

## **ELAM Continues after Graduation from ELAM**

I would like to share with ELUMs and ELAM faculty and friends a wonderful “post ELAM” story. Our Learning Community, the Cosmos, of Class 2012, enthusiastically continues the ELAM leadership project after ELAM. Our LC members, Joan Nichols, Leah Harris, Nancy Thomas, Sylvia Daunert, Marquette Faulkner and I, committed to extend the ELAM experience beyond the graduation date. As a group, we decided to conduct leadership interviews at each other’s institutions and elicit an external perspective on successful leadership styles, institutional key hierarchies, as well as decision-making patterns. In January 2012, we visited the University of Miami, Dr. Sylvia Daunert’s home institution. What a success! We interviewed the University President, Donna Shalala; the Dean of Miller School of Medicine, Pascal Goldschmidt, and the Dean of College of Arts and Sciences, Leonidas Bachas. The hosts were all very generous with their time, sharing insights about the institutional structure, economic indicators they follow, and leadership tips. In addition, we decided to offer our own expertise and experience by extending an invitation to all Miami University women faculty to join us in a session: “Celebrate You! Women Leaders in Science and Medicine”. With an audience of 50-60 faculty, we shared our personal career paths, . We also guided the women faculty to available national resources for further development. Our panel discussion was very well attended, interactive and highly evaluated! Sylvia did an outstanding job organizing it.

Our project did not end in Florida! We recently gathered in October in Detroit, at Wayne State University, my home institution. It was a whole day event, filled with ELUMs and ELAM faculty activities. Dr. Roberta Sonnino, our Vice Dean for Faculty Affairs and Associate Provost for Medical Affairs , had invited Dr. Judith Katz for a special faculty development presentation: Charting your Accomplishments: PAR (Problem-Action-Result) as a compass for Career Achievements and Development. In addition, we invited my Cosmos leaning community friends to be a part of a session devoted to brainstorming ideas for developing the vision for women faculty programming at the WSU SOM. Participants included junior and senior women faculty members from across the SOM, including Dean Valerie Parisi. Several SOM women faculty members who had attended national leadership and career develop programs for women in academic medicine described the benefits they found in such seminars. My learning community members provided insights from their own experiences, sharing their recommendations based on similar programs in other institutions, e.g. developing a mentorship “quilt”, facilitating networking, identifying safe “ombudspersons” in each department for confidential concerns, and developing a series of small groups, or “pods”, of diverse faculty who meet together regularly. This session was the beginning of an organized SOM faculty development program for women. Both events in Miami and Detroit culminated with dinners at Sylvia’s and my home, where we talked, and laughed, and laughed some more.

We hope our enthusiasm is contagious to the rest of the LCs and ELUMs so we together can spread the ELAM vision to many more institutions and serve as a resource for leadership development for women in science and medicine. In the Thanksgiving spirit: Thank you, ELAM for that opportunity!

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