



College of
Pharmacy

2027-2029

PHARMACEUTICAL INDUSTRY

FELLOWSHIP PROGRAM

Science for a **better life**





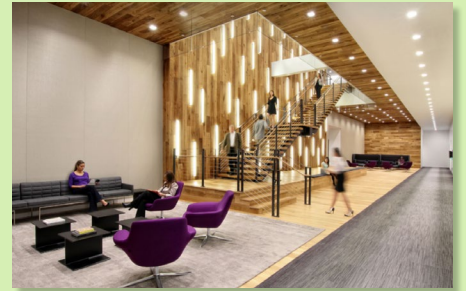
Table of Contents

About Bayer.....	3-4
Product Portfolio	5
Dynamic Shared Ownership (DSO).....	6
DSO Behaviors.....	7
Letter From the Executive Sponsors	8
Executive Sponsors & Program Directors	9
Letter From The Chief Fellow	10
Bayer Fellowship Mission Teams	11
U.S Medical Affairs, Multidisciplinary	12
U.S Regulatory Affairs	13
Howard University Pharmaceutical Industry Fellowship Program (HUPIF).....	14
About HUPIF Fellowship Program.....	15
Application & Recruitment Process	16



Welcome to Bayer

The U.S. Bayer Pharmaceuticals business, headquartered in Whippany, New Jersey, focuses on researching, developing, and marketing innovative medicines in a range of therapeutic areas, including, cardiology, hematology, oncology, gynecology, and ophthalmology. Through this shared focus, the campus reflects Bayer's commitment to advancing science, supporting employees, and helping improve lives through its broader mission of "Health for all, Hunger for none."





More Than 150 Years of History



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



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.



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.



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.

1863-1881
The Early Years

1925-1945
A Time of Inventions

1988-2001
Transformation
and Globalization

2010-2014
Pioneers in
Women's Health

1881-1914
Becoming an
International Company

1974-1988
Expansion of
Pharmaceutical Research

2001-2010
Reorganization
and Growth

2014-Present
Investing in the Future



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.



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®.



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™)*.



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.

In 2023, Bill Anderson took office as the new CEO of Bayer AG. At the same time, Bayer launched the introduction of the new organizational model "Dynamic Shared Ownership" (DSO). DSO aims to foster sustainable growth and added value for our customers, employees, and stakeholders and help focus on Bayer's mission: "Health for all, Hunger for none."



Product Portfolio

Pharmaceuticals



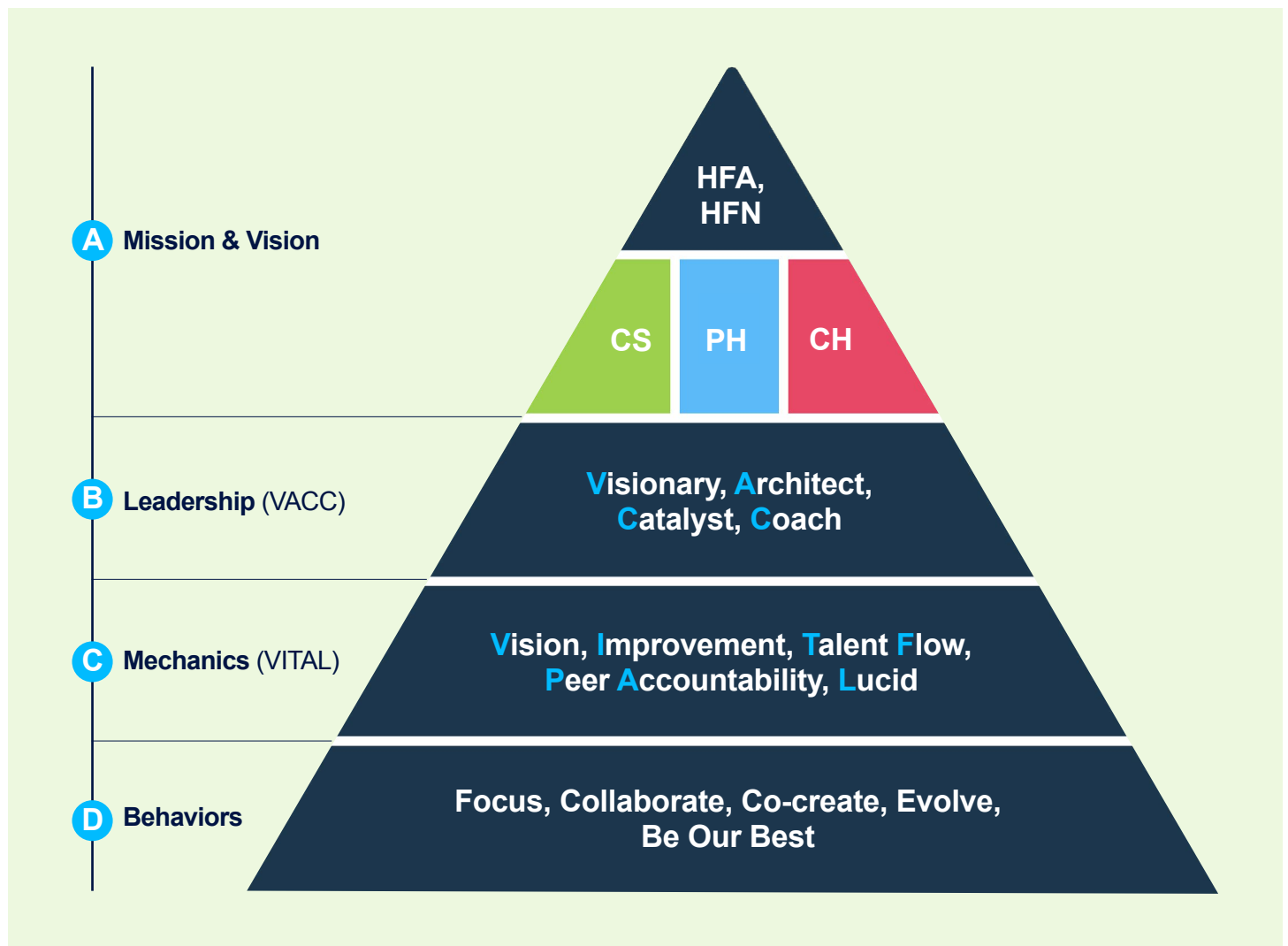
Consumer Health





Dynamic Shared Ownership (DSO)

Bayer's vision "Health for All, Hunger for None" comes to life through our Dynamic Shared Ownership (DSO) model, which empowers individuals and teams to bring their authentic selves to work in pursuit of greater impact for patients, caregivers, and key stakeholders. By embracing our leadership principles (VACC), operational mechanics (VITAL), and DSO behaviors, we break down barriers, unlock collective potential, and elevate performance to new heights.





DSO Behaviors

FOR AND WITH PATIENTS, CONSUMERS, AND OTHER STAKEHOLDERS:

WHAT WE FOCUS ON
Mission Focus

FOCUS ON OUTCOMES

We define and deliver highest impact outcomes.

HOW WE SHOW UP
Enabling mindsets
and behaviors

BE OUR BEST SELVES AND INCLUDE OTHERS

We respect differences, embrace inclusion, and show up as our best selves.

HOW WE ORGANIZE
More power in the hands of
the people doing the work

COLLABORATE WITH ACCOUNTABILITY

We collaborate and hold each other accountable in and across teams.

HOW WE CREATE VALUE
Customers and products
at the center

CO-CREATE FOR CUSTOMERS

We are close to the customer and co-create solutions for their needs.

HOW WE GET WORK DONE
Faster work cycles and
continual evolution

ACT, LEARN FAST AND EVOLVE

We work in 90-day cycles, learn quickly, and continually develop.



Executive Sponsor

Larry McCullum, PharmD, MPhil, RPh

Executive Sponsor, Fellowships,
Internships & Experiential Programs



Executive Sponsor

Alison Maloney, PhD, MFS, MBA

VP Regulatory Affairs North America

Letter From the Executive Sponsors

Dear Prospective Fellow,

On behalf of Bayer and Howard University, we would like to thank you for your interest in our Pharmaceutical Industry Fellowship Program. As a fellow at Bayer, you will have the opportunity to contribute to meaningful work while developing the skills, perspective, and confidence needed to become a future leader in the pharmaceutical industry.

Our fellowship program is designed to provide immersive, hands-on experiences that allow fellows to learn from experienced professionals, engage with cross-functional teams, and make tangible contributions to the company's patient-focused priorities. Through project ownership, professional development, and exposure to leaders across the organization, fellows are encouraged to grow as strategic thinkers, effective communicators, and collaborative problem solvers. We believe this environment enables fellows to bring their unique backgrounds and ideas forward while building a strong foundation for long-term career success.

At Bayer, our Dynamic Shared Ownership (DSO) model guides how we work by emphasizing clear outcomes, accountability, collaboration, customer focus, continuous learning, and inclusion. We encourage insatiable ownership, and hope that all colleagues and fellows strive to take proactive initiative, act with a strong sense of responsibility, and continuously seek opportunities to create value and drive meaningful outcomes. These values shape how we develop talent and support fellows who are mission-driven, adaptable, and committed to making a meaningful impact for our patients, colleagues, and communities. On behalf of everyone at Bayer, we wish you the best throughout the recruitment process and invite you to strongly consider Bayer as a place to begin and grow your career.

Best regards,

The Executive Sponsorship Team



Executive Sponsors & Program Directors

Executive Sponsors



Alison Maloney, PhD, MBA, MFS
VP Regulatory Affairs North America



Larry McCullum, PharmD, MPhil, RPh
Executive Sponsor, Fellowships,
Internships & Experiential Programs

Pharmaceutical Program Directors



Valentina Pampulevski, PharmD, RPh
Senior Director, Omnichannel Lead,
Medical Impact and Effectiveness



Michael Cunha
Senior Director, Regulatory Policy



Letter From the Chief Fellow



Jaylen Barnes, PharmD
U.S Medical Affairs,
Multidisciplinary Fellow
Bayer HUPIF Chief Fellow

"The Howard University Pharmaceutical Industry Fellowship (HUPIF) program has provided tremendous impact on my professional development. At Bayer, I have gained hands-on experiences and exposure to different areas of the pharmaceutical industry, which has provided opportunities to grow as a leader, build meaningful relationships, and learn from an incredible network of mentors and fellows. What makes the HUPIF/Bayer partnership special is its commitment to fostering curiosity, collaboration, and continuous growth. As Chief Fellow, I am proud to help foster this culture of growth and collaboration while supporting future fellows as they build the skills, confidence, and vision to become impactful leaders in the pharmaceutical industry."

Jaylen Barnes, PharmD
U.S Medical Affairs, Multidisciplinary Fellow
Bayer HUPIF Chief Fellow



Bayer Fellowship Mission Teams

Fellows have the opportunity to collaborate with peers across multiple university partnerships through fellowship-wide mission teams. These teams provide leadership experience, opportunities to expand professional networks, and exposure to initiatives that shape the fellowship experience.

Recruitment Mission Team

- Support fellowship recruitment activities, candidate engagement, and recruitment events.
- Help promote fellowship opportunities and enhance the candidate experience.

Internal Engagement and Fellow Development Mission Teams

- Drive initiatives that foster fellow engagement and community.
- Lead professional development programming and maintain alumni connections to support current fellows.

Brochure Mission Team

- Collaborate on the development and enhancement of fellowship recruitment brochures across associated university programs.
- Partner with stakeholders to ensure materials remain accurate, engaging, and reflective of the fellowship experience.

Second Year Career Development Mission Team

- Develop workshops and resources focused on career readiness, interviewing, networking, and transition planning for graduating fellows.

External Engagement Mission Team

- Create opportunities for fellows to expand their professional networks both within Bayer and across the pharmaceutical industry.
- Coordinate networking and relationship-building events with internal and external stakeholders



U.S Medical Affairs, Multidisciplinary (2027-2029) | 2 Year Fellowship

Recruiting 1 Fellow

Our two-year Medical Affairs PharmD Fellowship is designed to develop the next generation of scientific leaders through immersive, hands-on experiences that combine scientific excellence, strategic thinking, innovation, and cross-functional collaboration. Fellows gain meaningful ownership of high-impact initiatives, receive mentorship from experienced Medical Affairs leaders, and build the capabilities needed to shape the future of scientific exchange and improve outcomes for patients and healthcare professionals. Key therapeutic areas include Oncology, Cardiovascular & Renal, Women's Healthcare, and Stroke Prevention

- **Build a strong foundation in Medical Affairs** by contributing to strategic initiatives that advance scientific engagement and support organizational priorities. Fellows gain hands-on experience through material review, management of escalated healthcare professional (HCP) inquiries, and development and optimization of scientific content that supports evidence-based communication.
- **Broaden your expertise through diverse rotational experiences** across key Medical Affairs functions, including omnichannel strategy, digital innovation, medical information, artificial intelligence (AI), publications, real-world evidence (RWE), insights and analytics, and Field Medical. Fellows collaborate with cross-functional partners including Commercial, Regulatory, Legal, HEOR, and Market Access to gain a comprehensive understanding of the pharmaceutical industry.
- **Drive innovation and scientific impact** by contributing to strategic initiatives that leverage emerging technologies, enhance customer engagement, and advance the evolving role of Medical Affairs in delivering meaningful value to healthcare professionals and patients.
- **Accelerate your professional growth** through mentorship, high-impact projects, opportunities to present medical research and scientific insights at internal and external meetings, attendance at scientific congresses and professional conferences, and more!



Larry McCullum, PharmD, MPhil, RPh
Executive Sponsor,
Fellowships, Internships &
Experiential Programs



Valentina Pampulevski, PharmD, RPh
Senior Director, Omnichannel
Lead, Medical Impact and
Effectiveness, Program Director



Rebecca Palma, PharmD
Director, Medical Affairs
Communications,
Oncology, Preceptor



Lauren Meade, PharmD
Senior Manager, Medical
Affairs Communications,
CVR, Preceptor



Jaylen Barnes, PharmD
Campbell University,
College of Pharmacy
& Health Sciences
2nd Year Fellow



Jesslin Jose, PharmD
Saint Joseph's University/
Philadelphia College
of Pharmacy
1st Year Fellow



U.S Regulatory Affairs | 2 Year Fellowship

Not Recruiting

The Bayer US Regulatory Affairs fellowship is a comprehensive program designed to develop highly competent regulatory affairs professionals and seeks to attract qualified PharmD candidates who wish to gain extensive training.

Program Description

This fellowship aims to develop well-rounded regulatory affairs professionals by providing fellows with the foundational skills and resources they need to succeed, by offering exposure to different regulatory functions, therapeutic areas, and stages of drug development. Through the rotational structure, fellows will gain hands on experience in regulatory affairs, working on projects with various teams to address real-world outcomes.

Gain Expertise in Multiple Therapeutic Areas:

- Therapeutic Areas of Opportunity: Cardiology, Nephrology & Thrombosis; Hematology; Oncology; Women's Health Care
- Gain comprehensive exposure to USA regulatory affairs through rotations in policy, strategy, advertising and promotion, labeling, and CMC.

Provide an Opportunity for Fellow to:

- Support interactions with FDA through the preparation of regulatory dossiers including Investigational New Drug (IND) applications, New Drug Applications (NDAs), and Biologics License Applications (BLAs)
- Partner with regulatory team members to learn to develop regulatory strategy and guide global project teams
- Coordinate team activities to obtain written and oral FDA feedback on drug development and life cycle management topics
- Maintain marketed products to ensure compliance with regulatory requirements and optimal labeling
- Support U.S. Advertising and Promotion activities including promotional material reviews and FDA submissions
- Work with US CMC to develop strategy, submissions and maximize FDA interactions
- Collaborate cross-functionally with key stakeholders within the organization to develop and clearly communicate Bayer's positions on US regulatory policies



**Alison Maloney, PhD,
MBA, MFS**
Head of Regulatory Affairs,
North America
Executive Sponsor



Michael Cunha
Senior Director, Regulatory
Policy and Science



Anika Niha, PharmD
Touro College of Pharmacy
First Year Fellow



Howard University *Pharmaceutical Industry Fellowships (HUPIF)*



ENVISIONED IN 2012

Howard University College of Pharmacy Pharmaceutical Industry Fellowship Program (HUPIF) serves to develop post-doctoral fellows with competency and the skill set necessary to serve as integral leaders in academia, biopharmaceutical industry, policy arena, research enterprise, and the U.S Government inclusive of the Food and Drug Administration (FDA). Our fellows will participate in cutting-edge projects and provide expertise on unique patient health challenges in partnership with their respective fellowship programs.

13 PARTNER COMPANIES

The HUPIF Program has partnerships with over 13 biopharmaceutical companies. The fellowship program strives to be a premier program by offering opportunities in teaching, learning, research, leadership, and service locally and globally.



MISSION

We strive to provide premiere professional development fellowships to post-doctoral candidates with high academic, scholarship, and leadership potential.



VISION

We aim to be a model for academic-industrial partnerships in the development of highly talented, innovative post-doctoral professionals that provide impactful and transformative support to the organizations and the communities that they serve.



VALUES

We value integrity, professionalism, collaboration, cultural competence, and a commitment to excellence.



About Howard University Fellowship Program



Dr. Earl B. Ettienne
Assistant Dean of
Graduate Programs and
Industrial Partnerships
Fellowship Director

FELLOWSHIP PROGRAM

The Howard University College of Pharmacy (HUCOP) stands as the singular college of pharmacy in our nation's capital, a legacy that dates to 1868. Since our establishment, HUCOP has been a stalwart provider of pharmacy education, consistently nurturing leaders who go on to make their mark on the global stage.

At HUCOP, our focus remains delivering a contemporary pharmacy education while paving new paths through scholarship, research, and professional growth. Our distinction as the top ranked Program, as recognized by U.S. News & World Report is proof of our unwavering commitment to excellence across various domains.

Envisioned in 2012, the pioneering HUCOP Pharmaceutical Industry Fellowship Program places a special emphasis on "taking the limits off" our fellows while taking them from "success to significance". We seek candidates that represent America and the Global community. They must have a proven track record of excellence, exceptional communication skills both written and oral, a receptive aptitude for mentorship, and an innate reservoir of leadership potential primed for future C-suite consideration.

Structured as immersive experiences spanning one to two years, our post-doctoral fellowships empower participants with hands on training in academic, biopharmaceutical, clinical, medical, corporate, research and regulatory spheres.

We extend sincere gratitude to our valued partners, dedicated preceptors, and diligent staff members. Their commitment to guiding our fellows through role modeling, coaching, and professional advancement remains instrumental to our shared success.

Excellence in Truth and Service,

Dr. Earl B. Ettienne
Assistant Dean of Graduate Programs and Industrial Partnerships
Fellowship Director



Application & Recruitment Process



ELIGIBILITY CRITERIA

To be eligible for a Pharmaceutical Industry Fellowship at HUCOP, candidates should have graduated from an accredited College/ University with a Pharm.D. or PhD, in Pharmaceutical Sciences or related life sciences discipline, or will be by the start of the Fellowship. Candidates must hold a degree as of July 1st of the Fellowship term.



2026 ENTRY APPLICATION

OPENS ON
September 1st, 2026

MUST BE COMPLETED BY
October 9th, 2026

Interviews are conducted on a rolling basis



APPLICATION REQUIREMENTS

- ☐ Curriculum Vitae
- ☐ Letter of Intent (Specific to Each Role)
- ☐ Three Letters of Recommendation
- ☐ Official Transcript of PharmD/PhD Coursework



HOW TO APPLY

Interviews are conducted on a rolling basis, interested candidates may submit their letters of recommendation no later than 11/14/2026.

Interested candidates may submit their application and supporting materials by visiting the HUPIF website and following the provided instructions to our application portal.



Program Email: pharmacy.fellowship@howard.edu



Website: <https://pharmacy.howard.edu/fellowship-program/about-fellowship-program>