



'Hit the Ground Running: Successful Resumes, Interviewing Techniques, and Career Boosters'

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SAPA CT

May 13th, 2018

With AAPS Ambassador's ACC Program



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-
- Mark Zuckerberg: "I've adopted this hiring rule, which is that **you should never hire someone to work for you unless you would work for them** in an alternate universe"

Jun 12, 2017, www.businessinsider.com/mark-zuckerberg-hiring-rule-2017-6





Outline – Hitting the ground running

- Some Basics on Resumes
- Basic Skills
- Phone Interviews
- Onsite Interviews
 - Interviewing Techniques: Behavioral Interviewing
- Managing the Interview
- After Job Acceptance
 - Practical Career management 101

Resume – Before you update/write

- Imagine your are the Hiring Manager
- Would you hire yourself?
- What do you want to get across in 10 s?
- You must tailor the resume to the position/company!



Resume – Recommendations (1)

- Contact Information, incl. LinkedIn
- Contain job - relevant information
- Contains “keywords” from open positions posting (Biomarker, modified release formulation, Python, Systems Biology, GLP/GMP)
- Clear layout
- No “I” sentences
- One page resumes are mainly for students with limited experience
- No Half-Baked Resumes!

Resume – Recommendations (2)

- Describe Skills with Impact on Projects or Research Field
- Posters, Publications, Coursework!
- Include Examples of:
 - Problem Solving
 - Mathematical, Statistical etc. Analysis
 - Initiative, Can-Do
 - Innovation
 - Working in Matrix Environment
 - Leadership (AAPS, TA ships, Volunteer work etc)

Contact Information is critical!

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POSITION DESIRED Challenging position in Biopharmaceutics, Formulation Sciences in TRD
contributing to Drug Development Strategies and Regulatory Filings with Global
Project Teams

QUALIFICATIONS/EXPERIENCE

- Global Team Lead PBPK in PK Sciences (8-10 FTE's) conducting PBPK DDI, Food Effect, PB-IVIVC and human dose predictions
- Addressing of FDA, EMA health authority questions on BA/BE (e.g. Myfortic)
- Addressing of FDA EMA questions on pediatric and special population (e.g. RAD001)
- Addressing/negotiating regulatory questions on ADME, DDI, PPI for Novartis marketed drugs e.g. Kisqali, Farvidak and Zykadia

Finding Keywords – Check Job Postings in Your Research Field

- <http://jobs.aaps.org/>
- <https://www.novartis.com/careers/career-search/job-details?jobID=237256BR>



Avoid “I” form, empty phrases

models seeking to work with innovative drugs benefiting cancer patients. I am a team worker, strong science communicator, and I effectively manage collaborative interactions with teams spanning diverse backgrounds.

Provide Specifics

Experimental Techniques:

Analytical/ Bio-analytical Skills:

- Spectroscopic Techniques-- FT-IR, UV/Visible, AAS, Mass Spec(MS), NMR
- Chromatographic Techniques— HPLC, GC, LC-MS
- Thermo-analytical techniques-- DSC and TGA
- X-ray Powder Diffractometry (PXRD)

- Go beyond Alphabet soup
- Provide detailed examples how you used a skill to solve a problem
- Critical thinking examples

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Build Your Resume

Use this option to create a resume from scratch with our easy-to-use form.

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Phillips DiPisa
Stanford, California

Investigator, PK Sciences BioAnalytics
Novartis
East Hanover, New Jersey

Quality Control Supervisor
Pharmavite
San Fernando, California

QA Supervisor
Pharmavite
Opelika, Alabama

Director Pharmaceutical Development
Upsher-Smith Laboratories
Osseo, Minnesota

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Mentoring
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AAPS Salary Survey and Calculator

Career Center

Join AAPS!



Welcome to the AAPS Online Career Center, an easy to use, targeted resource that connects pharmaceutical companies and industry affiliates with highly qualified professionals. The AAPS Online Career Center is your one-stop resource for AAPS career information. Learn about opportunities as a **job seeker**, an **employer**, or a **recruiter**! Also, learn more about our **Professional Development** sessions.



Career Center News

- A Job Seekers Guide To Understanding the Interviewers Perspective** ▶
--12/02/15, MedReps
- A Record-Breaking Pharmaceutical Merger** ▶
--12/01/15, KOB-TV
- Academia, Government, or Industry? Which One is Right for You?** ▶
--12/11/15, AAPS
- Creating Habits For Success: 5 Strategies For Staying On Track** ▶
--12/09/15, By Michelle LaBrosse
- FDA Releases Guidance on Communication with the Agency** ▶
--12/04/15, PharmTech

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Buyers' Guide

The AAPS Buyers' Guide
Check it out!

More ▶

<http://jobs.aaps.org/>

<http://www.aaps.org/careers/>

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Basic Drug Development – Read NDA's

<http://www.accessdata.fda.gov/scripts/cder/drugsatfda/index.cfm>

http://www.accessdata.fda.gov/drugsatfda_docs/nda/2015/205353Orig1s000TOC.cfm

Basics: Perceptions are Real

Common nonverbal mistakes made at a job interview

From a survey of 2000 bosses

21% -

Playing with hair or touching face

47% -

Having little or no knowledge of the company is the most common mistake job seekers make during interviews

Failure to make eye contact 67%

Lack of smile 38%

Bad posture 33%

21% -
Crossing arms over their chest

9% -
Using too many hand gestures

Handshake that is too weak 26%

33% -
Fidgeting too much

In a survey of 2000 bosses **33%** claimed that they know within the first 90 seconds of an interview whether they will hire someone



The average length of an interview is approximately 40 minutes

Modified from:
www.themuse.com/advice/what-you-wish-you-d-knew-before-your-job-interview

Statistics show that when meeting new people the impact is:

7% From what we actually say

38% The quality of our voice grammar and overall confidence

55% The way we dress, act and walk through the door

Clothes

right colors are a turnoff

70% Employers claiming they don't want applicants to be fashionable or trendy.

65% Of bosses said clothes could be the deciding factor between two similar candidates.





Basics: Practice Public Speaking and Behavioral Interviewing

- “If you can’t communicate, you will not be heard”
- Know/Read the audience, if possible
- Know when to stop

- Be ready for all interviews with prepared examples
- Be familiar with interviewing techniques

The Secret to Adena Friedman's Success

What does it take to become Nasdaq's C.E.O.? Some good mentors and lots of aplomb.

IT CAN BE notoriously difficult for women to thrive on Wall Street. Adena Friedman says that hasn't been the case for her.

Ms. Friedman, the chief executive of Nasdaq, grew up around finance, and knew from an early age that she wanted to work in the industry. Joining Nasdaq in 1993, Ms. Friedman rose through the ranks, serving as head of corporate strategy and ultimately taking over as chief financial officer in 2009. She left to become the C.F.O. of the Carlyle Group, but returned to Nasdaq, becoming chief executive last year.

Today, Ms. Friedman is trying to make Nasdaq's culture more collaborative, grapple with cryptocurrencies and create opportunities for more women to succeed in finance. She's also overseeing Nasdaq's continuing transformation from a stock exchange to a multifaceted company that provides technology to other exchanges.

This interview, which was condensed and edited for clarity, was conducted at Nasdaq's MarketSite location in Times Square.

Tell me about your parents.

My father spent his entire career at T. Rowe Price and became the chief investment officer. I would go hang out down at the trading desk and draw on the walls.

My parents got married when they were still in college, so my mother did not graduate right away. She had kids, but then went back to college at Johns Hopkins. Then when I was 9, she decided to go to law school, and actually became the first woman partner in her law firm. So I got to see her really transform from being this awesome stay-at-home mom to being a combination of a great mom and a great career person, and my dad was really supportive of what she was doing. It was a formative thing for me, to see how she transformed herself.

You were in all-girls schools until college. How did that shape you?

It was a really important part of me growing up, being in an environment where being smart was celebrated.

I wanted to be an astronaut when I grew up, and our science teacher — who was a man — said: "O.K., well, let's work that out. Here are some things you can think about in terms of learning physics. Look at this great space camp you can go to." It was not at all like, "Oh, that's hard." It was more like, "Great, let's get you well positioned to be able to do that."

Did you always want to get into finance?

I really wanted to do political science. I



Adena Friedman, the chief executive of Nasdaq. "My career has been frankly an exemplary example of how women can succeed in how Wall Street," she said.



FOR THE NEW YORK TIMES

'No more mousy voice. Get in the room and speak at the same tone as everyone else, and I can assure you your voice will be heard.'

ADENA FRIEDMAN
CHIEF EXECUTIVE, NASDAQ

ing experience re made. You kind of view of "Of course I want to represent all away saying, "Wo

What drew you to I I really liked pro product manager, P's of marketing pricing and promo act, it's like being i the company. I did that excited to do but I would love t nancial products.

You joined Nasdaq being a woman on There were not a l But the man I wor one who was an M me something to and I would do it v me feel at all diffe being a woman. I

When I got my t ally pregnant. For him it was like: "Oh, that's fine. You'll be gone for three months, and you'll come back." He really just didn't even factor it into his decision making.

What advice do you give to women who feel like they aren't receiving equal treatment?

First of all, make sure you have a voice. I had this one woman that worked for me, and every time she had an idea she would

'No more mousy voice. Get in the room and speak at the same tone as everyone else, and I can assure you your voice will be heard.'

ADENA FRIEDMAN
CHIEF EXECUTIVE, NASDAQ

Most people know Nasdaq as the stock exchange where Facebook and Tesla trade, but that's a small part of the business. What is Nasdaq today?

We are a great capital market ourselves. But we also provide technology to 96 other markets around the world. We are kind of the technology that powers the capital markets around the world today.

probably the best candidate for the job." So it actually really does make a difference.

Aaron Mays asks via LinkedIn . . .

How has Wall Street changed for women in the past 10 or 15 years?

I've had three very important sponsors of my career, all men. And it's not like they sat there and had to do a lot to push, push, push

record of ownership, is at least the right concept of an I.C.O. ay, outside a regula t's not something

rie? call the light bulb en we're in a room ow, we say, "O.K., is." It's just an idea, s, but let's put it on it. But once we re's something that just go do, I just say, e."

the Parity Pledge, is at least one quali-nior executive role. ce?

tuations, even really adn't brought any ew process, and sud- like, "Whoa, she is

Basics: Emotional Intelligence



Basics: Learning to write (incl. emails)

- When I was in college, one of my professors told me that those who succeed know how to write well.
- Why: Those who can write well successfully get their ideas across in a clear, accessible manner... without wasting everyone's time.
- Focus on the Reader
- The subtle shift has been a tremendous asset to me in my career. For those who think "writing" doesn't matter... well, I'll take anyone down on that point!
- **Diane Hessian, Chairman, Communispace**₂₀

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Skype Interviews (~15-30 min)

www.cnn.com/videos/tv/2017/03/10/children-crash-a-live-tv-interview-orig-mobile-tc.cnn/video/playlists/atv-trending-v



- <http://www.cnn.com/videos/tv/2017/03/10/children-crash-a-live-tv-interview-orig-mobile-tc.cnn/video/playlists/atv-trending-videos/>

Phone Interviews (~15-30 min)

- Identify suitable candidates for onsite interview
 - Candidate available and interested?
 - Minimum skill set fulfilled?
- Tips:
 - Be reachable/available
 - Prepare!
 - Ensure good phone connection and quiet background
 - Keep answers short
 - Smile/be positive/show interest

If you fail to get an (on-site) Interview...

- *Don't let negative thoughts derail you*
- Follow-up (once) ...if someone really wants you, they'll figure out a way to get in touch



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Behavioral Interviewing: Past Behavior Predicts Future Performance

- Open questions collect examples illustrating past job performance
- Candidate is asked for:
 - **S**ituation, **T**ask, **A**ction, **R**esult
- Optimizes limited time of interview
- Maximizes information content regarding performance expectations
- Flexibility, Decision Making, Customer Focus, Creativity, Persuasion, Team Work, Motivation, Integrity

Behavioral Interviewing Example (1)

http://www.kornferry.com/media/lominger_pdf/Sample_IA_Online_Template.pdf

Dealing with Ambiguity (2)	
Can effectively cope with change; can shift gears comfortably; can decide and act without having the total picture; isn't upset when things are up in the air; doesn't have to finish things before moving on; can comfortably handle risk and uncertainty.	
MAIN INTERVIEW QUESTION: (Pick one.) * OK for Campus	
<input type="checkbox"/> Tell me about a time when you had to make a decision and the information available was totally inadequate.*	
<input type="checkbox"/> Give me an example of how your work habits change when you don't know exactly what to do.	
SITUATION (Record main points to describe situation.)	
LEARNING PROBES:	
A. ACTIONS How did you approach it? How did you do it? <i>(Listen for specific action steps.)</i>	
B. THINKING Explain your thinking - why you selected that approach. Why did you choose to do it that way? <i>(Listen for rationale and consideration of alternatives.)</i>	
C. OUTCOME What was the result? What was the impact?	
D. LEARNINGS What did you take away from that experience? <i>(Listen for principles or rules of thumb.)</i>	
E. APPLICATION Describe a time when you used those lessons in different situations.	
IDENTIFY THEMES FROM CANDIDATE'S RESPONSES: (Check all that you are hearing.)	
NEGATIVE THEMES TO WATCH OUT FOR:	POSITIVE THEMES TO LOOK FOR:
<input type="checkbox"/> Inflexible; doesn't make changes along the way	<input type="checkbox"/> Gathers information and experiments
<input type="checkbox"/> High need for analysis and information before acting	<input type="checkbox"/> Comfortable not having a complete picture before acting
<input type="checkbox"/> High need for structure and data	<input type="checkbox"/> Willing to take chances; moves forward
<input type="checkbox"/> Strong need to finish everything before moving on	<input type="checkbox"/> Flexible, adaptable; will shift gears
<input type="checkbox"/> High need to stay in comfort zone	<input type="checkbox"/> Maintains calm in uncomfortable situations
	<input type="checkbox"/> (Overuse) Takes action and makes decisions without enough data

Behavioral Interviewing Example (2)

http://www.kornferry.com/media/lominger_pdf/Sample_IA_Online_Template.pdf

Organizational Agility (38)					
Knowledgeable about how organizations work; knows how to get things done both through formal channels and the informal network; understands the origin and reasoning behind key policies, practices, and procedures; understands the cultures of organizations.					
MAIN INTERVIEW QUESTION: (Pick one.) * OK for Campus					
<input type="checkbox"/> Tell me about a time when you needed information quickly and couldn't get it through formal channels.*					
<input type="checkbox"/> Tell me about a time you got a new or revised policy/practice/procedure approved.*					
SITUATION (Record main points to describe situation.)					
LEARNING PROBES:					
A. ACTIONS How did you approach it? How did you do it? <i>(Listen for specific action steps.)</i>					
B. THINKING Explain your thinking - why you selected that approach. Why did you choose to do it that way? <i>(Listen for rationale and consideration of alternatives.)</i>					
C. OUTCOME What was the result? What was the impact?					
D. LEARNINGS What did you take away from that experience? <i>(Listen for principles or rules of thumb.)</i>					
E. APPLICATION Describe a time when you used those lessons in different situations.					
IDENTIFY THEMES FROM CANDIDATE'S RESPONSES: (Check all that you are hearing.)					
NEGATIVE THEMES TO WATCH OUT FOR:	POSITIVE THEMES TO LOOK FOR:				
Impatient <input type="checkbox"/>	<input type="checkbox"/> Knows who the informal influencers or gatekeepers are				
Not assertive enough <input type="checkbox"/>	<input type="checkbox"/> Willing to bend the rules; understands organizational norms				
Poor networking skills or interest <input type="checkbox"/>	<input type="checkbox"/> Patience				
Poor negotiator or trader <input type="checkbox"/>	<input type="checkbox"/> Asks for help				
Only knows own area; doesn't care about other areas <input type="checkbox"/>	<input type="checkbox"/> Good networking skills				
	<input type="checkbox"/> (Overuse) Too political; manipulative				
OVERALL COMPETENCY RATING: Where would you rate this person on this competency?					
<input type="checkbox"/> Clearly misses	<input type="checkbox"/> Less than	<input type="checkbox"/> Meets	<input type="checkbox"/> Exceeds	<input type="checkbox"/> Far exceeds	<input type="checkbox"/> Overuses

Behavioral Interviewing Example (3)

<https://www.themuse.com/advice/30-behavioral-interview-questions-you-should-be-ready-to-answer>

○ Communication Skills

- Give me an example of a time when you were able to successfully persuade someone to see things your way at graduate school.
- Describe a time when you were the teaching a group of people. What did you do to make sure everyone was able to understand you?
- Tell me about a time when you had to rely on written communication to get your ideas across to your team.
- Give me an example of a time when you had to explain something fairly complex to a frustrated team member. How did you handle this delicate situation?
- Tell me about a successful presentation you gave and why you think it was a hit.



Behavioral Interviewing Example (4)

<https://www.themuse.com/advice/30-behavioral-interview-questions-you-should-be-ready-to-answer>

○ Motivation and Values

- Interviewers are interested in this!
- Tell me about your proudest professional accomplishment.
- Describe a time when you saw some problem and took the initiative to correct it rather than waiting for someone else to do it.
- Tell me about a time when you worked under close supervision or extremely loose supervision. How did you handle that?
- Give me an example of a time you were able to be creative with your work. What was exciting or difficult about it?
- Tell me about a time you were dissatisfied in your work. What could have been done to make it better?

Other Common Questions

- Q. Tell me about your research.
- A. The interviewer is looking for a short high level overview with key accomplishments
- Elevator Speech Time!
- Hit the highlights of your graduate research, thesis work, or summer/co-op experience. Provide sufficient detail so the interviewer can understand your personal contributions and results—where you had impact.
- Do NOT ramble!
- Bring a 1–2 page handout/poster to help get your points across quickly and leave with the interviewer for recalling the details.

Modified from ACS 2015

The Suboptimal Interview...

- Closed questions
 - “Have you finished your graduate degree?”
- Pointless speculation
 - “Where do you see yourself in 5 years?”
- Unfocused inquiry
 - “What are your strengths/weaknesses”
- The Tree, Fruits, Animal Question
 - “If you were a tree, what kind of tree would you be?” (Do not say “I would be an lemon tree because I like lemons”.)

The Suboptimal Interview... *Controlled*

- When presented with the Closed, Pointless or Unfocused Question - Answer with examples
 - **Situation, Task, Action, Result**
 - “During a negotiation for the company, I was asked to resolve a disagreement over study data interpretation...”
 - “I recently began applying what I’ve learned about Behavioral Interviewing to avoid bad interviews.”

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Career Management 101

Who's Career is it anyway?

- Careers are not built by managers. Manage your own Development Plan
- Promotions take more time than you think they should
- Accept coaching with an open mind
- Job Descriptions are not Specification-Limits



Practical Leadership (1)

- Keep your Bosses Happy
- Avoid surprises – especially bad ones
- Read body language
- Being there
- Step in, not on

Keep Bosses Happy, Jeffrey Pfeffer

- <http://www.slideshare.net/johnnemo/power-by-jeffrey-pfeffer-key-takeaways>

Remember What Matters to Your Boss

- What matters to your boss may not be the same things that you think are important.
- Worry about your relationship with your boss at least as much (if not more) than you worry about your job performance.
- Don't guess! Make sure you *ask* those in power, on a regular basis, what aspects of the job they think are the most crucial and how they see what you ought to be doing.
- Asking for help and advice also creates a relationship with those in power that can be quite useful, and asking for assistance, in a way that still conveys your competence and command of the situation, is an effective way of flattering those with power over you. Having asked what matters to those with power over you, act on what they tell you.

Being there....

- "At the end of the day, it begins and ends with having the courage to navigate the next challenge and show up, consistently, no matter what."

(Caroline Ghosn, Levo League)

Practical Leadership (2)

- Be predictable
- Be present
- Be prepared
- Know when to end your presentation
- Know when the debate ends
- Avoid back delegation



Practical Leadership (3)

- Maintain Linked-in profile
- Picture

Thank you!

- Questions?

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Wen Lin email: Wen.Lin@Novartis.com

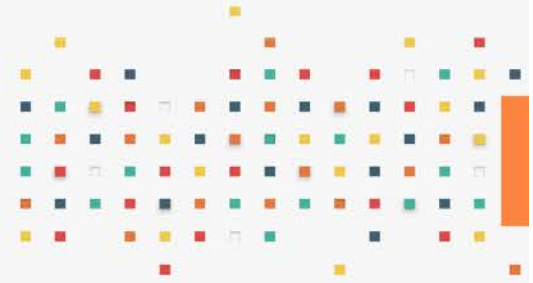
- AAPS website:

- <http://jobs.aaps.org/>

- <http://www.aaps.org/careers/>







New Section & Focus Group Structure Starting in 2018

AAPS Communities

American Association of Pharmaceutical Scientists

- AAPS is a professional, scientific association of approximately 11,000 pharmaceutical scientists employed in industry, academia, government, and other research institutes worldwide.
- AAPS provides a dynamic international forum for the exchange of knowledge among scientists to enhance their contributions to health.
- We offer timely scientific programs, ongoing education, opportunities for networking, and professional development.

Why are We Making This Change?

Top 3 Reasons Members Join & Stay in AAPS

1. 64% – Keep current on industry information & trends
2. 60% – Build a professional network
3. 48% – Share knowledge and best practices

Community Advantages

- Access to knowledge & best practices
- Build your network
- Connect with people who can help you solve your problems, share the latest news with you, & keep you up-to-date on your profession
- Enhance your leadership skills by volunteering



Sept. 2017

EC announced new structure & the community

Oct. 31, 2017

All committees are restructured; populated by skills & interests of members

Sept. 2018

All focus groups & sections have converted

Implementation Timeline

Sept. 2017

AAPS Communities launched with a large, open community

Dec. 2017

AAPS begins seeking focus groups & sections to convert & launch their online communities

Sept. 30, 2018

Close of formal sections & focus groups

Student and Faculty Benefits


AAPS Offers:

- Visiting Scientists and Industry Tours
 - Provides colleges and faculty w/ access to expert industry scientists and insight into careers in Pharmaceutical Industry
- Mentoring Events
- Networking and Professional Development
- Student Chapters
- Awards and Travelships
- Student-initiated Program Funding
- Student Reps to Sections and Committees
- K-12 outreach
- eLearning Courses and Monthly Webinars
- Annual meetings
- Online Career Center



How to get involved?

- Join a Section and/or Focus Group and offer to serve as the Student Section Representative
- Join a Regional Discussion Group
- Attend an AAPS meeting, workshop or e-learning
- Apply to the AAPS Foundation for funding (up to \$250) to support a K-12 outreach event in your community
- Write a post for the AAPS Blog. Share thoughts on a timely scientific or professional development topic
- Submit an article featuring your chapter for the Graduate Focus section of the AAPS Newsmagazine (400-500 words)
- Connect & contribute to AAPS social media – Facebook, Twitter, LinkedIn
- Look for volunteer openings on the AAPS website.



Welcome to our dynamic, interactive laboratory where knowledge exchange, idea incubation, and professional networking come together to advance pharmaceutical sciences, careers, and community.

AAPS Communities

What can you do?

Update your profile & join the discussions at

<https://community.aaps.org/home>

AAPS COMMUNITY [SETTINGS](#)

COMMUNITY HOME **DISCUSSION 349** LIBRARY 28 EVENTS 3 MEMBERS 44.2K

1 to 50 of 99 threads (349 total posts)

Most Recently Updated Posts in my communities 50 per page **POST NEW MESSAGE**

Thread Subject	Replies	Last Post
Excipient Compatibility	0	3 hours ago by Tzehaw Chen
Challenges in regulatory compliance Science Regulatory	1	21 hours ago by Stephen Macmannis Original post by Monica Whitmire
Analytical, Process and Formulation topics for PharmSci360 User Created CMC	1	3 days ago by Katie Baumer Original post by Tapan Das
Proposed AAPS Bylaws Update	5	4 days ago by Marijke Adams Original post by Walter Marlowe
Transporter expression by LC/MS Science Transporters	0	5 days ago by Laurent Salphati
FDA In Vitro and Clinical Drug Development Science Transporters	1	6 days ago by Bjoern Bauer Original post by Steven Louie
Emerging Technology and LIMS Validation	5	6 days ago by Scott Davis
Whole blood stability for oligonucleotides Science Preclinical	3	7 days ago by Philip Oldfield Original post by Mark Ma
Data Governance and Regulatory Compliance	7	14 days ago by Stephen Macmannis

AAPS Community

[Post New Message](#)

AAPS Community

[Post New Message](#)

Mar 16, 2018 - Mar 18, 2018

started 2 days ago, [Murali Javvaji](#) (0 replies)

Abuse-Deterrent Opioid Formulations

1. [Hi, I would like to know about Abuse...](#) Murali Javvaji

started 2 days ago, [Kevin Dykstra](#) (0 replies)

Pharmacometrics and QSP/PBPK

2. [Folks, I am curious about ways in which QSP and...](#) Kevin Dykstra

started 6 days ago, [Tzehaw Chen](#) (8 replies)

Excipient Compatibility

3. [Hi, In addition, i suggest open and close ...](#) Murali Javvaji

4. [Dear Dr.Tzehaw Chen, The opinions about...](#) Veerababu Taduri




AAPS Community Settings

Reply to a Discussion or Start a New One!


- Community Home
- Discussion 37
- Library 7
- Events 1
- Members 42.8K

Latest Discussion Posts Add



RE: Keeping up with information
 By: Joleen T. White, Ph.D. , 3 hours ago
 Short answer? I don't. Long answer, I rely heavily on my colleagues to point out interesting information and I do the same in return. I don't pressure myself to try to read everything because no matter how fast I can read or absorb information, it ...

1 person recommends this.



RE: Pharmaceutical Engineering
 By: Anthony Antic , 12 hours ago
 Hi Doug, This is an interesting area and would like to give a perspective as a student who completed your proposed new course, but at an

Announcements Add


AAPS Workshop towards Global Harmonization of Bioanalytical Method Validation Edit Delete

By: Katie Baumer , 13 days ago
 Similar to previous Crystal City Bioanalytical Workshops, this workshop will provide an opportunity for bioanalytical practitioners and regulators to discuss where current global guidance are out of sync and in need for harmonization.

Dates: September 13-15, 2017

<http://www.aaps.org/BioanalyticalGuidance/>

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