Author's response to reviews

Title: Predicting Residents' Performance: A Prospective Study

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The Editor
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Please accept for review our revised manuscript titled "Predicting Residents' Performance: A Prospective Study". We have responded to the reviewers' comments as follows:

1. We have clarified the figures. The previous versions were "summary" scattergrams, due to the default setting on the computer software. The current version of the figures contains all individual scores. Please note that although there were 277 subjects included in the analysis, there will NOT be 277 data points. This is because shared data points are reflected by one dot. For example, if there were 6 applicants with an ISC score of "1" and a clinical score of "1", they would be superimposed on each other and thereby represented by one dot, not 6 dots.
2. We have revised the scales on the x and y axis, as suggested.
3. We have combined Figures 1 and 2, as well as Figures 3 and 4.
4. We have noted, in the Results section and in the Discussion section, the fact that the ISC did better with predicting those applicants who would perform poorly. However, we do not believe that there is no meaningful correlation for ISC scores below 3.5. When the data are analyzed for only cases with ISC scores of 3 or less, there is a correlation of 0.46 (p = 0.000). The reviewer is correct in that the correlation drops from 0.6 to 0.46, however, even this lower level of correlation is modestly significant in relation to this subject area.
5. Indeed, we forgot to answer one of the reviewer's questions: There were no
residents asked to leave during the study period. One resident (who was on her way to being asked to leave) left the training program on her own. This resident had an ISC score of 3.75 and thus was on the borderline of what would be considered an acceptable candidate to our training program. One could infer that the ISC score predicted this resident's poor performance. However, given the paucity of residents who were asked to leave the training program, we did not include this discussion in the manuscript.

6. Figure legends have been removed from figures; and the figures have been cropped as suggested.

I believe that all the reviewer's suggestions and comments have been completely addressed.

Thank you for your consideration.

Sincerely,

Philip O. Ozuah, M.D.