

Letter of Recommendation Study

Welcome to My Survey

We are conducting a descriptive study to determine features of resident and fellow letters of recommendation that have the most impact on reviewers. We appreciate your responses to our short survey (about 5 minutes to complete) and will share the information with you when the survey results are collated.

**Thank you,
Kris Saudek, MD
Associate Professor of Pediatrics
Associate Program Director Pediatric Residency Program
Medical College of Wisconsin**

All responses are confidential. By clicking next you agree to participate in the study.

Letter of Recommendation Study

1. Do you primarily review fellow applications, resident applications, or applications of both fellows and residents?

- Fellows
- Residents
- Both Fellows and Residents

2. Please estimate the number of applications you personally review each academic year.

Residents:

Fellows:

3. How many letters of recommendation do you write in a typical academic year?

- None
- 1-2
- 3-4
- 5-6
- 7+

4. How important are an applicant's letters of recommendation to you in shaping your overall impression of the quality of the applicant?

Not At All Important

Low Importance

Neutral

Moderately Important

Very important

5. How important are the following features in a letter of recommendation to you?

	Not At All Important	Low Importance	Neutral	Moderately Important	Very Important
Short, concise letter 3 paragraphs or less	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Long, descriptive letter 4 paragraphs or more	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Academic rank of letter writer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Description of the depth of interaction with applicant	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Competency based framework	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Summative statement about the strength of the recommendation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Description of specific behavior traits of the applicant	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Description of the applicant's abilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Inclusion of personal stories about the applicant	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Participation in research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Advanced degrees (PhD, MPH, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Involvement in community service activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Involvement in program/hospital activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

6. Please rate how important the following qualities/abilities are to you in a letter of recommendation when describing an applicant.

	Not At All Important	Low Importance	Neutral	Moderately Important	Very Important
Leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Team Player	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Trustworthy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work Ethic	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Compassionate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Resourceful	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Resilient	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Inquisitive	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mature	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

7. Are there other features you consider important in a well-regarded letter not listed above? If so please list them here.

8. Please rate how you would interpret the following phrases in a letter of recommendation to describe an applicant.

	Very Negatively	Somewhat Negatively	Neutral	Somewhat Positively	Very Positively
"showed improvement"	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
"performed at expected level"	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
"would like the applicant to stay at our institution"	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
"exceeded expectations"	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
"overcame personal setbacks"	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
"will be an asset to any program"	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
"I recommend"	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
"I recommend without reservation"	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
"I highly recommend"	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
"I give my highest recommendation"	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
"solid performance"	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9. Has a poorly crafted letter of recommendation ever convinced you to consider a strong candidate less favorably?

- Yes
- No

10. Has a well crafted letter of recommendation ever convinced you to consider a weaker candidate more favorably?

- Yes
- No