

dear residents

The Seamless Transition

June 16, 2024

Dear Residents,

This is a transition week – incoming residents begin orientation on Monday, departing residents check out on Friday. Sometimes I think it is like the workings of a busy train station. I recently rode Amtrak from New York to Philadelphia. The station was buzzing with activity with throngs of passengers watching the monitors to see which track their train will depart from. In the end the flow of passengers felt smooth, but I imagine it takes considerable coordination and planning. The train track is a shared resource. Every inpatient team and every outpatient clinic space is a shared resource. Because we are a 24/7/365 profession, we must manage an unbroken transition as residents graduate and as residents start their training. Patient care does not stop. The handoff is required to be seamless.



Photo by [Wolfgang Rottmann](#) on [Unsplash](#)

There is also the need to strive for a seamless personal handoff. While your mobile phone, your personal email addresses, and your banking travel with you seamlessly, you will need to move your utilities, let Netflix know that you have moved and get new auto registration and plates. None of this is easy to accomplish given that there is virtually no gap between residency and fellowship training. The surgical subspecialty fellowship programs moved to an August 1 start date several years ago but internal medicine and its subspecialty community have been slow to emulate this. The current guidance suggests that no fellowship orientation activity should begin before July 1, but this has not been universally adhered to by most internal medicine subspecialty fellowship programs. This is the main reason we schedule a week of vacation at the end of training for all who are graduating. For those who are starting professional jobs such as hospital medicine or primary care, most can negotiate a later start date to have the time and space to be prepared for the next assignment.

I recall my own transition from my chief resident year to fellowship. Because I never moved institutions or changed employers, the June 30-July 1 transition was effortless. Additionally, in the era I trained in, there were no modules, no ACLS renewal, HIPAA did not exist, and no one bothered us with TB testing or mask fitting. Badge access was not necessary. Everything was unlocked. It was clearly a very different time! Now, I do recall a very consequential transition from medical school to residency because I was also changing countries. That is a story for another day!

I will pause the weekly updates for this transition and will resume on June 30. I wish you a perfect transition.

Best regards,

Dino Kazi