Executive Leadership in Academic Medicine

ELAM is a unique yearlong part-time leadership development program designed to increase the numbers of women faculty in senior leadership positions, as executives and change agents in schools of medicine, dentistry, public health and pharmacy.

Application to the program for the 2021–2022 fellowship year opens online (drexel.edu/elam) on November 1, 2020. Applications are due by January 8, 2021. Nominations and recommendations are due by January 29, 2021.

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

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

“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 Class of 2010
Chief Academic Officer,
Beth Israel Deaconess Medical Center
TARGET AUDIENCE
ELAM is intended for senior women faculty at U.S. and Canadian academic health centers who have attained at least the rank of associate professor; have achieved significant administrative experience in personnel and budget matters, preferably both (e.g., as chair, division chief); express a clear desire to attain a leadership position; embrace strategic risk-taking in their career path; realistically assess their leadership opportunities, both internal and external; possess growth opportunities, either formal or informal, within their institution; and have expressed commitment from their institution to support their formal or informal advancement and opportunities for increased responsibility in the immediate to five-year range.

PROGRAM OBJECTIVES
Upon graduation from ELAM, fellows will be able to:
1. Use strategic approaches to financial and resource management that enhance the missions of their organizations.
2. Adapt their leadership behaviors to effectively address strategic, operational and relational challenges.
3. Lead and manage change initiatives within complex and dynamic academic organizations.
4. Collaborate with diverse team members to build a community of leadership practice that supports academic organizational leadership.

ACCREDITATION STATEMENT
Drexel University College of Medicine is accredited by the Accreditation Council for Continuing Medical Education to provide continuing medical education for physicians.

AMA Credit Designation Statement: The Drexel University College of Medicine designates this live activity for a maximum of 130 AMA PRA Category 1 Credit(s). Physicians should claim only the credit commensurate with the extent of their participation in the activity.

AOA: This program is eligible for 130 credits in Category 2A of the American Osteopathic Association.

ADA CERP: The University of Kentucky College of Dentistry, accredited by the American Dental Association, designates this educational activity for a maximum of 130 continuing education business credit hours in Category C/Provider No. 1216 from the Kentucky Board of Dentistry.

FACULTY DISCLOSURE STATEMENT
It is the policy of Drexel University College of Medicine to ensure balance, independence, objectivity and scientific rigor in all its sponsored educational programs. Speakers at continuing medical education activities are required to disclose to the audience any relevant commercial interest (which is any entity producing, marketing, reselling, or distributing health care goods or services consumed by or used on patients). Any conflicts of interest must be resolved prior to the presentation and announced to the audience. The intent of this disclosure is to allow participants to form their own judgments about the educational content of this activity and determine whether the speaker’s commercial interests influenced the presentation. In addition, speakers are required to openly disclose any off-label, experimental or investigational use of drugs or devices discussed in their presentation.

ACKNOWLEDGMENTS
Funding support for the 2021–2022 program will be acknowledged in the program syllabus.

THE CURRICULUM
The ELAM curriculum integrates knowledge and skills in four essential dimensions of leadership:

- **Strategic Finance and Resource Management** to enhance the missions of academic organizations.
- **Personal and Professional Leadership Effectiveness** to address strategic, operational and relational challenges.
- **Organizational Dynamics** to provide strategies for leading, executing and managing change initiatives.
- **Communities of Leadership Practice** to sustain leadership development beyond the fellowship year.

The program is a blend of three weeklong in-residence sessions, online and conference call discussions, and institutional action project development mentored by senior administrative leaders at participants’ institutions.

PROGRAM SCHEDULE

<table>
<thead>
<tr>
<th>Start Date</th>
<th>End Date</th>
<th>Activities</th>
</tr>
</thead>
<tbody>
<tr>
<td>JUN 1, 2021</td>
<td>SEP 17, 2021</td>
<td>Complete self-assessments, assigned readings, and online assignments</td>
</tr>
<tr>
<td>SEP 18, 2021</td>
<td>SEP 24, 2021</td>
<td>Attend Session 1 in Wilmington, Delaware</td>
</tr>
<tr>
<td>SEP 25, 2021</td>
<td>JAN 7, 2022</td>
<td>Work on group and independent projects</td>
</tr>
<tr>
<td>JAN 8 - 13, 2022</td>
<td></td>
<td>Attend Session 2 in Sacramento, California</td>
</tr>
<tr>
<td>JAN 14, 2022</td>
<td>APR 22, 2022</td>
<td>Work on group and independent projects</td>
</tr>
<tr>
<td>APR 23 - 28, 2022</td>
<td></td>
<td>Attend Session 3 in Wilmington, Delaware, including the Leaders Forum (April 27–28 with deans)</td>
</tr>
</tbody>
</table>