

**RUTGERS**  
Institute for Pharmaceutical  
Industry Fellowships

## 2024-2025 *Fellowship Program*



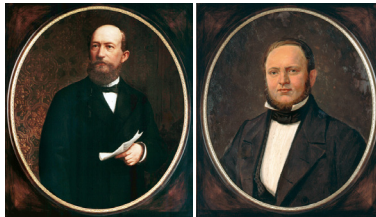
Science for a **better life**



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

### 1863-1881: The Early Years



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.

### 1925-1945: A Time of Inventions



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.

### 1988-2001: Transformation and Globalization



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.

### 2010-2014: Pioneers in Women's Health

### 1881-1914: Becoming an International Company



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.

### 1974-1988: Expansion of Pharmaceutical Research

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®.

### 2001-2010: Reorganization and Growth



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™)\*.

### 2014 - present: Investing in the Future



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.

# About Bayer

## Product Portfolio\*



### Pharmaceuticals


### Consumer Health


\* Not all of these products are marketed by Bayer in the U.S.



By working sustainably and accepting our role as a socially and ethically responsible corporate citizen – and by committing to our Bayer values – we create benefits for the communities in which we live.

**Science For A Better Life:** this is the promise we all give to our stakeholders.



Leadership means much more than retaining and extending our market positions. It applies to all our employees, not just managers.



Following the rules of law and regulations is a given to Bayer. Our integrity enhances the legitimacy of our operations and strengthens our reputation.



In today's everchanging business landscape, the ability to adapt to different situations is crucial for future success.



Efficiency implies our overall approach to make the best possible use of our resources, thus improving our overall performance.

# About Bayer

## The 4 Focus Behaviors



Our Purpose “Science for a Better Life” is all about WHY we exist as a company, while strategy is about WHAT we do. Focusing on culture answers HOW we are going to achieve this. The 4 Focus Behaviors are derived from the LIFE values and are the behaviors we want to reinforce:



**Customer Focus**  
*is what drives our business and ensures that we can deliver on our purpose “Science for a better life”.*

**Collaboration** *is the foundation of our new operating model.*

**Experimentation**  
*is a pre-requisite for innovation. Innovation ensures business success tomorrow.*

**Trust** *is the oil that fuels the organizational engine of transformative leadership, empowerment and high performance.*

# Leadership Team

## Program Directors



### Executive Sponsors



**Mark Rametta, DO, FACP, FACP**  
*Medical Director in U.S. Medical Affairs-Neurology*



**Yasmin Islami, MBA**  
*VP & Head, New Product Commercialization and Portfolio Strategy*



**Alison Maloney, PhD, MFS, MBA**  
*Head, Regulatory Affairs Americas*



**Charlene Ng, PhD, RPh, MPH**  
*Head of U.S. Medical Affairs Bayer Consumer Health*

### Pharmaceutical Program Directors

### Consumer Health Program Director



**Larry McCullum, PharmD, RPh**  
*Director, Medical Affairs Communications, Oncology*



**Yaswant Dayaram, PhD**  
*Executive Director & Head, Oncology Publications and Medical Inquiries*



**Edward Han, PharmD, RPh**  
*Director, Advertising & Promotion Regulatory Affairs Americas*



**Lars Buggert**  
*Senior Director Clinical Project Management Oncology*



**Maggie Gandhi, PharmD, MBA, RPh**  
*Associate Director, US Medical Affairs*



**Anna Guo, PharmD, MBA**  
*Senior Director, Strategy & Portfolio Management, Women's Healthcare*



**Lisa Desiderato**  
*VP of Marketing, US Oncology*



**Wagdy Youssef, M.D, MBA**  
*Head of the Americas, Medical Affairs, Radiology*



### 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.







### 2 YEAR FELLOWSHIP

#### RECRUITING 1 FELLOW

- 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



**Charlene Ng, PhD, RPh, MPH**  
*Head of U.S. Medical Affairs  
Bayer Consumer Health  
Executive Sponsor*



**Maggie Gandhi, PharmD,  
MBA, RPh**  
*Program Director  
Associate Director, US Medical Affairs*



**Maliha Malik, PharmD**  
*Temple University School of Pharmacy  
2nd Year Fellow*



**Nour Aboushaar, PharmD**  
*Temple University School of Pharmacy  
2nd Year Fellow*



**Mohamed Elzokm, PharmD**  
*Rutgers University Ernest Mario School of Pharmacy  
1st Year Fellow*



### 2 YEAR FELLOWSHIP

#### RECRUITING 1 FELLOW

- 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



**Amy Replogle, BS, MS**  
*Director, Rx-to-OTC Switch Scientific Strategy*  
*Preceptor*



**Zouheir Ridouani, PharmD**  
*University of Illinois at Chicago - College of Pharmacy*  
*2nd Year Fellow*



### 2 YEAR FELLOWSHIP

NOT RECRUITING

- Formulation Development Rotation:
  - Help design and refine prototypes with the consideration of product stability, regulatory, unmet medical and consumer needs for innovative Bayer Consumer Health products
  - Design and implement pre-formulation studies, develop formulations and preliminary manufacturing process for new products using Quality by Design principles
  - Participate in consumer insight and brainstorming sessions for new product ideas and designs
  - Collaborate with cross-functional team members to test and optimize formulation for small scale and pilot scale manufacturing
- Technology Transfer Rotation:
  - Perform experiments in the GMP pilot plant to test final formulation, develop a manufacturing process, and scale-up the product
  - Collaborate with cross-functional team members to optimize formulation for small scale, pilot scale, and commercial scale manufacturing
  - Manufacture experimental, registration, and validation batches for potential marketed products
- CMC Strategy and Documentation Rotation:
  - Author, review, and update chemistry, manufacturing, and controls (CMC) sections (Module 3) and quality overall summaries for new and registered products
  - Assess regulatory impact for proposed product changes variations and impact to manufacturing sites (including changes to processes, specifications, testing, packaging, and raw materials).
  - Collaborate with regulatory colleagues, manufacturing sites, I&D unit and product supply to align on CMC strategy and documentation for new and registered products
  - Respond to health authority CMC queries on new or registered products and provide technical justifications based on global and local regulations
  - Provide CMC gap analysis, risk assessments, and technical justifications based on global and local regulations



**Foye Badejo, PhD**  
*Director - Formulation and  
Technology Platform Development  
Preceptor*



**Bona Yang, PharmD**  
*Oregon Health & Science University  
2nd Year Fellow*



**Paige Jacobs, PharmD**  
*Philadelphia College of Pharmacy  
1st Year Fellow*



## 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.





### 2 YEAR FELLOWSHIP

NOT RECRUITING

- 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



**Lars Buggert**  
*Senior Director Clinical Project  
Management Oncology  
Program Director*



**Bree Jasminski**  
*Study Manager  
Preceptor*



**Debbie Li, PharmD**  
*Study Manager  
Preceptor*



**Michelle Cheuk, PharmD**  
*Rutgers University Ernest Mario  
School of Pharmacy  
2nd Year Fellow*



**Ivy Casieri, PharmD**  
*Rutgers University Ernest  
Mario School of Pharmacy  
1st Year Fellow*

# Bayer Pharmaceuticals Division

## Global Regulatory Affairs - Strategy



### 2 YEAR FELLOWSHIP

*NOT RECRUITING*

- Lead and support interactions with global Health Authorities (e.g. FDA, EMA) through the preparation of regulatory dossiers including Investigational New Drug (IND) applications, New Drug Applications (NDAs), Biologics License Applications (BLAs), Clinical Trial Applications (CTAs), and Marketing Authorization Applications (MAAs)
- Work with Global Regulatory Team members to develop regulatory strategy and guide Global Project Teams
- Coordinate team activities to obtain written and oral Health Authority feedback on drug development
- Maintain marketed products including all labeling and promotional activities in compliance with regulatory requirements
- Therapeutic Areas of Opportunity: Global Regulatory Strategy (U.S. & International) in Cardiology, Nephrology & Thrombosis; Hematology; Oncology; Ophthalmology; Pulmonology & Anti-infectives; and Women's Health Care
- Fellow can also gain exposure to other areas of regulatory including: U.S. Advertising and Promotion, Global Labeling, Regulatory Intelligence & Analytics, Global CMC management (drugs & biologics), and Submission Planning and Management



**Alison Maloney, PhD, MFS, MBA**  
*Head, Regulatory Affairs Americas  
Executive Sponsor*



**Edward Han, PharmD, RPh**  
*Director, Advertising and Promotion  
Regulatory Affairs  
Preceptor*



**Matthew Foster, PharmD**  
*University of Mississippi School of Pharmacy  
2nd Year Fellow*



**Khushbu Doshi, PharmD**  
*St. John's University  
1st Year Fellow*



### 2 YEAR FELLOWSHIP

**NOT RECRUITING**

- We seek talented innovative, solution-minded individuals to develop into value-adding team members. The Medical Affairs Communications Fellow will work within a high performing, engaging, inclusive and scientifically adept environment with supportive leadership who prioritize delivering innovative effective solutions to our patients and customers.
- Gain expertise in multiple therapeutic areas
  - Build a strong foundational background in the Oncology, Cardiovascular Renal and Hematology therapeutic areas. Gain expertise in Core Medical Affairs Communication functional responsibilities (e.g., promotional review, content development, medical strategy support, dossier development support, product launch preparation, congress support, etc.)
  - Work collaboratively and cross functionally with Medical Operations to acquire project management, digital innovation, Artificial Intelligence (AI), Governance and Medical Scientific Liaison experience.
- Develop Scientific Acumen by:
  - Attending Industry-Wide Medical and Scientific Conferences (ADA, ASCO, etc.) and engaging with key opinion leaders, thought leaders, and other members of the scientific community.
- Opportunity for Fellow to:
  - Work with Preceptor, Medical Director & US Publications to develop a Scholarly Project relevant to the Business and that is reflective of Bayer and the fellowship program
  - To conduct longitudinal research in Medical Affairs Communications to the department and to an industry-wide conference
  - Become eligible to receive Certified Medical Publication Professional Credentials as a member of the ISMPP at the end of the 2-year fellowship



**Mark Rametta, DO, FACOI, FACP**  
 Medical Director in U.S. Medical Affairs Neurology  
 Executive Sponsor



**Larry McCullum, PharmD, RPh**  
 Director, Medical Affairs Communications, Oncology Precision Medicine Franchise/Oncology Pipeline  
 Preceptor



**Stephanie Paine, MBA, RPh**  
 Director, Medical Affairs Communications, CardioRenal and Neurology;  
 Preceptor



**Saleem Noormohamed, PharmD, MBA**  
 Director, Medical Affairs Communications, Oncology  
 Preceptor



**Bindi Patel, PharmD, RPh**  
 Team Lead, Medical Affairs Communications/Publications,  
 Team Department Leader  
 Preceptor



**Alissa Uddin, PharmD**  
 Rutgers University Ernest Mario School of Pharmacy  
 2nd Year Fellow



**Mackenzie Doherty, PharmD**  
 Fairleigh Dickinson University  
 2nd Year Fellow



**Christine Van, PharmD**  
 University of Southern California School of Pharmacy  
 1st Year Fellow



**Lauren Meade, PharmD**  
 University of Florida College of Pharmacy  
 1st Year Fellow



### 1 YEAR FELLOWSHIP

#### RECRUITING 1 FELLOW

- The Fellow will work with the U.S. Medical Affairs Oncology organization during their tenure in the Fellowship Program
- Build a strong foundational background in the oncology therapeutic area 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)



**Cynthia Quince, PharmD**  
*Senior MSL Director - TM and PM  
Oncology  
Program Director*



**Michael McGlynn, PharmD**  
*Director, Medical Affairs - PM Oncology  
Preceptor*



**Chris McNabb, PhD**  
*Director, Medical Affairs - TM Oncology  
Preceptor*



**Ahmed Elsayed, PharmD**  
*Long Island University  
1st Year Fellow*



# Bayer Pharmaceuticals Division

## US Marketing: Cardiovascular and Renal Franchise



### 2 YEAR FELLOWSHIP

**RECRUITING 1 FELLOW**

**PHARMD/MBA PREFERRED**

- Contribute to the execution of Brand commercial activities in the U.S., across healthcare professional, patient and digital marketing channels
- Ensure cross-functional alignment in brand planning and tactical execution with key stakeholders, including Market Access, Medical Affairs, Sales Training and Sales
- Participate in all aspects of promotional campaigns and other initiatives for Bayer CVR team
- Support review of marketing materials through the promotional review process with legal, medical, and regulatory colleagues
- Compile primary and secondary competitive intelligence and provide data analyses/ reports to Brand and Senior Leadership
- Engage in market research activities, and report topline to Brand and Senior Leadership



**Lisa Mancer**

*Senior Director, Consumer Activation Strategy,  
Preceptor*



**Oscar la Fleur**

*Senior Director, HCP Marketing,  
Preceptor*



**Courtney Kober**

*Director, Consumer  
Activation Strategy,  
Preceptor*



**Brendan Demitus, PharmD, MBA**

*Fairleigh Dickinson University  
2nd Year Fellow*



**Brian Ding, PharmD**

*Rutgers University Ernest Mario  
School of Pharmacy  
1st Year Fellow*



### 2 YEAR FELLOWSHIP

#### RECRUITING 1 FELLOW

- Leverage clinical expertise to critically analyze data/ publications and provide marketing support to Sales, Sales Training, and Field Force Excellence
- Engage in stakeholder management, commercial insight gathering, and overall project management
- Own the ideation, development, and execution of promotional initiatives inclusive of HCP, patient, digital, and personal
- Collaborate with cross-functional partners, and external agencies in the management of marketing initiatives and analysis of promotional impact
- Support review of marketing materials through the promotional review process with legal, medical, and regulatory colleagues
- Rotation opportunities to gain experience in additional commercial functions such as:
  - Market Access
  - Digital Innovation
  - Account Management
  - Business Insights



**Lisa Desiderato**  
VP of Marketing, US Oncology Program Director



**Raj Jain**  
Executive Director, US Oncology Patient Marketing & Xofigo Brand Lead Preceptor



**Daniel Blumrich**  
Executive Director, Targeted Medicine, US Oncology Marketing Preceptor



**Nicholas Lucente**  
Executive Director, NUBEQA HCP Marketing Preceptor



**Erica Cutchin**  
Director, US Oncology Marketing, Precision Medicine Preceptor



**Lauren Yee, PharmD**  
Purdue University College of Pharmacy 2nd Year Fellow



**Francisco Villegas, PharmD**  
University of California, San Francisco 2nd Year Fellow



**Claudette Pagulayan, PharmD**  
Virginia Commonwealth University 1st Year Fellow



**Courtney Tse, PharmD**  
St. John's University 1st Year Fellow

# Bayer Pharmaceuticals Division

## US Radiology Medical Affairs Fellowship



### 2 YEAR FELLOWSHIP

#### RECRUITING 1 FELLOW

- 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
- Device, Artificial Intelligence (Digital) and Pharmaceutical products Medical Governance and research and development (R&D)
  - Radiology has a diverse product portfolio that consists of software as a medical device, classic medical devices and pharmaceutical products.



**Gené van den Ende**  
Global Head, Medical Affairs, Radiology  
Preceptor



**Wagdy Youssef, M.D, MBA**  
SVP, Head, Medical Affairs Radiology  
Americas  
Program Director



**Jose Briceno**  
Medical Director, US Radiology  
Preceptor



**Obaid Kazmi, PharmD**  
University of Maryland Eastern Shore  
1st Year Fellow



2 YEAR FELLOWSHIP, OFFERED EVERY 2 YEARS (INCLUDING CLASS OF 2024)

### RECRUITING 1 FELLOW

- Develop a deep understanding of the importance and relevance of the Global Medical Affairs (GMA) department to the broader organization, and how all GMA functions work together to support an overall brand strategy
- Understand the local/regional medical affairs strategies, and how GMA support these strategies
- Gain a thorough understanding of the scope of Scientific Communications activities and how these tasks support the overall Medical Affairs 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 a direct experience in interpreting and appropriately responding to medical inquiries posed by health care professionals, and understand how analyses of these inquiries support other GMA strategies and tactics
- Clearly elucidate the role of the MSL Strategy team in the Global organization, and the implementation of the GMA strategies at the country level by field medical teams
- Understand the role of Patient Engagement & Partnerships in the GMA organization by supporting key patient engagement initiatives across various medical teams
- 8 months will be spent across 3 rotations between Scientific Communications, Medical Inquiries and Patient Engagement and Partnership



**Yaswant Dayaram, PhD**  
*Executive Director & Head,  
Oncology Publications and  
Medical Inquiries  
Preceptor*



**Arti Patel, PharmD**  
*University of Michigan College of Pharmacy  
2nd Year Fellow*



**Vanessa Quintero, PharmD**  
*Rutgers University, Ernest Mario School of  
Pharmacy  
1st Year Fellow*



### 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 role will partner with Market Access customer strategy, pricing and contracting, patient services, and pipeline planning leads to take ownership of high impact Market Access projects and priorities
- Specific Duties may include:
  - Serve as U.S. Market Access Brand Managers, 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



**Jonathan Haagen**  
*Senior Director of Market Access  
Strategy and Portfolio  
Preceptor*



**Justin Robertson, PharmD**  
*Philadelphia College of Pharmacy  
2nd Year Fellow*



### 2 YEAR FELLOWSHIP

#### RECRUITING 1 FELLOW

##### Program Description:

- Proactively identify BD&L opportunities to strengthen the U.S. portfolio by conducting in-depth landscape assessments
- Leverage Pharmacy Doctorate to interpret scientific and medical information to further assess attractiveness of target opportunities for in-licensing, acquisitions, and partnering deals across multiple Bayer therapeutic areas (e.g., oncology, cell and gene therapy, nephrology, cardiology, women's health)
- Integrate market and commercial data to support evaluation of portfolio development opportunities
- Actively collaborate with global and cross-functional teams across the organization including New Product Commercialization, Medical Affairs, Regulatory Affairs, Intellectual Property, Marketing, Market Access
- Work and assist on all phases of BD&L deals, including business case ideation, financial evaluation, deal terms and contract negotiation across pre-clinical, early, and late-stage opportunities
- Rotational development between in-licensing, divestitures, and out-licensing, with project-oriented opportunities in other BD&L core services
- Develop and maintain relationships and collaborations with current and potential external partners including partner alliance management activities and meetings with external parties to review and discuss new BD&L opportunities
- Present deal opportunity analysis and recommendations to senior Bayer executives



**Imran Nasrullah**  
*Head, Collaborate to Cure Hub – United States, Business Development & Licensing*  
Preceptor



**Chance Glaves, PharmD**  
*University of the Pacific*  
2nd Year Fellow

# Bayer Pharmaceuticals Division

## Global Oncology Training and Commercial Excellence



### 2 YEAR FELLOWSHIP

*NOT RECRUITING*

Enhance your understanding of the Learning and Development (L&D) strategy and activities for the global oncology commercial pharmaceutical organization:

- Collaborate with global cross-functional teams (e.g. marketing, medical affairs, market research) and local country teams to identify training needs and necessary training solutions for launch and marketed products in the Bayer Oncology portfolio
- Leverage clinical expertise in the development of training materials, including scientific modules and skill-based workshops, which enable sales consultants to engage HCPs and health organizations in identifying appropriate patients for Bayer commercialized products in the context of the treatment landscape
- Evaluate key performance indicators (e.g. market research results) to develop focused training programs that enhance sales force effectiveness
  - Maintain commercial and medical alignment to support brand strategy and scientific accuracy
  - Identify relevant content from competitive landscape considerations and key insights from thought leaders
- Execute the delivery of training solutions through various communication channels and events, including webconferences and live training events
- Support the development of annual training plans and budget to support brand strategy and country execution needs
- Noteworthy Professional Development:
  - Improved stakeholder management in a cross-functional matrix role
  - Clear, effective, audience-agnostic communication skills
  - Enhanced scientific acumen (oncology space,) as well as the commercial operations of a pharmaceutical organization
  - Project management and agency relationship management
- Potential to complete a rotational assignment on an Oncology marketing or medical team



**Adrienne Magirl**  
*Director, Global Oncology Training & Commercial Excellence  
Preceptor*



**Jennifer Gerhart, PharmD**  
*Thomas Jefferson University College of Pharmacy  
2nd Year Fellow*

# Bayer Pharmaceuticals Division

## New Product Commercialization & Portfolio Strategy



### 2 YEAR FELLOWSHIP

NOT RECRUITING

The New Product Commercialization and Portfolio Strategy (NPC&PS) team at Bayer is responsible for developing the early commercial strategy for pipeline assets. The NPC&PS team collaborates with multiple stakeholders across key functions to assess and align on pivotal inputs critical to building strategy. Our mission is to amplify “one US voice” to shape Bayer’s pipeline assets and portfolio strategy, ensuring value maximization and sustainability to reach mid- and long-term growth and profitability goals, aligned with the global team. The fellow will have the opportunity to be mentored by all members of the NPC&PS team who have a wide variety of experiences across different functional and therapeutic areas within the industry. Responsibilities of the fellow include the following:

- Assist the U.S. Pharma business in ensuring optimal commercial and marketing input is provided and pulled through the global development programs, across various prioritized therapeutic areas
- Develop business cases and forecasts for compounds throughout development in order to ensure commercial viability of future products
- Assist in the evaluation and development of the U.S. commercial position on business development and licensing opportunities
- Manage market research and competitive intelligence projects to assess pipeline compounds on TPPs (target product profiles), revenue forecasts, market differentiation, and commercialization opportunities and challenges
- Perform ad hoc analyses of market trends and insights to maximize commercial value of pipeline assets
- Prepare “indication backgrounders”, which integrate scientific, medical, marketing, and business aspects for therapeutic areas being pursued by pipeline compounds
- Organize cross-functional advisory boards, including developing material for and identifying/profiling thought leaders
- Collaborate with senior members of the U.S. Franchises, Market Access, and Medical Affairs functions to consolidate an aligned U.S. voice to Global Project Teams
- Support preparation of materials for, and actively participate in, cross-functional Commercial Development Teams, which are responsible for developing the U.S. input and position for pipeline projects



**Yasmin Islami, MBA**  
VP & Head, New Product Commercialization & Portfolio Strategy  
Executive Sponsor



**Madeline Motes, PharmD**  
Purdue University College of Pharmacy  
2nd Year Fellow



# Directory of Fellows

## Rutgers Second-Year Fellows



# Directory of Fellows

## Rutgers Second-Year Fellows



**Jennifer Gerhart, PharmD**  
*Thomas Jefferson University College of Pharmacy*



**Brendan Demitus, PharmD, MBA**  
*Fairleigh Dickinson University*



**Lauren Yee, PharmD**  
*Purdue University College of Pharmacy*



**Matthew Foster, PharmD**  
*University of Mississippi School of Pharmacy*



**Francisco Villegas, PharmD**  
*University of California, San Francisco*



**Michelle Cheuk, PharmD**  
*Rutgers University Ernest Mario School of Pharmacy*



**Alissa Uddin, PharmD**  
*Rutgers University Ernest Mario School of Pharmacy*



**Arti Patel, PharmD**  
*University of Michigan College of Pharmacy*



**Chance Glaves, PharmD**  
*University of the Pacific*



**Mackenzie Doherty, PharmD**  
*Fairleigh Dickinson University*



**Maliha Malik, PharmD**  
*Temple University School of Pharmacy*



**Nour Aboushaar, PharmD**  
*Temple University School of Pharmacy*



**Bona Yang, PharmD**  
*Oregon Health & Science University*



**Madeline Motes, PharmD**  
*Purdue University College of Pharmacy*



**Zouheir Ridouani, PharmD**  
*University of Illinois at Chicago*



**Justin Robertson, PharmD**  
*Philadelphia College of Pharmacy*

# Directory of Fellows

## Rutgers First-Year Fellows



# Directory of Fellows

## Rutgers First-Year Fellows



**Paige Jacobs, PharmD**  
*Philadelphia College of Pharmacy*



**Mohamed Elzokm, PharmD**  
*Rutgers University, Ernest Mario School of Pharmacy*



**Vanessa Quintero, PharmD**  
*Rutgers University, Ernest Mario School of Pharmacy*



**Brian Ding, PharmD**  
*Rutgers University, Ernest Mario School of Pharmacy*



**Ivy Casieri, PharmD**  
*Rutgers University, Ernest Mario School of Pharmacy*



**Khushbu Doshi, PharmD**  
*St. John's University*



**Courtney Tse, PharmD**  
*St. John's University*



**Lauren Meade, PharmD**  
*University of Florida*



**Christine Van, PharmD**  
*University of Southern California*



**Claudette Pagulayan, PharmD**  
*Virginia Commonwealth University*



**Obaid Kazmi, PharmD**  
*University of Maryland Eastern Shore*



**Ahmed Elsayed, PharmD**  
*Long Island University*

# Bayer Fellowship Alumni

**Alyson Andrikanich, PharmD**

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

**Scott Beeman, PharmD, MBA**

*Bayer Fellow 2012-2014 Integrated Evidence Generation Strategy Lead*

**Andrianna Guo, PharmD, MBA**

*Bayer Fellow, 2014-2016, Senior Director, Strategy & Portfolio Management, Women's Healthcare*

**Dan Kim, PharmD, MBA**

*Bayer Fellow, 2014-2016, Director, Regulatory Affairs - Regulatory Strategy*

**Maggie Gandhi, PharmD, RPh, MBA**

*Bayer Fellow 2016-2018, Associate Director, US Medical Affairs*

**Daina Nanchanatt, PharmD, RPh**

*Bayer Fellow 2016-2018, Director, Scientific Communications*

**Valentina Pampulevski, PharmD, RPh**

*Bayer Fellow 2016-2018, Director, Medical Affairs Digital Strategy*

**Amy Zhou, PharmD**

*Bayer Fellow 2016-2018, Global Medical Information Specialist*

**Vincent Lee, PharmD, MBA**

*Bayer Fellow 2017-2019, Oncology Sales Consultant*

**Sylvia Kang, PharmD**

*Bayer Fellow, 2017-2019, Associate Director, Market Access Pull Through*

**Jacob Engelmeier, PharmD**

*Bayer Fellow, 2018-2020, CardioRenal Sales Representative*

**Mark Neese, PharmD, RPh**

*Bayer Fellow 2018-2020, Associate Director Business Development*

**Sophia Abouhossein, PharmD, RPh**

*Bayer Fellow 2019-2020, Director, Field Medical Training, Oncology*

**Liam Zhang, PharmD**

*Bayer Fellow 2019-2021, Staff Scientist, Formulation Development*

**Kelsey Lee, PharmD, RPh**

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

**Daniel Romaikin, PharmD, RPh**

*Bayer Fellow 2019-2021, Associate Director, US Medical Affairs - Pain, Cardiology, Dermatology*

**Shadey Elgndy, PharmD**

*Bayer Fellow 2020-2021, Medical Science Liaison, Cardiorenal*

**Mafaza Qaiser, PharmD**

*Bayer Fellow 2020-2021, Medical Science Liaison, Cardiorenal*

**Prince-Harry Mangondato, PharmD**

*Bayer Fellow 2020-2022, Senior Manager, US Oncology Marketing*

**Katie Brinn, PharmD, RPh**

*Bayer Fellow 2020-2022, Regional Manager, Business Development & Licensing, US Collaborateto Cure Hub*

**Magid Youssef, PharmD**

*Bayer Fellow 2020-2022, Global Innovation and Product Development*

**John Henaen, PharmD, MBA**

*Bayer Fellow 2021-2022, Senior Medical Science Liaison, Precision Oncology*

**Fatima Sajjad, PharmD**

*Bayer Fellow 2020-2022, Senior Manager, Global & US Medical Category, Allergy*

**Justine Panicker, PharmD**

*Bayer Fellow 2020-2022, Medical Science Liaison, Oncology*

**Frank Maggiore, PharmD, MBA**

*Bayer Fellow 2020-2022, Associate Director, US Specialty Hematology Marketing*

**Debbie Li, PharmD**

*Bayer Fellow 2020-2022, Associate Clinical Study Manager Oncology*

**Miriam Fakhry, PharmD**

*Bayer Fellow 2020-2022, Associate Clinical Study Manager Oncology*

**Jessica Xiao, PharmD**

*Bayer Fellow 2020-2022, Global Regulatory Strategist*

**Victoria Hoang, PharmD**

*Bayer Fellow 2021-2023, Senior Manager, US Oncology Marketing*

**Rebecca Palma, PharmD**

*Bayer Fellow 2021-2023, Sr. Manager, Medical Affairs Communications*

**Lora Gawargi, PharmD**

*Bayer Fellow 2021-2023, Sr. Manager, Global Vitamins, Minerals, Supplements & Digestive Health*

**Namosha Mohite, PharmD**

*Bayer Fellow 2021-2023, Manager, Global Regulatory Strategy*

**Tanvi Lodhia, PharmD**

*Bayer Fellow 2021-2023, WHC Marketing*

**Aminha Ullah, PharmD**

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



**Rutgers Pharmaceutical Industry Fellowship Program**  
**Ernest Mario School of Pharmacy**  
**Rutgers, The State University of New Jersey**

**Program History**

In 1984, at Rutgers, The State University of New Jersey, the Ernest Mario School of Pharmacy and two 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 Rutgers Pharmaceutical Industry Fellowship (RPIF) Program grew significantly and expanded to include 27 companies within the pharmaceutical and biopharmaceutical industry and approximately 350 Fellows.

In 2002, Dr. Ernest Mario generously provided an endowment to establish the [Institute for Pharmaceutical Industry Fellowships](#) to enhance and promote the role of pharmacists in industry through the RPIF Program. The Institute staff members:

- provide leadership and administrative support
- promote quality, communication, scholarly activity, and professional development
- arrange specialized Fellowship training opportunities within the pharmaceutical and biopharmaceutical industry.

In 2018, our Program expanded to offer interdisciplinary Fellows' training by adding select physician Fellowship opportunities to our well-established program.

The RPIF Program has thrived under the leadership of the founder, Dr. Joseph A. Barone, Dean and Professor II of the Ernest Mario School of Pharmacy, Dr. Carolyn Seyss, the Director for the Institute for Pharmaceutical Industry Fellowships, and Dr. Michael Toscani as the Director Emeritus.

The RPIF Program Certificate is now associated with special credentials so our alumni can now proudly identify themselves as **RUCIF (Rutgers University Certified Industry Fellow)**. Well over 1,500 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.



**Joseph A. Barone, Pharm.D., F.C.C.P.**  
*Dean and Professor II  
Ernest Mario School of Pharmacy  
Rutgers University*



**Carolyn Seyss, Pharm.D., RUCIF**  
*Fellowship Director  
Institute for Pharmaceutical Industry  
Fellowships  
Ernest Mario School of Pharmacy*



**Michael Toscani, Pharm.D.**  
*Research Professor,  
Fellowship Director Emeritus  
Institute for Pharmaceutical Industry  
Fellowships*



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### Key Program Features

The Rutgers Pharmaceutical Industry Fellowship Program **FOSTERs** the growth and development of future pharmaceutical and biopharmaceutical industry professionals and leaders through key program features

- F** **Family of Leading Companies** – Partners include several of the top global pharmaceutical and biopharmaceutical companies and offer large to small company environments.
- O** **Outstanding Alumni Track Record** – Well over 1,500 alumni hold prominent positions at many leading companies, including VP and C-suite levels.
- S** **Strong Network** — Fellows develop valuable, lasting connections with each other, alumni, Preceptors, and Rutgers EMSOP faculty.
- T** **Trusted and Proven Since 1984** — the Rutgers Fellowship Program is nationally recognized, trusted, and proven as the key pathway to industry for pharmacists as future leaders.
- E** **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.
- R** **Rigorous Academic Component** – Rutgers affiliation provides academic and professional development opportunities.

Rutgers, The State University of New Jersey, with over 67,000 students in its three campuses, is one of the major state university systems in the United States. The New Jersey College of Pharmacy was founded in 1892 and was incorporated into the University in 1927. The [Ernest Mario School of Pharmacy \(EMSOP\)](#) is part of Rutgers Biomedical and Health Sciences (RBHS), the only state school of pharmacy in New Jersey, with approximately 1,350 students in its Doctor of Pharmacy degree program. The Rutgers EMSOP is located on the University's main science and technology campus in Piscataway, New Jersey. Because of its relationship with and close proximity to most of the nation's leading pharmaceutical and biopharmaceutical companies, the EMSOP and the RPIF Program are uniquely capable of providing Fellows with advanced training in the pharmaceutical and biopharmaceutical industry.



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### 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 partner 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. The dynamic forum of PDD provides an opportunity for open discussion and debate among Fellows, Rutgers faculty, and company Preceptors. 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.



## Application Process and Eligibility Requirements:

Pharmacy Fellows for the Rutgers Pharmaceutical Industry Fellowship Program are selected on a nationally competitive basis. Candidates must have completed a Doctor of Pharmacy degree 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 October 6, 2023 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.

### Your Letter of Intent & Letters of Recommendation should be addressed to:

Joseph A. Barone, Pharm.D.,  
F.C.C.P. Dean and Professor II  
Ernest Mario School of Pharmacy  
Rutgers, The State University of New Jersey  
160 Frelinghuysen Road  
Piscataway, NJ 08854-8020

Required Items	Submit by
Application with short-answer questions	October 13th
Letter of Intent (LOI)	October 13th
Curriculum Vitae (CV)	October 13th
Letters of Recommendation (LORs)	December 1st



## Alliance of Industry Fellowship Associates Fellowship Offers

Recognizing that the choice of a Post-Doctoral Industry Fellowship is an important decision, AIFA exists to promote a common aspect of each of our program's cultures by supporting a consensus first offer date of December 13, 2023 for all fellowship candidates.

We hope that other academic and non-academic Fellowship Programs will respect this timeline to allow for best program fit for candidates.

**AIFA**  
Alliance of Industry Fellowship Associates



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