Table 1: Program Director Leadership Survey

<table>
<thead>
<tr>
<th>Leadership Category</th>
<th>Perceived Importance</th>
<th>Perceived Competence</th>
</tr>
</thead>
<tbody>
<tr>
<td>Creating &amp; Evaluating Competency-Based Curricula</td>
<td>Not</td>
<td>Some</td>
</tr>
<tr>
<td>Communicating with Residents</td>
<td>0</td>
<td>9</td>
</tr>
<tr>
<td>Managing &amp; Evaluating Resident Performance</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Managing Resident Conflicts &amp; Problems</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Recruiting Resident Candidates</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

Survey Results

- The survey sample included all PDs at Wayne State University School of Medicine (n=58). The response rate was 76% (44/58).
- While PDs felt that all of the leadership survey items were at least somewhat important, they did not report consistently high competence for all items.
- Overall, PDs reported the highest perceptions of competence in the “Resident” leadership category.

Conclusions

- WSU SOM Program Directors support the importance and relevance of this leadership model for their work.
- The gap between perceived importance and competence indicates opportunities for leadership development in Graduate Medical Education.
- Interventions already implemented range from professional development workshops to leadership coaching for Program Directors.
- As expected, Program Directors reported the greatest confidence in their capabilities related to leading residents.
- Current culture is based on the belief that competency in leading residents is the only leadership skill required for successful residency program management.
- The PD survey suggests the lack of business and management acumen in GME leaders.
- The data raises the question as to what constitutes leadership excellence in program directors.

While these initial findings are interesting, more data needs to be collected in order to strengthen its generalizability.

References

1. ACGME Common Program Requirements. Accessed online: http://www.acgme.org
6. Balabanid-Pel et al. General Competencies and Accreditation in Graduate Medical Education; Health Affairs 2002 Vol 21, No. 5, 103-111