

**Fred W. Melchior Jr. PhD**  
Managing Principal,  
Melchior Consulting Services LLC  
34360 Indian River Drive  
Dagsboro, Delaware 19939  
[FMelchior@day1program.com](mailto:FMelchior@day1program.com)



## Current Employment

**Managing Principal**  
Melchior Consulting Services, LLC  
Dagsboro, Delaware 19966

2008 - Present

Melchior Consulting Services provides technical and executive administrative support in the areas of Pharmaceutical R&D management, professional development and corporate training in a variety of areas including technical subjects, regulatory compliance and leadership development.

## Recent Employment Experience

**Intervet Inc.**  
**Millsboro, Delaware**

### ***Director, Technical Affairs (Pharma) - September 2005 – December 2007***

Senior Manager in the Pharmaceutical R&D Group. Responsible for management of the following departments: (1) Regulatory Affairs, (2) Pharmacovigilance and Product Stewardship and, (3) Pharmaceutical Development and Analytics. Duties include preparing and maintaining job descriptions for all Pharma R&D positions, developing and implementing a Management Training Program for all Pharma R&D staff and conducting quarterly audits of R&D cost centers to evaluate research spending activities. Additional responsibilities included overall R&D budgeting, member of the Intervet Inc. Senior Leadership Team, support of corporate training and development initiatives and company representative to the Delaware Science and Technology Council.

### ***Vice President, Operations - November 1999 – August 2005***

Responsible for management of the Operations Group consisting of 8 departments, 3 manufacturing sites and over 400 employees. Oversaw integration of 3 businesses acquired in 1999-2000. Directed construction of new Intervet Production/Research complex in Kansas City, Kansas and coordinated the closure of 3 production facilities to streamline the vaccine production activity. Group responsibilities included management of all vaccine and pharmaceutical purchasing/planning activities, Pharmaceutical QA Department and Vaccine Quality Control, management of Maintenance/Engineering and internal warehouse operations.

***Director, Business Development - September 1997 – October 1999***

Responsible for evaluation of scientific vaccine technology, license agreements, and evaluation of product lines and companies for acquisition

**Sterwin Laboratories (Division of Sterling Drug Company)  
Millsboro, Delaware**

**Vice President & General Manager - March 1987 – August 1997**

In March 1987, the Animal Products Group of International Minerals and Chemical Co. acquired Pitman-Moore, Inc., an animal health business belonging to Johnson and Johnson. Effective July 1, 1987, a major restructuring of this Animal Products Group was implemented and the business was organized along functional lines; i.e., Marketing and Sales, Manufacturing, Finance, etc. Due to the unique nature of Sterwin's business, it operated as a wholly owned subsidiary of Pitman-Moore.

Divestiture of the business to Schering Plough in 1997 resulted in early retirement and job change.

**Vice President & General Manager - April 1984 – February 1987**

Sterwin Laboratories was sold to International Minerals and Chemical Co. by Sterling Drug Co. on April 2, 1984. Following the acquisition by IMC, I continued in the position of General Manager. Major goals were the integration of Sterwin Division into the IMC animal Health Group and the diversification of the Sterwin business unit to increase business volume and profitability. Responsibilities included personnel management, strategic planning, quality control and research and development. Tasks included development of Sterwin operating budget, hiring of key technical personnel, and administration of Sterwin Laboratories in accordance with IMC management policies.

**Vice President & General Manager - June 1983 – March 1984**

Oversight responsibility for the management of Sterwin Laboratories including development of budget plans, personnel management, research and development and all technical management of manufacturing facilities. Re-staffed and redirected the Accounting Department functions. Major goal was to change the Sterwin business performance and achieve a turnaround.

**Vice President & Director of Laboratories - July 1979 – May 1983**

Responsible for the technical and administrative management of a major manufacturer of poultry biologics. Duties included formulation and management of the research program, coordination with the domestic and international sales departments, public relations, contact with scientists, management of the quality control department, and the scheduling of vaccine production. Responsibilities also included management of Sterwin Laboratories branch

production facilities in Opelika, Alabama and administration of corporate benefits programs. Staff assigned to the two locations totaled 88.

**Hubbard Farms, SPAFAS (Division of Merck)  
Walpole, New Hampshire**

**Research Virologist - September 1977 – June 1979**

Responsible for conducting avian virus research and for establishing and maintaining the necessary laboratory tests for the development and maintenance of Specific Pathogen Free (SPF) flocks. Coordinated the SPAFAS and Hubbard SPF programs. Cooperated with the Geneticists and Avian Microbiologist in conducting related immunological research. Supervision of laboratory personnel and contact with other scientists was required. Responsible for some public relations contacts with Hubbard and SPAFAS customers.

**Sterwin Laboratories  
Millsboro, Delaware**

**Research Virologist - October 1972 – August 1977**

Responsible for the research and development of new vaccines for use in poultry. Vaccines studies and developed during this period included Marek's Disease Turkey Herpesvirus-Lyophilized, Infectious Bronchitis Virus (JMK and Holland types), Newcastle Disease virus, Infectious Laryngotracheitis Virus, Avian Encephalomyelitis Virus, Infectious Tenosynovitis Virus and Live Fowl Cholera CU Strain vaccine. Research emphasized development of new products and improvement of currently licensed vaccines. Research studies on new methods for improving production were also conducted. Supervisory duties on a limited basis were required.

**Univ. of Connecticut, Dept. of Pathobiology, Virology Laboratory; Storrs, Connecticut  
Pre-doctoral Fellow - September 1969 – September 1972**

Research involved in vivo and in vitro studies of the herpesvirus causing Marek's Disease in chickens. Specific studies were conducted on egg and cell culture assay procedures for herpesvirus preparations extracted from the skin of infected chickens, transmission studies with the vaccine strain of the virus (Turkey Herpesvirus), and studies on the neutralizing antibody response associated with Marek's Disease virus and Turkey Herpesvirus, including cross-neutralization reactions.

**Captain, U.S. Army, Immunology Branch, Medical Investigation Division, U.S. Army Biological Laboratories; Frederick, Maryland**

**September 1967 – August 1969**

Research Area: Human Vaccine Development. Research project concentrated on development of an improved vaccine for Rocky Mountain Spotted Fever. Studies involved egg and cell culture propagation of the agent Rickettsia rickettsii and evaluation of various inactivated experimental vaccine preparations.

**August 1969 – September 1988**

Continued service in the U.S. Army Reserve as Mobilization Designation Officer completing annual assignments at Fort Detrick Army Biological Laboratories, Army Foreign Science & Technology Center, Office of the Army Surgeon General (Pentagon) and the Armed Forces Medical Intelligence Center. Completed several Army educational programs including the Officer Advanced Course and Command & General Staff College. Completed 20 years of service in 1988 and officially retired with the rank of Lieutenant Colonel on November 3, 2002.

**University of Delaware, Dept. of Animal Science & Ag. Biochemistry; Newark, Delaware  
Research Assistant - July 1964 – July 1967**

A research project was initiated to evaluate the efficacy of vaccination of broiler-breeder hens with *Mycoplasma gallisepticum* (MG), a pleuro-pneumonia-like organism. Methods were established to propagate the organism in large volume. A state vaccination program (Delaware) was conducted using this vaccine. Thesis research involved a detailed study of vaccinated chickens on an individual and flock basis to measure the effect of vaccination on various performance characteristics. Egg transmission of MG was also studied in vaccinated and unvaccinated chickens.

M.S. Thesis Title: The Controlled Exposure of Broiler chickens to *Mycoplasma gallisepticum*

## Educational Background

Institution:	<i>Bachelor of Science</i> (June, 1964) University of Delaware; Newark, DE
Major:	Agriculture (Pre-vet)
Institution:	<i>Master of Science</i> (June, 1966) University of Delaware, Department of Animal Science & Agriculture Biochemistry
Major:	Avian Diseases
Institution:	<i>Doctor of Philosophy</i> (December, 1972) Department of Pathobiology University of Connecticut; Department of Pathobiology, Storrs, CT
Major:	Virology

## Post Graduate Training Courses

In House Training:	
Date:	May, 1986
Subject:	IMC Internal Manager Development Program
Agenda/Program:	(3 phases)
Location:	IMC Office, Northbrook, Illinois
Certificate:	Awarded at completion
September 2006:	Intervet Finance & Capital Allocation Program
March 2007:	MBTI Training (ESI Certification)

June 2007                      Change Leadership Program – Dr. Robert Rich (Cornell)  
August 2007:                    Coaching / Mentoring Program – CMOE.

External Training:

Date:                              August, 1987  
Subject:                          Managing the Enterprise  
Agenda/Program:              Four-week program  
Location:                        Columbia University  
Certificate:                      Awarded at completion

Promotions, Special Awards, Honors

Undergraduate:                Dean's List  
                                        Alpha Zeta (Honorary Agriculture Fraternity)  
                                        Scabbard and Blade (Honorary Military Association)  
                                        Distinguished Military Graduate – ROTC  
                                        Reserve Officer's Association Award – ROTC

Graduate:                        Research Assistantship – University of Delaware  
    (1964 – 1966)  
  
                                        PreDoctoral Fellowship – University of Delaware  
    (1969 – 1972)

Military:                         National Service Defense Medal  
                                        Fort Detrick Suggestion Award  
                                        Certificate of Achievement, Fort Detrick (August 1969)  
                                        Certificate of Achievement, U.S. Army Reserve, 1977<sup>th</sup>  
                                        MOB DES DET, Storrs, Connecticut (June 1971)

Publications

Melchior, F.W., Jr. (1966). The Controlled Exposure of Broiler Breeder Chickens to Mycoplasma gallisepticum.

Benton, W.J., M.S. Cover, and F.W. Melchior, Jr. (1967). Mycoplasma gallisepticum in a Commercial Laryngotracheitis Vaccine. *Avian Diseases*, 11: 426-429.

Kenyon, R.H., W.M. Acree, F.W. Melchior, Jr. and G.G. Wright (1971). Development of an Improved Vaccine for Rocky Mountain Spotted Fever. *Abstract. Bacteriological Proceedings*. Paper given at 71<sup>st</sup> Annual Meeting, ASM.

Kenyon, R.H., W.M. Acree, F.W. Melchior, Jr. and G.G. Wright (1971). Studies on Preparation of Rocky Mountain Spotted Fever Vaccines from Rickettsia Propagated in Tissue Culture. *J. Infect. Dis.* 125: 146-152.

Melchior, F.W., Jr. (1972). Neutralization Studies with Marek's Disease Virus and Turkey Herpesvirus by Means of a Plaque Reduction Test. *Thesis for Doctor of Philosophy Degree*.

Melchior, F.W., Jr., T. N. Frederickson and R.E. Luginbuhl (1972). Neutralization Studies with Marek's Disease Virus and Turkey Herpesvirus. *Appl. Microbiol.* 26: 925-934.

## Abstracts/Presentations

Melchior, F.W., Jr. (1974). Experimental Studies with Marek's Disease Virus and Turkey Herpesvirus. Seminar given at U.S. Department of Commerce, Middle Atlantic Coastal Fisheries Center, Pathobiology Laboratory; Oxford, MD., February 22, 1974.

Melchior, F.W., Jr. (1974). Progress Report on Lyophilized Marek's Vaccine and Other New Developments. New Hampshire Poultry Health Conference, March 28-29, 1974.

Melchior, F.W., Jr. (1979). Development of LLV-Free SPF Chickens. Annual Meeting, American Association of Avian Pathologists; Seattle, WA, July, 1979.

## Patents

Melchior, F.W., Jr. and L.M. Melson (1989). Patent No. 4,824,668 for invention entitled: "Attenuated Infectious Bursal Disease Virus Strain and Vaccine Therefrom".

## Professional Organizations

Name: American Society for Microbiology  
Member Since: 1969  
Membership Status: Active Member

Name: American Association of Avian Pathologists  
Member Since: 1966  
Membership Status: Associate Member

Name: World Veterinary Poultry Association  
Member Since: 1979  
Membership Status: Active Member

Delaware Governor's Task Force on High Technology – member of subcommittee on Agrobiotechnology, 1987-88.

Delaware Science & Technology Council: October 2006 – Present. Appointed as the Intervet Representative.

March, 2005: Received the George Worrilow Outstanding Achievement Award presented by the University of Delaware Agricultural Alumni Association.