OB-GYN Standardized Letter of Evaluation (SLOE)
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• Overview
  • John L. Dalrymple, MD; Associate Dean, Harvard Medical School; Gynecologic Oncology Program Director, Beth Israel Deaconess Medical Center
  • Karen George, MD, MPH; George Washington; CREOG Chair

• Panelists
  • Oluwabukola Akingbola, DO, MS; PGY-1, OBGYN – University of Minnesota
  • Sara Whetstone, MD, MHS; Associate Program Director – U.C. San Francisco
  • Erika Banks, MD; Program Director – Albert Einstein

• Discussion
Poll Question

Who’s in the audience?

• Student/Applicant
• Resident
• Department Chair
• Clerkship Director
• Clerkship Coordinator
• Program Director
• Program Manager
• Advisor/Faculty
• Asst/Associate/Dean
• Other
OBGYN SLOE

• Evaluative tool – global assessment
• Specialty-specific – OBGYN focused
• Standardized set of questions
• Supports holistic, efficient review – reduces bias

✓ Part of the APGO/CREOG RRR program
✓ Application Review Metrics Working Group (24 members)
✓ Based on other program’s experience (including Gyn Onc!)
✓ Feedback from PD/CDs at recent Town Hall
✓ Supported by recent UGRC recommendations

Structured Evaluative Letters (SELS)
# OBGYN SLOE - Letter Writer Information

<table>
<thead>
<tr>
<th>Your present position (choose all that apply):</th>
<th>In what context/capacity have you interacted with the applicant? (Choose all that apply)</th>
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<tbody>
<tr>
<td>• OB/GYN Department Chair</td>
<td>• OBGYN Clerkship</td>
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<tr>
<td>• OB/GYN Clerkship Director</td>
<td>• Advanced Elective/Sub-Internship (Describe)</td>
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<tr>
<td>• OB/GYN Residency Program Director</td>
<td>• Research (Describe)</td>
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<td>• OB/GYN Faculty</td>
<td>• Extracurricular / Volunteer / Committee Activity (Describe)</td>
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<tr>
<td>• Non-OB/GYN Faculty</td>
<td>• Advisor/Mentor</td>
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<tr>
<td>• Composite Group SLOE (List faculty/positions)</td>
<td>• Direct observation on L&amp;D or operating room (Choose: 0-20 hours; 21-40 hours; &gt;40 hours)</td>
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<tr>
<td></td>
<td>• Direct observation in clinic or inpatient service (Choose: 0-20 hours; 21-40 hours; &gt;40 hours)</td>
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<td>• Direct supervision with research project</td>
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<td>• Official role as advisor/mentor</td>
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<td></td>
<td>• Know indirectly through others/evaluations</td>
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<td></td>
<td>• Other (please specify): _____________</td>
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<tr>
<th>How many students have you worked with or supervised in the past year?</th>
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<td>• 0-5</td>
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<tr>
<td>• 6-20</td>
</tr>
<tr>
<td>• 21-50</td>
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<tr>
<td>• &gt;50</td>
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<tr>
<th>How long have you known the applicant?</th>
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<tr>
<td>• &lt; 6 months</td>
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<tr>
<td>• 6-12 months</td>
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<tr>
<td>• &gt; 12 months</td>
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## OBGYN SLOE - Competencies

<table>
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<tr>
<th></th>
<th>Intern Level</th>
<th>Above Target</th>
<th>Target</th>
<th>Potential for growth</th>
<th>Not observed sufficiently</th>
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<tr>
<td></td>
<td>(functioning almost/at level of intern)</td>
<td>(functioning at level of acting intern or 4th year student)</td>
<td>(post-clerkship level)</td>
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<tr>
<td><strong>Interpersonal and Communication Skills</strong></td>
<td>Interacts effectively within health care teams and communicates in an effective and caring manner with patients/families from all backgrounds; demonstrates appropriate leadership skills</td>
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<td><strong>Patient Care</strong></td>
<td>Reliably collects relevant information, and develops and justifies appropriate differential diagnosis and cohesive treatment plans</td>
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<td><strong>Procedural Skills</strong></td>
<td>Comfortably engages and participates in procedural and operative environments</td>
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<td><strong>Medical Knowledge</strong></td>
<td>Demonstrates general and OB/GYN-specific medical knowledge, intellectual curiosity and critical thinking skills</td>
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<td><strong>Professionalism</strong></td>
<td>Consistently demonstrates professional demeanor, strong work ethic, altruism, dignity and respect to others; willingly assumes responsibility and takes initiative</td>
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<td><strong>Practice-Based Learning and Improvement</strong></td>
<td>Demonstrates a commitment to life-long and self-directed learning, and regularly establishes goals and completes tasks</td>
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<tr>
<td><strong>Systems Based Practice</strong></td>
<td>Aby integrates provision of care within the system including appropriate use of technology (EHR); attentive to patient safety needs and quality of care; consistently advocates for patients in the health care system</td>
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OBGYN SLOE - Narrative and other Questions

• What is the applicant’s most outstanding feature? (Describe in 5 words or less)

• In what area will the applicant need to focus on in the first year of residency (choose all that apply):
  • fund of knowledge
  • time management
  • situational awareness
  • team integration
  • knowing limits
  • adapting to different environments
  • organizational skills
  • being prepared for patient care
  • other___________

• Written comments about the candidate (Please comment on 1-2 unique characteristics or strengths, but do not recapitulate CV – limit 250 words)
FAQs and Instructions for the Obstetrics and Gynecology Residency Standardized Letter of Evaluation

Residency Match Cycle 2021-2022

What is the OBGYN SLOE?
The Standardized Letter of Evaluation (SLOE) is an evaluative instrument that provides a global assessment of an applicant candidacy for obstetrics and gynecology (OB/GYN) residency training by providing a standard set of questions and prompts, it is meant to provide a more holistic and efficient review focused on the competencies and values important for OBGYN training. It reduces bias by directing answers to specific, standardized questions for all candidates thus limiting the variability of traditional letters of recommendation where the letter writer provides a narrative reflecting what they perceive as important to highlight.

Why is this being introduced now?
The introduction of the OBGYN SLOE this year is part of the “Transforming the UME to GME Transition” RightSided, RightProgram, Ready Day One (R3) 5-year grant program. One aspect to improve the transition is to develop additional application review metrics for which the SLOE aims to provide.

How is this different than the Chair’s letter?
A chair’s letter is a letter of recommendation composed by the OBGYN department chair or their surrogate, sometimes written as a composite letter with input from other faculty, clerkship directors and/or advisors. Not all applicants or departments provide chair’s letters, as it is not standardized nor a requirement. Some specialties (e.g., emergency medicine) use the SLOE as a means of providing a composite evaluation similar to a traditional chair’s letter, although that is also not a universal approach.

Is this mandatory for all applications now?
No. Although using a SLOE this application cycle is strongly encouraged, it is not mandatory.

How many SLOEs are required?
With this being the first application cycle, a single SLOE is being recommended for each applicant. Over time, and with more experience using the SLOE, additional guidelines and recommendations will follow in subsequent cycles.

Who should complete the SLOE?
The SLOE should be completed by OBGYN faculty who know the applicant and ideally, have worked directly with them in the clinical setting. Because the SLOE is an evaluation of competencies and readiness for OBGYN residency, the letter writer should know the applicant adequately to address most of these issues.

Should standard letters of recommendation (LORs) be submitted?
Yes. Traditional LORs should still be solicited as usual until further experience, guidelines and recommendations about the SLOE are developed.

Can a faculty fill out both a SLOE and a standard LOR?
The letter writer should only complete a SLOE, and not provide a traditional LOR. The SLOE should convey enough information about the applicant to programs.

FAQs and Instructions for the Obstetrics and Gynecology Residency Standardized Letter of Evaluation

If an applicant does not provide a SLOE, will this hurt their application?
Because this is the first cycle using the OBGYN SLOE, there is no evidence that not having a SLOE will have any detrimental effect. Traditional LORs will still be part of the application packet.

How will program directors consider or use the SLOE?
The expectation is that the SLOE will provide residency programs with more efficient, focused and standardized evaluation of the applicant. This may enhance the holistic review process, aid in screening of applicants for interviews, and augment the information used for determining which applicants align with the goals of the programs. The use of the SLOE as an early application cycle provides a foundation for program directors who will be carefully reviewed and considered for future recommendations.

What has been the experience of other specialties who use the SLOE?
Several specialties have been using the SLOE for many years. In emergency medicine, the SLOE (Recommendation) was first introduced in 1997, and transitioned over a year to a SLOE in 2014. It is now considered a very important component of the application. Other specialties have also adopted the use of a specialty-specific SLOE including internal medicine, dermatology, orthopaedic surgery, urology and gynecologic oncology (new in 2021).

How can students and letter writers access the SLOE?
The SLOE template will be available on the APOG website https://apog.org/page/transforming-the-medical-school/. It can be easily downloaded, reproduced and distributed. It can then be uploaded similar to other LORs in ERAS.

How will students, advisors, and faculty letter writers know about the SLOE?
The APOG “Right Residency, Right Program, Ready Day One” grant team in conjunction with APOG and CREOG leadership is developing a communication plan that will include frequent hands-on communications, webinars and updates posted on the APOG website. In addition, presentations and updates will be provided at the CREOG Program Directors retreat.

Guidelines for the SLOE writers:
- Download the Obstetrics and Gynecology SLOE
- Answer all of the items
- Accurately assess the applicant: Most applicants who match should fall under the Target category
- Personalize the SLOE using the comment section at the end
- Save the SLOE as a static PDF (e.g. Prior to PDF)
- Upload to the ERAS site like a traditional letter of recommendation

\*modified from the Gynecologic Oncology SLOE and CREOG eSLOE website
Panelists

• Oluwabukola Akingbola, DO, MS
  PGY-1, OBGYN – University of Minnesota

• Sara Whetstone, MD, MHS
  Associate Program Director – U.C. San Francisco

• Erika Banks, MD
  Program Director – Albert Einstein
Discussion – Q&A