



RUTGERS HEALTH
Institute for Pharmaceutical
Industry Fellowships

2027-2028 Pharmaceutical Industry Fellowship Program



Science for a **better life**



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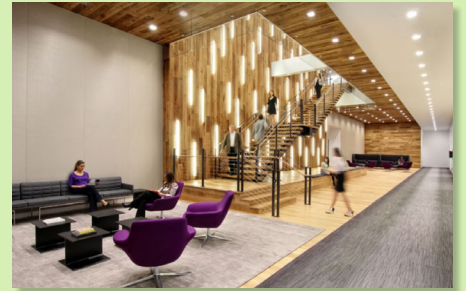
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Welcome to Bayer

The U.S. Bayer Pharmaceuticals business, headquartered in Whippany, New Jersey, focuses on researching, developing, and marketing innovative medicines in a range of therapeutic areas, including, cardiology, hematology, oncology, gynecology, and ophthalmology. Through this shared focus, the campus reflects Bayer's commitment to advancing science, supporting employees, and helping improve lives through its broader mission of "Health for all, Hunger for none."

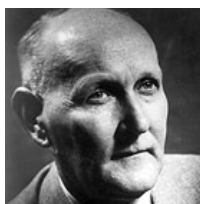




More Than 150 Years of History



On August 1, 1863, dye salesman Friedrich Bayer and master dyer Johann Friedrich Weskott founded the general partnership "Friedr. Bayer et comp.," and the company grew to become a joint stock company in 1881.



Gerhard Domagk discovered the therapeutic effect of sulfonamides, with one active ingredient from this class of substances being launched in 1935 as Prontosil – a key breakthrough in the chemotherapy of infectious diseases for which Domagk received the Nobel Prize in 1939.



Bayer acquired the North American self-medication business of Sterling Winthrop in 1994. In 1995, the U.S.-based Miles Inc. was renamed Bayer Corporation.



In 2010, Bayer celebrated fifty years of successful family planning with the pill: first given regulatory approval in 1960. Till this day Bayer is a global market leader in the field of hormonal contraception.

1863-1881
The Early Years

1925-1945
A Time of Inventions

1988-2001
Transformation
and Globalization

2010-2014
Pioneers in
Women's Health

1881-1914
Becoming an
International Company

1974-1988
Expansion of
Pharmaceutical Research

2001-2010
Reorganization
and Growth

2014-Present
Investing in the Future



Bayer develops into a chemical company with international operations. Research efforts gave rise to numerous intermediates, dyes and pharmaceuticals, including the "Drug of the Century," Aspirin®, which was developed by Felix Hoffmann and launched onto the market in 1899.



Successful products to emerge from Bayer's research laboratories in this period included the cardiovascular drug Adalat®, Bayer's first broad-spectrum antibiotic from the class of quinolones CiproBay® and the antifungal crop protection product Bayleton®.



Bayer completes the acquisition of the Roche consumer health business in January 2005, advancing to become one of the world's top suppliers of nonprescription medicines. In December 2005, the U.S. FDA approves Nexavar™ for the treatment of advanced renal cell carcinoma. In December of 2009, a Bayer team wins the German Future Prize for the development of the new anticoagulant (Xarelto™)*.



Bayer strengthens its oncology business with the acquisition of Algeta in March 2014. In October of the same year, Bayer acquires the consumer care unit of U.S.-based Merck & Co. More recently in 2019, through the full acquisition of BlueRock Therapeutics, Bayer is committed to building a leading position in cell therapy.

In 2023, Bill Anderson took office as the new CEO of Bayer AG. At the same time, Bayer launched the introduction of the new organizational model "Dynamic Shared Ownership" (DSO). DSO aims to foster sustainable growth and added value for our customers, employees, and stakeholders and help focus on Bayer's mission: "Health for all, Hunger for none."



Product Portfolio

Pharmaceuticals

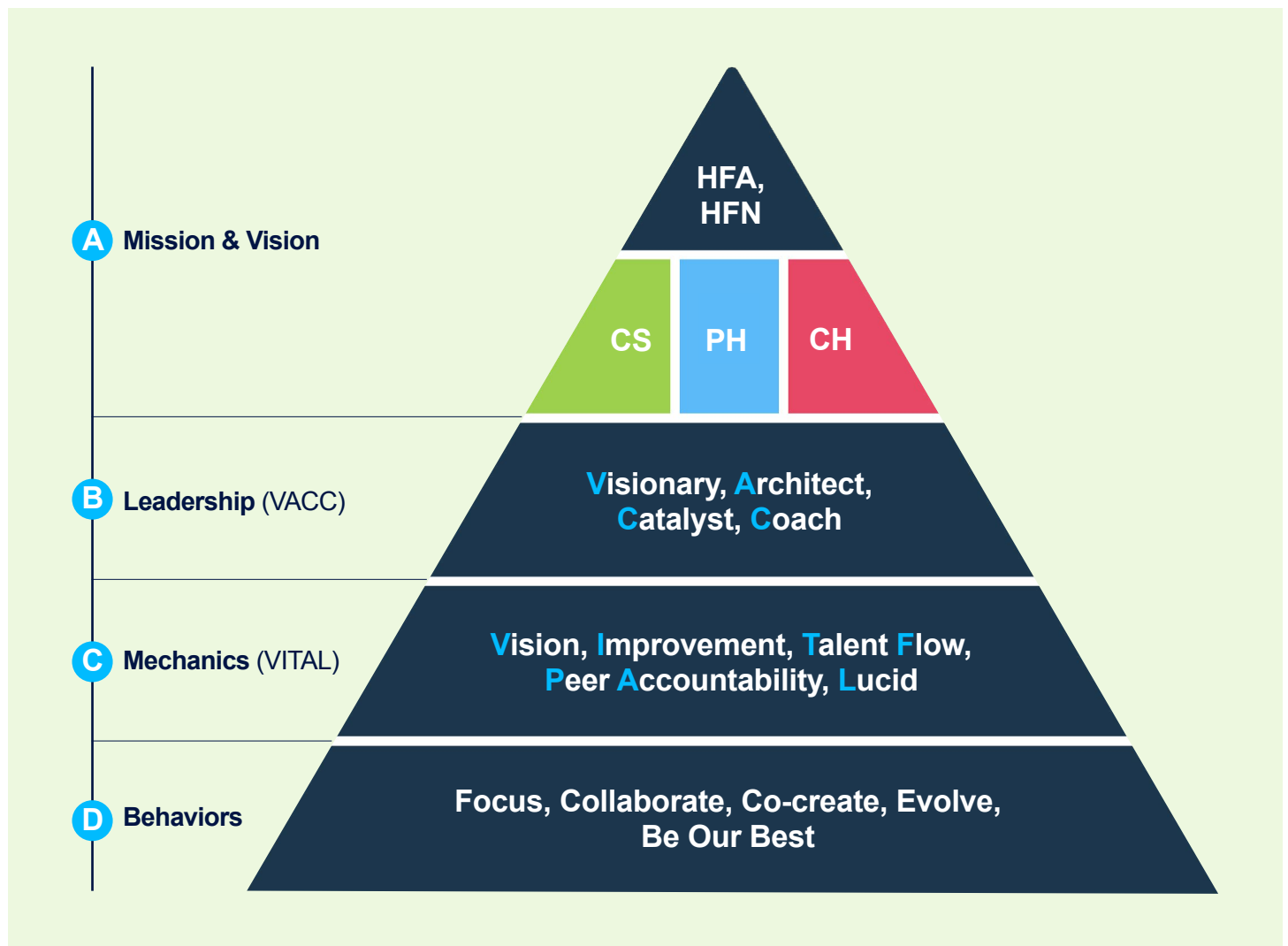


Consumer Health



Dynamic Shared Ownership (DSO)

Bayer's vision "Health for All, Hunger for None" comes to life through our Dynamic Shared Ownership (DSO) model, which empowers individuals and teams to bring their authentic selves to work in pursuit of greater impact for patients, caregivers, and key stakeholders. By embracing our leadership principles (VACC), operational mechanics (VITAL), and DSO behaviors, we break down barriers, unlock collective potential, and elevate performance to new heights.





DSO Behaviors

FOR AND WITH PATIENTS, CONSUMERS, AND OTHER STAKEHOLDERS:

WHAT WE FOCUS ON
Mission Focus

FOCUS ON OUTCOMES

We define and deliver highest impact outcomes.

HOW WE SHOW UP
Enabling mindsets
and behaviors

BE OUR BEST SELVES AND INCLUDE OTHERS

We respect differences, embrace inclusion, and show up as our best selves.

HOW WE ORGANIZE
More power in the hands of
the people doing the work

COLLABORATE WITH ACCOUNTABILITY

We collaborate and hold each other accountable in and across teams.

HOW WE CREATE VALUE
Customers and products
at the center

CO-CREATE FOR CUSTOMERS

We are close to the customer and co-create solutions for their needs.

HOW WE GET WORK DONE
Faster work cycles and
continual evolution

ACT, LEARN FAST AND EVOLVE

We work in 90-day cycles, learn quickly, and continually develop.



Executive Sponsor

Larry McCullum, PharmD, MPhil, RPh
Fellowships, Internships & Experiential
Programs Executive Sponsor



Executive Sponsor

Alison Maloney, PhD, MFS, MBA
VP Regulatory Affairs
North America



Executive Sponsor

Anna Guo, PharmD, MBA, RUCIF
Lynknet HCP Personal Promotion
Lead



Executive Sponsor

Ricardo Salazar, MD
Global Medical Affairs Head,
Executive Sponsor

Letter From the Executive Sponsors

On behalf of **Bayer and the Ernest Mario School of Pharmacy**, thank you for your interest in our Pharmaceutical Industry Fellowship Program. As a Bayer fellow, you will contribute to meaningful work while building the skills and confidence to become a future industry leader.

The program offers immersive, hands-on experience through project ownership, cross-functional collaboration, professional development, and exposure to leaders across Bayer. Fellows make tangible contributions to patient-focused priorities while growing as strategic thinkers, effective communicators, and problem solvers.

Bayer's Dynamic Shared Ownership (DSO) model emphasizes clear outcomes, collaboration, customer focus, continuous learning, and inclusion. We encourage insatiable ownership and hope that all colleagues and fellows strive to take proactive initiative, act with a strong sense of responsibility, and continuously seek opportunities to create value. These values shape how we develop talent and support fellows who are driven, adaptable, and committed to making an impact on our patients, colleagues, and communities. We wish you success throughout the recruitment process and invite you to consider the RPIF Fellowship with Bayer as the place to begin and grow your career.

Best regards,

The Executive Sponsorship Team



Program Directors



Virene Dickinson
Senior Director, US
Women's Healthcare
Consumer Marketing



Peter Van Zile,
PharmD, RPh
Director, Enterprise Medical
Strategy & Engagement



Valentina Pampulevsk
PharmD, RPh, RUCIF
Senior Director, Omnichannel
Lead, Medical Impact and
Effectiveness



Anisha Bhagat, PharmD
Director, Global Scientific
Communications & Medical
Education Strategy Lead



Darria Zangari, PharmD
Director, Scientific
Communications &
Education Strategy Lead



Marta Santiuste M.D.,
PhD, MBA
VP Head of Radiology Americas
Medical Affairs



Michael Cunha
Senior Director,
Regulatory Policy



Bashir Kalayeh
National Director, Health Economics &
Outcomes Research, University of
Washington Program Director



Binita Patel
Customer & Study Engagement
Head, US & Canada



Letter From the Chief Fellow



Hannah Yi, PharmD
U.S. Market Access Fellow
Bayer RPIF Chief Fellow

"RPIF has provided me with an expansive network and so much more than a professional experience. Through RPIF, I found a new community, a support system, and the confidence to pursue opportunities I never imagined for myself. At Bayer, I gained meaningful mentorship, leadership development, and hands-on industry experience. I have grown both personally and professionally as I reflect on the first year of my fellowship. As Chief Fellow, I have the privilege of seeing firsthand how RPIF empowers fellows to discover their strengths, expand their perspectives, and build lasting connections.

If you're looking for a program that will help you unlock your potential, RPIF is an incredible place to begin that journey."



RPIF/Bayer Mission Team Members

Recruitment Mission Team

Supports fellowship recruitment efforts and candidate engagement activities.

Leads



Claudia Visca, PharmD



Madison Fanta, PharmD



Hannah Yi, PharmD

Members

All 1st and 2nd Year Fellows

Brochure Mission

Maintains and develops fellowship program marketing and recruitment materials aligned with RPIF.

Leads



Madison Fanta, PharmD



Maddy McPhillips, PharmD, RPh

Members



Hannah Yi, PharmD



Angela Schettini, PharmD



Hiral Patel, PharmD



Jonathan de Jesus, PharmD, MBA



Leanna Rebimbas, PharmD

RPIF/Bayer fellows have the opportunity to collaborate with peers across the program through these mission teams. In line with Bayer's Dynamic Shared Ownership (DSO) model, objectives for each team are evaluated in 3-6 month cycles, and fellows are able to plan events to foster a supportive community and larger network in the company. These teams provide leadership experience outside of the fellows' functional area, opportunities to expand professional networks, and exposure to initiatives that shape the fellowship experience.

Internal Engagement and Fellow Development Mission

Enhances the fellow experience through professional development and engagement initiatives.

Leads



Jill Shah, PharmD



Angela Schettini, PharmD



Emmie Palmer, PharmD, RPh

Members



Celine Kwan, PharmD



Hannah Yi, PharmD



Bon Jean Koo, PharmD



Hiral Patel, PharmD



Jonathan de Jesus,
PharmD, MBA



Leanna Rebimbas, PharmD



RPIF/Bayer Mission Team Members (*cont'd*)

2nd Year Career Development Mission

Provides resources and programming to support fellows' career planning and transition to full-time roles within the pharmaceutical industry.

Leads



Emmie Palmer, PharmD, RPh



Samy Ali, PharmD

Members



Angela Schettini, PharmD



Hannah Yi, PharmD

External Engagement Mission

Creates networking and relationship-building opportunities across Bayer and the pharmaceutical industry.

Leads



Celine Kwan, PharmD



Sarah Bernard, PharmD,
MBA, RPh



Claudia Visca, PharmD

Members



Hannah Yi, PharmD



Maddy McPhillips,
PharmD, RPh



Andy Pham, PharmD, MBA



Samy Ali, PharmD



Sneha Santosh, PharmD



Vasili Koutouratsas, PharmD



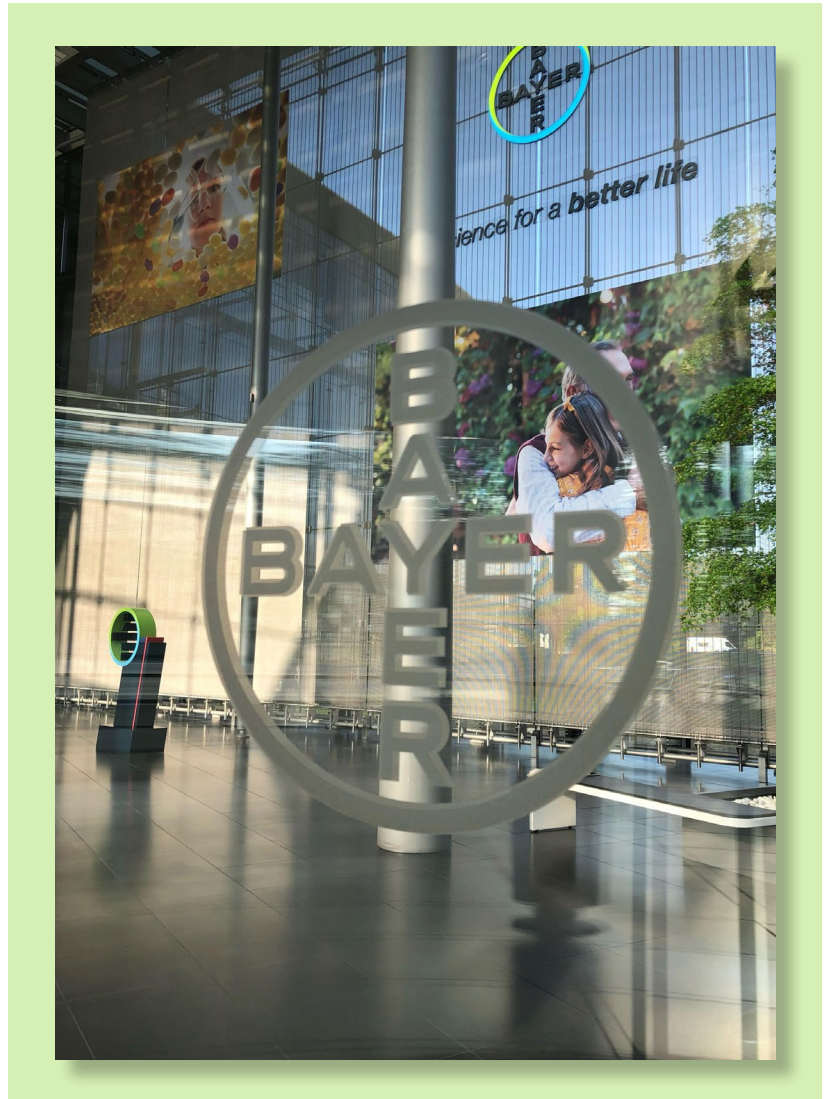
Vidhi Daga, PharmD



Consumer Health Program

CONSUMER HEALTH

Bayer Consumer Health, with its U.S. headquarters in Whippany, New Jersey, is among the top consumer healthcare companies in the world. At Bayer's Consumer Health division, our vision is to make self-care for a better life a reality for billions of people around the world through everyday healthcare. Our strategy is aimed at further building our strong position in the market for OTC medicines, nutritional supplements and other self-care products in selected categories.





Enterprise Medical Strategy & Engagement (EMSE) | 2 Year Fellowship

Recruiting 2 Fellows

- Interact with both Global and North American medical teams to propel the consumer health business through scientific insights and to support new product and claims innovation.
- Develop new claims and indications for OTC drugs, nutritionals, medical devices, and/or cosmetic products to support Marketing.
- Design study protocols and support clinical research activities using rigorous scientific methodologies and Good Clinical Practice (GCP).
- Maintain knowledge of scientific and clinical data to support currently marketed products and to challenge competitor products.
- Collect, review, assess, and disseminate scientific and clinical information related to the company products or competitive products.
- Review promotional materials with cross-functional team members to ensure medical, legal, regulatory and commercial objectives are met.
- Provide support for the strategy, coordination, and implementation of advisory board meetings and FDA advisory committee meetings.
- Interact and collaborate with key opinion leaders.
- Attend scientific meetings to present data and to provide scientific support at medical booths.
- Lead drafting and submission of scientific publications.
- Develop and present scientific training material for sales, marketing and customer teams.



Ricardo Salazar, MD
Global Medical Affairs
Head, Executive Sponsor



Peter Van Zile, PharmD, RPh
Director, Enterprise Medical
Strategy & Engagement
Program Director/
EMSE Preceptor



**Emilie Palmer,
PharmD, RPh**
Husson University
School of Pharmacy
2nd Year Fellow



Rx-to-OTC Switch Science | 2 Year Fellowship

Not Recruiting

- Support all phases of a Switch project in the role of a Switch Team member through assisting with:
 - Development of Strategy for Switch programs.
 - Assessment of new prescription molecules for Switch potential.
 - Providing scientific/medical support for preliminary commercial assessments.
 - Drafting regulatory dossiers.
 - Contributing to Consumer Behavior research to support Switch programs.
 - Technology-enablement and innovation applied to switch of molecules in need of special requirements beyond the traditional path to market, i.e. Drug Facts Labeling.
- Key interfaces:
 - Bayer Pharmaceutical functions.
 - Licensing partners.
 - Global Functions and Resources Supporting Pharmaceutical and Consumer Health, e.g. Medical Affairs, Safety/Toxicology, Pharmacovigilance, Pharmacoepidemiology, Clinical Operations, R&D Information Center, Consumer Science, Development Centers of Excellence, Regulatory Affairs



Ricardo Salazar, MD
Global Medical
Affairs Head
Executive Sponsor



Peter Van Zile, PharmD, RPh
Director, Enterprise Medical
Strategy & Engagement
Program Director



Steven Rusche
Director, Rx-to-OTC
Switch Scientific
Strategy Preceptor



Pharmaceutical Program

PHARMACEUTICALS

The U.S. Bayer Pharmaceuticals business, headquartered in Whippany, New Jersey, focuses on researching, developing and marketing specialty-focused innovative medicines in the therapeutic areas of cardiology, oncology, gynecology, hematology, and ophthalmology. In this way, we are addressing the growing requirements of patients, physicians, healthcare payers and regulatory agencies. With our innovative products, we seek to achieve therapeutic benefit for patients, while at the same time satisfying the growing requirements of physicians and health insurers.





US Medical Affairs Multidisciplinary | 2 Year Fellowship

Recruiting 1 Fellow

Our two-year Medical Affairs PharmD Fellowship is designed to develop the next generation of scientific leaders through immersive, hands-on experiences that combine scientific excellence, strategic thinking, innovation, and cross-functional collaboration. Fellows gain meaningful ownership of high-impact initiatives, receive mentorship from experienced Medical Affairs leaders, and build the capabilities needed to shape the future of scientific exchange and improve outcomes for patients and healthcare professionals. Key therapeutic areas include Oncology, Cardiovascular & Renal, Women's Healthcare, and Stroke Prevention.

- **Build a strong foundation in Medical Affairs** by contributing to strategic initiatives that advance scientific engagement and support organizational priorities. Fellows gain hands-on experience through material review, management of escalated healthcare professional (HCP) inquiries, and development and optimization of scientific content that supports evidence-based communication.
- **Broaden your expertise through diverse rotational experiences** across key Medical Affairs functions, including omnichannel strategy, digital innovation, medical information, artificial intelligence (AI), publications, real-world evidence (RWE), insights and analytics, and Field Medical. Fellows collaborate with cross-functional partners including Commercial, Regulatory, Legal, HEOR, and Market Access to gain a comprehensive understanding of the pharmaceutical industry.
- **Drive innovation and scientific impact** by contributing to strategic initiatives that leverage emerging technologies, enhance customer engagement, and advance the evolving role of Medical Affairs in delivering meaningful value to healthcare professionals and patients.
- **Accelerate your professional growth** through mentorship, high-impact projects, opportunities to present medical research and scientific insights at internal and external meetings, attendance at scientific congresses and professional conferences, and more!



Larry McCullum
PharmD, MPhil, RPh
Fellowships, Internships
& Experiential Programs
Executive Sponsor



Valentina Pampulevsk
PharmD, RPh, RUCIF
Senior Director, Omnichannel
Lead, Medical Impact and
Effectiveness, Program
Director/Preceptor



Rebecca Palma,
PharmD, RUCIF
Director, Medical Affairs
Communications -
Oncology, Preceptor



Lauren Meade
PharmD, RPh, RUCIF
Senior Manager, Medical
Affairs Communications,
CVR, Preceptor



Maddy McPhillips
PharmD, RPh
Saint Joseph's University,
Philadelphia College of Pharmacy
2nd Year Fellow



Hiral Patel, PharmD
Rutgers University, Ernest
Mario School of Pharmacy
1st Year Fellow



US Radiology Medical Affairs | 2 Year Fellowship

Not Recruiting

- Radiology has a diverse product portfolio that consists of software as a medical device (Artificial Intelligence), classic medical devices (Contrast Injectors), and pharmaceutical products (Contrast Media), Medical Governance, and Research and Development (R&D).
- The US Radiology Medical Affairs Fellowship is project-based fellowship with the goal to expose and develop the fellow across various aspects within US Medical Affairs. Areas covered through projects would be as follows:
- Integrated evidence generation:
 - Identify patient needs and gaps.
 - Design study protocols and support clinical research activities using rigorous scientific methodologies and Good Clinical Practice (GCP).
- Thought Leader engagement.
 - Conduct of Advisory boards with thought Leaders.
 - Development and implementation of Thought Leader Engagement plans.
 - Interact and collaborate with thought leaders.
 - Medical communication.
 - Develop publications.
 - Develop medical education materials.
 - Develop new medical communication tools.
 - Collect, review, assess, and disseminate scientific and clinical information related to the company products.
- Launch excellence.
- Cross functional collaboration.
 - Maintain knowledge of scientific and clinical data to support currently marketed products, future products and strong knowledge competitor products.
 - Review promotional materials with cross-functional team members to ensure medical accuracy.



Larry McCullum
PharmD, MPhil, RPh
Fellowships, Internships &
Experiential Programs
Executive Sponsor



Marta Santiuste M.D.,
PhD, MBA
VP Head of Radiology
Program Director



Jose Briceno
M.D., PhD, FSCCT
Senior Medical
Director, Americas
Radiology Preceptor



Jill Shah
PharmD
Rutgers University, Ernest
Mario School of Pharmacy
2nd year Fellow



Global Medical Affairs, Oncology | 2 Year Fellowship

Recruiting 1 Fellow

- This fellowship consists of rotations across key functions within Global Medical Affairs: Scientific Communications, Medical Information, Patient Engagement and Publications.
- Develop a deep understanding of the importance and relevance of the medical affairs and medical information to the broader organization, and how the medical functions (ie, patient and scientific engagement, medical information, publications) work together to support an overall brand strategy.
- Understand the local/regional medical affairs strategies, and how Global Medical & Evidence (GME) supports these strategies.
- Gain a thorough understanding of the scope of scientific communication and education activities and how these tasks support the overall global medical and brand strategies.
- Gain a comprehensive understanding of data generation and analysis, Good Publication Practices including prevailing industry standards in Medical Publications, Bayer's Publication Policy and Best Practices.
- Obtain direct experience in interpreting and appropriately responding to medical inquiries posed by health care professionals, and understand how analyses of these inquiries support other global medical strategies and tactics.
- Understand the role of patient engagement in the medical strategy by supporting key patient engagement initiatives across various medical teams.
- Participate in GME congress planning initiatives, supporting the coordination of scientific communications, medical affairs activities, and stakeholder engagement efforts associated with major oncology congresses.



Anisha Bhagat PharmD
Director, Global Scientific
Communications & Medical
Education Strategy Lead,
Program Director



Darria Zangari, PharmD
Director, Scientific
Communications &
Education Strategy Lead
Program Director, Preceptor



Chakhay (Chuck) So
Global Multimedia
Production & Strategy
Lead, Fellowship
Ambassador



Sarah Bernard
PharmD, MBA, RPh
University of Kentucky
College of Pharmacy
2nd Year Fellow



Sneha Santosh, PharmD
Rutgers University, Ernest
Mario School of Pharmacy
1st Year Fellow



Medical Science Liaison, Multidisciplinary | 1 Year Fellowship

Recruiting 1 Fellow

- The Fellow will work with the U.S. Medical Affairs organization during their tenure in the Fellowship Program.
- Build a strong foundational background in multiple therapeutic area's and learn how to effectively communicate advanced scientific data on clinical research, disease state awareness, pipeline assets, and therapeutic trends in a fair balanced manner.
- Gain an understanding of the Medical Science Liaison (MSL) role including thought leader (TL) engagement planning, mapping, territory management and the art of developing and fostering relationships with critical stakeholders, TLs, Health Care Professionals (HCPs) and institutions.
- Learn field medical trends and contribute actively to team projects of high impact to the MSL team.
- Attend and actively participate in relevant scientific and professional meetings, including major medical meetings and Bayer Advisory Boards.
- Participate in the review process and discussion strategy for Investigator Initiated Research (IIR) as well as Company Sponsored Studies (CSS).



Larry McCullum
PharmD, MPhil, RPh
Fellowships, Internships
& Experiential Programs
Executive Sponsor



Valentina Pampulevsk
PharmD, RPh, RUCIF
Senior Director, Omnichannel
Lead, Medical Impact
and Effectiveness,
Program Director



Mishaal Arshad,
PharmD
Lead Medical
Science Liaison -
Oncology, Preceptor



Justina Frimpong
PharmD, BCOP
Director,
Field Medical Training
Oncology, Preceptor



Rita Tohme, PhD, MSc
Director for
Medical Excellence -
Oncology, Preceptor



Samy Ali, PharmD
Rutgers University, Ernest
Mario School of Pharmacy
1st Year Fellow



Research & Development - Customer & Study Engagement | 2 Year Fellowship

Recruiting 1 Fellow

- Manage all activities related to global and/or local clinical trials from the study concept to the Clinical Study Research report.
- Participate in the Study Team, from requesting core study team members to study close-out contributions, with regard to its operational aspects.
- Develop a comprehensive overview and operational plans for the study by developing and maintaining the Study Plan.
- Contribute to risk management activities of Global Clinical Team and responsible for study oversight and risk mitigation activities as described in the Study Plan.
- Support the strategic study feasibility and manage operational study feasibility conducted by country organization to determine study feasibility and final country selection.
- Develop study timelines, milestones, outsourcing plan and proposed external study budget based on feasibility summary.
- Work in close collaboration with the study team to develop core study documents and processes.
- Create the total external study budget and provide monthly and yearly budget estimates.



Binita Patel
Customer & Study
Engagement Head,
US & Canada
Program Director, Preceptor



US Marketing (“Product & Pipeline”): Cardiovascular & Renal, Oncology, Women’s Healthcare, Stroke, In-Market Portfolio | 2 Year Fellowship

Recruiting 2 Fellows

US Marketing, Cardiovascular and Renal – 1 Fellow (*Preceptor: Brendan Demitus*)

US Marketing, Portfolio – 1 Fellow (*Preceptor: Suhash Bhavsar*)

The Product & Pipeline team is responsible for product commercialization across multiple therapeutic areas from bench to bedside, including lifecycle management of in-line brands. Bayer leverages Dynamic Shared Ownership (DSO), a powerful operating model that unleashes the full potential of our organization. Colleagues operate in rapid cycles of decision, action, and learning that amplify value throughout the organization and with key stakeholders.

This role would provide exposure to pipeline assets, launch brands, new indications, and in line brands that are collectively responsible for driving \$3B+ in business.

This position would be dedicated to a specific brand for approximately 1 year; after which, the fellow would have the opportunity to shift to a different team based on the opportunities available and aligned to business opportunity.

Areas of Focus:

- KERENDIA® (Cardiovascular & Renal (CVR) – recruiting
- In-Market Portfolio – recruiting
- NUBEQA® and Xofigo® (Prostate Cancer / Oncology) – not recruiting
- Asundexian™ (Cardiovascular - Stroke) – not recruiting
- Lynkuet™ (Women’s Healthcare (WHC) – not recruiting



Anna Guo, PharmD, MBA, RUCIF
Lynkuet HCP Personal Promotion Lead,
Executive Sponsor, Lynkuet Preceptor



Rema Bitar, MBA
Senior Director, HCP Marketing
Lead, Lynkuet Preceptor



Brendan Demitus, PharmD, MBA, RPh, RUCIF Associate Director,
Kerendia Marketing, Kerendia Preceptor



Virene Dickinson
Senior Director, US
Women's Healthcare
Consumer Marketing,
Program Director



Lisa Vandevrede
Director, Nubeqa
Brand Marketing Nubeqa
Preceptor



Suhash Bhavsar
Executive Director, Brand
Lead of Portfolio Brands,
Portfolio Preceptor



Frank Maggiore, PharmD, MBA, RUCIF Associate Director,
U.S. Asundexian Marketing,
Asundexian Preceptor



US Marketing, (“Product & Pipeline”): Cardiovascular & Renal, Oncology, Women’s Healthcare, Stroke, In-Market Portfolio *(cont’d)* | 2 Year Fellowship

Recruiting 2 Fellows

US Marketing, Cardiovascular and Renal – 1 Fellow (*Preceptor: Brendan Demitus*)

US Marketing, Portfolio – 1 Fellow (*Preceptor: Suhash Bhavsar*)

Specific responsibilities vary by brand, but may include the following:

- Contribute to the execution of brand commercial activities in the US across healthcare professional, patient, and digital marketing channels.
- Ensure cross-functional alignment in brand planning and own ideation, development, and tactical execution (across HCP, patient, digital, and non- personal promotion) with key stakeholders, including Market Access, Medical Affairs, Learning & Development, Regulatory, and Customer Engagement.
- Participate in all aspects of promotional campaigns and other initiatives, including stakeholder management, commercial insight gathering, and overall project management.
- Support review of marketing materials through the promotional review process with legal, medical, and regulatory colleagues; includes agency management.
- Leverage clinical expertise to critically analyze data / publications to support marketing efforts.
- Compile primary and secondary competitive intelligence, engage in market research, and provide data analyses / reports to Brand & Senior leadership.



Claudia Visca, PharmD
Roseman University
College of Pharmacy
2nd Year Fellow



Madison Fanta, PharmD
Butler University College of
Pharmacy and Health Sciences
2nd Year Fellow



Celine Kwan, PharmD
Butler University College of Pharmacy
and Health Sciences
2nd Year Fellow



Andy Pham, PharmD, MBA
Temple University School of Pharmacy
1st Year Fellow



Bon Jean Koo, PharmD
Rutgers University, Ernest Mario
School of Pharmacy
1st Year Fellow



Vidhi Daga, PharmD
The Ohio State University,
College of Pharmacy
1st Year Fellow



US New Product Commercialization / Portfolio Strategy | 2 Year Fellowship

Recruiting 1 Fellow

The New Product Commercialization & Portfolio Strategy (NPC&PS) team at Bayer is responsible for shaping early commercial strategies for pipeline assets, informing portfolio decisions across key therapeutic areas, and evaluating business development opportunities. The team partners with stakeholders across Medical, Market Access, Regulatory, Finance, Global Pipeline Commercialization and Global Development to ensure U.S. market perspectives are incorporated into development and commercialization plans. The fellow will gain broad exposure to portfolio strategy, commercial assessment (including both internal and external assets), forecasting, and cross-functional collaboration while being mentored by experienced leaders across the organization.

Key Responsibilities:

- Support commercial assessments and strategic planning for pipeline assets across prioritized therapeutic areas.
- Develop business cases, forecasts, and analyses to evaluate commercial viability and growth opportunities.
- Conduct market research and competitive intelligence to assess market dynamics, target product profiles, and differentiation strategies.
- Evaluate business development and licensing opportunities from a U.S. commercial perspective.
- Create indication backgrounders integrating scientific, medical, commercial, and business insights.
- Partner with cross-functional teams to develop and communicate aligned U.S. recommendations to Global Product Teams.
- Support advisory boards, commercial development teams, and other strategic planning forums.



**Anna Guo, PharmD,
MBA, RUCIF**
Lynknet HCP Personal
Promotion Lead,
Executive Sponsor



Virene Dickinson
Senior Director, US WHC
Consumer Marketing,
Program Director



Chandrasekhar Goda
MS, MBA
Executive Director, US New
Product Commercialization &
Portfolio Strategy
Preceptor



Leanna Rebimbas, PharmD
Purdue University,
College of Pharmacy
1st Year Fellow



US Market Access | 2 Year Fellowship

Not Recruiting

- Market Access fellows will join multiple projects/initiatives during their two-year tenure; these will be aligned with critical Market Access priorities and the goal of providing fellows with a range of experiences and exposure to senior leadership.
- The fellow will join the portfolio strategy team, partnering with Access Strategy leads on high impact Market Access projects and priorities.
- Specific Duties may include:
 - Serve on Market Access Brand mission teams, supporting core therapeutic areas: Women's Healthcare, Oncology, Cardiovascular & Renal, and Specialty.
 - Obtain additional experiences throughout the product life cycle (New Products, Product Launch, Established Products).
 - Collaborate with in-house and field-based market access colleagues, cross functional teams, customers, and market access agencies to drive forward business and serve market access customers by:
 - Managing strategic relationships and projects with agency.
 - Develop promotional materials for Bayer products and training field-based account executives on appropriate use of pieces.
 - Support marketing materials through the promotional review process with legal, medical, and regulatory colleagues.
 - Support Market Access analysis of pipeline assets.
 - Collaborate with contract strategy on renewal of DSA agreements.
 - Work with patient services leadership to improve and optimize patient service offerings.
 - Gain a deeper understanding of all Market Access customers: Health Plans/PBMs, Specialty Pharmacy, Trade, Integrated Delivery Networks, Group Purchasing Organization, Government.



**Anna Guo, PharmD,
MBA, RUCIF**
Lynknet HCP Personal
Promotion Lead,
Executive Sponsor



Virene Dickinson
Senior Director, US WHC
Consumer Marketing,
Program Director



Jonathan Haagen
Executive Director,
Access Marketing and
Advocacy Relations
Preceptor



Hannah Yi, PharmD
Rutgers University,
Ernest Mario
School of Pharmacy
2nd Year Fellow



**Jonathan de Jesus,
PharmD, MBA**
University of Tennessee
Health Science Center
1st Year Fellow



Advocacy Relations | 2 Year Fellowship

Not Recruiting

Advocacy Relations Fellows will:

- Support the development and execution of advocacy engagement strategies across multiple brands and therapeutic areas.
- Build and maintain relationships with patient advocacy organizations, professional societies, and community stakeholders to support shared goals.
- Partner cross-functionally with Marketing, Medical Affairs, Market Access, Policy, Legal, and Regulatory to ensure alignment of advocacy initiatives with brand and enterprise priorities.
- Coordinate and support advocacy-related projects, including educational programs, advisory boards, awareness campaigns, and patient engagement initiatives.
- Manage day-to-day interactions with advocacy partners, including communications, project timelines, and deliverables.
- Contribute to the development and review of materials intended for a variety of audiences, ensuring compliance with legal, medical, and regulatory requirements and processes.
- Gather and synthesize insights from advocacy groups to inform brand strategy, patient support programs, and unmet need identification.



**Anna Guo, PharmD,
MBA, RUCIF**
Lynknet HCP Personal
Promotion Lead,
Executive Sponsor



Virene Dickinson
Senior Director, US WHC
Consumer Marketing,
Program Director



Jonathan Haagen
Executive Director,
Access Marketing and
Advocacy Relations
Preceptor



**Angela Schettini,
PharmD**
St. John's University,
College of Pharmacy
and Health Sciences
2nd Year Fellow



Business Development & Licensing | 2 Year Fellowship

Not Recruiting

- Drive identification of global BD&L opportunities to strategically strengthen the R&D pipeline through robust landscape and competitive assessments.
- Optimize the early-stage screening funnel by applying scientific expertise and data-driven technology platforms to prioritize high-potential assets.
- Utilize a Doctor of Pharmacy (PharmD) degree to interpret scientific and medical information for the evaluation of target opportunities related to in-licensing, acquisitions, and partnerships, with a focus on oncology and radiology.
- Integrate market insights and commercial data to support the assessment of portfolio development opportunities.
- Collaborate with global, cross-functional teams across the organization on due diligence and special projects.
- Support the execution of in-licensing and out-licensing activities.
- Foster and maintain strategic relationships with external stakeholders, including biotech innovators, academic institutions, and venture capital partners.



**Anna Guo, PharmD,
MBA, RUCIF**
Lynknet HCP Personal
Promotion Lead,
Executive Sponsor



Virene Dickinson
Senior Director, US WHC
Consumer Marketing,
Program Director



Scott Bertetti
Business Development &
Licensing, Oncology
Preceptor



Vasili Koutouratsas, PharmD
St. John's University,
College of Pharmacy and
Health Sciences
1st Year Fellow



Rutgers Second-Year Fellows





Rutgers Second-Year Fellows



Angela Schettini, PharmD
St. John's University,
College of Pharmacy and
Health Sciences,
Advocacy Relations



Celine Kwan, PharmD
Butler University, College of
Pharmacy and Health Sciences
U.S Marketing,
US Marketing, Portfolio



Claudia Visca, PharmD
Roseman University,
College of Pharmacy,
U.S Marketing,
Cardiovascular and Renal



Emmie Palmer, PharmD, RPh
Husson University School of
Pharmacy, Enterprise Medical
Strategy & Engagement
(EMSE), Consumer Health



Hannah Yi, PharmD
Rutgers University, Ernest
Mario School of Pharmacy,
U.S. Market Access



Jill Shah, PharmD
Rutgers University, Ernest
Mario School of Pharmacy,
U.S Radiology, Medical Affairs



Maddy McPhillips, PharmD, RPh
Saint Joseph's University,
Philadelphia College of Pharmacy,
US Medical Affairs, Multidisciplinary



Madison Fanta, PharmD
Butler University, College
of Pharmacy and Health
Sciences, U.S Marketing,
Prostate Cancer



**Sarah Bernard, PharmD,
MBA, RPh**
University of Kentucky
College of Pharmacy, Global
Medical Affairs Oncology



Rutgers First-Year Fellows





Rutgers First-Year Fellows



Andy Pham, PharmD, MBA
Temple University School of
Pharmacy, US Marketing,
Prostate Cancer



Bon Jean Koo, PharmD
Rutgers University, Ernest
Mario School of Pharmacy,
U.S. Asundexian Marketing



Hiral Patel, PharmD
Rutgers University, Ernest
Mario School of Pharmacy,
US Medical Affairs,
Multidisciplinary



**Jonathan de Jesus,
PharmD, MBA**
University of Tennessee
Health Science Center,
U.S. Market Access



Leanna Rebimbas, PharmD
Purdue University, College of Phar-
macy, U.S. Asundexian Marketing
& New Product Commercialization/
Portfolio Strategy



Samy Ali, PharmD
Rutgers University, Ernest
Mario School of Pharmacy,
Medical Science Liaison,
Multidisciplinary



Sneha Santosh, PharmD
Rutgers University, Ernest
Mario School of Pharmacy,
Global Medical Affairs Oncology



Vasili Koutouratsas, PharmD
St. John's University, College
of Pharmacy and Health
Sciences, Business
Development & Licensing



Vidhi Daga, PharmD
The Ohio State University,
College of Pharmacy,
WHC Marketing



RPIF/Bayer Fellowship Alumni

The alumni listed below have completed the RPIF certificate and are currently working at Bayer.

Alyson Andrikanich, PharmD, RUCIF

Bayer Fellow 2009-2011, Senior Director, Advertising & Promotion Regulatory Affairs Americas

Andrianna Guo, PharmD, MBA, RUCIF

Bayer Fellow 2014-2016, Lynkuet HCP Personal Promotion Lead, Women's Healthcare

Daina Nanchanatt, PharmD, RPh, RUCIF

Bayer Fellow 2016-2018, Director, Scientific Communications

Valentina Pampulevski, PharmD, RPh, RUCIF

Bayer Fellow 2016-2018, Senior Director, Omnichannel Lead, Medical Impact and Effectiveness

Amy Zhou, PharmD, RUCIF

Bayer Fellow 2016-2018, Global Medical Information Specialist

Sophia Abouhossein, PharmD, RPh, RUCIF

Bayer Fellow 2019-2020, Director, Field Medical Engagement, Oncology

Liam Zhang, PharmD, RUCIF

Bayer Fellow 2019-2021, Staff Scientist, Formulation Development

Kelsey Lee, PharmD, RPh, RUCIF

Bayer Fellow 2019-2021, Associate Director, Global Oncology & Scientific Communications & Education

Daniel Romaikin, PharmD, RPh, RUCIF

Bayer Fellow 2019-2021, Senior Medical Science Liaison, Stroke and Thrombosis

Prince-Harry Mangondato, PharmD, RUCIF

Bayer Fellow 2020-2022, Director, US HCP Marketing, Stroke

Magid Youssef, PharmD, RUCIF

Bayer Fellow 2020-2022, Assistant Director, Regulatory Affairs, North America Operations

John Henaen, PharmD, MBA, RUCIF

Bayer Fellow 2021-2022, Medical Science Liaison, Immunology

Fatima Sajjad, PharmD, RUCIF

Bayer Fellow 2020-2022, Associate Director, Global Oncology & Scientific Communications & Education

Frank Maggiore, PharmD, MBA, RUCIF

Bayer Fellow 2020-2022, Associate Director, U.S. Asundexian Marketing

Debbie Li, PharmD, RUCIF

Bayer Fellow 2020-2022, Clinical Study Manager, Oncology

Miriam Fakhry, PharmD, RUCIF

Bayer Fellow 2020-2022, Global Oncology Clinical Study Manager

Jessica Xiao, PharmD, RUCIF

Bayer Fellow 2020-2022, Assistant Director, Global Regulatory Strategist

Victoria Hoang, PharmD, RUCIF

Bayer Fellow 2021-2023, Associate Director, US Oncology Marketing

Rebecca Palma, PharmD, RUCIF

Bayer Fellow 2021-2023, Director, Medical Affairs Communications, Oncology

Namosha Mohite, PharmD, RUCIF

Bayer Fellow 2021-2023, Associate Director, US Regulatory Affairs Liaison

Aminha Ullah, PharmD, RUCIF

Bayer Fellow 2022-2023, Lead Medical Science Liaison, Oncology

Mackenzie Doherty, PharmD, MPH, RUCIF

Bayer Fellow 2022-2024, Associate Director, Strategic Content Production

Ahmed Elsayed, PharmD, MS, RUCIF

Bayer Fellow 2022-2024, Senior Medical Science Liaison, Oncology

Matthew Foster, PharmD, RUCIF

Bayer Fellow 2022-2024, Assistant Director, US Regulatory Affairs

Chance Glaves, PharmD, MBA, RUCIF

Bayer Fellow 2022-2024, CVR Sales Consultant

Maliha Malik, PharmD, RUCIF

Bayer Fellow 2022-2024, Senior Manager, US Medical Affairs Respiratory

Madeline Motes, PharmD, RUCIF

Bayer Fellow 2022-2024, Associate Director, Market Access Marketing

Arti Patel, PharmD, RUCIF

Bayer Fellow 2022-2024, Senior Medical Science Liaison, Oncology

Zouheir Ridouani, PharmD, RUCIF

Bayer Fellow 2022-2024, Rx-to-OTC Switch

Justin Robertson, PharmD, RUCIF

Bayer Fellow 2022-2024, Associate Director, US Oncology Marketing

Alissa Uddin, PharmD, RUCIF

Bayer Fellow 2022-2024, Senior Medical Science Liaison, Oncology

Bona Yang, PharmD, RUCIF

Bayer Fellow 2022-2024, Senior Manager, US Medical Affairs Respiratory

Lauren Yee, PharmD, MBAC, RUCIF

Bayer Fellow 2022-2024, Associate Director, US Women's Healthcare Marketing

Mohamed Elzokm, PharmD, RPh, MBAC, RUCIF

Bayer Fellow 2023-2025, Senior Manager, US Brand Marketing

Khushbu Doshi, PharmD, RUCIF

Bayer Fellow 2023-2025, Assistant Director, US Regulatory Affairs Liaison

Lauren Meade, PharmD, RPh, RUCIF

Bayer Fellow 2023-2025, Senior Manager, Medical Affairs Communications, CVR

Christine Van, PharmD, RPh, RUCIF

Bayer Fellow 2023-2025, Senior Medical Science Liaison, Oncology

Simone Augustine, PharmD, RUCIF

Bayer Fellow 2023-2025, Senior Medical Science Liaison (MSL) Pan-Tumor

Brian Ding, PharmD, RUCIF

Bayer Fellow 2023-2025, Senior Manager, US Brand Marketing

Claudette Pagulayan, PharmD, RPh, RUCIF

Bayer Fellow 2023-2025, Senior Manager, US CVR Marketing

Courtney Tse, PharmD, RPh, RUCIF

Bayer Fellow 2023-2025, Senior Manager, US Oncology Marketing

Vanessa Quintero, PharmD, MSc, RUCIF

Bayer Fellow 2023-2025, Assistant Director, US Access Marketing Strategy

Ivy Casieri, PharmD, RPh, RUCIF

Bayer Fellow 2023-2025, Country Lead Monitor, Customer & Study Engagement

Obaid Kazmi, PharmD, RPh, RUCIF

Bayer Fellow 2023-2025, Radiology Lead, Medical Science Liaison

Joshua Buffington, PharmD, RPh, RUCIF

Bayer Fellow 2024-2026, Senior Manager, CVR Insights & Analytics

Stephany Said, PharmD, RPh, RUCIF

Bayer Fellow 2024-2026, Manager, Medical Affairs Communications



Rutgers Pharmaceutical Industry Fellowship (RPIF) Program

Ernest Mario School of Pharmacy (EMSOP)

Rutgers, The State University of New Jersey

The RPIF Program has thrived under the leadership of the founder, Dr. Joseph A. Barone, Dean and Distinguished Professor of EMSOP, Dr. Carolyn Seyss, the Executive Director for the Institute for Pharmaceutical Industry Fellowships, and is supported by a team of RPIF alumni experienced in the pharmaceutical industry.



Joseph A. Barone,
PharmD, FCCP
*Dean and
Distinguished Professor*



Carolyn Seyss,
PharmD, RUCIF
*Fellowship
Executive Director*



Joseph Fulginiti,
PharmD, MBA, RUCIF
RPIF Associate



Erica Dankiewicz,
PharmD, RUCIF
RPIF Consultant



Patrick Park,
PharmD, MBA, RUCIF
RPIF Consultant

Program History

1984

EMSOP and 2 pharmaceutical companies began a first-of-its-kind collaborative pilot program to evaluate the potential contributions of clinically-trained pharmacists within a pharmaceutical industry practice setting. Following the successful pilot, the RPIF Program grew significantly and expanded to now include 26 companies within the pharmaceutical and biopharmaceutical industry with almost 300 Fellows.

2002

Dr. Ernest Mario generously provided an endowment to establish RPIF as an Institute to enhance and promote the role of pharmacists in industry through the RPIF Program. The Institute staff members:

- Create the Fellowship structure, providing strategic leadership and administrative support
- Promote quality, communication, scholarly activity, and professional development
- Arrange specialized training opportunities within the pharmaceutical and biopharmaceutical industry

2018

RPIF expanded to offer interdisciplinary Fellows' training by adding physician Fellowship opportunities to our well-established program.

2023

The RPIF Certificate is recognized with special credentials so our alumni can now proudly identify themselves as **RUCIF (Rutgers University Certified Industry Fellow)**.

Well over 1,900 Post-Doctoral Fellows have completed the RPIF Program, most of whom are experiencing influential and rewarding careers in the pharmaceutical and biopharmaceutical industry throughout the US and abroad. The RPIF Program has Preceptors and Mentors from industry who share their knowledge and experiences with the Fellows through an intense but closely-guided training program. Assignments and projects are challenging, meaningful, and designed to enhance understanding of the pharmaceutical and biopharmaceutical industry and the Fellow's functional area(s). Our goal is to provide the environment for Fellows to build the foundations to fuel their careers as future leaders in the industry.

Professional Development Series

All Fellows gather once monthly as a group to participate in the Professional Development Day (PDD) series, an important component of their training that complements the hands-on experience provided at the sponsor companies. The PDDs are steered by a committee of Fellows and are designed to enhance the Fellows' leadership skills such as emotional intelligence, communication, critical decision making, and presentation skills. Fellows develop skill sets under the guidance of external trainers and accomplished RPIF alumni. PDDs also provide general knowledge about various aspects of drug development/commercialization and issues facing the pharmaceutical and biopharmaceutical industry, and promote connectivity and a sense of community among Fellows and alumni from different companies and disciplines.

The Fellows can learn from each other through individual and group presentations on topics and issues related to the pharmaceutical and biopharmaceutical industry. In addition, outside experts provide training and professional development in a variety of areas (e.g., tools for corporate success, professional writing, presentations, meeting facilitation, negotiating, influencing, networking, conflict resolution, giving and receiving feedback, and business etiquette). Other PDD guest speakers include senior industry executives, including our successful RPIF Program alumni, who share their career paths, insights, and experiences. Importantly, PDDs provide an excellent opportunity for Fellows to interact with each other and develop lasting personal friendships and a strong professional network of Fellows, faculty, alumni, and other industry executives.

Key Program Features

RPIF FOSTERs the growth and development of future pharmaceutical and biopharmaceutical industry professionals and leaders.

Because of its relationship with and close proximity to most of the nation's leading pharmaceutical and biopharmaceutical companies, EMSOP and the RPIF Program are uniquely capable of providing Fellows with advanced training in the pharmaceutical and biopharmaceutical industry.

Rutgers, The State University of New Jersey is one of the major state university systems in the United States. EMSOP is part of Rutgers Health and is the only state school of pharmacy in New Jersey. EMSOP is located on the University's main science and technology campus in Piscataway, New Jersey.

While RPIF offers all the benefits of a large program with an extensive network of distinguished professionals, Fellows receive the individual attention of a small program where they are known and supported as individuals.



Family of Leading Companies

Partners include several top global pharmaceutical/biopharmaceutical companies and offer large to small company environments.



Outstanding Alumni Track Record

Well over 1,900 alumni hold prominent positions at many leading companies, including VP and C-suite levels.



Strong Network

Fellows develop valuable, lasting connections with each other, alumni, Preceptors, and Rutgers EMSOP faculty.



Trusted and Proven Since 1984

The Rutgers Fellowship Program is nationally recognized, trusted, and proven as the key pathway to industry, developing foundations for future leaders



Enhanced Career Development

Breadth of experiences informs career path choices, increasingly challenging assignments build depth of experience, and visibility creates opportunities - enhancing the potential for accelerated career paths.



Rigorous Academic Component

Rutgers affiliation provides academic and professional development opportunities.

Application Process and Eligibility Requirements

Pharmacy Fellows for the RPIF Program are selected on a nationally competitive basis. Candidates must have completed a Doctor of Pharmacy from an ACPE-accredited institution before July 1 of the fellowship term.

HOW TO APPLY:

The RPIF Program is highly competitive. **Candidates will be selected for interviews on a rolling basis, so we strongly encourage you to submit your application as soon as possible.**

Interested candidates may submit their application with short-answer questions and supporting materials (letter of intent, curriculum vitae, and 3 letters of recommendation) as soon as **Wednesday, October 14, 2026** by visiting our website at: <https://pharmafellows.rutgers.edu/how-to-apply/>

All application materials must be submitted electronically to the RPIF website per instructions on the site.

REQUIRED ITEMS:

Application with short-answer questions

Letter of Intent (LOI)

Curriculum Vitae (CV)

Letters of Recommendation (LORs)

SUBMIT BY:

Tuesday, October 20th

Tuesday, October 20th

Tuesday, October 20th

Tuesday, December 1st

ADDRESS LOI AND LORs TO:

Joseph A. Barone, PharmD, FCCP
Dean and Distinguished Professor
Ernest Mario School of Pharmacy
Rutgers, The State University of New Jersey
160 Frelinghuysen Road
Piscataway, NJ 08854-8020



"My experience as an RPIF Fellow has been one of the most meaningful and transformative parts of my professional journey, providing countless opportunities for growth while reinforcing the importance of giving back to the Ernest Mario School of Pharmacy community. I am grateful to draw upon my nontraditional experiences prior to pharmacy school to mentor, support, and advocate for our RPIF Fellows, encouraging them to embrace their own unique backgrounds as strengths in their professional careers. Investing in their professional and personal development is especially rewarding because today's Fellows will become tomorrow's leaders, advancing innovations that improve the lives of patients and strengthen the communities we serve."

John (Eun Sik) Cho, PharmD
Global GMP QA Strategy



"I am incredibly grateful for the personal and professional growth I have experienced as a Rutgers Fellow. Through RPIF and my partner company, I have been able to learn from inspiring mentors, collaborate with talented peers, and pursue opportunities that have accelerated my development. Being surrounded by such a supportive fellowship community has made this experience especially meaningful and has helped me feel prepared and excited for the future!"

Brynn Gilbert, PharmD
Medical Communications



"It is hard to put into words how much this fellowship has meant to me in just my first year. RPIF has challenged me to grow, think differently, and embrace opportunities I never imagined having this early in my career. Knowing that my work has the potential to impact patient care on a global scale has been incredibly rewarding, and I am excited to see how RPIF continues to shape my career and growth as a leader. I encourage future fellows to take advantage of everything the program has to offer because the experiences you gain and the relationships you build will shape your future."

Hillary Anne Reeves, PharmD
Late-Stage Clinical Development



Aligned First Offer Date
December 11, 2026

The choice of a Post-Doctoral Industry Fellowship is an important decision. AIFA exists to promote a consensus first offer date for all Fellowship positions. We believe this is a positive reflection of the cultures our Programs offer, and that culture is a critical consideration in choice of Fellowship.

We hope that other academic and non-academic Fellowship Programs will NOT pressure candidates to accept offers prior to this AIFA-aligned offer date. Candidates should feel free to request an extension for any earlier offer to allow them to consider their options.