



DREXEL UNIVERSITY

# Executive Leadership in Academic Medicine

*College of Medicine*

## 2018 ELUM Program

### **Leadership During Challenging Times: Building Resilience and Verstaility**

***Sponsored by  
University of Colorado School of Medicine  
Anschutz Medical Campus***

January 11-13, 2018

The Four Seasons Hotel  
Denver, Colorado

**[drexel.edu/ELAM](https://drexel.edu/ELAM)**

Welcome to the 2018 ELUM Program: **Leadership During Challenging Times: Building Resilience and Versatility!**

ELAM is excited to host such an exciting group of speakers, presenters, and facilitators, all of whom are leaders and experts in their fields.

We are grateful for the generous sponsorship and longtime commitment of the University of Colorado School of Medicine Anschutz Medical Campus and Dean John Reilly. With 19 ELUMs, Colorado is one of our biggest supporters. In addition, Class Gifts provide necessary resources for ELAM's Legacy Fund to create and run programming such as this. So, thank you to our ELUMs!

This program would not have been possible without the support, guidance and assistance of the incredibly dedicated Planning Committee including Jean Kutner, Judy Regensteiner, Koren Bedeau, Colleen Conry, Marsha Anderson, Carol Rumack, Jane Reusch, Brenda Bucklin, Laurie Gaspar, Evalina Burger, Chris Nyquist, and Joanne Hilden.

We would also like to thank ELAM's Founding Director Page Morahan, former Co-Director Rosalyn Richman, and Director Emerita Diane Magrane, for establishing, nurturing and growing the innovative program that is ELAM, and for leading us forward to our celebration of 25 years in 2020.

We hope you enjoy the program and we look forward to your feedback!

Warm regards,

A handwritten signature in cursive script that reads "Nancy Spector". The ink is dark and the signature is fluid, with a large, stylized 'N' and 'S'.

Nancy Spector, MD  
Executive Director, ELAM Program  
Associate Dean of Faculty Development  
Drexel University College of Medicine

# Thursday, January 11

5:00–6:00 pm  
Grand Ballroom Foyer

Fellow/Alumnae Networking Reception

6:15 pm  
Grand Ballroom

Welcome  
*Nancy Spector, MD, Jean Kutner, MD, MSPH  
John Reilly, MD, Judith G. Regensteiner, PhD*

6:30–8:30 pm  
Grand Ballroom

Dinner/Program  
Women Leaders: Are We Different?  
*Phyllis Wise, PhD*

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# Friday, January 12

6:30–7:30 am  
Alpine

Yoga

7:30–8:45 am  
Aspen

Breakfast available

8:30–9:00 am  
Cottonwood Ballroom

Welcome  
*Nancy Spector, MD*

9:00–10:30 am  
Cottonwood Ballroom

Organizational Planning  
for the Research Mission  
*Ann Bonham, PhD, Janis Orlowski, MD*

11:00 am–12:30 pm  
Cottonwood Ballroom

Next Level Leadership  
*Lilly Marks, Patricia Gabow, MD  
Barbara Mowry, Marsha Rappley, MD, Alexis Stiles, MBA*

12:30–2:00 pm  
Aspen

Lunch

2:00–5:00 pm

Concurrent Workshops

Kerfuffles, Conflicts and Misunderstandings: Strategies for Engagement  
Cottonwood Ballroom A

*Ann Brown, MD, MHS, Anne Libby, PhD*

Executive Coaching  
Cottonwood Ballroom B

*Sharon Hull, MD, MPH, Page Morahan, PhD  
Sally Shumaker, PhD, Roberta Sonnino, MD*

Personal Image Consultation  
Alpine

*Sonja Motley*

5:00–6:00 pm  
Grand Ballroom Foyer

ELUM “Happy” Hour

6:00–8:00 pm  
Grand Ballroom

Dinner and Program  
*Harriet Hopf, MD*  
*David Bachrach, FACMPE/LFACHE*  
*Elizabeth L. Travis, PhD, FASTRO*

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**Saturday, January 13**

7:00–8:00 am  
Alpine

Yoga

7:30–9:00 am  
Aspen

Breakfast Available

9:00–12:00 pm  
Cottonwood Ballroom

Unconscious Bias  
*Shanta Zimmer, MD, Alda Maria Gonzaga, MD, MS*

12:00–2:00 pm  
Aspen

Lunch

2:00–5:00 pm

Concurrent Workshops

“Put YOUR Finger on the Scale” of Gender Equity - *Equity and Vigilance*  
Cottonwood Ballroom B

*Elizabeth Travis, PhD, with Page Morahan, PhD*  
*and Diane Magrane, MD*

System Thinking  
Cottonwood Ballroom A

*Ellen J. Bass, PhD*

Personal Image Consultation  
Alpine

*Sonja Motley*

5:00–6:00 pm  
Grand Ballroom Foyer

ELUM Reception

## KEYNOTE SPEAKER

Phyllis M. Wise, PhD, is an internationally respected leader in higher education and world renowned biomedical researcher. In 2017 she accepted the position of CEO and President of the Colorado Longitudinal Study, an ambitious project to create the largest repository in the world of biological specimens and corresponding data on the social determinants of health.

## SPEAKERS

David J. Bachrach, FACMPE/FACHE, is the President of The Physician Executive's Coach, Inc. and has served in senior executive roles in several physician-led academic healthcare organizations, including the University of Michigan Medical School and the University of Texas M.D. Anderson Cancer Center. He has held concurrent faculty appointments, most recently as Professor of Health Services Management at M. D. Anderson

Harriet Hopf, MD, is Professor and Vice Chair for Faculty Development in the Department of Anesthesiology, Adjunct Professor of Bioengineering, and Senior Special Assistant in the Office of Faculty at the University of Utah. As the Director of the Women in Medicine and Science Program at the University of Utah from 2009 to 2012, Dr. Hopf created educational and interactive programs to enhance faculty recruitment, engagement, and retention.

Elizabeth L. Travis, PhD, FASTRO, is the Associate Vice President, Women and Minority Faculty Inclusion, and Mattie Allen Fair Professor in Cancer Research in the departments of Experimental Radiation Oncology and Pulmonary Medicine at The University of Texas MD Anderson Cancer Center. She is an internationally recognized scientist who has made significant contributions to our understanding of the effects of radiation on normal tissues in her 25 years in the field.

## PRESENTERS

Ann Bonham, PhD, is a national thought leader and strategist for advancing the full spectrum medical research in the new healthcare environment. She has a long-standing commitment to patient and community engagement in research and healthcare, leadership development, and social justice.

Janis Orlowski, MD, is the chief health care officer at the Association of American Medical Colleges (AAMC) in Washington, D.C. She is board certified in both internal medicine and nephrology and specializes in acute renal care and transplantation.

Lilly Marks serves as Vice President for Health Affairs for the University of Colorado and Executive Vice Chancellor in charge of the Anschutz Medical Campus. She is a frequent national speaker on topics related to medical school economics, health care and clinical practice management, and leadership issues in academic medicine.

## FACILITATORS, FACULTY AND PANELISTS

Ellen J. Bass, PhD, is the Chair of the Department of Health Systems and Services Research in the College of Nursing & Health Professions, a Professor in the Department of Information Science in the College of Computing & Informatics, and Affiliate Faculty in the School of Biomedical Engineering, Science and Health Systems at Drexel University.

Ann J. Brown, MD, MHS, is the Vice Dean for Faculty and Professor of Medicine with tenure at the Duke University School of Medicine. She leads the Office for Faculty, which provides extensive programming targeted to support faculty success.

Patricia A. Gabow, MD, was elected to the Robert Wood Johnson Foundation Board of Trustees in April 2013. Dr. Gabow is a national leader in delivery system innovation and the care of vulnerable populations. She retired in 2012 after 20 years as CEO of Denver Health and Hospital Authority (DHHA), an integrated health care system serving one of the poorest populations in the state of Colorado.

Alda Maria Gonzaga MD, MS, FAAP, FACP, is the residency program director for internal medicine-pediatrics at UPMCME, an Advisory Dean at the University of Pittsburgh School of Medicine, and the chair of the Department of Medicine Diversity Committee. Her educational focus is on mentorship and faculty development around mentorship across differences.

Sharon Hull, MD, MPH, is Leadership Development Faculty Professor, Division Chief of Family Medicine, Duke University Medical Center. She is both as an experienced faculty member and leader, and an experienced coach to faculty. She has over 27 years of experience in academic medicine, as a clinician, educator, researcher and administrator.

Jean S. Kutner, MD, MSPH is Professor of Medicine and Associate Dean for Clinical Affairs, University of Colorado School of Medicine and Chief Medical Officer, University of Colorado Hospital. Her research focuses on improving symptoms and quality of life for patients with serious illness and their family caregivers.

Anne Libby, PhD, is Professor and Vice Chair for Academic Affairs in the Department of Emergency Medicine, University of Colorado School of Medicine at the Anschutz Medical Campus in Aurora, Colorado. Dr. Libby co-founded the Education, Training, and Career Development Core of the Colorado Clinical Translational Sciences Institute (CCTSI).

[Diane Magrane, MD](#) is a professor of obstetrics and gynecology, Director Emerita of the Hedwig van Ameringen Executive Leadership in Academic Medicine (ELAM®) program for women faculty in the health sciences and the Founding Director of the Executive Leadership in Academic Technology and Engineering program (ELATE at Drexel®) for women faculty in STEM fields.

[Page S. Morahan, PhD](#), is Founding Director of the Hedwig van Ameringen Executive Leadership in Academic Medicine ® Program for Women (ELAM®), and Co-Director of the Foundation for Advancement of International Medical Education and Research (FAIMER) Institutes.

[Sonja Motley](#) is a fashion consultant and owner of Clutter Free Closet in Denver, CO where she combines her knowledge of women's bodies, fashion history, organization and a wonderful skill for dressing women the way they want to look: creative, complete and with effortless style.

[Barbara Mowry](#) is CEO of GoreCreek Advisors. Before founding GoreCreek in 2011, she was senior vice president at Oracle, president and chief executive officer of Silver Creek Systems, chairman and chief executive officer at Requisite Technology, senior vice president of customer satisfaction at Comcast, founder and chief executive officer of the Mowry Company and a vice president of United Airlines.

[Marsha D. Rappley, MD](#), is the Chief Executive Officer of Virginia Commonwealth University Health System and serves as VCU's Vice President for Health Sciences. She is a national leader in academic medicine, and served as chair of the board of directors of the Association of American Medical Colleges.

[Judith G. Regensteiner, PhD](#) is Professor of Medicine, a founder and director of the Center for Women's Health Research (CWHR), and the Judith and Joseph Wagner Chair in Women's Health Research. She trains and mentors young scientists in women's health and sex differences research, conducts research on diabetes and cardiovascular disease, and develops programs for the public and the medical community.

[John Reilly, MD](#), is the Dean of the University of Colorado School of Medicine and Vice Chancellor for Health Affairs for the University of Colorado Anschutz Medical Campus. He holds the Richard D. Krugman Endowed Chair and joined the University in April 2015.

**Sally A. Shumaker, PhD**, is a tenured full professor in the Department of Social Sciences and Health Policy, the Division of Public Health Sciences, and the Department of Internal Medicine at the Wake Forest University School of Medicine. At Wake she has held a number of leadership positions, including founding Director of the WFUSM National Women's Health Center of Excellence and founding Chair of the Department of Social Sciences and Health Policy.

**Roberta E. Sonnino, MD**, is an executive and career coach with RES Coaching LLC, where she specializes in coaching individuals through career transitions, and in optimizing their options and performance in their current and/or new roles. She is a Professor of Pediatric Surgery (Retired) at Wayne State University and a Contributed Service Professor in the Center for Health Policy and Ethics at Creighton University.

**Nancy Spector, MD**, is Executive Director of the Executive Leadership in Academic Medicine (ELAM) Program, Professor of Pediatrics and Associate Dean of Faculty Development at Drexel University College of Medicine. Dr. Spector was the founding Co-Chair of the Association of Pediatric Program Directors (APPD) Grassroots Forum for Associate Program Directors, Co-Chair of the APPD Ad Hoc Committee on Professional Development, Vice Chair of the APPD Mid-Atlantic Group, Vice-Chair of the APPD Faculty and Professional Development Task Force, founding Co-Chair of the APPD Mentorship Program, and the immediate past Chair of the APPD Faculty and Professional Development Task Force.

**Alexis H. Stiles, MBA, MHSA**, leads Spencer Stuart's Healthcare Services Practice, the overall North American Healthcare Practice and is a member of the firm's Board practice. Alexis specializes in recruiting C-level executives, board directors and senior-level academic health sciences leaders across the broad spectrum of healthcare services institutions, including leading hospitals, health systems, academic health sciences universities, research institutions, physician practices, payers, and other healthcare-related associations and specialty organizations.

**Elizabeth L. Travis, PhD, FASTRO**, is the Associate Vice President, Women and Minority Faculty Inclusion, and Mattie Allen Fair Professor in Cancer Research in the departments of Experimental Radiation Oncology and Pulmonary Medicine at The University of Texas MD Anderson Cancer Center. She is an internationally recognized scientist who has made significant contributions to our understanding of the effects of radiation on normal tissues in her 25 years in the field.

**Shanta Zimmer, MD**, is Associate Dean for Education for the University of Colorado School of Medicine Office of Diversity and Inclusion (SOMODI). Dr. Zimmer was recruited from the University of Pittsburgh where she served as the internal medicine residency program director and developed a national reputation in implementing programs to support URM trainees in Undergraduate and Graduate Medical Education.



# ELAM<sup>®</sup> Staff Information

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**We hope you will consider a gift to support ELAM and its ELUM programs so that we can continue to increase the number and impact of women in academic leadership positions in the health sciences.**

**The Innovations Fund** provides support for ELAM that our program fees do not cover such as career development and coaching resources, networking opportunities at key national events, sponsoring modules, research into women leadership and career trajectory, and much more.

**The Legacy Fund** supports alumnae programming and community building within and across classes and learning communities and expands support for regional and national face-to-face alumnae meetings. Ongoing professional development contributes to the success of our ELUMs long beyond their fellowship year.

***Together we can build a legacy of strong, innovative women leaders whose impact will resonate for generations.***

THANK YOU!

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### **I would like to support ELAM's Innovations Fund**

\_\_\_\_\_ \$500    \_\_\_\_\_ \$1,000    \_\_\_\_\_ \$2,500    \_\_\_\_\_ Other

### **I would like to support ELAM's Legacy Fund**

\_\_\_\_\_ \$500    \_\_\_\_\_ \$1,000    \_\_\_\_\_ \$2,500    \_\_\_\_\_ Other

Payments may be made online at  
<https://www2.drexelmed.edu/elamgiftsonline/>

or

make check payable to Drexel University/ELAM Program and mail to:

Drexel University College of Medicine/ELAM Program

Attn: Jennifer Brown

2900 West Queen Lane, K Wing

Philadelphia, PA 19129

# ELAM<sup>®</sup> Academic Sustaining Membership

**Academic Sustaining Members** enable ELAM to provide continuing support for ELAM alumnae, who in turn support your institution's emerging women leaders well beyond their ELAM fellowship year through community building, continuing education, and professional development.

A membership fee of \$3,500 makes you a Sustaining Member for one academic year, during which you and your institution will receive the following benefits:

## ⇒ **Recognition**

- Your institution will be recognized on ELAM's website and in syllabus and other public acknowledgment materials, including at annual meetings of AAMC and ADEA.

## ⇒ **Recruitment Assistance**

- Position Announcements: Your institution is entitled to submit senior level position openings to ELAM for FREE - a value of \$500 per posting. Qualified positions are included in our biweekly e-newsletter, the ELAM Edge, which is circulated to our cadre of alumnae and Fellows at over 247 U.S. and Canadian academic health centers, and archived on our website for eight weeks.
- Position Lists: ELAM can prepare customized resource lists of alumnae for your consideration as potential candidates for your senior-level openings. This service, a value of \$1,000 per list, is also FREE for Sustaining Members.

## ⇒ **Reward**

- Invitation to ELAM Special Events: You have an open invitation to attend ELAM special events, such as ELAM's annual Leaders Forum, whether or not you have a Fellow in that year's class.

## ⇒ **Additional Available Resources**

- Institutional Change Projects and Research: ELAM's Leaders Forum brings together Fellows and their institutional leaders to discuss the wide range of organizational change initiatives addressed during the fellowship year.
- Leadership Career Development: ELAM can provide you with information about executive coaching for individual career/professional issues and for institutional performance improvement and strategic development.

*For more information on becoming a Sustaining Member, visit our website at [www.drexel.edu/ELAM](http://www.drexel.edu/ELAM), or contact Jennifer Brown at [jab586@drexel.edu](mailto:jab586@drexel.edu) or (215)991-8327.*

## 2018 ELAM® Sustaining Members

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List accurate as of 12/20/2017

\*\* Sustaining Member for 10+ years \* Sustaining Member for 5+ years + 10+ ELUMS