



Society of Gynecologic Oncology

The Society of Gynecologic Oncology's (SGO) Program Director's Network, which is comprised of all 70 ACGME accredited Gyn Onc Fellowship programs, is excited to share changes to the application process starting with the 2024 cycle.

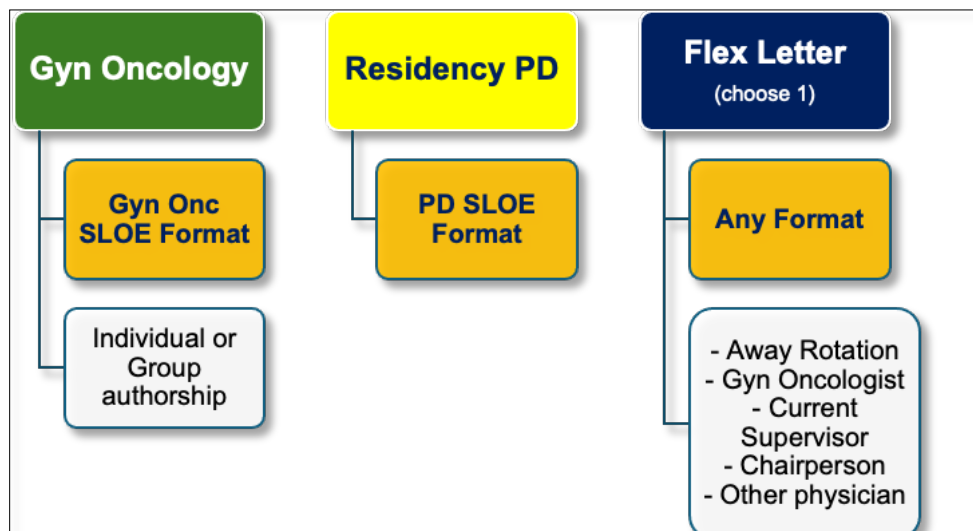
Goals of these changes include:

- Increased clarity for applicants regarding the process
- Standardization across programs
- Decreased burden on application reviewers
- Facilitate holistic application review process
- Increased awareness regarding the role of bias and ways to prevent it

Update #1: Three Letters Total of Recommendation

- Three total letters of recommendation, 2 of which require a Standardized Letter of Evaluation (SLOE) form
- All programs will require the same types of letters for Gyn Onc and Residency PD
- Standardized letters will require attestation regarding the use of AI and the process used to decrease bias
- Programs and applicants have flexibility with the 3rd letter
- Each Gyn Onc division may choose to do a group letter or individual letters

3 Letters of Recommendation chart



Update #2: Standard Letters of Evaluation (SLOE)

Best Practices for SLOE implementation:

- One page of content (400-450 words)
- Tethered to competencies
- Use direct observational experiences
- *Actively* avoid racial and gender bias
- Removed ranking or check boxes for performance

Letters:

- ❖ [Standardized Gyn Onc SLOE](#) include notable accomplishments, procedural skills, patient care and summary statements.
- ❖ [Standardized PD/Supervisor SLOE](#) include notable accomplishments, communication skills, leadership and teamwork observations, teaching skills and commitment to personal growth, and summary statements.

Resources:

- Gender bias calculator: <https://www.tomforth.co.uk/genderbias/>
- Best practices for avoiding gender bias: https://csw.arizona.edu/sites/default/files/avoiding_gender_bias_in_letter_of_reference_writing.pdf
- Avoiding racial bias in reference writing: <https://aaberhe.files.wordpress.com/2019/03/avoiding-racial-bias-in-reference-writing.pdf>

Update #3: Fellowship Application Process and Common Dates

- Monday, April 1, 2024: Fellowship application deadline
- Friday, April 26, 2024: Invitations to interview sent to applicants.
- Programs may offer unfilled interview slots starting April 29
- Program may only send out # of invites for # of available slots
- Post interview [communication reminder](#)

Please submit your program's 2024 interview date(s) via [this survey](#). Responses will be compiled and posted weekly to the [PD Network's community calendar](#) on the SGO member portal.