

# dear residents

**Recruit with your Rizz**

**October 22, 2023**

**Dear Residents,**

I've been out of town all week but have been closely following the events at home and abroad. These events are troubling. If anyone would like to meet with me, please let me know.

Interview season kicks off on October 24. Thank you for supporting our recruiting efforts. Applicants are attracted to our program not only because we have a diverse patient population but because we take care of them so well, and not only because you are such accomplished people but because you work so well together. Our missions and our energies are aligned, and this is quickly perceived by our applicants.

It gets harder to distinguish our program from others in the virtual interview environment. That makes any contact you have with the applicants very salient. When facing such consequential decisions, we all look for ourselves in others. The desire to belong is a strong one. We want to be where we feel we belong, where it's safe to be who we are, where others will see us.

It's important to realize that neither we nor our program are perfect. It's fine to be honest about your experience. Applicants want to know what it's like to train here. You've had plenty of highs and the lows by now. I also know that there is no parallel journey that you can compare this one to. But I hope you have realized by now what a marvelous experience it is to train at UTSW. I also hope you feel psychologically safe here. That you can speak up. That you have a voice and that what you feel matters. And that we are responsive to your needs big and small.

If applicants can sense your genuine self, when they know that what you are saying is authentic, they will relate to you and find themselves in you. It's not the metrics that count, it's the chemistry. You have the rizz. You are what I am most proud of. You are what makes this program great.

Thank you for helping me recruit your future colleagues.

Dino Kazi