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Gender-based differences in letters of recommendation written for ophthalmology residency applicants

Fei Lin¹, Soo Kyung Oh¹, Lynn K. Gordon², Stacy L. Pineles¹, Jamie B. Rosenberg² and Irena Tsui^{1*}

Abstract

Background: To determine whether gender-based differences may be present in letters of recommendation written for ophthalmology residency applicants.

Methods: All applications submitted through SF Match to the UCLA Stein Eye Institute Residency Training Program from the 2017–2018 application cycle were analyzed using validated text analysis software (Linguistic Inquiry and Word Count (Austin, TX)). The main outcome measures were differences in language use in letters of recommendation by gender of applicant.

Results: Of 440 applicants, 254 (58%) were male and 186 (42%) were female. The two gender groups had similar United States Medical Licensing Exam (USMLE) Step 1 scores, undergraduate grade point averages (uGPA's), proportions of underrepresented minority (URM) applicants and Gold Humanism Honor Society members, numbers of academic and service activities listed, and gender distributions of their letter writers (all *P* values > 0.05). However, letters written for male applicants were determined to use more "authentic" words than those written for female applicants (mean difference, 0.800; 95% CI, 0.001–1.590; *P* = 0.047). Letters written for male applicants also contained more "leisure" words (mean difference, 0.056; 95% CI, 0.008–0.104; *P* = 0.023) and fewer "feel" words (mean difference, 0.033; 95% CI, 0.001–0.065; *P* = 0.041) and "biological processes" words (mean difference, 0.157; 95% CI, 0.017–0.297; *P* = 0.028).

Conclusions: There were gender differences detected in recommendation letters in ophthalmology consistent with prior studies from other fields. Awareness of these differences may improve residency selection processes.

Keywords: Ophthalmology, Residency, Gender, Application, Bias

Background

In the past few years, ophthalmology residency selection has become a highly competitive process. The Ophthalmology Residency Match Summary Report 2017 revealed a mean United States Medical Licensing Examination (USMLE) Step 1 score of 243 (interquartile range, 236–252) for applicants who successfully matched into residency programs, compared to the United States and Canada mean (SD) of 229 (20). In 2017, 22% of ophthalmology residency applicants did not match into any program.

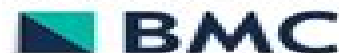
Competitive residency programs, including ophthalmology programs, rely heavily on cognitive measures in their selection processes to recruit top-tier medical school graduates [1]. However, cognitive metrics, including USMLE Step 1 scores, have been poor predictors of success in residency. In 2002, the Accreditation Council for Graduate Medical Education identified six Core Competencies that residents must master in their training. Imbedded in those competencies are many non-cognitive factors, such as interpersonal and communication skills, which can be evaluated through letters of recommendation.

Thought to provide insight into applicants' non-cognitive traits, letters of recommendation written on behalf of applicants can grasp the attention of selection

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Sample Letters Of Recommendation For Ophthalmology

David Kirk



Sample Letters Of Recommendation For Ophthalmology:

Women in Ophthalmology Christina Y. Weng, Audina M. Berrocal, 2021-03-02 There are nearly 24 000 ophthalmologists in the United States with 500 physicians newly entering the ophthalmology field each year and approximately half of those being women Although women now represent approximately half of all ophthalmologists gender disparities remain when it comes to certain subspecialties e g surgical retina leadership roles e g department chairs industry involvement e g consultancy and advisory board positions and even academic publications There has been a recently heightened interest in female representation in this field which has manifested in several ways e g conferences geared towards women in ophthalmology non peer reviewed publications about women in ophthalmology and mentorship programs specifically for women This book is the first of its kind in procuring and disseminating information pertaining to both career and life in an organized concrete and enduring way Women in Ophthalmology is a comprehensive collection of chapters primarily written by women in the field of ophthalmology The book aims to guide others through milestones and challenges women may face during their careers and shares sound insights into how to deal with unique issues both inside and outside the workplace Topics that are widely applicable to all who work in ophthalmology are included such as finding mentors collaborating within industry handling work life balance and seeking out leadership opportunities Each chapter combines personal anecdotes with knowledge from leaders in the field which both men and women will find highly valuable *Annals of Ophthalmology*, 1910

Principles and Practice of Ophthalmology E-Book Daniel M. Albert, Joan W. Miller, Dimitri T. Azar, Barbara A. Blodi, 2008-02-27 Inside the 3rd edition of this esteemed masterwork hundreds of the most distinguished authorities from around the world provide today s best answers to every question that arises in your practice They deliver in depth guidance on new diagnostic approaches operative technique and treatment option as well as cogent explanations of every new scientific concept and its clinical importance With its new streamlined more user friendly full color format this 3rd edition makes reference much faster easier and more versatile More than ever it s the source you need to efficiently and confidently overcome any clinical challenge you may face Comprehensive authoritative and richly illustrated coverage of every scientific and clinical principle in ophthalmology ensures that you will always be able to find the guidance you need to diagnose and manage your patients ocular problems and meet today s standards of care Updates include completely new sections on Refractive Surgery and Ethics and Professionalism an updated and expanded Genetics section an updated Retina section featuring OCT imaging and new drug therapies for macular degeneration and many other important new developments that affect your patient care A streamlined format and a new more user friendly full color design with many at a glance summary tables algorithms boxes diagrams and thousands of phenomenal color illustrations allows you to locate the assistance you need more rapidly than ever **British Journal of Ophthalmology**, 1922 **E-Book - Ophthalmology: Investigation and Examination Techniques** Bruce James, Larry Benjamin, 2006-08-24 Clear concise and clinical this unique reference

offers a comprehensive overview of the basic techniques needed for ocular examination and diagnosis Abundantly illustrated it presents the principles of each technique provides guidance on choosing the appropriate approach explains how to perform them offers examples of when each technique should be used and lists their common indications and potential pitfalls Offers a full chapter covering new imaging techniques for the retina and optic nerve Features abundantly illustrated guidance in a clear format for a quick visual reference Explores standard assessment procedures as well as microbiological examination and investigation ultrasound and radiological evaluation clinical visual electrophysiology and fluorescein angiography

Ophthalmology E-Book Myron Yanoff, Jay S. Duker, 2013-11-06 Get the quick answers you need on every aspect of clinical ophthalmology and apply them in your day to day practice The latest edition of Ophthalmology by Drs Yanoff and Duker presents practical expert concise guidance on nearly every ophthalmic condition and procedure equipping you to efficiently overcome whatever clinical challenges you may face Consult this title on your favorite e reader conduct rapid searches and adjust font sizes for optimal readability Compatible with Kindle nook and other popular devices Focus on the clinically actionable information you need thanks to a more streamlined format Make optimal use of the newest drug therapies including Anti VEGF treatment for wet ARMD and bevacizumab treatment for complications of diabetes Get authoritative guidance on the newest treatment options for cornea disorders including evolving ocular surface reconstruction techniques and new cornea procedures such as DSEK Take it with you anywhere Access the full text video clips and more online at Expert Consult Apply the latest advances in the diagnosis and treatment of ocular disease including new drug therapies for retinal disorders today s expanded uses of optical coherence tomography OCT and high resolution imaging modalities new corneal cataract and refractive surgical approaches and new developments in molecular biology and genetics ocular surface disease glaucoma testing neuro ophthalmology uveitis ocular tumors and much more Visualize how to proceed by viewing more than 2200 illustrations 1 900 in full color depicting the complete range of clinical disorders imaging methods and surgical techniques Hone and expand your surgical skills by watching 40 brand new videos demonstrating key techniques in cornea cataract refractive retina and glaucoma surgery Spend less time searching thanks to a user friendly visual format designed for quick easy in easy out reference and an instant understanding on any topic Textbook Of Clinical Ophthalmology, A: A Practical Guide To Disorders Of The Eyes And Their Management (2nd Edition) Ronald Pitts Crick, Peng Tee Khaw, 1997-05-05 This comprehensive and well illustrated book provides a reasoned approach to the everyday practice of ophthalmology This new edition has been updated to include contributions by thirteen highly qualified ophthalmologists with special experience in many aspects of the subject Stereo photographs are included because some eye conditions require depth perception for a real understanding of their nature Written to emphasise aspects found over many years to be of practical importance in a large undergraduate teaching hospital and two eye hospitals it will be especially useful to medical students as well as general practitioners and ophthalmologists in training In particular the section on Common Ophthalmic

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Khaw,2003-02-28 The material in this edition of A Textbook of Clinical Ophthalmology has been thoroughly revised and expanded to include the latest research and practice Containing 357 illustrations throughout the text the book is not only a reasoned practical guide to the study of ophthalmology but it embraces the ocular aspects of general diseases world wide and basic methods of investigation and treatment where applicable This book has references by page and illustration number resulting from collaboration with the authors of Colour Atlas of Ophthalmology the two books contain all together an outstanding 579 illustrations 343 in colour including 16 stereo plates Another companion book is The Ophthalmology Examinations Review which aims at the most effective presentation of knowledge for examination purposes Together these three compact and inexpensive books provide an excellent study basis for ophthalmologists in training while supplementing their learning of clinical work and surgical technique with the essential study of recent research papers and review monographs

Equine Ophthalmology Brian C. Gilger,2022-08-02 Ein umfassendes Nachschlagewerk in dem s mtliche Aspekte der Ophthalmologie beim Pferd behandelt werden perfekt f r allgemeine Tier rzte und Fachtier rzte Die neu bearbeitete vierte Auflage von Equine Ophthalmology ist ein umfassender und ma geblicher Leitfaden f r alle Aspekte der Augenheilkunde beim Pferd Das Werk enth lt aktualisierte Verfahren Protokolle und Therapien mit noch mehr Bildern zur Illustration Es ist in einem leserfreundlichen Tabellenformat gehalten und dient vor allem zur Erstbehandlung Dabei richtet es sich an alle Tier rzte die sich mit Pferden befassen von allgemeinen Tier rzten bis zu Spezialisten f r Augenheilkunde beim Pferd In diesem Werk erhalten die Leserinnen und Leser au erdem Eine gr ndliche Einf hrung in die augen rztliche Untersuchung und die praktischen Techniken sowie die moderne Bildgebung in der Augenheilkunde Praktische Er rterungen der neuesten Behandlungsmethoden bei Erkrankungen und Eingriffen an Augapfel Orbita den Adnexen dem nasolakrimalen System an Hornhaut Linse und Uvea sowie bei Uveitis und rezidivierender Uveitis Vertiefende Untersuchungen zum Glaukom zur Sehkraft zur Neuroophthalmologie zu systemischen Erkrankungen sowie eine Erl uterung der nationalen und internationalen Vorschriften in Bezug auf Augenerkrankungen und geeignete Medikamente Eine umfassende Darstellung zu vererbten Augenkrankheiten Die vierte Ausgabe von Equine Ophthalmology ist ein unverzichtbares Nachschlagewerk f r alle Tier rzte die Augenerkrankungen bei Pferden behandeln

Atlas of Ophthalmology M.G. Glasspool,2012-12-06 This book is designed to be a pictorial guide to ophthalmology and not a comprehensive textbook It includes chapters on anatomy physiology and optics to explain the simple elements of the basic sciences that are needed to understand ophthalmology The section on examination describes the common investigations in an eye department in the hope that reports from ophthalmologists may become more easily understood The clinical chapters represent 5 years of ophthalmic referrals by local family doctors in a part rural and part suburban area This selection of eye disease therefore excludes some of the rare conditions but includes those common problems that can worry not only the busy family doctor but also the hard pressed medical student

7 Anatomy and Physiology The sense of vision depends on the integrity of a set of Internal Eye anatomical

and physiological factors a study of which The eye consists of three concentric layers The outer will simplify the understanding of ocular disease most fibrous sclera is opaque and accounts for five sixths of the globe It is continued anteriorly into the External Eye transparent cornea The middle vascular coat or uveal The eyeball lies in the anterior part of the orbit which tract is made up of the choroid ciliary body and iris is approximately pyramidal in shape The bony orbital The innermost layer is the light sensitive retina formed margin which outlines the base of the pyramid affords embryologically from the forebrain vesicle Figure 3

University of Michigan Official Publication University of Michigan,1989 Each number is the catalogue of a specific school or college of the University

Dispensing of Eyeglasses by Physicians United States. Congress. Senate. Committee on the Judiciary. Subcommittee on Antitrust and Monopoly,1966

Transactions of the Section on Ophthalmology of the American Medical Association at the ... Annual Session, Held at ... ,1896

Manual on Reimbursement for Medical Genetics Services Marc S. Williams,American College of Medical Genetics,2002

Dispensing of Eyeglasses by Physicians United States. Congress. Senate. Judiciary,1966

Problems in Ophthalmology M.G. Glasspool,2012-12-06 This series of books is designed to help general practitioners So are other books What is unusual in this instance is their collective authorship they are written by specialists working at district general hospitals The writers derive their own experience from a range of cases less highly selected than those on which textbooks are traditionally based They are also in a good position to pick out topics which they see creating difficulties for the practitioners of their district whose personal capacities are familiar to them and to concentrate on contexts where mistakes are most likely to occur They are all well accustomed to working in consultation All the authors write from hospital experience and from the viewpoint of their specialty There are therefore matters important to family practice which should be sought not within this series but elsewhere Within the series much practical and useful advice is to be found with which the general practitioner can compare his existing performance and build in new ideas and improved techniques These books are attractively produced and I recommend them

Hearings, Reports and Prints of the Senate Committee on the Judiciary United States. Congress. Senate. Committee on the Judiciary,1966

Subject Headings Used in the Dictionary Catalogues of the Library of Congress Library of Congress,Library of Congress. Subject Cataloging Division,1948

The Stereoscope in Ophthalmology David Washburn Wells,1918

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