



ADVISING STUDENTS COMMITTEE in EM

Surviving the SLOEPEDO

CDEM Track Day 1 - Sunday March 8th

Why this is important

A single SLOE can inadvertently sink an application. Coded language in particular frequently harms underrepresented applicants. Certain letter features and applicant characteristics, especially when combined with “charged” words and a poorly contextualized narrative are high risk for a SLOEPEDO.

Take home point

We all interpret ratings, words, and phrases differently. We all have implicit bias. Awareness and context are key to avoiding the SLOEPEDO and advocating for your advisee.

Resources & References

Key References	
Ross DA, Boatright D, Nunez-Smith M, Jordan A, Chekroud A, Moore EZ (2017) Differences in words used to describe racial and gender groups in Medical Student Performance Evaluations. PLoS ONE 12(8): e0181659. https://doi.org/10.1371/journal.pone.0181659	Found gender and race differences in the words used to describe applicants. White applicants were more likely than Black, Hispanic, and Asian applicants to be described using “standout” words. These differences remained significant after controlling for USMLE Step 1 scores.
Love JN, Smith J, Weizberg M, et al. Council of emergency medicine residency directors’	Confirms importance of SLOEs, however, identified key factors that influence the SLOEs value: “inflated

standardized letter of recommendation: The program director's perspective. Acad Emerg Med. 2014;21(6):680-687. doi:10.1111/acem.12384.

evaluations", inconsistency between comments and ratings, and written comments that are not insightful or discriminating.

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.