

The Society of Gynecologic Oncology's (SGO) Program Director's Network, which is comprised of all 71 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

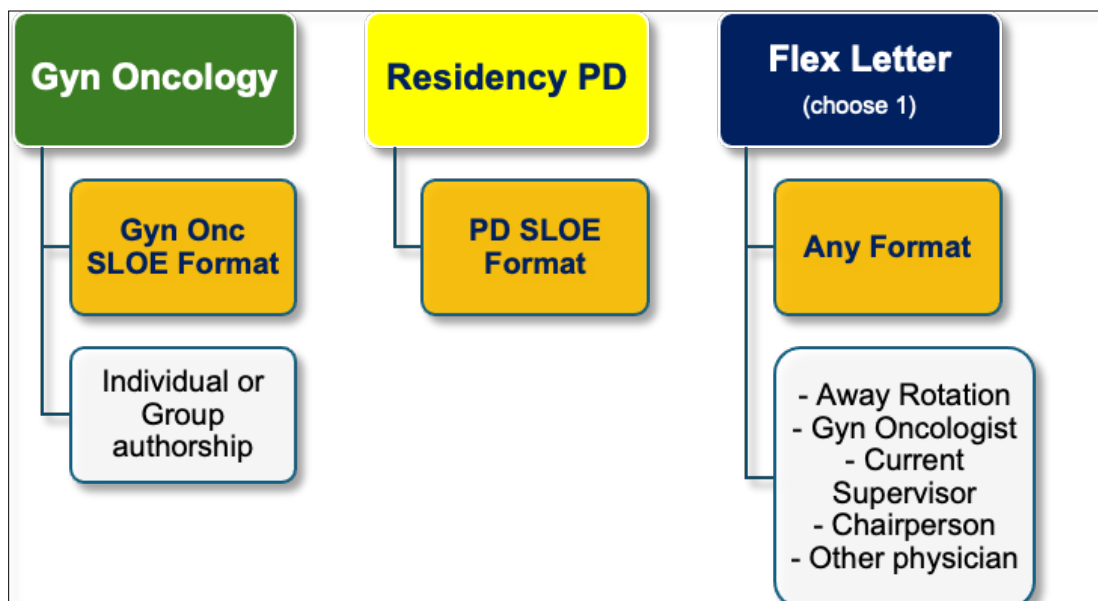
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*Update #1: Three Letters Total of Recommendation*

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- 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 3<sup>rd</sup> letter
- Each Gyn Onc division may choose to do a group letter or individual letters

3 Letters of Recommendation chart



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## Update #2: Standard Letters of Evaluation (SLOE)

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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](#) includes notable accomplishments, procedural skills, patient care and summary statements.
- ❖ [Standardized PD/Supervisor SLOE](#) includes 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](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>

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## Update #3: Fellowship Application Process and Common Dates

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- Monday, April 1, 2024: Fellowship application deadline
- Friday, April 26, 2024: Invitations to interview sent to applicants.
- Applicants have until April 29 to respond to invite.
- Program may only send out # of invites for # of available slots
- Are not able to send out wait list invites until April 29
- Applicants have 3 days to respond to interview requests (response deadline April 29)
- Post interview [communication reminder](#)

*Of Note:*

The majority of programs will remain with the virtual interview format, though there is no policy preventing programs from choosing to have in-person interviews; we do prohibit programs from doing both. *They must be all virtual, or all in-person.*

We will use ERAS, though the format in ERAS is changing to mirror the residency application process. 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.