



## *Artina Dawkins*

*Department: Leadership Studies*

*Dissertation Title: “Program Coordinators’  
Perceptions of Their Leadership Role in the  
Administration of Graduate Medical  
Education Programs*

*Major Professor: Dr. Edward Fort*

**Participant Demographic Data**

Demographic	% of total	Demographic	% of total
Gender		Education	
Female	100	High School	22
Male	0	Some College	33
Age Group		Bachelors	45
20-29	0	Masters	0
30-39	11	Doctorate	0
40-49	22	Job Title	
50-59	11	Academic Program Manager	11
60-69	56	Administrative Secretary	11
>70	0	Administrative Assistant	22
Race/Ethnicity		Residency Program Assistant	11
American Indian/Alaska Native	0	Residency Program Coordinator	34
Asian/Pacific Islander	0	Program Coordinator	11
Black or African American	11	Type of Program	
Hispanic	0	Residency	37
White or Caucasian (non-Hispanic)	89	Fellowship	62
Non-resident International;	0		
Other	0		

### RESEARCH QUESTIONS / PROBLEMS:

- Although program coordinators and program directors provide administrative and educational direction for trainee’s in their graduate medical education (GME) programs, details of the significance of the coordinator’s role is nearly missing from scholarly literature and is not present in the common requirements that govern all ACGME-accredited programs.
- Central research question: How do program coordinators describe their leadership?

### METHODS:

- This phenomenological study was designed to explore program coordinators’ perceptions of their leadership role in the administration of GME programs through the lens of adaptive leadership. Data were collected via semi-structured interviews and two focus groups.

### RESULTS / FINDINGS:

- Program coordinator’s exhibited adaptive leadership characteristics in the day-to-day management of GME programs.
- Majority of program coordinators experienced significant impact to job responsibilities based on accreditation policy changes.

### SIGNIFICANCE / IMPLICATIONS:

- Include description of program coordinator role in ACGME’s common program requirements.
- Conduct additional studies to examine the impact of program coordinator leadership on GME programs.