

BACKGROUND

The concept of “**generations**” was popularized in 1991 by William Strauss and Neil Howe when they theorized a cycle of recurrent generational types¹.

- They defined social generations as an **aggregate of people born over a span of approximately 20 years** that had experienced key historic events at similar stages in life leading to **shared beliefs and behaviors**¹.

Physician turnover increases when there is **discordance between culture and individual expectation** which is especially important as these intergenerational differences manifest².

Understanding how the **guiding values** of each generation shape their priorities and workplace behavior is critical to maintaining a **healthy and robust workforce**.

OBJECTIVE

The primary objective of this study is to utilize AUA census data to investigate differences between urologists across generational cohorts in four topics:

DEMOGRAPHIC INFORMATION

PRACTICE CHARACTERISTICS

INTEGRATION OF CLINICAL TECHNOLOGY

BURNOUT/WELLNESS

METHODS

We utilized aggregate data from the **national census data** from the American Urological Association (AUA). Respondents were sorted into generational cohorts based on their birth year and their responses to survey questions regarding demographic information, practice characteristics, integration of clinical technology, and burnout/wellness were compared as a **cross-sectional study** of data from the 2023 census year and in longitudinal fashion using data from 2014 to 2023 census years.

DEFINING GENERATIONS WITHIN THE UROLOGY WORKFORCE

Generation	Birth years	Age in 2024	Core Values	Number of Practicing Urologists Accounted for in the 2023 AUA Census	Percentage of Practicing Urologists in the 2023 AUA Census
Traditionalists (the Silent Generation)	1928-1945	79-96	Dedication, adherence to rules, respect for position, self-sufficient, delayed reward, sacrifice, conformity	575	4.1%
Baby Boomers	1946-1964	60-78	Optimism, team orientation, personal growth, personal gratification, self-expressive, big talkers	5,469	38.6%
Gen X	1965-1980	44-59	Change, choice, global awareness, techno-literacy, individualism, lifelong learning, not scared of failure, self-reliance	4,680	33.0%
Millennials (Gen Y)	1981-1996	28-43	Optimism, financial stability, street smart, diversity, achievement, morality, techno-savvy, global citizens	3,451	24.3%
Gen Z	1997-2012	12-27	Focused, techno-savvy, ethical, authenticity, justice, sustainability, global citizens, independent	0	0.0%
Total				14,176	100.0%

INTEGRATION OF CLINICAL TECHNOLOGY

- There is an increasing number of individuals pursuing a fellowship in **robotic surgery** with each generation.
- Younger generations, specifically gen Xers and millennials, were more likely to offer **virtual visits** for both initial consultation and follow-up visits.
- They were also more like to perform **translational research** and **health services/outcome/quality of care research**.

BURNOUT/WELLNESS

- Compared to older generations, more **gen Xers and millennials** were like to experience burnout.
- Of all generational cohorts, gen Xers experienced higher levels of **emotional exhaustion** and **dissatisfaction** with work-life.

REFERENCES

1. Strauss W. *Generations: The History of America's Future*, 1991.
2. Giather T. *Journal of Urology*, 94: 85-89, 2016.

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CONTACT INFORMATION

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RESULTS

- Data collection for the 2023 AUA Annual Census began on April 28, 2023 and ended on September 30, 2023.
- A total of 4,114 respondents completed the 2023 AUA Annual Census—**1,918** of whom were practicing urologists in the U.S., representing a **13.5% response rate** out of the total 14,176 U.S. practicing urologists.

DEMOGRAPHIC INFORMATION

- **Baby boomers** make up the largest percentage of practicing urologists
- Steady increase in **female** representation and **LGBT+** individuals with each generational group.
- Increasing **racial diversity** in younger generations; however, underrepresented minorities in medicine have not seen a significant increase between gen Xers and millennials.

PRACTICE CHARACTERISTICS

- Younger generations are more likely to pursue **formal fellowship training**, correlating to a decreasing number of general urologists with each generation.
- The younger generations, especially millennials, were more likely to practice in **metropolitan areas**.
- When evaluating work setting, there was a steady **decrease in solo practices** and slight preference for **employed positions** including academic medical centers by the younger generations.

CONCLUSION/TAKEAWAYS

- **Interesting generational trends** are evident in the AUA national census data.
- Using this, we hope to initiate conversation about intergenerational differences that can be impactful and generate awareness of how to care for and maximize the efficacy of our workforce.