

dear residents

Peers in Progress

October 12, 2025

Dear Residents,

It was **Dr. Shannon Scielzo**, our Associate Director of Education and tireless *agent of cultural transformation*, who first coined the phrase “**peers in progress.**” She meant it as a reminder that residents are not subordinates; they are colleagues growing into their full professional selves. That phrase has stayed with me because it captures the essence of who we are and what we stand for as a program.

Residency is a time of incredible growth. Each day you are building judgment, confidence, and compassion, not just medical knowledge. You are learning how to lead teams, care for patients, and find meaning in the work you do. Our job as educators is simply to create the space and support for that growth to happen.

As we enter recruitment season, it is worth remembering why you came here in the first place. You came to learn medicine in all its depth: the science, the judgment, the humanity. But we also came for the culture, a place that values curiosity over hierarchy, teamwork over competition, and meaning over metrics.

At UT Southwestern, **we are not in competition with anyone else; only in competition with what is possible.** That mindset fuels innovation, scholarship, and the quiet excellence I see every day on rounds, in clinics, and in the moments when you go the extra mile for a patient or teammate.

In the coming weeks, hundreds of applicants will connect with you, and they will see the very best of who we are through your eyes. They may forget the number of tracks we offer or the size of our program, but they will remember how you made them feel: welcomed, inspired, and part of something bigger than themselves.

Residency is demanding, but it is also an incredible privilege to learn, to lead, and to make a difference. Let us show our future colleagues what it means to be part of a community of **peers in progress**: people striving not to outdo one another, but to outdo what is possible.

Warm regards,

Dino Kazi