



The American Urogynecologic Society (AUGS) Program Director's Network, which is comprised of all ACGME accredited Urogynecology Fellowship programs, is excited to share changes to the application process starting with the 2026 cycle.

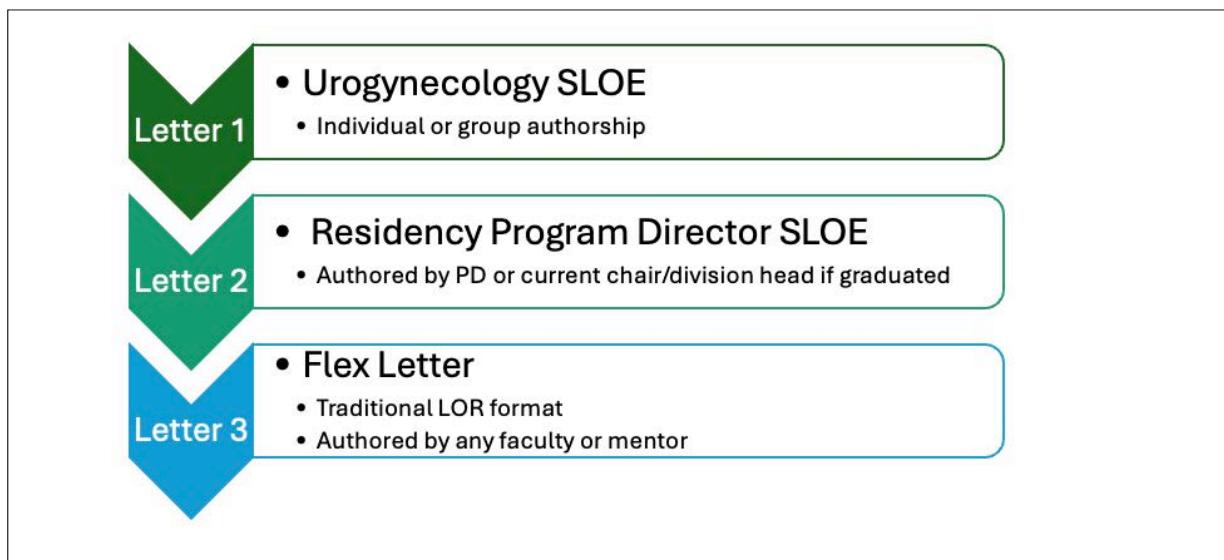
Goals of these changes include:

- 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

Update #1: Three Total Letters of Recommendation

- Three total letters of recommendation, 2 of which require a Standardized Letter of Evaluation (SLOE) form
- All programs will require the same SLOE letters from a Urogynecology faculty* and Residency PD - *if no Urogynecology faculty at home institution, a letter from an outside Urogyn faculty is acceptable
 - The Urogynecology SLOE may have group or individual authorship
- Standardized letters will require attestation regarding the use of AI and the process used to decrease bias
- Programs and applicants have flexibility with the 3rd letter of support

3 Letters of Recommendation chart



Update #2: Standard Letters of Evaluation (SLOE)

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 Urogyn SLOE** includes notable accomplishments, procedural skills, patient care, commitment to personal growth and summary statements.
- ❖ **Standardized PD SLOE** includes notable accomplishments, communication skills, leadership and teamwork observations, teaching skills 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
- Avoiding racial bias in reference writing:
<https://aabberhe.files.wordpress.com/2019/03/avoiding-racial-bias-in-reference-writing.pdf>

Update #3: Fellowship Application Process and Common Dates

- Tuesday, January 20, 2026: Fellowship application deadline for first round interviews
- Monday, February 9, 2026: First round interview invitations sent to applicants.
- Applicants have until Thursday February 12th to accept or decline interview offers
- Program may only send out # of invites for # of available slots