J & J Company Overview:

Introduction to Janssen, the Pharmaceutical Companies of Johnson & Johnson

Johnson & Johnson is the largest and most broadly-based healthcare company in the world. At Johnson & Johnson more than 140,000 employees across the world are blending heart, science and ingenuity to profoundly change the trajectory of health for humanity. The Company’s business segments in Consumer, Medical Devices and Pharmaceuticals enables us to do more across the full spectrum of health -at every stage of our patients’ and consumers’ lives we’re creating a future where disease is a thing of the past. The Janssen Pharmaceutical Companies of Johnson & Johnson work tirelessly to make that future a reality for patients everywhere by fighting sickness with science, improving access with ingenuity, and healing hopelessness with heart. We accomplish this by following the moral compass of Our Credo.

Diversity, Equity and Inclusion (DEI) at Johnson & Johnson

One of Johnson & Johnson’s strengths is a blend of deep internal expertise and attracting a diverse group of talented individuals who add depth to our organization. We are committed to workplace diversity and to cultivating, fostering, and advancing a culture of equity and inclusion. Enabling employees to perform at their best while being themselves is fundamental to our Company’s continued success. Johnson & Johnson’s DEI vision is: Be yourself, change the world. Our DEI strategy focuses on three pillars that reflect the strategic priorities identified to enable the Company to address the challenges and opportunities presented by this evolving understanding of diversity:

- Accelerate the Company’s efforts to advance a culture of inclusion and innovation
- Build a diverse workforce for the future
- Enhance business results and reputation

In addition, Johnson & Johnson has 12 Employee Resource Groups that connect and engage employees across the company to develop their potential, build relationship capital and drive an inclusive environment and culture.

In summary, Johnson & Johnson’s DEI strategy is guided by internal and external insights, global best practices and continual employee feedback which remind the Company that while diversity changes by location, inclusion is the same everywhere.

Johnson & Johnson’s Our Credo is recognized as one of the most important corporate documents ever produced. Written almost 80 years ago by Robert Wood Johnson, Our Credo sets the tone for our company and all that we do -which sets forth the Company’s responsibilities to patients, consumers, customers, healthcare professionals, employees, communities and shareholders.

Our mission is to make diversity, equity, and inclusion our way of doing business.
About Janssen Established Products

Janssen Established Products is a part of the Global Medical Organization within the Johnson & Johnson Office of the Chief Medical Officer. The Established Products pharmaceutical portfolio is the legacy of Johnson & Johnson’s scientific discovery over the years. Established Products teams emphasize cross-functional and cross-regional collaboration and use patient-first values to pursue innovative solutions to meet the needs of patients in diverse regions with distinctive characteristics and regulatory landscapes.

Established Products Physician Fellowship Program Overview & Scope

In conjunction with Rutgers University, Ernest Mario School of Pharmacy, Institute for Pharmaceutical Industry Fellowships, Janssen Established Products initiated a Physician Fellowship Program in 2021. Rutgers/Janssen is offering one Physician Fellowship position for a 1-year duration with a start date of July 1, 2023.

The Established Products Physician Fellowship Program provides candidates with various rotational options covering multiple functional experiences with the goal of providing pharmaceutical medical training in functional areas including the following:

- **Late Clinical Development:** Actively contribute and lead development of clinical materials, protocols and Compound Development Team deliverables.
- **Medical Safety:** Understand the global pharmacovigilance process, participate in case reviews, safety reporting and communications, & other pharmacovigilance activities.
- **Medical Affairs:** Exposure to the management of a product asset during the launch phase from both US and Global perspectives.
- **Regulatory Affairs:** Focus on late lifecycle drug activities, maintenance & development. Exposure to a global function.
- **Key Deliverable:** The Program’s goal is for the Fellow to actively lead a key clinical project by working with the portfolio clinical team and having the project results submitted for a journal publication or poster presentation. The Fellow is expected to contribute as a clinical/medical expert to life cycle management and clinical activities of the assigned Established Products portfolio and projects.

**Program Scope:**

- **Goal:** To provide pharmaceutical medical training and development opportunities to physicians in one or more disciplines with the goal of recruiting new talent upon successful completion of the Fellowship and potentially contributing to the organization’s diversity, equity, and inclusion objectives.
- **Oversight:** The Program is administered through the Established Products Talent Development Programs with oversight from senior leaders.
- **Duration:** One year (July 2023 - June 2024) comprised of rotations.
- **Locations:** Janssen Titusville, New Jersey site or virtually with Titusville site visits at least once every 4 months. In addition to spending 90% time working with Established Products teams, Fellows are expected to spend 10% of their time on assignments and engagements led and coordinated by Rutgers Fellowship Program Staff.
- **Fellows Mentors:** The Fellow will be mentored by several Established Products Compound Development Team Leaders representing 9 therapeutic areas. Clinical Leaders from each
portfolio will be assigned to the Fellow. Functional Rotation Coordinators will also serve as mentors for the fellow during the corresponding rotation in their functional area of expertise.

- **Rotation Structure/Timelines**: Each specific functional area experience is designed and structured by Functional Rotation Coordinators who will also act as mentors and faculty for the program. Additional integrated activities will be assigned and worked on throughout the year in parallel to the functional area rotations.

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**Physician Fellowship Training Opportunities in the Pharmaceutical Industry**

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

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

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

Michael Toscani, Pharm.D.  
Research Professor,  
Fellowship Director Emeritus  
Institute for Pharmaceutical Industry Fellowships  
Ernest Mario School of Pharmacy  
mikel@pharmacy.rutgers.edu

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**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 19 companies within the pharmaceutical and biopharmaceutical industry and well over 300 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; and

• arrange specialized Fellowship training opportunities within the pharmaceutical and biopharmaceutical industry.

In 2018, our Program leveraged this successful track record to expand, offering 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, Director Emeritus.

More than 1,400 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.

Key Program Features
The Rutgers Pharmaceutical Industry Fellowship Program FOSTERS the growth and development of future pharmaceutical and biopharmaceutical industry professionals and leaders through the following key program features:

Family of Leading Companies – Partners include several of the top global pharmaceutical and biopharmaceutical companies and offer large to small company environments.

Outstanding Alumni Track Record – Over 1,400 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 Ernest Mario School of Pharmacy (EMSOP) faculty.

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.

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. Fellows receive adjunct faculty appointments at the EMSOP at Rutgers University.

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 and debates 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; personal branding, and business and dining 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.

Rutgers, The State University of New Jersey

Rutgers, The State University of New Jersey, with over 69,000 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 Rutgers Ernest Mario School of Pharmacy 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, EMSOP and the RPIF Program are uniquely capable of providing Fellows with advanced training in the pharmaceutical and biopharmaceutical industry.

Rutgers Application Process & Eligibility Requirements

Physician Fellows for the Rutgers Pharmaceutical Industry Fellowship Program are selected on a nationally competitive basis. Candidates must have an M.D. or D.O. with clinical experience such as completed Residencies or Fellowships preferred.

How to Apply

Interviewing is conducted on a rolling basis. Interested candidates may submit their application and supporting materials (letter of intent, curriculum vitae, and three letters of recommendation) starting September 2022 by visiting our website at: pharmafellows.rutgers.edu/physicians

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

<table>
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<tr>
<th>Required Items</th>
<th>Submit by*</th>
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<tbody>
<tr>
<td>Letter of Intent (LOI)</td>
<td>October 5th</td>
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<tr>
<td>Curriculum Vitae (CV)</td>
<td>October 5th</td>
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<tr>
<td>Letters of Recommendation (LORs)</td>
<td>November 10th</td>
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*Candidates are considered on a rolling basis. Submission of materials prior to dates noted is strongly encouraged.

Your Letter of Intent and 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