



SLOE Rider 360: “Words that can sink a SLOE”

Best Practices & CDEM Track Day 1 - Sunday March 8th

Why this is important

Much has been made of the use of “coded language” in SLOEs and its impact on student competitiveness. While some terms have clear meaning, other terms can carry ambiguity. This session will help participants understand how certain “charged” words may be received by readers. Which

Take home point

We all interpret words differently. Context is key, especially around “charged” words, to avoid readers “filling in the gaps” with their own interpretation or imagination.

Resources & References

| Key References | |
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| <p>Saudek K, Treat R, Goldblatt M, Saudek D, Toth H, Weisgerber M. Pediatric, Surgery, and Internal Medicine Program Director Interpretations of Letters of Recommendation. <i>Acad Med.</i> 2019;94:S64-S68. doi:10.1097/acm.0000000000002919</p> | <p>Survey of surgery, medicine, and pediatric program directors (PDs) regarding letter features, applicant abilities, and letter of reference (LOR) phrases. Ratings varied by PD speciality for letter features and abilities (leadership, compassion, and resilience). Interpretation of phrases for degree of endorsement were similar.</p> |
| <p>Saudek K, Saudek D, Treat R, Bartz P, Weigert R, Weisgerber M. Dear Program Director: Deciphering Letters of Recommendation. <i>J Graduate Medical Educ.</i> 2018;10(3):261-266. doi:10.4300/jgme-d-17-00712.1</p> | <p>Survey of pediatric PDs regarding letter features, applicant abilities, and letter of reference (LOR) phrases. Commonly used phrases were interpreted similarly, for example “showed improvement” was most negative and “I give my highest recommendation” most positive.</p> |
| <p>Liang F, Rudnicki PA, Prince NH, Lipsitz S, Jr. JWM, Guo L. An Evaluation of Plastic Surgery Resident Selection Factors. <i>J</i></p> | <p>Examined applicant metrics (measures of competency, personal characteristics, and flaws). Surgeons’ personal backgrounds (nature</p> |

Surg Educ. 2015;72(1):8-15.
doi:10.1016/j.jsurg.2014.07.013

of practice, history as a program director) affected selected resident attributes/metrics, with PDs less tolerant of personality shortcomings such as narcissism and rating qualities such as commitment to patients, maturity, and being a team player as key.

Resources

CORD ASC-EM Website

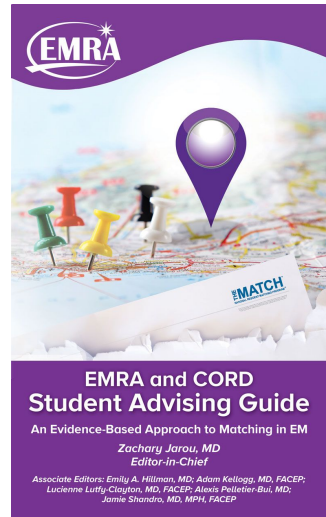
<https://www.cordem.org/communities/committees/advising-student-comm/>



Be sure to explore medical student resources (wealth of information for your students and you!) and read about the advisor consult service

EMRA/CORD Student Advising Guide

<https://www.cordem.org/resources/education--curricula/advisingguide/>



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Advisor Consult Service

<https://www.cordem.org/resources/residency-management/advisor-consult-service/>

Advisor Consult Service

An important resource for any advisors who have specific or sensitive questions about advising students applying in emergency medicine.

This active consult service serves to answer specific questions related to advising individual students, advising non-traditional students or student groups, and general advising concerns.

Advisors may submit their questions by completing the [Advisor Consult Request Form](#)

All advising consult conversations will remain confidential.

Please note, **this is a service for advisors**, and cannot currently accommodate questions directly from students.

Additional References:

1. Kominsky AH, Bryson PC, Benninger MS, Tierney WS. Variability of Ratings in the Otolaryngology Standardized Letter of Recommendation. *Otolaryngology Head Neck Surg.* 2015;154(2):287-293. doi:10.1177/0194599815623525
2. Miller DT, McCarthy DM, Fant AL, Li-Sauerwine S, Ali A, Kontrick AV. The Standardized Letter of Evaluation Narrative: Differences in Language Use by Gender. *West J Emerg Medicine Integrating Emerg Care Popul Heal.* 2019;20(6):948-956. doi:10.5811/westjem.2019.9.44307
3. Trix F, Psenka C. Exploring the Color of Glass: Letters of Recommendation for Female and Male Medical Faculty. *Discourse Soc.* 2003;14(2):191-220. doi:10.1177/0957926503014002277