Title
Correlating SLOE Rankings with EM Match Status: Is a Lower-Third SLOE a No-Go?

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20 Hiring for Attitude

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**Background:** No interview tool has yet been identified to adequately predict a candidate’s propensity for success or fit within a residency program. Additionally, interpreting candidates’ responses is largely based on interviewer feelings or gestalt, which is fraught with many confounders and susceptible to significant bias.

**Objectives:** We set out to identify a series of questions that could objectively predict future success of interview candidates at our program, regardless of changes in the interviewer line-up. We expected that thoughtful, targeted, objective questions could reliably predict performance as gauged by clinical competency committee (CCC) Milestone achievement.

**Methods:** Our program is a relatively new emergency medicine residency at a community hospital. This observational study was designed using the steps outlined in *Hiring for Attitude* (HFA) by Mark Murphy et al. We initiated a multistep, team-consensus process to first identify our unique culture. Qualities were identified that best supported that culture. We then created questions to target these qualities and provided a correlating scoring system. The residency class of 2020 cohort was first interviewed using traditional interview questions and their rank order list created by gestalt. In their first weeks as interns, this same class was re-interviewed with the HFA questions. One year later, we compared the scores from the interview tool against the residents’ in-service exam scores, CCC Milestone scores, and original rank list standing, assessing for areas of correlation using a Pearson R score and plotted on a scatter plot.

**Results:** For the class of 2020, we found a positive correlation between their HFA scores and their Milestone performance ($R = 0.359$). There was a very weakly negative correlation between their position on the rank list and their Milestone performance ($R = -0.046$). Interestingly, we also found a negative correlation between their HFA performance and their in-service performance ($R = -0.18$).

**Conclusion:** We found a positive correlation between our HFA questions and Milestone performance. While our results at this time are not statistically significant due to our low N = 8, if this trend were to continue for the next two years, an N = 24 would likely yield statistical significance.

21 Correlating SLOE Rankings with EM Match Status: Is a Lower-Third SLOE a No-Go?

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**Background:** The Standardized Letter of Evaluation (SLOE) is consistently ranked as the most important application component by program directors. The SLOE
provides a uniform assessment of student performance, regardless of rotation site. Despite its perceived importance, no prior research has actually correlated objective SLOE performance data with final match status.

**Objectives:** The purpose of this study was to determine whether lower-third performance on the SLOE global assessment (GA) was predictive of final match status, with the hypothesis that a lower-third ranking would be associated with an increased risk of not matching into emergency medicine (EM).

**Methods:** We conducted a retrospective cohort study evaluating Liaison Committee on Medical Education (LCME) applicants to a single EM residency program in the mid-Atlantic region during the 2018 match cycle. GA SLOE rankings from all applications were extracted and compared to National Resident Matching Program (NRMP) data for each applicant on match outcome. We conducted comparative analyses between SLOE groupings and calculated odds ratios (OR).

**Results:** A total of 919 SLOEs were reviewed from 364 applicants, representing 20% of all EM applicants for the 2018 match cycle. Of these, 93 applicants (26%) had one GA ranking in the lower third, which significantly decreased an applicant’s odds of matching in EM by 79% (OR 0.21, 95% confidence interval [CI], 0.11-0.39). Additionally, 11 applicants (3%) had two or more lower-third rankings, decreasing the odds of an EM match by 92% (OR 0.08, 95% CI, 0.02-0.30).

**Conclusion:** This study was the first to evaluate the effect of SLOE GA ranking on matching into an EM residency. One or more lower-third rankings on the GA significantly reduced an applicant’s chances of matching into an EM program. Given the strong correlation between lower-third GA ranking and a non-match in EM, EM faculty advisors, while keeping the confidentiality of the SLOE in mind, may want to consider ongoing review of EM applicant files during the SLOE upload timeframe and strongly advise students with lower-third GA rankings to use a parallel plan. Potential limitations of this study include the use of data from a single program during a single application cycle, without the identification of specific performance factors that place students in the lower-third GA.

<table>
<thead>
<tr>
<th>Match (%)</th>
<th>No Match (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>All applicants</td>
<td>306 (85)</td>
</tr>
<tr>
<td>Applicants with No Lower Third</td>
<td>242 (91)</td>
</tr>
<tr>
<td>Applicants with 1 Lower Third</td>
<td>60 (73)</td>
</tr>
<tr>
<td>Applicants with More than 1 Lower Third</td>
<td>4 (36)</td>
</tr>
</tbody>
</table>

**Figure 1.** Percentage of students successfully matching into EM residency, categorized by the number of lower third GA rankings in the SLOE. (Note: Six applicants did not have any SLOE data as part of their application and are not represented above.)