



2012 FACT SHEET

HBA HISTORY

The HBA is the leading not-for-profit global organization committed to helping women in healthcare, across all areas of functional expertise, achieve their leadership goals at every stage of their career.

The HBA was founded in 1977 when five professional women recognized the need for women in healthcare to come together to exchange industry and career information and resources. They began informally, but meetings quickly grew and led to the formation of the Healthcare Businesswomen's Association (HBA) as a 501(c)(6) non-profit organization in 1979.

In 2000, the first HBA chapter was launched in Atlanta followed by San Francisco and Boston in 2001. In 2004, the Metro Chapter (CT, NY and NJ) was spun off from the then national organization. Also in 2004, three additional chapters were created: Indiana, Chicago and Mid-Atlantic (MD, DE, DC, and VA). In 2006, two new chapters launched: Research Triangle Park, NC and Greater Philadelphia. During 2007 the European chapter launched. The Southern California chapter was formed in 2008. Growth continued in 2009 with the launch of the San Antonio and St. Louis chapters. The Florida pre-affiliate was created in 2010 and became a chapter in 2011. Ohio transitioned from affiliate to chapter status in 2011 also.

Today the HBA serves its expanding membership in a variety of roles and diverse areas, but remains true to its roots to further the advancement and impact of women in healthcare worldwide. The HBA has grown into a powerful voice that commands attention, effects change in an industry its members are proud to represent, and empowers individual members and corporate partners to make a difference on the job and in personal lives. Its value continues to be fueled by the commitments of its board of directors, advisory board, regional boards and committee chairs, all of whom are volunteers.

MISSION

To further the advancement and impact of women in healthcare worldwide.

VISION

The Healthcare Businesswomen's Association is the premier catalyst for the leadership development of women in healthcare worldwide.

The HBA accomplishes this by:

- Providing educational opportunities to develop cutting-edge industry knowledge and leadership skills
- Recognizing outstanding women in the industry
- Providing opportunities for networking, creating greater visibility for individuals in the industry, and fostering mentoring relationships
- Serving as a conduit for research on career advancement issues

ORGANIZATIONAL STRUCTURE

Governance

Board of Directors (17 members + 2 non-voting member)
Executive Committee (7 members of the board of directors)
Advisory Board
Council of Chapter Presidents

Chapters and Affiliates

Atlanta	Boston	Chicago
Europe	Florida	Greater Philadelphia
Indianapolis	Metro (CT, NY, NJ)	Mid-Atlantic (MD, DE, DC, VA)
Ohio	Research Triangle Park, NC	San Antonio
San Francisco Bay Area	Southern California	St. Louis

MEMBERSHIP

HBA membership consists of over 130 corporate partner organizations representing diverse sectors of the healthcare industry including pharmaceuticals, biotechnology, medical devices, marketing, contract research, payer organizations, consulting and other firms. Our over 6,000 individual members represent numerous sectors of healthcare as well. Forty-five percent of our members have more than 15 years of healthcare industry experience.

FLAGSHIP EVENTS

Woman of the Year Luncheon (WOTY)

Each year the HBA bestows awards to those in the healthcare industry who have exhibited special talents and contributions through extraordinary achievements. These widely recognized awards attract thousands of attendees to the HBA's annual Woman of the Year Luncheon:

- **Woman of the Year Award** is presented to one extraordinary woman who has achieved marked success in business, exemplifies leadership and mentoring skills and supports the advancement of women in the healthcare industry.
- **Honorable Mentor Award** is presented to one senior-level man who is dedicated to promoting the advancement of women in the healthcare industry through mentoring.
- **STAR Award** (Strategic Transformation Achievement Recognition) recognizes one HBA member who has demonstrated an exceptional contribution of time and talent to strategically transform the HBA.
- **Rising Star Award** recognizes professionals designated by HBA corporate partner companies because of their outstanding performance, commitment to excellence, and the energy and enthusiasm with which they approach their activities on a daily basis.

HBA Leadership Conference

This annual conference brings together women and men at all stages of their careers to improve or learn vital skills, share leadership insights, and further develop and refine leadership capabilities through expert panel discussions, small group workshops and other interactive formats.

REGIONAL ACTIVITIES

- **Education Programs:** Events focusing on a variety of topics to enhance career-building skills with formats including individual speakers, panels and small group discussions. Some events are in person and others in a virtual environment.
- **Building Networks:** The majority of HBA events include a networking component to expand the member's contacts in the healthcare industry.
- **Mentoring Programs:** Most HBA chapters offer a variety of mentor-mentee opportunities that supplement traditional offerings available at a member's company.
- **HBA Affinity Groups** – Many HBA chapters create special groups based on common interests. These groups typically meet three or more times per year.
 - **Executive Women:** Invitation-only meetings that bring together the most senior women in the life sciences industry to discuss current industry-related topics/trends.
 - **Tomorrow's Leaders:** This affinity group provides a forum to exchange ideas and gain experience about navigating the corporate world and proactively managing a career, specifically for HBA members who are just beginning their careers in healthcare.
 - **Women Entrepreneurs:** This affinity group provides a forum for knowledge exchange about effective business practices and strategies, specifically for HBA members who are small business owners and entrepreneurs.
 - **Women in Science:** A program to provide women scientists in industry with professional support, educational opportunities and resources that will support their career advancement and leadership development.
 - **Women in Technology:** This affinity group provides a forum for knowledge exchange about technology strategies and best practices, specifically for HBA members who are already in or are beginning a technology role.
 - **Women in Transition:** Founded to assist HBA members during career transition by providing resources, education, and a venue for targeted networking.
 - Other groups are currently in development

CORPORATE AWARD

ACE Award

The HBA established the ACE (Advancement, Commitment, Engagement) Award to annually honor a corporate initiative that advances and enhances the careers of women in their respective organizations. Each nominated initiative supports the HBA's goal to advance the role and impact of women in the healthcare industry.

Each initiative that is submitted for consideration is evaluated against five dimensions:

1. Business Case
2. Stewardship
3. Execution
4. Sustainability
5. Measurable Results

Submissions are judged by an external panel of experts, including leading business school academicians and respected industry veterans. This award is bestowed at the HBA Leadership Conference.

PUBLICATIONS

The HBA Advantage – Global magazine published quarterly with articles that help members develop their skills, update their industry knowledge and keep informed on HBA activities.

eBulletin – A monthly e-newsletter that provides members and other interested parties with the latest HBA news, events, and opportunities.

RESEARCH

The HBA E.D.G.E. in Leadership Study – E.D.G.E. (Empowerment, Diversity, Growth and Excellence) identifies key insights and benchmarks that allow companies to accelerate the progress of high-potential women into the most senior positions in the healthcare industry. The HBA partnered with Booz Allen Hamilton, a leading strategy and technology consulting firm, to conduct a comprehensive examination of current employment data, attitudes, motivations, and initiatives and determine practices at life science companies that impact women’s progress.

H.A.I.L. Survey – The attributes and influences of leaders in the healthcare industry were identified in this proprietary research survey implemented in cooperation with *Pharmaceutical Executive* magazine. Results were first announced at the HBA’s 2003 Leadership Conference and a summary article, “Integrity at the Helm,” was published in the August 2003 issue of *Pharmaceutical Executive*.

The POWER Study - This pioneering HBA study focused on the climate for women’s career progress in pharmaceutical companies, and shed light on women’s prospects for career advancement in industry.

PAST PRESIDENTS

2011 Deborah Coogan Seltzer	2001 Teri P. Cox	1991 Nancy Larsen
2010 Susan Torroella	2000 Sylvia Reitman	1990 Jeanette Kohler
2009 Ceci Zak	1999 Jean Sharp	1989 Joanne McCaffery
2008 Elizabeth M. Mutisya, MD	1998 Charlene Prounis	1988 Krystyne Gurstelle
2007 Cathy Kerzner	1997 Sharon Callahan	1986/87 Karen Rauhauser
2006 Debra Newton	1996 Kathleen A. Harrison	1984/85 JoAnn Heinsch
2005 Barbara M. Pritchard	1995 Susan Roessner Dodson	1982/83 Sheila Sinkking
2004 Daria O. Blackwell	1994 Charlotte E. Sibley	1980/81 Peg Dougherty
2003 Nancy Larsen	1993 Barbara Saltzman Tanzi	1979 Ruth Smith
2002 Mary E. Cobb	1992 Helen Ostrowski	

MEDIA CONTACT

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