

## UC Irvine

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Racial Bias in Medical Student Standardized Letters of Evaluation (SLOE)

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**Table 1.** Sample rubric.

	5- Excellent	1- Poor
<b>Clinical Performance (20%)</b>	Top 10% on at least one SLOE Extremely positive reviews on all SLOEs	Bottom 1/3 on all SLOEs
<b>Academic Achievement (15%)</b>	Passed Step/Level 1 AND class rank 90th percentile or above OR shelf score average 90th percentile or above OR 2 or more research projects/case reports/poster presentations	Passed Step/Level 1 AND class rank 11-25th percentile OR shelf score average 11-25th percentile OR 0 research projects/case reports/poster presentations
<b>Leadership/Community involvement (25%)</b>	Leader of 2 or more extracurricular activities/board member of student organizations; >15 hours community service; describes multiple activities in depth; can lead peers and influence senior leaders, strong conflict resolution/mentoring/coaching skills, respected by peers/leaders	Demonstrates the willingness to involve themselves in group activities but does not lead, encourage others to get involved, or engage themselves within a group
<b>Commitment to EM and Las Vegas (15%)</b>	Long standing interest in EM; demonstrates strong interest in Las Vegas & patient population	LOR from reference known for bad judgment; LOR is family member or close friend
<b>Character and Resilience (25%)</b>	Demonstrates innovations in leadership/social contributions/commitment to underserved communities; responsible, adaptable to new circumstances, collaborative and can work across disciplines to achieve results; shows self-awareness	Egocentric, pushy, dominates conversation, limited contacts to only those in medicine; uncomfortable discussing diversity-related issues; demonstrates a maturity level that is below that of his/her peers

Left column – categories; second and third columns – criteria for different scores

**Table 2.** Applicant demographic information for those selected for an interview.

2019-2020			2020-2021		
<b>Gender</b>			<b>Gender</b>		
Male	77	64.2%	Male	85	59.4%
Female	43	35.8%	Female	58	40.6%
<b>Self Identified Ethnicity</b>			<b>Self Identified Ethnicity</b>		
White/Asian/Indian	103	86.6%	White/Asian/Indian	126	88.1%
Hispanic/Latino	12	10.1%	Hispanic/Latino	14	9.8%
African American	2	1.7%	African American	3	2.1%
American Indian	2	1.7%	American Indian	0	0.0%

## 10 Racial Bias in Medical Student Standardized Letters of Evaluation (SLOE)

*Al'ai Alvarez, Alexander Mannix, Dayle Davenport, Katarzyne Gore, Sara Krzyzaniak, Melissa Parsons, Danielle Miller, Daniel Eraso, Sandra Monteiro, Teresa Chan, Michael Gottlieb*

**Learning Objectives:** Weigh the value of Standardized Letters of Evaluation (SLOE) in emergency medicine residency selection given the bias that may negatively impact students who are underrepresented in medicine (URM).

**Objective:** Emergency Medicine (EM) residency leaders designed the Standardized Letter of Evaluation (SLOE) to minimize variations in letters of recommendation for EM-bound medical students. Despite standardization, evidence is lacking regarding the effectiveness of the SLOE to minimize bias, especially relevant to race and ethnicity. This study aims to determine the presence of implicit racial bias in SLOEs.

**Methods:** This was a cross-section study of EM-bound applicants across three geographically distinct US training programs during the 2019-2020 application cycle. Using descriptive and regression analyses, we evaluated whether one's underrepresented in medicine (URM) status impacted each of the 7 qualifications of EM physician (7QEM) questions, global assessment (GA) score, and projected rank list (RL) position.

**Results:** A total of 2,002 unique applications were included. Overall, we found that URM students had lower grades in each of the 7QEM questions, with male URM students more significantly impacted than female URM students. Similar trends were seen in GA scores and RL positions for URM students ( $p < 0.001$ ). We also found that, compared to non-URM candidates, URM students were less likely to benefit from the following components: Work Ethic and ability to assume responsibility, Ability to work in a team, and Ability to communicate a caring nature.

**Conclusions:** This study suggests that bias exists in the SLOE which may negatively impact URM students. URM students are disproportionately evaluated on 3 of the 7QEM, suggesting opportunities for training for SLOE writers and further analysis of the contribution of the SLOE in systemic barriers the prevent diversity in medicine.

## 11 The Influence of Patient Recognition of Resident Name on Patient Perception of Resident Empathy and Satisfaction in an Emergent Care Setting

*Hao Wang, Alexandra Bulga, Chad Holmes, Charles Huggins, Heidi Knowles*

**Learning Objectives:** Resident education on advocating patient recognition of healthcare providers as part of patient-centered care might need to be emphasized.

**Background:** We recommend providers introducing their names when communicating with the patients but are uncertain whether patient recognition of provider name would affect patient perception of physician empathy and satisfaction. This is challenging when multiple providers (e.g., attending and residents) take care of the same patient.

**Objectives:** We aim to determine 1) the status of patient recognition of residents' names; and 2) whether such recognition would affect the patient perception of resident empathy and satisfaction.