

# Millennial



Millennials (also known as [Generation Y](#)) are the generational demographic [cohort](#) following [Generation X](#) (born between 1982 and 2004).

Current [residency](#) applicants are members of [Generation Y](#) and are significantly different from previous [generations](#) of [trainees](#) as well as the [faculty](#) who attract, recruit, and manage them.

Generation Y has been affected by [globalization](#), [diversification](#), terrorism, and international crisis. They are products of the self-esteem movement in child rearing, education, and extracurricular activities where they were all declared winners. Children's activities no longer had winners and losers or first, second, and third place; every child received a participation trophy. Even though they were raised to be a team player, their parents always told them they are special. [Technology](#) is ingrained into their daily lives, and they expect its use to be effective and efficient. Generation Y-ers desire to impact the world and give back to their communities and demand immediate access to [leadership](#). This generation poses a challenge to residency programs that will need to attract, recruit, and manage them effectively <sup>1)</sup>.

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Millennials are set up for [conflict](#) with older [generations](#) due to their differing [outlook](#) and set of priorities on life, which have been shaped by the unique and formidable events and circumstances that they were exposed to during their upbringing.

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Concern has been raised that [residents](#) in the [millennial](#) era may have more serious [professionalism](#) and [performance issues](#) (PPIs) during [training](#) compared to prior [trainees](#).

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Many feel that the [generational differences](#) encountered with Millennial [trainees](#) are novel; the reality is that prior generations have always bemoaned generational differences. This is not a new problem; some of the same things may even have been said about us during our own training! There are a variety of [myths](#) and [misconceptions](#) about the Millennial generation. Lourenco et al., in 2017 reviewed some of the differences frequently encountered as we educate and work alongside our Millennial colleagues, dispelling some of the myths and misconceptions. With increased understanding of this talented group of individuals, we hope to be more effective teachers and have more successful professional relationships <sup>2)</sup>.

Newman et al., [retrospectively reviewed](#) a 50-year [experience](#) at a single [training](#) center. They then [prospectively surveyed](#) living [graduates](#) of the program to assess variations in [practice](#) patterns and [job satisfaction](#) over 5 decades.

The PPIs of 141 residents admitted for training at the University of Pittsburgh (subsequently UPMC) Department of Neurological Surgery were reviewed by decade starting in 1971 when the first department chair was appointed. The review was conducted by the senior author, who served from 1975 to 1980 as a resident, as a faculty member since 1980, and as the resident director since 1986. A review of resident PPIs between 1971 and 1974 was performed in consultation with a senior faculty member active at that time. During the last decade, electronic reporting of PPIs was performed by entry into an electronic reporting system. In order to further evaluate whether the frequency of PPIs affected subsequent job satisfaction and practice patterns after completion of training, the authors surveyed living graduates.

There was no statistically significant difference by decade in serious PPIs. Although [millennial](#) residents had no significant increase in the reporting of serious PPIs, the increased use of electronic event reporting over the most recent 2 decades coincided with a trend of increased reporting of all levels of suspected PPIs ( $p < 0.05$ ). [Residents](#) surveyed after completion of [training](#) showed no difference by decade in types of practice or [satisfaction](#)-based metrics ( $p > 0.05$ ) but reported increasing concerns related to the impact of their profession on their own lifestyle as well as their family's.

There was no statistically significant difference in the incidence of serious PPIs over 5 decades of training neurosurgery residents at the authors' institution. During the millennial era, serious PPIs have not been increasing. However, reporting of all levels of PPIs is increasing coincident with the ease of electronic reporting. There was remarkably little variance in [satisfaction](#) metrics or type of practice over the 5 decades studied <sup>3)</sup>.

## References

1)

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