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 2023–2024 fellowship year opens online (drexel.edu/elam) on November 1, 2022. Applications are due by January 6, 2023. Nominations and recommendations are due by January 27, 2023.

“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

“Wake Forest University School of Medicine (WFUM) 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 WFUM 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 Class of 1997
Chief Executive Officer,
Wake Forest Baptist Medical Center
Dean, Wake Forest School of Medicine
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 an 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.

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

JUN 1 – SEP 8, 2023
Complete self-assessments, assigned readings, and online assignments

SEP 9 – 15, 2023
Attend Session 1 - Location TBD *sessions end the morning of the 15th

SEP 16, 2023 – JAN 19, 2024
Work on group and independent projects

JAN 20 – 25, 2024
Attend Session 2 - Location TBD

JAN 26 – APR 12, 2024
Work on group and independent projects

APR 13 – 18, 2024
Attend Session 3 - Location TBD
(April 17-18 with deans, institutional sponsors and guests. Leaders Forum on April 17. Graduation on April 18)

ACKNOWLEDGMENTS
Funding support for the 2023–2024 program will be acknowledged in the program syllabus.