



GSK Pharmaceutical Industry Fellowship Program

2026-2028



In partnership with



College of
Pharmacy



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Welcome

Letter From Senior Leadership

Dear Prospective Fellow,

GSK has a long-standing tradition of partnering with esteemed academic institutions through sponsorship of collaborative fellowships. We are proud to partner with Howard University to offer two-year fellowships that provide a unique opportunity to acquire hands-on experience in industry and academia. This Fellowship Program is designed to cultivate the expertise, insights and practical skills for a fulfilling career in the pharmaceutical sector.

At GSK, we unite science, technology and talent to get ahead of disease together. Our aspiration is to positively impact the health of 2.5 billion people by the end of the decade. This ambitious commitment to patients is mirrored in our dedication to continuous growth and creating a culture within GSK where breakthroughs emerge.

The GSK-Howard University College of Pharmacy Pharmaceutical Industry Fellowship Program underscores our dedication to nurturing the next generation of professionals for our US Medical Affairs, Global Regulatory Affairs, and Global Pharmacovigilance departments with the goal of developing and empowering individuals to evolve into impactful leaders and innovators. We are committed to providing Fellows with an inclusive environment fostered by robust leadership guidance, dedicated mentorship, and development opportunities to support professional growth and success.

We appreciate your consideration and welcome your application to the GSK-Howard University College of Pharmacy Pharmaceutical Industry Fellowship Program, and extend our best wishes for your journey!



A handwritten signature of Erin Huffman in black ink.

Erin Huffman

Senior VP,
US Medical Affairs



A handwritten signature of Jonathan LaCalamita in black ink.

Jonathan LaCalamita

VP and Head, US Regulatory Affairs
& Advertising and Promotion



GSK at a glance



Who we are

We are a focused biopharma company with a purpose to unite science, technology and talent to get ahead of disease together.

We aim to positively impact the health of more than 2.5 billion individuals by the end of the decade with ambitious plans for growth and continuing to make GSK a company where everyone can thrive.

What we do

We prevent and treat disease with specialty medicines, vaccines and general medicines.

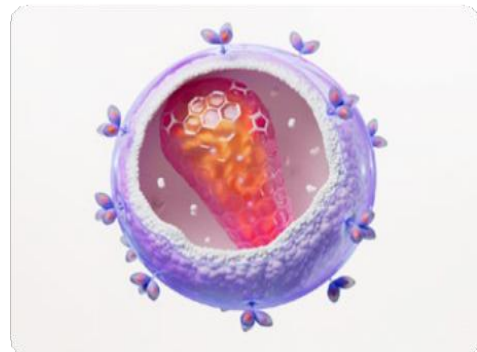
We focus on the science of the immune system and advanced technologies, investing in 4 core therapeutic areas (respiratory, immunology and inflammation; oncology; HIV; and infectious diseases) to impact health at scale.

We operate responsibly for all our stakeholders by prioritising Innovation, Performance and Trust.

Our portfolio:

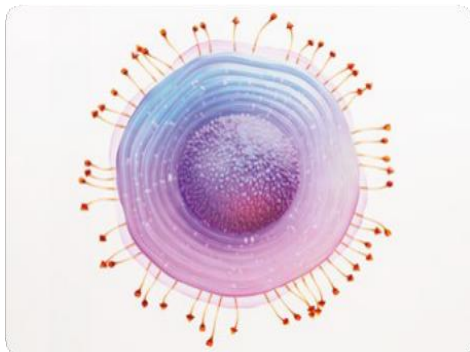
Specialty Medicines

Our specialty medicines prevent and treat diseases, from HIV, cancer and asthma to immune-inflammation diseases like lupus.



Vaccines

Our broad vaccines portfolio targets infectious diseases at every stage of life.



General Medicines

From antibiotics to inhaled medicines for asthma and COPD, we have a broad portfolio of general medicine products, many of them leaders in their class, making life better for millions of people worldwide.



In 2024:

£31.4bn
medicines and vaccine sales

71 medicines and vaccines in development

£6.4bn
R&D investment

13 positive phase III readouts

Our priorities

Innovation

We develop and launch new medicines and vaccines where they are needed, with better, faster and smarter R&D.

In 2024:

19

pipeline assets in phase III/ registration

12

new collaborations and acquisitions

Everyone at GSK is focused on our three long-term priorities:

Performance

Driven by our innovation, we have delivered consistent sales and profit growth and improved our long-term outlooks.

£31.4bn

medicines and vaccine sales

2.1bn

packs of medicines and vaccine doses delivered

Trust

We focus on issues that matter most to our business, our stakeholders, and society, and where we can have the greatest impact.

2nd

in the Access to Medicine Index

91%

of our Responsible Business Performance Rating metrics 'met' or 'exceeded'

Our culture

We have almost 70,000 people in 75 countries worldwide and culture at GSK is something we all own.

We are ambitious for patients to deliver what matters better and faster.

This powers our purpose, drives delivery of our strategy and helps make GSK a place where people can thrive.

We are accountable for impact with clear ownership and support to succeed.

These are the foundations for how, together, we'll deliver more for our patients, shareholders and GSK people.

We do the right thing with integrity and care because people count on us.

Why we do it

We aim to get ahead of disease together – to positively impact the health of 2.5 billion people by the end of the decade.



We embrace inclusion across our science, access to medicine and vaccines and our people and culture.

Health & Inclusion

Building a high-performing, inclusive organization

Over recent years, we've delivered a step-change in performance, and we believe in the power of an inclusive culture and differing perspectives and experiences to unlock the full potential of the company. This helps attract and retain outstanding talent, develop innovative solutions, and drive better decision-making, supporting long-term performance and better health outcomes for patients.

We want GSK to be a workplace where our employees can feel a sense of belonging, be themselves, and have their different perspectives and characteristics valued, because this helps everyone perform at their best. We measure employee sentiment on inclusion as part of our employee survey, which includes questions on employees feeling welcome and included, feeling able to be themselves, valuing different perspectives, and agreeing on ways of working that enable them to perform at their best.

We are committed to equal employment opportunity, non-discrimination and merit-based decision making in the way we recruit manage and develop our people.



Diana Conrad
Chief People Officer

"At GSK, we foster an inclusive environment that embraces and celebrates different perspectives and experiences, allowing everyone to be themselves so we can all perform at our best for patients. We hold ourselves and each other accountable, ensuring that respect and inclusivity are at the heart of our company culture."

Employee Resource Groups

Our Employee Resource Groups (ERGs) run events, workshops and initiatives where everyone is welcome to learn, contribute and feel connected. ERG membership and events are open to all employees.

Our ERGs include

- | | |
|-------------------------------------|--------------|
| Women's Leadership Initiative (WLI) | Mosaic |
| Spectrum (LGBTQ+) | Asia EMBRACE |
| Disability Confidence Network (DCN) | Crece |
| EMBRACE | FUSION |

Fellowship Site Locations



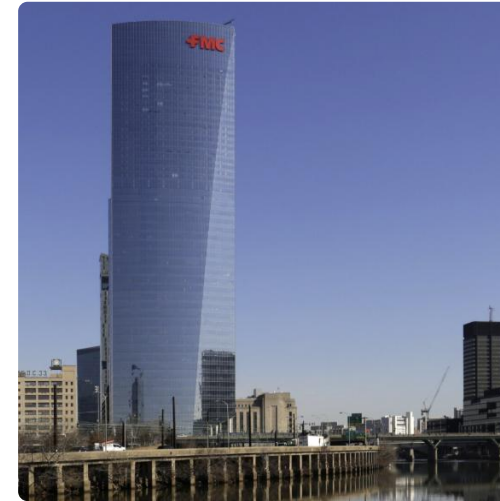
Washington, D.C. — Howard University

Founded in 1867 Howard is one of the nations most prestigious historically Black colleges and universities (HBCUs) and a leading institutions for education, research and health sciences. This academic setting provides a strong foundation in pharmacy law, advocacy, and leadership while offering access to key stakeholders and networking opportunities in the nation's capital.



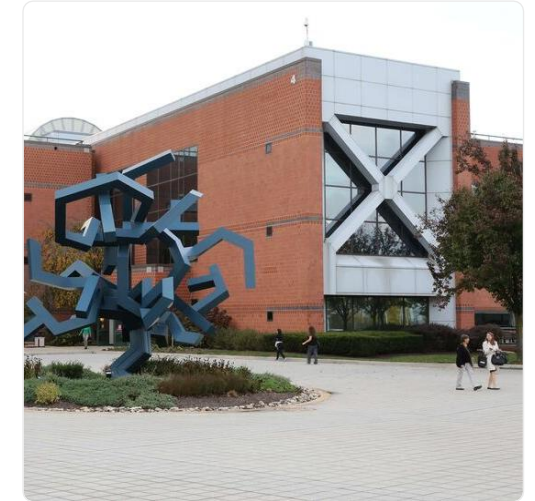
Durham, North Carolina — GSK Site

Durham anchors a corner of North Carolina's famed Research Triangle Park (RTP), a premier hub for pharmaceutical, biotechnology, and healthcare innovation. The Durham GSK site, GSK's largest US commercial campus, houses critical roles in pharmaceuticals, corporate, and manufacturing functions, as well as Research and Development (R&D) and ViiV Healthcare.



FMC Tower — GSK Site

GSK's US operations are anchored by two key sites: the Upper Providence campus and the Philadelphia (FMC) site. Upper Providence, located about 30 miles northwest of Philadelphia, serves as GSK's US R&D Hub, offering opportunities to work on innovative projects within Medical Affairs, Regulatory, and Clinical Development. The FMC site, situated in the heart of Philadelphia, provides access to key commercial, corporate, and medical functions in a dynamic urban environment. Both sites offer unique professional experiences within GSK's global network.



Upper Providence, Pennsylvania — GSK Site

Medical Affairs fellows will relocate to Washington, D.C. to collaborate with the partnering clinical institution. After this initial phase, they will transition to either the Durham, NC or Philadelphia, PA GSK site, depending on assigned preceptor within therapeutic area

Regulatory Affairs fellows will also relocate to the Washington, D.C. area, where they will take law courses at Howard University while engaging remotely with GSK. Additionally, these fellows will have the opportunity to travel to any US GSK site during their time in the program.

Recruitment for 2026-2028

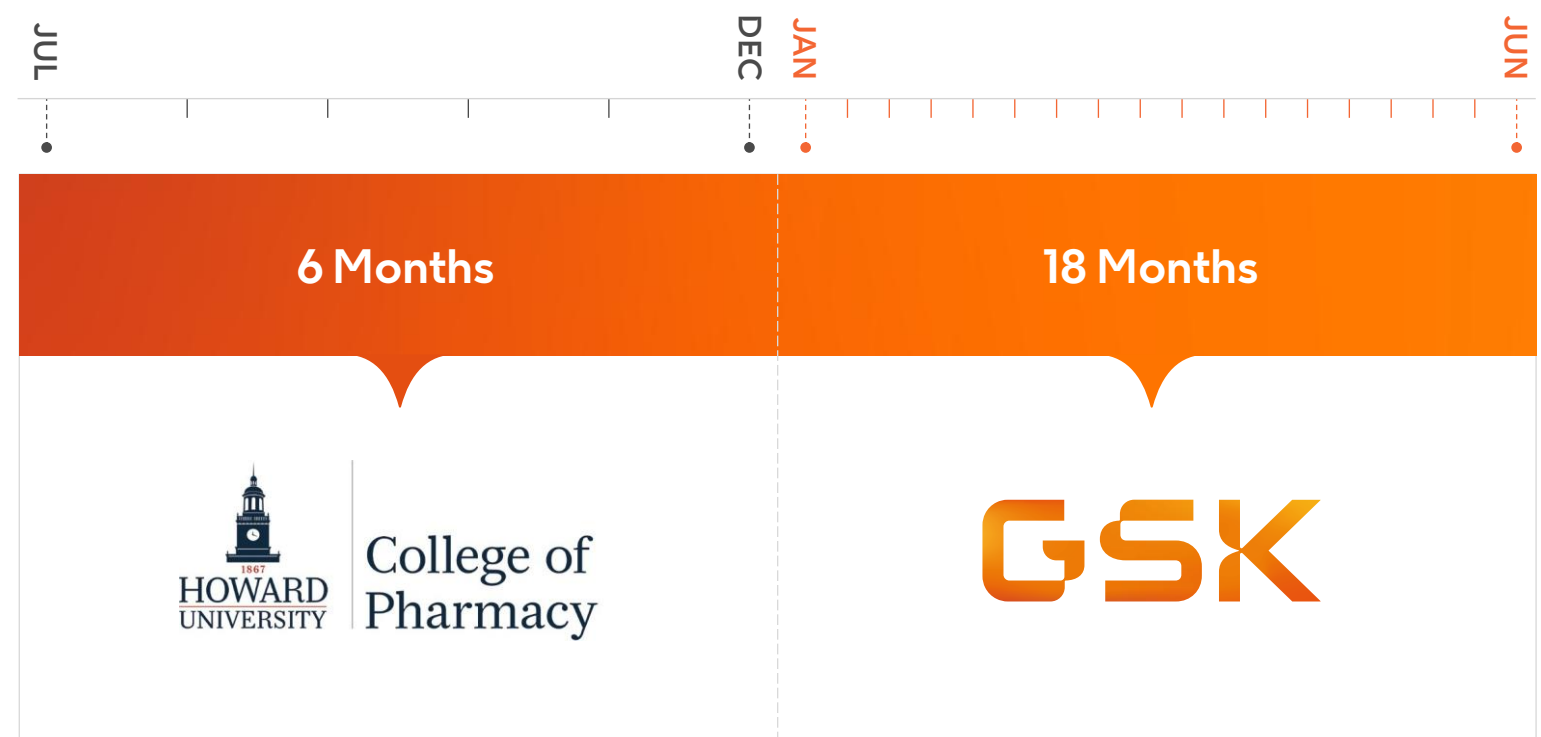


Fellowships

- US Medical Affairs - Oncology
- US Medical Affairs - Field Medical Accounts & Value Communications
- Global Medical Information
- Global Regulatory Affairs - Regulatory Advertising and Promotion (RAPP)
- Global Regulatory Affairs - Labeling
- Global Regulatory Affairs - Policy and Intelligence (GRPI)
- US Medical Affairs - Vaccine
- US Medical Affairs - Specialty
- US Medical Affairs - (AIR) Anti- Infectives & Respiratory

Recruiting

- 1 Fellow
- 1 Fellow
- 1 Fellow
- Not Recruiting
- Not Recruiting
- Not Recruiting
- Not Recruiting
- Not Recruiting
- Not Recruiting



1st Rotation
**Howard University-
Partnering Clinic**
(6 months)

At Howard University College of Pharmacy, fellows will have the opportunity to:

- Gain knowledge and skills to practice pharmaceutical care.
- Develop research in the pharmaceutical sciences and the clinical sciences with an emphasis on innovation that advances minority health research and helps reduce or eliminate health disparities.

2nd Rotation
GSK (18 months)

At GSK within US Medical Affairs, fellows will have the opportunity to:

- Understand the decision-making process that healthcare providers and payers follow for drug utilization.
- Contribute to the development and execution of US Medical Affairs plans and integrate the voice of the customer including providers, payers, and patients into a Medical Affairs strategy.
- Gain clinical knowledge and product expertise in a therapeutic area.
- In addition, there is an opportunity to gain 1-2 rotational experiences based on the fellow's interest and business need, such as Clinical Development, Marketing, Health Outcomes, Medical Information, Global Clinical Safety, and Pharmacovigilance

Overview

Fellows have a unique opportunity to gain practical experience in the clinical setting and apply those learnings within Medical Affairs at GSK. Fellows gain practical training and experience to pursue a career in the pharmaceutical industry, academia, clinical practice, or with a contract research organization. Fellows collaborate cross-functionally with US Senior Medical Affairs Leads, Scientific Directors, Trainers, and MSLs in support of the overall medicine plan. Fellows make impactful contributions to the business as they learn and develop professionally during their fellowship journey.



Objectives

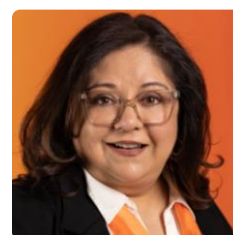
- **Gain** clinical proficiency within the assigned therapeutic area
- **Work** closely with US Medical Affairs leaders to execute tactics that support the overall medical strategy
- **Support** product life-cycle which may include launch preparations for new medicines, new data releases and/or new indications or label extensions
- **Conduct** strategic reviews of the medical literature and the competitive environment to identify data and educational gaps to enhance patient care
- **Gain** an understanding of the laws, regulations and policies required to ensure appropriate interactions with health care professionals
- May **participate** in medical content development and review and communication of scientific information for internal and field-based colleagues
- May **participate** in interactions with external experts and provide medical support for congress meetings
- **Collaborate** with Medical Matrix Teams (MMT) and with cross-functional teams which may include field medical liaison, global medical affairs, commercial, regulatory affairs, legal, health outcomes, clinical research, and global clinical safety and pharmacovigilance as they relate to the daily activities and special projects of US Medical Affairs

Program Director

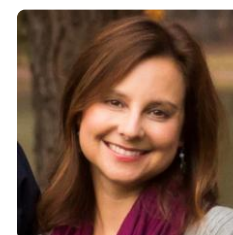


Emmeline Burrows
PharmD, MS, RPh
US Medical Affairs Lead, Specialty

Second year Preceptors



Sejal Mistry,
PharmD, MS
HEOR
Senior Medical Information Manager, Specialty



Kendra Hughes,
PharmD
Director Strategy & Value Communication



Kristi DiRocco,
PharmD
US Medical Director, Respiratory Biologics



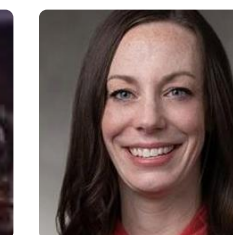
Kathleen Taylor,
RPh
Field-Based Medical Affairs Head, US Vaccines



Cindy Burman,
PharmD
US Medical Affairs Lead, Neisseria Vaccines Portfolio

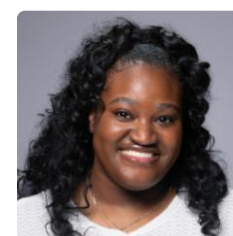


Eleni Allen,
PharmD, RPh
Medical Director, Risk Mitigation Strategy, Oncology



Kathleen Montgomery
PharmD, MS
US Medical Director, Belantamab Mafodotin, Oncology

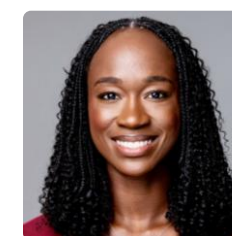
Second year Fellows



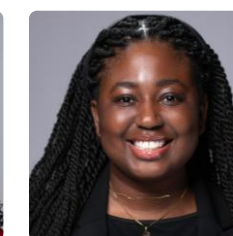
Nddi Iheme,
PharmD, MPH
Global Medical Information-Specialty Fellow Howard University College of Pharmacy



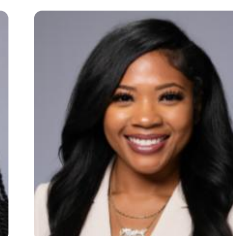
Josiah Moore,
PharmD, RPh
Medical Accounts Fellow Mercer University College of Pharmacy



Devene Prince,
PharmD, RPh
USMA- Specialty Fellow Howard University College of Pharmacy



Ivy Kusi, PharmD, MBA
USMA- Vaccine Fellow Wilkes University Nesbitt School of Pharmacy



Kiara Wilson,
PharmD, RPh
USMA- Oncology Fellow Chicago State University College of Pharmacy

First year Preceptors



Douglas Boettner, PhD
US Medical Affairs Lead Anti-Infectives & Respiratory (AIR)



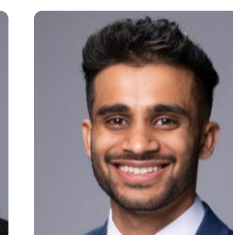
Nnanya Kalu,
MD, PhD
US Medical Director Shingles



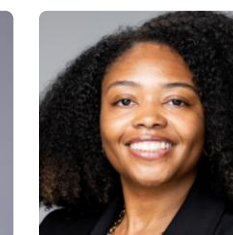
Aimee Strang,
PharmD, MS HPEd, RPh
Director Medical Communication & Scientific Training



Martina R. Guirguis,
PharmD, MBA
USMA-AIR Fellow Long Island University College of Pharmacy & Health Science



Abhi Patel,
PharmD, RPh
USMA- Vaccine Fellow Temple University School of Pharmacy



Shawn-Ta Brown,
PharmD, RPh
USMA- Oncology Fellow Presbyterian College of Pharmacy

First year Fellows



1st Rotation
**Howard University-
Partnering Clinic**
(6 months)

During the first 6 months of the fellowship, participants will complete coursework and training through the **Howard University College of Pharmacy and School of Law** to gain exposure to academia, learn the scientific process for research design and methodology, and obtain professional certification in pharmaceutical regulations proficiency. Concurrently, fellows will begin their introduction to GSK. This will allow them to become more fully integrated into Global Regulatory Affairs as they transition into their roles at GSK.

2nd Rotation
GSK (18 months)

Fellows will gain experience across a specialized regulatory discipline of **Global Regulatory Affairs - Regulatory Advertising and Promotion (RAPP), Global Regulatory Policy and Intelligence (GRPI), or Labeling** - and learn about the principles for drug development strategies, regulatory submissions and agency reviews and approvals. *Note: Not all areas will be actively recruiting each year.*

Overview

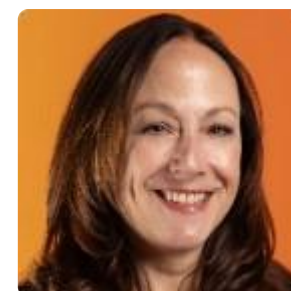
The Global Regulatory Affairs (GRA) and Policy Fellowship provides practical training and experience to help fellows gain expertise in regulatory requirements and strategy pertinent to drug development. Through a combination of academic, industry, and regulatory authority experience, fellows will develop an in-depth understanding of regulatory affairs and the drug development process. With the guidance and support of GSK mentors and experts, fellows will establish a strong foundation of experience and knowledge that can lead to a successful career within the pharmaceutical industry, Food and Drug Administration (FDA), or Contract Research Organizations (CROs).



Objectives

- **Understand** the laws, regulations and policies that govern pharmaceutical product development.
- **Execute** tactics that support the overall regulatory strategy for GSK portfolio medicines and/or new indications or label extensions.
- **Collaborate** within cross-functional teams on daily activities and special projects of Global Regulatory Affairs (GRA),
- **Gain** experiential proficiency within the assigned track (*Note: There may be variability in availability of below tracks*):
 - **Regulatory Advertising and Promotion Policy (RAPP):** Assist in content development and review of labeling and promotional materials
 - **Global Regulatory Policy and Intelligence (GRPI):** Conduct strategic reviews of the regulatory environment to identify trends in policy direction and potential impact to the business.
 - **Labeling:** Support the generation of competitive labeling strategies and compliant labeling content for development and marketed products

Program Director



Jennifer Potter, PharmD

Senior Director
Regulatory Advertising &
Promotion Policy (RAPP)

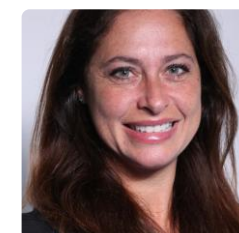
Preceptors



Katie Schumann
Head, US
Regulatory Policy
Global Regulatory
Policy and
Intelligence (GRPI)



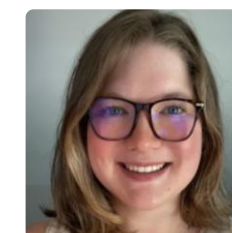
Cheryl Jones
Director,
Regulatory
Advertising and
Promotional Policy
(RAPP)



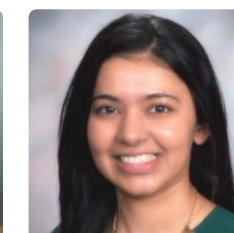
**Marcella
Paglione,
PharmD**
Director, Labeling
Strategy &
Governance



**Michelle
Carfagno,
PharmD**
Director, Labeling
Strategy &
Governance



**Brittany Galop,
PharmD, MS,
BCPS**
Manager Labeling
Strategy &
Governance

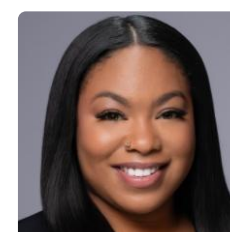


**Shreya Parikh,
PharmD**
Manager Labeling
Strategy &
Governance

First year Fellows



**Chunbaixue Yang,
PharmD, RPh**
Global Regulatory
Affairs – Labeling
Fellow
University of
North Carolina at
Chapel Hill



**Yasmeen Walker,
PharmD, MPh**
Global Regulatory
Affairs & Policy
Fellow
Long Island
University Brooklyn



**Erica Brown, PharmD,
MBA**
US Regulatory Affairs
Advertising and
Promotional Policy Fellow
Howard University College
of Pharmacy

Second year Fellow

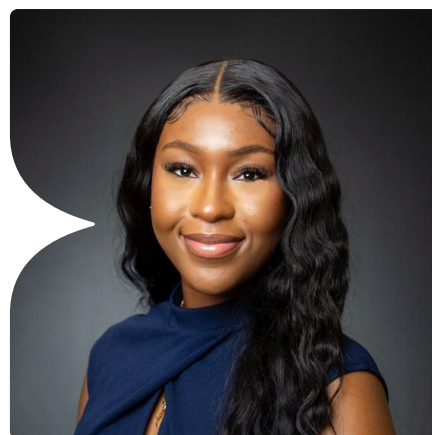
Words from Alumni

Medical Affairs

Hadijat Bhadmus, PharmD, RPh, MBA, LPN

Associate Medical Director, USMA Specialty (Respiratory)

The GSK/Howard University Fellowship program has immensely shaped the way I approach my role, with intention, curiosity, and a deep sense of responsibility to patients. My foundational experience within the fellowship continues to influence how I think, collaborate, and contribute each day toward improving patient lives. In my current role, what remains constant is the shared commitment across teams to keep patients at the center of everything we do. Being part of conversations and projects grounded in that purpose has been both energizing and a privilege. Continuing my journey at GSK has felt like a natural progression, one that allows me to build on the foundation laid during the fellowship while continuing to grow in an environment that values people, purpose, and impact.

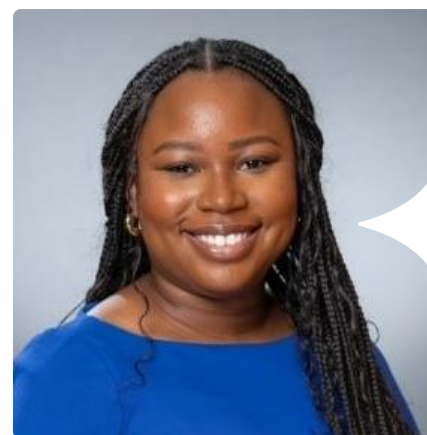


Regulatory Affairs

Yokonha Alleyne, PharmD (She/Her)

Manager, Regulatory Advertising and Promotion Policy US Regulatory Affairs

The Howard University/GSK Regulatory Affairs & Policy Fellowship was an invaluable experience that profoundly shaped my career. The comprehensive training and hands-on opportunities provided by this program equipped me with the skills and insights necessary to excel in the field of regulatory affairs. Choosing the Howard fellowship program was one of the best decisions I've made; it not only prepared me for the challenges in the industry but also opened doors to incredible opportunities. Today, as a manager of Regulatory Advertising and Promotion Policy at GSK, I continually draw on the knowledge and relationships built during my fellowship. This program is not just a stepping stone, but a launchpad for aspiring regulatory professionals.



Medical Affairs

Philip Mathew, PharmD, RPh

Associate Director, Oncology Portfolio Medical Communications & Scientific Training

The Howard Fellowship program provided me with hands-on training and valuable experience in medical affairs. At GSK, I engaged with healthcare professionals, contributed to the development of high-value medical content, and managed Omnichannel website projects. As a lead fellow, I further refined my skills in time management, organization, recruitment, and business strategy, applying them to leadership opportunities within the program. The mentorship and support from the Howard network helped guide my career development and ultimately led me to my current role. I am truly thankful for the mentors and colleagues who supported me throughout my journey at Howard and GSK.

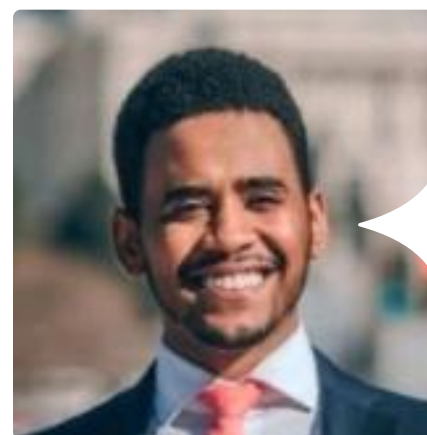


Regulatory Affairs

Seid Suleyman, PharmD

US Regulatory Policy Executive

The Howard/GSK fellowship was a key part of my career, combining academic learning with real-world industry experience. This approach gave me a clear, working knowledge of the pharmaceutical industry and the details of regulatory policy. The mentorship I received was a large part of my professional growth, allowing me to build the skills and confidence needed for my work. The program's solid preparation and the professional connections I made were key to my smooth transition into a full-time role as a Regulatory Policy Executive at GSK."



Howard University Partnership



Pharmacy instruction at Howard University began in the “Department” of Medicine in 1868. The initial course, held in the evening, offered students “knowledge of the art and science of pharmacy.” The College of Pharmacy has the distinct legacy of graduating the very first graduate student at Howard University in 1870, Dr. James Thompson Wormley. Since this early beginning, the College of Pharmacy has been among the leaders in the preparation of individuals for rewarding careers in pharmacy. The College of Pharmacy currently offers an entry-level four-year Doctor of Pharmacy (Pharm.D.) degree program, a two-year post-B.S. Pharm.D. degree program, a Non-traditional Pharm.D. degree program, and M.S. and Ph.D. degrees in Pharmaceutical Sciences.

Consistent with the mission of Howard University, the College’s mission is to provide pharmaceutical education of excellent quality to students with high academic, scholarship, and leadership potential, with particular emphasis upon the recruitment, retention, and graduation of promising African American and other minority students.

Howard University College of Pharmacy strives to be a premier University in teaching, learning, research, leadership, and service locally and globally. The College fosters the creation of new knowledge through innovative research and scholarship, commitment to community service, continuous professional development, and dedication to superior pharmacy practice locally and globally. The College of Pharmacy has a cadre of dedicated faculty who are highly experienced in teaching, professional practice, and research.



Earl Ettienne, BSc. Pharm, MBA, LP.D, RPh

*Fellowship Director and Assistant Dean
Graduate Programs & Industrial Partnerships
Co-Chair Medical IRB, Associate Professor
Howard University College of Pharmacy*

Established in 2012, the pioneering Howard University College of Pharmacy (HUCOP) Pharmaceutical Industry Fellowship program places a special emphasis on individuals with 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 C-suite consideration. Structured as immersive experiences spanning one to two years, our post-doctoral fellowships at HUCOP empower participants with hands-on-training. We provide coveted opportunities across academic, biopharmaceutical, clinical, corporate and regulatory spheres, thereby nurturing solid groundwork essential for prosperous future careers.

Application Process

Requirements for Eligibility

Fellows for the Howard University-GSK Pharmaceutical Industry Fellowship Program are selected on a nationally competitive basis. Candidates must have completed a Doctor of Pharmacy (PharmD) or Doctor of Philosophy (PhD) degree from an ACPE-accredited institution prior to commencement of the fellowship term.

How to Apply

To apply, submit the following:

- A letter of interest
- Curriculum vitae (CV)
- 3 letters of recommendation
- Unofficial/Official Transcript

Interviews will be arranged virtually for selected candidates

Questions? Feel free to reach the fellowship team:

pharmacy.fellowship@howard.edu

Visit Application Link to learn more about the Howard's fellowship program and to apply: <https://fellowship.pharmacy.howard.edu/>

Early applications are highly encouraged!

Don't miss your chance to apply! Applications will be accepted from September 1, 2025, through November 1, 2025.

Be sure to submit your application before the deadline to be considered.



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Durham, NC 27701

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Philadelphia, PA 19104

www.gsk.com

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In partnership with

Howard University College of Pharmacy

2300 4th Street NW Washington, D.C. 20059

pharmacy.howard.edu

GSK receives Excellence in Service Award for its support of the Howard University Pharmaceutical Industry Fellowship, 20 June 2024



From L-R: Dr. Anthony K. Wutoh, Provost & Chief Academic Officer, Howard University, Dr. Oluwaranti Akiyode, Dean of the College of Pharmacy, Howard University, Dr. Emmeline Burrows, US Medical Affairs Fellowship Program Lead, GSK, Brandy Proctor, GRA and Policy Fellowship Program Lead, GSK, Dr. Earl B. Ettienne, Assistant Dean of Graduate Programs & Industrial Partnerships, Associate Professor, College of Pharmacy, Howard University