


Slide 1

**SLOE 101: An Introductory Course**

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CORD AA 2019

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Slide 2

**SLOE 101:**

- Target audience:
  - Junior faculty new to writing letters
  - Programs new to the application process/SLOEs
- Not geared for SLOE gurus, Yodas or ninjas

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Slide 3

**Agenda: 30 minutes**

- History of the SLOR/SLOE
- Importance of the SLOE
- eSLOE website
- The eSLOE form/how to write a SLOE
- Panel thoughts/tips (DO's and DON'Ts)
- Questions...

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Slide 4

ACADEMIC EMERGENCY MEDICINE • 1999, Volume 6, Number 11

EDUCATIONAL ADVANCES

SLOR1141

A Standardized Letter of Recommendation for Residency Application

SAMUEL M. KEIM, MD, JUDITH A. REIN, PhD, CAREY CHISHOLM, MD, PAMELA L. DYNE, MD, GREGORY W. HENDEY, MD, NICHOLAS J. JOURILES, MD, RANDALL W. KING, MD, WALTER SCHRADING, MD, JOSEPH SALOMONE III, MD, GARY SWART, MD, JOHN M. WIGHTMAN, MD

**Abstract.** Emergency medicine (EM) program directors have expressed a desire for more evaluative data to be included in application materials. This is consistent with frustrations expressed by program directors of multiple specialties, but mostly by those in specialties with more competitive matches. Some of the concerns about traditional narrative letters of recommendation included lack of uniform information, lack of relative value given for interval grading, and a perception of ambiguity with regard to terminology.

The Council of Emergency Medicine Residency Directors established a task force in 1995 that created a standardized letter of recommendation form. This form, to be completed by EM faculty, requests that objective, comparative, and narrative information be reported regarding the residency applicant. **Key words:** postgraduate education; recommendation; resident; applicant; letter of recommendation; emergency medicine. ACADEMIC EMERGENCY MEDICINE 1999; 6:1141-1146

Slide 5

1999-2000 APPLICATION SEASON

Emergency Medicine Residency Recommendation Form

Emergency Medicine Faculty ONLY

Applicant's Name: \_\_\_\_\_ ERAS ID No: \_\_\_\_\_

Reference Provided By: \_\_\_\_\_

Present Position: \_\_\_\_\_

Institution: \_\_\_\_\_ Telephone Number: \_\_\_\_\_

A. Background Information

1. How long have you known the applicant? \_\_\_\_\_

2. Nature of contact with applicant (Check all that apply)

Applicant's specialty \_\_\_\_\_

Context outside the ED \_\_\_\_\_

Context outside the ED \_\_\_\_\_

Context outside the ED \_\_\_\_\_

3. If this candidate existed in your ED, what grade was given?

Excellent \_\_\_\_\_ Good \_\_\_\_\_ Fair \_\_\_\_\_ Poor \_\_\_\_\_

Comments (from ED status and 1-4): \_\_\_\_\_

4. Indicate what % of students rotating in your Emergency Department (or on your service) received the following grades last year: (If information not available, leave blank)

Excellent \_\_\_\_\_ % Total of students last year \_\_\_\_\_

Good \_\_\_\_\_ %

Fair \_\_\_\_\_ %

Poor \_\_\_\_\_ %

Fail \_\_\_\_\_ %

Context

Slide 6

Good fit for EM?

Qualifications for EM: Compare the applicant to other EM applicants/peers.

1. Competence in Emergency Medicine: Has carefully thought out this career choice.

Outstanding (top 10%) \_\_\_\_\_ Excellent (top 1/3) \_\_\_\_\_ Very Good (middle 1/3) \_\_\_\_\_ Good (lower 1/3) \_\_\_\_\_

2. Work ethic, willingness of assume responsibility.

Outstanding (top 10%) \_\_\_\_\_ Excellent (top 1/3) \_\_\_\_\_ Very Good (middle 1/3) \_\_\_\_\_ Good (lower 1/3) \_\_\_\_\_

3. Ability to develop and justify an appropriate differential and a cohesive treatment plan.

Outstanding (top 10%) \_\_\_\_\_ Excellent (top 1/3) \_\_\_\_\_ Very Good (middle 1/3) \_\_\_\_\_ Good (lower 1/3) \_\_\_\_\_

Personality, ability to interact.

Superior ability to interact with patients and staff \_\_\_\_\_

Good interpersonal skills, relates well \_\_\_\_\_

Quiet, but acceptable interactive skills \_\_\_\_\_

Very quiet, reserved. Difficultly interacting \_\_\_\_\_

Prono to conflict with patients, peers or staff \_\_\_\_\_

## Slide 7

**Risk Stratify'em**

C. Global Assessment

1. Compared to other EM residency candidates you have recommended this candidate is ranked as:

Ranking	Recommended as such last year
Outstanding (top 10%)	_____
Excellent (top 15%)	_____
Very Good (middle 15%)	_____
Good (lower 15%)	_____
Total # of letters you wrote last year:	_____

2. How highly would you estimate the candidate will rank in your match list (see cover letter)?

Generational match	Very likely to match	Unlikely to match
Possible match	_____	_____

D. Written Comments

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**APPLICANT HAS BEEN RIGHT TO SEE THIS LETTER** ☐

Please call me: ☐

## Slide 8



## Slide 9

**SLOE**

- Standardized
- Concise
- Discerning/Discriminating

Slide 10

Why do we do the SLOE?

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Slide 11

### Step I: the eSLOE website

- Housed on the CORD website  
<https://www.cordem.org/>
  - Resources
  - Residency Management
  - SLOE
  - eSLOE (or subspecialty or non-EM residency faculty SLOE)

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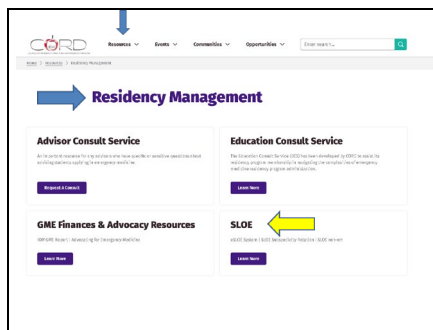
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Slide 12



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A mockup of a web application for CORD eSLOE. The page has a white header with the text "CORD eSLOE" on the left and a blue button labeled "Logout" on the right. The main content area has a light gray background and contains the following elements: a large heading "Welcome to CORD eSLOE!", a subheading "A secure and modern way to store your evaluations.", a green "Login" button, and a link "Forgot your password?". The footer of the main content area contains the text "© CORD eSLOE, 2019".

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Slide 17

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Slide 18

## Panel Thoughts

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Slide 19

Tips

- **Do:**
  - Use all of the boxes
  - Be honest
  - Explain your answers in the narrative!!!
- **Don't:**
  - Check lower boxes and then not explain why
  - Use code. Be clear!
  - Don't forget diplomacy. Don't SLOEpedo someone!

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Slide 20

Questions???

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Slide 21

Summary

- History of the SLOR/SLOE
- Data supporting the importance of the SLOE
- The eSLOE website
- The eSLOE form/how to write a SLOE
- General tips
- Panel thoughts/tips
- Questions...

  
COUNCIL OF RESIDENCY DIRECTORS IN EMERGENCY MEDICINE

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