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 2025–2026 fellowship year opens online (drexel.edu/elam) on September 1, 2024. Applications are due by October 31, 2024. Nominations and recommendations are due by November 18, 2024.

“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 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)™. 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. All individuals in a position to control content or continuing medical education activities are required to disclose to the audience any relevant financial relationships with ineligible companies (which is any entity whose primary business is producing, marketing, re-selling or distributing health care goods or services consumed by or used on patients). Any conflicts of interest must be mitigated prior to the presentation and announced to the audience. 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 2025–2026 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>Date Range</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>JUN 1 – SEP 12, 2025</td>
<td>Complete self-assessments, assigned readings, and online assignments</td>
</tr>
<tr>
<td>SEP 13 – 18, 2025</td>
<td>Attend Session 1 - Philadelphia</td>
</tr>
<tr>
<td>SEP 19, 2025 – JAN 24, 2026</td>
<td>Work on group and independent projects</td>
</tr>
<tr>
<td>JAN 24 – JAN 29, 2026</td>
<td>Attend Session 2 - Philadelphia</td>
</tr>
<tr>
<td>JAN 30 – APR 24 2026</td>
<td>Work on group and independent projects</td>
</tr>
<tr>
<td>APR 25 – April 30, 2026</td>
<td>Attend Session 3 - Philadelphia (April 29-30 with deans, institutional sponsors and guests. Leaders Forum on April 29 Graduation on April 30)</td>
</tr>
</tbody>
</table>