



**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](https://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

**“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 Class of 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 Class of 2010  
Chief Academic Officer,  
Beth Israel Deaconess Medical Center



DREXEL UNIVERSITY  
**Executive Leadership in  
Academic Medicine**  
College 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.

## 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)<sup>TM</sup>. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

## 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 2023–2024 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

### JUN 1 – SEP 8, 2023

Complete self-assessments, assigned readings, and online assignments

### SEP 9 – 15, 2023

Attend Session 1 - Location TBD

\*sessions ends 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)



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