

**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 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="#">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>The pool of final round candidates can vary in size; never assume you are #1</li> <li>Programs/companies may identify you as their “finalist” or “top choice” candidate, but this is <b>NOT</b> an offer</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>2024 AIFA consensus first offer date is Dec 16<sup>th</sup></b></li> </ul> </li> <li>AIFA-affiliated (and some non-AIFA) programs incorporate a decision grace period of at least 24 hours to accept/decline an offer                     <ul style="list-style-type: none"> <li>You can ask any Program (AIFA or non-AIFA) if there is any flexibility.</li> </ul> </li> <li>It is acceptable to seek updates on your application status from your preferred programs</li> <li>You should only consider offers for your top choice programs</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> </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