The Standardized Letter of Recommendation (SLOR) for the Micrographic Surgery and Dermatologic Oncology (MSDO) Fellowship Match

NOTE: This form is mandatory for all letters of recommendation for the MSDO fellowship match.

The SLOR was created to:

- Introduce a standardized approach to evaluation
- Optimize information gathering on important qualities of MSDO applicants
- Minimize the time burden on both letter writers and readers

The SLOR is meant to have the following qualities:

- Be concise
- Discern between candidates

In order to make the SLOR a useful instrument, it is essential that letter writers appropriately complete the form. The SLOR allows for comparison of the applicant against their peers in an extremely competitive applicant pool.

Please keep in mind that a rating of 'Good (Middle 1/3)' should be viewed as a positive evaluation and the true average amongst this group of exceptional candidates.

MICROGRAPHIC SURGERY AND DERMATOLOGIC ONCOLOGY (MSDO) FELLOWSHIP

STANDARDIZED LETTER OF RECOMMENDATION

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

Applicant's Name: SF Match #:

Applicant's Institution:

Your Name:

Your Signature:

Your E-mail Address: Your Telephone Number (cell preferred):

Your present position (choose all that apply):

☐ Dermatology Department Chair
☐ MSDO Fellowship Director
☐ Dermatology Faculty
☐ Non-dermatology Faculty (Specialty:)
☐ Private Practice physician (Specialty:)
☐ Other ( )
☐ Dermatology Surgical Director
☐ Dermatology Program Director
☐ Research Faculty

How long have you been practicing? years

A. Background
   1. How many residents have you worked with in the past year?
      ☐ 1 ☐ 2 – 4 ☐ 5 – 10 ☐ >10
   2. How often do you work with residents on average?
      ☐ <1 day per week
      ☐ 1 - 3 days per week
      ☐ >3 days 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 based on others' evaluations
      ☐ Limited direct surgical contact (<10 days)
      ☐ Limited direct clinical contact (<10 days)
      ☐ Limited direct research contact (<10 days)
      ☐ Extended direct surgical contact (>10 days)
      ☐ Extended direct clinical contact (>10 days)
      ☐ Extended direct research contact (>10 days)
      ☐ Direct observation writing article (case report, review article etc.)
      ☐ Surgical director

☐ Program director
☐ Advisor

B. Assessment: Please assess the applicant compared to the overall **MSDO applicant pool**.
Leave sections blank if you have insufficient exposure to the applicant in that setting

SURGICAL SKILLS AND COMMITMENT TO MSDO

1. *Basic surgical skill level (able to perform excisions, perform layered closures, suturing technique).*

☐ Meets expectations (Lower 1/3) ☐ Good (Middle 1/3) ☐ Excellent (Top 1/3) ☐ Outstanding (Top 10%) ☐ Exceptional (Top 1%)

2. *Advanced surgical skill level (advanced suturing, planning and execution of flap and graft repairs).*

☐ Meets expectations (Lower 1/3) ☐ Good (Middle 1/3) ☐ Excellent (Top 1/3) ☐ Outstanding (Top 10%) ☐ Exceptional (Top 1%)

3. *Commitment to micrographic surgery and dermatologic oncology (i.e. has the applicant carefully thought out their career decision).*

☐ Meets expectations (Lower 1/3) ☐ Good (Middle 1/3) ☐ Excellent (Top 1/3) ☐ Outstanding (Top 10%) ☐ Exceptional (Top 1%)

COMMUNICATION AND EFFICIENCY

1. *Ability to communicate in a caring and effective way with patients.*

☐ Meets expectations (Lower 1/3) ☐ Good (Middle 1/3) ☐ Excellent (Top 1/3) ☐ Outstanding (Top 10%) ☐ Exceptional (Top 1%)

2. *Ability to develop and justify an appropriate differential diagnosis and cohesive treatment plan.*

☐ Meets expectations (Lower 1/3) ☐ Good (Middle 1/3) ☐ Excellent (Top 1/3) ☐ Outstanding (Top 10%) ☐ Exceptional (Top 1%)

3. *Quality of work ethic, professional behavior, and dependability.*

☐ Meets expectations (Lower 1/3) ☐ Good (Middle 1/3) ☐ Excellent (Top 1/3) ☐ Outstanding (Top 10%) ☐ Exceptional (Top 1%)

4. *Ability to work well within multidisciplinary healthcare teams.*

☐ Meets expectations (Lower 1/3) ☐ Good (Middle 1/3) ☐ Excellent (Top 1/3) ☐ Outstanding (Top 10%) ☐ Exceptional (Top 1%)

5. *Ability to gain respect and effectively work with support staff (nurses and MAs).*

☐ Meets expectations (Lower 1/3) ☐ Good (Middle 1/3) ☐ Excellent (Top 1/3) ☐ Outstanding (Top 10%) ☐ Exceptional (Top 1%)

6. *Ability to elicit feedback and positively respond to feedback.*

☐ Meets expectations (Lower 1/3) ☐ Good (Middle 1/3) ☐ Excellent (Top 1/3) ☐ Outstanding (Top 10%) ☐ Exceptional (Top 1%)

7. *Completes documentation in a timely and detailed manner.*

☐ Meets expectations (Lower 1/3) ☐ Good (Middle 1/3) ☐ Excellent (Top 1/3) ☐ Outstanding (Top 10%) ☐ Exceptional (Top 1%)

8. *Ability to complete research endeavor with minimal coaching*

☐ Meets expectations (Lower 1/3) ☐ Good (Middle 1/3) ☐ Excellent (Top 1/3) ☐ Outstanding (Top 10%) ☐ Exceptional (Top 1%)

GLOBAL ASSESSMENT

1. *Would you like to be in a two person MSDO fellowship with this individual?*

☐ Yes ☐ Unsure ☐ No

2. *How much guidance will this trainee likely need?*

☐ More than average (lower 1/3) ☐ Average (Middle 1/3) ☐ Less than average (Top 1/3)

3. *What is your prediction of success of the applicant?*

☐ Low (lower 1/3) ☐ Good (Middle 1/3) ☐ High (Top 1/3) ☐ Extremely likely (Top 5%)

OPTIONAL: Please indicate applicant's greatest strength and include any additional comments in the space below (250 word limit):