

ELAM



Class of 2019-2020

2020 Annual Report



DREXEL UNIVERSITY

Executive Leadership in
Academic Medicine

College of Medicine



FROM THE DIRECTOR

2020 is a year that none of us will ever forget. The year was taxing to our health and spirit, and the pandemic impacted ELAM in many ways. Our 25th anniversary celebration, which had received such incredible support from our

community, was cancelled but will be rescheduled. The final session of the 2019-2020 moved online, and we hosted virtual IAP presentations and a virtual graduation ceremony with Catherine Morrison as our speaker. The entire 2020-2021 fellowship year moved online. The transition was challenging but our faculty rose to the occasion as they pivoted and restructured their curriculum so that our fellows could have the best possible outcomes. We are so proud of how our community led and managed through crisis and how our fellows and alumnae supported one another throughout the year.

In addition to the COVID-19 pandemic, we witnessed unremitting brutality against Black Americans and entered a period of racial reckoning in the country. We began to think more deeply about ways that ELAM can incorporate anti-racism into our curriculum and into our alumnae professional development programs. An ELUM-driven initiative on racial justice emerged to join other developing ELUM-driven initiatives including finding ways to increase the number of women on boards, to help to elevate more women for award nominations and to further develop male allyship in gender equity work. As part of these efforts we offered panel discussions and webinars, and engaged in fruitful dialogue as we continue to develop action plans. More than 500 ELUMs and fellows attended these events.

As we move into the new year, we are looking forward to a brighter 2021. Thank you for your tireless commitment to the ELAM Program and to each other.

Nancy D. Spector
Professor of Pediatrics
Vice Dean for Faculty
Drexel University College of Medicine
Executive Director, Executive Leadership
in Academic Medicine ® (ELAM)

FROM THE DEAN

On May 1, 2020, ELAM expected to celebrate its 25th anniversary – a silver milestone not only for the program and its alumnae, but for academic medicine, dentistry, pharmacy and public health. Unfortunately, due to the pandemic, we had to cancel the celebration. We will, however, be rescheduling—and hopefully by the time you receive this report, we will have the new date confirmed.



ELAM has over 1,100 ELUMS that hold senior leadership roles in institutions around the world, each of them having an impact on the advancement of women as they bring their intelligence, perspective and skills to bear. Here at Drexel, 24 ELUMS currently hold leadership positions across the University, from department chair to vice provost to dean. In addition, three ELUMS with emeritus status continue to teach, mentor other faculty and conduct sponsored research. Every fall, we have the privilege of meeting a new class of ELAM fellows and observing their progress. Best of all, we have the privilege of working with colleagues who are ELUMs and benefiting from their self-efficacy and growth year after year.

2020 was a year of unprecedented challenges, but the ELAM program met each one with ingenuity and resilience! The COVID-19 pandemic and the social unrest allowed us to develop online programs for the fellows, and webinars and panel discussions on how to address racial inequality in the curriculum. An ELUM initiative on racial justice was developed to find ways to promote more women of color into leadership positions.

Thank you to the leadership, faculty and staff for their dedication and commitment to developing ELAM as a world-class program. I am excited to continue to work with ELAM in the coming years.

Charles B. Cairns, MD
Walter H. and Leonore Annenberg Dean
Senior Vice President of Medical Affairs
Drexel University College of Medicine

OUR IMPACT

The Hedwig van Ameringen Executive Leadership in Academic Medicine® (ELAM) program aims to increase and sustain the number and impact of women in academic leadership positions in the health sciences. ELAM carries on the legacy of advancing women in medicine begun by the Female Medical College of Pennsylvania, the nation's first women's medical school. ELAM continues as a national resource hosted by Drexel University College of Medicine. Since its inception, the one-year, part-time fellowship has expanded to target diverse health professions and to reach a broader, global stage.

Applications

Applicants to ELAM come from around the country and around the world.

They are mid-level and senior faculty from medical, dental, public health and pharmacy schools.

In 2020, the ELAM program received applications from:

- **115** applicants from **89** schools for **66** seats
- **29** reapplicants
- **4** applicants from dental schools
- **4** applicants from public health schools

Academic and Business Support

Support from academic institutions and executive search firms enables ELAM to provide continuing support for ELAM alumnae, who in turn support an institution's emerging women leaders through community building, continuing education and professional development.

- **69** Academic Sustaining Members
- **7** Executive Development Council Members (executive search firms)
- **551** job postings in our e-newsletter, The Edge
- **43** resource lists of highly qualified ELUMs produced for academic institution search committees

Gifts

A primary goal of ELAM is to sustain our alumnae in their leadership roles.

We do this by facilitating ELUM community-building activities; distributing the ELAM Edge e-newsletter with position announcements, program and alumnae updates, and leadership-themed news items; offering advanced leadership development programs for alumnae; being available for phone consultations with our ELUMs, and more.

The support we received from ELUMs and friends in 2020 is crucial in helping us in these efforts.

25th Anniversary Fund: Supports the 25th anniversary of ELAM
Gifts totaling \$15,850

Legacy Fund: Supports alumnae programming and community building.
Gifts totaling \$17,351

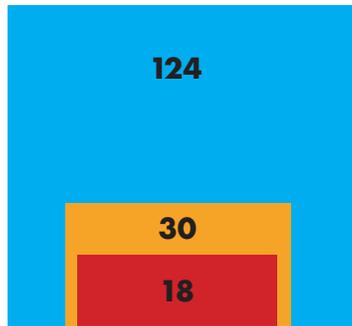
Founders Fund: Sustains the influential work of the ELAM program by helping endow a director's chair.
Gifts totaling \$2,758

Innovations Fund: Provides support for ELAM that our program fees do not cover.
Gifts totaling \$3,808

Other gifts totaling \$1,000



U.S. MEDICAL SCHOOL DEANS



124 Male Deans

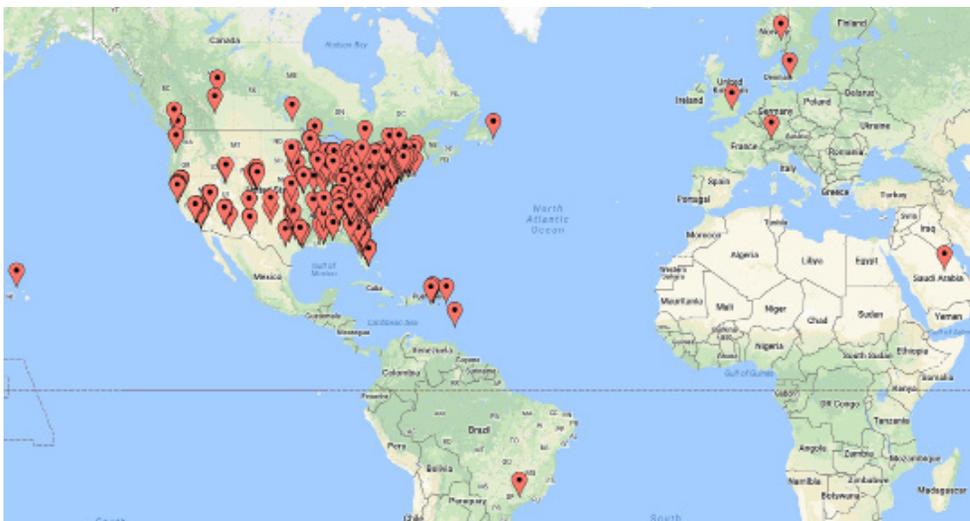
30 Female Deans

18 ELUM Deans

In 2020, 5 ELUMs became deans or interim deans of medical schools. As of May 1, 2021, there are 20 ELUM deans or interim deans of medical schools in the U.S. and North America.

6 ELUMs are deans or interim deans of dental schools.

6 ELUMs are deans of public health or population science schools.



AWARDS

35 ELUMs received awards

1,142

ELAM fellows come from academic health organizations around the world. There are now 1,142 ELUMS alumnae in leadership roles at 277 academic health institutions.

Other 2020 Highlights

- A total of 744 ELUMs, fellows and supporters attended 7 in-person and virtual events including Women on Boards, How to Write an Award Nomination, and Leadership Strategies for Addressing Racism. ([Click to view!](#))
- 64 ELUMs took new positions
- 14 ELUMs were appointed to positions on boards, societies or professional organizations
- Nancy Spector delivered 18 invited presentations on gender equity and career development
- ELAM was cited in 9 news stories or articles

Our deepest thanks to the individuals and companies below for their outstanding support of ELAM.

Individual Supporters

\$5,000

Cantine-Nora Family Charitable Fund

\$1,000 - \$3,000

Stephanie Blank, MD
Jennifer Boardman, PhD
Evalina Burger, BMedSc, MBChB, MMed
Shou-Ling Leong, MD
Kathy Miller, MD
Kathleen G. Nelson, MD
Laura Phieffer, MD
Regensteiner Schneider Giving Fund
Lori Shutter, MD
Elizabeth Travis, PhD

\$500 - \$999

Anonymous
Ann Anderson Berry, MD, PhD
Maryann Asgari, MD, MPH
Rachel J. Buchsbaum, MD
Lois J. Geist, MD
Sara Jo Grethlein, MD, MBA, FACP
Yoon Kang, MD
Janice Lee, DDS, MD, MS
Amber Luong, MD, PhD
Susan T. Mayne, PhD
Jocelyn Mitchell, MD, PhD
Kristen Nadeau, MD, MS
Susan Nedorost, MD
Mooyeon Oh-Park, MD, MS
Melissa Perry, ScD, MHS
Kathryn L. Reed, MD
Nanette Frances Santoro, MD
Geeta Swamy, MD
Louise Walter, MD

\$1- \$499

Anonymous (3)
Cory Abate-Shen, PhD
Denise Adams, MD
Ngozi Anachebe, PharmD, MD
Evelyn Anthony, MD
Karen Ballen, MD
Miriam Elizabeth Bar-on, MD
Kathleen Barnes, PhD
Karen Basen-Engquist, PhD, MPH
Miriam G. Blitzer, PhD
Joann N. Bodurtha, MD, MPH
Nancy J. Brown, MD
Kathryn Cardarelli, PhD
Nichole Carlson, PhD
Judy Chang, MD, MPH
Sonia Chimienti, MD
Colleen Clancy, PhD
Deborah Conway, MD
Penelope Duerksen-Hughes, PhD
Cynthia Elizabeth Dunbar, MD
Angela Ellison, MD, MSc
Celeste Finnerty, PhD
Susan Lynn Furth, MD, PhD
Valerie J. Gilchrist, MD
Sara Gordon, DDS, MSc
Barbara Graves, PhD
Sheryl Heron, MD, MPH
Harriet W. Hopf, MD
Elisabeth Kunkel, MD
Janice Lee, DDS, MD, MS
Men-Jean Lee, MD
Liz Leenellett, MD
Carol A. LeFebvre, DDS, MS
Janis G. Letourneau, MD
Jane Liebschutz, MD, MPH
Ana Maria Lopez, MD, MPH, FACP
Christine Mackey-Ross
Joni L. Magee, MD
Christine E. Marx, MD, MBA
Stephanie C. McClure, MD
Nicole McCoin, MD
Peggy McNaull, MD
Lori Mihalich-Levin
Tiffany Moore Simas, MD, MPH, MEd
Anne C. Mosenthal, MD
Nancy Murphy, MD
Wendy Nembhard, PhD, MPH
Suzette Oyeku, MD, MPH
Karlett Parra, PhD
Arti Prasad, MD, FACP
Kristina Reber, MD
Barbara A. Schindler, MD
Mithu Sen, MD
Monica A. Shaw, MD
Elizabeth R Trowbridge, MD
Marjorie Wang, MD, MPH
Michelle Y. Whitehurst-Cook, MD
Pamela M. Williams, MD
Joanne Wolfe, MD, MPH
Helen Lu Yin, PhD
Pamela Zarkowski, JD, MPH

Search Firm Supporters

Cejka Search
Grant Cooper
Isaacson, Miller
Korn Ferry
Merritt Hawkins
Spencer Stuart
WittKieffer

Thank you to all of our
volunteers — ELUMs and
non-ELUMs — for your time,
dedication and inspiration.

Thank you to our ELAM team

Nancy Spector, MD
Executive Director

Mary Anne Delaney, MD
Associate Director

Jennifer A. Brown
Finance Coordinator

Sharon Hull, MD, MPH
Director of Coaching

Brian Kall
Director, Operations and Management

Laura M. Lynch
Program Manager

Tamika Moore
Administrative Assistant

Barbara Overholser, MA
Communications and Relationship Manager

Kristan M. Stengel, MS
Communications Analyst

We greatly appreciate each gift given in support of the ELAM, and we have made every effort to ensure the accuracy of this listing. Please notify Barbara Overholser at bro29@drexel.edu of any inaccuracies. We regret any errors.

Thank You to Our Sustaining Members

Albany Medical College
Albert Einstein College of Medicine^{**+}
Case Western Reserve University School of Medicine^{**+}
Cleveland Clinic Lerner College of Medicine of
Case Western Reserve University
Columbia University College of Physicians and Surgeons
Creighton University School of Medicine^{**}
Dana Farber Cancer Institute^{*}
Drexel University College of Medicine^{**+}
Duke University School of Medicine^{**+}
East Tennessee State University James H. Quillen
College of Medicine^{*}
Emory University School of Medicine^{**+}
Geisinger Commonwealth College of Medicine^{*}
Harvard Medical School^{**+}
Indiana University School of Medicine^{**+}
Keck School of Medicine at the
University of Southern California
Lewis Katz School of Medicine at Temple University^{**+}
Louisiana State University School of Medicine
in New Orleans^{**}
Medical College of Wisconsin^{**+}
Medical University of South Carolina College of Medicine^{**+}
Michigan State University College of Human Medicine^{**}
Morehouse School of Medicine
Pennsylvania State University College of Medicine^{**+}
Perelman School of Medicine at the
University of Pennsylvania^{**+}
Rutgers New Jersey Medical School^{*}
Sidney Kimmel Medical College at Jefferson University^{*}
Stanford University School of Medicine^{**+}
Texas Tech University Health Sciences Center^{**}
Texas Tech University Health Sciences Center
Paul L. Foster School of Medicine (El Paso)
The Brody School of Medicine at East Carolina University^{*}
The Ohio State University Wexner Medical Center^{**+}
The University of Chicago Division of Biological Sciences,
Pritzker School of Medicine^{*}
The University of Iowa Roy J. and Lucille A. Carver
College of Medicine^{**+}
The University of North Carolina at Chapel Hill
School of Medicine^{**+}
The University of Texas MD Anderson Cancer Center^{**+}
Tufts University School of Medicine
University of Alabama at Birmingham School of Medicine^{**+}
University of Arkansas for Medical Sciences
College of Medicine
University of California, David Geffen School of Medicine^{**+}
University of California, Davis, School of Medicine^{**+}
University of California, Irvine School of Medicine
University of California, Riverside School of Medicine
University of Central Florida College of Medicine^{**+}
University of Cincinnati College of Medicine^{**+}
University of Colorado School of Medicine
Anschutz Medical Campus^{**+}
University of Kansas School of Medicine^{*}
University of Kentucky College of Medicine^{**}
University of Louisville School of Medicine⁺
University of Maryland School of Dentistry^{*}
University of Massachusetts Medical School^{**+}
University of Miami Leonard M. Miller School of Medicine^{*}
University of Michigan Medical School^{**+}
University of Michigan School of Dentistry^{*}
University of Minnesota Medical School^{**+}
University of Missouri-Columbia School of Medicine^{*}
University of Missouri-Kansas City School of Medicine^{*}
University of Nebraska Medical Center
College of Medicine^{**+}
University of Pittsburgh School of Medicine^{**+}
University of Rochester School of Medicine and Dentistry^{**+}
University of South Florida Health Morsani
College of Medicine^{*}
University of Texas Health Science Center at San Antonio
Joe R. & Teresa Lozano Long School of Medicine^{**+}
University of Texas Medical Branch at Galveston^{**+}
University of Utah School of Medicine^{**+}
University of Virginia School of Medicine^{**}
University of Western Ontario Schulich
School of Medicine & Dentistry
University of Wisconsin-Madison
School of Medicine and Public Health⁺
Virginia Commonwealth University School of Medicine⁺
Wake Forest University School of Medicine
Weill Cornell Medical College^{*}
West Virginia University School of Medicine^{**}
Yale University School of Medicine^{**+}

^{**} Sustaining Member for 10+ years ^{*} Sustaining Member for 5 - 9 years ⁺ 10+ ELUMs



2020



ELAM