

ELAM® Fast Facts July 2016

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.

<i>A timeline of expanding influence</i>	<i>Recognized for excellence</i>
1995— medical school faculty	1999 American Council on Education's Office of Women in Higher Education Network Leadership Award
1997— dental school faculty	
2006— faculty from schools of public health	
2012— international medical schools	
Nearly 900 Fellows have been sponsored by	2004 Dr. Edward B. Shils Entrepreneurial Education Fund Award
90% of accredited U.S. medical schools	
60% of accredited U.S. dental schools	2010 Association of American Medical Colleges' Women in Medicine Leadership Development Award
In addition, 29 public health faculty have completed the program	
Five have come from schools outside of North America (Britain, Saudi Arabia, Brazil, Switzerland).	2015 American Dental Education Association Gies Award for Outstanding Vision, Public or Private
73 schools have had 5 or more fellows, and of those, 34 have had 10 or more fellows.	

ELAM-based research has been funded by Robert Wood Johnson Jr. Foundation and the NIH. Results 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 scored higher on leadership indicators of administrative leadership appointments, full professor rank, leadership competencies and readiness, and leadership aspirations and education.
- Participation in the ELAM program increases self-efficacy.



DREXEL UNIVERSITY

Executive Leadership in Academic Medicine

College of Medicine

ELAM: Changing the Face of Academic Leadership

Alumnae of the **Hedwig van Ameringen Executive Leadership in Academic Medicine (ELAM)** program hold executive leadership positions at 240 academic health organizations. (Source: ELAM database July 2016) These include:

- 64 chief executive or academic officers (presidents/chief executive officers, executive directors, provosts, and chancellors)
- 19 associate/vice/senior associate provosts
- 42 vice presidents

26 deans of accredited U.S. Schools:

- 11 of the 28 women deans at medical schools
- 6 of the 12 women deans at dental schools
- 2 of the 13 women deans at public health schools

162 department chairs:

- 142 department chairs at medical schools (1/3 of all women department chairs)
- 13 at dental schools
- 7 at public health schools

In addition, 7 ELAM graduates are deans of U.S. graduate schools.

122 center directors:

- 114 at medical schools
- 3 at dental schools
- 5 at public health schools

169 associate, senior associate, vice deans:

- 145 at medical schools
- 15 at dental schools
- 9 at public health schools

15% of alumnae identify as racial or ethnic minorities (African American, Asian American/Pacific Islander, Hispanic/Latina, Native American/Alaskan Native).

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