

ELAM and ELH



Class of 2022-2023

2023 Annual Report



DREXEL UNIVERSITY

Executive Leadership in
Academic Medicine

College of Medicine



DREXEL UNIVERSITY

Executive Leadership
in Health Care

College of Medicine



FROM THE DIRECTOR

2022-2023 was a year of continued growth for ELAM. Our 26 inaugural Executive Leadership in Health Care (ELH) fellows joined 72 ELAM fellows for an incredible year of co-learning. Curriculum

additions for the ELH fellows include a health system management simulation and modules focused on information technology, human resource issues, marketing and branding, and more. We launched ELH because we saw a need for leadership training for women interested in the executive suite of hospitals and health systems and a need for a supportive network for women in the C-suite. The growth of ELAM necessitated a larger leadership team and we are thrilled to have the leadership of Erika Brown, PhD (ELAM '15), associate director, ELAM, Sara Jo Grethlein, MD, MBA (ELAM '07), associate director, ELH, and Donna McNelis, PhD, chief operating officer. In addition, we have guidance from Mandy Termuhlen, MD (ELAM '10), Ruth Shim, MD, MPH (ELAM '19), Sharon Hull, MD, MPH (ELAM '08), and Bart Bailey, MBA.

After the success of the class of 2023, we chose to increase our class size for both ELAM and ELH. The 2023-2024 class features 95 ELAM fellows and 45 ELH fellows. We have revamped and renamed the illustrious Ann Preston School of Medicine (APSoM) case, now called Ann Preston Health Sciences University (APHSU), so that it addresses a broader swath of challenges and incorporates both a health system and school of medicine. In addition, we have deepened our cultural humility education with the goal of tying the important considerations of inclusion and belonging throughout the curriculum.

As we look ahead, we will continue to seek collaborative spaces where we can both add value to external projects and strengthen our internal programs, build our alumnae engagement, and broaden our outreach to key partners. And in the spirit of looking forward, we hope you will hold May 1-2, 2025 and join us in Philadelphia to celebrate our 30th anniversary!

Thank you for all that you do for ELAM.

Nancy D. Spector
Professor of Pediatrics
Betty A. Cohen Chair in Women's Health
Senior Vice Dean for Faculty
Executive Director, Lynn Yeakel Institute for Women's Health and Leadership (IWHL)
Executive Director, Executive Leadership in Academic Medicine® (ELAM) and Executive Leadership in Health Care (ELH)
Drexel University College of Medicine

FROM THE DEAN

The ELAM program provides a unique opportunity for women in the fields of academic medicine, dentistry, public health, and pharmacy, as well as in health care systems. It is with great enthusiasm and gratitude that I write of my support of this program and the leadership of Dr. Nancy Spector and her team.



ELAM has over 1,300 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, 22 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.

New initiatives are always being developed to address current issues in the health professions. The Institutional Action Project (IAP) supports leadership development and organizational innovation. The Executive Leadership in Health Care (ELH) program has expanded its curriculum and class size to accommodate the increased number of applicants.

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 and look forward to celebrating the 30th anniversary of the ELAM program in 2025.

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

Scenes from 2022-2023



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 degree-granting women's medical school. ELAM continues as a national resource hosted by Drexel University College of Medicine.

Applications

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

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

For the ELAM and ELH class of 2023-2024, we received applications from:

- **160** applicants from **96** institutions for **144** seats
- **15** reapplicants
- **6** applicants from public health schools
- **3** applicants from dental 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.

- **66** Academic Sustaining Members
- **13** Executive Development Council Members (executive search firms)
- **760** job postings in our e-newsletter, the Edge
- **70** resource lists of highly qualified ELUMs produced for academic institution search committees and search firms

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.

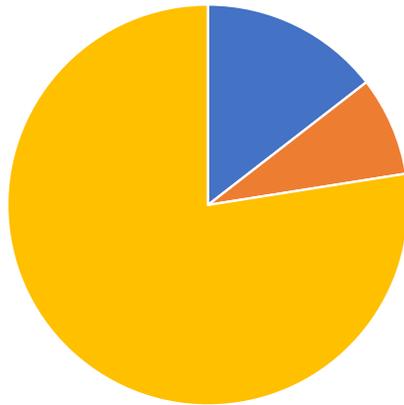
The support we received from ELUMs and friends is crucial in helping us in these efforts.

Legacy Fund: Supports alumnae programming and community building.
Gifts totaling \$24,521

Innovations Fund: Provides support for ELAM that our program fees do not cover.
Gifts totaling \$6,350

Founders Fund: Sustains the influential work of the ELAM program by helping endow a director's chair.
Gifts totaling \$1,000

U.S. MEDICAL SCHOOL DEANS



ELUM Women deans

Non-ELUM women deans

All men and women deans

In 2022 and 2023, **11** ELUMs became deans or interim deans of medical schools. There are **26** ELUM deans or interim deans of medical schools.

ELUMs are 62% of all women U.S. medical school deans. Women are 27% of all U.S. medical school deans.

ELUMs are deans of **13** public health or population science schools.

ELUMs are deans of **5** dental schools.



1,370

ELAM fellows come from academic health organizations around the world. There are now 1,370 ELUMs in leadership roles at 300 academic health institutions.



AWARDS

38 ELUMs received honors including national awards, professional society awards, and institutional awards

Other Highlights

- **940** ELUMs, fellows and supporters attended in-person and virtual events including our interview on leadership with NCAA coach Joni Taylor
- **90** ELUMs took new positions
- **14** ELUMs were appointed to positions on boards, societies or professional organizations or as journal editors
- ELAM was cited in **33** news stories or articles

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

\$1,000-\$3,000

Amanda Termuhlen Donor Advised Fund
Irene Hamrick, MD
Elizabeth Jackson, MD, MPH
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**Thank you to all of our
volunteers — ELUMs and
non-ELUMs — for your time,
dedication and inspiration.**

Thank you to our ELAM and ELH team

Nancy Spector, MD
Executive Director, ELAM and ELH

Erika Brown, PhD
Associate Director, ELAM

Sara Jo Grethlein, MD, MBA
Associate Director, ELH

Donna McNelis, PhD
Chief Operating Officer, ELAM and ELH

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Katie Stanton
Executive Assistant

Kristan M. Stengel, MS
Communications Analyst

Thank You to Our Sustaining Members

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Creighton University School of Medicine *+
Dana Farber Cancer Institute*
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Weill Cornell Medical College*+
Yale University School of Medicine*+
Zucker School of Medicine at Hofstra/Northwell

** Sustaining Member for 10+ years * Sustaining Member for 5 - 9 years + 10+ ELUMs



In early 2023, ELAM lost one its strongest advocates and an essential member of the team, Laura Lynch. Laura, who had served as ELAM's program manager since 2006, passed away on February 3, 2023. Laura shepherded hundreds of fellows through the program and stayed in close contact with them as they became ELUMs. She was the historian of the program and provided incredible insight. She led with humor, and brought laughter and joy to our office. Her passing was a tremendous loss to the program and to our community.

The entire ELAM team was deeply moved by the outpouring of condolences in the wake of her passing. We were humbled by the generosity that the ELAM community showed by sharing their wonderful memories of Laura and through their contributions to ELAM in her honor. We are proud to say that 115 gifts totaling \$17,106 were made to the Legacy Fund. To underscore the importance of Laura to the ELAM program and to the entire community, we have renamed the fund the *Laura Lynch Legacy Fund*. Laura was the

driving force behind the annual class gift program, and these funds will continue to support the ELAM community through professional development, networking and other opportunities.

We have also created the Laura Lynch ELAM Community Impact Award, which recognizes an individual or individuals who have made a significant and positive impact on the ELAM community. Recipients demonstrate professionalism, commitment and unwavering dedication to fellows, ELUMs, faculty, staff and/or other community members, inspiring others to use their talents and energy to advance the ELAM program and make a difference in achieving gender equity in academic medicine. The award will be presented annually in the spring at the ELAM/ELH graduation ceremony.



The Lynch Family

Donations in Laura's memory can be made to the ELAM Legacy Fund at giving.drexel.edu/LauraLynch.