

**About Duke-NUS Medical School**

Duke-NUS Medical School is Singapore's only US-style graduate-entry medical school, drawing on the rich medical and research training of Duke University in North Carolina and outstanding resources at Asia's top university, the National University of Singapore (NUS). Duke-NUS provides a critical learning environment that draws from the best of both universities to prepare doctors who can transform the practice of medicine and improve lives. The Duke-NUS MD program is a 4-year graduate program. Students are awarded the degree of Doctor of Medicine (MD) jointly by Duke University and the National University of Singapore (NUS).

At Duke-NUS, our aim is to produce Clinicians First, Clinicians Plus, and we strive to educate high-quality individuals from diverse backgrounds to be **outstanding clinicians**, capable of becoming the **future leaders, educators, innovators, scholars and scientists** in healthcare, who serve the needs of Singapore and beyond, with **compassion and excellence**.

**To: Referee**

Thank you for agreeing to provide a recommendation for the above applicant. We appreciate the time and effort that you are putting into this recommendation and your honest assessment of the applicant's abilities. In particular, we are looking for applicants who are not only academically outstanding, but also have the heart and aptitude for medicine. In addition, as the prime focus of Duke-NUS is producing doctors who can make a difference in various areas as clinician leaders/scientist/innovators/educators, it is important for us to also understand how the individual you are writing the reference for is strong in these aspects.

- Please complete SECTIONS A, B and C
- Please sign the form
- Save all four pages (completed form and the recommendation letter)

Your comments will be held completely confidential. When completed, please email this form, together with your recommendation letter (if not inserted below), to [admissions@duke-nus.edu.sg](mailto:admissions@duke-nus.edu.sg).

Alternatively, you may mail to the following address:

Duke-NUS Office of Admissions  
Referee Report for "*Applicant's name*"  
C/O Ms Tammie Zhu, Senior Manager  
Duke-NUS Medical School  
8 College Road Singapore 169857

Evaluations are an integral part of the selection process, and we sincerely thank you for your efforts on behalf of this applicant.

Sincerely,

The Duke-NUS Admissions Department

**To be completed by the Referee:**

Name of Applicant:	
Program applying for:	

The above-named applicant is applying for entry to the MD or MD-PhD Programme at Duke-NUS Medical School. The Admissions Committee would appreciate receiving your confidential evaluation of the applicant.

**Section A: Contact Information**

Name of Referee	
Date of recommendation:	
Designation:	
Employer name (institution/organisation):	
Contact Number:	
Email Address:	

**Section B: Referee's Assessment**

<b>How long have you known the applicant and in what capacity?</b>	Duration known: Capacity:
<b>How would you rate the applicant among students at a similar level whom you have known in recent years?</b>	<input type="checkbox"/> Truly Exceptional (Top 5%) <input type="checkbox"/> Outstanding (Top 10%) <input type="checkbox"/> Good (Top 30%) <input type="checkbox"/> Average (Middle 40%) <input type="checkbox"/> Below Average (Bottom 15%) <input type="checkbox"/> Unable to Observe
<b>Please give an approximate indicator of the number of students you would be comparing this individual to for the above rating.</b>	Number of students:

**Section B : Referee's Assessment**

Please rate the applicant in terms of the qualities listed below, using the applicant's peer group as your reference group. Please see attached explanatory notes on what we are looking for, for each of the following qualities.

Qualities	Truly Exceptional	Outstanding	Good	Average	Below Average	Unable to Observe
Service Orientation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Social Skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cultural Competence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teamwork	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Oral/Written Communication	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ethical Responsibility to Self and Others	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reliability and Dependability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Resilience and Adaptability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Capacity for Improvement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Critical Thinking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Section C: Recommendation Letter**
**Guidelines**

Please write an assessment of the applicant that reflects their qualities, achievements, and potential.

**\*The recommendation can be written directly into the space provided below, or attach a separate letter of recommendation to this form if the space below is insufficient.**

Overall recommendation (Please tick one below)

Enthusiastically Recommend	Recommend	Recommend with reservations (Please ensure that you have provided details in Section C )	Do not recommend (Please ensure that you have provided details in Section C)
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Signature of Referee:

Date:

**Glossary**
**Core Competencies for Entering Medical Students**

<b>Interpersonal Competencies</b>	
Service Orientation	Demonstrates a desire to help others and sensitivity to others' needs and feelings; demonstrates a desire to alleviate others' distress; recognizes and acts on his/her responsibilities to society; locally, nationally, and globally.
Social Skills	Demonstrates an awareness of others' needs, goals, feelings, and the ways that social and behavioral cues affect peoples' interactions and behaviors; adjusts behaviors appropriately in response to these cues; treats others with respect.
Cultural Competence	Demonstrates knowledge of socio-cultural factors that affect interactions and behaviors; shows an appreciation and respect for multiple dimensions of diversity; recognizes and acts on the obligation to inform one's own judgment; engages diverse and competing perspectives as a resource for learning, citizenship, and work; recognizes and appropriately addresses bias in themselves and others; interacts effectively with people from diverse backgrounds.
Teamwork	Works collaboratively with others to achieve shared goals; shares information and knowledge with others and provides feedback; puts team goals ahead of individual goals.
Oral Communication	Effectively conveys information to others using spoken words and sentences; listens effectively; recognizes potential communication barriers and adjusts approach or clarifies information as needed.

<b>Intrapersonal Competencies</b>	
Ethical Responsibility to Self and Others	Behaves in an honest and ethical manner; cultivates personal and academic integrity; adheres to ethical principles and follows rules and procedures; resists peer pressure to engage in unethical behavior and encourages others to behave in honest and ethical ways; develops and demonstrates ethical and moral reasoning.
Reliability and Dependability	Consistently fulfills obligations in a timely and satisfactory manner; takes responsibility for personal actions and performance. Demonstrates an ability to self-generate energy, motivation and enthusiasm; a self-starter.
Resilience and Adaptability	Demonstrates tolerance of stressful or changing environments or situations and adapts effectively to them; is persistent, even under difficult situations; recovers from setbacks.
Capacity for Improvement	Sets goals for continuous improvement and for learning new concepts and skills; engages in reflective practice for improvement; solicits and responds appropriately to feedback.

<b>Thinking and Reasoning Competencies</b>	
Critical Thinking	Uses logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions, or approaches to problems. Demonstrates an ability to think laterally and creatively when problem solving. Demonstrates curiosity, tenacity and an ability to challenge the status quo. Readily explores and considers new ideas, possibilities and solutions.
Written Communication	Effectively conveys information to others using written words and sentences.

Adapted from: <https://www.staging.aamc.org/initiatives/admissionsinitiative/competencies/>