



Pharma POOL

Brenda J. **BLANCHARD**

Former Wisconsin Secretary of Commerce to head Novartis' alliance development



Novartis Pharmaceuticals Corp. has appointed Brenda J. Blanchard as VP of alliance development.

"Brenda brings a wealth of business development experience in areas of growing importance to our company," says Paulo Costa, CEO of the East Hanover, N.J.-based company. "By expanding and improving our interface with large employers, insurance companies, advocacy groups, and state government policy makers, our products and services can be better understood and represented."

Ms. Blanchard was formerly Wisconsin's Secretary of Commerce. She will relocate to Washington, D.C., where she will work closely with the Novartis government-relations team.

Mark **BOOTH**

Richard **DALY**

Takeda announces marketing appointments

In a shakeup of its senior ranks, Takeda Pharmaceuticals North America Inc. has appointed Mark Booth to the newly created position of executive VP, and promoted Richard Daly to senior VP of marketing.

Mr. Booth oversees all sales, marketing and

business operation functions and reports to TPNA President Alan MacKenzie.

"We are delighted to have Mark join our executive team," Mr. MacKenzie says. "He will play an important role in TPNA's continued growth and his extensive background and general management experience in the pharmaceutical industry will be beneficial as we manage the increasing complexity of our business."

Most recently, Mr. Booth was at the biotech company Immunex, where he served as general manager and senior VP of commercial operations.

In his new position, Mr. Daly takes on certain global marketing responsibilities for the type 2 diabetes drug Actos. He also is responsible for the creation of a business development function at TPNA.

Mr. Daly most recently served as VP of marketing for TPNA, Lincolnshire, Ill., and has been with the company since its inception in 1998. He is a graduate of the University of Notre Dame and earned an M.B.A. from Northwestern University.

Akihiko **MATSUBARA**

Yamanouchi Pharmaceutical names president of U.S. division

Akihiko Matsubara has been promoted to president and director of Yamanouchi America Inc., the U.S. division of Japanese pharmaceutical concern Yamanouchi Pharmaceutical Co. Ltd.

Mr. Matsubara, who has been at Yamanouchi for more than 20 years, replaces Nicholas L. Teti, who has resigned.

In March 2001, Mr. Matsubara was named senior VP of Yamanouchi America to assist in the formation of the business and sales operations.

"Akihiko has been instrumental in the creation and corporate planning strategies of our

U.S. growth-expansion process," says Dr. Toichi Takenaka, Yamanouchi Pharmaceutical president and CEO. "He brings the highest level of business development expertise and leadership experience to our team. Under his direction, Yamanouchi America will be well-positioned to enter the U.S. pharmaceutical market with new and innovative products."

Mr. Matsubara has a B.A. in Economics from Hitotsubashi University, in Japan.

Werner **WENNING**

Bayer's CFO to take the helm

Announcing a changing of the guard, Bayer AG has announced its chief financial officer, Werner Wenning, will take over from long-time CEO Manfred Schneider in April 2002.

"I firmly believe that Werner Wenning is the right man for the job," says Hermann Josef Strenger, supervisory board chairman. "His decisiveness and perseverance are convincing arguments in his favor."

At a shareholders meeting on April 26, 2002, Dr. Schneider, 62, will stand for election as chairman of the supervisory board.

Mr. Wenning has been at the German pharmaceutical concern in various capacities since 1966. The executive also holds a number of offices outside Bayer, including as a member of several supervisory boards.

Biotech POOL

Dr. Burt **ADELMAN**

Dr. Sylvie **GREGOIRE**

Biogen fills two executive positions

Burt Adelman, M.D., has been appointed executive VP of research and development at Biogen Inc. Dr. Adelman previously was Biogen's VP of medical research, having joined the company in 1991. Additionally, Dr. Adelman has held an appointment as a lecturer of medicine at Harvard Medical School since 1992. Dr. Adelman received his B.S. from Trinity College and earned his M.D. from Cornell Medical College.

Also at the company, Sylvie Gregoire, Pharm. D., has been named as executive VP of technical operations, with responsibility for manufacturing, manufacturing sciences, engineering, product development, and quality.

Dr. Gregoire most recently was Cambridge, Mass.-based Biogen's VP of manufacturing and has more than 15 years of international and U.S. experience in the pharmaceutical industry. Her career has included positions in manufac-

turing, regulatory affairs, program management, clinical research, and clinical pharmacology for new drug development.

Jeffrey H. **BUCHALTER**

Ilex Oncology names president

Jeffrey H. Buchalter, 44, has been appointed president of Ilex Oncology Inc., positioning the company to become a leading oncology pharmaceutical entity. Mr. Buchalter has more than 20 years of pharmaceutical experience and has held key positions at a number of multinational pharmaceutical companies. He assumes the role of president from Ilex co-founder Richard L. Love, 58, who continues as CEO.

In his new role reporting to Mr. Love, Mr. Buchalter is responsible for advancing Ilex Oncology to a fully integrated pharmaceutical company. He assumes responsibility for all ongoing operations of the company and also continues to serve on the Ilex board, which he joined in February.

Throughout his career, Mr. Buchalter has spearheaded the development and commercialization of a number of cutting-edge products to meet the needs of healthcare professionals and patients worldwide. From 1997 to 2000, as group VP and head of the worldwide oncology franchise at Pharmacia Corp., he was pivotal in building the global oncology franchise through new product approvals and launches, and in the strategic acquisition of Sugen's technology-based drug discovery and development platform.

From 1993 to 1997, as group director for the women's healthcare business of American Home Products, Wyeth-Ayerst Laboratories, he played a key role in the life-cycle management of its multibillion-dollar drug Premarin and helped to develop and commercialize the hormone replacement therapy Prempro. While with Schering-Plough Corp. in the late 1980s and early 1990s, he led the launch of interferon (Alpha A), one of the first cytokines to be approved for hairy cell leukemia.

Mr. Buchalter holds a B.S. degree in finance from Seton Hall University and an M.B.A. in marketing from Temple University.

Tien T. **BUI**

Karen E. **HARTWIG**

ViroLogic names sales and marketing executives

ViroLogic Inc. has promoted Tien T. Bui to VP of sales and Karen E. Hartwig to VP of marketing. The executives replace Robin Toft, VP, of sales and marketing, who has left the company.

"Karen and Tien have been integrally

involved and are largely responsible for the successful launch and commercialization of our lead products and already have a proven track record in executing our marketing and sales plans," says Bill Young, ViroLogic's chairman and CEO.

Ms. Bui is charged with managing all physician, healthcare provider, and laboratory sales operations related to ViroLogic's assays. As director of field sales at ViroLogic, she has recruited and trained most of the company's 18-person salesforce, and led them to consistently meet or exceed sales goals. Before joining ViroLogic, Ms. Bui served as DuPont Pharmaceuticals' western business unit virology field director, responsible for \$60 million in product sales. Ms. Bui received her bachelor of science degree in international business from San Francisco State University and also studied abroad at The University of Liege, Belgium.

Before joining ViroLogic, Ms. Hartwig was senior director of marketing for Pro-Duct Health Inc., a company that develops diagnostic devices for breast cancer. Ms. Hartwig has a master's degree in business administration from the Walter A. Haas School of Business at the University of California, Berkeley, and a bachelor's degree in government from Dartmouth College.

Scott **BURTON**

Barry **LABINGER**

Laura **HAMILL**

Immunex expands commercial operation with new sales team

To take advantage of the growing demand for Enbrel and potential new uses for the product, Immunex Corp. is building an Enbrel salesforce. Enbrel is approved to treat rheumatoid arthritis and is undergoing clinical trials for the treatment of psoriasis, a skin disease. The U.S. salesforce will work with Wyeth-Ayerst, a division of American Home Products Corp., which has been selling Enbrel since its launch in 1998.

Scott Burton is leading the team as VP of sales for Enbrel, with responsibility for hiring and managing the new sales team. Mr. Burton has more than 14 years of experience in field sales and product management, including work in the managed care, cardiovascular and anti-infective markets. Most recently, he was business director of regional operations at Bristol-Myers Squibb Co. He has a B.S. in marketing from Utah State University.

In a separate move, Immunex has promoted Laura Hamill to VP of marketing for Enbrel. Before joining Immunex last year, Ms. Hamill was executive VP at Klemtner Advertising in New York where she oversaw adver-

tising and marketing programs for a number of brands, including Enbrel. She holds a bachelor's degree in marketing from the University of Arizona.

In a move to expand its commercial operations, Immunex has announced a new general manager to oversee the sales, marketing, and development of franchises for both Enbrel and specialty therapeutics.

Barry Labinger, VP of marketing for Enbrel, has been promoted to senior VP and general manager at the company. Since joining Immunex in June 2000, Mr. Labinger has led initiatives to build the franchise for Enbrel through programs that have established the product's leadership position.

Mr. Labinger has more than 14 years of healthcare industry experience, primarily in marketing and sales. Before joining Immunex, he oversaw the marketing for the U.S. diabetes franchise at Bristol-Myers Squibb Co. He has a bachelor's degree with a major in economics from Northwestern University and has a masters of management degree from the Kellogg School of Management at Northwestern University.

Michael **FURLONG**

Phylos names senior director of business development



In a move to strengthen Phylos Inc.'s development team, the biotech company has named Michael Furlong as senior director of business development, with responsibilities for licensing and strategic collaborations.

Mr. Furlong has more than 10 years of experience in the biopharmaceutical industry, and joins Phylos, Lexington, Mass., from Mosaic Technologies, where he held the position of VP of business development. Mr. Furlong received his M.B.A. from the W. Paul Stillman School of Business at Seton Hall University in 1997, and his B.S. from the U.S. Military Academy at West Point in 1985.

Lance K. **GORDON**, Ph.D.

VaxGen names vaccine expert as CEO



Lance K. Gordon, Ph.D., who has more than 20 years of experience in the vaccine industry, has been appointed CEO of VaxGen Inc. Widely recognized in the vaccine industry, Dr. Gordon served as CEO of two vac-

cine companies and invented a vaccine for childhood meningitis before joining VaxGen.

"Having examined the strong scientific rationale for AIDS-VAX, the company's vaccine, I am convinced that VaxGen has extraordinary potential both as a business and as a major force in the struggle against AIDS," Dr. Gordon says.

Dr. Gordon last served as director of North American operations of Peptide Therapeutics Group, now Acambis Plc., a developer of vaccines for infectious diseases.

From 1990 to 1999, Dr. Gordon was president and CEO of OraVax Inc., where he secured a 20-year contract to develop, manufacture, store, and manage a 40-million dose stockpile of smallpox vaccine for the Centers for Disease Control and Prevention. He also created partnerships and similar relationships with Aventis Pasteur, Medeva, IDEC, BioReliance, and McKesson HBOC.

Dr. Gordon received a Ph.D. in biomedical science, immunology, from the University of Connecticut and completed his postdoctoral fellowship at the Howard Hughes Medical Research Institute.

Michael J. **HOWERTON**

ImClone names VP of business development

Michael J. Howerton has joined ImClone Systems Inc. as VP, business development. In this newly created position, Mr. Howerton is responsible for the pursuit and development of new business opportunities, including acquisitions, product in-licensing and out-licensing, and strategic alliances.

Before joining ImClone Systems, Mr. Howerton built a 25-year career at Bristol-Myers Squibb Co. In his most recent position at BMS, Mr. Howerton served as VP, financial analysis and assistant controller, from 1998 to 2001.

Mr. Howerton earned a bachelor of arts in English from Holy Cross College and a master's degree in business administration from Iona College.

C. Thomas **JOHNS**

Gary **SISKOWSKI**

Nabi names new heads of manufacturing operations, sales and marketing

Nabi has announced two senior management positions within the company. C. Thomas Johns, previously VP of laboratory services and diagnostic products, has been named senior VP of manufacturing operations. Gary Siskowski, formerly VP of business development, has been named senior VP of sales and marketing.

Mr. Johns is charged with overseeing the management of Nabi's new Boca Raton, Fla., manufacturing plant, as well as the remaining plasma collection centers and laboratory operations. Mr. Johns was general manager of MRL Reference Laboratory, a clinical laboratory specializing in the detection and diagnosis of infectious diseases, before joining the company in 1997.

Before joining Nabi, Mr. Siskowski helped found Advanced Biologics, a clinical research organization specializing in anti-infectives. He spent 20 with Roche Laboratories, ultimately holding the position of product director for the anti-infectives franchise.

Dr. David **THOMASSEN**

Genencor names VP of business development for healthcare

With an eye on expanding its healthcare business, Genencor International Inc. has named David Thomassen, Ph.D., its VP of business development of healthcare.

Genencor, Palo Alto, Calif., is seeking to leverage its broad technology base to optimize drugs, develop protein therapeutics and therapeutic vaccines, and build various in vivo disease models with its i-mune mouse. This summer, the company signed collaboration and licensing deals with Epimmune and Phogen to develop vaccines.

Dr. Thomassen joins Genencor after serving as director of business development at Chiron Corp., where he led a wide range of product and technology licensing and collaboration deals. Dr. Thomassen received a masters in pharmacy from the University of Leiden, the Netherlands, and a Ph.D. in Pharmaceutics from the University of Washington. He also completed his MBA from INSEAD, Fontainebleau, France.

Dr. Roman **URFER**

AGY Therapeutics appoints VP of drug discovery and development



AGY Therapeutics has appointed Roman Urfer, Ph.D., VP of drug discovery and development, focusing on compounds to treat central nervous system diseases.

Dr. Urfer joins AGY, South San Francisco, Calif., from Novartis Pharma AG of Basel, Switzerland, where he served as head of one of the mature drug-discovery programs.

Dr. Urfer received a Ph.D. in biochemistry from the University of Basel, Switzerland. He has authored numerous publications and patents.

Timothy G. **WHITTEN**

Marketing and sales veteran joins Pharmacyclics



With a background in overseeing huge drug launches, Timothy G. Whitten joins Pharmacyclics Inc. as senior VP of marketing and sales.

Mr. Whitten, 44, joins Pharmacyclics from Bristol-Myers Squibb Co., where he most recently served as VP of global marketing for oncology. Among other roles at BMS, Mr. Whitten led the U.S. launch and marketing of the oncology product, Taxol. He also led marketing efforts for several other blockbuster drugs and was responsible for sales of more than \$1.3 billion from 23 products.

In his role at Pharmacyclics, Sunnyvale, Calif., Mr. Whitten initially is focusing on marketing Xcytrin Injection, which seeks to treat brain metastases, a type of cancer that spreads from one part of the body to the brain.

Mr. Whitten earned his master's in business administration from Colgate Darden Graduate School of Business Administration at University of Virginia and received his pharmacy degree from West Virginia University.

Specialty **POOL**

Robert **BUTCHOFSKY**

QLT appoints VP of marketing and sales planning



Robert Butchofsky has been appointed VP of marketing and sales planning for ocular and oncology products at QLT Inc., a leader in photodynamic therapy, a field of medicine using light-activated drugs in the treatment of disease.

Since joining QLT in 1998, Mr. Butchofsky has played an integral role in the successful launch and commercialization of Visudyne, which treats wet age-related macular degeneration. In his new role, he will be responsible for the ongoing marketing of Visudyne, a trademark of Novartis AG, as well as the creation of an oncology salesforce within QLT to market new products currently in development.

Before joining Vancouver-based QLT, Mr. Butchofsky worked at Allergan, building an extensive background with ocular products including sales, health economics, worldwide medical marketing, and product management.

Mr. Butchofsky holds a bachelor of arts degree in biology and a masters of business administration from Pepperdine University.

Clive A. **MEANWELL**

David M. **STACK**

The Medicines Company fills executive-level positions



The Medicines Company, which acquires and seeks approval for drugs in the late stage of development, has named Clive A. Meanwell as executive chairman. Dr. Meanwell has served as president and CEO since the company's formation in 1996.



Reporting to him will be David M. Stack as president and CEO. Mr. Stack has served as senior VP of commercialization since April 2000. The two executives are coordinating on strategic and operational matters.

Dr. Meanwell and Mr. Stack both gained much of their pharmaceutical experience at Hoffmann-La Roche. Before founding The Medicines Company, Dr. Meanwell was a partner and medical director at MPM Capital L.P., a venture capital firm. He holds M.D. and Ph.D. degrees from the University of Birmingham, United Kingdom.

In addition to various positions at Roche, Mr. Stack has worked at an array of companies in the pharmaceutical and biotech fields, before joining The Medicines Company in April 2000. He holds a B.S. in biology from Siena College and a B.S. in pharmacy from Albany College of Pharmacy.

Marvin **SAMSON**

Sicor elects president and CEO

In an expansion of his role at Sicor Inc., Marvin Samson has been elected president and CEO. Mr. Samson, who joined Irvine, Calif.-based Sicor's board in 2000, succeeds Carlo Salvi, Sicor's largest stockholder, who will assume the role of vice chairman.

Mr. Samson is a leader in injectable manufacturing and delivery systems, and was a

founder, president, and CEO of Elkins-Sinn, Inc. (now ESI-Lederle) and Marsam Pharmaceuticals Inc. He is also the founder and CEO of Samson Medical Technologies L.L.C., which provides hospital and alternative site pharmacists with injectable drug-delivery systems and programs. Mr. Samson also has served as the chairman of the Generic Pharmaceutical Industry Association.

Tony **SCULLION**

Memory Pharmaceuticals appoints CEO



Memory Pharmaceuticals Corp., a privately held neuropharmaceutical drug-development company, has appointed Tony Scullion as its CEO.

The Montvale, N.J.-based company, which specializes in the area of learning and memory disorders associated with aging as well as a number of diseases and conditions, is developing a diverse pipeline of cognition enhancers, or memory-enhancing drugs, based on its proprietary technology platform, which incorporates intellectual property discovered by Nobel Laureate, Eric Kandel, M.D., the scientific founder of the company.

Before joining Memory Pharmaceuticals, Mr. Scullion was VP and head of global business development at Glaxo Wellcome Plc. Mr. Scullion received his B.Sc. in physiology and his M.Sc. in pharmacology at the University of London.

Douglas E. **SWANSON**

Healthcare veteran to lead pharmacy sales at Omnicare

Douglas E. Swanson, an 18-year veteran of the drug distribution industry, has been named senior VP of sales and marketing at Omnicare Inc., a geriatric pharmaceutical-care company.

Mr. Swanson previously worked as president of the health systems division at Bergen Brunswick Corp., which recently merged with AmeriSource Health Corp. to form AmerisourceBergen Corp.

Mr. Swanson has a B.A. in political science from the University of Michigan.

Dr. James **THOMPSON**

Oncotech appoints VP of business development

Oncotech, which is involved in the discovery and development of diagnostic and phar-

maceutical products for cancer patients, has named James Thompson, M.D., Ph.D., as VP of business development.

Before joining Oncotech, Dr. Thompson served as VP and medical director for a California-based pharmaceutical company, focused on developing anticancer vaccines. Additionally, Dr. Thompson served as VP of technology development and medical director at Impath. He holds numerous patents in the U.S. and abroad relating to the diagnosis and treatment of cancer.

In his role at Oncotech, which is based in Tustin, Calif., Dr. Thompson is responsible for maintaining and establishing strategic relationships with genomic-based pharmaceutical and diagnostic companies worldwide.

Dr. Thompson received his M.D. and Ph.D. from the University of California at Irvine (UCI) and is board certified in anatomic pathology.

Thomas H. **TROBAUGH**

Serologicals names VP of global commercial operations division

Thomas H. Trobaugh has joined Serologicals Corp. as president of global commercial operations, a division responsible for overseeing the company's existing customers and helping to develop new business opportunities.

Before joining Atlanta-based Serologicals, Mr. Trobaugh was president of SmartLight Inc., a supplier of informatics and digital X-ray film viewers for the radiography and mammography markets.

Drug Development **POOL**

Mark **EISENACH**

Industry innovator to lead Acurian through its next stage of growth



Acurian Inc., a leader in accelerating the launch of clinical trials for pharmaceutical and biotechnology companies, has named Mark Eisenach as its CEO.

Before joining Acurian, which is based in Hershamp, Pa., Mr. Eisenach held a variety of senior executive positions at Covance Inc., a drug-development services company. In 1999, Mr. Eisenach founded Nexigent Inc., Covance's e-

business subsidiary for the development of technology-enabled clinical trial services.

"Acurian has identified a pressing need for the timely enrollment of clinical trials, both in terms of patient and physician participation, and is leading the way in delivering a next-generation, data-centric solution," Mr. Eisenach says. "I am thrilled to be joining a group of professionals dedicated to improving clinical research."

Mr. Eisenach is a graduate of Harvard College and of the Harvard Business School.

Steven B. LEHRER

DNA Sciences appoints new leadership

Steven B. Lehrer takes over the running of DNA Sciences Inc., a genetics discovery and development company, following the resignation of Hugh Y. Rienhoff, Jr., M.D., as chair-

man and CEO. Mr. Lehrer, who was previously the company's chief business officer, assumes the position of acting president and chief operating officer. He is working with the chief scientific officer, Ray White, and the chief financial officer, Susan Berland to oversee the company's research and commercial activities.

The management change reflects the company's decision to focus on two core business areas: application of genetics to clinical development of pharmaceuticals and development of new technologies for genetic analysis.

Dr. Nicholas J.

NACLERIO

Zyomyx appoints business officer

Nicholas J. Naclerio, Ph.D., has been appointed as senior VP and chief business officer of Zyomyx Inc. Dr. Naclerio is responsible

for the worldwide commercialization of Zyomyx's protein biochip products and technologies. He is charged with managing corporate development, sales, and marketing and is responsible for launching products and services for proteomics.

Most recently, Dr. Naclerio founded Motorola's life-sciences division where he served as VP and general manager of BioChip Systems.

"As founder of Motorola's life-sciences division and VP of the BioChip systems group, Nick truly pioneered what has become an important genomic technology," says Larry Cohen, Ph.D., CEO of Zyomyx, which is based in Hayward, Calif. "His breadth of experience in business development, as well as his superb team-building and leadership skills make Nick the right person for this position."

Zyomyx is working to develop a versatile platform technology to innovate protein analysis.

Emerging POOL

Dr. Pascal BORDERIES

Genaissance Pharmaceuticals names executive director



Genaissance Pharmaceuticals Inc., which applies population genomics, informatics, and clinical research to the development of personalized medicines, has appointed Pascal Borderies, M.D., to the position of executive director, commercial development and marketing.

Dr. Borderies, 42, has a background in clinical development, product planning, and marketing.

Reporting to Kevin Rakin, Genaissance president and CFO, Dr. Borderies is responsible for market analysis, product planning, and commercialization strategies.

Dr. Borderies previously was the associate director of marketing for the U.S. subsidiary of Sanofi-Synthelabo, a European pharmaceutical company. Previously, he was with Synthelabo SA in France serving in a variety of roles.

Dr. Avtar DHILLON

Genetronics appoints president, CEO

Genetronics Biomedical Corp. has appointed Avtar Dhillon as president and CEO,

replacing Grant Denison, who remains on Genetronics' board of directors.

Dr. Dhillon was most recently VP of MDS Capital Corp., a North American venture capital firm focused on healthcare and life-sciences companies.

Dr. Dhillon is a member of the College of Physicians and Surgeons (Canada), the College of Family Practitioners (Canada), and the British Columbia and Canadian Medical Associations. He received his B.Sc. (honors) in physiology and M.D. from the University of British Columbia. Dr. Dhillon serves on the Securities Practice Advisory Committee for the British Columbia Securities Commission.

Genetronics Biomedical, a San Diego subsidiary of Genetronics Inc., specializes in targeted intracellular delivery of large-molecule therapeutics.

James J. EGAN

Novirio selects executive to direct strategic development



Novirio Pharmaceuticals Ltd. has named James J. Egan, J.D., as senior VP of business and corporate development. Mr. Egan is charged with directing the company's strategic development, including both in-licensing and out-licensing, joint ventures, strategic alliances, and acquisitions.

Mr. Egan previously has worked as a consultant for the Cambridge, Mass.-based biopharmaceutical company, helping to negotiate a co-development and marketing deal

between Novirio and Sumitomo Pharmaceuticals Co. Ltd. of Osaka, Japan.

During his 20-year career in the pharmaceutical industry, Mr. Egan has participated in the negotiation of more than 15 major pharmaceutical product agreements with an aggregate commercial value of more than \$1 billion.

Novirio is primarily focused on developing treatments for the hepatitis B virus, hepatitis C virus, and HIV/AIDS.

Dr. John F. TALLMAN

Helicon Therapeutics elects president, CEO

John F. Tallman, Ph.D, known for his drug-discovery research in the area of neuroscience, has been elected to lead Helicon Therapeutics Inc. as president and CEO.

Dr. Tallman takes over the CEO position from George W. Carmany, III, who remains as chairman of the genomics company.

Before joining Helicon, which is located in Farmingdale, N.Y., Dr. Tallman was chief scientific officer of Neurogen Corp.

Douglass C. WATSON

GenSci Regeneration Sciences names president and CEO



GenSci Regeneration Sciences Inc. has formally appointed Douglass C. Watson as president and CEO, roles he has been serving on an interim basis since August 2001.

Mr. Watson joined Toronto-based GenSci in 1996 as senior VP of business development of GenSci OrthoBiologics, a subsidiary of GenSci, and has since served in senior capacities at both the parent company and the subsidiary.

"We are pleased that Mr. Watson will be at the helm of GenSci Regeneration as we intro-

duce exciting new products to the marketplace and work to grow the company's revenue and market share," says Dr. James S. Trotman, chairman.

Mr. Watson served in the U.S. Navy from 1973 to 1977 and served in the Naval Reserve from 1977 to 2000 retiring as a Captain. He

earned his bachelor of science in business administration from Auburn University, and has an MBA from Georgia State University, both with concentrations in marketing.

GenSci Regeneration Sciences Inc. is focused on developing novel approaches to bone repair and regeneration.

Service POOL

Carin CANALE

Susan E. Atkins & Assoc. names VP

Susan E. Atkins & Associates, San Diego's largest communication consulting firm focused in the life sciences, has promoted Carin Canale to VP.

The company also said it had taken on several new employees and added to its client roster. With the new clients, Atkins & Associates has annualized billings approaching \$3 million.

Ms. Canale, formerly senior account director, will lead strategic planning for the growing agency, provide support and supervision for client services, continue to develop new business opportunities, and serve as a mentor to company employees.

Dr. Sophia C. FOURIE

Regulatory/Clinical Consultants appoints medical affairs executive



Sophia C. Fourie has joined Regulatory/Clinical Consultants Inc. as associate director of medical affairs.

Dr. Fourie comes to RxCCI, Kansas City, Mo., from Kansas State University, where she served

as medical research advisor for the KSU Center for Basic Cancer Research & BioServe Space Technologies, a NASA-sponsored commercial space center.

She obtained her medical degree from the University of Pretoria, South Africa, and is a Member of the Faculty of Pharmaceutical Medicine of the Royal Colleges of Physicians of the United Kingdom.

"Dr. Fourie's comprehensive pharmaceutical experience will be an invaluable catalyst to assist clients and foster RxCCI's continued growth," says Diane Seif, president.

RXCCI monitors pharmaceutical, biotechnology, medical device, and medical research on new drug applications and related drug studies.

Patrick FOURTEAU

Ventiv's Europe executive given expanded role

Ventiv Health Inc., a provider of comprehensive marketing and sales solutions to the healthcare industry, has appointed Patrick Fourteau, president of Ventiv Health Europe, to the additional position of president of Ventiv Health U.S. Sales.

Mr. Fourteau takes over the responsibilities of William Pollock, who has left the New York City-based company.

Mr. Fourteau joined Ventiv Health in January 2000 with an extensive pharmaceutical and healthcare background, including four years at St. Jude Medical, a worldwide leader in pacemakers, and 16 years at Eli Lilly & Co..

A native of France, Mr. Fourteau received a master's in business administration from Harvard Business School and a master's degree in mathematics and a bachelor's degree in mathematics/computer sciences, Phi Beta Kappa, both from the University of California at Berkeley.

John FRIESNER

MDS Pharma appoints VP of business development

MDS Pharma Services, a developer of drug discovery and preclinical programs, has appointed John Friesner as VP of business development, for its discovery and preclinical business unit.

Mr. Friesner, who is based in Bothell, Wash., oversees discovery and preclinical business development directors in North America, Europe, and Asia.

Before joining MDS Pharma Services, Mr. Friesner led business development efforts for a division of American Home Products.

MDS Pharma Services is a unit of Toronto-based MDS Inc.

James MCDERMOTT

Dr. Kevin PANG

Decision Resources names two VPs

Decision Resources Inc., a pharmaceutical research and consulting company, has appoint-

ed two new VPs — James McDermott and Kevin Pang.

Mr. McDermott joined Decision Resources, Waltham, Mass., in March 2001, and was given a broad charter to reposition the company's consulting business, which he helped to transform into a more strategically oriented practice.

Mr. McDermott's background is in strategy consulting, and he has been a VP at SRI Consulting, and a principal at Nervewire and CSC Index. Mr. McDermott holds a B.S. in mechanical engineering from Tufts University.

Dr. Pang joined Decision Resources in August 2000 as the senior director of the company's largest product unit, and he has played a key role in developing Decision Resources' global strategy. Previously, Dr. Pang was a senior scientist at Ontogeny, where he led the diabetes and neurobiology teams. He holds a B.S./B.A. from U.C. Berkeley, a Ph.D. in physiology and biophysics from Harvard University, and an M.B.A. from Bentley College.

Mary NOKES

Direct marketing company names manager

Mary Nokes has been appointed business development manager at Pharmaceutical Direct Inc., a direct marketing company based in Dover, N.J. Ms. Nokes has more than 25 years of sales, marketing, and public relations experience in the pharmaceutical industry. Before joining Pharmaceutical Direct, Ms. Nokes was a principal in a communications firm in Washington, D.C.

Susan Murphy WARREN

Parexel appoints VP of corporate marketing and strategy

Parexel International Corp., a pharmaceutical outsourcing organization, has named Susan Murphy Warren as VP of corporate marketing and strategy, overseeing the management and administration of the company's marketing, public relations, and strategic planning activities worldwide.

Ms. Murphy Warren has 18 years of experience in the biomedical industry in marketing, strategic planning, and commercial operations. Before joining Parexel, Boston, she was

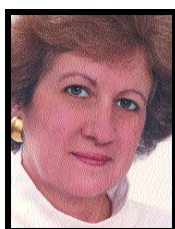
VP of marketing and sales at Mosaic Technologies Inc., a genomics tools company serving the pharmaceutical and biotech industries.

Ms. Murphy Warren received her M.B.A. from Harvard University and M.A. in international studies from the American University.

Media POOL

Barbara J. CULLITON

TIGR appoints publishing executive



The Institute for Genomic Research, also known as TIGR, has appointed Barbara J. Culliton as VP for publishing and editor in chief of the Genome News Network.

Ms. Culliton is charged with developing and overseeing TIGR's publishing activities, as well as GNN's services. GNN, which was founded by Ms. Culliton and her team at Celera Genomics, has recently been acquired by Rockville, Md.-based TIGR, a nonprofit research institute specializing in genomic science. GNN produces an online news magazine about genomics in medicine, biomedical research, and agriculture.

Mike JAGLOIS

Drugstore.com appoints marketing VP

Drugstore.com Inc., an online drugstore and information site, has appointed Mike Jaglois as VP of marketing.

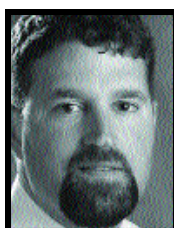
A 25-year veteran of consumer marketing, Mr. Jaglois comes to drugstore.com, Bellevue, Wash., from McCann-Erickson, where he served as senior VP and brand director, with responsibility for account management, new business development, and brand strategy for all clients.

Agency POOL

Nick FLORENTINO

Dudnyk Healthcare Group hires interactive information architect

With more than a decade of marketing know-how, Nick Florentino has joined the



interactive team at Dudnyk Healthcare Group as director of user experience. He is responsible for establishing the information architecture process and the design of interactive business solutions for agency clients.

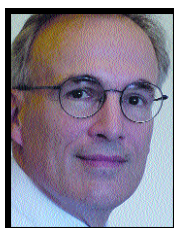
Most recently, Mr. Florentino was the director of user experience for Concellera, an Internet software development company.

Previously, he was director of information architecture for US Interactive. Since 1991, Mr. Florentino has worked for a variety of advertising agencies, including the Weightman Group, D'Arcy Masius Benton & Bowles and Tandem Associates.

Mr. Florentino, 34, has a master's degree in instructional technology from Bloomsburg University and a bachelor's degree from Temple University.

Bruce LEHMAN

Lehman Millet CEO named charter member of Harvard-MIT Board



The Harvard-MIT Division of Health Sciences and Technology has appointed Bruce Lehman as a charter member of its advisory council. Mr. Lehman is president and CEO of Lehman Millet Inc., a healthcare advertising agency focused on the device and diagnostic industry.

The 40-member advisory council includes Nobel laureates, device industry CEOs, heads of venture capital groups dedicated to the device industry, and leaders in the clinical community.

Health Sciences and Technology is a selective postgraduate program that integrates engineering, science, technology, and medicine. Through cross-disciplinary training, HST enables its graduates to better understand the root causes of disease and develop new pharmaceuticals and devices. The HST program is expanding to include a substantial business education track, and the advisory council was set up to further this effort.

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"Over my 20 plus years in the industry, I have seen many innovative ideas and technologies gather dust not because the concept was flawed, not because the technology didn't work, not because the product was lacking, but because there was an inherent disconnect between customer needs and the positioning of the innovation in the marketplace," Mr. Lehman says. "It is not surprising that the HST program would be one of the first in the country to appreciate this vacuum and to

INDUSTRY SNAPSHOT



Healthcare among fastest growing workforces

According to U.S. Bureau of Labor Statistics data, healthcare is among the fastest-growing segments in the workforce, currently employing 12 million people and providing job opportunities for as many as 4 million new employees over the next eight years.

A DIVERSE WORKFORCE

75% of U.S. working-age women are in the labor market.

By 2050, close to one-half of the U.S. population will be made up of Asians, Hispanics, African-Americans, and other minority groups.

develop a program that will ultimately be a source of business leaders as well as scientific and medical leaders."

John SPERZEL

Lehman Millet taps executive as head of diagnostic practice



John Sperzel has joined Lehman Millet Inc. as VP and director of the agency's diagnostic practice. In this position, which has just been created, Mr. Sperzel's focus is on providing device and diagnostic clients with

senior counsel.

"As a former Lehman Millet client, I can attest to the agency's exceptionally high standards," Mr. Sperzel says of the Boston-based healthcare agency. "Lehman Millet certainly helped me drive my businesses forward by marrying insightful strategy with great creative. The agency has a history of developing programs to address very specific marketing challenges — from introducing disruptive technologies to repositioning and rejuvenating mature products."

Mr. Sperzel, 38, previously was VP of the worldwide hemostasis and critical-care business units at Instrumentation Laboratory, a Mass.-based diagnostics company.

Please send your personnel announcements to feedback@pharmalinx.com.