

Mentoring the iPod Generation

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Different Women's Voices on the Future of Cardiac Surgery

The main thing that will happen is that in 15 years, when there is a 45% deficit of CT surgeons to do the work the baby boomers will require, we will have a swing of the pendulum and then the crisis will be over. We hope a little sooner, but market forces will eventually do their thing. What we need to do is make sure that people who really WANT to do this are not discouraged, and that GOOD programs stay open, poor ones close, and that we train a smaller number of satisfactory residents rather than a larger number of substandard ones.

Leslie J. Kohman, MD

From academic surgeons:

It is my feeling that once the work force changes and we have a great need for cardiac surgeons, we will not see an increase in applicants. I think the shift in the job market will benefit those in training now and those about to enter training that are already interested. The "millennium" generation has a very different take on what is important in life and in their career. I don't think the shortage is going to be resolved by an increased need or by higher salaries. The people I have spoken to want to know about balance.

Cindy Herrington

From a medical student by telephone:

A woman surgeon came to speak to the class about her career. She works from 6am to 9 pm Monday through Thursday, "tries" to get home in time for dinner on Fridays, and works at least one day every weekend. She married late in life, has been divorced and "bragged" to the class about how if you work hard, you really can "have it all." Our generation is not falling for that - we know that we have to make choices. My classmates and I have many reservations about going into surgery, and one friend in particular who had planned a surgical career is now having second thoughts.

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Resources

Generational Studies Northwestern Mutual Life Insurance Companies

Center for Generational Studies

Josephson Institute of Ethics

AAMC (2004)

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Four generations in the work force

Traditionalists

Baby Boomers

Generation X

Millennium

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Traditionalists

pre 1947

one company, one career

chain of command

leadership by putting in your time and paying your dues

stability (war and depression)

Senior medical staff

Baby Boomers

1947-1965

one company, one career

run the company

chain of command mentality....they are in charge

energetic aggressive

Experienced medical staff

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Generation X

1965-1980 ish

not one company, but stays within one career
skeptical, unimpressed by authority, independent
reluctant to commit, free agent career approach
me generation
computer, portable

Junior staff

Millennium

1978-2002

not one company, not bound by one career
career choice influenced by lifestyle,
will not be “forgiven” for having a life (Pincus MD, AAMC 2006)

Entitled

we generation, saving the world,
were considered the most “protected” generation in history
then 911 occurred

Medical students, residents

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The iPod generation aka Millennium generation

1980 ('78) to 2000 ('02)

High school graduates 1996

College graduates 2000

Medical school graduates 2004

PGY 1 and PGY2 residents

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Millennium Demographics

70 million or so 26% of the US population

ethnically diverse 1/3 not Caucasian

1/4 live in a single parent home

3/4 have a working mother

prefer directness over subtlety, action over observation

heavily influenced by branding and peer group

family is utmost importance, money takes a back seat

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Northwestern Mutual Financial Networks
Millennium Generation Studies

Nation wide sample of millennial college students (2,000)
Conducted by the Harris Poll

First study (phone) 1997 college freshman

Second study (phone) 2001 college seniors

Third study (phone) 2001 after 9/11

Fourth study (online) 2002 one year post grad

Fifth study (online) 2004 the original group and 2004 grads

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	Issue	2004 Seniors	2004 Post Grads
1.	How I spend my time is more important than how much money I make	67%	73%
2.	Job security is more important to me than the amount of money I am paid	47%	49%
3.	In order to get ahead I'm willing to sacrifice time with my family	29%	25%
4.	Money is the best measure of success	16%	13%
5.	There is little I can do to change my life	4%	7%

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	Issue	2004 Seniors	2004 Post Grads
1.	Tossing out the trash while driving (wrong)	56%	71%
2.	Exaggerating one's education or experience in a resume or application (wrong)	53%	51%
3.	Not declaring all of one's income to the IRS (wrong)	48%	51%
4.	Do you smoke tobacco in any form? (no)	80%	78%

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Ethics of American Youth

(33,000+ middle school and high school)

- 98% “honesty and trust are essential in personal relationships”
- 97% “it’s important to me that people trust me”
- 92% “I am satisfied with my own ethics and character”

- 59% “in the real world, successful people do what they need to win, even if others consider it cheating”
- 42% “A person has to lie or cheat sometimes in order to succeed”

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Ethics of American Youth

- 82% lied to a parent with in the past 12 months about something significant
- 62% lied to a teacher with in the past 12 months about something significant
- 60% cheated on a test at school
- 28% stole something from a store
- 23% stole something from a parent
- 19% stole something from a friend

- 92% “I am satisfied with my own ethics and character”

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In mentoring this generation we need to understand their perspective and values

Our specialty needs to evolve to adapt the positive attributes of future generation and shun the negative attributes

We need to create a culture where mentoring is the norm and not a random event

We need to control the message

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Controlling the message

CTSnet makes the first page on internet searches

New Horizons, Pioneer Interview, Blogs

AATS Mentoring page

STS Task Force on Mentoring developing a sounding board

Engage the CVTS resident in this effort

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How to create a mentoring environment

Mentors:

All surgeons are encouraged to and expected to mentor

Educate your mentors

Mentoring agreement

Mentoring should be a valued activity in academic medicine
(time, money, and promotion)

Set up some way of measuring your success

Roll out your product.....advertise it

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How to create a mentoring environment

Protégés:

Set your expectations, they need to meet us half way...they need to look for mentor

Educate your protégés, realistic expectation, creating a mentoring network

Career long process

No one is allowed to fall through the cracks

Have them evaluate the system

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The practice of surgery is evolving...

- More technology

- Everything is computerized

- Information quickly accessible by the internet

- Multidisciplinary care, patient centered care, hybrid procedures....team approach to patient care

Trends that would appeal to the millennium generation

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“tend to select jobs in supportive organizations, not private practice”

Resident focus group, Pincus MD, AAMC 2006

This may imply a trend toward academic practice or large group practices with flexible hours that allow for a life to coexist with a career

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Active mentoring allows us the opportunity to instill the positive traits of earlier generations

It gives us the ability to diminish and eliminate those traits that are not conducive to a successful career in cardiac surgery

We must stop looking toward the future and expecting to see the past

Figure 5. Proportion of Active Physicians Who are Female by Specialty*

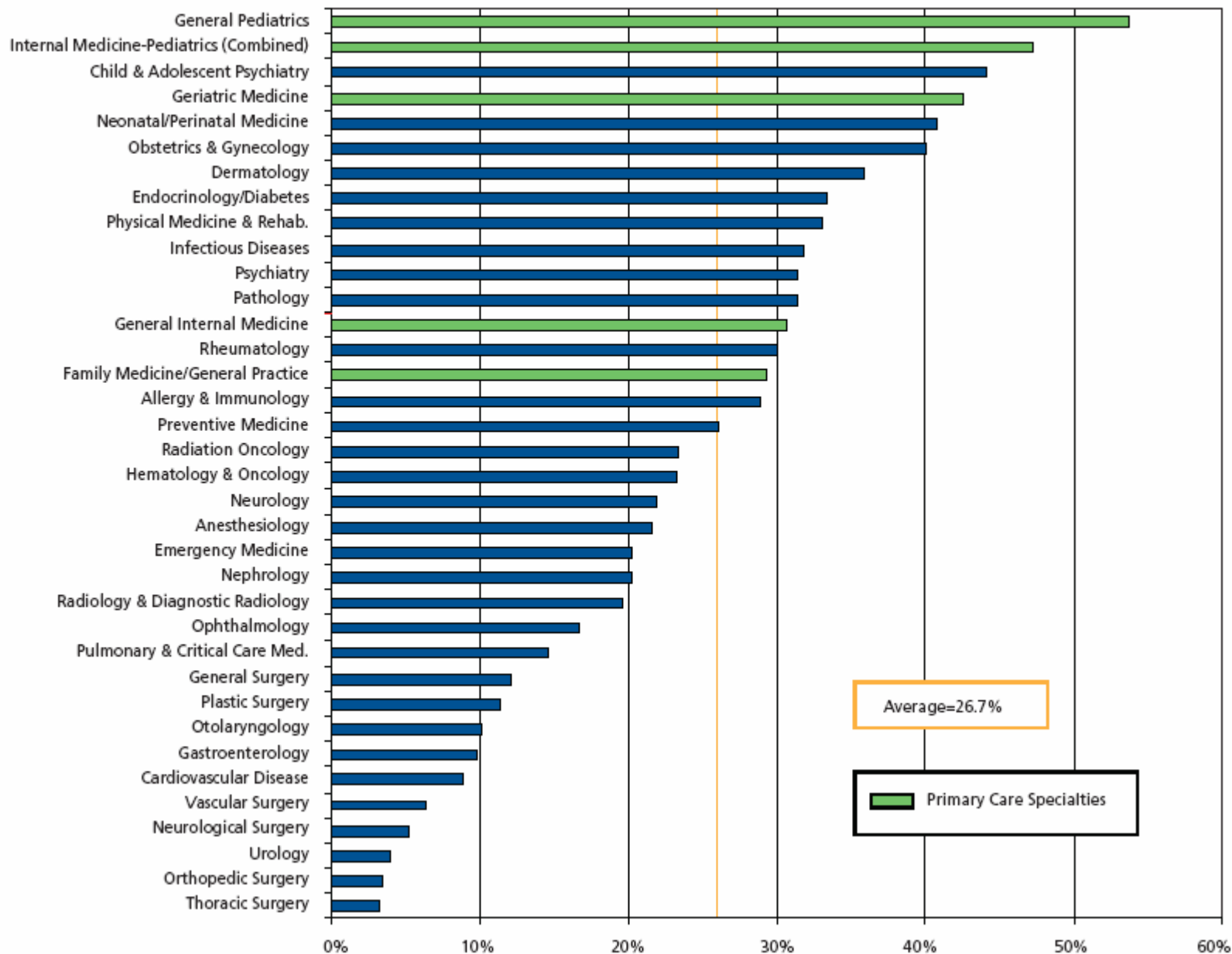
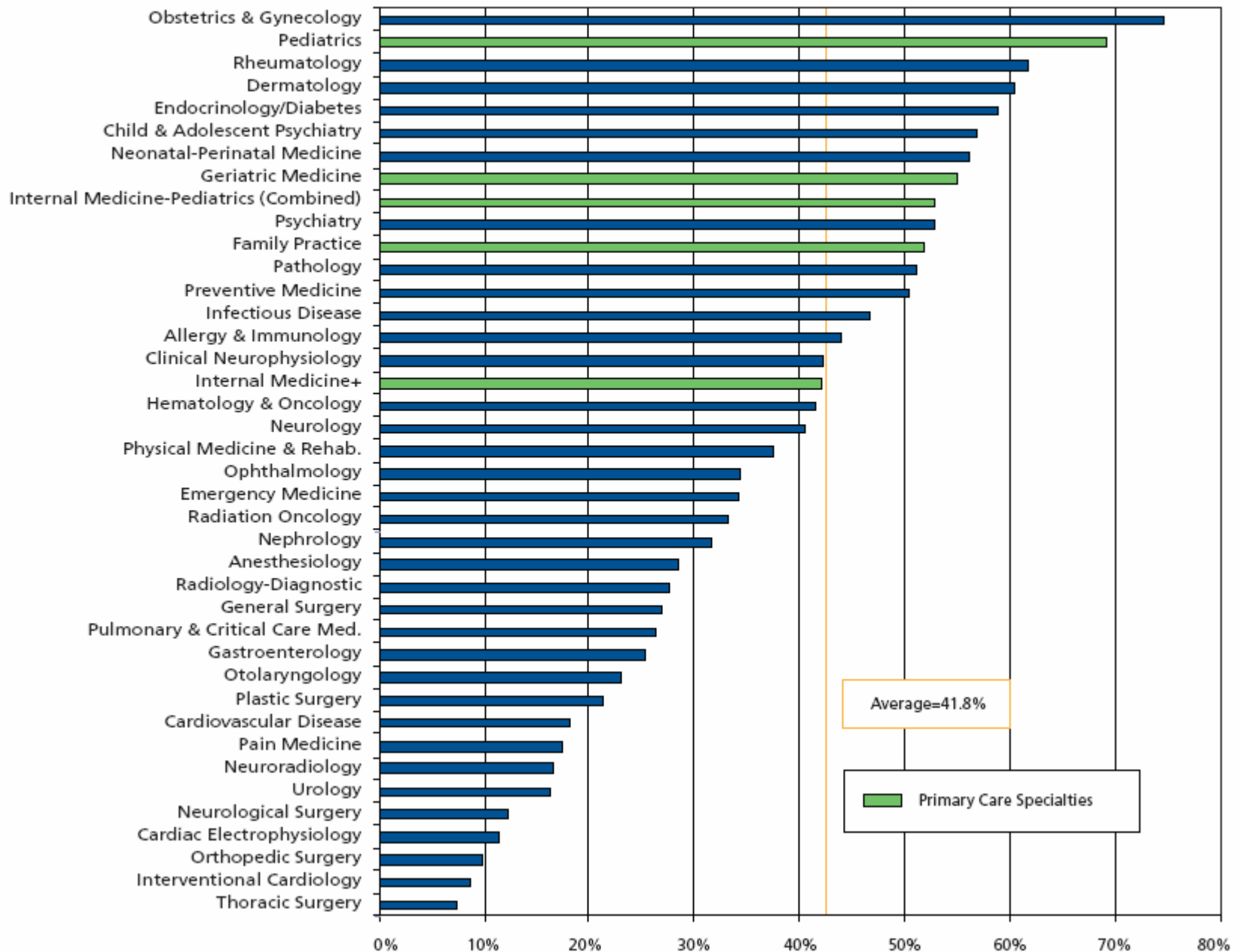


Figure 14. Proportion of ACGME Residents/Fellows Who Are Female by Specialty (August, 2004)*



Thank You