Each July the OSU Wexner Medical Center and OSU affiliated clinical training sites welcome new trainees in various health professions. While the primary purpose of the medical center is to provide care for patients, let us remember that this is also a learning environment for each of our trainees. It is the responsibility of each of us in this community to contribute to the development of a positive learning and work environment for all learners. Many studies have shown that hostile environments negatively affect students and trainees and are detrimental to learning and associated with higher rates of student depression, stress, anxiety and burn-out. Faculty should treat students and trainees as they wish students and trainees to treat their patients.

Please remember that many of our learners have very little experience in the clinical environment. They may be a bit anxious about how they will fit in and what they will experience. Some of the things that we can do to improve the learning environment for our trainees include:

- Welcome each student and trainee to the work environment; introduce them to the various team members
- Orient the students to the work place (give a tour) and explain to them the various schedules and activities of their floor, clinic or other work unit
- Vow to improve the professional environment for faculty, staff and trainees and encourage your colleagues to join you in this effort. Students are always learning from what they observe – not just from formal lectures and rounds but also from informal interactions –both positive and negative. Let’s strive to keep those lessons positive.
- Communicate to trainees that faculty and staff value trainee education and consider it to be a high priority in the medical center.
- Practice appreciative inquiry – don’t just criticize shortcomings – also point out and praise good practices and performances by our trainees
- When possible, optimize flexibility and choice for health profession students to decrease the perception of lack of control (this helps to decrease stress)