Author

PROFESSIONAL MENTORS: Jeff Jonas, M.D.; Goran Ando, M.D.

CONNECTED VIA: LinkedIn

WORDS TO LIVE BY: Many give advice, few profit from it

The changes Dr. Corrigan has brought about have led to the company putting into man a drug with a

completely novel mechanism of action. Today, under his leadership of Sepracor's R&D, the company has a broad portfolio in both CNS and respiratory conditions.

Dr. Corrigan understands the challenges of drug development, saying one of the biggest problems facing the industry is sustainable novel product discovery and development.

Dr. Corrigan is a compassionate psychiatrist with a deep passion for developing CNS therapeutics and a remarkable track record of accomplishments in registering new therapeutics in big pharma and in biotech.

Thoughtful and decisive in how he guides his reports and the organization, Dr. Corrigan says leading a research and development organization requires careful consideration of strategic alternatives and commitment to implementation.

He has also proven himself an accomplished leader on many fronts beyond R&D and says it was a defining moment in his career when he rose above his technical area of expertise to manage broader responsibilities.

Dr. Corrigan joined Sepracor from Pharmacia, where he oversaw global clinical research. When Pharmacia was acquired by Pfizer, Dr. Corrigan had the task of merging two worldwide clinical research organizations, a highly taxing undertaking.

With his deep insight into science and into people, he has helped to guide the careers of many successful development leaders in the industry.

Next on his list to accomplish is to run a company. ♦

DID YOU KNOW?

Dr. Mark Corrigan has been to the Ngorongoro Crater in Tanzania.



Dr. Mark Corrigan, Executive VP, Research and Development, of Sepracor, is thoughtful and decisive; he recognizes that leading a research and development organization requires careful consideration of strategic alternatives and commitment to implementation.

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GEOFFREY FRANCIS**DID YOU KNOW?**

Geoff Francis helped lead Novozymes Biopharma to a public float and listing on the ASX.



Geoff Francis, Chief Scientist at Novozymes Biopharma AU Ltd., has been invaluable in raising the profile of Australian science and business capabilities on the worldwide stage.

Thoughtful · Decisive**NAME:** Geoffrey L. Francis**CURRENT POSITION:** Chief Scientist, Novozymes Biopharma**EDUCATION:** B.Sc., University of Adelaide**DATE AND PLACE OF BIRTH:** Sept. 1948, Adelaide, South Australia**FIRST JOB:** Research Assistant, Commonwealth Scientific & Industrial Research Organization**FIRST INDUSTRY-RELATED JOB:** GroPep Pty Ltd.**DREAM JOB:** Artist**PROFESSIONAL MENTORS:** John Ballard, BioAngels; Chris Goddard, Novozymes**CONNECTED VIA:** Facebook, LinkedIn.**WORDS TO LIVE BY:** You never achieve anything significant on your own**A HUMAN REFERENCE LIBRARY**

COLLEAGUES AND PEERS REFER TO GEOFF FRANCIS AS A WALKING DICTIONARY OF SCIENTIFIC KNOWLEDGE. AS CHIEF SCIENTIST AT NOVOZYMES BIOPHARMA AU LTD., HE IS ALSO THE GO-TO PERSON WHEN A SOLID SCIENTIFIC EXPLANATION IS REQUIRED. FROM R&D TO COMMERCIAL, HE IS ALWAYS IN THE KNOW ABOUT WHAT'S HAPPENING IN THE LIFE-SCIENCES INDUSTRY.

Mr. Francis exudes a contagious passion and drive for what he does and has demonstrated a life-long commitment to the industry. For Mr. Francis, the life-sciences field is exciting, and he tackles his work with enthusiasm and persistence, always keen to reach the end goal.

But he has no illusions about the difficulty of the tasks, saying the biggest challenge in his career has been helping to get several novel new protein therapeutics through preclinical and beyond Phase I in the clinic.

And he maintains that the industry must find a way to deliver meaningful and affordable biomedical/biotechnology solutions to the whole world.

Mr. Francis has been invaluable in raising the profile of Australian science and business capabilities on the worldwide stage. His strengths also lie beyond the sciences. For example, he acts as a staff representative on Novozymes' superannuation committee (the Australian term for retirement funds) and is always able to ask the difficult questions.

Believer · Committed**DR. STEVEN GILMAN****NAME:** Steven C. Gilman, Ph.D.**CURRENT POSITION:** Chief Scientific Officer, Cubist Pharmaceuticals**EDUCATION:** Ph.D., Microbiology, Pennsylvania State University; M.S., Microbiology, Pennsylvania State University; B.A., Microbiology, Miami University (Ohio)**DATE AND PLACE OF BIRTH:** Dec. 1952, Urbana, Ill.**FIRST JOB:** Paperboy**FIRST INDUSTRY-RELATED JOB:** Scientist, Immunoinflammatory Pharmacology, Wyeth Laboratories**DREAM JOB:** Forensic medicine**PROFESSIONAL MENTORS:** Dr. Alan Lewis, Juvenile Diabetes Foundation; Dr. Joseph D. Feldman, Scripps Clinic and Research Foundation; Dr. Alan Proctor, formerly with Pfizer**CONNECTED VIA:** LinkedIn**WORDS TO LIVE BY:** Live every day like it is your last and one day you will be right**DISCOVERING THE VALUE**

SEEING THE PRACTICAL EFFECTS OF INNOVATIVE DRUG DISCOVERY IS WHAT TRULY DEFINED THE VALUE OF THE INDUSTRY FOR STEVEN GILMAN, PH.D.

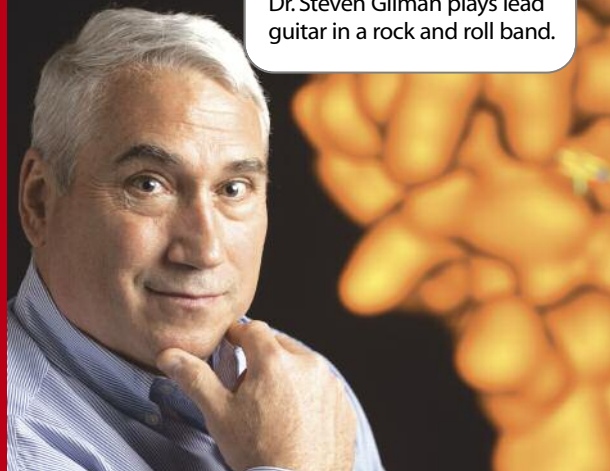
This realization occurred while he sat by the bedside of a seriously ill patient who was being administered an experimental drug that Dr. Gilman had helped to develop. It was at this moment that he truly comprehended the impact his career could have on the quality of people's lives.

Dr. Gilman's nearly 30-year career in both large and small companies, most recently as senior VP and chief scientific officer of Cubist, is marked by the numerous scientific and business contributions he has made across a number of therapeutic areas, including immunology and infectious diseases, rheumatoid/osteoarthritis, pulmonary inflammation, and oncology.

For example, he played an instrumental role

DID YOU KNOW?

Dr. Steven Gilman plays lead guitar in a rock and roll band.



Before joining Cubist as Senior VP and Chief Scientific Officer, Dr. Steven Gilman found real inspiration when he witnessed the effect a drug he helped develop benefit a seriously ill patient.

During staff meetings, he encourages team members to look for alternative options, and he ensures that all avenues are explored before agreement.

His intelligence, friendly banter, and quick mind can ensure that a five-minute discussion becomes a full-blown tournament of minds, helping to improve outcomes. And Mr. Francis seeks to engage others, following the counsel he once received that nothing significant can be achieved on one's own.

Among his achievements are co-founding the Cooperative Research Centre for Tissue Growth and Repair in Adelaide, Australia; a senior science role at CSIRO Division of Human Nutrition and GroPep Ltd.; and, most recently, chief scientist at Novozymes Biopharma, where he is tasked with finding new and novel ways to improve the manufacture of biopharmaceuticals. The opportunity to be part of the team that led GroPep to a public float and listing on the ASX, the Australian Securities Exchange, was a high point for Mr. Francis.

Next on his list of goals is to find a way to support another visionary company, such as Novozymes, and help it deliver important medical solutions.

In 1999, Mr. Francis received the CSIRO chief executive career letter of commendation for an outstanding personal contribution to international science, the development and commercialization of growth factors in the biotechnology field in Australia, followed by the CSIRO Medal for Business Excellence (Biotechnology) 2001.

He is an inspiration, too, in his personal life. Despite battling non-Hodgkin's lymphoma, Mr. Francis' optimism in overcoming this life-threatening illness helps others going through similar issues to manage their illness. ♦

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in the generation of more than 20 new investigational drug applications and resultant clinical trials that led to multiple Phase II and III programs as well as drug approvals.

Thus far his career highlight, Dr. Gilman says, has been presenting the scientific rationale for a new drug approval at an FDA advisory panel meeting and then having the drug approved.

A strong believer in the value of pharmaceuticals, Dr. Gilman says the hyper-emphasis on drug costs over benefits has had a stifling impact on innovation and investment in R&D.

His next goal is to help Cubist discover and develop the next blockbuster beyond Cubicin, the only once-daily IV bactericidal antibiotic approved in the United States for the treatment of complicated skin and skin structure infections caused by several susceptible strains of Gram-positive microorganisms. ♦

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DR. JACK MCKENZIE

WALKING THE WALK

Compassionate · Enthusiastic



Senior Scientist and Director of Clinical Affairs at Philips Respironics' Mini Mitter division, Dr. Jack McKenzie has been at the forefront of helping actigraphy to be accepted as an objective monitoring tool for clinical trials involving sleep and pain.

NAME: Jack E. McKenzie, Ph.D.

CURRENT POSITION: Senior Scientist and Director of Clinical Affairs, Mini Mitter, a Philips Respironics company

EDUCATION: Postdoctoral Teaching/Research Associate, Physiology, Uniformed Services University of the Health Sciences; Ph.D., Physiology, Louisiana State University Medical Center; M.S., Zoology, Idaho State University; B.S., Education, Western Oregon University

DATE AND PLACE OF BIRTH: June 1947, Eugene, Ore.

FIRST JOB: Ranch hand

FIRST INDUSTRY-RELATED JOB: Mini Mitter

DREAM JOB: Wilderness guide

PROFESSIONAL MENTORS: Don McKenzie (no relation), high school biology teacher; Dr. Neil Bandick and Dr. Emma Backman, college professors; Dr. Francis Haddy, his first academic chair

CONNECTED VIA: Facebook, LinkedIn

WORDS TO LIVE BY: The Golden Rule: Do unto others as you would have them do unto you; never judge somebody until you have walked a mile in their moccasins

CLINICAL RESEARCH INTO SLEEP AND PAIN HAS ADVANCED BY LEAPS AND BOUNDS THANKS TO THE COMMITMENT AND HARD WORK OF JACK MCKENZIE, PH.D.

Dr. McKenzie, senior scientist and director of clinical affairs at Mini Mitter, a Philips Respironics company, has been at the forefront of helping actigraphy, a technology designed to measure gross motor activity and estimate sleep/wake cycles, to be accepted as an objective monitoring tool for clinical trials involving sleep and pain.

While it was a battle to convince people that actigraphy is an accurate and easy measurement and assessment tool, once the breakthrough was made into a handful of clinical trials, there has been a snowball effect. Today, the technology is being integrated into behavioral therapy and study outcome measures in therapeutic areas such as sleep, pain, depression and more.

In doing so, drug sponsors have realized financial benefits, as well as benefits that result from more effective monitoring of study subjects.

Dr. McKenzie believes that education is key to changing industry perspectives. A trained teacher with an undergraduate degree in biology education, Dr. McKenzie says by educating people and telling

DID YOU KNOW?

Dr. Jack McKenzie lived in Sinop, a town in northern Turkey situated on the Black Sea, for a year.

them about more objective and cost-effective methods to measure activity of daily living and sleep, they'll become interested.

A strong leader, Dr. McKenzie has helped to manage a small company — Mini Mitter — through some difficult times to ultimately grow and become a successful organization with 10 medical deliverance clearances in four years. While Mini Mitter is today part of Philips Respironics, a provider of solutions for the global sleep and respiratory markets, when the company was a tiny and little-known organization, Dr. McKenzie and the leadership team sometimes had to pay employees using their own credit cards.

The outcome has been worth it, though, and Dr. McKenzie says developing the clinical trials program for Philips Respironics has been the highlight of his career. ♦

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THE VALUE EQUATION

SETTING THE VISION FOR LESS-COSTLY AND FASTER DRUG DEVELOPMENT, PETER SMITH, PH.D., SENIOR VP, NON-CLINICAL DEVELOPMENT SCIENCES, HAS PLACED MILLENNIUM: THE TAKEDA ONCOLOGY COMPANY, ON AN EXCITING PATH.

With the cost and time of developing drugs escalating, all biotechnology and pharmaceutical companies are employing every available resource to reduce associated costs and shorten development times, but only a few have succeeded in doing so. Under Dr. Smith's leadership, Millennium has found a way to accomplish both.

Dr. Smith recognizes that with the low-hanging fruit having been picked and large pharmaceutical companies somewhat paralyzed by merger devaluation, there is a pressing need for productivity that leads to innovative, novel products. In addition, the financial difficulties facing many small, innovative companies have created a huge dilemma for drug development. The future, therefore, has to lie in focusing on products that work well and fill a therapeutic void.

Dr. Smith put forth a vision of how to produce best-in-class and first-in-class cancer drugs through the establishment of a nonclinical development science (NCDS) function at Millennium. In essence, NCDS combines discovery and development processes into one cross-functional group that supports and guides the discovery and clinical organizations.

The NCDS team acts as the bridge between the two processes, conducting research and analyses earlier in the discovery and development processes. This allows Millennium's scientists to have more information on a molecule earlier, thus making it possible to determine if a molecule should be abandoned or pursued.

Since the division was formed, Dr. Smith has built it from a group of six to more than 200 individuals today. At the same time, he helped lead Millennium's transition from a pharmacogenomics company to a bona fide pharmaceutical company.

Dr. Smith says his successes of today are based on an unexpected promotion in his past. He says his career was really launched when he was named head of the drug safety department at Searle.

Beyond his busy role at Millennium, Dr. Smith has served on several editorial boards, including Toxicological Sciences, Journal of Pharmacological and Toxicologic Methods, and Preclinica. He also has served as an ad hoc reviewer for Toxicology and Applied Pharmacology and in Vitro Toxicology, and he served on the executive review board for the Pharmaceutical Achievement Awards in August 2004.

Friendly and honest, Dr. Smith likes people and encourages transparency by engaging with his staff in an open way.

He attributes much of his leadership style to three mentors who believed in him over the years. First was his mentor at Merck, Dr. Jim MacDonald, who hired him and was at the time head of the toxicology organization. At Searle, his mentors were Dr. Larry Hansen, head of nonclinical and his boss, and Dr. Phil Needleman, head of R&D. All three trusted him to do increasingly challenging jobs, led by example, had a sense of humor, and generally did not take themselves too seriously.

They instilled in Dr. Smith a passion for drug discovery and development, and because of them he brings a very high level of quality and expectation to his own work. ♦

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DR. PETER SMITH



As Senior VP, Non-Clinical Development Sciences, at Millennium, Dr. Peter Smith's vision for drug development has helped the company realize valuable savings in both time and resources.

DID YOU KNOW?

Dr. Peter Smith's first job was in the marine mammal department at SeaWorld in Orlando.

Friendly • Honest

NAME: Peter F. Smith, Ph.D.

CURRENT POSITION: Senior VP, Non-Clinical Development Sciences, Millennium: The Takeda Oncology Company

EDUCATION: Ph.D., Pharmacology and Toxicology, University of Arizona; M.S., Toxicology, University of Arizona; B.S., Biology, Fairfield University

DATE AND PLACE OF BIRTH: Sept. 1957, Norwalk, Conn.

FIRST JOB: Marine Mammal Department, SeaWorld, Orlando

FIRST INDUSTRY-RELATED JOB: Senior Research Toxicologist, Merck Research Labs

PROFESSIONAL MENTORS: Dr. Jim MacDonald, Merck; Larry Hansen, Searle, Dr. Phil Needleman, Searle

CONNECTED VIA: LinkedIn

WORDS TO LIVE BY: Live in the moment and be present

*If she had all the time in the world,
we could take ours.*



With over 20 years of experience in clinical studies and a commitment to operational excellence, you won't find a firm that'll work smarter for you. Or faster for her. Because getting medicines to those in need is critical, it's crucial you choose a functional outsourcing partner who shares your mission to reduce cycle time by efficiently improving quality. Call us today at 1-866-230-7992 and let us tell you more. Kforce Clinical Research. *Working at the Speed of Life.SM*

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MORE DR. LEE BABISS GOAL-ORIENTED

LEE BABISS, PH.D., HAS A STRAIGHTFORWARD GOAL: BRING LIFE-CHANGING MEDICINES TO PEOPLE AROUND THE WORLD. ACHIEVING THIS END RESULT IS ANYTHING BUT SIMPLE, BUT AS

GLOBAL HEAD OF PHARMA RESEARCH AT ROCHE, HE CERTAINLY HAS A STRONG PLATFORM FROM WHICH TO MAKE SUCH AN AMBITIOUS GOAL HAPPEN.

Always looking to the future, Dr. Babiss says his professional highlights still lie ahead and he regards his career as a work in progress. And one of those goals is making the Roche pharmaceutical research organization the best in the industry.

He wants the work that he and his colleagues do to be judged on being patient-focused by delivering drugs that improve or save lives.

But without a strong drive, these ambitious goals would not be possible.

Dr. Babiss draws on a competitive nature, striving to win at everything he does.

He also relies on his ability to bring a different way of thinking to new and different opportunities.

Before being named as president of global pharma research & development and chair, joint program, applied genomics, at Roche in the Nutley, N.J., office.

Before joining Roche, Dr. Babiss spent seven years with GlaxoWellcome in a series of progressively more senior positions, starting as a group leader, department of cell biology, and ultimately rising to the role of VP, biological sciences and genetics.

He says one of his biggest management challenges occurred while at GlaxoWellcome: it was the first time he had to inform some superb scientists that there were no positions available for them within the newly formed entity of GlaxoWellcome.

On the scientific front, a challenge has been getting organizational alignment around the concept of personalized healthcare.

Before joining industry, Dr. Babiss was adjunct professor, department of molecular cell biology, The Rockefeller University, New York. He began his professional career at the university as an assistant professor.

Dr. Babiss has served on numerous scientif-

GETTING PERSONAL WITH DR. LEE BABISS

FAMILY: Wife; three daughters

HOBBIES: Cooking, woodworking

GIVING BACK: Universities, including Columbia University

INSPIRATION: Charles Darwin, John James Audubon, Donald Fagen

TOP IPOD DOWNLOADS: Steely Dan; Earth, Wind and Fire; Jamiroquai

MOST UNUSUAL PLACE VISITED: Big Island of Hawaii

LIFE LESSONS: Work and play hard and have fun

ic advisory committees, including the BIO Board of Directors, the Scientific Advisory Board, Atlas Ventures, the Finance Subcommittee, American Society for Microbiology, and the Scientific Advisory Board of CuraGen Corp.

Dr. Babiss not only gives of his time to various industry associations, he and his wife also contribute to the growth and success of the universities they attended.

He is particularly supportive of the department of microbiology at Columbia University, as he wants to help younger scientists pursue their interests without financial barriers. ♦

MORE DR. LARRY BLANKSTEIN CLINICAL SUCCESS

AS SENIOR DIRECTOR OF CLINICAL RESEARCH, THE GOAL FOR LARRY BLANKSTEIN, PH.D., GOING FORWARD IS TO SUBMIT A SUCCESSFUL NDA/BLA WHILE AT GENZYME.

To do so, Dr. Blankstein says, he as well as other sponsors will need to figure out how to work efficiently and cost-effectively with service providers to complete clinical studies on time and on budget.

His previous experience as an executive director of program management at the CRO Quintiles, combined with a rich history on the sponsor side, will no doubt help him ultimately achieve his goals. That history includes his current position, as well as previous positions as manager of immunodiagnosics product development at Ciba-Corning Diagnostics, developing clinical immunoassays; director of life-science research and development at Millipore Inc., developing cell biology and genetic analysis products; and director of project management at Seragen Inc., which was acquired in 1998 by Ligand Pharmaceuticals, where he was responsible for managing

the development of Seragen's lead oncology product, Ontak, to treat cutaneous T-cell lymphoma.

No matter the task at hand, Dr. Blankstein adheres to some well-known words of wisdom: Failing to plan is planning to fail.

His commitment to the industry goes beyond his job at Genzyme. For example, Dr. Blankstein often serves as chair or facilitator at many industry conferences. In this capacity, he has interacted with, trained, and exchanged ideas with many in the small world of clinical R&D outsourcing.

But Dr. Blankstein is also fun-loving and says life is much too short, so it's important to enjoy the people you are with.

And he's had his fair share of entertaining moments in his working life. Once while traveling, he and a colleague were waiting in front of their hotel for the valet to bring their rental car so they could go to dinner. When the valet drove up with their car, a stranger jumped into it and drove off. Dr. Blankstein and his colleague were in shock because it happened so fast. A minute later another valet drove up with a car that looked just like their rental car, but was not. Sure enough, five minutes later the man who jumped into their car came back as he

GETTING PERSONAL WITH DR. LARRY BLANKSTEIN

FAMILY: Wife; three daughters; two grandsons

HOBBIES: Working out, going to movies, traveling

GIVING BACK: Jimmy Fund, the Dana Farber Cancer Institute

BUCKET LIST: Travel to Tahiti, travel across the U.S., buy a sports car

INSPIRATION: People with severe diseases

TOP IPOD DOWNLOADS: Billy Joel, James Taylor

MOST UNUSUAL PLACE VISITED: Archeological tunnels, Jerusalem

LIFE LESSONS: Treat others as you would want them to treat you

A LITTLE-KNOWN FACT: He has dressed up as Mickey Mouse at his daughter's dance recital

realized he had driven off in the wrong car. His car was the second car the valet brought.

Looking into the future beyond the workspace, Dr. Blankstein says his biggest concern is the economy and his quality of life when he retires. Family is important to Dr. Blankstein, who says one of the most important things for him is to enjoy his grandchildren. ♦

MORE DR. MARK CORRIGAN CORRIGAN, DR. MARK CORRIGAN

MARK CORRIGAN, M.D., EXECUTIVE VP, RESEARCH AND DEVELOPMENT, SEPRACOR, TAKES HIS RESPONSIBILITIES OF LEADING A RESEARCH AND DEVELOPMENT ORGANIZATION SERIOUSLY, AS IT REQUIRES

CAREFUL CONSIDERATION OF STRATEGIC ALTERNATIVES AS WELL AS A COMMITMENT TO IMPLEMENTATION. BUT HE HAS ALSO ENJOYED LIGHTER MOMENTS IN THE JOB AS WELL.

Dr. Corrigan says one of the funniest experiences in his career was being part of a James Bond three-day bacchanal in Bristol, England, as part of his job.

And while he may not have faced as many tight spots in his career as 007 — though he has run with the bulls in Pamplona — he has had the immense task of merging one world-wide clinical research organization into another when Pharmacia was acquired by Pfizer.

GETTING PERSONAL WITH DR. MARK CORRIGAN

FAMILY: Wife, Nancy Works Corrigan M.D.; three children

HOBBIES: Playing the saxophone, skiing, and golfing

GIVING BACK: University of Virginia Medical Foundation, Berklee College of Music

BUCKET LIST: Visiting Antarctica, breaking 80 on the golf course

INSPIRATION: Tiger Woods, Aristotle, Thomas Jefferson

TOP IPOD DOWNLOADS: Jackie Greene, Eric Lindell

SCREENSAVER: Skiing deep powder

MOST UNUSUAL PLACE VISITED: Ngorongoro Crater, Tanzania

LIFE LESSONS: It is neither wealth nor splendor, but tranquility and occupation which give happiness

A LITTLE-KNOWN FACT: He has run with the bulls in Pamplona

UNDER THE CLOAK OF INVISIBILITY: Go into the Boston Red Sox locker room

Dr. Corrigan joined Pharmacia in 1993 when it was The Upjohn Company. While at Pharmacia, he served as group VP of global clinical research and experimental medicine, and in 1998 was promoted to group VP, global clinical research, with responsibility for clinical research, biostatistical/data management, and global procurement for compounds in Phases I-IIIb.

Before joining the industry, Dr. Corrigan spent several years in academic research at the University of North Carolina Medical School,

focusing in psychoneuroendocrinology. During his tenure, Dr. Corrigan was a principal investigator for several novel antipsychotics, and he continues to maintain an appointment as adjunct clinical professor of psychiatry.

He is board-certified in psychiatry and neurology.

In addition, Dr. Corrigan serves as a board member of Cubist Pharmaceuticals and NeuroMed Technologies, and he has been elected as a Distinguished Fellow of the American Psychiatric Association (APA). ♦

MORE GEOFFREY FRANCIS A WEALTH AND DEPTH OF KNOWLEDGE

WITH SPECIFIC EXPERTISE IN DRUG DISCOVERY, PROTEIN EXPRESSION, CELL BIOLOGY, ANIMAL PHYSIOLOGY, AND MICROBIOLOGY, GEOFF FRANCIS HAS EXTENSIVE EXPERIENCE IN THE

LIFE-SCIENCES AND BIOTECHNOLOGY INDUSTRIES. HIS LONG AND SUCCESSFUL CAREER SPANS GOVERNMENT, ACADEMIA, AND INDUSTRY. CURRENTLY AS CHIEF SCIENTIST AT NOVOZYMES BIOPHARMA AU LTD., HE IS LEADING A TEAM OF SEVERAL SCIENTISTS WORLDWIDE AND ADVISES ON SCIENTIFIC AND INDUSTRY ISSUES IN THE AREA OF BIOPHARMACEUTICAL DRUG DEVELOPMENT TO HELP THE COMPANY DELIVER IMPORTANT MEDICAL SOLUTIONS.

Over the years his drive and wealth of experience have been recognized repeatedly, with several invited speaker appearances and memberships to various advisory boards.

He has such presence that when he speaks or heads up a panel discussion he has his audi-

ence hooked because he keeps things simple but conveys enormous excitement about his subject matter.

Mr. Francis also devotes tireless hours to many university advisory boards.

Eager to pass knowledge on to the next generation of scientists, Mr. Francis has, over the years, provided inspiration and technical guidance to many budding young scientists, both in academia and in industry.

Before joining Novozymes he was chief scientist at GroPep Ltd., having previously been research and development manager at the company. Before that he was with CSIRO Health Sciences & Nutrition in progressively senior roles, from senior research scientist to principal research scientist to senior principal research scientist.

In 1991, while with CSIRO, he was also co-founder of Cooperative Research Centre for Tissue Growth & Repair, Program Leader & Member of Executive Management Committee, Adelaide.

He has served on the advisory board of the University of Adelaide, School of Chemistry & Physics, and from 1994 to 2003 was senior lecturer (adjunct), department of chemical engineering, University of Adelaide.

Mr. Francis has published more than 110 scientific papers in refereed international jour-

GETTING PERSONAL WITH GEOFF FRANCIS

FAMILY: Wife, Fran; three children; two grandchildren

HOBBIES: Mountain biking, working out, walking, reading, traveling, golfing

INSPIRATION: Professor Fred Hollows, Catherine and Reg Hamlin, Chris O'Brien

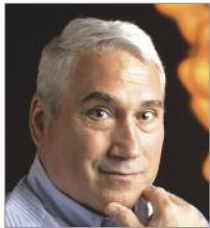
SCREENSAVER: A photo he took of his father and brother digging their Landrover out of a large rabbit hole in rugged bush country in outback South Australia about 40 years ago

MOST UNUSUAL PLACE VISITED: Far North Queensland

LIFE LESSONS: I'm still here (by good luck or providence) so get on and enjoy it

nals and invited reviews and book chapters, as well as having the tribute of inventor for seven patent families.

He holds a number of professional memberships and affiliations, including the Australian Society in Molecular Biology and Biochemistry and the American Association of Advancement of Science, and he is currently a committee member of the Peptide Society of Australia. ♦

MORE DR. STEVEN GILMAN GETTING TO THE BOTTOM OF DISEASE

STEVEN GILMAN, PH.D., CHIEF SCIENTIFIC OFFICER OF CUBIST, IS VERY PROUD TO HAVE BEEN ABLE TO WORK ON DRUGS THAT ARE IMPROVING PATIENTS' LIVES AND TO HAVE MADE NUMEROUS CONTRIBUTIONS TO THE

UNDERSTANDING OF THE UNDERLYING SCIENCE OF SEVERAL DISEASES.

During the course of his career, Dr. Gilman has willingly shared his knowledge and has hired and mentored several of today's leaders in the pharmaceutical and biotechnology industries.

Having joined Cubist in 2008, Dr. Gilman is responsible for discovery biology, nonclinical development, chemical development and pharmaceutical sciences, research and development program/project management, as well as regulatory affairs.

Before joining Cubist, Dr. Gilman was chairman, CEO, and director of ActivBiotics Inc.

It was while at ActivBiotics that he experi-

enced the toughest challenge thus far in his career. While he says the privately held pre-revenue antibacterials company was a fantastic combination of science and business/finance, there was intense pressure to deliver with limited resources. He was very much aware that the careers and incomes of many people depended on his individual contributions.

Before moving to ActivBiotics, Dr. Gilman was VP and general manager of the inflammation franchise at Millennium Pharmaceuticals.

In addition, Dr. Gilman has worked at Pfizer in the areas of respiratory, allergy, immunology, inflammation, and infectious disease, and at Sterling Winthrop in the areas of inflammation and oncopharmacology.

He has also worked for Cytogen and Wyeth.

Dr. Gilman currently serves on the board of the Massachusetts Biotechnology Association and Nextcea Inc., an early-stage private company, and he has previously served on the Boards of the Inflammation Research Association, Arthritis Foundation (Philadelphia), and the Biotechnology Advisory Board at Worcester Polytechnical Institute.

He has authored more than 120 scientific

GETTING PERSONAL WITH DR. STEVEN GILMAN

FAMILY: Wife, Dorothy; four daughters, Alexis, Allison, Lauren, Anastasia; two grandchildren, Maya and Patrick

HOBBIES: Bicycling, running, playing with grandchildren

GIVING BACK: Project Bread, the Humane Society

BUCKET LIST: Become a certified scuba diver

INSPIRATION: Barack Obama

TOP IPOD DOWNLOADS: Tore Down, Stevie Ray Vaughan; Sweet Home Alabama, Lynyrd Skynyrd; Life in the Fast Lane, Eagles; All Summer Long, Kid Rock

SCREENSAVER: Wife and grandkids

MOST UNUSUAL PLACE VISITED: Glacier, Switzerland

LIFE LESSONS: Leave everything better than you found it

A LITTLE-KNOWN FACT: He plays lead guitar in a rock and roll band

publications, abstracts, and book chapters and is an inventor on six U.S. patents. ♦

MORE DR. JACK MCKENZIE DREAMING BIG

THE GOAL FOR JACK MCKENZIE, PH.D., SENIOR SCIENTIST AND DIRECTOR OF CLINICAL AFFAIRS AT MINI MITTER, A PHILIPS RESPIRONICS COMPANY, IS TO ENSURE THAT ACTIGRAPHY AS A TECHNOLOGY IS AN ACCEPTED

OUTCOME MEASURE IN CLINICAL TRIALS.

Dr. McKenzie has contributed significantly to helping pharmaceutical companies recognize that actigraphy can play a crucial role in improving the outcome of their trials.

Before joining Philips Respironics, Dr. McKenzie was a professor of physiology and anesthesiology at the Uniformed Services University in Bethesda, Md., from 1978 to 1998 and served as the director of the cardiovascular section of the medical physiology course, where he ran an active research program for the metabolic, neural, and endothelial control of coronary circulation.

Dr. McKenzie also has served as the director of the Center for Excellence in Cardiovascular Medicine, a clinical cardiovascular

GETTING PERSONAL WITH DR. JACK MCKENZIE

FAMILY: Two children: Heather, 32, and Kelly, 29

HOBBIES: Hiking, canoeing, skiing (cross-country and downhill), and fly fishing

BUCKET LIST: Visit Bali and Tuscany

INSPIRATION: Thich Nhat Hanh and Eckhart Tolle

TOP IPOD DOWNLOADS: R. Carlos Nakai's album, Canyon Trilogy; Deuter's Nada Himalaya; and Katie Melua

SCREENSAVER: A picture of Broken Top Mountain,

Bend, Ore.

MOST UNUSUAL PLACE VISITED: Sinop, a town in northern Turkey situated on the Black Sea; it is geographically isolated from the rest of Turkey by the high Isfendiyar Mountains

LIFE LESSONS: Live life to the fullest; give unconditional, nonjudgmental love

A LITTLE-KNOWN FACT: He played Hansel in college production of Hansel and Gretel

research group that facilitated research for the Uniformed Services University, the National Naval Medical Center and Walter Reed Army Medical Center. In addition, Dr. McKenzie served as chairman of the Navy Liposome Encapsulated Hemoglobin Review Panel, and was appointed chairman of the Navy Advisory Panel for Navy Liposome Encapsulated Hemoglobin Research Program.

Dr. McKenzie's contributions to the industry go beyond research; he has a significant bibliography of more than 100 manuscripts and abstracts. Additionally, he has served on

the editorial boards of the American Journal of Physiology, Circulation, Circulation Research, Cardiovascular Research, Pflugers Archives, and Critical Care Medicine.

Dr. McKenzie has also served on the National Institutes of Health, National Heart, Lung, and Blood Institute, Research Manpower Review Committee, and the Training Review Committee.

A compassionate and thoughtful leader, Dr. McKenzie infuses energy in the organization with his passion for living life to the fullest. ♦

MORE DR. PETER SMITH A NEW MODEL OF DEVELOPMENT

PETER SMITH, PH.D., SENIOR VP, NON-CLINICAL DEVELOPMENT SCIENCES, AT MILLENNIUM PHARMACEUTICALS: THE TAKEDA ONCOLOGY COMPANY, BOLDLY SUGGESTED A NEW WAY TO CONDUCT RESEARCH:

COMBINE DISCOVERY AND DEVELOPMENT PROCESSES INTO ONE CROSS-FUNCTIONAL GROUP THAT SUPPORTS AND GUIDES BOTH THE DISCOVERY AND CLINICAL ORGANIZATIONS.

Dr. Smith was able to convince the company's leadership to believe in his initiative. Since the company adopted the nonclinical development sciences (NCDS) paradigm in 2001, it has been able to realize valuable savings of time and resources and reinvest in its commitment to developing best-in-class and first-in-class cancer drugs.

Dr. Smith is responsible for all NCDS discovery and development programs. He also co-chairs the Development Review Committee (DRC) and is institutional officer for the Institutional Animal Care and Use Committee.

Dr. Smith says helping to lead the company's transition from a pharmacogenomics company to a bona fide pharmaceutical company was a major professional challenge and opportunity. He believes a major industry opportunity is in the adoption of personalized medicine.

For him, the point at which the concept of personalized medicine started to become an accepted path to the discovery and development of new drugs was a defining moment. This movement spurred an enormous effort across the industry to use biomarkers and novel technologies, such as imaging, to expedite clinical trials, he notes.

Before assuming his current role in 2006, Dr. Smith was senior VP, preclinical development (Drug Safety and Disposition and Comparative Medicine), at the company.

Before joining Millennium he was VP, global metabolism and investigative sciences, Pharmacia, and he previously held the post of executive director and head, department of metabolism and safety evaluation (MSE), Searle/Monsanto. His career has included positions at G.D. Searle, Merck Research Laboratories, and Smith Kline & French Research Laboratories, as well as in academia with the University of Arizona.

GETTING PERSONAL WITH DR. PETER SMITH

FAMILY: Wife, Sandy; children, Pete, Jenni, Erin, Tyler; granddaughter, Ella, 2

HOBBIES: Running, working out, camping

GIVING BACK: Autism research

BUCKET LIST: Learn to play the guitar (better)

INSPIRATION: Father-in-law

TOP IPOD DOWNLOADS: Grateful Dead, Jackson Browne, Jacob Dylan, John Mayer

SCREENSAVER: Granddaughter

MOST UNUSUAL PLACE VISITED: Chinatown, Yokohama, Japan

LIFE LESSONS: Never give up

A LITTLE -KNOWN FACT: He was captain of three sports — football, baseball, track — in high school and was prom king

UNDER THE CLOAK OF INVISIBILITY: Visit the West Wing of the White House

Excited by the impact that smaller companies have had on discovery, Dr. Smith suspects that at some point he will be interested in playing a major role at a true "start-up" company. ♦

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