



sanofi



College of
Pharmacy

PHARMACEUTICAL INDUSTRY FELLOWSHIP PROGRAM

2026 - 2028

TABLE OF CONTENTS

COMPANY INFORMATION

Steering Committee	3
About Sanofi.....	4
Sanofi at a Glance	5
Sanofi Focus Areas	6
Company History	7
Digital and AI.....	8

RECRUITING 1 AND 2-YEAR FELLOWSHIPS

R&D Fellowships

Global Regulatory Affairs – Labeling	9
Global Regulatory Affairs – Strategy/General Medicines Unit.....	10
Development – Clinical Sciences & Operations	11
Clinical Development – Immunology & Inflammation Early and Late	12
Research – Neuronal Physiology	13
Research - Non-Clinical Bioanalysis-Mass Spectrometry	14

Medical Fellowships

North America Next Gen Immunology	15
Global Medical Next Gen Immunology – Dermatology and Rheumatology	16
Global Medical Next Gen Immunology – Dermatology	17
Global Medical Next Gen Immunology – Respiratory and Gastroenterology	18
US Medical – Rare Blood Disorders	19

2026 NON-RECRUITING 2-YEAR FELLOWSHIPS

R&D Fellowships

Development – Business Analyst, Clinical Data AI Processing	20
Development – Diversity & Inclusion in Clinical Trials	20
Research – US Drug Metabolism & Pharmacokinetics	20
Research – Global Oncology (Immuno-Oncology)	20
Leadership Team	21
Meet & Connect with Fellows	22
Sanofi Embraces Flexible Workplace	23
About Howard University College of Pharmacy	24
Howard University Information & Application Process.....	26

Steering Committee

Dear Future Fellows,

We are delighted with your interest in our Post-Doctoral Pharmaceutical Industry Fellowship Program, a distinguished partnership between Sanofi and Howard University.

Our program offers exceptional PharmD, PhD, and qualified candidates the opportunity to develop as future healthcare leaders through hands-on experience in the pharmaceutical industry. With pride, we've cultivated more than 30 Fellows across Research & Development (R&D), Medical, and Corporate Affairs. Each Fellow's journey is guided by an experienced industry preceptor who provides comprehensive mentorship and exposure to diverse functional and therapeutic areas, supported by a dedicated and passionate Steering Committee.

At Sanofi, we believe in nurturing excellence and talent. Our industry professionals are committed to mentoring exceptional individuals like you, providing invaluable experiences in scientific advancement, leadership development, cross-functional collaboration, and professional growth. Through this Fellowship Program, we shape future pharmaceutical industry leaders by combining scientific knowledge with practical leadership experience and professional development opportunities. As a global healthcare leader, Sanofi's commitment to inclusion and belonging ensures our Fellows reflect the communities and patients we serve. This commitment drives innovation and shapes the future of healthcare. We take pride in fostering an environment where diverse perspectives are valued and celebrated.

We invite you to explore this transformative opportunity and join us in our purpose to chase the miracles of science to improve people's lives.

Best regards,

Fernanda Montes Araujo
Fellowship Lead, Sanofi & Howard University Fellowship

Executive Sponsor



Subarna Malakar, MBA
Head of Culture, Inclusion and
Employee Experience, North America
People & Culture

Howard University Stakeholder



Fernanda Montes Araujo
Global Regulatory Capability &
Learning Solution Lead

Sanofi Steering Committee



Jisun Ban, PharmD
Clinical Scientist - Clinical
Development Immunology &
Inflammation



Amaya Conner, PharmD, MHSA
Post-Doctoral Fellow, Corporate
Affairs, External Engagement &
Health Equity Strategy



Tosin Ajayi, PharmD, MBA
Howard-Sanofi Recruitment
Liaison



Nicole Perzigian
Director, Talent Outreach
and University Relations,
North America



Michelina Marotta
North America Early
Talent Program Lead



Shamsideen Ali, PharmD, RPh
Clinical Sciences and
Operations Fellow



Justin Lee
University Recruitment
Manager, North America



ABOUT SANOFI

Sanofi is an R&D driven, AI-powered biopharma company committed to improving people's lives and delivering compelling growth. We apply our deep understanding of the immune system to invent medicines and vaccines that treat and protect millions of people around the world, with an innovative pipeline that could benefit millions more.

Our team is guided by one purpose: we chase the miracles of science to improve people's lives; this inspires us to drive progress and deliver positive impact for our people and the communities we serve, by addressing the most urgent healthcare, environmental, and societal challenges of our time.

OUR VALUES



Aim Higher

Focus on what matters, set high standards and move with urgency, learning from setbacks as we go to achieve higher performance.



Act For Patients

Never compromise on integrity, eliminate barriers and partner with others to go faster and further for patients.



Be Bold

Take thoughtful risks, seize opportunities and think beyond what's possible to accelerate our science and drive compelling growth.



Lead Together

Build trust and collaborate openly on our shared goals, celebrate collective wins and foster a sense of belonging.

SANOFI

At A Glance



Diana, Associate Director, Patient Affordability Programs, Cambridge, US



SPECIALTY CARE

- Immunology
- Rare Diseases
- Rare Blood Disorders
- Neurology
- Oncology



VACCINES

- Influenza
- Respiratory Syncytial Virus (RSV)
- Meningococcal Meningitis
- Endemic and Travel Vaccines
- Childhood Diseases (diphtheria, tetanus, pertussis, poliomyelitis, Haemophilus influenzae b, hepatitis B)



GENERAL MEDICINES

- Autoimmune Type 1 Diabetes
- Transplant
- Type 2 Diabetes
- Cardiovascular
- Established Products

Sanofi operates across more than **15 sites in the U.S.**, with flagship locations in Massachusetts and New Jersey, including office locations, manufacturing, supply, distribution and research and development facilities, employing over **13,000 people**.



€19,986M

in U.S. net sales
in 2024



15+

locations



13,000+

employees



2,200+ research
scientists



6 R&D campuses



50% increase in
Phase 3 studies
between 2023
and 2025

Sanofi

FOCUS AREAS

Redefining R&D

Our immunoscience approach enables us to apply deep biological pathway knowledge and expertise across different, sometimes seemingly unrelated therapeutic areas. This lays the groundwork for more “pipelines in a product”, or medicines that can treat a multitude of conditions and, consequently, have the potential to help many more patients.

Our R&D Focus

Immunology & inflammation – We’re leaders in type 2 inflammation. Our teams are exploring different ways to rebalance the immune response, building a rich pipeline of potential first- and best-in-class medicines for type 2 inflammation and beyond.

Neurology – We use revolutionary technologies to design disease-modifying therapies for people with multiple sclerosis and amyotrophic lateral sclerosis. Our goal is to slow or halt neurodegeneration, control neuroinflammation, and protect, or even repair, the nervous system.

Oncology – Our immuno-oncology and molecular oncology teams are tackling some of the most elusive cancers out there using AI, synthetic biology, antibody–drug conjugates, NANOBODY® molecules, and other cutting-edge technologies. Our goal is to develop a new generation of medicines that ease the burden of cancer.

Rare Blood Diseases – We never stop innovating for people with rare blood disorders. Our contributions range from the first extended half-life clotting factors for hemophilia to the first approved treatments for acquired thrombotic thrombocytopenic purpura and cold agglutinin disease.

Rare Diseases – Our close collaboration with the rare disease community has been pivotal to groundbreaking work in lysosomal storage disorders. We’re committed to finding new solutions for people with Fabry, Gaucher, and Pompe diseases, acid sphingomyelinase deficiency, and GM2 gangliosidosis, among other conditions.

Vaccines – The incredible power of vaccines has never been clearer. Every day, we turn science into immunizations that protect people and communities around the world. Data science helps us profile harmful bacteria and viruses, while a unique range of proprietary technologies empowers our teams to target their vulnerabilities.

The Future of R&D

At Sanofi, we are knocking down borders between organ systems and traditional disease categories to apply our immunoscience platform across our R&D organization. This pathway-focused, system-level approach to R&D is built on the foundation of decades of scientific leadership. Our scientists, rooted in immunoscience and supported by AI, are ushering in a new age of R&D, where our commitment to precision medicine and our patient-driven understanding of disease mechanisms and pathways will give rise to transformative new options for people around the world.

“

“Our goal at Sanofi is to become the leading immunology company, leveraging our legacy of scientific expertise in inflammatory diseases and innovation in vaccines to deepen our overall understanding of the immune system and how it is implicated in many different medical conditions.”



Houman Ashrafian
Executive Vice President,
Head of Research and
Development

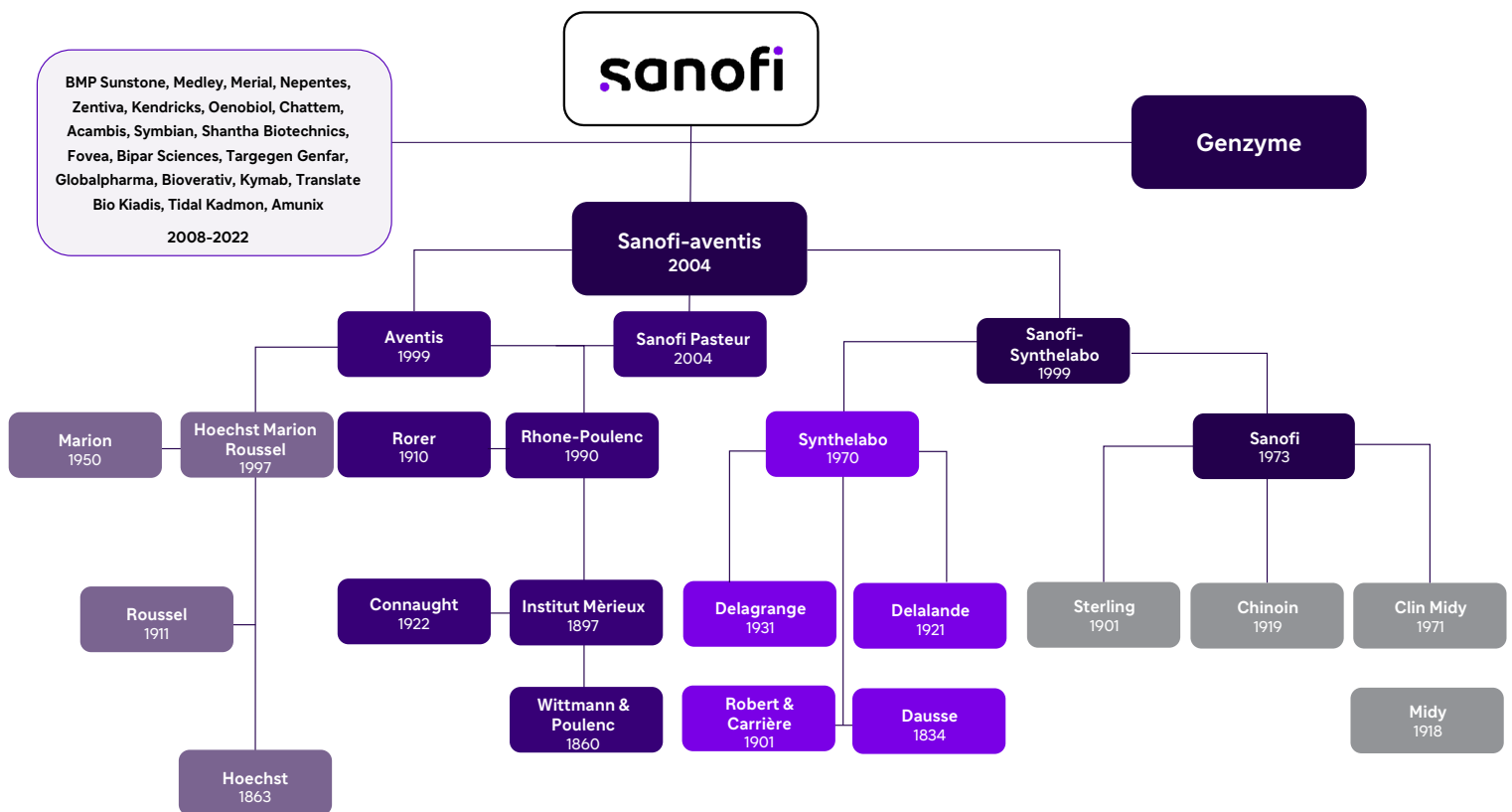
Company HISTORY

In the last half century, Sanofi has grown into **one of the world's leading healthcare companies** - a culmination of a diverse group of companies that share a rich history in healthcare innovation dating back to the 19th century.

Today, our footprint extends to 100+ countries, with > 100,000 employees perpetuating this legacy and united under the common purpose of **chasing the miracles of science to improve people's lives.**



• Our History •



To learn more about the Sanofi history: *A Legacy of Healthcare Impact*, [click here.](#)

Digital & AI

We are an **R&D-driven, AI-powered biopharma company** committed to improving people's lives.

We aim to shorten the time between discovery to therapy by pioneering an innovative pipeline and executing transformative launches at scale. We are building and deploying AI-based solutions across our value chain responsibly, empowering our people with innovative technology, from research and development to manufacturing and patient engagement, to accelerate delivery to patients.

"We are committed to providing the next-gen healthcare that patients and customers need. Through digital innovation, we will chase faster, search deeper and solve sooner."



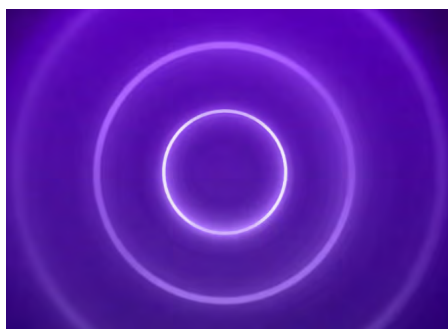
Emmanuel Frenehard
EVP, Chief Digital Officer

To Achieve Our AI Ambition, We Are Building on 3 Pillars:



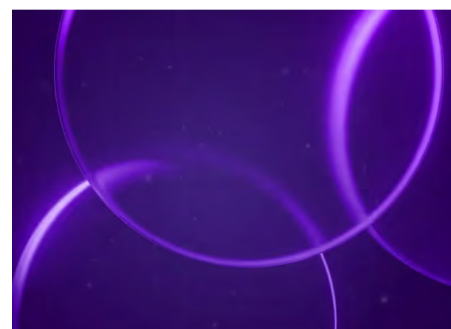
Expert AI

Expert AI empowers our teams with massive computing power, machine learning and trained algorithms, to accelerate the pace of discovery, development, and delivery. This supports specific skills in data science, biology, and engineering to solve complex problems, especially across Research & Development and Manufacturing & Supply.



Snackable AI

Snackable AI refers to AI applications that everyone in our organization can use in their daily workflow, democratizing data and offering insights and recommendations that enable teams to make better decisions and allocate resources more efficiently, resulting in better outcomes for patients.



Generative AI

Generative AI (or GenAI), helps us streamline processes, relieving the burden of time-consuming, non-value-added tasks to free up time to focus on creativity, better decision-making and improve productivity across our value chain.

GLOBAL REGULATORY AFFAIRS

LABELING

OVERVIEW

Sanofi's ambition is to leverage science and innovation to improve people's lives, becoming the first biopharma company powered by artificial intelligence at scale and the industry leader in immunology and oncology. The Global Regulatory Affairs (GRA) team at Sanofi works to provide regulatory expertise using innovative and prompt guidance for product development and life cycle management of marketed products.

GOAL

The GRA Fellowship is focused on providing the fellow with the necessary skills and tools to become a knowledgeable, confident, and a strategic regulatory affairs professional. The Fellow will gain hands-on experience, developing a well-rounded understanding of the regulatory functions and drug development process from early stage to post-marketing, including how technology, especially artificial intelligence, can be leveraged to enhance our ways of working.

OBJECTIVES

1. Develop necessary skills for authoring and facilitating development of corporate, US, and EU labeling for products in development and marketed products in Sanofi's portfolio.
2. Gain knowledge and understanding of the drug development process and the role of labeling in the lifecycle of a product.
3. Become knowledgeable of current FDA, EMA, and other health authority regulations, guidance, and current industry standards impacting product labeling and beyond.
4. Develop the skills necessary to lead cross-functional matrix teams to deliver optimal label content (Labeling Working Group) and gain approval through governance processes.
5. Understand the importance of labeling strategy related to the development and negotiation of labeling for investigational compounds and marketed products with health authorities.
6. Support local affiliates with implementation of core labeling information into local labels.
7. Develop submission-ready labeling documents which are in line with applicable laws, regulations, and guidance.

SANOFI COMPONENT

The fellow will be following a development plan with given exposure and project driven experiences to develop the tactical and strategic capabilities needed to be a successful regulatory professional. Ultimately, the fellow will become an integrated part of the GRA team through involvement in cross-functional projects with global colleagues.

IDEAL CANDIDATE

- PharmD
- Desire to learn the skills needed for developing regulatory strategy for products in both the pre-approval and post-approval setting
- Be motivated to collaborate with multidisciplinary teams to meet business objectives
- Be open to learning and interpreting regulations and developing an effective and strategic plan
- Candidates with a passion for science, independent work ethic, collaborative spirit, solutions-oriented mindset, organized and strong time management skills are encouraged to apply

LOCATION

Morristown, NJ

Preceptors



Paragi Patel, PharmD
Director, Specialty
Care Global Labeling

GLOBAL REGULATORY AFFAIRS

STRATEGY IN GENERAL MEDICINES UNIT

OVERVIEW

Sanofi's ambition is to leverage science and innovation to improve people's lives, becoming the first biopharma company powered by artificial intelligence at scale and the industry leader in immunology and oncology. The Global Regulatory Affairs (GRA) team at Sanofi works to provide regulatory expertise using innovative and prompt guidance for product development and life cycle management of marketed products.

GOAL

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OBJECTIVES

1. Develop regulatory strategic skills while contributing to global pre- and post-approval planning and submissions potentially including briefing documents, Health Authority interactions, IND/CTA submissions, BLA/NDA/MAA applications.
2. Lead team meetings, develop regulatory strategy, and contribute to and lead Health Authority submissions with increasing responsibility throughout the Fellowship program.
3. Partner with contributing functions within Sanofi to deliver products for diseases globally.
4. Experience various facets of GRA to better understand the roles of regulatory professionals.
5. Engage with global colleagues and learn country/region-specific regulatory processes.
6. Develop skills such as strategic and analytical thinking, effective communication, business acumen and partnering/collaboration.

SANOFI COMPONENT

The fellow will be following a development plan with given exposure and project driven experiences to develop the tactical and strategic capabilities needed to be a successful regulatory professional. Ultimately the fellow will become an integrated part of the GRA team through involvement in cross-functional projects with global colleagues.

IDEAL CANDIDATE

- PharmD
- Desire to learn the skills needed for developing regulatory strategy for products in both the pre-approval and post-approval setting
- Be motivated to collaborate with multidisciplinary teams to meet business objectives
- Be open to learning and interpreting regulations and developing an effective and strategic plan
- Have a passion for science, independent work ethic, collaborative spirit, solutions-oriented mindset, organized and strong time management skills are encouraged to apply

LOCATION

Morristown, NJ

Preceptors



Anne Palestro, MS
Senior Regulatory
Strategist

DEVELOPMENT

CLINICAL SCIENCES & OPERATIONS

OVERVIEW

The Clinical Sciences and Operations (CSO) platform is responsible for the planning, execution, and reporting of clinical trials at Sanofi. The cross-functional teams within CSO are responsible for running trials to specific timelines, within budget, and to rigorous quality standards.

GOAL

To provide the Fellow with insight into potential career paths in CSO, while contributing operational deliverables to clinical study teams.

OBJECTIVES

1. Complete rotations among CSO functions to learn how they collaborate with and contribute to a clinical study team.
2. Learn logistics of planning and conducting a clinical study including protocol development, feasibility, recruitment, clinical data management, risk mitigation, study budget, site/investigator selection, etc.
3. Become familiar with clinical study documentation (e.g., protocol, investigator brochure, informed consent form, case report form, and clinical study report), how they are designed, written, and distributed during a study.
4. Leverage digital platforms to perform study management activities.
5. Build an extensive network through opportunities to meet and work with senior managers, research sites, vendors, and key opinion leaders.

SANOFI COMPONENT

Leadership/Teamwork: The fellow will gain experience working in an international, multicultural team setting. The fellow will demonstrate independent thinking and develop leadership skills to challenge the status quo within the team.

Networking: The fellow will build an extensive network internally because of our team-centric approach. Additionally, there will also be opportunities to interact with patients, research sites, vendors, and key opinion leaders.

Communication: There will be significant opportunities to develop communication skills through presenting at multiple forums, including study team meetings, investigator meetings, and department meetings.

Innovation: Clinical operations is a dynamic, rapidly evolving environment with opportunities to implement new digital technologies that will reduce the burden on the patient and study sites. The fellow will be encouraged to propose and/ or pilot new approaches to clinical development.

IDEAL CANDIDATE

- PharmD
- Interested in pursuing a career in the pharmaceutical industry
- Eager to improve access to health care for underrepresented communities
- Interest in developing communities and employee engagement
- Committed to upholding ethics and transparency addressing environmental challenges

LOCATION

Morristown, NJ

Preceptors



Dexter David, BA
Project Management
Quality Lead



Monica Freese, RN, BSN
Business & Project
Performance Head

CLINICAL DEVELOPMENT

IMMUNOLOGY & INFLAMMATION - EARLY & LATE

OVERVIEW

At Sanofi, our scientists and physicians are dedicated to developing transformative therapies for individuals suffering from immune-mediated diseases. The Immunology & Inflammation Therapeutic Area (I&I TA) is one of the most dynamic within Sanofi, driven by a robust development pipeline that builds upon our flagship I&I medicine. In I&I, we bridge drug biology with disease biology, generating critical data to understand the impact of our therapies on disease progression and safety. Our drug development efforts are led by multi-disciplinary Global Project Teams (GPTs) responsible for defining the target product profile (TPP) and target value proposition (TVP) of each asset. A multidisciplinary GPT typically includes clinical development leads, regulatory affairs, clinical operations, biostatistics, safety/pharmacovigilance, CMC, commercial strategy, market access, legal, project management, and patient engagement experts, all collaborating to advance a drug from development through commercialization. These teams develop and execute clinical trial strategies, create essential study documents, and manage regulatory submissions while ensuring compliance with global health authorities. Furthermore, in collaboration with Medical Affairs, GPTs communicate evidence from our studies through scientific publications and congresses. The success of these initiatives depends on strong engagement with internal governance and effective collaboration with key internal and external stakeholders.

GOAL

Develop the fellow into a clinical development leader with a broad understanding of the drug development process.

OBJECTIVES

1. Serves on a cross functional drug development team focused on the development and implementation of the program-specific strategy.
2. Supports the Clinical Research Director (CRD) and Clinical Scientist (CS) in clinical science aspects of the program. Assists the CRD in creating the clinical development plan (CDP) at all stages of the program taking in key inputs from other functions, e.g., biostats, clinical pharmacology, operations, etc.
3. Supports the preparation of clinical data and other documents for governance and other presentations.
4. Follows developments and trends in the medical & scientific literature and disseminates updates to the project team and beyond.
5. Where required, leads project specific reviews of the competitor landscape to inform the program strategy.
6. Develop and maintain disease area expertise through structured literature reviews.
7. Provides scientific input on current state of disease area, other compounds in development, new insights on pathogenesis.
8. Prepares and presents data at scientific congresses and authors manuscripts in peer reviewed journals.

SANOFI COMPONENT

Understanding of the drug development process: As a member of the clinical development team, the fellow will gain expertise in the drug development process, including both the strategic and operational components of clinical research.

Leadership to create impact: Over time, the fellow will have an opportunity to lead initiatives to help build the strategy of the drug program. These areas may include assessment of scientific evidence, evaluation of the competitive landscape, and data review/analysis.

Develop study level skills: The fellow will get hands on training in study design, protocol writing, data evaluations, and safety monitoring, amongst others. The fellow will be expected to perform medical reviews under the supervision of the CRD.

Communication and external engagement: The fellow will work on both written and verbal communications through the preparation and presentation of materials. The fellow will represent Sanofi as a support team member for external meetings such as Congresses, Advisory Boards and Investigator Meetings. The fellow interacts with Key Opinion Leaders in the field in order to develop protocol, choose investigators, etc.

IDEAL CANDIDATE

- PharmD or relevant Clinical degree
- Previous research experience preferred (clinical, translational, or laboratory)
- A good understanding of the pharmaceutical and clinical drug development process; if no experience, enthusiasm and openness to learn
- Ability to work both independently and cross functionally within a team environment
- Ability to problem solve and manage issues with a solution focused approach
- Strong collaborative communications skills including the ability to engage with a diverse internal and external client base and find ways to manage through conflict

LOCATION

Cambridge, MA

Point of Contact



Jisun Ban
I&I Clinical Development
Recruitment Manager



Tosin Ajayi
I&I Clinical Development
Fellow, Recruitment
Representative

RESEARCH

NEURONAL PHYSIOLOGY

OVERVIEW

We are looking for a highly qualified and motivated post-doctoral candidate to join the precision neurology and neuroinflammation cluster, focused on discovering, validating, and developing therapies for neurodegenerative diseases including Alzheimer's, Parkinson's, and ALS. This position is laboratory-based and will involve executing experiments to identify and test new therapeutics in vitro and ex vivo. The successful candidate will have a Ph.D in neurodegeneration in an academic, with extensive experience on electrophysiological recording on tissue slices in models of brain disease and the ability to perform cell culture-based experiments using gene silencing techniques on primary brain cells and/or cell lines. The ideal candidate will also have experience running different bioanalysis assays including ELISA based systems.

OBJECTIVES

1. Develop tools to evaluate electrophysiological recordings of brain slices in mouse models.
2. Utilize high content imaging to evaluate neuronal dendritic morphology and synaptic density in primary or iPSC neurons in situ.
3. Validate in vivo mouse and rat models of neurodegeneration to support proof-of-concept studies.
4. Work with external Clinical Research Organization's to design experiment to measure neuronal activity.
5. Measure compound exposure and changes in neuroinflammatory pathways in the CNS using ELISA or other similar approaches.
6. Design and execute experiments, analyze data and clearly communicate results at internal and external meetings and conferences.
7. Interact in a matrixed, dynamic and cross-functional manner across the Neuroscience Therapeutic Area, Research Platforms, and external collaborators.
8. Establish and maintain a scientific network external to the company to advance portfolio projects through collaborations.

IDEAL CANDIDATE

- PhD in neuroscience, neurodegeneration, neuroimmunology, or related field
- Expertise in electrophysiological recordings of brain slices in mouse models and/or experience with evaluating synaptic density using high content imaging
- A track record of publications in neurodegenerative disease, neuroimmunology, and/or related areas
- Extensive experience with both in vivo or in vitro models and tools (including but not limited to gene silencing) preferred
- Highly organized, collaborative, and effective working on teams
- Ability to work collaboratively to identify and execute key steps necessary to advance projects
- Ability to effectively develop and discuss experimental goals and research progress with scientists and stakeholders of varied backgrounds
- Excellent analytical and communication skills

Preceptors



Timothy Hammond
Senior Principle
Scientist I, Lab Head



Agnes Cheong
Senior Scientist
Neuroinflammation

LOCATION

Cambridge, MA

RESEARCH

NON-CLINICAL BIOANALYSIS-MASS SPECTROMETRY

OVERVIEW

The non-clinical bioanalytical team within TMU LabSci at Sanofi is searching for a post- doctoral fellow to join the team, developing and running custom bioanalytical assays for research and development purposes. Assay applications will include pharmacokinetic (PK) assays in a non-regulated setting using mass spectrometry.

OBJECTIVES

1. Be a pioneer in setting up bio-analytical workflows through scientific acumen, relation building and efficient execution on goals.
2. Design, develop and qualify PKassays in preclinical setting.
3. Work on simple or complex biologics, and oligonucleotide bioanalysis.
4. Develop sample preparation approaches such as protein precipitation, solid phase extraction, Immunoprecipitation, enzymatic digestion etc.
5. Develop LC-MS/MS and LC-HRMS for intact protein analysis, middle-up approach or bottom-up approach.
6. Use these methods to characterize pharmacokinetic profile of constructs, including integrity analysis and post-translational modifications.
7. Participate in project team discussions and provide bioanalytical inputs to drug discovery efforts.
8. Report and discuss bioanalytical results with integrative knowledge of how the data contributes to the drug development process.
9. Actively contribute to scientific discussions.

IDEAL CANDIDATE

- Has a Ph.D. in biochemistry, biotechnology, pharmaceutical sciences or related health sciences
- Expertise in various mass spectrometry platforms, including high resolution mass spectrometry (time of flight and orbitrap) and triple quadrupole mass spectrometry
- Good understanding of protein analysis on platforms such as Thermo, Waters, Sciex.
- Experience with different extraction techniques for quantitation of proteins in biological matrices (plasma and tissues)
- Knowledge of proteomics tools such as handling queries on protein databases and protein sequence analysis
- Preferred to have experience with oligonucleotide analysis
- Ability to present and write scientific documents, including project team documents, study reports, posters and scientific publications
- Ability to identify solutions to challenges scientifically and through inter-personal skills
- Scientific curiosity, appetite for teamwork and problem-solving skills

LOCATION

Cambridge, MA

Preceptor



Padmanabhan Eangoor, Ph.D.
Sr. Principal Scientist/Lab Head, Lab Sciences, TMU, US

NORTH AMERICA MEDICAL

US NEXT GEN IMMUNOLOGY

OVERVIEW

US Next Gen Immunology in Sanofi is composed of a world-class immunology team that is aiming to deliver medicines to transform the lives of patients in the fields of dermatology, respiratory, rheumatology, and gastroenterology. We work relentlessly to identify and validate greater than 10 potential first-in-class, best-in-class molecules to address highly unmet medical needs as well as extend our understanding of the underlying mechanisms of disease through dedicated research.

GOAL

To gain a foundation and understanding on the role of US Next Gen Immunology Medical Affairs team in the successful development and launch of pipeline assets within a leading Specialty Care business through broad hands-on experiences, dedicated mentorship, and longitudinal core responsibilities.

OBJECTIVES

1. Support the North America Head of Medical Next Gen Immunology in the development and execution of medical strategy for a high priority pipeline asset in collaboration with cross-functional partners (e.g. New Product Planning, Clinical Development, Scientific Communications, etc.).
2. Support the development and execution of advisory boards and steering committee meetings.
3. Lead congress planning activities including pre congress training, symposia, external expert encounter planning, scientific session coverage, and post congress debrief.
4. Follow developments and trends in the medical & scientific literature and delivers regular training to the cross-functional team.
5. Lead review of competitive landscape including mapping of scientific share of voice, lifecycle planning, and clinical trial footprint of key competing assets.
6. Support the development and execution of medical-led studies leveraging real-world clinical and claims data.
7. Understand the integral and strategic roles of various functional groups within Immunology and across Sanofi through a product's lifecycle.

SANOFI COMPONENT

Understanding of the clinical development process: As a member of the US Next Gen Immunology Medical team, the fellow will gain expertise in the drug development process, including both the strategic and operational elements of preparing for a successful launch of a new asset.

Leadership to create impact: Over time, the fellow will have an opportunity to lead initiatives that help shape the strategy of the US Next Gen Immunology Medical team. These areas may include assessment of the scientific evidence, evaluation of the competitive landscape, and data review/analysis.

Communication and external engagement: The fellow will work on both written and verbal communications through the preparation and presentation of materials. The fellow will represent Sanofi as a support team member for external meetings such as Congresses, Advisory Boards and steering committee meetings. The fellow interacts with Key Opinion Leaders in the field in order to develop protocol, choose speakers, etc., to gain insights that can inform strategies cross franchise.

IDEAL CANDIDATE

- PharmD, Biomedical PhD, or relevant Clinical Degree
- Experience in a biopharmaceutical setting strongly preferred (e.g. internship, rotation)
- A good understanding of medical affairs and the clinical drug development process; if no experience, enthusiasm and openness to learn
- Experience in epidemiology and real-world evidence generation preferred
- Ability to work both independently and cross-functionally within a team environment
- Ability to problem solve and manage issues with a solution-focused approach
- Ability to work in a dynamic environment and is comfortable navigating ambiguity to drive innovative solutions
- Communications skills including the ability to engage with a diverse internal and external client base and find ways to manage through conflict
- Agility in the application of new digital solutions
- Must have permanent US work authorization

LOCATION

Cambridge, MA
Morristown, NJ
(hybrid work environment)

Preceptors



Jessie N Ros, PharmD, CMPP (she/her)
US Medical Director, Immunology Franchise
Next Gen Immunology - North America
Specialty Care

GLOBAL MEDICAL

NEXT GEN IMMUNOLOGY - DERMATOLOGY AND RHEUMATOLOGY

OVERVIEW

The Immunology and Inflammation Therapeutic Area in Sanofi is composed of a world-class immunology team that is aiming to deliver medicines to transform the lives of patients in the fields of dermatology, respiratory, rheumatology, and gastroenterology. We work relentlessly to identify and validate potential first-in-class, best-in-class molecules to address highly unmet medical needs as well as extend our understanding of the underlying mechanisms of disease through dedicated research.

GOAL

To gain an appreciation and understanding of the role of the Global Medical team in the successful development and launch of pipeline assets within a leading BioPharma business through broad hands-on experiences, dedicated mentorship, and longitudinal core responsibilities.

OBJECTIVES

1. Support the Global Medical Lead in the development and execution of medical strategy for a high priority pipeline asset in collaboration with cross-functional partners (e.g., New Product Planning, Clinical Development, Scientific Communications, etc).
2. Support the development and execution of advisory boards and steering committee meetings.
3. Lead congress planning activities including pre congress training, symposia, external expert encounter planning, scientific session coverage, and post congress debrief.
4. Follow developments and trends in the medical & scientific literature and delivers regular training to the cross-functional team.
5. Lead review of competitive landscape including mapping of scientific share of voice, lifecycle planning, and clinical trial footprint of key competing assets.
6. Support the development and execution of medical-led studies leveraging real-world clinical and claims data.
7. Understand the integral and strategic roles of various functional groups within Immunology and across Sanofi through a product's lifecycle.

SANOFI COMPONENT

Understanding of the clinical development process: As a member of the Global Medical Pipeline team, the fellow will gain expertise in the drug development process, including both the strategic and operational elements of preparing for a successful launch of a new asset.

Leadership to create impact: Over time, the fellow will have an opportunity to lead initiatives to help build the strategy of the global medical team. These areas may include assessment of the scientific evidence, evaluation of the competitive landscape, and data review/analysis.

Develop study level skills: The fellow will get hands-on training in real-world study design, protocol writing, database evaluations, amongst others. The fellow will be expected to perform medical reviews under the supervision of the medical lead.

IDEAL CANDIDATE

- PharmD
- Experience in a biopharmaceutical setting strongly preferred (e.g., internship, rotation)
- A good understanding of medical affairs and the clinical drug development process; if no experience, enthusiasm and openness to learn
- Experience in epidemiology and real-world evidence generation preferred
- Ability to work both independently and cross-functionally within a team environment
- Ability to problem solve and manage issues with a solution-focused approach
- Strong collaborative communications skills including the ability to engage with a diverse internal and external client base and find ways to manage through conflict
- Agility in the application of new digital solutions

LOCATION

Morristown, NJ
Cambridge, MA

Preceptors



Moataz Daoud
Global Medical Head,
NextGen Immunology



Isaac Hong
Global Associate Medical
Director, Dermatology

GLOBAL MEDICAL

NEXT GEN IMMUNOLOGY - DERMATOLOGY

OVERVIEW

The Immunology and Inflammation Therapeutic Area in Sanofi is composed of a world-class immunology team that is aiming to deliver medicines to transform the lives of patients in the fields of dermatology, respiratory, rheumatology, and gastroenterology. We work relentlessly to identify and validate potential first-in-class, best-in-class molecules to address highly unmet medical needs as well as extend our understanding of the underlying mechanisms of disease through dedicated research.

GOAL

To gain an appreciation and understanding of the role of the Global Medical team in the successful development and launch of pipeline assets within a leading BioPharma business through broad hands-on experiences, dedicated mentorship, and longitudinal core responsibilities.

OBJECTIVES

1. Support the Global Medical Lead in the development and execution of medical strategy for a high priority pipeline asset in collaboration with cross-functional partners (e.g., New Product Planning, Clinical Development, Scientific Communications, etc).
2. Support the development and execution of advisory boards and steering committee meetings.
3. Lead congress planning activities including pre congress training, symposia, external expert encounter planning, scientific session coverage, and post congress debrief.
4. Follow developments and trends in the medical & scientific literature and delivers regular training to the cross-functional team.
5. Lead review of competitive landscape including mapping of scientific share of voice, lifecycle planning, and clinical trial footprint of key competing assets.
6. Support the development and execution of medical-led studies leveraging real-world clinical and claims data.
7. Understand the integral and strategic roles of various functional groups within Immunology and across Sanofi through a product's lifecycle.

SANOFI COMPONENT

Understanding of the clinical development process: As a member of the Global Medical Pipeline team, the fellow will gain expertise in the drug development process, including both the strategic and operational elements of preparing for a successful launch of a new asset.

Leadership to create impact: Over time, the fellow will have an opportunity to lead initiatives to help build the strategy of the global medical team. These areas may include assessment of the scientific evidence, evaluation of the competitive landscape, and data review/analysis.

Develop study level skills: The fellow will get hands-on training in real-world study design, protocol writing, database evaluations, amongst others. The fellow will be expected to perform medical reviews under the supervision of the medical lead.

IDEAL CANDIDATE

- PharmD
- Experience in a biopharmaceutical setting strongly preferred (e.g., internship, rotation)
- A good understanding of medical affairs and the clinical drug development process; if no experience, enthusiasm and openness to learn
- Experience in epidemiology and real-world evidence generation preferred
- Ability to work both independently and cross-functionally within a team environment
- Ability to problem solve and manage issues with a solution-focused approach
- Strong collaborative communications skills including the ability to engage with a diverse internal and external client base and find ways to manage through conflict
- Agility in the application of new digital solutions

LOCATION
Cambridge, MA

Preceptors



Wendell Valdecantos
Global Medical Lead
NextGen Immunology



Katia Nguyen
Associate Global Medical
Director, Dermatology

GLOBAL MEDICAL

NEXT GEN IMMUNOLOGY- RESPIRATORY AND GASTROENTEROLOGY

OVERVIEW

The Immunology and Inflammation Therapeutic Area in Sanofi is composed of a world-class immunology team that is aiming to deliver medicines to transform the lives of patients in the fields of dermatology, respiratory, rheumatology, and gastroenterology. We work relentlessly to identify and validate potential first-in-class, best-in-class molecules to address highly unmet medical needs as well as extend our understanding of the underlying mechanisms of disease through dedicated research.

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1. Support the Global Medical Lead in the development and execution of medical strategy for a high priority pipeline asset in collaboration with cross-functional partners (e.g., New Product Planning, Clinical Development, Scientific Communications, etc).
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IDEAL CANDIDATE

- PharmD
- Experience in a biopharmaceutical setting strongly preferred (e.g., internship, rotation)
- A good understanding of medical affairs and the clinical drug development process; if no experience, enthusiasm and openness to learn
- Experience in epidemiology and real-world evidence generation preferred
- Ability to work both independently and cross-functionally within a team environment
- Ability to problem solve and manage issues with a solution-focused approach
- Strong collaborative communications skills including the ability to engage with a diverse internal and external client base and find ways to manage through conflict
- Agility in the application of new digital solutions

LOCATION

Morristown, NJ

Preceptors



Asif Khan
Global Medical Head,
NextGen Immunology

US MEDICAL

RARE BLOOD DISORDERS

OVERVIEW

Rare Blood Disorders in Sanofi is composed of marketed products across Hemophilia A and B, iTTP, and ITP with pipeline assets in Sickle Cell Disease and WAIHA.

GOAL

The US Rare Blood Disorders Medical Fellowship program is designed to give you a well-rounded understanding of US Medical Affairs by fully integrating as a member of our RBD Medical team. The core focus is on mastery of the necessary skills and behaviors to be a successful Medical Science Liaison. The secondary focus is to gain additional experience working on high impact projects across the other medical functions, including Medical Director, Medical Operations, and Training.

OBJECTIVES

1. Participate in new hire training curriculum and complete MSL certification in one of two areas of focus- Hemophilia or Rare Hematology.
2. Work closely with MSL mentors to gain skills in effective communication of scientific data, application of medical strategy, and engagement with external stakeholders in 1:1 and group settings.
3. Learn to effectively gather and analyze key medical insights and support Congress scientific coverage.
4. Support field medical excellence initiatives by mastering medical affairs systems and processes along with development of metrics and reporting on key impact indicators.
5. Work collaboratively with Medical Directors to set objectives and strategy and build specialized resources and tactics to support effective execution of those strategies.
6. Develop learning objectives and resources for training and continuing education for the Medical Affairs team.
7. Support with critical congress strategy, planning, and resource development.

SANOFI COMPONENT

Medical Science Liaison

- Training and certification in Rare Hematology or Hemophilia
- Development of training and new resources
- Support clinical insights gathering and analysis
- Congress planning and coverage

Headquarters Medical

- Support development medical objectives and strategies for therapeutic areas in RBD
- Mastery of Medical Affairs systems & processes including budgets, customer relationships management solution, and Medical Reviews
- Understanding and implementation of key impact measurements for Senior Leadership
- Support the development of strategy, tactics and execution of advisory boards
- Support clinical operations serving as project manager for pipeline clinical trials

Proposed Timeline of projects and activities planned for the fellow

- Program will be for 2 years
 - Field Medical
 - Home office medical (Medical Director & Medical Operations & Training)

Longitudinal Projects

- MSL certification and therapeutic area training
- Development and execution of field & home office training initiatives
- Support development of medical objectives and strategy development with Medical Directors
- Congress planning & development of post-congress report
- Implementation of key field based medical excellence initiatives
- Resource development for training and HCP engagements
- Clinical operations co-lead

IDEAL CANDIDATE

- Biomedical PhD- preferably in the benign hematology space (but not mandatory)
- Good understanding of medical affairs; if no experience, enthusiasm and openness to learn
- Ability to work both independently and cross-functionally within a team environment
- Ability to problem solve and manage issues with a solution- focused approach
- Ability to work in a dynamic environment and is comfortable navigating ambiguity to drive innovative solutions
- Strong collaborative communications skills including the ability to engage with a diverse internal and external client base and find ways to manage through conflict
- Agility in the application of new digital solutions
- Must have permanent US work authorization

LOCATION
Cambridge, MA

Preceptors



Peter Chen, PhD
Head, US Medical Affairs,
Rare Blood Disorders



Dina Issa, PharmD
US Medical Director,
Rare Hematology

NON RECRUITING

2-Year Fellowships

Diversity and Inclusion in Clinical Trials:



PRECEPTOR

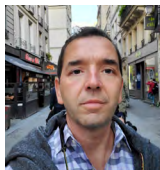
Monique Adams
Global Head, D&I in
Clinical Trials



PRECEPTOR

Siobhan M. Gallagher
Director, U.S. Country Lead, D&I
Clinical Trials

Business Analyst, Clinical Data & AI processing



PRECEPTOR

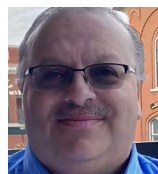
Andre Couturier
Global Head, Analytics and
Reporting Technology

US Drug Metabolism and Pharmacokinetics



PRECEPTOR

Joshua Dekeyser
Senior Distinguished Scientist,
Head of QP Research Projects, US



PRECEPTOR

Majid Vakilynejad
Global Head of Research
Pharmacometrics

Global Oncology (Immuno- oncology cluster)



PRECEPTOR

Aleksandra Nowicka
Senior Principal Scientist I,
Lab Head



Leadership Team

Executive Sponsor

- Surbarna Malakar, MBA

Fellowship Lead, Sanofi & Howard University Fellowship, Howard University Stakeholder

- Fernanda Montes Araujo

Sanofi Steering Committee

- Jisun Ban, PharmD
- Michelina Marotta
- Nicole Perzigian
- Justin Lee
- Amaya Conner, PharmD, MHSA
- Shamsideen Ali, PharmD, RPh
- Tosin Ajayi, PharmD, MBA

Howard and Sanofi Company Representative

- Amaya Conner, PharmD, MHSA
- Shamsideen Ali, PharmD, RPh
- Avare' Smith, PharmD, MHSA
- Brea Stephens, PharmD
- Chiamaka Okereafor, PharmD

Brochure Committee

- Claudia Betancourt Perez, PharmD, MS
- Kasey Boynton, MPH
- Jaelyn Green, PharmD
- Tehut Zewdu, PharmD
- Mary Mena, PharmD
- Amaya Conner, PharmD, MHSA
- Shamsideen Ali, PharmD, RPh

Howard/Sanofi Fellowship Recruitment Liaison

- Tosin Ajayi, PharmD, MBA

Sanofi Orientation Committee

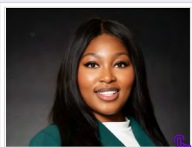
- Jisun Ban, PharmD
- Candy Lu, PharmD, MBA
- Madiou Diallo, PharmD

Sanofi Fellow's Lunch and Learn Committee

- Jisun Ban, PharmD
- Claudine Andre, PharmD, MBA
- Claudia Betancourt Perez, PharmD, MS
- Rebecca Mengue



Meet & Connect *with the Fellows*



**TOSIN
AJAYI**

Clinical Development I&I

Belmont University College of
Pharmacy & Health Sciences



**SHAMSIDEEN
ALI**

Clinical Sciences &
Operations

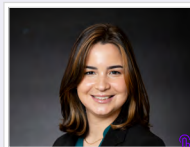
Chicago State University
College of Pharmacy



**CLAUDINE
ANDRE**

US Medical - Immunology

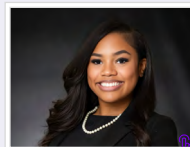
Temple University School of
Pharmacy



**CLAUDIA
BETANCOURT PEREZ**

Clinical Development I&I

Concordia University
Wisconsin School of
Pharmacy



**AMAYA
CONNER**

Corporate Affairs - External
Engagement & Health Equity
Strategy

Xavier University of Louisiana
College of Pharmacy



**AYZA
CROSKEY**

Global Oncology Research

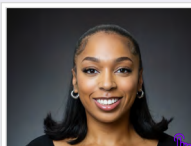
Chemical Biology PhD
University of Michigan



**MADIOU
DIALLO**

Global Medical - Immunology

Temple University School of
Pharmacy



**JAELYN
GREEN**

Global Regulatory Affairs-
Specialty Care

University of Maryland
Eastern Shore School of
Pharmacy



**MICAH
GREY**

US Medical, Rare Blood
Disorders

Auburn University



**AMRITA
HARRICHAND**

Global Medical Evidence
Generation Immunology

Long Island
University Pharmacy



**MARIAMA
KAMARA**

Global Medical - Immunology

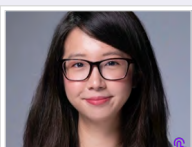
Rutgers University



**SERINA
LIN**

Global Medical - Immunology

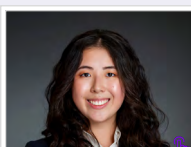
St. John's University College
of Pharmacy and Health
Sciences



**ANGELA
LEE**

Global Medical Affairs,
Immunology

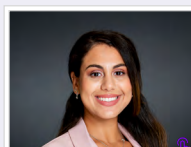
UNC Eshelman School of
Pharmacy



**CANDY
LU**

US Medical - Immunology

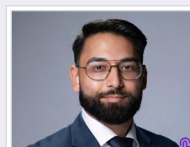
University of Kentucky
College of Pharmacy



**MARY
MENA**

Global Medical - Immunology

St. Joseph's University
Philadelphia College of
Pharmacy



**ELIAS
NOWROOZI**

US Medical Affairs

Temple University School
of Pharmacy



**IVAN
NYARKO-DANQUAH**

Rare and Neurological Disease
Research

Florida A&M University
University College of
Pharmacy



**ANGELA
OJIMBA**

Global Regulatory Affairs
Strategy- General Medicine

Northeastern University



**ALVINA
OKAFOR**

Global Regulatory Affairs
Labeling- Specialty Care

Howard University
School of Pharmacy



**CHIAMA
OKEREFOR**

Early Clinical Development

University of Maryland
Baltimore School
of Pharmacy



**AVARE
SMITH**

Clinical Science and Operations

Xavier University
of Louisiana



**BREA
STEPHENS**

Diversity in Clinical Trials -Clinical
Science & Operations

Xavier University
of Louisiana



**KWASI
YEBOAH-AFIHENE**

Drug Metabolism
Pharmacokinetics Modeling &
Simulation

Rutgers School of Health
Professions



**TEHUT
ZEWDU**

Clinical Development I&I

University of Illinois Chicago
College of Pharmacy

Fellows' Perspectives



"Over the past year, I've gained hands-on experience in medical affairs across high-priority dermatology and rheumatology pipelines. My role has involved supporting the development and review of scientific communications, including slide decks and conference posters, as well as contributing to the creation of medical information and training materials for internal stakeholders.

I've actively participated in the planning and execution of advisory boards and congress activities, and engaged in cross-functional meetings to better understand the integration of medical, clinical, and commercial strategies. Additionally, I supported data analysis and conducted literature reviews, particularly within the rheumatology space. This fellowship has provided a unique opportunity to build foundational competencies in global medical strategy, scientific engagement with key opinion leaders and clinicians, and integrated evidence generation across multiple assets in a global setting."

- Mary Mena

"The Sanofi and Howard University fellowship has been a pivotal part of my growth in Regulatory Affairs. I've gained hands-on experience navigating complex regulatory challenges while learning how strategy and collaboration support product development. The meaningful projects, supportive team, and strong mentorship have made this experience rewarding. It's been a space where I've felt encouraged to ask questions, take initiative, and truly grow. I'm beyond grateful to learn from leaders who are passionate, knowledgeable, and genuinely invested in my development."

- Jaelyn Green

"The Howard University Pharmaceutical Industry Fellowship at Sanofi offered transformative growth opportunities. From leading RWE workshops for medical directors to engaging with global experts at international congresses, I not only developed stronger communication and presentation skills, but also deepened my knowledge in immunology and inflammation. As lead fellow and orientation lead, I further cultivated leadership abilities while supporting colleagues' growth. Overall, this comprehensive experience equipped me with the versatile skillset needed for impactful contributions in the pharmaceutical industry."

- Madiou Diallo

ABOUT HOWARD UNIVERSITY

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

Excellence in Truth and Service,

Dr. Earl B. Ettienne
Fellowship Director
HUCOP Fellowship Program Team



**EARL ETTIENNE, BSC, PHARM.,
MBA, L.P.D., RPH**
Fellowship Director and Assistant Dean

Graduate Programs & Industrial Partnerships
Co-Chair Medical IRB, Associate Professor
Howard University College of Pharmacy



MRS. CHRISTINA FLOOD
Fellowship Budget Analyst

Graduate Programs & Industrial Partnerships
Howard University PACE Center



JACQUIE ANGLIN-DIXON MBA, RPH

Assistant Director of Graduate Programs & Industrial Partnerships



Howard University was founded in 1867. Soon after, Pharmacy instruction at Howard University began in the “Department of Medicine” in 1868. The initial program, held in the evening, offered students a “knowledge of the art and science of pharmacy”. As a result of this program, in 1870, the first graduate of Howard University, James Thomas Wormley, received the Doctor of Pharmacy degree from the Medical Department. During the same year, the pharmaceutical program was differentiated from the medical program, and by 1882, the Medical Department consisted of the College of Medicine, the College of Pharmacy and the College of Dentistry. 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 the 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.



HUCOP PHARMACEUTICAL INDUSTRY FELLOWSHIP PRO- GRAM

Fellowship Program Mission & Values

PURPOSE

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.

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.



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.

APPLICATION REQUIREMENTS:

- Curriculum Vitae
- Letter of Intent
- Three Letters of Recommendations
- Transcript of PharmD/PhD Coursework

2026 ENTRY APPLICATION

Opens on September 1, 2025

Must be completed by
November 1, 2025

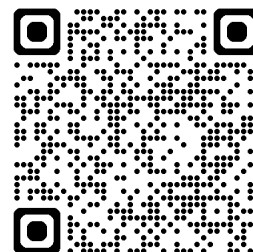
*Interviews are conducted
on a rolling basis*

HOW TO APPLY:

Interviews are conducted on a rolling basis, interested candidates may submit their supporting materials no later than 11/01/2025.

Interested candidates may submit their application and supporting materials by scanning the QR code or visiting our application form and portal:

[HUCOP Pharmaceutical Industry Fellow
Position Application Form and Portal](#)



CONTACT INFORMATION

Program Email: pharmacy.fellowship@howard.edu

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



sanofi

WWW.SANOFI.COM

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