

ELAM



Class of 2017-2018

2018 Annual Report



DREXEL UNIVERSITY

Executive Leadership in
Academic Medicine

College of Medicine

FROM THE DIRECTOR

2018 was the year that ELAM crisscrossed the country, meeting with over a quarter of our 1,026 alumnae. We held receptions in 10 cities, welcoming past graduates, current fellows, future applicants, deans, leaders, and other supporters and friends of ELAM. We were energized by the enthusiasm at these receptions and by the excitement about our approaching 25th anniversary celebration on May 1, 2020.

2018 was also a wonderful year of growth for ELAM with curriculum and faculty updates for our Decision Making and Strategy, Negotiation, Interviewing Strategies and Coaching modules.

We opened the door wide to new collaborations with emerging leaders and organizations in the gender equity movement. We joined the planning grant advisory group for the Women Leaders in Global Health Initiative, which is supported by the Bill and Melinda Gates Foundation, and the planning group for the Gender Equity Collaborative, which is sponsored by leading health care companies and the Carol Emmett Fellowship and Women of Impact. We also joined forces with the #BeEthical Campaign (a call to health care leaders that ending gender workforce disparities is an ethical imperative), FeminEM (Females in Emergency Medicine) and @PROWDWomen (Promoting and Respecting Our Women Doctors) and Time's Up Healthcare. And we took off on social media – our Twitter followers grew by 400%!

But this was also a year of loss with the passing of D. Walter Cohen, DDS, who co-founded the ELAM program. When Dr. Cohen designed ELAM, he recognized that transforming the face of academic medicine would require significant culture change and persistent efforts to sustain the success of women leaders. His early leadership and strong continued support made the program the success that ELAM is today. He is deeply missed, and we have named ELAM's annual January Alumnae Program Dinner in his honor.

As we head into 2019, we look forward to continuing to strengthen our program and build our community through strategic partnerships that will help us accelerate the pace toward gender equity in academic medicine.

Warm regards,



Nancy D. Spector, MD
Executive Director

FROM THE DEAN

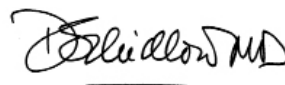
On May 1, 2020, ELAM will celebrate its 25th anniversary – a silver milestone not only for the program and its alumnae, but for academic medicine, dentistry, pharmacy and public health. By 2020, more than 1,200 ELUMs will hold senior leadership roles in institutions around the world, each of them having an impact on the advancement of women as they bring their intelligence, perspective and skills to bear.

Here at Drexel, 25 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.

It is very much in keeping with our sponsorship of ELAM that we have joined Time's Up Healthcare, an initiative of the Time's Up movement, which was launched in the entertainment industry last year. ELAM, in the person of its executive director, Nancy Spector, began discussing Time's Up Healthcare with me as it was forming in 2018. The ideas and goals align closely with the those of Drexel University College of Medicine and its strong heritage of advancing women in medicine. Dr. Spector became a founding member, and I was pleased to make the College of Medicine a founding signatory.

I have been excited by the momentum of ELAM over the past several years and by the strategic decision to open the program to wider collaborations. Although I will step down as dean at the end of the current academic year, I will follow ELAM's future with pride and great expectations.

Warm regards,



Daniel V. Schidlow, MD
Walter H. and Leonore Annenberg Dean
Senior Vice President for Medical Affairs



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 2018, the ELAM program received applications from:

- **115** applicants from **84** schools for **58** seats
- **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.

- **66** Academic Sustaining Members
- **6** Executive Development Council Members (executive search firms)
- **414** job postings in our e-newsletter, The Edge
- **53** 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 in 2018 is crucial in helping us in these efforts.

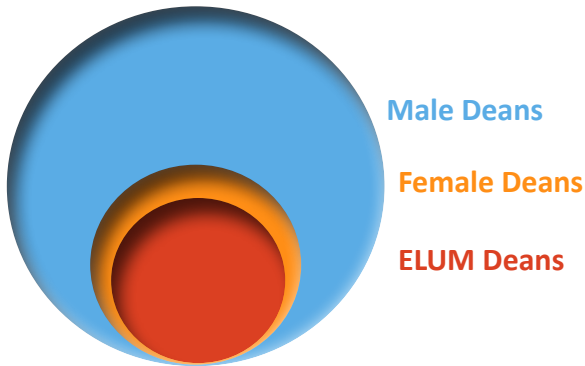
Legacy Fund: Supports alumnae programming and community building. **88 gifts totaling \$33,289**

Innovations Fund: Provides support for ELAM that our program fees do not cover. **22 gifts totaling \$9,133**

Founders Fund: Sustains the influential work of the ELAM program by helping endow a director's chair. **24 gifts totaling \$18,234**

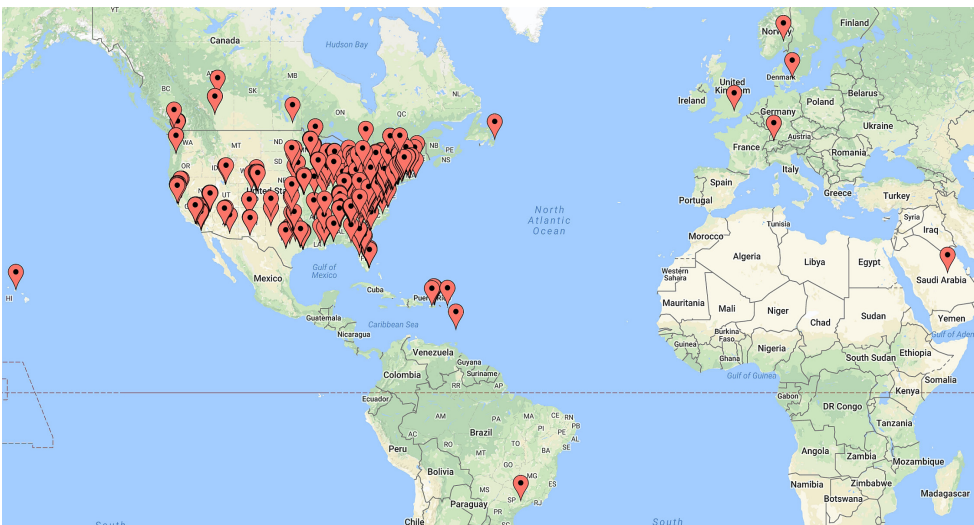
2018 HIGHLIGHTS

U.S. MEDICAL SCHOOL DEANS



DID YOU KNOW?

- 13 of the 27 women deans and interim deans at U.S. medical schools are ELUMs
- 6 of the 13 women deans at U.S. dental schools are ELUMs
- 3 of the 24 women deans at U.S. public health schools are ELUMs



87

ELUM-authored or co-authored articles were published in 2018.

1,026

ELAM Fellows come from academic health organizations around the world. There are now 1,026 ELUMs.

Other 2018 Highlights

- ELAM was cited in **10** news stories or articles in publications including *The Lancet* and *Inside Higher Ed*, and twice in the *Harvard Business Review*.
- We engaged in person with **276** of our alumnae!
- Nancy Spector delivered **10** invited presentations across the country on gender equity and career development.
- **38** ELUMs were the recipients of awards or honors.
- **69** ELUMs rose to new positions.
- Our number of Twitter followers grew by **400%**.

Individual Supporters

\$5,000

Jeannette Chirico-Post

\$1,000 - \$4,999

Linda Adkinson
David Bachrach
Phyllis Beemsterboer
Evalina Burger
Archie Chatterjee
Helen Egger
Jane Fitch
Harriet Hopf
Pascale Lane
Vivian Lewis
Page Morahan
Selma Ryave
Roberta Sonnino
Mandy Termuhlen

\$500 - \$999

Mimi Bar-On
Kim Boland
Laura Borgelt
Judy Chang
Joyce De Leo
Nancy Freitag
Michelle Gong
Sara Gordon
Sara Grethlein
Sharon Griswold
Karen Horton
Melinda Irwin
Mary Killackey
Richelle Koopman
Monica Kraft
Michele Kutzler
Stacie Levine
Leslie McClure
Annie Medina-Walpole
Karen Mustian
Genevieve Neal-Perry
Susan Nedorost
Karlett Parra
Leigh Patterson
Anne Pereira
Sue Pollart
Lori Ann Post
Susan Promes
Tara Sabo-Attwood
Shlomit Schaal
Kari Simonsen
Blair Simpson
Ellen Tedaldi
Maggie Wierman
Joanne Wolfe



\$1 - \$499

Anonymous
Libby Alpern
Lisa Barnes
Karen Basen-Engquist
Ana Bedran-Russo
Daniela Bota
Suzanne Brandenburg
Laura Cassidy
Rita Charon
Amy Chen
Meg Chren
Colleen Conry
Linda Cripe
Coleen Cunningham
Diane Davey
Isabelle Deschenes
Cristina Fernandez-Valle
Maryam Fouladi
Elena Fuentes-Afflick
Flora Hammond
Carrie Haskell-Luevano
Michele Heisler
Pam Hughes
Mira Irons
Yvonne Kapila
Cheryl Lee
Carol Lefebvre
Shou-Ling Leong
Janis Letourneau
Cindy Lyon
Ade Olomu
Suzette Oyeku
Leslie Parent
Roberta Pileggi
Arnyce Pock
Gloria Richard-Davis
Betsy Ripley
Barbara Schindler
Pam Shaw
Sarah Tishkoff
Ann Van Heest

Search Firm Supporters

Grant Cooper
Korn Ferry
Isaacson Miller
Merritt Hawkins
Spencer Stuart
Witt/Kieffer



Thank You to Our Sustaining Members

Albert Einstein College of Medicine**
Case Western Reserve University School of Medicine
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*
Georgetown University School of Medicine*
Harvard Medical School+
Icahn School of Medicine at Mount Sinai**
Indiana University School of Medicine
Johns Hopkins University School of Medicine*
Kaiser Permanente School of Medicine
Lewis Katz School of Medicine at Temple University**
Loma Linda University School of Dentistry
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*
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
The Brody School of Medicine at East Carolina University*
The Ohio State University College of Dentistry
The Ohio State University College of Medicine
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 Dental Medicine*
UCLA Health Services
University of California, David Geffen
School of Medicine at UCLA
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 Florida College of Medicine**
University of Kansas School of Medicine*
University of Maryland School of Dentistry
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 Carolina School of Medicine
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 Vermont College of Medicine**
University of Virginia School of Medicine**
University of Western Ontario Schulich
School of Medicine & Dentistry
Vanderbilt University School of Medicine**
Virginia Commonwealth University School of Medicine+
Wake Forest University School of Medicine+
Wayne State University School of Medicine
Weill Cornell Medical College
Yale University School of Medicine

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

ACCOLADES

“Wake Forest University School of Medicine (WFSM) has a longstanding and deep respect for the ELAM program and has been the beneficiary of the strong leadership training provided to our women faculty.

Our institutional alumni of the ELAM program are influential leaders throughout the enterprise—as chairs, center directors, section heads, administrators and thought leaders within academic medicine and within their given field.

Our ELAM graduates acquire skills that elevate their contributions and result in greater responsibility and authority, thereby strengthening WFSM at the highest levels of the organizational structure. As an ELUM myself, I am keenly aware of the tremendous leadership growth for the participant that occurs during the program and after, and the significance of the national networking opportunity.”

Julie A. Freischlag, MD
ELAM 1997
Chief Executive Officer
Wake Forest Baptist Medical Center
Dean
Wake Forest School of Medicine



“I cannot thank ELAM enough for the training, mentoring and networking that helped me to get here. I am confident that all I have learned will be instrumental for navigating challenges in my new position.”



Gyongyi Szabo, MD, PhD
ELAM 2010
Incoming Chief Academic Officer
Beth Israel Deaconess Medical Center



“Graduates of the ELAM program are well poised to take on leadership positions throughout the public health world. When you look at ELAM grads, they are now populating deanships, associate deanships and chair positions all over the country.”

Sten H. Vermund, MD, PhD
Dean, Yale School of Public Health



“The ELAM program’s impact is beyond measure. There are ELUMs engaged in leadership roles throughout our organization. I can’t imagine us functioning without them.”

John S. Penn, PhD
Phyllis G. and William B. Snyder Endowed Professor
and Vice Chairman
Department of Ophthalmology and Visual Sciences
Associate Dean
Office of Faculty Affairs
Vanderbilt University School of Medicine



“I truly believe that my ELAM training and experiences were instrumental to my success.”

Carol Anne Murdoch-Kinch, DDS, PhD, FDS, RCSEd
ELAM 2013
Incoming Dean, Indiana University School of Dentistry



ELAM's 25th Anniversary Celebration

May 1, 2020

Join us for a day of learning and networking, and then an elegant evening reception and dinner at the Kimmel Center to celebrate 25 years of ELAM!

By 2020 there will be more than 1,200 ELUMs in senior leadership roles at institutions around the world. We have a lot to celebrate, and we invite you to join us in marking this important occasion!

SCHEDULE OF EVENTS

Panels, workshops and discussion groups will be held during the day. The evening will feature a celebration at the Kimmel Center, including a keynote speaker, awards, dinner, and events honoring D. Walter Cohen and the other founders of ELAM.

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|------------------|-----------------------------------------------|
| 11 a.m. – 1 p.m. | ELUM table-top discussions and lunch buffet |
| 1 – 4 p.m. | Salons with panels and speakers |
| 5 – 6 p.m. | Cocktail reception |
| 6 – 8 p.m. | Dinner, keynote speaker, awards presentations |

