



DREXEL UNIVERSITY

Executive Leadership in Academic Medicine

College of Medicine

The Hedwig van Ameringen **Executive Leadership in Academic Medicine**[®] (ELAM) program aims to increase and sustain the number and impact of women in academic leadership positions in the health sciences.

A Legacy of Leadership

ELAM carries on the legacy of advancing women in medicine begun by the Female Medical College of Pennsylvania, the nation's first women's medical school. ELAM continues as a national resource hosted by Drexel University College of Medicine. Since its inception, the one-year, part-time fellowship has expanded to target diverse health professions and to reach a broader, global stage.

A Timeline of Expanding Influence

- 1995 – Fellows from medical schools
- 1996 – Fellows from dental schools
- 2003 – Fellows from pharmacy schools
- 2006 – Fellows from public health schools
- 2012 – Fellows from international medical schools
- 2022 – Executive Leadership in Health Care (ELH)
- 2025 – Allyship at ELAM

More than 1,600 Fellows have been sponsored by 90% of accredited U.S. medical schools and 60% of accredited U.S. dental schools. In addition, 53 public health and 3 pharmacy fellows have completed the program.

31 fellows have come from schools outside of the United States. 90 schools have had 5 or more fellows, and of those, 58 have had 10 or more fellows.

Recognized for Excellence

- 1999 American Council on Education's Office of Women in Higher Education Network Leadership Award
- 2004 American Dental Association's Dr. Edward B. Shils Entrepreneurial Education Fund Award
- 2010 Association of American Medical Colleges' Women in Medicine Leadership Development Award
- 2015 American Dental Education Association Gies Award for Outstanding Vision, Public or Private



ELAM-based Research

Funded by foundations including the Robert Wood Johnson Jr. Foundation and the NIH. Results, which have been published in numerous academic journals, show that:

- Deans at medical and dental schools in the U.S. and Canada report positive impact of ELAM alumnae on their schools and the alumnae themselves.
- Compared to other mid-level and senior women faculty, ELAM participants are more likely to hold administrative leadership appointments, achieve full professor rank, and report leadership aspirations, education, and skill.
- Participation in the ELAM program increases self-efficacy.



Changing the Face of Academic Leadership

Alumnae of the Hedwig van Ameringen Executive Leadership in Academic Medicine program hold executive leadership positions at more than 300 academic health organizations. These include:

- 91 Chief Executive / Academic Officers (Presidents/Chief Executive Officers, Executive Directors, Provosts and Chancellors)
- 21 Assistant /Associate / Vice / Senior Associate Provosts
- 64 Vice Presidents

Deans of Accredited Schools

- 28 at medical schools
- 5 at dental schools
- 14 at public health or population health schools

275 Center Directors

- 196 at medical schools
- 12 at dental schools
- 6 at public health schools
- 61 at other institutions

243 Associate / Senior Associate / Vice Deans

- 199 at medical schools
- 24 at dental schools
- 12 at public health schools
- 8 at other institutions

300 Department Chairs

- 233 at medical schools
- 22 at dental schools
- 13 at public health schools
- 32 at other institutions

34% of fellows/alumnae in the last 5 classes (2021 - 2025) identify as racial or ethnic minorities (African American, Asian American/Pacific Islander, Hispanic/Latina, Native American/Alaskan)

Leading Organizational Change

Institutional Action Projects started during the fellowship address needs and priorities of home institutions and promote organizational change. These initiatives apply learned strategies in program and relationship building to a broad range of challenges resulting in:

- New medical and dental curricula
- Comprehensive faculty mentoring and career development programs
- Translational centers for biomedical research, clinical innovation and community engagement
- New policies for faculty recruitment, retention and compensation
- Global health research and outreach strategies
- Clinical quality improvement programs' design and implementation