

# Making the Move

*(In their own words)*

**T**hree transplants to Indianapolis — an international CEO, a medical researcher and a young executive — discuss how they've come to appreciate the region, the opportunities it affords and its people.



## Antonio Galindez *The Global Executive*

**B**efore he moved to Indianapolis in 1997 and accepted the position of global business leader in Dow AgroSciences' agrochemical business, current President and CEO Antonio Galindez had served in sales, marketing and even human resources positions throughout Europe, Latin America and the Pacific regions. As the leader of a top-tier global agricultural company with annual sales of \$4.5 billion, he is keenly aware of the need to attract and keep top-tier scientists, and he says Indianapolis has what it takes to do just that.

In its 20 years of operation, Dow AgroSciences has grown to employ more than 1,200 associates at its Indianapolis headquarters. The company recently announced two expansions. In July 2009, it announced plans to expand its Indianapolis biotechnology research operations with a new facility providing

research space for 100 new biotechnology scientists. The company signed a 15-year lease on an 80,000-square-foot building that will accommodate laboratories and offices and will be constructed adjacent to Dow AgroSciences' global headquarters, which is located on the northwest side of Indianapolis. In March 2010, the company announced plans for a multi-year expansion of its global headquarters, with investment of more than \$340 million and the addition of more than 550 scientific and commercial jobs over the next five years.

Galindez says Indianapolis is a good fit for his company because of its pro-business environment and access to talent. "In Indiana, the leaders — it doesn't matter if they represent the public, private or the universities — all work together in a very pro-business way," he says. "Indiana is very attractive for business.

"The second part is talent. We (Dow AgroSciences) have to attract people worldwide, top talent. We're talking Ph.D.s, very highly qualified people, and you have to make it attractive. Indianapolis today has basically what you need from a big city with the personality of a small city. From The Indianapolis Museum of Art to The Children's Museum, there are many cultural assets. And they are all very accessible.

"It's very friendly. The hospitality of Hoosiers, the hospitality of the city, is really unique. You feel welcome in this city from the very beginning," Galindez says, "You put all that together and you get a great quality of life plus the low cost of living. It's a very attractive proposition."

When he was new to Indianapolis, Galindez was struck by how much personal time and money people put into helping society. "It doesn't matter if it is through a charity, the United Way, Habitat for Humanity or church involvement. I was really impressed by the amount of time and money that people put into supporting their community at all levels.

"We compete in a hot market," Galindez says. "And we compete for talent. We have a very, very high rate of job acceptance. That tells you that all these things appeal to the people we are trying to hire in this company. We have been hiring significantly in the past few years. We hired 300 new employees worldwide in 2009, and a significant number of them were for jobs in Indianapolis.

"The last thing I would say is that my family came to Indiana for a United States experience for a couple of years, and 13 years later we are still here. Obviously, I found professional opportunities here to continue to grow, but more importantly, my family has found that this is a place that they like to live."

# Katie Meister

## *The Young Professional*

**K**atie Meister, executive leadership advisor to the office of the chief of staff for the CEO and president of WellPoint Inc., moved to Indianapolis from the Los Angeles area in 2008. She has been with WellPoint for 10 years, in locations across the country including Cincinnati and Colorado Springs.

Having experienced large and small cities alike, she finds the cultural, volunteer and professional development opportunities that Indianapolis affords young professionals especially attractive.

“There are so many established venues here, whether around culture, arts or sports,” she says. “Those are fed by organizations that are unique, like Indy Hub (a young professionals group) and Lacy Leadership Association (Indianapolis’ premier leadership network). Literally, if I wanted to, I could do something different every night and every weekend here. The

variety is amazing.

“I’ve lived in three different cities and I haven’t been able to get as involved as I have here,” Meister says. “And I truly believe it’s because of the programs that are available. For example, the programs offered by Lacy Leadership Association are innovative and engaging, and they cater to a variety of people from different age groups, different backgrounds and different experiences.

“What surprised me most is that the city is so easy to navigate,” she says. “It is so easy to get around downtown. It’s not complicated. The circle is really the center of the city and you can get to anywhere from there.”

Asked what she would tell another young professional considering a move to Indianapolis, Meister says she has four favorites. “Access — it’s so easy to go anywhere from here. The variety of arts,



culture and sports. The very reasonable cost of living. And what people say about Hoosier Hospitality is true, people are genuinely friendly here.”



# Dr. Andrew Saykin

## *The Medical Researcher*

**B**y his own admission, Dr. Andrew J. Saykin wasn’t looking to move to the Midwest before he joined the Indiana University School of Medicine faculty in November 2006, as director of a new transdisciplinary center of excellence in neuroimaging. “I’m an East Coast guy,” he says. “I grew up in Massachusetts and had gone to graduate school in Philadelphia, was on the faculty of the University of Pennsylvania, moved to New Hampshire to Dartmouth Medical School and had been there for 14 years.

“What drew me here were the opportunities. Once I looked at the resources and aspirations of the institution and senior leadership — in particular Medical School Dean Craig Brater — I was impressed with the investments that had been made, and the possibilities.

There’s this extraordinary combination of state-of-the-art technology, a broad range of potential collaborators, clinical faculty and basic science faculty. And there’s a wide range of clinical facilities and patient populations. I could see all the ingredients for a highly successful clinical research program. In my area, brain imaging, we have state-of-the-art MRI and PET capabilities as well as a radiochemistry group and cyclotron facility. These are big-iron type resources that are not available at many places.

“The other thing I would say broadly,” he continues, “is it’s an extremely collaborative environment. Wherever there’s common interest it’s easy to form collaborations and alliances to get things done.

“I want to emphasize how important the vision of senior leaders of the School of Medicine and Clarian Health is in creating new opportunities.” Saykin says. “For me personally, I am excited that this vision has led to plans for an integrated neuroscience campus. There are very few places anywhere that will be like this. It will bring together everyone

— neurosurgeons and neurologists, psychiatrists, neuropsychologists, all the clinical neuroscience specialists and basic scientists — doing everything from cellular and molecular research through work on medications and interventions. It puts us all on the same campus with state-of-the-art facilities. Pulling people together like that — in a location just minutes from major hospitals connected by monorail train and back to the medical school campus, is just going to create a tremendous opportunity for collaboration.”

On a personal note, Saykin observes that “this is a good place for couples.”

“My wife is a neuropsychologist who was recruited to join the department of neurology as I was being recruited to radiology. There’s a real desire to help people fit in. We live by Eagle Creek Reservoir and have found it to be a friendly and beautiful area. It feels almost as rural as where we were in Hanover, New Hampshire, even though we’re 25 minutes from the downtown area of one of the larger cities in the country.”