



Kenneth Baker

Novartis
*Head of Staffing Excellence
and Diversity & Inclusion
Leader*

SAGE Scholars Program
Advisory Board Member

Kenneth Baker is the Head of Staffing Excellence, Diversity & Inclusion for Novartis Vaccines and Diagnostics Inc, heads their workforce diversity efforts, where he could help shape biotech employment and how the industry reaches out to potential employees from minority groups. He joined the company at its Emeryville facility in late 2007.

Mr. Baker was inspired at the age of twelve by a substitute science teacher in his elementary school, who said, "The future is in electronics." He recalls "I took math, science, physics, chemistry — and I absorbed it. I took anything I could to get the opportunity to achieve my dream." He was accepted to Lowell High School at least two bus lines from his cross-town home in Bayview-Hunter's Point. Success at Lowell, allowed him to attend Stanford University, the first generation of his family to attend a major university. He graduated with a bachelor's degree in electrical engineering and a master's in material science and engineering.

Baker spent 20 years in high tech, including a stint as director of global business unit staffing at Compaq Computer, before about 10 years in health care and life sciences. He is a member and Chair of the Alameda County Workforce Investment Board.

Ken is known for excellent communication and leadership skills with a demonstrated record of success in developing and motivating diverse teams to achieve extraordinary productivity and results. Diverse background includes, application engineering, business unit management, corporate/business unit staffing, workforce planning, strategic planning, program management, organizational effectiveness and EEO /Affirmative Action Compliance.

The basics of Baker's plan for improving minority participation in the sciences have remained the same throughout his career; deliver industry-community partnerships and deliver the message directly.