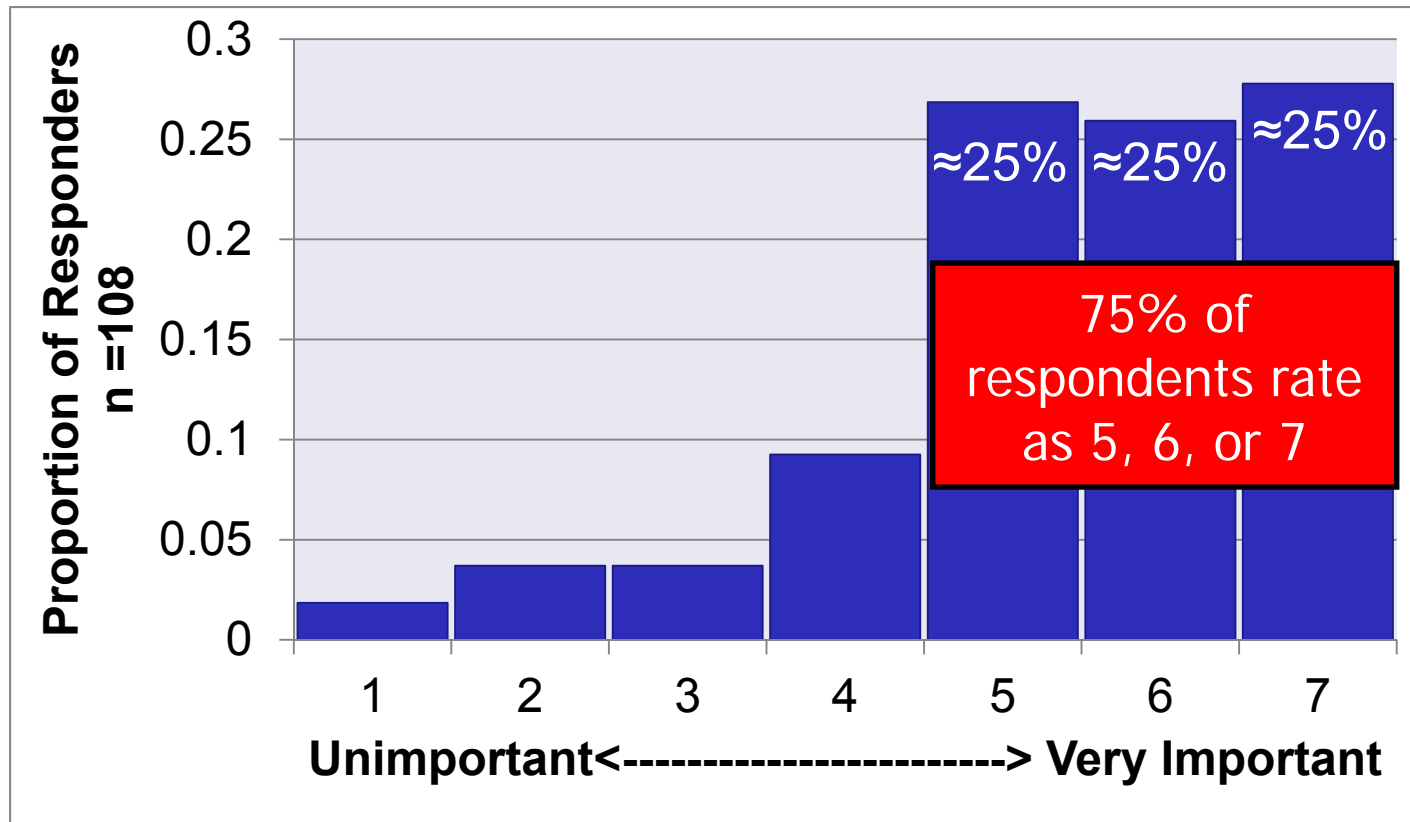




Implementation of a dermatology standardized letter of recommendation

Jessica Kaffenberger, M.D. and Rebecca Wang, BS
The Ohio State University

Are letters of recommendation important?



2013 Survey of APD members, n= 108

The early SLOR, 2014-2016

DERMATOLOGY STANDARDIZED LETTER OF RECOMMENDATION

Applicant's Name: _____
 Institution: _____
 AAMC ID No: _____
 Your name: _____
 Your Signature: _____
 Your email: _____
 Your telephone: _____
 Your present position (choose one):
 Dermatology Department Chair
 Dermatology Program Director
 Dermatology Assistant Program Director
 Dermatology Faculty
 Non-dermatology Faculty (Specialty : _____)
 Research Faculty
 Private Practice physician

This applicant waived his/her rights to view this standardized letter of recommendation as covered under the Family Educational Rights and Privacy Act of 1974.
 Yes No

How long have you been in your current position (or a similar position)? _____ years

A. Background

- How many medical students have you worked with in the past year?
 <15
 15 - 50
 >50
- How often do you work with dermatology residents?
 <1 per week
 1-3 times per week
 >3 times per week
- How long have you known the applicant? _____ months
- What is your contact with the applicant? (Choose all that apply)
 Know indirectly through others/evaluations
 Direct observation in clinical setting
 Direct observation writing article (case report, review article, etc)
 Direct observation in clinical/basic science research
 Advisor

B. Assessment

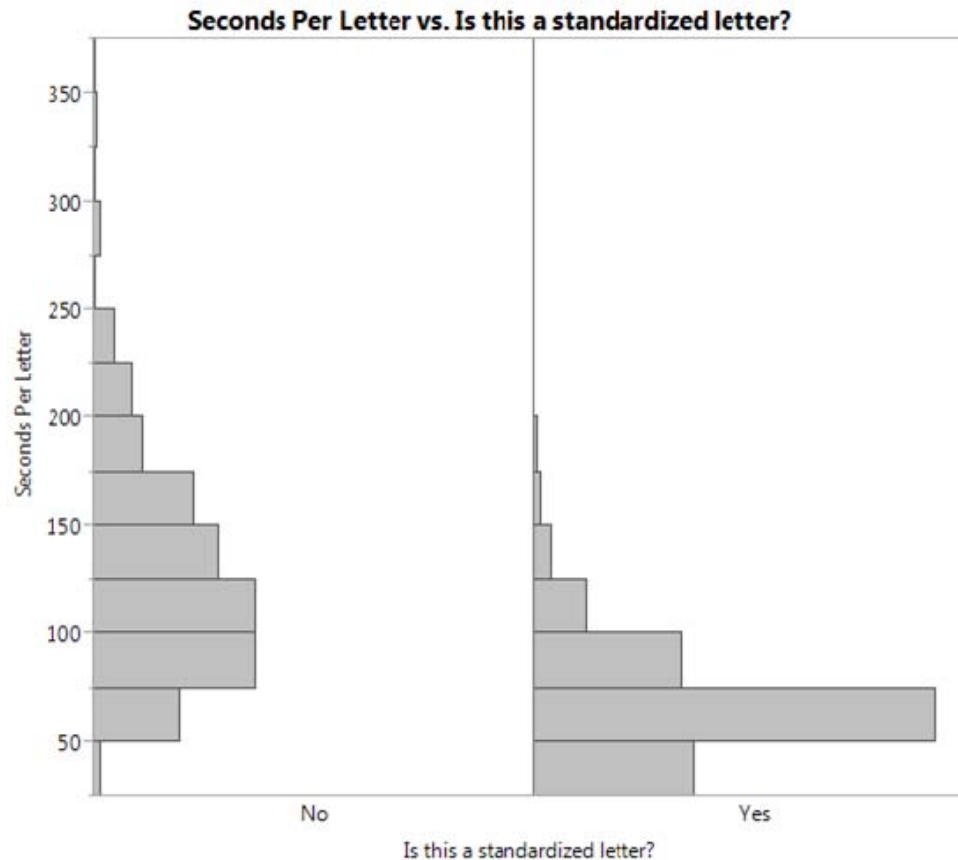
- Please assess the applicant compared to the overall **dermatology applicant pool**. If this candidate is below average in any of the areas, please include written comments in the field below.

	Below Avg for Derm applicant	Average for Derm applicant	Above Avg for Derm applicant	Outstanding for Derm applicant (Top 15%)	Exceptional for Derm applicant (Top 5%)	Best this year	Best in 10 years
Ability to work as a part of a team	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Interactions with patients	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Interactions with residents	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Clinical knowledge	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Communication ability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Inquisitive nature	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Reliability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Research potential	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work ethic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leadership potential	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
GLOBAL ASSESSMENT	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

- This applicant's most outstanding feature is _____
- The applicant's most likely career path will be _____
- Indicate any additional comments in the box below (100 word limit)

Applicant Name: _____
 Institution: _____
 AAMC ID: _____
 Your Name: _____

Seconds for evaluation per letter



**NLOR: 128 seconds for evaluation vs
SLOR: 68 seconds for evaluation ($p < 0.0001$).**

NLOR vs SLOR

Table 1		
	Narrative Letter	Standardized Letter
Personality		
Interrater - W	0.437	0.654
Intrarater - Averaged ρ	0.368	0.754
Work Ethic		
Interrater - W	0.481	0.720
Intrarater - Average ρ	0.542	0.906
Reliability		
Interrater - W	0.456	0.723
Intrarater - Average ρ	0.511	0.882
Perception of Letter Inflation		
Interrater - W	0.282	0.364
Intrarater - Average ρ	0.426	0.507
Global Score		
Interrater - W	0.578	0.704
Intrarater - Average ρ	0.643	0.764

Main conclusions from 2014-2016 SLOR

- Decreased time to interpret letters
 - 128 sec. to 68 sec. ($p < 0.0001$)
- Increased ease of interpretation ($p < 0.0001$)
- Less exaggeration of positive traits ($p < 0.0001$)
- Higher interrater and intrarater reliability
- More information about writer's background or writer-applicant relationship ($p < 0.0001$)

Current SLOR, 2016-2017

DERMATOLOGY STANDARDIZED LETTER OF RECOMMENDATION

Applicant's Name:

Applicant's Institution:

AAMC ID No:

Your name:

Your Signature: _____

Your email:

Your telephone:

Your present position (choose one):

- Dermatology Department Chair
- Dermatology Program Director
- Dermatology Assistant Program Director
- Dermatology Faculty
- Non-dermatology Faculty (Specialty : _____)
- Research Faculty
- Private Practice physician

How long have you been in your current position (or a similar position)? _____ years

This applicant waived his/her right to view this standardized letter
 Yes No

A. Background

1. How many medical students have you worked with in the past year?
 - <5
 - 5 - 10
 - 10-20
 - >20
2. How often do you work with medical students?
 - <1 per week
 - 1-3 times per week
 - >3 times per week
3. How long have you known the applicant? _____ months
4. What is your contact with the applicant? (Choose all that apply)
 - I have not worked directly with the applicant; letter is based on others' evaluations
 - Limited direct clinical contact (<20 hours)
 - Limited direct research contact (<20 hours)
 - Extended direct clinical contact (>20 hours)
 - Extended direct research contact (>20 hours)
 - Direct observation writing article (case report, review article etc)
 - Program director
 - Advisor

B. Assessment

1. Please assess the applicant compared to the overall **dermatology applicant pool**.
2. If this candidate is below average or exceptional in any of the areas, please include further details following each category. Please limit your descriptions to 50 words or less for each category.

	Not enough exposure	Below Average	Average	Excellent (Top 1/3)	Outstanding (Top 15%)	Exceptional (Top 5%)
Work ethic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments regarding work ethic. Please elaborate further if "below average" or "exceptional" was chosen.

	Not enough exposure	Below Average	Average	Excellent (Top 1/3)	Outstanding (Top 15%)	Exceptional (Top 5%)
Self-initiative	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments regarding self-initiative. Please elaborate further if "below average" or "exceptional" was chosen.

	Not enough exposure	Below Average	Average	Excellent (Top 1/3)	Outstanding (Top 15%)	Exceptional (Top 5%)
Dependability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments regarding dependability. Please elaborate further if "below average" or "exceptional" was chosen.

	Not enough exposure	Below Average	Average	Excellent (Top 1/3)	Outstanding (Top 15%)	Exceptional (Top 5%)
Ability to work as part of a team	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments regarding teamwork. Please elaborate further if "below average" or "exceptional" was chosen.

	Not enough exposure	Below Average	Average	Excellent (Top 1/3)	Outstanding (Top 15%)	Exceptional (Top 5%)
Communication skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments regarding communication. Please elaborate further if "below average" or "exceptional" was chosen.

B. Assessment

1. Please assess the applicant compared to the overall dermatology applicant pool.
2. If this candidate is below average or exceptional in any of the areas, please include further details following each category. Please limit your descriptions to 50 words or less for each category.

	Not enough exposure	Below Average	Average	Excellent (Top 1/3)	Outstanding (Top 15%)	Exceptional (Top 5%)
Work ethic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments regarding work ethic. Please elaborate further if "below average" or "exceptional" was chosen.

+

	Not enough exposure	Below Average	Average	Excellent (Top 1/3)	Outstanding (Top 15%)	Exceptional (Top 5%)
Self-initiative	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments regarding self-initiative. Please elaborate further if "below average" or "exceptional" was chosen.

	Not enough exposure	Below Average	Average	Excellent (Top 1/3)	Outstanding (Top 15%)	Exceptional (Top 5%)
Dependability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments regarding dependability. Please elaborate further if "below average" or "exceptional" was chosen.

SLOR revisions for 2016-2017

- Expanded options for contact with applicant
- Fewer assessment categories
- Comment boxes under each assessment category
- Longer free text space at the end of the SLOR

Future directions:

- Retrospective multi-institutional study of 2016-2017 SLOR
 - Assess the 2016-2017 dermatology SLOR
 - Evaluate each question
 - Examine distributions of responses
 - Analyze the free-text responses

Thank you!