**AIFA Member Fellowship Programs:**

Belmont University College of Pharmacy and Health Sciences

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

# AIFA
## Alliance of Industry Fellowship Associates

**Core Values**
Integrity, Mentorship, Diversity

**Vision**
Create 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

AIFA
Alliance of Industry Fellowship Associates

| Determine | Identify & Engage | Submit | Prepare | Navigate |
|---|---|---|---|---|
| **Determine your Fellowship readiness** | **Identify & engage with programs & companies through Fellowship recruitment events** | **Submit your application** | **Prepare for initial application screening and advanced round interviews** | **Navigate final round interview and Fellowship offer process** |

**Determine**

**Determine your Fellowship readiness**

- **LEARN** about the diverse functional areas within the pharmaceutical industry
- **RESEARCH** programs, company products/pipeline, vision, mission, core value statements
- **ALIGN** your interest and skills with program/company expertise
- **BUILD** your experiences and resume/CV to be a competitive Fellowship candidate
- **ARTICULATE** transferrable skills from your professional/work experiences to Fellowship roles
- **SEEK** guidance from network connections for your CV and LOI development
- **IDENTIFY** who will write your LORs

**Identify & Engage**

**Identify & engage with programs & companies through Fellowship recruitment events**

- **IDENTIFY** program/company websites (application timelines, company brochures)
- **MONITOR** program-specific websites and social media platforms regularly (for recruitment process and any updates)
- **ORGANIZE** your schedule to attend local campus visits, virtual webinars, local and national meetings/conferences with recruitment focus/presence
- **NETWORK** with other students and pharmacists who are within your area of interest

**Submit**

**Submit your application**

- **DETERMINE** application portal opening date for preferred programs
- **PROACTIVELY IDENTIFY** program specific requirements (LOIs and LORs)
- **SUBMIT** applications early for programs with active application/rolling review; waiting for deadlines to submit may disadvantage your candidacy for such programs

**Prepare**

**Prepare for initial application screening and advanced round interviews**

- **PLAN AHEAD** to discuss potential absences from APPE rotations and ensure compliance with school policies
- **DEVOTE** extensive time/resources/guidance for interview preparation
- **APPLY** Fellowship readiness preparation to interviews
- **CLARIFY** expectations for ASHP Midyear and/or final/onsite interviews

**Navigate**

**Navigate final round interview and Fellowship offer process**

- The pool of final round candidates can vary in size, never assume you are #1
- Programs/companies may identify you as their "finalist" or "top choice" candidate, but this is NOT an offer
- The AIFA consensus offer date is the *earliest* date programs can make an offer, either verbal or written
  - The 2023-24 AIFA consensus first offer date is December 13, 2023
  - AIFA affiliated (and some non-AIFA) programs incorporate a decision grace period of at least 48 hours to accept/decline an offer
- It is acceptable to seek updates on your application status from your preferred programs
- You should only consider offers for your top choice programs
- Once you accept an offer (either verbal or written), you are expected to honor your commitment to that program
- AIFA programs are unable to "match" early offers from non-AIFA programs, but AIFA affiliated programs continue to increase and are united on first offer date to support the best program fit for candidates

P1-P3/P4 year

Summer/Fall, Final Professional Year

CV = curriculum vitae; LOI = letter of intent; LOR = letter of recommendation