

### **AIFA Member Fellowship Programs:**

Belmont University School of Pharmacy

Chapman University School of Pharmacy

Keck Graduate Institute (KGI) School of Pharmacy and Health Sciences

LIU Pharmacy

Massachusetts College of Pharmacy and Health Sciences (MCPHS)

Medical University of South Carolina (MUSC) College of Pharmacy

Mercer University College of Pharmacy

Northeastern University Pharmaceutical Industry Fellowships

Philadelphia College of Pharmacy (PCP) at Saint Joseph's University

Purdue University College of Pharmacy

Rutgers Institute for Pharmaceutical Industry Fellowships (RPIF)

St. John's University College of Pharmacy and Health Sciences

University of Maryland School of Pharmacy

University of North Carolina School of Pharmacy, Division of  
Pharmacotherapy and Experimental Therapeutics (UNC, DPET)

USC Alfred E. Mann School of Pharmacy and Pharmaceutical Sciences

Wilkes University Nesbitt School of Pharmacy



### **Core Values**

Integrity, Mentorship, Diversity

### **Vision**

Maintain a recruitment process that allows for  
robust identification of talent and supports  
candidate choice

### **Mission**

Facilitate collaboration among postgraduate  
industry-affiliated Fellowship programs to  
coordinate timelines for applications,  
interviewing, and extension of offers

# Pharmaceutical Industry Fellowship Recruitment 101

Determine	Identify & Engage	Submit	Prepare	Navigate
<p><b>Determine Your Fellowship Readiness</b></p> <p><b>LEARN</b> about the diverse functional areas within the pharmaceutical industry; resources include:</p> <ul style="list-style-type: none"> <li>Academic/Non-academic Fellowship Programs</li> <li>Company websites</li> <li>From PharmD to Industry: A Fellowship Guide</li> <li><a href="#">IPhO Industry Pathfinder for members</a></li> <li>LinkedIn profiles, resources, and networking</li> </ul> <p><b>RESEARCH</b> programs, company products/pipeline, vision, mission, core value statements</p> <p><b>ALIGN</b> your interest and skills with program/company expertise</p> <p><b>BUILD</b> your experiences and resume/CV to be a competitive Fellowship candidate</p> <p><b>ARTICULATE</b> transferrable skills from your professional/work/clinical experiences to Fellowship roles</p> <p><b>SEEK</b> guidance from network connections for your CV and LOI development</p> <p><b>IDENTIFY</b> who will be your references</p>	<p><b>Identify &amp; Engage With Programs &amp; Companies Through Fellowship Recruitment Events</b></p> <p><b>IDENTIFY</b> program/company websites (application timelines, company brochures), resources include:</p> <ul style="list-style-type: none"> <li>Academic/Non-academic Fellowship Programs</li> <li><a href="#">ACCP Directory of Residencies &amp; Fellowships</a></li> <li><a href="#">APhA Industry/Medical Affairs Community</a></li> <li><a href="#">ASHP Personnel Placement Service</a></li> <li>Company websites</li> <li><a href="#">IPhO Fellowship Catalog</a></li> <li><a href="#">IPhO Universal Events Calendar</a></li> <li>LinkedIn profiles, resources, and networking</li> </ul> <p><b>MONITOR</b> program-specific websites and social media platforms regularly (for recruitment process and any updates)</p> <p><b>ORGANIZE</b> your schedule to attend local campus visits, virtual webinars, local and national meetings/ conferences with recruitment focus/ presence</p> <p><b>NETWORK</b> with other students and pharmacists who are within your area of interest</p> <p><b>IDENTIFY</b> your interest in specific Programs/positions and your flexibility to relocate for specific Fellowships</p>	<p><b>Submit Your Application</b></p> <p><b>DETERMINE</b> application portal opening date for preferred programs</p> <p><b>PROACTIVELY IDENTIFY</b> program specific requirements (LOIs and references)</p> <p><b>SUBMIT</b> applications <u>by early October</u> for programs with active application/ rolling review; waiting for deadlines to submit may disadvantage your candidacy for such programs</p>	<p><b>Prepare For Initial Screening &amp; Advanced Round Interviews</b></p> <p><b>PLAN AHEAD</b> to discuss potential absences from APPE rotations and ensure compliance with school policies</p> <p><b>DEVOTE</b> extensive time/ resources/guidance for interview preparation</p> <p><b>APPLY</b> Fellowship readiness preparation to interviews</p> <p><b>CLARIFY</b> expectations for ASHP Midyear and/or final/onsite interviews</p>	<p><b>Navigate Final Round Interviews &amp; Fellowship Offer Process</b></p> <ul style="list-style-type: none"> <li>Never assume you are the #1 candidate</li> <li>Programs/companies may identify you as their “finalist” or “top choice” candidate, but this is <b>NOT</b> an offer – do NOT decline positions prematurely</li> <li><b>The AIFA consensus offer date is the <i>earliest</i> date programs can make an offer, either verbal or written, but offers can be made after this date as well</b> <ul style="list-style-type: none"> <li><b>2025 AIFA consensus first offer date is Dec 12<sup>th</sup></b></li> <li><b>There are no early/soft verbal offers</b></li> </ul> </li> <li>AIFA programs (&amp; some non-AIFA) offer a decision grace period of ≥24 hours to accept/decline an offer <ul style="list-style-type: none"> <li>You can ask ANY Program (AIFA or non-AIFA) for an extension to make an informed decision.</li> <li>It is acceptable to seek updates on your application status from your preferred programs</li> </ul> </li> <li>You should only consider offers for your top choice programs</li> <li>Understand all aspects of your offer including benefits</li> <li><b>Once you accept an offer, you are expected to honor your commitment to that program</b> <ul style="list-style-type: none"> <li>Verbal acceptance is just as firm as in writing</li> <li>Don’t accept an offer if you intend to interview for other positions – don’t prevent someone else from getting a Fellowship</li> </ul> </li> <li>AIFA programs are unable to “match” early offers from non-AIFA programs, but <b>AIFA-affiliated programs continue to increase and are united on first offer date to support best program fit for candidates</b></li> </ul>

P1-P3/P4 year

Summer/Fall, Final Professional Year