

Contents

Supplemental Digital Appendix		Page
1	Official CORD Standardized Letter of Evaluation	2
2	Background Information, Sample Questions, and General Scoring Rubric for the AAMC Standardized Video Interview (SVI)	5
3	Flow Diagram (3A) of Applicants Included and Table (3B) of Completed eSLOEs Per Applicant	9

OFFICIAL CORD STANDARDIZED LETTER OF EVALUATION (SLOE)

2018-2019 APPLICATION SEASON

Emergency Medicine Faculty ONLY

I have read this year's instructions @ www.cordem.org ☐ Yes ☐ No

Applicant's Name:

AAMC ERAS ID No.

Letter Writers' Institution:

Email:

Reference Provided By:

Telephone:

Present Position:

A. Background Information

1. How long have you known the applicant?

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

- ☐ Know indirectly through others/evaluations ☐ Extended, direct observation in the ED
☐ Clinical contact outside the ED ☐ Advisor
☐ Occasional contact (<10 hours) in the ED Other:

3. a. Did this candidate rotate in your ED? ☐ Yes ☐ No

b. If so, what grade was given?

☐ Honors ☐ High Pass ☐ Pass ☐ Low Pass ☐ Fail

4. Is this the student's first, second or third EM rotation?

What date(s) did this student rotate at your institution? (mm/yy)

5. Indicate what % of students rotating in your Emergency Department received the following grades last academic year:

Honors %

High Pass %

Pass %

Low Pass %

Fail %

100 % Total

Total # students last year:

EM is a required rotation for all students at our institution? ☐ Yes ☐ No

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

1. Commitment to Emergency Medicine. Has carefully thought out this career choice.
☐ Above Peers (Top 1/3) ☐ At level of peers (Middle 1/3) ☐ Below peers (Lower 1/3)
2. Work ethic, willingness to assume responsibility.
☐ Above Peers (Top 1/3) ☐ At level of peers (Middle 1/3) ☐ Below peers (Lower 1/3)
3. Ability to develop and justify an appropriate differential and a cohesive treatment plan.
☐ Above Peers (Top 1/3) ☐ At level of peers (Middle 1/3) ☐ Below peers (Lower 1/3)
4. Ability to work with a team.
☐ Above Peers (Top 1/3) ☐ At level of peers (Middle 1/3) ☐ Below peers (Lower 1/3)
5. Ability to communicate a caring nature to patients.
☐ Above Peers (Top 1/3) ☐ At level of peers (Middle 1/3) ☐ Below peers (Lower 1/3)
6. How much guidance do you predict this applicant will need during residency?
☐ Less than peers ☐ The same as peers ☐ More than peers
7. Given the necessary guidance, what is your prediction of success for the applicant?
☐ Outstanding ☐ Excellent ☐ Good

C. Global Assessment

1. Compared to other EM residency candidates you have recommended in the last academic year, this candidate is in the:

<u>Ranking</u>	<u># Recommended in each category last academic year</u>
<input type="radio"/> Top 10%	<input type="text"/>
<input type="radio"/> Top 1/3	<input type="text"/>
<input type="radio"/> Middle 1/3	<input type="text"/>
<input type="radio"/> Lower 1/3	<input type="text"/>

Total Number of letters you wrote last year:

2. a. Are you currently on the committee that determines the final rank list? ☐ Yes ☐ No
- b. How highly would you estimate the candidate will reside on your rank list? (see instructions if questions)
☐ Top 10%
☐ Top 1/3
☐ Middle 1/3
☐ Lower 1/3
☐ Unlikely to be on our rank list

D. Written Comments:

Please concisely summarize this applicant's candidacy including... (1) Areas that will require attention, (2) Any low rankings from the SLOE, and **(3) Any relevant noncognitive attributes such as leadership, compassion, positive attitude, professionalism, maturity, self-motivation, likelihood to go above and beyond, altruism, recognition of limits, conscientiousness, etc.** (please limit your response to 250 words or less)

Comments about applicant here.

Please concisely summarize any pieces of information regarding your institution/rotation that you deem important or necessary. (please limit your response to 250 words or less)

Comments about institution or rotation are entered here

STUDENT HAS WAIVED RIGHT TO SEE THIS LETTER ☐ Yes ☐ No

Date:

Signature:

*Once form is signed it cannot be edited. To save an editable version of the form please save this form before signing.

Supplemental Digital Appendix 2

Background Information, Sample Questions, and General Scoring Rubric for the AAMC Standardized Video Interview (SVI)¹⁻³

What Is the SVI?

The AAMC Standardized Video Interview provides objective, standardized information about applicants' standing on two critical ACGME competencies — Knowledge of Professional Behaviors and Interpersonal and Communications Skills — that will help programs:

- identify and consider relevant nonacademic information about applicants that may not be easily retrieved elsewhere in the ERAS® application; and
- widen the pool of applicants invited to interview in person, including those who might not have otherwise been considered for interview.

The video interview also will enable applicants to share objective, performance-based information about themselves beyond academic metrics and add breadth and depth to their applications. It is not intended to replace in-person interviews or Standardized Letters of Evaluation, but rather to be used alongside other application information to provide a more complete and holistic picture of a candidate prior to being offered an in-person interview.

The emergency medicine program community has endorsed the use of the Standardized Video Interview during the ERAS® 2020 application cycle for all applicants to emergency medicine residency programs accredited by the Accreditation Council for Graduate Medical Education (ACGME). All applicants to ACGME-accredited emergency medicine residency programs are required to complete the Standardized Video Interview as a component of the ERAS® 2020 application.

Note that completion of the Standardized Video Interview is not a required field in your ERAS® application: therefore, you will not be barred from applying for a residency position in emergency medicine if you do not complete the video interview.

What Does the SVI Measure?

While every video interview will assess the same two competencies—Interpersonal and Communication Skills and Knowledge of Professional Behaviors—the specific questions asked may differ. The questions are designed to be unrelated to clinical rotation experience, therefore the amount of time in clinical rotation should not impact your ability to answer questions.

Interpersonal and Communication Skills: Being able to demonstrate interpersonal and communication skills that result in the effective exchange of information and collaboration with patients, their families, and health professionals.

This includes the following subcompetencies:

- Oral Communication
- Emotional Intelligence
- Teamwork and Leadership

Knowledge of Professional Behaviors (Professionalism): Being able to demonstrate a commitment to carrying out professional responsibilities and an adherence to ethical principles.

This includes the following subcompetencies:

- Empathy and Altruism
- Ethics
- Cultural Competence
- Conscientiousness

What Do SVI Questions Look Like?

The interview consists of six questions and is a combination of:

- *behavioral* questions, which ask you to describe previous experiences that demonstrate your level of knowledge and skills related to Interpersonal and Communication Skills and Knowledge of Professional Behaviors (Professionalism)
- *situational* questions, which ask you to demonstrate your level of knowledge and skills related to Interpersonal and Communication Skills and Knowledge of Professional Behaviors (Professionalism) by describing what you should do in different hypothetical situations

See [sample questions](#) for:

- Interpersonal and Communications Skills
- Knowledge of Professionalism

The interview questions underwent a rigorous process before being added to the interview bank. They were written by staff experts using ACGME milestones across a number of specialties. Next, subject matter experts (SMEs) representing several specialties reviewed each question for relevance to the ACGME competencies as well as whether the question exhibited bias in any way. Only questions that survived the SME review were retained.

Interview Format

The AAMC Standardized Video Interview is an online, unidirectional interview. Six questions are presented in text prompts, and you record an audio/video response; there is no human interviewer. You will have up to 30 seconds to read and reflect on each written question and up to three minutes to record a response.

Interpersonal and Communication Skills

Being able to demonstrate interpersonal and communication skills that result in the effective exchange of information and collaboration with patients, their families, and health professionals.

This includes the following subcompetencies:

- Oral Communication
- Emotional Intelligence
- Teamwork and Leadership

Sample Questions

1. Describe a time you worked with a challenging patient. What was the situation? What actions did you take? What was the outcome?
2. Describe a time when you were successful in communicating a difficult message. What was the situation? How did you communicate the message? What was the outcome?
3. Imagine you are leading a multidisciplinary team composed of professionals with different areas of expertise. How should you make sure everyone works together effectively?

Knowledge of Professional Behaviors (Professionalism)

Being able to demonstrate a commitment to carrying out professional responsibilities and an adherence to ethical principles.

This includes the following subcompetencies:

- Empathy and Altruism
- Ethics
- Cultural Competence
- Conscientiousness

Sample Questions

1. One of your patients refuses treatment because it is incompatible with the patient's religious beliefs. What should you do in this situation?
2. Describe a time when you noticed a mistake or an error that had been made. What was the situation? What actions did you take? What was the outcome?
3. You have just received test results for a patient indicating that her disease has progressed beyond any available treatment. How should you deliver the news?

Rating Your SVI Responses

Each question is rated using anchored rating scales specifically designed for the AAMC Standardized Video Interview. The rating scale ranges from a low of 1 to a high of 5. Anchors are behavioral examples that define each proficiency level on the rating scale. A general description of each proficiency level on the rating scale is shown below

1	2	3	4	5
Rudimentary	Basic	Intermediate	Advanced	Exemplary
Is not likely to be successful in tasks that require this competency	Applies the competency in simple or a limited number of situations	Applies the competency in common situations	Demonstrates proficiency in difficult situations	Demonstrates proficiency in considerably difficult situations

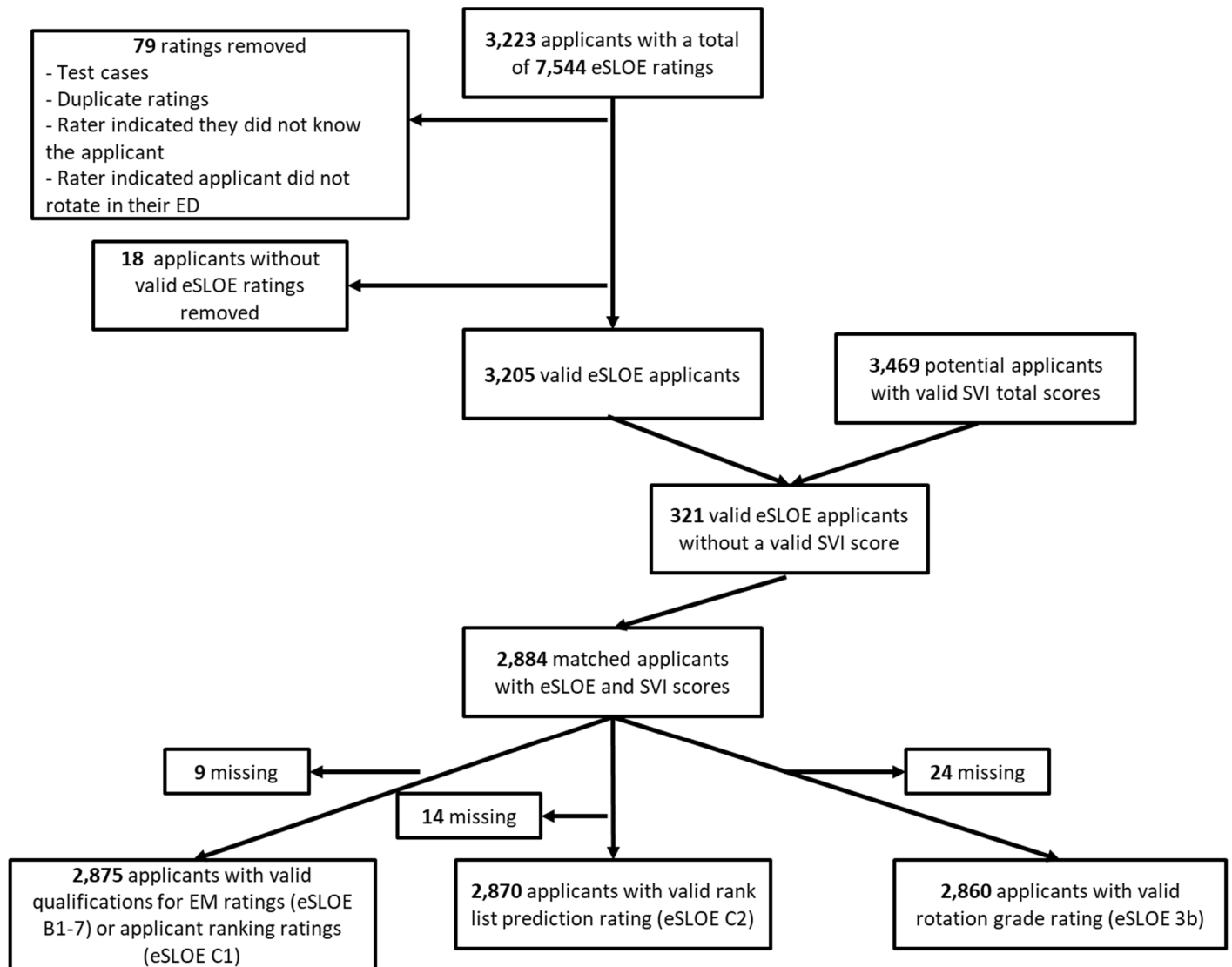
The total score is the sum of the ratings from each question and ranges from 6 to 30. For more information about interpreting your Standardized Video Interview score, refer to the score distribution and percentile rank table from the 2018 administration.

References

1. Association of American Medical Colleges. About the SVI. <https://students-residents.aamc.org/applying-residency/article/about-svi/>. Accessed July 3, 2019.
2. Association of American Medical Colleges. Sample SVI Questions. <https://students-residents.aamc.org/applying-residency/article/sample-svi-questions/>. Accessed July 3, 2019.
3. Association of American Medical Colleges. How the SVI is scored. <https://students-residents.aamc.org/applying-residency/article/how-svi-scored/>. Accessed July 3, 2019

Supplemental Digital Appendix 3

Flow Diagram (3A) of Applicants Included and Table (3B) of Completed eSLOEs Per Applicant



3A. Flow diagram for applicants included in 2017–2018 eSLOE-SVI matched sample.

Abbreviations: SVI indicates AAMC (Association of American Medical Colleges) Standardized Video Interview; eSLOE, electronic Standardized Letter of Evaluation; ED, emergency department; EM, emergency medicine.

3B. Completed eSLOEs Per Applicant in 2017-2018 eSLOE Study Sample

No. of completed eSLOEs	Applicants	
	No.	%
1	580	18
2	1,238	39
3	1,157	36
4	211	1
5	19	<1
Total	3,205	100

Abbreviation: eSLOE indicates electronic Standardized Letter of Evaluation.