

# The Common Letter of Recommendation (CLOR) for the Micrographic Surgery and Dermatologic Oncology (MSDO) Fellowship Match

**NOTE: This form is mandatory for all letters of recommendation for the  
MSDO fellowship match.**

The CLOR was created to:

- Introduce a standardized approach to evaluation
- Optimize information gathering on important qualities of MSDO applicants
- Minimize the time burden on both letter writers and readers

The CLOR is meant to have the following qualities:

- Be concise
- Discern between candidates

In order to make the CLOR a useful instrument, it is essential that letter writers appropriately complete the form. The CLOR allows for comparison of the applicant against their peers in an extremely competitive applicant pool.

**Please keep in mind that a rating of 'Good (Middle 1/3)' should be viewed as a positive evaluation and the true average amongst this group of exceptional candidates.**

**Once completed, please print the form as a PDF file before uploading.  
A saved web form becomes blank when processed.**

# MICROGRAPHIC SURGERY AND DERMATOLOGIC ONCOLOGY (MSDO) FELLOWSHIP COMMON LETTER OF RECOMMENDATION

This applicant waived her/his right to view this common letter:    Yes    No

Applicant's Name:

SF Match #:

Applicant's Institution:

Your Name:

Your Signature: \_\_\_\_\_

Your E-mail Address:

Your Telephone Number (cell preferred):

Your present position (choose all that apply):

- |                               |                            |   |
|-------------------------------|----------------------------|---|
| Dermatology Department Chair  | Non-dermatology Faculty    |   |
| Dermatology Surgical Director | (Specialty: _____)         | ) |
| MSDO Fellowship Director      | Private Practice physician |   |
| Dermatology Program Director  | (Specialty: _____)         | ) |
| Dermatology Faculty           | Other                      |   |
| Research Faculty              | ( _____ )                  | ) |

How long have you been practicing?        years

## A. Background

- How many residents have you worked with in the past year?  
1      2-4      5-10      >10
- How often do you work with residents on average?  
< 1 day per week  
1-3 days per week  
>3 days per week

3. How long have you known the applicant?            months
4. What is your contact with the applicant? (Choose all that apply)
  - I have not worked directly with the applicant; letter based on others' evaluations
  - Limited direct surgical contact (<10 days)
  - Limited direct clinical contact (<10 days)
  - Limited direct research contact (<10 days)
  - Extended direct surgical contact (>10 days)
  - Extended direct clinical contact (>10 days)
  - Extended direct research contact (>10 days)
  - Direct observation writing article (case report, review article etc.)
  - Surgical director
  - Program director
  - Advisor

**B. Assessment: Please assess the applicant compared to the overall MSDO applicant pool.  
 \*\*Leave sections blank if you have insufficient exposure to the applicant in that setting\*\***

**SURGICAL SKILLS AND COMMITMENT TO MSDO**

1. *Basic surgical skill level (able to perform excisions, perform layered closures, suturing technique).*

Meet expectations (Lower 1/3)	Good (Middle 1/3)	Excellent (Top 1/3)	Outstanding (Top 10%)	Exceptional (Top 1%)
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2. *Advanced surgical skill level (advanced suturing, planning and execution of flap and graft repairs).*

Meet expectations (Lower 1/3)	Good (Middle 1/3)	Excellent (Top 1/3)	Outstanding (Top 10%)	Exceptional (Top 1%)
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3. *Commitment to micrographic surgery and dermatologic oncology (i.e. has the applicant carefully thought out their career decision).*

Meet expectations (Lower 1/3)	Good (Middle 1/3)	Excellent (Top 1/3)	Outstanding (Top 10%)	Exceptional (Top 1%)
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## COMMUNICATION AND EFFICIENCY

1. *Ability to communicate in a caring and effective way with patients.*

Meet expectations (Lower 1/3)	Good (Middle 1/3)	Excellent (Top 1/3)	Outstanding (Top 10%)	Exceptional (Top 1%)
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2. *Ability to develop and justify an appropriate differential diagnosis and cohesive treatment plan.*

Meet expectations (Lower 1/3)	Good (Middle 1/3)	Excellent (Top 1/3)	Outstanding (Top 10%)	Exceptional (Top 1%)
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3. *Quality of work ethic, professional behavior, and dependability.*

Meet expectations (Lower 1/3)	Good (Middle 1/3)	Excellent (Top 1/3)	Outstanding (Top 10%)	Exceptional (Top 1%)
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4. *Ability to work well within multidisciplinary healthcare teams.*

Meet expectations (Lower 1/3)	Good (Middle 1/3)	Excellent (Top 1/3)	Outstanding (Top 10%)	Exceptional (Top 1%)
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5. *Ability to gain respect and effectively work with support staff (nurses and MAs.)*

Meet expectations (Lower 1/3)	Good (Middle 1/3)	Excellent (Top 1/3)	Outstanding (Top 10%)	Exceptional (Top 1%)
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6. *Ability to elicit feedback and positively respond to feedback.*

Meet expectations (Lower 1/3)	Good (Middle 1/3)	Excellent (Top 1/3)	Outstanding (Top 10%)	Exceptional (Top 1%)
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7. *Completes documentation in a timely and detailed manner.*

Meet expectations (Lower 1/3)	Good (Middle 1/3)	Excellent (Top 1/3)	Outstanding (Top 10%)	Exceptional (Top 1%)
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8. *Ability to complete research endeavor with minimal coaching.*

Meet expectations (Lower 1/3)	Good (Middle 1/3)	Excellent (Top 1/3)	Outstanding (Top 10%)	Exceptional (Top 1%)
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**GLOBAL ASSESSMENT**

1. *Would you like to be in a two person MSDO fellowship with this individual?*

Yes      Unsure      No

2. *How much guidance will this trainee likely need?*

More than average (Lower 1/3)      Average (Middle 1/3)      Less than average (Top 1/3)

3. *What is your prediction of success of the applicant?*

Low (Lower 1/3)      Good (Middle 1/3)      High (Top 1/3)      Extremely likely (Top 5%)

OPTIONAL: In the space below, please highlight the applicant’s greatest strengths and/or their resilience and determination (250 word limit):