



Abstract

This project proposed the ALUMNI initiative to formalize collaboration between Bristol Myers Squibb Manatí and local academic institutions. It was designed to address the absence of a structured framework for local student engagement in biopharmaceutical operations. A phased methodology guided the development of standardized project workflows, onboarding protocols, and a mentorship model. The program was structured around five pillars: Summer Internship, Capstone Projects, Practice/Shadowing, Outreach, and Cooperative Education. Literature on university-industry partnerships informed the design, emphasizing competency development and institutional coordination.

A Core Team was proposed to oversee governance, including representatives from Finance, Human Resources, Operational Excellence, and stakeholder leadership. A prototype model was prepared for deployment with selected academic partners, supported by a roadmap and performance metrics. The initiative was positioned as a scalable solution to enhance talent development, community outreach, and innovation within the biopharmaceutical sector.

Introduction

This project was developed to address informal collaboration structure between Bristol Myers Squibb-Manatí and local academic institutions. At the time, student engagement was limited to informal interactions or a corporate-level internship program, leaving a gap in consistent pathways for other types of opportunities in experiential learning.

Recognizing the growing demand for innovation and workforce development in the biopharmaceutical sector, the project proposed a scalable framework to integrate academic talent into real-world operations. It aimed to overcome barriers faced by students in accessing meaningful industry experiences and by BMS-Manatí in acquiring and developing emerging talent.

The objective was the design of a formal collaboration program, anchored by the ALUMNI platform, to coordinate student participation in technical projects, enhance regulatory readiness, and foster innovation through structured, practice-based learning.

Literature Review

University-industry collaboration is evolving toward strategic, competency-driven models that emphasize long-term alignment and mutual value creation. A key approach highlights shared governance and sustained talent development, moving beyond transactional interactions to foster deeper institutional partnerships [1].

Literature Review (cont.)

Structured initiatives, such as co-designed curricula, joint research, and scalable internship programs, bridge academic and industry needs, promoting continuous engagement [2]. These models enhance student employability by integrating real-world projects and cultivating critical skills like regulatory compliance and professional communication [3]. Competency transfer frameworks support smoother knowledge exchange and onboarding, enabling graduates to contribute to innovation more rapidly [4].

Effective collaborations also depend on clear communication, defined expectations, and trust-building between stakeholders to ensure consistent outcomes [5]. These findings informed the design of the ALUMNI initiative, which draws on evidence from multiple sources [1–5] to create a scalable framework tailored to the biopharmaceutical sector.

By incorporating proven strategies, competency-based engagement, institutional coordination, and experiential learning—the initiative addresses gaps in student access, talent development, and operational integration within BMS-Manatí and its academic partners.

Methodology

A phased methodology was employed to the ALUMNI program, as shown in Figure 1.

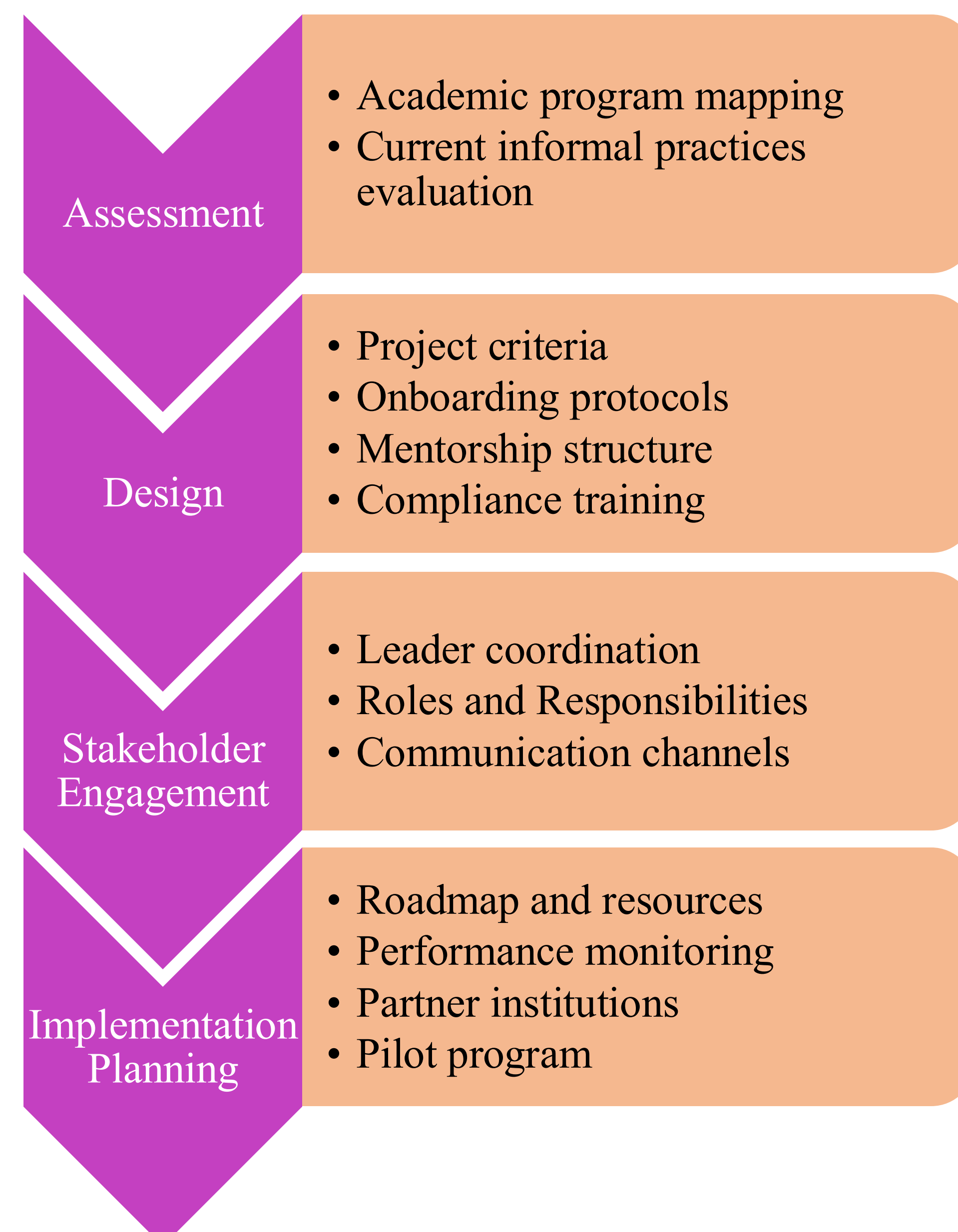


Figure 1. Phased methodology description used for the ALUMNI Project

Results

Overall results of each phase are shown in Figure 2. The ALUMNI program was structured in five core pillars to empower students through different engagement opportunities, as shown in Figure 3.

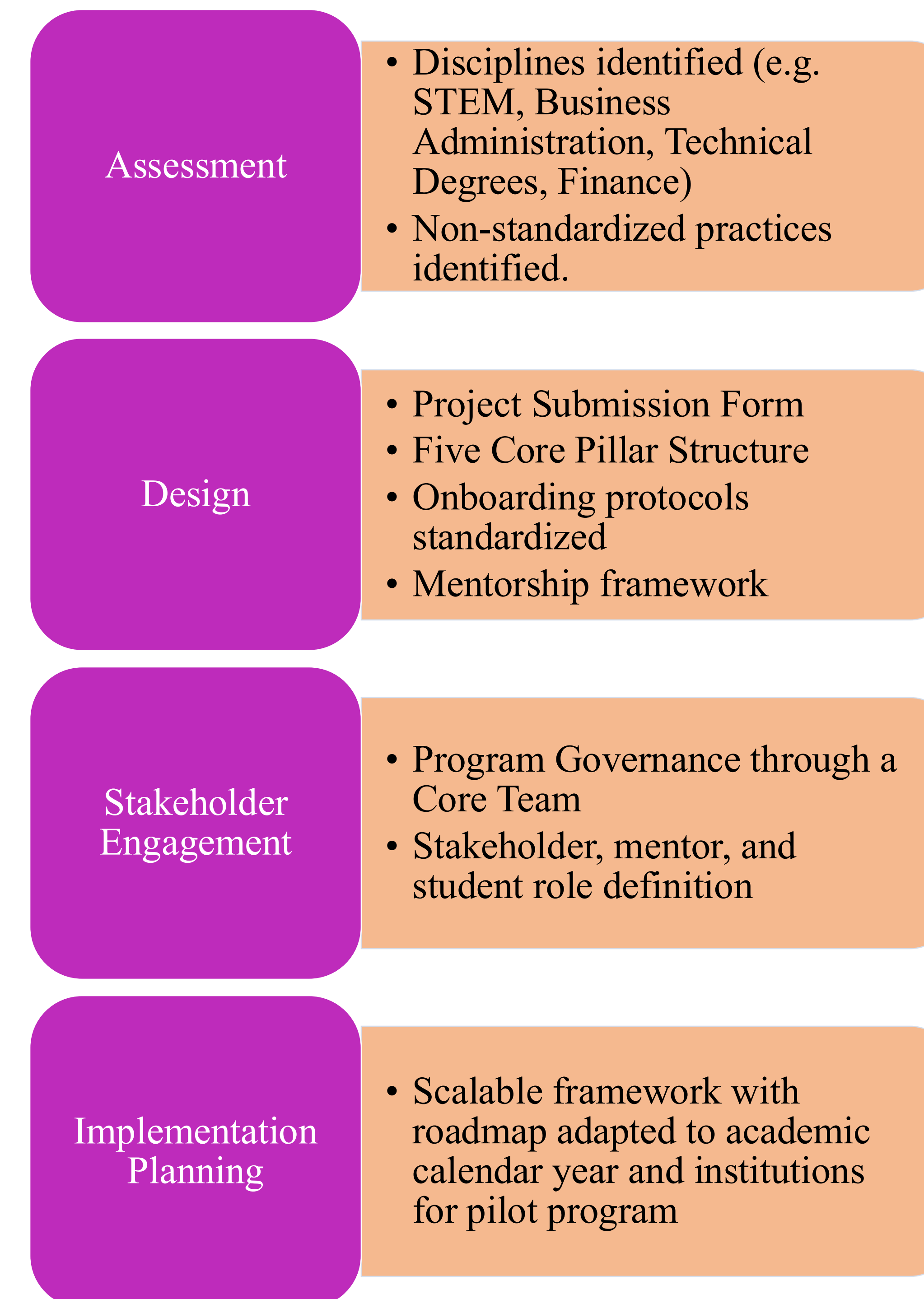


Figure 2. Overall results of each phase

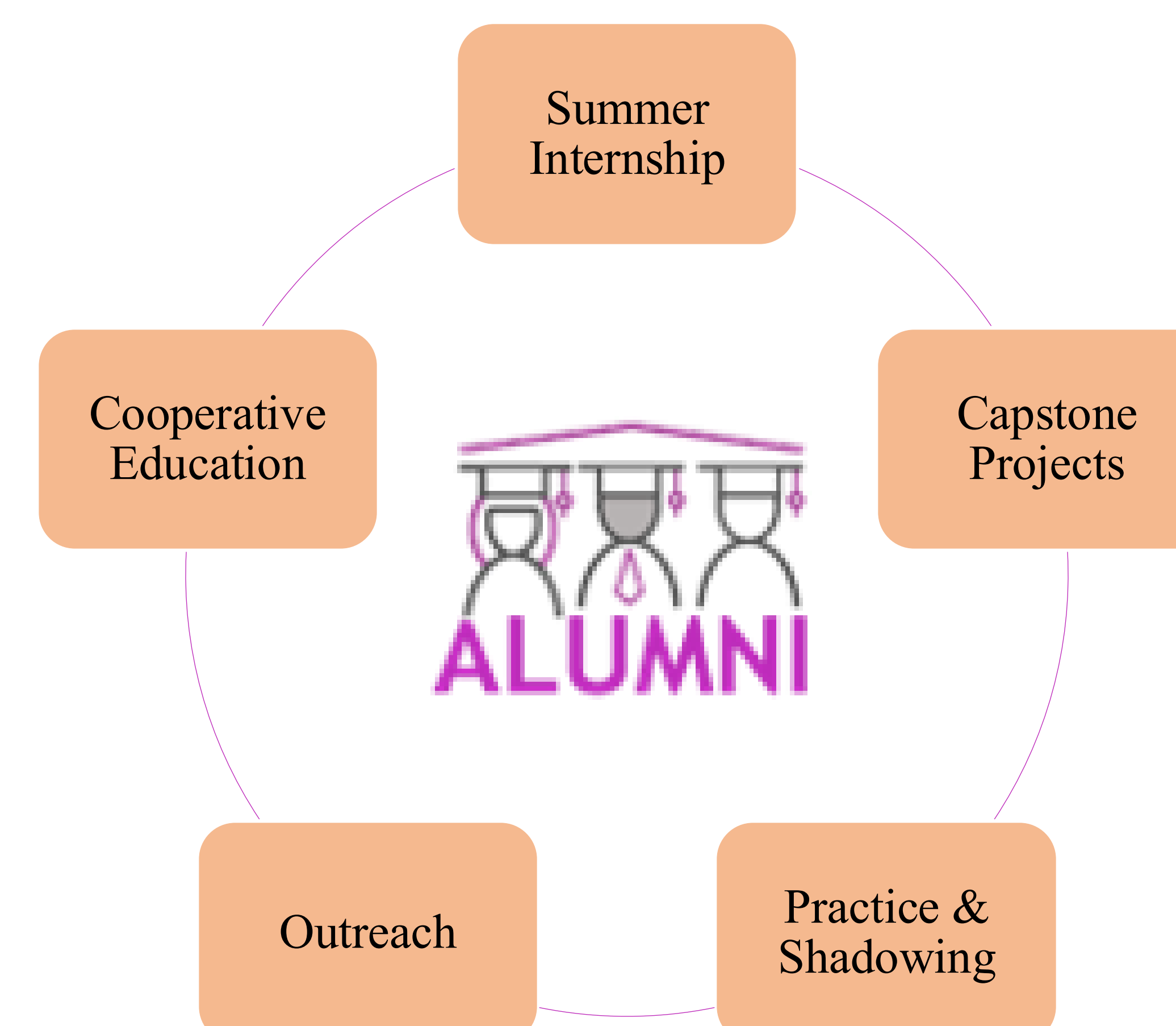


Figure 3. ALUMNI Core Pillars

Conclusions

The ALUMNI initiative was proposed as a strategic response to the absence of a formalized collaboration framework between BMS Manatí and local academic institutions. Through a phased methodology, the project outlined a scalable model designed to integrate academic talent into regulated biopharmaceutical operations while fostering leadership development and innovation. The initiative addressed key barriers to student engagement by introducing standardized processes, compliance-centered onboarding, and a mentorship structure that empowered both students and BMS personnel.

The inclusion of a Core Team and performance monitoring ensured operational oversight and sustainability. Grounded in literature and institutional feedback, the proposal demonstrated feasibility and alignment with workforce development goals. The ALUMNI program will serve as a replicable platform for academic-industry synergy, enhancing talent readiness and contributing to the long-term competitiveness of the biopharmaceutical sector.

References

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