

Surgical Education and Allied Health Providers

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**What I'm about to say
may not happen**

So don't shoot the messenger!

Generations

- ◆ **At the present time, there are 5 generations of Americans in the workforce**
 - **Pre WWI (Traditionalists)**
 - **WWI-1947 (Traditionalists 2)**
 - **1947-1965 (Baby Boomers)**
 - **1965-1983 (Generation X)**
 - **1984-2002 (Millenium Generation)**

Traditionalists

(2 generations) Born 1900-1945

- ◆ **Strong principles and values, loyal**
- ◆ **Planned to work for “one company” in “one career”**
- ◆ **Chain of Command orientation**
- ◆ **Goal is to leave a “legacy”**
- ◆ **Characterized by stability**
- ◆ **75 million and decreasing rapidly**

Baby Boomers

Born 1946-1964

- ◆ **Plan to run the company**
- ◆ **Aggressive but traditional values**
- ◆ **Change of Command attitude**
- ◆ **Goal is to be successful and in charge**
- ◆ **Characterized by energy and optimism**
- ◆ **80 million and starting to decrease**

Generation X

Born 1965-1980

- ◆ **Skepticism**
- ◆ **Computer orientation**
- ◆ **Frequent job changes; same field**
- ◆ **Life style orientation; portable career**
- ◆ **“self- command” orientation**
- ◆ **46 million**

Millenium Generation

Born 1981-2002

- ◆ **Life style**
- ◆ **Realistic**
- ◆ **Collaboration; cooperation**
- ◆ **“Save the world”**
- ◆ **May change careers or at least direction**
- ◆ **parelled career development**
- ◆ **76 million**

When were you born?

- ◆ **Current chairman of surgery**
 - Perhaps 1940-1955 (traditional or boomer)
- ◆ **Current faculty**
 - Perhaps 1955-1965 (boomer or “cusp”)
- ◆ **Current chief resident in surgery**
 - Perhaps 1969 (Early Generation X)
- ◆ **Current MS3 or finishing AHP**
 - Perhaps 1977 (Generation X)
- ◆ **2010 MS3 or finishing AHP**
 - Perhaps 1985 (Early Millenium)

2010

What Will the Future Bring?

- ◆ **In 2010, current MS3's will finish their surgical residencies and enter practice**
- ◆ **Allied Health Providers (Nurse Practitioners and Physician Assistants) are, on average, 9-10 years younger on entry into their professional careers (currently about 16 years old)**
- ◆ **Current medical students and current AHP masters students went to school together, they more than likely dated, and in groups!**

How were we trained?

- ◆ **High likelihood of being single, children late**
- ◆ **Very hierarchical**
- ◆ **Traditional values and responsibility**
- ◆ **Planned to work until you die**
- ◆ **Life centered around “solo” surgical practice**
- ◆ **Captain of the ship**
- ◆ **See one, do one, teach one**
- ◆ **“Definable” corpus of knowledge**

How about 2010?

- ◆ **Most married with children**
- ◆ **More horizontal orientation**
- ◆ **Greater commitment to self, family, activities (retirement?)**
- ◆ **Greater commitment to life-style**
- ◆ **Structured education curriculum**
- ◆ **Exponential knowledge base**

What does this mean for surgical education and practice?

- ◆ **More group activities**
- ◆ **More flexibility**
- ◆ **Greater commitment to outside activities, family, life-style**
- ◆ **Greater acceptance of “night-float”, cross covering**
- ◆ **Shared educational experiences**

Workforce Issues

- ◆ fewer people available to fill positions
- ◆ voids will be filled by other professionals
- ◆ AHP's chose their field to fit their values
- ◆ dutyhours, structured curriculum will limit availability of housestaff
- ◆ faculty will start to retire and there may not be enough qualified people to backfill

Workforce issues

- ◆ **AHP's will provide a substantial component of patient care**
- ◆ **AHP's will start to do procedures**
- ◆ **AHP's will serve in "faculty" role for residents and students**

Summary

- ◆ **Generation forces (values, number) may have a major impact on surgical training and practice**
- ◆ **Developing surgeons are likely to have parallel interests and avocations**
- ◆ **New relationships will be established with Allied Health Providers**
- ◆ **Allied Health Providers will begin to do procedures and teach surgical students and residents**
- ◆ **Fewer qualified academic surgeons may put pressure on current leaders to remain/lead**