Thank you to everyone who attended this year’s Fellowship Information and Networking Day (FIND) on November 16th. We are extremely happy with the turnout and the high caliber of candidates we had the chance to meet throughout the day. We had over 425 candidates attend FIND this year, which is a record attendance!

During the first half of the event, candidates had the opportunity to hear from the directors of the RPIF program, Dean Barone and Dr. Toscani. Some of our Fellows presented about different functional areas within the pharmaceutical industry, the curriculum of the RPIF program, the Midyear interview process, and much more. The second half of the event provided invaluable time for the candidates to meet and speak with Fellows, preceptors, and stakeholders from our supportive and enthusiastic partner companies. It was a fantastic way to kick off the recruitment cycle and get everyone ready for the ASHP Midyear Clinical Meeting in New Orleans, LA this year.

Over 425 individuals signed up for Fellowship Information Networking Day this year!
On Monday October 12th, Rutgers Fellows were involved in executing a symposium style discussion amongst healthcare professionals, students, and faculty, focusing on barriers to healthcare access for the urban population. Joe Fiore and Brittany Nguyen, 2nd year Fellows at Merck; Mamta Karani, Orise Fellow at the CDC; Michelle Li, P2 student at Rutgers; and Paul Weber, Clinical Assistant Professor of Medicine at RWJMS were awarded a grant from the Rutgers Centers for Global Advancement and International Affairs (GAIA) under the biennial theme of Global Urbanism to fund the event.

This symposium, titled Tearing Down the Walls: Medication Access in Urban Populations, identified four key pillars of access issues and urged attendees to think, How can current and future healthcare professionals better treat this urban population? The discussion pillars included:

- Uninsured/Under-insured Patients
- Medication Adherence
- Linkage of Care
- Social Determinants of Health

The evening was truly inter-professional, with representatives from several schools within Rutgers Biomedical and Health Sciences (RBHS) including the Schools of Dentistry, Medicine, Nursing, Pharmacy, and Public Health, the Schools of Engineering, Psychology, and Social Work, and external members of the Payer and Practitioner Communities. The symposium’s speakers featured an expert panel comprised of diverse professional backgrounds including:

- **Sujoy Chakravaty, PhD** - Assistant Research Professor and Health Economist, Rutgers Center for State Health Policy
- **Kathy Gunkel, APN, DPN** - Clinical Assistant Professor, Rutgers School of Nursing; Director, Rutgers FOCUS Wellness Center
- **Gowri Murthy, Pharm.D, MBA** - Associate Principal Scientist, Merck; Merck Fellowship for Global Health; Past RPIF Fellow
- **Kathleen Pottick, PhD, MSW** - Professor, Rutgers School of Social Work; Core Faculty at Rutgers’ Institute for Health, Health Care Policy and Aging Research

With hopes of aiding this under-represented population, the team plans to publish the best practices identified during the event.
PUBLIC HEALTH CORNER
Update: Public Health and a Pharmacist Collide
By: Ishmael Qawiy, Pharm.D., BCACP

We are all equipped with an innate desire to contribute meaningfully to society. Understanding this concept is a critical step in addressing issues plaguing our communities in the quest for a more just world. When working to tackle health care inequalities, particularly in a resource limited setting, one must be able to understand the cultural context in which to operate while seeking customizable solutions. To ignore these customary differences would render one’s solutions impotent and unsustainable. An example of an unconventional and sustainable tactic includes the utilization of former and active sex workers to advocate for TB and HIV/AIDS prevention and medication adherence in key populations in Cape Town, South Africa. Partnering with such groups illustrates the commitment Bristol Myers Squibb Foundation; Secure the Future (STF) has with strengthening collaborative relationships with civil society organizations who are engaged with employing evidence based strategies.

Aside from working directly with local and international partners in the field, the public health resident reviews grant proposals to ensure projects are in alignment with the aims of the foundation. This residency provide a framework to understand the evolution of a proposal manifest from infancy. Working with groups who seek to positively influence policy and legislative decisions is paramount to bridging gaps of inequality. Fortunately, the residents are given opportunities to work directly with the ministries of health and key officials responsible for championing social and health related efforts.

BMS Resident, Dr. Ishmael Qawiy, is in sub-Saharan Africa from July to December collaborating with various organizations to empower and strengthen healthcare practices. He aims at influencing healthcare policy and improving the lives of others.

Stay connected on Dr. Qawiy’s public service!
He will be documenting his experience on Instagram at: @PharmDGoneTraveling
The Scholarly Activities season has arrived! According to our Scholarly Activities Tracker, we are already at a pace to beat last year’s record number of posters and publications! RPIF Fellows continue to go above and beyond with their participation in scholarly work. Noteworthy in our activities is the continued growth of collaborations with members of the EMSOP faculty and company stakeholders.

Over the past few months, several Fellows have made great strides in the areas of research and scholarly activities. BMS Fellow Kristina Bundra presented her poster, titled “Medical Information Standard Response Structure across Global Pharmaceutical Companies”, at DIA’s 9th Annual European Medical Information and Communications Conference and Exhibition in London. At this same international conference, a poster by alumni of the fellowship program, Sheena Gurai, titled “Breast Cancer treatment guidelines: medical information preferences of European physicians”, received the Best Poster Award.

We have had three articles recently published by Fellows: Audrey Schnell (below left) on navigating the fellowship interview process in Student Pharmacist, Divisha Dixit (below center) on a clinical review of empagliflozin in AJHP, and Zac Post (below right) on sequencing therapy for metastatic castration-resistant prostate cancer in HOPA News. A review paper by Anirudh Srikonda and Brittny Rule was also accepted for publication in the Journal of Clinical Outcomes and Management.

Two symposia were organized by Fellows, which is a big step toward expanding the reach of the fellowship program. Catalent Fellow Ronak Savla was the chair of the 54th Annual Eastern Pharmaceutical Technology Meeting, which took place on September 25th in Basking Ridge, NJ. The theme of the event was “The Changing Paradigm in Pharmaceutical Development: Process, Quality, and Regulatory Insights.” Merck Fellows Brittany Nguyen and Joe Fiore, along with Dr. Paul Weber, hosted “Tearing Down the Walls: Medication Access in Urban Populations” on October 12th at the Busch Student Center (Page 2). This is only a few highlights of the beginning of what is bound to be another record-breaking year for the RPIF Fellows.
COMMERCIAL EXPANSION: MAKING A MARK
By: Richard Bradley Rzendzian, Pharm.D. & Mariam Abouhossein, Pharm.D.
Marketing Committee Co-Chairs

The Rutgers Pharmaceutical Industry Fellowship is the oldest and most successful fellowship program in the country. Together with our 17 partner companies and extensive network of past and current Fellows, the RPIF program’s prominence continually impacts the pharmacy profession. This year, the RPIF Marketing Committee has further promoted the program by placing a focus on education and social media.

Pharmacists have a versatile skillset that allows them to make meaningful contributions in many settings beyond traditional retail and hospital pharmacies. The Marketing Committee has partnered with various RPIF committees and Fellows to further educate students and prospective candidates on the countless opportunities available within industry. Educational resources including the website, FIND video, brochures and webinar series are just some of the ways the RPIF program further supports these efforts. Recently, the Marketing Committee collaborated with current Fellow, Patrick Liu, to launch the “Featured Fellow” video series which provides answers to many of the commonly asked questions from students around the country regarding industry, the Rutgers program, and life as a Fellow.

As the amount of education material produced by the RPIF program is immense and continues to grow, the Marketing Committee has taken strides to further promote and share these resources through social media. The Rutgers Pharmaceutical Industry Fellowship can now be found on Facebook, Instagram, and Twitter. Follow us by simply using the search function or through our handle @RutgersFellow. Each of these accounts are updated regularly with all the latest happenings within the program and link useful information regarding fellowships opportunities, scholarly activities, and events.

UPCOMING CONFERENCES
December 2015—May 2016

American Society of Health-System Pharmacists (ASHP) Midyear Clinical Meeting
December 6-10, 2015 in New Orleans, LA

International Society of Medical Publication Professionals (ISMPP) Annual Meeting
January 19-20, 2016 in London, UK

American Pharmacists Association (APhA) Annual Meeting & Exhibition
March 4-7, 2016 in Baltimore, MD

DIA Medical Affairs and Scientific Communications Annual Forum
March 21-23, 2016 in Kissimmee, FL

Abstract Submissions (Deadline: January 11, 2016)

Academy of Managed Care Pharmacy (AMCP) & Specialty Pharmacy Annual Meeting
April 19-22, 2016 in San Francisco, CA

Abstract Submissions (Deadline: January 8, 2016)

International Society for Pharmacoeconomics and Outcomes Research (ISPOR) 21st Annual International Meeting
May 21-25, 2016 in Washington, DC

Abstract Submissions (Deadline: January 14, 2016)
With an expanding alumni network of over 800, have you ever wondered about the first graduate of the Rutgers Pharmaceutical Industry Fellowship program? Who was it and what are they doing now? His name is John M. York, Pharm.D., Principal and CEO of AKITA Biomedical, a medical communications and consulting firm based in Paso Robles, California. John has developed a wealth of knowledge and experience over the years that he uses to inspire others.

As a University of Michigan Pharm.D. student working at Middlesex General Hospital one summer, John met Dr. Joseph Barone and learned about the opportunities that an industry fellowship had to offer. This interaction launched John’s extensive industry career starting as a Fellow at Parke-Davis/Division of Warner Lambert. As the first Chief Fellow, he gained exposure to the industry, contributed to multiple publications, and essentially helped “start the fellowship program from the ground up.” Since then, John has climbed the ranks to positions such as Global Director at Allergan, Sr. Vice President at HDI, and eventually became an entrepreneur when he founded AKITA Biomedical in 2001.

John brings a vision for the future as dynamic as his professional goals. He highlights that the success of the pharmaceutical industry is reliant on bringing to market innovative technologies and products to improve healthcare. Today, he notes that we are seeing companies that are continually acquiring other firms (e.g., Pfizer’s acquisition of Allergan) in order to show growth. Because of these changes in the business environment, John is working with startups, in addition to his fully commercial clients, to help bridge science, medicine, and business. His efforts are directed at helping to tie technologic advances in healthcare with true market needs, a concept otherwise known as product-market fit. As a result, John mentors a new age of entrepreneurs through his involvement at the Kelley School of Business at Indiana University and the Jacob’s School of Engineering Von Liebig Entrepreneurism Center at the University of California, San Diego (UCSD).

While taking classes toward an MBA at the Kelley School of Business, John started the Healthcare Industry Club. Through this organization, he is able to teach and develop leadership skills in business students who have a health care/life sciences background or interest. This past March, he led four teams from Kelley on a “McKinsey-style” consulting engagement with the H. Lee Moffitt Cancer Center, an institution where John maintains a relationship as an Associate Editor of its peer review journal, Cancer Control. The teams gained experience in problem solving and developing solutions in response to actual business issues. The six-week course culminated in the delivery of the team’s recommendations to the CEO, COO, and senior leaders at the Tampa-based NCI-designated Comprehensive Cancer Center.
At UCSD, John has been extensively involved in mentoring students and staff interested in startups in the medical device space. Using a revolutionary methodology known as Lean LaunchPad, he has mentored entrepreneurs with a novel product idea and taught them valuable business skills in order to discover appropriate product-market fit that would translate into real-world commercial applications. In facilitating his teams he encourages them to get away from the product to understand the customers and their needs, and what value one’s product brings. He added that this idea was something that he wrote about with Dr. Barone during the fellowship in a paper on marketing and the drug development process. His affiliation at UCSD has expanded even further, working with individuals from China and India; it has become a “tremendous cross-cultural experience,” which has complemented the consulting work he has done in Latin America, Asia, and Europe.

John describes his professional career in a way that it is not so much a bibliography, but rather a story. In a way, story telling is a method that he preaches for successful entrepreneurship. He notes that great ideas will get lost if one does not properly tell the story and emphasized that making a great idea a reality involves clear and effective communication. Not bad advice from the first Fellow.

For more information on what John is up to and the latest from the business and startup literature, feel free to connect with him via LinkedIn

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The goal of the Alumni Relations Committee is to foster a strong relationship between the alumni of the Rutgers Pharmaceutical Industry Fellowship Program and the current Fellows. To achieve this goal, we aim to facilitate meaningful interaction between Alumni and Fellows. Networking can be successfully facilitated through various settings both professional and casual in nature. We decided to establish the first ever family-oriented event that would bring Alumni and Fellows together for an afternoon of fall-themed fun.

On October 17th, 2015, the 1st Annual RPIF Alumni and Fellows Fall Harvest was held at the Livingston Recreation Center on Livingston Campus. About 50 people, including both Alumni and Fellows, attended the event. Alumni, Fellows, and children enjoyed a wide variety of barbecue food, pumpkin carving, face painting, hot apple cider, lawn games, and more.

In the fall, Fellows were given the opportunity to participate in a mentorship program which pairs each Fellow with an Alumnus. The matching process utilizes Fellows’ preferences and career interests in order to establish the most appropriate and valuable connection. The Fall Harvest was a great way for mentors and mentees to interact in person for the first time and develop a personal connection. Please look forward to an official Alumni Mentorship Reception to be held during the spring!
WHAT’S NOT BEING SAID?
Learning to listen with your eyes
By: Meg Crighton, Pharm.D.

If actions speak louder than words, then what are your boss and co-workers really telling you through non-verbal cues?

Studies show about 7 percent of communication is verbal and 38 percent is vocal (pitch, loudness and tone). That means a hefty **55 percent of communication is conveyed non-verbally**. Body language reveals the subconscious thoughts of the individual, whether or not they reflect the words being communicated. Accurately interpreting the gestures and movements of others in the workplace can provide important insight into their true thoughts and motives.

Repetitive, consistent signals are more reliable than a single sign, but here are some common body language cues and what they might mean:

### Handshake

<table>
<thead>
<tr>
<th>Gesture</th>
<th>Meaning</th>
</tr>
</thead>
<tbody>
<tr>
<td>Palm to palm vertical shake</td>
<td>Friendly greeting, signals the two parties are equals</td>
</tr>
<tr>
<td>Other person approached with their palm down</td>
<td>Indicates a controlling personality or feeling of superiority</td>
</tr>
<tr>
<td>Sandwich shake</td>
<td>Two-hand shakers who sandwich your hand between both of theirs are typically expressing empathy or concern</td>
</tr>
</tbody>
</table>

### Body and Hands

<table>
<thead>
<tr>
<th>Gesture</th>
<th>Meaning</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arms crossed</td>
<td>Signals displeasure, especially if leaning back</td>
</tr>
</tbody>
</table>
| Steepling     | A person whose hands are out in front with fingertips touching is showing excitement and interest  
                | Even better if they are also leaning forward                            |
| Standing by you | A boss standing side-by-side or immediately behind you in conversation likely has your back  
                    | Standing behind and over you while you sit may be a sign of control |
| Pointing      | Beware of bosses that point  
                | This gesture shows confrontation and aggression                           |

### Legs and Feet

<table>
<thead>
<tr>
<th>Gesture</th>
<th>Meaning</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wide, sturdy stance</td>
<td>Standing with feet positioned shoulder width apart indicates truthfulness and confidence, a wider stance shows dominance</td>
</tr>
<tr>
<td>Foot direction</td>
<td>Feet pointed at you reveal interest and attention, toes pointed toward the door indicate boredom and the desire to leave the room/meeting</td>
</tr>
<tr>
<td>Toe tapping</td>
<td>May be a sign of boredom or irritation</td>
</tr>
</tbody>
</table>
Acronyms are essential when trying to reach a point in a limited amount of characters. However, when attending business meetings in the pharmaceutical industry, the “lols,” “btws,” and “atms” are no longer in the mix. Mastering the lingo of these alphabet soup conversations can be overwhelming, especially since each company and healthcare professional operates using a different vocabulary. Now add on, by comparison, a seemingly miniscule understanding of the medical world and that equals the majority of the population.

Working in Pharma poses the challenge of overcoming this language barrier. Walking into a meeting where a culmination of acronyms replaces the standard sentence can be intimidating and can hinder your success as an employee. It seems that veterans of the profession toss around these letters easily while the newbie is still trying to decrypt the first combination. On top of the speed at which these acronyms are being spit, some have dual meanings. Your employer may say “ADC” and mean additional data collection, but you interpret it as antibody drug conjugate. This is just one example of how dual meaning acronyms can add another roadblock in meetings.

Luckily, companies are recognizing this disconnect and have employed their own online database of common acronyms to help you navigate through the complexity that is acronym deciphering. One can type in the abbreviation and the systems will search for the meaning. So, fear not because the acronyms that once made you think “OMG” can be defined and leave you saying “IKWYM” (**I** know what you mean).

### Office acronyms that will make you say WTH

<table>
<thead>
<tr>
<th>Acronym</th>
<th>Definition</th>
</tr>
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<tbody>
<tr>
<td>BACPAC</td>
<td>Bulk Active Chemical Post Approval Changes</td>
</tr>
<tr>
<td>FTFY</td>
<td>Fixed That For You</td>
</tr>
<tr>
<td>RADAR</td>
<td>Risk Assessment of Drug Analysis and Response</td>
</tr>
<tr>
<td>TL; DR</td>
<td>Too Long; Didn’t Read</td>
</tr>
<tr>
<td>GRASE</td>
<td>Generally Recognized As Safe and Effective</td>
</tr>
</tbody>
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Abel and Mariya were recognized at a recent Professional Development Day by Janssen for “Outstanding Contributions to Value Landscape Research & Analysis.”
**COMMUNITY DEVELOPMENT COMMITTEE**

**Update of Events**

By: Melissa Pavilack, Pharm.D.

**Our Vision:** To foster a sense of community within the program while enhancing Fellows’ personal development. CDC works to organize philanthropic and social events for Fellows, alumni, and friends throughout the year.

<table>
<thead>
<tr>
<th><strong>CDC Events to Date</strong></th>
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<tbody>
<tr>
<td><strong>Annual Canoe Trip</strong></td>
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<tr>
<td><strong>Rutgers Homecoming Game</strong></td>
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<tr>
<td><strong>Fellowship Haunted House Trip</strong></td>
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<tr>
<td><strong>Post-PDD Networking events</strong></td>
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<tr>
<td><strong>Project Smile</strong></td>
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<tr>
<td><strong>Restore NYC</strong></td>
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<tr>
<td><strong>Making Strides Against Breast Cancer</strong></td>
</tr>
<tr>
<td><strong>Rutgers Against Hunger</strong></td>
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</table>

RPIF walking for a cause at the annual Making Strides Against Breast Cancer Walk

Upcoming event

The RPIF Annual Ski Trip will take place in February in the Poconos.

Fellows and friends tailgating before the start of the Rutgers football homecoming game!
The Alumni Spotlight for this issue of the RPIF newsletter features Dr. Soma Gupta, Vice President of Global Commercial Development, Global Oncology at Pfizer, Inc. After graduating the fellowship program in 1999, she launched quite a fruitful career, with many stepping stones along the way. As a Fellow at Novartis, she paved the way for her initial career in the marketing space. With no shortage of work to be done, the Rutgers fellowship “was a springboard for my whole career,” Soma says of her experience.

She talks about the opportunity to dive head first into multiple projects immediately through the Rutgers Program. “I was able to do things on day one that many people have to wait 10 years to be able to do,” she comments. “Learning on the job with wonderful mentors was crucial to the next stage in my career.” She says she was a project-manager without the official title, and was able to leverage those skills in future jobs.

Soma was hired onto the transplant team at Novartis following her fellowship, and shortly thereafter received an offer at an advertising agency. “It was a great experience to get early on in my career,” she states about her time with the agency. It served as a training for her later role as a manager because she got to see inner-workings of multiple companies and gained invaluable experience managing teams. Soma was quickly hired back at Novartis where she launched new products before moving onto Pfizer Global and eventually Oncology. Now she runs Global Commercial Development in Pfizer Oncology, where she still calls upon those skills gained through the Rutgers Fellowship Program. In her day to day, she covers anything from first-in-human dosing studies all the way through the post-marketing phase. Soma insists she would not be where she is today without her training with the Rutgers Fellowship.

Soma’s advice to any current or future Fellow is “don’t say no to anything in the first 6 months of a new position. This is how you learn.” She encourages Fellows to seize opportunities. You have to prove yourself and produce good work in order to show people you are indispensable. It’s all about gaining that credibility. Soma is a stellar example of the difference pharmacists can make in the pharmaceutical industry and the plethora of career opportunities available. She is also a testament to the well-rounded and distinguished Rutgers Fellowship Program. Most of all, she is a strong leader, and a pleasure to work with.

Through collaboration between the Technology Committee and several members of the Rutgers University Mobile App Development (RuMAD) organization, a mobile application has been developed to provide portable access to vital information found on the official Rutgers Pharmaceutical Industry Fellowship (RPIF) program website. The advantages of this mobile application include offline access to program information including partner companies’ brochures, ability to complete a post-FIND survey and ability to maintain a record of scheduled interviews at ASHP Midyear. The application, named RPIF, will be available to download at no cost for the iOS and Android platform.
IN THE NEXT EDITION:

Midyear Highlights

Date Away Home
Dec. 30 1:00 EST Indiana
Jan. 2 2:00 EST Wisconsin
Jan. 6 7:00 EST Maryland
Jan. 9 5:00 EST Nebraska

RU BASKETBALL

2015 American Society of Health-System Pharmacists
Midyear Clinical Meeting
Ernest N. Morial Convention Center
New Orleans, Louisiana
December 6-10, 2015

For more information, please visit the RPIF webpage:
http://pharmafellows.rutgers.edu/
ifellows@pharmacy.rutgers.edu
Phone: 848-445-6498 Fax: 732-445-7553

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Please contact us if you are interested in writing for the next edition of the Fellowship Chronicles.

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