Factors influencing program directors’ effectiveness in residency education

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Date: 2019-09-27
I do not have an affiliation (financial or otherwise) with a pharmaceutical, medical device or communications organization.

Je n’ai aucune affiliation (financière ou autre) avec une entreprise pharmaceutique, un fabricant d’appareils médicaux ou un cabinet de communication.
Background

- Educational leaders are pointed out as important for educational quality
- Their work tasks are numerous and complex
- Knowledge about factors influencing their effectiveness in completing these tasks are limited
Aim

- Explore program directors’ experiences of factors that influence their effectiveness, both in a positive and negative direction
Swedish context

RESIDENCY

License to practise

INTERNSHIP

Degree of Master of Science in Medicine

Pre-clinical

Clinical

UNDERGRADUATE

Certificate of specialist qualification

5 years (minimum)

1,5 – 2

5, 5 years

License to practise

Degree of Master of Science in Medicine

Certificate of specialist qualification
Swedish context

- Program director - mandatory function
- Consultant who work part time alongside with their clinical duties
Methods

- Qualitative study
- Strategic, purposeful sample
- 17 semi-structured interviews
- Qualitative content analysis
Results

Individual

Being an expert
Social competence
Results

Individual
- Being an expert
- Social competence

Relational
- Support, cooperation
- Communication

Attitudinal
- Organizational values
- Colleagues’ attitudes
- Shared vision
Examples— facilitating and hindering attitudinal factors

"The hospitals board of directors is interested in shaping the role of program director….it feels like this is important from the top”

”I have to say that you are also meeting resistance of some part of the clinic (...) not everyone is respectful for this role”
Results

Individual
- Being an expert
- Social competence

Relational
- Support, cooperation
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Attitudinal
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Structural
- Conditions for the role
- Organizational characteristics
- Regulations
Conclusions

- Complex and interrelated factors
- The role relies on personal power sources, power related to the position is often lacking
- Differentiated strategy
Referenser

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