

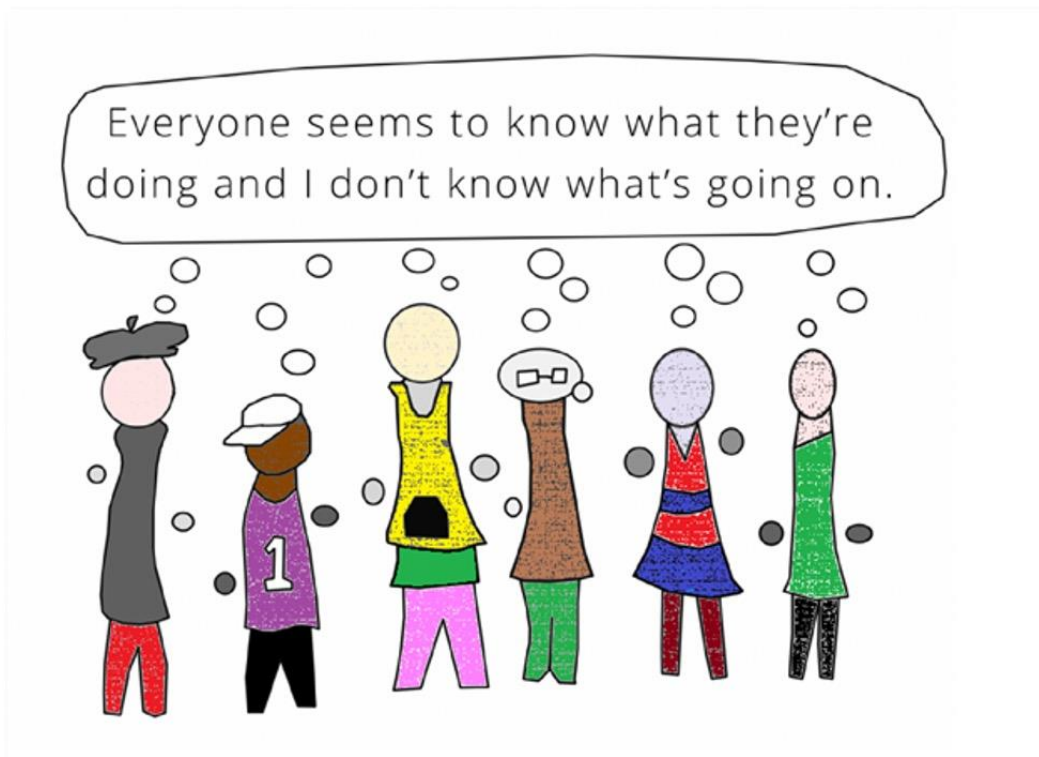
dear residents

Ready, Set, Go

July 1, 2023

Dear Residents,

The show begins – the previews are over. I hope orientation went well for all of you and that you feel as prepared as you can for the days ahead. The good news is that you will be supported and guided throughout this process of acclimatization to a new role in a new environment. Based on past experience, it doesn't take long to get in your stride and become increasingly efficient and confident. The other good news is that everyone will feel the same sense of trepidation and nervous anxiety – you are not alone.



We are looking forward to an exciting year as we pilot several new initiatives. There will now be two-intern teams on CUH hospital medicine with a staggered long/short schedule. We are also launching a subspecialty mentorship program in several specialties so that you may develop those long-term relationships with faculty. Additionally, we are exploring elimination of overnight call by July 2024 and may pilot this on a few rotations by the end of this year.

There are a few things you should make an early habit of: recording your work hours and completing your evaluations. These tasks can quickly pile up. Over the next few weeks, I will highlight some learning resources and wellbeing resources for you.

I want to thank you for choosing to train here. The system is designed to challenge you but is also designed to nurture you. This is a rigorous program, but it's not ruthless. Here are some principles we live by:

1. **Residents First** – while healthcare is delivered by complex teams of students, residents, fellows, attendings, nurses and others – by and large, residents are on the vanguard. Accordingly, any changes to our healthcare environment must place the interest of the residents first.
2. **Psychological Safety** – means fostering an environment where mistakes are not held against you, where collegiality abounds, where curiosity is nurtured and where you have no hesitation in voicing your ideas or opinions.
3. **Resident Wellbeing** – this means paying attention to how YOU are doing (and not just to your academic performance).
4. **Interdependent Learning** – this means leveraging our strong social network to guide, mentor, coach and learn from each other – we problem solve and create and spread knowledge collectively. Knowledge and learning flow in all directions.
5. **Curricular Agility** – while a continually changing residency curriculum may seem unsettling, we must adapt to our evolving learning needs and attentively advance the training environment. Your candid feedback guides this.

This is a time of immense change as you shed your medical student identity and don the resident identity – it's momentous and daunting. No one expects perfect – just be human and bring your whole selves to work each day.

Happy 4th of July,

Dino Kazi